UNIVERSIDAD
COMPLUTENSE
MADRID

HRS4R at UCM

HUMAN RESOURCES STRATEGY FOR RESEARCHERS

ONLINE SURVEY TO RESEARCHERS

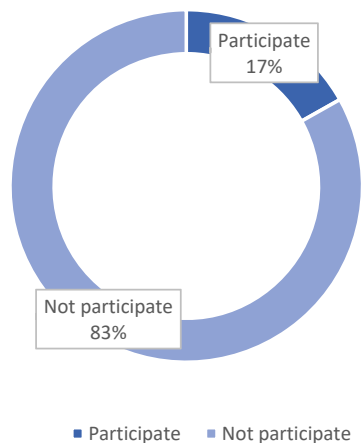June - July 2017

Contents

Technical specifications

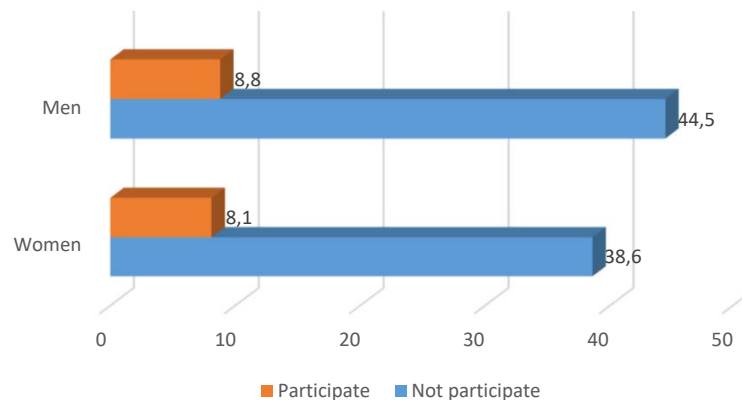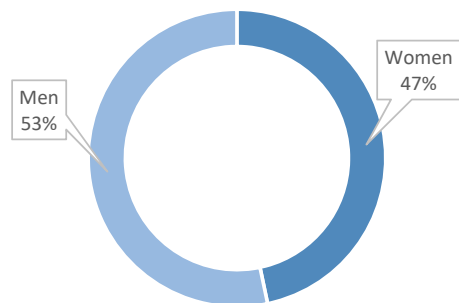|	
Type of survey	Online self-administered questionnaire
Dates	June 20 to July 2, 2017
Promotion of participation	Email pre-announcement and announcement
Targeted population	The universe of research and teaching staff at UCM
	6,736 individuals
Number of answers	1,135 participants
Participation level	16,85%
Equivalent confidence level	95%
Sampling error	+-2,6%
Tabulation of data and report	Vice-rectorship for Quality
System	CAWI – Computer Assisted Web Interviewing

Participation and Sample distribution
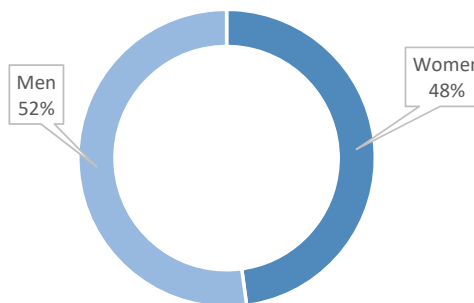
Participation in the survey

Participate 17%

Not participate 83%

■ Participate ■ Not participate

PARTICIPATION RATE BY GENDER

Men: 8,8 / 44,5
Women: 8,1 / 38,6

■ Participate ■ Not participate

Population by Gender

Women 47%

Men 53%

Sample by Gender
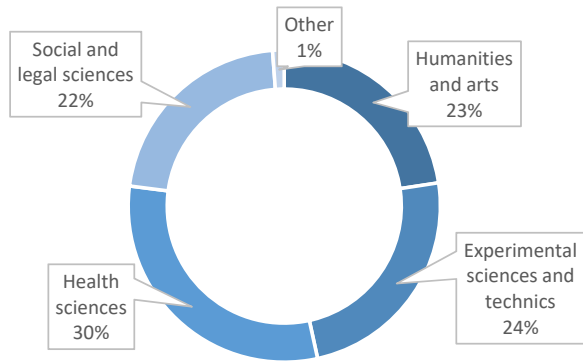

Women 48%

Men 52%

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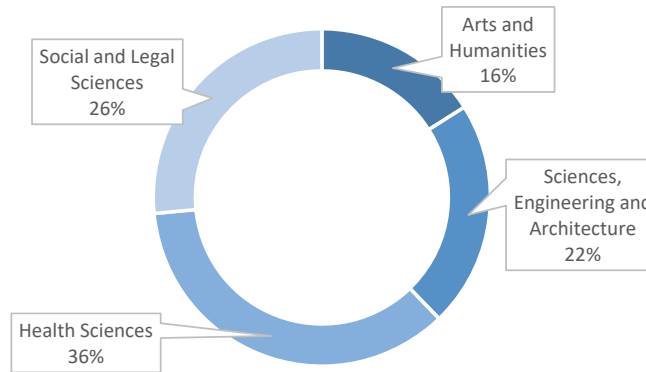
Contact with the target audience was made through institutional email. In this email, in addition to informing them about the survey, they were shown an individualized link, with which they could access the online survey.

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

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

Population by Knowledge Area

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

R scale distribution of the Sample

- R1 14%
- R2 17%
- R3 35%
- R4 34%
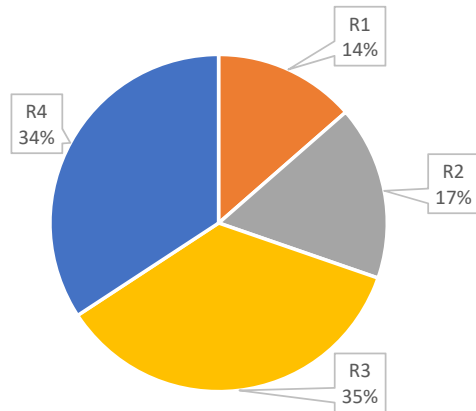
R scale distribution of the Population

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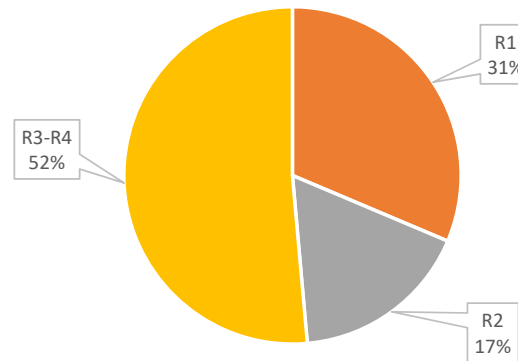
European Framework for Research Career
R - Distribution

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:
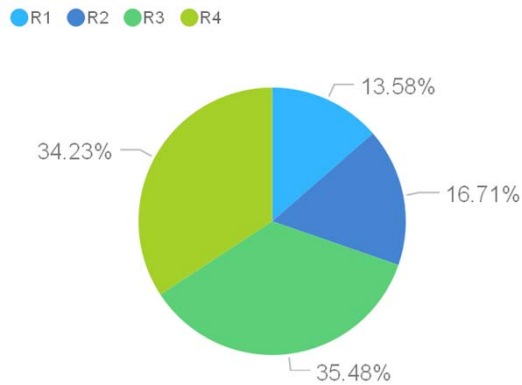
- R1 – PhD students hired at UCM; Assistant; Collaborating Professor; Staff hired within research projects not holding a PhD degree; Associate professors without PhD degree (*Estudiantes de doctorado con contrato; Ayudante; Profesor/a colaborador/a; Profesor/a asociado/a sin doctorado*).

- 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 (s*er 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.
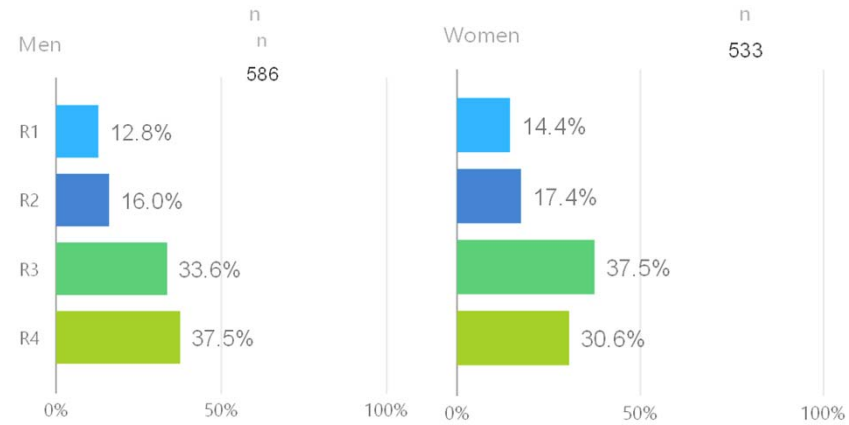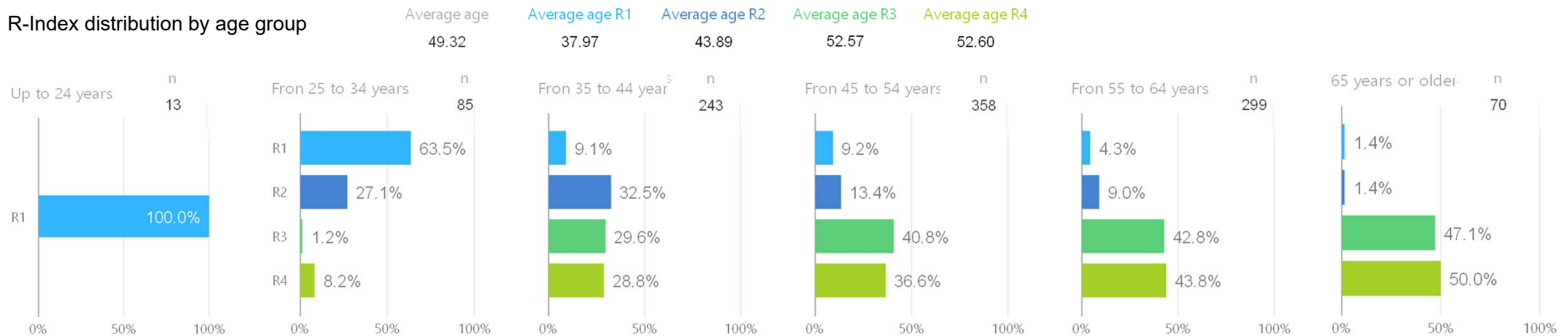
6

R Scale - Distribution

R-Index distribution

n
1119

● R1 ● R2 ● R3 ● R4
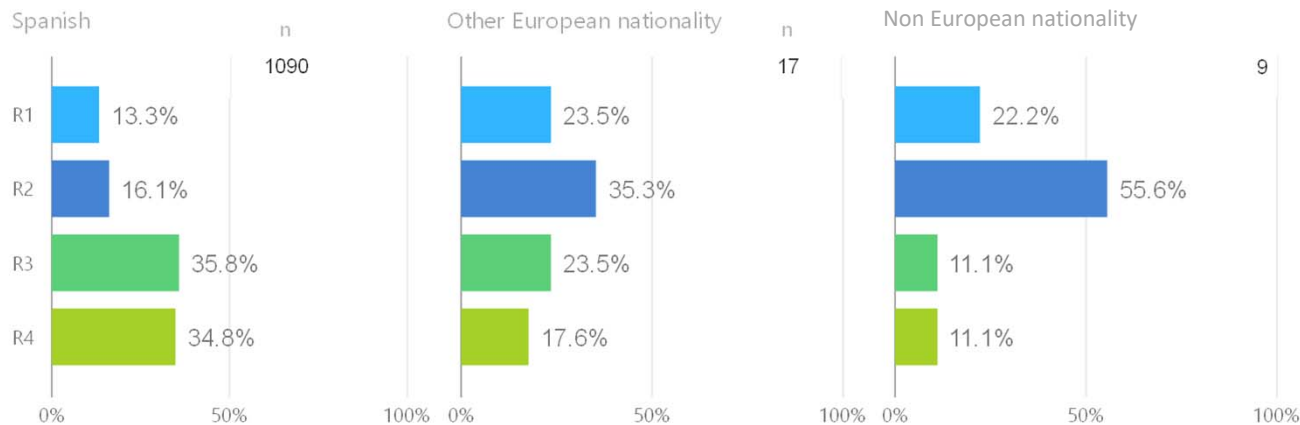

13.58%
34.23%
16.71%
35.48%

R-Index distribution by Sex

Men

n
586

R1	12.8%
R2	16.0%
R3	33.6%
R4	37.5%

0%   50%   100%

Women

n
533

R1	14.4%
R2	17.4%
R3	37.5%
R4	30.6%

0%   50%   100%

R-Index distribution by age group

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

Up to 24 years

n
13

R1	100.0%

0%   50%   100%

Fron 25 to 34 years

n
85

R1	63.5%
R2	27.1%
R3	1.2%
R4	8.2%

0%   50%   100%

Fron 35 to 44 year

n
243

R1	9.1%
R2	32.5%
R3	29.6%
R4	28.8%

0%   50%   100%

Fron 45 to 54 years

n
358

R1	9.2%
R2	13.4%
R3	40.8%
R4	36.6%

0%   50%   100%

Fron 55 to 64 years

n
299

R1	4.3%
R2	9.0%
R3	42.8%
R4	43.8%

0%   50%   100%

65 years or older

n
70

	1.4%
	1.4%
	47.1%
	50.0%

0%   50%   100%

7

R-Index distribution by nationality

R1 ● R2 ● R3 ● R4 ●

Spanish
n 1090

- R1 — 13.3%
- R2 — 16.1%
- R3 — 35.8%
- R4 — 34.8%

0% 50% 100%

Other European nationality
n 17

- R1 — 23.5%
- R2 — 35.3%
- R3 — 23.5%
- R4 — 17.6%

0% 50% 100%

Non European nationality
n 9

- R1 — 22.2%
- R2 — 55.6%
- R3 — 11.1%
- R4 — 11.1%

0% 50% 100%

R-Index distribution by seniority

Average experience	Average experience R1	Average experience R2	Average experience R3	Average experience R4
17.77	5.54	7.60	22.89	22.08

