



ERASMUS+ PROJECT
Re@WBC
Enhancement of HE research potential
contributing to further growth of the WB region



Questionnaire on the rights and responsibilities of researchers at the University of xxxxxx

University of xxxxxxxx started with developing a Strategy for the development of human resources in research, with the aim to get closer to the standards of the European Charter for Researchers and the Code of Employment (European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers, <http://ec.europa.eu/EURAXESS/index.cfm/rights/whatIsAResearcher>). The drafting of an internal analysis of the current state of rights and responsibilities of researchers at the University is in progress. Based on that analysis, an action plan will be developed. That plan will foresee the actions that should lead to a gradual alignment of the organizational HR management practices with the European standards.

To make this internal analysis credible, we invite you to take part in this process and fill out a questionnaire which is published here.

Your opinion is invaluable to the success of the analysis and definition of credible actions to improve the rights and establish clear responsibilities of researchers working at the University of xxxxxxxx.

We inform you that the results of internal analysis, together with the results of the survey, will be published on the website of the University of xxxxxxxx, by the end of December, 2016.

***Required**

Basic information

1. Research area (OECD-Frascati)

Mark only one oval.

- Natural sciences
- Engineering and technology
- Medicine
- Agricultural sciences
- Social sciences
- Humanities

2. Age

Mark only one oval.

- less than 25
- 25 - 40
- 40 - 55
- more than 55

3. I am currently a PhD student in my or other organization

Mark only one oval.

- Yes
- No

4. Teaching or research title **Mark only one oval.*

- Teaching associate (or researcher - trainee)
- Teaching assistant (or research assistant)
- Assistant professor (or research associate)
- Associate professor (or senior research fellow)
- Full professor (or scientific advisor)
- Other:

5. Are you familiar with the European Charter for Researchers and the Code of recruiting researchers? **Mark only one oval.*

- Yes
- No

Ethical and professional aspects of the researchers careers**6. In my organization, the researcher independently selects topics and areas of his/her research ****Mark only one oval.*

	1	2	3	4	5	
Fully disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fully agree

7. In my organization, the principles of gender equality are fully applied at all levels of operations and decision-making*Mark only one oval.*

	1	2	3	4	5	
Fully disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fully agree

8. In my organization, research is carried out in accordance with the fundamental principles of professional ethics *

Examples of violations of professional ethics are plagiarism, manipulation in the process of evaluation and/or review, the imposition of co-authorship, falsification of the results of experiments, etc.

Mark only one oval.

	1	2	3	4	5	
Fully disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fully agree

9. **I'm familiar with the cases of violation of the principles of professional ethics in my organization ***

Mark only one oval.

- Yes
 No

10. **Cases of violation of professional ethics in my organization are treated and resolved in a fair way ***

Mark only one oval.

- Yes
 No
 I dont know

11. **My organization implements a reporting and assessment/evaluation system on the research of individual researchers ***

The reporting process may include individual periodic reporting to the mentor or assistant dean for scientific research, including monitoring of working hours, job reports, examination results, etc.

Mark only one oval.

1 2 3 4 5

Fully disagree Fully agree

12. **Researchers in my organization are aware of contractual and legal obligations arising from the employment contract and other signed acts and agreements ***

Mark only one oval.

1 2 3 4 5

Fully disagree Fully agree

13. **My organization implements good practices related to the protection of research results, their confidentiality (before publication), as well as the protection of the personal data which is collected in the research process ***

Mark only one oval.

1 2 3 4 5

Fully disagree Fully agree

14. **Researchers of all titles (from assistant to full professor) equally and actively participate in the work of the decision-making bodies in my organization ***

Mark only one oval.

1 2 3 4 5

Fully disagree Fully agree

15. The results of the research in my organization are adequately presented to the general public *

General public means local and regional environment or nation-wide
Mark only one oval.

