

Report on monitoring the recruitment process of university teachers at the University of Economics in Katowice for the year 2023

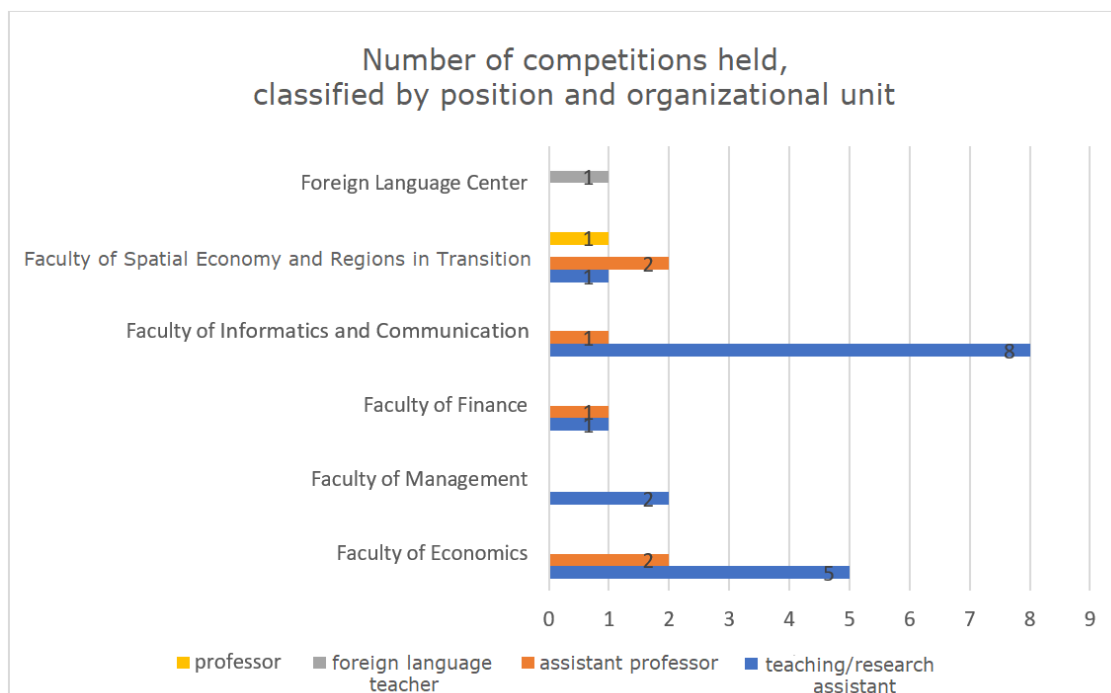
Between January and December 2023, the recruitment process of university teachers at the University of Economics in Katowice was monitored.

The collected data allowed to conclude that competitions are carried out according to the applicable rules indicated in Order No. 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 25 competitions were held, indicating that the downward trend continued, with more than 30% fewer competitions announced compared to the previous year. There were 17 competitions for the position of a teaching/research assistant, 6 for the position of an assistant professor, 1 for the position of a foreign language teacher and 1 for the position of a professor.



The largest number of competitions, i.e., 9, were held at the Faculty of Informatics and Communication, 7 at the Faculty of Economics, 4 at the newly established Faculty of Spatial Economy and Regions in Transition, 2 each at the Faculties of Management and Finance, and 1 at the Foreign Language Center.

