

Questionnaire for mapping the research human potential and issues in WBC universities

Motivation and Current status

Why the questionnaire?

- Establish the baseline for HR Strategy internal analysis – perception of the universities' managerial and administrative bodies
 - Later: survey which will be disseminated among the researchers
 - Purpose: validate the baseline findings, discover other issues
 - Use both surveys to identify solvable problems
 - In cooperation with EU partners: identify actions which can help to resolve some of the solvable problems

The topics

- Research potential
- Employment and career development
- Ethics
- Working conditions
- Accountability and public responsibility
- Training
- Research projects and collaboration

Research potential

- We want to find about:
 - Uptake of PhD candidates (with and without employment contract, separately) in overall number of researchers
 - Incoming mobility
 - Gender balance

Employment and career development

- We want to find about:
 - HR growth rate (new employees vs. retired researchers)
 - Transparency and fairness of the employment process (reach of the published job ad, duration of ad, evaluation process)
 - Conditions and timeline for career advance
 - Capacity of Career Development centers to advise researchers

Ethics

- We want to find about:
 - How Ethical Committees work? What are they working on? How transparent is their work?
 - Does seniority culture have impact on research freedom?

Working conditions

- We want to find about:
 - Contract duration
 - Teaching/research balance

Accountability and public responsibility

- We want to find about:
 - Awareness of the researchers on the ethical standards and contractual and legal obligations
 - Is research responsible?

Training

- We want to find about:
 - Can younger excellent researchers work as mentors and supervisors?
 - Quality and fairness of mentor/student relationship
 - Level of internationalization of the PhD studies
 - Diversity of professional skills and experiences offered to PhD students

Research projects and collaboration

- We want to find about:
 - Self-sustainability of the research funding
 - Participation of the relevant external stakeholders (industry, diaspora, alumni, public administration, NGO) in the research process

Current status

- University of Vlora, completed
- University of Tirana, completed
- University of Sarajevo, sent incomplete, work in progress
- University of Novi Sad, sent incomplete, work in progress
- University of East Sarajevo, sent incomplete, work in progress
- University of Montenegro, extensive contacts, but not yet submitted
- University of Belgrade, asked for extension on 1.3, no contacts since
- University of Kragujevac, no response at all
- **Any comments?**