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. Permanent Temporary PhD Research TA Professor researcher researcher student fellow personnel Other Your academic role is:
A2. Male Female Non-binary Gender:
A3. <1 year 1-3 years 4-10 years >10 years None How long have you carried out research activities (if applicable, including the period of time as PhD):
A4. Medicine Economics Agriculture g Science al Structures Affiliation area in UNIVPM:
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:
B2.     None  Little  Good  good    Human Resources Strategy for Researchers (HRS4R):
B3.     None  Little  Good  good    UNIVPM Research Integrity Charter:

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

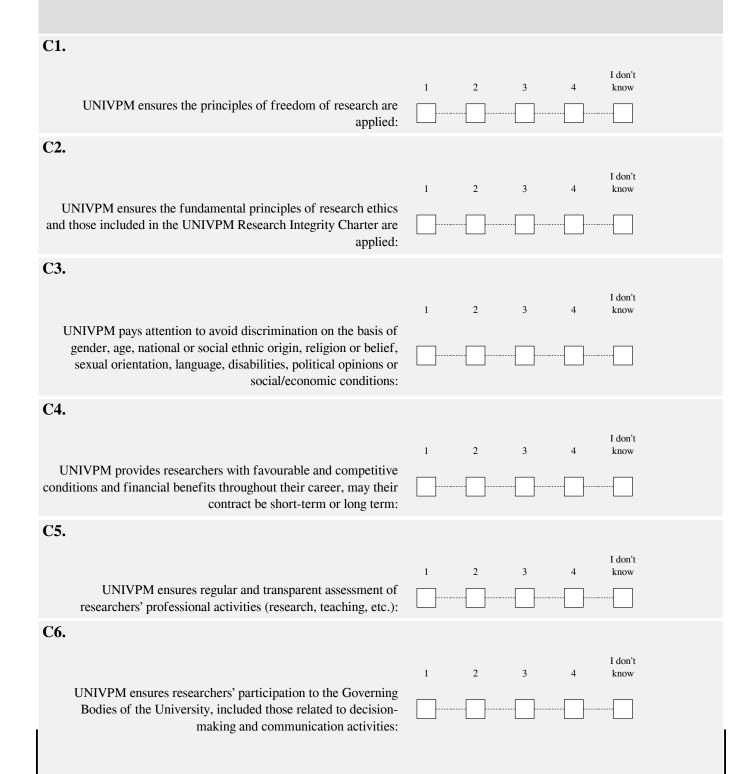
Rate your degree of agreement/disagreement for each statement:

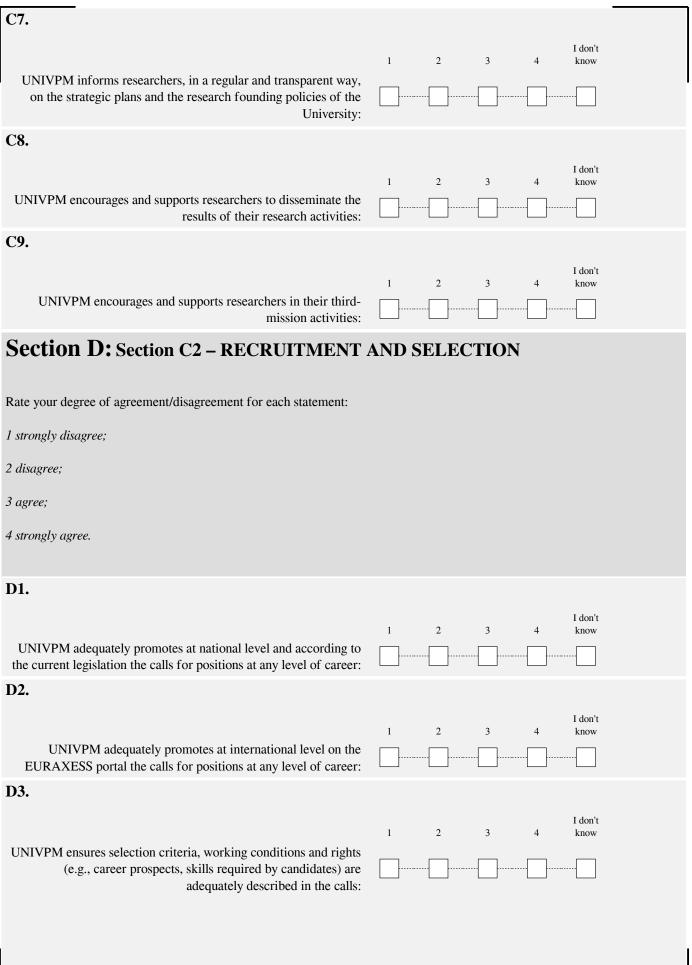
1 strongly disagree;

