



Foundation for Polish Science



HR EXCELLENCE IN RESEARCH

## **The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers**

**June 2012 - September 2014**

### **Internal analysis of implementation**

**(September 2014)**

On June 25, 2012, the Foundation for Polish Science was the first institution in Poland to be deemed by the European Commission as an entity implementing the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*. The decision of the Commission was based on the internal gap analysis prepared by the FNP. ([http://www.fnp.org.pl/assets/Europejska\\_Karta-Naukowca\\_0620121.pdf](http://www.fnp.org.pl/assets/Europejska_Karta-Naukowca_0620121.pdf)). The present document summarizes the progress in the implementation of the Charter and Code by the Foundation, in particular the changes planned pursuant to the internal gap analysis.

### **FNP in the period 2012-2014**

The Foundation for Polish Science has been in operation since 1991. It is the largest non-governmental institution financing science in Poland. The Foundation realizes its statutory purposes through:

- support for distinguished scholars and research teams in all fields of inquiry,
- modernization of research facilities,
- assisting innovative ventures and commercialization of scientific discoveries and inventions.

During more than 20 years of its activity, the Foundation has spent more than 100 million euro from own funds and approx. 80 million euro from structural funds of the EU on statutory purposes. A specific dynamics of expenditures is characteristic for the last decade, during which the Foundation supported the development of science in Poland with a total amount of approx. 132 million euro. The scope of activity of the Foundation during this period was very broad, responding to varied needs of Polish academic circles. The Foundation supported scientists at all stages of their careers, in all areas of science, including social sciences and the humanities, financing research infrastructure, publications and in particular – awards, stipends (including travel and return grants) and subsidies facilitating establishing and managing of

research teams. At the same time, however, FNP programmes have never been of a mass nature. The funds at the disposal of the Foundation are very limited (in comparison to government agencies) and they are addressed to a relatively narrow group of researchers. Its mission is to support the best, world-class scientists who work in Poland. Thus, support is granted basing on the "hard money" principle (highly competitive selection of candidates).

### Programme restructuring

In recent years, the activity of the Foundation has been undergoing a major restructuring process, which is connected mainly with the transformation of the science system in Poland. In 2010, the science reform was introduced. Its underlying principles include, among others, increasing the efficiency of using budget means for science and a transparent system of financing research institutions with the aim to promote the quality of conducted research. Financing science, which had previously been the task of the Ministry of Science and Higher Education in Poland, was passed on to two executive agencies: the National Science Centre (*Narodowe Centrum Nauki*, NCN) – for fundamental research and the National Centre for Research and Development (*Narodowe Centrum Badań i Rozwoju*, NCBR) – for applied research, developmental work and programmes of strategic importance for Poland. Both agencies distribute public funds through competition procedures, which reflects the principles that the Foundation for Polish Science has promoted for years.

The programmes supporting researchers initiated by the NCN and NCBR realise the objectives previously supported by the FNP (e.g. young scholars achieving academic independence, support for mobility of Polish academics, training in commercialisation of the results of scientific research or support for the research of experienced scholars). Taking over these tasks by government agencies enables to realise them on a much larger scale. The Foundation has actively participated in the debate on the changes in the science system in Poland. It played an important role in the debate preceding the science reform, among others by providing content-based arguments and sample solutions increasing competitiveness and Polish science's openness to the world. On the one hand, the dissemination of good practices of supporting science in Poland constituted the realisation of one of the objectives of the Foundation (promoting best practices in supporting science). On the other hand, it has forced the Foundation to introduce substantial changes to its own programme prerequisites. The Foundation cannot compete with government institutions, so it has to re-define its role in the science supporting system, while at the same time possessing very limited financial means (in comparison to budget funds). The Foundation has been limiting the number of realised programmes for several years, focusing on supporting scientists on the most important and most difficult stages of their academic careers instead. These stages include mainly:

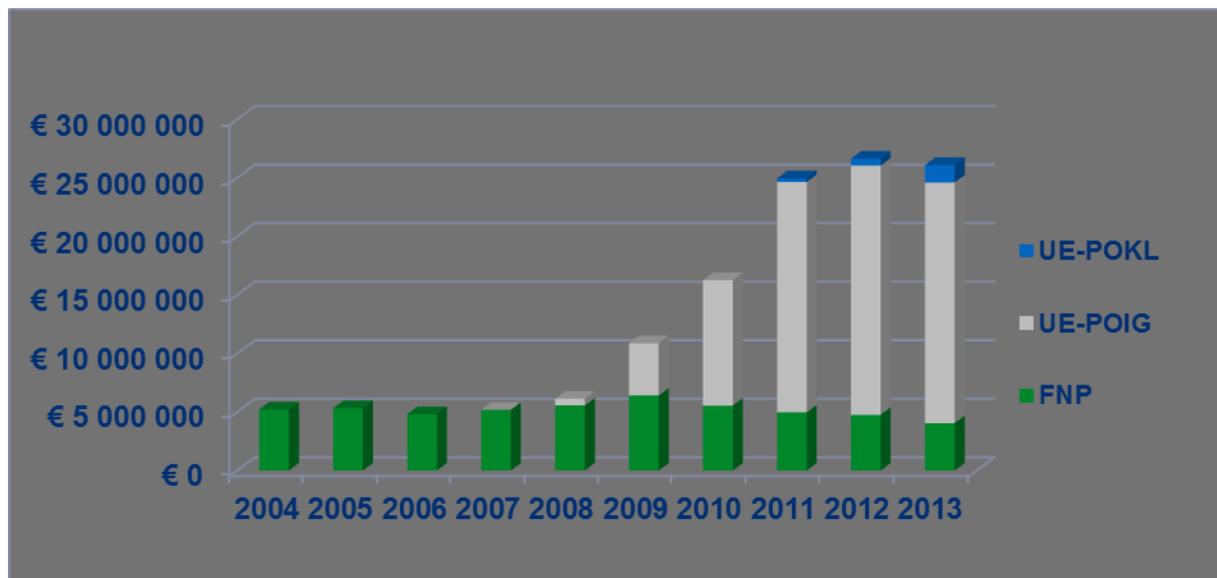
- preparing a doctorate,
- post-doctoral fellowship,

- return to Poland after the post-doc, building independence,
- academic independence, forming one's own research team.

As a result, in the years 2008-2014 the number of schemes under which the Foundation offered awards, subsidies and grants to scientists was reduced from over 20 in 2008 to 14 in 2012

and 9 in 2014. The process was not connected with a reduction of programme expenditures – rather, it consisted in the concentration of funds and the development of the offer of key programmes of the Foundation. The possibility to use structural funds that emerged in the financial perspective of European structural funds 2007-2013 enabled the Foundation to increase programme-related expenditures several times in an annual scale. As a beneficiary of the Operational Programme Innovative Economy, in the years 2007-2015 the Foundation will spend a total of approx. 100 million euro on the realisation of its programmes. Additionally, funds obtained under the Operational Programme Human Capital will increase this amount by additional 10 million euro.

### Programme expenditures of the FNP



### New activities

The Foundation has taken up new activities in the non-financial area, supporting the career development of scientists, the abilities improving their chances on the labour market (also outside the science sector) and the qualifications of science managers and personnel of science supporting institutions. The SKILLS programme, initiated in 2011, offers scientists mentoring, coaching, trainings, fellowships and study visits at the best foreign institutions. It also enables the integration of academic circles. It supports the presentation of newest

research areas and the exchange of thought and experiences. Trainings, competitions and awards refer to the following areas:

- managing research projects and teams,
- scientific communication, including the presentation of research outcomes, writing academic texts,
- interdisciplinary co-operation,
- ethical principles in science,
- entrepreneurship, technology transfer and commercialisation,
- popularisation of science.

Another activity started by the Foundation is connected with promoting scientific excellence, more specifically, with the European programme *Teaming of Excellence*. The programme was developed in response to significant differences in the innovativeness of regions within ERA and it foresees the creation of new research and development centres in the least innovative Member States in strategic partnership with leading academic institutions from other EU Member States or partner states. The programme is a great development opportunity for Polish scientists and the Foundation is actively involved in the selection of attractive and valuable projects and in offering their authors assistance in the preparation of applications to be submitted to the *Teaming of Excellence* competition.

## Implementation of the Charter and Code in the years 2012 - 2014

The internal gap analysis prepared in 2012 showed that a vast majority of the provisions of the *Charter* and *Code* (referring to grant-providing institutions) is realised by the Foundation and that some of them are not relevant to the Foundation. At the same time, the analysis enabled us to identify certain areas in which the Foundation might initiate further activities. These areas included:

- public engagement,
- relations with supervisors,
- non-discrimination principle,
- access to research training and continuous development,
- supervision,
- complaints/appeals,
- transparency,
- variations in the chronological order of CVs.

