



HR EXCELLENCE IN RESEARCH

TEAM FOR MONITORING THE IMPLEMENTATION OF THE EUROPEAN CHARTER FOR RESEARCHERS AND THE CODE OF CONDUCT FOR RECRUITMENT OF RESEARCHERS



WROCLAW UNIVERSITY
OF SCIENCE AND TECHNOLOGY

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INTRODUCTION

In 2016 Wrocław University of Science and Technology (WUST) received the opportunity to use the prestigious HR Excellence in Research award in recognition of the University's commitment to implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. Our University's commitment to implementing the Principles of the European Charter and the Code for Researchers was voluntary.

The European Charter for Researchers describes the rights and obligations of researchers, their employers and research funding organisations (funders). The aim of implementing the principles of the Charter and Code for Researchers is to ensure that the relationship between researchers and employers is conducive to excellent research and to the career development of researchers.

The principles of the European Charter and Code for Researchers are addressed to all researchers in the European Union at all stages of their careers (R1-R4) and cover all fields of research in the public and private sectors, irrespective of the nature of their position and employment, the legal status of their employer or the type of organisation or institution where the research is carried out.

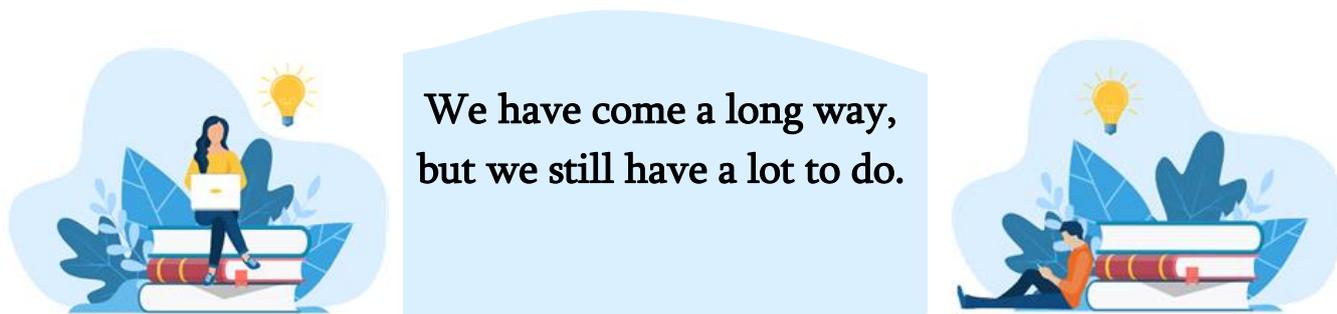
Using the logo "HR Excellence in Research" is a sign of quality and a confirmation of applying the highest European standards in employing researchers at Wrocław University of Science and Technology.

The process of surveying researchers is part of Wrocław University of Science and Technology's strategy (HRS4R) as part of the successive stages of improving working conditions and creating a friendly and stimulating environment for conducting scientific research. Therefore, researchers employed at Wrocław University of Science and Technology have the opportunity to express their opinion on working conditions, opportunities for development and recruitment of researchers at the University by completing a survey developed by the Team for Monitoring the Implementation of the European Charter for Researchers and the Code of Conduct for Recruitment of Researchers.

The results and conclusions of the 2021 survey are presented in this report. The results of the 2016 survey can be found in the HR Strategy for Academic Staff (HRS4R) 2016.

LINK PL: [STRATEGIA HR DLA PRACOWNIKÓW NAUKOWYCH \(HRS4R\) \(pwr.edu.pl\)](https://pwr.edu.pl/strategia-hr-dla-pracownikow-naukowych-hrs4r)

LINK EN: [HR STRATEGY FOR RESEARCHERS \(HRS4R\) \(pwr.edu.pl\)](https://pwr.edu.pl/hr-strategy-for-researchers-hrs4r)





METHODOLOGY

The survey was conducted between 26 October and 10 November 2021. Both Polish employees of Wrocław University of Science and Technology and foreigners, for whom an English-language version of the questionnaire was prepared, were invited to participate in the survey. The survey was conducted using the limesurvey tool, which is the property of WUST. Due to this solution, the data obtained during the survey are the exclusive property of Wrocław University of Science and Technology. The survey was anonymous. The identification metric was of a general nature and its purpose was only to carry out statistical inference in accordance with the requirements of the European Charter for Researchers (ECR). The survey was preceded by an information campaign in social media and using websites belonging to Wrocław University of Science and Technology. In addition, a series of meetings with employees was held, during which a representative of the Team for Monitoring the Implementation of the European Charter for Researchers informed about the assumptions and objectives of the survey.

All researchers employed at Wrocław University of Science and Technology (including researchers from the Doctoral School) received an invitation to participate in the survey via e-mail, together with a link to the survey. 943 researchers from Poland and 42 foreigners responded to the invitation. Complete answers were given by 672 people, which makes it possible to state that the response rate is about 72%. In the case of foreign employees, the number of questionnaires fully completed was 27, which is 65% of all respondents.

The survey was conducted exclusively online and consisted of 40 questions which included demographic data, closed questions rated on a scale of 1–4 (where 1 meant the lowest rating, 4 the highest, while 0 indicated no rating – “don’t know”) and 4 open questions which enabled evaluation of each of the key areas of the University’s functioning. The survey allowed us to gather information on four key areas identified by the European Commission in the Charter and Code for Researchers as factors of direct relevance to the work and development of researchers:

- ◆ ethical and professional aspects,
- ◆ recruitment and assessment,
- ◆ working conditions and social security,
- ◆ trainings.

For the final analysis, only the evaluations from fully completed questionnaires were used. The analysis was conducted separately for Polish WUST employees and foreign employees, which resulted from the needs of comparative analyses carried out against the results of the survey conducted in 2016. In that survey, only Polish academics participated and therefore the analysis of the ongoing trends had to be referred to a comparable group of respondents. At the same time, the breakdown into native and foreign academics allowed us to prepare a comparative analysis of the obtained evaluations and to conduct a conclusion on the perception of Wrocław University of Science and Technology as an employer by people from abroad.



The data shows that academic staff identify with the University and its values, where they can exercise their freedom of belief and expression when conducting research. They feel the stability of employment conditions, which are in line with the EU directive. They feel that Wrocław University of Science and Technology practices open, transparent and competence-based recruitment, but they are also aware of their responsibility towards the principles in their field of research. They willingly participate in trainings and development opportunities offered to them and appreciate the support of Wrocław University of Science and Technology in participation in conferences, trainings and other forms of education.

It is also important to note that the survey helped identify areas for improvement, as one of the main objectives of the survey is to obtain data on the University's activities in terms of required changes. To improve these areas, corrective and self-improvement actions will be proposed as part of the HRS4R Action Plan for 2022-2025.

Voluntary participation in the survey is a measure of your commitment and a major contribution to the “HR Excellence in Research” award for Wrocław University of Science and Technology.

