THE USC HUMAN RESOURCES STRATEGY FOR RESEARCHERS

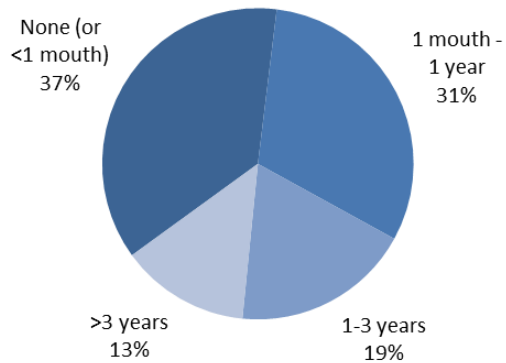**Results of the Perception Survey for Researchers**

14/11/2016

Technical Information

- **Type of survey: self-administered questionnaire** (online, application Opina)

- **Dates:** between 23rd and 30th September

- **Validation of the questionnaire:** pre-test in paper in Focus Group. Preliminary test in the control group for technical aspects

- **Promotion of participation:** by email

- **Targeted population:** 4,612 people

- **Number of answers:** 850

- **Participation:** 18.43%

- **Sampling error:** 2.96% (Confidence level 95%)

- **Fieldwork, tabulation of data and report:** Area of Quality and Improvement of Procedures

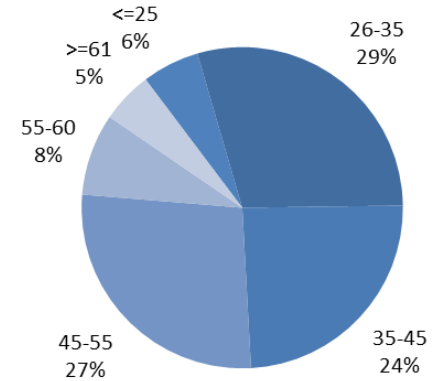## Profile of Participants in the Perception Survey for Researchers

International experience

Sex
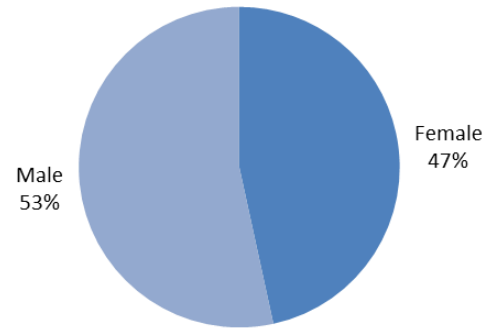
Age

Area of origin
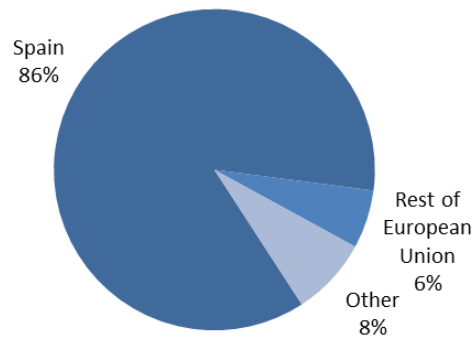
Seniority (USC)
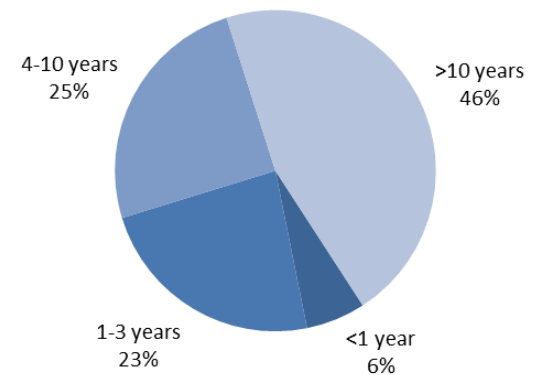
Profile of Participants in the Perception Survey for Researchers

Area of knowledge

Arts and Humanities	20%
Science	33%
Health Science	20%
Social Science and Law	25%
Engineering and Architecture	11%
MULTIPLE ANSWER	9%

Knowledge of the "Code"	0%	19%	81%
Knowledge of the "Charter"	0%	21%	79%

■ DK/DA/NA   ■ Yes   ■ No

Stage of the research career

R2A 11%
R2B 4%
R1 46%
R3 22%
R4 17%
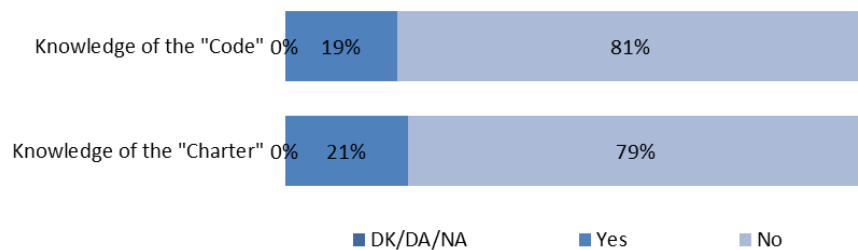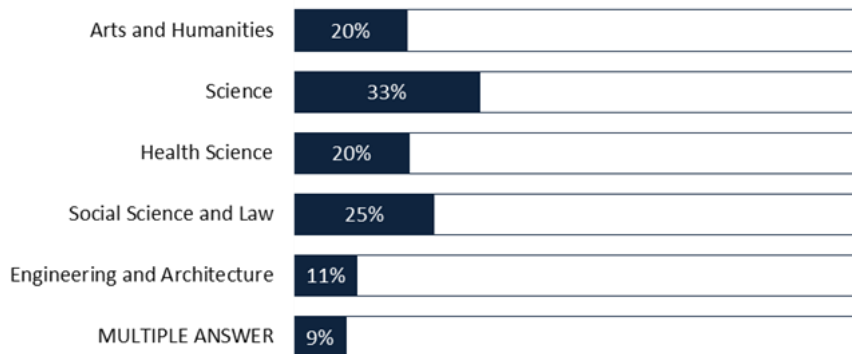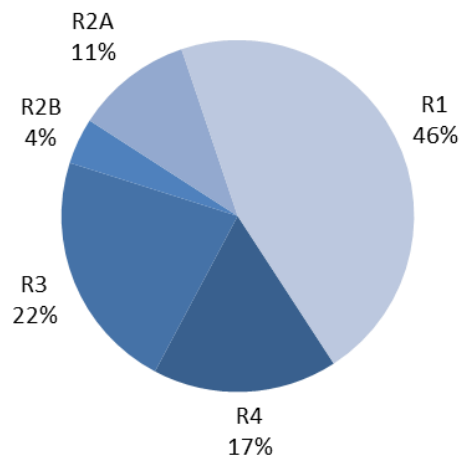
Main Results of the Perception Survey for Researchers

3.1.- The procedures for recruiting researchers established by the USC according to current legislation are:

1. **Clear**

2. **Open**

3. **Suited for the job**

4. **Adequated in terms of deadlines**

5. **Internationally comparable**

	Clear	Open	Suited for the job	Adequated in terms of deadlines	Internationally comparable	AVERAGE
	3,3	3,2	3,2	3,1	2,7	3,1

