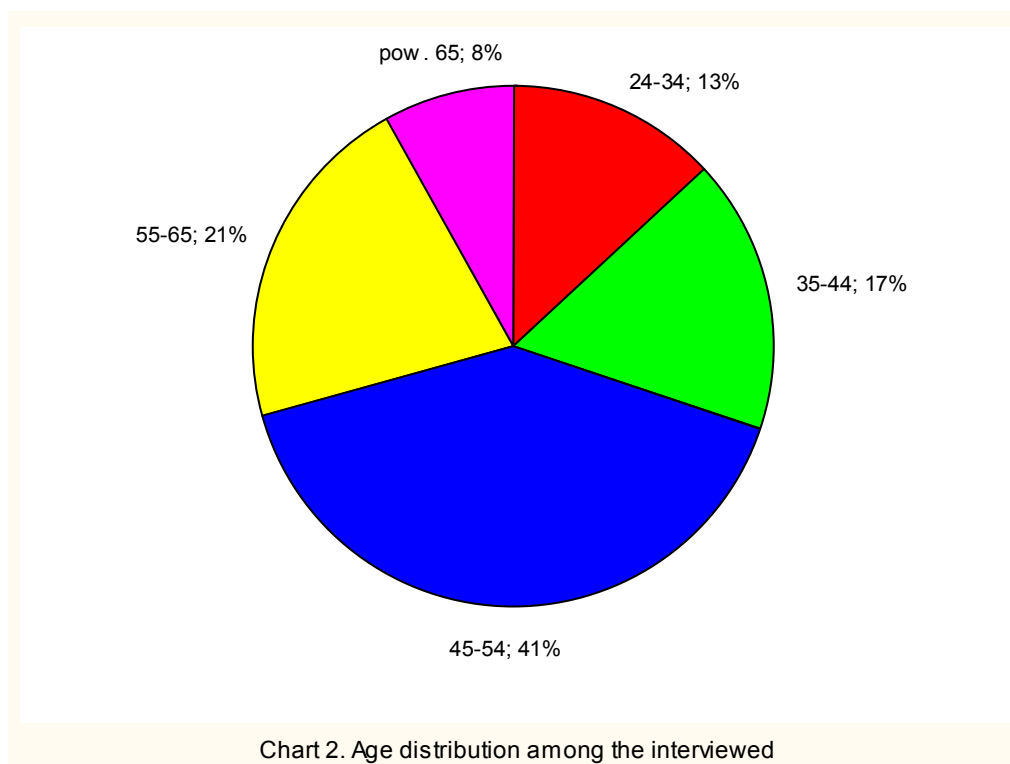
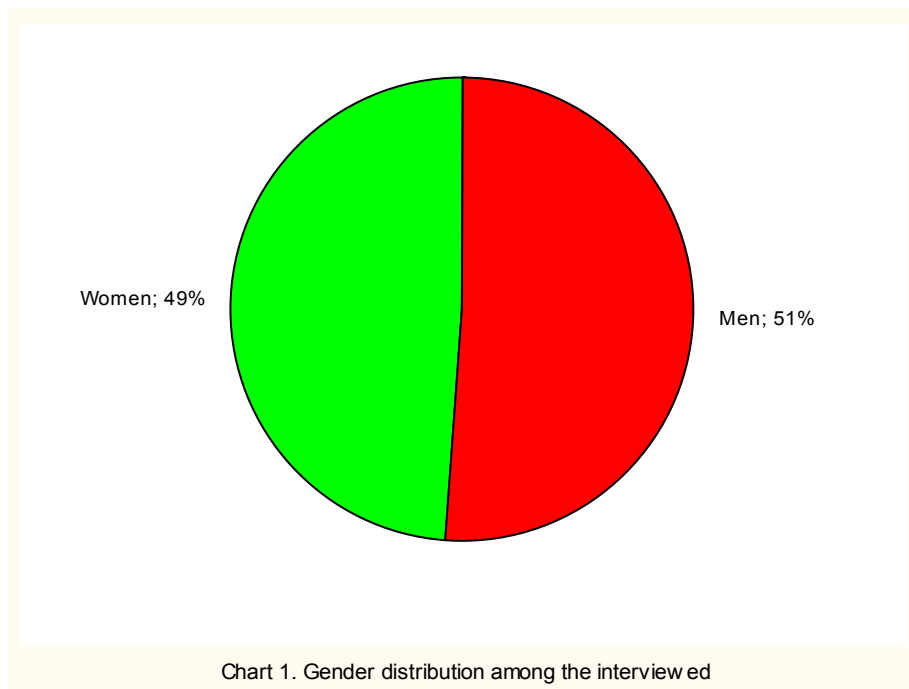
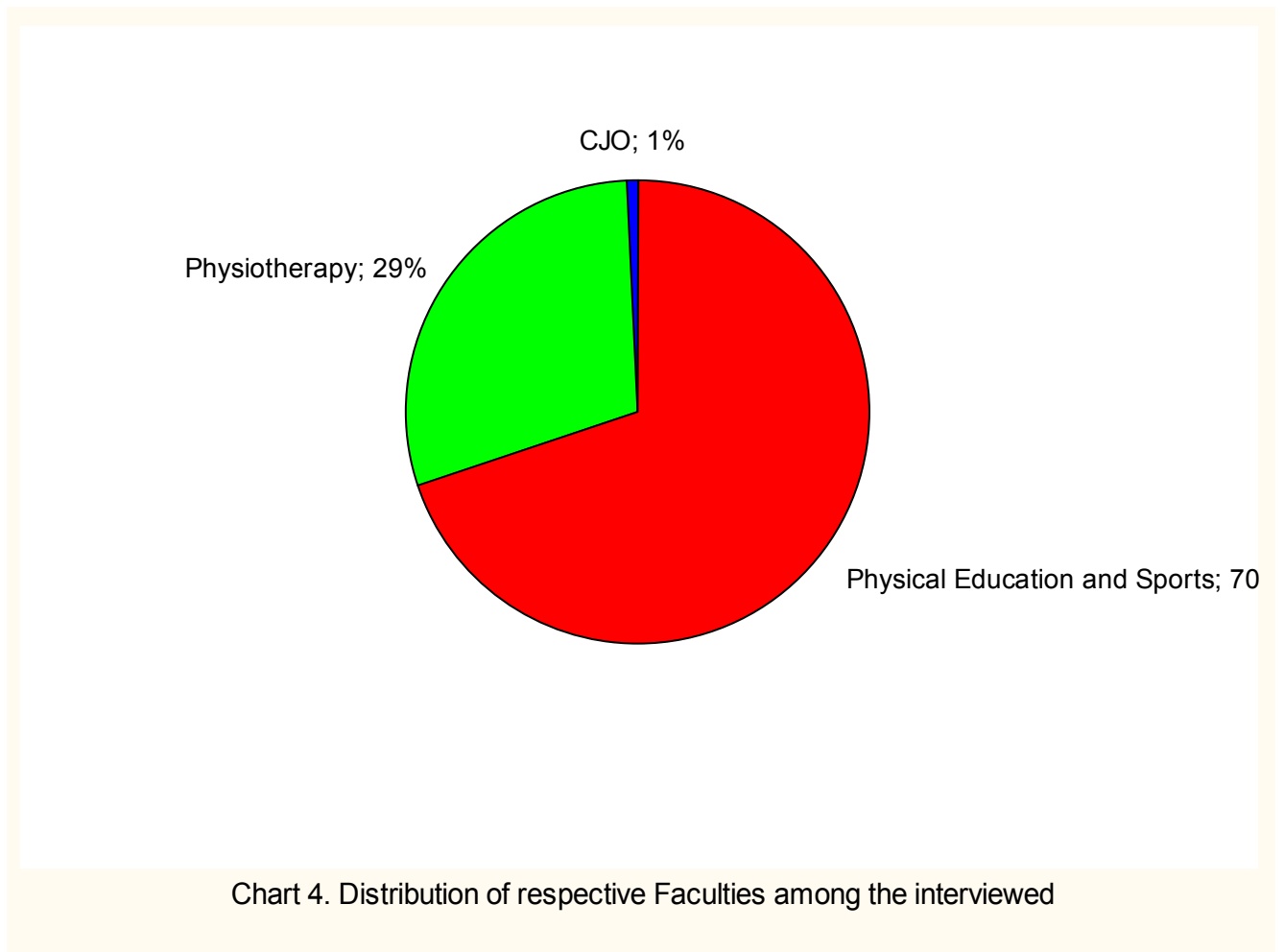
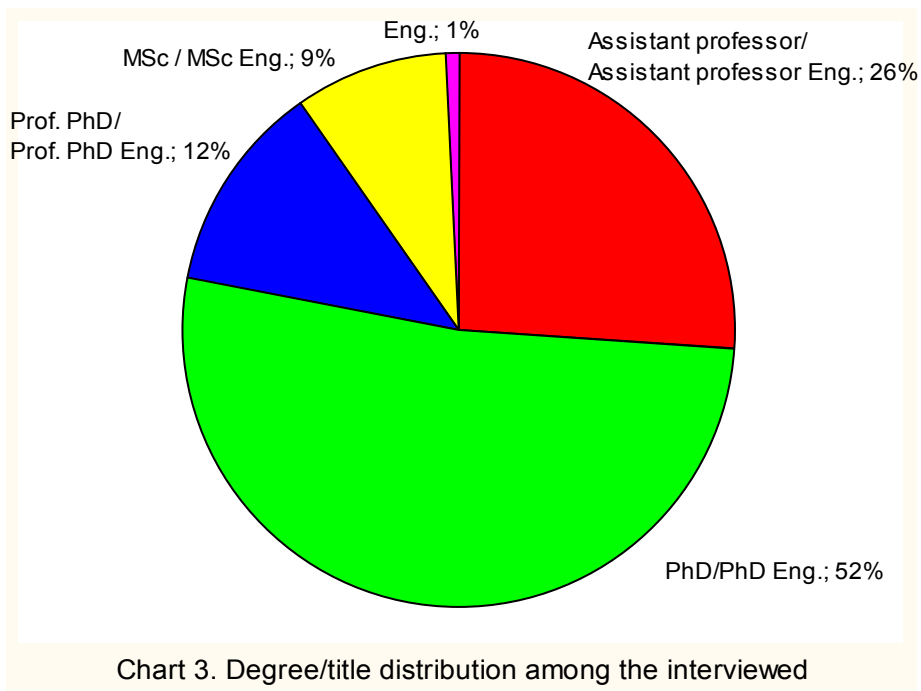


