

# Survey Results September 2024

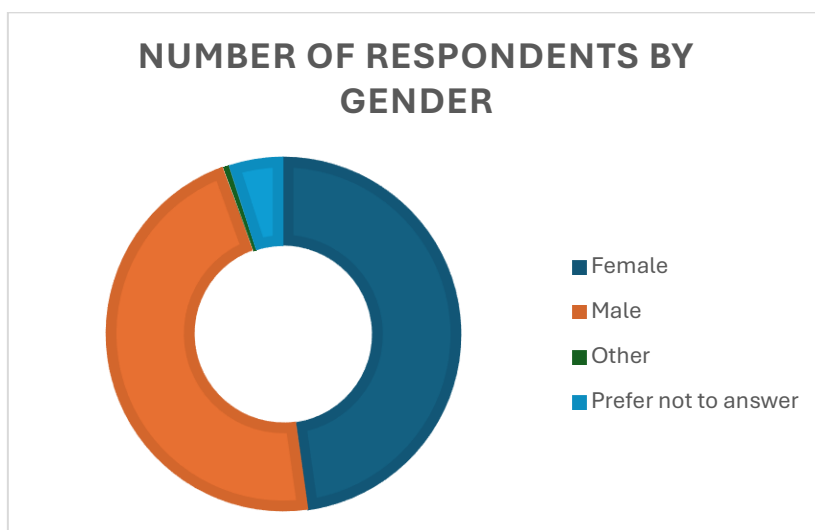
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### 1. Gender:

- Female: **83** (46,9%)
- Male: **84** (47,5%)
- Other: **1** (0,6%)
- Prefer not to answer: **9** (5,1%)

**A total of 177 people participated in the survey, representing 43.28% of those eligible. The survey included 83 women and 84 men.**



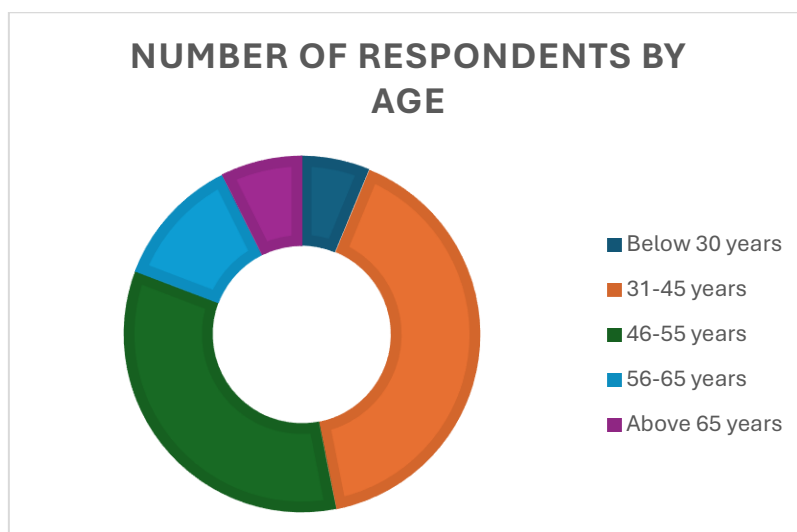
Total: 177

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### 2. Age:

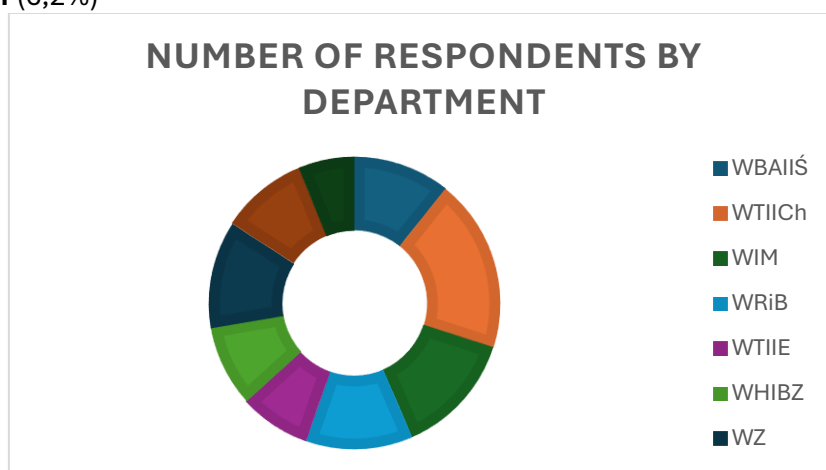
- Below 30 years: 11 (6.2%)
- 31-45 years: 72 (40.7%)
- 46-55 years: 60 (33.9%)
- 56-65 years: 21 (11.9%)
- Above 65 years: 13 (7.3%)

