

Research policy of the SGH Warsaw School of Economics for 2023-2032

The objective of the SGH Warsaw School of Economics is to achieve an A category in all disciplines assessed at SGH by 2032, and for at least two of them to achieve an A+ category, as well as to secure at least one grant awarded by the European Research Council.

The objective of the research policy is in line with the development strategy of the SGH Warsaw School of Economics for 2022-2032 for the development of scientific research excellence: it is to provide the basis for the development of knowledge, innovation and creativity, contributing to the improvement of the quality of life of societies, the functioning of economies and the development of civilization. The research policy defines priority activities and how to implement them.

By 2026, the objective of the research policy is to achieve an A category in at least three disciplines represented at the SGH Warsaw School of Economics.

As part of the research policy, the following main lines of action have been identified:

- development and support of ongoing research in priority areas,
- internationalisation of the school's research activities,
- open access,
- cooperation with the social and economic environment,

in the implementation of which the following will be provided:

- development of researchers, especially those at an early stage of their academic career;
- gender equality.

In addition, by proposing organisational solutions for adequate

- support for the implementation of research projects and
- monitoring and evaluation of scientific activity

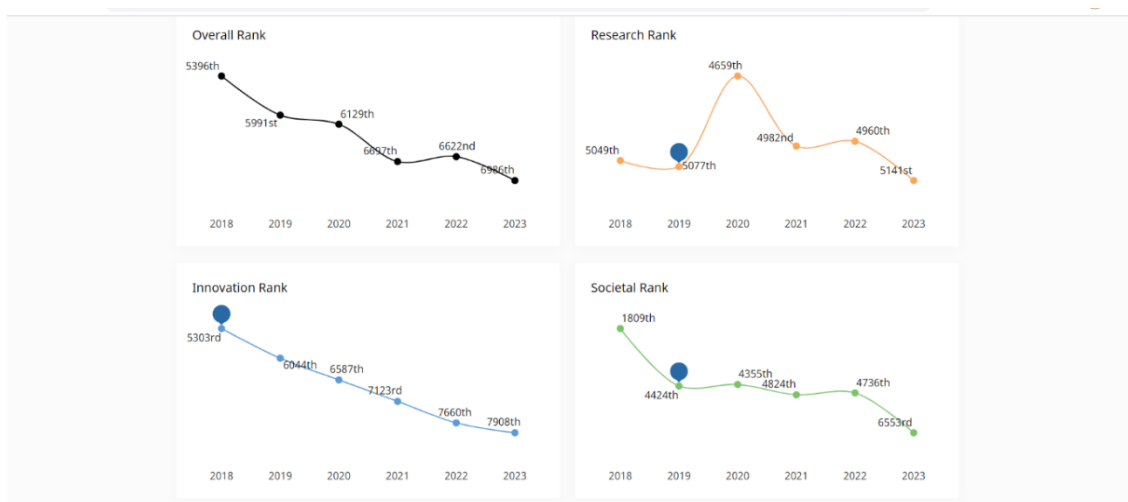
the infrastructure and facilities are being provided to support research and professional development of academic staff at the SGH Warsaw School of Economics.

The need for a research policy at the SGH Warsaw School of Economics

The introduction of a research policy is aimed at improving the quality and efficiency of scientific research at the SGH Warsaw School of Economics, and at raising the recognition of SGH in the national and international research environment. In addition, it is important to increase the attractiveness of SGH as a research-oriented institution.

SGH's position in the World University Rankings is among universities ranked 1501 or lower (by comparison, the University of Warsaw is among universities ranked 801-2000). SCIMago rankings show a decline in SGH's position in all categories. Improving SGH's position requires, among other things, an increase in the number of publications in journals with Impact Factor, and also in the number of citations of articles authored by SGH researchers. The latter also requires measures to support the dissemination of information about the scientific achievements of SGH researchers in both the national and international research communities.

