



HR EXCELLENCE IN RESEARCH



HR Strategy revision

Gdynia Maritime University

January 2024

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1. INTRODUCTION

This document is an integral part of HR Excellence in Research - the HR strategy for research employees of Gdynia Maritime University implemented in 2017 and published st:

https://umg.edu.pl/en/sites/umg.edu.pl.en/files/PL_GMU_HR_Strategy.pdf

The original document referred directly to the Development Strategy for Gdynia Maritime University for the Years 2016-2020, while this revision is embedded in the Development Strategy for Gdynia Maritime University for the Years 2020-2024. Each of the subsequent strategies is consistent with the assumptions of the maritime policy of the Republic of Poland, which is defined and described by the Integrated Policy of the European Union and the Ministerial Program for the Development of Higher Education and Science for the Years 2015-2030.

In the forthcoming year the Development Strategy for Gdynia Maritime University is expected to be issued for the next 4-year period, i.e. 2024-2028.

Although some of the priorities set in 2017 have been implemented, the university still maintains its determination in further development and plans to continue activities to create good and stable working conditions for scientists at every stage of their professional path.

The fundamental documents that define the functioning of the university have been updated, i.e.:

- the Statute,
- the Remuneration Regulations,
- the Workplace Regulations,
- the Organisational Regulations.

There are also two new important documents developed and implemented:

- the Regulations of operation of competition committees appointed to recruit academic teachers at the Maritime University of Gdynia (OTM-R),
- the Gender Equality Action Plan.

Several modified documents have also been introduced, which are essential from the perspective of developing working conditions for researchers, such as the regulations for awards, bonus regulations, and regulations for the advancement of academic teachers.

(Documents available at extranet)

a. Basic information about the University

The current employment structure of scientific and teaching staff is as follows:

Number of full professors – 25
Number of doctors with habilitation – 55
Number of doctors – 146
Number of masters – 108
Total: 334

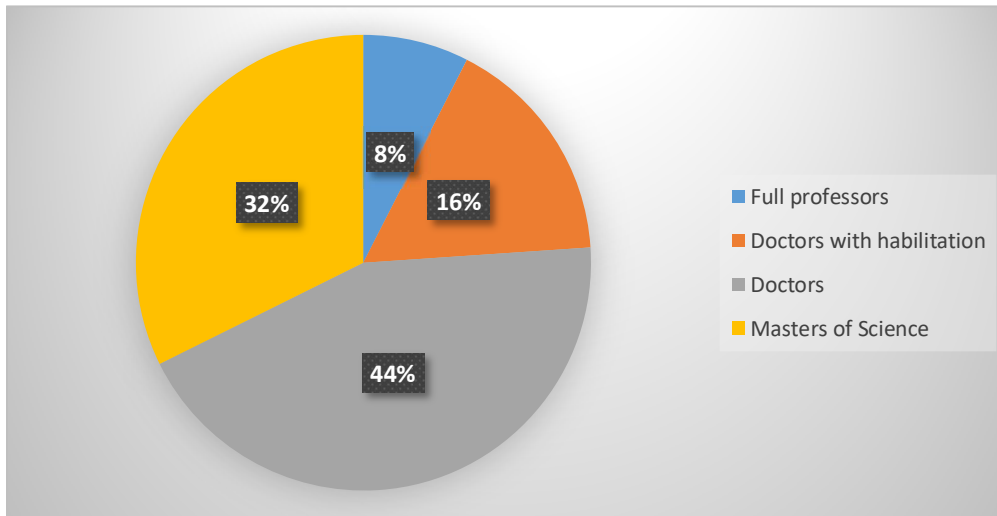


Fig. 1. GMU structure of scientific and teaching staff (2023).

Since 2017, the university's activity brought some important developments and valuable changes. New circumstances implemented by the national legal changes and new approach to perceiving the relationship between science and business resulted in the undertaking of numerous projects that had a positive impact on the results achieved by the university. The most essential ones include:

- On 1st September 2018, under the Regulation of the Minister for Maritime Economy and Inland Navigation, the Academy became the Gdynia Maritime University and obtained a new highest status. The change followed the attainment of the right to award doctoral degrees and its compliance with the requirements for university status. To use the name "university", a university must meet high requirements. For this reason, students of such universities can be sure that the level of teaching at the university is high and that the staff consists of highly qualified teachers.
- In the autumn of 2019, the decision was made by the Minister of Science and Higher Education to incorporate the Gdansk Maritime Institute, an important research and development unit with 70 years of experience in carrying out projects within the wider maritime economy, into the existing structure of the Gdynia Maritime University. At the time of the University's acquisition of the Maritime Institute, it also acquired a modern catamaran research vessel named Imor which was added to the existing float including the Dar Młodzieży and the Horyzont II. The Maritime Institute has been implementing scientific and research and development projects for enterprises, institutions and state administration bodies related to the broadly understood maritime economy. The Maritime Institute has also been a partner of many national and international scientific projects, and provides expert services to entities from such sectors and industries as: transport, energy, environmental protection, sea coast protection, tourism, cultural heritage.
- On 31st May 2019 the Doctoral School of Gdynia Maritime University was established. The mission of the Doctoral School is the interdisciplinary preparation of doctoral students for scientific,

teaching and expert work for the academic, social and economic environment through an independent selection of subjects taught by qualified staff with high social competences and adapted to scientific standards.