II. Number of unresolved competitions

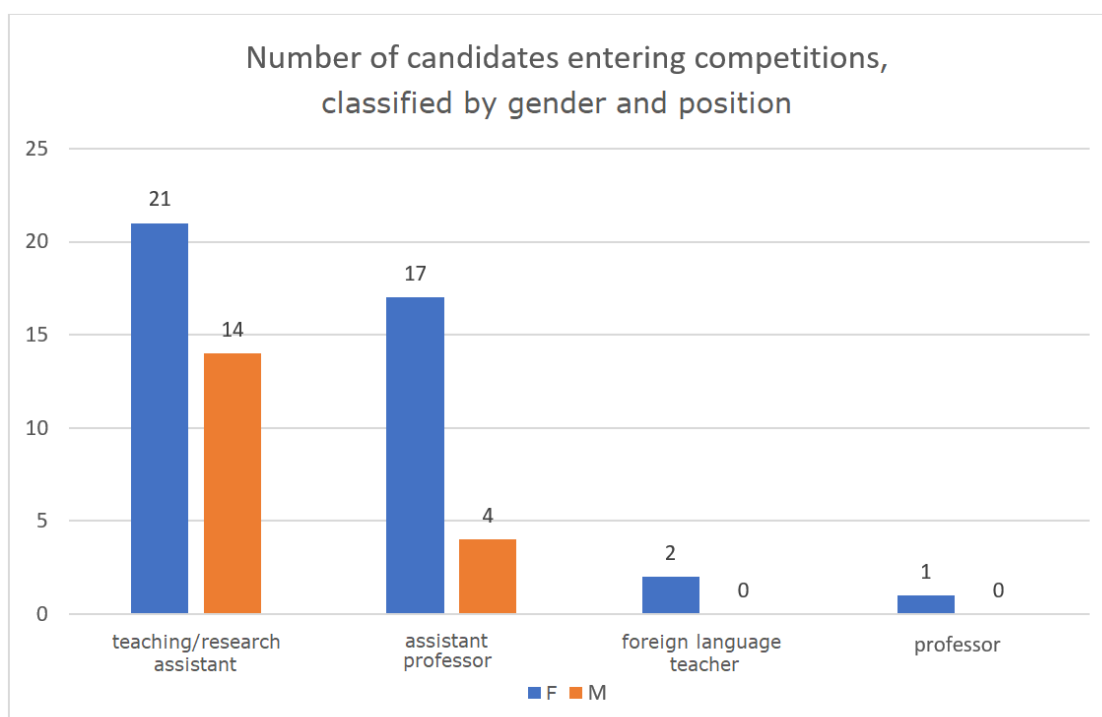
4 competitions (all for teaching/research assistant positions) have not been settled, which constitutes 16% of all announced competitions. There were no competitions where at least one candidate applied. Only candidates who did not meet the competition requirements applied for 4 competitions. This situation applies to 2 competitions at the Faculty of Informatics and Communication and 1 competition each at the Faculties of Economics and Management.

III. Number of job interviews

In 2023, 4 job interviews were conducted, constituting 16% of the competition procedures held, which is 6% less than the previous year. 2 interviews were conducted in competitions announced at the Faculty of Informatics and Communication (1 for the position of a research/teaching assistant, 1 for the position of an assistant professor) and in the competition for the position of a research/teaching assistant at the Faculty of Management and an assistant professor at the Faculty of Economics.

IV. Number of candidates by gender

During the period under review, 41 females and only 18 males entered the competitions.



The largest number of females, i.e., 18, entered competitions at the Faculty of Economics, 6 at the Faculty of Informatics and Communication, 5 at the Faculties of Management, Finance and Spatial Economy and Regions in Transition, 2 at the Foreign Language Center.

The largest number of males, 8, entered the competitions at the Faculty of Informatics and Communication, followed by 7 at the Faculty of Economics and 3 at the Faculty of Management. In the remaining competitions, males did not participate.