As a result the proposed action plan foresaw a relatively small number of minor changes.

Area	Planned actions	Timeline
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<b>Public engagement</b>	Including in application forms questions concerning the candidate's plans for social communication of the research (although this will not be a criterion for evaluation of applications); including requests for information on these types of activities in the forms for reporting on realisation of projects.	by the end of 2014
	Requiring the Foundation's beneficiaries, in the agreements signed with them, to conduct activities encouraging public understanding of the role of research.	by the end of 2014
	Supporting researchers in their efforts of communicating science.	on an ongoing basis
	Active promotion of scientists' public engagement.	on an ongoing basis
<b>Relations with supervisors</b>	Promotion of good practices related to relations between young researchers and their supervisors.	on an ongoing basis
<b>Non-discrimination principle</b>	Elimination of the age limit in the MISTRZ programme.	by the end of 2012
<b>Access to research training and continuous development</b>	Search for further opportunities of supporting researchers in their professional development.	on an ongoing basis
<b>Supervision</b>	Further promotion of good practices related to supervision.	on an ongoing basis
<b>Complaints/appeals</b>	Providing – so far as is possible – an appeal procedure as a standard in FNP's programmes.	by the end of 2013
<b>Transparency</b>	Providing – so far as possible – candidates with the content of their reviews as a standard in FNP's programmes.	by the end of 2013
<b>Variations in the chronological order of CVs</b>	Elaborating instructions for reviewers, so they better understand the need to assess applicants' achievements in a manner appropriate to the course of their careers;	on an ongoing basis
	Replacing the request for publications from the last 3–5 years (as a basis for evaluation of researchers) with a request for three best publications selected by the candidates (regardless of the time of their appearance).	by the end of 2013

Due to the small scope of changes and the scale of activity of the Foundation which, at that time, employed 50-60 people, the implementation of the proposed actions did not require the

appointment of any dedicated committees or creating instruments or indicators to monitor the changes. The influence of the *Charter* and *Code* on the operations of the Foundation was discussed on an ongoing basis during programme-related discussions, changes in regulations and promotional events. The person responsible for the monitoring of conducted activities, internal communication in this aspect and the promotion of the *Charter* and *Code*, is the evaluation and programme analysis co-ordinator of the FNP.

### Direct and indirect influence of the Foundation

As an organisation supporting science - and not employing scientists - the Foundation implements *the European Charter for Researchers* and *the Code of Conduct for the Recruitment of Researchers* through:

- own programmes (direct influence),
- programmes' procedures (direct influence),
- influencing the beneficiaries of its programmes (indirect influence).

The Foundation responds to the challenges formulated in the *Charter* and *Code* mainly through its programmes. In the years 2012-2014 the activities of FNP focused on the following objectives reflecting the assumptions of the *Charter* and *Code*:

- supporting junior researchers (programmes: *START*, *International Doctoral Projects*, *VENTURES*)
- supporting researchers in the transitional phase of their careers, e.g. connected with mobility (programme: *HOMING PLUS* and *supporting grants for researchers returning from abroad*) and with the return to research work after maternity (paternity) leave (programme: *POMOST*)
- supporting the mobility of researchers (programmes: *KOLUMB*, *HOMING PLUS*, *WELCOME*, *study trips under the START programme*)
- supporting and promoting model relationships between supervisors and young scientists (programmes: *MISTRZ*, *TEAM*, *International Doctoral Projects*)
- supporting open competitions and creating new research teams basing on transparent recruitment principles (programme: *TEAM*)
- equal opportunities for women in science (programme: *POMOST*)
- professional development and improving the qualifications of researchers (project: *SKILLS*)
- creating attractive conditions for research work in Poland (*TEAMING* programme).