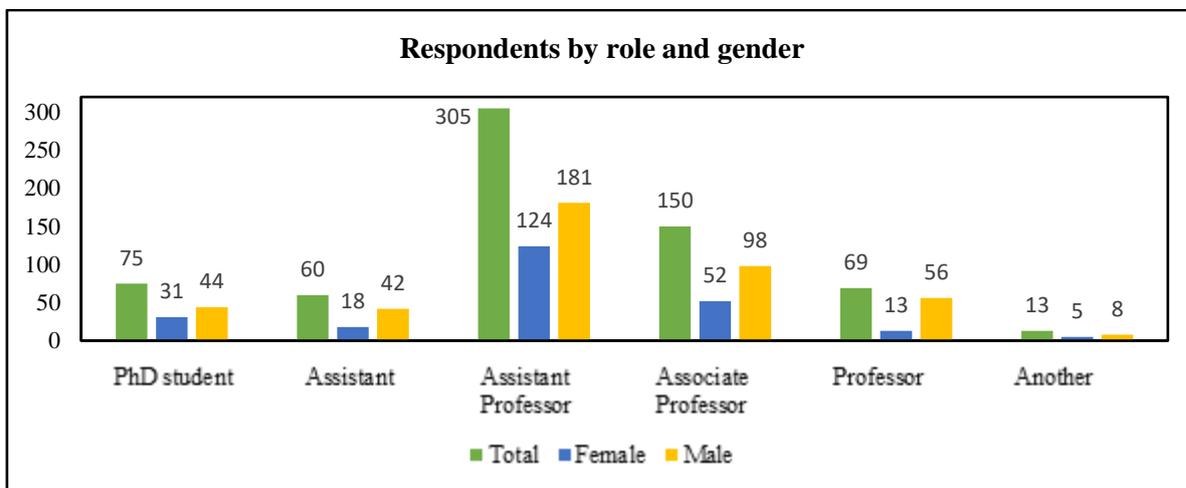
**We listen and are grateful for your feedback.
We will use it to improve
working conditions of academics
at Wrocław University of Science and Technology.**



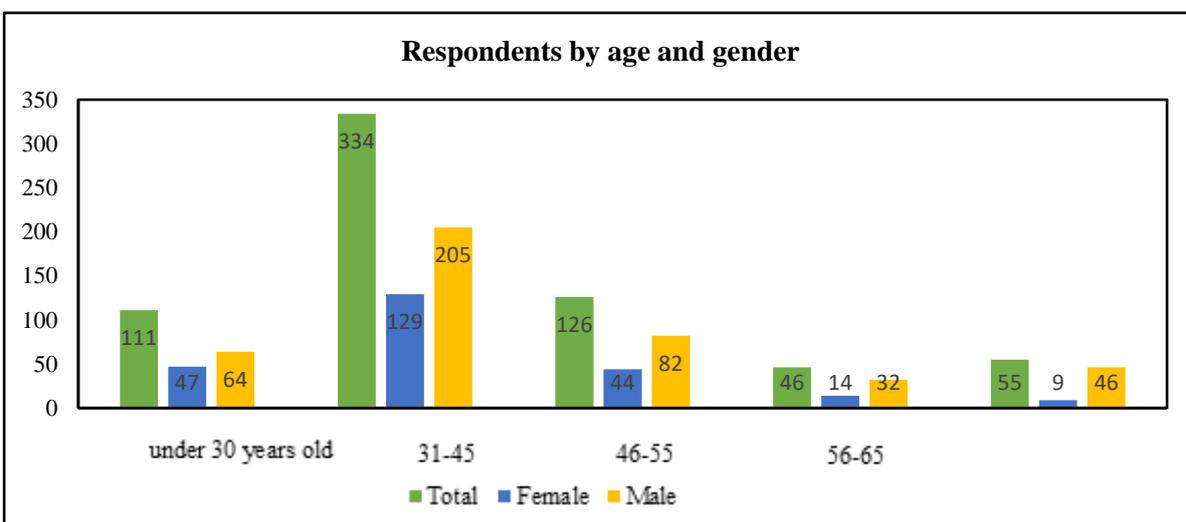


STUDY GROUP METRICS

Respondents from Poland



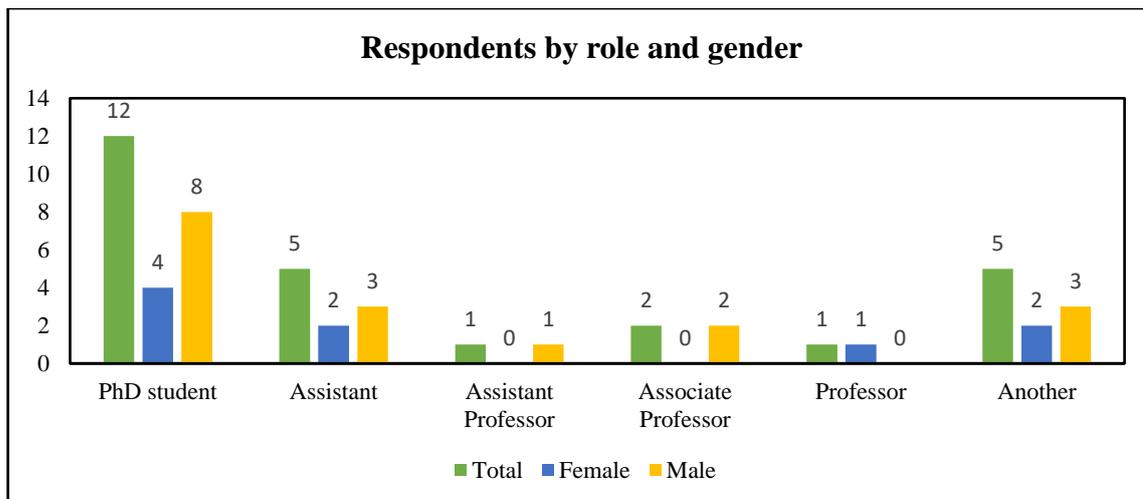
	PhD student	Assistant	Assistant Professor	Associate Professor	Professor	Another
Total	75	60	305	150	69	13
Female	31	18	124	52	13	5
Male	44	42	181	98	56	8
% Female	41%	30%	41%	35%	19%	38%
% Male	59%	70%	59%	65%	81%	62%



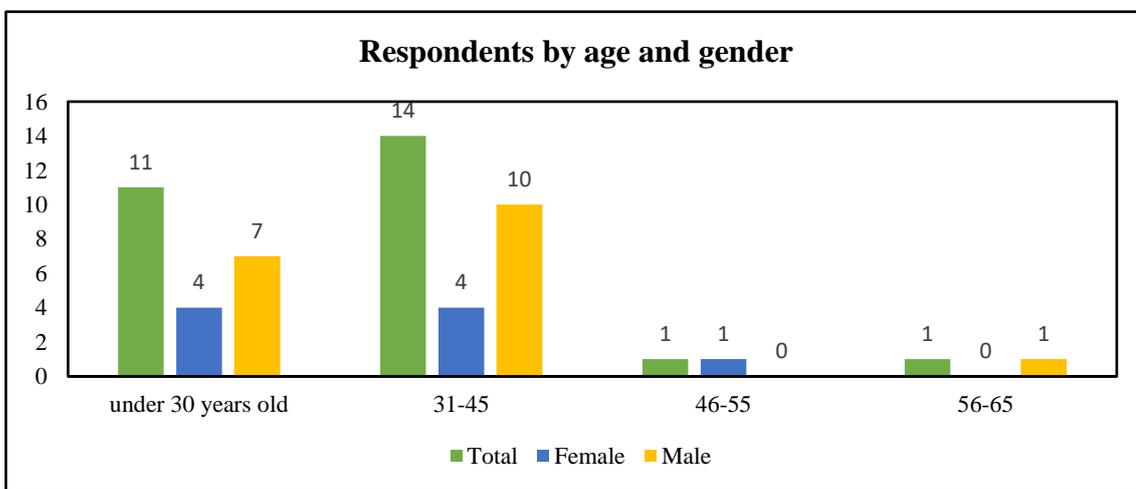
	under 30 years old	31-45	46-55	56-65	up to 65 years old
Total	111	334	126	46	55
Female	47	129	44	14	9
Male	64	205	82	32	46
% Female	42%	39%	35%	30%	16%
% Male	58%	61%	65%	70%	84%



Respondents from other countries



	PhD student	Assistant	Assistant Professor	Associate Professor	Professor	Another
Total	12	5	1	2	1	5
Female	4	2	0	0	1	2
Male	8	3	1	2	0	3
% Female	33,3%	40%	0%	0%	100%	40%
% Male	66,7%	60%	100%	100%	0%	60%



	under 30 years old	31-45	46-55	56-65
Total	11	14	1	1
Female	4	4	1	0
Male	7	10	0	1
% Female	36%	29%	100%	0%
% Male	64%	71%	0%	100%

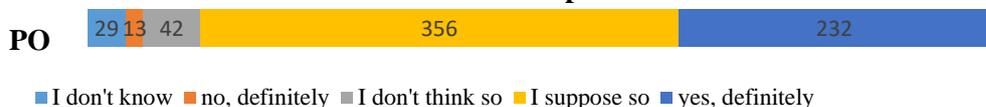


ETHICAL AND PROFESSIONAL ASPECTS

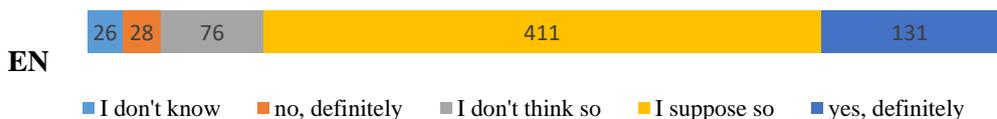


PO – Respondents from Poland FO – Respondents from other countries

1. When conducting scientific research at Wrocław University of Science and Technology (Wrocław Tech) a researcher can be guided by freedom of belief and expression.