- At present Gdynia Maritime University continues its mission by the activity of 4 dynamically developing faculties: Electrical Engineering, Marine Engineering, Navigation and Management and Quality Science, within which the University is expanding its scientific-didactic activities in 11 fields of studies and 49 specialisations, the Doctoral School and the Maritime Institute.
- As a result of the evaluation of the quality of scientific activity in 2022, the university is authorised to award doctoral and post-doctoral degrees in the following four disciplines: “management and quality sciences”, “automation, electronics, electrical engineering and space technologies”, “civil engineering, geodesy and transport” and “Earth and related environmental sciences”.
- The Offshore Wind Energy Centre has been created and its mission is to support the development of the Offshore Wind Energy sector by providing education, training, and consultancy services. As the centre of excellence, the Offshore Wind Energy Centre aims to become an essential component of the sector's expertise, personnel, and innovation ecosystem. Thanks to cooperation with industry and academic partners, as well as Polish and international Offshore Wind experts, the Centre provides access to the most recent industry knowledge and management best practices. The Centre aims to become the Offshore Wind competence centre in Poland and in the Baltic Sea region, and a significant partner in the education and training market in Europe.
<https://umg.edu.pl/en/offshore-wind-energy-centre>
- Establishing of the MBA programme in 2021 as the first Executive MBA programme in Poland, dedicated to the Offshore Wind Sector is another milestone in the GMU development. The Executive Offshore Wind MBA educates professional, effective managers and leaders for the dynamically developing Offshore Wind industry. Participants will gain advanced competencies and comprehensive knowledge of managing Offshore Wind Energy organisations. Programme graduates will possess a unique skill set for the Polish and European Offshore market, as well as an internationally renowned qualification – the prestigious Executive Offshore Wind MBA.
<https://umg.edu.pl/en/about-program>
- The Technology Transfer Centre, established in 2023, is GMU unit appointed to manage innovations, research results and the intellectual property of the University and to provide professional support within the framework of cooperation between science and business in the field of technology transfer and commercialization, implementation projects and commissioned research. The Centre actively focuses on the development of academic entrepreneurship and joint initiatives with the socio-economic environment. The Technology Transfer Centre was established to support the University in the better use of intellectual and technical potential and the transfer of the results of scientific activities to the economy, in particular in the field of innovations in the maritime industry.
<https://umg.edu.pl/centrum-transferu-technologiei>
- The Maritime Cyber Security Centre has been appointed at the Faculty of Navigation. The mission of the Center is to build a culture of cybersecurity in maritime areas in order to increase the

security of maritime, offshore and port operations. The activities of the Maritime Cyber Security Center focus on the following areas: scientific research aimed at identifying and preventing security breaches in the area of maritime information technologies; active participation in work on the preparation of national and international industry regulations in order to improve the cybersecurity of maritime operations; developing cooperation with domestic and foreign universities, research institutes and the maritime industry; cooperation with cybersecurity market leaders by signing appropriate cooperation agreements and running certified training centers; training of students of Gdynia Maritime University, in particular maritime studies, in order to build awareness and responsibility for cybersecurity in maritime operations; training aimed at sailing staff, officers and employees of ports, offshore installations, companies involved in supply chains, maritime operations in order to build their awareness and responsibility for cybersecurity of maritime operations; research on cybersecurity threats and methods of mitigating them in the maritime industry for Polish and foreign maritime enterprises and supporting maritime enterprises in improving the level of cybersecurity by creating security policies, standards and procedures as well as implementing security standards such as ISO27001, NIST, COBIT, CIS, ISA /ANSI 62443 and their adaptation and adjustment to the needs of maritime operations; developing cooperation with market leaders in cybersecurity solutions producers in order to introduce the latest and best solutions into the curriculum for students of the faculty.

- In recent years, the university has also been constructing two important facilities - the previously mentioned one - the Offshore Wind Energy Centre (located in Gdansk) and the Sports and Recreation Centre (located in Gdynia).
- The university supports pro-ecological activities and encourages all students, doctoral candidates and staff to make efforts to save energy and to segregate waste. „Be ECO - join GMU in its mission to RECYCLE and SAVE ELECTRICITY and HEAT” - this is GMU contribution to the well-being of the Earth, as the small things can make a world of difference in the fight for a better tomorrow for the planet. In March 2020, GMU introduced facilities for the segregation of waste. Colour coded recycling bins for paper, glass, plastic and metal are located inside all the University’s buildings and around the campus grounds. The University also appeals to save electricity and heat energy. <https://umg.edu.pl/en/eco-gmu>
- The university implemented Electronic Document Management (the EZD system) in 2019, i.e. a system that allows to perform office activities, create and collect electronic documents and conduct correspondence between public entities only in electronic form through the EZD system integrated with e-PUAP (Electronic Platform of Public Administration Services). <https://umg.edu.pl/elektroniczne-zarzadzanie-dokumentacja-ezd>

b. International cooperation

Due to its location and mission, GMU's activities have always been strongly associated with high international activity, mainly in the area of marine technologies. Therefore, the university continues to

develop active relations with foreign partner universities and institutions. The most important initiatives undertaken in this area over the last five years include:

- Cooperation with the National and Regional Horizontal Contact Points for the EU Framework Program Horizon Europe and with the Office of "Pomorskie in the European Union" Association in Brussels. Assistance of both institutions are essential in realising research and development projects, in which the partners are foreign external institutions.
- Bilateral partnerships established in 2018 - 2023 with among others are: Academy of Fishery and Marine Sciences in Namibe/ University of Namibe (Angola), "Gheorghe Asachi" Technical University of Iasi (Romania), Kherson State Maritime Academy (Ukraine), Quang Binh University (Vietnam), Nikola Vaptsarov Naval Academy (Bulgaria), Dalian Maritime University (China), University of Split (Croatia), Sekolah Tinggi Ilmu Pelayaran (Indonesia) and National Taiwan Ocean University.
- The continual improvement of the education and training process and development of research work at Gdynia Maritime University is largely thanks to the active involvement of the university staff in international organisations and institutions, such as the International Maritime Organization (IMO), the International Mobile Satellite Organization (IMSO), the International Association of Maritime Universities (IAMU), Institute of Electrical and Electronics Engineers (IEEE), the Nautical Institute, the International Association of Institutes of Navigation (IAIN), EFMD, Awake.AI, RNT Foundation and The Centre for IMO Affairs at the Polish Register of Shipping.
<https://umg.edu.pl/en/international-organisations>
- In February 2023 the Rector of Gdynia Maritime University was elected general Chair of the International Association of Maritime Universities (IAMU) and also the Head of the Policy and Planning Committee. The appointment of GMU Rector for such a prestigious position is both a great honour and also represents the culmination of the university's involvement in the Association since its beginning in 2000.
- Cooperation within the Nautical Institute which is a non-governmental advisory organisation affiliated with the IMO. The institute promotes professionalism, good practices, and safety throughout the maritime industry and represents the interests of maritime personnel. GMU representative (currently Rector) has been head of the Institute's Polish department since 2005.
- GMU runs international cooperation also within the International Association of Institutes of Navigation (IAIN). It is a non-profit organisations that brings together national and international institutes and organisations in support of activities on land, at sea, in the air, and in space through the development and popularization of navigational science and practices. IAIN is managed by the Officer's Committee, whose members were appointed by the General Gathering in November 2021. GMU Professor is currently serving as President of the International Association of Institutes of Navigation for the term 2021-2024. IAIN is registered in Holland and made up of 34 organisations from around the world. The association is the organizer of the triennial IAIN World Congress, dedicated to the technical aspects of navigation. It also publishes and republishes news related to navigation and navigation techniques, as well as scientific papers on the topic. IAIN also represents member institutions in various international regulatory organisations, such as the International Maritime Organisation (IMO) and International Civil Aviation Organization (ICAO).

