

The Faculty of Management
The Faculty of Management
Development Plan
for 2021-2024

Wrocław, september 2021

Introduction

The Development Plan of the Faculty of Management of Wrocław University of Science and Technology for 2021-2024 is a departmental document containing strategic and operational objectives in relation to priority areas of the unit's activity.

The preparation of the development plan for the Faculty of Management was based on a strategic analysis and diagnosis of the current state and environment of the Faculty, taking into account changes occurring in the country and around the world. The diagnosis of the current state was made using of the SWOT analysis, determining the strengths and weaknesses, as well as the opportunities and threats for the development of the Faculty in relation to the priority areas of activity:

- education,
- scientific research,
- organisation.

Based on the outcome of the diagnosis, strategic and operational objectives have been developed, and particular staff members have been assigned responsibility for the implementation of the respective objectives. A set of actions connected with the operational goals has also been proposed.

The Faculty of Management

The Faculty of Management at Wrocław University of Technology continues a tradition of more than 50 years of the Faculty of Information Technology and Management. Following this tradition, it conducts efficiently managed activities both in the area of education (in the fields of Management, Management Engineering and as part of the offer of courses in the humanities, social and managerial sciences for students of Wrocław University of Science and Technology) and in the area of scientific research (mainly in the evaluated discipline of management and quality sciences in the field of social studies, for whose development and scientific level it bears full responsibility, as well as in other non-evaluated disciplines in the fields of humanities and social sciences).

Vision of the Faculty of Management



Strategic goals

A hierarchy of objectives has been adopted, according to which the strategic objectives are those of the highest importance, taking into account the 2024 perspective adopted in the document. They are directly the result of the vision of the Faculty of Management mission and development and refer to the direction of development of the unit in the three main areas of its activity (Table 1). At the operational level, two to six auxiliary objectives were developed as specific

implementations of each of the eight strategic objectives. The operational objectives adopted in the Development Plan for the Faculty of Management have been edited in accordance with the SMART principle, i.e. they are precisely formulated, measurable, ambitious, realistic, and time-bound.

Table 1. Strategic objectives assigned to priority areas of action.

I. Education
1. Ensuring high quality education
a) To improve the quality of classroom and distance learning
b) To support staff in upgrading their competences and using new technologies
2. Improving study programmes
a) To adapt the curricula of undergraduate and postgraduate studies to the needs of the labour market and the needs and expectations of students
b) To ensure the continuity of education for students who have completed undergraduate studies.
c) To provide educational offers for undergraduate and postgraduate studies in English
d) To develop and improve the educational offer of the Faculty for Wrocław University of Science and Technology
e) To improve the educational offer with regard to post-graduate studies
f) To introduce modern forms of education into curricula
3. Establishing solid relationships with students and graduates
a) To individualise the learning paths for talented students
b) To participate in the organizing of events aimed at integrating students with the Faculty and supporting them in entering the market.
II. Research activities
1. Qualitative and quantitative development of research staff
a) To continuously increase the academic potential of the staff
b) To develop the scientific staff at the Faculty
c) To support staff in carrying out scientific activities;
2. Increasing the Faculty's participation in the international research
a) To cooperate with scientific centres in Poland and abroad
III. Organisation
1. Efficient management of the Faculty
a) To conduct a transparent information policy
b) To maintain efficient cooperation within the Faculty
c) To employ modern management technologies
d) To shape the Faculty's image
2. Faculty openness to cooperation
a) Openness of the Faculty to cooperation within the Wrocław University of Science and Technology
b) Openness of the Faculty to cooperation with the external environment
3. Supporting staff development

a) To develop a community culture at the Faculty

b) To introduce transparent procedures in the field of human resources management

c) To establish a culture of continuous development of staff skills

Reaching the operational goals will be possible through the implementation of strategic activities. Considering the potential of the Faculty, the opportunities and threats to its development identified in the strategy, as well as the target time perspective of the document (i.e. 2024), 2 to 6 actions were proposed for each operational objective, which were juxtaposed in a form of the so-called Balanced Scorecard. In addition to the titles of the actions, this card also presents:

