HRS4R at UCM

HUMAN RESOURCES STRATEGY FOR RESEARCHERS

ONLINE SURVEY TO RESEARCHERS

June - July 2017
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<th>Online self-administered questionnaire</th>
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<tr>
<td>Dates</td>
<td>June 20 to July 2, 2017</td>
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<tr>
<td>Promotion of participation</td>
<td>Email pre-announcement and announcement</td>
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<tr>
<td>Targeted population</td>
<td>The universe of research and teaching staff at UCM 6,736 individuals</td>
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<tr>
<td>Number of answers</td>
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<tr>
<td>Equivalent confidence level</td>
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<tr>
<td>Sampling error</td>
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<td>Tabulation of data and report</td>
<td>Vice-rectorship for Quality</td>
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<tr>
<td>System</td>
<td>CAWI – Computer Assisted Web Interviewing</td>
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Participation and Sample distribution

Sampling error

±2.6

For the data measured at the UCM level, always with a confidence level of 95% (p = q), assuming that the estimators are unbiased and under the assumption, conservative in terms of the size of the variable sampling error, which is a simple random sample.

The survey is based on a CAWI system (Computer Assisted Web Interviewing) implemented by the Vice-Rectorate of Quality of the Universidad Complutense de Madrid, for this purpose.

Contact with the target audience was made through institutional email. In this email, in addition to informing them about the survey, they were shown an individualized link, with which they could access the online survey.

During the fieldwork process, respondents who had not yet completed the questionnaire received one reminder email informing them of the date of completion of the information collection period.
Sample by Knowledge areas

- Social and legal sciences: 22%
- Health sciences: 30%
- Humanities and arts: 23%
- Experimental sciences and technics: 24%
- Other: 1%

Population by Knowledge Area

- Social and Legal Sciences: 26%
- Sciences, Engineering and Architecture: 22%
- Health Sciences: 36%
- Arts and Humanities: 16%

R scale distribution of the Sample

- R1: 14%
- R2: 17%
- R3: 35%
- R4: 34%

R scale distribution of the Population

- R1: 31%
- R2: 17%
- R3-R4: 52%
The European Framework for Research Career R - Distribution

The Framework describes four broad profiles, with the following titles:

- **R1 First Stage Researcher** (up to the point of PhD)
- **R2 Recognised Researcher** (PhD holders or equivalent who are not yet fully independent)
- **R3 Established Researcher** (researchers who have developed a level of independence)
- **R4 Leading Researcher** (researchers leading their research area or field)

The Framework is "sector-neutral". The descriptors apply to all researchers, independent of whether they work in the private or public sector and regardless of any particular profession. One can outline broad profiles that describe the different characteristics researchers may possess.

**UCM.** For our study purposes, the following grouping was made, according to the contract and hiring modalities existing at UCM:

- **R1** – PhD students hired at UCM; Assistant; Collaborating Professor; Staff hired within research projects not holding a PhD degree; Associate professors without PhD degree (Estudiantes de doctorado con contrato; Ayudante; Profesor/a colaborador/a; Profesor/a asociado/a sin doctorado).
- **R2** – Postdoctoral contracts (UCM, Juan de la Cierva, Ramón y Cajal, Marie Curie,...); Professor Assistant Doctor; Staff hired within research projects holding a PhD degree; Associate professor holding a PhD degree (Contratos postdoctorales (UCM, Juan de la Cierva, Ramón y Cajal, Marie Curie,...); Profesor/a Ayudante Doctor/a, Contratados/as con cargo a proyectos con título de doctorado; Profesor/a asociado/a con título de doctorado).
- **R3** – Professor Hired Doctor; Professor; Full Professor (Profesor/a Contratado/a Doctor/a; Profesor/a titular, Catedrático/a).
- **R4** – Any of the above fulfilling the following conditions: principal investigator of at least a competitive Project; leader of a UCM recognized research group (ser Investigador/a principal de al menos un proyecto con financiación en convocatoria competitiva; ser líder de un grupo de investigación reconocido de la UCM).

