

## Report on monitoring the recruitment process of university teachers at the University of Economics in Katowice for the year 2022

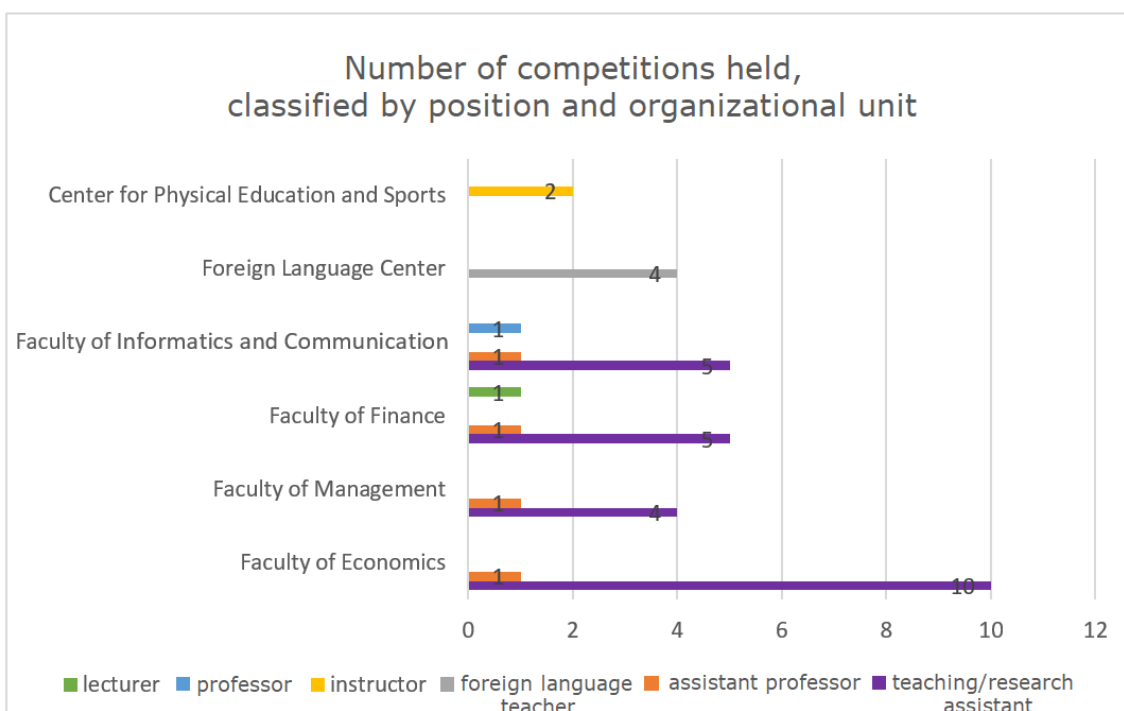
Between January and December 2022, the recruitment process of university teachers at the University of Economics in Katowice was monitored.

Based on the made observations and the analysis of the elements that need improvement and clarification, amendments were made to the existing competition procedure and were adopted by Order No. 57/2022 of April 28, 2022 of the Rector of the University of Economics in Katowice on the introduction of the "Regulations on organizing and conducting competitions for the positions of university teachers employed at the University of Economics in Katowice."

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

A total of 36 competitions were held during the stated period, representing a decrease of more than 30% from the previous year. There were 24 competitions for the position of a teaching/research assistant, 4 for the position of an assistant professor, 4 for the position of a foreign language teacher, 2 for the position of an instructor, and 1 each for the positions of a professor and a lecturer.



The largest number of competitions, i.e., 11, were held at the Faculty of Economics. 7 competitions each were held at the Faculties of Finance and Informatics and Communication, 5 at the Faculty of Management, 4 at the Foreign Language Center, and 2 at the Center for Physical Education and Sports.

