

Report on monitoring the recruitment process of university teachers at the University of Economics in Katowice for the year 2021

Between January and December 2021, the recruitment process of university teachers at the University of Economics in Katowice was monitored.

The collected data allowed to conclude that competitions are carried out according to the applicable rules indicated in Order No. 149/2019 of December 9, 2019 of the Rector of the University of Economics in Katowice on the introduction of the "Regulations for organizing and conducting competitions for the positions of university teachers employed at the University of Economics in Katowice."

In connection with § 132 (1) of the Statute of the University of Economics in Katowice, adopted by Resolution No. 120/2020/2021 of the Senate of the University of Economics in Katowice of June 24, 2021:

- 1) The College of Economics was renamed the Faculty of Economics;
- 2) The College of Finance was renamed the Faculty of Finance;
- 3) The College of Informatics and Communication has changed its name to the Faculty of Informatics and Communications;
- 4) The College of Management has been renamed the Faculty of Management.

This amendment took effect on September 1, 2021. Hence, the report uses the dual name of College, Faculty, or Department.

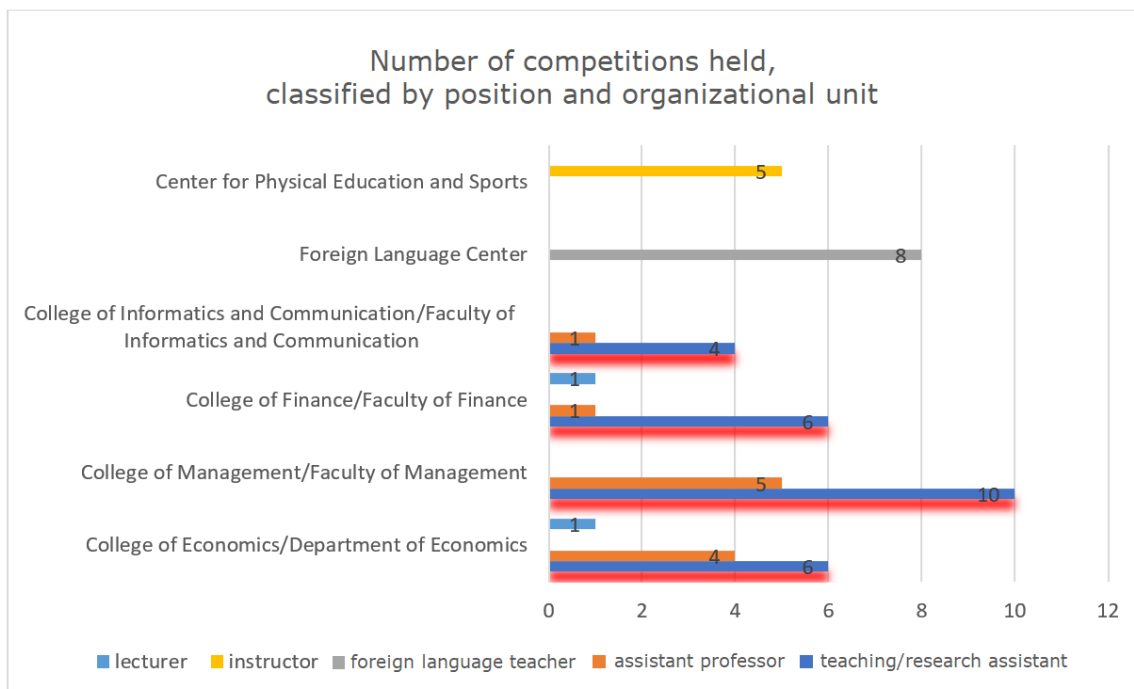
The report includes information on the number of competitions held, interviews, and unresolved competitions, as well as the number of candidates entering by gender and the number of foreign candidates.

I. Number of competitions

During the period under review, a total of 52 competitions was held, including 26 for the position of a teaching/research assistant, 11 for the position of an assistant professor, 8 for the position of a lecturer, 5 for the position of an instructor and 2 for the position of a foreign language teacher.

