Election program of the candidate for the rector of
Medical Univeristy of Gdańsk
in the term 2024 – 2028

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I. THE UNIVERSITY MEANS US

1) Taking care to increase the salary budget and develop career paths for employees

– Intensive efforts to increase the salary budget in all professional groups combined with the development of career paths including objective valuation of the work of each position and the introduction of additional bonus models;

– implementation of a strategy for career path selection (research/teaching/ innovation/clinics), based on transparent promotion criteria and development support;

– a transparent, clear and reality-adapted path for the development and professional excellence for the academic employee.

2) Strengthening communication and trust within the academic community

– Efficient communication within the University being a key element in building trust;

– equal treatment of all members of the academic community;

– transparency of operations and policies;

– regular meetings with University authorities.

3) Professional development and excellence of employees

– Development of non-wage forms of employee motivation;

– Support for the development of HR processes through, among other things:

  • implementation of a dedicated program to support competence development (training offer, including language courses),

  • an onboarding program for new employees,

- training for employees who hold positions and functions at the University;
- special emphasis on the professional development and motivation of administrative staff, a group that is very important for the efficient and effective research and teaching process carried out at the University.

4) Openness and cooperation with the community

- Holding debates on issues important to our community;
- openness to receive critical reflections, ideas for change and new initiatives from all members of the community;
- a program to involve the community in co-determining the budget for local investments selected by voting on projects submitted by members of the university community;
- creation of an Analysis Center to support the University authorities in decision-making;
- continuing to open the University to cooperation with external partners, including enterprises, NGOs, public institutions and local communities;
- cooperation within the Fahrenheit University while maintaining the subjectivity of MUG.

5) Further internationalization of the University

- Strong promotion of international cooperation, among others, by giving high strategic priority and by being active in the consortium applying for ACE2-EU European University status;
- support staff joining actively in participating in international partnerships such as expert networks, councils of organizations.

II. **RESEARCH**

1) Development of international scientific research

- Organizational efforts to support project management, intellectual property protection, international exchange and networking;
- the possibility of obtaining leaves for the preparation of proposals in prestigious international grant competitions;
- administrative support in the development of international research cooperation.

2) Increasing financial, infrastructural, organizational and motivational support for research groups

- Significant increase in funds dedicated to researchers, including research grants, funding for research equipment and materials, and funds for publication of results;
- infrastructural support to facilitate access to laboratories, research equipment, digital libraries and other resources necessary for research;
- setting up new laboratory infrastructure dedicated to researchers;
- launching an motivational system based on rewards, promotions and recognition of scientific achievements, stimulating researchers to further develop and engage in research;
- enabling the formation of independent scientific teams by outstanding researchers;
- further reinforcing the importance of values in the functioning of the University, e.g. through the development and implementation of a Code of Good Scientific Practices;
- development of *core-facility* research infrastructure to support scientific activities between and for University teams.

3) Strong support for the University's leading scientific teams

- Opportunity to choose a career path: scientific or teaching;
- making the didactic workload for research and teaching staff more flexible, taking into account specific achievements and involvement in research projects, including reducing the didactic hours of professors with distinguished scientific involvement;

– introduction of a system for appreciating and rewarding researchers who acquire a research project of significant value and/or prestige.

III. <u>DIDACTICS</u>

1) Establishment of a structured support system to develop the teaching competencies of university teachers and relieve the overload of organizational tasks

– Further development of the Centre to Support Excellence in Teaching;

– updating the rules for planning and reporting the teaching hours, increasing flexibility and appropriateness of the way in which the didactic workload is reported in conjunction with research and organizational engagement;

– training system for academic teachers to improve teaching skills;

– a dedicated training system for newly hired, novice teachers to prepare them for teaching at MUG;

– creation and implementation of a didactic tutoring system;

– increasing funding for didactic and pro-quality activities (including participation in didactic conferences, funding for research in the area of medical education);

– introduction of opportunities for students to participate in the teaching process, through funding of the "Teaching Assistant" program in units with a high didactic workload.

2) Increase the prestige of academic teachers through an attractive didactic career path and an appreciation of the commitment to teaching and pro-quality activities

– Updating the career path of university teachers and recognizing the importance of didactic work;

– appreciation, including in the periodic evaluation of teachers' didactic work, of the teaching innovations introduced, problem-based teaching and interdisciplinarity.

3) Continuous improvement of the quality of didactics through modern teaching methods and program refinement, also based on international models

- Placing emphasis on the exchange of didactic experience through the organization of meetings, study visits, conferences (Didactic Quality Days);
- relieving teachers of tasks of an organizational nature by, among other things, hiring professional planners;
- placing emphasis on didactics based on modern methods, including a greater role for students' own work, through project work, and further promoting tutoring and supporting the establishment of student-master relationships, among others;
- increasing student participation in decision-making regarding didactics.

IV. <u>STUDENTS AND DOCTORAL STUDENTS</u>

1) Increasing the participation of students and doctoral students in the decision-making processes at the University
- Include representatives of students and doctoral students in the meetings of the Rector's Board;
- providing an opinion on the selection of Deputy Deans for Student/Doctoral Affairs;
- appointing a representative for diversity and inclusiveness from among students;
- maintaining an open dialogue with the student and doctoral community through regular meetings on current issues and development plans;
- improving the system of communication student - dean's office, student - adviser, student - teacher.