## **II. Number of unresolved competitions**

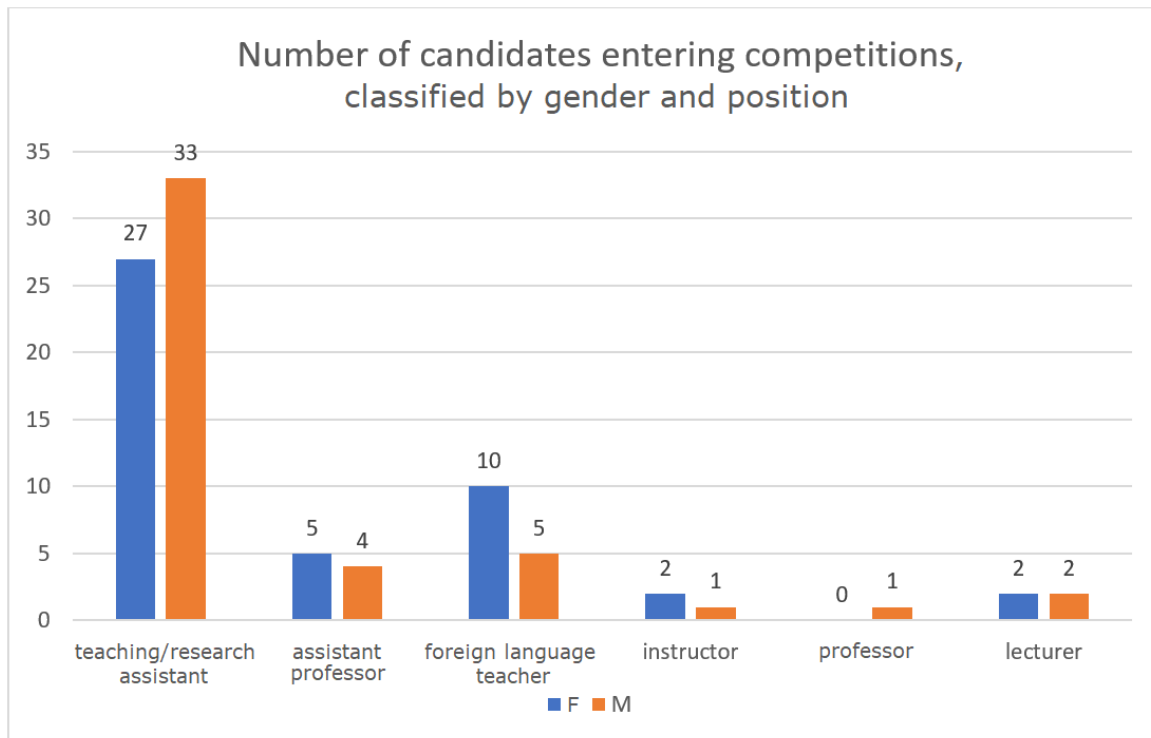
7 competitions have not been settled, which constitutes as much as 19.44% of all announced competitions. For 2 competitions for the position of a teaching/research assistant at the Faculty of Informatics and Communication, no candidates applied, and for the remaining 4, only candidates who did not meet the competition requirements applied. This situation applies to 2 competitions for the assistant positions at the Faculties of Economics and Informatics and Communication, as well as assistant professor positions at the Faculties of Economics and Finance.

## **III. Number of job interviews**

In 2022, job interviews were conducted in 8 competitions, i.e., in more than 22% of the competitions held. This result is very similar to the previous year. The largest number of interviews was conducted in competitions announced at the Faculty of Finance (2 for a teaching/research assistant positions, 1 for a lecturer position) and at the Foreign Language Center (3 for a foreign language teacher positions). The second stage of the competition procedure was also applied to 1 competition for the position of a teaching/research assistant at the Faculty of Economics and to 1 competition for the position of an assistant professor at the Faculty of Management.

## **IV. Number of candidates by gender**

During the period under review, 46 females and 46 males entered the competitions.



The largest number of females, i.e., 11, entered the competitions at the Faculty of Management. There were 10 females each at the Faculty of Economics and the Foreign Language Center, 9 at the Faculty of Finance, 4 at the Faculty of Informatics and Communication, and 2 at the Center for Physical Education and Sports.

