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| A.1. Implementation of good practice in staff recruitment and strengthening the competence of administrative staff | | | | | |
| A.1.1 Implementing good practice in staff recruitment - preparing a set of procedures and forms to facilitate the process *(continued activities)* | University Development and Human Resources Office (up to Sept. 30, 2019)  Human Capital Management Centre (from Oct. 1, 2019) | A set of procedures drawn up | 2 documents | Jul. 2018 – Jan. 2022  **COMPLETED** | Establish clear and transparent rules for the recruitment of research staff as part of an open recruitment process.   1. Regulations for anti-discriminatory practice at Lodz University of Technology introduced by Ordinance No. 50/2019 of 23 September 2019. 2. Revised Code ‘Good practices in organization of competitions for the positions of academic teachers at Lodz University of Technology’, in Polish and in English posted on TUL website on the HRS4R page (replaced by Ordinance No. 80/2021 of the Rector of Lodz University of Technology of 17 December 2021 on the procedure for conducting competitions for academic positions at Lodz University of Technology – OTM-R POLICY - OPEN TRANSPARENT MERIT-BASED RECRUITMENT).   The 12 forms are annexes to the Ordinance No. 80/2021 of the Rector of Lodz University of Technology of 17 December 2021 on the procedure for conducting competitions for academic positions at Lodz University of Technology – OTM-R POLICY - OPEN TRANSPARENT MERIT-BASED RECRUITMENT. |
| A set of forms drawn up | 12 forms |
| A.1.2. Consultancy on the diagnosis of personality predispositions and aptitudes of job candidates by conducting competency and psychological testing. | Careers Office | Launch of a consultancy service for the recruitment of academic staff | 11 recruitment processes | May 2018 – Jan. 2022  **COMPLETED** | Careers Office, a specialised unit of the central administration, provides support for the university selection committees in assessing the psycho-social profiles of job applicants. The support involves: administering aptitude tests for all job candidates; reviewing CVs; drawing up reports; participating in recruitment interviews; drawing up recommendations concerning the suitability of job applicants for particular positions and teams.  **The measure will be continued in the Action Plan 2022-2024.** |
| A.1.3. Establishing recruitment processes for individual academic positions | University Development and Human Resources Office (up to Sept. 30, 2019)  Human Capital Management Centre (from Oct. 1, 2019) | Establishment of process flows | 3 diagrams describing the recruitment and appointment of  academic staff | Jul. 2018 – Jan. 2022  **COMPLETED** | Establishing process flows that lay out formal appointment and promotion tracks for staff.  Act of 20 July 2018 Law on higher education and science (Official Journal of Laws of 2018, item 1668, as amended)  Ordinance No. 56/2020 of the Rector of Lodz University of Technology of 4 November 2020 on the procedure and requirements for applicants for promotion to the position of university professor in the research staff group and in the research and teaching staff group.  Ordinance No. 57/2020 of the Rector of Lodz University of Technology of 5 November 2020 on the procedure and requirements for applicants for promotion to the position of university professor in the teaching staff group.  Ordinance No. 80/2021 of the Rector of Lodz University of Technology of 17 December 2021 on the procedure for conducting competitions for academic positions at Lodz University of Technology – OTM-R POLICY - OPEN TRANSPARENT MERIT-BASED RECRUITMENT – diagrams are annexed. |
| 3 ordinances |
| A.1.4. Introduction of a periodical performance review of administrative staff in the Rector's Administration to bolster their capacity to provide administrative support to research staff | University Development and Human Resources Office (up to Sept. 30, 2019)  Human Capital Management Centre (from Oct. 1, 2019) | Ordinance of the Rector on the periodical performance review of administrative staff in the Rector's administration | 1 | May 2018 – Jan. 2022  **EXTENDED** | Assessment of the quality of work and raising the competence of administrative staff in the Rector's administration, which will enhance the quality of the services and support provided to researchers.  In 2018, Ordinance of the Rector on the periodical performance review of administrative staff in the Rector's administration was introduced. University Development and Human Resources Office conducted a pilot periodical performance review for administrative staff from 1 June 2018 to 31 October 2018. The proper periodic performance review of administrative staff has been postponed due to the COVID-19 pandemic, pursuant to Ordinance No. 23/2020 of the Rector of 12 March 2020. The work to implement the periodical performance review is well underway. The IT system has been already geared towards its purpose. The project is scheduled to be completed in the first quarter of 2022. |
