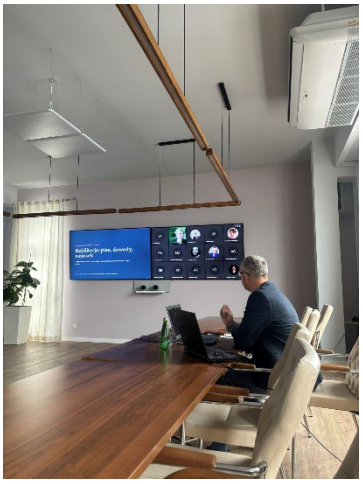
Academic Career Development—From Ph.D. to Habilitation

How can you plan your path toward a Ph.D. or habilitation? How can you effectively build your academic portfolio and prepare for the next stages of your academic career? These issues were the focus of meetings held by the Vice Rector for Research at UITM, Dr. hab. Andrzej Adamski, Prof. UITM, with research assistants and assistant professors on October 20 and 21, 2026. The meetings are part of the University's efforts to support the scholarly development of its academic staff.



The first meeting, held on October 20 for assistant professors, focused on planning an academic career with a view to obtaining a postdoctoral degree. The discussion covered the formal and substantive requirements of postdoctoral procedures, the principles for evaluating academic achievements, and the most common challenges faced by candidates. The discussion emphasised the need for long-term planning of research activities, building a coherent body of publications, developing inter-institutional and international collaboration, and taking advantage of research fellowships.

Prof. Teresa Sasińska-Klas also participated in the meeting and shared her experience in reviewing the scholarly work of candidates applying for the habilitation degree. Her presentation allowed participants to see the evaluation process from a reviewer's perspective and better understand the importance of quality, coherence, and originality in the body of work presented during the habilitation process.



The second meeting, which took place on October 21, was aimed at research assistants planning to earn a Ph.D. Participants learned about the requirements for preparing a doctoral dissertation, the procedures in place at UITM, and practical guidance on selecting a research topic, developing a dissertation concept, and planning the next stages of their academic work.

The meetings also highlighted the importance of consciously planning individual academic development paths and identifying faculty members' needs at various stages of their academic careers.

The October meetings mark the beginning of broader efforts aimed at developing the research competencies of UITM staff. Plans include further meetings and workshops focused on, among other things, preparing scholarly publications, developing research skills, drafting grant proposals, and building research collaborations. The plan also includes consulting and mentoring activities to support staff in planning the next stages of their academic careers.

These initiatives aim not only to provide knowledge of the formal requirements for academic promotion but, above all, to create conditions conducive to the systematic development of competencies, independent research, and active publishing.

These initiatives are in line with UITM's research staff development policy and the principles of the European Charter for Researchers, which the University implements as part of its HRS4R (Human Resources Strategy for Researchers) strategy. UITM, a recipient of the HR Excellence in Research distinction, consistently develops solutions that support researchers at various stages of their careers, taking into account their needs and development opportunities.