Less than 1 year
n 35

- R1 — 60.0%
- R2 — 37.1%
- R4 — 2.9%

0% 50% 100%

From 1 to 10
n 346

- R1 — 30.3%
- R2 — 36.1%
- R3 — 12.7%
- R4 — 20.8%

0% 50% 100%

From 11 to 20
n 298

- R1 — 5.0%
- R2 — 14.1%
- R3 — 46.6%
- R4 — 34.2%

0% 50% 100%

From 21 to 30
n 270

- R1 — 3.7%
- R2 — 2.6%
- R3 — 44.8%
- R4 — 48.9%

0% 50% 100%

From 31 to 40
n 143

- R1 — 0.7%
- R3 — 53.1%
- R4 — 46.2%

0% 50% 100%

41 years or more
n 26

- R3 — 61.5%
- R4 — 38.5%

0% 50% 100%
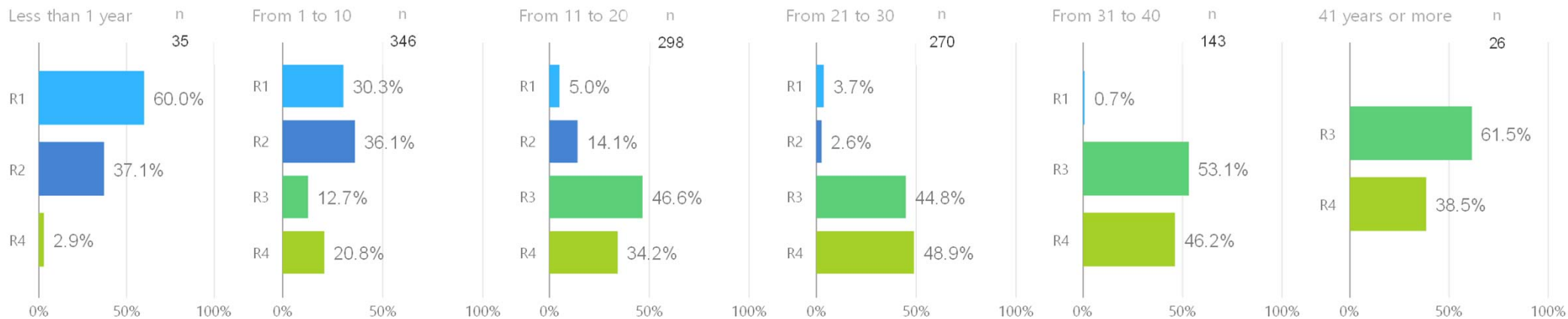
R-Index distribution by sessenials

● R1 ● R2 ● R3 ● R4

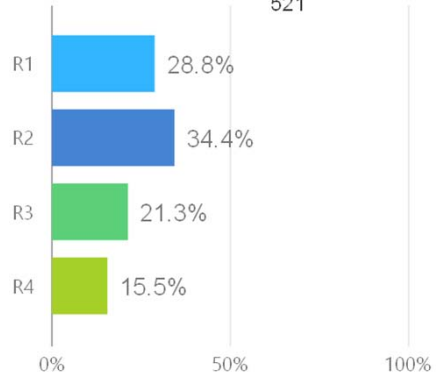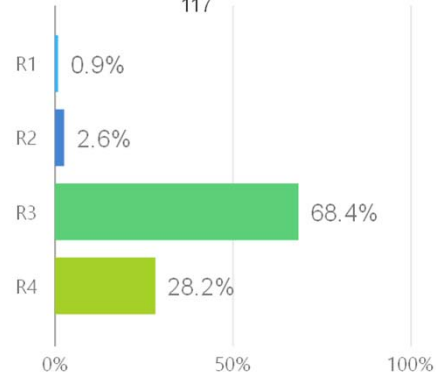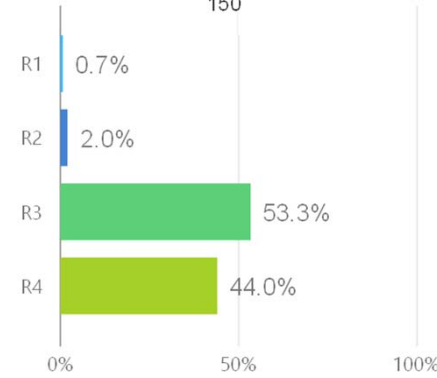| Average sessenials	Average sessenials R1	Average sessenials R2	Average sessenials R3	Average sessenials R4
1.55	0.02	0.08	1.83	2.61

No sessenials   n
521

- R1 28.8%
- R2 34.4%
- R3 21.3%
- R4 15.5%

0%   50%   100%

1 sessenial   n
117

- R1 0.9%
- R2 2.6%
- R3 68.4%
- R4 28.2%

0%   50%   100%

2 sessenials   n
150

- R1 0.7%
- R2 2.0%
- R3 53.3%
- R4 44.0%

0%   50%   100%

3 sessenials   n
137

- R2 1.5%
- R3 44.5%
- R4 54.0%

0%   50%   100%

4 sessenials   n
112

- R3 37.5%
- R4 62.5%

0%   50%   100%

5 sessenials   n
39

- R3 20.5%
- R4 79.5%

0%   50%   100%

6 sessenials   n
42

- R3 35.7%
- R4 64.3%

0%   50%   100%

7 sessenials   n
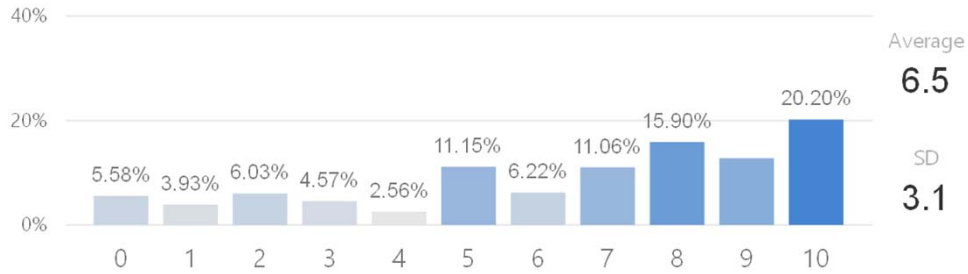1

- R4 100.0%

0%   50%   100%
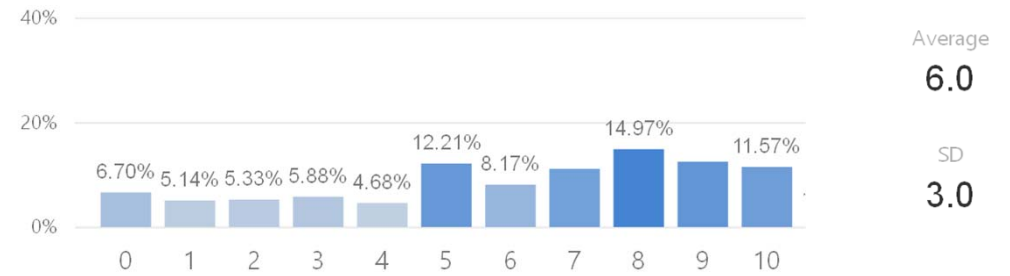
9
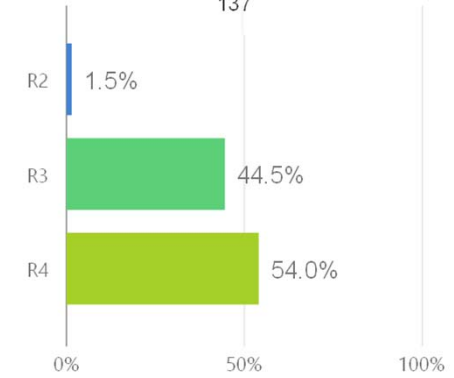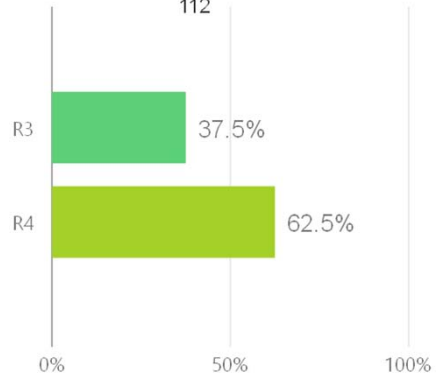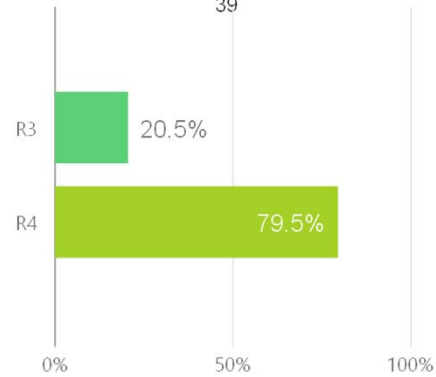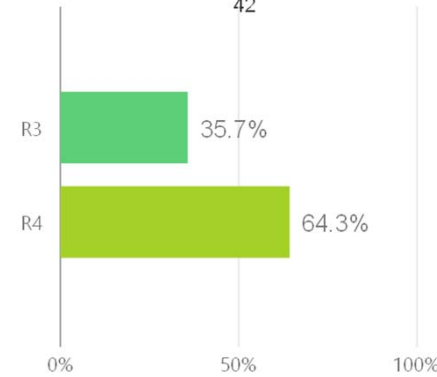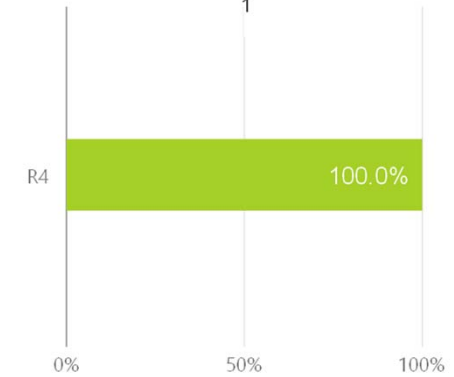
Survey Results

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

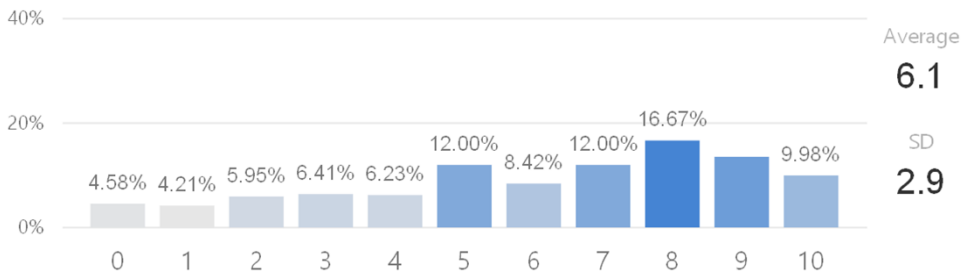0 means you completely desagree and 10 you completely agree
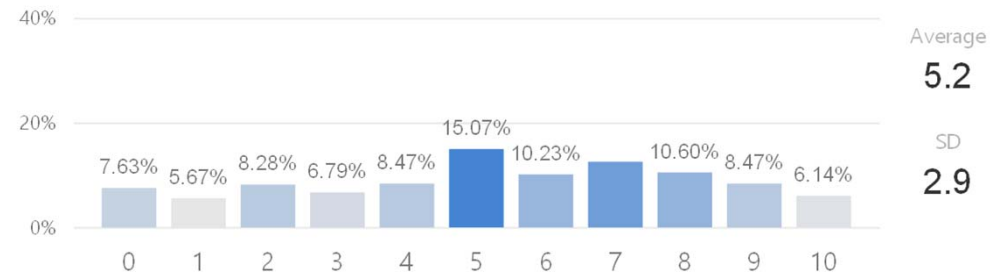
Selection and recruitment procedures are open

Average
6.5

SD
3.1

Are transparent

Average
6.0

SD
3.0

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

Average
6.1

SD
2.9

Are efficient and effective
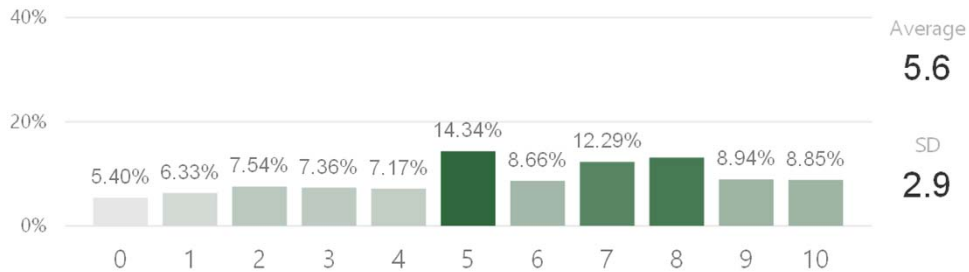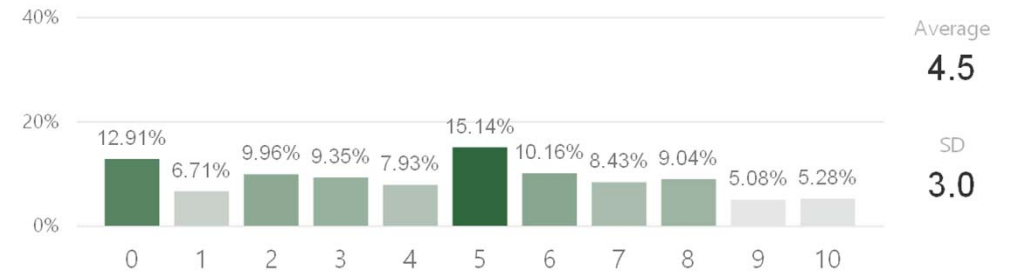