**Among the surveyed employees, most were between 31-45 and 46-55 years old (totaling 74.6%).**



### 3. Faculty:

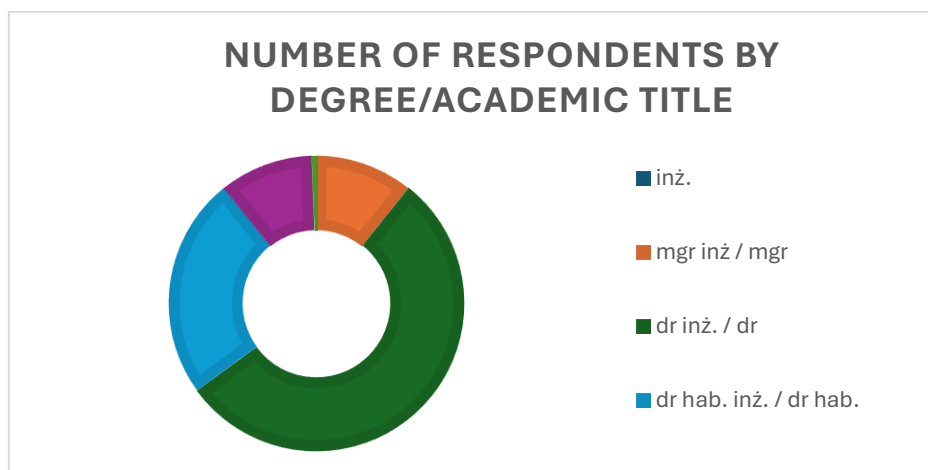
- WBAIIŚ: **19** (10,7%)
- WTIICh: **34** (19,2%)
- WIM: **24** (13,6%)
- WRiB: **21** (11,9%)
- WTIIIE: **14** (7,9%)
- WHIBZ: **16** (9,0%)
- WZ: **21** (11,9%)
- WSP: **17** (9,6%)
- WM: **11** (6,2%)



### 4. Academic/Professional Degree or Title:

- inż.: **0** (0%)
- mgr inż / mgr: **19** (10,7%)
- dr inż. / dr: **96** (54,2%)
- dr hab. inż. / dr hab.: **43** (24,3%)
- prof. dr hab. inż. / prof dr hab.: **18** (10,2%)
- inna: **1** (0,6%)

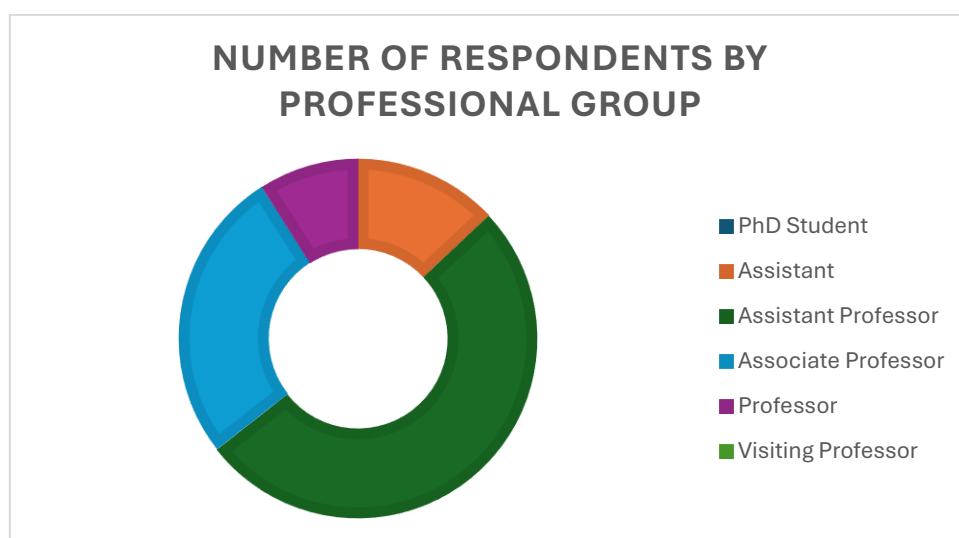
**Among the surveyed employees, 54.2% held a PhD, 24.3% held a habilitated PhD, and 10.2% held the title of professor.**



#### 5. Professional Group:

- PhD Student\*: **0** (0%)
- Assistant: **23** (13,0%)
- Assistant Professor: **91** (51,4%)
- Associate Professor: **47** (26,6%)
- Professor: **16** (9,0%)
- Visiting Professor: **0** (0%)