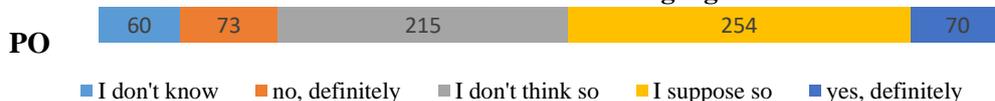
2. Fundamental ethical standards, principles, and practices are observed.



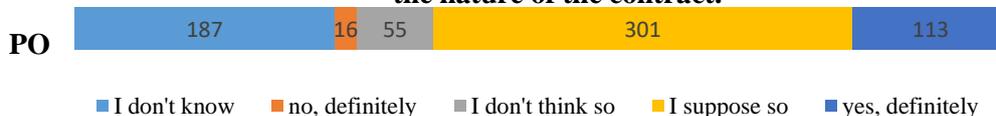
3. The principles of respect for intellectual property rights and common ownership of data are observed.



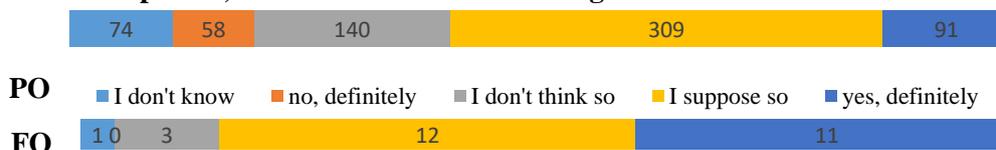
4. Research staff are familiar with the strategic goals of Wrocław Tech.



5. The rules governing the conditions of training or cooperation with external entities (sponsors and grant funders) are observed, regardless of the nature of the contract.

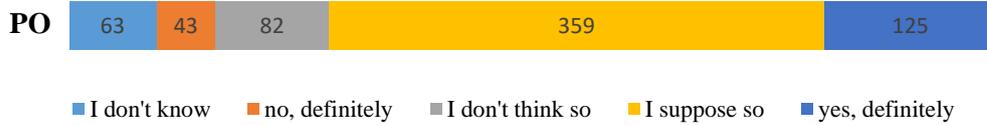


6. Research funding mechanisms are known, the principles of careful, transparent, and efficient financial management of research are observed.

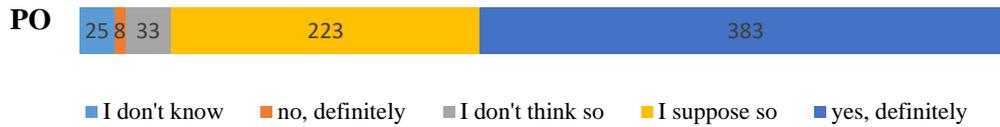




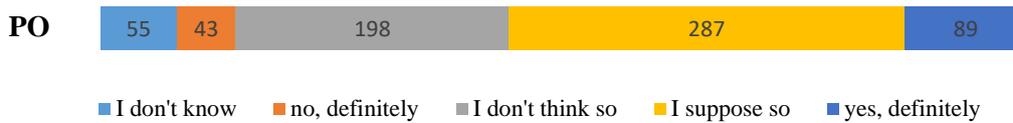
7. Safe ways of performing work are applied, including occupational health and safety regulations, data protection and confidentiality, and recovery of data lost due to IT failures.



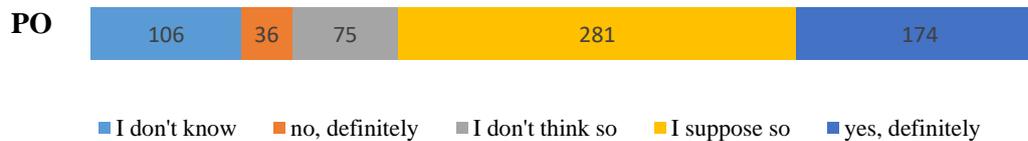
8. Wrocław Tech employees are obliged to publish the results of their research.



9. The results of the research conducted are disseminated and promoted among the general public.

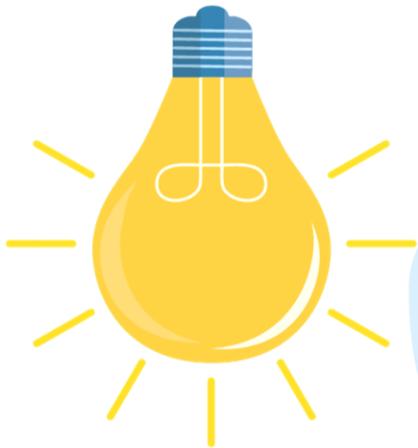


10. Wrocław Tech prevents discrimination against researchers on the grounds of gender, age, ethnicity, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, and social or material status.





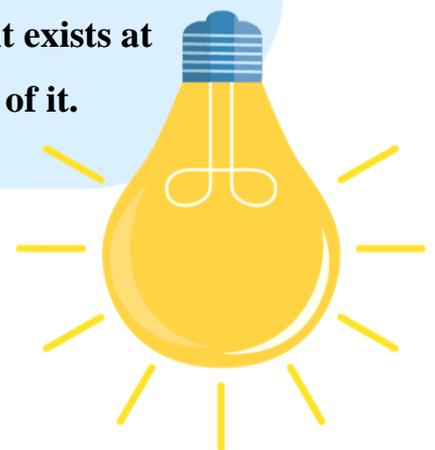
QUOTATIONS from questionnaires completed by respondents from Poland



Principles of professional ethics, although they exist and are public, they are not widely known, perhaps there is too few awareness-raising activities.

It is crucial that there is an opportunity for consultation and resolution of ethical issues. Assessment of the situation by an independent person outside the team.

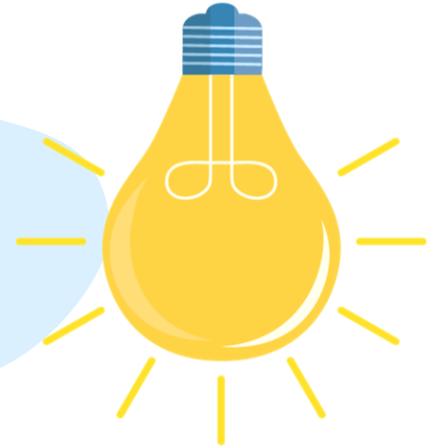
Make employees aware of the existence and the need to comply with the Code of Ethics of Wrocław University of Science and Technology. Although such a document exists at the University, not many employees are aware of it.





QUOTATIONS from surveys completed by respondents from other countries

One of thing to improve is the implementation of both English and Polish in all communication channels and administration personnel.



Administrative staff in correspondence with foreign firms (e.g., tenders if no firm from Poland applies) should be obliged to use the English language.



