BYDGOSZCZ UNIVERSITY OF SCIENCE AND TECHNOLOGY

HR EXCELLENCE IN RESEARCH

SURVEY

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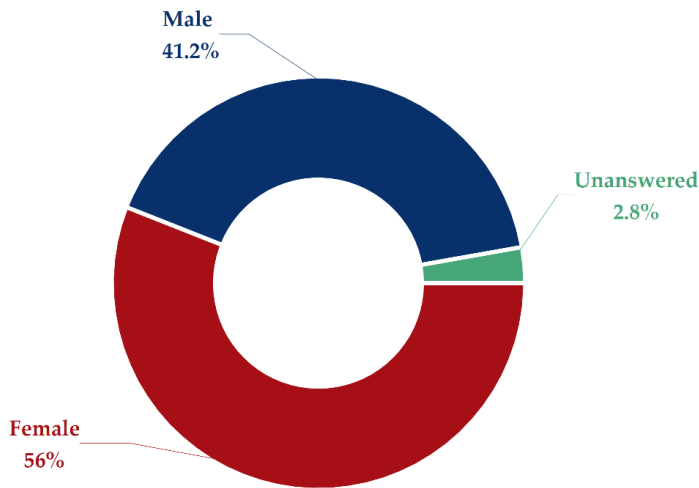*Mateusz Wirwicki*

Mateusz Wudarczyk

Anna Zmudzińska

1. Gender

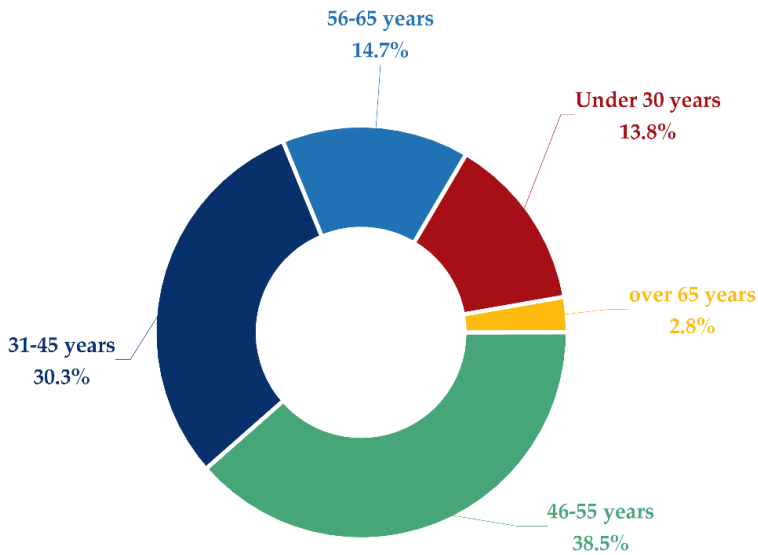**Figure 1** Participation of respondents by gender

- Male 41.2%
- Unanswered 2.8%
- Female 56%

2. Age

Figure 2 Participation of respondents by age

- 56-65 years 14.7%
- Under 30 years 13.8%
- over 65 years 2.8%
- 31-45 years 30.3%
- 46-55 years 38.5%

3. Affiliation with Faculty
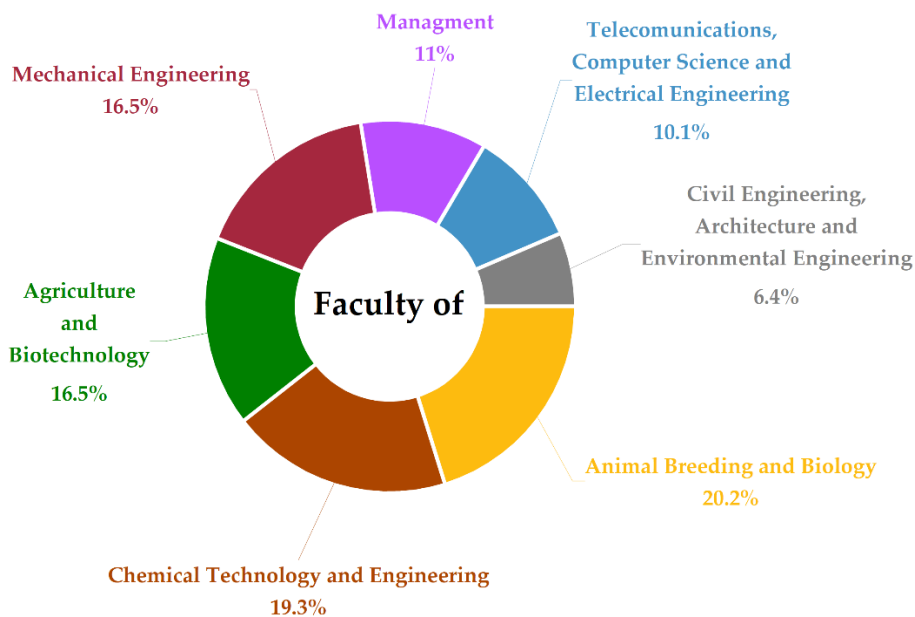
Figure 3 Participation of respondents by faculty

- Managment 11%
- Telecomunications, Computer Science and Electrical Engineering 10.1%
- Mechanical Engineering 16.5%
- Civil Engineering, Architecture and Environmental Engineering 6.4%
- Agriculture and Biotechnology 16.5%
- Faculty of
- Animal Breeding and Biology 20.2%
- Chemical Technology and Engineering 19.3%

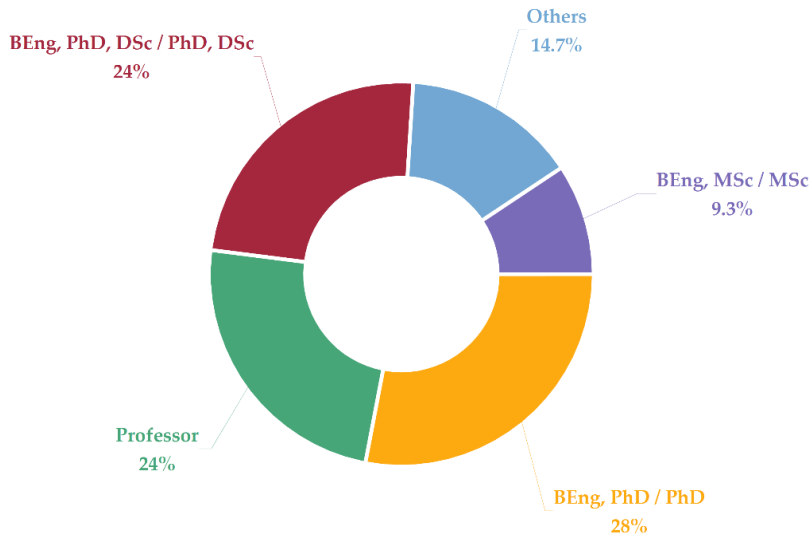# 4. Scientific or Professional title / Scientific degree

Figure 4 Participation of respondents by scientific or professional title / scientific degree
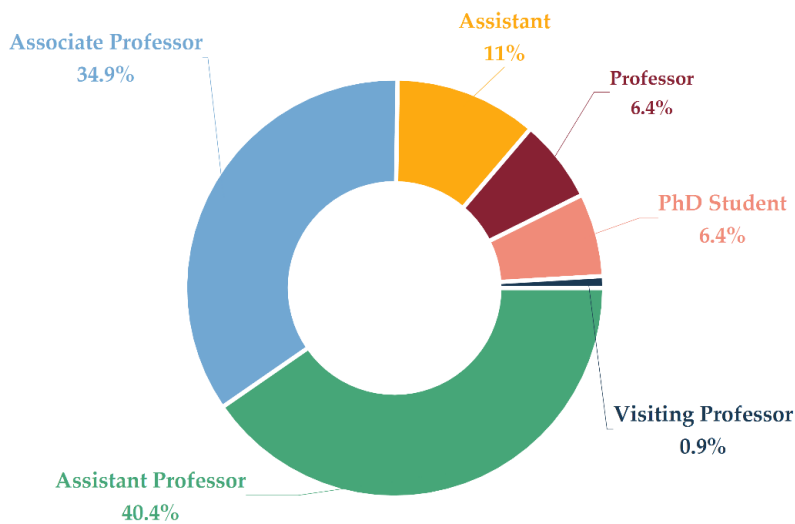
5. Professional Group

