

REPORT (update: 15 May 2026)

I. Planned activities included in the Action Plan for 2024–2026

No of task	Description of planned activities	Indicators	Responsible unit	Performance time
1	Career development support: 1. for researchers, 2. for doctoral students	1. Introduction of the Personnel Development Policy. 2. Access to one professional career development course per year for doctoral students. 3. Access to psychologist support (a full-time GMU person or permanent cooperation with an appropriate center) - for minimum 30 employees and doctoral students per year.	Department of Science and Department of HR and Payroll	December 2025
2	Development and implementation of mobility support mechanisms: 1. research internships abroad, 2. research internships to domestic industrial entities, 3. study visits, 4. joint research within projects, 5. didactic activity.	1. Introduction of regulations concerning mobility for internship, study visits and other. 2. 10 mobility per year, whereof 5 abroad and 5 domestic.	Vice-Rectors, Deans, Department of Science, Department of Cooperation and Development, Technology Transfer Center	December 2026
3	Popularization of the scientific activities of GMU employees: 1. training in the field of popularizing science, 2. participation in research popularization events, 3. creation of a database of scientific experts, 4. creation of a website presenting individual scientists or research teams.	1. 3 trainings by December 2024. 2. 10 activities of researchers popularizing science per year. 3. 1 database of experts. 4. 1 webpage with subpages.	Department of Science in cooperation with Department of Promotion and Communication and all GMU units	December 2025
4	Development and implementation of mechanisms increasing the competences of scientists	4 trainings per year.	Department of Science, faculties, institute	December 2026

	<p>and administration staff in a form of:</p> <ol style="list-style-type: none"> 1. training on the organization of the research process, 2. preparing articles for publication in prestigious scientific journals, 3. preparing of applications for funds from external sources or applications for a patent for an invention or for granting a protection right on a utility model. 			
5	Development and implementation of the OTM-R policy for administrative staff supporting the activity of researchers.	Recruitment policy of GMU administrative employees supporting the activity of researchers.	Department of HR and Payroll in cooperation with other university units.	December 2025
6	Development and implementation of the handbook on the onboarding process.	1 handbook.	Department of HR and Payroll in cooperation with other university units.	December 2025

II. Status of the implementation of activities planned for 2024–2026

No of task	Description of planned activities	Indicators	Activities
1	Career development support: <ol style="list-style-type: none"> 1. for researchers, 2. for doctoral students 	<ol style="list-style-type: none"> 1. Introduction of the Personnel Development Policy. 2. Access to one professional career development course per year for doctoral students. 3. Access to psychologist support (a full-time GMU person or permanent cooperation with an appropriate center) - for minimum 30 employees and doctoral students per year. 	<ol style="list-style-type: none"> 1. Work on the preparation of the document “Human Resources Development Policy of the Gdynia Maritime University” is ongoing. 2. Starting from the 2024/2025 academic year, the course “Career Coaching” has been introduced into the educational programme of the Doctoral School at Gdynia Maritime University, with a total of 5 hours + 1 hour per participant: <ol style="list-style-type: none"> a. Senate Resolution No. 88/XVIII of 26 March 2026 on the adoption of the educational programme of the Doctoral School of Gdynia Maritime University for the 2026/2027 academic year <ul style="list-style-type: none"> • https://umg.edu.pl/uchwala-senatu-nr-88xviii • https://umg.edu.pl/sites/default/files/2026-03/zal-do-uchwaly-88-18_0.pdf b. Senate Resolution No. 29/XVIII of 20 February 2025 on the adoption of the educational programme of the Doctoral School of Gdynia Maritime University for the 2025/2026 academic year <ul style="list-style-type: none"> • https://umg.edu.pl/uchwala-29/XVIII • https://umg.edu.pl/sites/default/files/zalaczniki/program_ksztalcenia_2025_2026.pdf c. Senate Resolution No. 250/XVII of 21 March 2024 on the adoption of the educational programme of the Doctoral School of Gdynia Maritime University for the 2024/2025 academic year <ul style="list-style-type: none"> • https://umg.edu.pl/uchwa%C5%82a-250/XVII • https://umg.edu.pl/sites/default/files/zalaczniki/program_ksztalcenia_2024_2025.pdf 3. Gdynia Maritime University provides continuous access to psychological support for employees, doctoral candidates, and students. The psychologist’s office hours are held throughout the academic year, once a week, for an average of 3 hours. Psychological consultations are provided within the framework of the project “Sea of Competences – Modern Education for the Needs of the Maritime Economy”[2] (https://umg.edu.pl/morze-kompetencji/konsultacje-psychologiczne).

