

Report on monitoring the recruitment process of university teachers at the University of Economics in Katowice for the year 2024

Between January and December 2024, the recruitment process of university teachers at the University of Economics in Katowice was monitored.

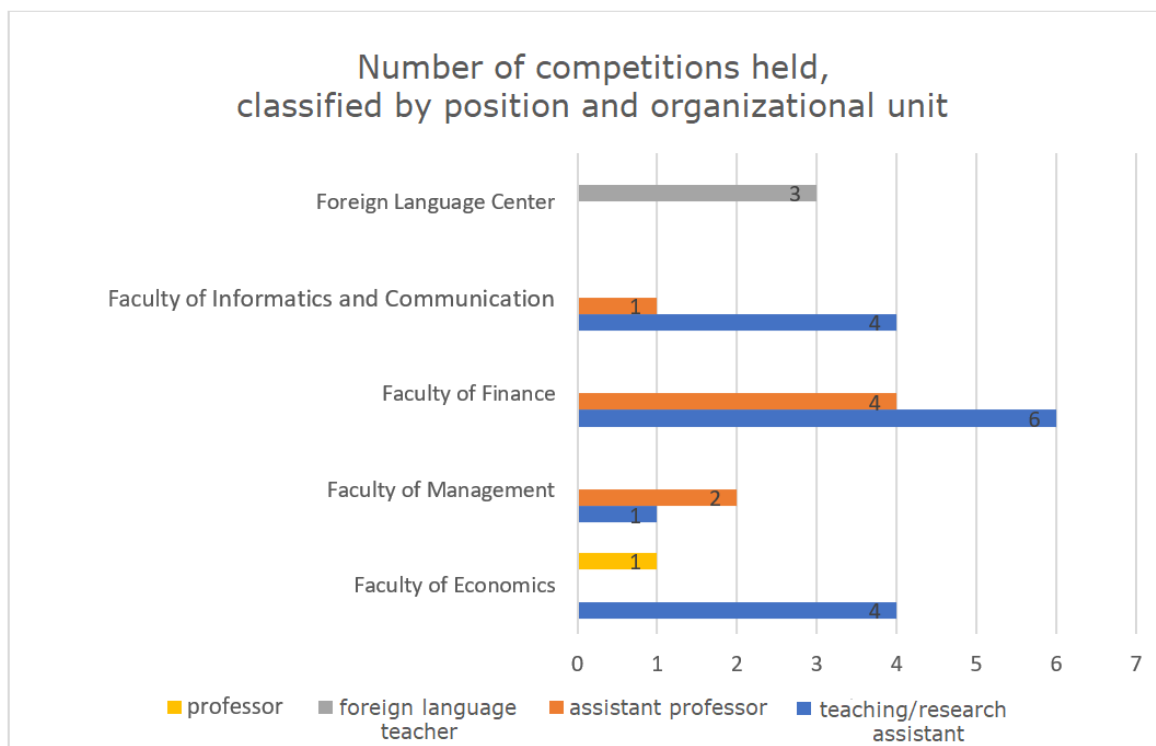
The collected data allowed to conclude that competitions are carried out according to the applicable rules in this regard. Until October 29, 2024, the rules indicated in Order No. 57/2022 of April 28, 2022 of the Rector of the University of Economics in Katowice on the introduction of the "Regulations on organizing and conducting competitions for the positions of university teachers employed at the University of Economics in Katowice" were in effect. As of October 30, 2024, the rules indicated in Order No. 149/24 of October 30, 2024, of the Rector of the University of Economics in Katowice on the introduction of "Policy of open, transparent and merit-based recruitment of university teachers at the University of Economics in Katowice" were in effect.

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 specified period, a total of 26 competitions were held, meaning 1 more competition than in the previous period under review. There were 15 competitions for the position of a teaching/research assistant, 7 for the position of an assistant professor, 3 for the position of a foreign language teacher, and 1 for the position of a professor.