Figure 5 Participation of respondents by professional group

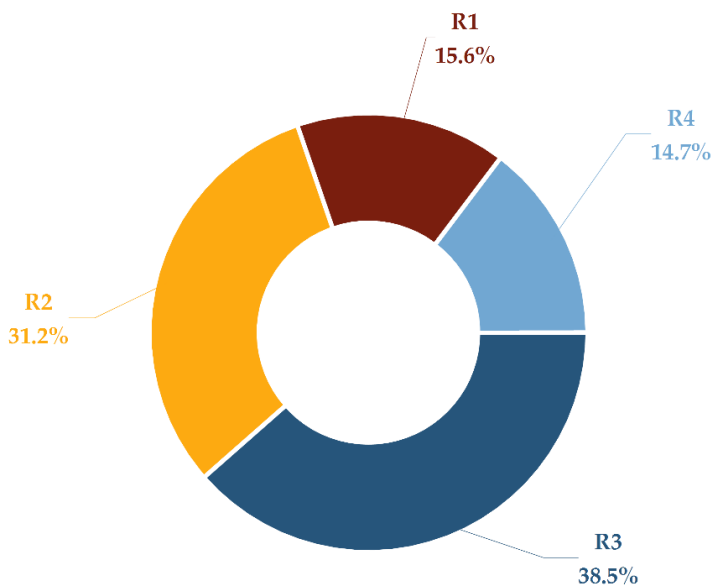# 6. Classification of the scientific activities profile (R1-R4)

Figure 6 Participation of respondents by scientific activities profile

7. Ethical and Professional Aspects (1)

7.1. When conducting research at UTP/PBŚ researchers can experience freedom of thought and expression, and freedom to identify methods by which problems are solved recognizing reasonable limitations to this freedom (budgetary, operational or legal).

7.2. UTP/PBŚ ensures that researchers comply with recognized ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.

7.3. In UTP/PBŚ researchers comply with the principles of intellectual property and rules of conduct for shared data - in the case of research carried out in collaboration with other researchers - especially avoid plagiarism, respect the rules of citation.

7.4. Researchers are familiar with the strategic goals of the institute/ departments and with mechanism for funding research.

7.5. UTP/PBŚ researchers are familiar with the national, sectoral or institutional regulations governing working conditions, including intellectual Property Rights regulations, and the requirements of funders.

7.6. The principles of careful, transparent and efficient financial management are respected in the funding of research on UTP/PBŚ
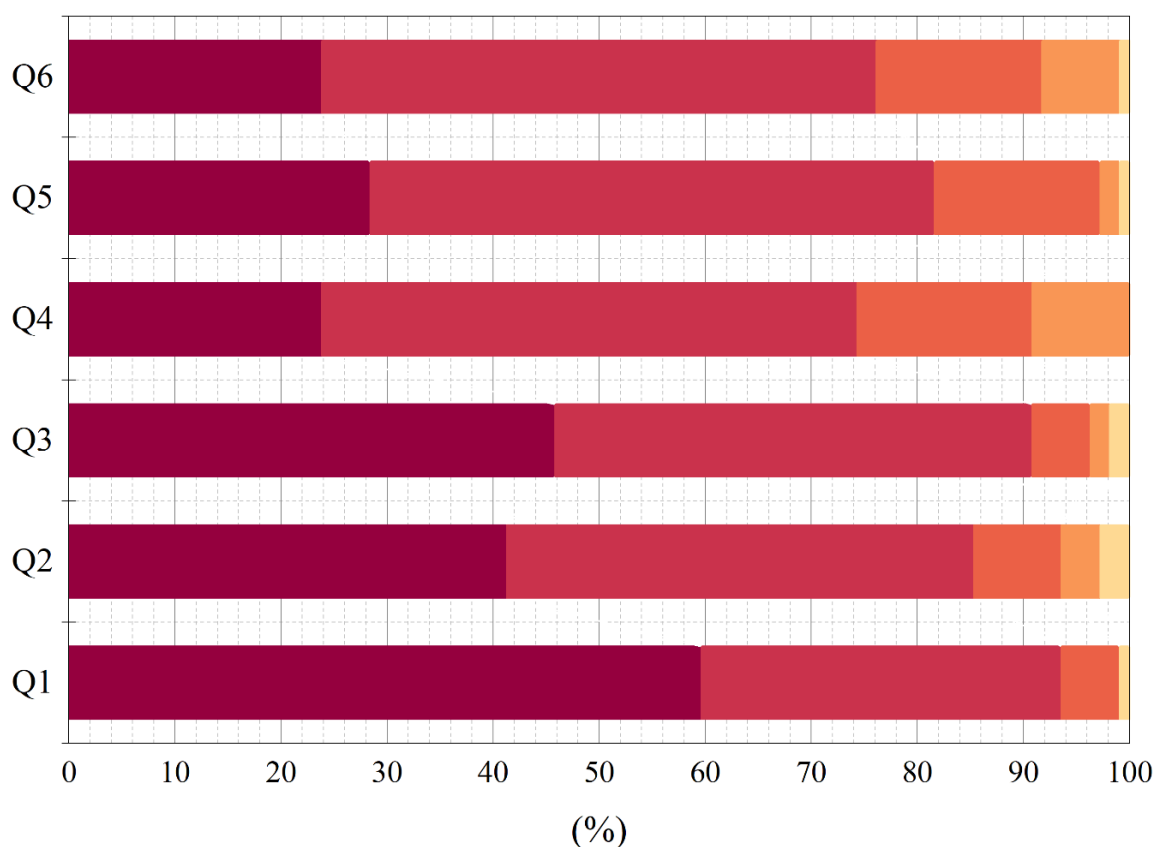

Figure 7 Distribution of responses to group questions of *Ethical and Professional Aspects* (1)

8. Ethical and Professional Aspects (2)

8.1. UTP/PBŚ researchers implement practices leading to work safety, take the necessary health and safety precautions and precautions related to IT disaster prevention, and they also meet legal requirements regarding data and confidentiality protection. **(13)**

8.2. Researchers ensure that the results of their research are widely shared and used (in accordance with obligations).

8.3. Researchers ensure that research activities are made and known to society at large in such a way that they can be understood by non-specialists.
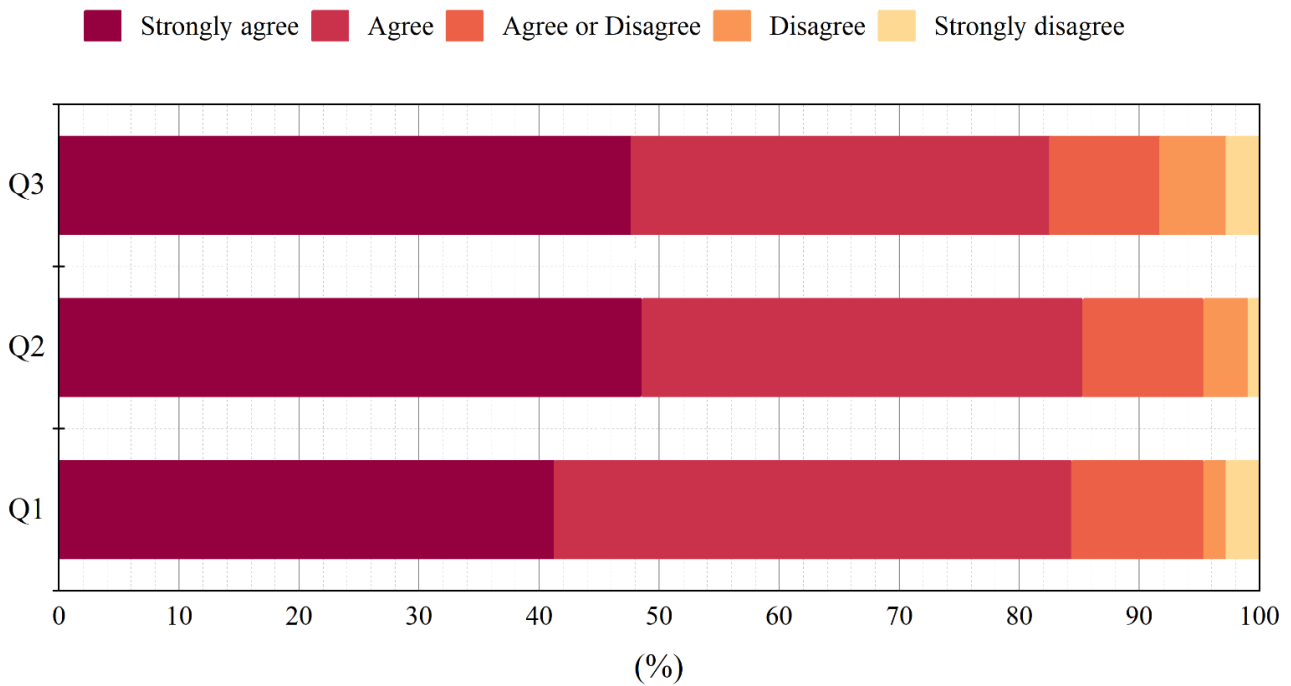