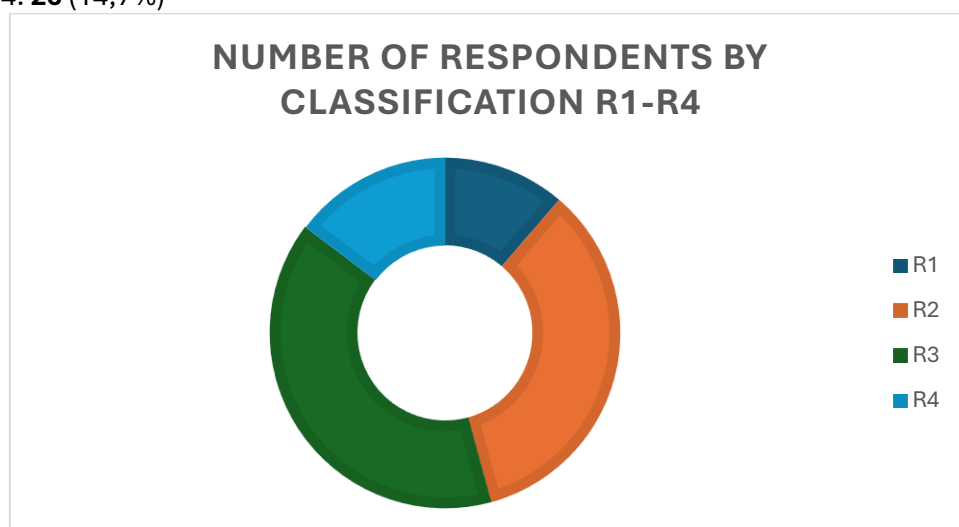
Among the surveyed employees, 13% held the position of assistant, 51.4% were adjuncts, 26.6% held the position of university professor, and 9% were professors.



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#### 6. Classification of Research Activity Profile (R1-R4):

- R1: **20** (11,3%)
- R2: **61** (34,5%)
- R3: **70** (39,5%)
- R4: **26** (14,7%)



## **ETHICAL AND PROFESSIONAL ASPECTS**

**7. When conducting research at PBS 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).**

- Strongly agree: **101** (57,1%)
- Agree: **60** (33,9%)
- Agree or Disagree: **14** (7,9%)
- Disagree: **2** (1,1%)
- Strongly disagree: **0** (0%)

**Strongly agree and Agree: 90,96%; Disagree and Strongly disagree: 1,13%**

**8. PBS 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.**

- Strongly agree: **95** (53,7%)
- Agree: **58** (32,8%)
- Agree or Disagree: **18** (10,2%)
- Disagree: **4** (2,3%)
- Strongly disagree: **2** (1,1%)

**Strongly agree and Agree: 86,44%; Disagree and Strongly disagree: 3,39%**

**9. In PBS 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.**

- Strongly agree: **96** (54,2%)
- Agree: **70** (39,5%)
- Agree or Disagree: **11** (6,2%)
- Disagree: **0** (0%)
- Strongly disagree: **0** (0%)

**Strongly agree and Agree: 93,79%; Disagree and Strongly disagree: 0%**

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

- Strongly agree: **55** (31,1%)
- Agree: **85** (48,0%)
- Agree or Disagree: **27** (15,3%)
- Disagree: **6** (3,4%)
- Strongly disagree: **4** (2,3%)

**Strongly agree and Agree: 79,1%; Disagree and Strongly disagree: 5,65%**

**11. PBS researchers are familiar with the national, sectoral or institutional regulations governing working conditions, including intellectual Property Rights regulations, and the requirements of funders**

- Strongly agree: **61** (34,5%)
- Agree: **87** (49,2%)
- Agree or Disagree: **22** (12,4%)
- Disagree: **7** (4,0%)
- Strongly disagree: **0** (0%)

**Strongly agree and Agree: 83,62%; Disagree and Strongly disagree: 3,95%**

**12. The principles of careful, transparent and efficient financial management are respected in the funding of research on PBŚ.**

- Strongly agree: **77** (43,5%)
- Agree: **57** (32,2%)
- Agree or Disagree: **34** (19,2%)
- Disagree: **6** (3,4%)
- Strongly disagree: **3** (1,7%)

**Strongly agree and Agree: 75,71%; Disagree and Strongly disagree: 5,08%**

**13. 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.**

- Strongly agree: **93** (52,5%)
- Agree: **68** (38,4%)
- Agree or Disagree: **13** (7,3%)
- Disagree: **2** (1,1%)
- Strongly disagree: **1** (0,6%)

**Strongly agree and Agree: 90,96%; Disagree and Strongly disagree: 1,69%**

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

- Strongly agree: **87** (49,2%)
- Agree: **67** (37,9%)
- Agree or Disagree: **18** (10,2%)
- Disagree: **5** (2,8%)
- Strongly disagree: **0** (0%)