Average
5.2

SD
2.9

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

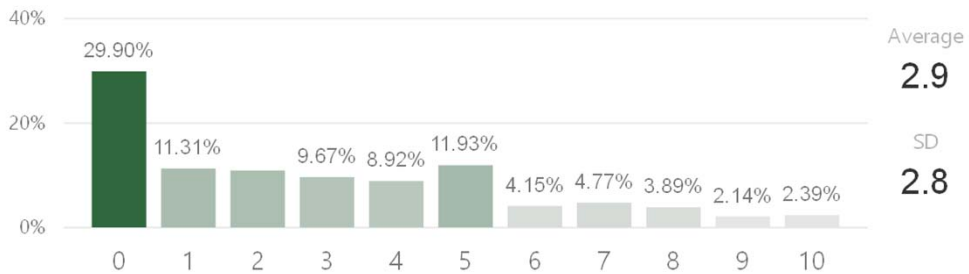0 means you completely desagree and 10 you completely agree
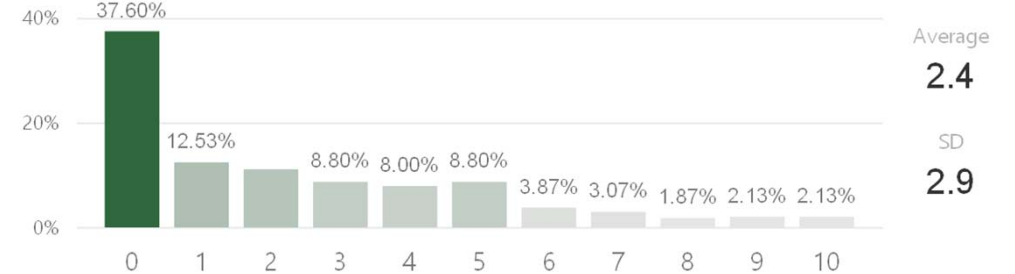
Are made sufficiently in advance

Value	Percentage
0	5.40%
1	6.33%
2	7.54%
3	7.36%
4	7.17%
5	14.34%
6	8.66%
7	12.29%
8	12.29%
9	8.94%
10	8.85%

Average: 5.6
SD: 2.9

Are sufficiently announced at national level

Value	Percentage
0	12.91%
1	6.71%
2	9.96%
3	9.35%
4	7.93%
5	15.14%
6	10.16%
7	8.43%
8	9.04%
9	5.08%
10	5.28%

Average: 4.5
SD: 3.0

Are sufficiently announced at international level

Value	Percentage
0	29.90%
1	11.31%
2	9.67%
3	9.67%
4	8.92%
5	11.93%
6	4.15%
7	4.77%
8	3.89%
9	2.14%
10	2.39%

Average: 2.9
SD: 2.8

Are announced in Spanish and English

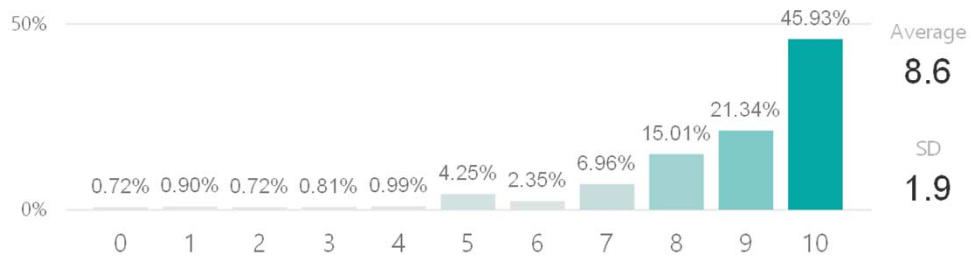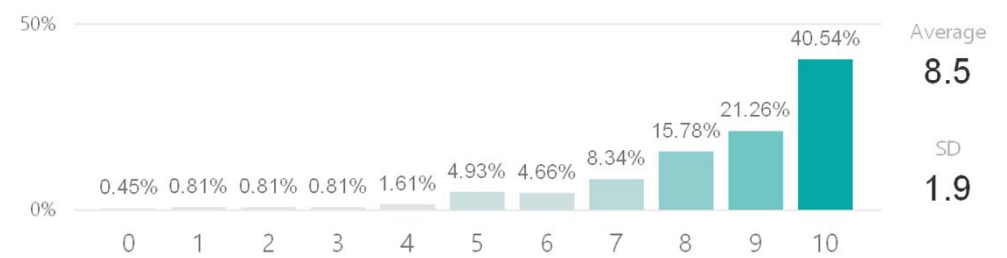| Value	Percentage
0	37.60%
1	12.53%
2	8.80%
3	8.00%
4	8.80%
5	8.80%
6	3.87%
7	3.07%
8	1.87%
9	2.13%
10	2.13%

Average: 2.4
SD: 2.9

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

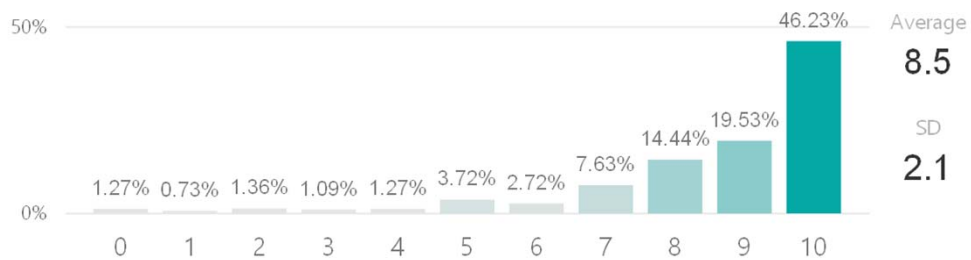0 means you completely desagree and 10 you completely agree

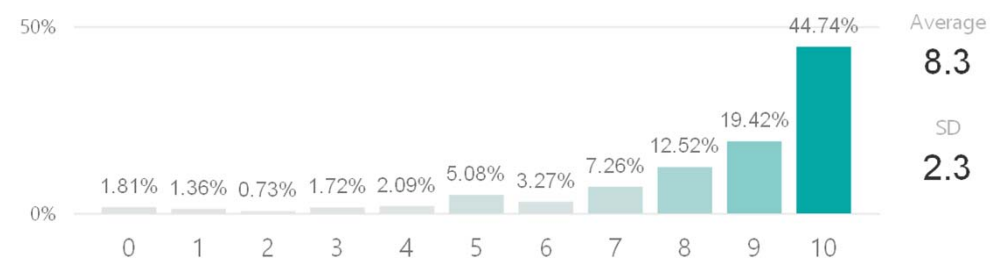*The Unit or Area of the UCM in which the job will be performed*

Value	Percentage
0	0.72%
1	0.90%
2	0.72%
3	0.81%
4	0.99%
5	4.25%
6	2.35%
7	6.96%
8	15.01%
9	21.34%
10	45.93%

Average **8.6**
SD **1.9**

The name of the position

Value	Percentage
0	0.45%
1	0.81%
2	0.81%
3	0.81%
4	1.61%
5	4.93%
6	4.66%
7	8.34%
8	15.78%
9	21.26%
10	40.54%

Average **8.5**
SD **1.9**

The number of positions offered

Value	Percentage
0	1.27%
1	0.73%
2	1.36%
3	1.09%
4	1.27%
5	3.72%
6	2.72%
7	7.63%
8	14.44%
9	19.53%
10	46.23%

Average **8.5**
SD **2.1**

Starting date

| Value	Percentage
0	1.81%
1	1.36%
2	0.73%
3	1.72%
4	2.09%
5	5.08%
6	3.27%
7	7.26%
8	12.52%
9	19.42%
10	44.74%

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

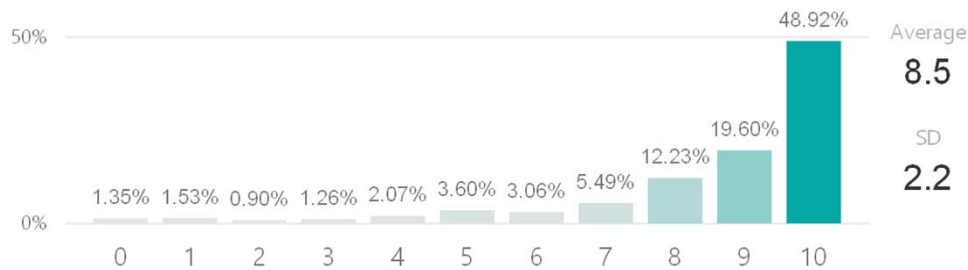0 means you completely desagree and 10 you completely agree
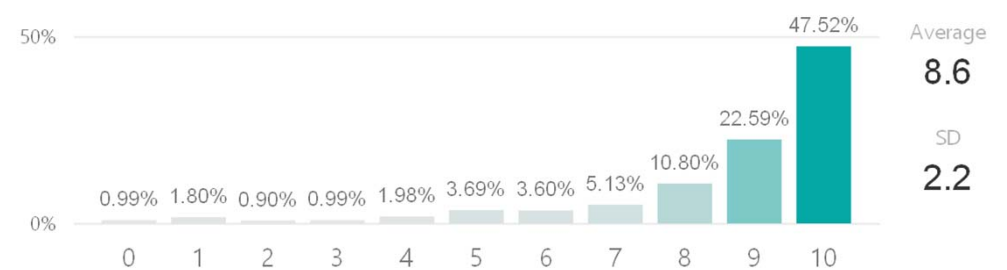
Type of contract and duration

Average
8.8

SD
2.0
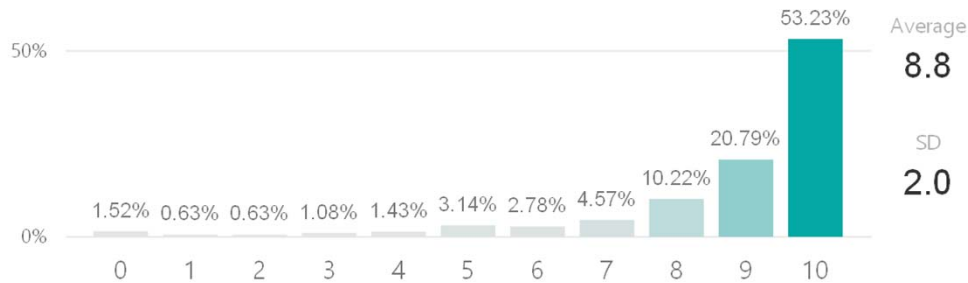
The Economic and labour conditions

Average
8.4

SD
2.5
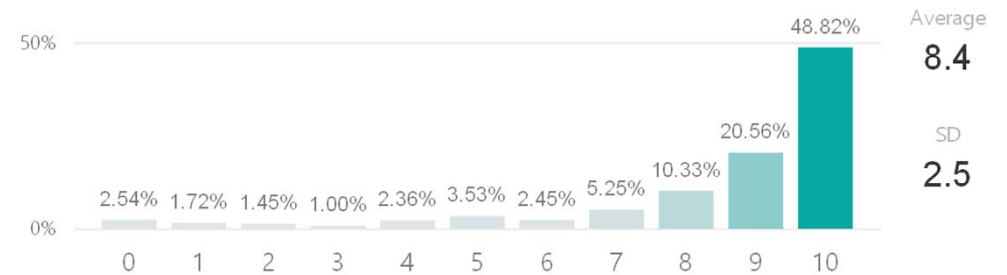
Functions or tasks to be performed

Average
8.5

SD
2.2

Profile of required and desirable competences
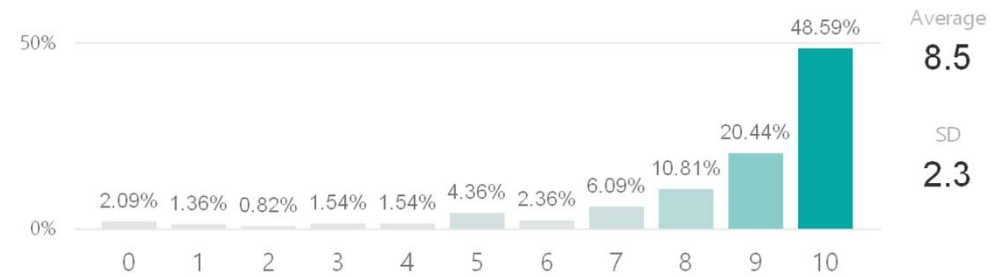

Average
8.6

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 desagree and 10 you completely agree

