

## P NC3-060623 Poland

### Your Organisation and Contact Details

#### Your organisation's country (or europe, global)\*

Poland

#### Your organisation's name\*

Jagiellonian University

Stanislaw Kistryn

#### Your email address (designated Point of Contact)\*

[stanislaw.kistryn@uj.edu.pl](mailto:stanislaw.kistryn@uj.edu.pl)

### Consent Agreement

#### Authorisation to submit the Proposal on behalf of organisations\*

By ticking this box, I confirm that my organisation is a member of CoARA and that I have the authority to submit the Proposal on behalf of my organisation and on behalf of the organisations mentioned here.

#### Please indicate if you are submitting a proposal for a Working Group or a National Chapter?\*

National Chapter

### Lead Proposer

#### Lead Proposer name\*

Stanislaw Kistryn

#### Lead Proposer email\*

[stanislaw.kistryn@uj.edu.pl](mailto:stanislaw.kistryn@uj.edu.pl)

### Details on other CoARA member organisations involved

#### What country is this National Chapter submitted for?\*

Poland

#### Please list other CoARA member organisations from your country endorsing this National Chapter. Please note: Listed organisations should represent at least half of the country's overall CoARA member organisations\*

1. Koszalin University of Technology
2. Conference of Rectors of Academic Schools in Poland
3. Foundation for Polish Science
4. The Polish Academy of Sciences
5. Polish Young Academy (of PAS)
6. Institute of Polish Language PAS
7. Institute of Philosophy and Sociology PAS
8. Medical University of Gdansk
9. Medical University of Warsaw
10. Wroclaw Medical University
11. University of Gdansk
12. University of Lodz
13. Maria Curie-Sklodowska University
14. University of Opole
15. University of Silesia in Katowice

16. University of Warsaw
17. AGH University of Science and Technology
18. Gdansk University of Technology
19. Politechnika Krakowska im. Tadeusza Kosciuszki
20. Lodz University of Technology
21. Silesian University of Technology
22. University of Agriculture in Krakow
23. Poznan University of Economics and Business
24. Wroclaw University of Environmental and Life Sciences
25. Polish-Japanese Academy of Information Technology
26. The John Paul II Catholic University of Lublin
27. Academy of Physical Education in Katowice
28. Andrzej Frycz Modrzewski Krakow University
29. Jozef Pilsudski University of Physical Education in Warsaw
30. Maria Grzegorzewska University
31. SGH Warsaw School of Economics
32. SWPS University of Social Sciences and Humanities (now: Jan Dlugosz University in Czestochowa)
33. The Strzeminski Academy of Fine Arts Lodz
34. Vistula University
35. Wroclaw University of Health and Sport Sciences
36. WSB University

**Short description of the mission and objectives of the group, and of how it fits with the overall CoARA vision (200 words max)\***

The main mission of the Polish National Chapter will be to assess the coherence of the solutions agreed within the Coalition with the currently applicable country regulations, and to propose the necessary changes at the national level that would allow implementation of specific elements of the reform.

The focus will be set on the use of qualitative metrics in the assessment of institutions by national evaluation agencies. The scope and feasibility of peer-review in qualitative evaluation of researchers, research teams and research performing institutions will be discussed to create a broader view – how to include various academic activities in the assessment criteria, going beyond narrowly defined research. Consideration will be given to extend CoARA principles of research assessment to more comprehensive academic assessment, including also teaching, science communication and public engagement.

Another important aspect will be the discussion on how to use the reform to initiate changes in the research culture towards promoting frontier (risky) studies conducted in a long-term perspective (sustainability of research activities). The ultimate goal will be the development of fair criteria for creating predicable career paths to attract and support the most talented researchers.

**Expected impact (notably expected adoption and implementation scenarios) (300 words max)\***

In the initial period of activity, the Polish National Chapter will debate and monitor the commitments declared by individual signatories so that they are coherent and supplementary. This will facilitate their smooth subsequent implementation in the national context. Then, the Chapter will analyze the compliance of criteria, tools and processes elaborated by the Coalition with national law, to prepare guidelines for their adoption.