The largest number of competitions, i.e., 15, was held at the College/Faculty of Management, 11 at the College/Faculty of Economics, 8 each at the College/Faculty of Finance and the

Foreign Language Center, and 5 each at the College/Faculty of Informatics and Communication and the Center for Physical Education and Sports.



II. Number of unresolved competitions

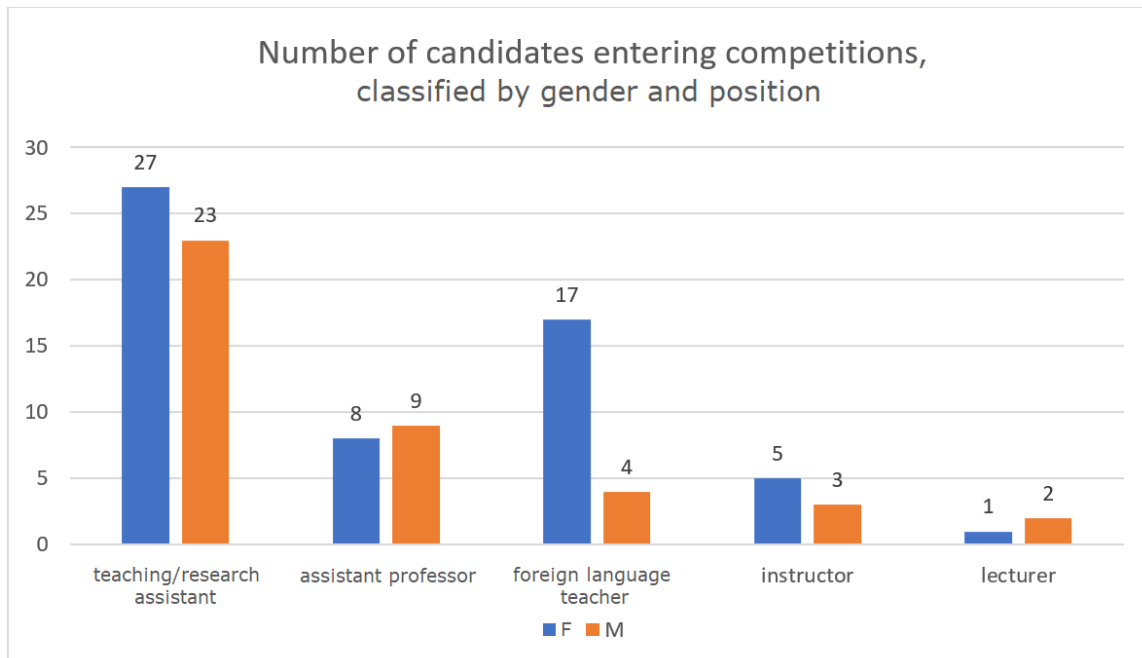
7 competitions have not been resolved. No candidates applied for 4 competitions, i.e., for 2 competitions for the position of a teaching/research assistant at the College/Faculty of Economics, 1 for the position of a teaching/research assistant, and 1 for the position of an assistant professor at the College/Faculty of Management. Candidates who did not meet the competition requirements entered 3 competitions, i.e., 1 competition each for the position of an assistant professor at the College/Faculty of Management, for the position of a teaching/research assistant at the College/Faculty of Finance, and the position of instructor at the Center for Physical Education and Sports.

III. Number of job interviews

In 2021, 11 job interviews were conducted during 11 competitions, representing more than 21% of the competitions held. This means almost 4 times more interviews than in 2020. In competitions for teaching/research assistant positions, 3 job interviews were conducted at the Colleges/Faculties of Management, Finance, and Informatics and Communication. Job interviews were conducted in 2 competitions for the positions of assistant professors at the College/Faculty of Management, 1 at the College/Faculty of Finance, and 5 competitions for the position of a foreign language teacher at the Foreign Language Center.

