MEDICAL UNIVERSITY OF LODZ

Report 2018

"HR Excellence in Research"

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SURVEY RESULTS

Summary

Anonymous surveys "HR Excellence in Research" were distributed among researchers from the Medical University of Lodz (MUL) from November 2017 to January 2018 and the results will be used to obtain the logo "HR Excellence in Research" – a prestigious award granted by the European Commission. The survey was available on intranet and was sent via general mailing list of the University.

The objective of the surveys was to collect the researchers' opinion from the Medical University of Lodz about the procedures and rules applicable at our University in terms of recruitment, working conditions and researchers' carrier opportunities. The study included the number of 328 completed surveys from 1437 respondents i.e. academic employees from the MUL (response rate: 22,82533=22,8%: 328 respondents filled the surveys), including 66% of women. The results showed that the largest age group is the age group between 31-45 years, which accounted for 45% of all respondents. However, the largest professional group which took part in the surveys was the group of assistant professors - 29% of all respondents, then 21% of assistants, another 20%, 13% of assistant professors, 10% of doctors and 7% of full professors.

The survey consisted of 40 closed questions in which the respondents could mark only one answer out of 5 possible: "definitely Yes", "rather Yes", "rather No", "definitely No", "hard to say". Each of the questions had a section called: "Comments/Suggested activities". The survey was divided into 4 thematic areas: Ethical and professional aspects (questions: 1-11), Recruitment (questions: 12-21), Working conditions and social insurance (questions: 22-35) and Trainings (questions: 36-40).

The answers received were presented to all of respondents with the division into professional groups. Then, the answers were linked: the answer **"Yes" includes "definitely Yes" and "rather Yes"**; **the answer "No" includes "definitely No" and "rather No"**; **"hard to say"** without changes and are illustrated in the diagrams and tables. In order to identify questions/areas and assess their implementation at the institution by respondents, thresholds with % were proposed for the answers to identify areas which are or not realized at MUL and those areas that require additional clarification/discussion.

The proposal of division of questions/areas to discussion on the basis of the respondents' answers which require corrective actions:

1. 1. Questions/areas which are realized at the MUL: Yes: **> i = 70% - questions: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 20, 21, 31, 38 and 60% - questions: 11, 13, 22, 23, 25, 36, 37 (together 22 questions)**
2. **Questions/areas which are not realized at the MUL and require corrective activities: No > i = 30%- questions: 26, 33. (together 2 questions)**
3. **Questions/areas, which require discussion and clarification, whether are realized at the MUL or not and proposal of corrective activities**
   a. **Questions/areas which require additional explanation/clarification and respondents indicate the problem in this area and** require the proposal

of corrective activities: **"Hard to say" > i = 30% - questions: 14, 17, 24, 27, 29, 30, 34, 35, 40. (together 9 questions)**

    b. **The rest of questions/areas Yes < 60% require discussion on whether are realized at MUL or not and the proposal of corrective activities: 15, 16, 18, 19, 28, 32, 39. (together 7 questions)**