1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

	DK/DA	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Clear	16%	7%	13%	25%	30%	9%
Open	16%	7%	14%	23%	32%	8%
Suited for the job	16%	6%	14%	27%	29%	8%
Adequated in terms of deadlines	15%	8%	16%	27%	27%	7%
Internationally comparable	24%	14%	15%	30%	12%	5%
AVERAGE	17%	8%	14%	26%	26%	7%

Main Results of the Perception Survey for Researchers

3.2.- The USC publicizes its selection processes for researchers:

1. **Well in advance**
2. **In international media**
3. **Indicating the positions offered**
4. **Indicating the knowledge required**
5. **Indicating the functions to be performed**
6. **Indicating working conditions**
7. **Indicating the selection criteria**
8. **Explaining the development of the process**

	Value
Well in advance	3,2
In international media	2,6
Indicating the positions offered	3,7
Indicating the knowledge required	3,7
Indicating the functions to be performed	3,4
Indicating working conditions	3,1
Indicating the selection criteria	3,4
Explaining the development of the process	3,1
AVERAGE	3,3

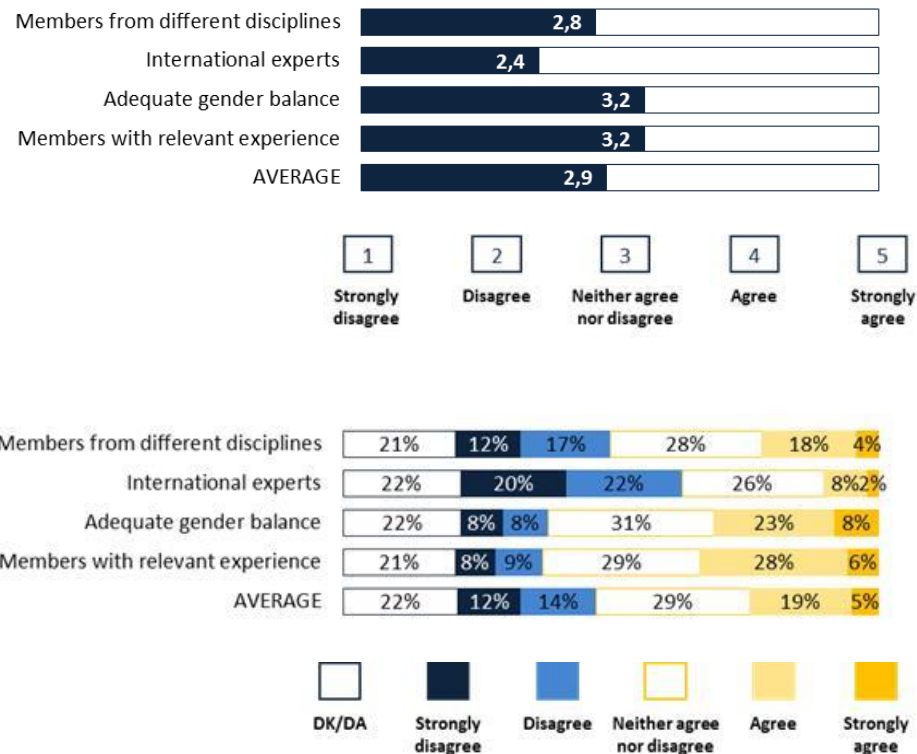| 1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

	DK/DA	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Well in advance	13%	8%	15%	24%	30%	9%
In international media	24%	14%	19%	32%	9%	3%
Indicating the positions offered	12%	1%	6%	20%	41%	17%
Indicating the knowledge required	14%	4%	5%	20%	43%	14%
Indicating the functions to be performed	14%	5%	11%	23%	36%	10%
Indicating working conditions	15%	8%	17%	29%	25%	7%
Indicating the selection criteria	14%	7%	10%	23%	36%	10%
Explaining the development of the process	15%	9%	15%	28%	25%	7%
AVERAGE	15%	7%	12%	25%	31%	10%

Main Results of the Perception Survey for Researchers

**3.3.- The USC ensures that the selection committees for recruiting researchers include:**

1. **Members from different disciplines**

2. **International experts**

3. **Adequate gender balance**

4. **Members with relevant experience**

Members from different disciplines	2,8
International experts	2,4
Adequate gender balance	3,2
Members with relevant experience	3,2
AVERAGE	2,9

1 Strongly disagree	2 Disagree	3 Neither agree nor disagree	4 Agree	5 Strongly agree

	DK/DA	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Members from different disciplines	21%	12%	17%	28%	18%	4%
International experts	22%	20%	22%	26%	8%	2%
Adequate gender balance	22%	8%	8%	31%	23%	8%
Members with relevant experience	21%	8%	9%	29%	28%	6%
AVERAGE	22%	12%	14%	29%	19%	5%

Main Results of the Perception Survey for Researchers

3.4.- The assessment of merits in the selection processes of researchers in the framework of the R & D & I should include:

1. Quality of scientific publications
2. Teaching experience
3. Supervision of staff
4. Capacity for teamwork
5. Knowledge transfer
6. R&D management
7. Scientific knowledge dissemination
8. International experience
9. Intersectorial mobility
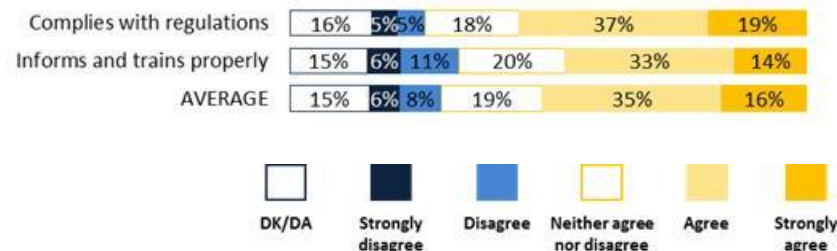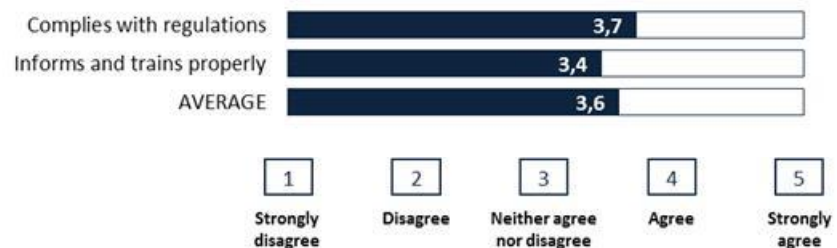10. Interdisciplinary mobility
11. Virtual mobility