Selection criteria
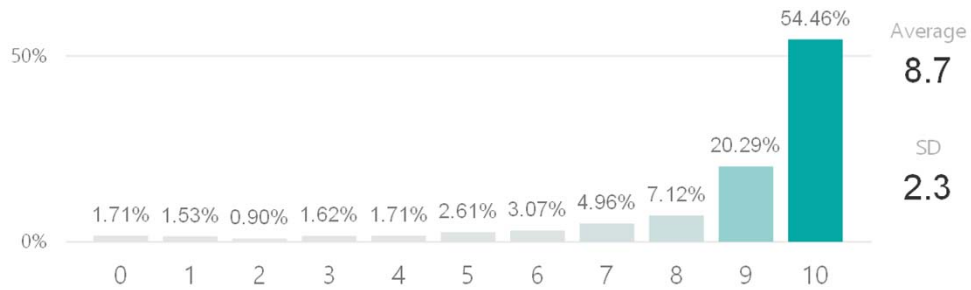
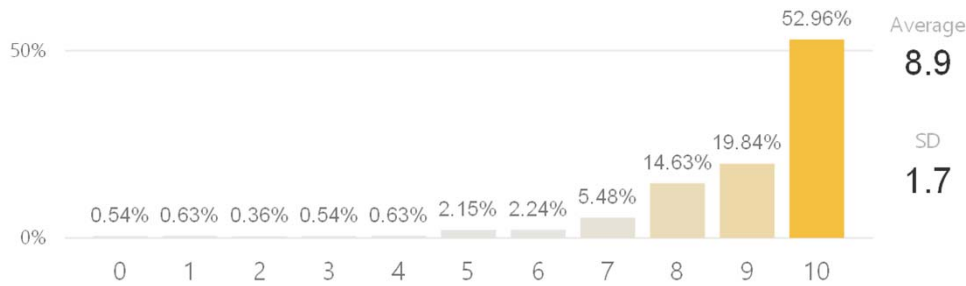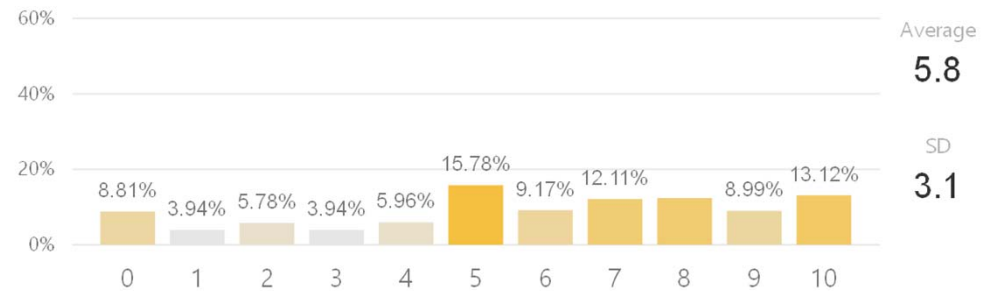*Description of the selection process*

Please assess now, how important you think the following issues are, concerning the selection committees

0 means you completely desagree and 10 you completely agree

Members must be apointed following clear rules and guidelines

52.96%

Average
8.9

SD
1.7

0.54% 0.63% 0.36% 0.54% 0.63% 2.15% 2.24% 5.48% 14.63% 19.84%

Must include people from different disciplines

Average
5.8

SD
3.1

8.81% 3.94% 5.78% 3.94% 5.96% 15.78% 9.17% 12.11% 8.99% 13.12%

Must have an adequate gender balance

Average
5.3

SD
3.4

16.88% 5.38% 4.20% 4.29% 4.11% 17.24% 6.20% 10.13% 9.58% 8.39% 13.59%

Should include people from other institutions

Average
5.4

SD
3.2

12.52% 5.10% 4.82% 5.66% 4.73% 14.29% 11.60% 8.44% 11.13%

15

Please assess now, how important you think the following issues are, concerning the selection committees

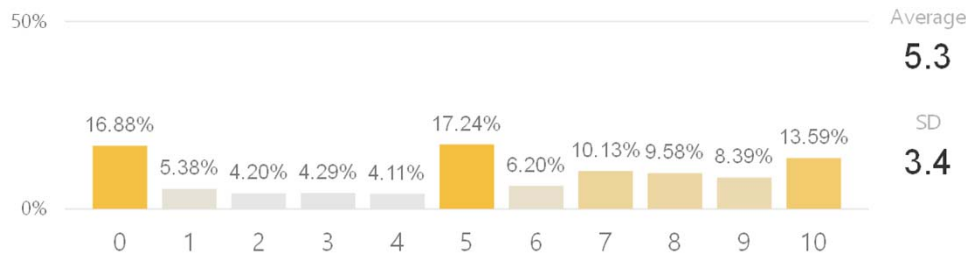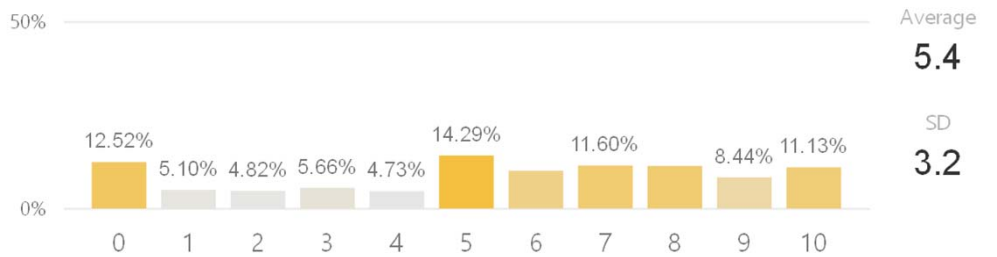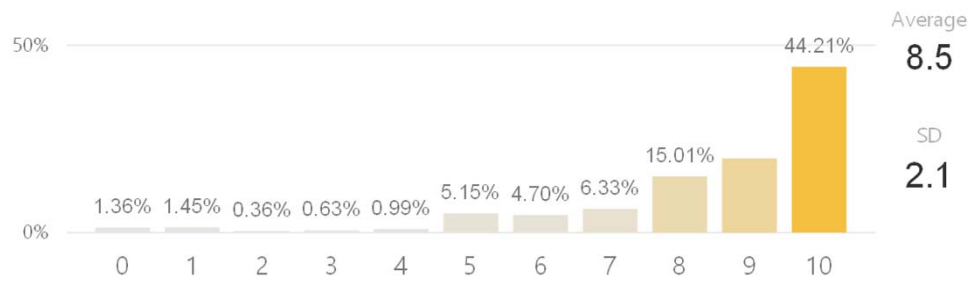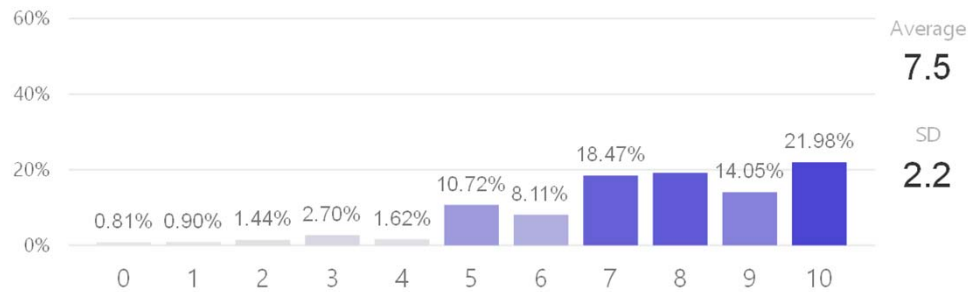0 means you completely desagree and 10 you completely agree

Members should receive training and/or advice to perform their task, specially concerning assessment of merit
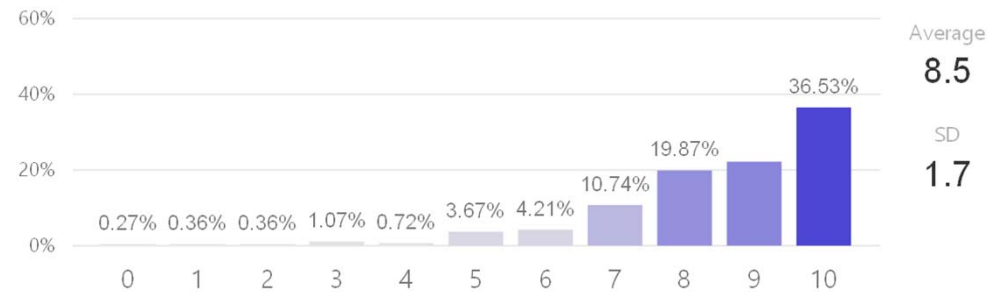
Score	Percentage
0	1.36%
1	1.45%
2	0.36%
3	0.63%
4	0.99%
5	5.15%
6	4.70%
7	6.33%
8	15.01%
9	(15.01% bar)
10	44.21%

Average **8.5**

SD **2.1**

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

0 means you completly desagree and 10 you completly agree

Academic record

Score	Percentage
0	0.81%
1	0.90%
2	1.44%
3	2.70%
4	1.62%
5	10.72%
6	8.11%
7	18.47%
8	(bar)
9	14.05%
10	21.98%

Average **7.5**

SD **2.2**

Quality of scientific publications

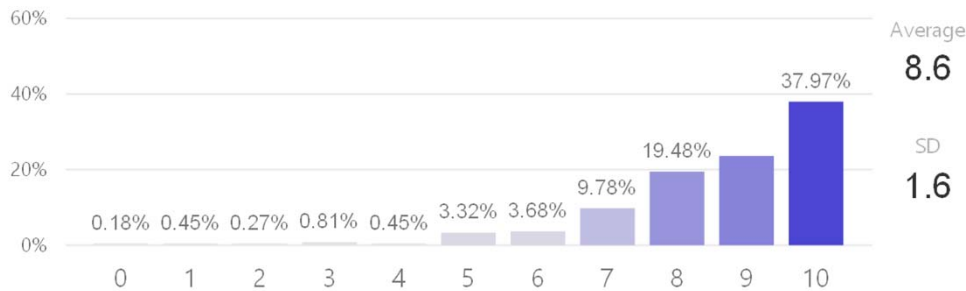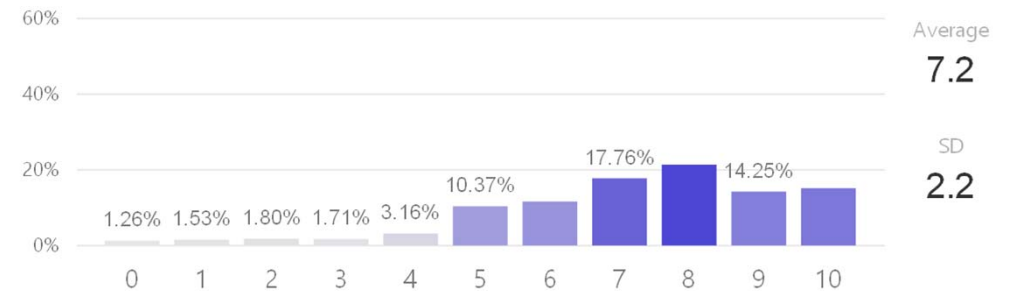| Score	Percentage
0	0.27%
1	0.36%
2	0.36%
3	1.07%
4	0.72%
5	3.67%
6	4.21%
7	10.74%
8	19.87%
9	(bar)
10	36.53%

Average **8.5**

SD **1.7**

16

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

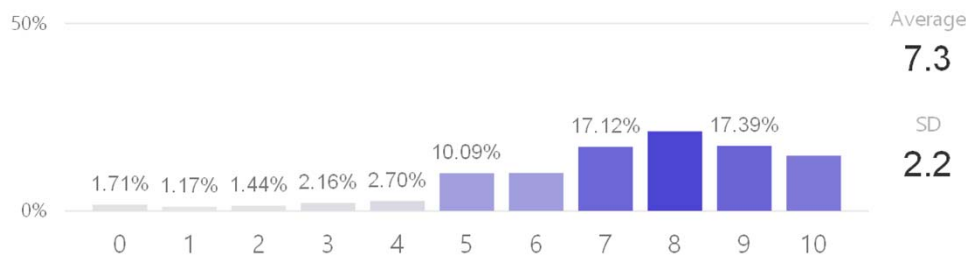0 means you completely desagree and 10 you completely agree
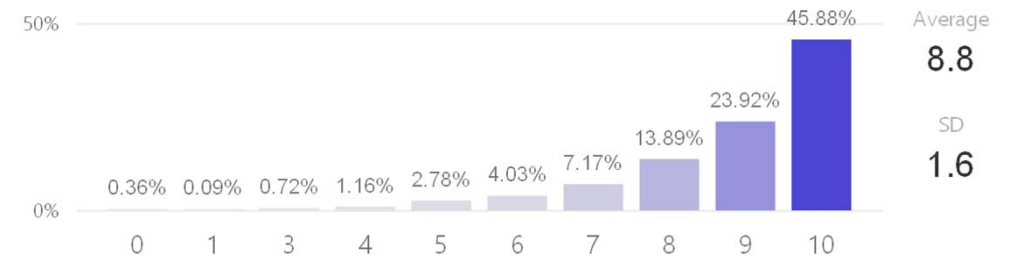
Research performance

Average
8.6

SD
1.6

0: 0.18%, 1: 0.45%, 2: 0.27%, 3: 0.81%, 4: 0.45%, 5: 3.32%, 6: 3.68%, 7: 9.78%, 8: 19.48%, 9: (24%), 10: 37.97%

The capacity to manage research

Average
7.2

SD
2.2

0: 1.26%, 1: 1.53%, 2: 1.80%, 3: 1.71%, 4: 3.16%, 5: 10.37%, 7: 17.76%, 9: 14.25%

The experience and capacity to supervise other people

Average
7.3

SD
2.2

0: 1.71%, 1: 1.17%, 2: 1.44%, 3: 2.16%, 4: 2.70%, 5: 10.09%, 7: 17.12%, 9: 17.39%