The study groups UCM teaching and research staff in these four groups, under the indicated titles: R1, R2, R3, R4.
R Scale - Distribution

R-Index distribution

R-Index distribution by Sex

Average age
Average age R1
Average age R2
Average age R3
Average age R4
49.32
37.97
43.89
52.57
52.60

R-Index distribution by age group

Average age
Average age R1
Average age R2
Average age R3
Average age R4
Up to 24 years
13
100.0%
Fron 25 to 34 years
85
R1 63.5%
R2 27.1%
R3 1.2%
R4 8.2%
Fron 35 to 44 years
243
R1 9.1%
R2 32.5%
R3 29.6%
R4 28.0%
Fron 45 to 54 years
358
R1 9.2%
R2 13.4%
R3 40.9%
R4 36.6%
Fron 55 to 64 years
299
R1 4.3%
R2 9.0%
R3 42.8%
R4 43.8%
65 years or older
70
R1 1.4%
R2 1.4%
R3 47.1%
R4 50.0%
R-Index distribution by nationality

<table>
<thead>
<tr>
<th>Nationality</th>
<th>R1</th>
<th>R2</th>
<th>R3</th>
<th>R4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spanish</td>
<td>13.3%</td>
<td>16.1%</td>
<td>35.8%</td>
<td>34.8%</td>
</tr>
<tr>
<td>Other European</td>
<td>23.5%</td>
<td>35.3%</td>
<td>23.5%</td>
<td>17.6%</td>
</tr>
<tr>
<td>Non European</td>
<td>22.2%</td>
<td>55.6%</td>
<td>11.1%</td>
<td>11.1%</td>
</tr>
</tbody>
</table>

R-Index distribution by seniority

<table>
<thead>
<tr>
<th>Experience Duration</th>
<th>Less than 1 year</th>
<th>From 1 to 10</th>
<th>From 11 to 20</th>
<th>From 21 to 30</th>
<th>From 31 to 40</th>
<th>41 years or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>n</td>
<td>35</td>
<td>346</td>
<td>298</td>
<td>270</td>
<td>143</td>
<td>26</td>
</tr>
<tr>
<td>R1</td>
<td>60.0%</td>
<td>30.3%</td>
<td>5.0%</td>
<td>3.7%</td>
<td>0.7%</td>
<td>1.5%</td>
</tr>
<tr>
<td>R2</td>
<td>37.1%</td>
<td>36.1%</td>
<td>14.1%</td>
<td>2.6%</td>
<td>53.1%</td>
<td>61.5%</td>
</tr>
<tr>
<td>R3</td>
<td>2.9%</td>
<td>12.7%</td>
<td>46.6%</td>
<td>44.8%</td>
<td>46.2%</td>
<td>38.5%</td>
</tr>
<tr>
<td>R4</td>
<td>2.9%</td>
<td>20.8%</td>
<td>34.2%</td>
<td>48.9%</td>
<td>46.2%</td>
<td></td>
</tr>
</tbody>
</table>
R-Index distribution by sessenials

<table>
<thead>
<tr>
<th>No sessenials</th>
<th>n</th>
<th>1 sessenial</th>
<th>n</th>
<th>2 sessenials</th>
<th>n</th>
<th>3 sessenials</th>
<th>n</th>
<th>4 sessenials</th>
<th>n</th>
<th>5 sessenials</th>
<th>n</th>
<th>6 sessenials</th>
<th>n</th>
<th>7 sessenials</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>R1</td>
<td>28.8%</td>
<td>R1</td>
<td>0.9%</td>
<td>R1</td>
<td>0.7%</td>
<td>R2</td>
<td>1.5%</td>
<td>R3</td>
<td>37.5%</td>
<td>R3</td>
<td>20.5%</td>
<td>R3</td>
<td>35.7%</td>
<td>R4</td>
<td>100.0%</td>
</tr>
<tr>
<td>R2</td>
<td>34.4%</td>
<td>R2</td>
<td>2.6%</td>
<td>R2</td>
<td>2.0%</td>
<td>R2</td>
<td>2.0%</td>
<td>R3</td>
<td>44.5%</td>
<td>R4</td>
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<td>R4</td>
<td>44.0%</td>
<td>R4</td>
<td>64.3%</td>
</tr>
<tr>
<td>R3</td>
<td>21.3%</td>
<td>R3</td>
<td>68.4%</td>
<td>R3</td>
<td>53.3%</td>
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<td>44.0%</td>
<td>R4</td>
<td>64.3%</td>
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<tr>
<td>R4</td>
<td>15.5%</td>
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<td>R4</td>
<td>54.0%</td>
<td>R4</td>
<td>44.0%</td>
<td>R4</td>
<td>64.3%</td>
</tr>
</tbody>
</table>