The largest number of males, i.e., 15, applied at the Faculties of Economics and Finance, 8 at the Faculty of Management, 5 at the Foreign Language Center, 2 at the Faculty of Informatics and Communication, and 1 at the Center for Physical Education and Sports.

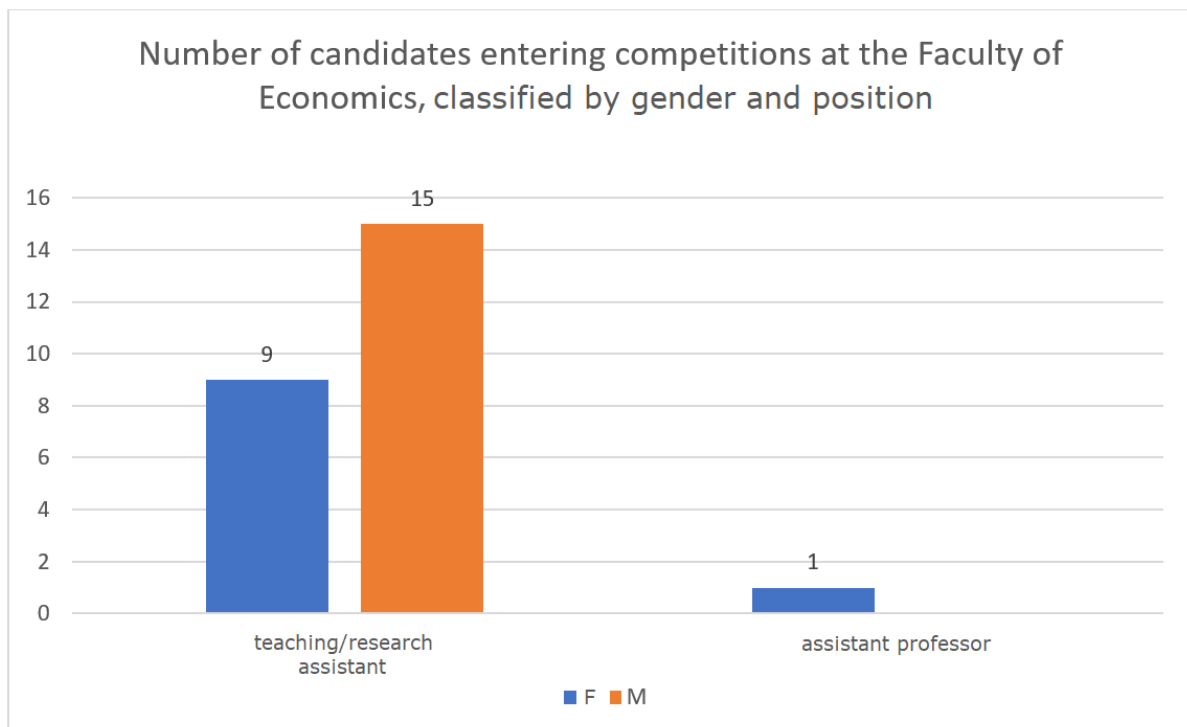
Females were more likely to apply at the Faculty of Management (11 to 8 advantage), the Faculty of Informatics and Communication (4 to 2 advantage), the Foreign Language Center (10 to 5 advantage), and the Center for Physical Education and Sports (2 to 1 advantage).

