

Report on the monitoring of the recruitment process for university teachers at the University of Economics in Katowice for the year 2025

Monitoring of the recruitment process for university teachers at the University of Economics in Katowice was conducted between January and December 2025.

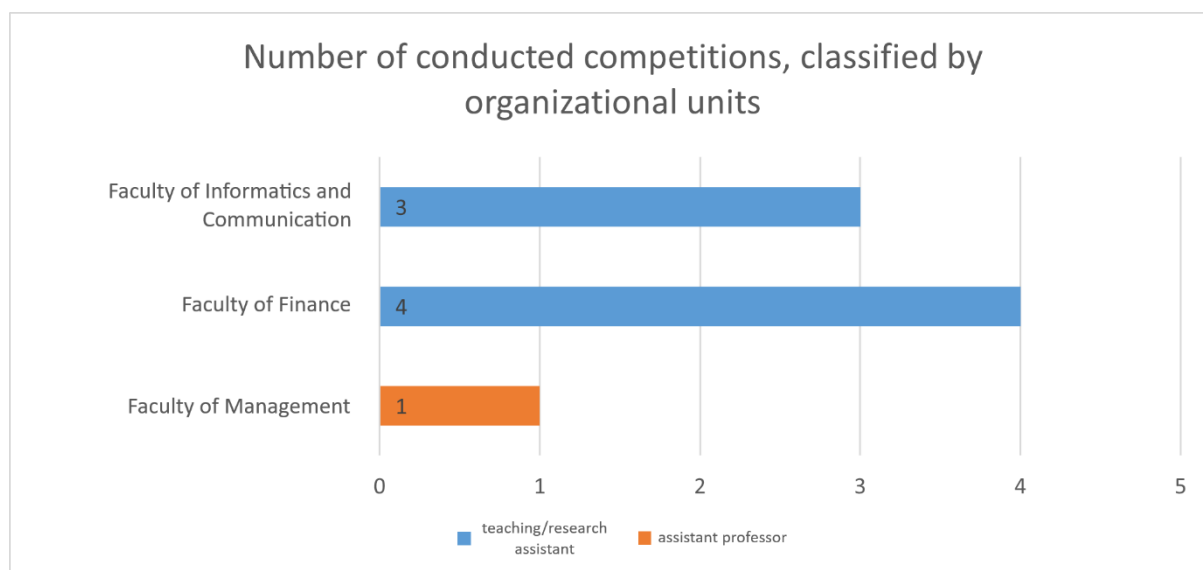
The data collected indicate that the competitions are conducted according to the applicable regulations in this regard. The rules currently in force are specified in Order No. 149/24 of October 30, 2024, of the Rector of the University of Economics in Katowice, regarding the implementation of the "Policy of Open, Transparent, and Merit-based Recruitment of university teachers at the University of Economics in Katowice."

The Report contains information on the number of competitions, interviews, and unresolved competitions conducted, as well as the number of candidates participating in the competitions, classified by gender, and information on candidates from abroad.

I. Number of competitions

A total of 8 competitions were held during the period in question, which is 18 fewer than in the previous analyzed period. 7 competitions were held for the position of teaching/research assistant and 1 for the position of associate professor.

The Faculty of Finance held the most competitions (4), the Faculty of Informatics and Communication held 3, and the Faculty of Management held 1.