## Survey results - internal evaluation of the HR Strategy, 2021

123 persons participated in the survey





## I. Ethical and professional aspects

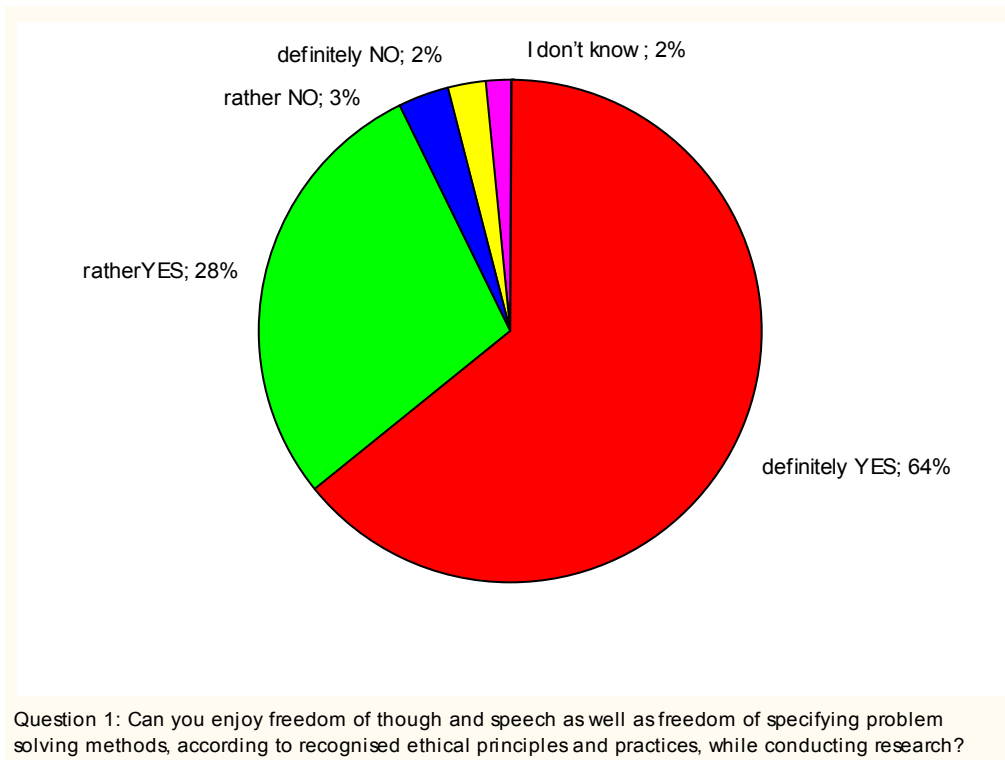


Figure 1. Freedom of scientific research

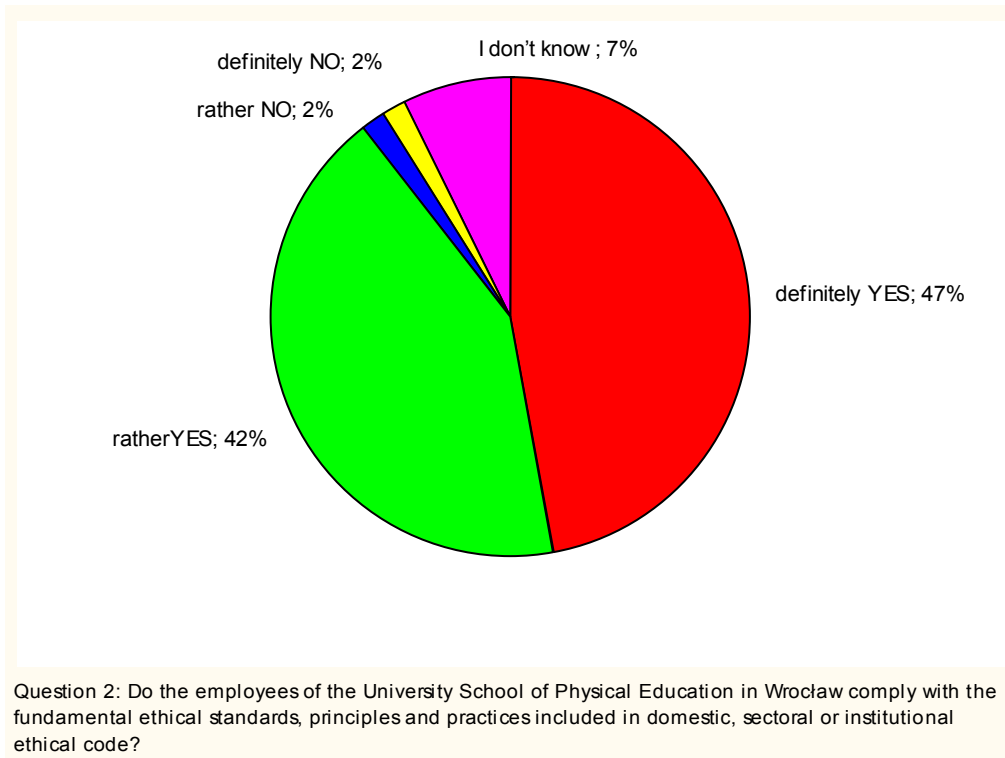


Figure 2. Ethical principles

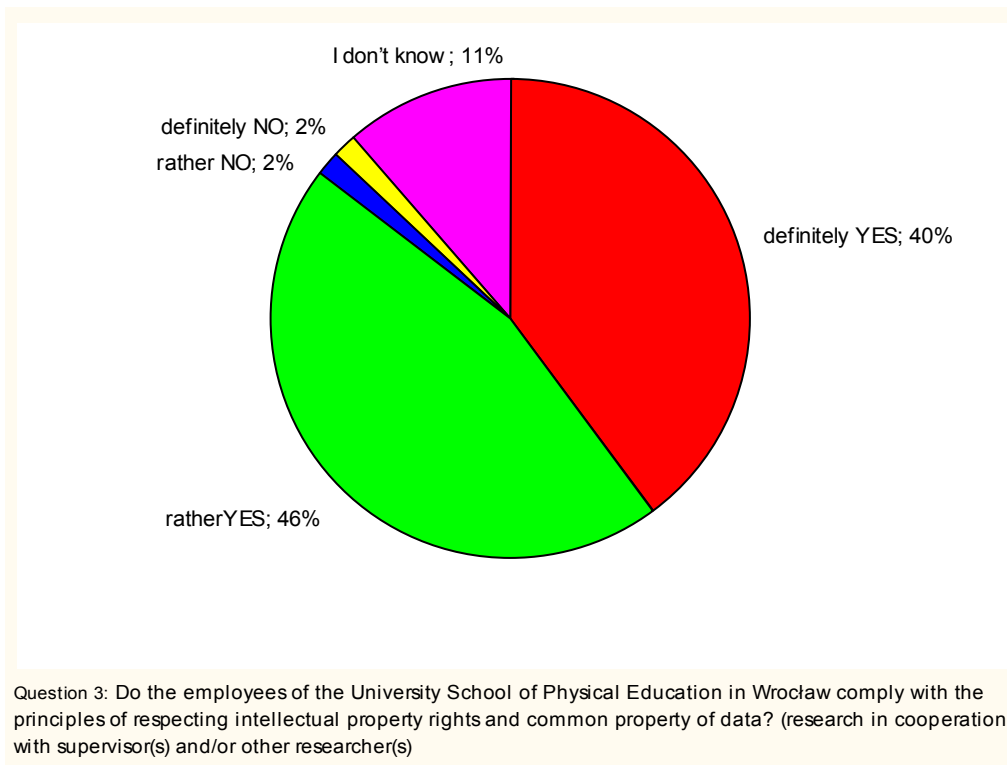


Figure 3. Intellectual property rights and common ownership of data

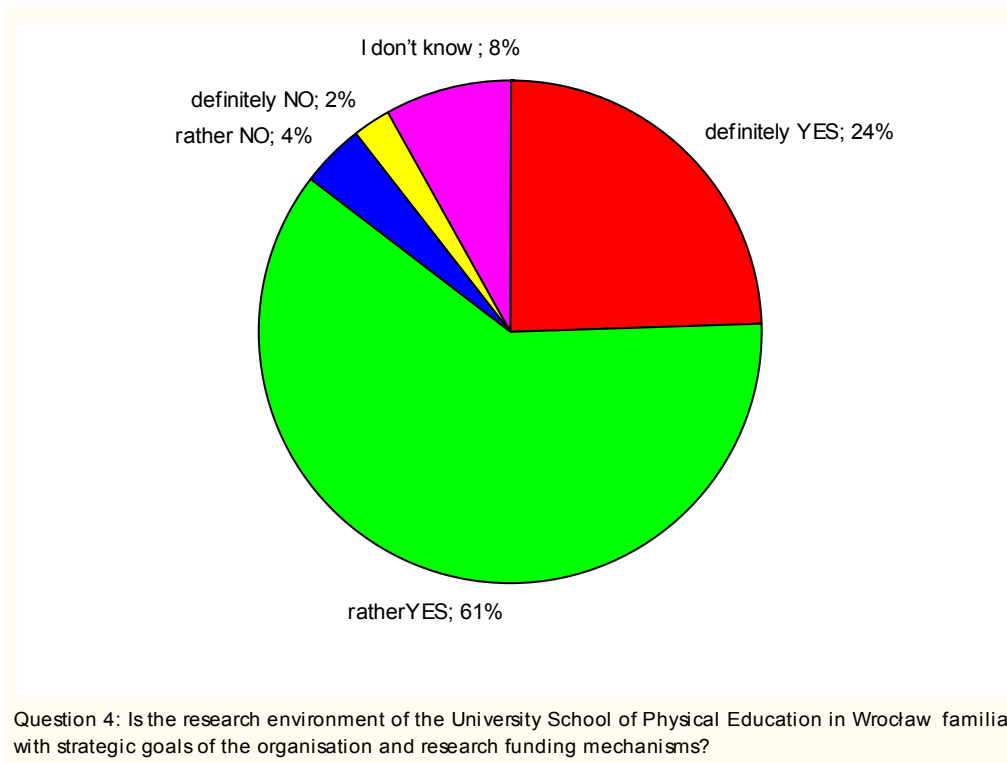
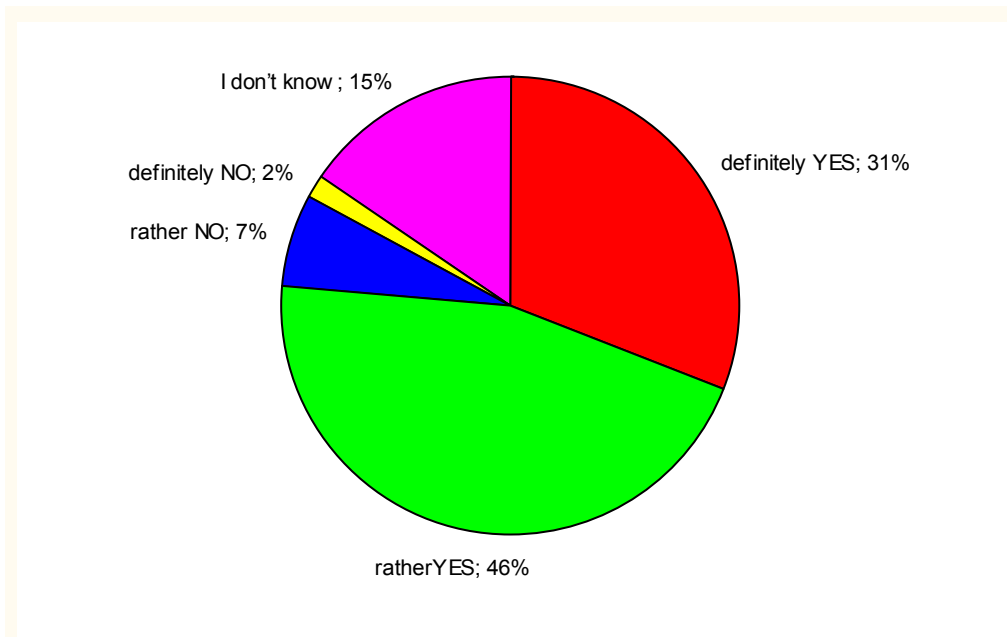
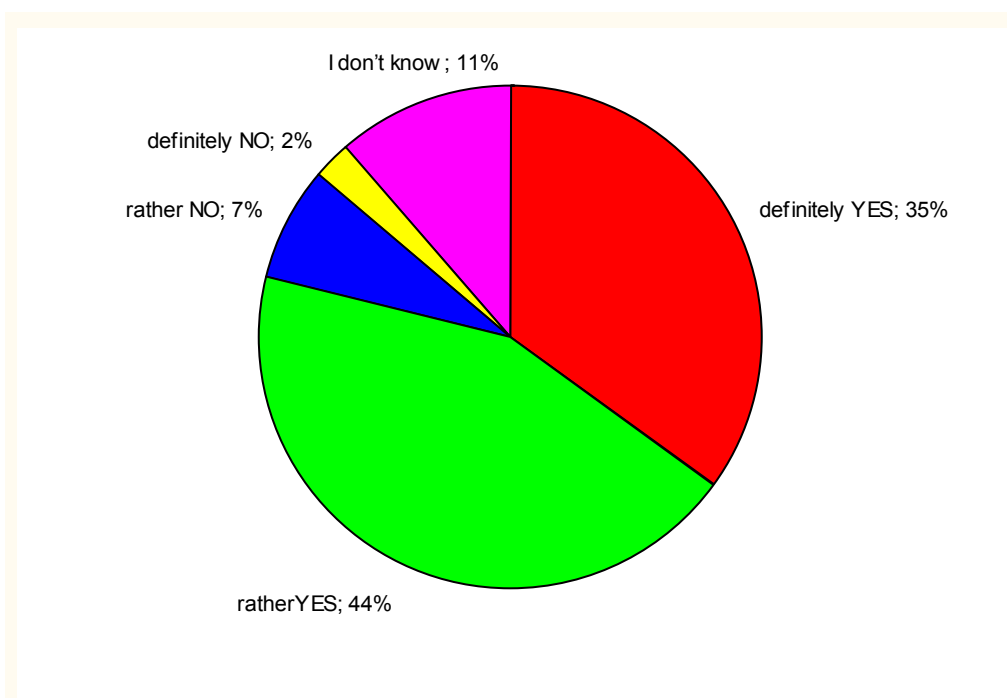


Figure 4. Scientific strategy and research funding



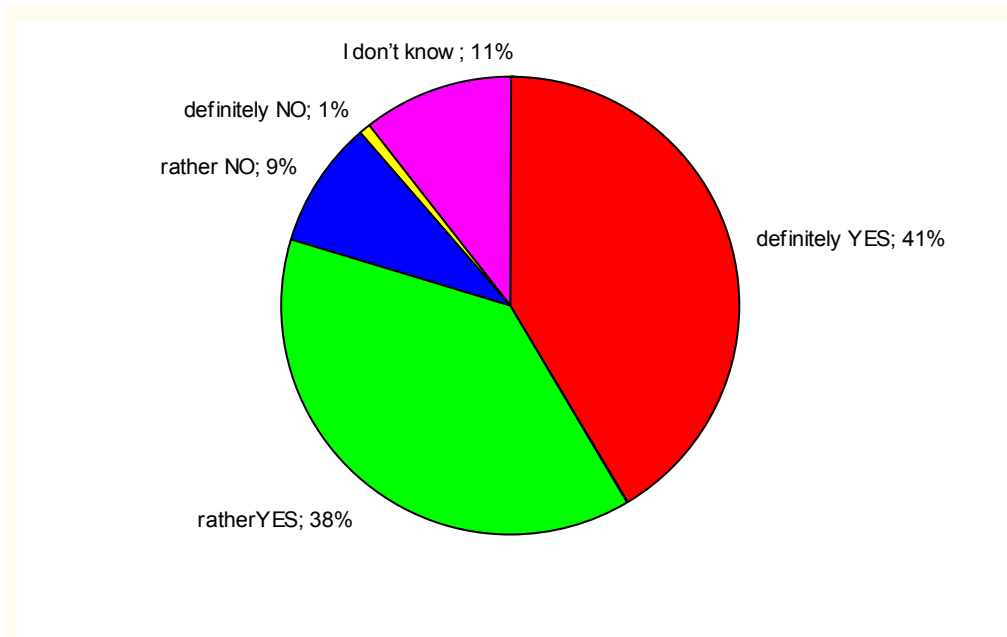
Question 5: Do the employees of the University School of Physical Education in Wrocław know and comply with domestic, sectoral and institutional regulations governing conditions of training and work (pertaining, inter alia, to intellectual property rights and conditions posed by sponsors or funders, notwithstanding the contractual situation)?