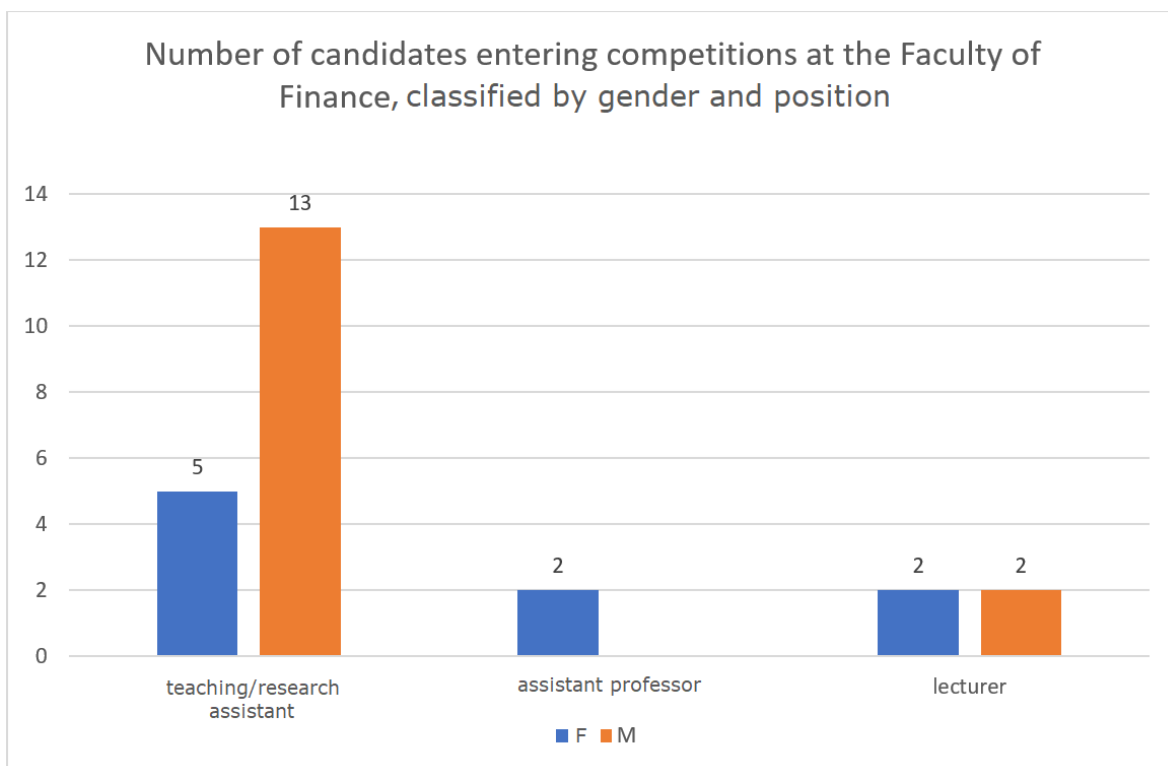
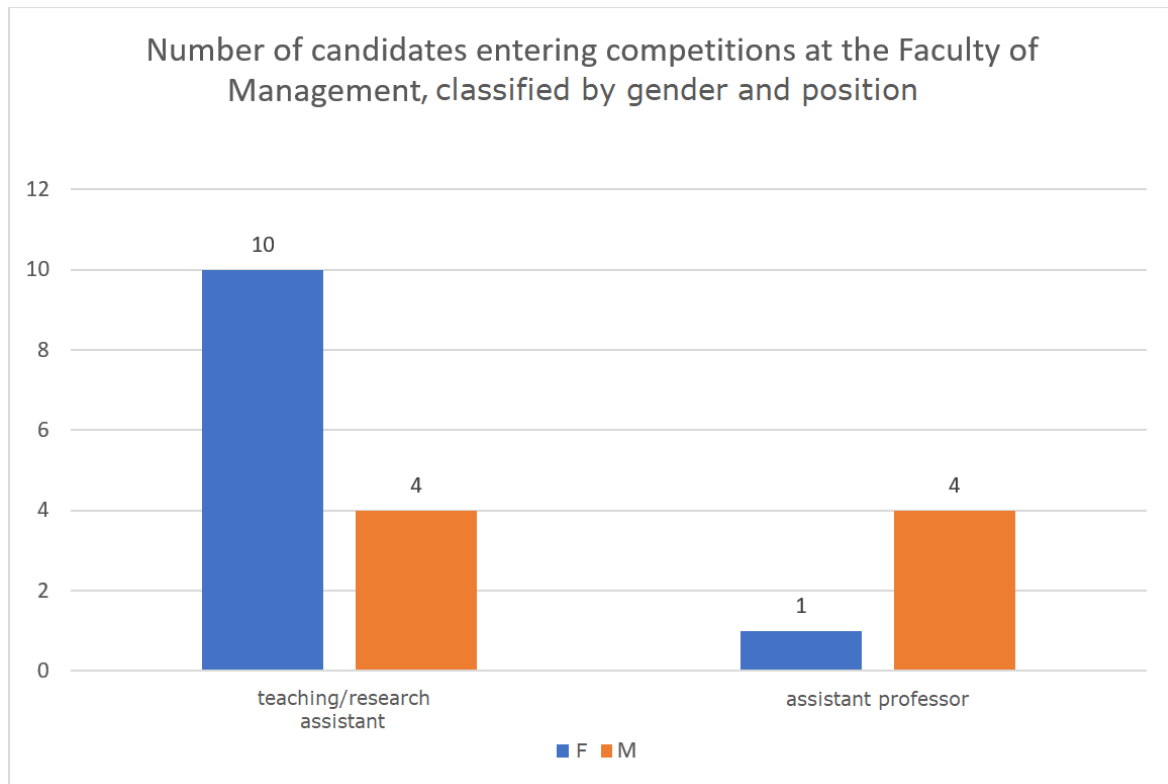
Males predominated in numbers at the Faculty of Economics (15 to 10 advantage) and the Faculty of Finance (15 to 9 advantage).

