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**Universidad de Valladolid**

TEMPLATE 1

# GAP ANALYSIS

Research Survey Results

HUMAN RESOURCE STRATEGY FOR RESEARCHERS

# Research Survey of the University of Valladolid

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## SURVEY OF RESEARCHERS OF THE UNIVERSITY OF VALLADOLID

The University of Valladolid, with the aim of achieving an environment of excellence in research and implementing an adequate Human Resources Strategy for its research, has followed the recommendations established in the “European Charter for Researchers and Code of Conduct for the Recruitment of Researchers”

### Principles of the “European Charter for Researchers and Code of Conduct for the Recruitment of Researchers”

These recommendations are established as an initial step an internal analysis and evaluation of the institution in relation to the principles of the European Charter and Code of Conduct for the Recruitment of Researchers”. These are 40 principles integrated into 4 main areas of the "Charter & Code": Ethics and Professionalism, Recruitment and Selection, Working Conditions and Training and Development.

In order to complete the diagnosis of the University of Valladolid (UVa) with the perception of its researchers, a Survey addressed to the research staff was designed and created, allowing us to know the researchers’ opinion about the degree of compliance of such principles.

### Research staff in the survey

According to the [European Framework for Research Careers](#) (2011), which distinguishes and describes four general profiles on the professional development of researchers, this survey has consulted this representative community of researchers, ranging from R1 to R4.

R1: Corresponds to those who are still at the predoctoral level. In our case we include all the people enrolled in the Doctoral School of University of Valladolid. In addition, this group included a relatively small group of teachers with a fixed contract who have not submitted their doctoral thesis yet.

R2: This category includes the holders of a doctorate or its equivalent who are not completely independent yet. There are assistant doctors and doctors hired for research programs by the FUNGE (General Foundation of the University of Valladolid).

R3: It corresponds to researchers who have developed a level of independence and hold a stable relationship with the corresponding institution. In our case, we include all the faculty of the University that fulfilled the condition of being a doctor and whose main activity will be developed within it. This last condition excluded the associated research teaching staff (PDI). Actually, these conditions were common with the R4 level. The last condition was, therefore, an exclusive criterion, along with "that they did not meet the criteria to be classified in the last level."

R4: In this category, there are researchers who lead their area or field of research

### Survey Design

The survey design has taken into account the following aspects:

- The questions should necessarily refer to matters related to the principles of the "Charter & Code"
- It does not pursue to know the acceptance that the proposed research model had in the surveyed population. It only intends to know to what extent, in their opinion, they were fulfilled in our university.

- The stratification of the population surveyed was determined by the HRS4R model, which establishes research personnel in types R1, R2, R3 and R4 according to their experience level.

Once the main stratification has been defined, other technical elements of the survey have been delimited:

- The survey was conducted by means of the open source software “LimeSurvey”.
- The survey has been sent to the entire research community: 2,825 researchers
- The survey was sent by email on 4 December 2017 and remained active until February 5, 2018.

Among the requested responses, the following ones have been taken into account:

- Research levels (R1 - R4)
- The gender of the researcher surveyed
- The branch of knowledge of the person surveyed. The classification of knowledge has been established in five blocks:
  - Arts and Humanities
  - Social and Legal Sciences
  - Health Sciences
  - Architecture and Engineering
  - Mathematical and Natural Sciences

Age has been taken into account as an auxiliary variable, which was divided into three categories:

- Up to 30 years old
- From 30 to 45 years old
- More than 45 years old

## Survey Structure

The questionnaire has been divided into the six following blocks:

- “Research training” (16 questions)
- “Selection and Recruitment of research staff” (12 questions)
- “Working conditions” (13 questions)
- “Ethical norms and intellectual property rights” (7 questions)
- “Tools for dissemination and exploitation of the results of the research activity” (18 questions)
- “Other relevant aspects about the research policy and suggestions” (10 questions)

In total, the survey consists of 76 questions (66 questions from 1 to 7 scale and 10 free text questions).

Each researcher, at the beginning of the survey, has selected their level of research career, from the predoctoral level (R1) to the most advanced level (R4). The survey includes information about the level of research career: <http://hrs4r.uva.es/english-career-development/>

Survey questions are common to all respondents, except for some questions that are only applicable to some levels of research career.

## Questions about “Research training”

1. The University of Valladolid (UVa) allows freedom in research.
2. The Doctoral School of the University of Valladolid (EsDUVa) plays an essential role in the researchers training.
3. Doctoral programs and their various training activities in the field of research help decisively in the development of the research career.
4. The University of Valladolid has an appropriate research training program in the post-doctoral stages.
5. The University of Valladolid doctoral training programs include the development of interdisciplinary skills.
6. The doctoral training programs establish and promote the role of the mentor at predoctoral levels, considering a mentor as person who provides support and guidance for the personal and professional development of researchers, motivating them and, thus, contributing to reduce the possible insecurity of their professional future]. (Question only applicable to R1)
7. Considers that the training programs establish and promote the role of the mentor at the postdoctoral levels. [Considering a mentor as person who provides support and guidance for the personal and professional development of researchers, motivating them and, thus, contributing to reduce the possible insecurity of their professional future]. (Question only applicable to R2-R4)
8. The University provides access to training and mobility programs in order to facilitate the personal and professional development of its researchers.
9. The University of Valladolid offers facilities to its researchers for them to collaborate with other universities and research centers.
10. The University of Valladolid facilitates its researchers to collaborate with the Recruitment business sector.
11. Official University of Valladolid documents related to training, research and of research staff are published in Spanish and English.
12. Your tutor and / or director makes it easy for you to participate in research projects and teaching activities appropriate to your position. (Question only applicable to R1-R2)
13. Your tutor and / or director duly informs you about how to manage the laboratory notebook. (Question only applicable to R1-R2)
14. Your tutor and / or director duly informs you about how to make the research results reports. (Question only applicable to R1-R2)
15. As a tutor and / or director, you duly inform researchers about how to manage the laboratory notebook. (Question only applicable to R3-R4)
16. As a tutor and / or director, you duly inform researchers about how to make the research results. reports (Question only applicable to R3-R4)

## Questions about “Selection and Recruitment of research staff”

1. The University of Valladolid research staff selection systems are based on merit and capacity criteria.
2. The investigator's evaluation systems respond adequately to the quality of their research results. (Question only applicable to R2-R4).
3. The Recruitment processes of research staff are open to everyone.
4. Research personnel selection systems are transparent.
5. The information provided to candidates in the selective processes is complete.
6. The Selection Committees of research staff at the University of Valladolid are multidisciplinary.
7. The Selection Committees of research staff at University of Valladolid are international.
8. The Selection Committees of research staff at the University of Valladolid comply with the gender parity principle.
9. In the calls for the selection of personnel are considered as a merit to assess complementary aspects such as training and teaching.
10. In addition, the personnel selection calls are considered as a merit to assess complementary aspects, such as technology transfer and knowledge activities; and business activity.
11. The University of Valladolid provides a guide of criteria to assess merits for Recruitment research staff.
12. Doctoral management tasks and tutoring functions are adequately assessed as relevant merits in the final evaluation of the selection process for research staff. (Question only applicable to R2-R4).

## Questions about “Working Conditions”

1. The relationship between the director and / or tutor and the supervised research staff favors the careers of both as researchers.
2. Information on labor obligations and rights before obtaining a research contract at University of Valladolid is complete and easily intelligible.
3. The University of Valladolid adequately supports its workers' research career.
4. The University of Valladolid encourages the development of skills and competencies that are transversal to those of each researcher's specialty.
5. Research activity is easily compatible with teaching dedication.
6. The University of Valladolid provides the means and equipment necessary to carry out its research activity.
7. Claims related to working conditions and conflicts with directors and / or tutors (whether tutors or those responsible for the investigation) have adequate guarantee resolution mechanisms.
8. The Ombudsman of the University Community is an adequate figure to give way to the claims that may arise in the research field.
9. The University of Valladolid facilitates work and family reconciliation.
10. The University of Valladolid facilitates working conditions to researchers with disabilities or in situations of disability.
11. The University of Valladolid ensures that occupational health and safety standards are respected.

12. Salary conditions reflect the level of responsibility and work performance.
13. The University of Valladolid has adequate mechanisms to rejoin research activities to those who have been interrupted due to personal-family reasons.
14. At the University of Valladolid, it is easy to return to the research activity after a period of dedication to management tasks and / or other professional activities.

### Questions about “Ethical norms and intellectual property rights”

1. The Ethical Code of the University of Valladolid (‘Code of Good Practice in Research’ approved by the Governing Council on January 31, 2013) gives an adequate response to those conflicts that may arise. (If you do not know the code of ethics, select: “Ns / Nc”).
2. Intellectual property rights are properly reflected in the Ethical Code of the University of Valladolid. (If you don't know Ethical Code, select: “Ns / Nc”).
3. The University of Valladolid has mechanisms that guarantee compliance with its ethical code. (If you don't know the Ethical Code, select: “Ns / Nc”).
4. The University of Valladolid ensures adequate protection of intellectual property rights derived from research results.
5. The co-author is adequately included in the University of Valladolid code of ethics. (If you don't know the Ethical Code, select: “Ns / Nc”).
6. The University of Valladolid guarantees equal treatment to its researchers in matters of sex, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinions and social or economic status.
7. Researchers are aware that they must report to the public or private organizations that employ or finance them.

### Questions about “Tools for dissemination and exploitation of research activity”

1. The University of Valladolid adequately encourages the divulgation and dissemination of research results to society.
2. The Institutional Repository (‘UVaDOC’) is a suitable tool for open dissemination of research results. (If you do not know the Repository of the University of Valladolid, select: “Ns / Nc”).
3. The Institutional Repository (‘UVaDOC’) is a flexible and effective dissemination tool. (If you do not know the repository of the University of Valladolid, select: “Ns / Nc”).
4. The institutional affiliation policy for the standardization of all types of publications made by personnel linked to the University of Valladolid is adequate. (If you do not know it, select "Ns \ Nc").
5. The University of Valladolid facilitates the transfer of research results for the benefit of society.
6. The University of Valladolid respects the Intellectual Property of researchers at any stage of their career.
7. The University of Valladolid adequately informs its researchers about the financing mechanisms of I+D+i, and the requirements and conditions to access them.
8. The University of Valladolid provides its research staff with collaborative work tools through the virtual cloud.
9. The University of Valladolid provides institutional IT support to ensure the secure storage of data and research results.
10. You have been informed of the procedure for backing up the documentation generated during your investigation.
11. The University of Valladolid informs the investigators who join their investigation team about the procedure for backing up the documentation generated during their investigation. (Question only applicable to R3-R4).
12. Now onwards, we ask you to assess the following knowledge transfer and innovation agents in the institution (University of Valladolid, General Foundation and Science Park). In all cases, if someone does not know it, please choose Ns / Nc.
13. Value the role of the UVa Patent and Contract Unit at the UVa General Foundation.
14. Value the role of the Innovation Unit at the UVa General Foundation.
15. Value the role of the UVa European Projects Office at the UVa General Foundation.
16. Value the role of the UVa Research Support Service.
17. Value the role of the Disclosure and Communication Office
18. Rate the Business Creation Unit in the UVa Science Park.
19. Value the role of the UVa Science Park.

### Questions about “Other relevant aspects of research policy” and “Suggestions”

1. The University of Valladolid Research and Scientific Policy strategy, framed within the General Guidelines for Teaching and Research Policy 2017-2018 approved by the Senate on May 18, 2017, is adequate. (If you do not know it, select "Ns \ Nc").
2. The University of Valladolid dedicates the necessary effort to attract talent.
3. The University of Valladolid dedicates the necessary effort to retain talent.
4. The University of Valladolid adequately promotes the stability of its own Research Groups and Institutes.
5. The Research Groups and own Institutes are adequately represented at the Governing Bodies of the University of Valladolid.

## "Suggestions"

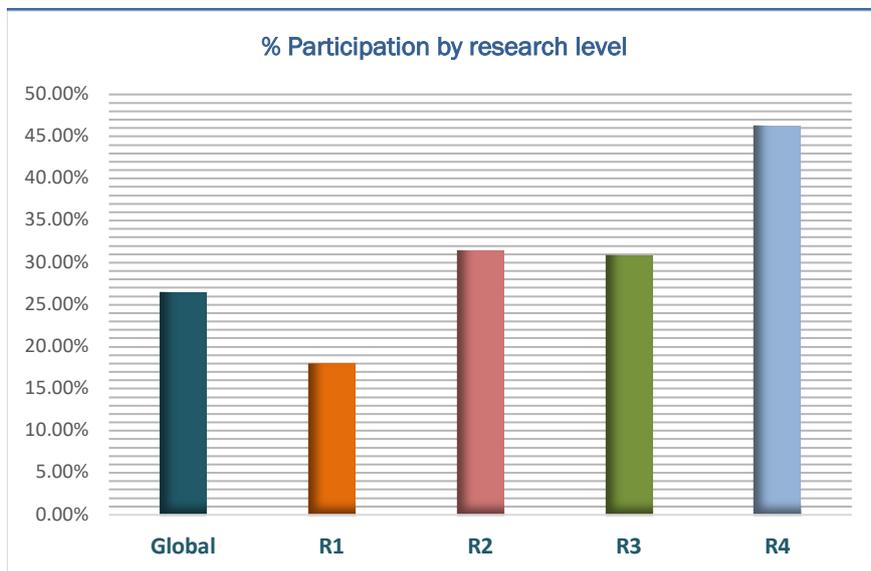
6. Point out other aspects of the research training that you would like to be addressed in this questionnaire.
7. Name other aspects about the evaluation of candidates and selection systems in the University of Valladolid that you find relevant.
8. Indicate other aspects related to working conditions for researchers at the University of Valladolid are of interest to you.
9. Indicate other aspects related to ethical norms, intellectual property rights and dissemination of knowledge that, in your opinion, should be addressed.
10. Finally, indicate three aspects that you believe should be reflected or given more importance in this questionnaire.