Figure 5. Regulations regulating the training and working conditions



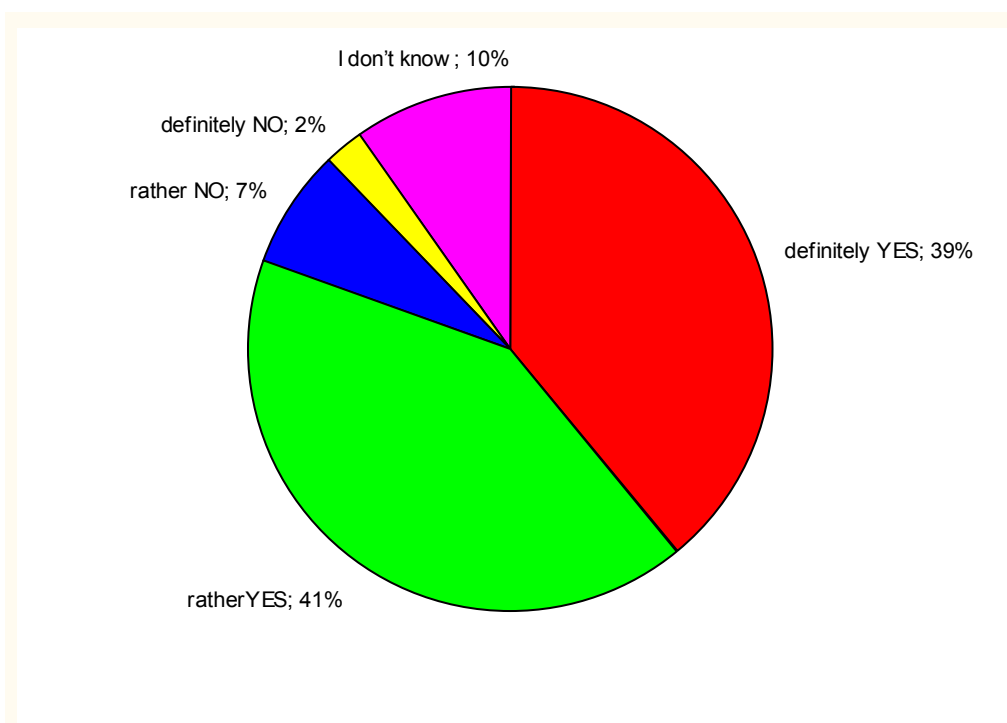
Question 6: Do the employees of the University School of Physical Education in Wrocław comply with the principles of thorough, transparent and effective funds management in the scope of funding research?

Figure 6. Financial management rules



Question 7: Do the employees of the University School of Physical Education in Wrocław apply safe methods of performing professional duties according to domestic regulations (inter alia, are there any precautions in the scope of Health and Safety, data protection and confidentiality protection, and recovery of data lost due to failure of IT technology)?

Figure 7. Work safety and data protection



Question 8: Are you obliged to distribute your research results?