Figure 1. SGH's position in SCI Mago's ranking

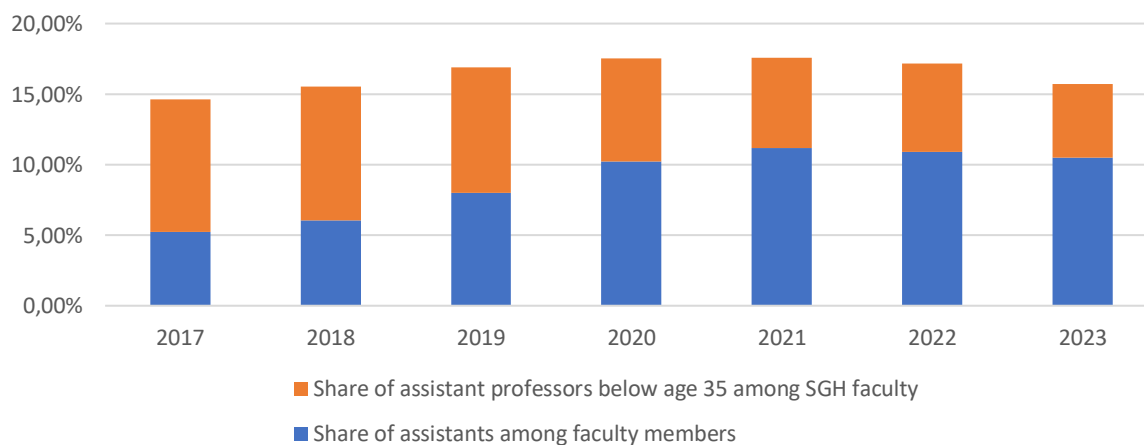


Source: <https://www.scimagoir.com/institution.php?idp=6776>

Another challenge is to increase the amount of research funds raised from external sources, both domestic and international. In 2022, the budget for scientific activities consisted of subsidy funds from the Ministry of Education and Science (MEiN) amounting to PLN 72.2 million (the subsidy also finances salaries of academic staff), and further PLN 714 thousand came from internal funds of SGH. Externally raised funds included PLN 4.5 million of foreign-funded projects and PLN 9.76 million of domestic-funded projects. Increasing research funding from external sources allows increasing the salaries of academics involved in research, therefore increasing attractiveness of the SGH as employer.

Another challenge that is important from the perspective of the research policy is to increase the share of early stage researchers among the academic staff employed at SGH, and to ensure the development of their academic career. As Figure 2 shows, the share of early stage researchers among faculty at SGH has been declining since 2020.

Figure 2. Percentage of assistant and associate professors under 35 years among SGH academics



The main directions of activities within the framework of research policy

The main directions of the research policy focus on:

- **development and support of ongoing research in priority areas**

The development of scientific research at the SGH Warsaw School of Economics is focused on separate priority areas in line with the Sustainable Development Goals (SDGs):

Innovations			
Vital and resilient growth*	The economy in a macro perspective	State security, including subject, object and process security in social, economic, infrastructural, institutional, information and cultural aspects.	Theory of economics
	Sustainable management		
Inclusive and resilient societies**	Functioning of enterprises	Public policies to support economic and social development	Research methodology
	Digital economy		
	Fiscal and monetary policy, public finance		The digital revolution: artificial intelligence in the economy and social processes
	Social processes: demographic change, social transformation, health, inequality, regional disparities		

* SDG:

8 – Promote stable, sustainable and inclusive economic growth, full and productive employment and decent work for all people

9 – Build stable infrastructure, promote sustainable industrialisation and support innovation

12 – Ensure patterns of sustainable consumption and production

** SDG:

3 – Ensure that all people of all ages live healthy lives and promote prosperity

4 – Provide quality education for all and promote lifelong learning

10 – Reduce inequality within and between countries

11 – Make cities and human settlements safe, stable, sustainable and inclusive

16 – Promote peaceful and inclusive societies, ensure access to justice for all, and build effective and accountable, inclusive institutions at all levels

Research carried out with own funds and science development subsidies will take into account the priority areas identified above, with a particular focus on the implementation of long-term (3-year or longer) research funded by statutory and other funds.

SGH will support the conduct of high-quality research, doing so inter alia by appropriately shaping the relationship between involvement in teaching and research activities, including the execution of research projects financed by national and international funds. Involvement in the implementation of externally funded projects, including those financed by the European Commission, will also be rewarded in the form of allowances.