The largest number of competitions, i.e., 10, were held at the Faculty of Finance, 5 contests each at the Faculty of Economics and the Faculty of Informatics and Communication, and 3 contests each at the Faculty of Management and the Foreign Language Center.



II. Number of unresolved competitions

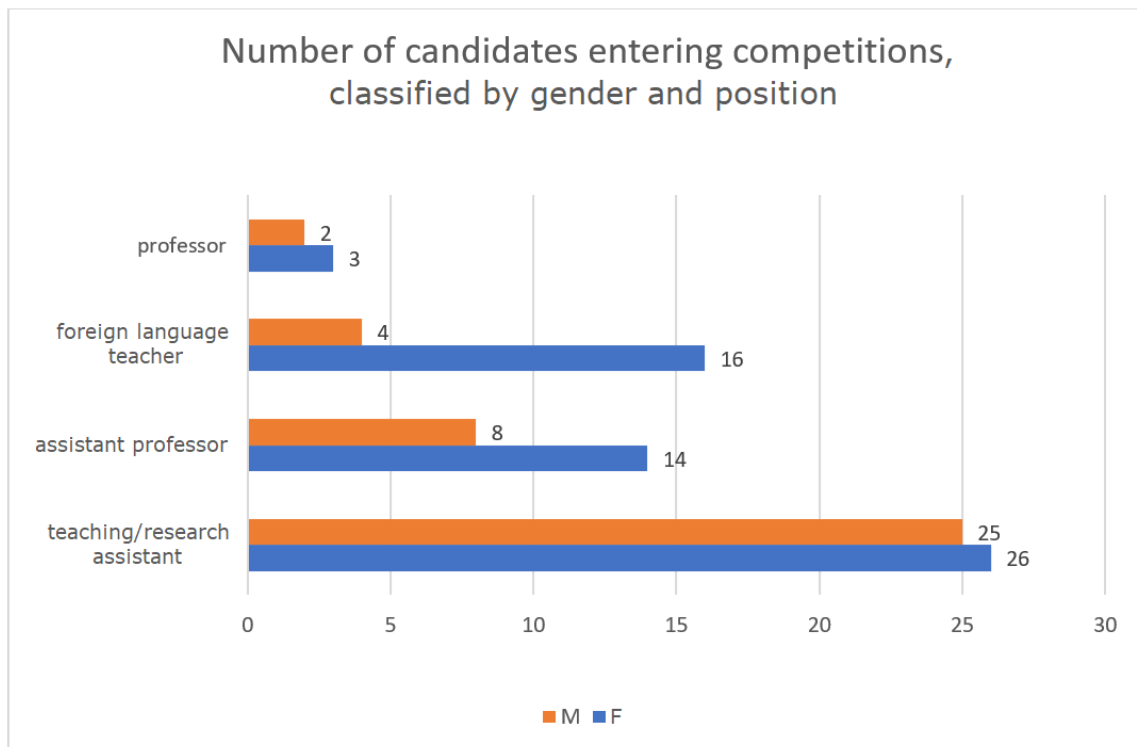
5 competitions (3 for the position of a teaching/research assistant and 2 for the position of an assistant professor) have not been settled, which constitutes 19.23% of all announced competitions. During the period under review, there was not a single competition for which no candidate submitted an application. For 5 competitions, candidates who did not meet the competition requirements applied. This situation applies to 4 competitions at the Faculty of Finance and 1 competition at the Faculty of Informatics and Communication.

III. Number of interviews

In 2024, interviews were conducted in 7 competitions, representing nearly 27% of the total competition procedures. This represents a 9% increase compared to the previous year. 3 interviews were conducted in competitions announced for the position of a teaching/research assistant at the Faculty of Finance, 1 at the Faculty of Economics, 1 at the Faculty of Informatics and Communication, and 2 in 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, 59 females and 39 males entered the competitions.