1	2	3	4	5	
Fully disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fully agree

16. My comments regarding ethical and professional aspects of the researchers careers in my organization

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Employment

17. In my organization, the criteria for employment or career advancement (election to the position) are fully transparent *

Mark only one oval.

1	2	3	4	5	
Fully disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fully agree

18. In my organization, decisions regarding employment and career advancement are made exclusively according to defined criteria, in a fair manner and in its best interest

Mark only one oval.

1	2	3	4	5	
Fully disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fully agree

19. On average, the number of applicants to the calls for election to the position and/or employment in my organization is.. *

Mark only one oval.

- One
- One to three
- More than three
- I dont know

20. When hiring or election in my organization, committee members conduct interviews with the applicants *

Mark only one oval.

- Yes
- No
- I dont know

21. In my organization, the Committee reports on employment and/or election to the higher position are standardized *

That is, the reports are based on templates that are used continuously and without exception
Mark only one oval.

- Yes
- No
- I dont know

22. In the process of employment or election to the position in my organization, the following characteristics of the candidates are taken into account *

Select all that apply
Tick all that apply.

- Published scientific publications (articles, monographs, books, etc.).
- Published educational publications (books, practicums, etc.).
- Experience in teaching
- Mobility, for example. stay in foreign scientific-research institution
- Professional skills (eg. Project management, intellectual property, etc.).
- Fluency in foreign languages
- Certificates and diplomas from vocational courses
- Experience of working in the industry
- Experience in entrepreneurship
- Other:

23. My comments regarding the employment of researchers in my organization

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Working conditions and social security

24. Rate the quality of the services department in your organization (school, home university or institute) that have an impact on your work

Mark only one oval per row.

	Poor service	Proper service	I am not familiar with such a service	I did not use the service	Excellent service
Legal Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Department of Human Resource Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Department of Student Affairs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career Development Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accounting Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
EURAXESS Service Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. At my organization there is adequate research infrastructure *

The following is considered as a part of the research infrastructure: laboratory equipment and devices, computer and communications infrastructure, space, etc.

Mark only one oval.

	1	2	3	4	5	
Fully disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fully agree

26. How many hours per week you teach?

Mark only one oval.

- Less than 5
- 5 - 10
- 10 - 15
- More than 15
- I dont teach

27. In my organization, researchers are generally overburdened by teaching engagement *

Mark only one oval.

	1	2	3	4	5	
Fully disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fully agree

28. Salaries of researchers in my organization are adequate to my needs and expectations *

Mark only one oval.

	1	2	3	4	5	
Fully disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fully agree

29. In my organization, doctoral students (who do not have a teaching or research position) participate in the teaching process *

Mark only one oval.

- Yes
- No
- I dont know

30. My comments on the working conditions and social security of researchers in my organization

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Continuous development

31. My organization takes care that researchers have always available up to date and complete information on the opportunities for funding research activities *

Mark only one oval.

	1	2	3	4	5	
Fully disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fully agree

32. Activities of mentoring and supervision in my organization are being performed in a superficial manner, and their effectiveness is not evaluated in any way *

Mark only one oval.

	1	2	3	4	5	
Fully disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fully agree

33. If you agree with the above statement, check the possible reasons *

Tick all that apply.

- Overload of mentors and supervisors
- The lack of interest, or lack of motivation
- The lack of procedures for the evaluation of these activities
- Lack of mentoring and supervision activity planning
- Other:

34. At my organization, there is no interest of researchers for developing professional skills *

The examples of the professional skills are writing papers and proposals, project management, entrepreneurship and innovation, etc.

Mark only one oval.

	1	2	3	4	5	
Fully disagree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Fully agree

35. If you agree with the above statement, check the possible reasons for the lack of interest *

Tick all that apply.

- Overload of researchers
- Lack of appropriate courses offer, lack of the general plan of development of professional skills in the organization
- The level of acquired professional skills are not taken into account in career advance
- Other:

36. My comments on the continuous development of researchers in my organization

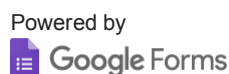
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