

A COURSE SYLLABUS – DOCTORAL SCHOOL
 regarding the qualification cycle from 2024/2025 to 2027/2028
 regarding the qualification cycle from 2023/2024 to 2026/2027
 regarding the qualification cycle from 2022/2023 to 2025/2026

GENERAL INFORMATION ABOUT COURSE				
Course title	OPTIONAL INTERDISCIPLINARY SUBJECT: RESEARCH TEAM STRUCTURE AND MANAGEMENT			
Name of the unit running the course	Doctoral School at the University of Rzeszów			
Type of course (<i>obligatory, optional</i>)	compulsory - optional interdisciplinary			
Year and semester of studies	year II, semester III and year III, semester V, year IV semester VII			
Discipline	interdisciplinary			
Language of Course	Polish/English			
Name of Course coordinator	Prof. Adam Reich, MD, PhD			
Name of Course lecturer	Prof. Adam Reich, MD, PhD			
Prerequisites	Possession of in-depth knowledge, skills and social competences resulting from the completion of higher education (level 7 of the Polish Qualifications Framework), as well as education undertaken at the Doctoral School and the achievement of learning outcomes at level 8 of the Polish Qualifications Framework. Knowledge of English at level B2 of the CEFR, with a focus on specialist vocabulary.			
BRIEF DESCRIPTION OF COURSE (100-200 words)				
<p>The subject entitled: Building and managing a research team aims to show doctoral students the principles of building and effectively managing a selected group of specialists, clearly defining their roles and responsibilities within the team, as well as building mutual relations, principles of cooperation and trust among the members of the research team. Building a research team also involves identifying the key elements of the research task, setting the objectives of the scientific project, assigning individual tasks, and ensuring communication and support. The team should have a clear vision, a sense of responsibility and an appropriate atmosphere for working together. In addition to building a research team, it is important to ensure proper management of the team. Effective management of a team of scientists is a process of planning, organising, directing and controlling the work of people in pursuit of a common goal. Effective management means setting clear tasks, effective communication within the team, motivating employees by appreciating and supporting their development, and building trust and an open atmosphere. It is also crucial to skilfully resolve conflicts that arise and to ensure continuous improvement of processes within the team.</p>				
COURSE LEARNING OUTCOMES AND METHODS OF EVALUATING LEARNING OUTCOMES				
Learning outcome	The description of the learning outcome defined for the course	Relation to the degree programme outcomes (symbol)	Learning Format (Lectures, classes,...)	Method of assessment of learning outcomes (e.g. test, oral exam, written exam, project,...)
Knowledge (no.)	knows and understands, has knowledge			

P8S_WG1	Possesses extensive theoretical knowledge backed by practical experience, skills and social competences, is familiar with current scientific achievements, including global ones, in the field of building and operating scientific research teams, is familiar with the issues related to the team's and their own research to a degree that allows for the verification of model assumptions, and has knowledge of the significance and place of the research conducted by the scientific team in the science system.	P8S_WG	Seminar	exam
P8S_WG2	The doctoral student has knowledge of development trends, the latest discoveries and research achievements related to scientific research conducted by a team with national and global reach.	P8S_WG	Seminar	exam /discussion
P8S_WG3	The doctoral student knows the terminology and defines various scientific sources in Polish and a foreign language within the framework of research activities conducted by a team of scientists focused on a research task.	P8S_WG	Seminar	exam /discussion
P8S_WK1	The doctoral student is aware of the possible threats to civilisation resulting from the development of technology and technology for human life and the modern world.	P8S_WK	Seminar	exam
Skills (no.)	can			
P8S_UW1	Based on interdisciplinary knowledge in the field of the research task entrusted to the research team, they are able to identify and solve research problems, define the purpose and subject of scientific research, formulate scientific research hypotheses, develop research techniques, methods and tools, and draw conclusions based on the data obtained.	P8S_UW	Seminar	exam/ discussion