1) the importance of the action (according to a scale from 1 to 3, where 1 indicates a needed action, 2 an important action, and 3 a priority action);

2) the implementation period (where A means that the action is continuous, B means that the period for its implementation is 2 years, C - 4 years, D - longer);

3) people in charge of their implementation (where D - means that the person responsible for the implementation of a given activity is the Dean of the Faculty, DO – Vice-Dean for General Affairs, DS – Vice-Dean for Student Affairs, DK – Vice-Dean for Education, KK - Heads of Departments, PRD - the Head of the Discipline Council, PKP - the Heads of Programme Committees).

I. EDUCATION

Studies at the Faculty of Management of Wrocław University of Science and Technology are conducted in Polish and in English at the undergraduate and postgraduate levels in the fields of Management and Management Engineering. The Faculty's educational offer results from the mission and strategy of Wrocław University of Science and Technology, as well as the University's quality policy. It is internally coherent and complementary, and its leading educational disciplines are management and quality sciences.

When creating study programmes of the indicated fields of study of the first and second degree, it is considered that a graduate of each of these fields of study should acquire business, analytical, social, and technical competences in the field of social sciences in the discipline of management and quality sciences. The complementary nature of both fields of study is also taken into account. Differences between them result from a different arrangement of the curriculum content. Within the Faculty of Management, the majority of learning outcomes concern business and social competences, whereas analytical and technical competences are understood as supporting ones. On the other hand, within the field of Management Engineering, most of the learning outcomes concern analytical and technical competences,

whereas business and social competences are understood as supporting ones. The consequence of this division is the different characteristics of the graduates' profiles.

The Faculty of Management at the Wrocław University of Technology also provides education for students of the University in humanities, social and managerial courses. Following this, the Faculty also provides education for doctoral students and employees of Wrocław University of Technology in this field.

The Faculty of Management also cooperates with the Doctoral School at Wrocław University of Science and Technology both within the scope of conducting its own discipline of education (management and quality sciences), as well as humanistic, social and managerial courses for doctoral students from other educational disciplines.

The strategic objectives in the area of education at the Faculty, the corresponding operational objectives and the activities planned within each of them are as follows:

1. Providing high quality education

a) Improvement of the on-site and distance learning quality:

- Continuous update of the Faculty Education Quality Assurance System.
- Development and implementation of a course distribution system considering staff competences and workload.
- Regular organisation and analysis of courses survey results.
- Regular organisation and analysis of lesson observations.
- Development and implementation of a procedure for conducting survey / interventional lesson observations.
- Development and implementation of mechanisms to solve student learning problems during the semester (Teaching Emergency).
- Foster a culture of continuous improvement in didactic quality.
- Adapt educational methods to the educational needs of students with disabilities and special needs and collaborate with relevant University Units in this area.
- Preparing annual recommendations for changes formulated by the Faculty Board for Evaluation and Quality Assurance after analysis of the results of polls, lesson observations, and other opinion surveys of the educational process stakeholders.

b) Support to staff to improve their competences and use new technologies:

- Providing materials to improve the qualifications of the staff.
- Participation of staff members in trainings and other educational forms which raise their qualifications.
- Providing technical support at the Faculty for remote teaching and the use of new technologies in the field of education.

- Equipping teaching facilities with devices which allow remote or hybrid teaching mode or implementation of modern teaching methods requiring IT support.