II. Number of unresolved competitions

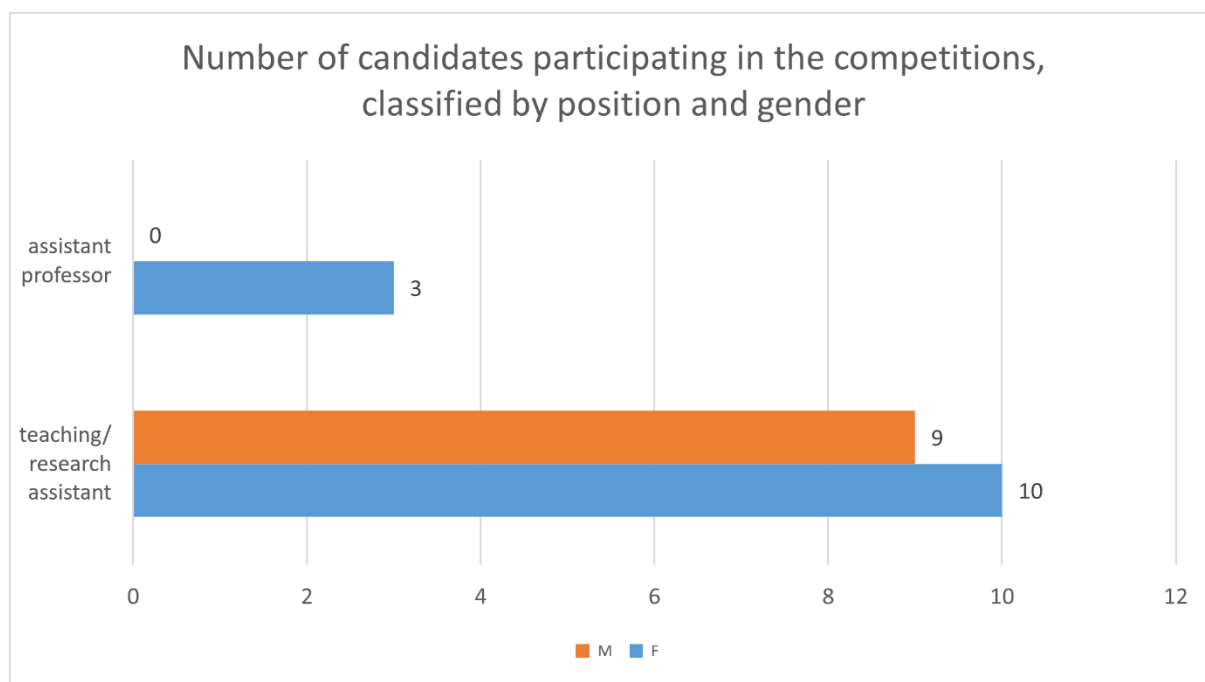
During the period under review, there were no unresolved competitions. All of the announced competitions have been resolved, and in each of them, candidates who met the competition requirements applied.

III. Number of interviews

In 2025, 3 competitions involved interviews, which is nearly 38% of all conducted competition procedures, which represents an increase of 11 percentage points compared to the previous year. 2 interviews were conducted in competitions for the position of teaching/research assistant at the Faculty of Informatics and Communication, and 1 at the Faculty of Finance.

IV. Number of candidates by gender

During the period under review, 13 females and 9 males entered the competitions.



The highest number of female candidates – 5 in each case – was recorded in the recruitment processes at the Faculty of Finance and the Faculty of Informatics and Communication. At the Faculty of Management, 3 females applied for positions.