Teaching performance

Average
8.8

SD
1.6

0: 0.36%, 1: 0.09%, 3: 0.72%, 4: 1.16%, 5: 2.78%, 6: 4.03%, 7: 7.17%, 8: 13.89%, 9: 23.92%, 10: 45.88%
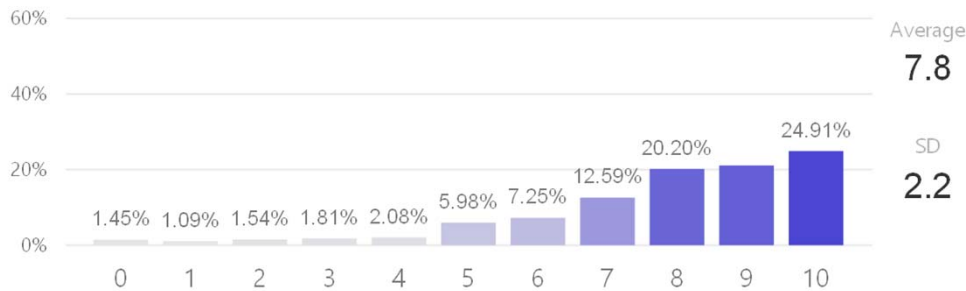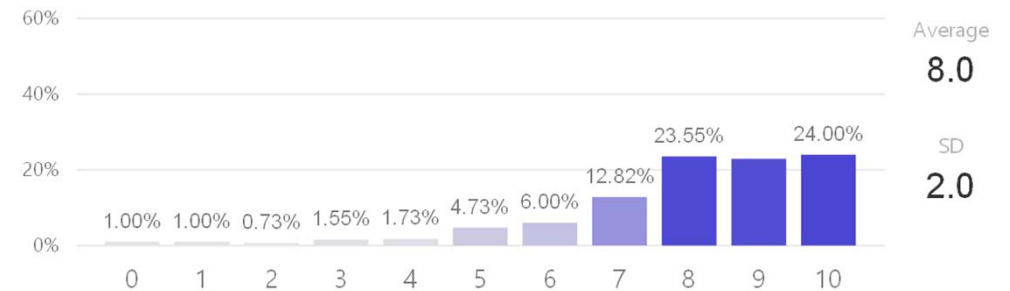
Please, assess how important it is that the assessment of merit includes the following aspects

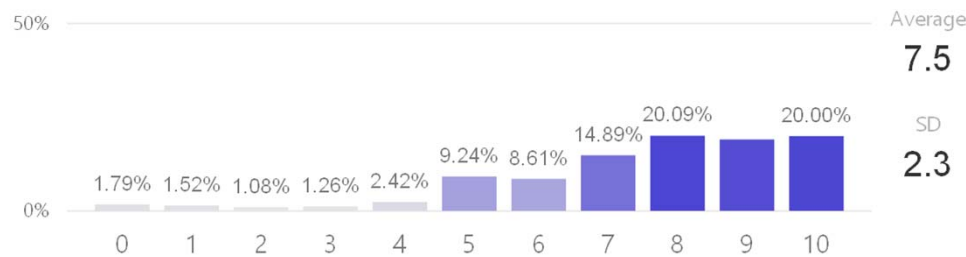0 means you completely desagree and 10 you completely agree
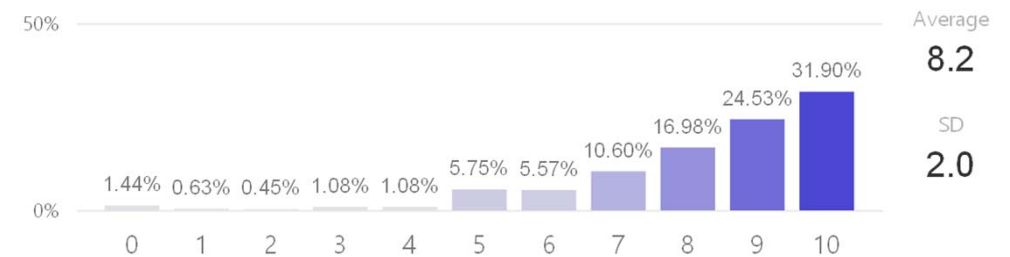
Innovativeness in teaching

Average
7.8

SD
2.2

Score	Percentage
0	1.45%
1	1.09%
2	1.54%
3	1.81%
4	2.08%
5	5.98%
6	7.25%
7	12.59%
8	20.20%
9	21%
10	24.91%

Knowledge exchange and transfer

Average
8.0

SD
2.0

Score	Percentage
0	1.00%
1	1.00%
2	0.73%
3	1.55%
4	1.73%
5	4.73%
6	6.00%
7	12.82%
8	23.55%
9	23%
10	24.00%

International, national and intersectoral mobility

Average
7.5

SD
2.3

Score	Percentage
0	1.79%
1	1.52%
2	1.08%
3	1.26%
4	2.42%
5	9.24%
6	8.61%
7	14.89%
8	20.09%
9	20%
10	20.00%

Team work

Average
8.2

SD
2.0

Score	Percentage
0	1.44%
1	0.63%
2	0.45%
3	1.08%
4	1.08%
5	5.75%
6	5.57%
7	10.60%
8	16.98%
9	24.53%
10	31.90%

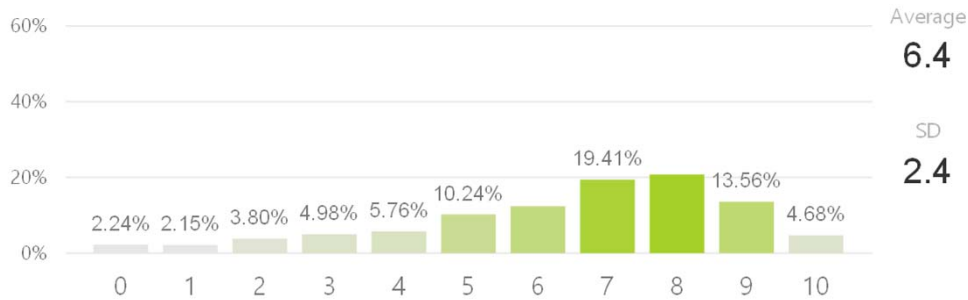**Assess, from 0 to 10, to what extent the conditions of the posts offered for teaching and research staff, the required and desirable competences are adjusted and in line to the positions offered.**
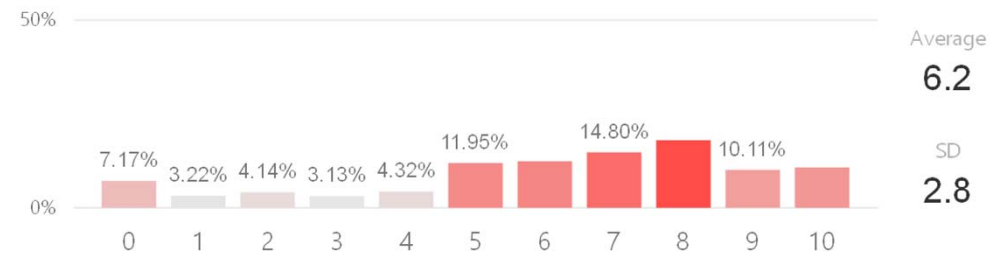

Average
6.4

SD
2.4

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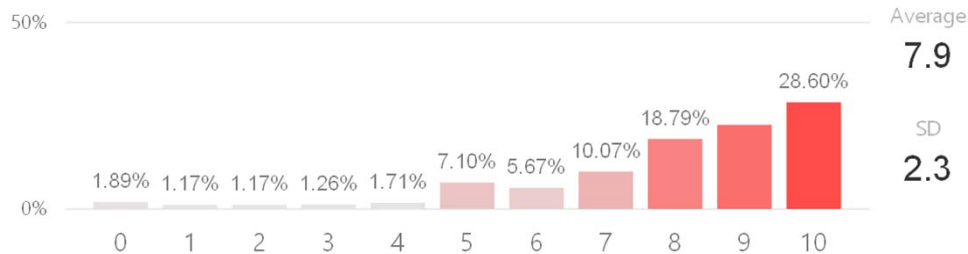
Review of CV and other documentation

Average
8.9

SD
1.5
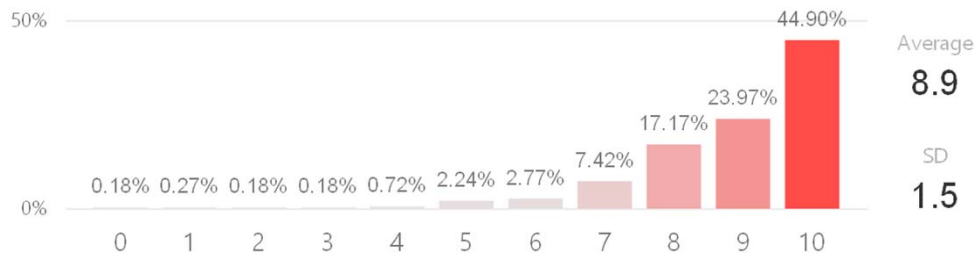
Interviews on the phone, Skype or others

Average
6.2

SD
2.8

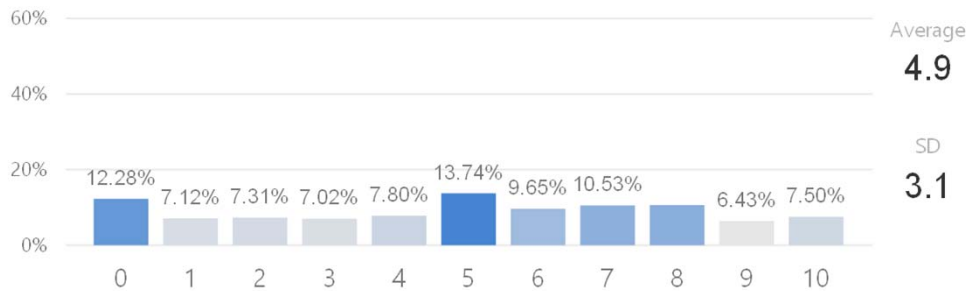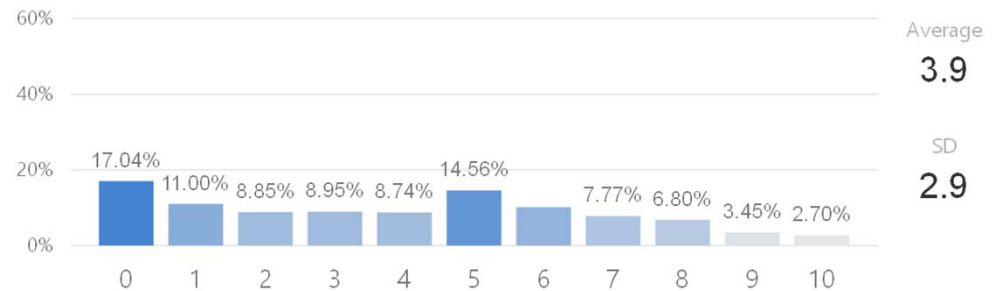*Face to face interviews*

Average
7.9

SD
2.3

Assess to what extent you consider that the selection and recruitment system at UCM includes the following aspects:

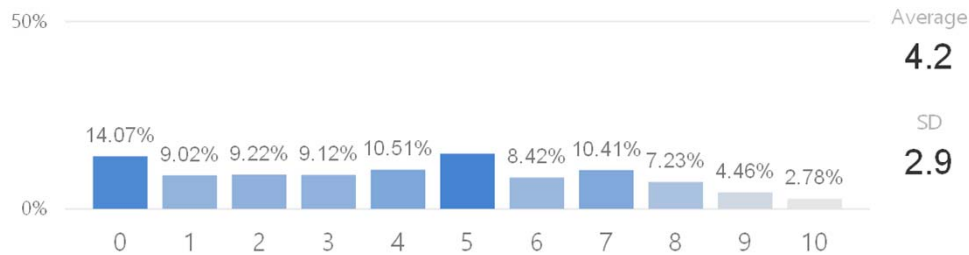0 means you completely desagree and 10 you completely agree
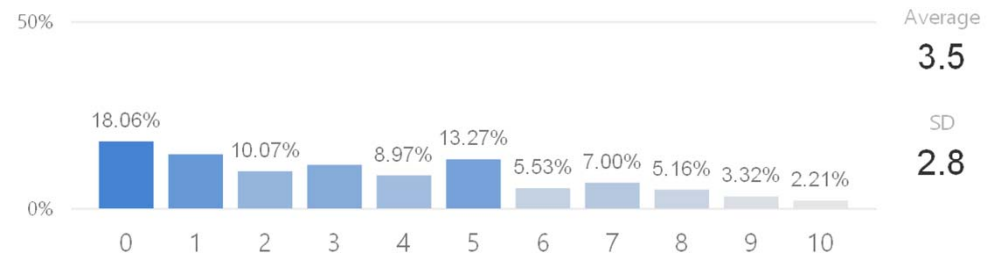
Encourages external candidates to apply

Average	4.9
SD	3.1

- 0: 12.28%
- 1: 7.12%
- 2: 7.31%
- 3: 7.02%
- 4: 7.80%
- 5: 13.74%
- 6: 9.65%
- 7: 10.53%
- 8: (10.53%)
- 9: 6.43%
- 10: 7.50%

Is in line with policies to attract researchers from abroad

Average	3.9
SD	2.9

- 0: 17.04%
- 1: 11.00%
- 2: 8.85%
- 3: 8.95%
- 4: 8.74%
- 5: 14.56%
- 6: (10%)
- 7: 7.77%
- 8: 6.80%
- 9: 3.45%
- 10: 2.70%

Is in line with policies to provide attractive working conditions for staff performing exclusively or partially research tasks
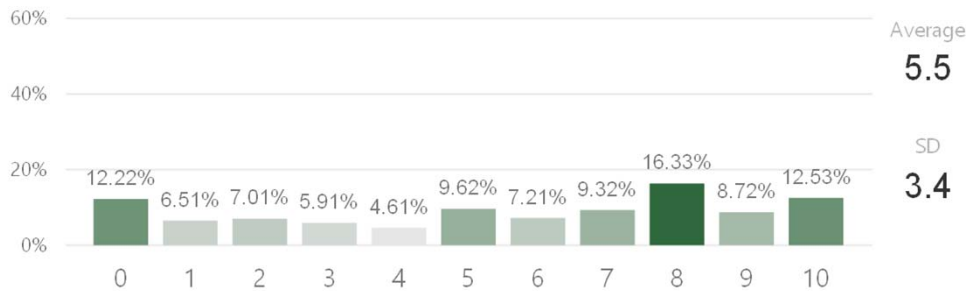
Average	4.2
SD	2.9

- 0: 14.07%
- 1: 9.02%
- 2: 9.22%
- 3: 9.12%
- 4: 10.51%
- 5: (10.51%)
- 6: 8.42%
- 7: 10.41%
- 8: 7.23%
- 9: 4.46%
- 10: 2.78%

Are internationally comparable

Average	3.5
SD	2.8

- 0: 18.06%
- 1: (15%)
- 2: 10.07%
- 3: (11%)
- 4: 8.97%
- 5: 13.27%
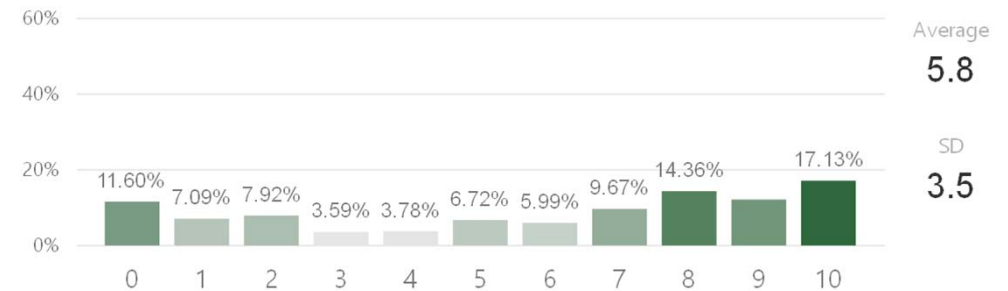- 6: 5.53%
- 7: 7.00%
- 8: 5.16%
- 9: 3.32%
- 10: 2.21%

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 improvee too much.

