

## HR4Excellence implementation – researchers’ survey January, 2023

A survey was conducted among researchers and research and teaching staff within the implementation of the European Charter for Researchers and the Research Staff Recruitment Code in January 2023. Out of 550 employees 186 responses were received. That states approximately 34%.

Additional questions related to the following points of the Charter and the Code were connected to degree and function of the respondent.

Out of 186 responses 148 questionnaires were completed by people with at least doctoral degree and 38 masters (young researchers). 37 stated their management position and 149 other work function.

The data is presented in the following table. The given answers (yes / no / no opinion) refer to the entire group of respondents, as well as with a breakdown between young and experienced (minimum doctoral degree) researchers and with a breakdown between management and non-management staff.

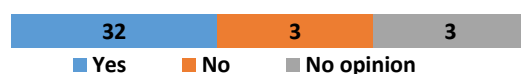
### 1. Do you have an impact within the subject and scope of your research?



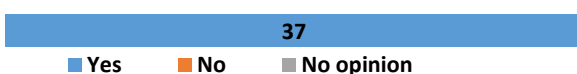
#### Persons with doctoral degree



#### Young researcher - Master



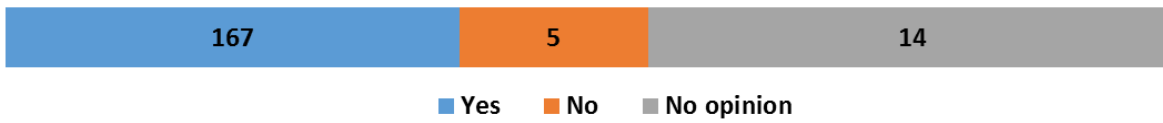
#### Management Staff



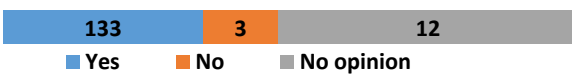
#### Non Management Staff



**2. In your opinion, is the scientific research carried out at the Lublin University of Technology, relevant or likely to be relevant for society?**



**Persons with doctoral degree**



**Young researcher - Master**



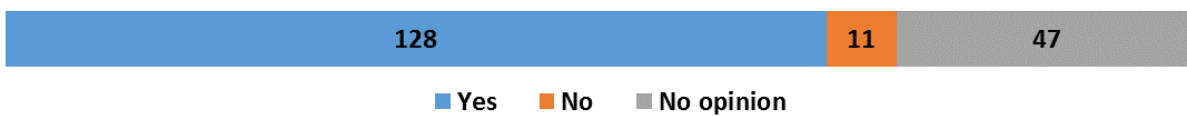
**Management Staff**



**Non Management Staff**



**3. Are any measures being taken to ensure that the research results, conducted at the University, reach the general public?**



**Persons with doctoral degree**



**Young researcher - Master**



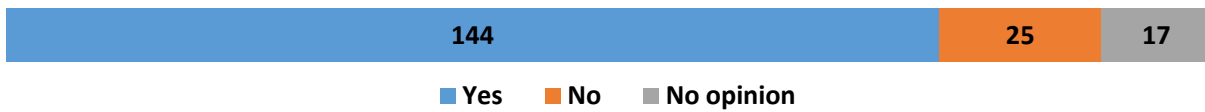
**Management Staff**



**Non Management Staff**



**4. Do you know the strategic goals of your scientific community and the mechanisms for funding research?**



**Persons with doctoral degree**



**Young researcher - Master**



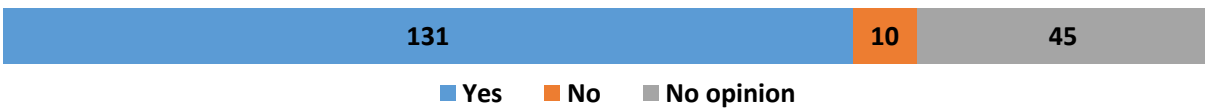
**Management Staff**



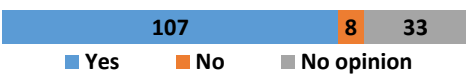
**Non Management Staff**



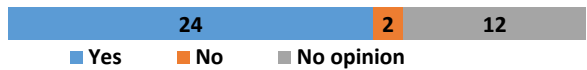
**5. Does the University support scientists in the process of obtaining funds for scientific research (formally and pre-financing)?**