Results of the Perception Survey
15/11/2016

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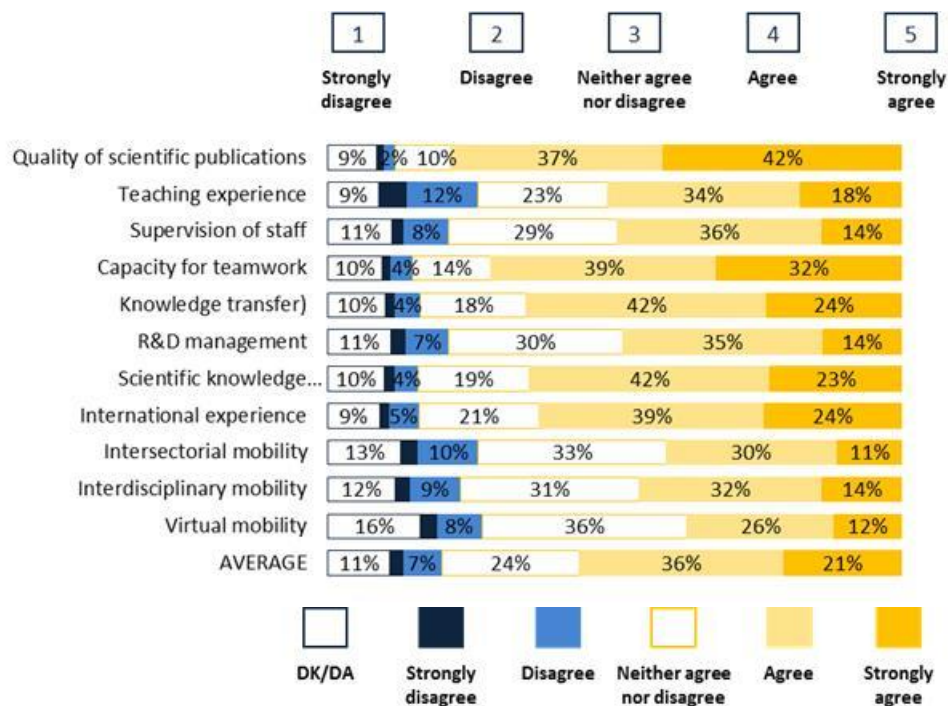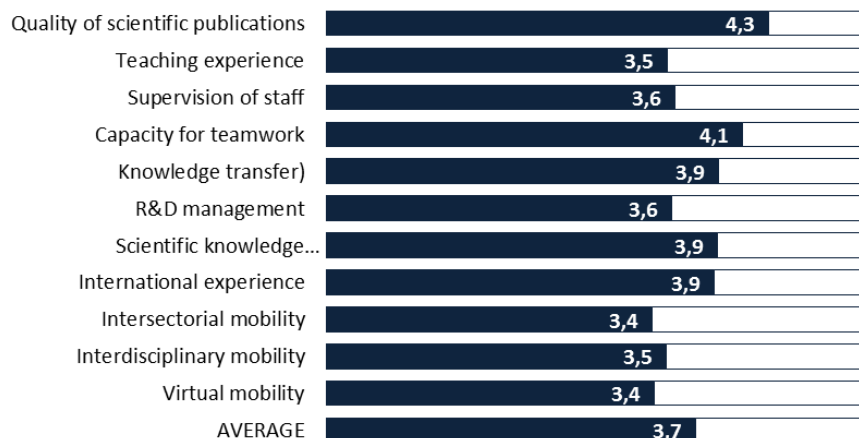
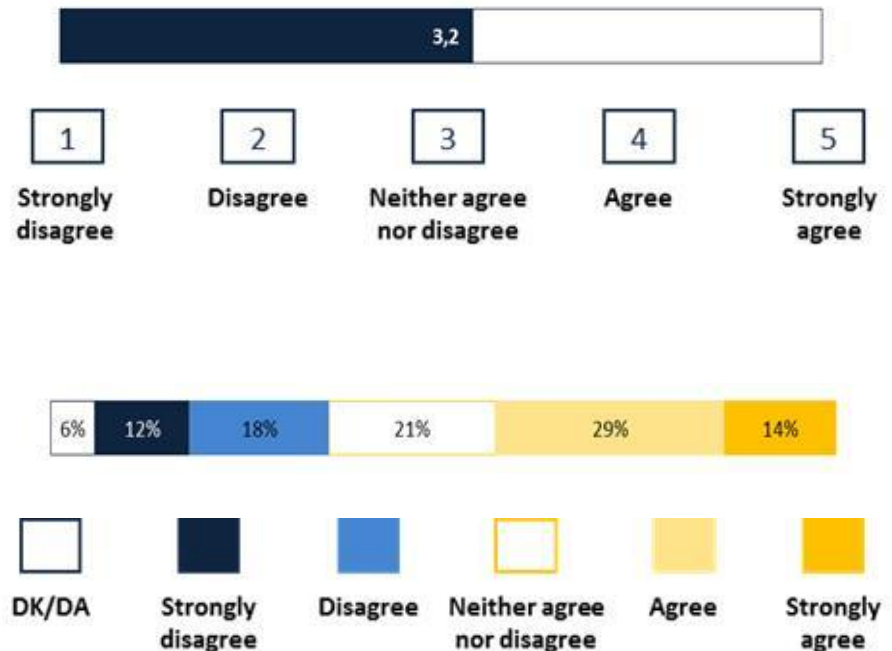# Main Results of the Perception Survey for Researchers

4.1.- In relation to the rules concerning the protection of health and safety at work (health monitoring and risk prevention), the USC:

1. **Complies with regulations**

2. **Informs and trains properly**

Complies with regulations	3,7
Informs and trains properly	3,4
AVERAGE	3,6

1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

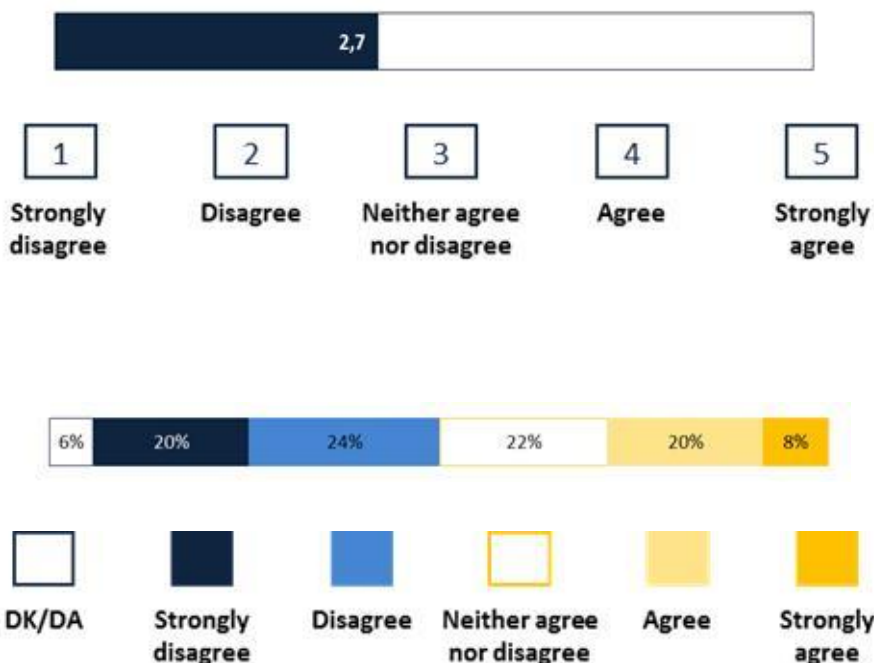|	DK/DA	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
Complies with regulations	16%	5%	5%	18%	37%	19%
Informs and trains properly	15%	6%	11%	20%	33%	14%
AVERAGE	15%	6%	8%	19%	35%	16%