The results showed that 22 questions (1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 20, 21, 31, 38, 11, 13, 22, 23, 25, 36, 37) have the answer "Yes" in the scope equal and above of 60% what points out that the issues in selected questions are implemented at the Institution. Whereas, the rest of 18 questions need discussion, clarification and corrective program and the respondents' answers indicate the need for discussion concerning the realization of selected issues/areas at the Institution. The answers "No" in the scope of equal and below of 30% concern 2 questions (26, 33) what points out that these areas are not realized at the Institution and require corrective program. The answer "Yes" was in the scope below of 60% and the answer "Hard to say" equal and above of 30% (the respondents indicated the problem in these areas) which include 16 questions (15, 16, 18, 19, 28, 32, 39 and 14, 17, 24, 27, 29, 30, 34, 35, 40) indicate that the implementation of these issues needs discussion/clarification and corrective program. The proposition of division into questions/areas on the basis of the respondents' answers to the discussion on corrective program is presented below in the Diagram no. 1.
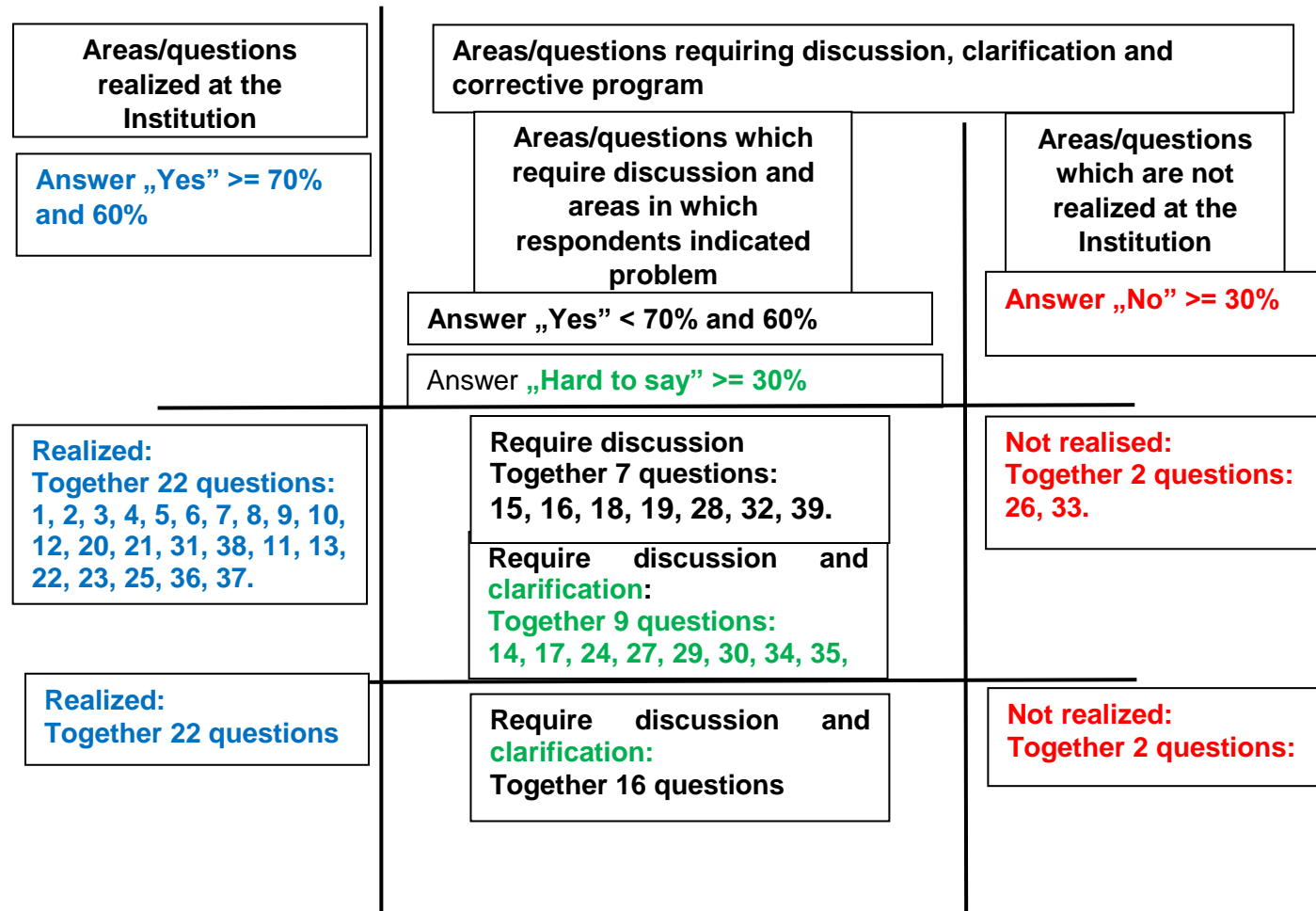
Areas/questions realized at the Institution	Areas/questions requiring discussion, clarification and corrective program		
	Areas/questions which require discussion and areas in which respondents indicated problem		**Areas/questions which are not realized at the Institution**
Answer „Yes" >= 70% and 60%	**Answer „Yes" < 70% and 60%**		**Answer „No" >= 30%**
	Answer **„Hard to say" >= 30%**		
Realized: Together 22 questions: 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 20, 21, 31, 38, 11, 13, 22, 23, 25, 36, 37.	**Require discussion Together 7 questions: 15, 16, 18, 19, 28, 32, 39.**		**Not realised: Together 2 questions: 26, 33.**
	Require discussion and clarification: Together 9 questions: 14, 17, 24, 27, 29, 30, 34, 35,		
Realized: Together 22 questions	**Require discussion and clarification: Together 16 questions**		**Not realized: Together 2 questions:**

Diagram no. 1 The scope of the respondents' answers indicating the level of areas realized at the Institution.