2. Improvement of curricula

a) Adaptation of the curricula for undergraduate and postgraduate studies to the needs of the labour market and the needs and expectations of students:

- Establishing temporary working teams, composed of specialists in a given area, responsible for modification and improvement of particular specializations in the indicated fields of study.
- Introducing a procedure for consulting the changes proposed in the curriculum with all stakeholders.
- Developing cooperation with the Social Council of the Faculty of Management and involving it in the process of updating the curriculum.

b) Provision of continuity of education for students completing undergraduate level:

- Improvement of postgraduate level curricula for Management and Management Engineering, considering the necessity to expand the content offered at the undergraduate level of education in these fields.
- Development and improvement of the teaching offer in the field of management for engineers.

c) Provision of didactic offer at both undergraduate and postgraduate levels in English:

- Launching studies in the field of Management at the second level of education with a specialization in English: Human Resource Management and their continuous improvement.
- Launching a postgraduate programme in Engineering Management with a specialisation in English: Business Intelligence and its continuous improvement.
- Improvement of the curricula of undergraduate and graduate programmes in English.

d) Elaboration and improvement of the Faculty educational offer for Wrocław University of Science and Technology:

- Establishment of a Faculty Programme Committee responsible for accreditation of general-academic courses in the humanities, social studies, and management.
- Developing a uniform catalogue of general academic topics offered by the Faculty of Management.
- Establishing the cooperation terms and conditions regarding provision of humanities, social studies and management courses at other Faculties.

- Preparation of the offer concerning humanistic, social studies and managerial courses conducted for students of the Doctoral School of Wrocław University of Technology.
 - Cooperation with the Vice-Rector for Education in the scope of functioning of the Centre of Excellence for Education..
- e) Improvement of educational offer in the field of postgraduate studies:
- Updating the curricula of postgraduate programmes run at the Faculty.
 - Supporting staff and premises for postgraduate studies conducted at the Faculty.
 - Liaising with the Department of Postgraduate Education on postgraduate programmes run with their involvement.
- f) Introduction of modern forms of education in the curricula:
- Updating the university curricula, including remote mode of education as a permanent - optional - form of conducting classes.
 - Increasing the participation of external experts (entrepreneurs, scientists from Poland and abroad) in the teaching process.
 - Updating the university curricula, including modern forms of education in the syllabus.

3. Establishing solid relationships with students and graduates

- a) Individualisation of the learning paths for talented students:
- Developing a cooperation of the Faculty staff with students within the framework of the Masters of Didactics programme at WUST.
 - Developing cooperation of the Faculty staff with students within the programme for the Outstanding Students at WUST.
- b) Participation in organising events that integrate students with the Faculty and assist them in entering the market::
- Organisation of regular meetings for students: Ask Me Anything (AMA), The Practical Side of Business.
 - Organisation of the Business Academy enabling students to present their business idea in front of potential investors.
 - Promoting student exchange activities (ERASMUS+).
 - Organisation of trainings enabling students to obtain certificates (e.g. IPMA).
 - Developing and promoting an internship programme for students.
 - Organisation of events in cooperation with student self-government.
 - Organisation of regular after-session meetings.

II. Research Activity

Research activity at the Faculty of Management of Wrocław University of Science and Technology is carried out in one evaluated discipline: in the field of social sciences, in the discipline of management and quality sciences. Scientific research is conducted by faculty members in many different subdisciplines of the discipline of management and quality sciences and is often interdisciplinary in nature. The Council of the Discipline Council for Management and Quality Sciences has full academic powers to confer doctoral and postdoctoral degrees in social sciences, in the discipline of management and quality sciences. The Faculty cooperates with the Doctoral School of Wrocław University of Science and Technology in the area of doctoral studies in social sciences, in the discipline of management and quality sciences.

Research activity at the Faculty of Management is also conducted in other, but not evaluated, disciplines of humanities and social sciences.