Main Results of the Perception Survey for Researchers

4.2.- I have the resources and equipment needed to develop my research.
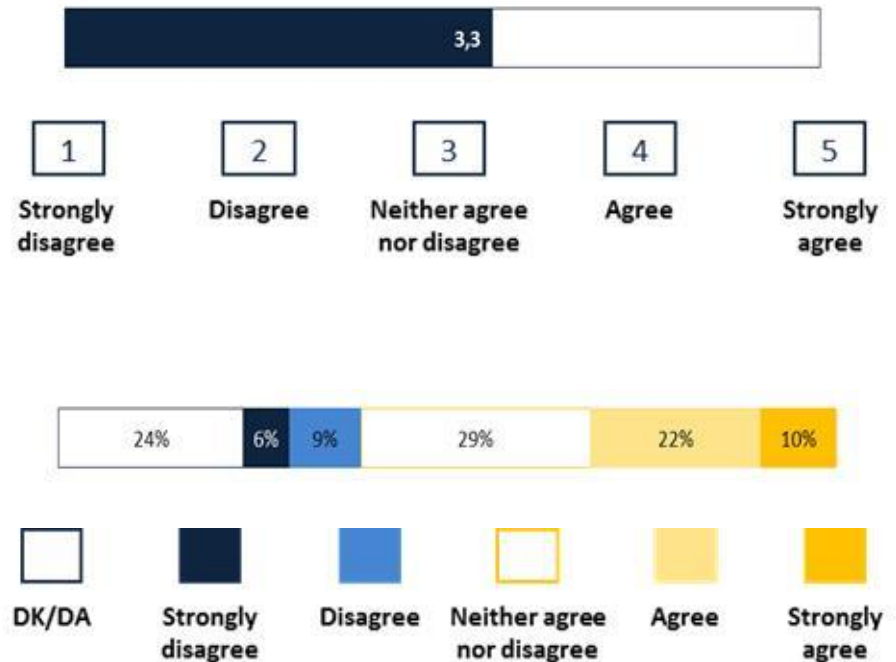
Main Results of the Perception Survey for Researchers

4.3.- The USC provides support and guidance specialized in the scientific/research career for my professional development and for improving my skills and competencies.

1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

2,7

6%	20%	24%	22%	20%	8%

DK/DA — Strongly disagree — Disagree — Neither agree nor disagree — Agree — Strongly agree
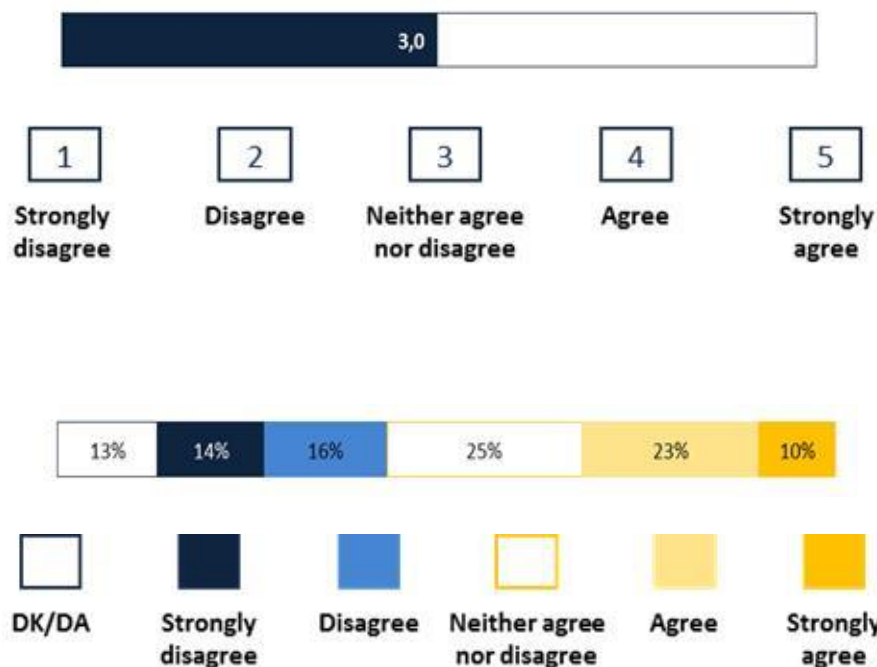
Main Results of the Perception Survey for Researchers

4.4.- The USC provides me with legal support and also support related to industrial and intellectual property thus ensuring my benefit from possible exploitation of the results of R & D.
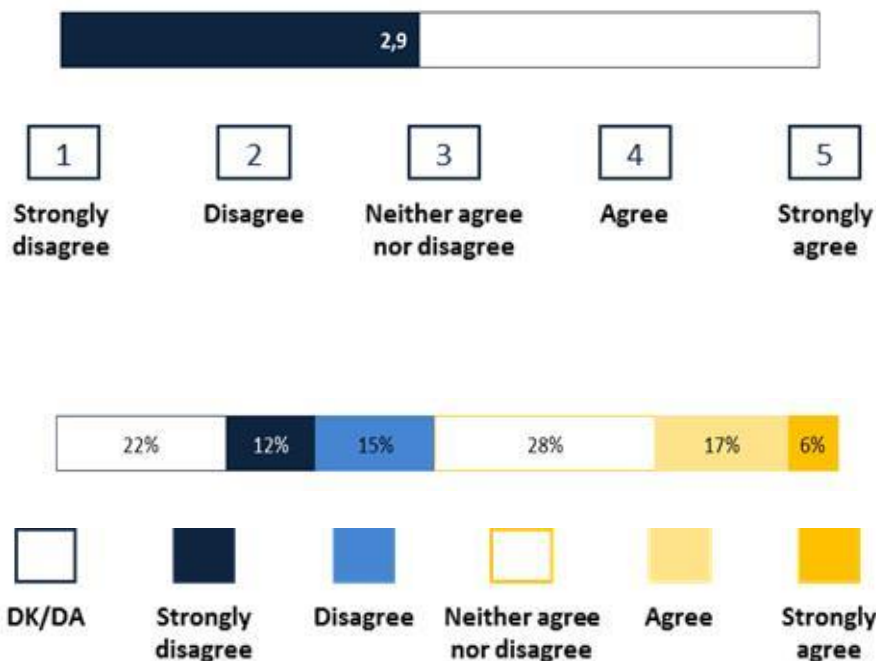
Main Results of the Perception Survey for Researchers