Average sessenials:
- R1: 1.55
- R2: 0.02
- R3: 0.08
- R4: 1.83

Average sessenials by R:
- R1: 2.61
- R2: 2.61
Survey Results

Please, indicate to what extent you agree or disagree with the following statements, related to the research staff selection and recruitment procedures.

0 means you completely disagree and 10 you completely agree

Selection and recruitment procedures are open

Are transparent

Are adjusted to the offered position (concerning requirements, conditions, selection process, etc)

Are efficient and effective
Please assess, from 0 to 10, the publicity and communication made concerning the positions offered by UCM

0 means you completely disagree and 10 you completely agree

Are made sufficiently in advance

Are sufficiently announced at national level

Are sufficiently announced at international level

Are announced in Spanish and English
Please assess, from 0 to 10, how important you think that the announcements of the positions offered include the following informations

0 means you completely disagree and 10 you completely agree

### The Unit or Area of the UCM in which the job will be performed

<table>
<thead>
<tr>
<th>Rating</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>0</td>
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<tr>
<td>1</td>
<td>0.90%</td>
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<tr>
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<td>0.72%</td>
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<tr>
<td>3</td>
<td>0.81%</td>
</tr>
<tr>
<td>4</td>
<td>0.99%</td>
</tr>
<tr>
<td>5</td>
<td>4.25%</td>
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<td>2.35%</td>
</tr>
<tr>
<td>7</td>
<td>6.96%</td>
</tr>
<tr>
<td>8</td>
<td>15.01%</td>
</tr>
<tr>
<td>9</td>
<td>21.34%</td>
</tr>
<tr>
<td>10</td>
<td>45.93%</td>
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</table>

Average: 8.6
SD: 1.9

### The name of the position

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<tr>
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<td>0.81%</td>
</tr>
<tr>
<td>4</td>
<td>1.61%</td>
</tr>
<tr>
<td>5</td>
<td>4.93%</td>
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</tr>
<tr>
<td>9</td>
<td>21.26%</td>
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<tr>
<td>10</td>
<td>40.64%</td>
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Average: 8.5
SD: 1.9

### The number of positions offered

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<td>19.53%</td>
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<tr>
<td>10</td>
<td>46.23%</td>
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Average: 8.5
SD: 2.1

### Starting date

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<tr>
<td>9</td>
<td>19.42%</td>
</tr>
<tr>
<td>10</td>
<td>44.74%</td>
</tr>
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</table>

Average: 8.3
SD: 2.3
Please assess, from 0 to 10, how important you think that the announcements of the positions offered include the following informations:

0 means you completely disagree and 10 you completely agree.

**Type of contract and duration**

- Average: 8.8
- SD: 2.0

**The Economic and labour conditions**

- Average: 8.4
- SD: 2.5

**Functions or tasks to be performed**

- Average: 8.5
- SD: 2.2

**Profile of required and desirable competences**

- Average: 8.6
- SD: 2.2
Please assess, from 0 to 10, how important you think that the announcements of the positions offered include the following informations

0 means you completely disagree and 10 you completely agree

**Selection criteria**

![Chart showing selection criteria](chart)

**Description of the selection process**

![Chart showing description of the selection process](chart)
Please assess now, how important you think the following issues are, concerning the selection committees