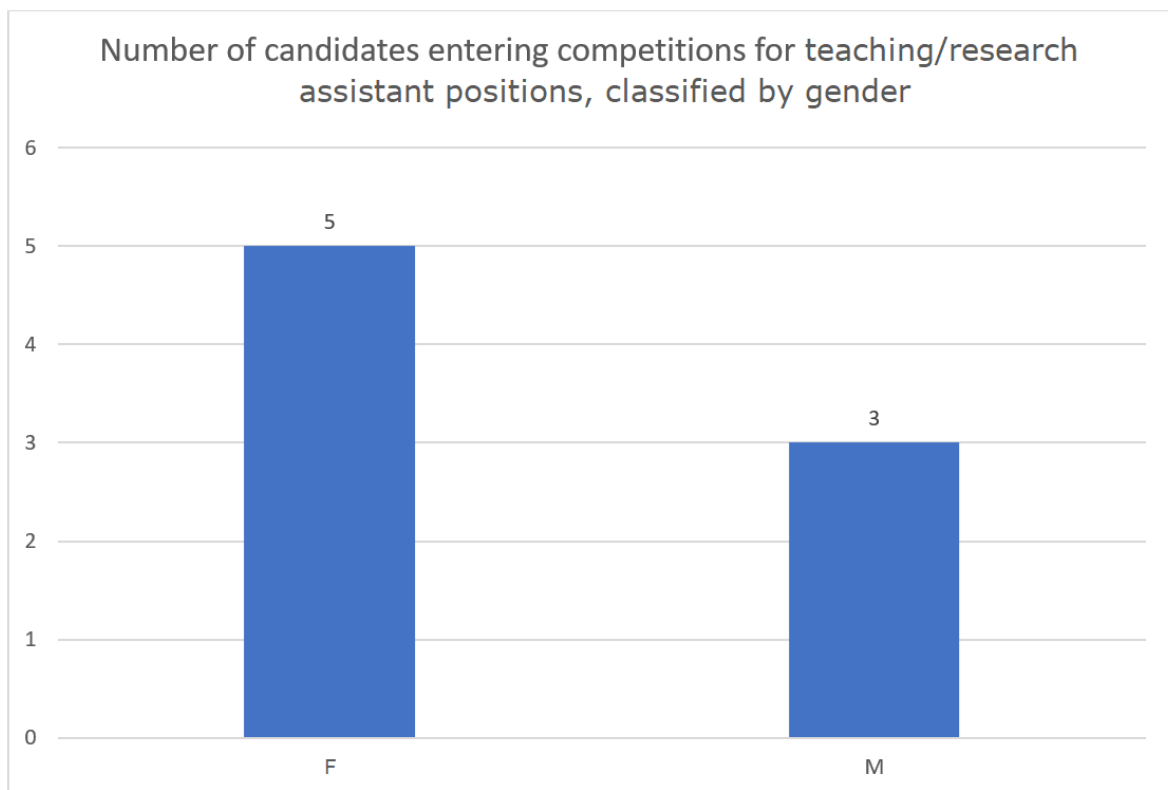
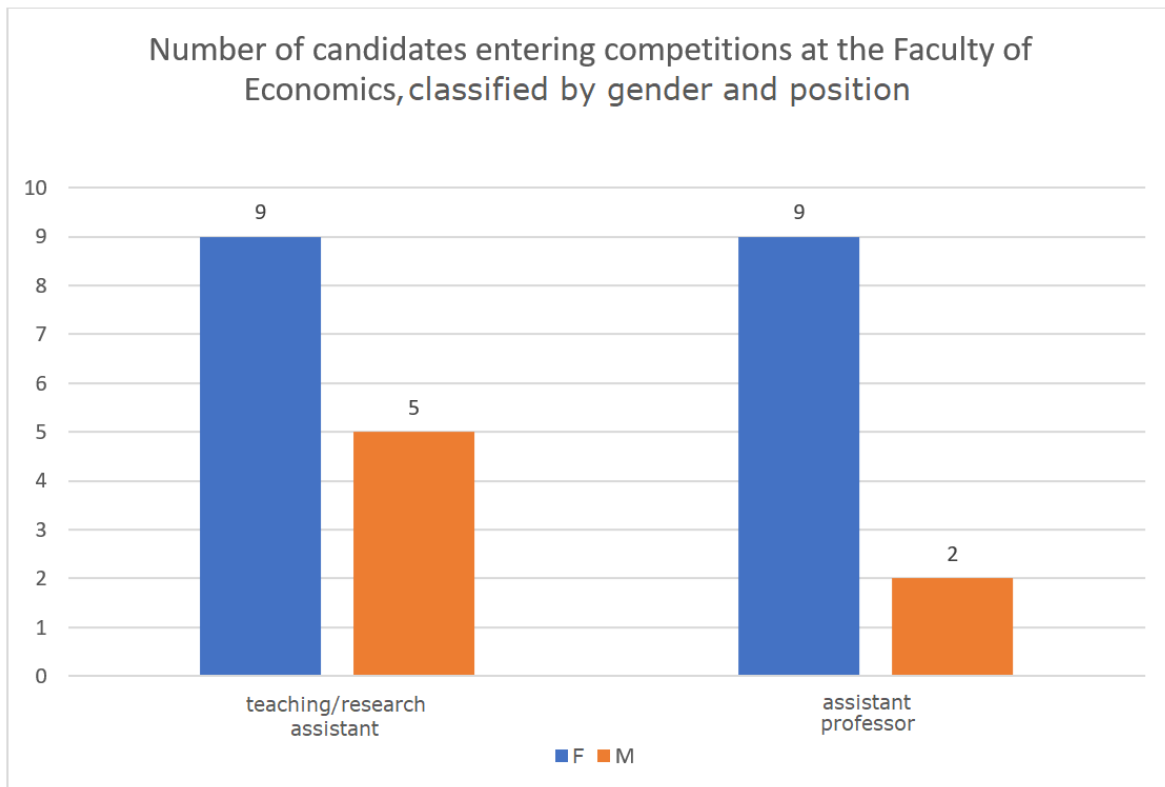
Females were more likely to enter competitions at the Faculty of Economics (18 to 7 advantage) and at the Faculty of Management (5 to 3 advantage). However, only 5 females each entered competitions at the Faculties of Finance and Spatial Economy and Regions in Transition, and only 2 at the Foreign Language Center.

