



UNIVERSITY of INFORMATION
TECHNOLOGY and MANAGEMENT
in Rzeszów, POLAND

FACULTY OF MANAGEMENT

University of
Information Technology
and Management
in Rzeszów

ORGANIZATIONAL STRUCTURE | DESCRIPTIONS OF FIELDS OF STUDY
| RESEARCH | PUBLICATIONS | FINANCIAL INTERNET QUARTERLY |
SCIENTIFIC CONFERENCES | RESEARCH AND DIDACTIC LABORATORIES |

October 2023

FACULTY OF MANAGEMENT

of the University of Information Technology and
Management in Rzeszów

EVALUATION OF SCIENTIFIC ACTIVITIES FOR 2017-2021

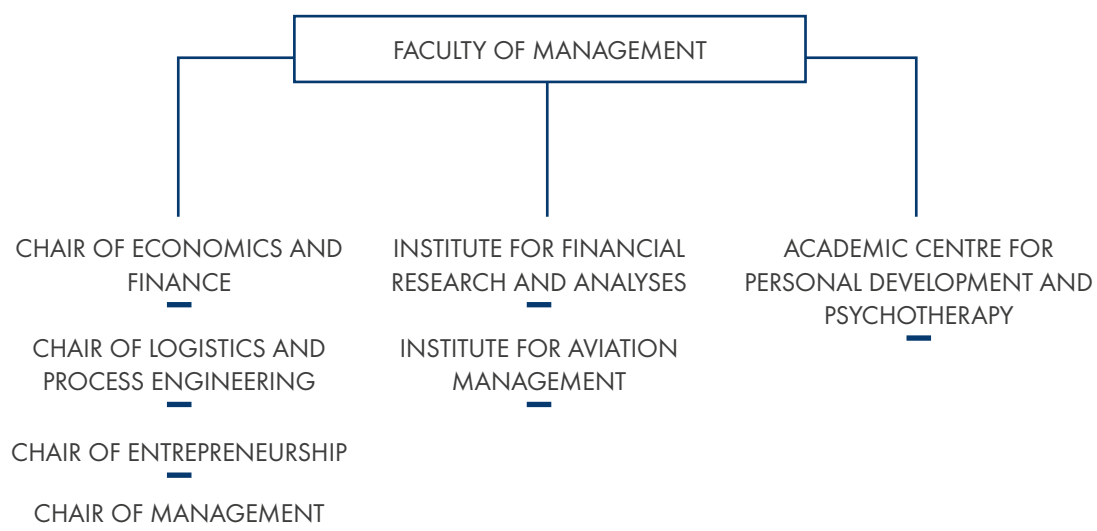
Economics and Finance - scientific **category B+**

THE RIGHT TO CONFER DOCTORAL AND POSTDOCTORAL DEGREES STARTING IN 2022 IN THE DISCIPLINE OF ECONOMICS AND FINANCE

Management and Quality Sciences - scientific category B

ORGANIZATIONAL STRUCTURE OF THE FACULTY OF MANAGEMENT

Within its structure, the Faculty of Management has research and teaching units (Chairs), research units (Institutes) and service centres.



FIELDS OF STUDY AT FACULTY OF MANAGEMENT

FIRST - CYCLE STUDIES

Logistics – full-time and part-time studies
Psychology in management – full-time and part-time studies
Management – full-time and part-time studies
Management – full-time studies, in English
Sustainability and environment – full-time and part-time studies

SECOND - CYCLE STUDIES

Management – full-time and part-time studies
Management – full-time studies, in English
Sustainable development in the economy - full-time and part-time studies

Doctoral Seminar



DESCRIPTIONS OF FIELDS OF STUDY

LOGISTICS

The Logistics curriculum focuses on content related to logical, systemic process and common sense thinking. It familiarizes a student with the methods, systems, and technologies used in the area of logistical functions.

The studies enable the acquisition of theoretical and practical knowledge in the latest logistic solutions used in various areas of life.

The main aims of education in Logistics are:

- To provide comprehensive knowledge within management and quality sciences (e.g., production and service management, supply chain management, and quality management) and several fields of knowledge (including knowledge on systems engineering and system analysis, transport economics, logistics infrastructure, and process simulation), thereby enabling a proper understanding of the principles governing modern logistics, an understanding and interpretation of phenomena and processes in the TSL sector, and a shaping of a critical understanding of the theoretical knowledge regarding these phenomena and processes;
- To prepare students for undertaking entrepreneurial activities, such as business startups and specialist tasks in various positions within business entities;
- To shape attitudes of responsibility, openness, an innovative approach to problem solving, and an understanding of the need to constantly improve one's qualifications.

A Logistics graduate will be prepared to work in positions with logistical functions, such as: traffic organization manager in transport companies; lean manager responsible for balancing production capacities in companies; jobs related to the design and organization of production processes and process quality; standardization and control engineer; traffic maintenance engineer; an employee of organizational units of companies dealing with logistics, supply, distribution, and trade; an employee of forwarding companies with jobs related to the organization of forwarding processes (controlling, scheduling, accounting, and flow planning); IT systems engineer in warehouse and distribution centers; warehouse manager; telematics systems engineer; and an employee of advisory units and other organizations in which logistical, economic, and technical IT knowledge as well as organizational skills and logical thinking are required.

Logistics offers the following specialties:

First-cycle engineering Logistics studies take 7 semesters and end with obtaining the title of engineer..

TRANSPORT AND FORWARDING

Thanks to the specialty courses, a graduate gains knowledge about the possibilities for optimal use of available transport infrastructure, transport traffic, and the operation of transport equipment. They acquire organizational skills that allow them to manage logistics in transport and production companies as well as manage logistical activities in large international companies that are concerned with supply, production, or distribution processes.

LOGISTICS OF PRODUCTION AND WAREHOUSING PROCESSES

Thanks to the specialty courses, a graduate is able to use their knowledge within production and warehousing processes to improve, optimize, and support logistical processes in an enterprise. The graduate obtains comprehensive knowledge about the activities and possibilities of effective use of simulation tools in logistics.

SUPPLY CHAIN MANAGEMENT

Thanks to the specialty courses, a graduate gains up-to-date knowledge on managing material flow processes as well as information and financial resources at all levels of functioning within various types of business entities operating within the supply chain. Emphasis is placed on developing the ability to conduct process analysis, learning of simulation techniques that support decision-making processes, and preparation for organizing the activity of enterprises participating in integrated supply chains.

LOGISTICS OF ELECTRONIC BUSINESSES

The study of this specialty is aimed at people who want to work in the future in one of the most dynamically developing sectors of the economy. In the era of globalization, changes in consumer behavior, and the continuous development of modern technologies, the competitive advantage of e-commerce companies consists of well-planned and coordinated logistical activities based on state-of-the-art information systems. The choice of this specialty allows the student to gain skills related to logistical customer service in the market of e-commerce and logistics management in distribution networks. Graduates of this specialty will learn about logistics strategies and processes occurring in e-commerce as well as the principles for the operation of logistics centers.