- The European Foundation for Management Development (EFMD) is the biggest business school in Europe and second in the world, with almost 1000 institutional members and 3000 experts in 100 countries. It's recognised as one of the most influential centres of higher education in economics, shaping the development of managerial education and management in Europe and around the world. The Director of the Offshore Wind Energy Centre at GMU is a member of the Board of Trustees of the EFMD and promotes the internationalisation of Polish Institutions of Higher Education as well as cooperation between Polish and international education centres, to ensure a high standard for development programmes within the offshore wind energy industry.
- The Finish software platform Awake.AI concentrates its activity in a few key areas: digitalisation in maritime, developing solutions for autonomy in maritime, safety and reliability of marine operations, maritime operations planning, the use of maritime resources. The platform is an innovative ecosystem for the exchange of information and technology for its stakeholders. Over 90 partners are part of the consortium, including universities, research centres, companies and legislative and financial institutions. In contributing to the development of the Awake.ai platform as a member of the international consortium, GMU supports its partners by providing advice and opinions, creating innovation, cooperation in research and development, building partnerships, and strengthening the range of competencies in maritime technology.
- Another platform of the GMU's international activity is the Resilient Navigation and Timing Foundation (RNT Foundation) which is a non-profit, public benefit educational and scientific charity concerned with the growing frequency and severity of jamming, spoofing and interference of the Global Positioning (GPS) and Global Navigation Satellite Systems that much of the world relies on in conducting its business and social activity. The Foundation works to protect critical IT infrastructure through the promotion of solutions and legislation to combat these and other threats to satellite navigation technology, including cyber-attack, whilst educating leaders and the public about the importance of navigation and timing, current technological vulnerabilities and the need for resilience. RNT consists of a board of directors and several high-profile corporate members, including navigation companies and institutes and technology companies on both sides of the Atlantic. The work of the Foundation is assisted by an International Advisory Council made up of a small group of academics, consultants, advisors and engineers from around the world, of which GMU Professor is a serving member.
- The Centre for IMO Affairs which was established on 20th June 1967 by the Minister of Shipping, was immediately affiliated with the Polish Register of Shipping. The current CEO of this Centre is Master Mariner GMU Associate Professor. The aim of the Centre, as per its rules of procedure as passed in 1974 by the Minister for Foreign Trade and Maritime Economy, is to conduct IMO-related matters within the country and the involvement of Poland in the organisations' work.

Foreign students at GMU

Over the last nine years, the number of foreign students realizing in GMU a full cycle of studies in Polish language and Erasmus students has tripled, which is illustrated in the below figure.

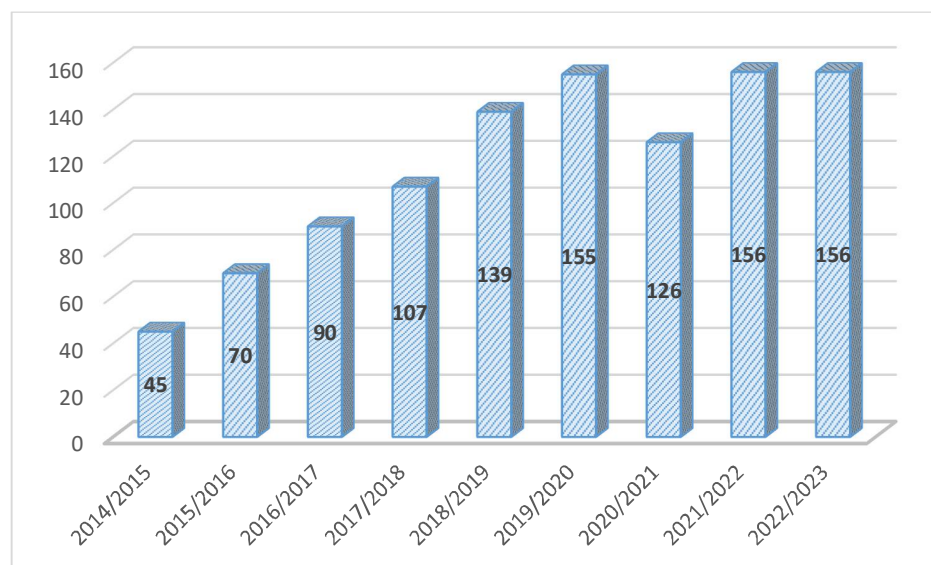


Fig. 2. Number of foreign students at GMU in 2014/15-2022/23*

*status as of 31st December 2023

Erasmus Programme

Gdynia Maritime University has been participating in the Erasmus Programme since the very beginning of its existence in Poland, that is since 1998.

Its aim is to support the countries participating in the programme in their efforts for effective use of human potential and social capital of Europe. The principle of long life learning is implemented by combining support for formal, beyond formal and informal learning in the area of education, training and sport. The programme also aims at increasing possibilities of collaboration and mobility of the partner countries, first of all in the field of higher education and youth.