**Strongly agree and Agree: 87,01%; Disagree and Strongly disagree: 2,82%**

**15. 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.**

- Strongly agree: **81** (45,8%)
- Agree: **79** (44,6%)
- Agree or Disagree: **12** (6,8%)
- Disagree: **4** (2,3%)
- Strongly disagree: **1** (0,6%)

**Strongly agree and Agree: 90,4%; Disagree and Strongly disagree: 2,82%**

**16. PBS 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.**

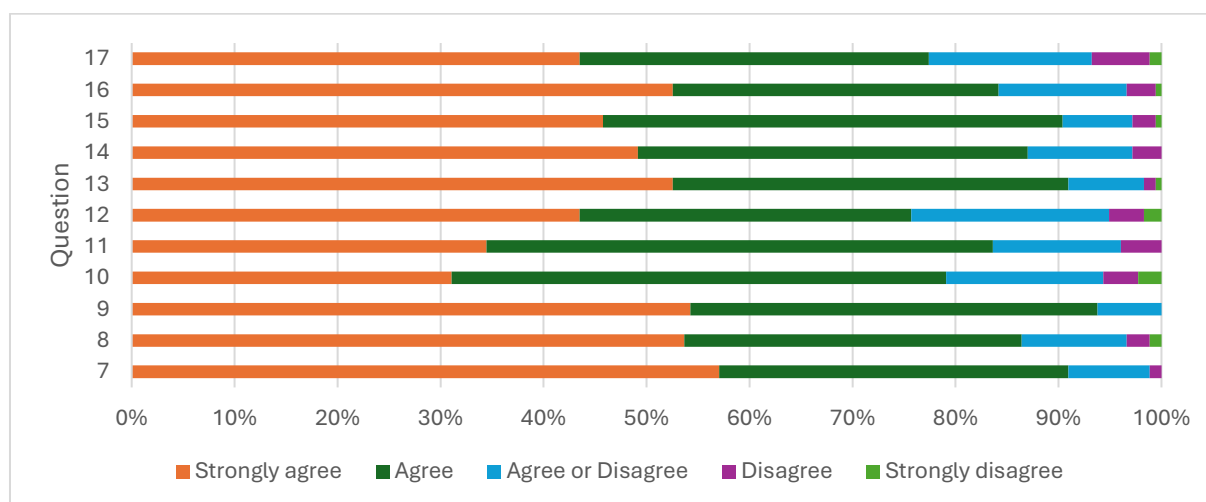
- Strongly agree: **93** (52,5%)
- Agree: **56** (31,6%)
- Agree or Disagree: **22** (12,4%)
- Disagree: **5** (2,8%)
- Strongly disagree: **1** (0,6%)

**Strongly agree and Agree: 84,18%; Disagree and Strongly disagree: 3,39%**

**17. PBS uses transparent appraisal system and periodic evaluations for assessing researchers' performance – carried by independent committee.**

- Strongly agree: **77** (43,5%)
- Agree: **60** (33,9%)
- Agree or Disagree: **28** (15,8%)
- Disagree: **10** (5,6%)
- Strongly disagree: **2** (1,1%)

**Strongly agree and Agree: 77,4%; Disagree and Strongly disagree: 6,78%**



## RECRUITMENT

**18. PBS ensures transparent standards in the recruitment and employment.**

- Strongly agree: **87** (49,2%)
- Agree: **60** (33,9%)
- Agree or Disagree: **25** (14,1%)
- Disagree: **4** (2,3%)
- Strongly disagree: **1** (0,6%)

**Strongly agree and Agree: 83,05%; Disagree and Strongly disagree: 2,82%**

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

- Strongly agree: **67** (37,9%)
- Agree: **66** (37,3%)
- Agree or Disagree: **40** (22,6%)
- Disagree: **3** (1,7%)
- Strongly disagree: **1** (0,6%)

**Strongly agree and Agree: 75,14%; Disagree and Strongly disagree: 2,62%**

**20. Selection committees of 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.**

- Strongly agree: **49** (27,7%)
- Agree: **71** (40,1%)
- Agree or Disagree: **52** (29,4%)
- Disagree: **3** (1,7%)
- Strongly disagree: **2** (1,1%)

**Strongly agree and Agree: 67,8%; Disagree and Strongly disagree: 2,82%**

**21. 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.**

- Strongly agree: **55** (31,1%)
- Agree: **68** (38,4%)
- Agree or Disagree: **43** (24,3%)
- Disagree: **6** (3,4%)
- Strongly disagree: **5** (2,8%)

**Strongly agree and Agree: 69,49%; Disagree and Strongly disagree: 6,21%**

**22. 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.**

- Strongly agree: **55** (31,1%)
- Agree: **60** (33,9%)
- Agree or Disagree: **49** (27,7%)
- Disagree: **11** (6,2%)
- Strongly disagree: **2** (1,1%)