4.5.- The USC facilitates and acknowledges the development of teaching responsibilities assigned to researchers.
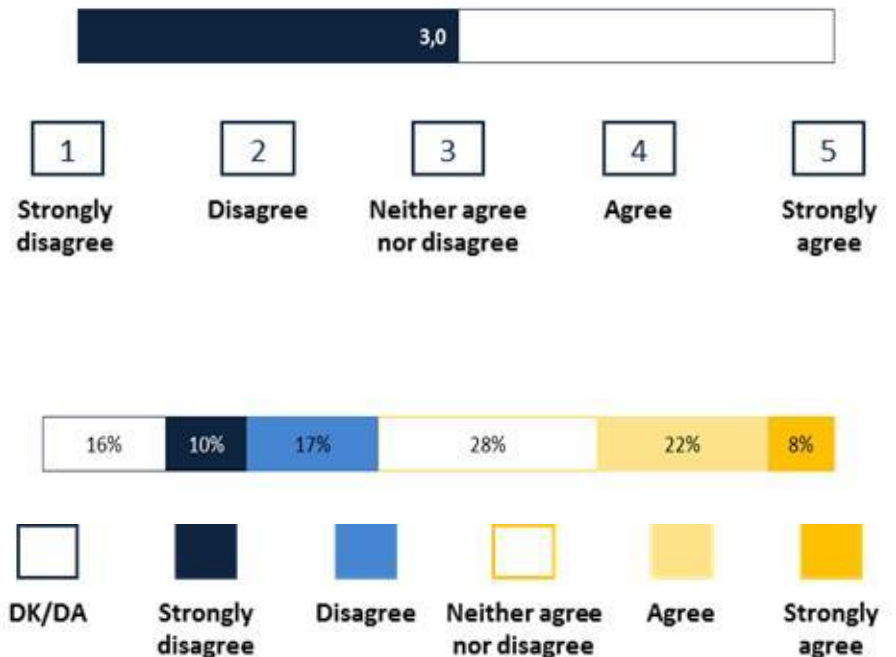
Main Results of the Perception Survey for Researchers

4.6.- The USC has the appropriate procedures for resolving appeals/complaints related to working conditions of researchers and conflicts with their supervisors.

				2,9

1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

22%	12%	15%	28%	17%	6%

DK/DA	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

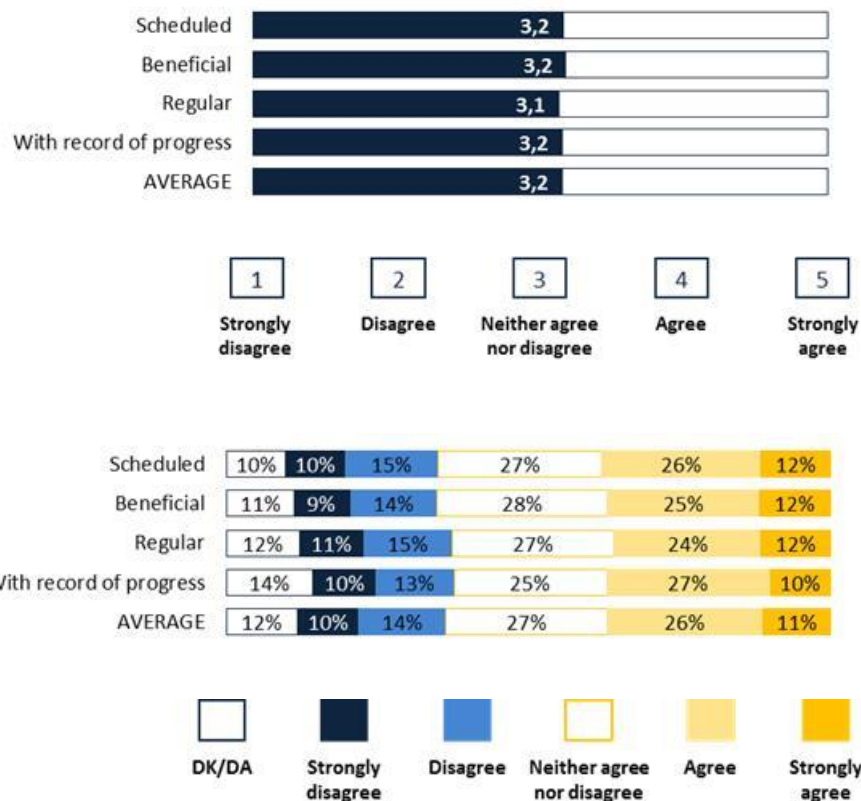# Main Results of the Perception Survey for Researchers

4.7.- The USC ensures the participation of its researchers in decision-making processes through the corresponding organs of representation.

Main Results of the Perception Survey for Researchers

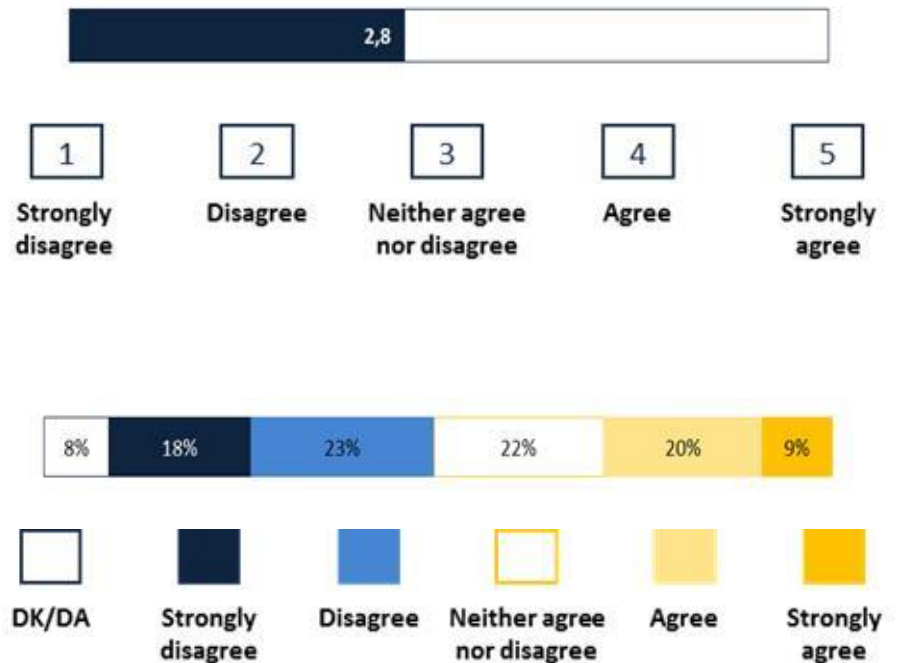**5.1.- The USC promotes that researchers in their training phase and their directors/tutors keep a relationship:**

1. **Scheduled**

2. **Beneficial**

3. **Regular**

4. **With record of progress**

Scheduled	3,2				
Beneficial	3,2				
Regular	3,1				
With record of progress	3,2				
AVERAGE	3,2				

1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

Scheduled	10%	10%	15%	27%	26%	12%
Beneficial	11%	9%	14%	28%	25%	12%
Regular	12%	11%	15%	27%	24%	12%
With record of progress	14%	10%	13%	25%	27%	10%
AVERAGE	12%	10%	14%	27%	26%	11%

| DK/DA	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

Main Results of the Perception Survey for Researchers

5.2.- The USC promotes continuous training of researchers regardless of the stage of his/her career.