Strategic partners of Logistics are: OMEGA Pilzno ITiS Godawski & Godawski Sp. z o.o.; Reslogistic Sp. z o.o Sp.K; Kirchhoff Automotive Sp. z o.o.; Euro24 Sp. z o.o Sp.K. TIM COM, TRANS EDU

PSYCHOLOGY IN MANAGEMENT

The observation of trends prevailing in the labor market, a growing interest in education in management psychology (business psychology), and the development of entrepreneurship indicate good grounds for education in psychology in management.

The concepts and objectives of this education are based on the following assumptions:

- Interdisciplinarity is important as it allows the acquisition of comprehensive knowledge about the mechanisms of an organization's functioning, the improvement of human resource management systems, and the preparation of products and services from the perspective of consumer knowledge and needs;
- Students should be equipped with knowledge in such areas of psychology and management as personality psychology, psychology of emotional and cognitive processes, social psychology, decision-making psychology, intercultural psychology, team management, marketing, and international management;
- Students should gain knowledge regarding decisions related to various functional areas of an organization and specific areas of its activity, including human resource management, customer relationship management, marketing management, and the use of IT solutions in the management process;
- Ethical principles and standards should be instilled in students and be applied in professional work;
- The entrepreneurial attitudes of students should be shaped to orient them toward the abilities to seek market opportunities and to implement their own business projects;
- Students should adopt attitudes of responsibility, openness, readiness to cooperate, an innovative approach to problem solving, and an understanding of the need to constantly improve their own qualifications;
- Students should be equipped with social skills and competences enabling performance of professional activities in consulting companies, advertising and public relations agencies, and HR departments and marketing communication departments of enterprises and organizations;
- Students should be prepared to undertake practical professional activities as well as to perform specialized tasks in various positions in enterprises, entities, institutions, and organizations; and
- Students should be prepared to undertake second-cycle studies in areas related to both human resource management and marketing communication.

A graduate of the Psychology in Management course of study will be equipped with interdisciplinary knowledge in the field of social sciences and management and quality sciences. He or she will acquire skills in a variety of areas, including conducting employee recruitment and selection processes, preparing motivational programs, developing personnel potential, and shaping career paths and employee evaluation as well as planning and preparing marketing strategies, creating an employer's image in the environment, and implementing activities related to corporate social responsibility. Knowledge and skills in the identified areas are achieved through lecture classes, exercises, laboratory and project classes, and competency workshops and apprenticeships. Features that distinguish the course Psychology in Management are a strong focus on practical training, an excellent material base, and original and innovative educational programs.

A graduate of Psychology in Management is prepared for work:

- in economic institutions and organizations;
- in business administration institutions and organizations;
- in consulting agencies and companies;
- in marketing and sales departments;
- in PR departments and creative sections;
- as an independent entrepreneur;
- as an employee of an HR section;
- as a specialist in recruitment and selection, professional adaptation, training and development, competence and talent management;
- as a specialist in marketing research and market analysis;
- as a business advisor in marketing and shaping customer relationships.

First-cycle Psychology in Management studies take six semesters and end with obtaining a licencjat (bachelor's) degree.

All subjects in the bachelor's degree program in Psychology in Management are divided into two blocks: the main, mandatory for all, as well as optional (major and specialty), within which students can choose subjects and specialties.

PERSONNEL MANAGEMENT (HR)

The concept of specialty education takes into account the labor market demand for specialists in the field of human resources. As part of the specialty, students acquire theoretical knowledge and practical skills concerning the preparation and supervision of an effective personnel policy, including preparation of job descriptions and competence profiles, application of methods of recruitment and selection of employees, and analysis and evaluation of training needs.

Issues implemented in the specialty programs also include the creation of effective motivational systems, the building of creative employee teams, and the building of strategies to effectively counteract professional burnout and reduce stress.

PSYCHOLOGY OF ADVERTISING AND SALES

The concept of specialty education takes into account the dynamic changes in the field of market research, consumer behavior, and other related marketing fields. As part of the specialty, students acquire theoretical knowledge and practical skills for assessing the orientation of consumer behavior in the market for products and services, that is, conducting quantitative and qualitative marketing research and marketing research using neurophysiological measurements as well as assessing and interpreting psychological mechanisms guiding consumer decisions.

The issues addressed in the specialty also include the creation of marketing strategies and professional preparation for and the conduct of research on the conscious and unconscious motives behind consumer decisions.

TRAINER IN BUSINESS

The concept of specialty education takes into account the labor market demand for specialists in the field of training. As part of the specialty, students acquire theoretical knowledge and practical skills concerning the identification, analysis, improvement, and evaluation of employee competence through the use of the latest methods and tools of professional development for efficient and effective implementation of the training policy in the enterprise.

Issues addressed in the specialty program also include the creation of effective motivational systems and strategies to counteract professional burnout, and the building of awareness related to self-education and self-improvement of knowledge, skills, and competencies required in the labor market. Strategic partners of the Psychology in

Management course are: the Psychological and Pedagogical Clinic No. 2 in Rzeszów; K&K Selekt HR Consulting; HR/HR departments; and marketing/promotional departments in companies, including Pratt & Whitney Rzeszów S.A.; Deloitte; BorgWarner; OMEGA Pilzno; Nowy Styl; the UITM Career Service, the Office of UITP Human Resources Consultancy, and the UITP Academic Center for Personal Development and Psychotherapy.

MANAGEMENT

The demand for management specialists is constantly growing. In Poland, the profession gained importance, especially in the 1990s when systemic and economic changes occurred. After several years of market saturation with specialists in this area, enterprises are again looking for employees with specific competences and professional preparation.

Management studies are addressed to a wide range of people who want to gain knowledge in management and related sciences as well as specific, practical skills. Graduates in Management are equipped with real knowledge and practical skills. They are prepared for work in business institutions and organizations as well as business administration in operational-level positions. They are ready to manage teams, projects, and activities in companies from various industries, to implement innovative solutions in companies, and to work as an independent entrepreneur. Our management studies are distinguished by a strong practical orientation, internationalization of studies, an excellent material base, and our own innovative educational programs. The didactic offering includes cooperation with strategic partners, such as Deloitte, TÜV NORD Polska Sp. z o.o., or Borg Warner Poland Sp. z o.o., as well as the prestigious qualification of the Association of Chartered Certified Accountants (ACCA), which was awarded the special first-cycle education path of Finance and Accounting.