			<p>The following number of employees benefited from psychological support:</p> <ul style="list-style-type: none"> • 2024 – 6 employees • 2025 – 19 employees <p>ACTION PARTIALLY COMPLETED.</p>
2	<p>Development and implementation of mobility support mechanisms:</p> <ol style="list-style-type: none"> 1. research internships abroad, 2. research internships to domestic industrial entities, 3. study visits, 4. joint research within projects, 5. didactic activity. 	<ol style="list-style-type: none"> 1. Introduction of regulations concerning mobility for internship, study visits and other. 2. 10 mobility per year, whereof 5 abroad and 5 domestic. 	<ol style="list-style-type: none"> 1. As part of the task, regulations concerning researchers' mobility were introduced: <ol style="list-style-type: none"> a. Order No. 5 of the Rector of Gdynia Maritime University of 26 January 2026 on the Regulations governing scientific internships at Gdynia Maritime University, https://umg.edu.pl/zarzadzenie-nr-5 b. Order No. 46 of the Rector of Gdynia Maritime University of 17 September 2025 on the Regulations for the implementation of the Erasmus+ Programme at Gdynia Maritime University, https://umg.edu.pl/zarzadzenie-nr-46 c. Regulations for granting financial support for participation in national and international scientific conferences for research and teaching staff and doctoral candidates under Action No. 8 of the project "PROGRESS – Scientific and Research Development of Gdynia Maritime University in Management and Quality Sciences" [1], https://wznj.umg.edu.pl/regulamin-4 d. Regulations for granting financial support for domestic and international scientific internships for research and teaching staff and doctoral candidates under Action No. 7 of the project "PROGRESS – Scientific and Research Development of Gdynia Maritime University in Management and Quality Sciences", https://wznj.umg.edu.pl/regulamin-2 2. As part of the task, researchers from Gdynia Maritime University undertook a number of trips related to their scientific activities: <ol style="list-style-type: none"> a. Scientific internships carried out at research centres other than Gdynia Maritime University: <ul style="list-style-type: none"> • 2024 – 4 international, 5 domestic • 2025 – 7 international, 7 domestic

			<p>b. Participation in scientific conferences (domestic conferences with funding support):</p> <ul style="list-style-type: none"> • 2024 – 67 international, 12 domestic • 2025 – 47 international, 8 domestic <p>c. Trips within the framework of research projects carried out jointly with other scientific institutions:</p> <ul style="list-style-type: none"> • 2024 – 32 international • 2025 – 30 international <p>d. Teaching mobility visits under the Erasmus+ Programme:</p> <ul style="list-style-type: none"> • 2024 – 21 international • 2025 – 11 international <p>ACTION PARTIALLY COMPLETED</p>
3	<p>Popularization of the scientific activities of GMU employees:</p> <ol style="list-style-type: none"> 1. training in the field of popularizing science, 2. participation in research popularization events, 3. creation of a database of scientific experts, 4. creation of a website presenting individual scientists or research teams. 	<ol style="list-style-type: none"> 1. 3 trainings by December 2024. 2. 10 activities of researchers popularizing science per year. 3. 1 database of experts. 4. 1 webpage with subpages. 	<ol style="list-style-type: none"> 1. In 2024, four training sessions on science communication and popularisation were organised for 40 academic teachers of Gdynia Maritime University as part of the project “Local Science Ambassadors at Gdynia Maritime University” [3] (https://umg.edu.pl/projekt-lokalni-rzeczniczy-szkolenia): <ul style="list-style-type: none"> a) Block 1. Science communication and public speaking <ul style="list-style-type: none"> • Training I – lecture (5 hours): 17 May 2024 • Training II – workshops (5 hours): 20–21 May 2024 b) Block 2. On-camera presentations (including online presentations, webinars, interviews) and audio/video presentation of the achievements and potential of researchers and research teams <ul style="list-style-type: none"> • Training I – lecture (5 hours): 19 June 2024 • Training II – workshops (5 hours): 20–21 June 2024 2. Employees of Gdynia Maritime University participated in numerous events promoting science among the general public, including: <ul style="list-style-type: none"> a) Organisation of 40 popular science events within the project “Local Science Ambassadors at Gdynia Maritime University” [3]: <ul style="list-style-type: none"> • 20 open lectures held on-site at Gdynia Maritime University (10 months, 2 lectures per month) during the 2024/2025 academic year, presenting the research areas and scientific