Gdynia Maritime University offers its students an opportunity to go abroad and study for some time in one of 47 partner universities in 18 countries of the European Union, and to go abroad to do internships. For GMU employees there is an opportunity to go abroad and conduct didactic classes or do vocational trainings. For all mobility participants, there is a support of the Mentor Programme.

Since 2015 students participating in the exchange can also use a new tool provided to enhance foreign language competence. Within the system OLS (Online Linguistic Support) it is possible to access tests checking the level of language competence and also do intensive language courses online.

The high number of students of the partner universities realizing a part of their studies within the Erasmus Programme at GMU is a clear sign of the increasing scale of internationalization of GMU.

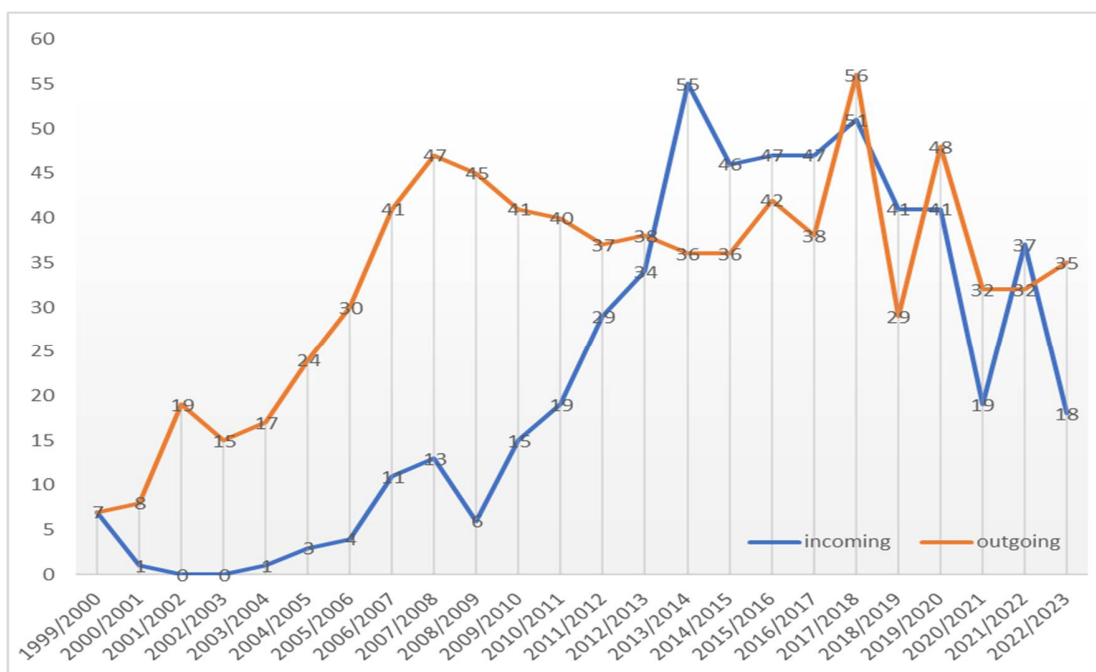


Fig. 3. Number of Erasmus students program in the years 1999/00 – 2022/23

Offer of studies realized in the English language

Gdynia Maritime University meets the world's requirements for merchant fleet officer's education, which are in compliance with the International Convention on Standards of Training, Certification and Watchkeeping (STCW). This document prescribes international standards and procedures relating to training, certification and watchkeeping. The present form of the Convention has been binding since 1997 and since that year enterprises and institutions, operation of which is connected with international shipping, have been obliged to meet its provisions concerning seafarers' training and simultaneously the controlling organs, which were established to pursue this aim, including Polish maritime universities and offices have been obliged to execute these provisions. Consequently, all the fields in GMU offer studies in line with the requirements of the Convention.

GMU offers also first-cycle studies in English at the Faculty of Navigation. The launch of this study program is the result of an analysis of the interest of foreign students in studying at our university. We expect considerable interest in this study offer when the recruitment process starts. Moreover, the university offers also first-cycle studies at the Faculty of Marine Engineering.

<https://umg.edu.pl/en/degrees-english>

It is worth emphasizing that the university runs the first Executive MBA programme in Poland dedicated to the Offshore Wind sector, delivered by the Offshore Wind Energy Centre of GMU, University of Applied Sciences Bremerhaven and Business Academy SouthWest. This MBA educates professional, effective

managers and leaders for the dynamically developing Offshore Wind industry. Participants will develop advanced competencies and gain comprehensive knowledge of managing Offshore Wind Energy organisations. Programme graduates will possess a unique skill set for the Polish and European Offshore market, as well as an internationally renowned qualification – the prestigious Executive Offshore Wind MBA.

<https://umg.edu.pl/en/about-program>

c. Participation of the University in international programmes, projects, scientific research initiatives

The activities of GMU scientists are inextricably linked to the realization of research projects for which funding is obtained from both national and European institutions.

- The university develops its active participation in a number of research projects. Here are some of the project that have been started since 2018:
 - Ship Routing Accounting for Changeable Sea Conditions
 - Development of an Innovative Method for Determining the Precise Trajectory of a Rail Vehicle (acronym: SATTRACK)
 - Catch the Wind in the Sails
 - SezAM of Knowledge, Competences and Skills
 - Academy of Clean Sea
 - Education Matters
 - Innovation Incubator 4.0
 - Conducting Safe Cargo Operations on Selected Types of Tankers - Cargo and Ballast Handling Simulator
 - Direction - availability!
 - JOHANNA - Joint qualification of Staff in South Baltic Destinations to Ensure a Sustainable SCS Development in the SBS
 - Marine Spatial Planning Instruments for Sustainable Marine Governance (acronym: SEAPLANSPEACE)
 - Development, Promotion and Sustainable Management of the Baltic Sea Region as a Coastal Fishing Tourism Destination (acronym: RETROUT)
 - Inland Blue Transport Connector E60 (acronym: INCONE60)
 - Electronic Centre for Sharing Oceanographic Data eCUDO.pl (acronym: eCUDO.pl)
 - Collision Avoidance Domain-Method used by Ships and Ashore CADMUSS
 - Power management on ships with hybrid power systems
 - Detection, Prediction and Solutions for Safe Operations of MASS (acronym: ENDURE)
 - Marine Port Surveillance and Observation System Using Mobile Unmanned Research Units MPSS
 - A new resource? Investigating potential of commercial fishing of round goby the Baltic Sea
 - Strengthening the Capacity of MSP Stakeholders and Decision Makers (acronym: Capacity 4 MSP)
 - Enhanced Physical Internet-Compatible Earth-Friendly Freight Transportation Answer (acronym: ePICenter)