## 2. RESULTS OF PARTICIPATION IN THE SURVEY

### A. PERCENTAGE OF PARTICIPATION

#### Percentage of participation by Research Level

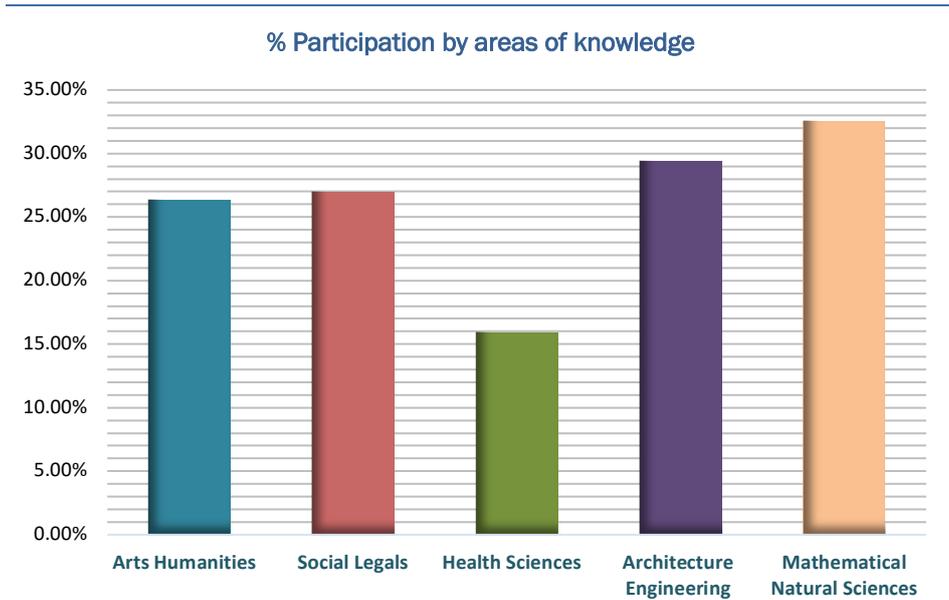
	Global	R1	R2	R3	R4
Sent Surveys	2825	1452	143	837	393
Answers	746	261	45	258	182
% Participation	26,41%	17,98%	31,47%	30,82%	46,31%



The highest percentage of participation in this survey is at the research level R4 and the lowest one is at the Research Level R1.

#### Percentage of participation by areas of knowledge

	Global	Arts Humanities	Social Legal Sciences	Health Sciences	Architecture Engineering	Mathematical Natural Sciences
Sent Surveys	2825	551	760	452	681	381
Answers	746	145	205	72	200	124
% Participation	26,41%	26,32%	26,97%	15,93%	29,37%	32,55%



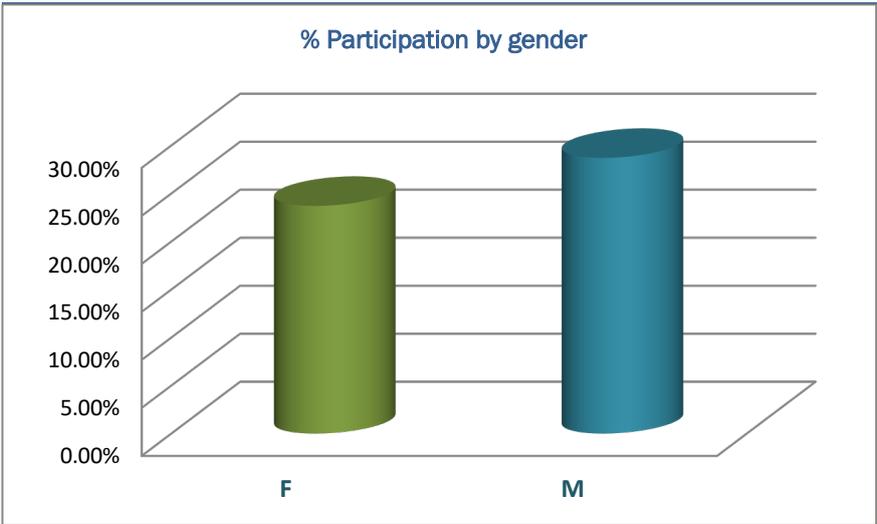
The highest percentage of participation in the survey is in the area of Mathematics and Natural Sciences, whereas the lowest percentage is in the area of Health Sciences.

**Percentage of participation by Research level and Areas of knowledge**

Research level	Arts Humanities	Social Legal Sciences	Health Sciences	Architecture Engineering	Mathematical Natural Sciences
R1 Research	17,82%	19,93%	12,61%	21,55%	20,56%
R2 Research	34,62%	29,17%	16,67%	33,33%	37,50%
R3 Research	37,90%	28,22%	19,35%	32,78%	32,24%
R4 Research	<b>42,86%</b>	<b>42,21%</b>	<b>42,86%</b>	<b>48,62%</b>	<b>48,19%</b>

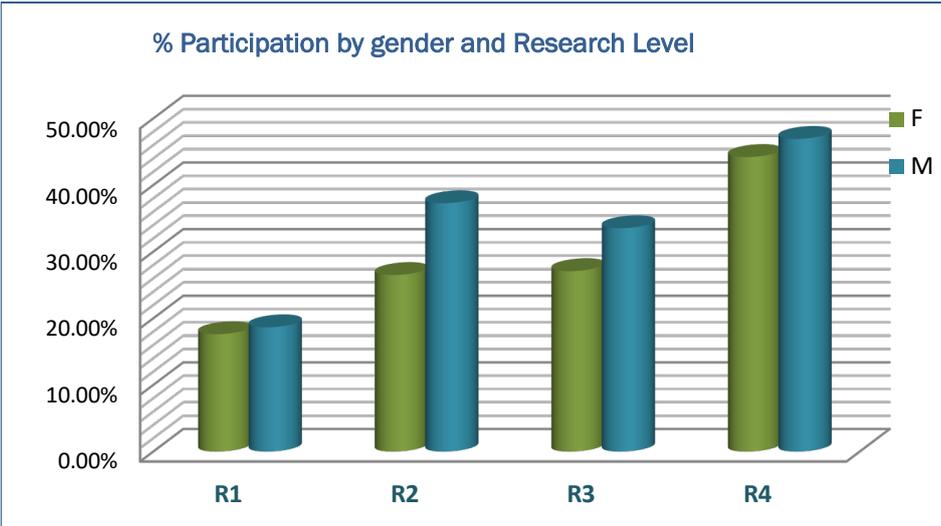
**Percentage of participation by gender**

	F	M
Sent Surveys	1303	1522
Answers	309	437
% Participation	<b>23,71%</b>	<b>28,71%</b>

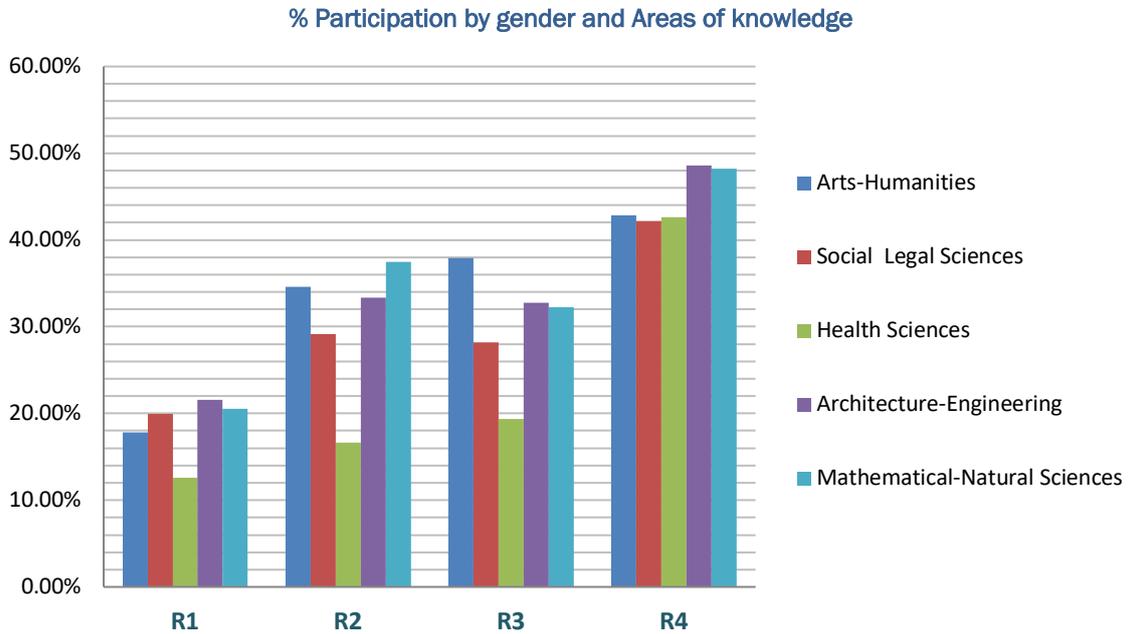


Percentage of participation by gender and Research Level

Research level	F	M
R1 Research	17,63%	18,66%
R2 Research	26,51%	37,29%
R3 Research	27,09%	33,54%
R4 Research	44,22%	46,94%

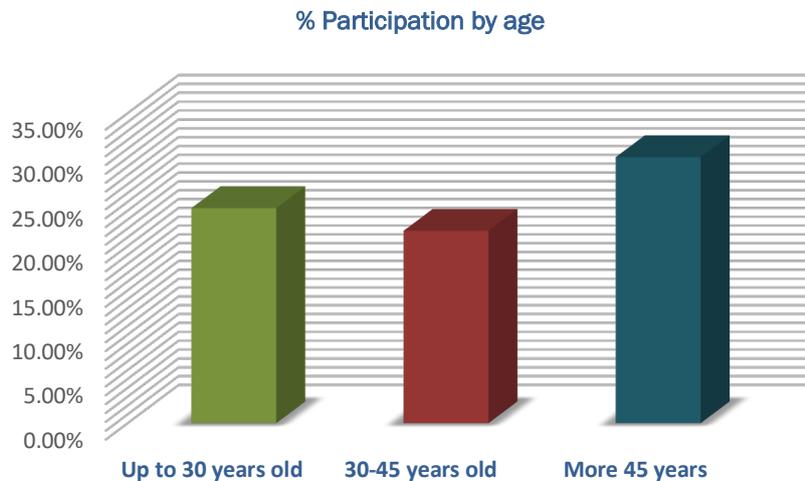


### Percentage of participation by gender and Areas of knowledge



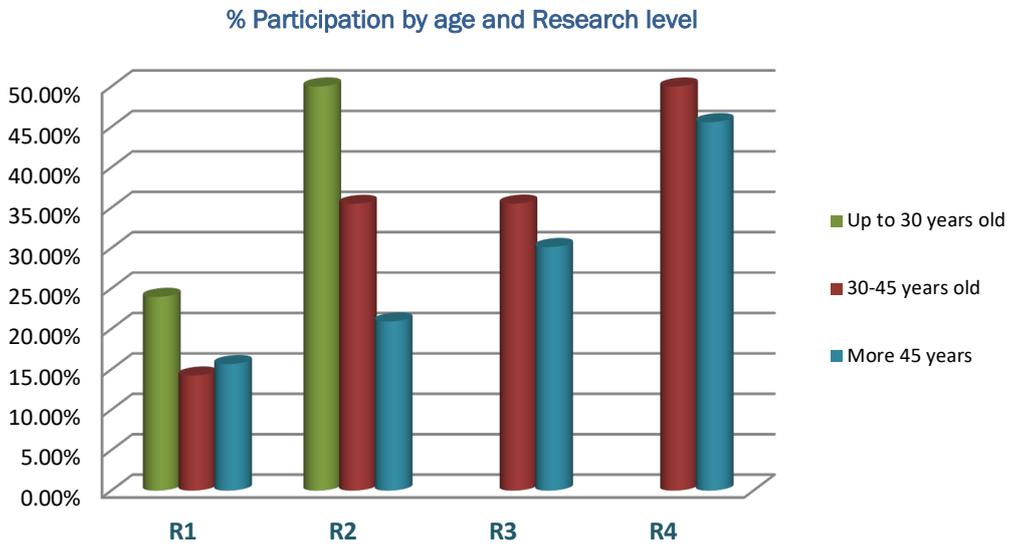
### Percentage of participation by age

	Global	Up to 30 years old	From 30 to 45 years old	More than 45 years
Surveys Sent	2825	515	875	1435
Answers	746	125	190	431
% Participation	26,41%	24,27%	21,71%	30,03%



Percentage of participation by age and Research level

Research level	Up to 30 years old	From 30-45 years old	More than 45 years
R1 Research	23,97%	14,24%	15,66%
R2 Research	50,00%	35,48%	20,93%
R3 Research	-	35,51%	30,14%
R4 Research	-	50,00%	45,59%



### 3. QUANTITATIVE RESULTS

Quantitative results are approached by each of the sections in which the survey is structured: “Research training”, “Selection and Recruitment of Research Staff”, “Working conditions”, “Ethical norms and intellectual property rights”, “Tools for dissemination and exploitation of the results of the research activity” and “Other relevant aspects about the research policy and suggestions”