The strategic objectives in the area of scientific activity of the Faculty, the corresponding operational objectives, and the activities planned within each of them are as follows:

1. Qualitative and quantitative development of research and teaching staff

a) Continuous increase in the scientific potential of the staff:

- Increase in the number of publications in recognised journals of national and international repute.
- Increase in the number of monographs published by established publishers of national and international recognition.
- Increase in the number of publications in journals with Impact Factor (JCR), not only Open Access.
- Increase in the number of staff actively participating in recognised scientific conferences both domestically and internationally.
- Increase in the number of applications for research funding from external institutions.
- Building a culture of caring for the quality of scientific work of the employees.
- Promotion of collaboration between employees aiming at the realization of joint scientific research, joint publications, and the obtaining of funds to conduct research from external institutions.
- Monitoring the activity of employees in the scope of publishing and applying for funds for conducting research from external institutions.

b) Development of academic staff at the Faculty:

- Development of academic staff at the Faculty:
- Establishing research and academic groups within key subject areas.

- Developing and improving personnel policy taking into account the need to increase the number of employees in the discipline of management and quality sciences.
- Developing and implementing procedures for assessing candidates for research and teaching positions.
- Developing the offer directed at doctoral students educated at the Doctoral School of Wrocław University of Science and Technology.
- Implementing a policy to employ students from the Doctoral School in research and didactic positions.
- Involving students in scientific research conducted by the employees.

c) Providing support to our employees in carrying out scientific activities:

- Organising training for the employees on conducting scientific activity, publishing, applying for scientific research funds.
- Organising internal and external seminars aimed at exchanging experience, good practices, and mutual support.
- Developing and expanding the database of potential reviewers of PhD dissertations, habilitation, and professorship proceedings.
- Keeping the employees informed about new publication opportunities / scientific conferences and changes in the list of journals and publishers of the Ministry of Science and Higher Education.

2. Increasing the Faculty's participation in international research output:

a) Cooperation with domestic and foreign research centres:

- Publication of scientific papers together with foreign co-authors.
- Intensifying activities related to the application for domestic and foreign grants together with domestic and foreign partners.
- Increasing the mobility of Faculty staff, especially in terms of internships and study visits, enabling the exchange of good practices.
- Establishing cooperation with renowned foreign centres in order to enable employees to exchange knowledge and expertise.
- Organising seminars featuring guests from renowned foreign and domestic centres.
- Developing cooperation with scientific and technical organizations and societies related to management and quality sciences.

III. ORGANISATION

The Faculty of Management at Wrocław University of Science and Technology is headed by the Dean supported by the Vice-Dean for General Affairs, the Vice-Dean for Education and the Vice-Dean for Student Affairs. There are four Departments at the Faculty: Department of Operations Research and Business

Intelligence (K43W08D12), Department of Organisational Management (K47W08D12), Department of Management Systems and Organisational Development (K48W08D12) and Department of Humanities and Social Sciences (K81W08D00).

The strategic objectives in the area of organisation of the Faculty, the corresponding operational objectives, and the activities planned within each of them comprise the following:

1. Efficient management of the Faculty:

a) Conducting a transparent information policy:

- Implementation of an efficient and effective communication system with employees.
- Maintaining the content of the Faculty website up to date and involving all staff in the content creation process.
- Monthly publication of the Faculty Newsletter including all major events of the previous month.

b) Ensuring efficient cooperation within the Faculty:

- Development of Faculty Regulations.
- Organisation of periodic meetings with heads of Departments and administrative units.
- Organisation of periodic meetings of the Faculty Board and providing them with annual reports on all the areas in which the Faculty operates (education, research activity, organisational activity).
- Development and implementation of a transparent and replicable incentive scheme for employees.
- Development and implementation of a transparent system of subsidy distribution among the Departments within the Faculty.

c) Employment of modern management technologies:

- Organising meetings of the Faculty Board, Discipline Council, Doctoral Degree Commissions, and Habilitation Commissions using distance transmission techniques and methods.
- Introduction of computerisation of the procedures in force at the Faculty to the extent feasible pursuant to superior acts.
- Implementing IT improvements initiated by the IT Department of Wrocław University of Science and Technology.

d) Shaping the Faculty's image:

- Dissemination of the elements of the Faculty's visual identity system among staff.
- Design and develop a personalised, active, and effective information campaign aimed at candidates for undergraduate and postgraduate studies and potential PhD students.