- Engineering: Cutting Tools, Welding Marine Engineering
 - Data, Information and Tools to Identify and Monitor Optimal Sites for the Blue Bioeconomy in the Baltic Sea Region (acronym: BlueBioSites - seed money)
 - Influence of Wetting Properties of Coating Layers on Metals on the Rate of Coating with Oils Caused by a Temperature Gradient
 - Pioneering Exploration of the Bay of Puck based on High-Resolution Aerial and Acoustic Remote Sensing
 - Liquefied (bio-)gas as a Driving Force for Development and Use of Green Energy Technology (acronym: Liquid Energy)
 - Emerging Ecosystem-Based Maritime Spatial Planning Topics in North and Baltic Seas Region (acronym: eMSP-NBSR)
 - A Tool for Strategic Risk Assessment for Waterways Based on the Principles-Driven Method (acronym: ASTRA)
 - KOLIBER
 - Mobile Underwater Diving Support Base (acronym: MUDS Base)
 - Construction of a Ground Station for Satellite Communications for the PW-Sat3 Satellite
 - Conducting Safe Cargo Operations on Selected Types of Tankers (acronym: Cargo & Ballast Handling Simulator)
 - Cruise to Science
 - The Concept of Building Metrological Infrastructure in the Area of GUM Underwater Acoustics
 - The Role of Commodity Science in Quality Management in a Knowledge-based Economy
 - MSP4BIO: Improved Science-based Maritime Spatial Planning to Safeguard and Restore Biodiversity in a Coherent European MPA Network
 - Electrothermal Averaged Modeling of Electrical Inertia in a MOSFET for Fast Analysis of DC-DC converters
 - Potential for Diversification and Food Production from Aquatic Ecosystems in South Baltic Region (acronym: AquaFOOD - seed money)
 - SeaTech - Improving Transport Sustainability through the Development of Digital Solutions (acronym: SeaTech - seed money)
 - Impact of Sound on Marine Ecosystems from Offshore Wind Energy Generation Pure Wind (Acronym: PURE WIND)
 - Smart Business Network - Enhancing the Internationalisation through Innovative Driven Solutions (acronym: SmartNet - seed money)
 - Promoting Commercial Fishing of Round Goby in the Baltic Sea (acronym: ROUND GOBY)
 - Cruise to Knowledge
 - Local Science Tutors at Gdynia Maritime University
 - Community Ocean farms and Local Business cLUstErs in the BALTIC sea (acronym: COOL BLUE BALTIC)
- During the past 10 years, Gdynia Maritime University has carried out a total number of 163 research projects with a value of more than 40 million euro, including fundamental, application, and implementation research. The majority of projects have been of research profile, but the university also realizes projects supporting researchers and creating a good condition for their activity. Thus there have been also investment projects, projects connected with the improvement of the research infrastructure, as well as general development projects related to the upskilling of the research and teaching staff of Gdynia Maritime University.

<https://umg.edu.pl/en/scientific-research>

- Gdynia Maritime University is actively involved in working in many organisations and associations, including joint socio-economic initiatives as the means for networking, promotion, improving education and training procedures, as well as developing its research work.

<https://umg.edu.pl/en/organisations-associations-and-initiatives>

- The University cooperates also within actions related to the initiatives, which are in line with the GMU strategy of development i.e.: the Baltic Sea and Space Cluster, the Pomeranian Platform for the Development of Offshore Wind Energy on the Baltic Sea, the Invest in Pomerania, the Intelligent Specialisations in Pomerania, the COP Consortium - Tradition, Defence, the "Science for the Sea" consortium, the "Study in Pomorskie", the National Centre for Baltic Sea Research, the Highway Technology and Innovation Institute (IATI) and the Polish Polar Consortium (PK Polar).

<https://umg.edu.pl/en/initiatives>

- GMU actively cooperates with the Polish Academy of Sciences (PAN). On 24th November 2023, the Polish Academy of Sciences (PAN) announced the results of elections to its Scientific Committees for the term beginning in 2024. Six Professors of Gdynia Maritime University were appointed to five Committees: Transport Committee, Electronics and Telecommunications Committee, Metrology and Scientific Apparatus Committee, Food and Nutrition Committee, Geodesics Committee. The Committees of the Polish Academy of Sciences are involved in the dissemination of science and the provision of expertise key to fair public debate. The Committees are Teams of experts from different fields of study that create a space for intellectual exchange and the building of relationships between scientists. They represent national scientific communities and disciplines and perform advisory functions.

<https://umg.edu.pl/en/polish-academy-sciences-scientific-committee-members>

d. Most important scientific research achievements

The scientific activity of university employees covers many different areas. Here are some of them:

- In realising the objectives of Poland's Maritime Policy, and the priorities of the University's development strategy, GMU has for many years fostered relations with businesses, organisations and institutions from within the socio-economic community at home and abroad. These activities are aimed at increasing the University's participation in the transfer of knowledge to the economy, the creation of innovative solutions, and the commercialisation of research results. The University's excellently qualified scientific staff and modern research laboratories guarantee research conducted at the highest level. GMU staff make up a considerable part of expert Teams preparing opinions on the development needs of the port and tourist industries, in-land shipping, and maritime traffic forecasts. The external stakeholders of GMU are such companies as:

<https://umg.edu.pl/en/cooperation-poland>

- Three scientific journals continue their successful development:

- The Scientific Journal of Gdynia Maritime University (SJ GMU) is an interdisciplinary periodical published since 1975, which contains the original empirical and theoretical research results. The journal publishes research in relation to a wide spectrum of maritime issues from subject areas such as civil engineering and transport, automation, electronics and electrical engineering, quality science, mechanical engineering and earth and environmental sciences. The Scientific Journal of Gdynia Maritime University (SJ GMU) includes original scientific research works that are published for the first time. The journal is Peer-reviewed using a "double-blind review process", whereby author and reviewer remain anonymous to one another. All articles are published in English. The Scientific Journal is included in the Ministry of Education and Science's journal ranking list (40 points).
<https://sjgmu.umg.edu.pl/index.php/sjgmu>
 - The TransNav - The International Journal on Marine Navigation and Safety of Sea Transportation is aimed at scientists and practitioners in automation and robotics, geodesy and cartography, safety science, telecommunications, and transport. The journal is published quarterly by the Faculty of Navigation at Gdynia Maritime University and contains original, peer-reviewed works broadly related to navigation and maritime transport. The TransNav is included in the Ministry of Education and Science's journal ranking list (70 points).
<https://www.transnav.eu/>
 - The Journal of the Polish Safety and Reliability Association- a journal issued once or twice a year, which publishes original, peer-reviewed articles written in response to the current challenges in safety and reliability that explore safety practices and analyse the reliability of complex systems and processes.
<http://jpsra.am.gdynia.pl/>
- The university's activities and achievements have been recognized in the form of important distinctions:
- POLISH INTELLIGENT DEVELOPMENT AWARD 2018 in the category "University of the Future"
<https://umg.edu.pl/aktualnosci/2018/universytet-zostal-laureatem-nagrody-inteligentnego-rozwoju-2018>
 - POLISH INTELLIGENT DEVELOPMENT AWARD 2021 in the category "Innovative Technologies and Future Research" for the implementation of the project entitled "INCONE60 - Inland Blue Transport Connector E60"
<https://umg.edu.pl/aktualnosci/2021/universytet-morski-w-gdyni-laureatem-polskiej-nagrody-inteligentnego-rozwoju-2021>
 - Special Award 2021 named after Captain Leszek Wiktorowicz for a hundred years of guarding the maritime education of Polish society
<https://umg.edu.pl/aktualnosci/2021/nagroda-specjalna-im-l-wiktorowicza-dla-umg?fbclid=IwAR1cgygKpqWh03QD2IBnE7ZHgJl6GohercP1kyLJeCqvVSn9-PbH2-DgTjg>
 - POLISH INTELLIGENT DEVELOPMENT AWARD 2022 in the category "Innovative Digitization and Data Sharing"
<https://umg.edu.pl/aktualnosci/2022/universytet-morski-w-gdyni-laureatem-polskiej-nagrody-inteligentnego-rozwoju-2022>
 - Award in the competition for the best innovation submitted in 2022 to the 15th International Technology Transfer Conference. The international competition jury, which included business and technology experts, after analysing and assessing the presented solutions, unanimously decided to award the solution „Innovative equipment of the

intervention/service watercraft: Mobile Electromagnetic Mooring System and Batychron” reported by scientists from the Faculty of Navigation of Gdynia Maritime University <https://umg.edu.pl/aktualnosci/2022/nagroda-dla-naukowcow-z-wydzialu-nawigacyjnego-umg-w-konkursie-na-najlepsza>

- Gdynia Maritime University, by decision of the Certification Committee of the "University of Leaders" Programme, became the winner of the 12th edition of this Competition and was given the "University of Leaders 2022" certificate. The "University of Leaders" Competition has been held annually since 2011 to accredit Higher Education Institutions and their units that are focused on educating social leaders and leaders in specific professional groups, providing effective practical education for students, and educating graduates with advanced competencies who are attractive to the labour market. In 2021, the "University of Leaders 2021" certificate was awarded to GMU Faculty of Navigation.
<https://umg.edu.pl/en/news/2022/gmu-wins-university-leaders-competition-2022>
 - In 2022 GMU Faculty of Navigation gained Certificate of Accreditation and Innovation Award at 7th Edition of National Competition and Accreditation Programme “Studies of the Future”. The competition awards the most innovative and modern disciplines and programmes of study at Polish centres of higher education. The prestigious title of "Studies of the Future 2022" was awarded to the Faculty's undergraduate degree programme in Navigation. The "Innovation Award" certificate is awarded for certified study programmes which introduce the most innovative and unique solutions in relation to teaching materials as well as the technology supporting the teaching and learning process.
<https://umg.edu.pl/en/news/2022/faculty-navigation-wins-studies-future-2022-award>
 - BALTEXPO 2023 Golden Anchor in the “OFFSHORE” category (ZŁOTA KOTWICA) - the prestigious award given to Gdynia Maritime University in recognition of contributions to education and research for offshore wind energy. GMU has launched at all 4 faculties first- and second-cycle studies, postgraduate studies and MBA studies, which are intended to educate future managers of the offshore wind energy segment.
<https://umg.edu.pl/aktualnosci/2023/zlota-kotwica-dla-universytetu-morskiego-w-gdyni>
 - GMU inventions have been presented awards at the prestigious International Warsaw Invention Show (IWIS) held in 2023. The jury assessed the solutions' market potential, the strategy for their legal protection, including the registration of industrial property rights with the Polish Patent Office and the European Patent Office or the European Union Intellectual Property Office, the degree of technological readiness, as well as ecological aspects. The commission assessed the GMU inventions very highly, awarding medals in various categories:
 - Gold Medals: "Development of technology for manufacturing a new sandwich composite using recycled rubber material" (Faculty of Marine Engineering); "Ship-wide electrical power quality monitoring system for electrical machines and equipment" (Faculty of Electrical Engineering); “Docking System for Offshore Installations” (Faculty of Navigation)
 - Silver Medals: “HurtHub” (Faculty of Navigation)
 - Bronze Medals: “New Char-Based Composite Material” (Faculty of Marine Engineering)<https://umg.edu.pl/en/news/2023/gmu-inventions-awarded-international-warsaw-invention-show>
- Five of GMU staff members were awarded a prestigious Ministry of Education and Science Scholarship for Outstanding Young Scientists as part of the 17th and 18th edition of the competition in 2022 and 2023.