All respondents HR Excellence in Research 2018
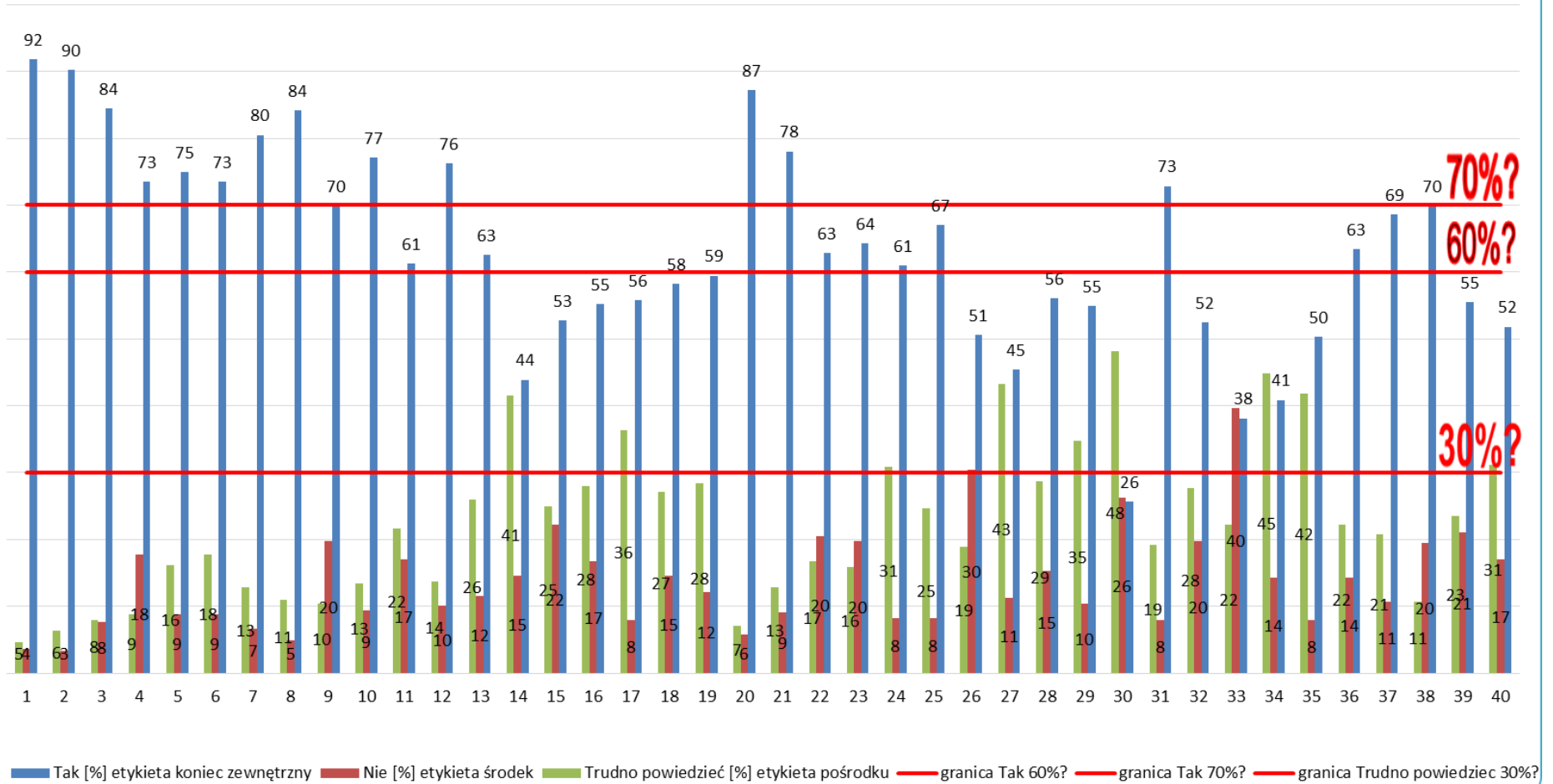
Survey questions:

1. May you follow the freedom of beliefs, expression and identify methods by which problems are solved, according to recognized ethical principles and practices in your research at Medical University of Lodz (MUL)?

2. Do the researchers from the MUL adhere to the fundamental ethical norms, principles and practices, included in the national, sectoral or institutional Codes of Ethics?

3. Do the researchers from the MUL follow the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers?

4. Are the researchers familiar with the strategic goals and funding mechanisms at the MUL?

5. Are the researchers from the MUL familiar with the national, sectoral and institutional regulations governing training or working conditions i.a. intellectual property rights and requirements and conditions of any sponsor or founder, independently of the nature of their contract?

6. Do researchers from the MUL adhere to the principles of sound, transparent and efficient financial management?

7. Do researchers from the MUL adopt the safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters and prepare proper technology back-up strategies?