The mission of education in management is teaching in accordance with the curriculum adapted to the needs of the changing economic and social environment. The diverse offer of specialties in the field of study responds to the needs of the labor market, enabling both interdisciplinary and specialized education. Classes are conducted by renowned lecturers from recognized academic centers from around the world, as well as specialists (practitioners) with extensive professional experience. Management students can have their vocational training (including paid internships) in well-known business entities, such as Deutsche Lufthansa S.A., BorgWarner Poland Sp. z o.o., or Deloitte. It is assumed that the educational process conducted in Management studies ensures the high competence of graduates.

Extensive use of active teaching methods (e.g., decision games, case studies, situational methods) in the study program (both in the first and the second cycles) makes the educational process more practical and provides conditions for the development of student competences and creativity. Moreover, a large part of classes (in particular, in specialty courses) are conducted by practitioners in special laboratories. The offered specialties correspond to the current needs of the labor market and are consistent with the main goals of university education, namely providing students with specialist knowledge and developing their skills for function in work environments.

First-cycle Management studies take six semesters and end with obtaining a licenciatur (bachelor's) degree. Education in Management has been conducted since the academic year 2015/16.

All courses in first-cycle Management studies are divided into two blocks: the main one, which is compulsory for all students, and electives (related to field and specialty) that allow students to choose courses and specialties.

In management, a separate educational path, that of Finance and Accounting in Management (accredited by the ACCA), is offered from the first semester of studies. The aim of the specialty is to equip graduates with specialist knowledge and skills related to making correct financial decisions in an organization, thereby bringing an increase in its value. The specialty allows students to learn the issues in finance from the point of view of the organization's actual activity; hence, an important place in its structure is occupied by courses related to accounting. Graduates of the specialty acquire practical skills related to the preparation of financial statements and the conduct of financial analyses. They gain knowledge in enterprise valuation and value management as well as in the use of financial information in making management decisions. As part of the ACCA certification, the study program has been adapted to ACCA requirements, and thus complies with the highest world standards.

In the field of management of bachelor's degree studies, the following specializations are offered:

INNOVATION AND ENTERPRISE DEVELOPMENT

The idea of the specialty is based on the concept of entrepreneurship, but it extends the concept to solving environmental and social problems by creating new enterprises as well as innovation in existing enterprises. Modern technology is the driving force of the modern economy. In the era of the current phenomena and trends, specialists in change management and the use of modern technology and tools (including in the field of ecology) are in demand in the labor market.

MANAGEMENT IN E-COMMERCE

The aim of the specialty is to provide students with skills in conducting commercial activities on the Internet and in using social media in the era of an electronic economy. The program of the specialty covers both aspects related to building an e-business strategy and aspects related to managing the e-commerce channel. Students of the specialty gain knowledge and skills in the conditions, methods, and principles of running and managing an enterprise online in the context of a dynamically changing environment.

PROJECT MANAGEMENT IN ORGANIZATIONS

The specialization is adapted to the standards of training conducted according to the methodology and standards of project management (PMI, IPMA). The purpose of the specialty is to provide students with practical skills in the preparation of project implementation plans and the effective management of project teams, taking into account the specifics of the organization as well as knowledge of key concepts, techniques, and tools used in mature project management. Qualifications that can be obtained through the specialty are currently in demand in the job market and having the qualifications creates the possibility of a fast career. The practical profile of education in the management major allows students to develop managerial, business, and digital competencies that are closely related to the various areas of professional/ business activities that are relevant to the major. Students in the course of study acquire skills that allow them to, among other things, solve problems related to organizational management, make operational decisions and strategic decisions, take actions necessary to independently start a business, organize and plan activities on an organizational and regional scale using advanced techniques of information and communication technology (ICT), and generate solutions to problems and to forecast and model complex processes occurring in the organization. Reinforcement of the practical nature of the studies is provided by the system of professional practice, which will be carried out in production and service enterprises and public institutions, such as provincial offices and city and municipal offices.

Second-cycle management studies take four semesters and are conducted full-time or part-time. The curriculum includes such courses as: Modern Organization and Management Concepts, Operational Management, Strategic Management II, Decision-Making Theories, Competition and Consumer Protection, Managerial Economics, HR Management in Modern Organizations.

A graduate of second-cycle management studies has specialist theoretical and practical knowledge in management and quality sciences related to the essence, principles, and problems of enterprise functioning, along with ways to effectively and efficiently solve problems. Graduate have the specialized knowledge necessary for efficient management of enterprise resources. They are able to use the acquired knowledge in practice, for example, to assess management phenomena and processes, assess the environmental impact of the phenomena, and prepare and make management and strategic decisions. The second-cycle studies prepare graduates for managerial and expert positions. Along with the acquired knowledge and skills, graduates can work in public and private organizations and enterprises as managers, company directors, board members, department managers, advisors, and consultants. Graduate also have the knowledge and skills to run their own businesses.

Students can choose courses according to their own interests from electives complementing the basic and core courses (Flexible Study System – FSS).

AVIATION IN MANAGEMENT

This specialization has been developed for current managers and specialists in the aviation industry as well as for all those who are just starting their extraordinary adventure with aviation. The specialization prepares graduates for work, for example, at airports, airlines, travel agencies, and other entities authorized to provide ground handling at every level. It is also addressed to people developing their careers in the broadly understood aviation industry. It is thanks to this specialization that students will gain unique knowledge in the field of: management, marketing, HR and law – in relation to aviation. Classes are conducted by specialists and practitioners from the aviation industry who will provide students with practical skills in making operational and strategic decisions.

Second-cycle management studies offer the following specialties:

BUSINESS INTELLIGENCE IN MANAGEMENT

The aim of the specialty is to prepare graduates for effective and efficient use of business analytics tools in the typical activities of an organization and at each organizational level – operational, tactical, and strategic. Business analysis covers a very wide spectrum of issues, which is the reason analysts are expected to understand not only the principles of functioning of a business, an enterprise, and a specific industry but also to have computational thinking skills. Competences in this area are currently among the key competences sought on the labor market. The program of the specialty focuses primarily on workshops and practical classes aimed at acquiring practical skills, which are then enriched with case studies and practical management tools.

FINANCE AND ACCOUNTING IN MANAGEMENT

The aim of education in this specialty is to equip graduates with specialist knowledge in finance, accounting, and the functioning of financial institutions and banks as well as the ability to analyze economic phenomena and the economic and financial situation of business entities. Graduates of the specialty have practical skills related to the preparation of financial statements and the conduct of financial analyses. They also know how to use financial information to make decisions, and they master the issues of enterprise valuation and value management. Graduates of the specialty are prepared for work in financial and non-financial institutions as, for example, accountants, tax advisors, auditors, controllers, and specialists in management accounting.