IV. Number of candidates by gender

During the period under review, 58 females and 41 males entered the competitions.



The largest number of females, namely 17, participated in competitions at the College/Faculty of Management and the Foreign Language Center. 9 females entered the competitions at the College/Faculty of Economics, 7 at the College/Faculty of Finance, 5 at the Center for Physical Education and Sports, and 3 at the College/Faculty of Informatics and Communication.

The largest number of males, i.e., 12, entered competitions at the College/Faculty of Management, 11 at the College/Faculty of Economics, 6 at the College/Faculty of Finance, 5 at the College/Faculty of Informatics and Communication, 4 at the Foreign Language Center and 3 at the Center for Physical Education and Sports.

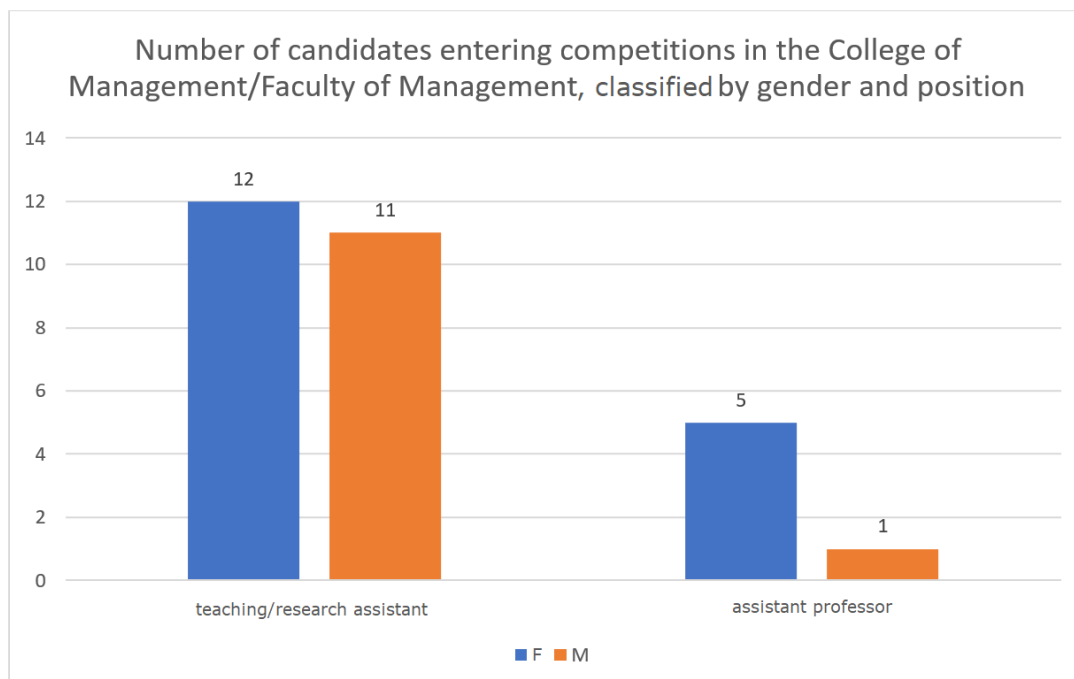
Females were more likely to apply to competitions at the College/Faculty of Management (17 to 12 advantage), the College/Faculty of Finance (7 to 6 advantage), the Foreign Language Center (17 to 4 advantage) and the Center for Physical Education and Sports (5 to 3 advantage).

