

**Appendix no. 1**  
**to the Rector's Ordinance No. 95/2025**  
**of 2 December 2025**

**Regulations for the recruitment of participants for the Polish Agency for Academic Exchange Project**  
**“NAWA PROM – Short-term academic exchange”, co-financed by the ESF, under Task 3 –**  
**implementation of PhD student exchange**

The Regulations for recruiting participants for the “NAWA PROM – Short-term Academic Exchange” Project, hereinafter referred to as the Regulations, are established on the basis of agreement No. BPI/PRO/2025/1/ 00002/U/00001, concluded between the Poznań University of Economics and Business, hereinafter referred to as the University or PUEB, and the National Agency for Academic Exchange, hereinafter referred to as the Agency or NAWA, for the implementation by the PUEB of the project “NAWA PROM – Short-term Academic Exchange” in the period from October 1, 2025, to September 30, 2026, financed by the European Union, hereinafter referred to as the Project. The Regulations are subject to the rules for the use of the Agency's funds for the implementation of the Project specified in:

- 1) Announcement of the call for applications for participation in Program No. 14/2025 of March 18, 2025, entitled PROM – Short-Term Academic Exchange – Call 2025,
- 2) the Rules for the call for proposals for Programs for the National Agency for Academic Exchange, constituting Appendix 1 to the above-mentioned Call,
- 3) the Beneficiary's Handbook constituting Appendix 3 to Agreement No. BPI/PRO/2025/1/00002/U/00001.

**§ 1**

**General rules**

1. The Regulations set out the rules for recruiting Participants to the Project, the rights and obligations of Project Participants, the objectives and scope of support under the Project, the rules for verifying learning outcomes and for awarding and accounting for NAWA funds, hereinafter referred to as “Funding,” under task 3 – implementation of PhD student exchange, specified in the application for participation in the Project submitted by the PUEB, hereinafter referred to as the PUEB Application.
2. The recruitment of Participants to the Project is conducted in accordance with the principles of accessibility, equal opportunities, and non-discrimination, as well as in accordance with the recruitment rules for projects financed from EFS funds.
3. The entire activity will be carried out in accordance with the principles of NAWA's horizontal policies, in particular the principles of equal opportunities and non-discrimination, equal opportunities for women and men, and the accessibility of the Project for people with special needs.
4. Recruitment of participants for the project is open and, in accordance with the principle of equal opportunities, allows all students of the Poznań University of Economics and Business, as well as students of foreign universities who meet the competition requirements.
5. The total budget allocated for the implementation of Task 3 is PLN 151,250.00.

6. Funding is granted until the limit of places specified in the application for participation in the program entitled “PROM – short-term academic exchange – recruitment 2025” is filled and until the funds allocated for the implementation of the Task are exhausted.
7. Information on the limits of places and the amount of funding for mobility under the Project is provided in Appendix 1 to these Regulations.
8. PhD Student mobility will be possible between December 1, 2025, and July 31, 2026. The Project provides for 2-5-day mobility. Two additional days should be added to the period of stay for travel. Mobility carried out under this Task must be completed by July 31, 2026. The mobility period may not exceed the statutory period of education.
9. The unit responsible for coordinating the recruitment of Project Participants and the implementation of mobility is the International Relations Office, hereinafter referred to as IRO, which implements the Project.
10. Candidates applying for funding under the planned activities will not be discriminated against on the basis of their gender, age, nationality, beliefs, sexual orientation, or disability. Persons applying to participate in the Project who, due to special individual needs, including disability, require additional support in the recruitment process and implementation of the Project are requested to notify IRO in advance of any individual needs. In the case of special needs of persons with disabilities or special needs covered by the support, the PUEB will make every effort to eliminate potential barriers and inconveniences, as far as organizational, technical, and financial possibilities allow.
11. Recruitment for the project is ongoing, which means that the selection of participants will take place from December 2025 to July 2026 and will continue until the places available in the project are filled or the budget funds are exhausted.
12. Information about competitions will be announced by IRO before each planned series of departures/arrivals on the Project's university website and through various communication channels. Each announcement will include the number of places available and the recruitment schedule.
13. If not all places in a given competition are used, they will be transferred to the next competition.
14. The implementation of PhD student mobility within the Project includes:
  - 1) participation of PUEB PhD Students in conferences selected by the Participants (including presenting research results, attending poster sessions or panels), participation in international winter/summer schools and thematic workshops, as well as conducting library and archival queries aimed at obtaining unique sources and data necessary for the completion of the doctoral thesis;
  - 2) inbound mobility for PhD students from foreign partner universities to PUEB, who will take part in the summer scientific school on innovation management organized by Poznań University of Economics and Business.
15. In the case of activities carried out remotely or partially remotely in a hybrid model, the participant is not entitled to funding in the form of a scholarship, a lump sum for living and accommodation costs, or a lump sum for travel to/from Poland. Funding covers only the stationary part of the mobility.
16. The aim of mobility is to support the scientific development of early-career researchers, foster the internationalization of doctoral education, enable the acquisition of international research