Figure 8 Distribution of responses to group questions of *Ethical and Professional Aspects* (2)

9. Ethical and Professional Aspects (3)

9.1. UTP/PBŚ does not discriminate researchers in any way on the basis of gender, age, ethnic, national or social origin, religion, sexual orientation, language, disability, political opinion, social or economic condition.
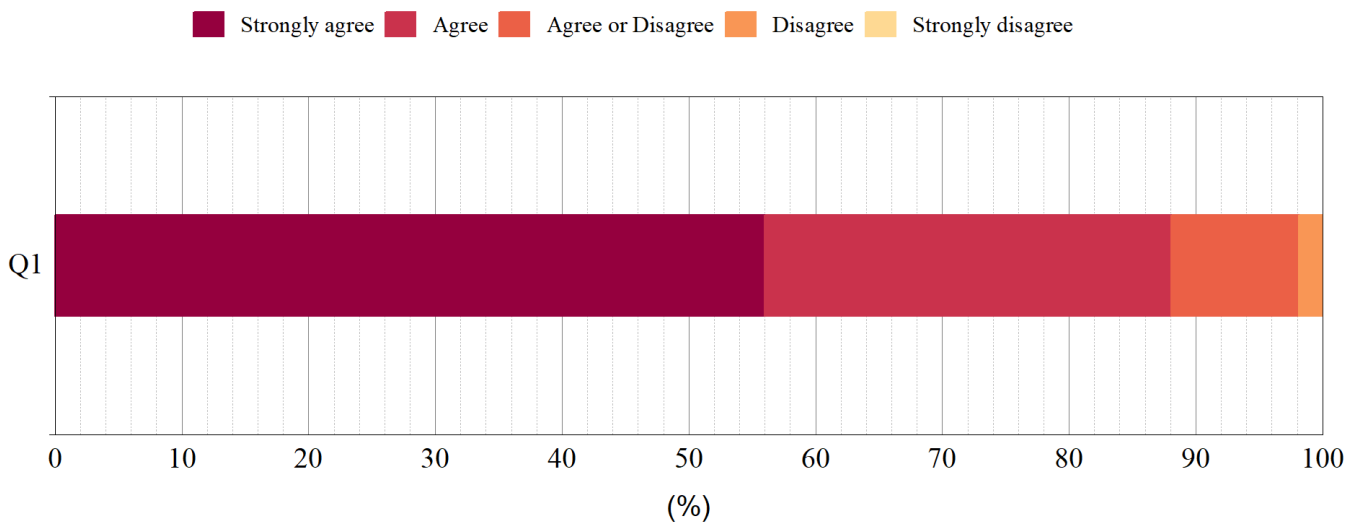

Figure 9 Distribution of responses to group questions of *Ethical and Professional Aspects* (3)

10. Ethical and Professional Aspects (4)

10.1. UTP/PBŚ uses transparent appraisal system and periodic evaluations for assessing researchers' performance – carried by independent committee.
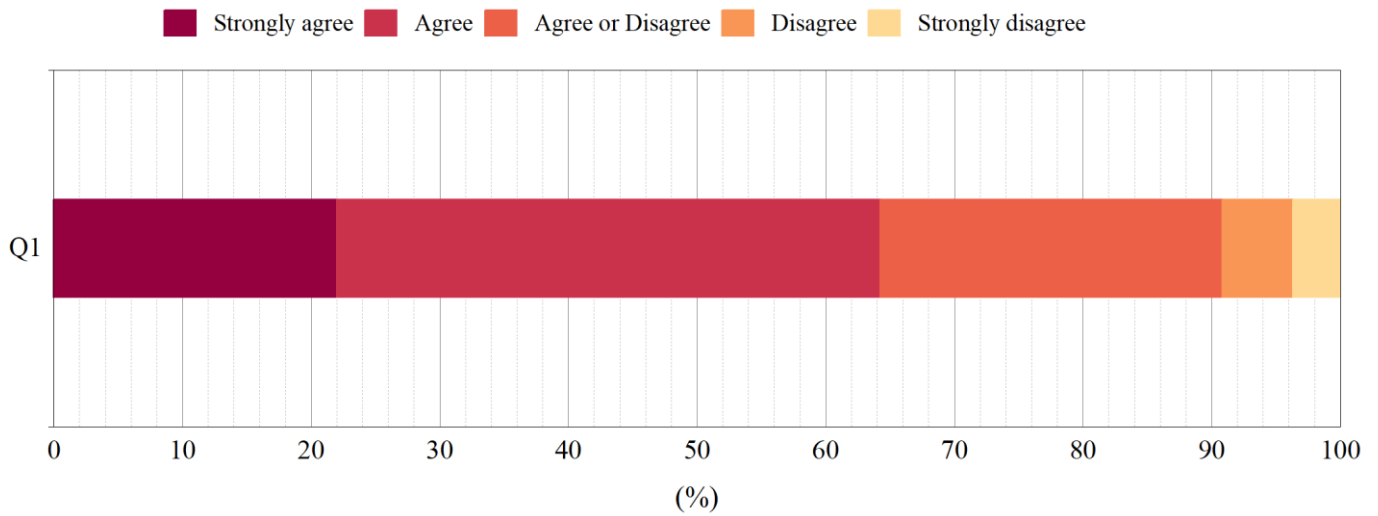