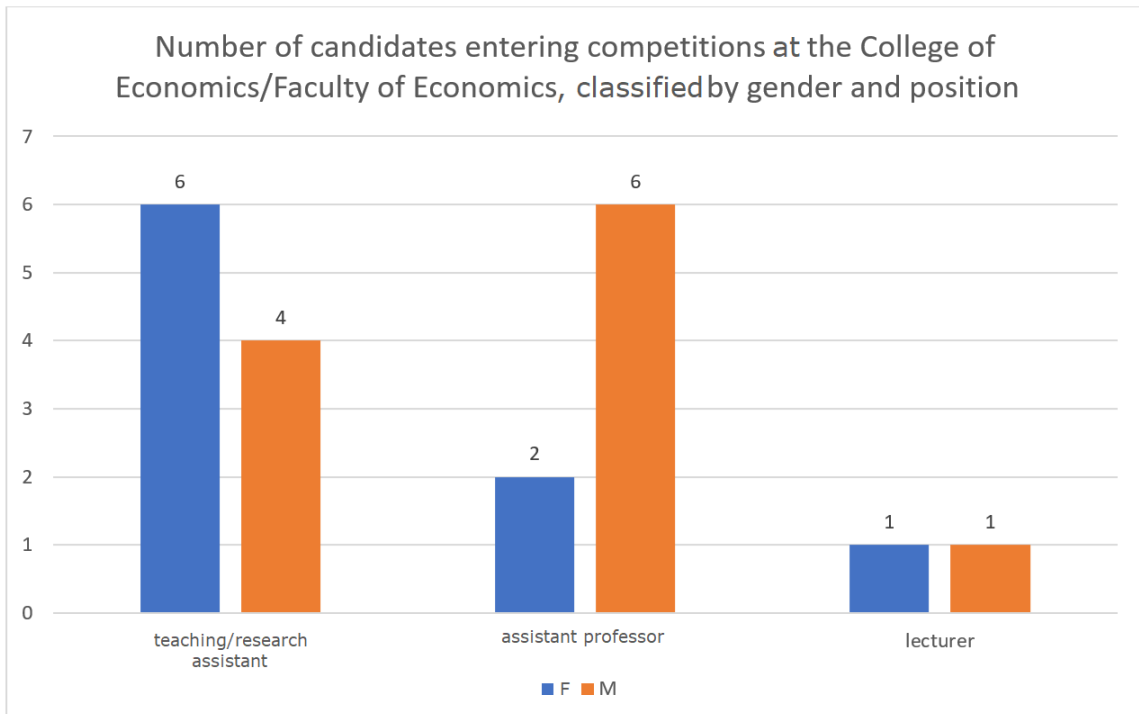
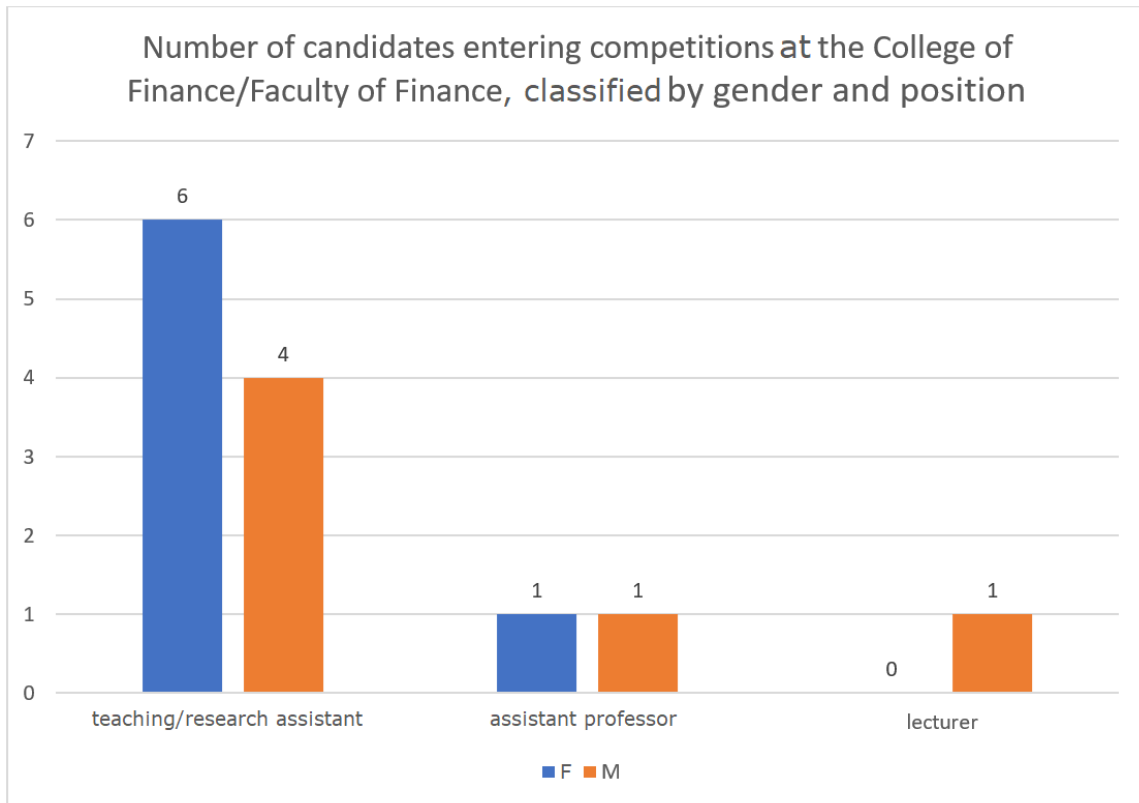
Males predominated in numbers at the College/Faculty of Economics (11 to 9 advantage) and the College/Faculty of Informatics and Communication (5 to 3 advantage).