| A pilot periodical performance review of administrative staff has been carried out | 1 |
| Proper periodical performance review of administrative staff carried out | 0 |
| A.2. Promoting staff mobility | | | | | |
| A.2.1. Establishing the process of pursuing research internships in research institutions as a mobility support mechanism - implementation, promotion of the measure (continued activities) | University Development and Human Resources Office (up to Sept. 30, 2019)  Human Capital Management Centre (from Oct. 1, 2019) | Standard tripartite agreement (Lodz University of Technology - the staff member - the research institution offering the internship) specifying the terms and conditions of the internship | 1 project | May 2018 – Dec. 2024  **– IN PROGRESS** | The aim of the action is to develop a mechanism to facilitate research internships for research staff and research and teaching staff at research institutions. The documents will facilitate taking up research internships by university staff, which will result in raising their competence and knowledge, will give them an opportunity to work in a diverse environment and to conduct research of the best standard. The University Development and Human Resources Office developed in 2019 a draft standard tripartite research internship agreement with annexes. A procedure regulating research internships at research institutions is being drawn up.  **The measure will be continued in the Action Plan 2022-2024.** |
| Procedure regulating research internships in research institutions | 0 |
| A.2.2. Enhancing the university's efforts to recruit visiting professors, follow-up on implementation (continued activities) | University Office for Science, Interdisciplinary Doctoral School, International Cooperation Centre (CWM), Project Services | Budget for the recruitment of visiting professors | In 2018 -2021 the budget was PLN 250 000. | May 2018 – Jan. 2022  **IN PROGRESS** | Stepping up the efforts to recruit experienced scientists and specialists noted in their fields the position of visiting professors. The efforts will also be aimed at raising more funds to enable the appointment of a greater number of visiting professors to conduct research and participate in the training of research staff (internationalization of research and teaching).  Scientists holding the rank of professor at their home universities, whose teaching duties required at least 60 hours per academic year, were employed at TUL under civil law contracts.  Now the measure is carried out as a task in the NCBiR POWER project involving international professors conducting lectures for the doctoral candidates enrolled in the Interdisciplinary Doctoral School.  **The measure will be continued in the Action Plan 2022-2024.** |
| Number of visiting professors at the  at the university. Evaluation of the activity from the viewpoint of individuals appointed as visiting professors and from the viewpoint of the employing unit | 2018 - 2019 - 26 visiting professors  2020 - 11 professors (civil-law contracts)  2021 - 16 professors (civil law contracts) |
| A.2.3. Mechanism to support the adoption of measures and good practice learned by the staff through various forms of mobility - experience exchange platform | University Development and Human Resources Office (up to Sept. 30, 2019)  Human Capital Management Centre (from Oct. 1, 2019)  International Cooperation  Centre | Number of meetings to share good practice observed at other organizations | Mobilty Week: 2 meetings  Teaching Café: 20 meetings  Expert visits: 3  Training sessions: 1 | Jan. 2019 – Jan. 2022  **COMPLETED** | The goal is to disseminate and implement the experience, solutions and good practice, learned by the staff during their mobility. The activities include: Mobility Day, Mobility Week, Erasmus+ TUL webpage, Erasmus Café, SDG report - Goal 17. Each year, TUL performs a full analysis of the extent to which the 2030 Agenda's SDGs have been achieved. One of the measures is taking stock of and sharing good practice learned during mobility under Goal 17: Partnerships for the Goals - Strengthen the means of implementation and revitalize the global partnership for sustainable development. Annual events to promote international mobility - Mobility Week and Mobility Day, are meant to highlight the benefits of international academic exchange to TUL staff, to take stock of previous mobilities, and promote the current offering of mobilities. These events are an ideal opportunity to share your mobility experience with other staff members. Mobility Week 2018: 19-23 Nov. 2018; Mobility Week 2019: 25-28 Nov. 2019; Mobility Day 2021 - 30 March 2021 (online). The Teaching Café held about 20 meetings (some in person, some online). At the