The key area of the implementation of the *Charter* and *Code* by the FNP is the manner of conducting competitions, awarding subsidized funds and obligations of the laureates (and, in some cases, of the institutions employing the laureates). These issues are regulated in programme documentation: programme regulations, template application forms, agreements and reports. In its competitions the Foundation abides by the principles of research freedom,

professional attitude, recognition of the profession and non-discrimination. It applies transparent principles to the competitions and the related assessment of researchers. Applicants are assessed by independent reviewers in an peer review process consisting of at least two stages. Applicants may also use procedures of appeal. The Foundation recognizes the value of mobility, both at the stage of application assessment and by enabling researchers to change the place of work after obtaining funds. It provides laureates and beneficiaries with transparent legal protection principles, in particular with respect to the protection of intellectual rights.

The Foundation generally funds individual researchers, not research institutions. Moreover, the subjects of financing are mainly stipends, salaries and awards (and small grants, to a lesser extent). Since it supports individual researchers, the influence of the Foundation on the research institutions depends on the type of programme and on the scale of funding. In the case of stipends for beginner researchers, such as doctoral or post-doc students, this influence is not significant. It would be pointless to make the support for young researchers (START programme) dependent on the functioning of the institution that employs them. However, in the case when a young researcher also receives a research grant, apart from the stipend (VENTURES programme), the employing institution is obliged under the agreement concluded with the Foundation to provide them with appropriate working conditions.

As the Foundation does not employ researchers and as it does not participate directly in the research process, numerous provisions of the *Charter* and *Code* are not directly applicable. This refers, for example, to principles concerning work regulations and safety – these are regulated by national legal regulations such as the Labour Code and the employing institution is responsible for compliance. On the other hand, providing researchers with appropriate working conditions (e.g. access to appropriate equipment) is foreseen in the funding agreements with laureates and beneficiaries. When granting funds to individual researchers or consortia, the Foundation enters into trilateral agreements with employing institutions, thus obliging these institutions to provide the laureates with appropriate conditions for research work. In part of the FNP programmes, when larger funds are granted, quality and involvement of the research institution are one of the elements of application assessment. This refers mainly to the conditions of employment of the laureate and to providing them with the necessary equipment. Thus, one might say that the Foundation has an indirect influence on the application of these principles. The Foundation also has indirect influence on the practices related to the ethical principles and professional accountability, the application of good practices in scientific research, in the relations with mentors, the determination of principles of co-authorship, etc. - they are set forth mainly in the *Code of Ethics for Competition Winners and Beneficiaries of the FNP*.

However, the Foundation participates in recruitment processes when it provides funds for the financing of research teams. Laureates are obliged to use transparent recruitment procedures that constitute a part of the financing agreements and, in some of the programmes, are also subject to evaluation of the applications. Recruitment is conducted through open competitions announced throughout the country and abroad in a manner that guarantees reaching potential candidates for working in the team as well as on free websites, (including: <http://www.eurosciencejobs.com>, <http://ec.europa.eu/eracareers>, <http://www.eracareers-poland.gov.pl>). Moreover, representatives of the Foundation participate directly (as observers) in recruitment conducted by the laureates and the protocols from the recruitment processes constitute the basis for the decision on financing stipends.

*The Charter for Researchers and the Code of Conduct for the Recruitment of Researchers* has played a crucial role in the concept of selection and supporting projects applying for the *Teaming of Excellence* programme, developed by the Foundation. The Foundation has announced a competition for those interested in participating in the programme. Pursuant to the developed concept, applicants were obliged to present development plans for new research units. Apart from strategic co-operation with an excellent foreign institution and conducting scientific research on the highest international level, new research units have to comply with international standards of research work, as well as selection and evaluation of researchers. The development plan of a new research unit has to foresee the adoption of the *Charter* and *Code*.

#### Results of programme changes

The factor that significantly limited the change possibilities was the gradual expiry of the previous FNP programmes. Approximately half of the programmes organised in 2012 have been closed in the last two years. This means that it was difficult to introduce some of the planned changes in the programme documentation of such completed programmes. However, at the same time numerous new activities were introduced by Foundation, enabling us to implement the *Charter* and *Code* on a larger scale.

