

Dear Participant,

due to the ongoing audit process and the development of a report on the implementation of the principles of the European Charter for Researchers (ECR), we would like to know your opinion on whether Wrocław University of Science and Technology (Wrocław Tech) meets the guidelines defined within the document. We, therefore, invite you to complete a questionnaire assessing the 4 key areas as laid out in the European Charter for Researchers.

*The team for monitoring the implementation of the
European Charter for Researchers and the Code of Conduct
for the Recruitment of Researchers*

4 – yes, definitely;

3 – I suppose so;

2 – I don't think so;

1 – definitely not;

0 – I don't know.

QUESTIONS:

ETHICAL AND PROFESSIONAL ASPECTS

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.

Please indicate what actions you think could be taken in the future to improve the current rules of professional ethics.

.....

RECRUITMENT AND EVALUATION

- 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 (publications, patents, outstanding scientific achievements) 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 (e.g. research placements, industrial experience).

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.

Please indicate what actions you think could be taken in the future to improve the current recruitment and evaluation rules.

.....

WORKING CONDITIONS AND SOCIAL SECURITY

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.

Please indicate what actions you think could be taken in the future to improve the existing rules on working conditions and social security.

.....

TRAINING

36. At Wrocław Tech, there are established rules and forms of contact between doctoral students and their supervisors and discipline/faculty representatives.

37. Experienced academics in a variety of roles (supervisor, mentor, project coordinator), carry out these tasks to the highest professional standards and build constructive relationships with beginner researchers.

38. Wrocław Tech supports the continuous development of researchers at all stages of their careers by enabling them to participate in conferences, training courses, and other forms of education.

39. Wrocław Tech provides opportunities for researchers at every stage of their career, regardless of contract, to develop professionally and improve their chances of finding a job.

40. Wrocław Tech designates a supervisor with the required competencies and experience, to whom beginner researchers may turn on matters related to the performance of their professional duties and provides the necessary procedures for monitoring the progress of their work as well as the necessary feedback mechanisms.

Please indicate what actions you think could be taken in the future to improve the current training rules.

.....