#### B. RESEARCH TRAINING

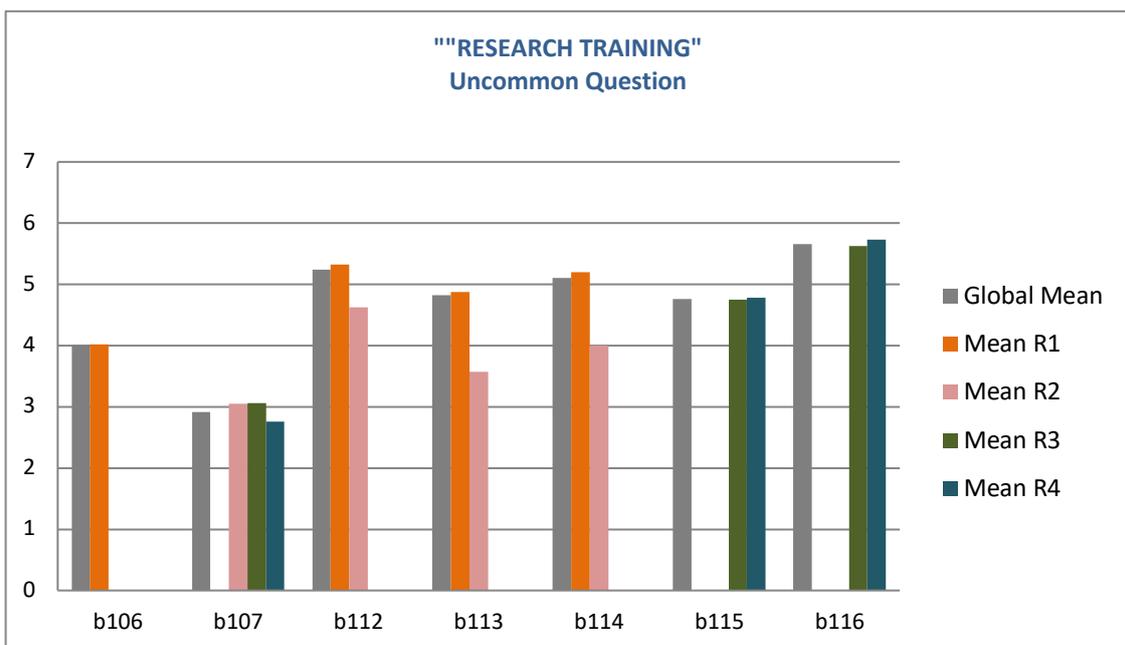
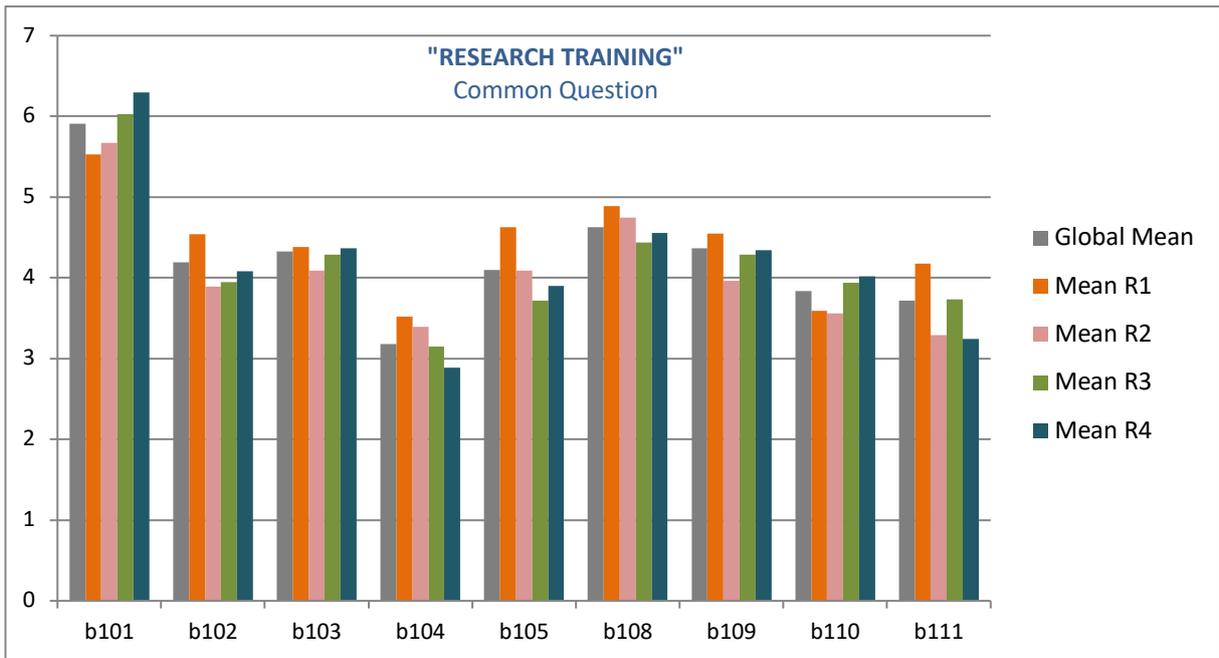
In this section “Research Training” 16 questions are asked. The response is requested to be in accordance with the University of Valladolid compliance in the different items related to the principles of the “European Charter for Researchers and Code of Conduct for the Recruitment of Researchers”. The response scale is from 1 (In total disagreement) to 7 (In total agreement). The intermediate grade, 4, corresponds to the intermediate option (In intermediate agreement).

Question / Code	Mean Global	Mean R1	Mean R2	Mean R3	Mean R4
b101.The University of Valladolid (UVa) allows freedom in research.	5,91	5,53	5,67	6,03	6,30
b102. The UVa Doctoral School (EsDUVa) plays an essential role in the researchers training.	4,19	4,54	3,89	3,95	4,08
b103.Doctoral programs and their various training activities in the field of research help decisively in the development of the research career.	4,33	4,38	4,09	4,29	4,37
b104.The UVa has an appropriate research training program in the post-doctoral stages.	3,18	3,52	3,39	3,15	2,89
b105.The UVa doctoral training programs include the development of interdisciplinary skills.	4,10	4,63	4,09	3,72	3,90
b106.The doctoral training programs establish and promote the role of the mentor at predoctoral levels.	4,01	4,02	Not Asked	Not Asked	Not Asked
b107.Considers that the training programs establish and promote the role of the mentor at the postdoctoral levels.	2,91	Not Asked	3,05	3,06	2,76
b108.The University provides access to training and mobility programs to facilitate the personal and professional development of its researchers.	4,63	4,89	4,75	4,44	4,56
b109. The UVa offers its researches facilities to collaborate with other universities and research centers.	4,37	4,55	3,96	4,29	4,34
b110.The UVa facilitates its researchers to collaborate with the business sector.	3,84	3,59	3,56	3,94	4,02
b111. Official UVa documents related to training, research and Recruitment of research staff are published in Spanish and English.	3,72	4,18	3,29	3,73	3,24
b112.Your tutor and / or director makes it easy for you to participate in research projects and teaching activities appropriated to your position.	5,24	5,32	4,62	Not Asked	Not Asked
b113.Your tutor and / or director duly informs you about how to manage the laboratory notebook.	4,82	4,87	3,57	Not Asked	Not Asked
b114.Your tutor and / or director duly informs you about how to make the research results reports.	5,10	5,20	4,00	Not Asked	Not Asked
b115.As a tutor and / or director, you duly inform researchers about how to manage the laboratory notebook.	4,76	Not Asked	Not Asked	4,75	4,78
b116.As a tutor and / or director, you duly informs researchers about how to make the reports of research results.	5,66	Not Asked	Not Asked	5,63	5,73

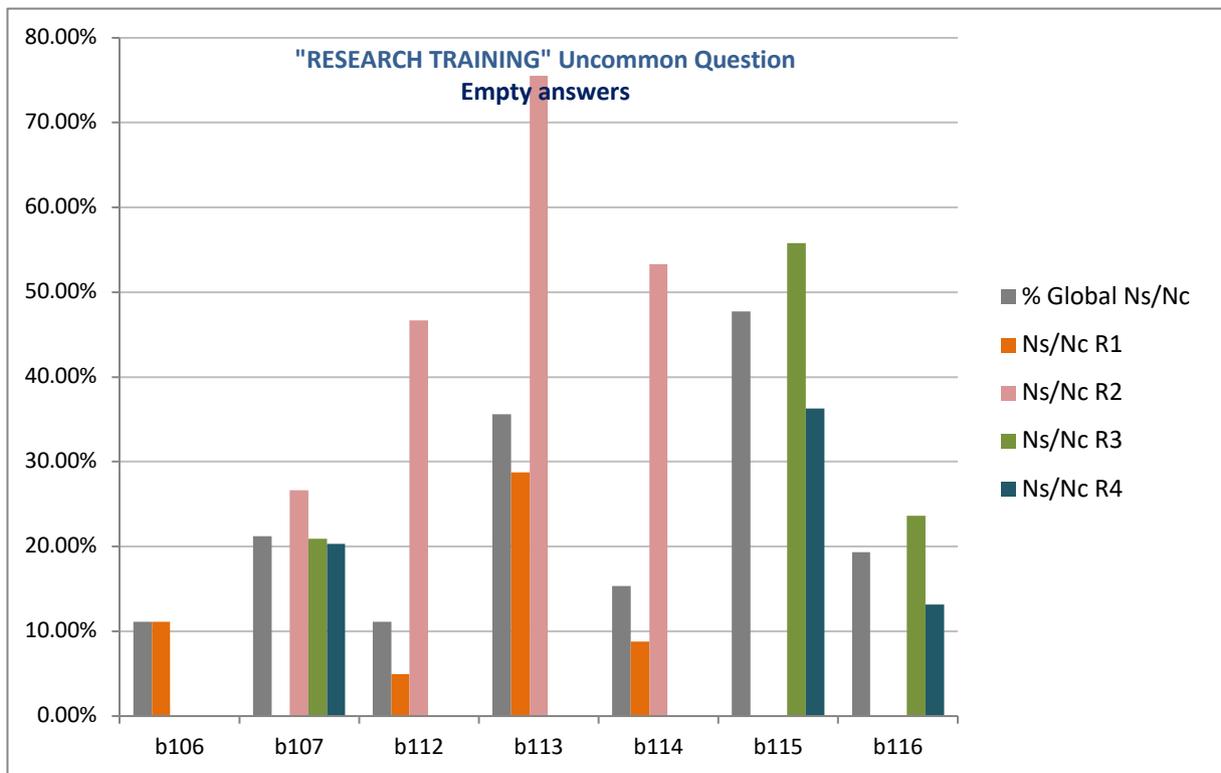
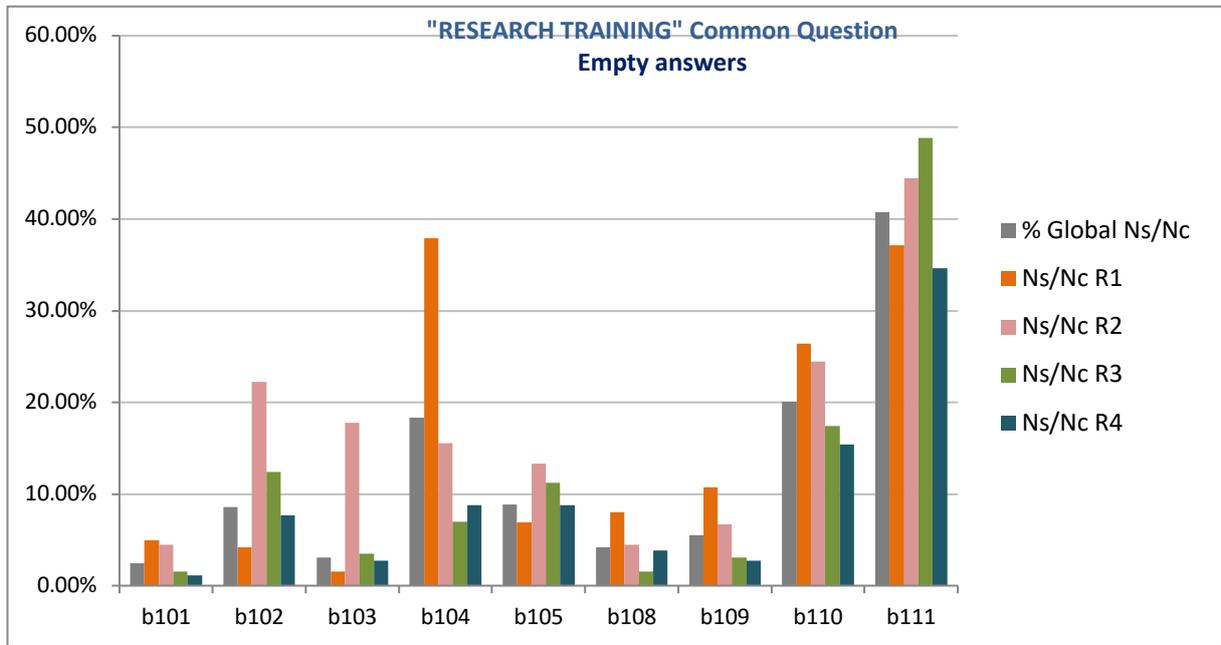
The analysis of the answers related to the Research is reflected on the following graphs:

**"Research Training - Common Questions"**. Corresponds to the analysis of common responses to all respondents.

**"Research Training - Uncommon Questions"** represents the average of answers to the questions only applicable to specific categories of researchers. These are the questions corresponding to the codes: b106, b107, b112-b116.



The percentage of blank answers, which is to say those in which no assessment has been marked in the respective question, the calculation has been made taking into account the questions that were not asked at certain research groups or levels.



For the answers offered, one of the weaknesses perceived by the respondents is question [b104](#): “The UVA has an appropriate research training program in the post-doctoral stages” with a mean of 3.18.

Question [b107](#): “Do you think that the training programs establish and promote the mentor's figure at postdoctoral levels” answered by 80% of the respondents (applicable to all except R1), has a mean rating of 2.91

Below the punctuation of four, there are the assessments of the questions: [b110](#) “The UVA facilitates its researchers to collaborate with the business sector” and [b111](#) “The official University of Valladolid documents related to the training, research and Recruitment of research staff are published in Spanish and English”.

As a strong point in the field of research, the principle of freedom in research stands out, valued at a mean of 5.91 ([b101](#) “University of Valladolid allows freedom in research”)

## C. SELECTION AND RECRUITMENT OF RESEARCH STAFF

In this section “Selection and Recruitment of research staff”, 12 questions are asked. The response scale goes from 1 (In total disagreement) to 7 (In total agreement). The intermediate grade, 4, corresponds to the intermediate option (In intermediate agreement).

<b>SELECTION AND RECRUITMENT</b>	Mean Global	Mean R1	Mean R2	Mean R3	Mean R4
<b>Code / Question</b>					
c201.The UVa research staff selection systems are based on the criteria of merit and capacity.	4,56	4,57	4,64	4,40	4,72
c202.The investigator's evaluation systems respond adequately to the quality of their research results.	4,16	Not Asked	4,13	3,99	4,35
c203.The Recruitment processes of the research staff are open to everyone.	4,79	4,64	4,92	4,73	4,94
c204.Research personnel selection systems are transparent.	4,55	4,48	4,54	4,45	4,75
c205.The information provided to candidates in the selective processes is complete.	4,72	4,66	3,96	4,79	4,81
c206.The Selection Committees of research staff at the UVa are multidisciplinary.	3,88	4,54	4,56	3,64	3,45
c207.The Selection Committees of research staff at UVa are international.	2,46	3,34	2,00	2,30	1,96
c208.The Selection Committees of research staff at the UVa comply with the gender parity principle.	3,96	4,72	3,93	3,65	3,64
c209.In the calls for the selection of personnel are considered as merit to assess complementary aspects, such as training and teaching.	4,54	4,96	4,55	4,41	4,26
c210.In addition, the calls for the selection of personnel are considered as merit to assess complementary aspects such as technology transfer and knowledge activities; and business activity.	4,04	Not Asked	4,24	3,84	4,22
c211.The UVa provides a guide to criteria for assessing merits for Recruitment research staff.	4,14	4,53	3,35	4,12	3,88
c212.Doctoral management tasks and tutoring functions are adequately assessed as relevant merits in the final evaluation of the selection process for research staff.	3,27	Not Asked	4,00	3,27	3,19

The analysis of the responses related to the “Selection and Recruitment” has been reflected in the following graphs:

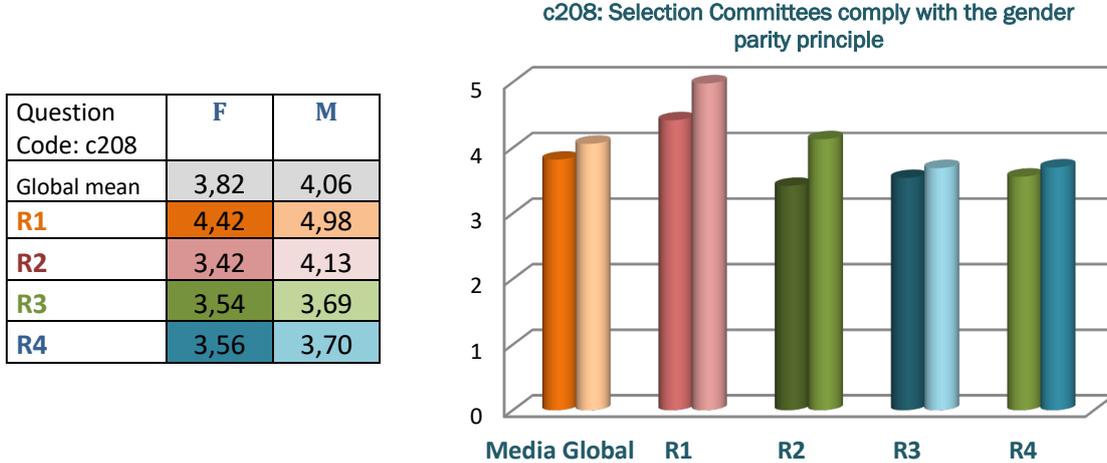
**"Selection and Recruitment - Common Questions"**. It corresponds to the analysis of common responses to all respondents.