- Development of a new Faculty website along with social media accounts.
- Information dissemination on the activities of faculty employees within and outside of the Wrocław University of Science and Technology.
- Organisation of events at the Faculty in cooperation with the Department of Promotion of the University.
- Popularisation and dissemination of management and quality sciences among children and young people.
- Involvement of the Faculty in charity projects.

2. Openness of the Faculty to cooperation:

a) Openness to cooperation within the Wrocław University of Science and Technology:

- Activation of participation of Faculty members in university-wide bodies (Senate, Rector-Dean Colleges, PRD Colleges, Senate Committees, University Committees).
- Activation of Faculty participation in university-wide events (DFN, Open Days, WUST Day, etc.).
- Involvement of faculty staff in supporting university-wide units and activities (Erasmus +, Climate Centre, etc.).
- Developing cooperation with other Faculties regarding the offer of social, humanities and management subjects..

b) Openness of the Faculty to cooperation with the external environment:

- Developing forms of cooperation between the Faculty and the Social Council.
- Updating the offer of the Faculty addressed to business.
- Establishing cooperation with local government, state, and social institutions.
- Organisation or co-organisation of scientific conferences by the Faculty.
- Participation of employees in the work of evaluation committees in national and international organisations which offer scientific research funding.

3. Supporting staff development:

a) Building a community culture within the Faculty:

- Raising employees' awareness of the community mission and the Faculty's objectives.
- Creating a good working environment and promoting partnership relations among employees, bridging hierarchical divisions among different employee groups.
- Development and dissemination of a clear organisational structure of the Faculty, defining clearly the reporting lines among the employees.
- Dissemination of a catalogue of employee conduct which is unacceptable at the Faculty.

b) Introduction of transparent procedures in the field of human resource management:

- Development of transparent procedures for the opening of competitions and the recruitment of new staff.
- Developing a transparent policy on employee career advancement.
- Development of a transparent policy on the prolongation of contracts for employees.
- Introducing clear criteria of employee evaluation in the Faculty for particular employee groups.
- Providing access to training courses to improve qualifications.

c) Establishing a culture of continuous development of staff skills:

- Continuous improvement of skills of research and teaching staff in conducting research, publishing, and applying for external funding.
- o Continuous improvement of the skills of research and teaching staff and teaching staff in the field of teaching activities.
- o Continuous improvement of the skills of the administrative staff according to the individual development direction chosen by them.

Table 2. Strategy card

Area	Strategic Objective	Operational Goal	Action	Weight	Completion time	Responsibility
K	1. Providing high quality education	a) Improvement of on-site and distance learning quality	Continuous update of the Faculty Education Quality Assurance System.	3	A	DK
K			Development and implementation of a course distribution system considering staff competences and workload.	2	B	DK
K			Regular organisation and analysis of courses survey results.	1	A	DK
K			Regular organisation and analysis of lesson observations.	1	A	DK
K			Development and implementation of a procedure for conducting survey / interventional lesson observations.	1	B	DK, DS
K			Development and implementation of mechanisms to solve student learning problems during the semester (Teaching Emergency).	2	B	DS
K			Foster a culture of continuous improvement in didactic quality.	2	A	DK
K			Adapt educational methods to the educational needs of students with disabilities and special needs and collaborate with relevant University Units in this area.	1	B	DK, DS.
K			Preparing annual recommendations for changes formulated by the Faculty Board for Evaluation and Quality Assurance after analysis of the results of polls, lesson observations, and other opinion surveys of the educational process stakeholders.	1	A	DK
K			1. Providing high-quality education	b Support for staff to improve their	Providing materials to improve the qualifications of the staff.	2