experience, and build lasting scientific relationships and collaboration networks, both between institutions and among individual researchers at the early stages of their careers..

## § 2

### **Recruitment criteria and application documents**

1. Participants in mobility programs may be PhD students of the Poznań University of Economics and Business, and in the case of mobility to the Poznań University of Economics and Business, also PhD students of foreign universities.
2. Project participants are required to have PhD student status at the sending university both at the time of application and throughout the entire period of participation in the Project.
3. Each participant may receive funding for only one trip during the duration of the Project (it is not possible to participate in the project more than once).
4. Candidates may not apply for funding from the Project budget or undertake mobility during an extension of the doctoral thesis submission deadline or during a suspension of studies.
5. Applications to participate in the Project should be submitted to IRO by email to [dwzz@ue.poznan.pl](mailto:dwzz@ue.poznan.pl) no later than 10 days before the planned date of mobility.
6. The application of a person applying for travel and funding under the Project must include the following documents:
  - 1) the application form, constituting Appendix 2 to these Regulations, containing the consent to participate in mobility from the Director of Doctoral School, and in the case of a PhD student of a foreign university, the head of the organizational unit where the student is studying,
  - 2) CV,
  - 3) cover letter,
  - 4) ex-ante questionnaire, constituting Appendix 3 to these Regulations,
  - 5) declaration of readiness to accept the Project Participant for a mobility stay, specifying the period of stay and signed by a person authorized to represent the host institution,
  - 6) In the case of participation in an international scientific conference as a speaker, panelist, or session chair:
    - a) an abstract accepted by the conference organizers, or
    - b) a poster (if applicable), or
    - c) other documents confirming acceptance of the presentation (e.g., an official confirmation from the organizers or the conference program including the Participant's name),
  - 7) a mobility program signed by the Director of Doctoral School, and in the case of a student of a foreign university, by the head of the organizational unit where the student is studying, specifying the date and place of departure, a description of activities and planned results (learning outcomes),
  - 8) a certificate confirming the student's status in the 2025/2026 academic year issued by the home university,
  - 9) persons coming to PUEB from foreign partner universities should additionally attach the following to their application:

- a) a document confirming knowledge of English at a minimum level of B2, e.g., a certificate or attestation,
  - b) a scan of their passport or other travel document,
  - c) a visa/residence card (applies to persons from outside the EU),
  - d) other documents required by Polish law.
7. The GDPR information clause for Project Participants is attached to the application form.