8. As are you obliged to disseminate results of your research, carried out at the MUL?

9. Do you ensure that your research activities at MUL are made known to society?

10. Does the MUL ensure researchers against discrimination on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition?

11. Are the researchers from the MUL and their results regularly assessed in a transparent manner by an independent, including international commission?

12. Does the MUL ensure clearly defined standards of the recruitment process?

13. Has the MUL established recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised?

14. Do selection committees at the MUL represent diverse expertise and competences, have adequate gender balance, include members from different sectors (public and private) and disciplines, including from other countries with relevant experience to assess the candidate?

15. Does the MUL inform the candidates about the recruitment process, selection criteria, number of available positions, career development prospects and the strengths and weaknesses of their applications?

16. Does the MUL ensure that the selection process is conducted qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications, contribution to patents, development or inventions?

17. Does the MUL allow candidates to follow multidimensional career track and submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the position for which the application is being made?

18. Does the MUL consider any mobility experience (stay in another country/region or in another research setting, public or private), change in discipline or sector as part of the initial research training or at a later stage of the research career or virtual mobility experience as a valuable contribution to professional development of researcher?

19. Does the MUL provide for appropriate assessment of the academic and professional qualifications, including non-formal qualifications of all researchers, in particular within the context of international and professional mobility?

20. Has the MUL established the required level of basic qualifications corresponding to the needs of the position?

21. Has the MUL established clear and explicit rules for the recruitment and appointment of postdoctoral researchers, including the maximum duration of the objectives of such appointment?

22. Are all researchers from the MUL recognized as professionals at any career stage and treated accordingly?

23. Does the MUL ensure creation of the most stimulating research or research training environment which offers appropriate equipment, facilities and opportunities, including remote collaboration with the assistance of research network and observe the national and sectoral regulations concerning health and safety?

24. Does the MUL ensure flexible working hours for researchers, including disabled researchers in accordance with the existing national legislation and with national or sectoral collective-bargaining agreements to achieve efficient research?

25. Does the MUL ensure the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the EU Directive on Fixed-Term Work?

26. Does the MUL ensure fair and attractive conditions of salaries with adequate equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements?

27. Does the MUL aim for a representative gender balance at any career stage, including at supervisory and managerial level?

28. Is there a specific career development strategy for researchers at all stages of their career within the framework of human resources management policy at the MUL?

29. Does the MUL recognize the value of geographical, inter-sectoral and inter- and trans-disciplinary and virtual mobility, as well as mobility between the public and private sector as

an important issue of the expansion of scientific knowledge and sustainment of professional development at any stage of researchers' career.

30. Does the MUL ensure career advice and job placement assistance for researchers at any career stage, regardless of their contractual situation at institutions pertaining to it or within cooperation with another structures?

31. Does the MUL ensure that the researchers reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of intellectual property rights, including copyrights?

32. Has the MUL developed strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognized and listed and/or quoted, in the context of their actual contribution, as co-authors of papers, patents, etc. or to publish their own research results independently from their supervisors?

33. Does the MUL ensure that the teaching duties are adequately remunerated and taken into account in the evaluation systems of employees and that the time devoted by senior members of staff to the training of early stage researchers will be counted as part of their teaching commitment?

34. Has the MUL established, in compliance with the national rules and procedures, appropriate procedures, appointed impartial person (ombudsman-type) who deals with complaints/appeals of researchers, including issues concerning conflicts between supervisors and early stage researchers?

35. Does the MUL recognize as wholly legitimate and indeed desirable that researchers are represented in the relevant information, consultation and decision-making bodies of the institutions for which they work so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution?

36. Are there established and organized regular relationship at the MUL in the form of contact between doctoral students and their supervisors and representatives of faculty/department so as to take full advantage of it?

37. Are senior researchers from the MUL, fulfilling the role of supervisors, mentors, leaders, project coordinators, science communicators, perform their tasks according to the highest professional standards and build up a constructive and positive relationship with the early-stage researchers?

38. Does the MUL support researchers at any stage of their professional career, continual development by expanding their skills and competences, facilitating participation in conferences, trainings and another forms of education?

39. Does the MUL ensure career and employment opportunities for researchers at any stage of their professional career, regardless of their contractual situation, through the access to the activities enabling continual development of skills and competences?

40. Has the MUL appointed the competent supervisor who has adequate knowledge, experience, competences and engagement, who devotes attention to an early-stage researchers

in terms of their professional duties and who keeps records of all work progress and assessment as well as necessary mechanisms of feedback?