Figure 10 Distribution of responses to the questions group of *Ethical and Professional Aspects* (4)
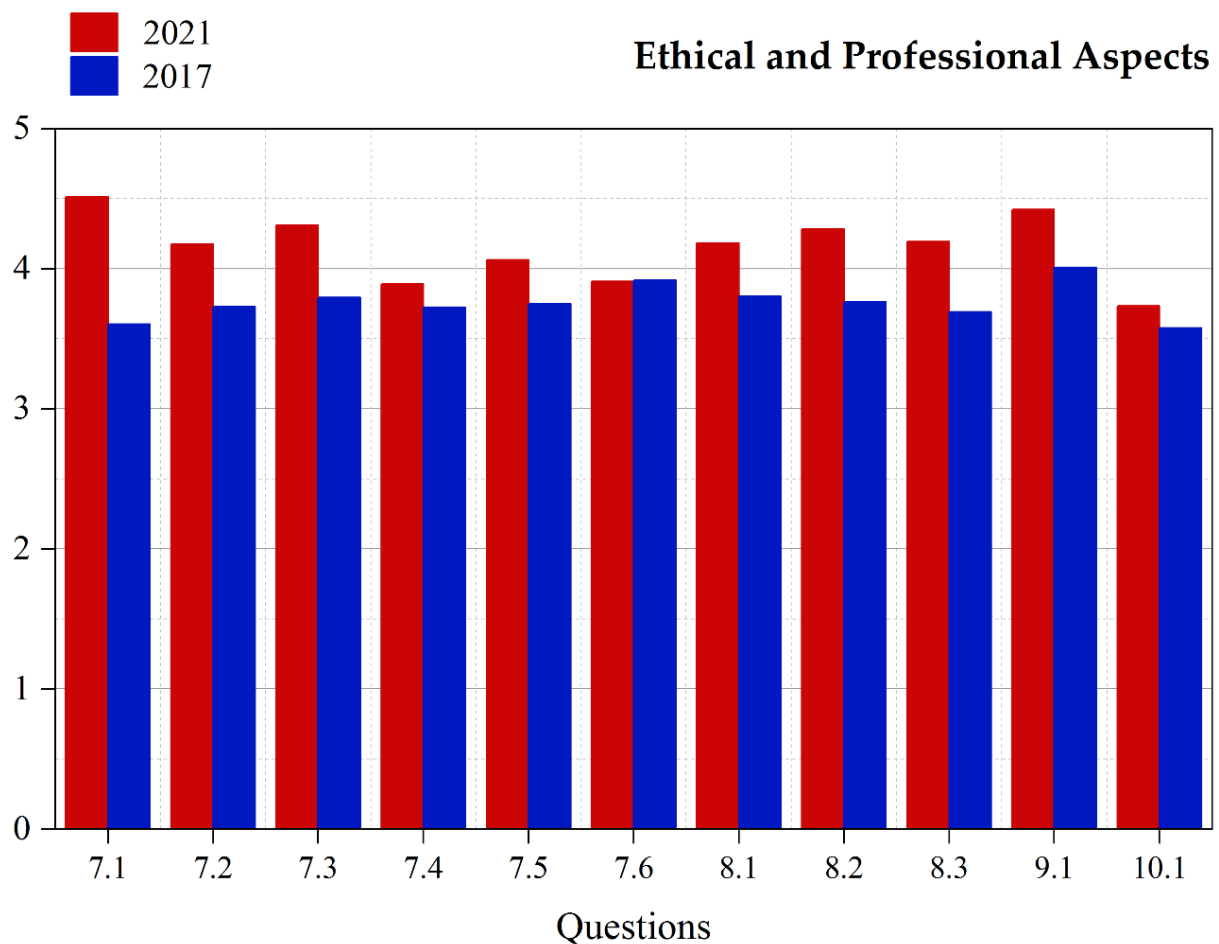

Figure 11 Comparison of the weighted average responses from the current and previous surveys to the questions group of *Ethical and Professional Aspects*

11. Recruitment (1)

11.1. UTP/PBŚ ensures transparent standards in the recruitment and employment

11.2. UTP/PBŚ recruitment procedures are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised.
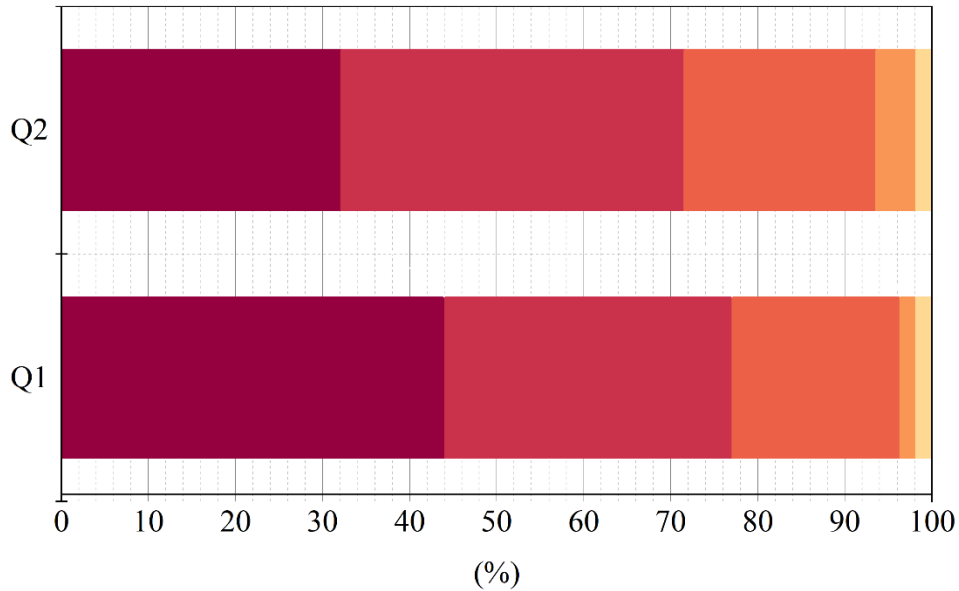

Figure 12 Distribution of responses to the questions group of *Recruitment* (1)

12. Recruitment (2)

12.1. Selection committees of UTP/PBŚ represent a variety of experiences and qualifications, have appropriate gender balance, are made up of members of various business sectors (state and private sectors) and disciplines, including those from other countries, and have appropriate experience to evaluate candidates.
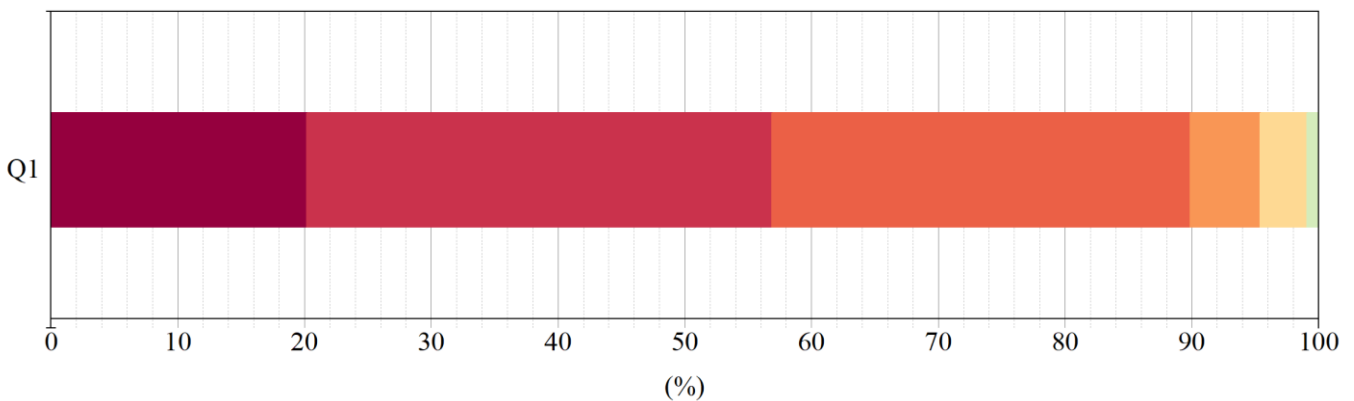

Figure 13 Distribution of responses to the questions group of *Recruitment* (2)

13. Recruitment (3)

13.1. UTP/PBŚ informs candidates about the recruitment process and the selection criteria, the number of available positions and the career development prospects as well as about the strengths and weaknesses of their applications.
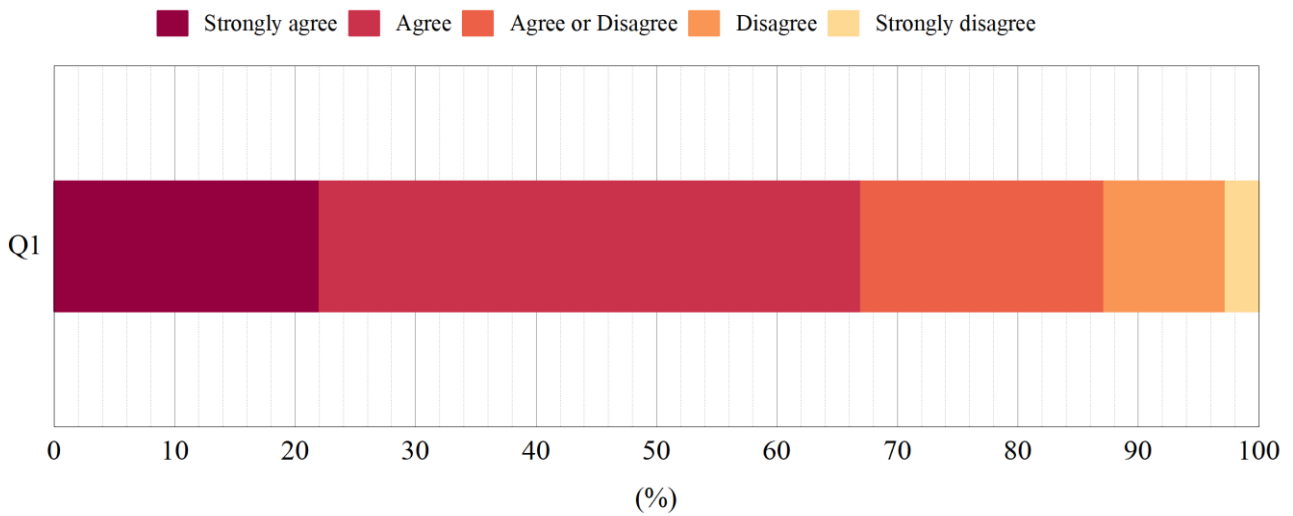

