

The University as a good and rewarding workplace

- Continuous efforts to strengthen the salary fund of all university employees.
- Systematic linking of the scope of responsibilities and nature of the job with the level of remuneration.
- Structured bonus arrangements for quality, efficiency and performance of university staff.
- Supporting administrative staff in developing skills to help them perform their tasks effectively and continuing to support all employees in improving their language skills and mobility within the framework of cooperation with SEA EU universities.
- Implementing the existing Equality, Respect for Diversity, and Anti-Harassment policy and developing guidelines for the University for future years.
- Further investments in expanding and modernising the university infrastructure as a sustainable, accessible and welcoming working and learning environment.
- Working to increase university revenue through commercial activities in the university infrastructure 'freed' from prohibition.
- Development of health, psychological, and rehabilitation care and discounted sports cards for the university community.
- Modernisation of the leisure centre in Łączyn and increasing the number of sleeping places.
- Development of catering services in faculties previously banned from business activity.
- Involving staff and students in creating and improving the quality of the working environment through the continuation and development of the Academic Citizens' Budget programme.
- Continuing with the university's green transformation, reducing the carbon footprint, and preventing climate change (renewable energy, energy efficiency, new green spaces, etc.).
- Continued development of advanced, modern information technology and IT infrastructure, including the financial and accounting system.
- Acting to maintain a stable financial position by balancing costs and revenues, building financial security and diversifying funding sources.
- Intensifying efforts for paid education and in-service training, commercial summer schools, etc.
- Maintaining effective and efficient internal communication among University staff.

Didactic mission of the University

- Enhancing the quality of education at all levels, responding to the changing expectations of the labour market and social and technological transformation.
- Counselling on the choice of studies at UG and career paths for secondary school graduates.
- Creating an interdisciplinary educational offer dedicated to secondary school graduates and those upgrading their qualifications.
- Supporting open academic education through the availability of a diverse educational offer enriched, among other things, by certificates with micro-credentials.
- Further computerisation of the handling of the educational process and e-circulation of documentation.
- Development of modern teaching infrastructure (equipment for teaching laboratories, didactics support programmes, coworking spaces, etc.).
- Establishment, based on UG staff, of a Centre for Educational Analyses monitoring trends in academic education, involved in recommending and giving an opinion on implementation strategies, enabling the rapid adaptation of solutions/innovations improving the quality and efficiency of education.
- Expanding the offer of free extra-curricular activities for students tailored to their interests, enabling the individualisation of the educational process and meeting the needs related to the requirements of the labour market, especially in the area of competencies defined as competencies of the future.
- Expanding the offer of joint studies with foreign universities.
- Establishing an Office for the Validation of Learning Outcomes, which will be responsible for carrying out procedures for the confirmation of learning outcomes, recognition of certificates, micro-certificates and other forms of formal and non-formal education.
- Development of a teaching offer that takes into account the current and future needs of the region and the country based on professional analyses of educational development.

University as a centre for research and innovation

- Continuing to support the development of innovative research at the highest global level.
- Continuing and further developing the researcher support system for small grants and the publication programme.
- The next call for proposals for the Support Programme for Gdańsk Humanities.

- Implementing new elements of the support strategy for young scientists at the beginning of their careers.
- Introducing a programme to enable the development of a research base in the social sciences.
- Launching an endowment fund for the university to ensure its contribution to purchasing specialised equipment.
- Development of a support system for the preparation of project proposals.
- Dedicated allocation of funds from the commercial activities of the university for the needs of the scientific activities carried out (investments, scholarships, etc.).
- Preparation of a programme to attract outstanding young scientists to UG to continue their research careers here, including a return programme for our best doctoral graduates.
- Amendment of the Statutes regarding the possibility of appointing external advisory committees as official bodies to support faculty authorities in governance.
- Systemic support of scientific disciplines in preparation for the evaluation of the quality of scientific activity.
- Creating and implementing a university system of open research data based on UG repositories.
- Strengthening the promotion and relevance of scientific research and exposing pseudoscience.
- Systematic cataloguing and validation of popularisation achievements for the purposes of parameterisation in criterion III of the evaluation of university activity.
- Successful implementation of recommendations of international strategic initiatives, e.g. HR Excellence in Research, European Research Area, CoARA et al.