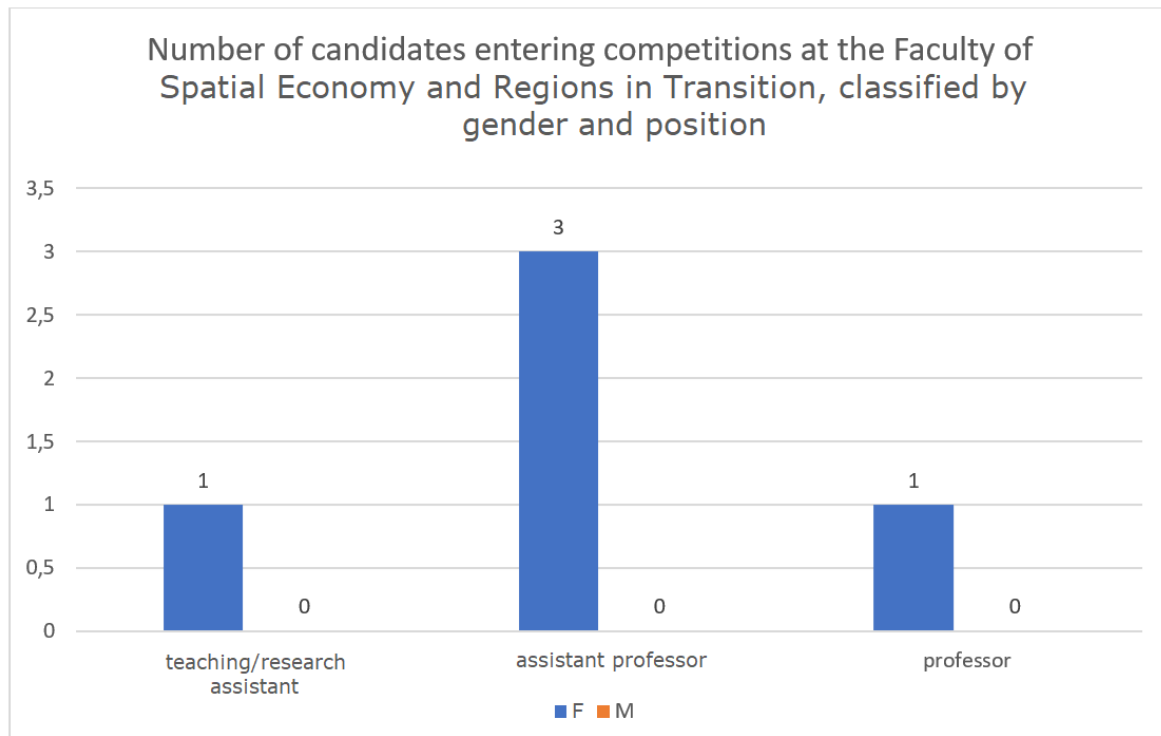
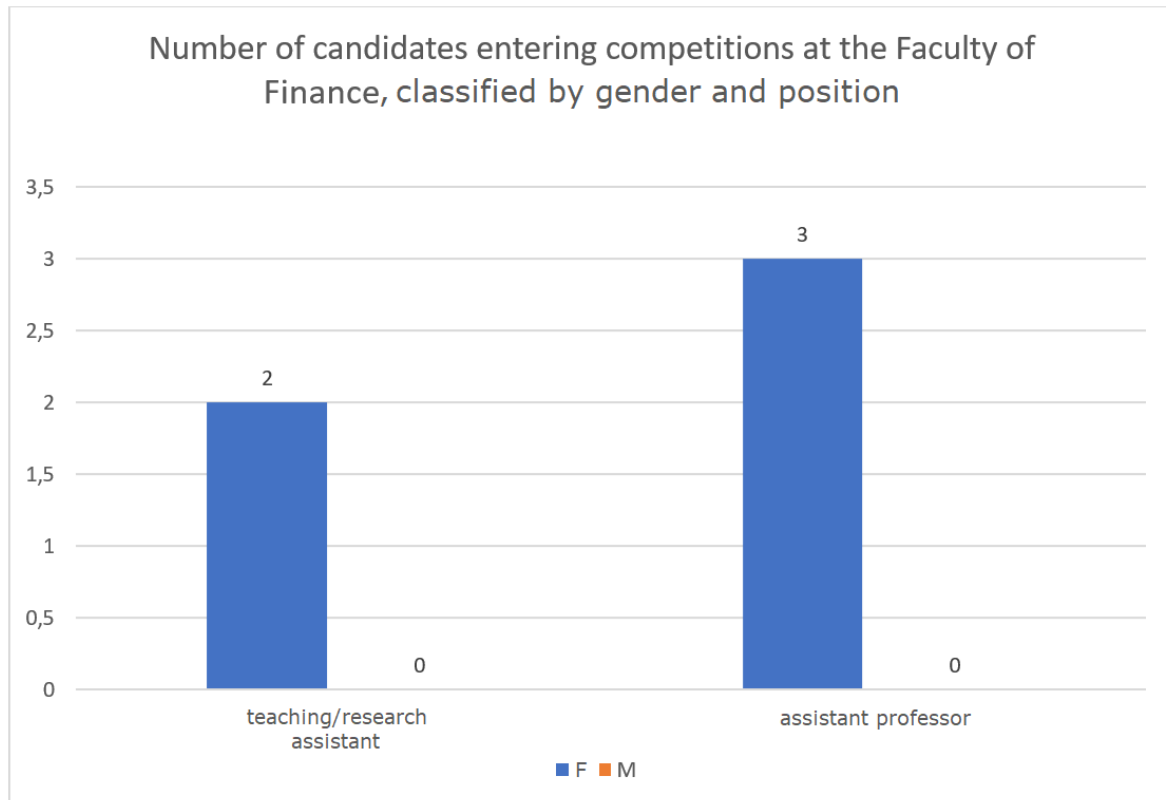
Males predominated in numbers only at the Faculty of Informatics and Communication (8 to 6 advantage).