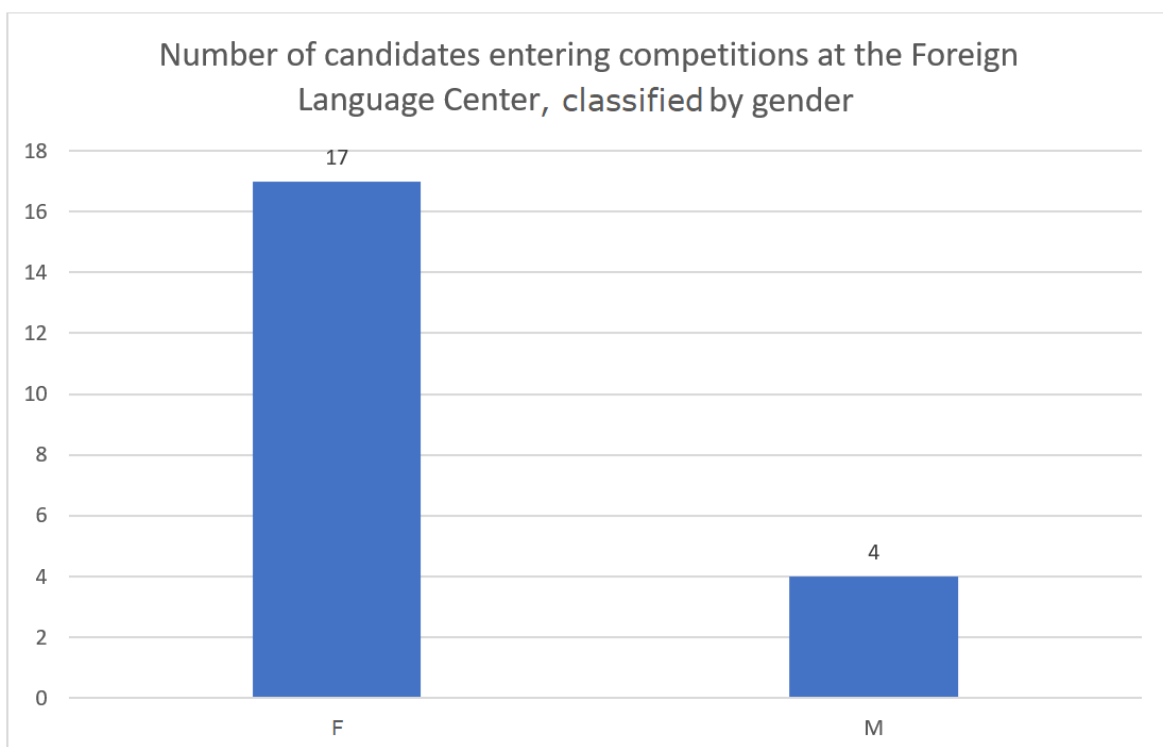
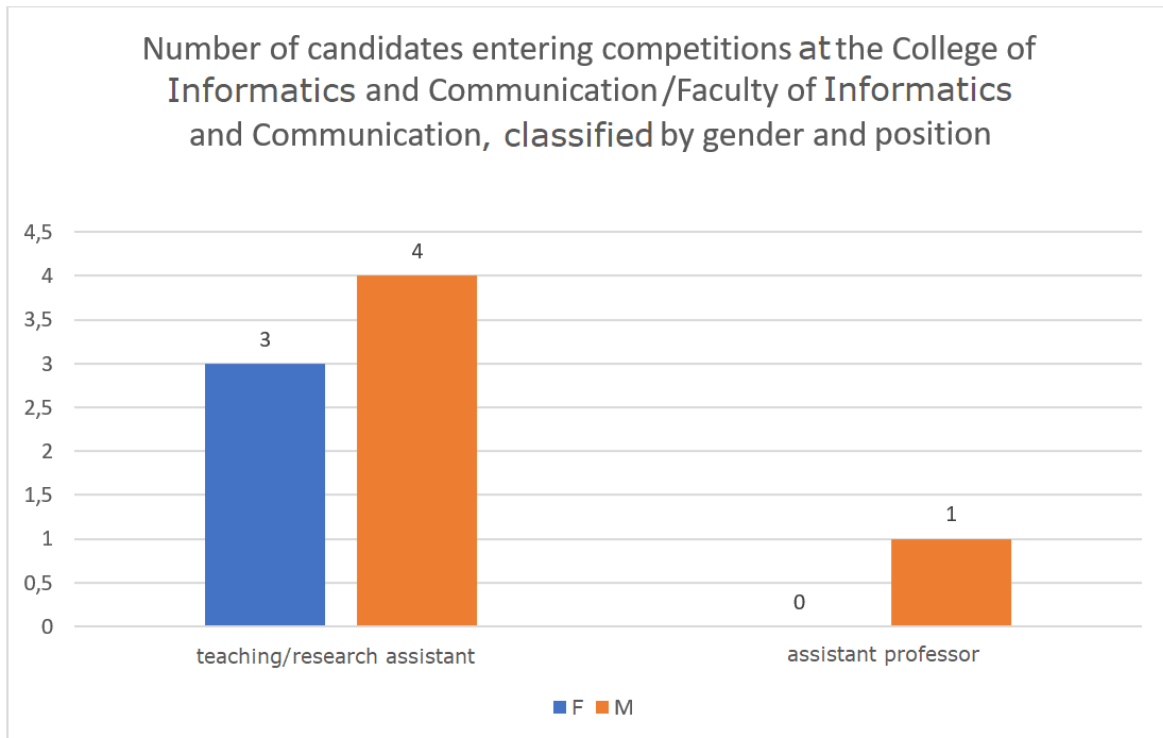
The following is a summary of candidates entering the competitions by gender and position, including foreign candidates (marked as 'O' in the table).