			<p>achievements of GMU employees as part of the event “Scientific Evenings with Gdynia Maritime University” (https://umg.edu.pl/naukowe-wieczory-z-uniwrsytetem-morskim-w-gdyni);</p> <ul style="list-style-type: none"> • 12 popular science lectures during the GMU Open Days (https://umg.edu.pl/wyklady-popularnonaukowe-otwarte-w-ramach-wydarzenia-naukowe-wieczory-w-uniwrsytecie-morskim-w); • 2 open lectures organised as part of events hosted by the Experyment Science Centre in Gdynia (https://umg.edu.pl/wyklady-popularnonaukowe-w-ramach-wydarzenia-ciekawiswiata-w-centrum-nauki-experyment); • 6 short films (3–5 minutes) presenting the research areas and researchers of GMU, published on the publicly available YouTube platform (https://umg.edu.pl/krotkie-filmy-popularnonaukowe-prezentujace-badaczy-i-zespoly-badawcze-umg) <p>b) Organisation of more than 30 lectures, workshops, and presentations as part of two editions of the Pomeranian Researchers’ Night 2024 and 2025 [7] (https://umg.edu.pl/aktualnosci/2024/druga-pomorska-noc-naukowcow-za-nami, https://umg.edu.pl/aktualnosci/2025/trzecia-pomorska-noc-naukowcow-za-nami)</p> <p>c) Organisation of 64 popular science lectures and workshops addressed to secondary school students in the Pomeranian, Kuyavian-Pomeranian, and Warmian-Masurian Voivodeships, carried out within the project “Voyage into Science” [4] in 2022–2024 (https://wznj.umg.edu.pl/rejs-do-nauki)</p> <p>d) Organisation of 34 popular science webinars addressed to secondary school students, teachers, employed persons, unemployed persons, and retirees, carried out within the project “Voyage into Knowledge” [5] in 2023–2024 (https://wznj.umg.edu.pl/rejs-do-wiedzy)</p> <p>e) Organisation of more than 50 workshops, lectures, open meetings, and interactive classes as part of the 2nd Maritime Science Festival held on 5–7 June 2026 [6], https://umg.edu.pl/aktualnosci/2025/2-morski-festiwal-nauki-juz-za-nami</p> <p>f) 10 popular science lectures delivered by GMU researchers as part of the series “Gdynia! Today’s Choice. Tomorrow’s City” organised on the occasion of the 100th anniversary of</p>
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			<p>Gdynia (https://umg.edu.pl/prelekcje-naukowcow-umg-na-100-lecie-gdyni)</p> <p>3. The expert database is currently under development and, for the time being, is intended for internal use only.</p> <p>4. Website presenting researchers – currently includes only early-career researchers and members of the scientific committees of the Polish Academy of Sciences (PAN):</p> <p>a) https://umg.edu.pl/naukowcy-umg</p> <p>b) https://umg.edu.pl/mlodzi-naukowcy-umg</p> <p>c) https://umg.edu.pl/czlonkowie-komitetow-naukowych-pan</p> <p>ACTION PARTIALLY COMPLETED.</p>
4	<p>Development and implementation of mechanisms increasing the competences of scientists and administration staff in a form of:</p> <ol style="list-style-type: none"> 1. training on the organization of the research process, 2. preparing articles for publication in prestigious scientific journals, 3. preparing of applications for funds from external sources or applications for a patent for an invention or for granting a protection right on a utility model. 	4 trainings per year.	<p>As part of the task, a number of seminars and training sessions were organised, including:</p> <p>a) Meetings with editors from prestigious scientific publishing houses, aimed at familiarising research and teaching staff as well as doctoral candidates of the GMU Doctoral School with good and bad publication practices in journals within the discipline of management and quality sciences, as well as with the appropriate selection of journals corresponding to the scope of conducted research, organised within the framework of the “PROGRESS” project:</p> <ul style="list-style-type: none"> • 12 June 2025 – <i>Publication Practices in Scientific Journals</i> – seminar with Prof. Hercules Haralambides from Dalian Maritime University, China (https://wznj.umg.edu.pl/aktualnosci/2025/praktyki-publikacyjne-w-czasopismach-naukowych-seminarium-z-prof-herculesem) • 2–3 December 2024 – <i>Improving Publication Practices in Management and Quality Sciences</i> – seminar with Prof. Marianna Sigala from the University of Newcastle, Australia (https://wznj.umg.edu.pl/aktualnosci/2024/udana-organizacja-seminarium-naukowego-na-wydziale-zarzadzania-i-nauk-o-jakosci) <p>b) Training sessions on conducting the research process and research methodology, organised within the framework of the “PROGRESS” project:</p> <ul style="list-style-type: none"> • 23–24 September 2024 – conducted by Dr hab. Magdalena Szpunar, Professor at the University of Silesia (https://wznj.umg.edu.pl/szkolenia-z-zakresu-prowadzenia-procesu-badawczego-i-metodyki-pracy-badawczej) • 26–27 May 2025 – conducted by Prof. Wojciech Czakon, Dr h.c., from the Jagiellonian University in Kraków