Activities will be carried out to support publication in international journals and publications with high impact factor. In particular, the Rector's grants programme, rewarding publication in prestigious research journals, will be improved. Regular webinars on developing and publishing scientific papers and workshops on using quantitative methods in scientific research will be organised.

Research of an interdisciplinary nature will be promoted.

- **internationalisation of the SGH research activities**

The SGH Warsaw School of Economics is working to internationalise the university's research. In particular, this applies to the acquisition and implementation of projects in international cooperation, especially those funded by international institutions (such as the European Commission). Clear rules will be introduced for the remuneration of academics acquiring and implementing such projects, as well as those publishing jointly with foreign authors. Initiatives to strengthen SGH's capacity to acquire and implement international research projects will be launched, including those pursued jointly with the CIVICA consortium. SGH will also support activities aimed at acquiring prestigious European Research Council grants by academics affiliated with SGH, including by providing information on training courses and grant meetings, Rector's grants for the preparation of applications, organisation of meetings with grant winners, and organisation of test interviews.

The international activities of the Doctoral School are supported by engaging foreign lecturers to teach, supervise and review doctoral dissertations, as well as offering education in English and other foreign languages (as needed and possible). Doctoral students are involved in research projects of international relevance, and their participation in international scientific conferences is promoted.

Support will be provided for international scientific conferences organised by SGH.

Efforts are also underway to confirm SGH's international status by maintaining and obtaining prestigious international accreditations – EQUIS and AACSB.

Internationalisation activities are supported by the International Advisory Board.

- **promoting open access**

The open access policy adopted at SGH in 2017 is being developed, which serves to ensure universal and free access to the knowledge contained in scientific works and research data developed as part of SGH's research.

As part of its open access policy, SGH is taking steps to publish them in peer-reviewed open access scientific journals and books, deposit them in electronic form of publications in the SGH repository and other repositories of scientific texts. In addition, organisational, legal and technical conditions are being created to make scientific studies available to the public as soon as possible from the date of dissemination of the scientific study. Actions have been taken to adopt procedures for managing research data in the course of research projects, namely, enabling efficient data management within research teams, long-term archiving of research data within the SGH infrastructure, and making SGH research data available in accordance with FAIR principles within a certified open data repository. The development of an open access culture among the SGH Warsaw School of Economics community is supported by activities concerning, among other things, the regular publication of texts on open science in the Gazeta SGH and training for SGH staff and doctoral students on open science. Activities involving the use of open research data will be carried out as part of the promotion of scientific research pursued at SGH.

Implementation of the open access policy is supervised by the Open Access Plenipotentiary appointed by the Rector.

- **developing cooperation with the social and economic environment**

An important aspect of the academic policy is also the fulfilment of the mission related to the impact of implemented activities on the economic and social environment. The SGH Warsaw School of Economics is a partner of the most important economic congresses organised in Poland, during which key challenges for the development of Poland and Europe are discussed (Economic Forum in Karpacz, Congress Open Eyes Economy Summit, European Forum of New Ideas). The development of cooperation with the socio-economic environment includes R&D activities, the commercialisation of the products of scientific work carried out, as well as building awareness of intellectual property rights to the results of research activities and their patent protection.

The SGH Warsaw School of Economics' Centre for Entrepreneurship and Technology Transfer and the newly established Centre for Artificial Intelligence and Digital Markets cooperate with the social and economic environment with the view to supporting local, regional, national and international development.

SGH will strengthen its commitment to supporting the development of start-ups, especially those founded by students and graduates of the university, including by conducting mentoring, with the participation of experienced international mentors.

Cooperation of student research clubs with the wider business and research institutions, at the national and international levels, will also be developed.

Research work at SGH, carried out jointly with partners, such as within the framework of projects financed by the Gospostrateg programme of the National Centre for Research and Development, leads to the development of recommendations, tools and proposals for activities aimed at the development of regions, industries, as well as the country as a whole.