The second graphic **"Selection and Recruitment - Uncommon Questions"** represents the average of the answers to the questions only applicable to specific categories of researchers. These are the questions of the codes: c202, c210 and c212. (The researchers of the R1 category are not reflected in the graph, as they were not asked).

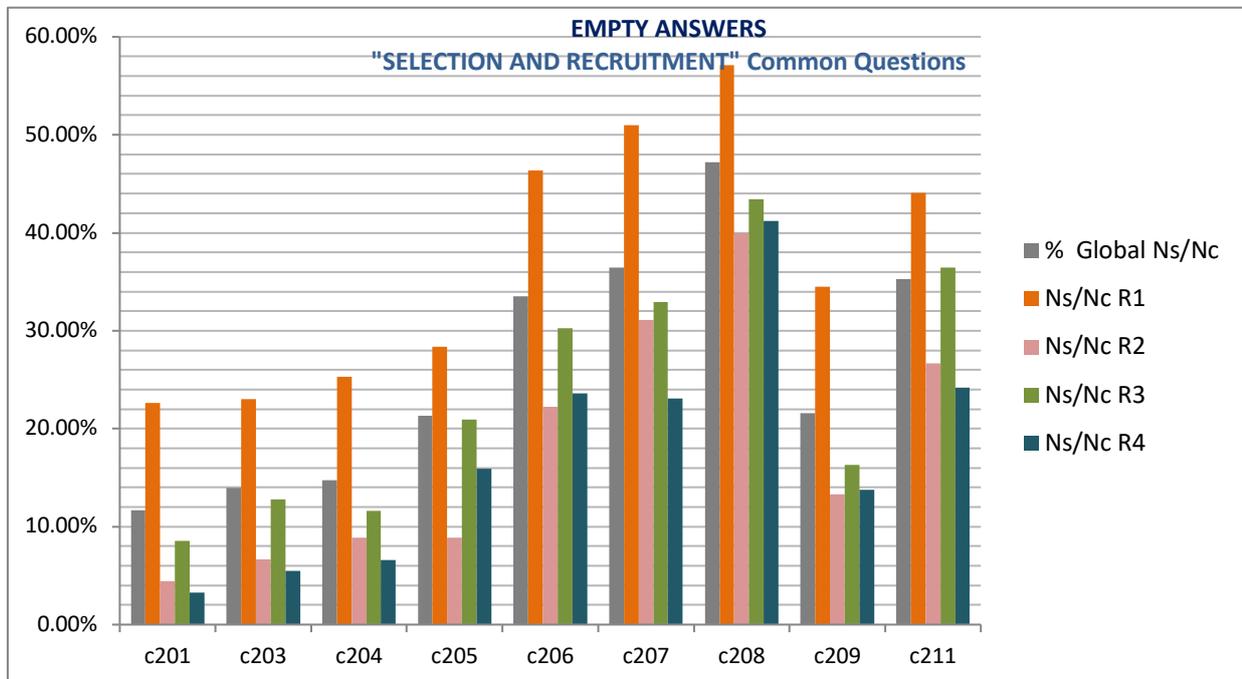


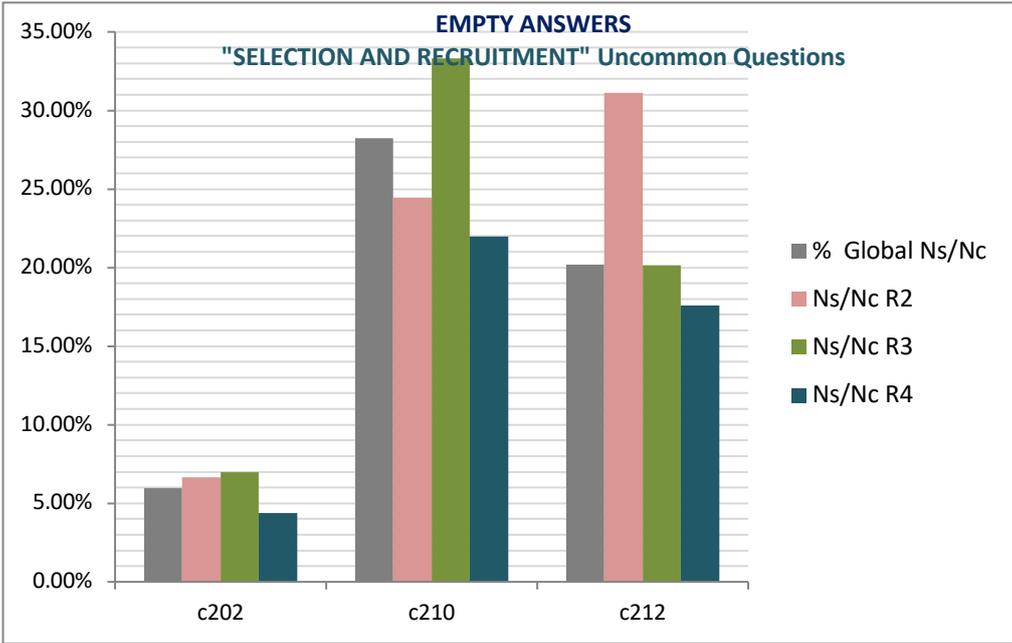
Depending on the assessment of the responses, the weaknesses in the “Selection and Recruitment of the researcher” are those related to: **c207** “The Selection Committees of the University of Valladolid research staff are international” (mean 2.46) and **c212** “The tasks of doctoral direction and the tutoring functions are adequately valued as relevant merits in the final evaluation of the selection process of research staff” (mean 3.27. Not applicable to R1)

One aspect that does not reach the average satisfaction level of 4 is question **c208** "The UVA Research Personnel Selection Committees comply with the gender parity principle".



The highest ratings (strong ratings) are those related to question **c203** "The Recruitment of research personnel are open to everyone", with a mean of 4.79, and question **c205** "Information given to Candidates in the selective processes is complete", with a mean of 4.72.



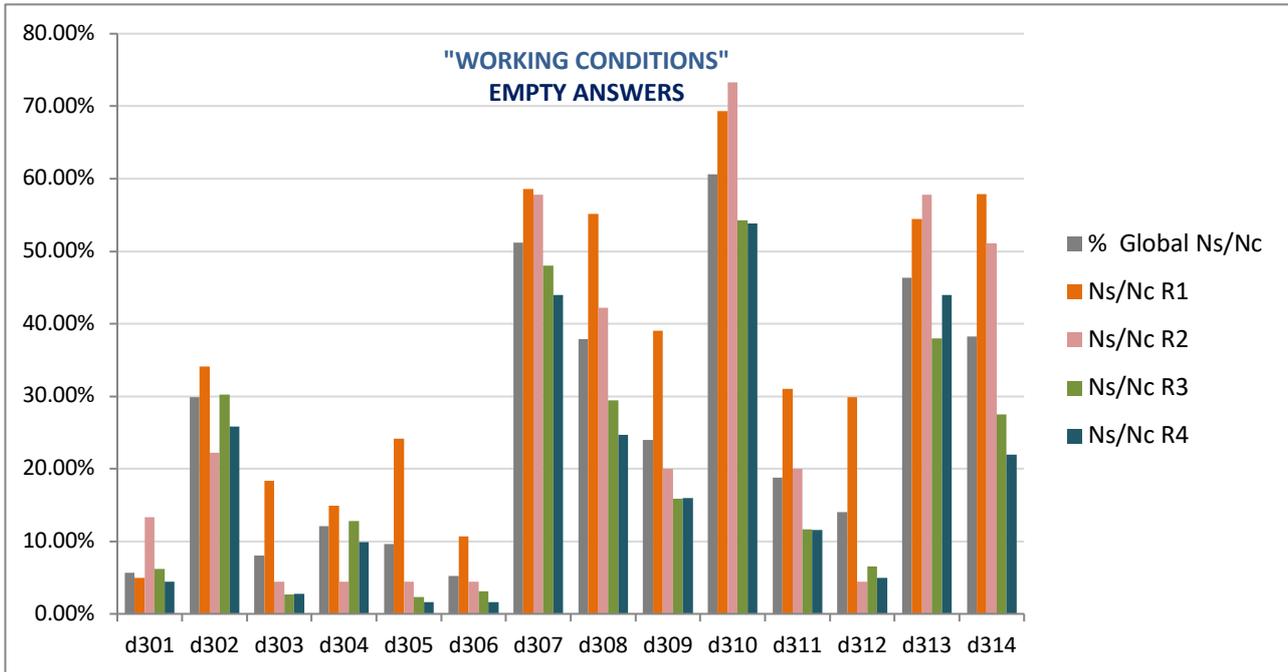
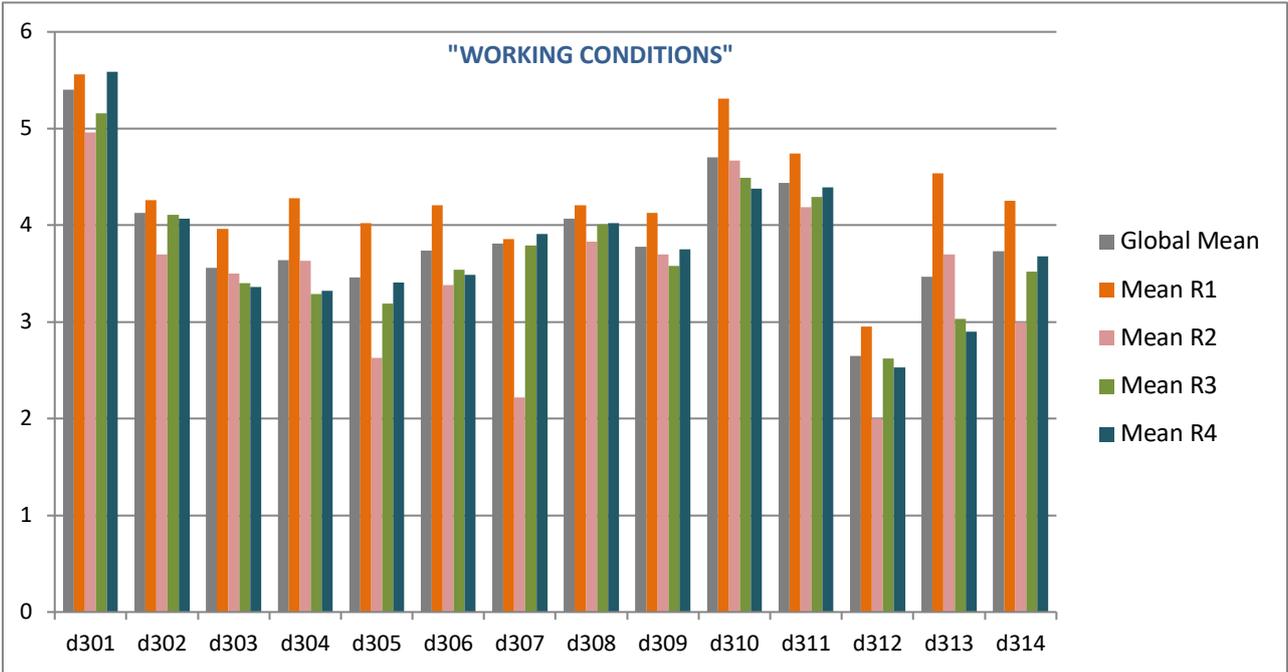


The graphs that represent the empty answers may indicate a lack of information and they are, therefore, considered as areas for improvement.

## D. WORKING CONDITIONS

In this section “Working Conditions” 14 questions are asked. The response scale is from 1 (In total disagreement) to 7 (In total agreement). The intermediate grade, 4, corresponds to the intermediate option (In intermediate agreement).

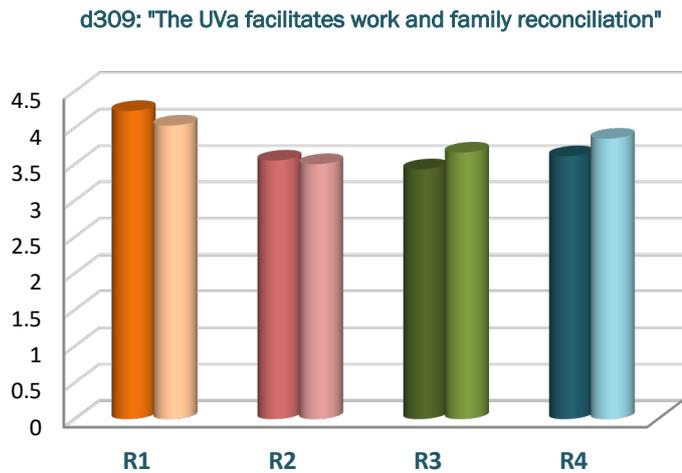
<b>WORKING CONDITIONS</b>		<b>Mean Global</b>	<b>Mean R1</b>	<b>Mean R2</b>	<b>Mean R3</b>	<b>Mean R4</b>
<b>Code / Question</b>						
d301. The relationship between the director and / or tutor and the supervised research staff favors the career of both as researchers.	5,40	5,56	4,96	5,16	5,59	
d302. Information on labor obligations and rights before obtaining a research contract at UVa is complete and easily intelligible.	4,13	4,26	3,70	4,11	4,07	
d303. The UVa adequately supports the research career of its workers.	3,56	3,96	3,50	3,40	3,36	
d304. The UVa encourages the development of skills and competencies that are transversal to those of each researcher's specialty.	3,64	4,28	3,63	3,29	3,32	
d305. Research activity is easily compatible with teaching dedication.	3,46	4,02	2,63	3,19	3,41	
d306. The UVa provides the means and equipment necessary to carry out its research activity.	3,74	4,21	3,38	3,54	3,49	
d307. Claims related to working conditions and conflicts with directors and/or tutors (whether tutors or those responsible for the investigation) have adequate guarantee resolution mechanisms.	3,81	3,86	2,22	3,79	3,91	
d308. The Ombudsman of the University Community is an adequate figure to give way to the claims that could arise in the research field.	4,07	4,21	3,83	4,01	4,02	
d309. The UVa facilitates work and family reconciliation.	3,78	4,13	3,70	3,58	3,75	
d310. The UVa facilitates working conditions for researchers with disabilities or in situations of disability.	4,70	5,31	4,67	4,49	4,38	
d311. The UVa ensures that occupational health and safety standards are respected.	4,44	4,74	4,19	4,29	4,39	
d312. Salary conditions reflect the level of responsibility and work performance.	2,65	2,95	2,00	2,62	2,53	
d313. The UVa has adequate mechanisms to rejoin research activities to those who have been interrupted due to personal-family reasons.	3,47	4,54	3,70	3,03	2,90	
d314. At UVa, it is easy to return to the research activity after a period of dedication to management tasks and / or other professional activities.	3,73	4,25	3,00	3,52	3,68	