			<p>https://wznj.umg.edu.pl/aktualnosci/2025/rozwoj-kompetencji-badawczych-w-ramach-projektu-progress-0)</p> <p>c) Internal seminar on good practices in preparing applications for the National Science Centre (NCN) – 28 October 2025; conducted by staff of the Science Office, Prof. Włodzimierz Freda, and Prof. Łukasz Janowski.</p> <p>d) Internal seminar for doctoral candidates on the process of submitting applications to the NCN under the PRELUDIUM programme – 15 April 2026; conducted by staff of the Science Office.</p> <p>e) The course “Career Coaching” was introduced into the educational programme of the GMU Doctoral School. The curriculum also includes the following courses: Research Methodology, Commercialization of Research Results, Intellectual Property Management, and Project Management.</p> <p>ACTION PARTIALLY COMPLETED.</p>
5	Development and implementation of the OTM-R policy for administrative staff supporting the activity of researchers.	Recruitment policy of GMU administrative employees supporting the activity of researchers.	<p>In January 2024, regulations concerning the recruitment of academic teachers at Gdynia Maritime University were introduced, based on the principle of an open, transparent, and merit-based recruitment process – the OTM-R policy (Senate Resolution No. 237/XVII of 11 January 2024 on the Regulations governing the operation of recruitment committees appointed for the recruitment of academic teachers at Gdynia Maritime University, https://umg.edu.pl/uchwala-237/XVII).</p> <p>Following this, complementary regulations for non-academic staff were developed as part of the present action (Order No. 1 of the Rector of Gdynia Maritime University of 7 January 2026 on the Regulations governing the operation of recruitment committees appointed for the recruitment of non-academic staff at Gdynia Maritime University, https://umg.edu.pl/zarządzenie-nr-1-0).</p> <p>The development of the aforementioned recruitment regulations was preceded by a series of training sessions aimed at both management and all interested parties. These training sessions were as follows:</p> <ul style="list-style-type: none"> • 6 April 2023 – training entitled “Employee Recruitment” • 26–27 June 2023 – training entitled “Career Development Path of an Academic Teacher” • 9 October 2023 – training entitled “Recruitment and Onboarding” • 10 October 2023 – training entitled “Professional Development of Research Staff” <p>ACTION COMPLETED.</p>
6	Development and implementation of the handbook on the onboarding process.	1 handbook	<p>Work on the preparation of an onboarding handbook for newly employed staff at Gdynia Maritime University is ongoing (a draft version of the document is currently available).</p>

			ACTION IN PROGRESS.
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General development projects under which the activities envisaged in the Action Plan 2024–2026 were co-financed:

Ref	Name	Basic data	Link
[1]	PROGRESS – Scientific and Research Development of Gdynia Maritime University in Management and Quality Sciences	<p>Programme: Regional Excellence Initiative Duration: 01.01.2024 – 31.12.2027 Funding institution: Ministry of Science Project manager: Dr hab. Joanna Kizielewicz, Prof. GMU</p> <p>Grant amount for GMU: PLN 1,551,000.00</p>	https://wznj.umg.edu.pl/progress
[2]	Sea of Competences – Modern Education for the Needs of the Maritime Economy	<p>Programme: European Funds for Social Development, Action 01.05 Skills in Higher Education Duration: 01.06.2024 – 30.04.2028 Project manager: Dr hab. Sambor Guze, Prof. GMU</p> <p>Total project value: PLN 5,150,516.50 EU funding for GMU: PLN 4,770,516.50</p>	https://umg.edu.pl/morze-kompetencji
[3]	Local Science Ambassadors at Gdynia Maritime University	<p>Programme: Social Responsibility of Science II Duration: 01.12.2023 – 30.11.2025 Funding institution: Ministry of Education and Science (MEiN) Project manager: Dr hab. Dariusz Barbuca, Prof. GMU</p> <p>Total project value: PLN 290,312.00 Grant amount for GMU: PLN 241,912.00</p>	https://umg.edu.pl/lokalni-rzeczniczy-nauki-na-umg
[4]	Voyage into Science	<p>Programme: Social Responsibility of Science Duration: 01.10.2022 – 30.06.2024 Funding institution: Ministry of Education and Science (MEiN) Project manager: Dr hab. Joanna Kizielewicz, Prof. GMU</p> <p>Total project value: PLN 111,200.00 Grant amount for GMU: PLN 100,000.00</p>	https://wznj.umg.edu.pl/rejs-do-nauki
[5]	Voyage into Knowledge	<p>Programme: Social Responsibility of Science II Duration: 01.09.2023 – 31.08.2024 Funding institution: Ministry of Education and Science (MEiN) Project manager: Dr hab. Joanna Kizielewicz, Prof. GMU</p>	https://wznj.umg.edu.pl/rejs-do-wiedzy