The largest number of females, i.e., 16, participated in competitions at the Foreign Language Center, 14 at the Faculty of Management, 12 at the Faculty of Economics, 9 at the Faculty of Finance, and 8 at the Faculty of Informatics and Communication.

The largest number of males, i.e., 13, applied at the Faculty of Finance, 11 at the Faculty of Economics, 6 at the Faculty of Informatics and Communication, 5 at the Faculty of Management, and 4 at the Foreign Language Center.

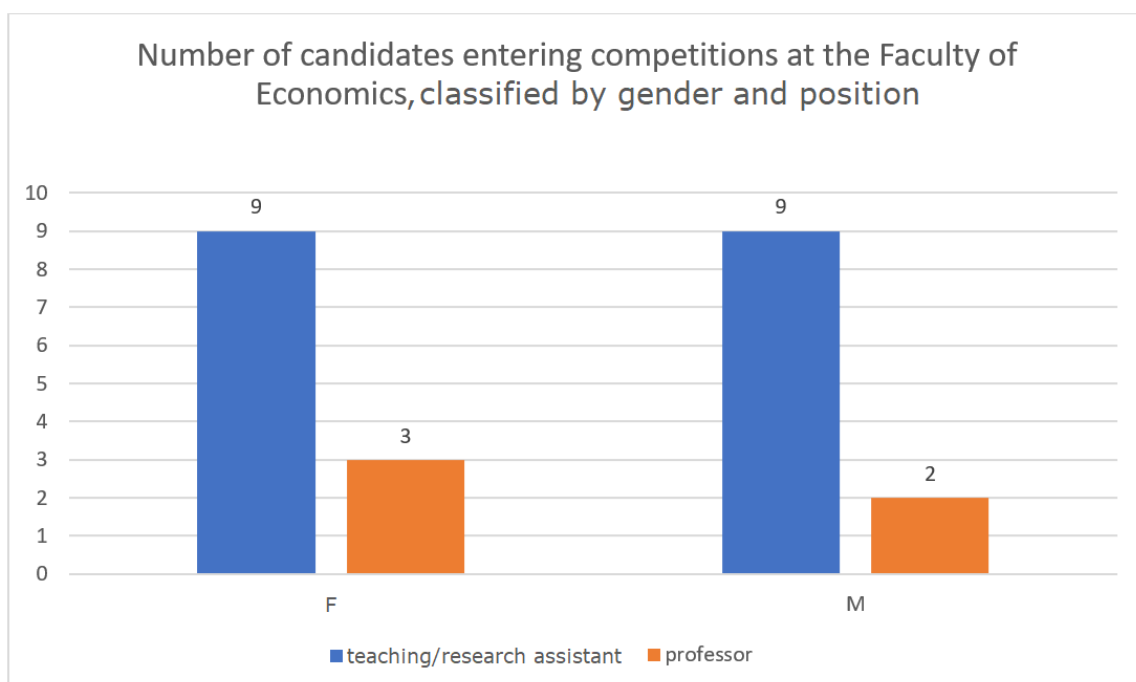
Females were more likely to apply to competitions at the Foreign Language Center (16 to 4 advantage), the Faculty of Management (14 to 5 advantage), the Faculty of Informatics and Communication (8 to 6 advantage), and the Faculty of Economics (12 to 11 advantage).