**Persons with doctoral degree**



**Young researcher - Master**



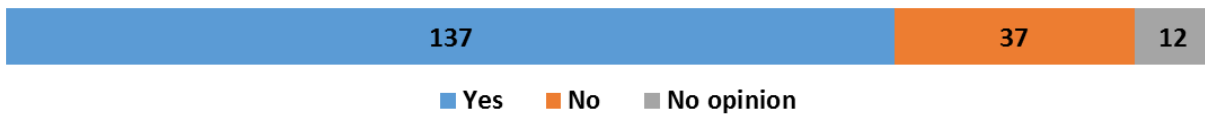
**Management Staff**



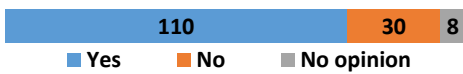
**Non Management Staff**



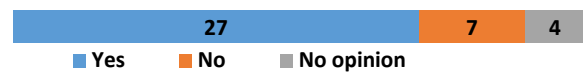
**6. Are you familiar with best practices included within the Code of Ethics of Lublin University of Technology?**



**Persons with doctoral degree**



**Young researcher - Master**



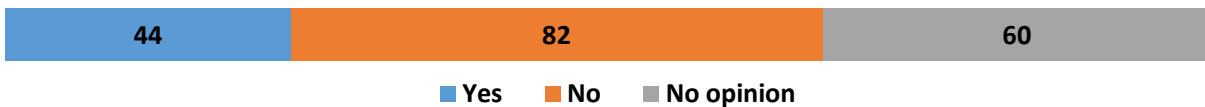
**Management Staff**



**Non Management Staff**



**7. Have you encountered any violations of the principles contained in the Code of Ethics of Lublin University of Technology?**



**Persons with doctoral degree**



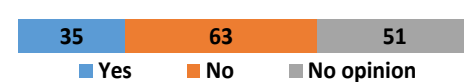
**Young researcher - Master**



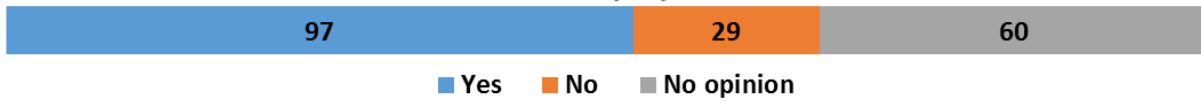
**Management Staff**



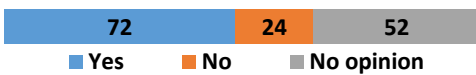
**Non Management Staff**



**8. Does management staff promote best practices of Code of Ethics among subordinate employees?**



**Persons with doctoral degree**



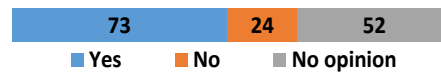
**Young researcher - Master**



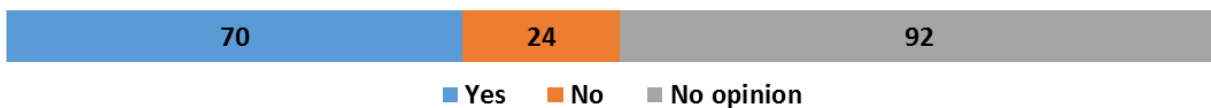
**Management Staff**



**Non Management Staff**



**9. Does management staff respond appropriately in cases of violation of the principles of ethical conduct?**



**Persons with doctoral degree**



**Young researcher - Master**



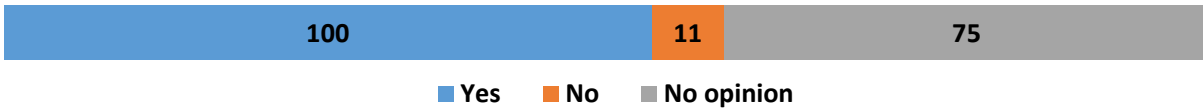
**Management Staff**



**Non Management Staff**



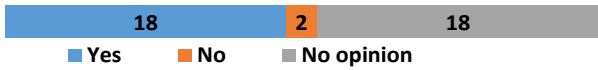
**10. Do employees obtain all necessary permits before starting research or accessing the resources provided?**