K			Participation of the staff members in trainings and other educational forms raising their qualifications.	3	A	D	
K			Providing technical support at the Faculty for remote teaching and the use of new technologies in the field of education.	2	B	D, DO	
K			Equipping teaching facilities with devices which allow remote or hybrid teaching mode or implementation of modern teaching methods requiring IT support.	1	B	D, DO	
K	2. Improvement of curricula	a) Adaptation of undergraduate and postgraduate study curricula to the needs of the labour market and the needs and expectations of students	Establishing temporary working teams, composed of specialists in a given area, responsible for modification and improvement of particular specializations in the indicated fields of study.	2	A	D, PKP	
K			Introducing a procedure for consulting the changes proposed in the curriculum with all stakeholders.	2	B	D, PKP	
K			Developing cooperation with the Social Council of the Faculty of Management and involving it in the process of updating the curriculum.	1	B	D, PKP	
K		b) Provision of continuity of education for students completing undergraduate level	Improvement of postgraduate level curricula for Management and Management Engineering, considering the necessity to expand the content offered at the undergraduate level of education in these fields.	3	C	D, PKP	
K			Development and improvement of the teaching offer in the field of management for engineers	3	C	D, PKP	
K		2. Improvement of curricula	c) Provision of didactic offer at both undergraduate and postgraduate levels in English	Launching studies in the field of Management at the second level of education with a specialization in English: Human Resource Management and their continuous improvement.	3	B	D, PKP
K				Launching a postgraduate programme in Engineering Management with a specialisation in English: Business Intelligence and its continuous improvement.	3	B	D, PKP

K	2. Improvement of curricula	d) Elaboration and improvement of the Faculty educational offer for Wrocław University of Science and Technology	Improvement of the curricula of undergraduate and graduate programmes in English.	2	C	D, PKP	
K			Establishment of a Faculty Programme Committee responsible for accreditation of general-academic courses in the humanities, social studies and management.	3	B	D, PKP	
K			Developing a uniform catalogue of general academic topics offered by the Faculty of Management.	3	B	DO	
K			Establishing the cooperation terms and conditions regarding provision of humanities, social studies and management courses at other Faculties.	2	B	D, DO	
K			Preparation of the offer concerning humanistic, social studies and managerial courses conducted for students of the Doctoral School of Wrocław University of Technology.	2	B	DO	
K			Cooperation with the Vice-Rector for Education in the scope of functioning of the Centre of Excellence for Education..	2	A	D	
K			e) Improvement of educational offer in the field of postgraduate studies	Updating the curricula of postgraduate programmes run at the Faculty.	1	A	DO
K		Supporting the staff and premises for postgraduate studies conducted at the Faculty.		1	A	DO	
K		Liaising with the Department of Postgraduate Education on postgraduate programmes run with their involvement		1	A	DO	
K		f) Introduction of modern forms of education in curricula	Updating the university curricula, including remote mode of education as a permanent - optional - form of conducting classes.	3	B	D, DK	
K				Increasing the participation of external experts (entrepreneurs, scientists from Poland and abroad) in the teaching process.	3	C	D, DK
K				Updating the university curricula, including modern forms of education in the syllabus	2	C	D, DK