**One easy step:
more English communication!
Or expand the English-speaking staff which currently is one or 2 people in the Doctoral School.**

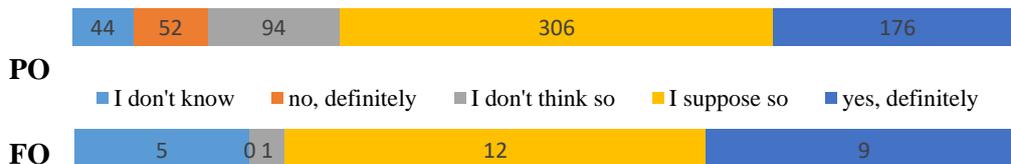


RECRUITMENT AND EVALUATION



PO – Respondents from Poland FO – Respondents from other countries

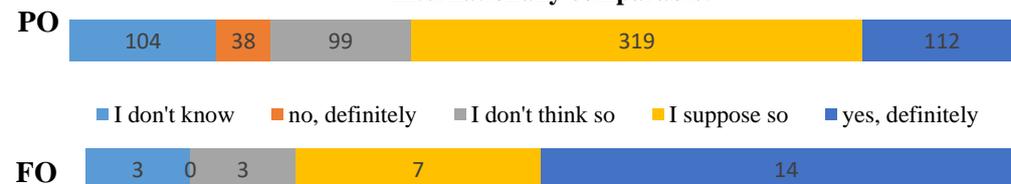
11. Wrocław Tech has a procedure for regular evaluation of researchers' work carried out transparently by an independent committee.



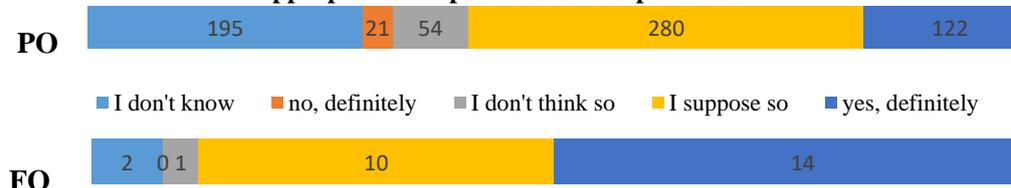
12. There are clearly defined standards in the recruitment and employment process for researchers at Wrocław Tech.



13. Recruitment procedures are open and transparent and adapted to the type of post offered, containing the necessary information for the candidate and being internationally comparable.



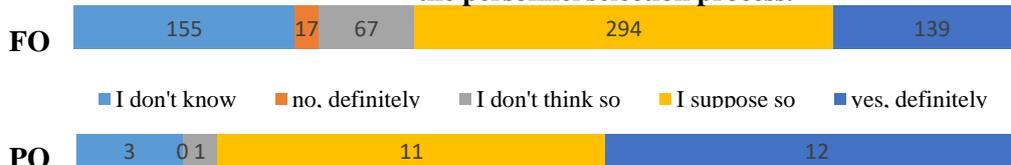
14. the members of the recruitment committees evaluating candidates have appropriate competencies and experience.



15. Wrocław Tech informs candidates about the recruitment process, selection criteria, the number of positions available, career prospects, and their strengths and weaknesses.



16. Wrocław Tech uses quantitative as well as qualitative evaluation methods in the personnel selection process.

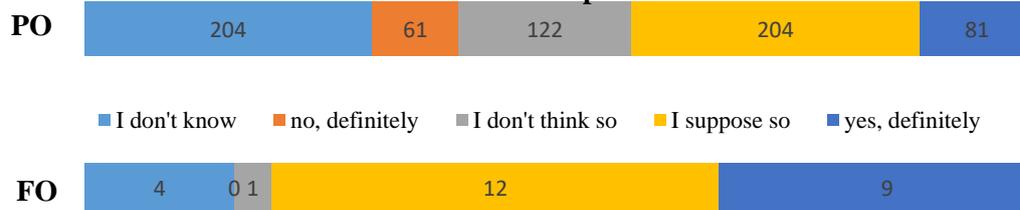




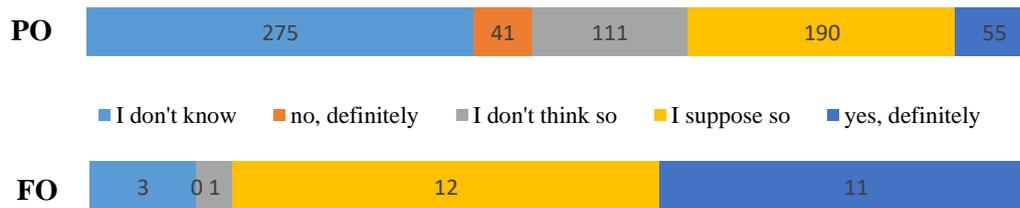
17. In its recruitment process, Wrocław Tech allows candidates to submit documents that attest to their additional achievements relevant to the position offered.



18. Mobility (including virtual mobility) and change of discipline is seen by Wrocław Tech as a valuable contribution to a researcher's professional development.



19. Wrocław Tech ensures proper assessment of qualifications and professional competencies resulting from mobility.



20. Wrocław Tech determines the required level of basic qualifications corresponding to the needs of a given position.



21. Wrocław Tech has clear rules for the recruitment and appointment of PhD researchers, including the objectives of the appointment and the maximum time for which the post is to be held.





QUOTATIONS from questionnaires completed by respondents from Poland

In the recruitment process, the criteria of scientific output (publications, participation in grants, patents, conferences) are of key importance.

Do not require proficiency in Polish at mother tongue level (mother tongue in euraxess), because in this way we limit the possibility of foreigners applying.

In the recruitment process include a mandatory interview.

The periodic appraisal should take into account the international cooperation of an employee, e.g. participation in Erasmus programmes and interdisciplinarity of research.



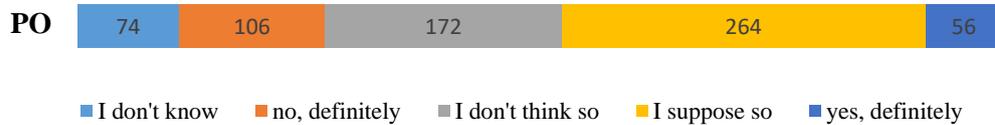


WORKING CONDITIONALS AND SOCIAL SECURITY

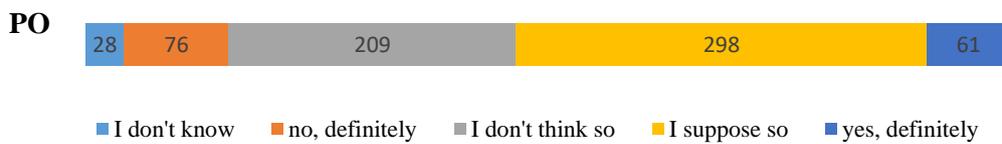


PO – Respondents from Poland FO – Respondents from other countries

22. All scientists at every stage of their career are considered professionals.



23. Wrocław Tech creates a stimulating environment for research work, i.e. it provides adequate infrastructure and opportunities for cooperation in research networks.



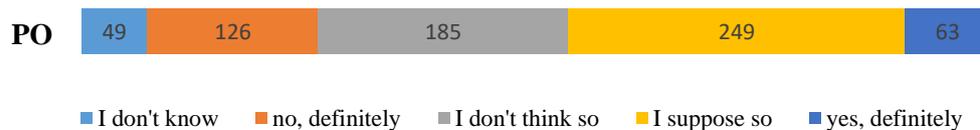
24. Wrocław Tech provides flexible working conditions for researchers, including researchers with disabilities, to achieve the best possible research outcomes.



25. Wrocław Tech provides stable employment conditions for researchers in line with the EU directive on fixed-term employment.

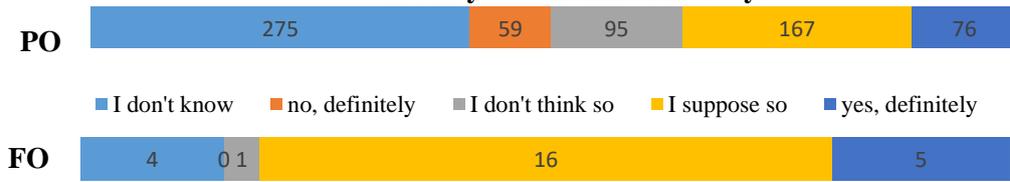


26. Wrocław Tech provides researchers with fair and attractive pay conditions together with social security benefits, in accordance with the applicable legislation.