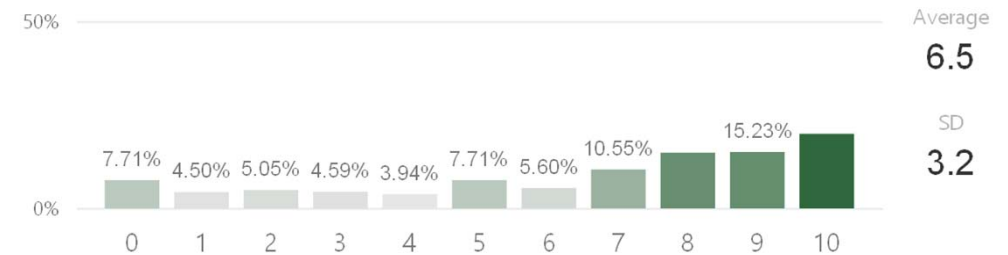*National and international dissemination of job offers*

Average
5.5

SD
3.4

0	1	2	3	4	5	6	7	8	9	10
12.22%	6.51%	7.01%	5.91%	4.61%	9.62%	7.21%	9.32%	16.33%	8.72%	12.53%

Information about the professional career possible at UCM

Average
5.8

SD
3.5

0	1	2	3	4	5	6	7	8	9	10
11.60%	7.09%	7.92%	3.59%	3.78%	6.72%	5.99%	9.67%	14.36%	17.13%	

Transparency of the recruitment of staff performing partially or exlusively research tasks

Average
6.3

SD
3.3

0	1	2	3	4	5	6	7	8	9	10
9.18%	5.07%	4.40%	4.59%	4.21%	9.27%	5.26%	9.66%	14.53%		19.50%
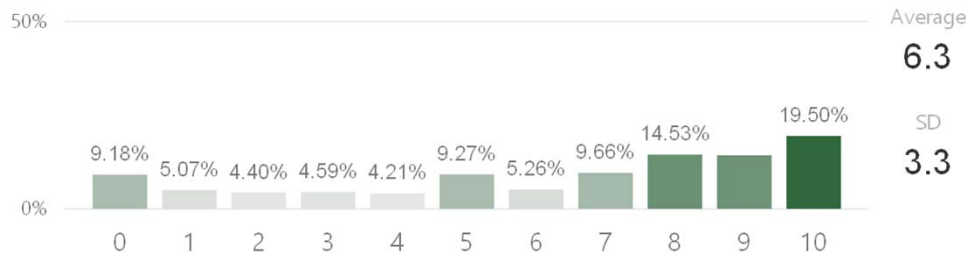
The criteria and methods to assess the merit of candidates

Average
6.5

SD
3.2

0	1	2	3	4	5	6	7	8	9	10
7.71%	4.50%	5.05%	4.59%	3.94%	7.71%	5.60%	10.55%		15.23%	

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*

Average
6.5

SD
3.2
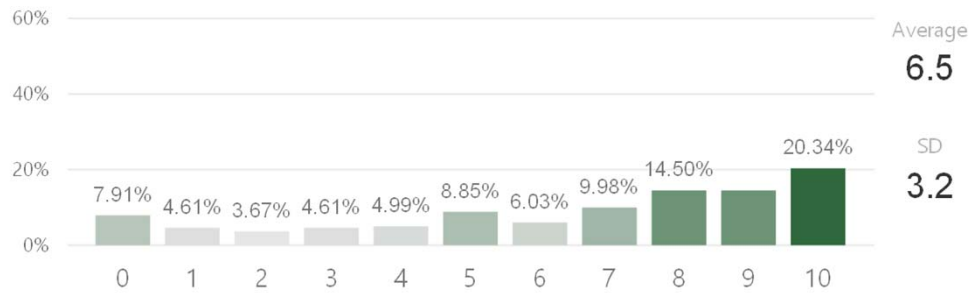
Focusing the aspects related to the working conditions, please asssess from 0 to 10 to what extent you agree with the following statements

0 means you completely desagree and 10 you completely agree

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

Average
4.9

SD
2.7
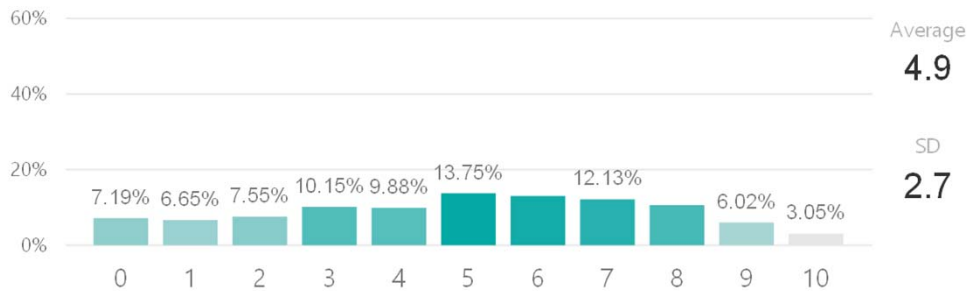
*UCM aknowledges the right and promotes the participation of teaching and research staff in decision making bodies*

Average
5.2

SD
2.8
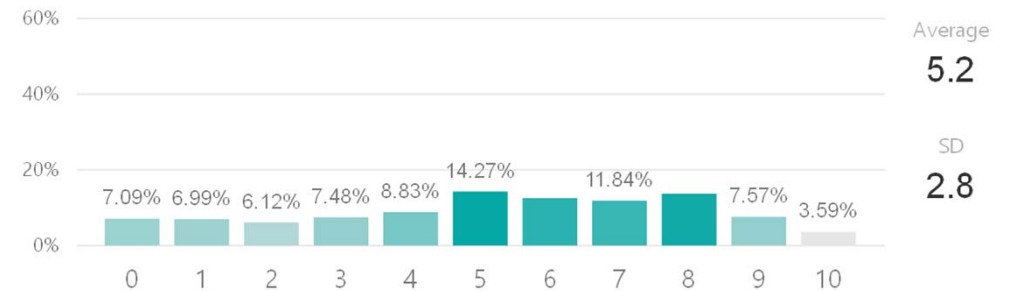
UCM has the appropriate mechanisms to present and solve claims and appeals

Average
5.2

SD
2.9
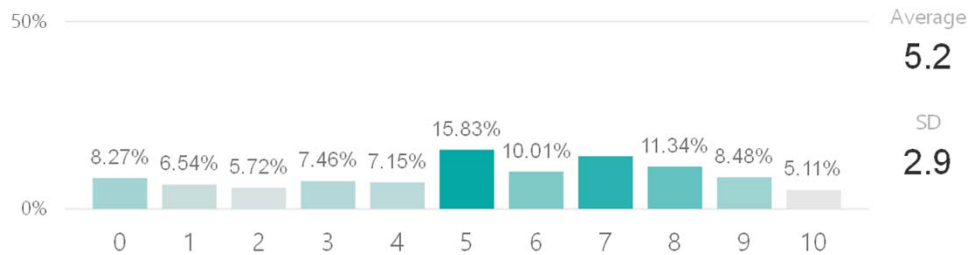
Indicate to what extent you know and excerce without difficulties your intellectual property rights.

Average
6.3

SD
2.5

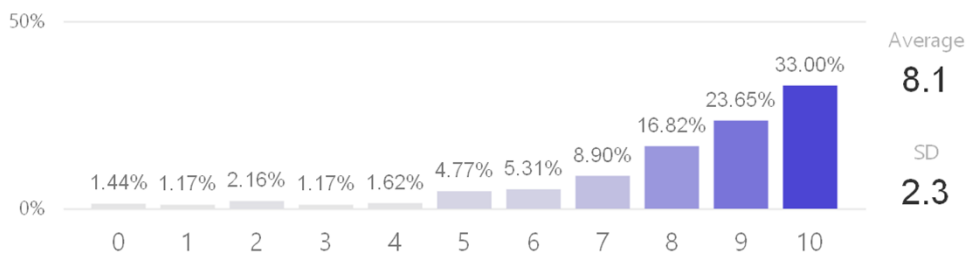| 0	1	2	3	4	5	6	7	8	9	10
2.96%	1.97%	4.04%	5.62%	5.52%	15.96%		15.37%		12.71%	8.57%
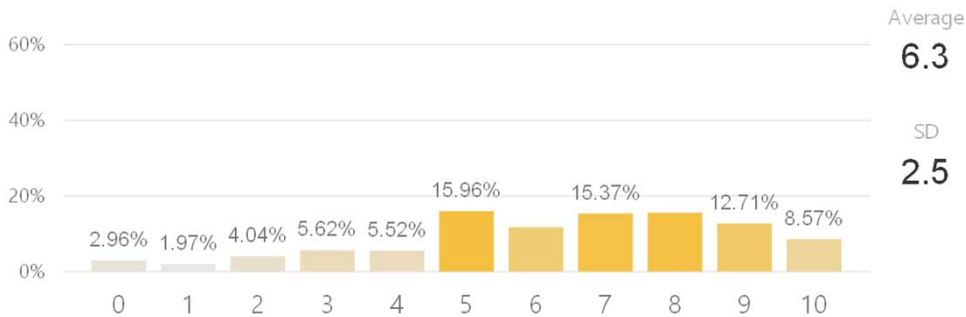
Do you know what are the opportunities and conditions to evolve in your professional career at UCM? Assess it from 0 to 10, 0 being you don't know them and 10 you know them perfectly.
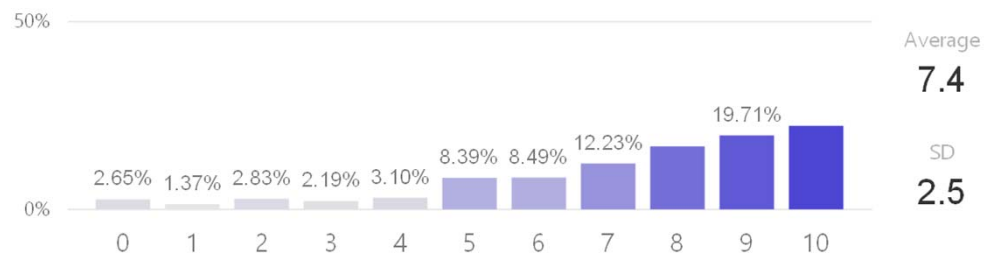
Average
6.6

SD
2.9

0	1	2	3	4	5	6	7	8	9	10
5.01%	3.10%	4.19%	4.10%	5.10%	11.11%	7.83%	11.38%		14.39%	
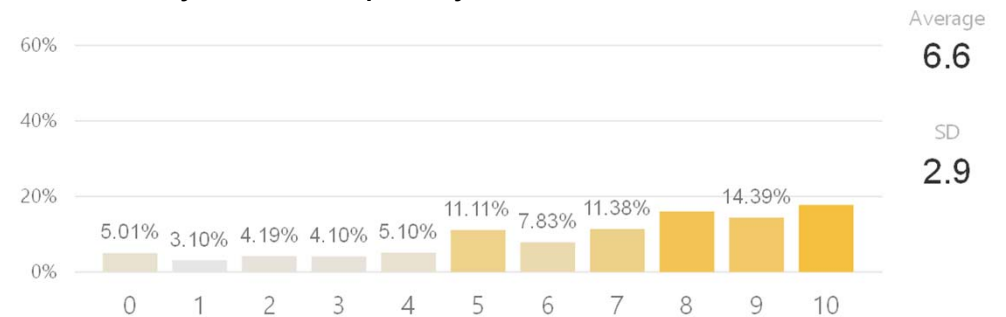
Assess from 0 to 10 to what extent you know what your obligations and rights are, concerning the following issues

