

In the following sections of the application form, you will need to explain how your institution will fulfil the ECHE principles if the Charter is awarded. You are encouraged to consult the [ECHE Guidelines](#) for support in completing this application.

Please note that your Erasmus+ National Agency will monitor your Erasmus Policy Statement and your answers to the questions given in the application. The Erasmus+ National Agency reserves the right to request more information on your activities and propose supplementary measures, for the purposes of monitoring and implementing the Charter principles by your institution.

1. ERASMUS POLICY STATEMENT (EPS)

1.1 Erasmus activities included in your EPS

In this section, you need to tick the Erasmus activities covered by your Erasmus Policy Statement. Please select those activities that your HEI intends to implement during the entire duration of the Programme.

Erasmus Key Action 1 (KA1) - Learning mobility:

The mobility of higher education students and staff

Erasmus Key Action 2 (KA2) - Cooperation among organisations and institutions:

Partnerships for Cooperation and exchanges of practices

Partnerships for Excellence – European Universities

Partnerships for Excellence - Erasmus Mundus Joint Master Degrees

Partnerships for Innovation

Erasmus Key Action 3 (KA3):

Erasmus Key Action 3 (KA3) - Support to policy development and cooperation:

1.2 Erasmus Policy statement (EPS): your strategy

Your Erasmus Policy Statement should reflect how you intended to implement Erasmus after the award of the ECHE. Should you wish to add additional activities in the future, you will need to amend your Erasmus Policy Statement and inform your Erasmus National Agency.

What would you like to achieve by participating in the Erasmus Programme? How does your participation in the Erasmus Programme fit into your institutional internationalisation and modernisation strategy?

(Please reflect on the objectives of your participation. Please explain how you expect the participation in Erasmus to contribute towards modernising your institution, as well as on the

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goal of building a European Education Area¹ and explain the policy objectives you intend to pursue).

Original language (and translation into EN, FR or DE if the EPS is not in one of these languages)

Through its participation in the ERASMUS+ Programme, the IPC PAS wants to strengthen and maintain the statute of one of the three best, leading scientific institutes in Poland (category A+ awarded by the Committee for the Evaluation of Scientific Units of the Ministry of Science and Higher Education).

The work of the Institute of Physical Chemistry of the Polish Academy of Sciences is guided by the principles of the European Charter for Researchers (since 2014 IPC is a holder of HR Excellence in Research Award). In focusing on modern internal management and active promotion of the Institute, as well as increasing its participation in EU and non-EU international research programmes and initiatives, it intends to promote pro-European ideas and implement and create international educational and research programmes.

The Erasmus+ programme activities that have been implemented since 2014 are part of the fundamental objective of the Institute's strategy for 2021-2027. These activities have supported the Institute's priority efforts towards greater internationalisation. Taking this into account, the Institute intends to continue to make use of the innovative potential of the ERASMUS+ Programme and strive to achieve the following priorities:

- To extend the scope of cooperation with foreign scientific centres in order to enable the Institute's staff and doctoral students to access the scientific output of other countries;
- To continuously raise the level of knowledge and qualifications, as an essential element of a scientific and professional career.

Using the experience of international exchange and fully appreciating the importance of a period of study/practice/training completed abroad, the IPC PAS will support the initiatives of employees' and doctoral students' trips to foreign institutions. At the same time, in order to achieve a balance in the exchange, and to increase the number of mobile students and staff coming to the IPC PAS, the Institute is currently conducting and will continue to conduct lectures, seminars, and soft skills training for students, staff and guests of the Institute in English.

The IPC PAS's activities under the ERASMUS+ Programme aim to ensure an increase in the Institute's competitiveness on the domestic and international labour market. Participation in the programme will make it possible to fully utilise the scientific potential, improve the quality of education and enable the improvement of the professional competence of both the research and administrative staff.

International research, foreign lectures and publications and the ability to work in a multicultural environment are important factors in the IPC PAS's system of evaluation of research staff. With regard to researchers, the Institute wishes to increase the proportion of people with research experience and degrees obtained in strong foreign research centres. The main objective of the mobility of research staff will therefore be to disseminate scientific achievements, to strive to undertake joint research projects and create a system enabling the use of the knowledge and experience of outstanding foreign scientists.

We aim to achieve a high quality in research and teaching as well as technical services, therefore the main objective of the mobility of administrative and technical staff will be to systematically adapt them to work in an international environment with a focus on quality, so that the Institute can cope with all teaching/research/administrative activities undertaken within and outside the EU and be flexible enough to be integrated into international requirements to

¹ For more information on the priorities of the European Education Area, such as recognition, digital skills, common values and inclusive education, please consult the following website:
https://ec.europa.eu/education/education-in-the-eu/european-education-area_en

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meet current needs. The selection of partners will take into account the factors of effectiveness and quality in particular fields of science and the opportunities for development in key activities. According to the profile of our research work, a priority will be to develop cooperation with scientific institutes, universities and companies from the field, associated with broadly understood physical chemistry, optics, renewable energy and nature conservation.

The selection of partners from a given geographical area is justified by the planned research/teaching/development activities. The activities will also be targeted at intensifying the already existing cooperation through the use of the Programme.

The above activities are in line with the objectives of the Government of the Republic of Poland, i.e. to include universities and scientific institutes in the global race for scientific discoveries and young talent. These plans were announced in Cracow during the conference "Foreign Students in Poland 2017" and presented by the then Deputy Prime Minister Jarosław Gowin, Minister of Science and Higher Education. The conference organized within the framework of the "Study in Poland" programme by the Conference of Rectors of Academic Schools in Poland, the Jagiellonian University and the Perspective Foundation was devoted to the internationalisation of Polish universities.

Please reflect on the Erasmus actions you would like to take part in and explain how they will be implemented in practice at your institution. Please explain how your institution's participation in these actions will contribute to achieving the objectives of your institutional strategy.

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The main actions in the Erasmus+ Programme for 2021-2027 will be various types of training, traineeships and student placements in foreign research centres. It will also be possible for students to travel to study in foreign research institutions. Studying in foreign research units is possible as students (PhD students) pursuing their doctoral studies at the IPC PAS largely follow an individual study plan. In contrast to the traditional model of first and second cycle studies, third cycle studies involve, to a large extent, independent research under the supervision of a research supervisor. This research work can also be partly carried out in foreign scientific institutions.

Traineeships and training, as well as the implementation of part of the doctoral studies in foreign research centres are part of the IPC PAS internationalisation strategy. The Institute intends to support the organisation and introduction of international (EU and non-EU) cooperation projects in the field of teaching and training within the ERASMUS+ Programme. We know from experience that such joint projects and joint research result in many scientific publications in prestigious scientific publications and strengthen international cooperation between the cooperating scientific institutions, which in turn results in a higher grade during the 4-year evaluation of Polish scientific institutes by the Ministry of Science and Higher Education.

What is the envisaged impact of your participation in the Erasmus+ Programme on your institution?

Please reflect on targets, as well as qualitative and quantitative indicators in monitoring this impact (such as mobility targets for student/staff mobility, quality of the implementation, support for participants on mobility, increased involvement in cooperation projects (under the KA2 action), sustainability/long-term impact of projects etc.) You are encouraged to offer an indicative timeline for achieving the targets related to the Erasmus+ actions.

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languages)

The expected impact of participation in the ERASMUS + programme on the Institute of Physical Chemistry PAS is above all internationalisation of the Institute, the establishment of new cooperation with foreign institutions, as well as a deepening of that which already exists. The close cooperation of scientists from the IPC PAS and scientists from other research institutes means that the Institute's staff/PhD students will be able to conduct joint research. They will be able to participate in training and make use of the infrastructure which their potential partners possess and which is not available at the IPC PAS. Doctoral students will have the opportunity to familiarise themselves with new research techniques which are often still absent from Polish research institutes, and thus, after graduation, they will be better prepared to work on the international scientific market.

The participation of doctoral students in the ERASMUS+ Programme, i.e. training or traineeships in foreign research institutes, is also an opportunity for students to complete a 2-3 year postdoctoral traineeship (postdoc) in such a centre after defending their doctoral thesis. Thanks to participation in the ERASMUS+ Programme, this sort of PhD graduate will be better prepared for the labour market (both in terms of language, and having **greater experience** and knowledge in the field they studied).

In line with this, the Institute will set in motion the following actions:

The priority will be to introduce innovative educational solutions with the use of new information technologies, preparing young people to enter the demanding labour market.

The Institute will support international cooperation projects in the field of teaching and training in the area of science, natural and technical sciences. Participation in the projects will enable diversification and practical verification of the educational and training offer.

An internal development programme will be employed for the organisation and implementation of international cooperation projects in the field of training, aimed at, among others, supporting teams working on the Programme's international projects. These projects will support the mobility of staff and students.

A system for disseminating information about the available projects will be developed, whereby the ERASMUS+ Programme Office will make information about current projects available periodically.

The intention of the IPC PAS is to support research and teaching methods that combine the endeavours of scientists and students, leading to important scientific discoveries. The Institute will support the undertaking of interdisciplinary and international research. Priority will be given to initiatives establishing contact with world science, especially within the European Research Area. The initiatives supported will be those that provide Europe with the graduates and scientists it needs, i.e. professional people who are mature enough to take up professional/public activities whilst retaining their own identity and are open to a changing world, creating a European elite.

Participation in the programme will strengthen the quality of education and intensify the internationalisation of research and teaching. Teaching carried out by active researchers benefiting from mobility experiences guarantees the education of students open to new ideas, cooperating in teams and solving problems creatively. The Institute endeavours to educate graduates capable of learning throughout their lives and efficiently functioning on the labour market. We want to shape modern, critically thinking intellectual elites, distinguished by their knowledge and preparation for the responsible performance of their duties in society.

Learning mobility helps individuals increase their professional, social and intellectual skills and employability. In addition, individuals participating in the mobility programmes via Erasmus+ Programme will be perceived as more valuable in the job market. Via the Erasmus+ Programme we wish to attract more talented students, academics and researchers from both inside and outside the EU and developing new forms of cross-border cooperation to improve quality of teaching and learning. The growing internationalisation of higher education at our Institute will certainly have a strong impact on quality education and research. Thanks to the participation in the Erasmus+ Programme, the employees responsible for administrative matters will be given a change to engage in different courses and other forms of international exchange, and

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therefore develop their professional skills. The expertise gained in such way will be certainly helpful in facilitating more efficient governance of the Institute.

In addition, participating in the Erasmus+ Programme will have an impact on the development of our

educational model, which is governed by principles that suit well the Modernisation Agenda:

1. Orientation to learning and integral development of the students.
2. Commitment to multilingualism.
3. Commitment to internationalization and mobility.
4. Promoting social responsibility.
5. Promoting the employability and entrepreneurship, via traineeships in a company .

2. IMPLEMENTATION OF THE FUNDAMENTAL PRINCIPLES

2.1 Implementation of the new principles

Please explain the measures taken in your institution to respect the principles of non-discrimination, transparency and inclusion of students and staff. Describe how your institution ensures full and equitable access to participants from all backgrounds, paying particular attention to the inclusion of those with fewer opportunities.

In 2015 the Institute of Physical Chemistry PAS was granted the "HR Excellence in Research" award by the European Commission. The aim of the Human Resources Strategy for Researchers is to continuously improve employment and recruitment conditions for researchers in European institutions. The benchmark of the strategy is the "European Charter for Researchers and Code of Conduct for the Recruitment of Researchers" containing the basic principles which should guide institutions operating in the field of R&D (both public and private) and organisations financing research. One of the basic principles in the ECR and CCRR is the principle of **non-discrimination and transparency**. The Institute places particular emphasis on not discriminating against anyone on the basis of gender, age, political or religious views, language, etc. We can state with certainty that the problem of discrimination does not exist at the IPC PAS, which is manifested by the award (and constantly renewed) we have just received.

Please explain what measures your institution will put in place to implement the European Student Card Initiative, and promote the use of the programme's Erasmus+ mobile App to students. Please refer to the timeline indicated on the European Student Card Initiative website?

To date, the Institute of Physical Chemistry of the Polish Academy of Sciences has not implemented student mobility for the purpose of studies, however, if such mobility is put in place the future it will complete all the formalities for the ESC to be carried out i.e. the following shall be created:

- Clear and secure administrative procedures;

² https://ec.europa.eu/education/education-in-the-eu/european-student-card-initiative_en

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- Students will obtain access to information at the touch of a keyboard.

Students will be encouraged to install and use the Erasmus+ mobile application which will help them at all stages of the administrative procedure during the mobility period, i.e. before departure, during their stay abroad and after their return.

The Institute will make every effort to implement this initiative by 2021 and to ensure that all ERASMUS+ students can use it by 2025 at the latest.

Please explain how your institutions will implement and promote environmentally friendly practices in the context of the Erasmus+ programme.

At present, the IPC PAS is conducting a tender procedure for the introduction of an ERP-class Integrated Information System allowing for electronic document circulation. The system is intended to reduce the number of printed documents and to allow 90% to be circulated solely electronically, thus contributing to environmental protection in terms of using less paper.

On the Institute's premises, there are bins for segregated waste collection in many visible and accessible places.

It should also be mentioned that several research teams carrying out research at the IPC PAS conduct their research around the subject of broadly understood environmental protection. The research is focused on topics such as: the removal of pollutants from water, air pollution detection, environmental chemistry and catalytic processes of energy generation. Participation in the ERASMUS+ Programme will allow both scientists from these teams and students from other scientific units to participate in this research and to strengthen inter-institutional cooperation in the broadly understood field of environmental protection.

Please explain how you will promote civic engagement and active citizenship amongst your outgoing and incoming students before, after and during mobility.

By encouraging and actively participating in community activities at all levels: local, national and international, the IPC PAS will promote civic involvement.

We will encourage the participants of the ERASMUS + Programme (both those incoming and outgoing) to engage in civic activity manifested by their participation in the cultural, economic, political and social life of the state, voluntary work, as well as in the local community, by undertaking joint activities of a voluntary and conscious nature. We will encourage the maintenance of law and order, responding to violations of generally accepted principles, participation in social events (e.g. taking part in associations or social organizations), actively participating in elections and control of power, as well as in the exercise of power itself (e.g. student council or other advisory bodies).

The benefits that we assume to gain from shaping civic attitudes are first and foremost:

Arousing intercultural, interreligious and international trust,

Achieving successful results in problematic issues,

Developing better and more creative ideas and solutions,

Faster and easier implementation of ideas, programmes and principles,

Producing involved citizens instead of demanding customers,

Community building,

Creating a pleasant working atmosphere.

2.2 When participating in Mobility Activities - After mobility

Please demonstrate your commitment to implement full automatic recognition in your Higher Education Institution.

Please describe the concrete steps you will take to ensure the full automatic recognition of all credits gained for learning outcomes achieved during a mobility period abroad/ a blended mobility, according to the Council Recommendation on Automatic Mutual Recognition³.

To date, the Institute of Physical Chemistry PAS has not carried out student mobility for the purpose of studies, however, in the future, if such mobility is put in place, it will automatically recognise all credits obtained as learning outcomes achieved during mobility abroad/mixed mobility, in accordance with the Council Recommendation. The Council Recommendation of 26th November, 2018 on promoting automatic mutual recognition of higher and upper secondary education and training qualifications and learning outcomes achieved during periods of study abroad will be fully respected.

The IPC PAS is fully aware that in an increasingly globalised world, it is important that students can make the best possible use of all learning opportunities throughout the EU. To make this possible and to encourage as many students as possible to be mobile, qualifications awarded by a competent authority in one Member State will be valid and recognised by the IPC PAS.

Please describe your institution's measures to support, promote and recognise staff mobility:

The Institute of Physical Chemistry PAS actively supports staff mobility and will institute various measures to promote mobility among its staff. Among others, the Institute provides guidance before and after mobility. During the selection phase, the Institute disseminates information about mobility opportunities (via e-mail, newsletter). Before departure, the ERASMUS+ Programme Coordinator provides support related to organisational arrangements, such as awarding grants, obtaining insurance and any necessary visas. Participation in mobility is seen as an important aspect of the professional development of the staff and modernisation of the Institute. Therefore, the IPC PAS offers a flexible approach to the selection of the mobility period. Mobility is also taken into account in the periodic evaluation of staff performance. Administrative staff are encouraged to improve their qualifications through participation in training, workshops and courses abroad.

2.3 For the Purposes of Visibility

Please provide the web link where you will host the Erasmus Policy statement in the future. Please reflect on how you plan to regularly promote the activities supported by the Programme.

www.ichf.edu.pl/ersmus

³ The text of the Council Recommendation on Automatic Mutual Recognition may be found at: [https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1568891859235&uri=CELEX:32018H1210\(01\)](https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1568891859235&uri=CELEX:32018H1210(01))

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Information on activities supporting the ERASMUS+ programme will be sent to all staff via a weekly newsletter and will be posted on the website and FB.

Please describe how you will ensure that the principles of this Charter will be well communicated and applied by staff at all levels of the institution.

All Institute staff will be informed about a positive result and qualification for the ERASMUS+ programme and receiving of the Charter for the following years, i.e. 2021-2027, in the IPC PAS newsletter sent to them. It will also contain a link to the Erasmus Policy Statement, a link to the official programme guide and a link to the ECHE Charter for 2021-2027.

All persons wishing to join the programme will receive, together with the necessary documents, an Erasmus Policy Statement and programme guide and will be required to comply with it during their trips. The same procedure shall apply in the case of Programme participants from other universities coming to the Institute.