LOGISTICS AND PRODUCTION MANAGEMENT

Graduates of this specialty primarily acquire skills related to company management, including the elimination of cost-generating losses, process identification and monitoring (process mapping), quality planning and auditing, and recognition of moments of creating added value. Graduates of the specialty learn how to standardize production work, monitor and control the quality of production, and organize production processes and improve them through low-cost optimization techniques. The specialty program primarily emphasizes workshops and laboratory classes aimed at acquiring practical skills. Thanks to the acquired knowledge and skills, graduates of the specialty are prepared to work in departments of production planning or production systems design, as managers who supervise and manage the processes of value creation, as employees in manufacturing enterprises using modern kaizen and lean methods, as quality managers, as production organization managers or advisors, and as kaizen and/or lean consultants or implementation specialists. The specialty program is prepared in consultation with and under the auspices of KAIZEN Institute Poland.

HUMAN RESOURCES MANAGEMENT

The aim of education in this specialty is to equip graduates with specialist knowledge in the economic, legal, and psychological aspects of human resources management. Graduates in the specialty learn how to build and create effective teams in a modern enterprise. They gain the professional skills necessary to work in the position of a manager or leader. Thanks to the acquired knowledge and skills, graduates of the specialty can work as consultants within HR management as senior- or middle-level managers. They also acquire skills that allow them to work with the recruitment and selection of employees, competence management, employee evaluation and development, training management, project management, and management of the company's remuneration system..

Strategic partners of Management studies are: Deloitte, TÜV NORD Polska Sp. z o.o., Nowy Styl Sp. z o.o., BorgWarner Poland Sp. z o.o., UITM Institute of Financial Research and Analyses.

First-cycle management studies in English take six semesters and end with obtaining a licencjat (bachelor's) degree. Education in this field of study has been conducted since the academic year 2018/2019. The following education paths and specialties are offered:

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AVIATION MANAGEMENT

As part of the specialty, all subjects are conducted in English. The specialty classes are taught by international specialists in the aviation industry. In the course of education, students improve practical skills that enable them to operate in the area of widely understood economic activity in the aviation industry. Thanks to this, they learn to solve the basic problems that arise in the activities of aviation enterprises, organizations, and institutions as well as learn about the use of IT tools. In addition, students can earn a certificate issued by the Aviation Research Corporation of Vancouver, Canada. Acquisition of the certificate confirms intermediate competence in the use of the ARCPort program, which is a simulator of airport operations.

INTERNATIONAL BUSINESS MANAGEMENT

The study of the specialty of international business management is based on standards that take into account the changing structure of the global economy and the principles of international business. The specialty of international business management allows students to acquire and perfect the skills of effective use of management methods and techniques in such a way as to effectively manage a modern company. The program of studies includes strategic management, subjects related to financial management, international marketing, or business communication.

Second-cycle management studies in English take four semesters and end with obtaining a magister (master's) degree. Education in this field of study has been conducted since the academic year 2018/2019. The following education paths and specialties are offered:

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INTERNATIONAL MANAGEMENT

Studies in English in the International Management specialty allow for the changing structure of the global economy and, thus, provide a basis for understanding the principles of international enterprise functioning. The International Management specialty allows the acquisition and improvement of the skills of effectively using management methods and techniques in a modern company. Graduates of these studies may be employed as specialists in marketing, commerce, online advertising and promotion, and contacts in business transactions. They can also be independent entrepreneurs running their own businesses both offline and online.

WORLD AVIATION MANAGEMENT

This is one of the few specialties dedicated to aviation, both domestically and internationally. Classes are conducted by experienced specialists, and they realistically reflect the specifics of the aviation industry. All modules offered are practical, and their careful selection is the result of an analysis of the changing air transport market. The study program includes new strategies, vision and challenges in managing airports, and the analysis of aviation data or air transportation of specialized goods. In addition, knowledge of English, including the vocabulary of aviation topics, makes it easier for graduates to find jobs in aviation companies around the world.

SUSTAINABILITY AND THE ENVIRONMENT

Environmental and climate problems are among the key challenges of modern times, and they dictate goals and directions for countries, societies, and organizations toward a green transformation. Climate change and environmental degradation are causing problems on an unprecedented scale. Industrial food production issues, water shortages, and biodiversity disruption are having a devastating impact on the environment and society. These trends are resulting in significant changes in the labor market. Systematic identification, assessment, and development of green competencies are crucial for green transformation. This is because they bring a range of social, environmental, and economic benefits. It is, therefore, necessary to create new green professions and jobs, and to provide education that enables the acquisition of knowledge and skills that will help businesses grow in a sustainable way.

The study of Sustainability and the Environment is interdisciplinary in nature. Graduates of the course will have knowledge in the disciplines of economics and finance, socioeconomic geography, and spatial management. The studies are directed to a wide range of people who want to gain knowledge and specific practical skills in the identified fields, while taking into account the idea of sustainable development in education, including issues related to social and economic changes and environmental protection. The main idea of education in the course of study is to make students aware of the role of sustainable development in restoring balance in nature and improving the human condition/human health as well as to bring the essence of problems related to global environmental changes closer and, thus, issues related to biodiversity, the water cycle in nature, renewable energy sources, or preventive health. In the course of the didactic process, students will have the opportunity to acquire global competencies and practical skills that meet the need to educate personnel with specific and diverse competencies. Graduates of the direction will be equipped with real knowledge and practical skills, prepared to work in economic institutions and organizations, and in economic administration. The direction is aimed at people who want to manage not only an organization in the future with the use of environmentally-friendly products and technologies but also to manage teams, projects, and activities in organizations from various industries, implementing innovative solutions while caring for the environment. The distinguishing features of the faculty are a strong orientation to practical education, especially in the form of traditional and field laboratories, internationalization of studies, and an original, innovative educational program. The educational program allows the implementation of some subjects in field laboratories – places of tangible knowledge of nature, the role and value of plants in nature and human life, the principles of healthy nutrition and health prevention, the water cycle in nature, or the idea of renewable energy. Laboratories are a place for educating students in direct contact with nature as well as a unique place for rest and recreation. The modern and interdisciplinary program of studies gives the opportunity to organize workshops and projects carried out in cooperation with business practitioners and activists of foundations and associations dealing with ecological issues. The didactic offer is enhanced by cooperation with strategic partners of the direction, such as: the Institute for Sustainable Development Foundation, Hektary dla Natury Foundation, "EKOSKOP" Association, or the Association of Podkarpacka Izba Rolnictwa Ekologicznego.

Classes are taught by esteemed lecturers from recognized academic centers, along with specialists (practitioners) with extensive professional experience, founders and employees of institutes, foundations working for environmental protection, and representatives of organizations responsible for the implementation of sustainable development strategies. Students in the course will have the opportunity to complete internships in recognized institutions of the economic environment, such as Deloitte or BorgWarner, as well as partners of the course.