The lowest valuations are the answers related to question [d312](#) “Wage conditions reflect the level of responsibility and performance at work”, with a mean of 2.65

Another consideration of the survey that does not reach the satisfaction mean is question [d309](#) "The UVa facilitates work and family reconciliation", with a mean of 3.78. Analysing this response according to the gender of the respondent, the result is the following one:

Question Code d309	F	M
Mean Global	3,75	3,80
<b>R1</b>	4,23	4,03
<b>R2</b>	3,55	3,50
<b>R3</b>	3,43	3,66
<b>R4</b>	3,61	3,85

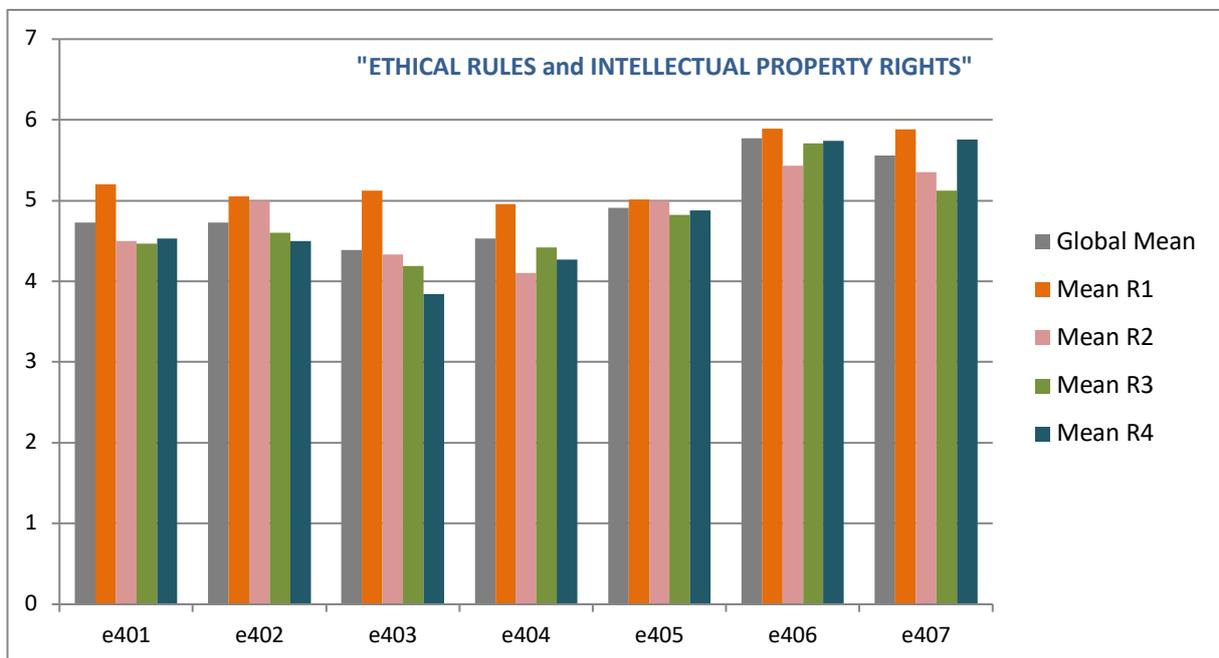


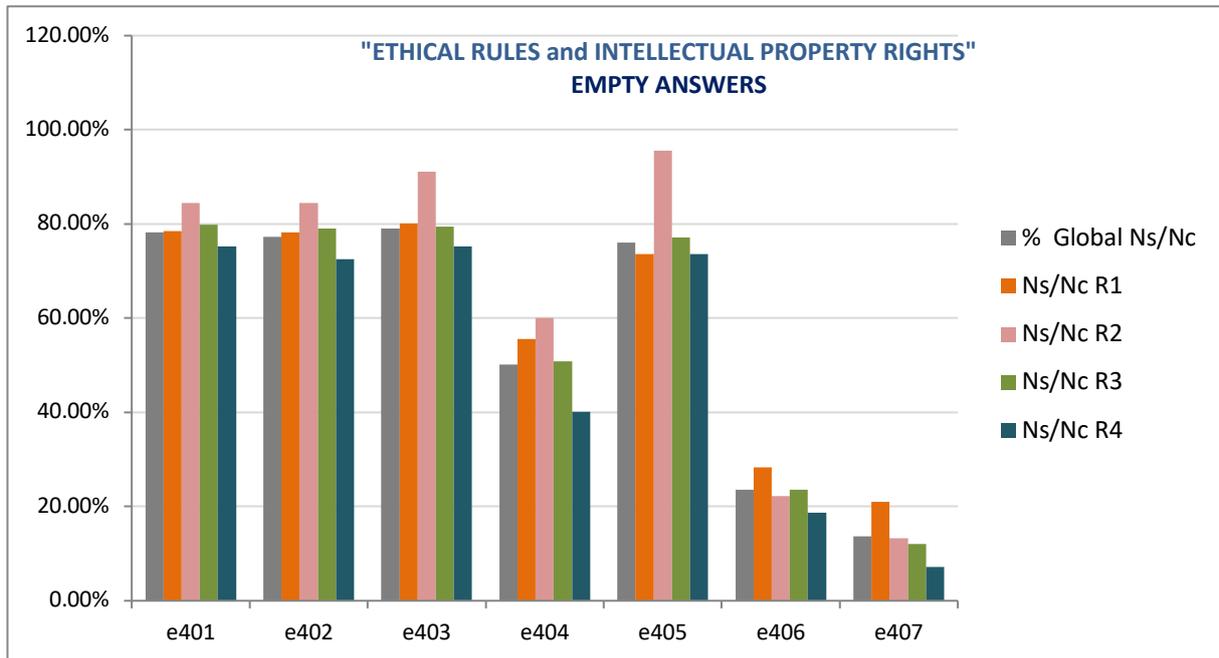
The best perception of the researcher is in question [d301](#) “The relationship between the director - tutor and the supervised research staff favors the career of both as an investigator”, with a mean of 5.40, followed by “UVa facilitates working conditions for disabled or disabled researchers” ([d310](#)) with a mean of 4.70

## E. ETHICAL RULES AND INTELLECTUAL PROPERTY RIGHTS

In this section, “Ethical norms and intellectual property rights”, 7 questions are asked. The response scale goes from 1 (In total disagreement) to 7 (In total agreement). The intermediate grade, 4, corresponds to the intermediate option (In intermediate agreement).

<b>ETHICAL RULES- INTELLECTUAL PROPERTY RIGHTS</b> <b>Code / Question</b>	<b>Global mean</b>	<b>Mean R1</b>	<b>Mean R2</b>	<b>Mean R3</b>	<b>Mean R4</b>
e401.The code of ethics of the UVA ('Code of Good Practice in Research' approved by the Governing Council on January 31, 2013) gives an adequate response to the conflicts that may arise.	4,73	5,20	4,50	4,47	4,53
e402.Intellectual property rights are properly reflected in the ethical code of the UVA.	4,73	5,05	5,00	4,60	4,50
e403.The UVA has mechanisms that guarantee compliance with its ethical code.	4,39	5,12	4,33	4,19	3,84
e404.The UVA ensures adequate protection of intellectual property rights derived from research results.	4,53	4,96	4,10	4,42	4,27
e405.The co-author is adequately included in the UVA Ethical Code.	4,91	5,01	5,00	4,82	4,88
e406.The UVA guarantees equal treatment to its researchers in matters of sex, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinions and social or economic status.	5,77	5,89	5,43	5,71	5,74
e407.Researchers are aware that they must report to the public or private organizations that employ or finance them.	5,56	5,88	5,35	5,12	5,76





All the items in the “Ethical norms and intellectual property” section exceed the mean of 4.

The best perception of the researchers is reflected in question [e406](#) “The UVA guarantees equal treatment to its researchers in matters of sex, age, ethnic, national or social origin, religion or beliefs, sexual orientation, language, disability, political opinions and social or economic condition” (average 5.77). The answers to the following questions indicated below have an assessment but also a high percentage of blank answers.

[e401](#) The University of Valladolid Ethical Code gives an adequate response to the conflicts that may arise.

[e402](#) Intellectual property rights are adequately included in the University of Valladolid Ethical Code.

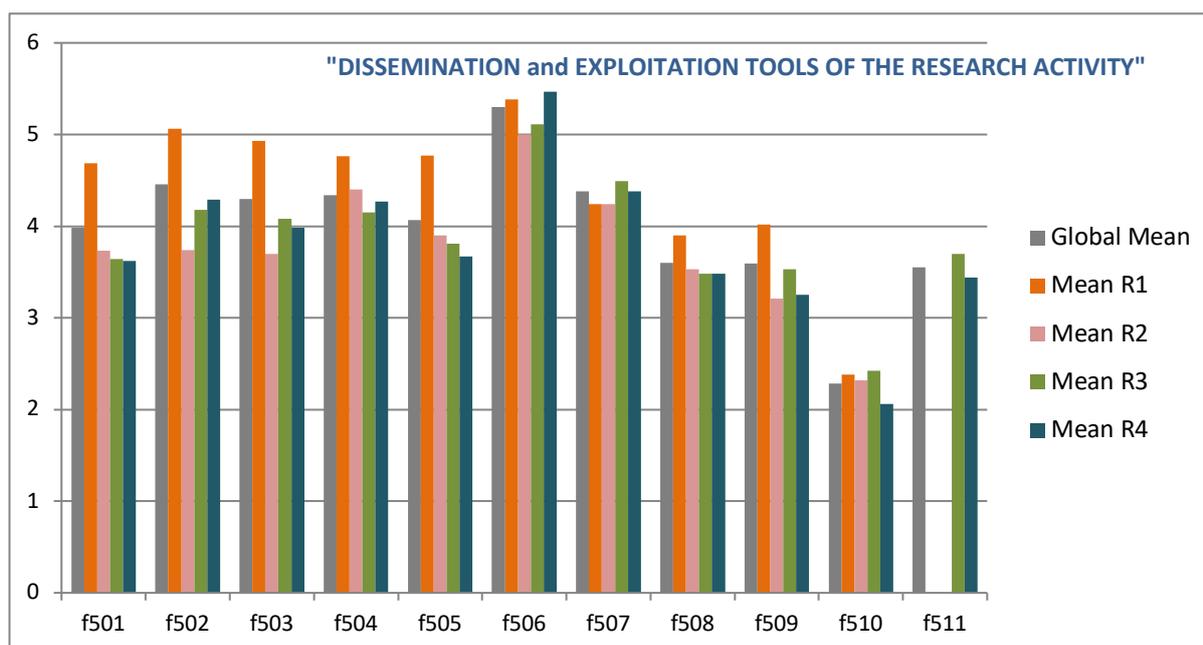
[e403](#) The University of Valladolid has mechanisms that guarantee compliance with its Ethical Code.

[e405](#) The co-author is adequately included in the University of Valladolid Ethical Code.

## F. TOOLS FOR DISSEMINATION AND EXPLOITATION OF RESEARCH ACTIVITY

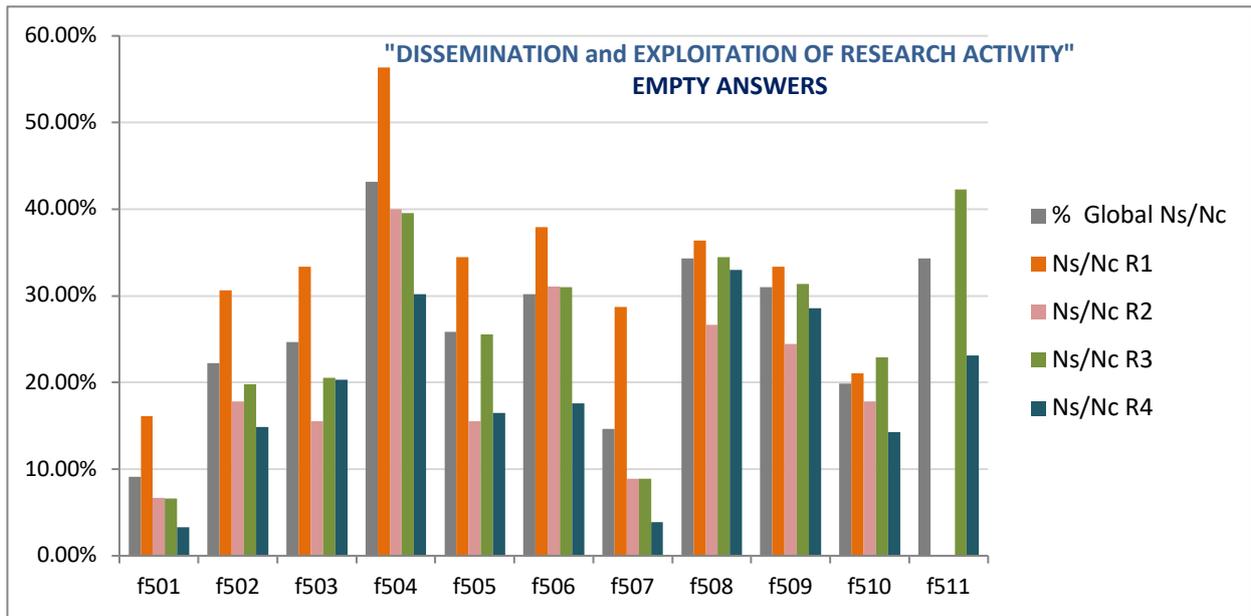
This section consists of two types of questions. The first section (f501-f511) refers both to the dissemination and preservation of research results and the second section (f512-f517) has an impact on the usefulness of the services and research support units.