**Strongly agree and Agree: 64,97%; Disagree and Strongly disagree: 7,34%**

**23. 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.**



- Strongly agree: **58** (32,8%)
- Agree: **66** (37,3%)
- Agree or Disagree: **49** (27,7%)
- Disagree: **2** (1,1%)
- Strongly disagree: **2** (1,1%)

**Strongly agree and Agree: 70,06%; Disagree and Strongly disagree: 2,26%**

**24. 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.**

- Strongly agree: **68** (38,4%)
- Agree: **70** (39,5%)
- Agree or Disagree: **30** (16,9%)
- Disagree: **9** (5,1%)
- Strongly disagree: **0** (0%)

**Strongly agree and Agree: 77,97%; Disagree and Strongly disagree: 5,08%**

**25. PBŚ recognizes academic and professional qualifications, including informal qualifications and those obtained abroad.**

- Strongly agree: **56** (31,6%)
- Agree: **68** (38,4%)
- Agree or Disagree: **41** (23,2%)
- Disagree: **10** (5,6%)
- Strongly disagree: **2** (1,1%)

**Strongly agree and Agree: 70,06%; Disagree and Strongly disagree: 6,78%**

**26. PBŚ specifies in the recruitment process the levels of qualifications required in line with the needs of the position.**

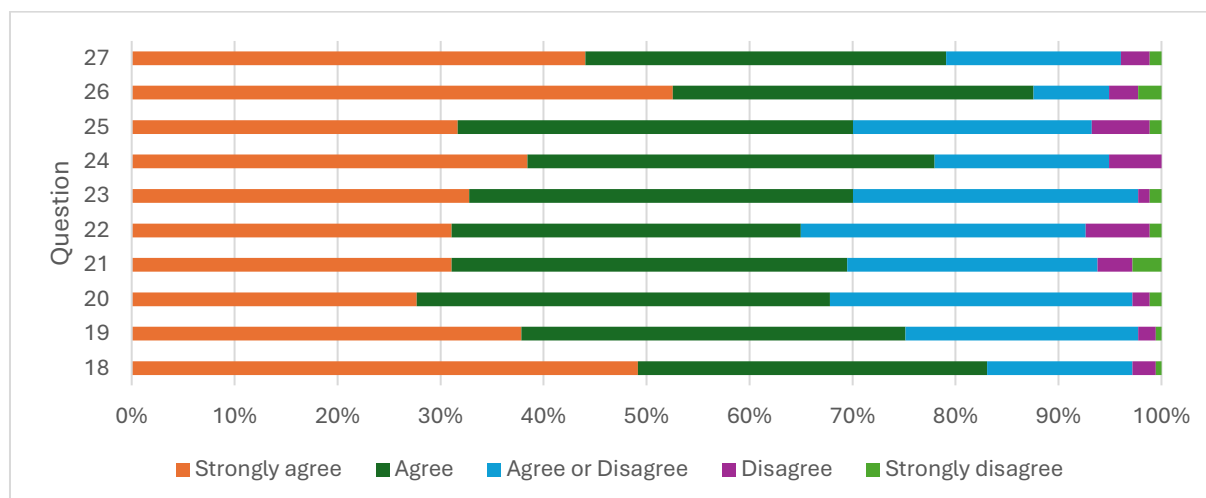
- Strongly agree: **93** (52,5%)
- Agree: **62** (35,0%)
- Agree or Disagree: **13** (7,3%)
- Disagree: **5** (2,8%)
- Strongly disagree: **4** (2,3%)

**Strongly agree and Agree: 87,57%; Disagree and Strongly disagree: 5,08%**

**27. 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.**

- Strongly agree: **78** (44,1%)
- Agree: **62** (35,0%)
- Agree or Disagree: **30** (16,9%)
- Disagree: **5** (2,8%)
- Strongly disagree: **2** (1,1%)

**Zdecydowanie TAK, Raczej TAK 79,1%; Disagree and Strongly disagree: 3,95%**



## WORKING CONDITIONS AND SOCIAL INSURANCE

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

- Strongly agree: **65** (36,7%)
- Agree: **62** (35,0%)
- Agree or Disagree: **30** (16,9%)
- Disagree: **16** (9,0%)
- Strongly disagree: **4** (2,3%)

**Strongly agree and Agree: 71,75%; Disagree and Strongly disagree: 11,3%**

**29. 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.**

- Strongly agree: **49** (27,7%)
- Agree: **79** (44,6%)
- Agree or Disagree: **32** (18,1%)
- Disagree: **15** (8,5%)
- Strongly disagree: **2** (1,1%)