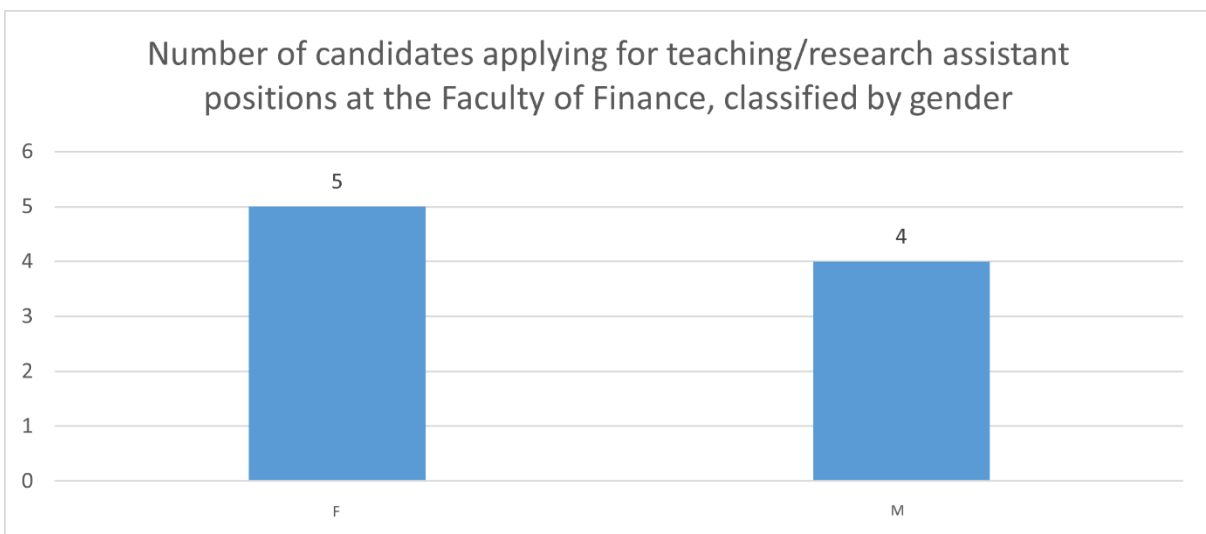
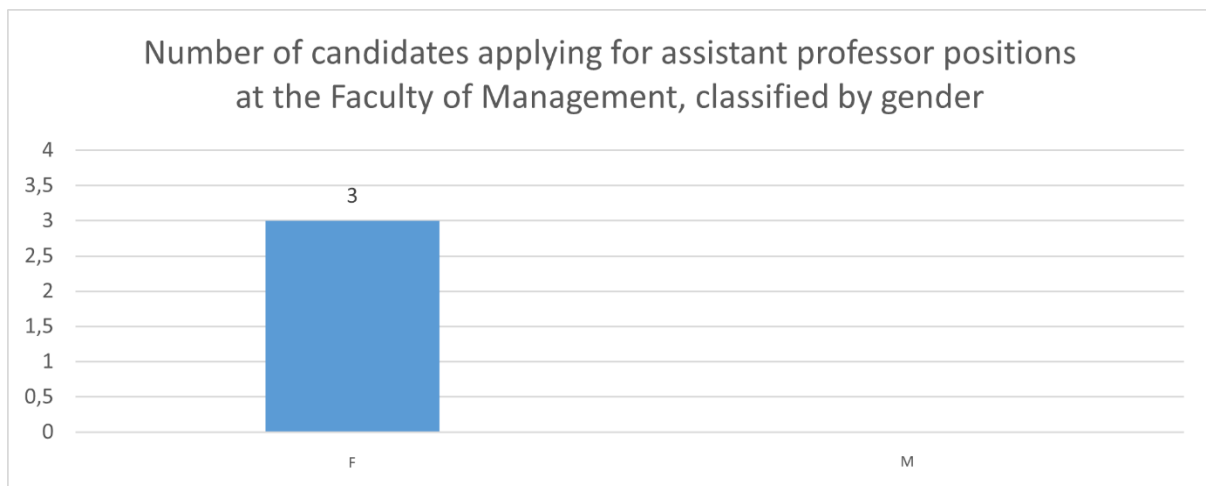
The highest number of male applicants was recorded in the recruitment process at the Faculty of Informatics and Communication, where 5 males applied, while at the Faculty of Finance, 4 males applied for positions.