Figure 8. Dissemination of scientific research results

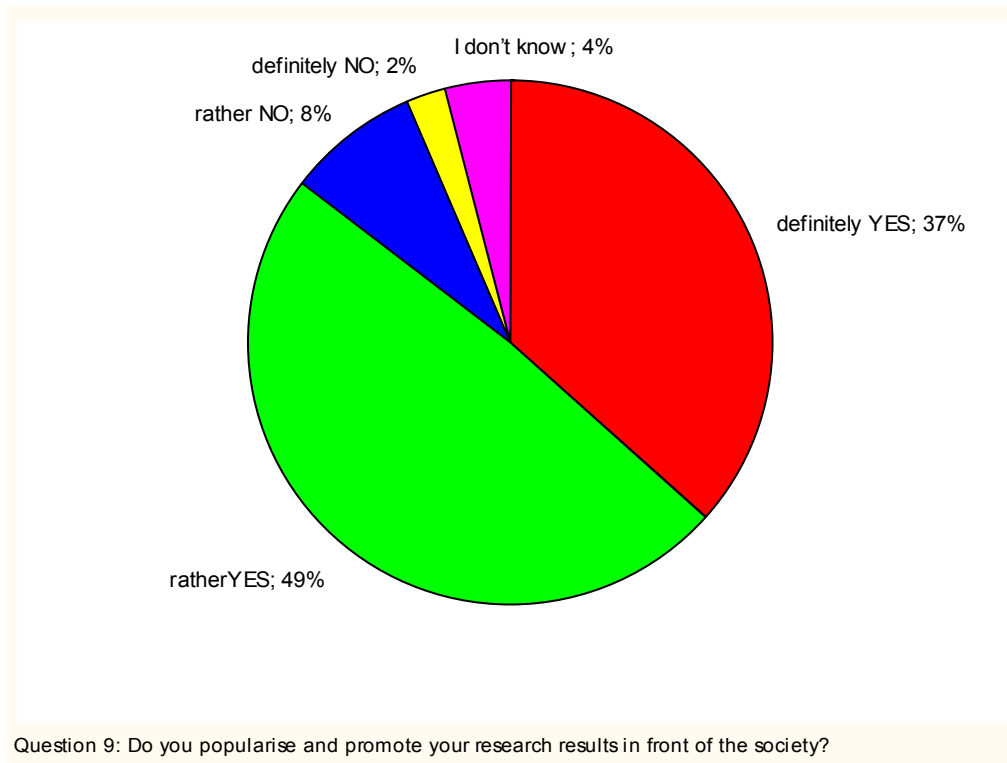


Figure 9. Dissemination of scientific research results

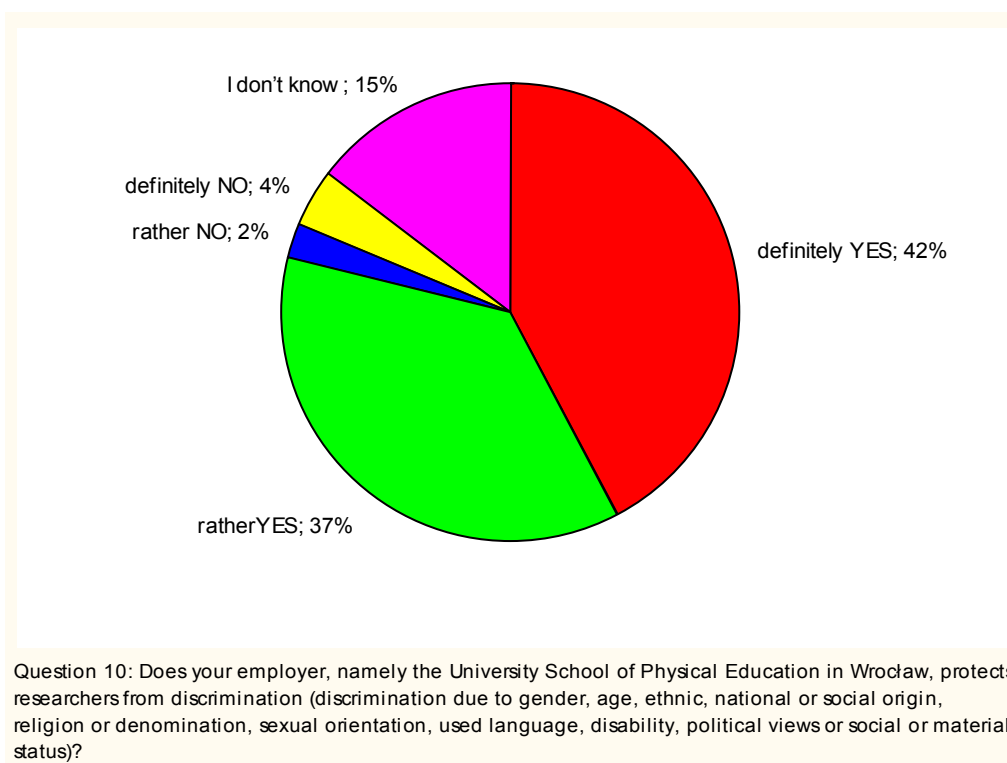


Figure 10. The principle of non-discrimination

## II. Recruitment and

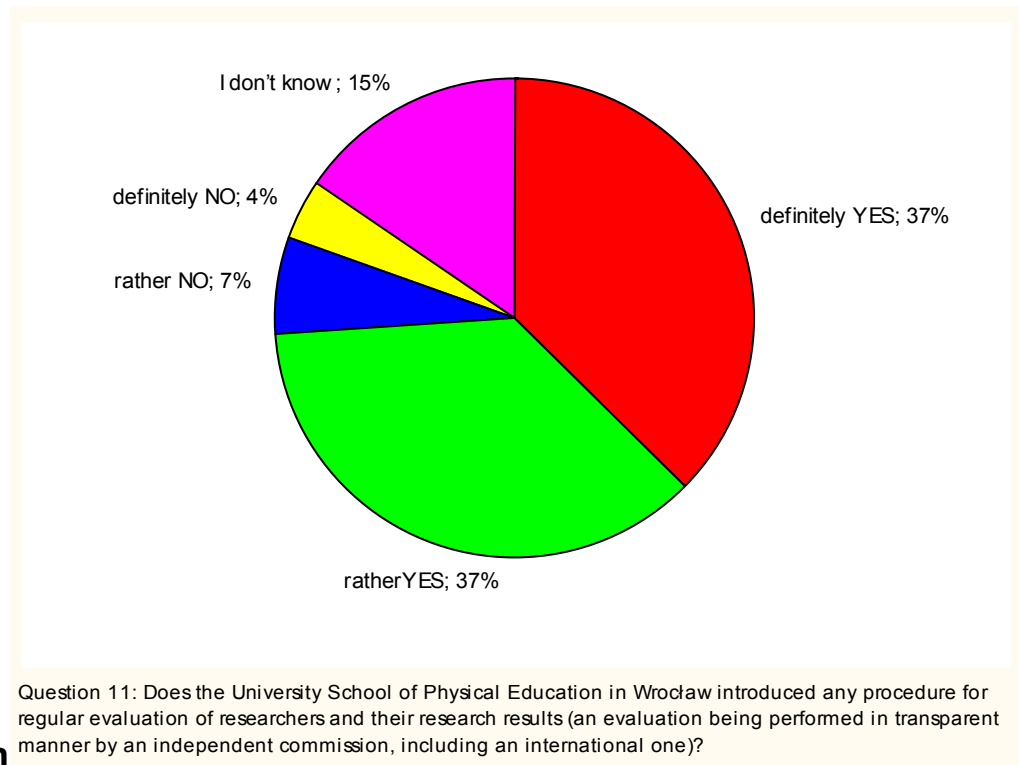


Figure 11. Employee evaluation system

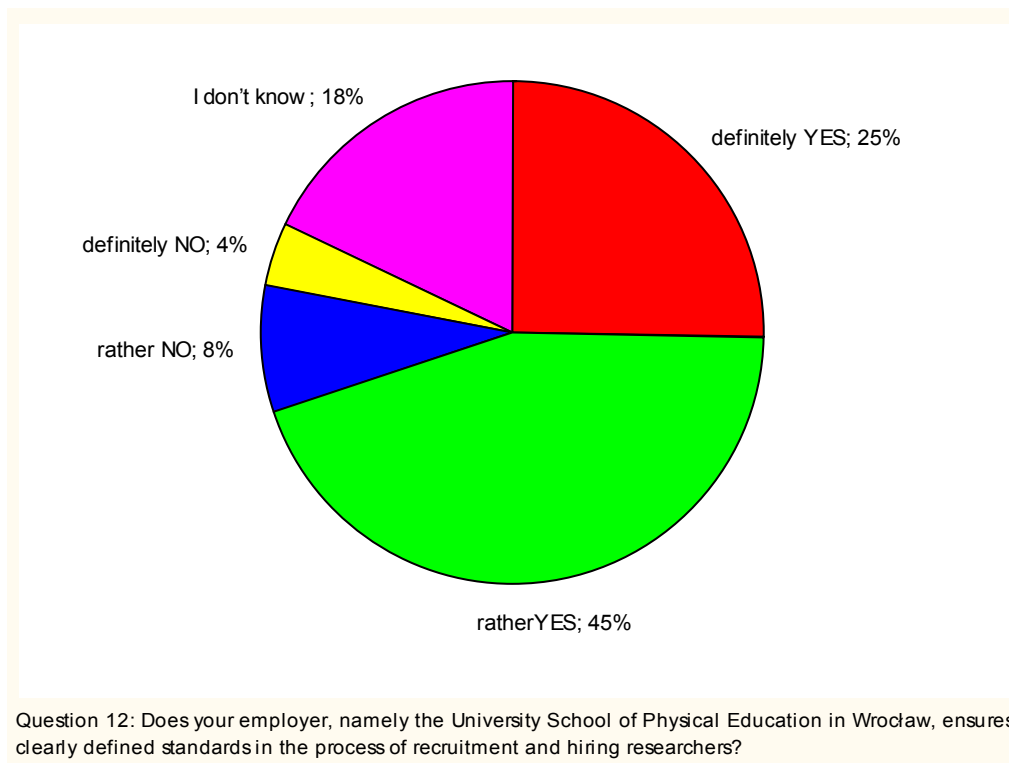
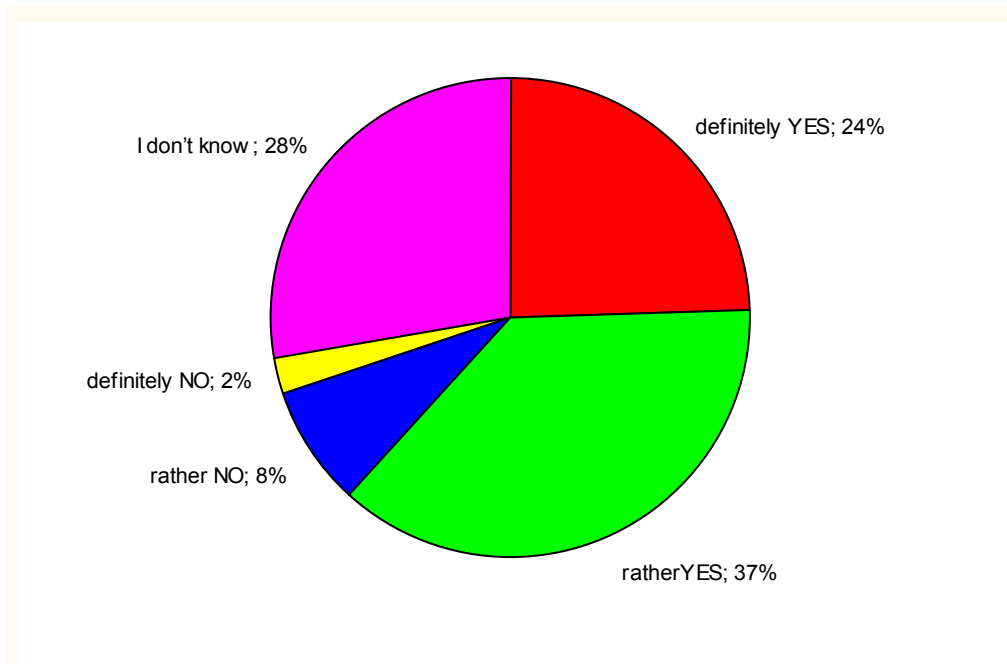


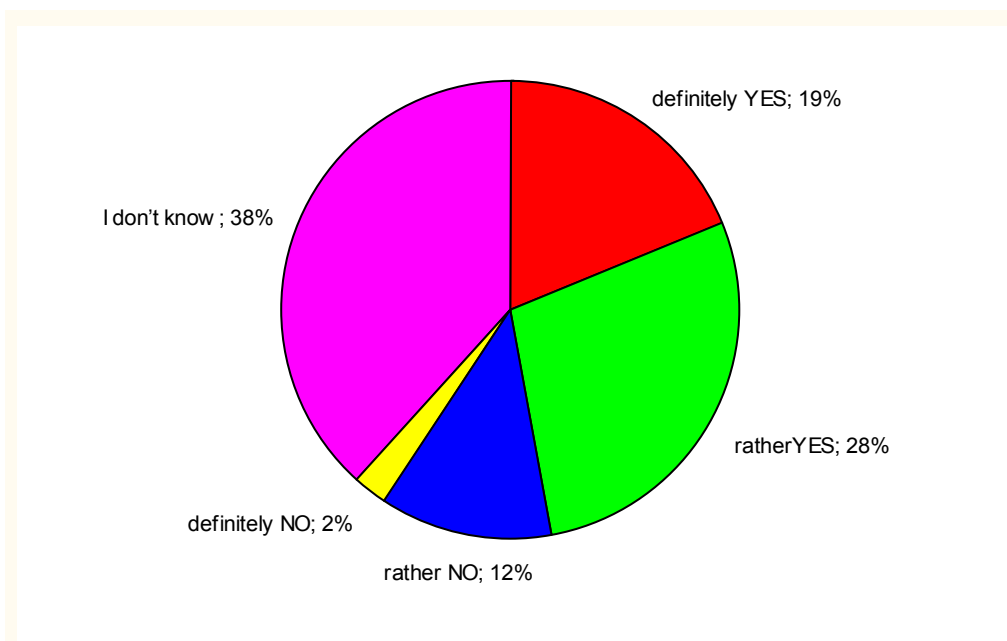
Figure 12. Recruitment standards





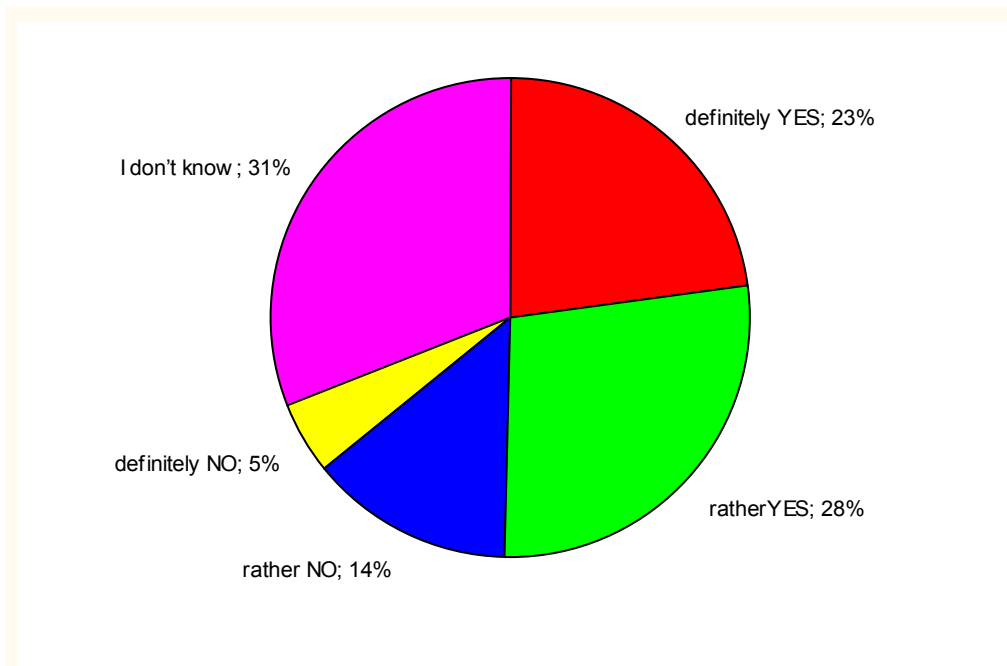
Question 13: Does your employer, the University School of Physical Education in Wrocław, established open, effective and transparent recruitment procedures (Procedures which provide support, are comparable at the international level and adjusted to a job being offered)?

Figure 13. Transparency of recruitment procedures



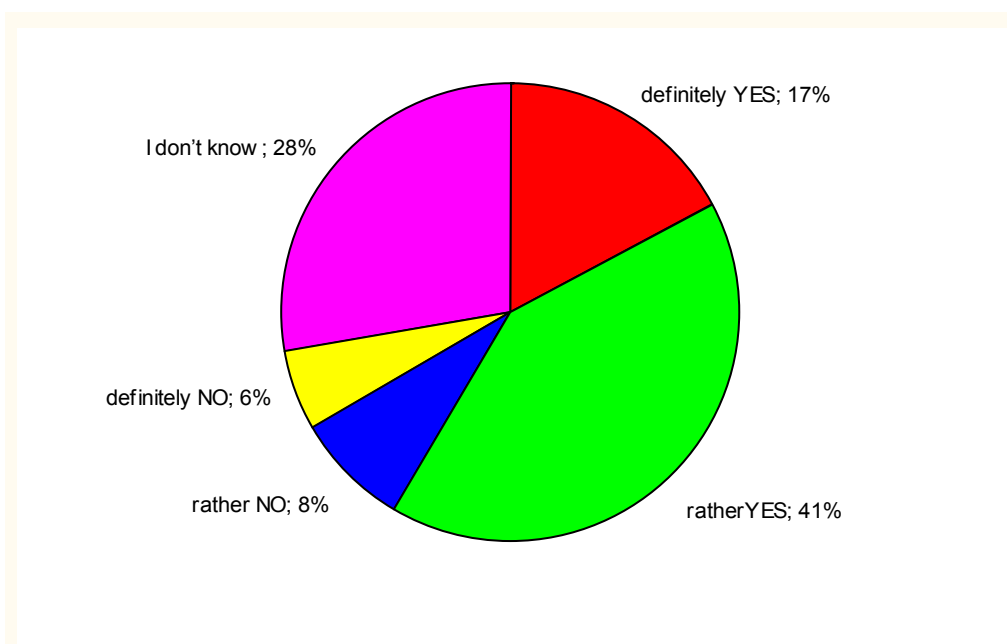
Question 14: Do recruitment commissions, responsible for candidate selection process, represent various experiences and qualifications? Including appropriate gender balance, being composed of members of various industries (of public and private sector) and disciplines, including persons from foreign countries and holding appropriate proper experience for evaluation of candidates?

Figure 14. Structure of recruitment committees



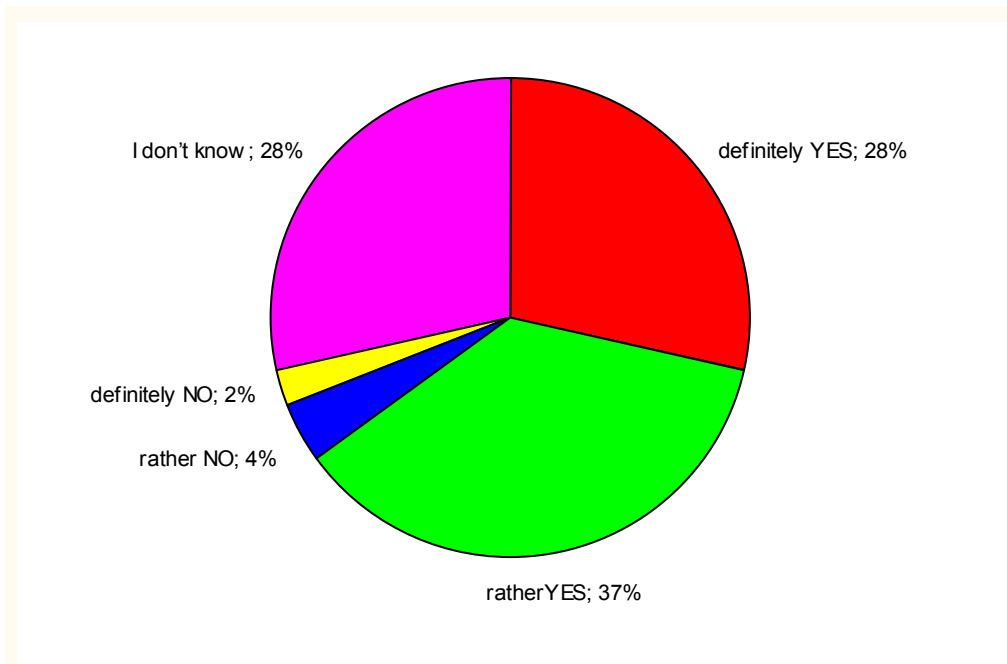
Question 15: Does your employer, namely the University School of Physical Education in Wrocław, inform candidates about the recruitment process, selection criteria, number of available positions, prospects of professional development as well as strengths and weaknesses of CVs?

Figure 15. Information about the recruitment process and criteria



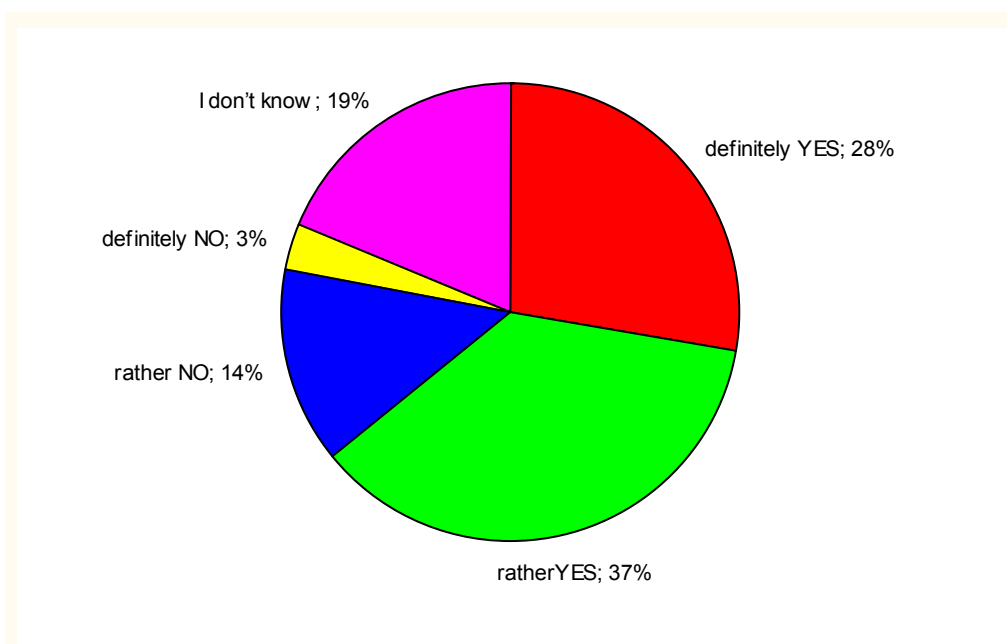
Question 16: Does your employer, namely the University School of Physical Education in Wrocław, evaluate merits in quantitative and qualitative aspect (focusing not only on the number of publications, contributions to patents, compilations or inventions, but also on outstanding results achieved during a varied career of researcher)?