DISSEMINATION/EXPLOITATION TOOLS RESEARCH ACTIVITY Code/Question	General Mean	Mean R1	Mean R2	Mean R3	MeanR4
f501.The UVa adequately encourages the dissemination and dissemination of research results to society.	3,98	4,69	3,73	3,64	3,62
f502.The Institutional Repository ('UVaDOC') is a suitable tool for open dissemination of research results.	4,46	5,06	3,74	4,18	4,29
f503.The Institutional Repository ('UVaDOC') is a flexible and effective dissemination tool.	4,30	4,93	3,70	4,08	3,98
f504.The institutional affiliation policy for the standardization of all types of publications made by personnel linked to the UVa is adequate.	4,34	4,76	4,40	4,15	4,27
f505.The UVa facilitates the transfer of research results for the benefit of society.	4,07	4,77	3,90	3,81	3,67
f506.The UVa respects the intellectual property of researchers at any stage of their career.	5,30	5,38	5,00	5,11	5,47
f507.The UVa adequately informs its researchers about the financing mechanisms of I+D+i, and the requirements and conditions to access them.	4,38	4,24	4,24	4,49	4,38
f508.The UVa provides its research staff with collaborative work tools available in the cloud.	3,60	3,90	3,53	3,48	3,48
f509.The UVa provides institutional IT support to ensure the secure data and research results storage.	3,59	4,02	3,21	3,53	3,25
f510.You have been informed about the procedure for backing up the documentation generated during your investigation.	2,28	2,38	2,32	2,42	2,06
f511.The UVa Informs the investigators who join their investigation team about the procedure for backing up the documentation generated during their investigation.	3,55	Not Asked	Not Asked	3,70	3,44



Percentage of empty answers in the section “Dissemination and Exploitation of research activity” f501 – f511

Empty Answers (Ns/Nc)	Ns/Nc	Ns/Nc	Ns/Nc	Ns/Nc	Ns/Nc
ABOUT DISSEMINATION Code / Question	Global	R1	R2	R3	R4
f501.The UVa adequately encourages the dissemination and dissemination of research results to society.	9,12%	16,09%	6,67%	6,59%	3,30%
f502.The Institutional Repository ('UVaDOC') is a suitable tool for open dissemination of research results.	22,25%	30,65%	17,78%	19,77%	14,84%
f503.The Institutional Repository ('UVaDOC') is a flexible and effective dissemination tool.	24,66%	33,33%	15,56%	20,54%	20,33%
f504.The institutional affiliation policy for the standardization of all types of publications made by personnel linked to the UVa is adequate.	43,16%	56,32%	40,00%	39,53%	30,22%
f505.UVa facilitates the transfer of research results for the benefit of the society.	25,87%	34,48%	15,56%	25,58%	16,48%
f506.The UVa respects the intellectual property of researchers at any stage of their career.	30,16%	37,93%	31,11%	31,01%	17,58%
f507.The UVa adequately informs its researchers about the financing mechanisms of I+D+i, and the requirements and conditions to access them.	14,61%	28,74%	8,89%	8,91%	3,85%
f508.The UVa provides its research staff with collaborative work tools available in the cloud.	34,32%	36,40%	26,67%	34,50%	32,97%
f509.The UVa provides institutional IT support to ensure the secure storage of data and research results.	30,97%	33,33%	24,44%	31,40%	28,57%
f510.You have been informed about the procedure for backing up the documentation generated during your investigation.	19,84%	21,07%	17,78%	22,87%	14,29%
f511.Informs the investigators who join their investigation team of the procedure for backing up the documentation generated during their investigation.	34,32%	Not Asked	Not Asked	42,25%	23,08%

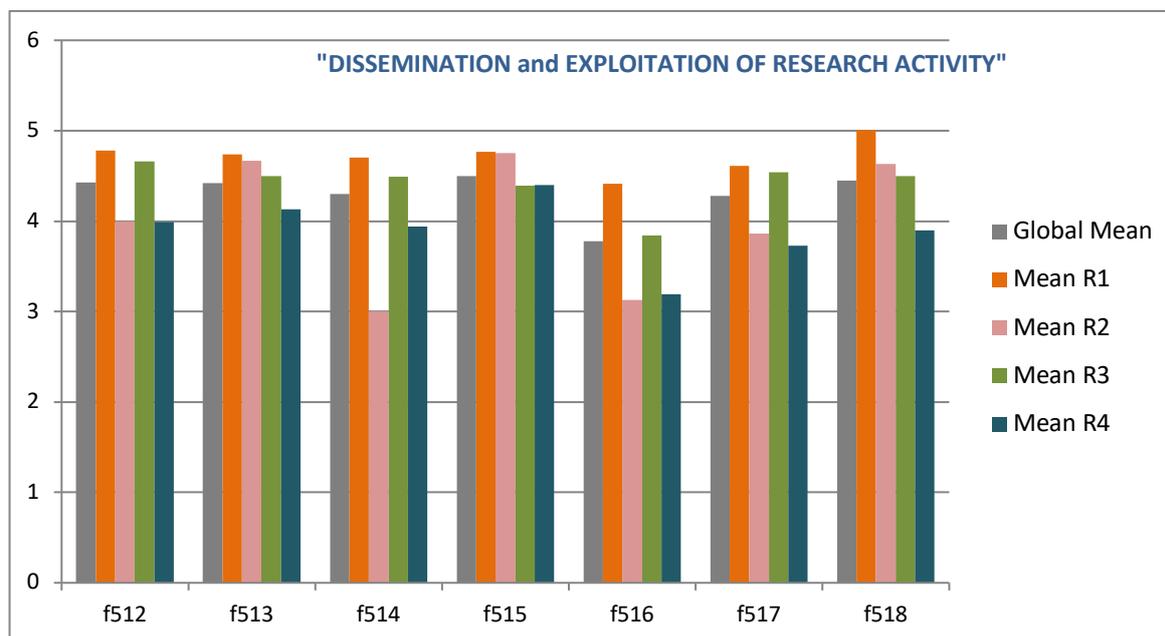


As a weak aspect, the answer to question **f510** would be pointed out "You have been informed of the procedure for backing up the documentation generated during your investigation" with a mean of 2, 28. As a strong aspect, the answer to question **f506** stands out "At UVa, the intellectual property of researchers is respected at any stage of their career" with a mean of 5.30. Questions related to computer processing are valued according to the different areas of knowledge as follows:

DISSEMINATION OF RESEARCH ACTIVITY Code/ Question	Mean Global	Arts Humanities	Social Legal Scienc.	Health Sciences	Architecture Engineering	Mathematical Nat. Sciences
f508.The UVa provides its research staff with collaborative work tools available in the cloud.	3,6	3,61	3,6	3,68	3,61	3,55
f509.UVa provides institutional IT support to ensure the secure storage of data and research results.	3,59	3,74	3,55	4,04	3,43	3,48
f510. You have been informed about the procedure for backing up the documentation generated during your investigation.	2,28	2,42	2,23	2,78	2	2,39

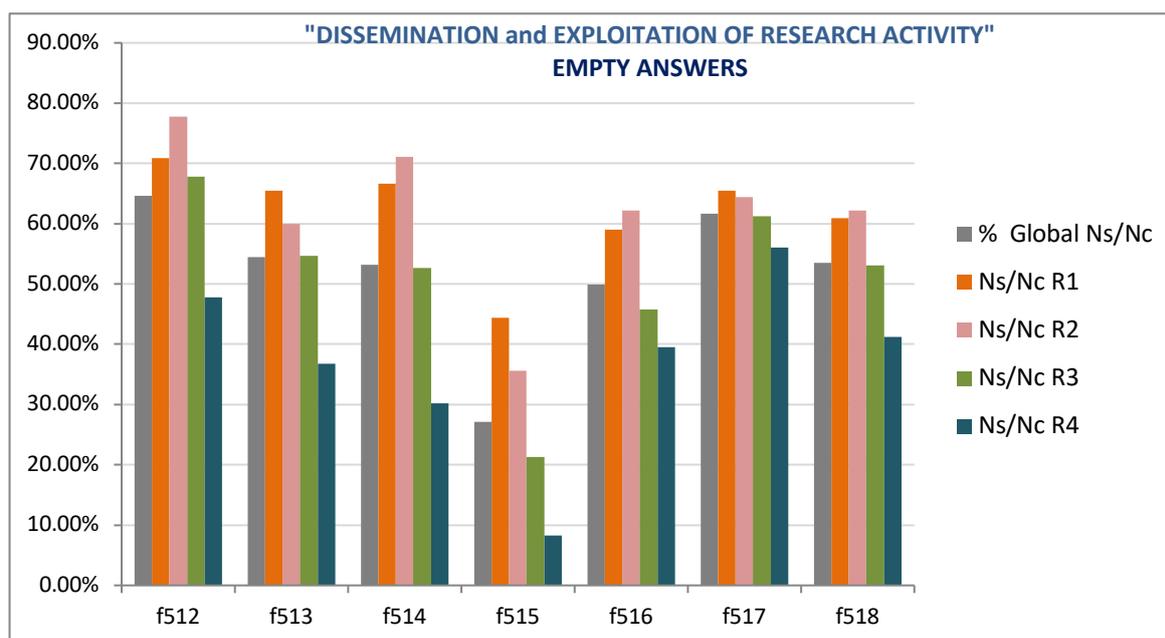
The second section (**f512-f517**) of questions within "Tools for dissemination and exploitation of research activity" influence the researchers' perception about the research services and units of support.

DISSEMINATION OF RESEARCH ACTIVITY Code/ Question	Global Mean	Mean R1	Mean R2	Mean R3	Mean R4
f512. Now onwards, we will ask you to assess the following knowledge transfer and innovation agents in the institution (UVa, General Foundation and Science Park).	4,43	4,78	4,00	4,66	3,99
f513.Value the role of the UVa Patent and Contract Unit in the UVa General Foundation.	4,42	4,74	4,67	4,50	4,13
f514.Value the role of the Innovation Unit in the UVa General Foundation.	4,30	4,70	3,00	4,49	3,94
f515.Value the role of the UVa European Projects Office in the UVa General Foundation.	4,50	4,77	4,75	4,39	4,40
f516.Value the role of the UVa Research Support Service.	3,78	4,41	3,13	3,84	3,19
f517. Value the role of the UVa Disclosure and Communication Office.	4,28	4,61	3,86	4,54	3,73
f5018.Rate the Business Creation Unit in the UVa Science Park.	4,45	5,01	4,63	4,50	3,90



Percentage of empty answers in the section “Dissemination and Exploitation of research activity” f512-f518

Empty Answers (Ns/Nc)	Ns/Nc	Ns/Nc	Ns/Nc	Ns/Nc	Ns/Nc
DISSEMINATION OF RESEARCH ACTIVITY	Global	R1	R2	R3	R4
Code/ Question					
f512.Now onwards, we will ask you to assess the following knowledge transfer and innovation agents in the institution (UVa, General Foundation and Science Park).	64,61%	70,88%	77,78%	67,83%	47,80%
f513.Value the role of the UVa Patent and Contract Unit in the UVa General Foundation.	54,42%	65,52%	60,00%	54,65%	36,81%
f514.Value the role of the Innovation Unit in the UVa General Foundation.	53,22%	66,67%	71,11%	52,71%	30,22%
f515.Value the role of the UVa European Projects Office in the UVa General Foundation.	27,08%	44,44%	35,56%	21,32%	8,24%
f516.Value the role of the UVa Research Support Service.	49,87%	59,00%	62,22%	45,74%	39,56%
f517.Value the role of the Uva Office of Disclosure and Communication.	61,66%	65,52%	64,44%	61,24%	56,04%
f5018.Rate the Business Creation Unit in the UVa Science Park.	53,49%	60,92%	62,22%	53,10%	41,21%



Percentage of empty answers in the section “Dissemination and Exploitation of research activity” by areas of knowledge f512-f518

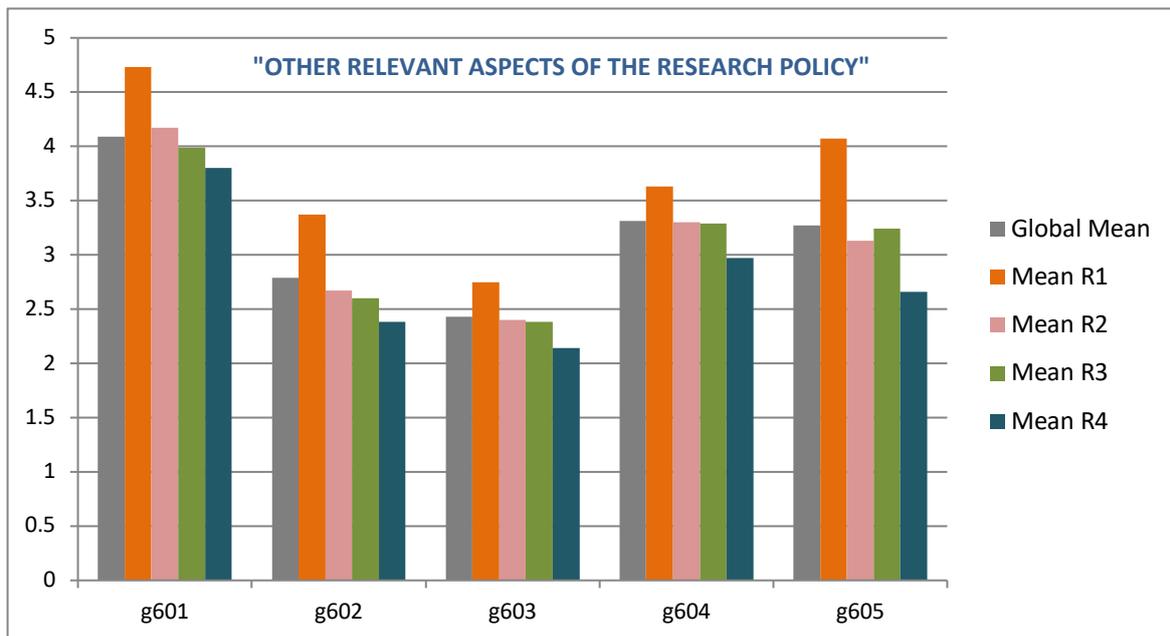
Empty Answers (Ns/Nc)	Ns/Nc Mean Global	Ns/Nc Arts Humanities	Ns/Nc Social Legal Scienc.	Ns/Nc Health Sciences	Ns/Nc Architecture Engineering	Ns/Nc Mathematical Nat. Sciences
<b>DISSEMINATION OF RESEARCH ACTIVITY</b>						
<b>Code/ Question</b>						
f512. Now onwards, we ask you now to assess the following knowledge transfer and innovation agents in the institution (UVa, General Foundation and Science Park).	64,61%	79,31%	75,61%	59,72%	46,00%	62,10%
f513. Value the role of the UVa Patent and Contract Unit in the UVa General Foundation.	54,42%	67,59%	60,98%	56,94%	38,00%	53,23%
f514. Value the role of the Innovation Unit in the UVa General Foundation.	53,22%	60,69%	62,93%	56,94%	41,00%	45,97%
f515. Value the role of the UVa European Projects Office in the UVa General Foundation.	27,08%	31,72%	33,17%	37,50%	23,00%	12,10%
f516. Value the role of the UVa Research Support Service.	49,87%	53,79%	57,56%	50,00%	43,50%	42,74%
f517. Value the role of the UVa Office of Disclosure and Communication.	61,66%	73,10%	62,93%	66,67%	53,50%	56,45%
f5018. Rate the Business Creation Unit in the UVa Science Park.	53,49%	68,28%	59,51%	59,72%	43,00%	39,52%

### G. OTHER RELEVANT ASPECTS OF THE RESEARCH POLICY AND SUGGESTIONS

The content of this section is based on five questions about “Other relevant aspects of the research policy”. It also includes five items about “suggestions”.