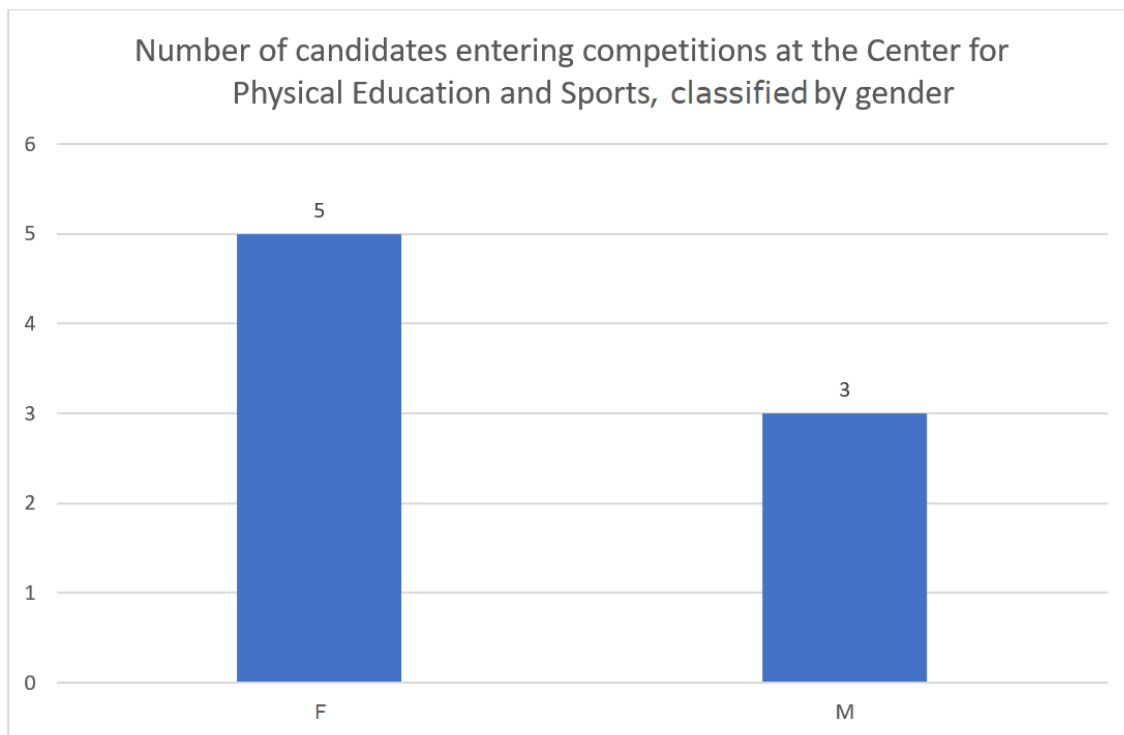
	College of Economics/ Faculty of Economics			College of Management / Faculty of Management			College of Finance/Facul ty of Finance			College of Informatics and Communicati on/ Faculty of Informatics and Communicati on			Foreign Language Center			Center for Physical Education and Sports		
	F	M	O	F	M	O	F	M	O	F	M	O	F	M	O	F	M	O
teaching/re search assistant	6	4	0	12	11	0	6	4	0	3	4	0	0	0	0	0	0	0
assistant professor	2	6	0	5	1	0	1	1	0	0	1	0	0	0	0	0	0	0
foreign language teacher	0	0	0	0	0	0	0	0	0	0	0	0	17	4	0	0	0	0
instructor	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	3	0
lecturer	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
TOTAL	9	11	0	17	12	0	7	6	0	3	5	0	17	4	0	5	3	0

The charts below show the number of candidates entering competitions in each unit by gender and position.









V. Number of foreign candidates

In 2021, no foreign candidates applied. It was confirmed that all announcements, according to the requirements of the Law on Higher Education and Science, were posted on the European Commission's website in English, thereby maintaining the obligation to inform about the announced competitions.

VI. Summary

Announcements of competitions, according to the statutory requirement, are disseminated on the pages of the Public Information Bulletin (BIP), the minister responsible for education, and Euraxess. Additionally, at the University of Economics in Katowice, announcements are posted on the faculties' webpages.

All candidates are informed of the recruitment results, which are provided by email or, if successful, by telephone.

The report shall be submitted to the Team for the implementation and monitoring of the HR Excellence in Research Strategy at the University of Economics in Katowice, established by the Rector's Order No. 56/21 of May 19, 2021.

When analyzing the collected data, special attention should be paid to the lack of candidates from abroad.