Figure 16. Merit evaluation



Question 17: Does your employer, during the recruitment process, enables candidates pursuing multi-dimensional career path filing CVs supported by evidence (which reflect representative range of achievements and qualifications significant in terms of the position being applied for)?

Figure 17. Recognition of multidimensional achievements



Question 18: Does your employer perceives any experiences in the scope of mobility (residence in another country/region or another scientific environment in public or private sector), change of discipline or sector as a part of preliminary research training or at a later stage of scientific career or any experience in the scope of virtual mobility as a valuable contribution to professional development?

Figure 18. Recognition of mobility experience

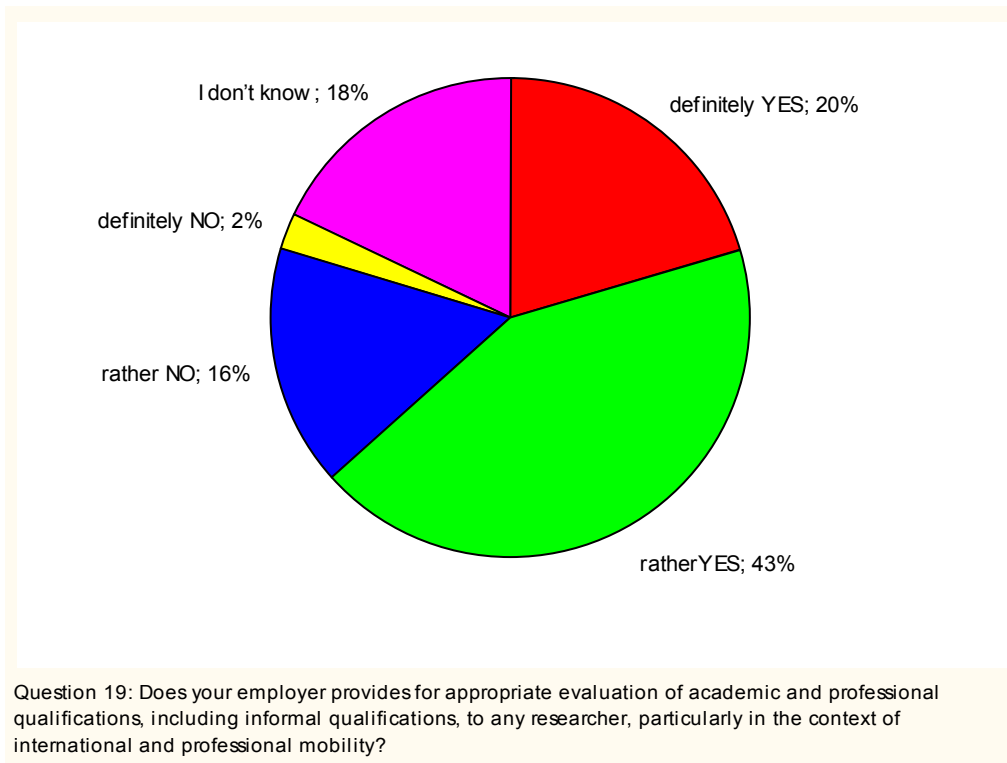


Figure 19. Recognition of professional and informal qualifications

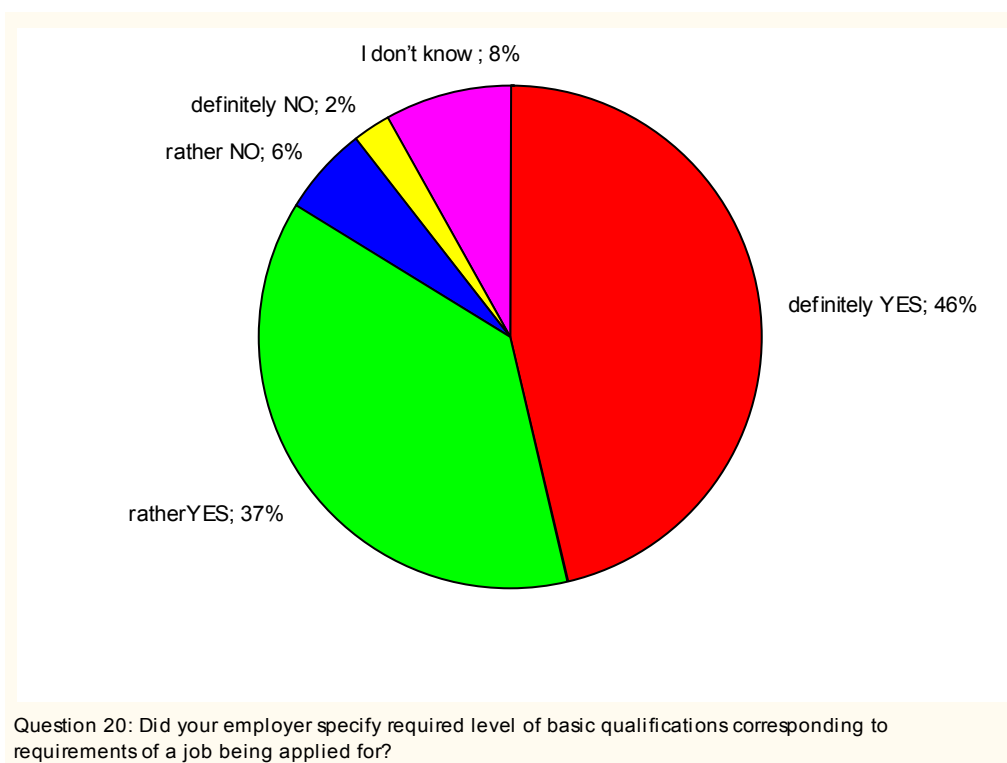


Figure 20. Determination of qualifications required for a given job position

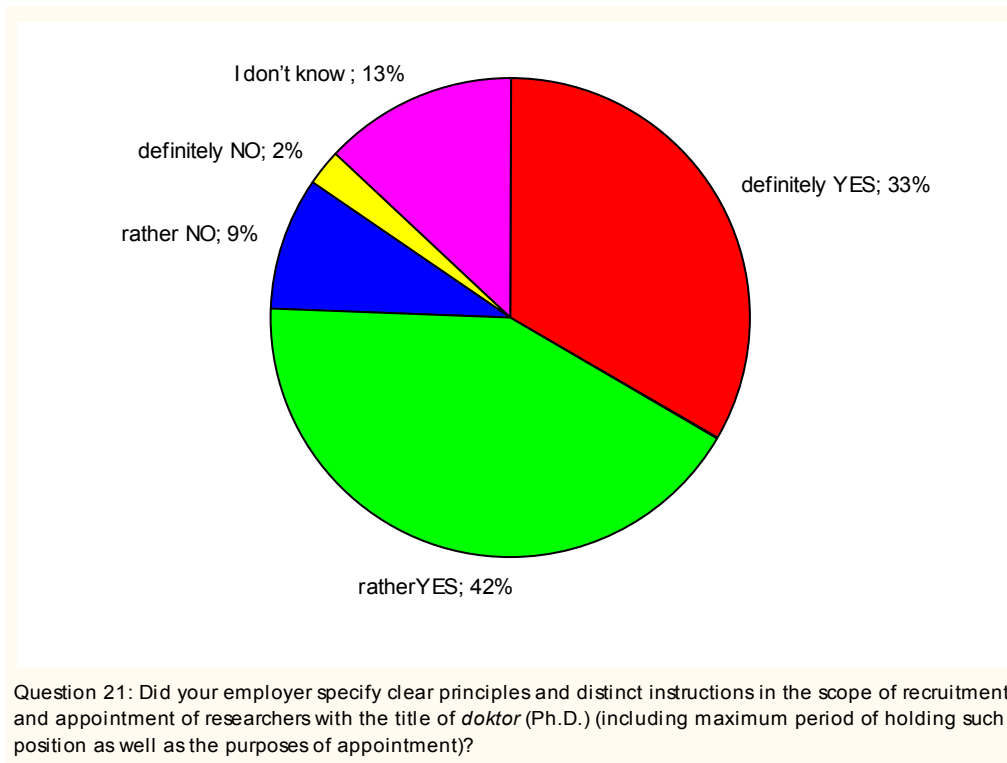


Figure 21. Recruitment rules for employees with a PhD degree

### III. Working conditions and social

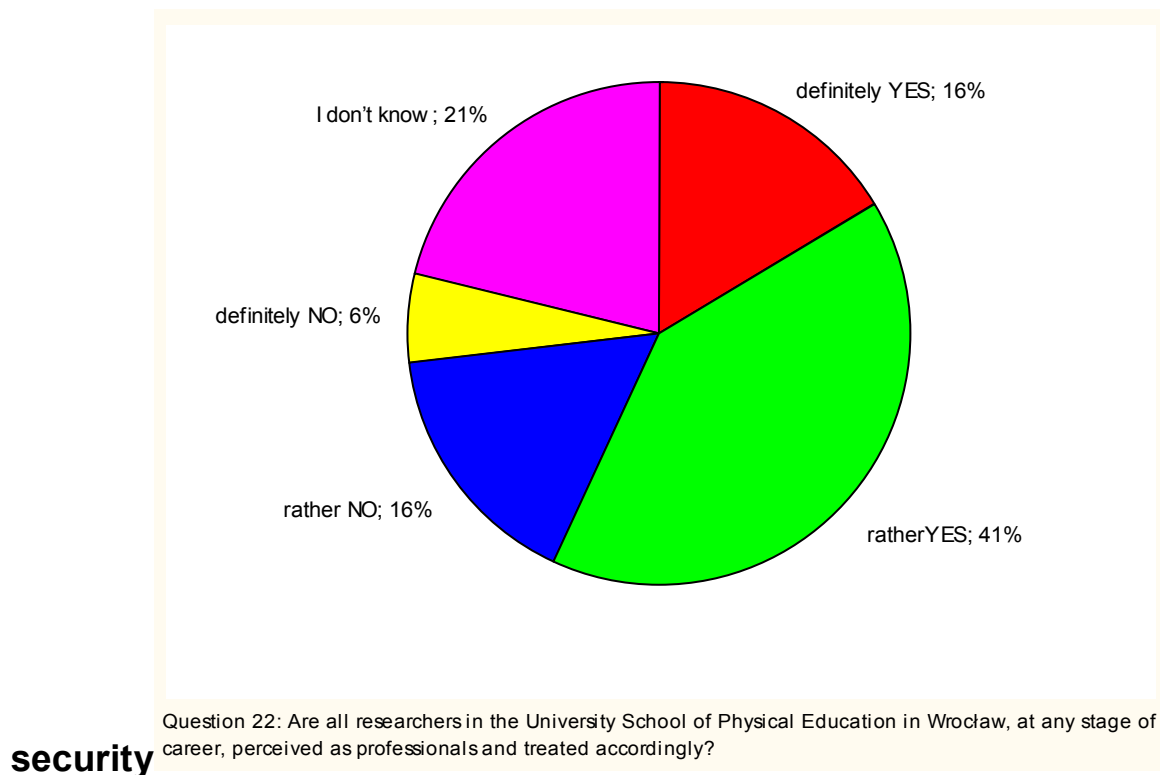
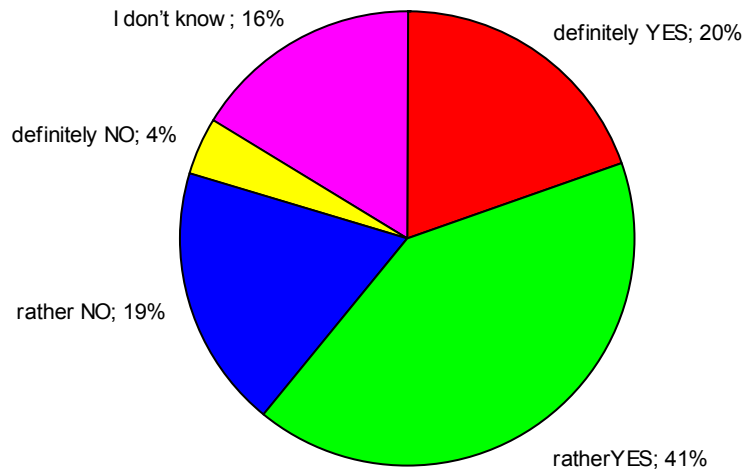
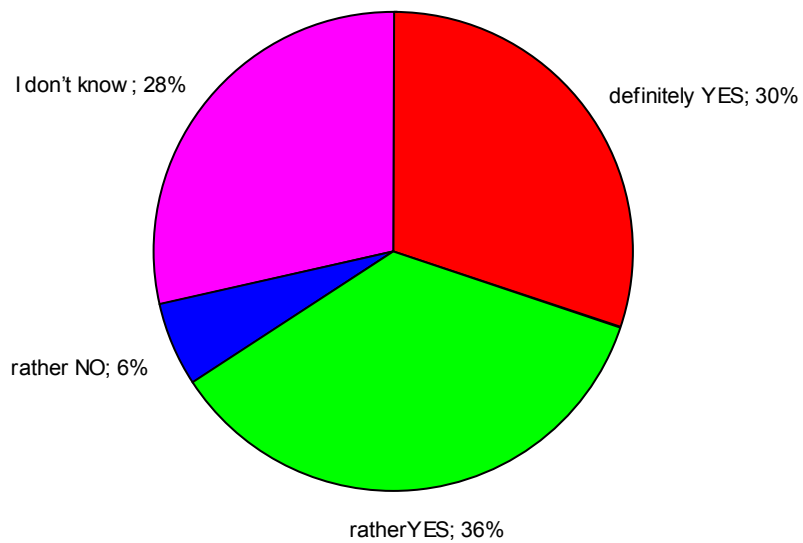


Figure 22. Recognition of the profession



Question 23: Does your employer ensure creation of the most stimulating environment for research or scientific training, providing appropriate equipment, objects and opportunities, including remote cooperation by research networks, and does it comply with domestic and sectoral Health and Safety regulations?