**Persons with doctoral degree**



**Young researcher - Master**



**Management Staff**



**Non Management Staff**



**11. Are you aware of your responsibility to employers, grantors, other public or private bodies, as well as to the general public?**



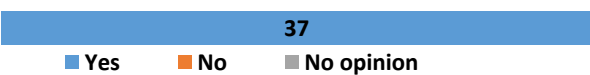
**Persons with doctoral degree**



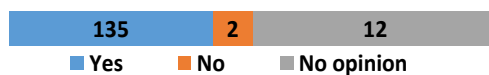
**Young researcher - Master**



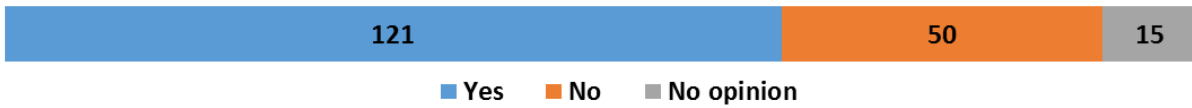
**Management Staff**



**Non Management Staff**



**12. Are you aware of procedures for archiving research results to prevent their loss in the event of the computer system failure?**



**Persons with doctoral degree**



**Young researcher - Master**



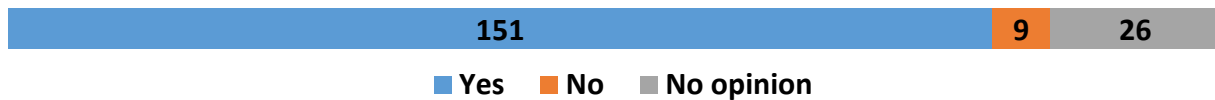
**Management Staff**



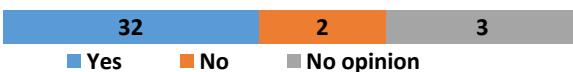
**Non Management Staff**



**13. Are health and safety regulations obeyed when conducting scientific research at Lublin University of Technology?**



**Management Staff**



**Young researcher - Master**



**Persons with doctoral degree**



**Non Management Staff**



**14. Are the results of research disseminated and used, e.g., announced, communicated to other scientific communities or, where appropriate, commercialized ?**



**Persons with doctoral degree**



**Young researcher - Master**



**Management Staff**



**Non Management Staff**



**15. Does the University ensure that researchers benefit from the exploitation of their results through the protection of intellectual property rights and participation in the funds obtained from commercialization ?**



**Persons with doctoral degree**



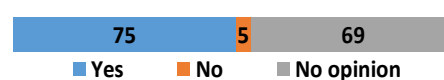
**Young researcher - Master**



**Management Staff**



**Non Management Staff**





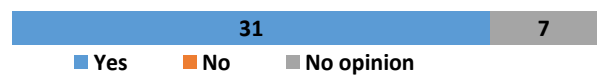
**16. Is there an opportunity to benefit from the good practices and experience of other researchers when conducting research ?**



**Persons with doctoral degree**



**Young researcher - Master**



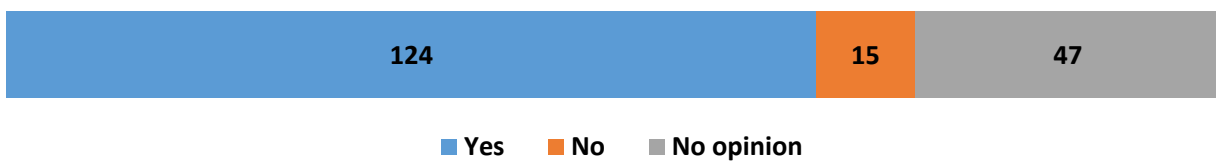
**Management Staff**



**Non Management Staff**



**17. Do research supervisors provide the necessary support to young researchers?**



**Persons with doctoral degree**



**Young researcher - Master**



**Management Staff**



**Non Management Staff**



**18. Do supervisors and managers of the unit provide young scientists with the right conditions for scientific development?**