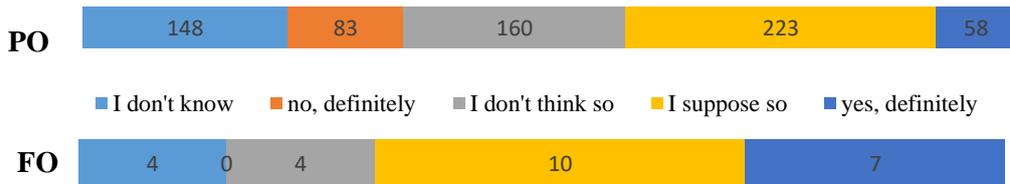




27. Wrocław Tech makes efforts to ensure a representative gender balance at every level of staff seniority.



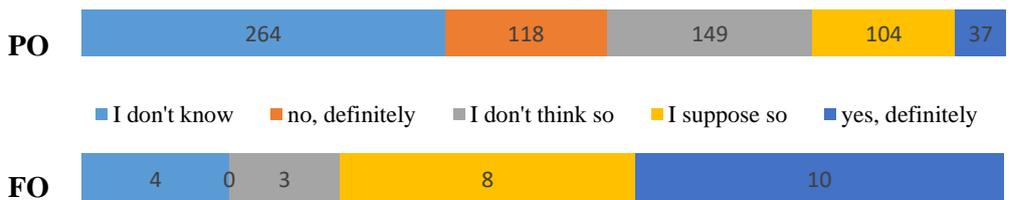
28. At each career stage, there is a specific career development strategy for researchers.



29. Wrocław Tech recognises the value of all mobility as an important means of expanding scientific knowledge and supporting the professional development of researchers at every stage of their career.



30. Wrocław Tech provides career guidance to researchers at every stage of their career and regardless of contract.



31. Wrocław Tech ensures the proper protection of intellectual property rights and enables researchers at every stage of their career to benefit from the results of their research.

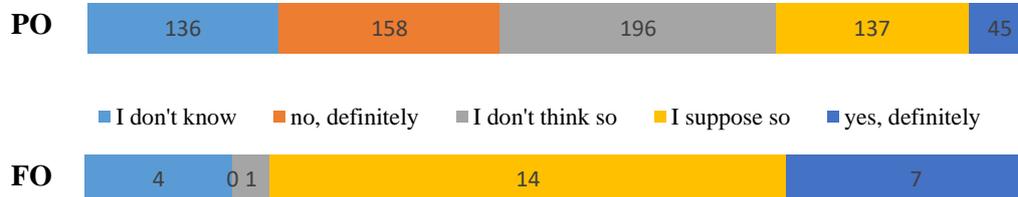




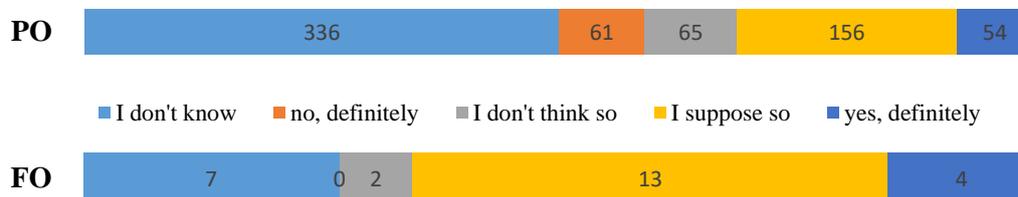
32. Wrocław Tech has procedures in place to ensure that researchers, particularly at the early stages of their careers, have the necessary conditions for the recognition of the contribution they make as co-authors of papers, independently of their supervisors.



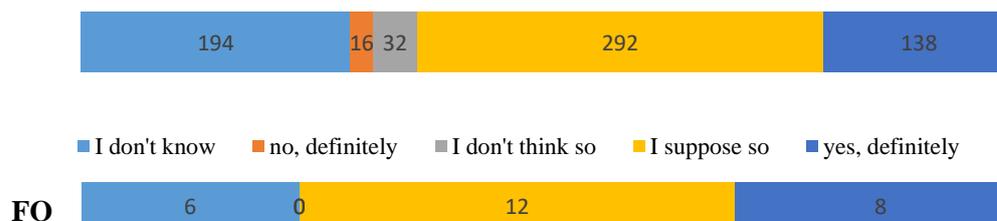
33. At Wrocław Tech, teaching responsibilities (including the training of beginner researchers by senior staff) are adequately rewarded and included in staff appraisal systems.



34. Wrocław Tech has set out relevant procedures for the impartial handling of researchers' complaints/appeals, including issues relating to conflicts between supervisors and beginner researchers.



35. Wrocław Tech recognises the right of researchers to have representatives on relevant information-related, consultation, and decision-making bodies for the representation and protection of their interests and to allow them to be actively involved in work for the University.





QUOTATIONS from questionnaires completed by respondents from Poland

Information concerning, among other things, career development and related counselling should be made more widely available, e.g. via intranet pages.



Working as a teacher, including an academic teacher, enables reconciling motherhood with teaching and research work (flexibility of working hours) compared to the demands of corporate work in a rigid time frame.

The remuneration conditions depend on the guidelines included in Act 2.0.

Guidelines of Act 2.0 are respected by Wrocław University of Science and Technology.

A wider and more attractive offer of employee benefits, e.g. cheaper MultiSport card and more flexible rules of its acquisition.