Figure 14 Distribution of responses to the questions group of *Recruitment* (3)

14. Recruitment (4)

14.1. The selection process should take into consideration the whole range of experience of the candidates - their expertise is judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications and the contribution to patents.

14.2. UTP/PBŚ enables in the recruitment process the career variations in the chronological order of CVs; accepts evidence based CVs reflecting a representative array of achievements and qualifications to the post.

14.3. UTP/PBŚ recognizes any mobility experience or changes from one discipline or sector to another or country and considers it as a valuable contribution to the professional development of a researcher.

14.4. UTP/PBŚ recognizes academic and professional qualifications, including informal qualifications and those obtained abroad.

14.5. UTP/PBŚ specifies in the recruitment process the levels of qualifications required in line with the needs of the position.

14.6. UTP/PBŚ has established and uses clear rules and standards for the recruitment of postdoctoral researchers including the maximum duration, the objectives of research and promotion path.
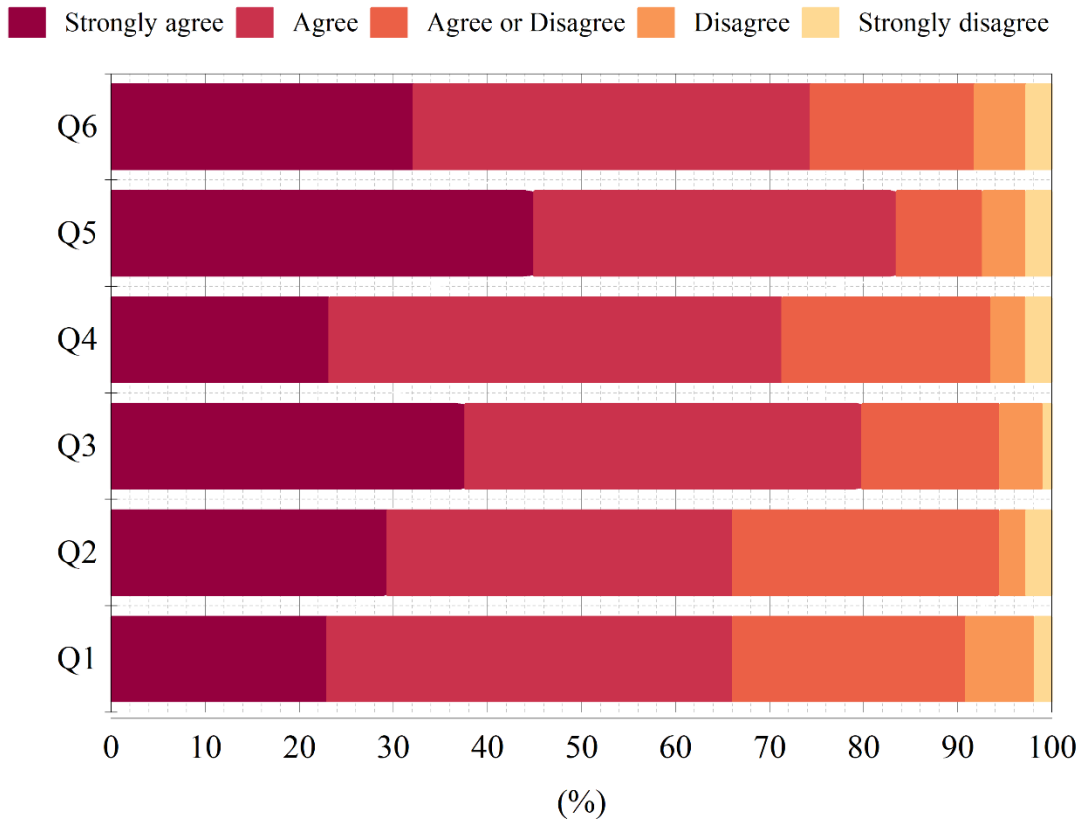
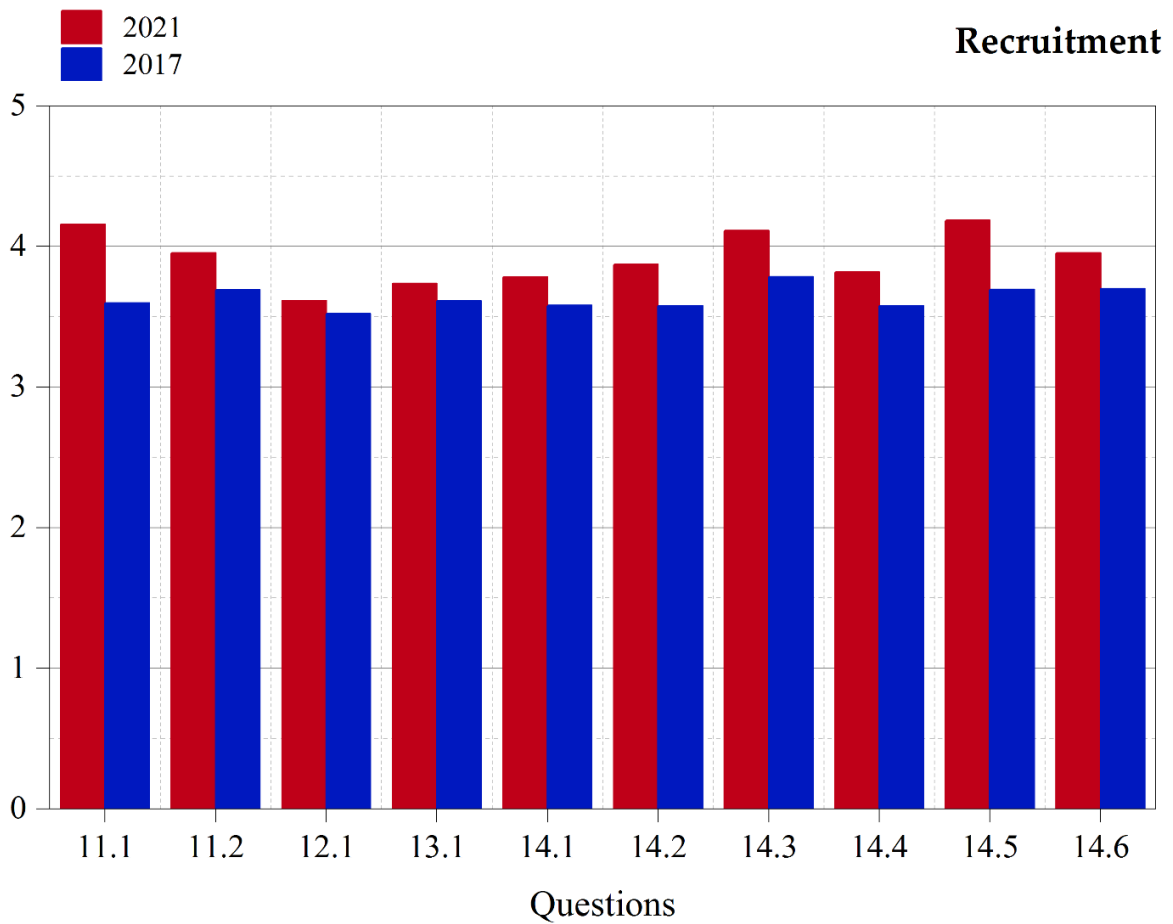**Figure 15** Distribution of responses to the questions group of *Recruitment* (4)

Figure 16 Comparison of the weighted average responses from the current and previous surveys to the questions group of *Recruitment*

15. Working Conditions and Social Insurance (1)

15.1. Researchers engaged in a research career are recognized as professionals independently from formal name of position.