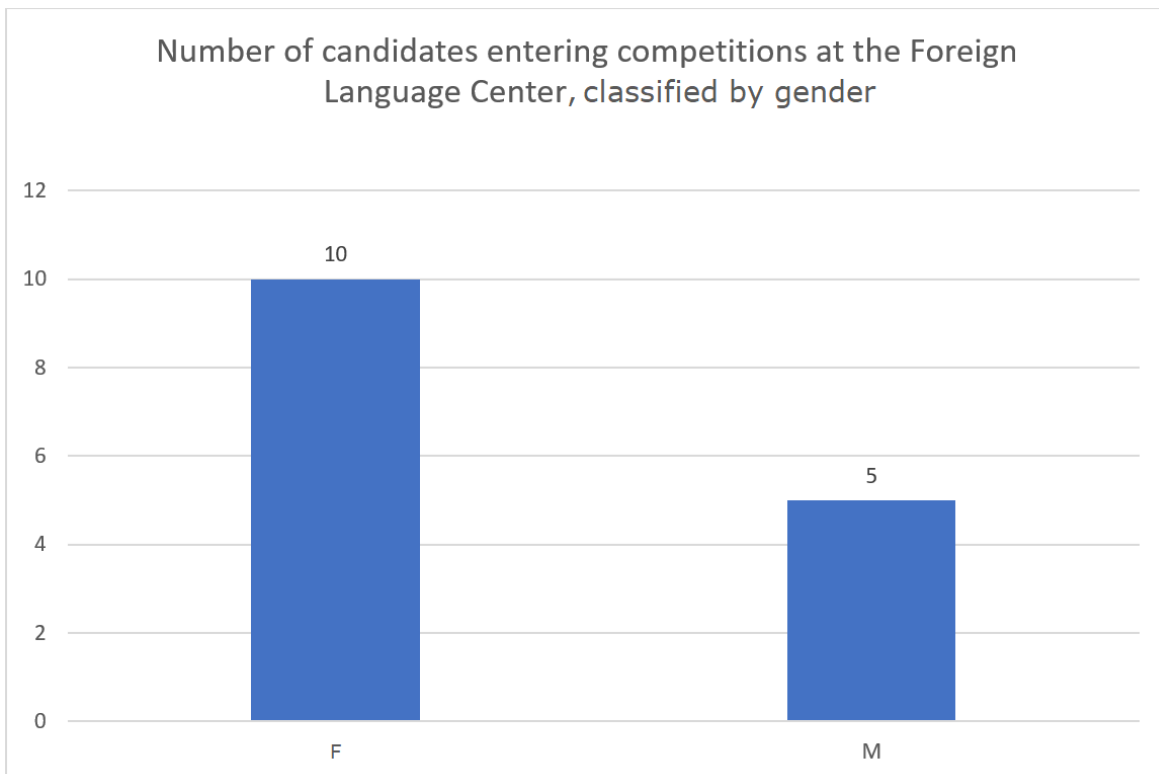
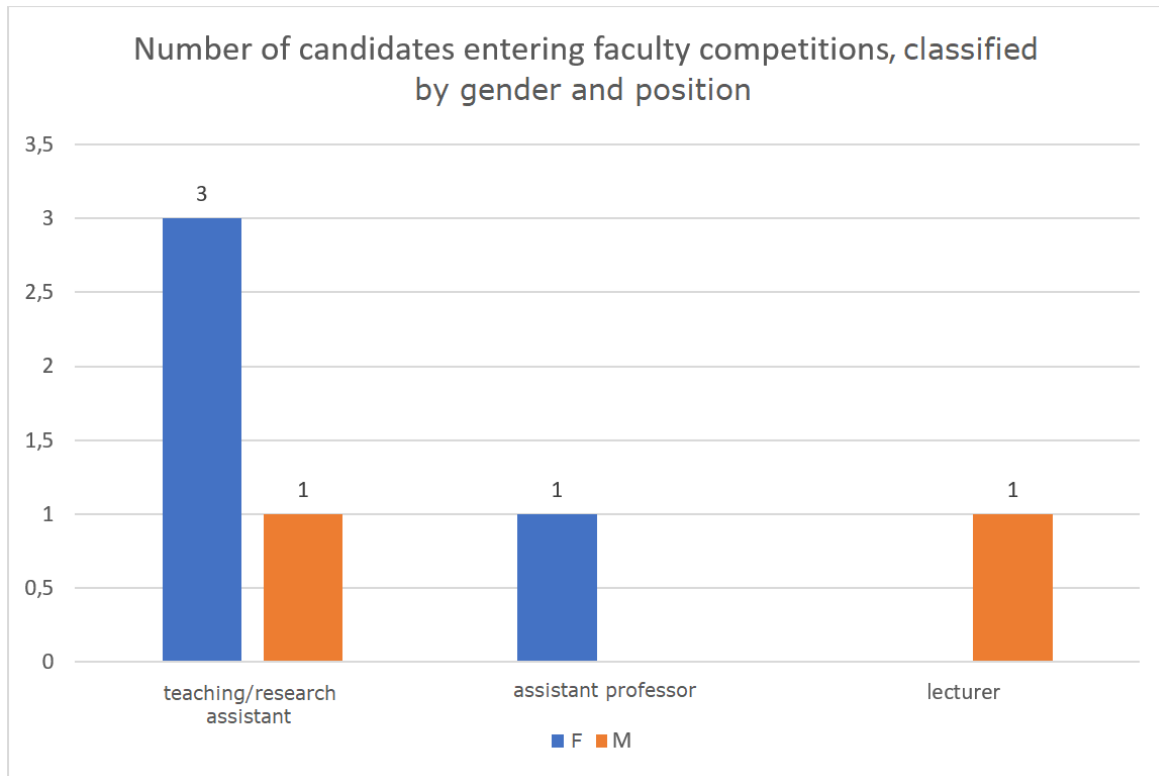
The following is a summary of candidates entering the competitions by gender and position, including foreign candidates (marked as 'O' in the table).