**Strongly agree and Agree: 72,32%; Disagree and Strongly disagree: 9,6%**

**30. 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.**

- Strongly agree: **61** (34,5%)
- Agree: **70** (39,5%)
- Agree or Disagree: **36** (20,3%)

- Disagree: **8** (4,5%)
- Strongly disagree: **2** (1,1%)

**Strongly agree and Agree: 74,01%; Disagree and Strongly disagree: 5,65%**

**31. 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.**

- Strongly agree: **78** (44,1%)
- Agree: **64** (36,2%)
- Agree or Disagree: **28** (15,8%)
- Disagree: **6** (3,4%)
- Strongly disagree: **1** (0,6%)

**Strongly agree and Agree: 80,23%; Disagree and Strongly disagree: 3,95%**

**32. 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.**

- Strongly agree: **64** (36,2%)
- Agree: **69** (39,0%)
- Agree or Disagree: **30** (16,9%)
- Disagree: **12** (6,8%)
- Strongly disagree: **2** (1,1%)

**Strongly agree and Agree: 75,14%; Disagree and Strongly disagree: 7,91%**

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

- Strongly agree: **55** (31,1%)
- Agree: **61** (34,5%)
- Agree or Disagree: **51** (28,8%)
- Disagree: **9** (5,1%)
- Strongly disagree: **1** (0,6%)

**Strongly agree and Agree: 65,54%; Disagree and Strongly disagree: 5,65%**

**34. PBŚ there is specified career development path concerning researchers at all stages of their career.**

- Strongly agree: **53** (29,9%)
- Agree: **72** (40,7%)
- Agree or Disagree: **38** (21,5%)
- Disagree: **9** (5,1%)
- Strongly disagree: **5** (2,8%)

**Strongly agree and Agree: 70,62%; Disagree and Strongly disagree: 7,91%**

**35. 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.**

- Strongly agree: **54** (30,5%)
- Agree: **65** (36,7%)
- Agree or Disagree: **50** (28,2%)
- Disagree: **8** (4,5%)
- Strongly disagree: **0** (0%)

**Strongly agree and Agree: 67,23%; Disagree and Strongly disagree: 4,52%**

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

- Strongly agree: **25** (14,1%)
- Agree: **50** (28,2%)
- Agree or Disagree: **84** (47,5%)
- Disagree: **16** (9,0%)
- Strongly disagree: **2** (1,1%)

**Strongly agree and Agree: 42,37%; Disagree and Strongly disagree: 10,17%**

**37. PBŚ ensures for researchers at all stages of their careers appropriate protection of Intellectual Property Rights, including copyrights.**

- Strongly agree: **68** (38,4%)
- Agree: **74** (41,8%)
- Agree or Disagree: **29** (16,4%)
- Disagree: **6** (3,4%)
- Strongly disagree: **0** (0%)

**Strongly agree and Agree: 80,23%; Disagree and Strongly disagree: 3,39%**

**38. 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.**

- Strongly agree: **54** (30,5%)
- Agree: **67** (37,9%)
- Agree or Disagree: **49** (27,7%)
- Disagree: **7** (4,0%)
- Strongly disagree: **0** (0%)

**Strongly agree and Agree: 68,36%; Disagree and Strongly disagree: 3,95%**

**39. 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.**

- Strongly agree: **45** (25,4%)
- Agree: **59** (33,3%)
- Agree or Disagree: **45** (25,4%)

- Disagree: **21** (11,9%)
- Strongly disagree: **7** (4,0%)

