



This survey aims to assess to which extent the principles of the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers (C&C)* are applied within UNIVPM, according to these 4 thematic headings:

Ethical and professional aspects; Recruitment and selection; Work conditions and social security; Training and development.

In particular, researchers are asked to express their degree of agreement or disagreement with each statement reported in this survey. The goal is to identify the actions to be implemented to obtain the European certification “Human Resources Strategy for Researchers (HRS4R) – Excellence in Research”. This certification recognises the commitment of the Universities towards the promotion and the implementation of human resource policies, which are compliant with the European Commission principles, such as: freedom of research, professional responsibility, dissemination of results, recognition of profession.

The survey addresses all "Researchers", as defined in the *European Framework for Research Careers profiles*. "Researchers" include PhD students, Post-Doc, permanent researchers, temporary researchers, associate professors, and full professors. To gather more information for internal use, the survey addresses technical and administrative personnel (TA personnel) as well.

When completing the survey, you should:

express your degree of agreement or disagreement on the presented statements related to our university. In doing so, you should consider your own professional status and experience. The agreement/disagreement degrees are the following: 1 *strongly disagree*, 2 *disagree*, 3 *agree*, 4 *strongly agree*. please, express your opinion for each statement, preferably avoiding the use of the “*I don’t know*” option.

The survey consists of 3 sections for a total of 38 questions. The average time to complete it is around 10 minutes.



Section A: Section A – INTRODUCTION: GENERAL INFORMATION

The information requested in the following section are for statistical purpose only. Please provide an answer to all the statements:

A1.

Your academic role is: Professor Permanent researcher Temporary researcher PhD student Research fellow TA personnel Other

A2.

Gender: Male Female Non-binary

A3.

How long have you carried out research activities (if applicable, including the period of time as PhD): < 1 year 1-3 years 4-10 years > 10 years None

A4.

Affiliation area in UNIVPM: Medicine Economics Agriculture Engineering Science UNIVPM Organizational Structures

Section B: Section B – KNOWLEDGE SECTION

Rate your degree of knowledge of:

B1.

European Charter for Researcher and Code of Conduct for the Recruitment of Researchers: None Little Good Very good

B2.

Human Resources Strategy for Researchers (HRS4R): None Little Good Very good

B3.

UNIVPM Research Integrity Charter: None Little Good Very good



Section C: Section C.1 – ETHICAL AND PROFESSIONAL ASPECTS

Rate your degree of agreement/disagreement for each statement:

1 *strongly disagree;*

2 *disagree;*

3 *agree;*

4 *strongly agree.*

C1.

UNIVPM ensures the principles of freedom of research are applied:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C2.

UNIVPM ensures the fundamental principles of research ethics and those included in the UNIVPM Research Integrity Charter are applied:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C3.

UNIVPM pays attention to avoid discrimination on the basis of gender, age, national or social ethnic origin, religion or belief, sexual orientation, language, disabilities, political opinions or social/economic conditions:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C4.

UNIVPM provides researchers with favourable and competitive conditions and financial benefits throughout their career, may their contract be short-term or long term:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C5.

UNIVPM ensures regular and transparent assessment of researchers' professional activities (research, teaching, etc.):

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C6.

UNIVPM ensures researchers' participation to the Governing Bodies of the University, included those related to decision-making and communication activities:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



C7.

UNIVPM informs researchers, in a regular and transparent way, on the strategic plans and the research founding policies of the University:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C8.

UNIVPM encourages and supports researchers to disseminate the results of their research activities:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C9.

UNIVPM encourages and supports researchers in their third-mission activities:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section D: Section C2 – RECRUITMENT AND SELECTION

Rate your degree of agreement/disagreement for each statement:

1 strongly disagree;

2 disagree;

3 agree;

4 strongly agree.

D1.

UNIVPM adequately promotes at national level and according to the current legislation the calls for positions at any level of career:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D2.

UNIVPM adequately promotes at international level on the EURAXESS portal the calls for positions at any level of career:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D3.

UNIVPM ensures selection criteria, working conditions and rights (e.g., career prospects, skills required by candidates) are adequately described in the calls:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



D4.

UNIVPM ensures candidates, at the end of the selection procedure, are adequately informed on the strengths and weaknesses of their application (i.e., making the evaluation minutes accessible):

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D5.

UNIVPM ensures the candidates' whole range of skills (e.g., mobility experiences, professional and academic qualifications, entire career) are assessed in selection procedures at any level of career:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D6.

UNIVPM ensures Selection Committees, when possible, include members from other Countries:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D7.

UNIVPM ensures Selection Committees, when possible, include external members (e.g., private companies, public research institutions):

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D8.

UNIVPM ensures Selections Committees are gender balanced:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section E: Sections C3 – WORK CONDITIONS AND SOCIAL SECURITY

Rate your degree of agreement/disagreement for each statement:

1 strongly disagree;

2 disagree;

3 agree;

4 strongly agree.

E1.

UNIVPM ensures researchers enjoy adequate social security provisions, including sickness, parental benefits and pension rights and unemployed benefits according to existing national legislation:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



E2.

UNIVPM assures all researchers, since the beginning of their career, autonomy and creativity in research activities:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E3.

UNIVPM ensures gender balance and equal opportunities at all levels of staff, including at supervisory and managerial level:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E4.

UNIVPM Departments provide a stimulating, pleasant to work-in environment, supporting research activities:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E5.

UNIVPM ensures complaints/appeals of researchers and conflicts between supervisors and early career researchers are fairly and efficiently handled:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E6.

UNIVPM ensures teaching duties do not prevent researchers, especially at the beginning of their career, from performing research activities:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E7.

UNIVPM ensures sufficient and specific measures are in place to encourage both women and men to combine family and work, children and careers (e.g., part-time, tele-working, sabbatical leaves, nurseries, etc.):

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E8.

UNIVPM ensures existing information on researchers' social security rights are accessible:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E9.

UNIVPM ensures compliance with national or sectoral regulations in terms of health and safety:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Section F: Section C4 – TRAINING AND DEVELOPMENT

Rate your degree of agreement/disagreement for each statement:

1 *strongly disagree;*

2 *disagree;*

3 *agree;*

4 *strongly agree.*

F1.

Measures and internal regulations are drawn by UNIVPM to guarantee researchers adequate training for teaching activities (i.e., e-learning):

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

F2.

UNIVPM guarantees and actively promotes the possibility for researchers to experience geographical, inter-sectorial, inter and trans-disciplinary mobility, as well as from public to private sectors:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

F3.

UNIVPM ensures organization and access to specific training programmes to improve researchers' skills at all levels of career (e.g., training courses, workshops, seminars, etc.):

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

F4.

At UNIVPM, supervisors are identified as persons to whom researchers, in the early stage of their career, can refer to receive support and guidance for their professional and cultural development:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

F5.

UNIVPM ensures senior researchers pay particular attention to their supervisor activities:

1	2	3	4	I don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Section G: Section D - COMMENTS AND SUGGESTIONS

- G1. Thank you very much for your cooperation. If you think that other relevant issues related to the degree of application in UNIVPM of the principles stated in *European Charter for Researchers* and *Code of Conduct for the Recruitment of Researchers (C&C)* have been missed out, please share your views in the table below (max 600 characters, included spaces):**

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Thank you for your cooperation!