0 means you completely disagree and 10 you completely agree

Members must be appointed following clear rules and guidelines

Must include people from different disciplines

Must have an adequate gender balance

Should include people from other institutions
Please assess now, how important you think the following issues are, concerning the selection committees

0 means you completely disagree and 10 you completely agree

Members should receive training and/or advice to perform their task, specially concerning assessment of merit

Please, assess how important it is that the assessment of merit includes the following aspects

0 means you completely disagree and 10 you completely agree

**Academic record**

![Academic record chart]

Average: 7.5

**Quality of scientific publications**

![Quality of scientific publications chart]

Average: 8.5
Please, assess how important it is that the assessment of merit includes the following aspects

0 means you completely disagree and 10 you completely agree

Research performance

The capacity to manage research

The experience and capacity to supervise other people

Teaching performance
Please, assess how important it is that the assessment of merit includes the following aspects

0 means you completely disagree and 10 you completely agree

**Innovativeness in teaching**

Average: 7.8
SD: 2.2

**Knowledge exchange and transfer**

Average: 8.0
SD: 2.0

**International, national and intersectoral mobility**

Average: 7.5
SD: 2.3

**Team work**

Average: 8.2
SD: 2.0
Assess, from 0 to 10, to what extent the conditions of the posts offered for teaching and research staff, the required and desirable competences are adjusted and in line to the positions offered.

Focusing teaching and research staff selection procedures at UCM, assess from 0 to 10 how relevant is that they include the following aspects

- **Review of CV and other documentation**
  - Average: 8.9
  - SD: 1.5

- **Interviews on the phone, Skype or others**
  - Average: 6.2
  - SD: 2.8

- **Face to face interviews**
  - Average: 7.9
  - SD: 2.3
Assess to what extent you consider that the selection and recruitment system at UCM includes the following aspects:

0 means you completely disagree and 10 you completely agree

**Encourages external candidates to apply**

Average: 4.9

**Is in line with policies to attract researchers from abroad**

Average: 3.9

**Is in line with policies to provide attractive working conditions for staff performing exclusively or partially research tasks**

Average: 4.2

**Are internationally comparable**

Average: 3.5
Assess to what extent the UCM should improve the following aspects related to the selection and recruitment of staff. Assess them from 0 to 10, 0 being that it should improve them and 10 that it shouldn’t improve too much.

- **National and international dissemination of job offers**
  - Average: 5.5
  - SD: 3.4

- **Information about the professional career possible at UCM**
  - Average: 5.8
  - SD: 3.5

- **Transparency of the recruitment of staff performing partially or exclusively research tasks**
  - Average: 6.3
  - SD: 3.3

- **The criteria and methods to assess the merit of candidates**
  - Average: 6.5
  - SD: 3.2
Assess to what extent the UCM should improve the following aspects related to the selection and recruitment of staff. Assess them from 0 to 10, 0 being that it should improve them and 10 that it shouldn’t improve too much.

The appropriateness of the selection procedures to positions offered, in each case
Focusing the aspects related to the working conditions, please assess from 0 to 10 to what extent you agree with the following statements:

0 means you completely disagree and 10 you completely agree.

**UCM offers the necessary and appropriate environment and equipment to develop research**

- Average: 4.9
- SD: 2.7

**UCM acknowledges the right and promotes the participation of teaching and research staff in decision making bodies**

- Average: 5.2
- SD: 2.8

**UCM has the appropriate mechanisms to present and solve claims and appeals**

- Average: 5.2
- SD: 2.9
Indicate to what extent you know and exercise without difficulties your intellectual property rights.

Concerning teaching

Concerning research

Concerning other tasks

Do you know what are the opportunities and conditions to evolve in your professional career at UCM? Assess it from 0 to 10, 0 being you don’t know them and 10 you know them perfectly.

Assess from 0 to 10 to what extent you know what your obligations and rights are, concerning the following issues
Assess from 0 to 10, to what extent the UCM respects the following issues related to health and security at work.