**Persons with doctoral degree**



**Young researcher - Master**



**Management Staff**



**Non Management Staff**



**19. Do academics with extensive professional experience build constructive and positive relationships with new academics?**



**Persons with doctoral degree**



**Young researcher - Master**



**Management Staff**



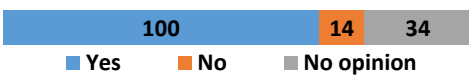
**Non Management Staff**



**20. Are supervisors helpful in solving problems concerning the implementation of scientific research and other professional duties?**



**Persons with doctoral degree**



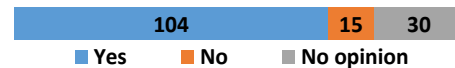
**Young researcher - Master**



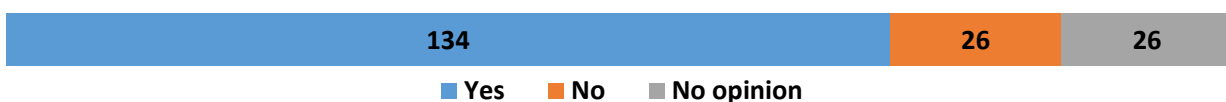
**Management Staff**



**Non Management Staff**



**21. Are working conditions, including working hours, flexible enough to allow you to reconcile family and work life; raising children and career development?**



**Persons with doctoral degree**



**Young researcher - Master**



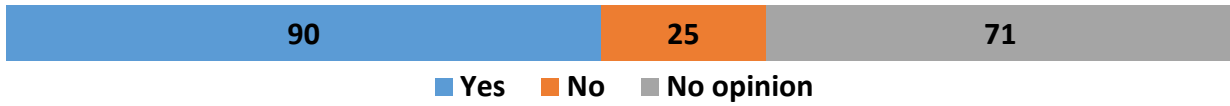
**Management Staff**



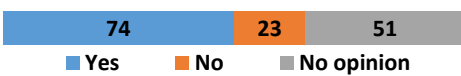
**Non Management Staff**



## 22. Does the University offer support to researchers in familiarizing themselves with national, sectoral and institutional regulations governing working conditions and professional development?



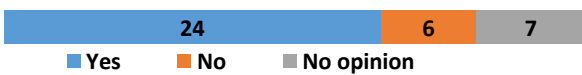
### Persons with doctoral degree



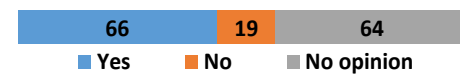
### Young researcher - Master



### Management Staff



### Non Management Staff



## 23. Are you aware of national, sectoral and institutional regulations governing working conditions and professional development?



### Persons with doctoral degree



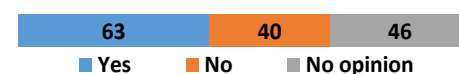
### Young researcher - Master



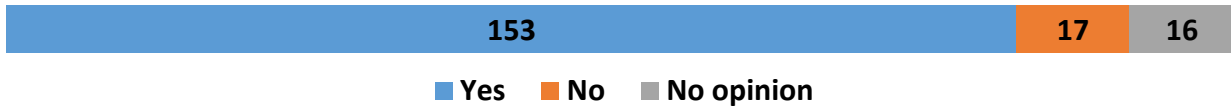
### Management Staff



### Non Management Staff



## 24. Do you have the opportunity to improve your skills and competencies?



### Persons with doctoral degree



### Young researcher - Master



### Management Staff



### Non Management Staff



## 25. Does the University support the possibility of continuous development of employees through participation in training, conferences, courses, etc.?



### Persons with doctoral degree



### Young researcher - Master



### Management Staff



### Non Management Staff



**26. Are there clearly defined standards and procedures for hiring research and research-teaching staff at the University?**



**Persons with doctoral degree**



**Young researcher - Master**



**Management Staff**



**Non Management Staff**



**27. Do competitive announcements for employment include an accurate description of the required qualifications and a description of the working conditions?**



**Persons with doctoral degree**



**Young researcher - Master**



**Management Staff**



**Non Management Staff**



**28. Do the application deadlines specified in employment competition announcements allow all interested parties to apply?**