beginning of October, two international experts in student-centred teaching and learning and in Microbiology and Organic Chemistry visited the university and  demonstrated good practice to TUL teachers while conducting classes. A training course in POGIL, Process Oriented Guided Inquiry Learning, will be conducted by a foreign expert at the beginning of December 2021. Informal Teaching Café meetings, called An Hour of Inspiration, are organised on a regular basis, either face-to-face or online, to share experience and ideas about education and to share good practice. Presentations are invited from TUL as well as from abroad. Information about them is posted on the staff portal WIKAMP. FlippedTUL - a webpage dedicated to modern forms of learning, is under construction. It will include contributions from international experts in student-centred learning employed under the ZPU scheme as expert consultants for academic staff, in which they will share their expertise with the users. Students' assessment of their teaching and learning experience will also be featured.  **The measure will be continued in the Action Plan 2022-2024.** |
| Dedicated webpage set up | 1 Teaching Café webpage at Wikamp employee website:  https://adm.edu.p.lodz.pl/course/view.php?id=97 |
| A.2.4. Information webpage provided at www.p.lodz.pl for individuals not affiliated with TUL seeking short-term research and/or teaching mobility | University Office for Science,  International Cooperation Centre | Dedicated webpage set up at the website | 1  <https://cwm.p.lodz.pl/en/international-visitors> | Jan. 2019 – Jul. 2019  **COMPLETED** | Launching the International Visitors webpage for international visitors and persons not affiliated with TUL and interested in staff exchange. The goal is to carve out a space on the website where essential information would be published for the staff of international universities who would like to come to Łódź under international programmes. |
| A.2.5. Publication of the International Visitor Guide (in English, paper and digital editions) | International Cooperation Centre | Guide drawn up | 1  <https://cwm.p.lodz.pl/sites/default/files/cwm-practical-guide-for-international.pdf> | 2019 - 2020  **COMPLETED** | The goal was to compile in one publication all the information that is most relevant from the viewpoint of an international visitor: information about Łódź, its history and tourist attractions, as well as practical information - transportation, currency, a mini glossary, useful addresses and links. The project was done as part of the Welcome TULbox grant, funded from the European Social Fund, Operational Programme Knowledge Education Development, a non-competitive grant called 'Raising the competence of academic staff and the university capacity to host international individuals - Welcome to Poland, implemented under the Measure specified in the grant application No. POWR.03.03.00-00-PN14/18. |
| A.2.6. Developing staff competencies and building institutional capacity | International Cooperation Centre | Number of persons | Welcome to Poland - 50 individuals  Fullbright – 66 individuals | 2019  **COMPLETED** | The goal was to improve the competence of teaching and administrative staff by means of the following activities:  1. Cross-cultural training for TUL staff.  In December 2019, an intensive training session was conducted in intercultural communication: workshops for **50 administrative staff** (CWM, Dean's Offices, Halls of Residence, Library, Language Centre, Bursar's administration) who deal with internationals, i.e. students or guests from abroad. The project was done as part of the **Welcome TULbox** grant, funded from the European Social Fund, Operational Programme Knowledge Education Development, a non-competitive grant called 'Raising the competence of academic staff and the university capacity to host international individuals - Welcome to Poland, implemented under the Measure specified in the grant application No. POWR.03.03.00-00-PN14/18.  2. Fullbright - a Flipped Education expert from the USA came to train TUL staff. **66** **staff** were trained in the course of the workshops and consultations conducted by the specialist. The grant was provided by the US Department of State and the Polish Ministry of Science and Higher Education. |
| A.2.7. Recruitment of international experts in student-centred education and specific disciplines to partner with academic staff teaching their courses in English, and recruitment of international academics to teach at IFE | International Cooperation Centre | Number of events | 11 – 2021 | 2018- January 2022  **IN PROGRESS** | The involvement of experts is aimed at rebuilding the existing modules into a flipped classroom and building new, strong relationships between the parties. The activity is implemented as part of the Integrated Academic Programmes grant funded by NCBiR.  Recruiting international lecturers to IFE is part of the efforts to recruit international teaching staff every academic year on a full-time basis to teach a certain subject in the winter semester for IFE students. Academic year 2018/2019: 4 individuals; academic year 2019/2020: 3 individuals; academic year 2020/2021: 3 individuals (remote classes). |
