

## **ACTION PLAN (2022-2024 with further development 2023-2025)**

**Institute of Slavic Studies, Polish Academy of Sciences**



HR EXCELLENCE IN RESEARCH

<b>Title action</b>	<b>Timing (at least by year's quarter/semester)</b>	<b>Responsible Unit</b>	<b>Indicator(s) /Target(s)</b>
To review the legislation related to the conduct of research, identifying areas of difficulty. Explaining the details in biennial training programmes	January 2022- January 2024	Research Support Office	Information campaign / Staff members of the Institute
Supporting activities related to participation in international conferences, workshops, and international exchanges	September 2022 - September 2023	Research Support Office	Information campaign / Staff members of the Institute
Promote, implement and monitor measures to ensure gender equality and diversity and to address all forms of discrimination in the workplace.	January 2022- December 2025	Commission for the Implementation of the Gender Equality Plan ISS PAS	Implementation, new tab on the website / staff of the ISS PAS
Development of ISS PAS infrastructure – aim: obtaining a new seat for ISS PAS	January 2023- December 2025	Director of ISS PAS	Application for infrastructural funds (Ministry of Education and Science), efforts to obtain additional spaces from Polish Academy of Sciences; staff of the ISS PAS

Strengthening the social impact of ISS PAS research	January 2023-December 2025	Research Support Office, Chairs of Departments	Employment of a person responsible for dissemination, information campaign; large audience, including non-academic
Further integration of researchers	January 2023-December 2025	Chairs of Departments / staff of the ISS PAS	Strategies of each department, open seminars
Strengthening the number of international staff	January 2023-December 2025	Research Support Office, Deputy Director for Research	Support of candidates in MCA and other programs, support researchers from Ukraine and Belarus, development of the Welcome Center
Development of the early career researchers, in particular PhD students	January 2023-December 2025	Deputy Director for Research, Representative of ISS PAS at the Advisory Board of the Doctoral School Anthropolos	Information campaign, support in finding funds for PhD students in the research teams; ISS PAS staff