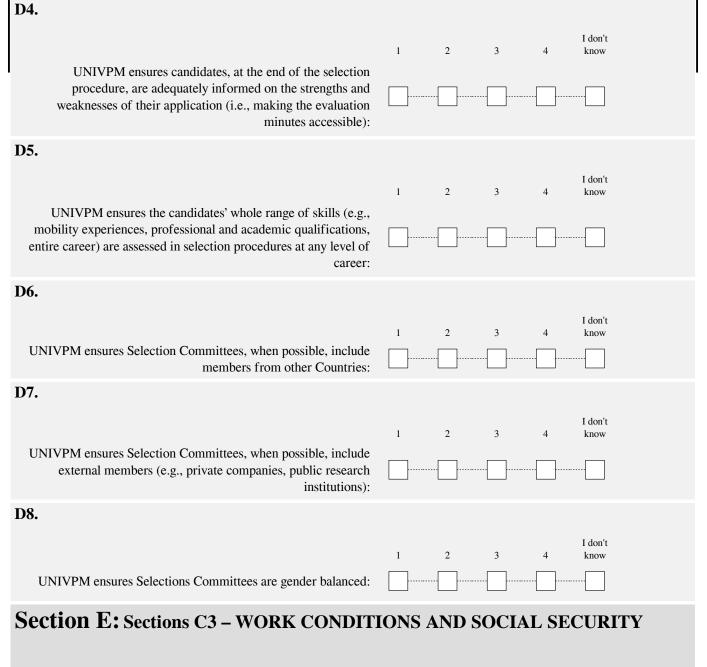
2 disagree;

3 agree;

4 strongly agree.







Rate your degree of agreement/disagreement for each statement:

1 strongly disagree;

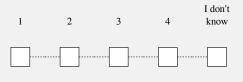
2 disagree;

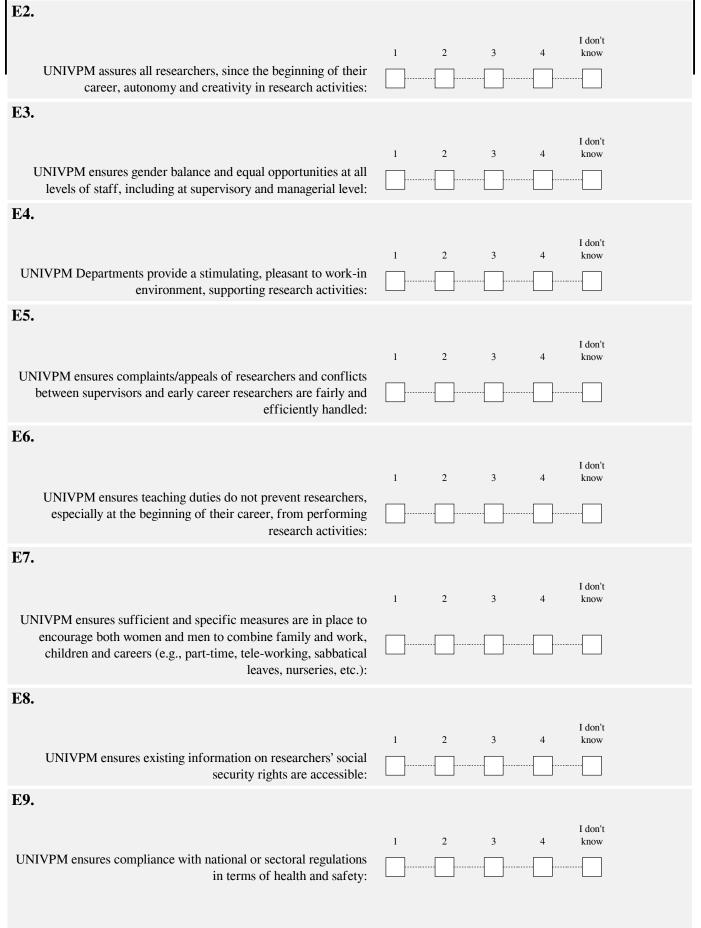
3 agree;

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:





#### 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.	I don't 1 2 3 4 know
Measures and internal regulations are drawn by UNIVPM to guarantee researchers adequate training for teaching activities (i.e., e-learning):	
F2.	
UNIVPM guarantees and actively promotes the possibility for	I don't 1 2 3 4 know
researchers to experience geographical, inter-sectorial, inter and trans-disciplinary mobility, as well as from public to private sectors:	
F3.	
	I don't 1 2 3 4 know
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.):	
F4.	
	I don't 1 2 3 4 know
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:	
F5.	
	I don't1234know
UNIVPM ensures senior researchers pay particular attention to their supervisor activities:	



#### **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):

Thank you for your cooperation!