Programme activity of the FNP	1 <sup>st</sup> half of 2012	2 <sup>nd</sup> half of 2014
<b>Competitions organised by FNP</b>		
COPERNICUS	×	×
EXTERIUS	×	-
HOMING PLUS	×	-
IDEAS for Poland	×	×

KOLUMB	x	-
KOLUMB supporting grants	x	x
KWERENDA	x	-
MISTRZ	x	x
MONOGRAFIE	x	x
FNP AWARD	x	x
Polish – American Science Award	-	x
POMOST	x	-
START	x	x
Alexander von Humboldt Polish Honorary Research Scholarship	x	x
TEAM	x	-
TEAMING	-	x
VENTURES	x	-
Foreign research stipends for laureates of the MISTRZ programme	x	x
SKILLS - coaching	-	x
SKILLS - eNgage	-	x
SKILLS - IMPULS	-	x
SKILLS - INTER	x	x
SKILLS – mentoring	x	x
SKILLS – PRAXIS	-	x
SKILLS – meetings initiated by the participants of the SKILLS project	x	x
SKILLS – trainings	x	x
SKILLS – Programme Officers Academy	x	x
TEAMING	-	x
<b>Programmes without admissions</b>		
EXTERIUS		x
FOCUS	x	x
HOMING	x	
HOMING PLUS		x
KOLUMB		x
MPD	x	x
POMOST		x
VENTURES		x
TEAM		x
WELCOME	x	x



### Realisation of the declared action plan of 2012

Area	Planned actions	Timeline	Realisation
<p><b>Public engagement of researchers</b></p>	<p>Including the description of planned and implemented actions from this area to the application form and report on the realisation of the project</p>	<p>by the end of 2014</p>	<p>The principle was implemented under the <i>MISTRZ</i> programme, although the description of planned and realised activities from this area is not an element of assessment of the candidates.</p> <p>Regulations of the new <i>TEAMING</i> programme and of some of the subsequent (planned) programmes of the Foundation go one step further and foresee that one of the criteria for application assessment will be: <i>"for the project to gain wider influence on the understanding of the role of science in the economic and social development of Poland"</i>.</p> <p>However, the Foundation has withdrawn from the obligation to include a description of planned actions related to the public engagement of researchers in application forms, when they are not a subject of assessment. This decision results from the will to simplify the competition procedure. The Foundation wishes to avoid overloading the researchers with the preparation of multi-page applications, by limiting the application form to provide only the essential information, especially in the case of programmes with a very low success factor (e.g. 10% in the <i>START</i> programme).</p> <p>On the other hand, prizes awarded by the Foundation (including prizes awarded in co-operation with foreign partners) are not connected with the submission of applications by candidates or with any obligations on their part.</p> <p>However, the Foundation is planning new actions for the social understanding of science and public engagement of researchers:</p> <ul style="list-style-type: none"> <li>introducing a clause emphasising the "reputation and understanding of science in the</li> </ul>

			<p>society" to the <i>Code of Ethics for Competition Winners and Beneficiaries of the FNP</i>. This provision of the Code shall refer to all laureates and beneficiaries of the FNP, which is also foreseen in financing agreements.</p> <ul style="list-style-type: none"> <li>• active promotion of the idea of public understanding of science through information on the FNP website, in the Foundation's newsletter and during the ceremony of granting stipends and awards.</li> <li>• introduction of an honorary award for actions for the understanding of science in the society.</li> </ul>
	Obliging beneficiaries to conduct activities encouraging public understanding of the role of research	by the end of 2014	This principle has been introduced in the <i>MISTRZ</i> and <i>COPERNICUS</i> programmes. The agreements with laureates of these programmes oblige them to conduct activities aimed at the public understanding of the role of science. Agreements concluded with laureates of all FNP programmes will oblige them to comply with the Code (in the extended version), in particular to conduct activities encouraging public understanding of the role of research.
	Further support for researchers in their efforts of communicating science to people who are not experts in the given area	on an ongoing basis	This task is realised by the <i>SKILLS</i> project: its participants take part in trainings on communicating scientific achievements in non-scientific environment. The trainings are open for research workers and doctoral students from all Poland.

