

*Appendix no. 2 to ordinance no 106 of the Rector of the University of Warsaw of 27 September 2019
on setting out detailed rules and the procedure of conducting contests for positions of academic
teachers at the University of Warsaw*

**Report on the recruitment committee proceedings; I.3.4 Action "Creation of three research teams
that will initiate development of scientific networks conducting studies in the area of civilization
diseases, emerging pollutants and circular economy" of the Excellence Initiative – Research
University (IDUB) Programme at the University of Warsaw**

Contest for the position of: assistant professor (post-doc, research post) – in dr Anna Malik's group
(in the area of "Background, epidemiology, diagnostics and new treatment methods for civilization
diseases").

Meeting date: 21.01.2022, 10.00 am

Composition of the recruitment committee (in the case of persons from outside the unit, please
indicate affiliation):

1. dr hab. Piotr Bębas, prof. ucz. – przewodniczący
2. dr hab. Anna Ajduk – sekretarz
3. dr hab. Edyta Brzóska-Wójtowicz, prof. ucz.
4. dr hab. Łukasz Dziewit
5. dr hab. Agnieszka Kobielał, prof. ucz. (CeNT UW)
6. dr hab. Magdalena Markowska
7. prof. dr hab. Agnieszka Mostowska
8. dr hab. Paweł Niewiadomski (CeNT UW)
9. prof. dr hab. Krzysztof Spalik
10. dr hab. Anna Szakiel, prof. ucz.
11. prof. dr hab. Katarzyna Tońska
12. prof. dr hab. Dariusz Wrzosek (Wydział MIM UW)
13. prof. dr hab. Maria Anna Ciemerych-Litwinienko
14. dr Anna Malik
15. dr Lilian Kisiswa (Danish National Research Foundation Center of Excellence PROMEMO, Danish
Research Institute of Translational Neuroscience - DANDRITE, Department of Biomedicine,
Aarhus University, Denmark)
16. dr Annabel Christ (Max-Delbrück-Centrum für Molekulare Medizin in der Helmholtz-
Gemeinschaft, Germany)

Absent:

1. dr hab. Magdalena Popowska, prof. ucz.
2. dr hab. Kacper Gradoń (CNS UW)
3. prof. dr hab. Andrzej Wyszomlek (Wydział Fizyki UW)

List of candidates, who submitted applications:

1. Vahideh Assadollahi

2. Zahra Payandeh
3. Shivani Sood
4. Agnieszka Stasińska
5. Ewelina Ziemińska

List of candidates, who:

- meet formal requirements:

1. Vahideh Assadollahi
2. Zahra Payandeh
3. Shivani Sood
4. Agnieszka Stasińska
5. Ewelina Ziemińska

- do not meet formal requirements (please indicate formal conditions that are not met next to each of the candidates):

n/a

Short description of the committee work process (preliminary qualification proceedings, discussion process, including potential interviews with candidates, assessment of candidates):

Documents submitted by all 5 applicants were first subjected to formal evaluation. The complete and formally correct applications (all 5 applications) were passed to the committee members for scientific evaluation.

None of the committee members reported any conflict of interest with the applicants. Each committee member could score the applications from 1 to 10 points.

The committee members met on **21.01.2022, 10.00 am CEST** on Google Meet platform to discuss and score the candidates.

Chairperson, Prof. Bębas, opened the meeting and asked Dr Malik to present her project and the candidate profile. Dr Malik introduced her project entitled "Molecular background of civilization diseases affecting the brain: focus on VPS10P domain receptors in phenotypic polarization of glia". She also described the post-doc's responsibilities, as described in the call. Then, she presented 5 candidates:

Agnieszka Stasińska – obtained her PhD in Medical Biology in 2014; after PhD worked as a research assistant; her main research field is unclear; has 7 papers in total, incl. 6 original papers but w/o leading contribution; Hirsh index = 2; a very vague reference letter; has experience in primary cell culture models, animal work, microscopy, and basic laboratory methods, however, does not possess knowledge on intracellular trafficking and sorting, mechanisms of gene expression regulation or data analysis in R.

Dr Malik mentioned also that Dr Stasińska has applied as well for a technician position in her lab and she made a poor impression during the interview – she seemed to be unprofessional.

Zahra Payandeh - obtained her PhD in Medical Biotechnology in 2018; after PhD worked as a post-doc; her main field of research is antibody generation and cancer; has 29 papers in total (23 in PubMed), incl. 11 original papers (5 with leading contribution); Hirsh index = 10; her reference letter focused more on the project than on the person; unclear whether she has any experience in primary cell culture models; basic experience in animal work and microscopy; knows basic laboratory

methods; no knowledge on intracellular trafficking and sorting, mechanisms of gene expression regulation or data analysis in R; poor written English.