2,8	

1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

8%	18%	23%	22%	20%	9%

|					
DK/DA	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

Main Results of the Perception Survey for Researchers

6.1.- The USC has mechanisms to ensure the ethical principles of the research carried out by its staff, for example, the Bioethics Committee or the Principles of socially responsible management.
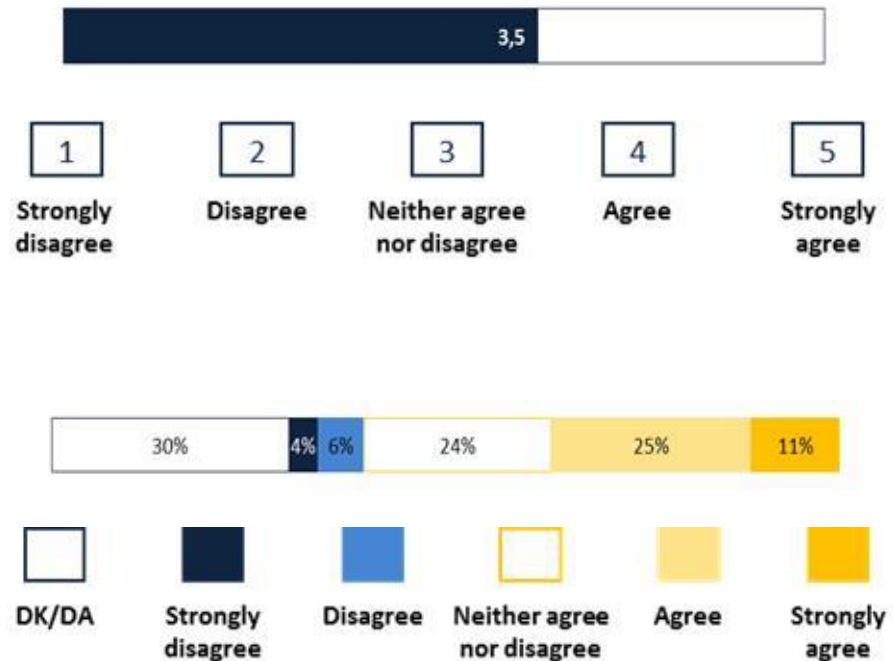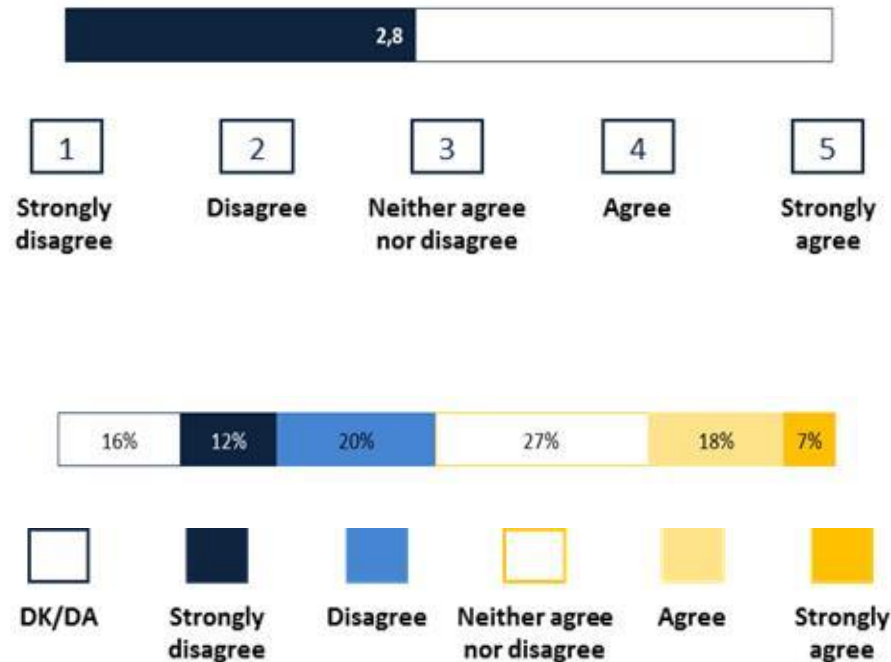
Main Results of the Perception Survey for Researchers

6.2.- The USC keeps me informed about the funding mechanisms available to me as researcher and their requirements and conditions.
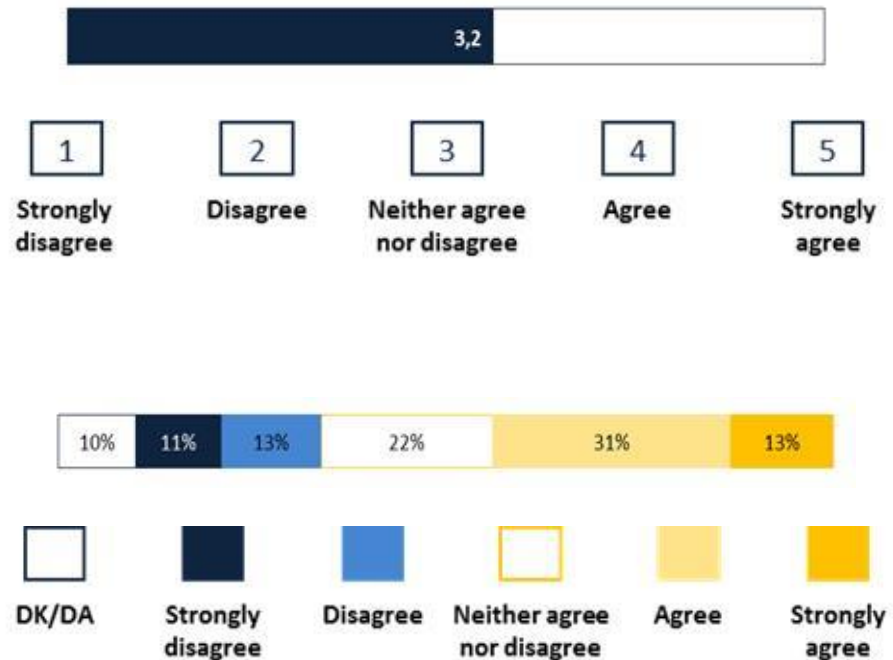
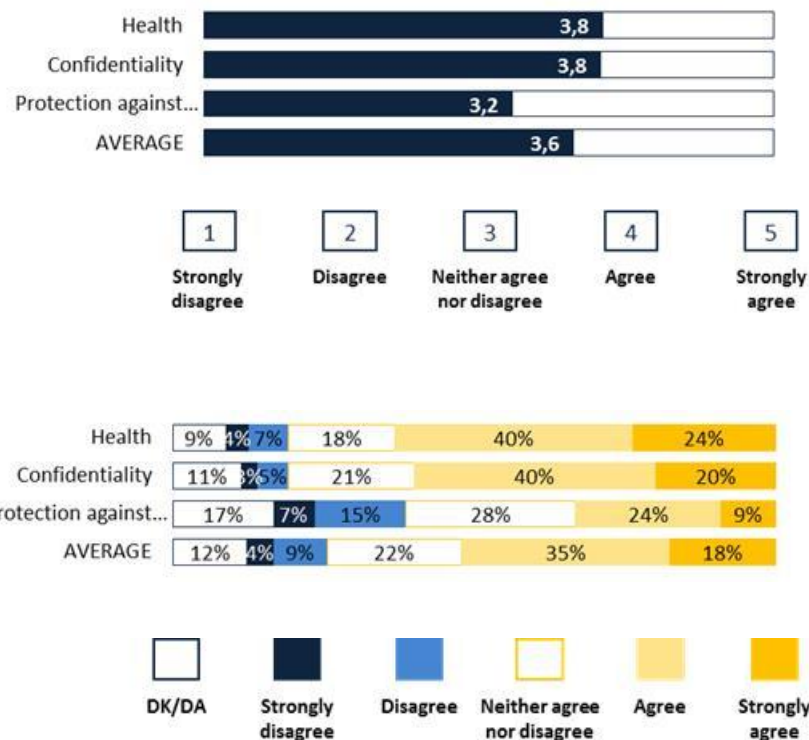# Main Results of the Perception Survey for Researchers

6.3.- The USC keeps me informed about the national, sectorial and institutional regulations related to my training and my working conditions, for example, about the intellectual property rights.