	Active promotion of scientists' public engagement	on an ongoing basis	<p>Under the <i>SKILLS</i> project, the Foundation organises the following competitions:</p> <ul style="list-style-type: none"> <li>• <i>eNgage</i> (the aim of the competition is the development of skills in popularisation of science or presentation of the results of scientific research for various non-scientist target groups, especially young people and students. The competition offers funding for innovative popularisation ideas. The competition encompasses all areas of science.)</li> <li>• <i>INTER</i> (whose objective is to promote interdisciplinary research and to develop science popularisation abilities).</li> </ul>
<b>Relations with supervisors + Supervision</b>	<p>Promotion of good practices related to relations between young researchers and their supervisors</p> <p>+</p> <p>Further promotion of good practices in terms of supervision</p>	on an ongoing basis	<p>The <i>MISTRZ</i> programme, which awards researchers who are able to effectively combine research with training of younger staff, is directly aimed at the promotion of good practices related to academic tutoring. One of the criteria for the assessment of candidates in the competition is the candidate's involvement in educating young academic staff and their achievements in this area so far.</p> <p>Under the <i>SKILLS</i> project, the Foundation offers financing of fellowships and mentoring support to researchers and doctoral students from the whole territory of Poland. The objective of the programme is to enable the participants (young researchers working in Poland) to establish relationships and mentoring co-operation with experienced researchers with recognized academic background. The programme supports work in pairs (so called <i>one-to-one mentoring</i>). This approach enables the participants to learn good practices in managing research teams and mentoring young researchers.</p> <p>The Foundation also supports mentoring relationships in the case of laureates of the <i>HOMING PLUS</i> programme (whose objective is to encourage young Polish scientists to return</p>

			to Poland and to encourage foreign researchers to complete post-doctoral fellowships in Poland). Mentors should be scientists of recognised standing in a field of science corresponding to the interests of the candidate and of an established reputation in the academic circles. The task of the mentor is to support the laureate by means of providing information about the system of financing scientific research in Poland and facilitating contact with Polish academic circles, in particular with leading research institutions and teams as well as the best scientists conducting research in the given area of science.
<b>Non-discrimination principle</b>	Elimination of the age limit in the MISTRZ programme	by the end of 2012	Completed
<b>Access to research training and continuous development</b>	Search for further opportunities of supporting researchers in their professional development.	on an ongoing basis	<p>This task is realised mainly under the <i>SKILLS</i> programme. The Foundation offers researchers various forms of supporting their professional development: mentoring, coaching, fellowships and trainings. This support is provided for researchers from the whole territory of Poland, on all stages of their careers, representing all fields of science.</p> <p>The <i>Mentoring</i> programme enables the participants to establish relationships and mentoring co-operation with experienced researchers with recognized academic background. <i>The coaching programme</i> enables researchers to work under the supervision of an experienced coach. Its objective is to provide support to researchers in tackling professional challenges and moving forward with their scientific careers, in terms of decision making and solving the problems that arise in their work.</p> <p><i>The fellowship programme</i> is aimed at improving qualifications related to managing scientific research, managing research teams, inter-disciplinary co-operation, commercialisation of research outcomes and entrepreneurship, within a fellowship at a foreign research unit or company.</p>

			<p><i>Trainings</i> offered by the Foundation refer to: skills related to managing scientific research, technology transfer and entrepreneurship, scientific communication and the popularisation of science. The development of the two latter skills is also fostered by the competitions organised by the Foundation: <i>eNgage</i> (supporting innovative science popularisation ideas) and <i>INTER</i> (promoting interdisciplinary research and development of science popularisation skills).</p> <p>Since 2012 the Foundation has also supported the development of laureates of the MISTRZ programme (for scientists on advanced stages of their careers) by financing their sabbatical leave to recognized academic centres (Programme: <i>Foreign research stipends</i>)</p>
<p><b>Complaints/appeals</b></p>	<p>Providing – so far as is possible – an appeal procedure as a standard in FNP’s programmes.</p>	<p>by the end of 2013</p>	<p>Pursuant to the plan, the appeal procedure has become a part of most FNP programmes. A few programmes are an exception from this rule:</p> <ul style="list-style-type: none"> <li>• <i>START</i>: approx. a thousand of candidates participate in the competition every year and the value of the granted stipend is relatively low (PLN 28 000 per year). Considering the scale and costs of the program, the introduction of an appeal procedure would be too costly and time-consuming.</li> <li>• <i>The FNP PRIZE, COPERNICUS</i> and <i>MISTRZ</i>: These programmes are of an award nature and the candidates considered in the competition are selected only by means of nomination.</li> <li>• <i>MONOGRAFIE</i>: the difficulties of introducing the appeal process are mainly connected with the fact that the programme is treated as a type of award for an outstanding publication, granted by the Editorial Board which is independent from the Foundation.</li> <li>• <i>Alexander von Humboldt Polish Honorary Research Scholarship</i>. The stipend is an equivalent of the <i>Humboldt-Forschungspreis</i>, a prestigious award granted to foreign scholars by the renowned German Alexander von Humboldt Foundation. The aim of the</li> </ul>