Ewelina Ziemińska – obtained her PhD in Neurobiology in 2012; after PhD worked as a post-doc in 2 labs; her main field of research are neurobiology, membrane biology, and intracellular trafficking; has 11 papers in total (2 in Polish), incl. 8 original papers (2 with leading contribution); Hirsh index = 5; a very supportive reference letter from the last supervisor; has experience in primary cell culture models (neuronal cells and macrophages), animal work (incl. neurosurgery), microscopy (incl. confocal), and basic laboratory methods; has knowledge on intracellular trafficking and sorting, and data analysis in R; no experience in research on mechanisms of gene expression regulation; research stays in US, Germany and Spain, 3 fellowships and 1 grant.

Shivani Sood - obtained her PhD in Biotechnology in 2017; after PhD worked as a biologist and an assistant director (more administrative work); her main field of research is microbiology; has 7 papers in total, incl. 6 original papers (3 with leading contribution); Hirsh index = 3; a comprehensive reference letter; has no experience in primary cell culture models; has basic experience in animal work and limited experience in basic laboratory methods; unclear whether she has experience in microscopy; has no knowledge on intracellular trafficking and sorting, data analysis in R, and on mechanisms of gene expression regulation.

Vahideh Assadollahi – obtained her PhD in Applied Cell Sciences in 2018; after PhD worked as a researcher; her main field of research is developmental biology; has 36 papers in total (24 in PubMed), incl. 22 original papers (5 with leading contribution); Hirsh index = 6; a concise but positive reference letter; has experience in primary cell culture models (mouse embryonic fibroblasts) and basic laboratory methods; has basic experience in animal work; unclear whether she has experience in microscopy; has no knowledge on intracellular trafficking and sorting and data analysis in R; unclear whether she has experience in research on mechanisms of gene expression regulation.

Finally, Dr Malik specified that her preferred candidate is Dr Ziemińska, as the most experienced and independent scientist, possessing a background in neurobiology. She also added that her second choice would be Dr Assadollahi.

Prof. Mostowska asked whether Dr Malik had a chance to talk to the candidates. Dr Malik answered that she talked to Dr Ziemińska, Dr Sood, and Dr Stasińska. She added that both Dr Ziemińska and Dr Sood are very motivated.

Prof. Ciemerych-Litwinienko said that Dr Malik summarized the candidates perfectly well and her choice is very reasonable. She also added that she would exclude Dr Stasińska, as she is not sure what her professional long-term goals are, because she applied for a technician position, too. She also noted that Dr Sood is a microbiologist, so she does not know the field of neurobiology, and that Dr Assadollahi does not have very good papers. Prof. Ciemerych-Litwinienko was not sure whether Dr Assadollahi is indeed a top rank candidate.

Dr Kisiswa confirmed that Dr Ziemińska is the best candidate, as she is most experienced and has a very good track record in neurobiology. She said that she would score Dr Stasińska as the second candidate, as she knows many methods, although she agrees that Dr Stasińska may struggle with scientific independence. She added that Dr Assadollahi would be her third choice.

Prof. Ajduk noted that it seems clear for everyone that Dr Ziemińska is the best candidate, but the committee should carefully consider whether there is any other candidate worth hiring if the 1st one

resigns. Prof. Mostowska said that this is a question to the group leader. Dr Kisiswa agreed that perhaps the committee should not set for the second best in these circumstances.

When the discussion finished Prof . Ajduk and Prof. Bębas reminded the committee members of the scoring system. Then, the scoring has been carried out with Ankieter software. 16 valid votes were given.

Assessment of the candidate(s) / Voting results :

1. Vahideh Assadollahi – 63 points out of 160 (39.4%)
2. Zahra Payandeh - 41 points out of 160 (25.6%)
3. Shivani Sood - 44 points out of 160 (27.5%)
4. Agnieszka Stasińska – 27 points out of 160 (16.9%)
5. Ewelina Ziemińska – 155 points out of 160 (96.9%)

Based on the scores above, the recruitment committee recommends the following candidates for hiring:

1. Ewelina Ziemińska – 155 points out of 160 (96.9%)

The rest of the candidates received less than 51% of the points, so they cannot be consider for the employment at the UW.



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(signature of the chairperson of the contest committee)

Prepared by: 

(secretary of the committee)

ⁱ If the contest committee met more than one time, please enter all meeting dates.