### § 3

#### **Recruitment rules and process**

1. The recruitment process for participants in the Project is conducted on a competitive basis, based on formal verification and substantive evaluation of the application form, and its purpose is to select candidates who meet the objectives of the “PROM - Short-term Academic Exchange” Project.
2. The recruitment of candidates is carried out centrally, at the PUEB International Relations Office, and the recruitment process is conducted by a Recruitment Committee appointed by the Project Manager, consisting of representatives of the IRO, the Doctoral School, and academic staff. The Recruitment Committee is headed by its Chair.
3. Communication between candidates and the Recruitment Committee takes place entirely via e-mail.
4. Applications are evaluated according to formal and substantive criteria by the Recruitment Committee specified in this paragraph.
5. The formal evaluation includes:
  - a) completeness of documentation,
  - b) timeliness of submission of the application form,
  - c) status of the student at their home university.
6. If the formal criteria are not met, the application will not be subject to substantive evaluation.
7. Each candidate may receive a maximum of 50 points in the substantive evaluation of the application. Candidates may only be accepted to participate in the Project if they receive at least 30 points.
8. The result of the substantive assessment of the application is calculated according to the following rules:
  - 1) Quality of the planned activity – substantive value and feasibility of the proposed activity, appropriateness of actions to the participant’s level, and the degree of organizational preparation for the planned mobility – maximum 15 points.
  - 2) Motivation to participate in mobility – assessment of the quality of the justification, compliance with the project objectives (development of academic and social competences, skills, knowledge in terms of the intended learning outcomes); clarity and consistency of the justification for participation in the project; connection of the planned mobility with the objectives of scientific, didactic or professional development; expected results and benefits, and the use of the acquired knowledge and skills for further academic and scientific activity – max. 15 points;

- 3) Consistency with the objectives of the project and professional development – compliance of the planned mobility with the objectives of the PROM program, impact of activities on career development, competences, and international networks – max. 10 points;
  - 4) Documented academic activity – scientific achievements (publications, presentations, participation in projects, research clubs, student organizations, international events, activities for the internationalization or integration of foreign students or PhD students at the PUEB, participation in language courses, confirmed by relevant documents – max. 10 points;
9. The committee draws up a report on the evaluation, together with a justification for the number of points awarded, which is signed by all members of the committee.
  10. The Commission shall decide whether to grant or refuse funding for mobility to a given Candidate on the basis of the correctness and completeness of the documents submitted and the result of the substantive assessment.
  11. The Recruitment Committee shall draw up a ranking list of Candidates, including the number of points obtained in the recruitment process. On the basis of this list, funding under the Project shall be awarded to those who have obtained the highest number of points within the limits of available places.
  12. If several candidates obtain the same number of points, the higher number of points obtained in the criterion “Quality of the planned activity” and then “Motivation to participate in mobility” will determine the qualification.
  13. If the number of applications with a positive assessment by the Recruitment Committee exhausts the amount of funds allocated in the Project for financing mobility, the Committee may create a waiting list.
  14. If persons on the ranking list withdraw from participation in the Project, their places will be taken by the next persons on the reserve list, as decided by the Recruitment Committee.
  15. The Recruitment Committee shall inform the Candidates about the results of the recruitment process for the Project, as well as about further formal and substantive requirements and the deadline for their completion.
  16. In the event of a refusal to grant mobility funding, the Candidate shall receive a decision on the refusal, together with a justification signed by the members of the Recruitment Committee. A copy of the negative decision shall be sent to the Candidate by email within 7 days of its signing by the members of the Committee. The Candidate has the right to submit a request for reconsideration of the case to the Committee within 3 days of the date of delivery of the copy of the decision by email. The basis for submitting a request for reconsideration of the case may only be a violation of the conditions and procedure for issuing a decision on mobility funding. The Commission's decision following reconsideration of the case shall be final.
  17. In order to obtain the status of Project Participant, the Candidate must fulfill all further formal requirements specified in § 4(1) and (2) of the Regulations in a timely manner. In the event of failure to meet the requirements, the Candidate shall be removed from the ranking list by the Recruitment Committee. The vacant place on the ranking list may be offered to the next person on the reserve list, following a decision by the Recruitment Committee.

