

Action Plan – implementation and new tasks (January 2022)

	Action	Planned	Timing	Indicator/target	Current status (as of 2022)	Other remarks
Recruitment and selection						
1.	Establishing a clear procedure and code of conduct in regard to potential conflict of interest.	2017	2018	Procedure regarding the management of potential conflict of interest	Completed	
2.	50% increase in the proportion of female panellists, reviewers and researchers who nominate candidates for FNP Prize	2017	2022	Proportion of women among panellists, reviewers and researchers who nominate candidates for the FNP Prize	Completed	We managed to raise participation of women among the experts from 18% in 2012-2016 to 24% in 2020-21. It must be noted however that it was accomplished with much fewer competitions (due to the programme dynamics) and significantly lower number of experts involved. We experience difficulties involving female experts especially at more advanced stages of career. The choice of experts is driven predominantly by their expertise and by avoidance of the conflict of interest. We will strive, however, to increase the representation of women among our experts.
3	Introducing a policy to send complaints /appeals to the relevant reviewers/ panellists whose work has been questioned.	2017	2018	An (informal) policy	The action has been postponed till new competitions	New FNP programmes apply different models of application assessment and the policy is no longer relevant. However the quality of the experts' reviews/assessments is regularly monitored and evaluated by programme officers.

4.	Introducing a regular check of FNP English language website to ensure to reflects as accurately as possible the Polish one.	2017	2019	No indicator was chosen for this action	Completed	All vital information regarding the funding and competitions is translated and published on our website in English simultaneously with the information in the Polish language.
5.	Preceding project assessment with structured meetings with the panellist aimed at clarification of selection criteria and procedure.	The action was not foreseen in the previous Action Plan		Meetings	Completed	The meetings have already been introduced and will be continued
6.	Further instructions for the reviewers and panellists to make them more aware of the need to assess applicants' record adequately to their career stage and path or special life circumstances	2022	IV/2022	Instructions included in the reviewer forms	New	The instructions will be included in the reviewer forms
7.	Preceding project selection panels with a discussion concerning (unconscious) bias in assessment of researchers	2022	I/2023	Discussions	New	Relevant materials are already available on FNP website. Form and extend of the discussion will be adopted with regard to specific programmes and selection procedures.
8.	Standardized regulation concerning extended eligibility in case of career breaks related to parenthood or a long-term illness.	2022	III/2022	A standard rule in the programme documentation	New	Rules concerning career breaks related to parenthood are already standardized in majority of programmes. New rules related to long-term illness will be elaborated.
Ethical and professional aspects						
9.	Obliging laureates to keep details of their research documented and subject them to occasional audit authorised by the Foundation.	2017	2019	A clause in grant agreements	Extended	The action has been postponed till new programmes start and financial agreements are signed.
10.	Specifying FNP requirements in regard to data management and establishing clear guidelines for data collection and storage, as well as its management.	2022	II/2023	Guidelines	New	

11.	Establishing "Gender Equality Plan"	The action was not foreseen in the previous Action Plan		A document published in the FNP webpage	Completed	The policy "Fostering equality and diversity" was adopted and published on the FNP's website
12.	Holding public debates on the subject of the pandemics and vaccination (to better explain research findings to laypeople)	The action was not foreseen in the previous Action Plan		Debates	Completed	The action was induced by the pandemic. We intend to continue the public debates with participation of researchers, on topics most relevant to the society.
13.	Setting up a long-term strategy concerning FNP's public outreach	2022	I/2023	A strategy	New	
14.	Establishing collaboration with organisations experienced in science communication, joint ventures in public outreach	2022	I/2023	Joint ventures	New	
Working conditions						
15.	Standardized regulation concerning project prolongations in the case of pregnancy/parenthood or a long-term illness	2022	I/2023	A standard rule in the programme documentation	New	Rules concerning project prolongation are already standardized in the majority of programmes, as well as rules concerning sudden, unforeseen events.
16.	Setting a subsite dedicated to foreign researchers (with information that may be useful for them to adapt in Poland)	2022	II/2023	A subsite	New	In this matter the Foundation will cooperate with other institutions involved in supporting foreign researches in Poland.
17.	Establishing collaboration with other institutions with the objective of supporting foreign researchers working in Poland.	2022	II/2023	Formal and informal exchanges with the relevant institutions, joint events, publications, documents	New	
18.	Putting together a "welcome package" for foreigners joining FNP funded projects	2022	I/2023	A package	New	

19.	Organisation of events facilitating integration of foreign researches with the local environment.	2022	II/2023	Events (e.g. conferences)	New	
20.	Cooperation with administration of Polish host institutions with objective of developing and exchanging good practices in regard to supporting foreign researchers.	2022	II/2023	Meetings, workshops, guidelines	New	
Training and development						
21.	Setting clear guidelines for supervision of the PhD students in FNP funded projects by additional supervisors from different research teams/institutions.	2022	I/2023	Guidelines, a provision in programme documentation	New	A rule that every PhD student in FNP funded projects must be provided with additional supervisor from a different research team/institution has already been established, but its understanding may not be clear. The guidelines will be elaborated in accordance with programmes' specific features.
22.	Including supervision and team management in the thematic scope of FNP organized conferences and venues for researchers	2022	IV/2024	A conference agenda	New	The topic has proven of considerable interest to young group leaders. The Foundation has organized workshops on this topic and plans to keep doing it.
23.	Pilot mentoring programme for young researchers	2022	I/2023	A detailed scheme	New	