P8S_UW₂	They are able to select and use all available scientific literature to diagnose and solve research problems and innovative activities related to the scientific work carried out in the research team, as well as apply the appropriate course of action for the research team to create new elements of scientific output.			P8S_UW	Seminar	exam/ discussion
P8S_UW₃	Is able to apply interdisciplinary knowledge to analyse and evaluate the results of scientific research in the field of the assigned research task, including expert opinions related to the topic of the research conducted by the team, and on this basis formulate opinions and make critical judgements.			P8S_UW	Seminar	exam,
P8S_UK₆	Is able to communicate in a foreign language at level B2 of the Common European Framework of Reference for Languages, is able to speak publicly on scientific and professional topics in an international environment in order to present the results of their own and their team's scientific achievements and actively participate in discussions on the topic at hand.			P8S_UK	Seminar	discussion
Social competence (no.)	is ready to					
P8S_KK₃	Is willing to engage in continuous scientific and professional self-education, critically evaluate the results of his/her own and team research activities contributing to the development of science, and apply ethical values and good practices in his/her work as a scientist.			P8S_KK	Seminar	discussion
Semester (no.)	Lectures	Seminar	Conversatory/ Lab classes	Internships	others	ECTS
III and V	-	15 hrs.	-	-	-	2

METHODS OF INSTRUCTION

- *TRADITIONAL SEMINARS;*
- *CLASSES WITH MULTIMEDIA PRESENTATIONS;*
- *DISCUSSIONS.*

COURSE CONTENT

Seminar – description of course content

1. Topic: What is a research team and how to build one.
2. Topic: Stages of building a research team, establishing a research team.
3. Topic: The process of developing skills, appointing a research team leader.
4. Topic: Defining common research goals and shared commitments.
5. Topic: Planning, organising, managing and supervising the work of research team members.
6. Topic: Effectively motivating team members, building trust and an open atmosphere in the research team.
7. Topic: Skilful conflict resolution and attention to improving processes in the research team.
- 8.

COURSE ASSESSMENT CRITERIA

The examination takes the form of a written test after each semester of the course (semester 3, semester 5, semester 7).

The doctoral student prepares a written paper on a topic indicated by the academic teacher from the scope of issues related to the subject matter of the course.

In order to obtain a positive grade, the following conversion table is used for the corresponding percentage of points obtained:

- **up to 50%** - fail (the written paper does not meet the criteria)
- **51% - 60%** - pass (the written paper contains a narrow range of knowledge, supported by basic literature for the course)
- **61% - 70%** - satisfactory plus (the written work contains a range of knowledge supported by basic literature for the subject);
- **71% - 80%** - good (the written work contains a range of knowledge supported by basic and supplementary literature for the subject);
- **81% - 90%** - good plus (the written work contains a broad range of knowledge, supported by basic and supplementary literature for the subject);
- **91% - 100%** - very good (the written work contains a broad range of knowledge, supported by literature beyond that required for the subject);

TOTAL PhD STUDENT WORKLOAD REQUIRED TO ACHIEVE THE INTENDED LEARNING OUTCOMES – NUMBER OF HOURS AND ECTS CREDITS

Activity	Number of hours
Scheduled course contact hours	15 hrs.
Other contact hours involving the teacher (consultation hours, examinations)	5 hrs.
Non-contact hours – student`s own work (preparation for classes or examinations, project, etc.)	40 hrs.
Total number of hours	60 hrs.
Total number of ECTS credits	2

INSTRUCTIONAL MATERIALS

Basic literature:	„Strategiczne zarządzanie zasobami ludzkimi” Michael Armstrong, Wydawnictwo Naukowe PWN, 2025; „Szef w relacji z zespołem. Jak proces grupowy wpływa na psychologię teamu” Robert Zych, Agnieszka Zych, Wydawnictwo Onepress, 2017; „ Nowoczesne zarządzanie. Postawy Zarządzania” Katarzyna Łukasiewicz, Piotr Pietrzak, Wydawnictwo CeDeWu, 2024;
Supplementary literature:	-

*(1 ECTS CREDIT CORRESPONDS TO 25 - 30 HOURS OF THE TOTAL WORKLOAD OF A DOCTORAL STUDENT, NEEDED TO ACHIEVE THE ESTABLISHED EFFECTS).

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Date and signature of the Course lecturer

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Approved by the Head of the Department or an authorised person