Figure 23. Research and scientific training environment



Question 24: Does your employer provides for flexible occupational conditions to researchers, including disabled researchers according to applicable domestic regulations and domestic or sectoral collective agreements, in order to achieve effective results of research?

Figure 24. Working conditions

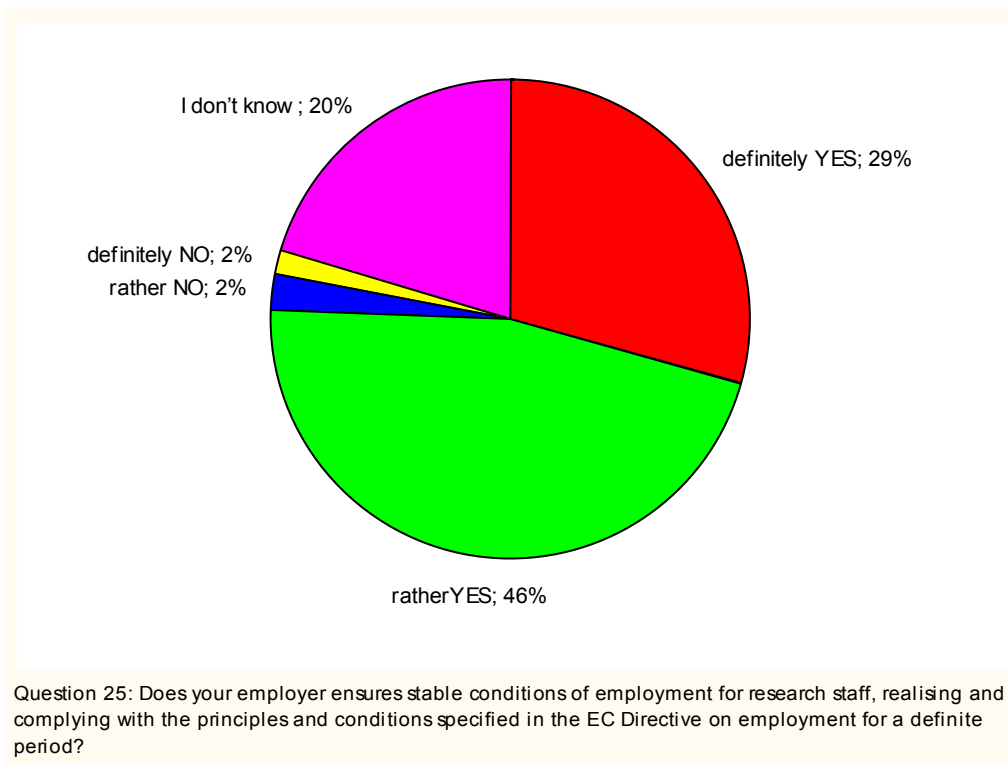


Figure 25. Stabilization and permanent employment

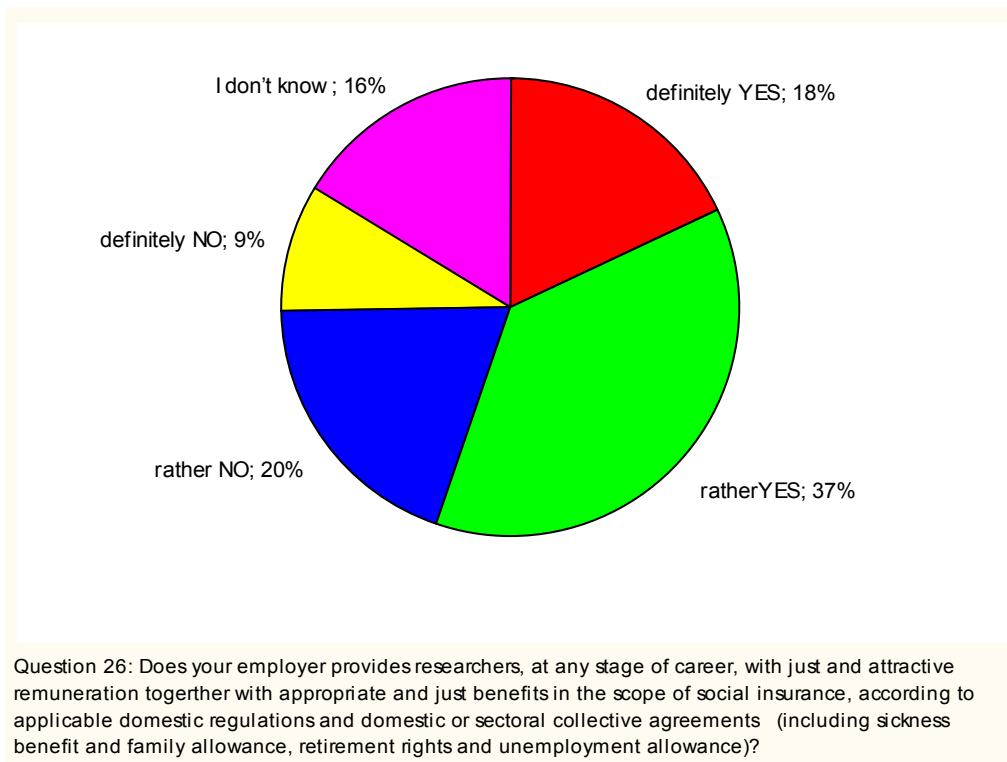


Figure 26. Salaries and social benefits

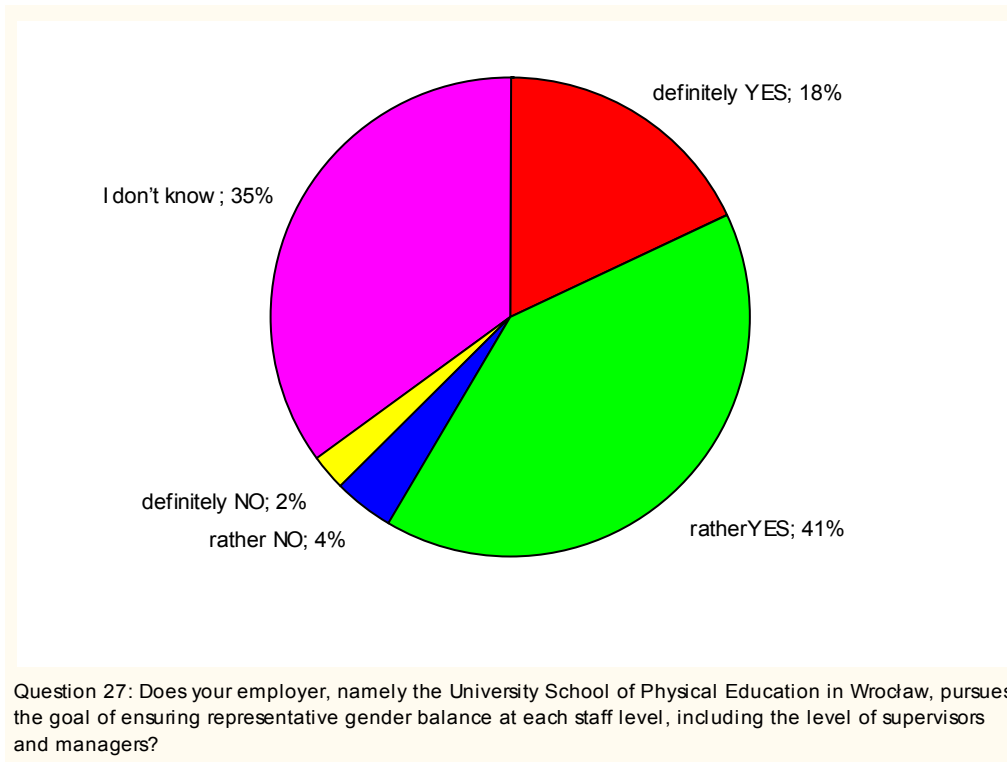


Figure 27. Gender balance

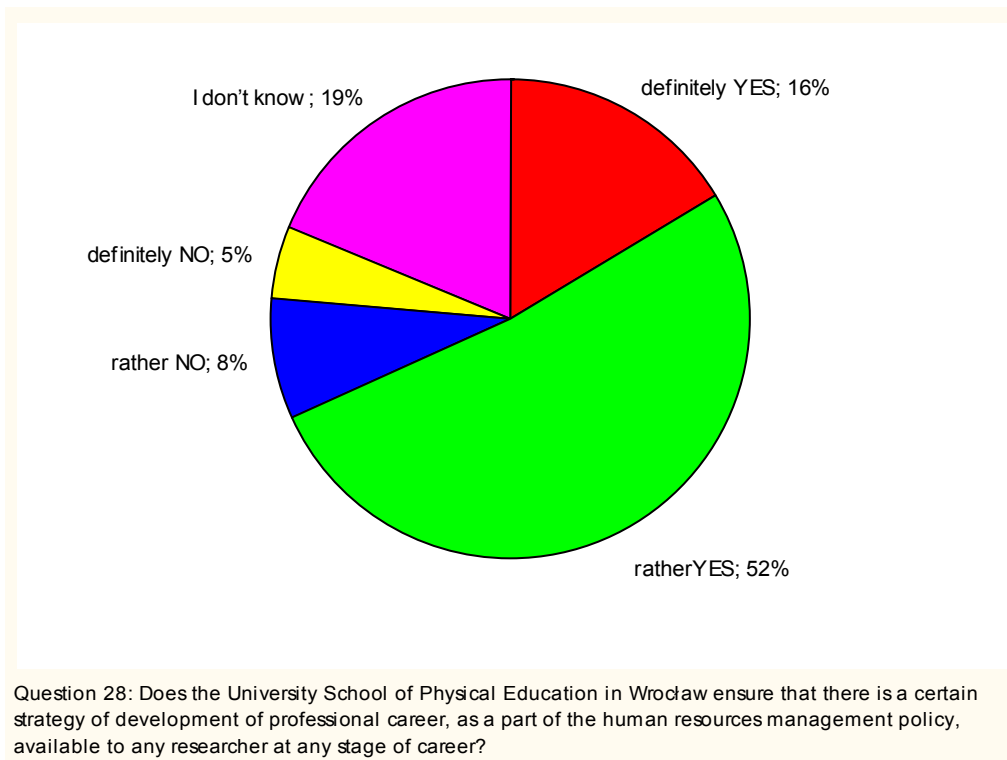


Figure 28. Career development strategy



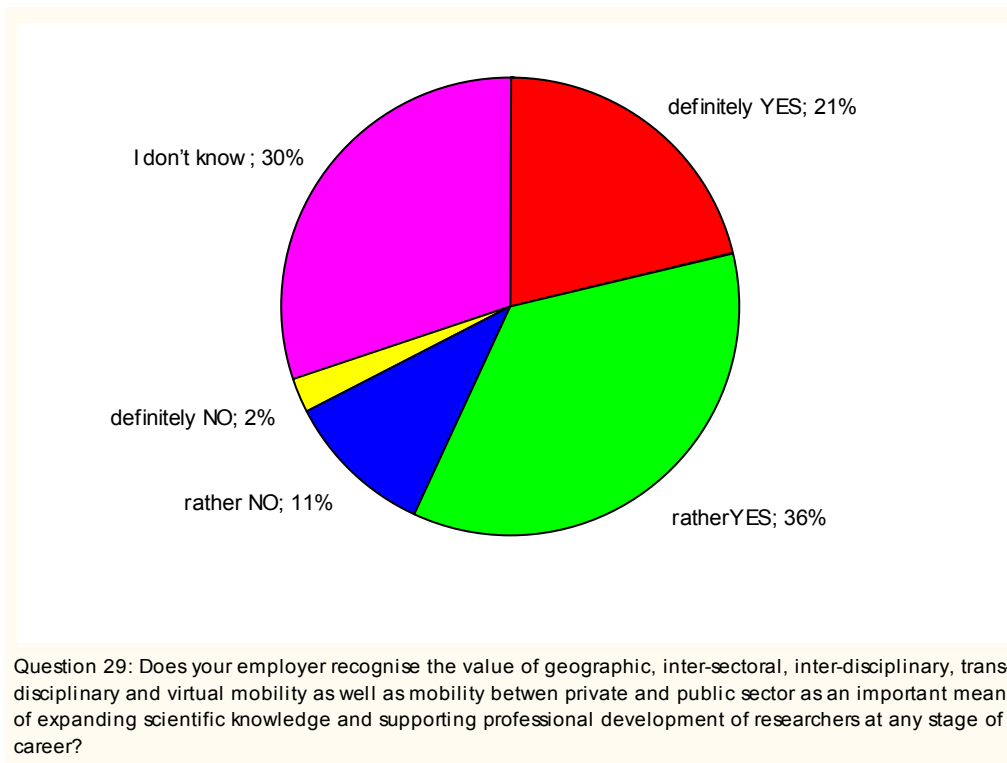


Figure 29. Recognition of mobility

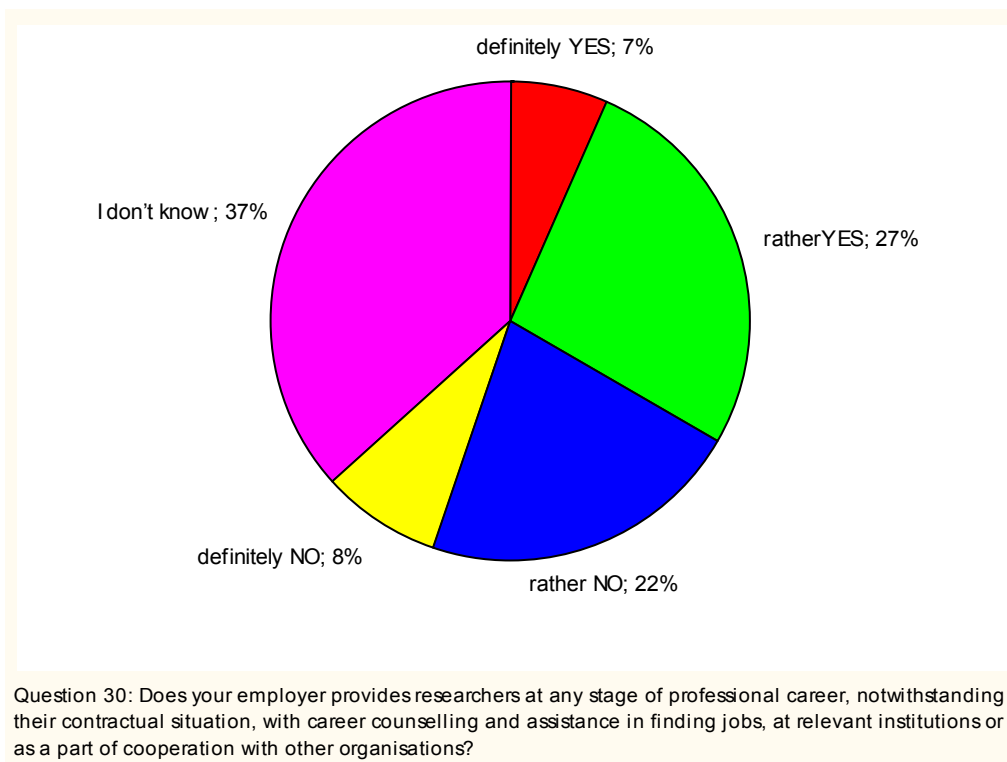
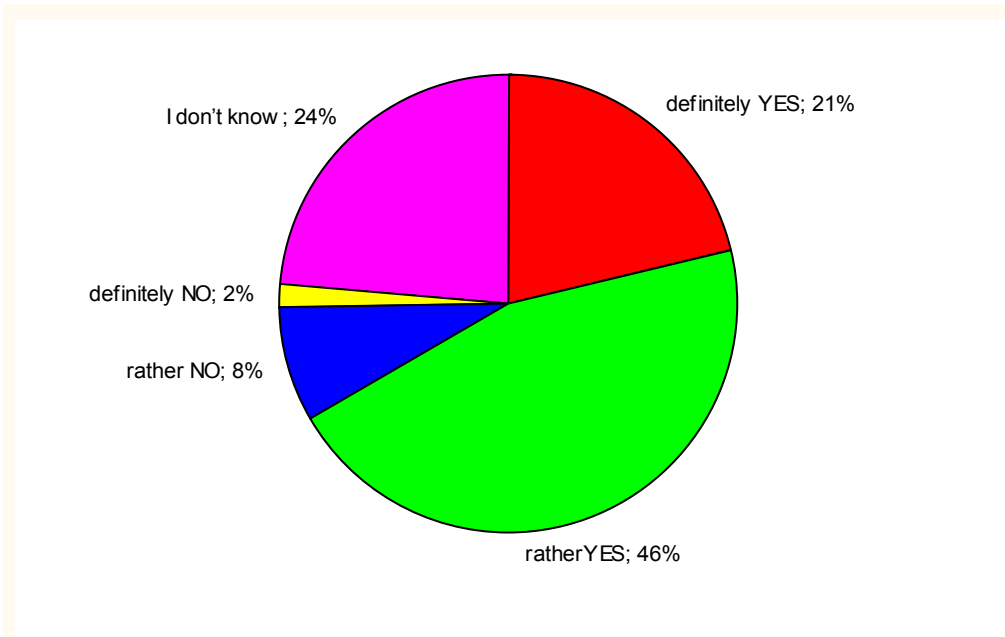
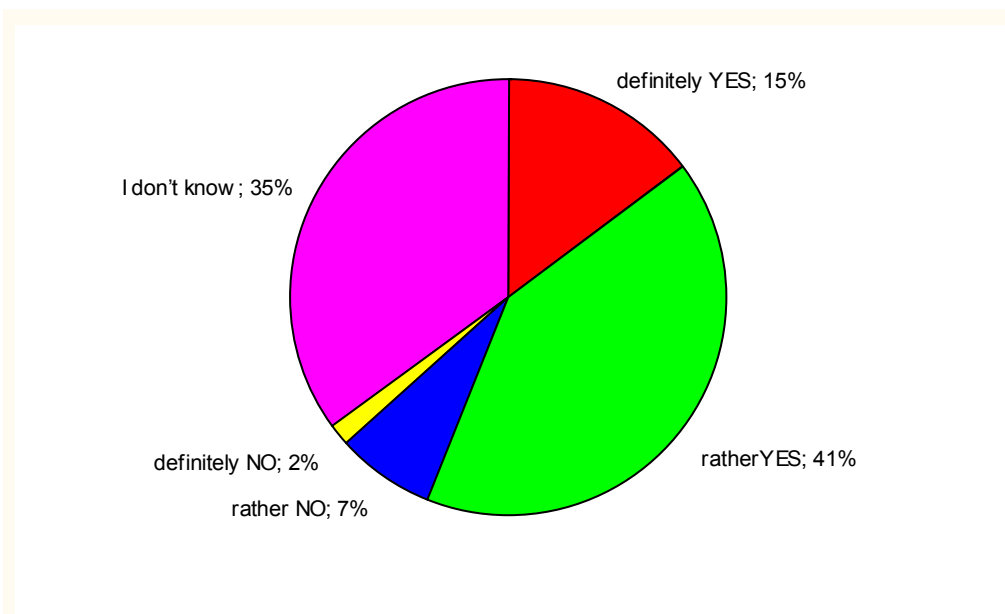


Figure 30. Access to career counseling