2) Intensification of investment activities to improve study comfort and housing conditions
- A fixed fund for the implementation of students' needs;
- increasing the number of relaxation/rest/social areas for students;
- support of the activities of the "Medyk" Club;
- support for people with various types of disabilities, from the gradual elimination of infrastructural barriers to strengthening the activities of the attorney for people with disabilities;
- development of teaching and research infrastructure based on analysis of student needs;
- free rental of university rooms for student conferences;

‒ increasing the provision and improvement of dormitory housing.

3) Supporting scientific, teaching and organizational development

‒ Creating the best possible conditions for student mobility (domestic and international), removing administrative barriers, including for Erasmus returnees;

‒ promoting the activities of student organizations, scientific groups, university sport teams, cultural and artistic events and volunteering to build a strong academic community;

‒ introduction of a program of financial support for students and doctoral students in the implementation of scientific research, participation in conferences;

‒ introduction of an administrative assistant for students - support in contacts between students and the university administration, e.g. assistance in settling invoices, purchase requests, accounting for trips, etc.;

‒ wider use of the potential of simulation classes for all majors;

‒ organizing classes to develop entrepreneurship and the ability to run one's own business;

‒ extending library availability hours;

‒ increasing the number of interdisciplinary classes so that students of different majors at different faculties (Medical, Pharmaceutical, Health Sciences, Intercollegiate Faculty of Biotechnology UG & MUG) can get to know each other and learn to cooperate with each other;

‒ introduction of faculties, classes and forms of education responding to the needs of the market and employers, e.g.: clinical pharmacy, electroradiology, public health and health prevention, as well as a special offer for students preparing for LEK and LDEK.

4) Development of systemic psychological support and mentoring

‒ Development of psychological support in a structured manner within the framework of the Psychological Support Center, offering access to consultations and individual advice from highly qualified specialists;

‒ organization of trainings and workshops aimed at improving soft skills, coping with stress;

‒ support programs for students in the form of tutoring and mentoring.

5) Development of postgraduate education and contacts with alumni

– Expanding the offer of postgraduate training (courses, specializations, postgraduate studies) for graduates of various fields of study, including medical, nursing, midwifery, physiotherapy, emergency medicine, pharmacy, dietetics, etc.;

– maintaining contact with our graduates - access to "Gazeta GUMed", promoting University Ambassadors, Alumni Day, inviting to joint meetings, debates.

V. CLINICAL MATTERS

1) Continuation of the key and support for new infrastructure investments

– Support for the construction and equipment of the Center for Pediatric Medicine;

– support for the emerging University Dental Center.

2) Support for the activities of the UCC Hospital Board

– Further development of transplantology;

– use of modern technologies and therapies;

– increasing the hospital's treatment potential, in particular investing in specialized outpatient care and same-day hospitalizations by expanding and adapting existing infrastructure;

– activities to expand the range of services provided by the hospital and treatment offerings especially in those areas that currently meet the health needs of the population;

– investments in the reliability of the hospital's IT system;

– reducing the burden of non-medical aspects on doctors.

3) Development of medical fields and units

– Supporting the development of outpatient care and same-day hospitalization;

– efficient implementation of the investment of the Interdisciplinary Pomeranian Center for Digital Medicine;

– activities to support University Maritime and Tropical Medicine Centre in clinical, scientific and didactic development.

4) Flexibility of academic workload of clinicians balancing commitment to patient treatment

- Placing emphasis on either scientific or teaching activities.

5) Supporting the development of "Translational Medicine" and further bringing basic science closer to clinics

- Organization of scientific picnics;
- launching competitions for funding translational research in the University.

VI. <u>DEVELOPMENT AND COOPERATION</u>

1) Professional development and motivation of administrative staff

- Building a motivation system for employees supporting the academic teachers, also by including administrative managers in decision-making processes and increasing their authority and accountability;
- building a project management culture in the administration with the establishment of project managers.

2) Investing in improving the comfort of work

- Making efforts to establish a kindergarten for the university community;
- consideration in new investments of recreation and relaxation areas also intended for employees (workout area, "quiet" room).

3) Fair and objective employee evaluation

- In broad consultation with the academic community, revise the criteria for evaluating a research and teaching employee.

4) Openness and cooperation with the socio-economic environment

- Support the development of an innovation incubator;
- actively solicit partners from the economic environment to cooperate with research units;

– soliciting service offers for established *core-facility* laboratories.

5) Utilizing funds from the NRP and other external sources as much as possible

6) Development and well-being of employees at the center of attention

– Strategy for building relationships with **alumni and retiring employees**;

– establishment of **a foundation** for the development of GUMed;

– establishment of **MUG Day** to integrate the community of employees, doctoral students and students;

– development of a broadly defined **academic culture**, from the MUG Choir to the incubation of new forms of activities that complement professional activities as well as personal passions;

– **respect and understanding** of the importance of work-life balance for members of our university community.