	2,8	

1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

16%	12%	20%	27%	18%	7%

DK/DA	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

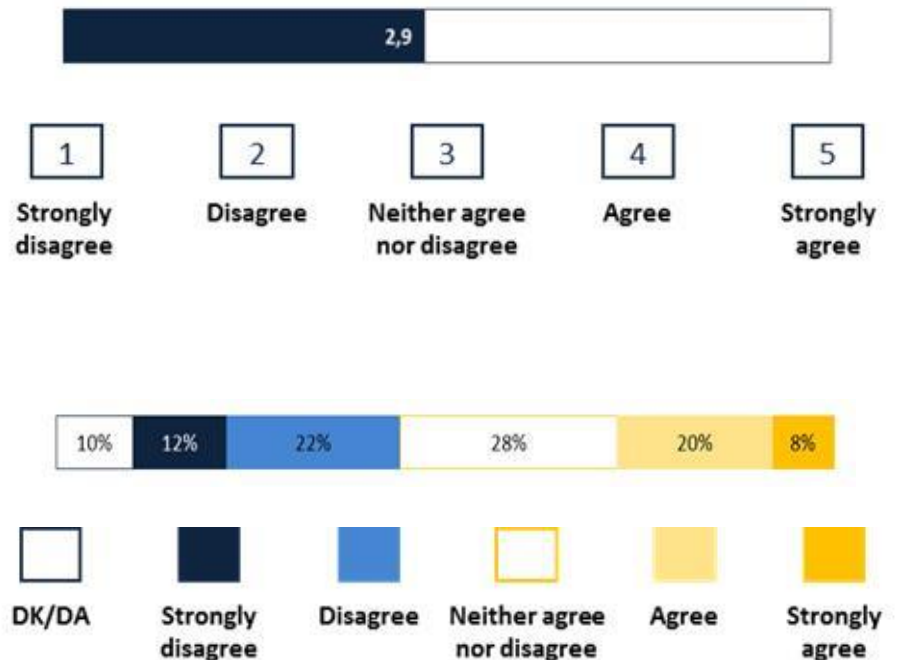# Main Results of the Perception Survey for Researchers

6.4.- My research activity is developed in conditions of safety as it relates to:

1. **Health**

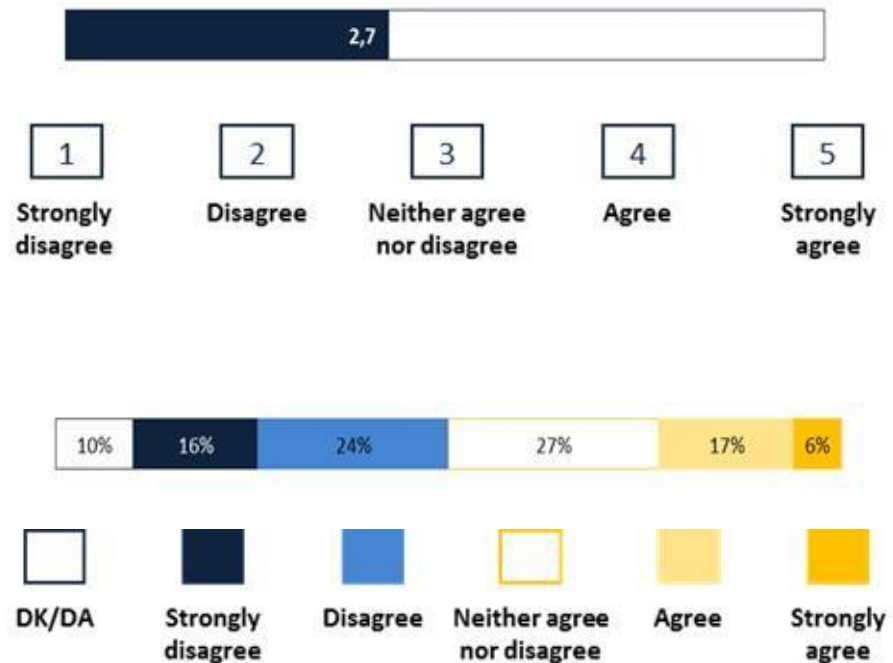2. **Confidentiality**

3. **Protection against information leaks**

Main Results of the Perception Survey for Researchers

6.5.- The USC facilitates the dissemination and exploitation of the results of my research.

				2,9		

1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

10%	12%	22%	28%	20%	8%

| DK/DA | Strongly disagree | Disagree | Neither agree nor disagree | Agree | Strongly agree |

Main Results of the Perception Survey for Researchers

6.6.- The USC facilitates that the results of my research become known to a non-specialized public and society in general.

1	**2**	**3**	**4**	**5**
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

2,7

10%	16%	24%	27%	17%	6%
DK/DA	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