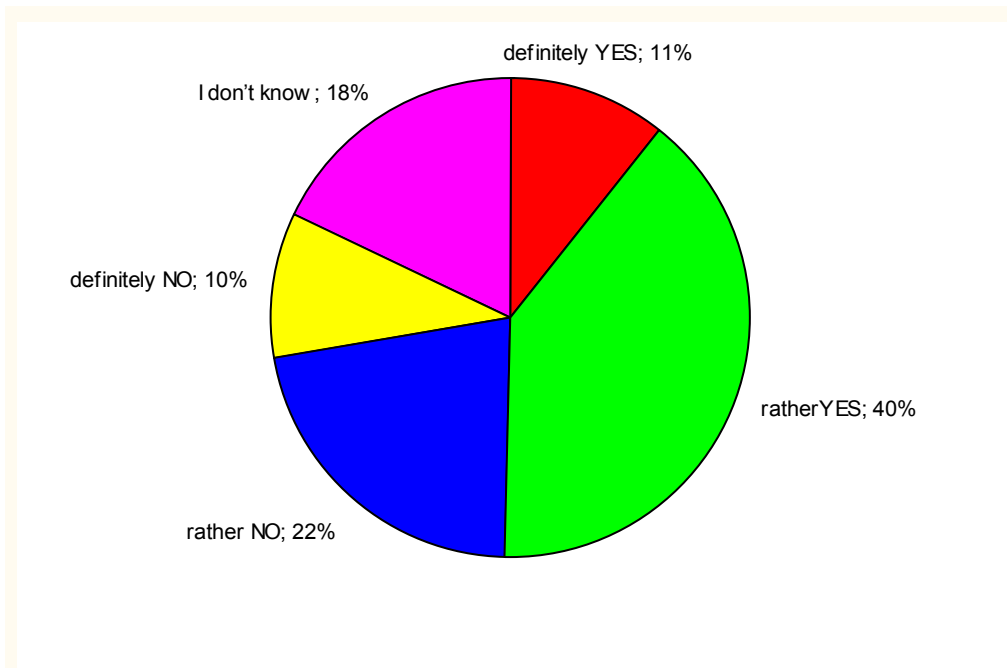
Question 31: Does your employer provides researchers at any stage of career with opportunities to enjoy benefits (if possible) from using their results in the scope of research and development throug legal protection and, in particular, through appropriate protection of intellectual property rights, including copyrights?

Figure 31. Protection of Intellectual Property Rights



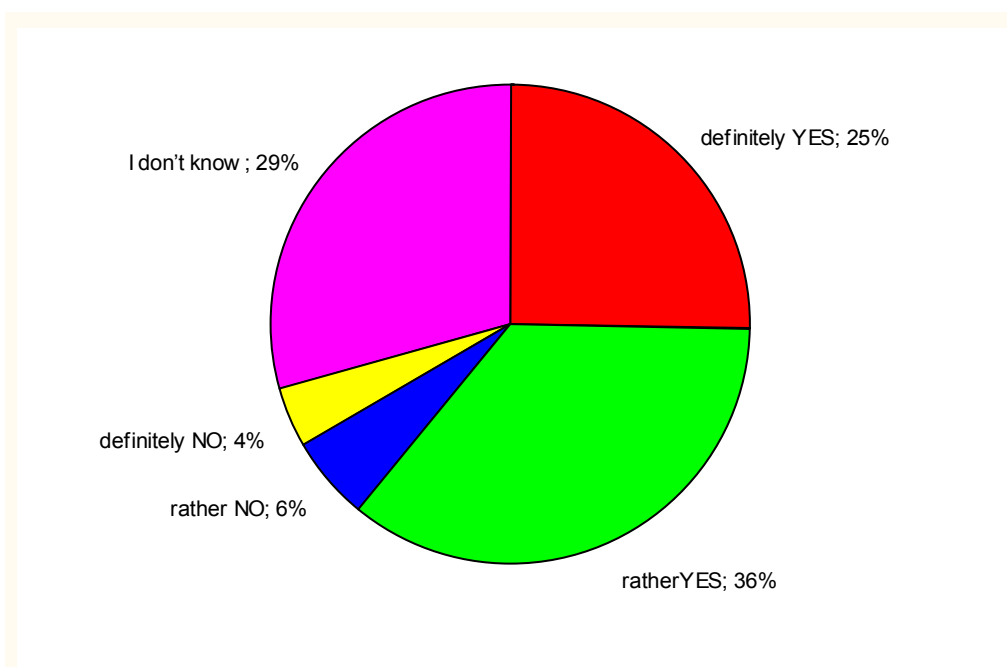
Question 32: Did your employer develop strategies, practices and procedures providing researchers, including early-stage researchers, with necessary framewor conditions as to enable them to exercise their right to be recognised and listed and/or quoted in the context of actual contribution being provided, as co-authors of papers, patents etc. or from the right to publication of their research results, independently from their supervisors?