K	3. Establishing solid relationships with students and graduate	a) Individualisation of the learning paths for the talented students	Developing a cooperation of the Faculty staff with students within the framework of the Masters of Didactics programme at WUST.	1	A	DS.
K			Developing cooperation of the Faculty staff with students within the programme for the Outstanding Students at WUST	1	A	DS.
K		b) Participation in the organizing of events that integrate students with the Faculty and assist them in entering the market.	Organisation of regular meetings for students: Ask Me Anything (AMA), The Practical Side of Business.	2	A	DS.
K			Organisation of the Business Academy enabling students to present their business idea in front of potential investors.	1	A	DS.
K			Promoting student exchange activities (ERASMUS+).	1	A	DS.
K			Organisation of trainings enabling students to obtain certificates (e.g. IPMA).	1	A	DS.
K			Developing and promoting an internship program for students.	1	A	DS.
K			Organisation of events in cooperation with student self-government.	1	A	DS.
K			Organisation of regular after-session meetings.	3	A	DS.
B	1. Qualitative and quantitative development of research and teaching staff	a) Continuous increase in the scientific potential of the staff	Increase in the number of publications in recognised journals of national and international repute.	3	A	D, KK, PRD
B			Increase in the number of monographs published by established publishers of national and international recognition.	3	A	D, KK, PRD
B			Increase in the number of publications in journals with Impact Factor (JCR), not only Open Access.	3	A	D, KK, PRD
B			Increase in the number of staff actively participating in recognised scientific conferences both domestically and internationally.	2	A	D, KK, PRD
B			Increase in the number of applications for research funding from external institutions.	2	A	D, KK, PRD
B			Building a culture of caring for the quality of scientific work of the employees.	2	A	D, KK, PRD
B			Promotion of collaboration between employees aiming at the realization of joint scientific research, joint publications, and the	1	A	D, KK, PRD

			obtaining of funds to carry out research from external institutions.				
B			Monitoring the activity of employees in the scope of publishing and applying for funds for conducting research from external institutions.	1	A	D, KK, PRD	
B		b) Development of academic staff at the Faculty	Building research and academic groups within key subject areas.	2	A	D, KK	
B			Developing and improving personnel policy taking into account the need to increase the number of employees in the discipline of management and quality sciences.	2	B	D, KK	
B			Developing and implementing procedures for assessing candidates for research and teaching positions.	1	B	D, KK	
B			Developing the offer directed at doctoral students educated at the Doctoral School of Wrocław University of Science and Technology.	1	C	DO, PRD	
B			Implementing a policy to employ students from the Doctoral School in research and didactic positions.	1	B	D, KK	
B				Involving students in scientific research conducted by the employees	1	B	DK, PRD
B	1. Qualitative and quantitative development of research and teaching staff	c) Supporting our employees in carrying out scientific activities;	Organising training for the employees on conducting scientific activity, publishing, applying for scientific research funds.	2	A	D, PRD	
B				Organising internal and external seminars aimed at exchanging experience, good practices, and mutual support.	1	A	D, PRD, KK
B				Developing and expanding the database of potential reviewers of PhD dissertations, habilitation, and professorship proceedings.	1	A	PRD
B				Keeping employees informed about new publication opportunities / scientific conferences and changes in the list of journals and publishers of the Ministry of Science and Higher Education.	1	A	PRD
B					Publication of scientific papers together with foreign coauthors.	1	A
B	2. Increasing the Faculty's participation in international research	a) Cooperation with domestic and foreign research centres	Intensifying activities related to the application for domestic and foreign grants together with domestic and foreign partners.	1	A	KK	
B				Increasing the mobility of Faculty staff, especially in terms of internships and study visits enabling the exchange of good practices.	1	B	DS, KK

B			Establishing cooperation with renowned foreign centers to enable employees to exchange knowledge and expertise.	1	C	KK	
B			Organising seminars featuring guests from renowned foreign and domestic centers.	1	A	PRD, KK	
B			Developing cooperation with scientific and technical organizations and societies related to management and quality sciences	2	A	D, KK, PRD	
O	1. Efficient management of the Faculty	a) Conducting a transparent information policy	Implementation of an efficient and effective communication system with employees.	3	B	D	
O			Maintaining the content of the Faculty website up to date and involving all staff in the content creation process.	2	A	D, DO	
O			Monthly publication of the Faculty Newsletter including all major events of the previous month.	1	A	D	
O	1. Efficient Management of the Faculty	b) Ensuring efficient cooperation within the Faculty	Development of Faculty Regulations.	3	B	DO	
O			Organisation of periodic meetings with heads of departments and administrative units.	3	A	D	
O			Organisation of periodic meetings of the Faculty Board and providing them with annual reports on all the areas in which the Faculty operates (education, research activity, organisational activity).	3	A	D, DO	
O			Development and implementation of a transparent and replicable incentive scheme for employees.	2	B	DO	
O			Development and implementation of a transparent system of subsidy distribution among the departments within the Faculty.	2	B	D	
O			c) Employment of modern management technologies	Organising meetings of the Faculty Board, Discipline Council, Doctoral Degree Commissions, and Habilitation Commissions using distance transmission techniques and methods.	1	A	DO
O		Introduction of computerisation of the procedures in force at the Faculty to the extent feasible pursuant to superior acts.		1	C	DO	
O		Implementation of IT improvements initiated by the IT Department of Wroclaw University of Science and Technology		1	A	D	
O		d) Shaping the Faculty's image		Dissemination of the elements of the Faculty's visual identity system among staff.	1	A	D
O				Designing and developing a personalised, active and effective information campaign aimed at candidates for undergraduate and	3	B	D