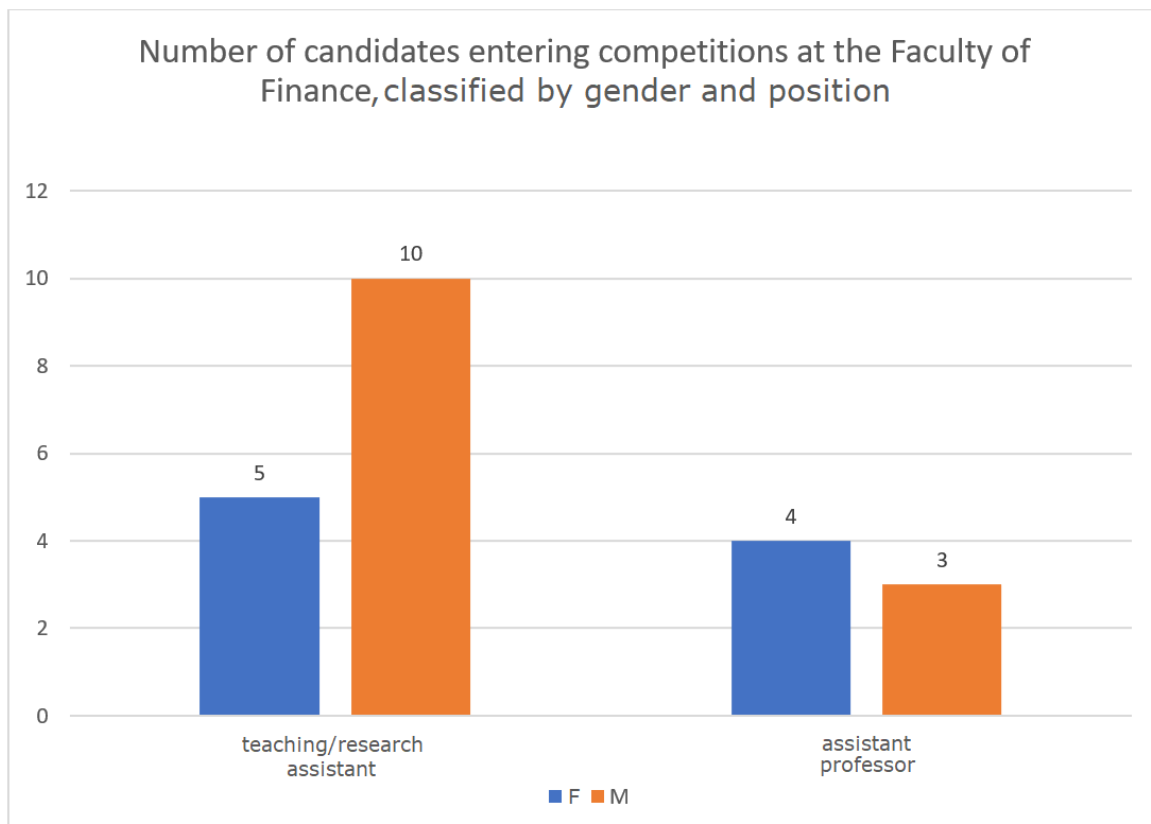
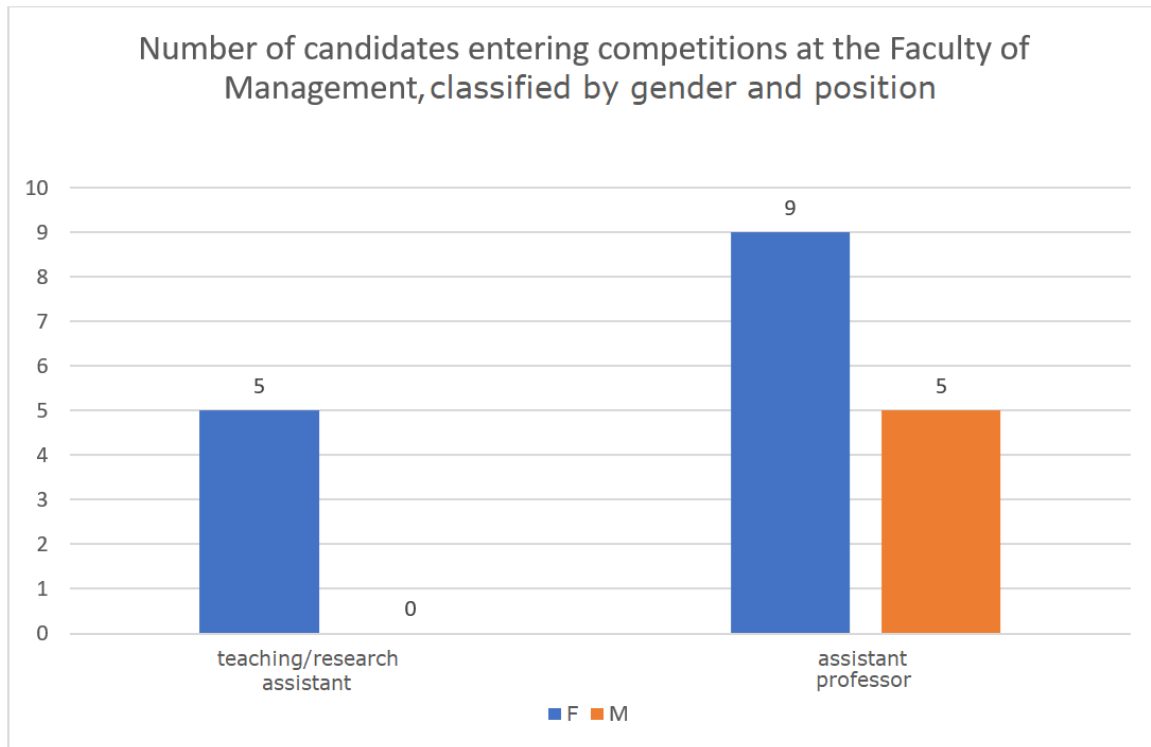
Males predominated in numbers only at the Faculty of Finance (13 to 9 advantage).