## § 4

### Rules for financing and implementing mobility

1. Each person qualified to participate in the Project is required to immediately create an account in the NAWA ICT system and complete the Project Participant form in the NAWA ICT system at <https://programs.nawa.gov.pl/applications/fers---projekt-nr-bpipro2025100002-2025-2026/new?fr-wizard-page=section-instructions> , and then send a .pdf file confirming that the form has been completed and submitted to [dwzz@ue.poznan.pl](mailto:dwzz@ue.poznan.pl). Completing and submitting the form is a prerequisite for signing the mobility funding agreement and confirms the effectiveness of registration in the Agency's system and readiness to join the Project. Failure to submit the completed form will mean withdrawal from participation in the Project.
2. Mobility is carried out exclusively on the basis of an agreement concluded between the Participant and the PUEB. The condition for mobility and the payment of funds is the signing, prior to departure, of the Agreement on Participation and Financing of Mobility, constituting Appendix 4 to these Regulations, which specifies the rules for the implementation and financing of mobility. The payment of the allocated funding is made in two installments:
  - 1) 90% of the total amount of support is paid to the Participant before the start of mobility,
  - 2) 10% of the remaining amount is paid after the end of mobility, provided that the Participant has completed all post-departure formalities specified in §6 and §7 of these Regulations.
3. The Vice-Rector for Research at the Poznań University of Economics and Business is authorized to sign agreements within the framework of the Project.
4. Persons qualified to participate in the Project receive individual support from the Project in the form of a lump sum to cover living and accommodation costs and a lump sum to cover travel costs. The rates are specified in Appendix 1 to these Regulations. Financial support based on lump sums does not have to cover the actual full costs of staying abroad.
5. Persons qualified to participate in the Project also receive individual support from the Project in the form of a scholarship for 4-7 days of travel, including 2 days of travel. The scholarship rates are specified in Appendix 1 to these Regulations.
6. PUEP doctoral students selected to participate in the Project may additionally receive individual support from the Project to cover the cost of attending a conference or a winter/summer school. In accordance with the limits set under the Project, financial support will be granted based on eligibility until the funds allocated for Task 3 are exhausted. The individual support rates are specified in Annex 1 to this Regulation.
7. Project participants are required to purchase health insurance and accident insurance (NNW) at their own expense for the duration of their stay abroad. The insurance should cover at least medical expenses (KL) and accident insurance (NNW) and, if necessary, if required by the host institution, also civil liability (OC). The PUEB is not responsible for the lack of insurance or for the consequences of its insufficient coverage.
8. Project participants are required to arrange their own transportation and accommodation for the duration of the trip. The PUEB does not provide or finance transportation or accommodation costs for Project participants beyond the rates specified in the Regulations, nor is it responsible for any problems arising from their organization.
9. The University reserves the right not to be charged with any costs resulting from the stay abroad other than those specified in the Agreement between the Participant and the University. The

- Project Participant shall not receive any remuneration for activities undertaken during the stay abroad and shall not be reimbursed for any additional costs incurred in connection with his/her mobility in excess of the amount of funding received.
10. Funding cannot be granted if, as part of the mobility program, the Participant has been provided with coverage of living expenses/accommodation/travel costs and/or has been awarded a scholarship from other sources. In the event of double funding for mobility, the Participant will be required to repay the entire amount of funding granted from the Project, together with statutory interest required in accordance with the rules of the PROM Program.
  11. The Project Participant is obliged to immediately return the funds transferred if they do not complete the mobility.
  12. After signing the Financing Agreement, the Participant is obliged to complete the mobility. The only exception allowing for the termination of the agreement is the occurrence of force majeure. Force majeure shall be understood as an event or combination of events beyond the control of the Participant that prevent or seriously hinder the performance of his/her obligations under the Agreement, which the Project Participant could not have foreseen and could not have prevented, and which he/she could not have overcome by completing the mobility with due diligence. In the event of force majeure preventing or interrupting participation in the project, the Project Participant should notify IRO immediately by e-mail, no later than within 3 working days of its occurrence. The occurrence of force majeure must be properly documented.
  13. Unauthorized resignation of a Project Participant from participation in the Project before the end of mobility or failure to complete mobility will result in the obligation to return all funding received.
  14. In particularly justified cases, at the request of the Participant, the Recruitment Committee may postpone the trip under the Project for which he/she received funding to another period, subject to paragraph 15.
  15. The mobility period may not exceed the statutory period of education and the Project implementation period.

## **§ 5**

### **Evaluation of acquired competences**

1. After completing their mobility within the Project, Project Participants are required to undergo verification of the effects of their participation in the Project in accordance with the rules and techniques for verifying learning outcomes and the acquisition of competences.
2. In order to verify the competences acquired by Project participants during mobility, an Evaluation Committee will be appointed by the Project Manager. The Committee will consist of PUEB teaching staff not previously involved in the classes covered by the assessment, and in the case of foreign students, also representatives of cooperating entities (e.g., partner universities) in an advisory and consulting capacity. The Evaluation Committee is headed by its Chair.
3. In the process of verifying the learning outcomes related to the mobility of the Project Participant, the separation of functions between the education process and the process of verifying the acquired competences will be maintained.