0 means you completely disagree and 10 you completely agree.

- **Respects the existing regulation**: Average 6.0, SD 3.0
- **Informs and offers adequate training**: Average 5.6, SD 2.9
- **Provides the adequate means when necessary**: Average 5.0, SD 3.1
Please, assess from 0 to 10 how important you think is that the UCM assesses regularly the performance of teaching and research staff, concerning the following items. 0 means you completely disagree and 10 you completely agree.

**Teaching**

- Average: 8.5
- SD: 2.2

**Research**

- Average: 8.1
- SD: 2.3

**Others**

- Average: 7.4
- SD: 2.7
Please assess from 0 to 10, to what extent UCM promotes and facilitates that the relationship between PhD students and their supervisors is...

0 means you completely disagree and 10 you completely agree

Structured

Average: 5.8
SD: 2.8

Recording activities and results

Average: 5.8
SD: 2.8

Regular and scheduled

Average: 5.8
SD: 2.8
UCM ensures that the person in charge of the mentorship or thesis direction tasks has the necessary skills and the time needed to perform such tasks in a good manner? Assess from 0 to 10

Assess from 0 to 10, to what extent the supervision (mentorship and thesis direction) are adequately acknowledged.

Assess from 0 to 10, to what extent the supervision (mentorship and thesis direction) are adequately acknowledged.

Average 4.5
SD 3.0

Average 3.5
SD 2.8
Focusing questions related to ethical and professional aspects, please assess from 0 to 10 the following statements:

**UCM has the mechanisms to ensure that the good practice principles in research are respected at the university**

- **Thanks to UCM I can keep myself informed about the research funding opportunities**

**UCM offers support to the elaboration and management of research projects in order to obtain funding**

- **Thanks to UCM I can keep myself informed about the regional, national, international or sectoral regulations affecting my working conditions**

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**Average:** 5.7

**SD:** 2.7

**Average:** 6.3

**SD:** 2.6

**Average:** 5.1

**SD:** 2.8

**Average:** 5.2

**SD:** 2.7
Focusing questions related to ethical and professional aspects, please assess from 0 to 10 the following statements:

UCM contributes to the dissemination and exploitation of research results

Confidentiality and data protection

Security of electronic information

Please, assess from 0 to 10, to what extent you develop your activity in adequate security conditions, concerning the following aspects:
Do you know the UCM Code of Ethics and Good Conduct?

- Yes: 38.99%
- No: 61.01%

Important in order to improve the research.

A Code of good practices in research

Do you know the UCM Code of Good Practice in PhD degrees?

- Yes: 37.23%
- No: 62.77%

Do you know the specific committees and/or regulations affecting your study field (biomedicine, experimentation with animals; etc)?

- Yes: 46.27%
- No: 53.73%

A procedure / guidelines / general mechanisms, updated, for the supervision of PhD thesis

- Average: 7.3
- SD: 2.6

- Average: 7.2
- SD: 2.7
Important in order to improve the research.

A procedure / manual / guidelines for the staff selection procedures

An advice and guidance service for the development of professional career

A training service including transversal skills

An information system on the merits of the staff
Importance ranking: Important in order to improve the research.

<table>
<thead>
<tr>
<th>Service</th>
<th>Rating (Average)</th>
<th>Standard Deviation (SD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff merits information system</td>
<td>8.00</td>
<td>2.25</td>
</tr>
<tr>
<td>Professional career development service</td>
<td>7.95</td>
<td>2.31</td>
</tr>
<tr>
<td>Staff selection procedure</td>
<td>7.62</td>
<td>2.38</td>
</tr>
<tr>
<td>Training service</td>
<td>7.59</td>
<td>2.51</td>
</tr>
<tr>
<td>Research good practices</td>
<td>7.26</td>
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<tr>
<td>PhD thesis supervision procedure</td>
<td>7.19</td>
<td>2.71</td>
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HRS4R at UCM
Human Resources Strategy for Researchers

Online survey to research and teaching staff at UCM
July 2017