**Strongly agree and Agree: 58,76%; Disagree and Strongly disagree: 15,82%**

**40. 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.**

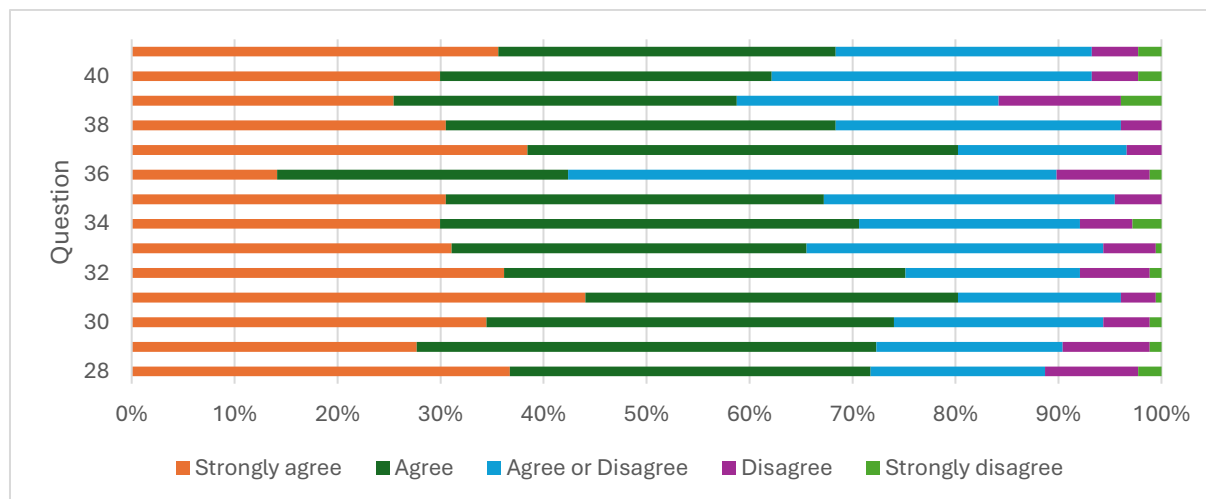
- Strongly agree: **53** (29,9%)
- Agree: **57** (32,2%)
- Agree or Disagree: **55** (31,1%)
- Disagree: **8** (4,5%)
- Strongly disagree: **4** (2,3%)

**Strongly agree and Agree: 62,15%; Disagree and Strongly disagree: 6,78%**

**41. PBŚ offers researchers the right to be represented in the information, consultation, and decision making bodies so their individual and collective interests are protected and represented; they have a chance to be actively involved in PBŚ activities.**

- Strongly agree: **63** (35,6%)
- Agree: **58** (32,8%)
- Agree or Disagree: **44** (24,9%)
- Disagree: **8** (4,5%)
- Strongly disagree: **4** (2,3%)

**Strongly agree and Agree: 68,36%; Disagree and Strongly disagree: 6,78%**



## TRAININGS

**42. 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.**

- Strongly agree: **59** (33,3%)
- Agree: **65** (36,7%)
- Agree or Disagree: **46** (26,0%)
- Disagree: **7** (4,0%)
- Strongly disagree: **0** (0%)

**Strongly agree and Agree: 70,06%; Disagree and Strongly disagree: 3,95%**

**43. Senior researchers at PBS 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.**

- Strongly agree: **55** (31,1%)
- Agree: **77** (43,5%)
- Agree or Disagree: **37** (20,9%)
- Disagree: **7** (4,0%)
- Strongly disagree: **1** (0,6%)

**Strongly agree and Agree: 74,58%; Disagree and Strongly disagree: 4,52%**

**44. PBS 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.**

- Strongly agree: **66** (37,3%)
- Agree: **75** (42,4%)
- Agree or Disagree: **22** (12,4%)
- Disagree: **10** (5,6%)
- Strongly disagree: **4** (2,3%)

**Strongly agree and Agree: 79,66%; Disagree and Strongly disagree: 7,91%**

**45. PBS 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.**

- Strongly agree: **50** (28,2%)
- Agree: **72** (40,7%)
- Agree or Disagree: **42** (23,7%)
- Disagree: **9** (5,1%)
- Strongly disagree: **4** (2,3%)

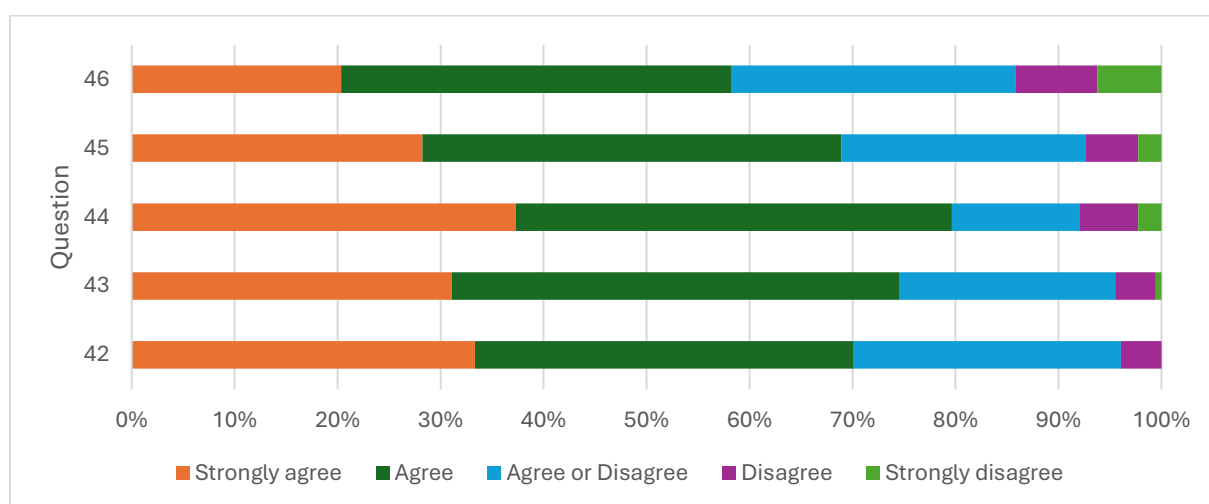
**Strongly agree and Agree: 68,93%; Disagree and Strongly disagree: 7,34%**