			programme is to enable German scientists to conduct research in a selected Polish research institution. Candidates for the stipend are nominated by Polish scholars. Although the regulations of the programme do not mention an appeal procedure, such procedure seems unnecessary in practice, as the Foundation is trying to enable the visits of German scholars in a flexible way.
<b>Transparency</b>	Providing – so far as possible – candidates with the content of their reviews as a standard in FNP’s programmes.	by the end of 2013	The Foundation discloses the content of reviews to candidates wherever possible. This principle is included in the regulations of most of the programmes. As in the previous item, exceptions refer to situations related to prestigious awards granted basing on nominations ( <i>FNP PRIZE</i> , <i>COPERNICUS</i> and <i>MISTRZ</i> )
<b>Variations in the chronological order of CVs</b>	Elaborating further instructions for reviewers, so they better understand the need to assess applicants’ achievements in a manner appropriate to the course of their careers.	on an ongoing basis	The Foundation is strongly committed to providing the reviewers with transparent (written and/or oral) instructions for the assessment of applications. They sensitize the reviewers to the issue of adequate evaluation of the candidates' achievements. Discussions of this issue are also a regular element of application evaluation panels.
	Replacing the request for publications from the last 3–5 years (as a basis for evaluation of researchers) with a request for three best publications selected	by the end of 2013	The Foundation has fulfilled this prerequisite to a large extent. In currently organised competitions, candidates are evaluated, depending on the specific requirements of the programme, basing on: <ul style="list-style-type: none"> <li>• publications (from any period) that the candidate considers as the most important in their career (<i>START</i>, <i>IDEAS for POLAND</i>);</li> <li>• publications from the preceding 10 years (<i>MISTRZ</i>, <i>Alexander von Humboldt Polish</i></li> </ul>



	<p>by the candidates (regardless of the time of their appearance).</p>		<p><i>Honorary Research Scholarship</i>);</p> <ul style="list-style-type: none"> <li>• full list of publications (<i>SKILLS</i>) – a limitation to several selected publications from any period is planned;</li> <li>• 10 joint publications of candidates (<i>COPERNICUS</i>, whose objective is to distinguish the most active participants of Polish-German scientific co-operation);</li> <li>• Description of the achievement obtained by nominated scholars (<i>FNP PRIZE, Polish-American Scientific Prize</i>)</li> </ul>
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### Other results of the implementation of the *Charter and Code*

As of the date of signing the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*, the Foundation fulfilled the standards contained therein to a large extent. However, at the same time the process of analysing the internal compliance of the operation of the Foundation with the principles of the *Charter and Code* has noticeably raised the awareness of the importance of these principles. The fact that the Foundation signed the document and that it obtained the logo "*HR Excellence in Research*" has significantly increased its involvement in the promotion of good practices, mainly with respect to the dissemination and exploitation of research results, public engagement of researchers, supervision and relations with supervisors and the conditions of research work and continuous professional development of researchers. Although the scope of the planned changes connected with the adoption of the *Charter and Code* was not very wide, the recommendations contained in these documents became an important element of internal debates on the activities of the Foundation, starting from programme policy to detailed regulation solutions.

In line with the recommendations of the *Charter and Code*, the Foundation has initiated numerous new activities that were not foreseen by the internal analysis. These actions include the new modules of the *SKILLS* programme, such as *coaching, fellowships, eNgage, IMPULS*. Another action taken by the Foundation in order to improve the working conditions of researchers in Poland is the *Programme Officers Academy* organised under the *SKILLS* programme, whose aim is to improve skills related to the management of grant and stipend programmes. This offer is addressed to employees of the National Centre for Research and Development and the National Science Centre and to people employed in academic positions in other institutions acting for science. The Academy offers, among others:

- training sessions, seminars and workshops led by highly regarded experts from Poland and abroad,
- international study trips and placements in leading institutions funding scientific research abroad.

The Academy programme encompasses, among others, the following issues that are important for research work conditions:

- systems of assessment and selection of projects,
- intellectual property, commercialisation of the results of scientific research and technology transfer,
- managing a grant programme,
- monitoring and evaluation,
- ethics in science.

A new action aimed at improving the attractiveness of research work is the involvement of the Foundation (described in previous parts of the document) in the preparation of most valuable applications to the European programme *Teaming of Excellence*.