15.2. UTP/PBŚ cares about creating the most stimulating research environment, offers appropriate equipment, facilities and opportunities, including remote collaboration over research networks as well as complies with the national or sectoral regulations concerning health and safety in research.

15.3. UTP/PBŚ ensures that the working conditions for researchers, including disabled researchers, to provide appropriate flexibility, in accordance with existing national legislation and with national or sectoral collective-bargaining agreements to achieve effective results of scientific research.

15.4. UTP/PBŚ ensures that the performance of researchers is not undermined by instability of employment. The efforts are made to improve stability of employment abiding rules and principles of national legislation and those expressed in the EU Directive on Fixed-Term Work.
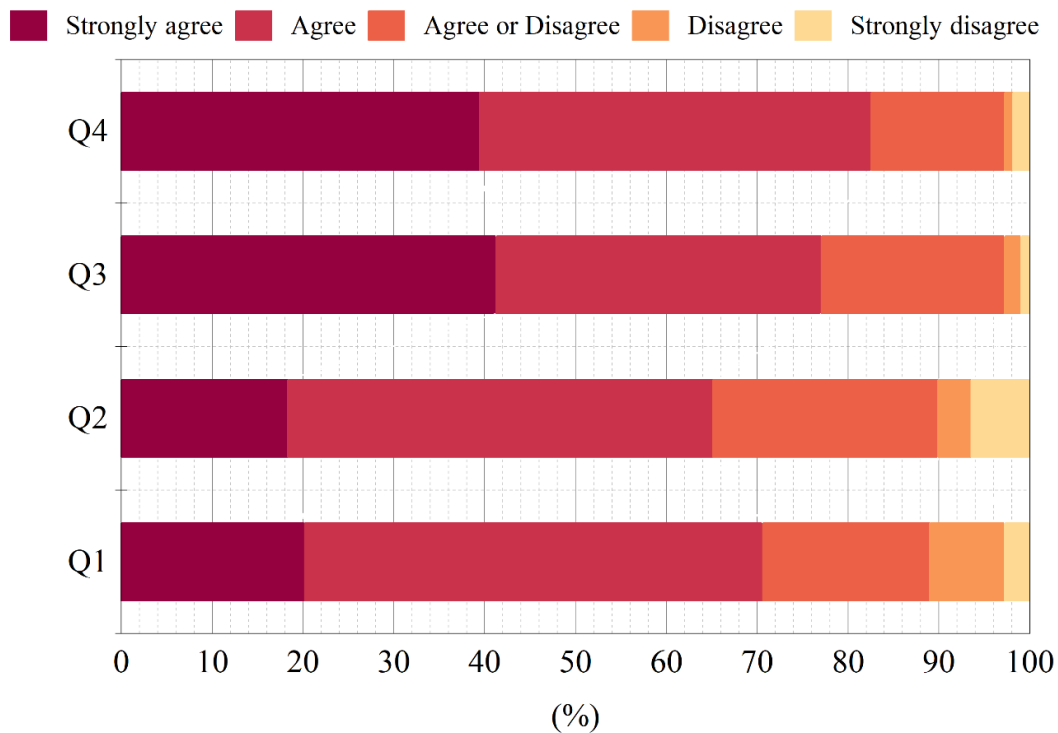

Figure 17 Distribution of responses to the questions group of *Working Conditions and Social Insurance* (1)

16. Working Conditions and Social Insurance (2)

16.1. UTP/PBŚ ensures for researchers at all career stages fair and attractive conditions of salaries and research funding with adequate and equitable social security provisions and other benefits in accordance with national or national and sectoral legislation.

16.2. UTP/PBŚ creates conditions aiming for a representative gender balance at all levels of staff, including at the level of scientific carers and managers.

16.3. At UTP/PBŚ there is specified career development path concerning researchers at all stages of their career.
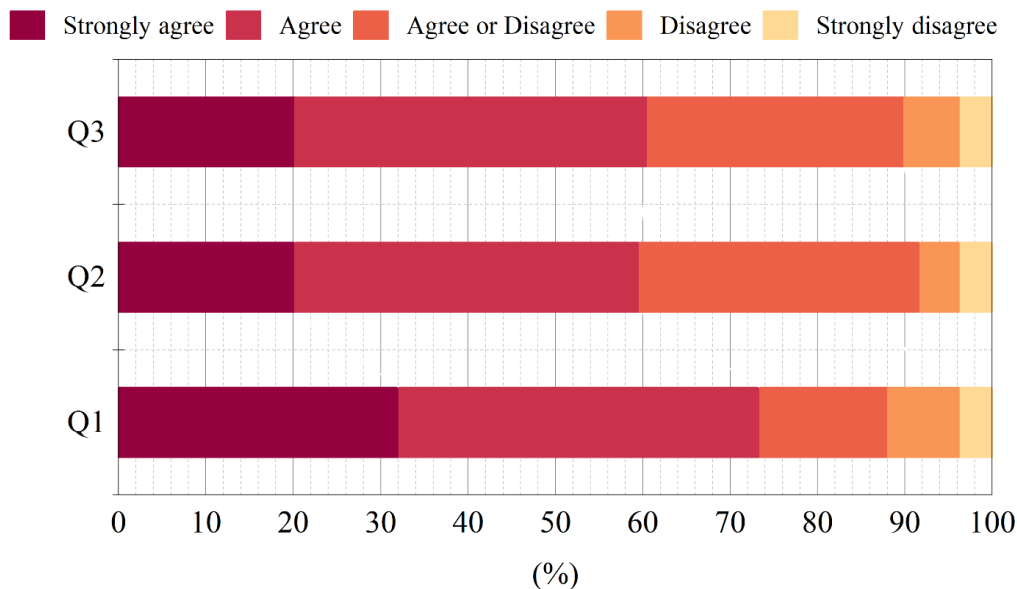
Figure 18 Distribution of responses to the questions group of *Working Conditions and Social Insurance* (2)

17. Working Conditions and Social Insurance (3)

17.1. UTP/PBŚ as an employer recognizes the value of geographical, inter-sectoral, trans-disciplinary and virtual mobility, as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development – at any stage of a researcher's career.

17.2. UTP/PBŚ offers – for researchers at all stages of their careers - career advice and support in collaboration with other institutions and structures.

17.3. UTP/PBŚ ensures for researchers at all stages of their careers appropriate protection of Intellectual Property Rights, including copyrights.

17.4. UTP/PBŚ ensures that researchers, including those at the beginning of their research careers, have necessary conditions so that can enjoy the right to be recognized and listed and/or quoted in the context of their actual contributions as co-authors of papers, patents etc.

17.5. UTP/PBŚ ensures that teaching duties are adequately remunerated and included in the systems for the assessment of employees. The time spent on support for involvement of senior researchers in teaching early-stage researchers and students of doctoral schools is recognized as part of their involvement in the teaching process.

17.6. UTP/PBŚ uses established procedure of dealing with complaints/appeals of researchers including those concerning ethical issues, discrimination, work related conflicts or those between supervisors and early-stage researchers.