		Total project value: PLN 152,779.00 Grant amount for GMU: PLN 137,499.00	
[6]	Maritime Science Festival	<p>Programme: Social Responsibility of Science II Duration: 23.12.2024 – 22.12.2026 Funding institution: Ministry of Science and Higher Education Project manager: Eng. Michał Kołodziejczak</p> <p>Total project value: PLN 323,516.92 Grant amount for GMU: PLN 290,450.80</p>	https://umg.edu.pl/morski-festiwal-nauki-3
[7]	Pomeranian Researchers' Night – NightMission Pomeranian Researchers' Night: European Challenges and Missions closer to the citizens	<p>Programme: HORIZON-MSCA-2023-CITIZENS-01 Duration: 01.04.2024 – 31.03.2026 Funding institution: European Research Executive Agency Project manager: Prof. Dr. Eng. Tomasz Tarasiuk</p> <p>Total project value: EUR 276,486.72 Funding for GMU: EUR 29,192.30</p>	https://pomorskanocnaukowcow.eu/

III. Selected internal legal regulations concerning the implementation of the principles of the Charter and Code of the Researcher at Gdynia Maritime University in the period 2024–2026

1. Senate Resolution No. 237/XVII of Gdynia Maritime University of 11 January 2024 on the Regulations governing the operation of recruitment committees appointed for the recruitment of academic teachers at Gdynia Maritime University, <https://umg.edu.pl/uchwala-237/XVII>
2. Senate Resolution No. 21/XVIII of Gdynia Maritime University of 19 December 2024 on the adoption of the Strategy of Gdynia Maritime University, <https://umg.edu.pl/uchwala-21/XVIII>
3. Rector's Order No. 54 of Gdynia Maritime University of 8 November 2024 on the Regulations for the use of the medical package at Gdynia Maritime University, <https://umg.edu.pl/zarzadzenie-nr-5424>
4. Rector's Order No. 32 of Gdynia Maritime University of 6 June 2025 on the Regulations of the Research Ethics Committee of Gdynia Maritime University, <https://umg.edu.pl/zarzadzenie-nr-3225>
5. Rector's Order No. 41 of Gdynia Maritime University of 11 August 2025 on the appointment of the Rector's Plenipotentiary for Gender Equality and defining his/her scope of duties, https://umg.edu.pl/sites/default/files/zalaczniki/z_r_41_6.pdf
6. Rector's Order No. 46 of Gdynia Maritime University of 17 September 2025 on the Regulations for the implementation of the Erasmus+ programme at Gdynia Maritime University, <https://umg.edu.pl/zarzadzenie-nr-46>
7. Rector's Order No. 48 of Gdynia Maritime University of 29 September 2025 on the introduction of rules and criteria for periodic evaluation of academic teachers employed at Gdynia Maritime University, <https://umg.edu.pl/zarzadzenie-nr-48>
8. Rector's Order No. 1 of Gdynia Maritime University of 7 January 2026 on the Regulations governing the operation of recruitment committees appointed for the recruitment of non-academic staff at Gdynia Maritime University, <https://umg.edu.pl/zarzadzenie-nr-1-0>
9. Rector's Order No. 5 of Gdynia Maritime University of 26 January 2026 on the Regulations governing scientific internships at Gdynia Maritime University, <https://umg.edu.pl/zarzadzenie-nr-5>
10. Rector's Order No. 22 of Gdynia Maritime University of 28 April 2026 on the Code of Ethics for Research Staff, <https://umg.edu.pl/zarzadzenie-nr-22>
11. Rector's Order No. 25 of Gdynia Maritime University of 30 April 2026 on the establishment of the Gender Equality Plan Development Team for 2026–2028 at Gdynia Maritime University, <https://umg.edu.pl/zarzadzenie-nr-25>
12. Rector's Communication No. 15/24 of Gdynia Maritime University of 16 October 2024 on the appointment of a trusted person at Gdynia Maritime University, <https://umg.edu.pl/komunikat-rektora-15-24>