The concept of education in the Sustainable Development and Environment direction assumes that the educational process conducted by the faculty will ensure high competence of its graduates. Extensive use of active didactic methods (e.g., decision-making games, case studies, and so-called situational methods) in the study program as well as the implementation of a large number of class hours in the formula of traditional, multimedia, and field laboratories makes the educational process more practical and provides conditions for the development of competence and creativity in students. A large part of the teaching is carried out by practitioners, and the specialties offered in the study plan meet the current needs of the labor market and are in line with the educational objectives of the university, that is, to impart in-depth knowledge in the field of social sciences, especially in the discipline of the science of economics and finance, concerning the conditions and principles of operation of the entities that make up the economic system, with particular emphasis on the economics of sustainable organization.

The first degree program in the Sustainability and Environment course of study lasts six semesters and ends with a bachelor's degree. Education in the major will be conducted from the 2023/2024 academic year.

All subjects in the first degree program in the direction are divided into two blocks: the main block, mandatory for all, and the optional block (direction and specialization), within which students have the opportunity to choose subjects and specializations.

The following specialties are offered in the Sustainability and Environment major:

SUSTAINABLE BUSINESS MANAGEMENT

This specialization focuses on the sustainable development of business organizations and the business environment. Students will have the opportunity to learn about and put into practice available models of sustainable business and to design new socially and environmentally friendly ways of developing business organizations and institutions. The specialty program will prepare students to enter the business world with a fresh perspective on the role of businesses. The specialty includes the following subjects: sustainable marketing, sustainable human resource management, entrepreneurship and social innovation, and new business ventures – a workshop and specialty strategy game.

SUSTAINABLE AGRIBUSINESS AND ECO-INNOVATION

The purpose of this specialty is to impart knowledge and practical skills in green investments and tools used in agribusiness. One of the ways cited as a solution to environmental and social problems is eco-innovation. After all, agriculture, which is responsible for food production, has a strong impact on nature, climate change, and the health of the population. The specialty includes the following subjects: agribusiness management, entrepreneurship and eco-innovation, sustainable food systems, sustainable agriculture, and the specialty strategy game.

SUSTAINABLE DEVELOPMENT IN THE ECONOMY

The second degree program in Sustainable Development in the Economy lasts three semesters. Within the first two semesters, classes are implemented in a hybrid formula (lectures and conversations online and traditional exercises and laboratories). The last semester of study is fully implemented online. In addition to classes in classical and field laboratories, students are also involved in creating outdoor sites to serve nature. Under the guidance of experts, students are involved in food analysis or the creation of organic gardens. Projects are carried out in cooperation with business practitioners and activists from foundations and associations. The course of study includes subjects such as civilization challenges in the area of environment–society–economy, climate leadership and change, economics of sustainable organization, green investment and finance, global and European initiatives for sustainable development, technologies supporting sustainable business, green logistics, or sustainable financial products.

The educational concept of Sustainable Development in the Economy is directly related to the University's mission and strategy. In particular, the educational concept refers to the realization of an important goal of the University, which is to conduct an educational process that ensures high competence of graduates. Extensive use of active didactic methods in the curriculum (e.g., decision-making games, case studies, and so-called situational methods) makes the educational process more practical and provides conditions for the development of student competence and creativity. It also positively influences an increase in the qualifications of academic staff while stimulating them to have innovative attitudes. The overriding goal of the direction is to build a solid foundation consisting of precisely selected competencies (knowledge, skills, and attitudes) that will be required in the future in the global and local labor market. The direction also aims to develop attitudes of shared responsibility and commitment to sustainable development in the working and living environment. A large part of teaching (especially specialty subjects) is carried out by practitioners. Classes are taught by representatives of administration, social organizations, and businesses – quality and sustainable development managers, social responsibility and environmental protection specialists,

and analysts ready to pass on their knowledge and experience. The offered course corresponds to the current needs of the labor market and is in line with the basic educational goals of the University. It responds to current needs related to running and managing an enterprise in accordance with the "green economy," with respect for nature and its resources. The idea of the direction is based on the concept of entrepreneurship (including social and environmental entrepreneurship), while extending it to solving environmental and social problems through the creation of new enterprises and the creation of innovation in existing enterprises. Students will learn how to integrate sustainable business management into strategic and operational processes, act as a sustainable entrepreneur, or accompany and advise companies on the path to a sustainable business model. The study program covers both corporate environmental management and sustainable personnel management. The guiding idea of education in the specialty is interdisciplinarity. During the didactic process, students will have the opportunity to acquire global competencies and practical skills that meet the need to educate personnel with specific and diverse competencies.

Graduates of the Sustainable Development in the Economy course will have knowledge of the disciplines of economics and finance as well as socioeconomic geography and spatial management. Graduates will have skills in critical analysis, formulation of judgments, interpretation and evaluation of management phenomena and processes at different scales, assessment of the impact of the environment on these phenomena, and preparation for and making of management and strategic decisions. They will be prepared to actively participate in economic and social life in the local and global market, continue their education in third degree (doctoral) studies, and continue lifelong learning (postgraduate studies, courses, internships). Each of the specializations offered in the second degree program gives students the opportunity to acquire additional knowledge, skills, and social competencies specific to the specialization.

The following specializations are offered in the Sustainable Development in the Economy major:

DIGITAL TRANSFORMATION FOR SUSTAINABLE DEVELOPMENT

This specialty aims to improve the adaptability of employees, including managers, while contributing to "green growth." Digitalization responds to the growing expectations of business and provides a basis for changing thinking and acting in the spirit of sustainable development. Graduates of the specialty will gain knowledge and experience in the areas of business reorganization, process optimization, and the use of digitization to capture new markets. They will gain knowledge about the essence and application of digitization in the organization, analysis and modeling of business processes, and advanced technologies supporting sustainable business. Graduates of the specialty will be prepared to act as change leaders in the area of digitization for green transformation.

SUSTAINABLE SUPPLY CHAINS

Graduates of this specialty will be equipped with knowledge, skills, and competencies in sustainable supply chain management, decision making and risk estimation in this area. Graduates of the specialty will be prepared to play the role of an expert who will provide within the framework of their tasks products and services that meet customer expectations and, at the same time, have the least possible impact on the environment in accordance with the principle of corporate social responsibility.

GREEN FINANCE

Graduates of this specialty will be equipped with the knowledge and skills needed to identify problems related to the field of green finance and to stimulate actions for green finance. They will have knowledge of climate risk in the financial sector, sustainable investing and lending, and the principles of ESG assessment and reporting. They will also have competence in financing environmentally safe investments. Strategic partners in the Sustainable Development in the Economy course of study include the Institute for Sustainable Development Foundation, the Hectares for Nature Foundation, the "EKOSKOP" Association, and the Union of Associations Podkarpacka Izba Rolnictwa Ekologicznego

DOCTORAL SEMINAR

The doctoral seminar in the discipline of economics and finance invites anyone who wants to look at the issues of economics and finance from a scientific point of view. Sometimes after graduation, graduates think about further development, but they do not have a specific idea or possibilities for further development. The doctoral seminar can assist in this process. "For those who want to devote themselves to science, we will guide our participants through the process of preparing a doctoral dissertation ending with a doctoral degree," stated Dr. Anna Lewandowska, Head of the Doctoral Seminar in the scientific discipline of economics and finance, Assistant Professor in the Department of Management at UITM.