Main Results of the Perception Survey for Researchers

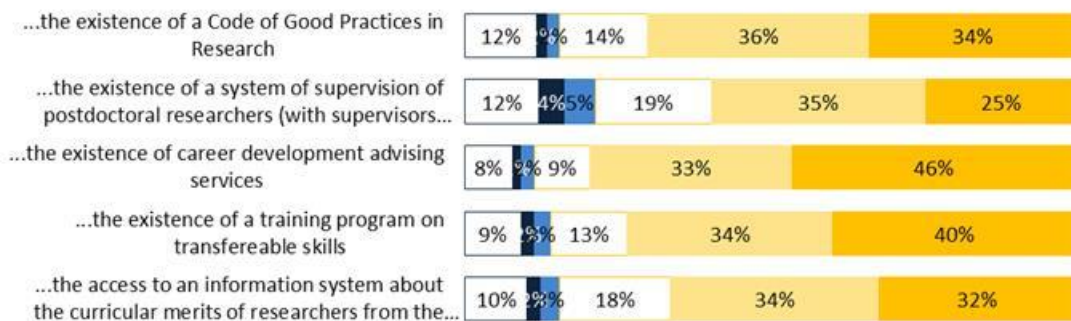**6.7.- I think that research performance should be reviewed and evaluated periodically.**
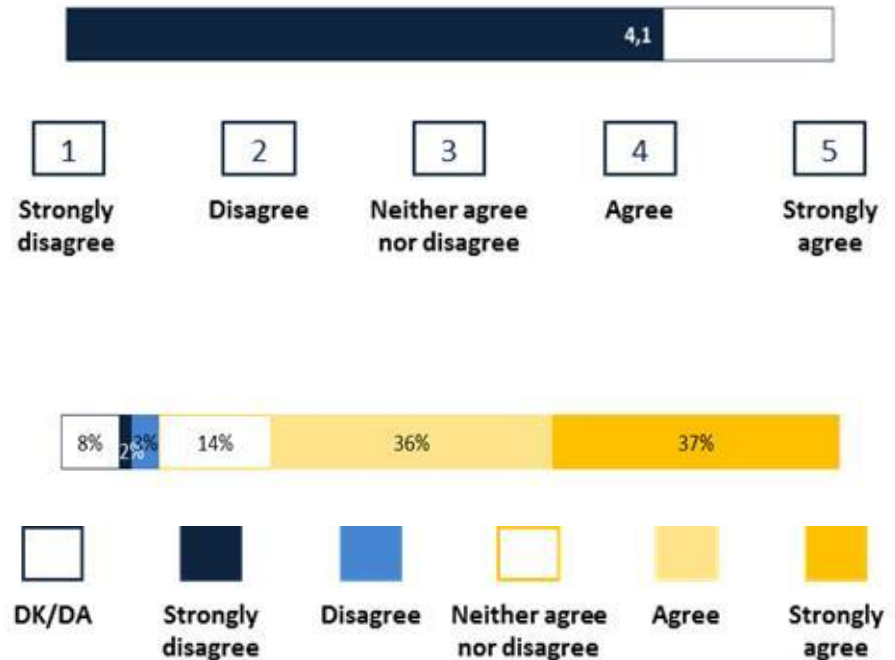
Main Results of the Perception Survey for Researchers

7.- In order to improve the performance of my research career, I consider relevant:

1. **the existence of a Code of Good Practices in Research.**

2. **the existence of a system of supervision of postdoctoral researchers.**

3. **the existence of career development advising services.**

4. **the existence of a training program on transfereable skills.**

5. **the access to an information system about the curricular merits of researchers.**

	...the existence of a Code of Good Practices in Research	4,1
...the existence of a system of supervision of postdoctoral researchers (with supervisors...	3,8
...the existence of career development advising services	4,3
...the existence of a training program on transfereable skills	4,2
...the access to an information system about the curricular merits of researchers from the USC	4,0

1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

	DK/DA	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
...the existence of a Code of Good Practices in Research	12%	0%	4%	14%	36%	34%
...the existence of a system of supervision of postdoctoral researchers (with supervisors...	12%	4%	5%	19%	35%	25%
...the existence of career development advising services	8%	2%	9%		33%	46%
...the existence of a training program on transfereable skills	9%	2%		13%	34%	40%
...the access to an information system about the curricular merits of researchers from the...	10%	2%	6%	18%	34%	32%

Conclusions of the Perception Survey for Researchers

In general, a high level of discontent has not been observed, with the average being slightly above the midpoint (a 3.3; 3 meaning "I neither agree nor disagree" and 4 meaning "I agree") with a level of positive responses ("I agree or fully agree") more than 20 points above the negative ones ("I disagree or strongly disagree").

The aspects in which **higher levels of agreement** are shown are, from highest to lowest:

- The **need to periodically evaluate** the research performance.

- The **aspects that should include the selection of research staff**.

- The **conditions in which the activity is carried out** in terms of health (also considering that the USC complies with the regulations in matters of prevention of work hazards, and that it trains and reports conveniently about it), confidentiality and protection against information losses.

- The existence in the USC of **mechanisms that ensure the ethical principles** of research.

Conclusions of the Perception Survey for Researchers

On the other hand, those issues in which the **highest levels of disagreement** are observed are, from highest to lowest:

- The support of the USC for the **dissemination of research results** to society in general and, most of all, to the non-specialized public.

- The support and guidance of the USC for the **professional and work development** of the research staff and for the **improvement of their skills and competences**.

- The **continuous training** provided by the USC to research staff.

- The information provided by the USC regarding **regulations related to the training and working conditions** of the research staff.

- The means that the USC provides for the **dissemination and exploitation of research results**.

Conclusions of the Perception Survey for Researchers

If a **more detailed analysis** is carried out, it is observed that…

The research staff of the USC considers…

ON THE CHARACTERISTICS OF THE SELECTION PROCESSES
… recruitment procedures are not internationally comparable.

ON THE DISSEMINATION OF THE SELECTION PROCESSES
… recruitment procedures are not properly disseminated in the international media. The research staff also expresses the need to improve the specifications of working conditions and the explanation of the development of the selection processes.

ON THE COMPOSITION OF THE SELECTION COMMITTEES
… selection committees don´t have members from different disciplines nor international experts.

Conclusions of the Perception Survey for Researchers

The research staff of the USC considers...

ON THE ASSESSMENT OF MERITS OF THE RESEARCH STAFF
... the selection criteria should assess the quality of publications and the ability to work in teams, in the first instance. The criteria should also include: the dissemination of science, international experience and knowledge transfer.

ON HEALTH STANDARDS AND SAFETY AT WORK
... the USC complies with health standards and safety at work regulations, and informs and trains properly on both issues.

ON WORKING CONDITIONS
... the lack of support and guidance for professional and work development is the one issue on the working conditions of the staff where there is more room for improvement, followed by the procedures for the resolution of complaints and claims, the recognition of teaching activity for the research staff (in particular for R2, R3 and R4), and the participation in decision-making bodies for researchers R2 and R4.

Conclusions of the Perception Survey for Researchers

The research staff of the USC considers...

ON THE RELATIONSHIP BETWEEN STAFF AND TUTORS

... all aspects of the relationship between staff and tutors (organized, profitable, regular, with registration of the progress) are evaluated positively, except for the group of R2, who don´t agree on any of the items.

ON CONTINUOUS TRAINING

... in a generalized manner, it is not perceived that the USC encourages continuous training among its research staff.

Conclusions of the Perception Survey for Researchers

The research staff of the USC considers...

ON ETHICAL AND PROFESSIONALS ASPECTS
... the ethical and professional aspects where more room for improvement has been detected are: information about mechanisms for financing R&D and about the regulations related to each activity; avoiding loss of information; and the way in which the USC facilitates the dissemination and exploitation of research results. R3 and R4 researchers do not approve the current level of dissemination of the results of their research to the non-specialist public. We should emphasize the high level in agreement on the need to periodically review and evaluate the performance of researchers.

ON THE POSSIBLE ACTIONS TO IMPROVE THE DEVELOPMENT OF THE RESEARCH CAREER
... all possible actions to improve the development of the research career would be interesting, valued in this order: (1) creation of an advisory service for the scientific and professional career, (2) establishment of a training program on transversal competences, (3) development of a Code of Good Practices in Research, (4) development of an information system on curricular merits, (5) and of a system of supervision of the postdoctoral research staff.

THE USC HUMAN RESOURCES STRATEGY FOR RESEARCHERS