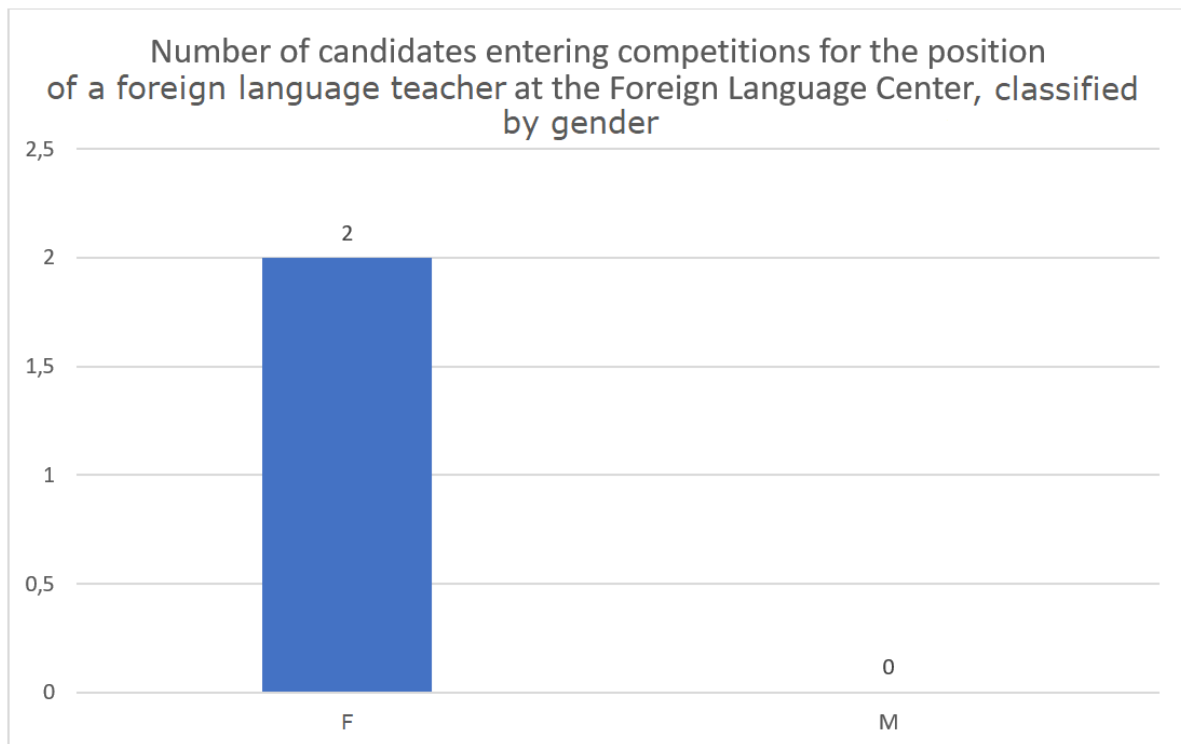
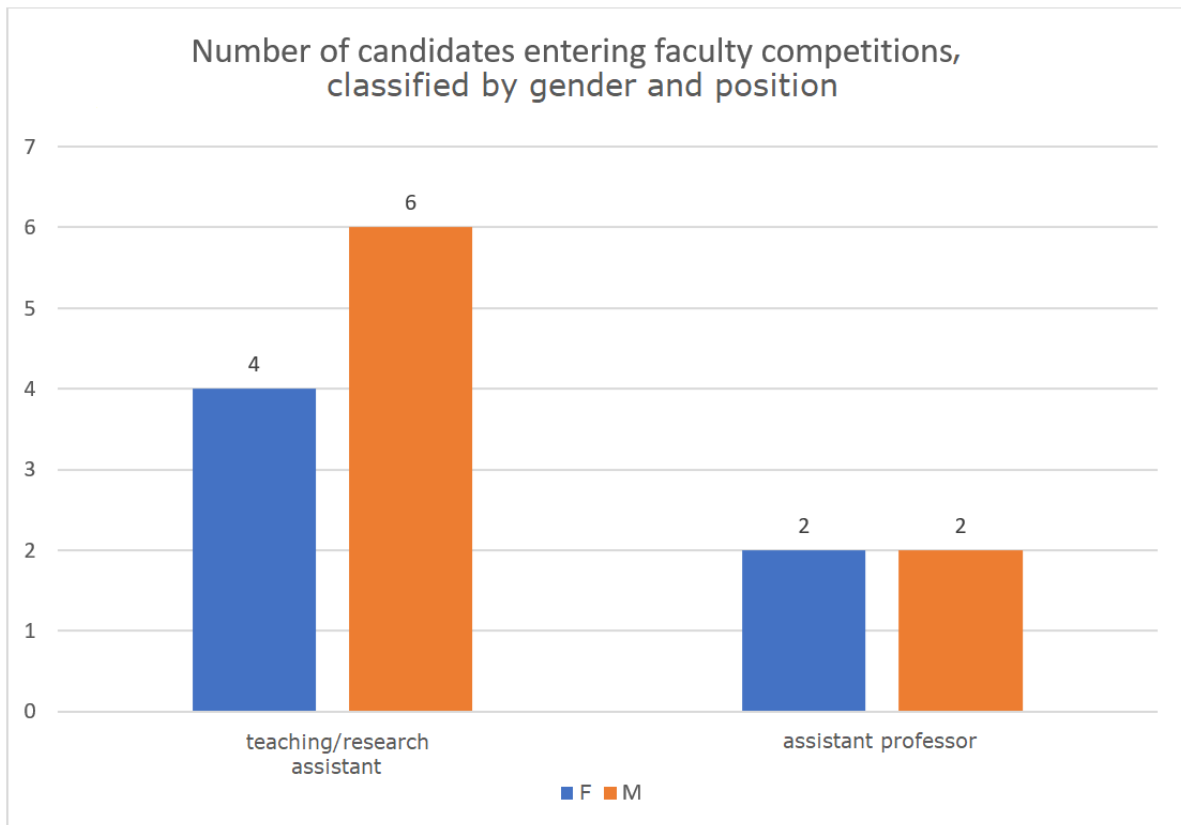
The following is a summary of candidates entering the competitions by gender and position, including foreign candidates (marked as 'O' in the table).