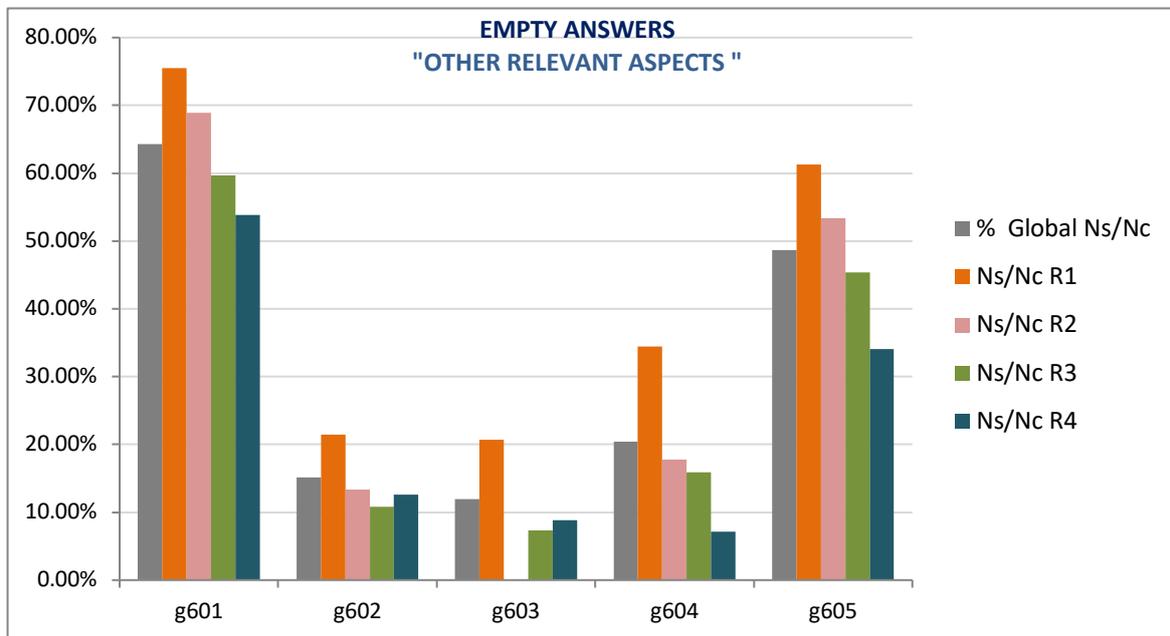
Regarding the first five questions about “other relevant aspects of research policy”, the analysis is carried out as follows:

OTHER RELEVANT ASPECTS-RESEARCH POLICY and SUGGESTIONS Code/Question	General mean	Mean R1	Mean R2	Mean R3	Mean R4
g601.The UVa Research and Scientific Policy strategy, framed within the General Guidelines for Teaching and Research Policy 2017-2018 approved by the Senate on May 18, 2017, is adequate.	4,09	4,73	4,17	3,99	3,80
g602.The UVa dedicates the necessary effort to attract talent.	2,79	3,37	2,67	2,60	2,38
g603.The UVa dedicates the necessary effort to retain talent.	2,43	2,75	2,40	2,38	2,14
g604.The UVa adequately promotes the stability of its Own Research Groups and Institutes.	3,31	3,63	3,30	3,29	2,97
g605.The Research Groups and Own Institutes are adequately represented in the Governing Bodies of the UVa.	3,27	4,07	3,13	3,24	2,66



Percentage of empty answers in the section “Other relevant aspects of research policy”

Empty Answers (Ns/Nc)	Ns/Nc	Ns/Nc	Ns/Nc	Ns/Nc	Ns/Nc
OTHER RELEVANT ASPECTS of the RESEARCH POLICY Code/Question	Global	R1	R2	R3	R4
g601.The UVa Research and Scientific Policy strategy, framed within the General Guidelines for Teaching and Research Policy 2017-2018 approved by the Senate on May 18, 2017, is adequate.	64,34%	75,48%	68,89%	59,69%	53,85%
g602.The UVa dedicates the necessary effort to attract talent.	15,15%	21,46%	13,33%	10,85%	12,64%
g603.The UVa dedicates the necessary effort to retain talent.	11,93%	20,69%	0,00%	7,36%	8,79%
g604.The UVa adequately promotes the stability of its own Research Groups and Institutes.	20,38%	34,48%	17,78%	15,89%	7,14%
g605.The Research Groups and Own Institutes are adequately represented in the Governing Bodies of the UVa.	48,66%	61,30%	53,33%	45,35%	34,07%



The items included as "Suggestions" in this survey are the following ones:

6. Indicate other aspects of the research training that, in your opinion, should be addressed in this questionnaire.
7. Name other aspects of candidates evaluation and selection systems that you find relevant in the UVa.
8. Indicate other aspects related to researchers working conditions that, according to you, are of interest at the UVa.
9. Indicate other aspects related to ethical norms, intellectual property rights and knowledge dissemination that should be addressed in this survey.
10. Finally, indicate three topics that, in your opinion, should be reflected or have more importance in this questionnaire.

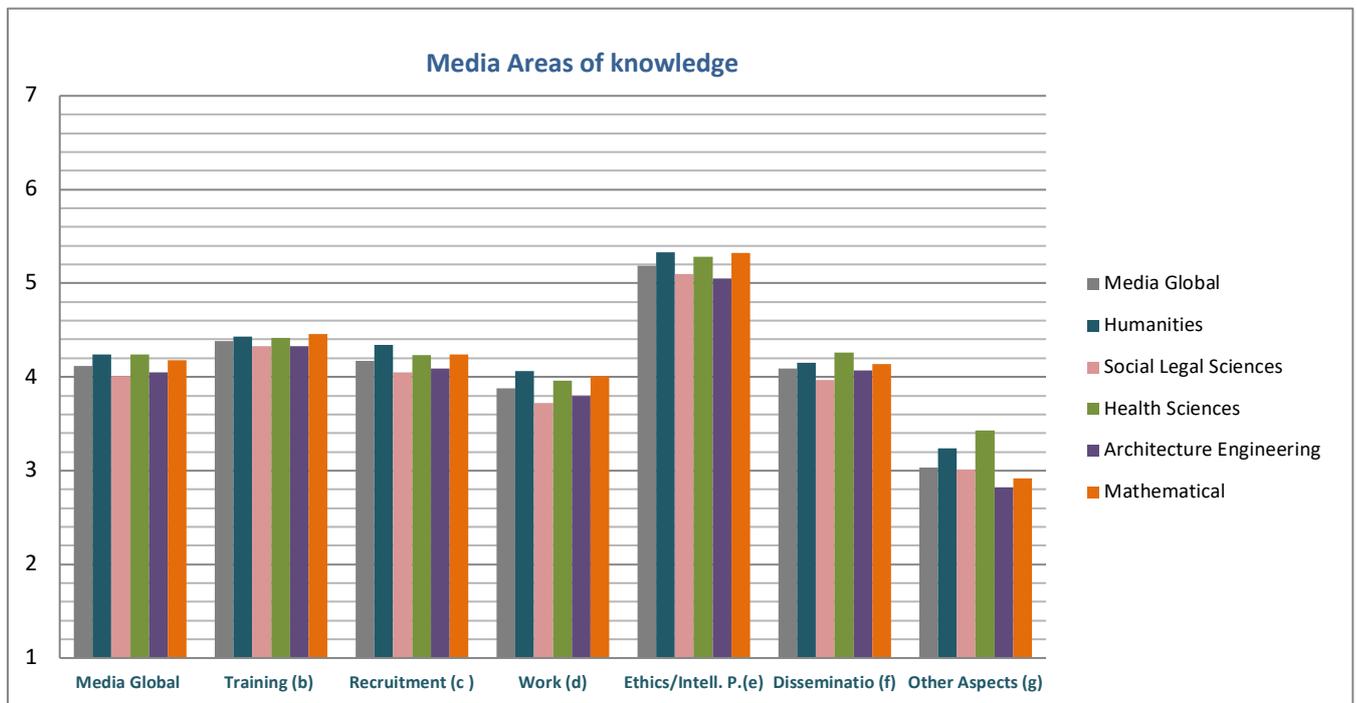
#### 4. OTHER CONSIDERATIONS AND VARIABLES OF THE SURVEY

The valuations of each area of knowledge and the survey sections are analysed:

- Research training
- Research Staff Selection and Recruitment
- Working conditions
- Ethical norms and intellectual property rights
- Tools for dissemination and exploitation of research activity results.
- Other relevant aspects about the research policy and suggestions

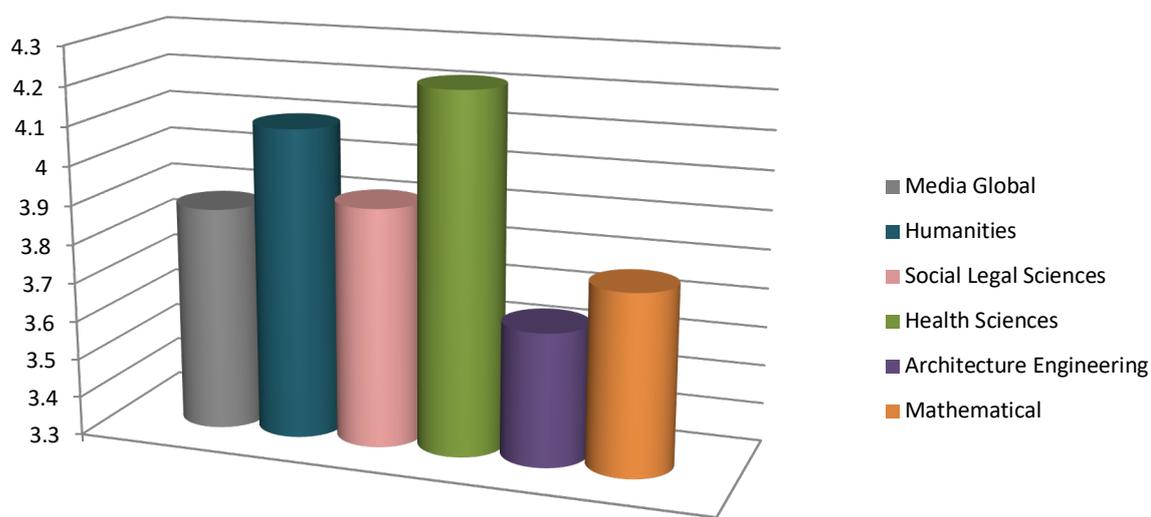
#### ANALYSIS OF ANSWERS BY KNOWLEDGE AREAS

	Mean <b>Global</b>	Mean <b>B TRAINING</b>	Mean <b>C RECRUITMENT</b>	Mean <b>D WORKING</b>	Mean <b>E ETHICAL INTELL.PROPERTY</b>	Mean <b>F DISSEMINATION RESEARCH</b>	Mean <b>G OTHER ASPECTS</b>
Mean Global	4,12	4,38	4,17	3,88	5,19	4,09	3,03
Arts Humanities	4,24	4,43	4,34	4,06	5,33	4,15	3,24
Social Legal Sciences	4,01	4,33	4,05	3,72	5,10	3,97	3,01
Health Sciences	4,24	4,42	4,23	3,96	5,28	4,26	3,43
Architecture Engineering	4,05	4,33	4,09	3,80	5,05	4,07	2,82
Mathematical Nat. Sciences	4,18	4,46	4,24	4,01	5,32	4,14	2,92



## ANALYSIS OF THE ASSESSMENT OF THE “RESEARCH STAFF SELECTION COMMITTEES” IN EACH BRANCH OF KNOWLEDGE

In relation to question [c206](#) “The Selection Committees of UVa research staff are multidisciplinary” in the section “SELECTION AND HIRING OF RESEARCH PERSONNEL” the results according to the area of knowledge of the respondents is as follows:



**c206: The Selection Committees of UVa research staff are multidisciplinary**

## ANALYSIS OF “OTHER RELEVANT ASPECTS” IN EACH AREA OF KNOWLEDGE

Área Conocimiento	g601 Research Strategy	g602 Talent Attraction	g603 Talent Retention	g604 GIR Stability	g605 GIR Represented
Global Mean	4,09	2,79	2,43	3,31	3,27
Humanities	4,29	3,03	2,62	3,55	3,47
Social Legal Sciences	3,79	2,78	2,45	3,40	3,23
Health Sciences	4,62	3,32	2,88	3,36	3,75
Architecture Engineering	3,99	2,59	2,19	3,06	3,12
Mathematical Nat. Sciences	4,19	2,55	2,32	3,26	3,10

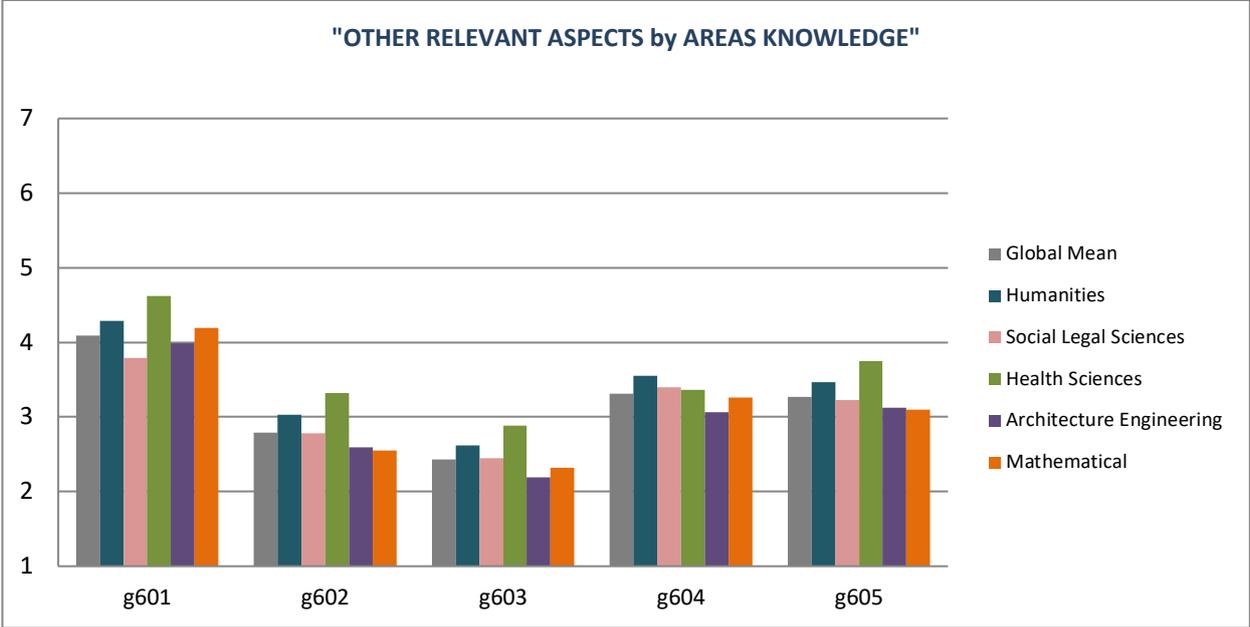
[g601](#): The UVa Research and Scientific Policy strategy, framed within the 2017-2018 General Teaching and Research Policy Guidelines, is adequate