The Chapter will explore what lessons can already be learned from previous experiences across the Coalition. The current assessment systems and researcher employment policies used by different universities and research-performing institutions within the Polish legal system will be reviewed to identify and share best practices. The Chapter shall use this knowledge to prepare guidelines for wider implementation of the most successful approaches within the whole sector. Particular attention will be paid to the use of peer revision, especially how to avoid possible system flaws and minimize the burden on institutions and peers. These issues will be consulted with other National Chapters and Working Groups.

It is also planned to discuss and prepare recommendations aimed at increasing the flexibility of employment rules, limiting formal restrictions and improving the working conditions of scientists, especially postdocs. The National Chapter's goal is to initiate a change in the current academic culture to support undertaking long-term, ambitious challenges, and not just settling subsequent short-term grants. This direction is in line with the ERAC recommendations, which emphasize the need to ensure transparent and merit-based employment rules for researchers to promote a more frequent use of permanent contracts, strengthening the human capital base and countering the phenomenon of precarity. One of the pathways proposed by ERAC would be creation for renowned researchers, upon positive evaluations, the ability to use the life-cycle research funding.

**Added value of the National Chapter over and above what is currently being done within the country (300 words max)\***

Discussions are held in Poland on increasing the efficiency and quality of research and on reforming the central research assessment systems. However, they are usually conducted in separate stakeholder groups and are biased by sticking to quantitative metrics. The National Chapter will give an opportunity to discuss topics of key importance to scientists and research performing institutions, considering different perspectives. Favorably, the Chapter will include representatives of universities and research institutes of Polish Academy of Science, ministerial advisory body (Science Evaluation Committee) and research funding agencies. Therefore, it will be possible to avoid creating inconsistencies in the proposed approaches, especially regarding the fair rules of recruitment and employment of scientists. It is worth noting that most of the signatories implement the HRS4R principles and can share their experience and good practices with other institutions.

An important benefit of such a composition of the National Chapter will be promotion of the idea of CoARA principles across the whole HE and research sector. It is crucial to raise awareness of the research assessment reform and explain the need of abandoning the criteria based solely on numerical indicators, especially in the evaluation of individual researchers or research teams. This should help to shift the focus of the current discussion from the detailed quantification of research outputs towards creating an ecosystem supporting high-quality research. While developing the reform, it is also necessary to consider the specificities of individual disciplines and local conditions. Acting under the umbrella of National Chapter will make it much easier. Since among the signatories are Polish Rectors Conference and Polish Academy of Science, the discussion will encompass large fraction of the sector and allow for wide consultation process, as well as allow for exerting strong pressure on central-level decision makers.

**Work plan and outputs / deliverables, that can be accomplished within the timeline proposed (600 words max)\***

When established, the Polish National Chapter (NC-PL) will serve as a contact platform, gathering information on the commitments of the signatory institutions. On-line meetings will be organized to exchange experiences and discuss progress, and provide IT tools to facilitate common access to all accumulated information.

In parallel, utilizing the engagement of representatives of research-performing organizations and ministerial advisory bodies, NC-PL will monitor the compliance of the proposed institutional commitments with current national regulations and envisaged policy. This will ensure the applicability of the criteria agreed by the Coalition, leading to a better compliance of the principles of research evaluation with the national research policy.

During the first year, NC-PL will organize hybrid workshops for representatives of all interested institutions. These events will focus on the rationale behind the proposed renewed approach to the research assessment, sharing stakeholder opinions on the reform, and facilitating an exchange of views with experts in the research-on-research field. Such action is needed to overcome a widespread mistrust among scientists about science policies and research assessment rules. The most important output of the workshops will be a summary of the current rules of researcher evaluation and of recruitment/promotion used by various institutions operating within the same legal system, to boost the debate on new approaches and implementation of best practices.