In the last two years the Foundation has done a lot to improve the transparency of its operations by reconstructing its website to make it more user-friendly. The website currently contains detailed information (or links to such information) about all carried out activities, including programme documentation. The Foundation also places strong emphasis on updating the English language version of its website, so that it reflects the Polish language version to a relatively full extent.

The Foundation not only implements the recommendations of the *Charter* and *Code*, but it also actively promotes them in the academic circles. The promoted elements include mainly the principles of ethics in science, clear principles of recruiting and financing researchers and the rights and obligations. The Foundation also promotes *the European Charter for Researchers* and *the Code of Conduct for the Recruitment of Researchers* by presenting this initiative during conferences and seminars.

## **Further actions**

In the nearest future, the Foundation is planning to create a system of independent, international certification of academic institutions operating in Poland, within which a "quality mark" will be granted to those that meet the criteria of scientific excellence, demonstrate courage in taking up breakthrough subjects of research and represent the highest standards of research. This initiative will contribute to the creation of a certain benchmark for scientific research by distinguishing practices that deserve recognition and promotion also with respect to the principles of the *Charter* and *Code*. The Foundation is the author of the provision included in the *Intelligent Development Operational Programme*, concerning granting of a "quality mark" to institutions that meet the conditions of scientific excellence, understood as so-called excellence centres. Apart from scientific excellence, such institutions will have to demonstrate that they comply with the international standards in the management and recruitment of researchers and the process will be evaluated by an international body.

The Foundation also recognizes the need for further involvement in the distribution of European funds in the subsequent financial perspective with respect to R&D staff development. The results of its operations so far guarantee that the funds will be used in a way that will be beneficial for the development of Polish science. However, as this issue depends on future decisions taken on the international and state level, the Foundation is

unable to declare any specific actions on this stage, although it is possible to determine the general objectives for programmes that may potentially be funded from "new" European funds. The plans of the Foundation foresee the organisation of programmes supporting:

- the re-integration of researchers starting research work in Poland after a longer break,
- encouraging foreign researchers to work in Poland,
- the creation of new research teams,
- initial stage commercialisation of scientific achievements.

The Foundation will continue to finance, from its own funds, programmes addressed to:

- junior researchers (*START*)
- scholars with significant achievements who are successful in working with young academic staff (*MISTRZ*)
- outstanding scholars with special scientific achievements and discoveries (*FNP PRIZE*)

The Foundation will also continue to organise competitions promoting and awarding the international co-operation of Polish researchers (the *COPERNICUS* award granted together with Deutsche Forschungsgemeinschaft; the *Polish-American Scientific Prize* organised together with the American Association for the Advancement of Science (AAAS) and the *Alexander von Humboldt Polish Honorary Research Stipend* organised in co-operation with the Humboldt Foundation).

As the Foundation is currently undergoing major organisational changes, it is difficult to declare any specific actions aimed at the implementation of the *Charter* and *Code*. The operations of the Foundation in the coming years strongly depend on future decisions on the government level. On the other hand, that transformations stage enables the Foundation to respond to the emerging needs of the research community and to adapt the planned activities to the principles of the *Charter* and *Code* in a flexible way. The programmes planned by the Foundation foresee the creation of new research institutions that would provide transparent and open recruitment principles, high ethical standards, due academic mentoring and public engagement of researchers. The same applies to the planned programmes of supporting research teams.

The principles of the *Charter* and *Code* will constitute an important element of all new and continued actions. The Foundation will continue to strive to provide candidates with the content of the reviews and the application procedures in all organised competitions. It will abide by the non-discrimination principle and continually strive to adequately evaluate the candidates depending on the stage and course of their careers. It will also continue to support the professional development of researchers. Specific forms of such support will depend on the results of the evaluation of currently conducted activities.



The Foundation is planning further active involvement in the public debate on the science system in Poland, including the mechanisms of science funding, assessment of achievements and research projects, the model of scientific career and social communication of science. It is planning to introduce an additional award for actions aimed at improving the understanding of science in the society and to extend *the Code of Ethics for Competition Winners and Beneficiaries of the FNP* so that it encompasses the issue of social understanding of science. A new area of activity of the Foundation is "open science", the dissemination of scientific knowledge and issues related to the social positioning of scientific research and its institutional and political context.