			postgraduate studies and potential PhD students.				
O			Development of a new Faculty website along with social media accounts.	3	B	D, DO	
O			Information dissemination on the activities of faculty employees within and outside of the Wrocław University of Science and Technology.	2	A	D	
O			Organisation of events at the Faculty in cooperation with the Department of Promotion of the University.	1	A	DS.	
O			Popularisation and dissemination of management and quality sciences among children and young people.	1	A	DO	
O			Involvement of the Faculty in charity projects.	1	A	DO	
O	2. Openness of the Faculty to cooperation	a) Openness to cooperation within the Wrocław University of Science and Technology	Activation of participation of Faculty members in university-wide bodies (Senate, Rector-Dean Colleges, PRD Colleges, Senate Committees, University Committees).	1	A	D	
O			Activation of Faculty participation in university-wide events (DFN, Open Days, WUST Day, etc.).	1	A	DO	
O			Involvement of the Faculty staff in supporting university-wide units and activities (Erasmus +, Climate Centre, etc.).	1	A	DO	
O			Developing cooperation with other Faculties regarding the offer of social, humanities and management subjects.	3	B	D, DO	
O		b) Openness of the Faculty to cooperation with the external environment	Developing forms of cooperation between the Faculty and the Social Council.	1	B	D	
O			Updating the offer of the Faculty addressed to business.	1	A	DO, DS.	
O			Establishing cooperation with local government, state, and social institutions.	1	C	DO, DS.	
O			Organisation or co-organisation of scientific conferences by the Faculty.	2	A	DO	
O			Participation of employees in the work of evaluation committees in national and international organizations which offer scientific research funding.	1	A	KK	
O							
O		3. Supporting	a) Building a community	Raising employees' awareness of the community mission and the Faculty's objectives.	2	A	D, KK

O	3. Supporting staff development		Creating a good working environment and promoting partnership relations among employees, bridging hierarchical divisions among different employee groups.	1	A	D, KK
O			Development and dissemination of a clear organisational structure of the Faculty, allowing to clearly define reporting lines among the employees.	1	B	D, DO
O		b) Introduction of transparent procedures in the field of human resources management	Dissemination of a catalogue of employee conduct which is unacceptable at the Faculty.	1	B	DO
O			Development of transparent procedures for the opening of competitions and the recruitment of new staff.	2	B	D, KK
O			Development of a transparent policy on career advancement of employees.	2	B	D, KK
O			Development of a transparent policy on the prolongation of contracts for employees.	2	B	D, KK
O			Introducing clear criteria of employee evaluation in the Faculty for particular employee groups.	2	B	DO
O			Providing access to training courses to enhance qualifications	2	A	D
O			c) Establishing a culture of continuous development of staff skills	Continuous improvement of skills of research and teaching staff in conducting research, publishing, and applying for external funding.	1	A
O		Continuous improvement of the skills of research and teaching staff and teaching staff in the field of teaching activities.		1	A	D
O	Continuous improvement of skills of the administrative staff in accordance with individual development direction chosen by them.	1		A	D	