17.7. UTP/PBŚ offers researchers the right to be represented in the information, consultation, and decisionmaking bodies so their individual and collective interests are protected and represented; they have a chance to be actively involved in UTP/PBŚ activities.
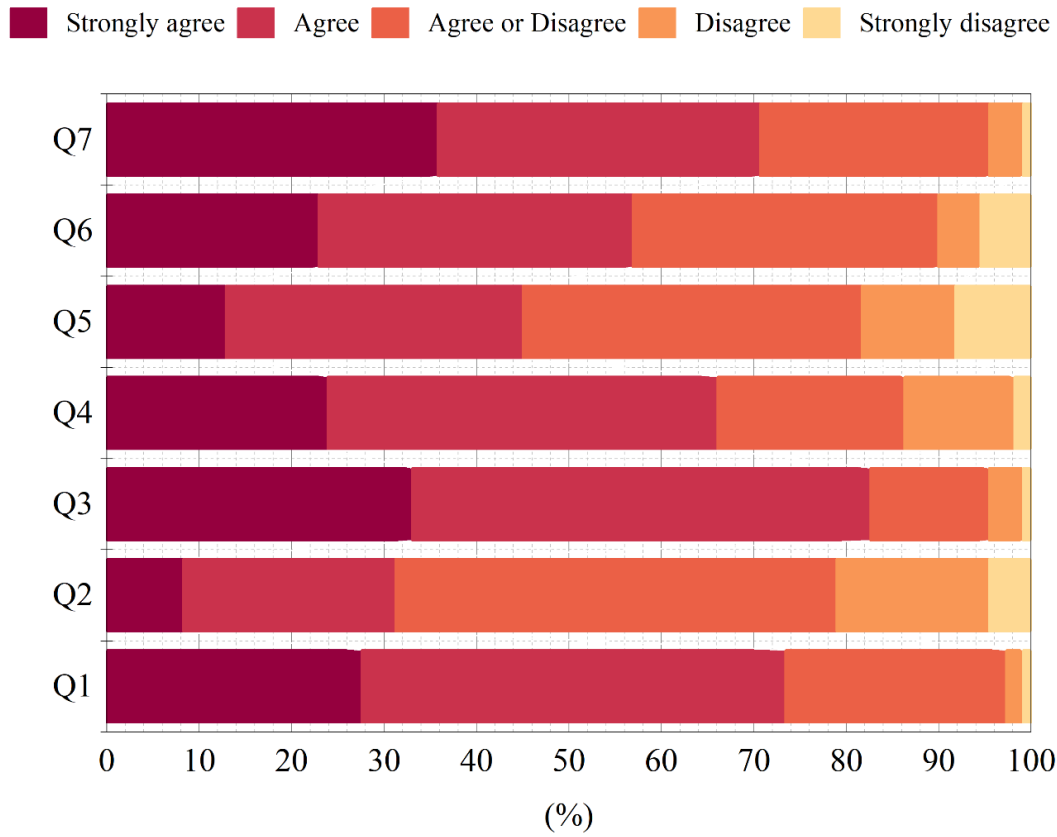
Figure 19 Distribution of responses to the questions group of *Working Conditions and Social Insurance* (3)
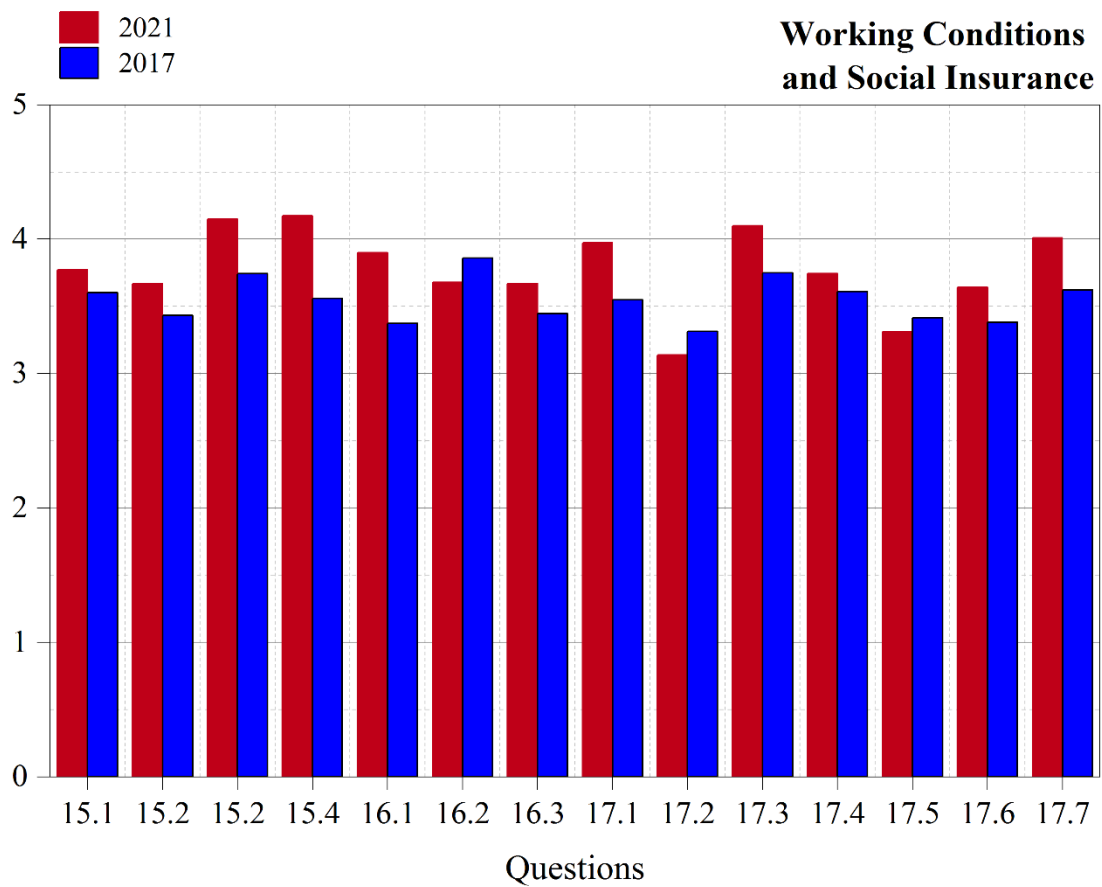

Figure 20 Comparison of the weighted average responses from the current and previous surveys to the questions group of *Working Conditions and Social Insurance*

18. Trainings

18.1. Early-stage researchers establish regular forms of communication with their supervisors. They obtain current comments, feedbacks, and agree on schedules and milestones of their research work.

18.2. Senior researchers at UTP/PBŚ who have multi-faceted roles as supervisors, mentors, career advisors, project coordinators etc., perform these tasks according to the highest professional standards and build up positive relationships with the early-stage researchers.

18.3.. UTP/PBŚ supports researchers at all stages of their careers in continuing development and expanding their competences by using a variety of ways including seminars, conferences, e-learning and other educational means.

18.4. UTP/PBŚ ensures that all researchers at any stage of their career, regardless of their contractual situation, are given opportunity for professional development by measures for the continuing development of skills and competencies.

18.5. UTP/PBŚ appoints supervisors/leaders of research groups and projects with sufficient expertise in supervising research, having the time, knowledge, experience, competences and commitment to be able to offer early-stage researchers appropriate support in matters related to the performance of their professional duties and have provided the necessary procedures for monitoring progress and evaluation as well as the necessary mechanisms for providing feedback.
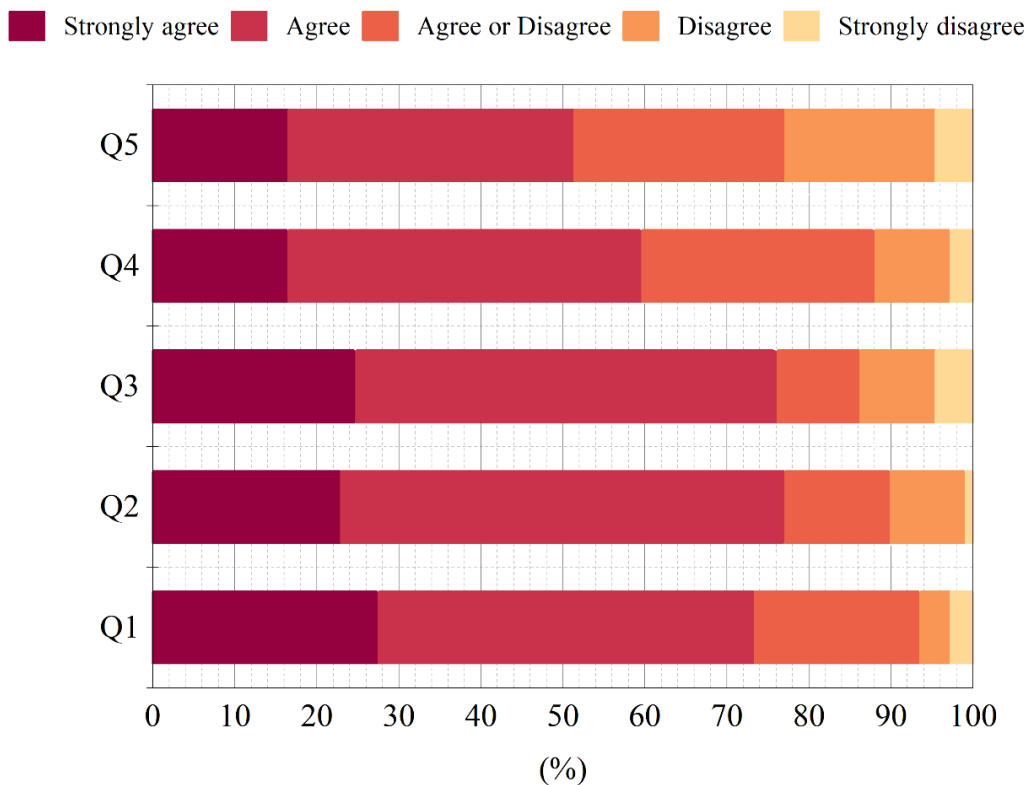