4. The Evaluation Committee makes decisions by a simple majority of votes in a composition of no less than three members. In the event of a tie, the Chair of the Committee shall have the casting vote.
5. Minutes of the Evaluation Committee meeting shall be drawn up and signed by all members of the Committee.
6. The acquisition of competences will be confirmed by the issuance of a certificate by the PUEB containing the results of participation in the Project.
7. Participants may be subject to separate evaluation studies conducted on behalf of NAWA during and after the Project.

## § 6

### **Assessment of competences acquired as a result of participation in mobility**

1. The competences acquired by Project Participants as a result of mobility will be assessed by the Evaluation Committee in accordance with the established standard of requirements expressed through expected learning outcomes, divided into three categories:
  - 1) Knowledge:
    - a) Understands strategies of scientific communication in an international environment.  
*Learning outcome:* The doctoral student identifies differences in presentation and discussion styles across academic cultures.
    - b) Knows advanced research methods and data analysis tools in an international context.  
*Learning outcome:* The doctoral student applies research methods in international projects and explains their practical significance.
    - c) Knows the principles of research ethics, open science, and intellectual property protection in a global environment.  
*Learning outcome:* The doctoral student considers ethical and legal aspects when planning research and publications.
  - 2) Skills:
    - a) Can prepare and deliver a conference presentation in line with international standards.  
*Learning outcome:* The doctoral student creates multimedia presentations, abstracts, and materials meeting organizers' requirements.
    - b) Can conduct research in international teams using digital tools and hybrid work methods.  
*Learning outcome:* The doctoral student effectively performs research tasks in an international setting using online platforms.
    - c) Can present research results in a foreign language in written and oral form (conferences, poster sessions, publications).  
*Learning outcome:* The doctoral student prepares abstracts, articles, and conference presentations in a foreign language.
    - d) Can engage in scientific discussion in a foreign language, responding to questions and defending their position.

- Learning outcome:* The doctoral student actively participates in Q&A sessions, providing precise answers and comments.
- e) Can adapt research methods to different cultural and institutional contexts.  
*Learning outcome:* The doctoral student modifies research approaches depending on international conditions.
- f) Can collect and analyze data from various sources (libraries, archives, databases).  
*Learning outcome:* The doctoral student conducts queries and develops results in the form of reports and analyses.
- g) Can establish scientific contacts during conference events.  
*Learning outcome:* The doctoral student initiates networking conversations and exchanges experiences with researchers from different countries.
- 3) Social competences/attitudes:
- a) Is open to interdisciplinary and intercultural collaboration.  
*Learning outcome:* The doctoral student actively participates in research projects, respecting cultural and academic diversity.
- b) Shows initiative in developing scientific networks and building mentoring relationships.  
*Learning outcome:* The doctoral student collaborates with foreign researchers and institutions, engaging in networking activities.
- c) Understands the importance of sustainable development and social responsibility in scientific research.  
*Learning outcome:* The doctoral student considers ethical, social, and environmental aspects in research projects.
- d) Demonstrates openness to criticism and diverse research perspectives.  
*Learning outcome:* The doctoral student accepts constructive feedback and uses it to improve their research.
- e) Understands the importance of promoting their research in the international environment.  
*Learning outcome:* The doctoral student actively presents their achievements, building visibility in the scientific community.
- f) Acts in accordance with the principles of scientific communication ethics and fair play.  
*Learning outcome:* The doctoral student respects copyright, cites sources, and avoids conflicts of interest in presentations.
2. Verification of learning outcomes will consist in particular of analyzing substantive reports together with certificates in terms of the degree of achievement of the Project's objectives with regard to the planned activities.
3. The assessment of acquired competences will be carried out by an evaluation committee on the basis of:
- 1) Verification of participation in mobility:
- a) In the case of participation in scientific conferences, Participants will be asked to provide documentation confirming their active involvement – e.g., a presentation delivered during the event, an abstract of the speech, or confirmation of participation in thematic sessions. The Committee will assess the quality and scope of the

presentations, as well as their relevance to the doctoral thesis topic. Additionally, the added value resulting from participation in an international academic environment will be taken into account, such as establishing research collaborations, engaging in discussions, or receiving feedback from experts.