Figure 32. Co-authorship



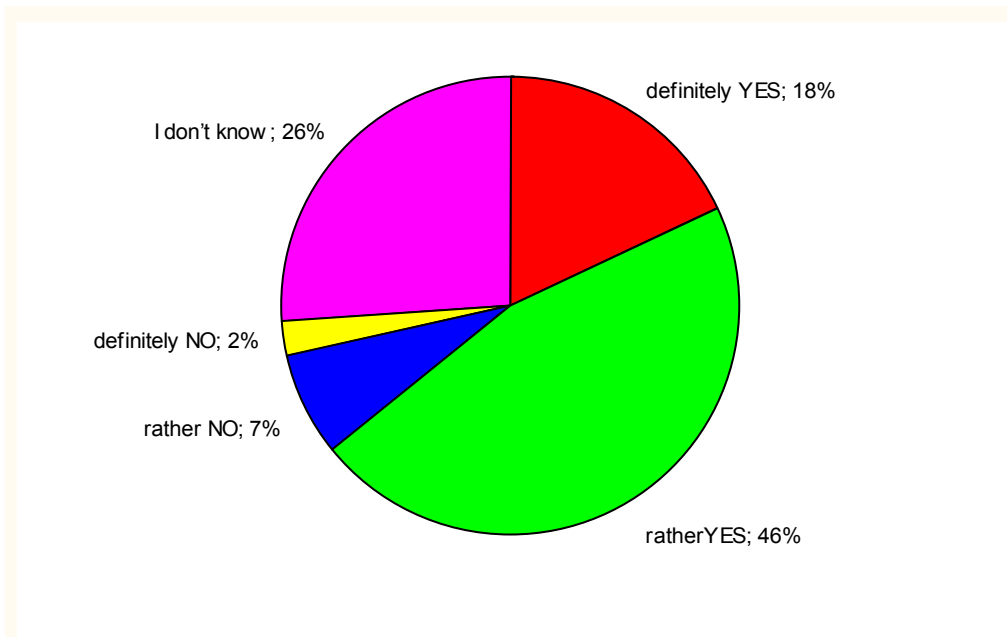
Question 33: Does your employer ensure that occupational responsibilities are appropriately remunerated and taken into account in employee evaluation systems, and that time devoted for training early-stage researchers by senior research staff is recognised as a part of their commitment to the teaching process?

Figure 33. Recognition of commitment in terms of responsibilities and in the teaching process



Question 34: Does your employer specify, according to domestic principles and regulations, appropriate procedures, designated an impartial person (in the form of ombudsman) who handles complaints/appeals of researchers, including issues pertaining to conflicts between supervisors and early-stage researchers?

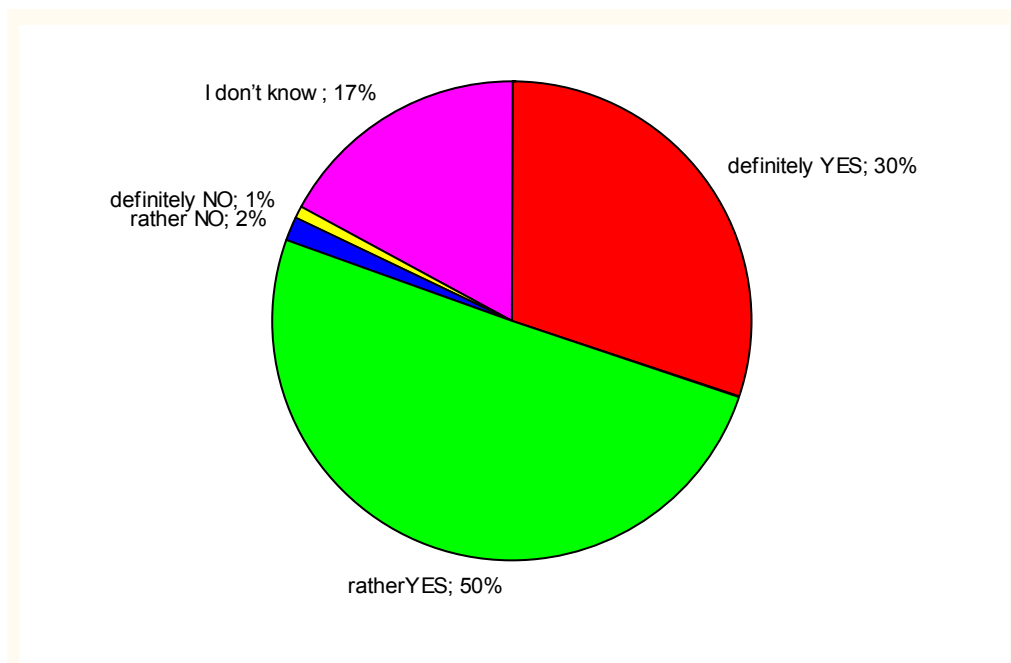
Figure 34. Complaints / appeals



Question 35: Does your employer recognise it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and represent their individual and collective interests as professionals and to actively contribute to the work of the institution?

Figure 35. Impact on decision-making bodies

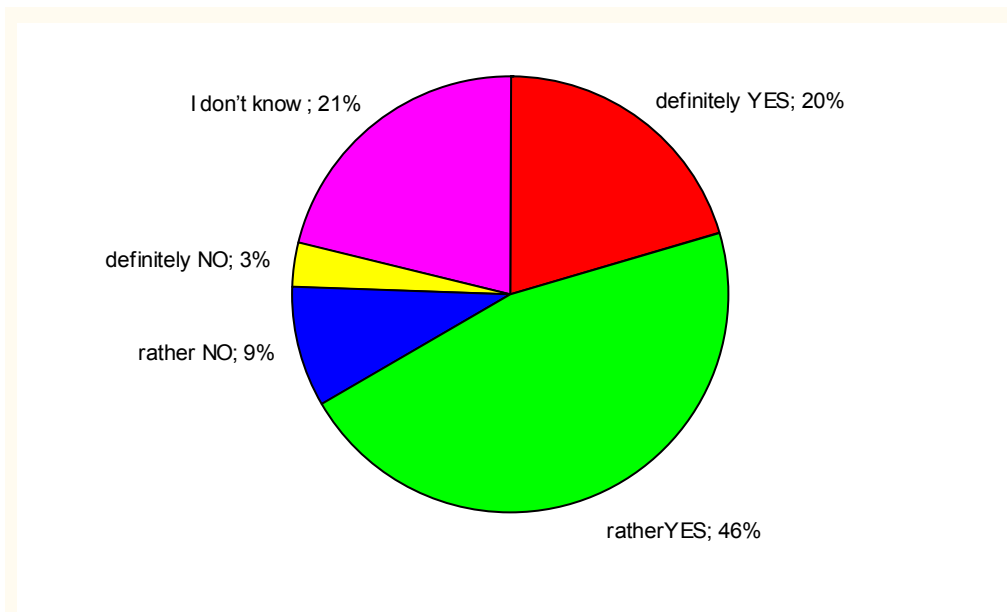
#### IV.



Question 36: Does the University School of Physical Education in Wrocław established and organised regular forms of contact for doctoral students and their supervisors and representatives of the field/faculty to fully enjoy such relationships?

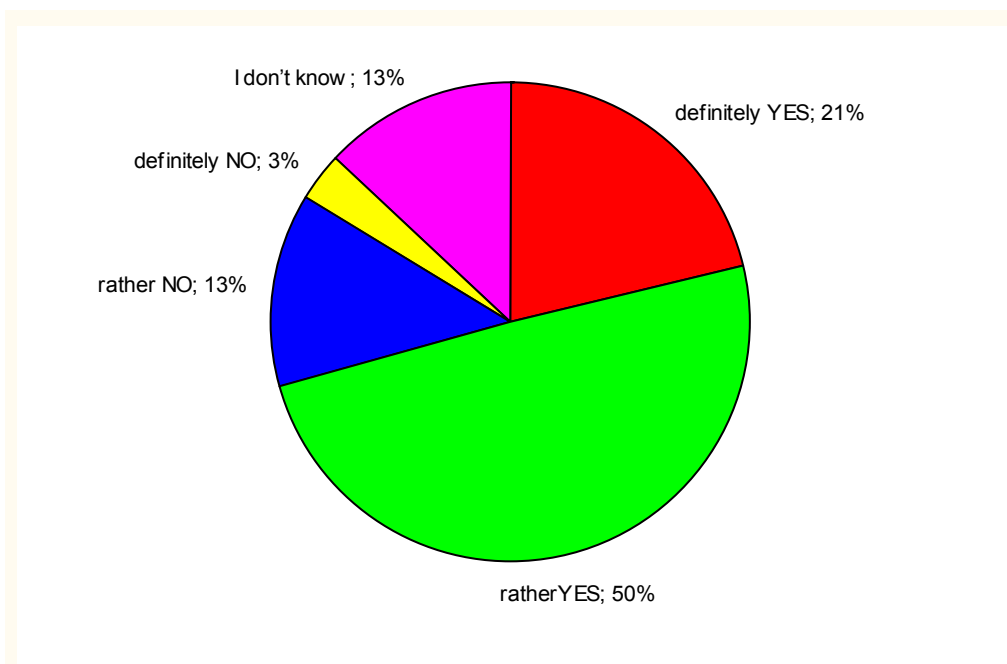
**Training**

Figure 36. Relations with a scientific supervisor



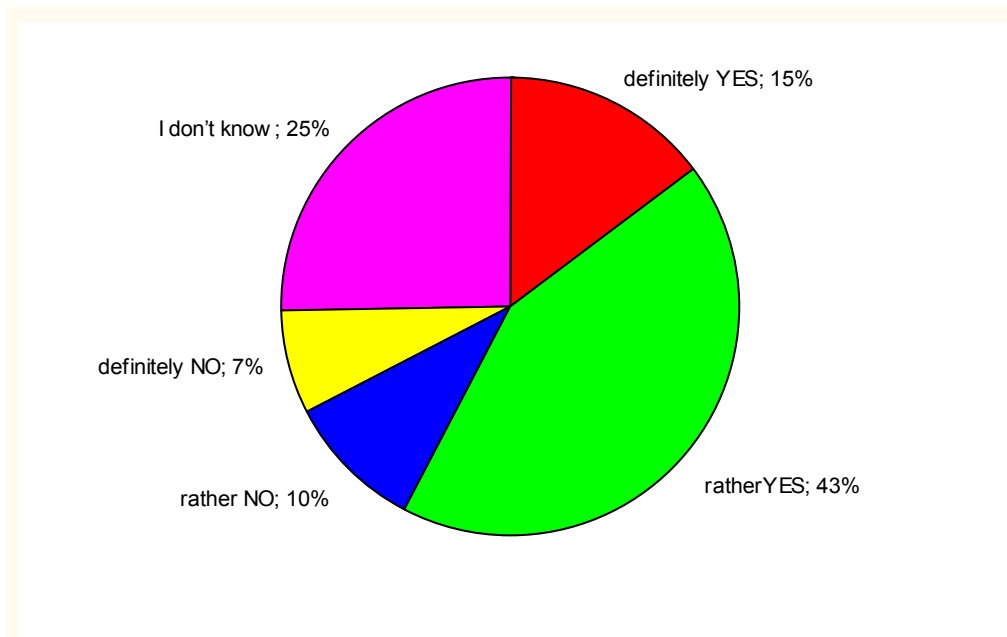
Question 37: Do senior researchers at the University School of Physical Education in Wrocław devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators, performing these tasks according to the highest professional standards and build up a constructive and positive relationship with the early-stage researchers?

Figure 37. Supervision and management responsibilities



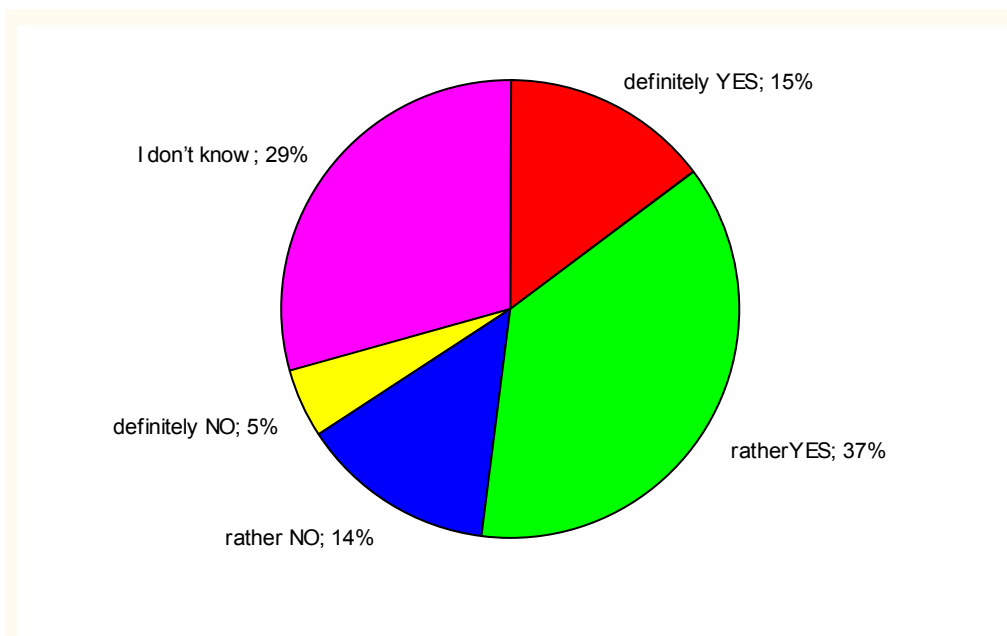
Question 38: Does your employer support researchers at any stage of professional career with respect to continuous development and raising professional skills and qualifications, giving them opportunities to participate in conferences, training sessions and other forms of education?

Figure 38. Support in scientific development



Question 39: Does your employer provides researchers, at any stage of professional career and notwithstanding their contractual situation, with oportunies for professional development and increasing their chances of finding a job by giving them access to means enabling them to continuously develop their skills and qualifications?

Figure 39. Access to measures to develop skills and qualifications



Question 40: Did your employer designate a supervisor, sufficiently expert in supervising research, and having the time, knowledge, experience, expertise and commitment enabling him/her to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms?

Figure 40. Scientific care