The Doctoral Seminar is aimed in particular at:

- people working in companies and financial institutions in managerial positions;
- persons working in government and local governmental institutions and international organizations in positions responsible for management, including: finance, human resources;
- persons holding analytical positions in economics or finance who wish to gain advanced knowledge of independent analysis of economic phenomena
- persons involved in economic education who wish to improve their knowledge, teaching skills, and economic and financial competence;
- persons who wish to devote themselves to study and work in universities and scientific institutions in the field of economics and finance, for whom the doctorate will be an important point in their academic career.

The participant of the doctoral seminar will receive:

- knowledge of a cross-cutting nature in the social sciences covering the latest scientific developments;
- advanced knowledge of a specific nature, particularly in the discipline of economics and finance;
- social competence relating to scientific and research activities and the role of a scientist.

SCIENTIFIC RESEARCH

RESEARCH PROJECTS FINANCED FROM EXTERNAL SOURCES

DeepTech in Higher Education Institutions and Ecosystems through Entrepreneurial Education+ (SFF.DeepT+)

Partners: Universidade de Aveiro, Portugal (leader), VIA University College (Denmark), Martin Luther University Halle-Wittenberg (Germany), The Queen's University of Belfast (United Kingdom), Edinburgh Napier University (United Kingdom), Dundalk Institute of Technology (Ireland), Strasczeg Center for Entrepreneurship (Germany), Ikonomicheski Universitet - Varna (Bulgaria), Fundació Tecnocampus Mataró-Maresme (Spain), Josip Juraj Strossmayer University of Osijek (Croatia).

People involved in the project on the side of UITM: **Tomasz Skica, Ph.D., Assoc. Prof.**

tskica@wsiz.edu.pl

SFF.DeepT+ is based on the Systemic DeepTech Innovation framework involving representatives of the European innovation ecosystem. Its foundation is formed by the Start for Future initiative (SFF), which connects partners of the Knowledge Triangle (i.e., research, education, and innovation). Part of SFF.DeepT+'s mission is to change the way we look at innovation by creating a university-driven ecosystem that supports innovation and its impact on society at economic, ecological, technological, and social levels. SFF and within it, SFF.DeepT+, connects students, professionals, and academic staff, emphasizing their potential in the process of learning and sharing knowledge. SFF.DeepT+ engages undergraduate, graduate, and PhD students as well as aspiring scientists in creating businesses, startups and spinoffs through project-based, transdisciplinary formats based on challenges defined by the Knowledge Triangle stakeholders, cities, regions, and enterprises, in line with the United Nations Sustainable Development Goals.

Period of implementation: **01.05.2023 – 31.07.2024**

Financing: European Institute of Innovation and Technology (EIT) HEI Initiative organ UE an integral part of Horizon Europe, the EU's research and innovation programme.

OMNI – BE Aware STudent [OMNI-BEAST]

Project consortium: *University of Information Technology and Management in Rzeszów (Poland) – leader, Alma Mater Studiorum – Università Di Bologna (Italy), Militos Symvouleutiki A.E. (Greece), Universidad De Sevilla (Spain), Instituto Politécnico De Portalegre (Portugal)*

Project Manager: **dr Joanna Świętoniowska** jswietoniowska@wsiz.edu.pl

This project is an extension of the BEAST (Erasmus Plus) and DYLMIC (NAWA) projects, currently implemented by the Centre for Advanced Learning Technologies. The aim of the project is to develop, test, and implement solutions that shape the key skills of students by means of a business model thinking mindset and to already build student awareness of purposeful development and accurate career planning during their studies.

Period of implementation: **1.11.2020 – 28.02.2023**

Financing: **Erasmus+ within the framework of action 2 Strategic Partnerships in Higher Education (2020-1-PL01-KA203-082198)**

Enhance Soft Skills to Nurture Competitiveness and Employability ESSENCE

Project consortium: *University of Information Technology and Management in Rzeszów (Poland) – leader, University of Dubrovnik (Croatia), Italian Development Partners IDP SAS Di Giancarlo Costantino (Italy), Institut De Haute Formation Aux Politiques Communautaires (Belgium), Stockholm School of Economics SEE Riga (Latvia), Ikonomicheski Universitet Varna (Bulgaria) and Internet Web Solutions (Spain).*

Project Manager: **Tomasz Skica, Ph.D., Assoc. Prof.** tskica@wsiz.edu.pl

The ESSENCE project aims to increase the employability of students and graduates by stimulating the development of their soft skills. The aim of the project is to maximize the involvement of students and graduates in the labor market by offering career paths beyond the formal training offered in higher education. To meet the expectations of entrepreneurs and institutions that recruit employees, the courses and educational materials that are developed as part of the project and that are related to the most desirable soft skills will be based on the perspective of economic entities.

The assumptions and results of the project have been presented on the interactive training platform available at: <https://projectessence.eu/>

Period of implementation: **01.12.2020 – 30.11.2022**

Financing: **Erasmus+ Strategic Partnerships (2020-1-PL01-KA203-081596)**

Adaptation and Evaluation D.Y.L. Methodology to Individualized Career Planning in Higher Education Institutions

Project consortium: **University of Information Technology and Management in Rzeszów (Poland), Università Degli Studi di Modena e Reggio Emilia (Italy) and Polytechnics Institute of Portalegre (Portugal), Université de Nice – Sophia Antipolis (France)**

Project Manager: **Joanna Świętoniowska, Ph.D.** jswietoniowska@wsiz.rzeszow.pl

The aim of the project is to establish international cooperation in order to adapt the Business Model You (BMU) and Design Your Life (DYL) approaches to the needs of individualization and the creation of educational paths and career planning as well as to develop a methodology for the process, techniques, and methods of individualization of education and professional career paths for universities in that area. The main target groups will be scientists working on the project, university management, students, and employees of career offices or personnel departments.

Period of implementation: **1.10.2019–30.09.2022**

Financing: **NAWA International Academic Partnerships**

BE Aware Student (BEAST)

Project consortium: **University of Information Technology and Management in Rzeszów (Poland), Università Degli Studi di Modena e Reggio Emilia (Italy) and Polytechnics Institute of Portalegre (Portugal)**

Project Manager: Joanna Świętoniowska, Ph.D. jswietoniowska@wsiz.rzeszow.pl

The aim of the project was to modernize the university's offer by developing, testing, and implementing an innovative course in IT studies: "Business Model – I Am an IT Specialist with Passion." The course shapes the ability to generate personal business models and the ability to use innovative ideas in shaping a professional career.