Concerning teaching

Average
8.1
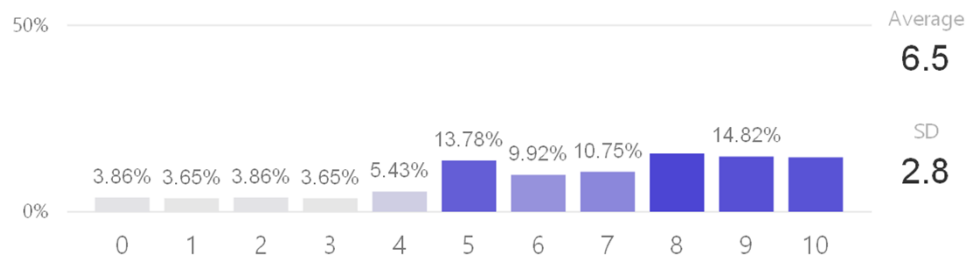
SD
2.3

0	1	2	3	4	5	6	7	8	9	10
1.44%	1.17%	2.16%	1.17%	1.62%	4.77%	5.31%	8.90%	16.82%	23.65%	33.00%

Concerning research

Average
7.4

SD
2.5

0	1	2	3	4	5	6	7	8	9	10
2.65%	1.37%	2.83%	2.19%	3.10%	8.39%	8.49%	12.23%		19.71%	

Concerning other tasks

Average
6.5

SD
2.8

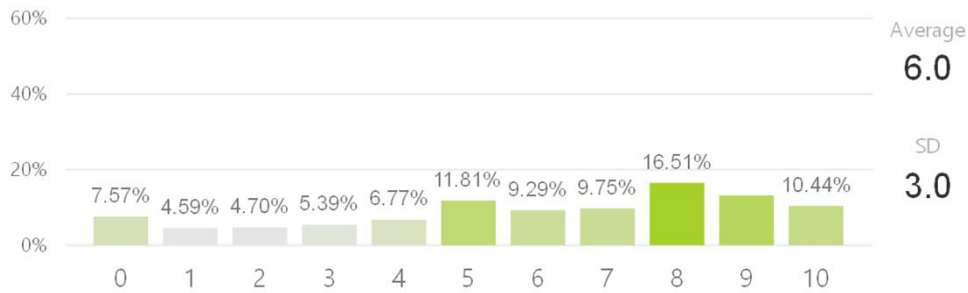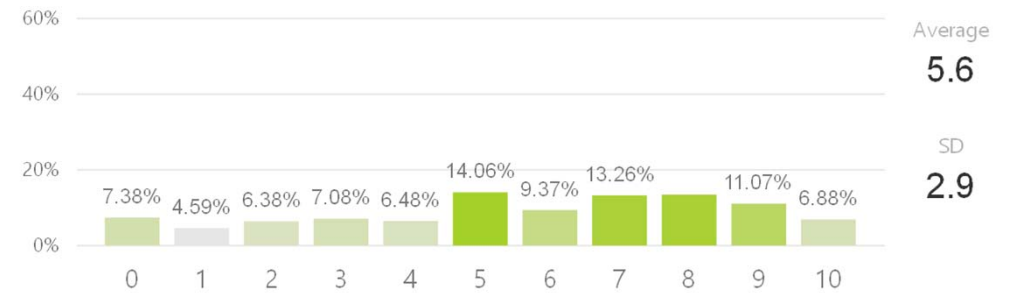| 0	1	2	3	4	5	6	7	8	9	10
3.86%	3.65%	3.86%	3.65%	5.43%	13.78%	9.92%	10.75%	14.82%		

Assess from 0 to 10, to what extent the UCM respects the following issues related to health and security at work.

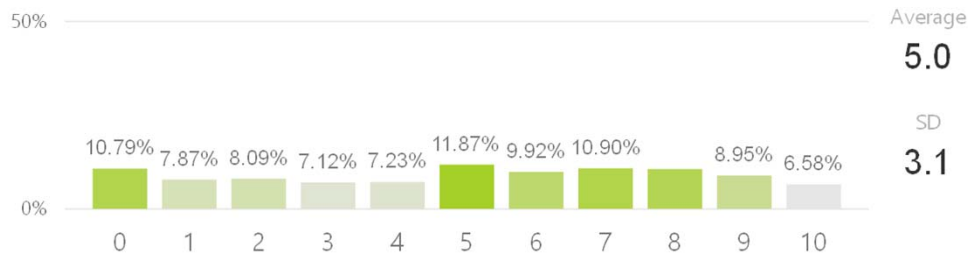0 means you completely desagree and 10 you completely agree
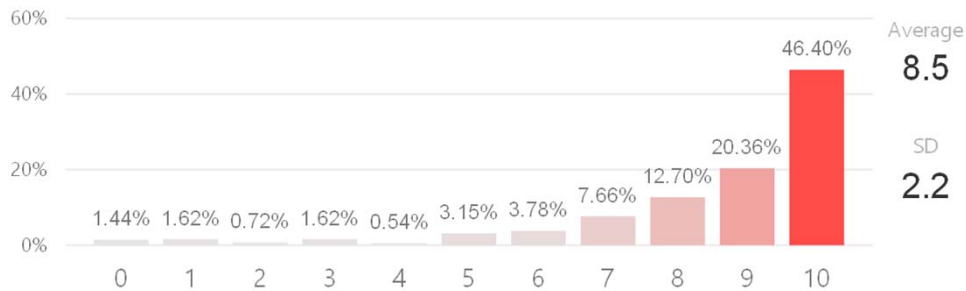
Respects the existing regulation

Average
6.0

SD
3.0

Informs and offers adequate training

Average
5.6

SD
2.9

Provides the adequate means when necessary
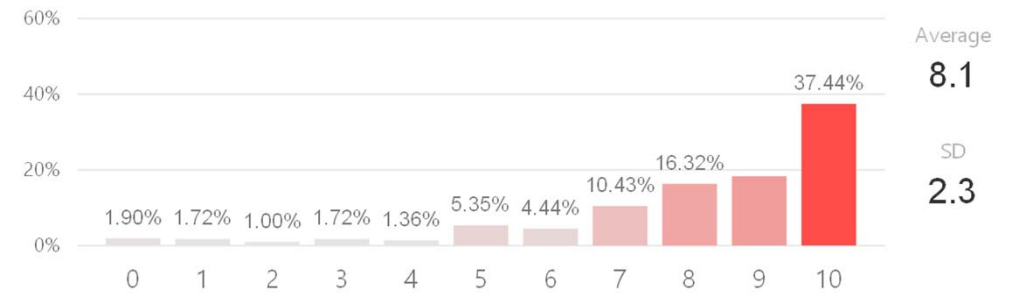

Average
5.0

SD
3.1

25

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
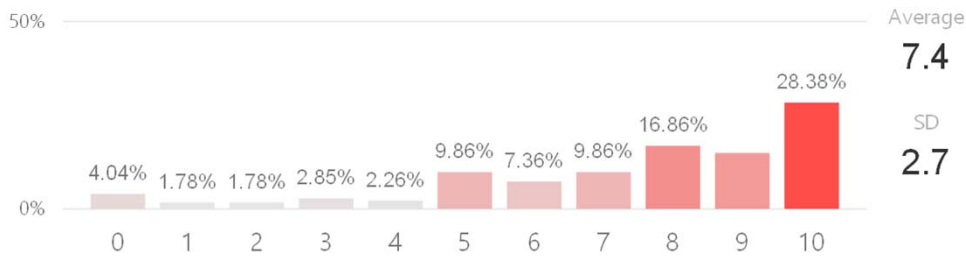0 means you completely desagree and 10 you completely agree

Teaching

	Average	SD
0: 1.44%	8.5	2.2
1: 1.62%		
2: 0.72%		
3: 1.62%		
4: 0.54%		
5: 3.15%		
6: 3.78%		
7: 7.66%		
8: 12.70%		
9: 20.36%		
10: 46.40%		

Research

	Average	SD
0: 1.90%	8.1	2.3
1: 1.72%		
2: 1.00%		
3: 1.72%		
4: 1.36%		
5: 5.35%		
6: 4.44%		
7: 10.43%		
8: 16.32%		
9: (19%)		
10: 37.44%		

Others

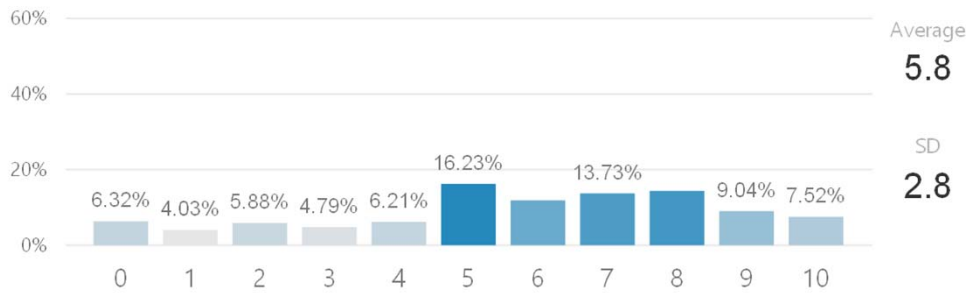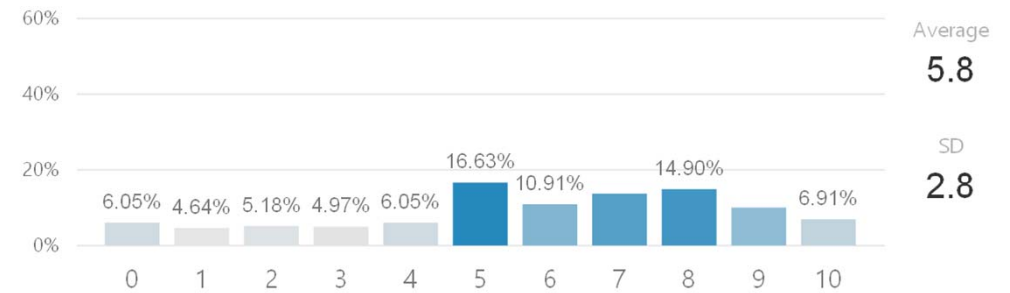|	Average	SD
0: 4.04%	7.4	2.7
1: 1.78%		
2: 1.78%		
3: 2.85%		
4: 2.26%		
5: 9.86%		
6: 7.36%		
7: 9.86%		
8: 16.86%		
9: (15%)		
10: 28.38%		

Please assess from 0 to 10, to what extent UCM promotes and facilitates that the relationship between PhD students and their supervisors is…

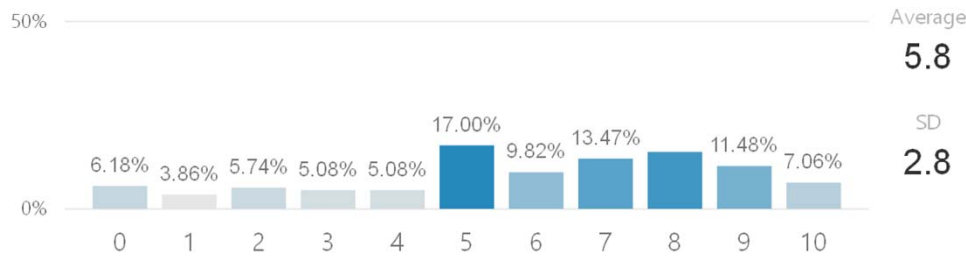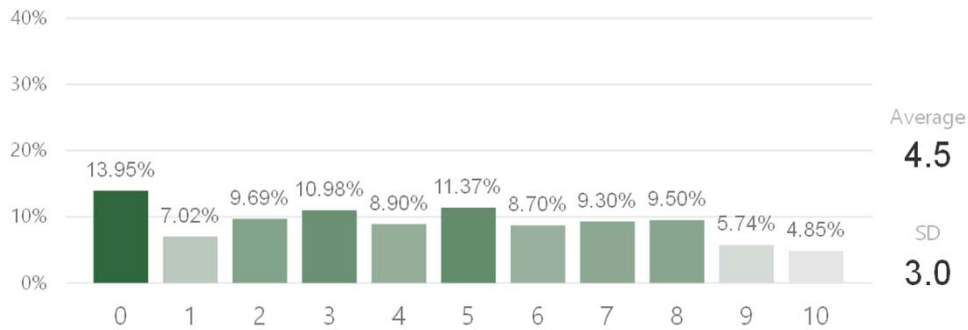0 means you completely desagree and 10 you completely agree

Structured

Average
5.8

SD
2.8

Regular and scheduled

Average
5.8

SD
2.8

Recording activities and results
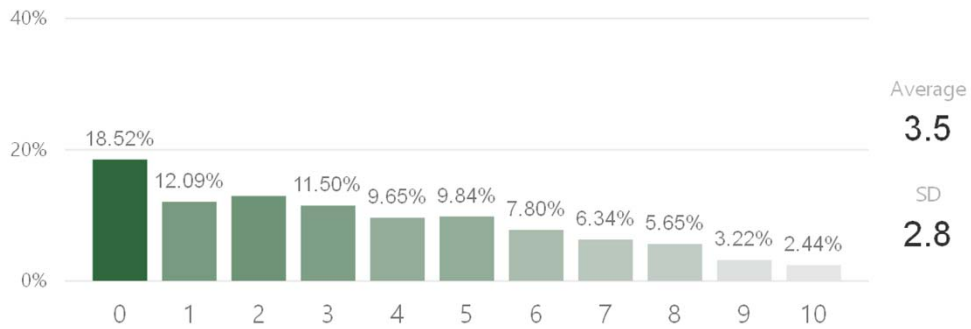

Average
5.8

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
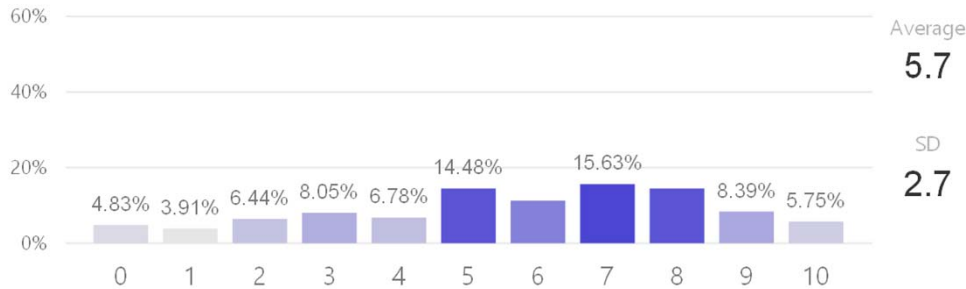