- b) In the case of library queries or research trips, Project Participants will present a detailed description of the activities carried out, the materials obtained, and their significance for the development of the research work. The Committee will evaluate the rationale and effectiveness of achieving the objectives of the trip and analyze the impact of mobility on the progress of the doctoral project. An important element of the assessment will also be the ability to independently plan and carry out research activities in an international environment.
  - c) For Participants attending summer or winter schools, the evaluation will cover not only the substantive competences developed during the classes but also soft skills – teamwork, intercultural communication, critical thinking, and understanding global research challenges. The assessment will be conducted by the Committee members after analyzing the teaching materials, the participant’s activity during the classes, and the final presentation or project that was part of the school program.
- 2) Project implementation report (containing a description of the learning outcomes achieved, research results, and competencies acquired), constituting Appendix 6 to these Regulations,
  - 3) Essay summarizing the short-term effects of the form of education;
  - 4) Increase in the number of points for answers given in the ex-post survey in relation to the ex-ante survey, constituting Appendix 3 to these Regulations.
4. The following criteria and scoring system are used to evaluate the learning outcomes of Project Participants:
- 1) completion of the planned form of mobility confirmed by an appropriate certificate or attestation: 0-10 points;
  - 2) evaluation of the participant's report on the implementation of the project: 0-10 points;
  - 3) evaluation of the summary essay: 0-20 points;
  - 4) evaluation of the competences acquired: 0-10 points.
5. The maximum number of points that a Project Participant can obtain in the evaluation process is 50 points. In order to obtain a positive verification of learning outcomes, the Project Participant is required to obtain a minimum of 30 points.
6. The document confirming the acquisition of competences will be a certificate issued by the PUEB after an evaluation carried out by the Evaluation Committee in accordance with the NAWA template, containing detailed learning outcomes related to the acquired competences, together with information on the scope of mobility and the role of the Participant in mobility. The certificate may only be issued to a Project Participant who has completed the mobility in full and fulfilled all the obligations specified in these Regulations.
7. If a Project Participant does not obtain the minimum number of points, the Commission will issue an appropriate opinion on the matter. This will affect the Project Participant's future opportunities to participate in mobility projects.

## § 7

### Settlement of mobility

1. After completing their mobility, Project Participants are required to complete the post-mobility formalities described in sections 2-3 below within 7 days of the end of their mobility, under pain of returning all funds paid.
2. Each Project Participant is required to provide the IRO with the following documents:
  - 1) a certificate of mobility signed by a person authorized to represent the host institution, constituting Appendix 7 to these Regulations,
  - 2) a trip financing settlement form, constituting Appendix 5 to these Regulations,
  - 3) a Project implementation report, constituting Appendix 6 to these Regulations,
  - 4) an essay summarizing the short-term effects of the form of education (1500-2500 characters with spaces),
  - 5) an ex-post survey, constituting Appendix 3 to these Regulations.
3. Each Project Participant is required to complete a survey as part of a study conducted by NAWA, which is available after logging into their NAWA account at <https://survey.nawa.gov.pl/ankieta/1300659/anomimowa-ankieta-dla-osob-uczestniczacych-w-projektach-nawa-fers.html>.

## § 8

### Final provisions

1. These Regulations shall enter into force on the date of their publication.
2. In matters disputed and not regulated by these Regulations, decisions shall be made by the Rector of the PUEB.
3. The PUEB reserves the right to amend these Regulations.
4. By joining the Project, the Participant declares that they have read and agree to comply with the provisions of these Regulations.
5. The provisions of these Regulations may be amended by order of the Rector of the PUEB.
6. These Regulations have been drawn up in two language versions: Polish and English. In the event of any discrepancy between the language versions of the Regulations, the Polish version shall prevail.