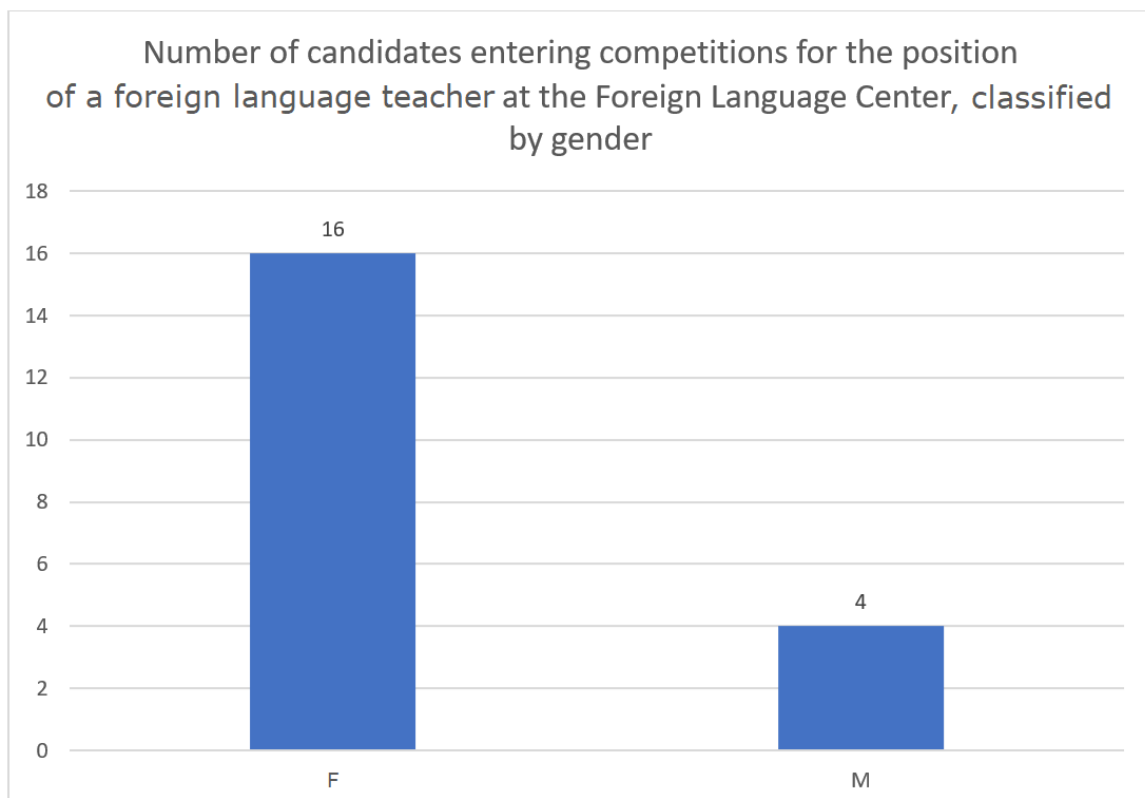
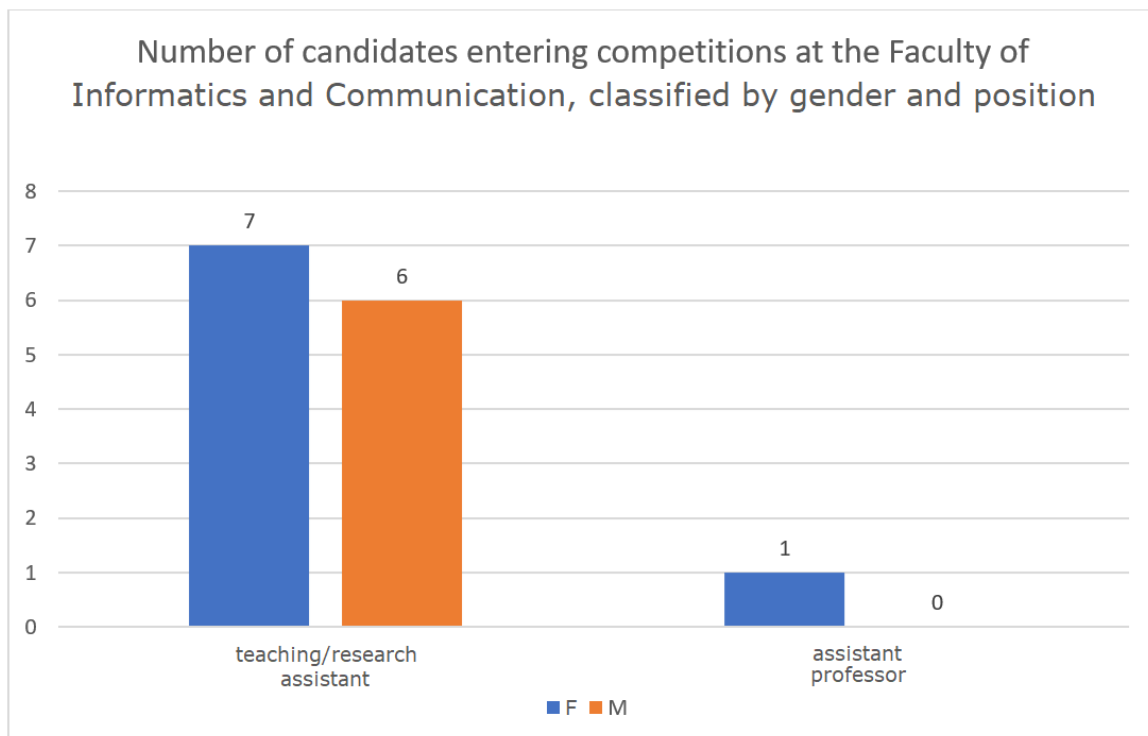
The following is a summary of candidates entering the competitions by gender and position, including foreign candidates (marked as 'O' in the table).

