

Erasmus Policy statement (EPS) 2021 – 2027

The Institute of Human Genetics, Polish Academy of Sciences (IHG PAS) is HEI institution providing research, learning and training opportunities and contributes to the development of the European Community as an advance knowledge-based society.

The mobility and international cooperation is the central element of our policy, therefore we:

- develop cooperation with partners in the framework of a clear strategy;
- promote and support student and staff mobility, including from underrepresented groups, and further develop non-discrimination policies;
- outline a clear policy towards the development of integrated, transnational teaching activities;
- recognise the importance of, and provide visibility to, the results achieved by our PhD students and staff members engaged in individual mobility or in cooperation projects with strategic partners;
- take into account the results of internal monitoring of European and international mobility and cooperation activities to date, thus further developing our international performance.

The Institute will make every effort to be able to participate in all the Actions offered by the Programme, thereby building high-quality international cooperation and developing the internationalization.

The cooperation will be conducted on the basis of following **fundamental principles**:

- Respect in full the principles of non-discrimination, transparency and inclusion set out in the Programme;
- Ensure equal and equitable access and opportunities to current and prospective participants from all backgrounds, paying particular attention to the inclusion of those with fewer opportunities;
- Ensure full automatic recognition of all credits (based on the European Credit Transfer and Accumulation System - ECTS) gained for learning outcomes satisfactorily achieved during a period of study/training abroad, including during blended mobility;
- Charge no fees, in the case of credit mobility, to incoming mobile students for tuition, registration, examinations or access to laboratory and library facilities;
- Ensure the quality of the mobility activities and of the cooperation projects throughout the application and implementation phases.

The activities concerning learning and training are dedicated to the following **target groups**:

- PhD students, who want to study, train abroad and take part in international projects in order to develop key competences, their personal skills, scientific careers, that can increase their professional development and job prospects.
- Academic staff/researchers from different scientific areas as well as non-academic staff of the institute. The participation in the Programme will contribute to development of the participants' professional skills (for. e.g. didactic, research management, communication) but also in general of all human resources of the institute.

The main goal of the Institute is **increasing the internationalization and obtaining the status of a research unit at European level**. The objective is to be achieved through:

- gaining young talents;
- creating opportunities to build key competences needed for personal and professional development of human resources;
- implementing international projects, developing high-quality cooperation, exchange of good practice and increasing excellence;

- building worldwide visibility of the institute;
- networking to impact on policies and strategies in higher education.

Institute's participation in Erasmus+ programme will contribute to development of **European Educational Area**, where:

- spending time abroad to study and learn should become the norm;
- school and higher education qualifications should be recognised across the EU;
- knowing two languages in addition to one's mother tongue should be standard;
- everyone should be able to access high-quality education, irrespective of their socio-economic background;
- people should have a strong sense of their identity as a European, of Europe's cultural heritage and its diversity.

The Institute intends to participate in the following activities:

- Key Action 1 "Learning Mobility": The mobility of higher education students and staff.
- Key Action 2 "Cooperation among organisations and institutions":
 - Partnerships for Cooperation and exchanges of practices;
 - Partnerships for Excellence – European Universities;
 - Partnerships for Excellence – Erasmus Mundus Joint Masters Degrees;
 - Partnerships for Innovation.
- Key Action 3 "Support to policy development and cooperation": networks and policy support measures.

The participation in Erasmus+ Actions will support internationalization of the Institute. Mobility and international projects will contribute to: developing of incoming and outgoing mobility, increasing number of foreigners learning and teaching at the institute, development of curricula, internationalisation of educational process, increasing quality of foreign partnerships, exchange of good practices, implementation of innovation in the study programme, teaching methods and functioning of the institution, increasing Institute's impact on policies regarding higher education.

The aim of the institute is to increase quality of education, research and cooperation with international and economic environment. The activities aims to attract talents and young people interested in medical sciences to study and develop their scientific carries in the Institute. Increasing number of mobile students and staff, foreign degree students and number of programmes thought in foreign languages as well as international projects will tribute to this goal. The activities undertaken under the Erasmus+ Programme will impact on participants leading to acquire advanced transversal skills and **key competences** (multilingualism, active citizenship, entrepreneurship, cultural awareness and expression high level digital competences, autonomy, critical thinking and a capacity for problem-solving), will allow them to thrive and compete in European and global market and succeed in high-skill occupations, in academia, private sector and elsewhere. The cooperation within Programme will encourage changes and improvements in curricula, especially through implementation of digital technology and cooperation with employers. Having a highly skilled researchers is also an important issue for the Institute due to the fact that it teaches and trains future generations of scientists.

The IHG PAS actions aim to ensure that higher education is inclusive and open to talent from all backgrounds. The source of this actions is HR strategy implemented under 'HR Excellence in Research' awarded by the Institute. The systematic cooperation (mobility and international projects) within the Programme with other HEIs and stakeholders will help to prepare and guide PhD students based on their talent not their background, and provide flexible pathways between the different types of education and training. It is a rule that adequate career guidance and mentoring provided by institute's staff are crucial to develop human resources in the institution.

The IHG PAS contributes to the regional and national strategies carrying research and teaching within areas recognised as national and regional key smart specialisations. The Programme actions, especially training

mobility and international projects such as Partnerships for cooperation, Excellence and Innovation will lead to the strengthened 'knowledge triangle'- linking academia, research and business. It is also a great opportunity for institute's departments to develop transfer of knowledge and innovation from the laboratory to the business driving economic development and competitiveness of the region and the country in key areas. Erasmus projects aimed at development of doctoral training and PhD study programmes will help to train researchers - 'innovation managers,' who drive scientific discovery and the promotion of new ideas and application of knowledge. Highly qualified researchers, successful international cooperation and application of research are crucial to become a centre of research excellence.

The programme, through Action 3, enables building policy and strategy impacts related to the functioning of higher education at the national and EU level. Thanks to this, it is possible to create changes and introduce innovations to the system linked from the level of HEI. Moreover the programme enables the diversification of the funding system of the institute. Participation in the programme gives greater freedom to manage the Institute's resources and efficiency in the allocation of resources for strategic purposes. The financial support encourages to focus efforts on individual strengths.

Targets (to be achieved by 2027):

- increased outgoing and incoming mobility of students - 10% (indicators: number of students participating in mobility projects);
- increased outgoing and incoming mobility of staff - 20% (indicators: number of staff participating in mobility projects, percentage of employees involved in mobility);
- increased quality of international partners - 20% (indicators: number of mobility agreements, percentage of agreements that are actually implemented: at least one mobility);
- increased cooperation within international projects - 10% (indicators: number of projects implemented as partner or coordinator, number of networks, the number of networks in which representatives of the institutions participate);

Qualitative indicators of the impact of participation in the Erasmus Program on the university will include:

- development of participants in terms of cultural, social, interpersonal skills and competences,
- student involvement in initiatives and activities under the Erasmus Program, in particular in the field of volunteering,
- extended public dialogue, civic and social involvement,
- increase in the quality of administrative services, including on-line services

The evaluation of results will be carried out at the beginning (pre-implementation evaluation), during the project duration (progress evaluation), at the final stage of project implementation (final evaluation). The implementation of the Erasmus Program in IHG PAS will be evaluated at the end in order to summarize and analyse data, reflect on the achievement of goals and results and as a starting point for future projects. A qualitative assessment will be carried out throughout the entire Erasmus cycle to ensure high quality mobility, partner projects, implementation and management. The methods of verification the results: annual reports, grant agreements, participants surveys.