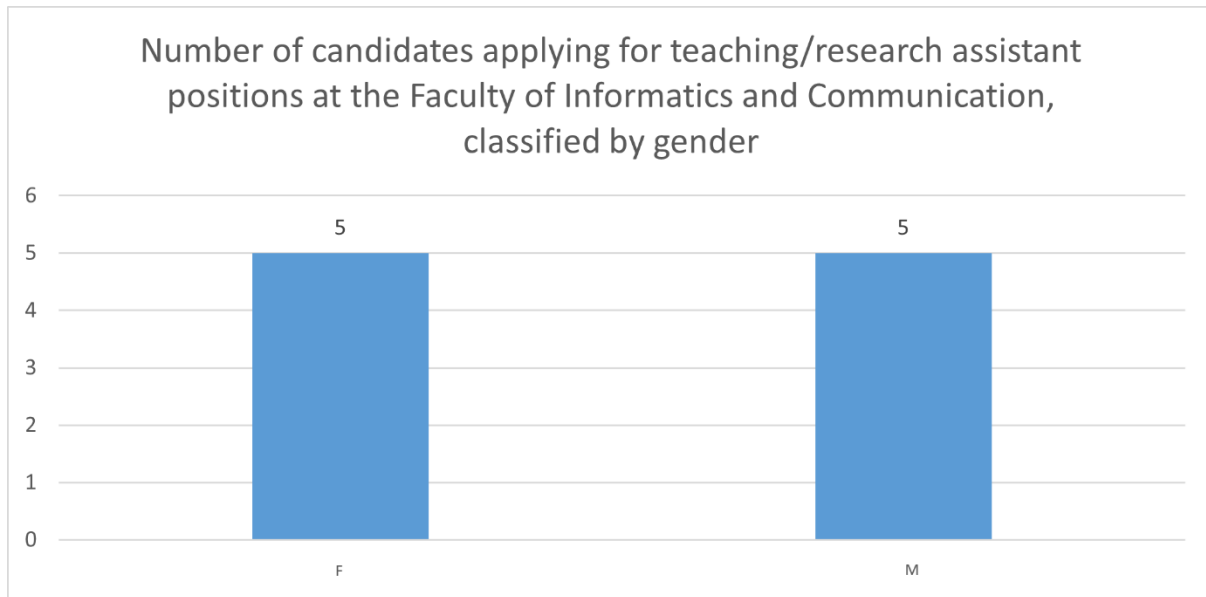
Females were more likely to apply for positions at the Faculty of Management, where the ratio was 3 to 0, and at the Faculty of Finance, where the ratio was 5 to 4. At the Faculty of Informatics and Communication, the number of female and male applicants was equal.

The table below shows a comparison of candidates participating in the competitions, classified by gender, position, and applicants from abroad (marked as "O" in the table).

	Faculty of Management			Faculty of Finance			Faculty of Informatics and Communication		
	F	M	O	F	M	O	F	M	O
teaching /research assistant	0	0	0	5	4	0	5	5	3
assistant professor	3	0	0	0	0	0	0	0	0
foreign language teacher	0	0	0	0	0	0	0	0	0
associate professor	0	0	0	0	0	0	0	0	0
	3	0	0	5	4	0	5	5	3

The following charts show the number of candidates participating in recruitment competitions in individual units, classified by gender and position.





V. Number of candidates from abroad

In 2025, there were 3 candidates from abroad. This means that applicants from abroad constituted 13.6% of all candidates applying for competitions, which is more than 8 percentage points higher than the previous year.

Candidates from abroad applied exclusively to positions at the Faculty of Informatics and Communication, where 3 people applied for 2 teaching/research assistant positions.

VI. Summary

The data collected indicate that the competitions are conducted according to the applicable rules specified in the current Rector's Orders and in accordance with the OTM-R recommendations.

In accordance with legal requirements, competition announcements are published on the Public Information Bulletin (BIP) website, the website of the minister responsible for education, and the Euraxess website. At the University of Economics in Katowice, announcements are also posted on the webpages of the individual Faculties.

All candidates are informed of the recruitment results; this information is sent via email or, if they are selected, by phone.

Compared to last year, there has been an increase in interest among candidates from abroad in job offers of the University of Economics in Katowice.

The following Report shall be forwarded to the Team responsible for implementing and monitoring the HR Excellence in Research strategy at the University of Economics in Katowice.