	Faculty of Economics			Faculty of Management			Faculty of Finance			Faculty of Spatial Economy and Regions in Transition			Faculty of Informatics and Communication			Foreign Language Center		
	K	M	O	K	M	O	K	M	O	K	M	O	K	M	O	K	M	O
teaching/research assistant	9	5	2	5	3	1	2	0	0	1	0	0	4	6	0	0	0	0
assistant professor	9	2	3	0	0	0	3	0	1	3	0	0	2	2	1	0	0	0
foreign language teacher	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0
professor	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	18	7	5	5	3	1	5	0	1	5	0	0	6	8	1	2	0	0

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



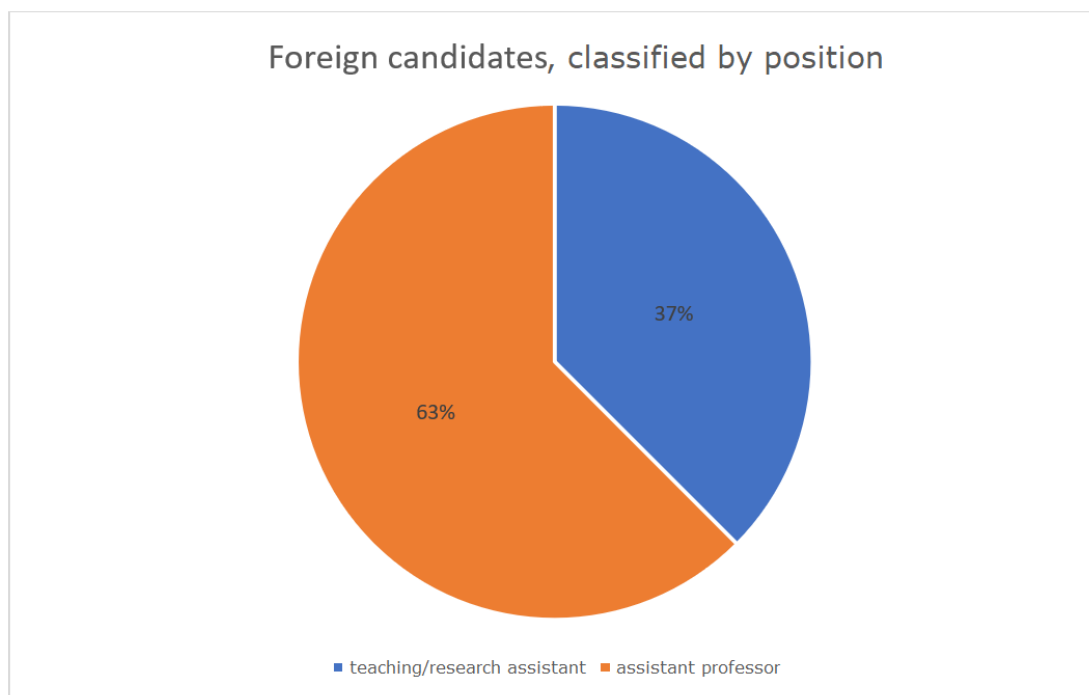




V. Number of foreign candidates

In 2023, 8 foreign candidates applied. This means that foreign candidates constituted 13.6% of all candidates entering the competitions. This constitutes a similar result to that of 2022, where foreign candidates accounted for nearly 12% of all participants.

Candidates from abroad were the most likely to enter competitions at the Faculty of Economics, specifically, 5 candidates submitted their applications for 2 competitions for the position of a teaching/research assistant and 3 for the position of an assistant professor. Candidates also submitted their applications for 1 competition for the position of a teaching/research assistant at the Faculty of Management and 1 competition each for positions of an assistant professor at the Faculties of Finance and Informatics and Communication.



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 year, it can be observed that the level of interest from foreign candidates in the job offers of the University of Economics in Katowice has been maintained.

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.