Period of implementation: **1.09.2018–30.06.2021**

Financing: **Erasmus+ within the framework of action 2 Strategic Partnerships in Higher Education (2018-1-PL01-KA203-051137)**

Inspiring Digital Entrepreneurship and Awareness (IDEA)

Project Manager: **Tomasz Skica, Ph.D., Assoc. Prof.** tskica@wsiz.edu.pl

This project was prepared in cooperation with employees of the Institute for Financial Research and Analyses and international partners under the Erasmus Strategic Project. The project team is made up of partners from Croatia, Italy, Belgium, Slovakia, Romania, and Spain. The aim of IDEA is to map and gather information on the dynamics of digital entrepreneurship in the countries involved in the project. IDEA assumes that digital skills and entrepreneurship will increase by developing and testing a set of innovative materials and resources. The project will increase the awareness of higher educational institutions and educational authorities of the potential of digital competences and entrepreneurial skills and the role they play as factors of business success.

Period of implementation: **1.11.2019–31.10.2021**

Financing: Erasmus – **Strategic Partnerships**

The method of continuous monitoring of educational mismatch in the labor market at a detailed level.

Project Manager: **Robert Pater, Ph.D. Assoc. Prof.** rpater@wsiz.rzeszow.pl

The main aim of the project was to improve the effectiveness of cooperation between science and education and the business environment by developing a method to continually assess the educational mismatch between labor supply and demand for work at a detailed level, that is, the mismatch regarding the field of studies, qualifications, and competences as well as examining its causes. The main result of the project was developing and giving access to a method of continuous monitoring of detailed adjustment of the educational sector to the requirements of the labor market based on the example of Poland. The project results also included a detailed assessment of educational mismatches in the labor market and conclusions for educational policy and the labor market.

Period of implementation: **28.06.2017–27.05.2019**

Financing: **Program Dialog MNiSW (0127/DLG/2017/10)**

SCIENTIFIC RESEARCH FINANCED WITH GRANTS OF THE MINISTRY OF EDUCATION AND SCIENCE

Opportunities to reduce the deficit of the insurance and social security system under the current national development strategy .

Project Manager: **Wojciech Misiąg, Prof. UTM** wmisiag@wsiz.edu.p

The aim of the project is to develop a forecast showing how current state policy and socioeconomic changes will affect the financial situation of the Social Insurance Fund and the Social Insurance Fund of the Ministry of Internal Affairs and Administration and the consequences this will have for the state budget and, thus, for fiscal policy.

Period of implementation: **2023**

Using input–output to analyze the impact of interbranch linkages on the financial situation of farmers and the prices of agricultural products and foodstuffs

Project Manager: **Wojciech Misiąg, Prof. UTM** wmisiag@wsiz.edu.p

The aim of this research is to assess whether – and to what extent – the low profitability of agriculture is the effect of low “internal” productivity and to what extent it is the effect of unfavorable price relations for agriculture. Another important objective of the study is to determine whether there are significant changes in the relationship between agriculture and agriculture-related segments over recent years.

Period of implementation: **2023**

Vacancy market research based on big data from non-survey data sources: testing new data sources, including analysis of skills and representativeness

Project Manager: **Robert Pater, Ph.D., Assoc. Prof.** rpater@wsiz.edu.pl

Economic and statistical literature on the use of online job offers has been dynamically developing. Official statistics are looking for non-random data sources to complement expensive sample surveys and provide a high level of detail (e.g., data on skills that are difficult to obtain from probability surveys), with increasing attention to selectivity (coverage and representativeness). However, most of the data are not entirely reliable, do not use official classifications, and do not include information about matching with jobseekers. This is the next stage of research using the data collected as part of the Job Offers Barometer. We plan to extend the research to include other data sources and to compare them in the context of representativeness and detail of the results.

The aim of the research is to test several sources of data on vacancies:

- online job offers from selected portals, including olx.pl;
- job offers from public employment services (PES);
- a representative survey of the Central Statistical Office.

Period of implementation: **2021-2023**

The role of financialization in the functioning of the economy

Project Manager: **Agata Gemzik-Salwach, Ph.D.**, agemzik@wsiz.edu.pl

The main objective of this research is to present the role of financialization in the economy from the point of view of its impact on the economy in the following dimensions: macroeconomy, functioning of enterprises, situation of households, and social behavior.

Period of implementation: **2021-2022**

Universities and Sustainable Development Goals (SDGs) – current status, trends and future challenges

Project Manager: **Justyna Berniak-Woźny, Ph.D.**, jberniak@wsiz.edu.pl

The aim of this project is to diagnose the level of involvement of higher educational institutions in Poland and around the world in achieving sustainable development goals and to identify trends.

Period of implementation: **2021-2023**

The impact of cooperation on business innovations in small- and medium-sized enterprises.

Project Manager: **Anna Lewandowska, Ph.D.** alewandowska@wsiz.edu.pl

Polish case study. This project concerned the analysis of the impact of cooperation between the SME and R&D sectors on the inclination to invest in innovations and generally in innovations of SMEs. The analysis carried out during the study made it possible to develop recommendations for policymakers within entrepreneurship in Poland and to address the innovation needs of the SME sector. Furthermore, an analysis was made of the determinants of development of innovative enterprises and the company development strategy pursued in that regard.

Period of implementation: **2020-2021**

Instrumentalization and effectiveness of local government entrepreneurship support policies in the economic and financial systems of Poland and Latvia

Project Manager: **Tomasz Skica, Ph.D., Assoc. Prof.** tskica@wsiz.edu.pl

The aim of this project is to examine local government entrepreneurship support policies in Poland and Latvia, compare the characteristics describing them, and assess their effectiveness. The study will allow development of proposals for measures to improve the effectiveness of policies designed and implemented by LGUs, including their transposition between the economic and legal orders of the two countries studied.

Period of implementation: **2019–2021**

Evaluation of the economic effects of restructuring proceedings in Poland opened in 2016–2018

Project Manager: **Ulyana Zaremba, Ph.D.**, uzaremba@wsiz.edu.pl

Studies have shown that starting the restructuring process at an early stage of financial difficulty provides a better chance of approving an arrangement with creditors in a short period of time. The more difficult the situation of a business entity, the more tools are needed to regain liquidity, and the more complicated is the restructuring process and, thus, it is time consuming and less effective.

Period of implementation: **2019-2021**

RESEARCH COMMISSIONS DONE FOR ENTITIES OUTSIDE OF HIGHER EDUCATION IN 2020–2022

Preparation of a report on the degree of involvement of property expenditures in terms of their compliance with the implemented Strategy of Development of the City of Rzeszów until 2025.