**Persons with doctoral degree**



**Young researcher - Master**



**Management Staff**



**Non Management Staff**



**29. Is the recruitment of a vacancy conducted by an objective, competent selection committee?**



**Persons with doctoral degree**



**Young researcher - Master**



**Management Staff**



**Non Management Staff**



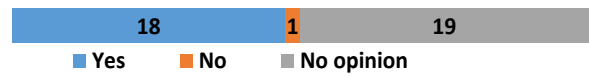
**30. Does the recruitment process assess the candidate's fulfillment of the qualification requirements taking into account any diverse experience, such as professional mobility or non-standard experience?**



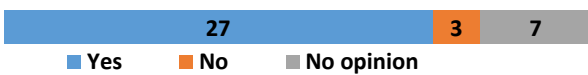
**Persons with doctoral degree**



**Young researcher - Master**



**Management Staff**



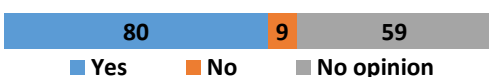
**Non Management Staff**



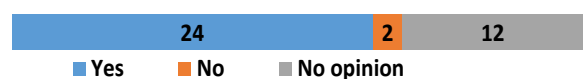
**31. In your opinion, are ethical standards present in the recruitment process of research and teaching staff?**



**Persons with doctoral degree**



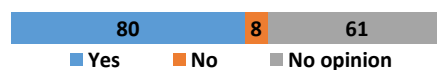
**Young researcher - Master**



**Management Staff**



**Non Management Staff**





### 32. Do candidates receive information about the strengths and weaknesses of their applications?



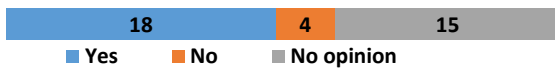
#### Persons with doctoral degree



#### Young researcher - Master



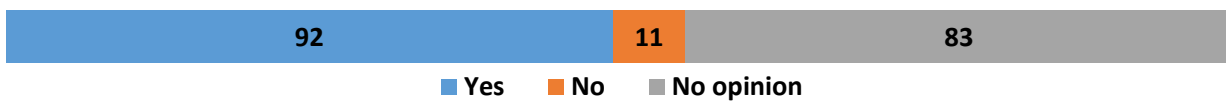
#### Management Staff



#### Non Management Staff



### 33. Are candidates informed about the recruitment process and selection criteria, the number of available positions and career prospects?



#### Persons with doctoral degree



#### Young researcher - Master



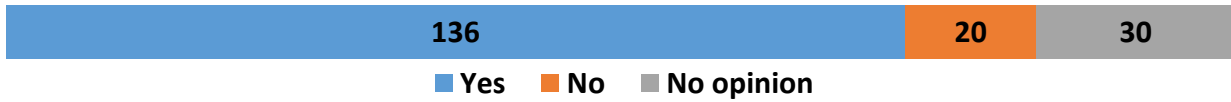
#### Management Staff



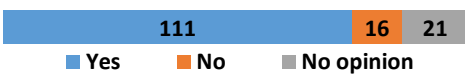
#### Non Management Staff



### 34. Does the university have clear rules for promotion to senior research and research and teaching posts?



#### Persons with doctoral degree



#### Young researcher - Master



#### Management Staff



#### Non Management Staff



### 35. Is there a transparent system of evaluation of academic teachers at the University?



#### Persons with doctoral degree



#### Young researcher - Master



#### Management Staff



#### Non Management Staff



**36. Are the competencies and experience of candidates taken into account in the process of forming research teams?**



**Persons with doctoral degree**



**Young researcher - Master**



**Management Staff**



**Non Management Staff**



Summarising the results, it should be noted that the 34% group is not fully representative. Nevertheless, the experience shows that it is difficult to obtain a higher response rate in surveys directed to a wide audience. Even with a group of 186 respondents, some trends can be assessed. However, questions about freedom of research should rather be addressed to independent researchers and about recruitment problems to young people who have gone through similar procedures just recently. However, the results of the questions on recruitment should be presented to the heads of the units, who, due to their function, form the selection boards when recruiting staff.

The answers to the questions on the role of unit managers and supervisors also need to be analysed in detail, including staff appraisal and supervisors' self-assessment.

A similar survey should be repeated in two years' time and action taken for a wider response.