The academic policy directions of the SGH Warsaw School of Economics are also carried out with supporting activities:

- **development of researchers**

The development of the School's scientific potential depends to a large extent on the scientific activity of early stage researchers. Therefore, SGH will carry out activities to support outstanding students, doctoral students, assistant professors and persons awarded a doctoral degree at the early stages of their scientific development. In the long run, this will serve to strengthen the university's image as a place of training and development for researchers entering internationalised career paths both within and outside academia.

Activities and programmes for early stage researchers are being implemented and continued, enabling outstanding students to start on a path of scientific development (e.g., the Young Scientist programme). Their involvement in the implementation of research projects in the role of trainee assistants within the framework of scholarships provided at SGH will be supported. Through mentorship provided by experienced academics, development of academic tutoring, support for their efforts to obtain their own grants (e.g. NCN Prelude) and promotion of their participation in international scientific conferences, summer schools and seminars, SGH will support the development of their research interests, skills and techniques required for research and preparation of scientific publications, as well as their advancement in obtaining further academic degrees. They will also receive support in the development of knowledge and skills concerning the preparation of scientific publications.

The programme of the Doctoral School will be developed with the view to ensure the achievement of learning outcomes in accordance with international standards, supporting the development of research skills, knowledge and expertise for conducting high-quality scientific research.

At the same time, activities contributing to the development of experienced researchers are supported, particularly aimed at their ability to build research teams that operate effectively in the international research environment.

Within this activity, special attention is paid to international cooperation, including within the CIVICA European University Alliance, which SGH joined in 2022. In particular, it is important to support early stage researchers in developing competencies, and establishing professional contacts and relationships that facilitate functioning in the international scientific community.

Activities to support the development and internationalisation of journals published at SGH are also pursued.

- **gender equality**

The Gender Equality Plan (GEP), adopted in 2022, is being implemented at the SGH Warsaw School of Economics. This plan contains a set of measures whose implementation is necessary to ensure that the principles of equality and diversity are respected by the entire SGH community and that it is free from any form of discrimination. These measures are intended to ensure equality in recruitment and career paths and equality in management and decision-making bodies, as well as in research and teaching, to support work-home balance and equal pay, to raise awareness and importance of the principles of equality and diversity, and to counter discrimination and bullying.

This plan is the next step in improving personnel policies for male and female employees of the university, focused on equality. It is in line with the Horizon Europe (HE) framework programme for 2021-2027, which sets gender equality as a cross-cutting (horizontal) priority in the European Commission's activities.

Diversity is a value that supports scientific development. Equal involvement of men and women in scientific research allows to broaden research perspectives and incorporate new experiences taking into account other points of view.

Implementation of the Gender Equality Plan is regularly monitored.

The development of scientific activities at the SGH Warsaw School of Economics is also supported by organisational measures:

- **supporting the implementation of scientific projects**

The SGH Warsaw School of Economics is developing activities and procedures aimed at the effective implementation of scientific projects by developing resources and processes to provide ongoing support to project managers and project teams with regard to project organisation, reporting and record keeping. Efforts are underway to reduce barriers and simplify existing procedures related to project implementation. The aim of these measures is to relieve scientists from doing administrative work.

A knowledge base is being built to share information on existing organisational arrangements at SGH for initiating and implementing research projects. Webinars will be conducted to support the preparation and implementation of scientific projects, allowing the sharing of good practices in conducting scientific research.

SGH research staff are supported in research activities, including the initiation and management of research projects, for example through regular briefings for academics taking on the role of project managers. Rector's grants will be introduced to support the preparation of international project proposals (e.g., for ERC grants) and large national projects (e.g., Gospostrateg). Involvement in the preparation of project proposals will be included in the research job requirements.

Projects of particular importance to the SGH Warsaw School of Economics will be further supported by experienced administrative staff (project managers).

- **monitoring and evaluation of scientific activities**

The SGH Warsaw School of Economics

The new arrangements for the periodic evaluation of employees indicate the university's minimum requirements for scientific activity but also allow for bonuses to reward employees with the highest scientific achievements.

- **dissemination of knowledge about research conducted at the SGH Warsaw School of Economics**

A plan to promote the research conducted at SGH, in particular by providing information about research results, publications, and events related to research projects, will be developed and it will be implemented through the website, social media and in cooperation with the media.