| Number of international lecturers conducting classes | 10 – 2018-2021 |
| A.2.8. Improving staff teaching competence through study visits and training sessions; international mobility of staff under the ZPU programme. | International Cooperation Centre | Number of outgoing staff | Number of international mobilities of TUL staff under ZPU  20  Champions of Teaching scheme  59 | 2019 – 2021 **COMPLETED** | ZPU - **20 TUL staff** travelled to Olin College to participate in a training course, a study and training visit to Harvard University and MiT (USA), and a study visit and conference at Queensland University (Australia). Funding: National Centre for Research and Development, Grant: Integrated Programme of Lodz University of Technology.  Champions of Teaching - The measure consists in raising funds for the implementation of projects improving the competence of TUL staff. Since 2019, the Champions of Teaching programme has been implemented to improve tutoring competence of TUL staff by way of training in the tutoring method at renowned foreign universities and implementing tutoring in their teaching practice. The activity is carried out under the non-competitive implementation grant called 'Champions of Teaching' under Measure 4.3 Transnational cooperation, Operational Programme Knowledge Education Development (No. POWR.04.03.00-00-0074/17). At present, 59 staff are benefiting from the action. |
| A.2.9. Acquisition of funding from external programmes and international mobility of staff and doctoral candidates | International Cooperation Centre | Funding acquired for staff mobility | EOG: 14 345€  Erasmus+:  2018 – 28 985€  2019 – 44 460€  2020 – 75 850€  PROM: academic year 2019/2020, 2020/2021 -  PLN 1 009 400  ZPU: PLN 2 000 400 | 2018-2023  **COMPLETED** | The objective is to enable academic exchange between EU and non-EU countries to build human and academic capacity, to share experiences, to learn good practice, and to develop professional and linguistic competence of staff. The activities are performed under the following programmes:  1. Education Programme (EEA Financial Mechanism 2014-2021)  2. Erasmus+ (financial framework 2014-2020, Action 1, projects under KA103 and KA107 for staff mobility within program countries and partner countries (non-EU)  3. Project PROM - International scholarship exchange of doctoral students and academic staff funded from the European Social Fund, Operational Programme Knowledge Education Development, a non-competitive grant called International scholarship exchange of doctoral students and academic staff , agreement no. POWR.03.03.00-00-PN13/18  4. ZPU - This activity consists in raising funds to bring international experts from renowned universities to TUL.  **The measure will be continued in the Action Plan 2022-2024.** |
| A.2.10. Instructing and advising staff in preparing proposals for open calls in international programmes and educational projects, informing the staff about international events | International Cooperation Centre | Number of information activities | 225 | 2018 – 2021 **COMPLETED** | The activities involved:  1. running a webpage dedicated to International Projects and Programmes on the CWM TUL website.  2. ongoing support for TUL staff working on grant applications for educational programmes through individual assistance, training courses, and information campaigns.  3. sending information on open calls for proposals. The activities listed in points 1-3 were performed by the International  Education Programmes Team at CWM.  4. posting current mobility offerings and invitations to international events addressed to TUL staff at the CWM website. This activity was carried out by the CWM Staff Mobility Team. |
| A.2.11. Supporting staff in developing networks within CEEPUS | International Cooperation Centre | Number of networks | 5 | 2018 – 2021 **COMPLETED** | Support for the staff and units of TUL in establishing cooperation networks for academic exchange within the CEEPUS programme. At present, there are five networks. The aim of CEEPUS (Central European Exchange Program for University Studies) is to support academic exchange of students and academic teachers through financing, among others, short-term internships within Academic Networks. The programme reimburses the costs of scholarships and travel. The following countries participate in the programme at present: Albania, Austria, Bulgaria, Croatia, Montenegro, Czech Republic, Macedonia, Moldova, Romania, Poland, Slovakia, Slovenia, Serbia, Hungary, Bosnia and Herzegovina and Kosovo - the University of Pristina. Universities wishing form a network submit applications in a competition. The CWM supports TUL units in the application process.  Lodz University of Technology participates in the following networks:  - PL-1509-02-2122 (Umbrella) - Internet of Things and Teleinformatics - ITT network  - RS-0704-10-2122 - Research and Education in the Field of Graphic Engineering and Design  - RS-1311-04-2122 - Multidisciplinary Approach to Education and Research in the Field of Digital Media Production  - RS-1512-02-2122 – Improving Food Quality with Novel Food Processing Technologies  - SI-0217-15-2122 - Ars-Techne: Creative Design and Innovation. |