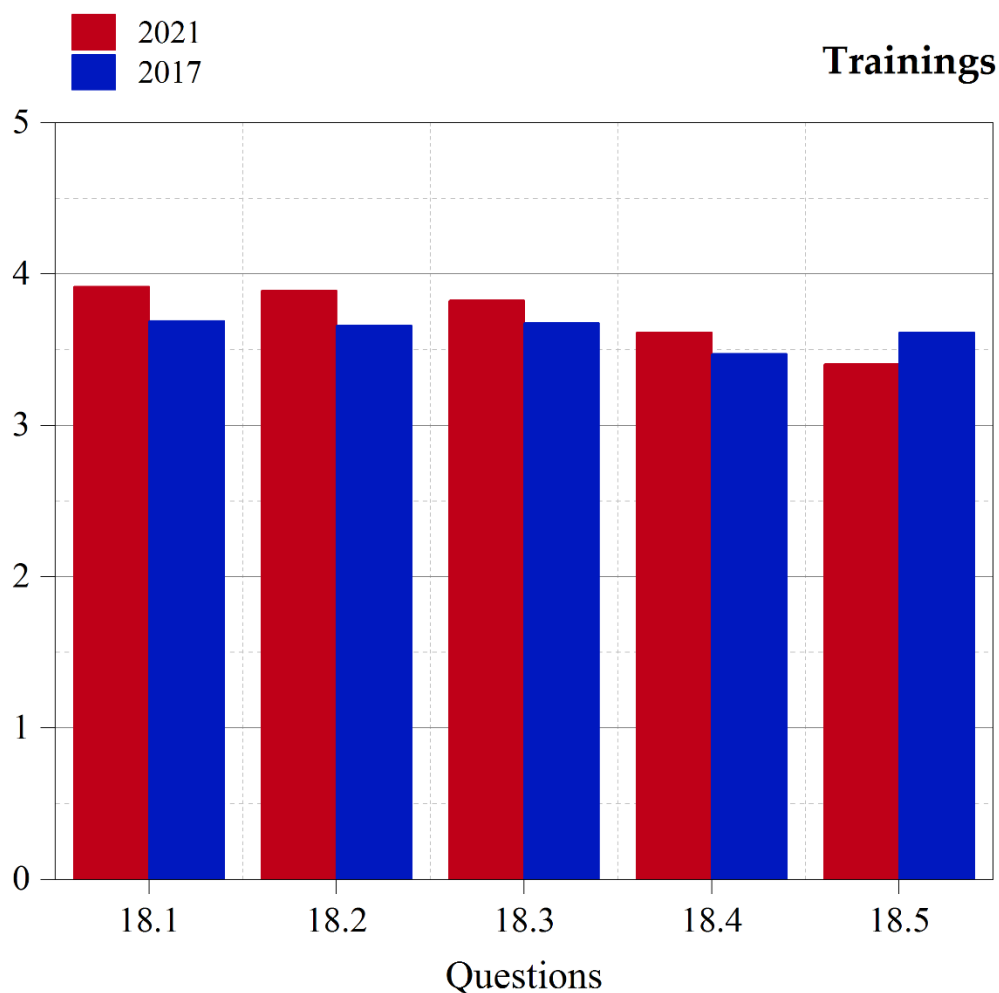**Figure 21** Distribution of responses to the questions group of *Trainings*

Figure 22 Comparison of the weighted average responses from the current and previous surveys to the questions group of *Trainings*

19. Free questions

19.1. The scientific activity on UTP is developing more dynamically / better following the amendments to the Act of *Law on Higher Education* of July 20, 2018

19.2. UTP/PBŚ adapted provisions relating to the Act of *Law on Higher Education* of July 20, 2018.

19.3. The jobs distribution introduced by UTP/PBŚ including research, research-teaching and teaching groups is appropriate and developmental.

19.4. The distribution of funding for research according to the scientific discipline introduced by UTP/PBŚ is clear and transparent.

19.5. UTP/PBŚ offers researchers equal opportunities in their research and teaching development following the introduction of the regulations relating to the Act of *Law on Higher Education* of July 20, 2018.
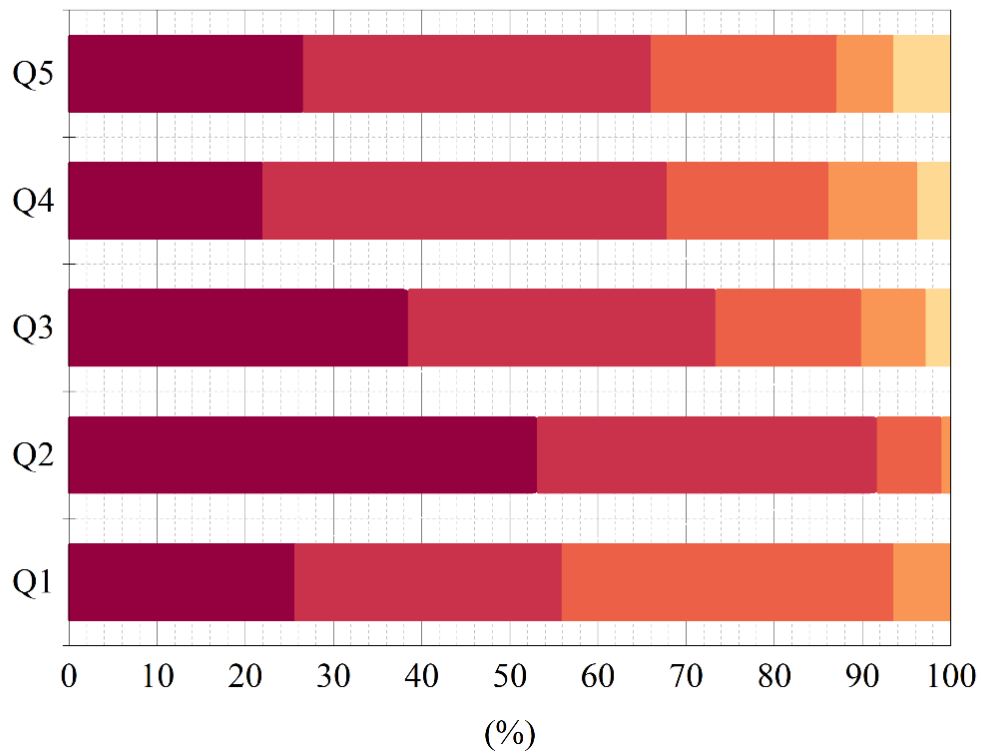
Figure 23 Distribution of responses to the questions concerning the organization of work on UTP/PBŚ following the introduction of the Act of *Law on Higher Education* of July 20, 2018.