- The prestigious group of the top 2% of the most influential scientists in various disciplines in the world, produced by Stanford University scientists in cooperation with publisher Elsevier BV and the SciTech Strategies Inc. representing the most influential researchers from around the world, includes researchers from Gdynia Maritime University – in the year 2020, 2021, 2022 and 2023 in both categories. The first ranking takes into account the scientific achievements of individual scientists from the beginning of their careers and includes both individuals who are currently professionally active and those who have already retired. The second ranking takes into account achievements during the single year only.
- In 2018 – 2023 GMU has obtained 20 intellectual property protection rights for its inventions and 6 for the utility model.
- Between 2018 and 2023 Gdynia Maritime University has organised and co-organised 28 scientific conferences, including 11 international ones and 17 domestic ones.
- In the years 2018-2022, academic staff obtained further academic degrees and titles. In total, during this period, researchers were granted with 38 doctoral degrees, 22 habilitated doctor degrees and 4 titles of full professor.
- Gdynia Maritime University due to its profile connected with education and scientific works on the issues of the maritime economy, holds the fifth position in the Ranking Web of Universities among 66 higher education universities of the maritime profile
<http://www.webometrics.info/en/search/Rankings/maritime>
- *The Dar Młodzieży Round-the-World "Independence Voyage" initiative. 20th May 2018 – 28th March 2019.*
With the centenary of Poland's reappearance on the map of Europe approaching, the idea gained widespread approval and government support. And thus the "Independence Voyage" was born. It was undoubtedly one of the greatest cruises in the history of the *Dar Młodzieży*, in the history of the white and red flag even. The sailing ship covered 38,000 nautical miles, having taken aboard almost 1,000 young people (GMU students, maritime secondary school students in total over 313 days - students of maritime schools and winners of the national qualifying competition. The members of the regular crew serving also changed during this time. The list comprises 77 names in total, including two captains. The route was carefully planned and the *Dar Młodzieży* visited many foreign ports: Tallin, Copenhagen, Stavanger, Bremerhaven, Bordeaux, Santa Cruz in the Canary Islands, Dakar, Cape Town, Mauritius, Singapore, Jakarta, Hong Kong, Osaka, San Francisco, Los Angeles, Acapulco, Panama, Cartagena, Miami, Nassau, Ponta Delgada and London. The Independence Voyage, a great sailing and logistical undertaking, has become a historic event. It was a great maritime adventure and is an important date in the history of Polish maritime education and training.
It is worth emphasizing that a special award for the Independence Voyage was given to the Commanders of *Dar Młodzieży* and her entire crew of almost a thousand people. The jury of the Contest "Cruise of the Year" honoured the "Independence Cruise" - the expedition of the *Dar Młodzieży* around the world on the occasion of the 100th anniversary of Poland regaining independence with the Special "Cruise of the Year 2019" Award. The "Cruise of the Year" Award is considered the highest Polish sailing distinction and it has been awarded continuously since

1970. Gdynia Maritime University has received this Award in recognition of the University's contribution to the history of Polish sails.

<https://umg.edu.pl/en/independence-voyage>

<https://umg.edu.pl/aktualnosci/2019/nagroda-specjalna-rejs-roku-2019-dla-daru-mlodziezy>

2. METHODOLOGY

a. Progress of work

The Team for Monitoring of the HR Strategy Implementation has been formed by the GMU Rector as soon as the first Action Plan has been introduced. The Team consists of GMU authorities, the representatives of all the researchers' groups, the doctoral students and the administrative staff responsible for HR and science. It is particularly important that the leader of the Team also holds a position of Vice Rector for Research whose responsibilities cover all the issues related to the university's research activities. At the same time, it is a person involved in the works of most of the groups developing drafts of regulations and institutional solutions. The Team cooperates with all university units with special focus on the researchers. The activities are supported and assisted by the Legal Office. The meetings of the Team are held regularly to monitor the process.

Rector's order regarding the establishment of the Team:

https://umg.edu.pl/sites/default/files/zalaczniki/z_r_23_1.pdf

As indicated in the order, the Team's tasks include, among others:

1. development of a work schedule aimed at implementing the HR Strategy action plan;
2. defining detailed tasks related to the implementation of the HR Strategy action plan;
3. determination of measures for the implementation of detailed tasks;
4. constant monitoring of the effects of implementing specific tasks of the HR Strategy;
5. keeping the academic community informed about the work carried out by the Team for monitoring the implementation of the HR for Researchers Strategy for research workers of Gdynia Maritime University;
6. conducting a survey among academic teachers and doctoral students of GMU assessing the level of implementation of the assumptions of the HR Strategy;
7. regular reporting of the Team's activities to the Rector;
8. dissemination of information about the implementation of specific tasks on the GMU website dedicated to the HR Excellence in Research;
9. preparation of a report on the implementation of the Action Plan which is an element of the HR Strategy;
10. preparing the university for the auditors' visit.

b. Internal analysis

The activities of the Team and all cooperating units included, among others, analysis of the current state of advancement of the implementation of the plans established in 2017.

- Internal analysis of documentation

One of the Team's daily tasks is the analysis of internal documents of the university and tracking all legal and organizational changes that take place at the university. These include: resolutions of the Senate, Rector's orders and announcements, Chancellor's announcements.

- Surveys

The team conducted two survey studies aimed at understanding the opinions of academics the functioning of the university and researchers in the four areas covered by the Charter. The first one was addressed to GMU academic teachers, i.e. research, research-teaching and teaching staff. The second survey was addressed to doctoral students of the Doctoral School of GMU. The results of both studies were published on the website <https://umg.edu.pl/en/reports-and-documents>

- Team's meeting

Regular meetings of the Team are held to discuss the changes implemented at the university and to monitor the progress of planned activities.