| A.3. Promotion and dissemination of research results | | | | | |
| A.3.1. Taking advantage of social media technologies to disseminate research results and initiate research collaborations (continued activities) | Media and Communications Office | Number of followers of LinkedIn and Research Gate profiles: | LI 46 180 (Dec. 2, 2021)  RG 4 025 (Dec. 2, 2021) | Jun. 2018 – May 2021  **COMPLETED** | In view of the growing popularity of social media, further dissemination of information is planned regarding e.g. Research Gate and LinkedIn, as well as the possibility of launching and using their professional profiles to develop scientific cooperation. The information campaign will include activities to promote taking advantage of social media in their professional activity.  **The measure will be continued in the Action Plan 2022-2024.** |
| Number of TUL followers on FB | PL 23 749 (Dec. 2, 2021)  EN 2848 (Dec. 2, 2021) |
| Number of TUL followers on Twitter | 3 416  (Dec. 2, 2021) |
| Number of subscribers to TUL YouTube channels | 1 404 (Dec. 2, 2021) |
| TUL Blog Jan. 1-Sept. 13, 2021 | PL viewings 29 646  (Dec. 2, 2021)  EN 21 360 viewings  (Dec. 2, 2021) |
| A.3.2. Launching a central catalogue of conferences and events organised at the University as an instrument facilitating dissemination of research results and interdisciplinary research collaboration at www.p.lodz.pl | Media and Communications Office | Central catalogue of conferences and events set up | 1  [www.p.lodz.pl/nauka/konferencje](http://www.p.lodz.pl/nauka/konferencje) | June 2018 – May 2021 **COMPLETED** | The goal is to cluster and arrange information about conferences and events organised at TUL all in one place. Right now, this type of information is scattered. Because of the pandemic and restrictions on the organisation of events, the archived website of TUL at https://www.p.lodz.pl/pl/Konferencje features information about just 6 events, which is the number of the conferences organized in 2020.  Consequently, it has not been set up on the new website. Information about conferences can be found  in the calendar on the university' s home page. Based on the information available to us in 2021 TUL has participated in, organised or co-organised 9 conferences. |
| Number of published communications on conferences and events | 2019 - 30  2020 - 6  2021 - 9 |
| A.3.3. Designing a webpage displayed at www.p.lodz.pl showcasing research activities and research collaboration | Media and Communications Office | Webpage set up featuring information on research activities and scientific collaborations | <https://p.lodz.pl/inicjatywa-doskonalosci-uczelnia-badawcza> | Jan. 2019 – Jun. 2020  **COMPLETED** | The aim is to develop a tool to facilitate the popularization of research conducted at the university and, at the same time, to promote international scientific cooperation of the university with other institutions.  **The measure will be continued in the Action Plan 2022-2024.** |
| Number of published materials | Under the RESEARCH tab:  361 articles  67 interviews  4 graphics  10 photographs  52 videos  IDUB – 18 articles |
| A.3.4. Launching a new YouTube podcast where TUL researchers present technologies they are working on and those implementation-ready (continued activities) | Media and Communications Office | Podcast channel launched | Series: *Wiedzą co mówią* (2 seasons, 20 episodes, 110 074 viewings).  Series: *Ekologicznie  z PŁ*  (10 episodes, 1326 viewings, including 18436 Facebook viewings) | Oct. 2018 – Dec. 2020  **COMPLETED** | The objective is to popularize science among the general public by presenting scientific topics in an attractive form and communicating the ideas behind them in an accessible way.  The Internet and *YouTube*, a popular channel of communication, will allow us to reach a large audience, especially among young people who use this kind of information sources on a daily basis.. |
| Number of published materials | 30 episodes |