The final hybrid workshop will be organized by NC-PL at the end of the second year of operation. The underlying objective will be a discussion on how to recognize and utilize the diversity of institution profiles in terms of research, education or service to society. The ways to better recognize the wider activities of researchers, such as mentoring, teaching and public engagement will also be debated. The workshop will be a forum to discuss multidirectional understanding of research integrity and excellence: what are the fundamental values and norms. It should also provide practical solutions for country-wide implementation of the best developed solutions.

Generally, the National Chapter has the potential to engage participants from across the research ecosystem, academia, research institutes, knowledge-driven companies and policy-makers to envisage an ideal research culture of the future, and propose paths leading towards its realization. It will be very important to actively include in the discussions the researchers at various stages of academic development, from PhD candidates and young postdocs to established leaders, to take into account the complementary perspectives of members of research teams, specialists from research cores and principal investigators. Opinions and expertise of different groups are essential for policy-makers and institutional authorities, when proposing the research assessment reform and elaborating new mechanisms of science policy. Differences between disciplines will also have to be taken into account and a balance must be struck between stating the basic principles and preserving institutional autonomy.

NC-PL will propose a framework that can support the adoption of the reform principles to initiate a change in the current academic culture in Poland. The aim is to prepare recommendations for policy-makers, proposing improvements of the employment rules of scientists to increase stability of recognized investigators and enable building highly-trained teams focusing on long-term goals, as a critical condition for excellent research. It is also planned to develop recommendations on how (in the national context) to support peer reviews with responsibly selected scientometric indicators in the assessment of individual scientists (in their research activity, as well as in broadly understood academic activity), and in the comprehensive assessment of institutions, using the achievements of CoARA WGs and NCs.

#### **Envisaged co-chairs leading the National Chapter, representing different types of organisation and countries / regions\***

1. Jagiellonian University in Krakow
2. Koszalin University of Technology

NOTE: the specified institutions are taking care of the first (present) steps of initiating NC-PL, after formal grounding the community will decide on the structure and chairs.

**Mechanisms to ensure that a broader range of organisations, including from outside CoARA, contribute to and benefit from the National Chapter (300 words max)\***

There have been ongoing discussions in the Polish academic community around issues such as career paths, permeability between sectors, research integrity, and support for collaboration. It is important to extend these discussions by issues of possible future directions for publishing results and introducing the rules of open science. It is obvious that culture change will require collaboration between different organization types to shape evolving relationship between the researchers, research ecosystem and society.

Using the diversity and large number of CoARA agreement signatories in Poland, who can serve as Coalition ambassadors and attractors to the NC-PL platform, it will be possible to continue multidimensional discussions on the assumptions of the research assessment reform during various routine events, such as sessions of the Conference of Rectors of Academic Schools, Polish Academy of Sciences (with Polish Young Academy), Polish Academy of Arts and Sciences or meetings of Polish scientific societies. Participation of representatives from R&D departments of knowledge-based companies will be welcome. These contacts do not need to be initiated, they already exist. An important task will be a dialogue with Research Funding Organizations and the ministerial Commission for Research Evaluation (already initiated), the key player in defining nation-wide evaluation procedures. Institutional support of CRASP and PAS, backed up by personal engagement of their Presidents in close cooperation with the proponents ensures the existence of communication channels over the whole Polish sector of science and higher education.

**Envisaged support needed from the Secretariat and resources expected to be provided in-kind by National Chapter members. Please note: this will be provided for information only and will not be evaluated by the CoARA Steering Board. Please also have a look at section 2.6 in the Call Document for an overview of the possible support that can be offered to National Chapters.**

The Polish National Chapter will count on the support from the Secretariat, especially on:

- i. Publishing information on the mission, work plan and membership of the National Chapter on the CoARA website;
- ii. Publishing of the National Chapter results and work progress on the CoARA website and support their dissemination via relevant channels;
- iii. Passing on to the National Chapter any relevant request received by CoARA from the member organizations;
- iv. Mediating contacts with other national chapters and working groups.

The institutions belonging to National Chapter (listed as supporters and joining in future) will dedicate sufficient resources (manpower) to contribute to the discussions and development of new assessment methods and criteria.