- OTM-R Policy

The Team in cooperation with all the university units prepared the "Regulations of operation of competition committees appointed to recruit academic teachers at Gdynia Maritime University". The provisions of these regulations include all the elements included in the OTM-R checklist, as presented below.

Open, Transparent and Merit-based Recruitment Check-list					
	Open	Trans- parent	Merit- based	Answer: ++ Yes, <i>completely</i> +/- Yes, <i>substantially</i> -/+ Yes, <i>partially</i> -- No	Comment
OTM-R system					
1. Have we published a version of our OTM-R policy online (in the national language and in English)?	x	x	x	+/-	The document “Regulations of operation of competition committees appointed to recruit academic teachers at Gdynia Maritime University” is elaborated, published and introduced (in Polish)
2. Do we have an internal guide setting out clear OTM-R procedures and practices for all types of positions?	x	x	x	+/+	The document “Regulations of operation of competition committees appointed to recruit academic teachers at Gdynia Maritime University” is elaborated, published and introduced (in Polish)
3. Is everyone involved in the process sufficiently trained in the area of OTM-R?	x	x	x	+/+	The persons involved and potentially involved in the recruitment process were sufficiently trained.
4. Do we make (sufficient) use of e-recruitment tools?	x	x		+/+	All the e-recruitment tools currently available are sufficiently used. They are: University’s page: https://bip.umg.edu.pl/aktualne-oferty-na-wydzialach Euraxess: https://www.euraxess.pl/pl/poland/praca-granty#praca-dla-naukowc%C3%B3w Ministry of Education and Science page: https://www.gov.pl/web/edukacja-i-nauka/praca2 Academic advert base: https://bazaogloszen.nauka.gov.pl/ Job advertisement portal: https://www.pracuj.pl/
5. Do we have a quality control system for OTM-R in place?	x	x	x	++	ISO – P-5 procedure will be updated and adopted according to the “Regulations of operation of competition committees appointed to recruit academic teachers at Gdynia Maritime University”.
6. Does our current OTM-R policy encourage external candidates to apply?	x	x	x	++	Yes, but the “Regulations of operation of competition committees appointed to recruit academic teachers at Gdynia Maritime University” need to be translated into English.
7. Is our current OTM-R policy in line with policies to attract researchers from abroad?	x	x	x	+/+	Our advertisements are published on Euraxess, spread among partner institutions.

8. Is our current OTM-R policy in line with policies to attract underrepresented groups?	x	x	x	++	There are no underrepresented groups defined. An exception concerns applicants that have a diploma permitting work on the ships. GEP, introduced in 2023, is intended to guarantee equality in access to employment and work at GMU.
9. Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers?	x	x	x	+/-	The University is doing its best to provide best possible working conditions. It is a common problem on a national scale that researchers' salaries are inadequate to those in business. Hence, it is very difficult to offer competitive financial conditions that are attractive to candidates.
10. Do we have means to monitor whether the most suitable researchers apply?				++	Results of the recruitment process.
Advertising and application phase					
11. Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions?	x	x		++	Yes, they were part of the “Regulations of operation of competition committees appointed to recruit academic teachers at Gdynia Maritime University”
12. Do we include in the job advertisement references/links to all the elements foreseen in the relevant section of the toolkit? [see Chapter 4.4.1 a) of the OTM-R expert report ¹]	x	x		++	Unified templates and rules for conducting the recruitment process have been made available to employees and are being implemented in all units. Majority of the elements are announced in the advertisements.
13. Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience?	x	x		++	100% of advertisements in published on Euraxess.
14. Do we make use of other job advertising tools?	x	x		++	As indicated in p. 4.
15. Do we keep the administrative burden to a minimum for the candidate? [see Chapter 4.4.1 b) ⁴⁵]	x			++	Number and volume of required documents are reduced to minimum.
Selection and evaluation phase					
16. Do we have clear rules governing the appointment of selection committees? [see Chapter 4.4.2 a) ⁴⁵]		x	x	++	Rules are described in “Regulations of operation of competition committees appointed to recruit academic teachers at Gdynia Maritime University”

17. Do we have clear rules concerning the composition of selection committees?		x	x	++	Rules are described in "Regulations of operation of competition committees appointed to recruit academic teachers at Gdynia Maritime University"
18. Are the committees sufficiently gender-balanced?		x	x	++	The basic criteria of committee members selection refer to the subject area, so the gender is not a limitation.
19. Do we have clear guidelines for selection committees which help to judge 'merit' in a way that leads to the best candidate being selected?			x	++	Guidelines are included in ISO P-5 procedure, GMU Statute and the "Regulations of operation of competition committees appointed to recruit academic teachers at Gdynia Maritime University"
Appointment phase					
20. Do we inform all applicants at the end of the selection process?		x		++	All the applicants taking part in the second phase of recruitment, i.e. meeting with the candidate, are informed at the end of the selection process.
21. Do we provide adequate feedback to interviewees?		x		++	Yes, all the applicants who took part in the interview are provided with adequate feedback.
22. Do we have an appropriate complaints mechanism in place?		x		++	Statistics on complaints.
Overall assessment					
23. Do we have a system in place to assess whether OTM-R delivers on its objectives?				++	The HR Department regularly supervises and monitors the accuracy of recruitment advertisements and the course of recruitment processes (documentation control). Additionally, HR Department employees are members of recruitment committees, which guarantees the correct implementation of the recruitment process.

3. ACTION PLAN

Based on the collected documents, interviews conducted by the Team members at the faculties and at the institute, and taking into account the results of the surveys, an Action plan was formulated for another period of 3 years. The plan has received full understanding and approval of the university's authorities. In the first quarter of 2024 the plan will be presented to all the researchers and doctoral students during seminars on HR Strategy.

<https://umg.edu.pl/en/reports-and-documents>

A shortened version of the developed Action plan is presented below in the form of a Gantt chart.

5.	Development and implementation of the OTM-R policy for administrative staff supporting the activity of researchers.	Department of HR and Payroll in cooperation with other university units.																																			
6.	Development and implementation of the handbook on the onboarding process.	Department of HR and Payroll in cooperation with other university units.																																			