| A.3.5. Database of TUL experts to communicate with the media | Media and Communications Office | Database of media contacts set up | 1 | Jan. 2019 – Jun.2019 **COMPLETED** | The Lodz University of Technology Spokesperson has a database of experts available for communication with the media. It includes representatives of individual faculties and administrative units. The database is constantly updated and modified to meet media trends and the needs of the journalists cooperating with TUL. It also includes scientists who carry out research projects whose subject is particularly interesting to the media or from the point of view of promoting science, as well as representatives of student scientific associations. This approach allows for effective and efficient communication with journalists. |
| A.3.6. Webpages presenting profiles of individual researchers who wish to showcase their achievement and research output, provided by the University website | Media and Communications Office | Webpage template designed | **0** | Jul.2019 – Dec.2024  **EXTENDED** | The aim is to develop a user-friendly tool for researchers to design their individual professional webpage showcasing both their previous research output and current research projects.  At the beginning of 2019, construction of the university's new website commenced. The site was launched in March 2020. Its graphic design and the architecture of its content will be the matrix for further services/pages: of the faculties, departments, institutes. The process of homogenisation of the said pages will conclude with the design of templates for personal pages and the set-up of personal pages for academic staff.  At present, TUL website features pilot virtual business cards of the most prominent scientists according by the discipline they specialise in. There are 37 sub-pages of these cards. They have also been set up for the university leadership.  Individual faculty members also have their own digital business cards, for example, 15 staff members of the Faculty of Management and Production Engineering.  Webpage templates have also been designed for the staff of the Faculty of Chemistry who wish to showcase their work.  Each employee has a profile on WIKAMP (University' s internal website), which can be easily updated. It is accessible via web browsers. |
| Number of webpages set up for individual staff members | **37**  <https://p.lodz.pl/nauka/najwybitniejsi-naukowcy-w-pl/najwybitniejsi-naukowcy-pl-alfabetycznie> |
| A.3.7 Training programmes for researchers on the dissemination of research results and achievements | Media and Communications Office | Number of training sessions completed | 1 | Jan.2019 – Dec.2019 **COMPLETED** | The objective is to train staff in message formulation, self-presentation, and communication with the media.  **The measure will be continued in the Action Plan 2022-2024.** |
| Number of participants | 19 |
| A.4. Career guidance and support for early-stage researchers | | | | | |
| A.4.1 Roll out of a coaching programme including support in career development planning (continued activities) | Careers Office | Number of people using the service | 152 individual consultations  and guidance meetings (including for 82 women) | May 2018 – Jan. 2022  **COMPLETED** | Career counseling and implementation of psycho-vocational testing to determine the level of competence of participants of doctoral studies in terms of a career in science and research. The counselling was provided by a career counsellor employed in the TUL Careers Office.  **The measure will be continued in the Action Plan 2022-2024.** |
| A.4.2. Personalized support for doctoral candidates and early stage researchers in applying for research grants | Project Services | Roll out of advisory support in applying for research grants  (one-to-one consultancy) | In-person training: 15  (380 participants)  Webinars: 9 (50 participants)  One-to-one sessions: 33  Workshops: 3 (15 participants)  Information sessions: 8 (92 participants)  Online training: 1 (32 participants)  96 registered users at WIKAMP. | May 2018- Jan. 2022  **COMPLETED** | The objective is to provide personalized guidance to early-stage researchers on grant applications. A consultant supports researchers at every stage of preparing a grant application and submitting it. Grant Academy is a series of information and consultancy trainings for scientists concerning opportunities for acquiring funding for research projects, targeted at junior researchers.  Effectiveness of one-to-one guidance on research and development projects is demonstrated especially well by the preparation for the Lider programme, operated by the National Centre for Research and Development. Doctoral candidates and recent TUL PhD graduates won 10 Lider programme grants in the last 3 years (individuals under 35).  **The measure will be continued in the Action Plan 2022-2024.** |
| A.4.3. Supporting academic staff in fostering effective team collaboration through team coaching and training programmes | Careers Office | Number of training sessions on building effective teamwork | 54 training sessions – 659 staff members | May 2018 – Jan.2022  **COMPLETED** | The goal is to provide support in the development of soft skills, including, among others, individual and team work, time management, and stress management, which are particularly useful for scientists in carrying out research activities.  **The measure will be continued in the Action Plan 2022-2024.** |