University in a network of relationships

- Development of teaching, organisational, and research cooperation within the Daniel Fahrenheit Union of Universities.
- Activities for the development of Pomerania and the country through the realisation of scientific research and the development of fields of study that will contribute to building a flexible labour market for our graduates.
- University as a place to discuss the direction of development of Pomerania and the country in terms of joint, sustainable economic growth, the flow of ideas and the creation of a culture of cooperation between the academy and the environment.
- An open university - a wide range of courses and training available to all interested parties.

- Systemic support for transferring innovations from the university to the regional economy.
- Launching a University Commercialisation Leadership Team to support academic disciplines in preparing strategies for raising revenue from research services and commercialisation.
- Implementing training programmes for staff on the commercialisation of research activities and technology transfer to the economy.
- Launching a new communication platform between UG and strategic business partners using tools developed within SEA-EU, ReSEArch-EU and the Daniel Fahrenheit Union of Universities (FarU).
- Preparation of a professional offer of commercial services in the social sciences (communication, conflict mitigation, etc.).

Students, doctoral students, culture, and academic sport

- Institutional support of student cooperatives to enable students and doctoral students to undertake additional work at the university (catering work, care of the greenery, shops, etc.).
- Establishment of a Student Business Incubator as a place for professional training for students and doctoral students in running a business, obtaining funding and external partners, preparing for job interviews, navigating the job market, etc.
- Extensive support for students with various disabilities.
- Enriching opportunities for additional personal development of students and doctoral students through participation in career development programmes.
- Supporting the activities of student scientific circles, student organisations, and the sports and cultural movement of students and doctoral students.
- Improving the quality of student and doctoral student services, taking into account services for international students and doctoral students.
- Further modernisation of the academic base for students and the creation of 'student zones' for rest and relaxation in teaching buildings.
- Mobility and cooperation programmes for students and doctoral students with SEA-EU universities within the framework of the International Days and International Weeks programmes.
- Acquisition of additional funding for the subsequent phases of the Sports Centre construction.
- Continued support for UG representatives in the Academic Championships of Poland.

- Successive improvement of academic cultural venues (theatre hall, cinema hall, gallery, etc.).
- Creation of a new support system for newly admitted students (peer tutoring, classes on organisation of learning, stress management, etc.) in order to facilitate acclimatisation at the university and adaptation to new conditions by providing support in the first steps at the university, assistance in studying, etc.

International university

- Continuing to make full use of the potential and possibilities of the SEA-EU European University of the Seas alliance.
- Supporting the further systematic development of academic mobility.
- Openness to new trends in the global internationalisation of academic education and strengthening strategic cooperation with national and international institutions supporting the internationalisation of higher education (e.g. NAWA, FRSE, EUA, EAIE).
- Continuing the 'Internationalisation at Home' strategy by deepening and consolidating the commitment to building an international campus (new/modified courses, study programmes, summer schools, and specialisations conducted in English, using the long-term effects of the 'visiting professors' programme).
- Training for academic staff in the methodology of teaching in a foreign language.
- Strengthening and institutionalising strategic partnerships by making better use of existing bilateral agreements with partner universities from around the world.
- Embedding digital mobility as a new form of internationalisation: further development and improvement of virtual forms of academic mobility (*Virtual Mobility - Learning Online Course, Collaborative student projects, Intensive Course online*, and others).
- Greater development of intercultural competencies as a necessary element in creating an open and tolerant academic environment through the organisation and promotion of integrative events of an international nature (e.g. sports, cultural, training).
- Exploiting the potential of the Welcome Centre as a permanent venue for international visitors (staff and students) and a forum for the exchange of good practices, further development of the regular International Coffee meetings, identification of priority directions for attracting foreign candidates for studies, search for new and development of existing interdisciplinary areas of international cooperation.
- Building and strengthening the international image of UG (foreign promotional strategy to attract students and staff).