[g602](#): The UVa dedicates necessary effort to attract talent

[g603](#): The UVa dedicates necessary effort to retain talent

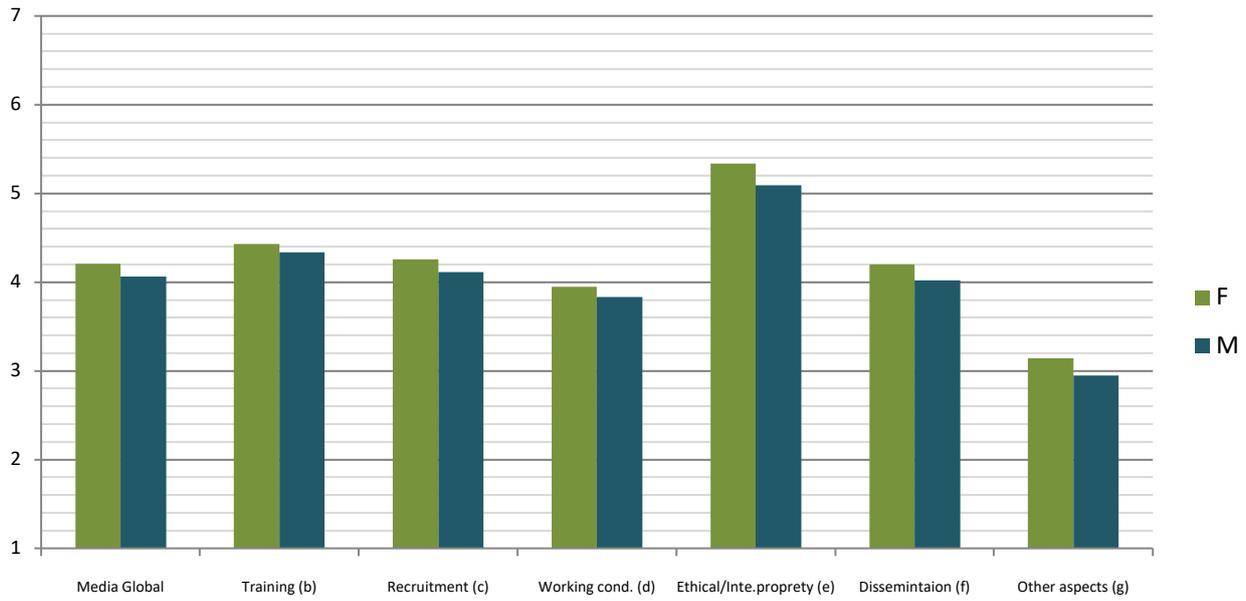
[g604](#): The UVa promotes the stability of its own Research Groups and Institutes

[g605](#): The Research Groups and Own Institutes are adequately represented in the UVa Governing Bodies.



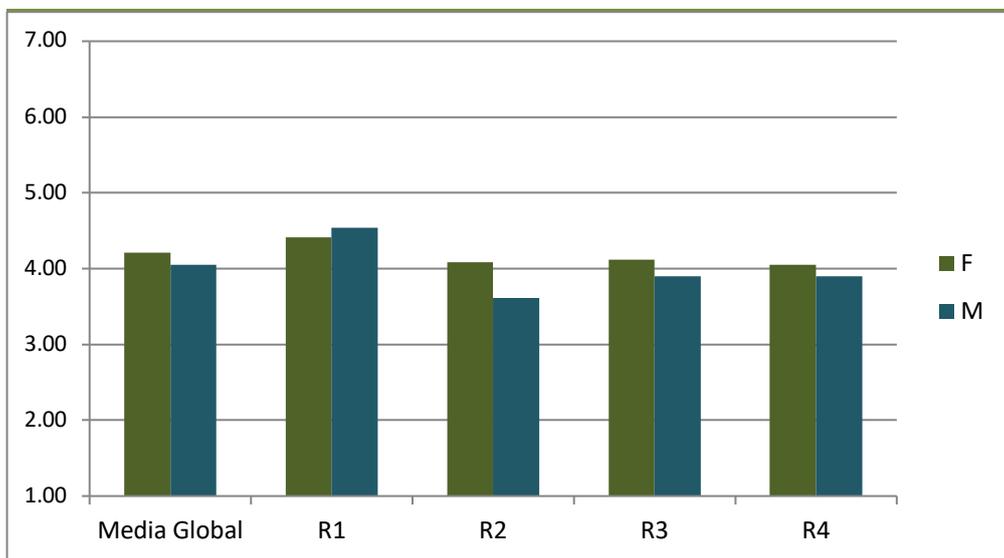
**ASSESSMENT OF ANSWERS BY GENDER IN ALL SECTIONS OF THE SURVEY**

	Mean <b>Global</b>	Mean <b>B TRAINING</b>	Mean <b>C RECRUITMENT</b>	Mean <b>D WORKING</b>	Mean <b>E ETHICAL INTELL.PROPERTY</b>	Mean <b>F DISSEMINATION RESEARCH</b>	Mean <b>G OTHER ASPECTS</b>
<b>F</b>	4,21	4,43	4,26	3,95	5,34	4,20	3,14
<b>M</b>	4,06	4,34	4,11	3,83	5,09	4,02	2,95



### OVERALL SURVEY VALUATION BY RESEARCH LEVEL AND GENDER

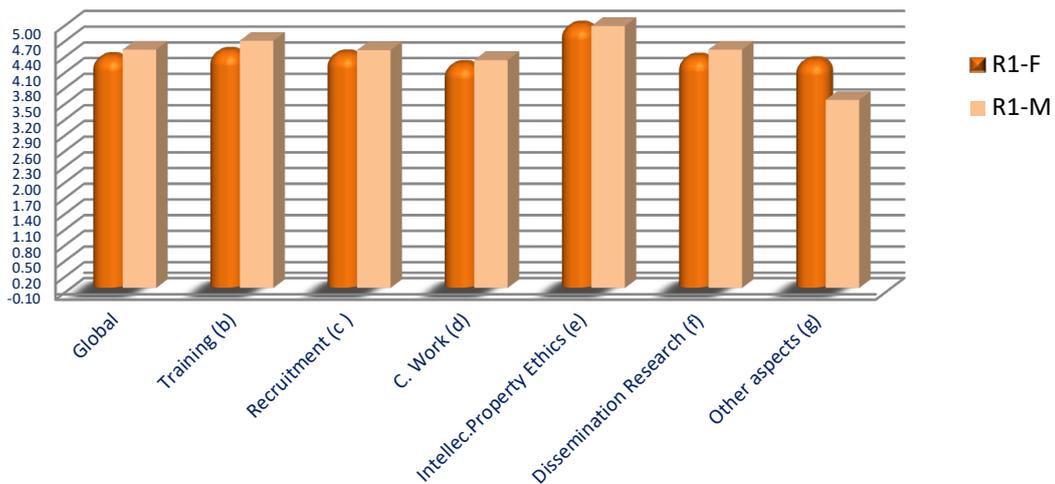
Overall survey mean valuated by research category and gender.



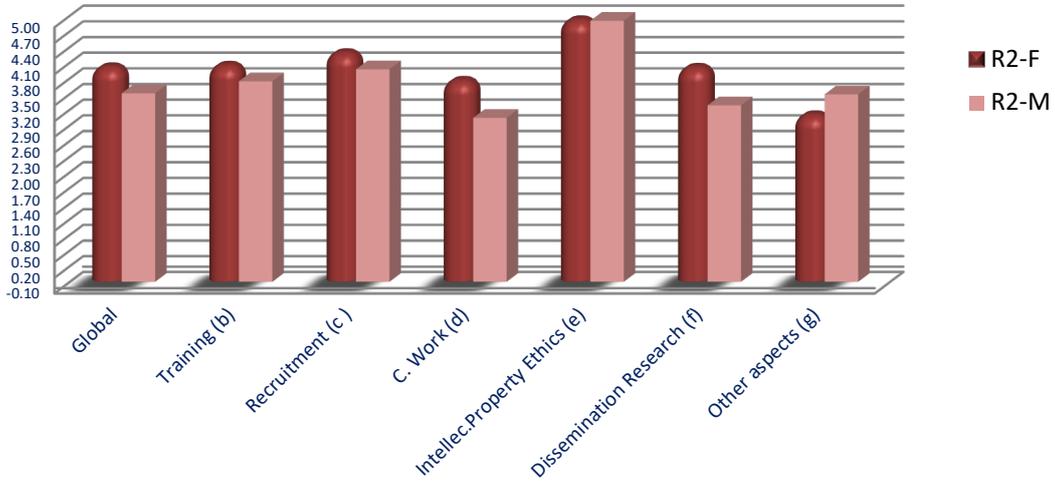
### ASSESSMENT OF ANSWERS IN EVERY SECTION RESEARCH LEVEL / GENDER

RESEARCH LEVEL - GENDER	Mean Global	Mean B TRAINING	Mean C RECRUITMENT	Mean D C. WORK	Mean E INTELLECTUAL PROPERTY ETHICS	Mean F DISSEMINATION	Mean G OTHER ASPECTS
Mean Global F	4,21	4,43	4,26	3,95	5,34	4,20	3,14
Mean Global M	4,06	4,34	4,11	3,83	5,09	4,02	2,95
<b>R1 - F</b>	<b>4,40</b>	<b>4,50</b>	<b>4,45</b>	<b>4,25</b>	<b>5,56</b>	<b>4,39</b>	<b>3,32</b>
R1- M	4,55	4,72	4,54	4,35	5,41	4,55	3,59
R2 - F	4,10	4,13	4,37	3,84	5,28	4,09	3,18
R2- M	3,61	3,84	4,07	3,14	5,10	3,38	2,70
R3 – F	4,12	4,42	4,14	3,81	5,03	4,24	3,08
R3 - M	3,89	4,16	3,96	3,62	4,95	3,90	2,89
R4 -F	4,06	4,42	4,15	3,73	5,38	3,95	2,95
R4 - M	3,90	4,22	4,03	3,78	4,92	3,80	2,54

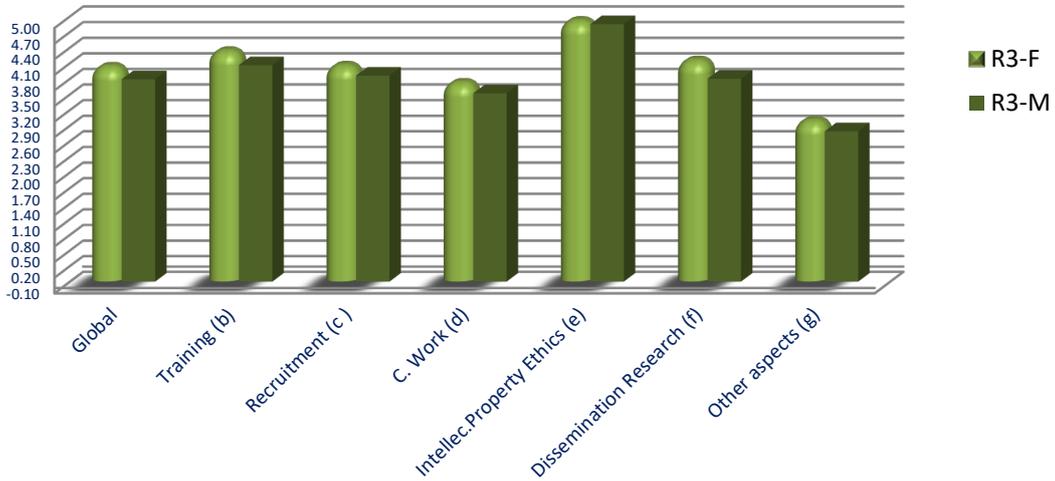
Survey Assessmentet R1



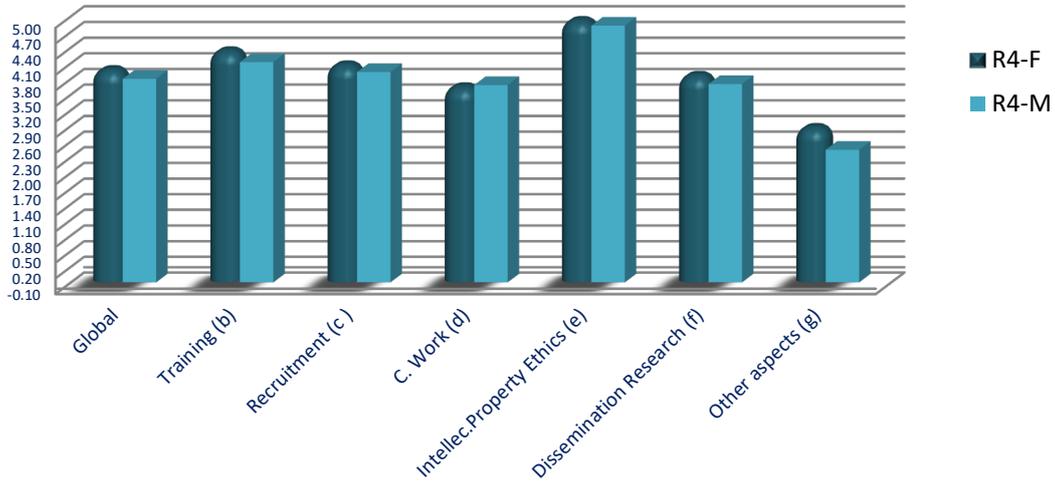
### Survey Assessment R2



### Survey Assessment R3



Survey Assessment R4



## CONCLUSIONS

After the analysis of these survey results, the weak points of the Human Resources for the UVA research have been detected. They will be collected in the internal analysis (Gap Analysis) that the “HRS4R Working Group” will write, in order to elaborate an Action Plan. This Action Plan will approach the areas of University’s research management improvement. The main aim is to implement an environment of excellence in research by means of a Human Resources Research Strategy adapted to the recommendations established in the “European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers”