



UNIVERSITY  
OF WARSAW

# ANNUAL REPORT OF THE UNIVERSITY COUNCIL



# 2020

# INTRODUCTION

Dear All,

Dear members of the University of Warsaw community,

The year 2020 was, in many ways, unusual and very difficult for us all. The outbreak of the COVID-19 pandemic and the associated introduction of further limitations and restrictions on the functioning of organizations and institutions has put us in a recedented situation. Each of us had to consider not only the new regulations changing our ways of life to limit the spread of the SARS-CoV-2 virus, our perception of the situation, an attempt to find ourselves in it, but also the reactions of our environment - family members, friends, colleagues. This time also gave us a lesson in responsibility, solidarity, and empathy, making us aware of the impact our individual decisions can have on the life and health of others.

The pandemic crisis also reminded us how important it is to make decisions based on scientific research results and data, especially when the health and lives of people are at risk.

The threat of COVID-19 has strongly influenced how the University of Warsaw functions; it has been a test for our resilience and adaptability. The change of scientific work and classes for students to a remote mode, limitations of mobility and research (including analyses conducted in laboratories and extramurally, especially in interactions with other people), as well as the rapid implementation and use of software that allowed for at least partial continuation of research and higher education, are just some of the challenges we faced this year. This was compounded by the need to get used to functioning under the new circumstances, which have never faced before.

Over the past year, the University Council adapted to the new conditions to carry out all the tasks. Many of them resulted directly from the legal obligations, including participation in the process of selecting candidates for the Rector's office and monitoring finances and management of the University. We have also been observing the actions and decisions taken at the University during the pandemic, supported the University authorities with our advice and experience related to strategic matters, participated in discussions on emerging challenges and possible scenarios and solutions to problems.

At the end of December 2020, the term of office of the first Council of the University of Warsaw will end. In line with the Law on Science and Higher Education, this term lasted only 18 months. We have devoted this time to work for the University, starting with getting to know the University and its community, the principles of its functioning, and the external factors that influence it. Discussions with representatives of the University community were the basis to effectively accomplish all our tasks and to fulfill our advisory function, which we see as the key duty of the Council.

As an example of such interactions, during the last meeting of the University Council, we organized a meeting with members of the Senate of the University of Warsaw. In an in-depth discussion about the University's current matters and future, the University Council and the members of the Senate shared observations, experience, thoughts, and ideas. We believe that such discussions are an essential element uniting every community that contributes to our adaptability. A dialogue between university bodies, members of the university community, and external advisors builds trust and creates new opportunities. Open discussions also help refine mutual expectations, identify problems to be solved together, and define conditions necessary for ambitious initiatives to be undertaken, regardless of the difficult challenges posed by the changing reality.

prof. dr hab. Janusz Marek Bujnicki  
Chairperson of the University Council

# COMPOSITION OF THE UNIVERSITY COUNCIL

In 2020 the composition of the University Council of the University of Warsaw was as follows:

1. Professor Janusz Marek Bujnicki (chairperson);
2. Professor Pearl Dykstra;
3. Professor Poul Holm;
4. Professor Krzysztof Redlich;
5. Marynika Woroszyńska-Sapieha (deputy chairperson);
6. Katarzyna Zajdel-Kurowska;
7. Kamil Bonas.



# FORM AND MODE OF TASK EXECUTION

The basis for the activities undertaken by the University Council in 2020 were the provisions of the Law on Higher Education and Science (hereinafter referred to as the Act), the Statute of the University of Warsaw and the Regulations of the University Council.

Meetings of the University Council of the University of Warsaw were held in 2020 on the following dates:

- February 21,
- June 8-9,
- June 18,
- June 29,
- October 1-2,
- continued on October 15,
- November 27,
- December 14.



On April 16th and May 16th, 2020, video conferences were held with the participation of members of the University Council and the Rector's Team to monitor the management of the university, especially in the situation of crisis caused by the COVID-19 pandemic.

The above-mentioned meetings of the University Council, with the exception of the 21st February meeting, were conducted by means of electronic communication (remote meetings). The reason for the change in the formula of the meetings was the impossibility of holding the meeting in the physical presence of members of the University Council due to the dynamic spread of COVID-19. The state of emergency continued uninterrupted until the date of this Report.

In order to ensure the broadest possible access to information on the current work of the University Council of the University of Warsaw, both the agendas of the planned meetings as well as the minutes of the meetings were made public on a dedicated website (<https://radauczelnni.uw.edu.pl/>). Under the "News" tab, notes were posted on the most important issues being subject to the work of the University Council.

# SCOPE OF WORK

In 2020, the work of the University Council focused mainly on the tasks resulting from the competences of this body as defined in Article 18 of the Act on Higher Education and Science.

The first months of 2020, in connection with the approaching end of the term of office of the University's authorities 2016-2020, were devoted to the selection of candidates for the Rector of UW. The University Council decided to announce an open competition of international scope. At the end of 2019 an announcement was published, which appeared on the University's website and on the Times Higher Education and Chronicle portals. One of the commitments made by the Council was to ensure complete confidentiality of the potential candidates, and therefore, the Council's work, which concerned the identification of candidates for the Rector of the University of Warsaw, excluded the University's employees connected with the then Rector's authorities. After analyzing the applications submitted, the University Council held a series of interviews with potential candidates and, as a result, identified two candidates.

As part of the monitoring of the financial economy (art. 18 section 1 point 3 of the Act), the University Council held a series of meetings and online discussions. The main subject of the conducted interviews and organized meetings were issues related to the approval of the financial report, the report on the implementation of the material and financial plan for 2019 and the opinion on the material and financial plan for 2020. Due to the need to obtain comprehensive information, the Council held meetings with the Rector's Team, the Chancellery Team and representatives of the Senate Budget and Finance Committee. In these meetings the University Council discussed the issues of financial documentation and received recommendations for its approval. At the meeting on June 8-9, the University Council approved the financial report and adopted the report on the implementation of the material and financial plan of the University of Warsaw for 2019. Then, after analyzing the material and financial plan for 2020, the University Council adopted an appropriate resolution.



As part of the monitoring of the University's management, the University Council regularly requested information on decisions and actions taken at the University in connection with the COVID-19 pandemic. During the meetings with the University authorities of both the previous and the current term of office, plans for various scenarios were also discussed and new challenges resulting from functioning in radically changed circumstances were identified. These issues were presented in detail at meetings with the Rector's Team held on April 16, May 16, June 9, October 2 and December 14.

The University Council considered that one of the key issues to be analyzed was the property management system. During the meeting with the Council at the meeting on 8 June 2020, the Chancellor of the University of Warsaw Jerzy Pieszczurykow, presented the state of the University's property management system and discussed the problems and challenges facing the University in this area.

As part of the monitoring of the University's management, the University Council held a meeting on the multiannual program "University of Warsaw 2016-2025", during which the state of the program's implementation, the model and structure of program management, strategic and operational issues were discussed and suggestions for improving the management reporting system were put forward.

The University Council discussed with the Rector's authorities the plans for the "Initiative of Excellence - Research University" program and related challenges. After an in-depth discussion, the Council appointed its representatives to the Steering Committee of this program. The Council decided that the most appropriate persons to fulfil this role would be those who supervised the process of developing the application, who launched the program at the University, and with whom the Council held discussions on the subject.





The tasks of the University Council defined in the Act include, among others, fulfilling activities in the field of labor law towards the Rector. In connection with the elections held at the University, the Council of the University applied to the Minister of Science and Higher Education to determine the basic salary and the function allowance for the Rector of the University of Warsaw, elected for the term 2020-2024. After analyzing the materials provided, the University Council decided to grant the Rector a task allowance due to the nature of the work and conditions of its performance.



The University Council also referred to the application of the Rector of the University of Warsaw for permission to perform additional paid work. The University Council took note of the information presented by the Rector and after analyzing the data presented and discussing it with the Rector, it decided to give its consent. As part of the discussion on the procedures related to the Council's consent for the Rector's additional paid activity, the Council identified the urgent need to develop measures to determine situations that may lead to a conflict of interest or a conflict of obligations, as well as procedures to prevent their occurrence and the consequences of their occurrence. The Council formulated a number of recommendations for the University regarding the management of conflicts of interest.



During the meeting with the University Senate matters important for the future of the University were discussed, in particular the role of the University Council to advise on strategic matters, drawing upon international experience of its members.





# RESOLUTIONS OF THE UNIVERSITY COUNCIL

In 2020 the University Council adopted the following resolutions:

RESOLUTION NO. 6 OF THE UNIVERSITY COUNCIL OF THE UNIVERSITY OF WARSAW UNIVERSITY of February 21st, 2020 on the approval of the annual report of the First University Council of the University of Warsaw for 2019 (Monitor UW of 2020 r. poz. 125).

RESOLUTION NO. 7 OF THE UNIVERSITY COUNCIL OF THE UNIVERSITY OF WARSAW UNIVERSITY of February 21, 2020 on appointing candidates for the Rector's term of office 2020-2024 (Monitor UW of 2020, item 126).

RESOLUTION NO. 8 OF THE UNIVERSITY COUNCIL OF THE UNIVERSITY OF WARSAW UNIVERSITY of June 9, 2020 on the approval of the Report on the Implementation of the Material and Financial Plan of the University of Warsaw for 2019 (Monitor UW of 2020, item 260).

RESOLUTION NO. 9 OF THE UNIVERSITY COUNCIL OF THE UNIVERSITY OF WARSAW UNIVERSITY of June 9th, 2020 on approval of the Financial Report of the University of Warsaw for 2019 (Monitor UW of 2020, item 261).

RESOLUTION NO. 10 OF THE UNIVERSITY COUNCIL OF THE UNIVERSITY OF WARSAW UNIVERSITY of June 18, 2020 on expressing an opinion on the material and financial plan for 2020 (Monitor UW of 2020, item 272).

RESOLUTION NO. 11 OF THE UNIVERSITY COUNCIL OF THE UNIVERSITY OF WARSAW UNIVERSITY of June 29th, 2020 on the request to the Minister of Science and Higher Education for determining basic salary and special duty allowance for the University of Warsaw Rector elected for the 2020-2024 term (Monitor UW of 2020, item 312).

RESOLUTION NO. 12 OF THE UNIVERSITY COUNCIL OF THE UNIVERSITY OF WARSAW UNIVERSITY of October 15, 2020 on granting the task-related allowance to the Rector of the University of Warsaw (Monitor UW of 2020, item 430).

RESOLUTION NO. 13 OF THE UNIVERSITY COUNCIL OF THE UNIVERSITY OF WARSAW UNIVERSITY of November 27, 2020 on nominating of persons to represent the University Council in the Steering Committee of the "Excellence Initiative – Research University" programme at the University of Warsaw (Monitor UW of 2020, item 457).

RESOLUTION NO. 14 OF THE UNIVERSITY COUNCIL OF THE UNIVERSITY OF WARSAW  
UNIVERSITY of 27 November 2020 on the position regarding the management of conflicts  
of interest (Monitor UW of 2020, item 458).

RESOLUTION NO. 15 OF THE UNIVERSITY COUNCIL OF THE UNIVERSITY OF WARSAW  
UNIVERSITY of 27 November 2020 on granting consent to undertake an additional gainful  
activity by the Rector of the University of Warsaw (Monitor UW of 2020, item 459).

RESOLUTION NO. 16 OF THE UNIVERSITY COUNCIL OF THE UNIVERSITY OF WARSAW  
UNIVERSITY of 14 December 2020 on the approval of the annual report of the First University  
Council of the University of Warsaw for 2020 (Monitor UW of 2020, item 499).



UNIVERSITY OF WARSAW

Krakowskie Przedmieście 26/28  
Warsaw, 00-927

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