**46. PBS 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.**

- Strongly agree: **36** (20,3%)
- Agree: **67** (37,9%)

- Agree or Disagree: **49** (27,7%)
- Disagree: **14** (7,9%)
- Strongly disagree: **11** (6,2%)

**Strongly agree and Agree: 58,19%; Disagree and Strongly disagree: 14,12%**



## COMPARISON OF RESULTS FROM 3 SURVEYS FROM 2019, 2021 AND 2024.

Assumptions adopted in the 2019 survey and continued in subsequent ones.

1-2	bad	There are discrepancies between the status of issues in the PBŚ with the provisions of the Charter and the Code, corrective actions indicated
3	average	Acceptable situation, actions indicated depending on the possibilities
4-5	good	Implementation of the issues from the Charter and the Code is assessed well

Calculation formula for the surveys from 2021 and 2024 (weighted average):

$$\text{average} = \frac{A1 \times 1 + A2 \times 2 + A3 \times 3 + A4 \times 4 + A5 \times 5}{\text{Total number of answers for a question}}$$

A1 – the number of answers „ Strongly disagree”

A2 – the number of answers „ Disagree”

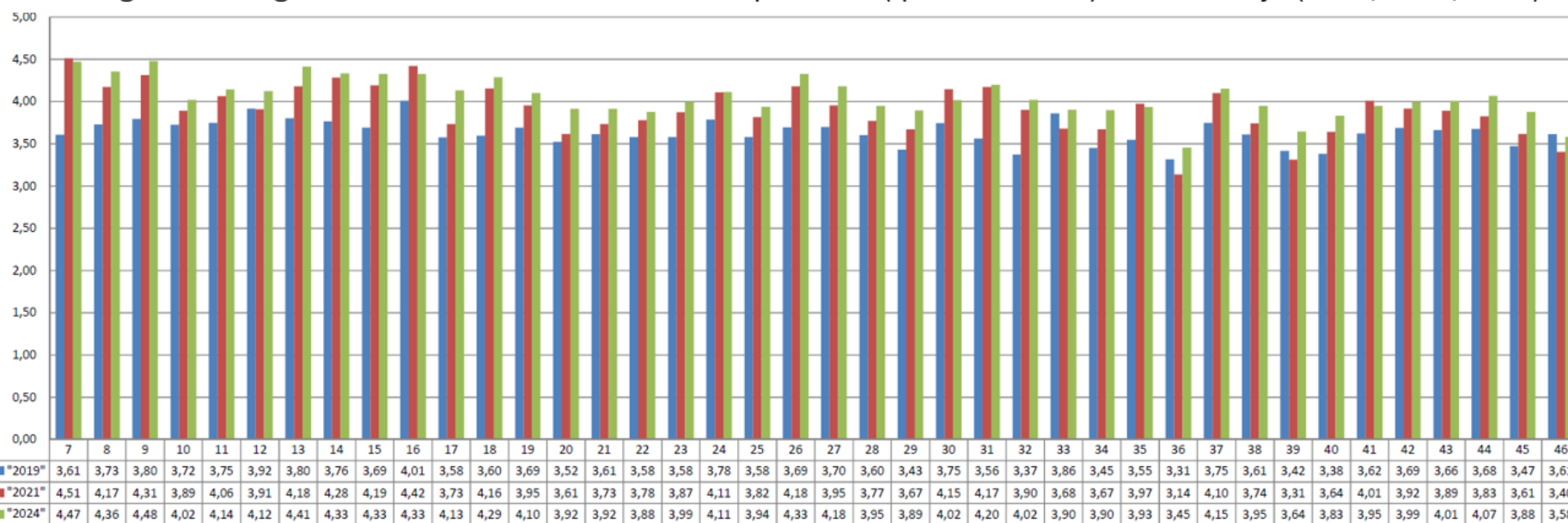
A3 – the number of answers „ Agree or Disagree”

A4 – the number of answers „ Agree”

A5 – the number of answers „ Strongly agree”



The weighted average of results obtained for individual questions (questions 7-46) of the surveys (2019; 2021; 2024)





**BYDGOSZCZ UNIVERSITY  
OF SCIENCE AND TECHNOLOGY**



HR EXCELLENCE IN RESEARCH

**September 2024**