

**Regulation No. 73/19
of the Rector of Poznan University of Medical Sciences
of 7 October 2019**

regarding the appointment of a Team for the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at Poznan University of Medical Sciences

§ 1

1. A Team is hereby appointed for the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at Poznan University of Medical Sciences, hereinafter referred to as the Team, which task shall be to implement at Poznan University of Medical Science, in line with the European Commission's guidelines, the principles and requirements outlined in the European Charter for Researchers and in the Code of Conduct for the Recruitment of Researchers.
2. The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (hereinafter referred to also as the Charter and the Code) are EU recommendations indicating good practices in recruitment and employment of researchers.
3. The Team's scope of work shall include, as follows:
 - 1) analysis of legal regulations, procedures and practices in place at the University in terms of their compliance with the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers;
 - 2) suggesting solutions considered necessary, including to adjust the University's internal regulations to the requirements of the Charter and the Code;
 - 3) development of a strategy for action, hereinafter referred to as "HR Strategy", which shall comprise:
 - a) the outcome of the analysis of internal regulations in the context of implementation of the recommendations of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers,
 - b) a schedule of actions to be taken to implement the provisions of the Charter and the Code, including as regards implementation of these provisions into the University's internal legislation, along with identification of persons responsible.

§ 2

Implementation of the HR Strategy for researchers shall be one of the priority actions aimed at improving the quality of the working environment and the research conducted.

1. The Team shall consist of:

- 1) researcher representatives:
 - a) Dariusz Iżycki, MD, PhD - Team Coordinator,
 - b) Bartłomiej Perek, MD, PhD - Deputy Team Coordinator,
 - c) Prof. Marek Ruchała, MD, PhD (Chancellor of the College of Medical Sciences),
 - d) Prof. Jarosław Walkowiak, MD, PhD (Chancellor of the College of Health Sciences),
 - e) Prof. Lucjusz Zaprutko, MSc, PhD (Chancellor of the College of Pharmaceutical Sciences),
 - f) Marta Dyszkiewicz-Konwińska, MD, PhD
 - g) Piotr Rzymyński, MD, PhD
 - h) Błażej Rubiś, PhD
 - i) Wojciech Adamski, MD
 - j) Zofia Kolesińska, MD
 - k) Ewelina Wierzejska, MD
 - l) Jan Nowak, MD
 - m) Szymon Tomczak, MSc (Chairman of the Doctoral Student Self-Government),
 - n) Martyna Borowczyk, MSc (doctoral student representative);
- 2) employees factually responsible for the analysis and preparation of verified legal regulations, procedures and practices, development of the document describing the strategy for action ("HR Strategy") as well as promotion of the developed documents and related communication:
 - a) Prof. Ewa Wender-Ożegowska, MD, PhD (Vice-Rector for Organisational Affairs and International Relations),
 - b) Prof. Zbigniew Krasiński, MD, PhD (Vice-Rector for Human Resources and Postgraduate Education),
 - c) Prof. Michał Nowicki, MD, PhD (Vice-Rector for Research and Development)
 - d) Rafał Staszewski, MD, PhD (General Director),
 - e) Barbara Maciałowicz, MSc (Financial Director),
 - f) Paweł Uruski, MD (Rector's Assistant),
 - g) Bożena Raducha, MA (International Relations Office Manager),
 - h) Maciej Stachowiak, PhD. (HR Department Manager),
 - i) Karolina Michalak, MA (Research, Innovation and Project Management Department Manager),
 - j) Dominika Bazan, MA (Promotion and Career Department Manager)
 - k) Piotr Skraburski, MA (IT Department Manager),
 - l) Piotr Domagalski, MA (Controlling Department Manager).

2. The Team Coordinator shall be responsible for:

- 1) organisation of and supervision over the Team's current work;
- 2) coordination of the Team's work in line with the approved scope of work and schedule of actions;
- 3) ensuring a proper information flow and communication during performance of the work;
- 4) presenting periodic Team Activity Reports to the Rector.

§ 4

The administrative services shall be provided to the Team by the Research, Innovation and Project Management Department.

§ 5

University employees shall be obliged to cooperate with the Team Coordinator in order to facilitate efficient implementation of each stage of work.

§ 6

The Regulation shall enter into force on the day of its announcement.

R e c t o r

Prof. Andrzej Tykarski, MD, PhD