	Faculty of Economics			Faculty of Management			Faculty of Finance			Faculty of Informatics and Communication			Foreign Language Center		
	K	M	O	K	M	O	K	M	O	K	M	O	K	M	O
Teaching/ research assistant	9	9	1	5	0	0	5	10	1	7	6	0	0	0	0
assistant professor	0	0	0	9	5	0	4	3	2	1	0	0	0	0	0
foreign language teacher	0	0	0	0	0	0	0	0	0	0	0	0	16	4	1
professor	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	12	11	1	14	5	0	9	13	3	8	6	0	16	4	1

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



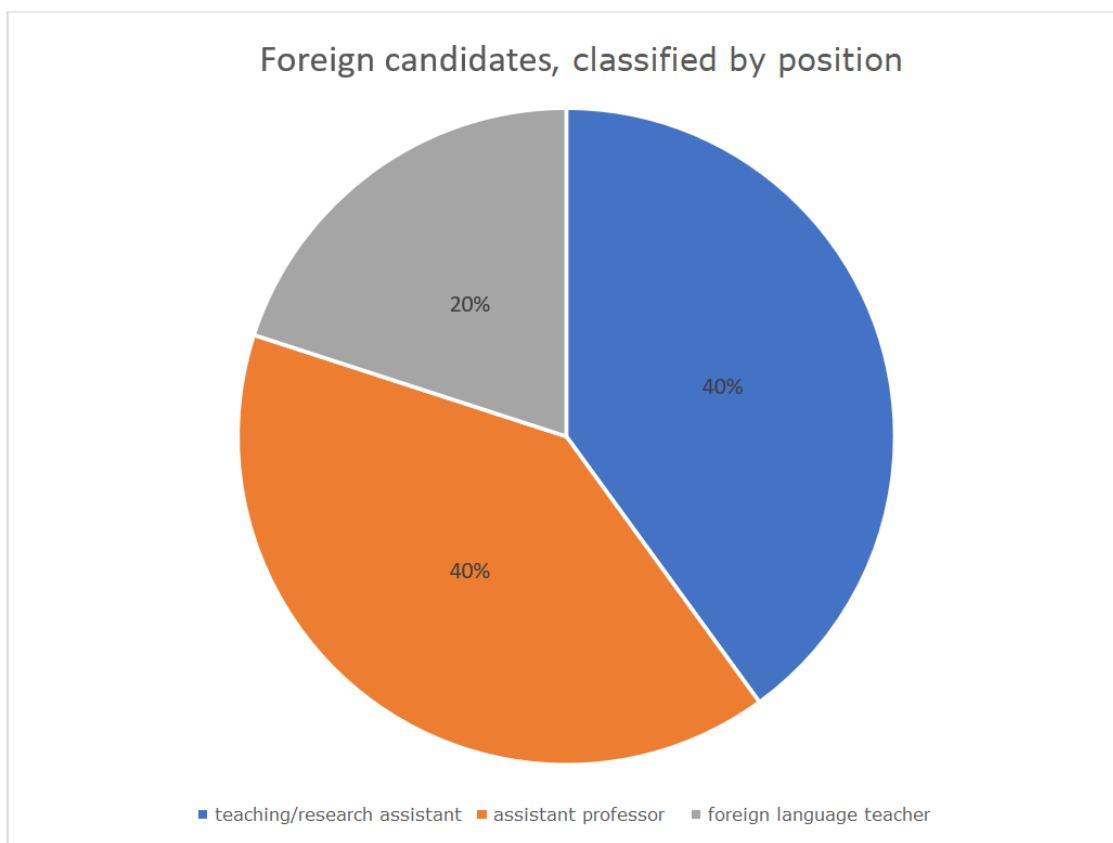




V. Number of foreign candidates

In 2024, 5 foreign candidates applied. This means that foreign candidates constituted 5.1% of all candidates entering the competitions, which is 8% less than the previous year.

Candidates from abroad were most likely to enter competitions at the Faculty of Finance, specifically, 3 candidates submitted their applications for 1 competition for the position of a teaching/research assistant and 2 for the position of an assistant professor. Candidates also submitted their applications for two competitions: 1 for the position of research/teaching assistant at the Faculty of Economics and 1 for the position of foreign language teacher 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 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 decreased.

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.