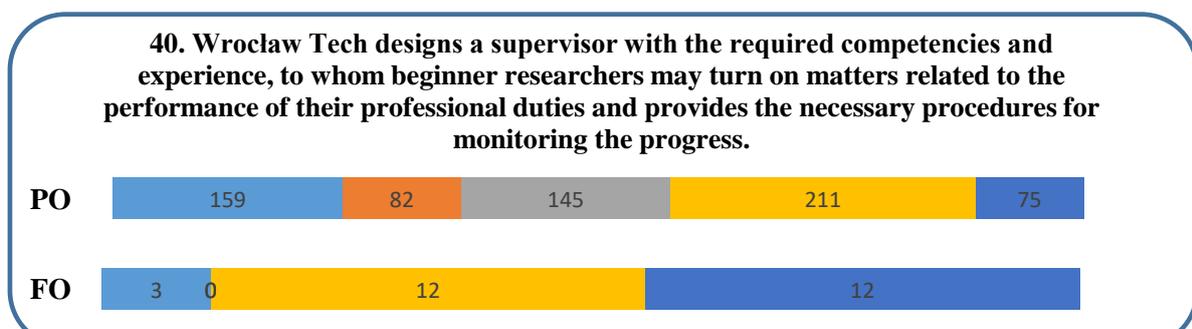
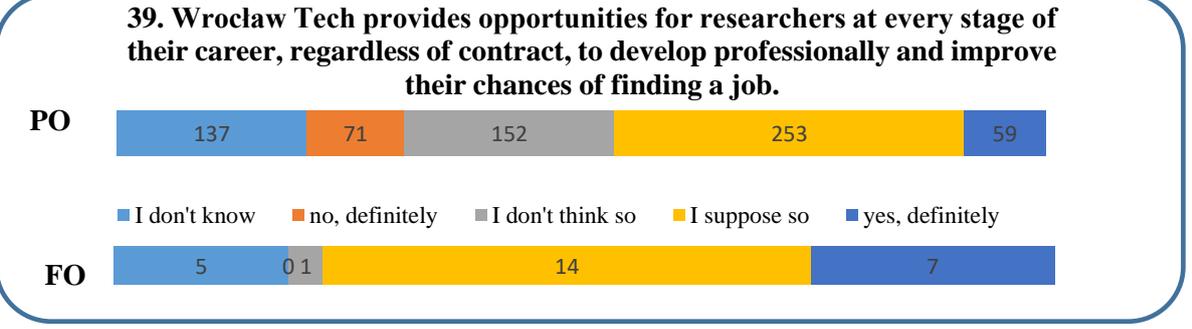
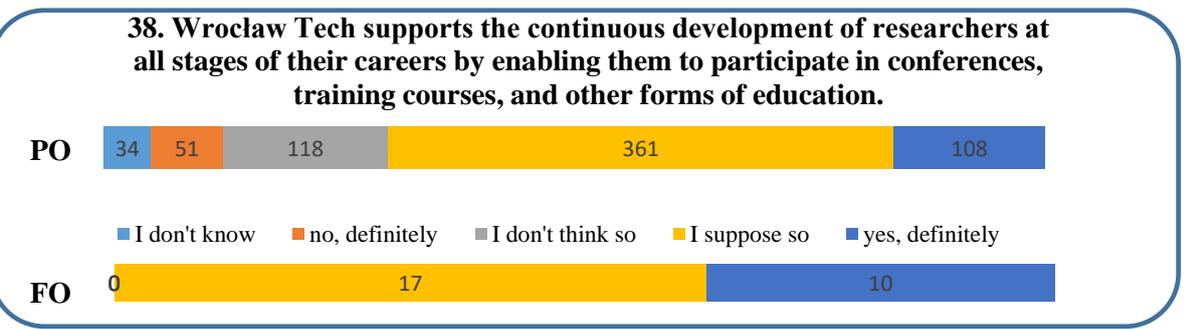
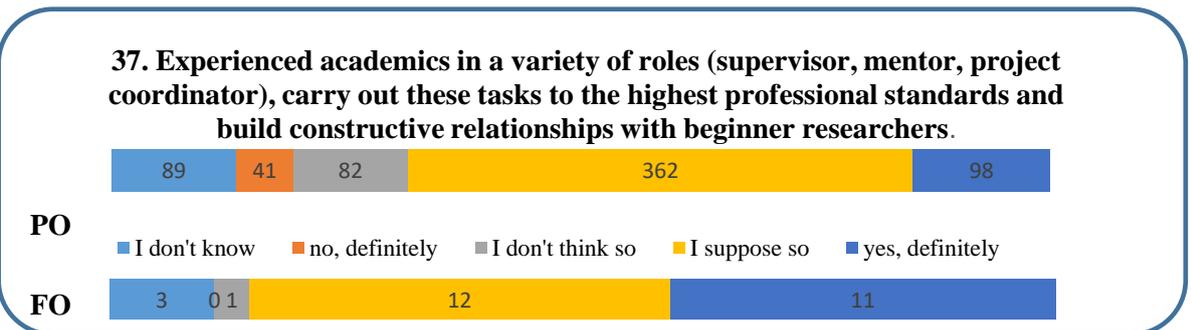
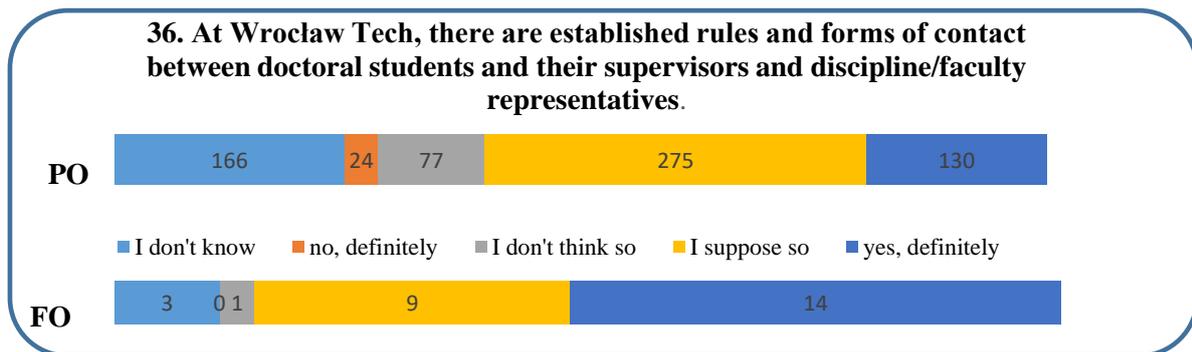
Let us share our knowledge! Not only research, but also know-how. Let us introduce rules for networking research between faculties. At the moment, we lack internal knowledge transfer, between faculties and departments.



TRAINING



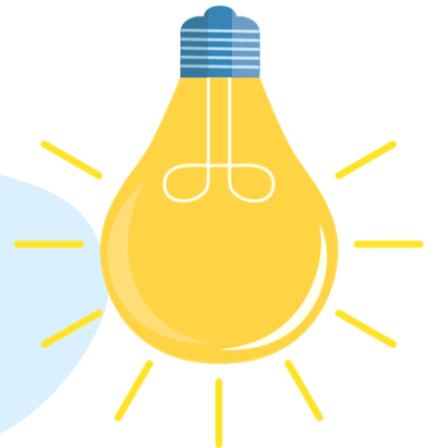
PO – Respondents from Poland FO – Respondents from other countries





QUOTATIONS from surveys completed by respondents from other countries

There is a lack of training in the principles of organising and running scientific projects. The vast majority of researchers implement the HR management part of the project in an intuitive way.



There should definitely be more training in obtaining funds for research and more support in this area, including substantive support at the application stage.

The University is still at the stage of finding a compromise between the letter of binding law and its spirit, which should be omnipresent in higher education. WUST should be praised for this!





Percentage of survey results – positive vs. negative

SCALE: 0 - I don't know; 1 - definitely not; 2 - I don't think so; 3 - I suppose so; 4 - yes, definitely

AREA	Question no.	0	1	2	3	4	Positive	Result	Negative	Neutral
ETHICAL AND PROFESSIONAL ASPECTS	1	4.32%	1.93%	6.25%	52.98%	34.52%	87.50%	>	8.18%	4.32%
	2	3.87%	4.17%	11.31%	61.16%	19.49%	80.65%	>	15.48%	3.87%
	3	5.21%	2.98%	10.12%	59.97%	21.73%	81.70%	>	13.10%	5.21%
	4	8.93%	10.86%	31.99%	37.80%	10.42%	48.21%	>	42.86%	8.93%
	5	27.83%	2.38%	8.18%	44.79%	16.82%	61.61%	>	10.57%	27.83%
	6	11.01%	8.63%	20.83%	45.98%	13.54%	59.52%	>	29.46%	11.01%
	7	9.38%	6.40%	12.20%	53.42%	18.60%	72.02%	>	18.60%	9.38%
	8	3.72%	1.19%	4.91%	33.18%	56.99%	90.18%	>	6.10%	3.72%
	9	8.18%	6.40%	29.46%	42.71%	13.24%	55.95%	>	35.86%	8.18%
	10	15.77%	5.36%	11.16%	41.82%	25.89%	67.71%	>	16.52%	15.77%
RECRUITMENT AND EVALUATION	11	6.55%	7.74%	13.99%	45.54%	26.19%	71.73%	>	21.73%	6.55%
	12	16.67%	5.80%	15.63%	45.54%	16.37%	61.90%	>	21.43%	16.67%
	13	15.48%	5.65%	14.73%	47.47%	16.67%	64.14%	>	20.39%	15.48%
	14	29.02%	3.13%	8.04%	41.67%	18.15%	59.82%	>	11.16%	29.02%
	15	30.65%	6.99%	17.56%	31.40%	13.39%	44.79%	>	24.55%	30.65%
	16	23.07%	2.53%	9.97%	43.75%	20.68%	64.43%	>	12.50%	23.07%
	17	22.77%	0.74%	2.98%	43.30%	30.21%	73.51%	>	3.72%	22.77%
	18	30.36%	9.08%	18.15%	30.36%	12.05%	42.41%	>	27.23%	30.36%
	19	40.92%	6.10%	16.52%	28.27%	8.18%	36.46%	>	22.62%	40.92%
	20	13.54%	3.27%	9.52%	56.10%	17.56%	73.66%	>	12.80%	13.54%
	21	24.85%	3.87%	17.11%	40.77%	13.39%	54.17%	>	20.98%	24.85%
WORKING CONDITIONS AND SOCIAL SECURITY	22	11.01%	15.77%	25.60%	39.29%	8.33%	47.62%	>	41.37%	11.01%
	23	4.17%	11.31%	31.10%	44.35%	9.08%	53.42%	>	42.41%	4.17%
	24	20.39%	3.27%	9.23%	47.47%	19.64%	67.11%	>	12.50%	20.39%
	25	20.83%	2.53%	4.32%	49.26%	23.07%	72.32%	>	6.85%	20.83%
	26	7.29%	18.75%	27.53%	37.05%	9.38%	46.43%	>	46.28%	7.29%
	27	40.92%	8.78%	14.14%	24.85%	11.31%	36.16%	>	22.92%	40.92%
	28	22.02%	12.35%	23.81%	33.18%	8.63%	41.82%	>	36.16%	22.02%
	29	22.02%	5.51%	13.99%	45.68%	12.80%	58.48%	>	19.49%	22.02%
	30	39.29%	17.56%	22.17%	15.48%	5.51%	20.98%	<	39.73%	39.29%
	31	21.73%	4.91%	13.84%	46.43%	13.10%	59.52%	>	18.75%	21.73%
	32	29.02%	11.90%	21.28%	29.76%	8.04%	37.80%	>	33.18%	29.02%
	33	20.24%	23.51%	29.17%	20.39%	6.70%	27.08%	<	52.68%	20.24%
	34	50.00%	9.08%	9.67%	23.21%	8.04%	31.25%	>	18.75%	50.00%
	35	28.87%	2.38%	4.76%	43.45%	20.54%	63.99%	>	7.14%	28.87%
TRAINING	36	24.70%	3.57%	11.46%	40.92%	19.35%	60.27%	>	15.03%	24.70%
	37	13.24%	6.10%	12.20%	53.87%	14.58%	68.45%	>	18.30%	13.24%
	38	5.06%	7.59%	17.56%	53.72%	16.07%	69.79%	>	25.15%	5.06%
	39	20.39%	10.57%	22.62%	37.65%	8.78%	46.43%	>	33.18%	20.39%
	40	23.66%	12.20%	21.58%	31.40%	11.16%	42.56%	>	33.78%	23.66%



Comparative analysis of the results obtained in the 2016 and 2021 surveys.

Percentage result of the survey -

positive (3 - I suppose so; 4 - yes, definitely) vs. negative (1 - definitely not; 2 - I don't think so)

2021 r.

2016 r.

Area	Question no.	Positive	Results	Negative	Neutral	Positive	Results	Negative	Neutral
ETHICAL AND PROFESSIONAL ASPECTS	1	87.50%	>	8.18%	4.32%	89,65%	>	8,97%	1,38%
	2	80.65%	>	15.48%	3.87%	74,71%	>	23,45%	1,84%
	3	81.70%	>	13.10%	5.21%	79,08%	>	17,01%	3,91%
	4	48.21%	>	42.86%	8.93%	56,32%	>	37,24%	6,44%
	5	61.61%	>	10.57%	27.83%	57,70%	>	31,27%	11,03%
	6	59.52%	>	29.46%	11.01%	54,48%	>	36,09%	9,43%
	7	72.02%	>	18.60%	9.38%	68,96%	>	24,83%	6,21%
	8	90.18%	>	6.10%	3.72%	79,08%	>	16,09%	4,83%
	9	55.95%	>	35.86%	8.18%	54,71%	>	39,54%	5,75%
	10	67.71%	>	16.52%	15.77%	75,63%	>	12,19%	12,18%
RECRUITMENT AND ASSESSMENT	11	71.73%	>	21.73%	6.55%	74,02%	>	20,00%	5,98%
	12	61.90%	>	21.43%	16.67%	62,30%	>	27,13%	10,57%
	13	64.14%	>	20.39%	15.48%	51,72%	>	32,42%	15,86%
	14	59.82%	>	11.16%	29.02%	49,88%	>	26,44%	23,68%
	15	44.79%	>	24.55%	30.65%	45,29%	>	36,32%	18,39%
	16	64.43%	>	12.50%	23.07%	55,86%	>	26,67%	17,47%
	17	73.51%	>	3.72%	22.77%	50,57%	>	20,46%	28,97%
	18	42.41%	>	27.23%	30.36%	55,86%	>	26,90%	17,24%
	19	36.46%	>	22.62%	40.92%	51,72%	>	28,05%	20,23%
	20	73.66%	>	12.80%	13.54%	66,90%	>	18,16%	14,94%
	21	54.17%	>	20.98%	24.85%	65,98%	>	17,93%	16,09%
WORKING CONDITIONS AND SOCIAL SECURITIES	22	47.62%	>	41.37%	11.01%	61,61%	>	32,41%	5,98%
	23	53.42%	>	42.41%	4.17%	55,86%	>	39,77%	4,37%
	24	67.11%	>	12.50%	20.39%	74,25%	>	11,73%	14,02%
	25	72.32%	>	6.85%	20.83%	59,54%	>	22,99%	17,47%
	26	46.43%	>	46.28%	7.29%	46,20%	<	46,21%	7,59%
	27	36.16%	>	22.92%	40.92%	45,29%	>	20,46%	34,25%
	28	41.82%	>	36.16%	22.02%	50,34%	>	31,96%	17,70%
	29	58.48%	>	19.49%	22.02%	48,50%	>	30,12%	21,38%
	30	20.98%	<	39.73%	39.29%	18,85%	<	50,35%	30,80%
	31	59.52%	>	18.75%	21.73%	62,99%	>	23,45%	13,56%
	32	37.80%	>	33.18%	29.02%	56,78%	>	28,05%	15,17%
	33	27.08%	<	52.68%	20.24%	36,32%	<	54,48%	9,20%
	34	31.25%	>	18.75%	50.00%	31,26%	>	21,15%	47,59%
	35	63.99%	>	7.14%	28.87%	65,97%	>	10,35%	23,68%
TRAINING	36	60.27%	>	15.03%	24.70%	58,85%	>	24,37%	16,78%
	37	68.45%	>	18.30%	13.24%	66,20%	>	26,67%	7,13%
	38	69.79%	>	25.15%	5.06%	62,07%	>	35,17%	2,76%
	39	46.43%	>	33.18%	20.39%	48,27%	>	38,85%	12,88%
	40	42.56%	>	33.78%	23.66%	52,64%	>	33,56%	13,80%



The involvement of researchers in the survey has increased compared to 2016. 435 people took part in the 2016 survey; currently, 943 researchers from Poland and 42 foreigners responded positively to the invitation.

Employees from other countries were surveyed for the first time and perceive WUST as a friendly place to work.

SUMMARY OF POSITIVE EVALUATIONS

- ◆ Employees identify with the University and its values, where – conducting research – they can be guided by freedom of belief and expression, fundamental ethical norms, principles and practices are respected, and intellectual property rights and common data ownership are respected (**questions 1** - 87.5%; **2** - 80.65%; **3** - 81.7%).
- ◆ Employees appreciate safe working conditions (**question 7** - 72%).
- ◆ Researchers are aware that they are obliged to publish the results of their research (**question 8** - 90.2%).
- ◆ Staff are not concerned about the existing procedures for regular performance evaluation of researchers, considering them transparent and independent (**question 11** - 71.7%).
- ◆ Researchers noted that WUST practices open, transparent and substantive recruitment (**questions 12** - 61.9%; **13** - 64.1%; **14** - 59.8%; **16** - 64.4%).
- ◆ Researchers perceive positively the competence and experience of the members of the recruitment committees evaluating candidates, indicating the right selection of these people. The result reflects the opinion of employees coming from Poland as well as employees coming from other countries (**question 14**, 2016 - 49.8% / 2021 - 59.82%).
- ◆ Employees recognise the value of being able to submit documents that demonstrate their additional achievements in the position offered during the recruitment process (**question 17** - 73.5%).
- ◆ Employees do not question the required level of basic qualifications corresponding to the needs of the position as defined by the WUST (**question 20** - 73.6%).
- ◆ WUST has developed rules for the recruitment and appointment of researchers which are known to more than half of the researchers (**question 21** - 54.1%).
- ◆ Staff appreciate the flexible working conditions offered to researchers (including researchers with disabilities) (**question 24** - 67.1%).
- ◆ Employees feel that their terms and conditions of employment are stable and comply with the EU Directive (**question 25** - 72.3%).



- ◆ Recognition by WUST of the value of mobility is perceived positively by researchers including those from outside Poland. This means that the activities taken since 2016 in this area have resulted in an increase in positive responses by 10 percentage points (**question 29** - in 2016: 48.5% / 2021: 58.48%).
- ◆ Experienced academics in a variety of roles (supervisor, advisor, project coordinator) who, according to respondents, perform these tasks to the highest professional standards and build constructive relationships with novice academics were valued (**Question 37** - 68.4%).
- ◆ Employees are keen to participate in the training and development opportunities provided to them and appreciate WUST's support in participating in conferences, training and other forms of education (**question 38** - 69.8%).



AREAS FOR IMPROVEMENT

- ◆ Continuation of activities raising staff awareness of WUST's HR Excellence and Research awards, embedding the principles of the European Charter for Researchers in the University's strategy and culture. Action plan for 2022-2025
- ◆ Continuation of training in the areas indicated by the European Charter for Researchers.
- ◆ Building awareness of WUST's strategic objectives (**question 4** – 2016: 56.3% / 2021: 48.2%).
- ◆ Although the academics rated WUST activities against discrimination relatively well, it seems reasonable to monitor the number of reported discriminatory behaviours at the University (**question 10** - 67.71%).
- ◆ Although the results of the conducted research are popularised and promoted, and the respondents positively evaluated the University's activities in this respect, we plan to develop and implement the provisions of the Institutional Openness Policy regarding the dissemination and use of research results (**question 9** - 55.9%).
- ◆ Despite the ongoing process of implementing open, transparent and competence-based recruitment (OTM-R) since 2018, many employees are uninformed in the standards, openness and competition requirements for the position. We plan to update the current OTM-R policy with OTM-R guidelines, procedures and practices for all types of positions (R1-R4) (**questions: 15, 19, 21, 22**).
- ◆ Although since 2016 WUST has taken measures, among others, to increase the availability of current job offers on the University's homepage, Euraxess portal, in the opinion of researchers the University does not sufficiently inform candidates about the recruitment process, selection criteria, number of available job positions, career prospects and their strengths and weaknesses. We plan to update the current OTM-R policy with OTM-R guidelines, procedures and practices for all types of positions (R1-R4) (**question 15** – 2016: 45.3% /2021: 44.8%).
- ◆ Although all mobility activities are perceived as a valuable contribution to a researcher's professional development, they were not explicitly included in the researchers' periodic evaluation sheet. At the same time, this does not mean that it has been overlooked. Corrective actions will be aimed at a coherent approach to defining mobility of researchers for the entire Faculty of Electronics at many levels (i.e. not only identified with trips abroad, but also with participation in conferences/symposia, participation in international projects/research groups, creation of interdisciplinary interuniversity teams) (**question 18** - 42.4%; **question 19** - 36.5%).
- ◆ Although WUST has rules for recruitment and appointment of researchers, they are perceived differently in different units of the university. There is therefore a need for greater transparency and accessibility of the procedures for recruitment and appointment of researchers and open training on promotion paths at WUST (**question 21** - 54.1%).



- ◆ Although WUST places emphasis on the development of its staff and treats them as professionals from the beginning of their academic career, further action should be taken aimed at developing/updating internal regulations that provide more support from a more experienced staff member (**question 22** – 2016: 61.6% / 2021: 47.6%).
- ◆ Although WUST already in 2016 undertook work on broader access to infrastructure, these activities need further improvement. Planned activities in this area will oscillate around the development of an internal regulation on the access to university infrastructure, which will translate into easier cooperation between WUST units and internal networking of research (**question 23** – 2016: 55.86% / 2021: 53.42%).
- ◆ Despite the guidelines of the Act 2.0, development and introduction of the Remuneration Rules, WUST employees indicate the need for further work in this area. The main suggestions concern differentiation of bonuses depending on the degree of involvement for the benefit of the department or the university as a whole and introduction of a point in the periodic evaluation concerning the activities undertaken. The short time since the introduction of new initiatives (i.e. Primus, Secundus and Tertius programmes and Academia Iuvenum) does not allow unambiguous assessment of their effectiveness. Nevertheless, the initiatives indicated above represent a step towards the implementation of the respondents' demands (**question 26** – 2016: 46.2% / 2021: 46.4%).
- ◆ Respondents from Poland highlighted the issue of gender balance in the staff structure at each career level. Employees from abroad are much more positive about the university's efforts in this regard. The implementation of the 2022-2024 Equality Plan will be continued in line with the European Charter for Researchers. The assumptions and actions adopted will help to ensure even greater attention to ensuring gender balance at every level in the University's staff structure (**question 27** – 2016: 45.3% / 2021: 36.2%).
- ◆ Despite the measures taken by WUST to develop an internal regulation on the organisation of training, researchers indicate the need for more information about the possibilities of developing career paths at every stage. In order to meet the expectations of employees, we suggest wider dissemination of information about the opportunities provided by the procedure for the organisation of training, as well as expanding the offer of career guidance for researchers employed at the University (**question 28** – 2016: 50.3% / 2021: 41.82%).
- ◆ Despite the measures taken by WUST in 2018 to provide career counselling to researchers in the form of the Career Office's career counselling offer, a small proportion of researchers are aware of this possibility. A high percentage of "I don't know" responses (39.29%) confirms the need for better publicity of information on career counselling and opportunities to create career paths. Measures taken will include adding information on the offer of career counseling in the information package for new employees and on the WUST website in the "Employees" tab as well as adding information on the Careers Office website – creating a separate tab for WUST employees, sending information on planned training for doctoral students via e-mail and e-BiP, organizing informative meetings with researchers in the University's organizational units and with people who have pursued their academic career path and can pass this knowledge on to junior researchers (**question 30** – 2016: 18.8% / 2021: 20.98%; **question 39** – 2016: 48 % / 2021: 46%).



- ◆ Although measures have been taken at WUST consisting of, among others, the development of the WUST Code of Ethics for Employees, the Code of Good Practices for Supervisor and Advisor among employees, concerns have been raised about the existing procedures to ensure that researchers, especially at the early stage of their career, have the necessary conditions to recognise the contribution they make, as co-authors of works, independently of their supervisors. The proposed actions will be to raise awareness of ethical behaviour in daily work and in publishing multi-authored work (e.g. training on the ethics of joint publication) (**question 32** – 2016: 56.7% / 2021: 37.8%).
- ◆ Despite the measures taken in 2018 (including the introduction of the Remuneration Regulations, the Principles of commissioning courses and settling the obligatory teaching hours), concerns were raised that teaching responsibilities (including the training of early career researchers by senior staff) are not adequately rewarded/valued and taken into account in staff appraisal systems. We will undertake measures to update the internal regulation on the number of researchers' obligatory teaching hours of research courses. Respondents also mentioned the need to raise the importance of teaching responsibilities in periodic appraisal (**question 33** – 2016: 36% / 2021: 27%).
- ◆ Although WUST has introduced the Code of Ethics for WUST Employees, the Code for Supervisor and Advisor and appointed the Disciplinary Prosecutor and Mediator since 2016, many employees are not aware that adequate procedures are set out for the impartial handling of researcher complaints/appeals, including issues of conflict between research advisors and researchers who start their career path. This area requires further self-improvement work, particularly as 50% of respondents answered “I don't know” (**question 34** – 2016: 31.3% / 2021: 31.2%).
- ◆ A large group of respondents indicated the need to appoint a research advisor with the required competence and experience, to whom budding researchers can report on issues related to the performance of their professional duties. They also indicate as necessary the development of a procedure for monitoring the progress of their work, as well as the necessary feedback mechanisms (**question 40** – 2016: 52.6% / 2021: 42.5%).

Guidelines and recommendations will be prepared in the 2022-2025 Action Plan to address the issues identified.





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