Municipality of the City of Rzeszów

Development of a report on the assessment of the draft budget resolution for 2022 and the implementation of the budget resolution for three quarters of 2021 along with the expected budget execution at the end of the year.

The City of Rzeszów

Expert opinion: “Analysis of the functioning of the Communal Social Welfare Centre (GOPS) in the Łańcut Commune”

Łańcut commune

Preparation of an expert opinion: Assessment of the budget of the City of Sopot for 2019

Commune of the City of Sopot

Analysis of information and promotion activities implemented on the basis of the Communication Strategy of the Regional Operational Program of the Podkarpackie Voivodeship for 2014-2020

Podkarpackie Voivodeship – Marshal's Office of the Podkarpackie Voivodeship

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FINANCIAL INTERNET QUARTERLY

40 points on the list of the Ministry of Education and Science in Web of Science since 2023.

Financial Internet Quarterly has been published online (www.finquarterly.com) since 2005 by the University of Information Technology and Management in Rzeszów (en.uitm.edu.eu). With a modern, state-of-the-art approach, the Financial Internet Quarterly has been published in open access format since the beginning of its activity. The topics of the articles contained in the journal are comprehensive and cover issues ranging from corporate and public finance through insurance and banking to the legal aspects of financial management of business entities. Since the end of 2010, the quarterly has been published only in English. The journal's international character is manifested in the Program Councils that brings together representatives not only of the Polish world of science but also of the global one.

The same principle is reflected in the selection of reviewers. Taking care to improve the quality of the quarterly, the editors strive for constant expansion of the Program Council. Financial Internet Quarterly is indexed in major international magazine repositories, including the Web of Science: Emerging Sources Citation Index (ESCI), ERIH Plus, The Central European Journal of Social Sciences and Humanities (CEJSH), EconLit, RePEc, Index Copernicus, ProQuest, Ulrichsweb, and EBSCO. In 2016, the Financial Internet Quarterly signed a contract with the De Gruyter Open publishing house (now Sciendo), which is a leading publisher of scientific publications in many important scientific fields that are available in an open access format. Thanks to that cooperation, Financial Internet Quarterly is currently indexed in nearly 150 repositories, which allows an increase in the readership of the quarterly abroad and the "quotability" of articles.

INTERNATIONAL SCIENTIFIC CONFERENCES

ORGANISED CYCLICALLY

International Scientific Conference “Financialization” is organised every two years since 2015.

The need for it arose from observing the growing importance of the financial sector in economies, which is referred to by scientists as financialization. This problem in Poland is still relatively poorly researched, but it is intensively discussed in the United States, Japan, and Western European countries. The conference is by definition an interdisciplinary event for the purpose of combining various scientific environments to disseminate Polish and foreign research results devoted to the subject of financialization and to indicate new directions of interdisciplinary research concerning financialization. While it is primarily addressed to Polish and foreign scientists, it is also for practitioners and representatives of the business world and various institutions responsible for conducting socioeconomic policy. The conference was organized in 2015 and at that time, received funding from the National Bank of Poland within economic education subsidies, while the 2017 and 2019 editions were funded from the means of the Ministry of Science and Higher Education allocated to the dissemination of science and from the National Bank of Poland's means allocated to economic education.

Prof. Jan Winiecki's National Scientific Conference “Economy without an economist – which way to prosperity?”

has been organized every two years from 2020 by the institutions most closely associated with this outstanding economist: UITP, the Society of Polish Economists, and the Faculty of Economics at the University of Gdansk. The second edition of the conference, held on June 2-3, 2022, received funding from the Ministry of Education and Science from the “Excellent Science” program. The purpose of this event is to promote the thoughts and scientific achievements of the Professor, who was a long-time employee of UITP and also one of the founders and chairs of the Society of Polish Economists and the Adam Smith Center. The theme of the conference refers to the title of the book edited by Prof. Winiecki, which was published in 1999.

RESEARCH AND DIDACTIC LABORATORIES

**USED IN THE EDUCATION PROCESS, IN RESEARCH
AND COMMERCIAL ACTIVITIES AT THE FACULTY OF
MANAGEMENT**

LABORATORY OF BUSINESS PROCESS OPTIMIZATION
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The Financial Laboratory is a specialized dealing room designed and equipped in an innovative way to enable the achievement of educational, scientific, and research goals. It is modeled on the best global solutions in creating professional transaction rooms at universities that allow for both financial education in exceptional conditions and conducting even the most advanced scientific research. It allows the conduct of research related to broadly understood finances with the use of automatic stock transactions (algorithms).

In particular, it enables research in areas such as:

- personal finance and household budget management;
- broadly understood financial and economic analysis;
- examination of the behavior of financial and capital markets;
- technical analysis on financial markets;
- fundamental analysis on the capital market;
- creation of business models (used for simulation games);
- creation of mathematical models for use in banking;
- examination of the volatility of financial instruments;
- behavioral finance study; and
- programming automatic stock transactions (investment robots).

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SIMULATION LABORATORY

Thanks to its innovative character, the laboratory offers high-class software used in companies around the world to people who want to expand their skills and knowledge in simulation.

The software includes FlexSim, which is the most popular analytical and simulation tool in the logistics industry and which, together with the BricsCad software, provides almost unlimited possibilities for 3D modeling of virtual reality. In addition, in the laboratory, the SAP program can be used, and it is considered a leader in the market of integrated ERP class IT systems. A notable trend in the world of science is the verification of research hypotheses using simulation methods. Some scientists only use visualization of activities as a supporting method in order to better understand those activities, but the current IT solutions found in the simulation laboratory allow the obtainment of raw data on the basis of which one can easily verify the hypotheses of the conducted research. The laboratory also has a professional truck-driving simulation station based on Euro Truck Simulator 2.

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ACADEMIC CENTRE FOR PERSONAL DEVELOPMENT AND PSYCHOTHERAPY

The Centre is the only facility of its kind in Podkarpacie and its activities are a response to the growing demand for mental health care. The offer is addressed to students and employees of the university and provides them with free and quick access to e.g. psychological and psychotherapeutic assistance.

The Academic Centre for Personal Development and Psychotherapy offers the following forms of assistance:

- Psychological consultations,
- Individual psychotherapy,
- Professional counselling,
- Career coaching,
- Social and emotional competence workshops,
- Personal development workshops.

The Centre also has a Psychological Testing Lab, where students can take professional tests, and an Applied Psychology Research Group, whose members expand their knowledge and develop their skills in three areas: personal development and psychological assistance, psychology in management, and advertising and marketing psychology. The Centre's website has articles popularising knowledge within psychology and psychotherapy. The Centre offers individual meetings or group workshops with, among others, a psychologist, a psychotherapist, a vocational counsellor, as well as regularly organised events, such as "SLOW WEEK – how to deal with stress?" or "THE ART OF RELATIONSHIP – building satisfying relations with another person".

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