| Number of coaching sessions for researchers | 26 team-coaching sessions,  200 staff members. |
| A.4.4. Industrial study visits | Careers Office | Number of industrial study visits arranged | 2 | May 2018 – Jan. 2022  **COMPLETED**  **Ceased in 2020 due to COVID-19** | The activity, carried out in cooperation with the Doctoral Students Government, aims to familiarize visit participants with businesses and their projects, and with work organization; the visits are also intended to provide participants with opportunities to establish cooperation between researchers and industry representatives. 2018 - study visit to the National Centre for Nuclear Research in Świerk; 2019 - study visit to the Bełchatów Lignite Coal Lignite Mine.  **The measure will be continued in the Action Plan 2022-2024 (by IDS).** |
| Number of study visit participants | 2018 – 21 individuals  2019 – 14 individuals |
| A.5. Specialized training on commercialization and knowledge transfer and other forms of support in cooperation with business | | | | | |
| A.5.1. Specialized training on commercialization and knowledge transfer (continued activities) | Technology Transfer Section | Number of training sessions on commercialisation, technology transfer, and intellectual property protection | 11 | Jun. 2018 – Jan. 2022  **COMPLETED** | - 27 Nov. 2018 - ‘Technology Transfer 2.0’ open training - number of participants: 34 persons ,  - 19 Feb. 2019 - Seminar ‘Setting up spin-off companies and the Act 2.0’ - number of participants: 25 persons  - 21 Feb. 2020 – Open training session 'What does an inventor need to do to file an application for a patent with the Patent Office? - number of participants: 39 persons  - May-June 2020 – seminars conducted by the TUL Technology Transfer Team called 'Innovation - definition, frames and scaling'  and "Technology transfer and Intellectual Property Protection" for PhD candidates enrolled in the Interdisciplinary Doctoral School - number of participants: 93 (6 seminars)  -22 April 2021 Start - up. Business models, assessment of technology readiness for commercialization - number of participants: 27  -27 April 2021 Online training 'Start - ups. Legal and practical issues involved in setting up a start-up company by the staff and students of TUL' - number of participants: 29  **The measure will be continued in the Action Plan 2022-2024.** |
| Number of participants | 247 |
| Number of individual consultations | 290 |
| A.5.2. A series of meetings and presentations following the formula of an exhibition for researchers to showcase their technologies to industry to establish cooperation | Technology Transfer Section | Number of meetings and presentations following the formula of an exhibition | 18 | Jun. 2018 – Jan. 2022  **COMPLETED** | The goal is to provide opportunities to interact and establish cooperation between scientists and industry representatives. The action is particularly important as there are opportunities to secure external funding (including from EU funds) for research projects carried out collaboratively by business and the academia, with the issues of IP protection and management of research results required to be specifically regulated already at the stage of the grant application.  Regular webinars for business representatives called Innovation at Your Company - Brunch with Lodz University of Technology, during which TUL scientists introduce market potential of their technologies to representatives of companies in a selected industry:  9 June 2021 - webinar for the food and agricultural sector; attended by: 9 companies  20 October 2021 - webinar for the packaging industry; attended by: 24 companies.  **The measure will be continued in the Action Plan 2022-2024.** |
| A.5.3. Mandatory induction training on commercialisation and knowledge transfer for new appointees | Technology Transfer Section | A curriculum developed for mandatory training of new appointees on commercialisation and knowledge transfer | Yes | Jan. 2019 – Jan. 2022  **COMPLETED** | The aim is to raise awareness of the benefits of commercialisation and knowledge transfer, as well as of the risks associated with the forfeiture of intellectual property rights.  An online training seminar was developed for all new appointees. To complete the training new appointees are required to take a test under the link provided.  English language version of the training is underway, as well as translation of the University's in-house regulations referred to in the training materials.  **The measure will be continued in the Action Plan 2022-2024.** |
| Number of new appointees trained in commercialisation and knowledge transfer | 74 individuals |