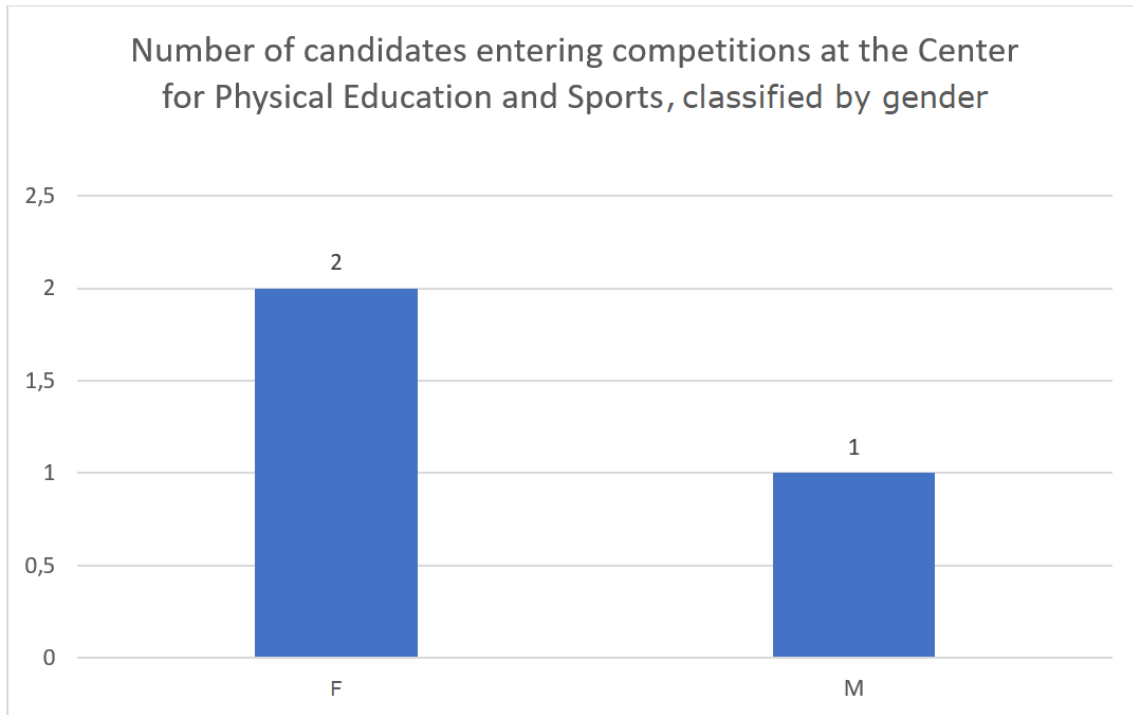
|                             | Faculty of Economics |           |          | Faculty of Management |          |          | Faculty of Finance |           |          | Faculty of Informatics and Communication |          |          | Foreign Language Center |          |          | Center for Physical Education and Sports |          |          |
|-----------------------------|----------------------|-----------|----------|-----------------------|----------|----------|--------------------|-----------|----------|--|----------|----------|-------------------------|----------|----------|--|----------|----------|
|                             | F                    | M         | O        | F                     | M        | O        | F                  | M         | O        | F  | M        | O        | F                       | M        | O        | F  | M        | O        |
| research/teaching assistant | 9                    | 15        | 1        | 10                    | 4        | 3        | 5                  | 13        | 4        | 3  | 1        | 0        | 0                       | 0        | 0        | 0  | 0        | 0        |
| assistant professor         | 1                    | 0         | 1        | 1                     | 4        | 0        | 2                  | 0         | 1        | 1  | 0        | 0        | 0                       | 0        | 0        | 0  | 0        | 0        |
| foreign language teacher    | 0                    | 0         | 0        | 0                     | 0        | 0        | 0                  | 0         | 0        | 0  | 0        | 0        | 10                      | 5        | 1        | 0  | 0        | 0        |
| instructor                  | 0                    | 0         | 0        | 0                     | 0        | 0        | 0                  | 0         | 0        | 0  | 0        | 0        | 0                       | 0        | 0        | 2  | 1        | 0        |
| professor                   | 0                    | 0         | 0        | 0                     | 0        | 0        | 0                  | 0         | 0        | 0  | 1        | 0        | 0                       | 0        | 0        | 0  | 0        | 0        |
| lecturer                    | 0                    | 0         | 0        | 0                     | 0        | 0        | 2                  | 2         | 0        | 0  | 0        | 0        | 0                       | 0        | 0        | 0  | 0        | 0        |
| <b>TOTAL:</b>               | <b>10</b>            | <b>15</b> | <b>2</b> | <b>11</b>             | <b>8</b> | <b>3</b> | <b>9</b>           | <b>15</b> | <b>5</b> | <b>4</b>                                 | <b>2</b> | <b>0</b> | <b>10</b>               | <b>5</b> | <b>1</b> | <b>2</b>                                 | <b>1</b> | <b>0</b> |

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





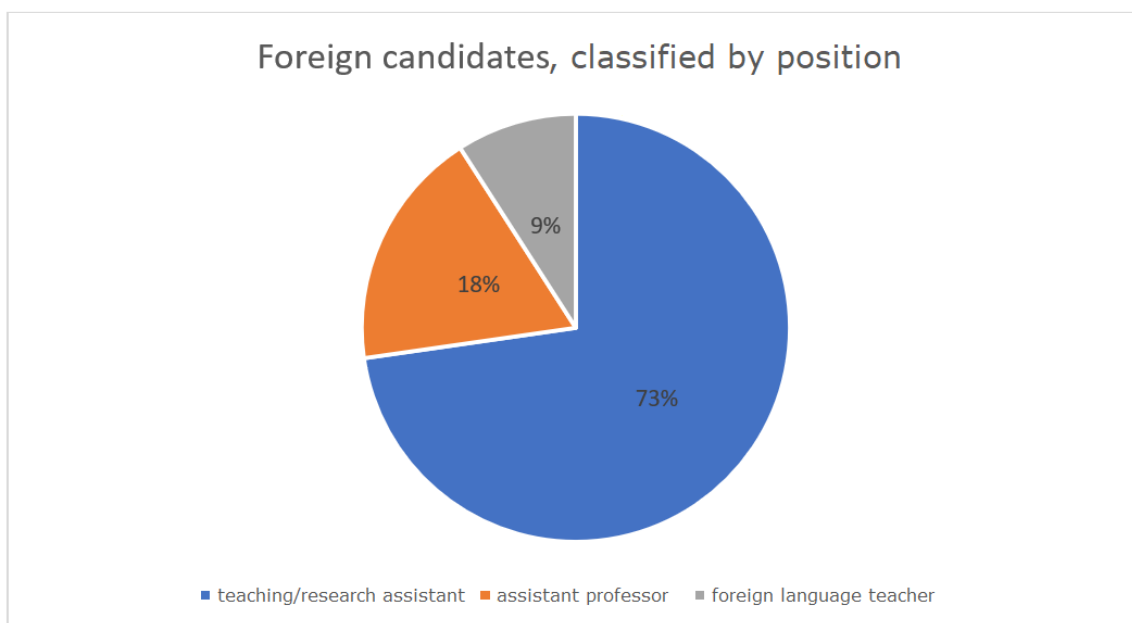




#### V. Number of foreign candidates

In 2022, 11 foreign candidates applied. This means that foreign candidates constituted nearly 12% of all candidates entering the competitions.

Candidates from abroad were most likely to apply for competitions at the Faculty of Finance, specifically 5 candidates for 4 teaching/research assistant positions and 1 for the assistant professor position. 3 candidates applied for the position of a teaching/research assistant at the Faculty of Management, 1 each for the position of a teaching/research assistant and an assistant professor at the Faculty of Economics, and 1 for the position of a lecturer at the Foreign Language Center.



## VI. Summary

The collected data allows for the conclusion that the competitions are implemented according to the applicable rules outlined in the current Rector's Orders and the recommendations on OTM-R.

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.

Compared to the previous analyzed year, one can notice an increase in the interest of foreign candidates in the job offers of the University of Economics in Katowice.

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.