Average
4.5

SD
3.0

Bar chart values (0–10): 13.95%, 7.02%, 9.69%, 10.98%, 8.90%, 11.37%, 8.70%, 9.30%, 9.50%, 5.74%, 4.85%

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

Average
3.5

SD
2.8

Bar chart values (0–10): 18.52%, 12.09%, 11.50%, 9.65%, 9.84%, 7.80%, 6.34%, 5.65%, 3.22%, 2.44%
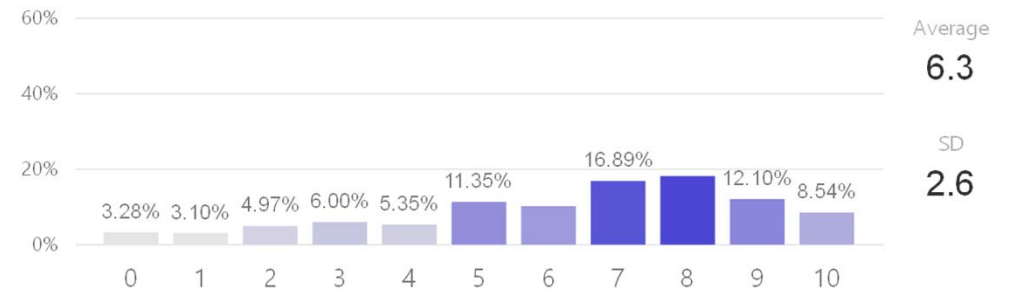
Focusing questions related to ethical and professional aspects, please assess from 0 to 10 the following statements:

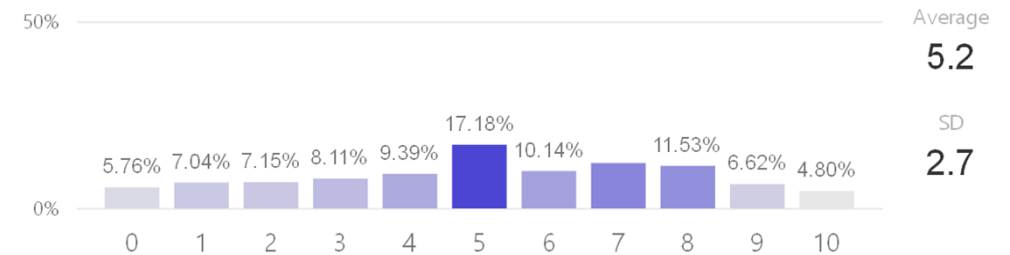*UCM has the mechanisms to ensure that the good practice principles in research are respected at the university*

Average
5.7

SD
2.7

Score	0	1	2	3	4	5	6	7	8	9	10
%	4.83%	3.91%	6.44%	8.05%	6.78%	14.48%		15.63%		8.39%	5.75%

Thanks to UCM I can keep my self informed about the research funding opportunities

Average
6.3

SD
2.6

Score	0	1	2	3	4	5	6	7	8	9	10
%	3.28%	3.10%	4.97%	6.00%	5.35%	11.35%		16.89%		12.10%	8.54%

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

Average
5.1

SD
2.8

| Score	0	1	2	3	4	5	6	7	8	9	10
%	6.36%	8.28%	8.38%	6.67%	7.58%	13.13%		12.73%		6.87%	3.64%
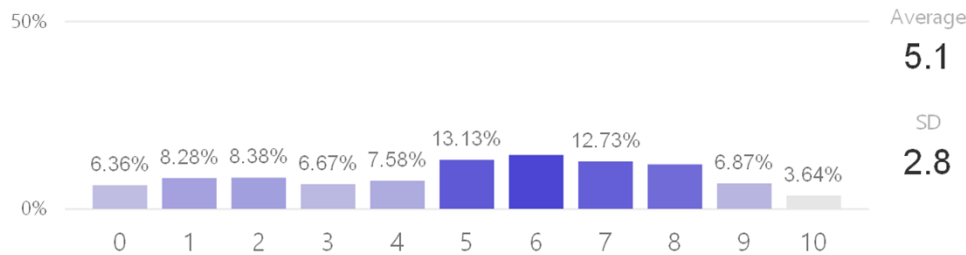
Thanks to UCM I can keep myself informed about the regional, national, international or sectoral regulations affecting my working conditions

Average
5.2

SD
2.7

| Score	0	1	2	3	4	5	6	7	8	9	10
%	5.76%	7.04%	7.15%	8.11%	9.39%	17.18%	10.14%		11.53%	6.62%	4.80%

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
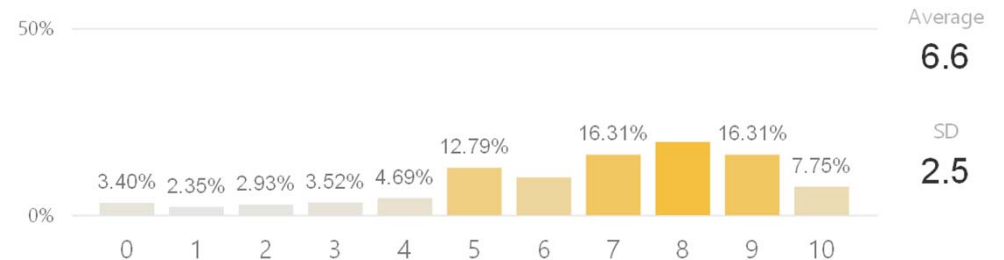

Average
4.9

SD
2.7
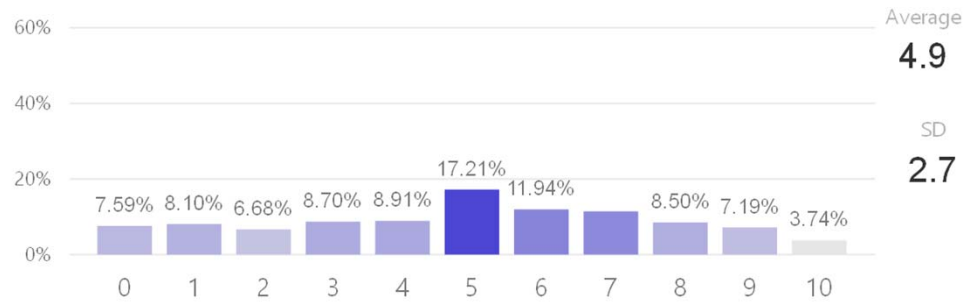
Please, assess from 0 to 10, to what extent you develop your activity in adequate security conditions, concerning the following aspects:
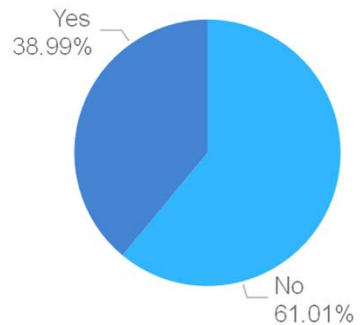
Confidentiality and data protection

Average
6.7

SD
2.5
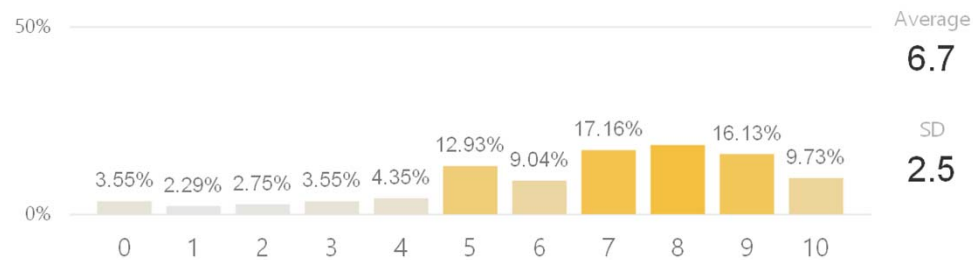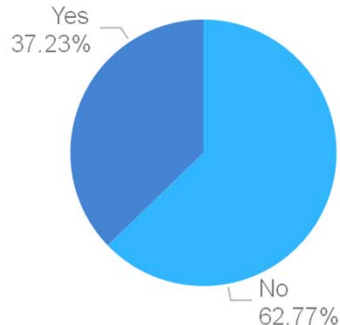
Security of electronic information

Average
6.6

SD
2.5

Do you know the UCM Code of Ethics and Good Conduct?

n

1126

Yes
38.99%

No
61.01%

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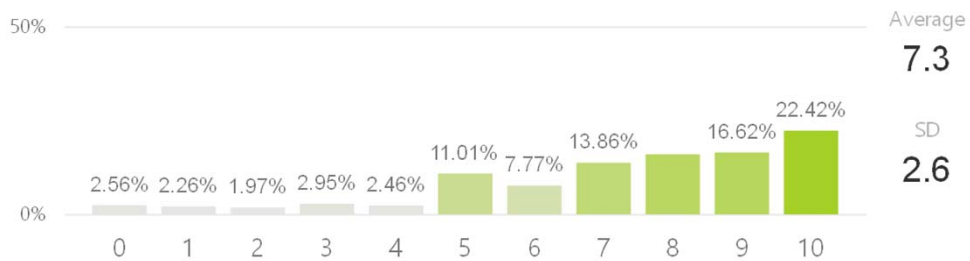
n

1112

Yes
37.23%

No
62.77%

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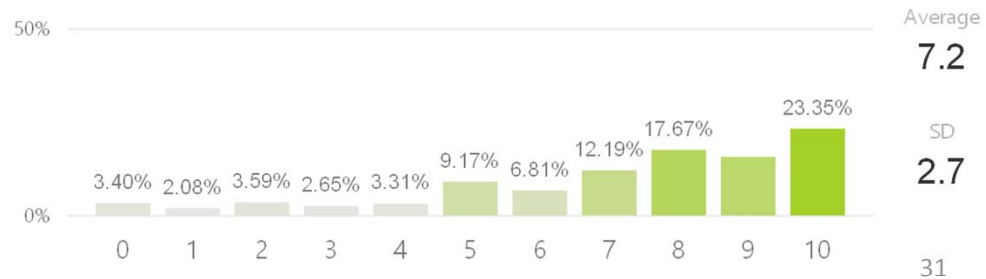
n

1113

Yes
46.27%

No
53.73%
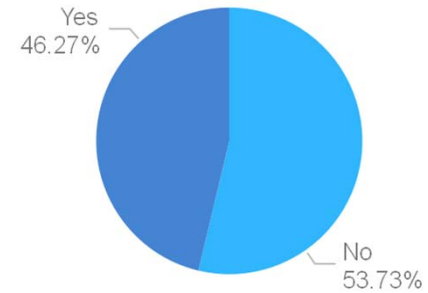
Important in order to improve the research.

A Code of goood practices in research

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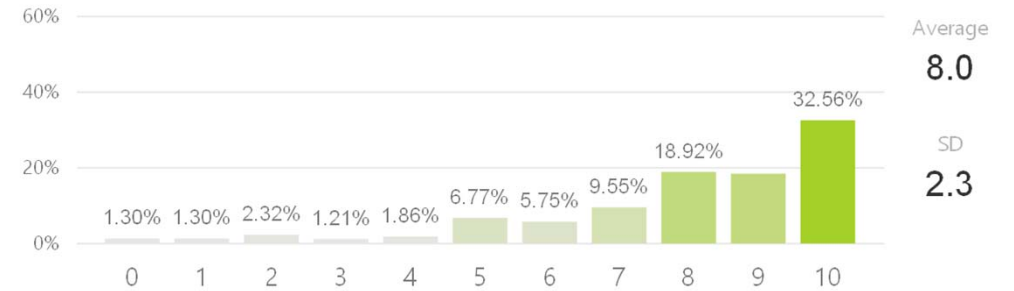

Average
7.3

SD
2.6

2.56% 2.26% 1.97% 2.95% 2.46% 11.01% 7.77% 13.86% 16.62% 22.42%
0 1 2 3 4 5 6 7 8 9 10

Average
7.2

SD
2.7

3.40% 2.08% 3.59% 2.65% 3.31% 9.17% 6.81% 12.19% 17.67% 23.35%
0 1 2 3 4 5 6 7 8 9 10

31

Important in order to improve the research.

A procedure / manual / guidelines for the staff selection procedures

Average
7.6

SD
2.4
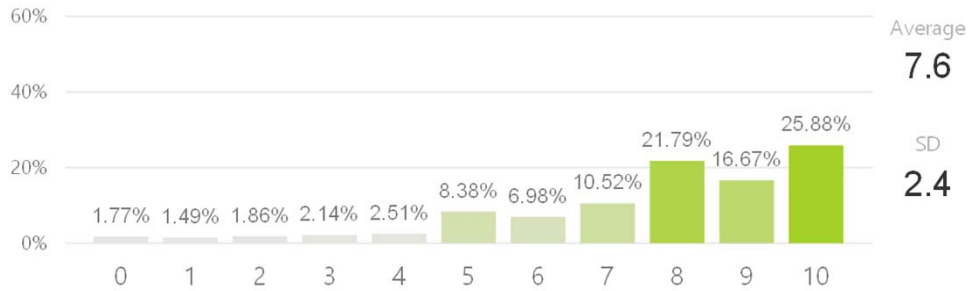
An advice and guidance service for the development of professional career

Average
8.0

SD
2.3

A traning service including transversal skills

Average
7.6

SD
2.5
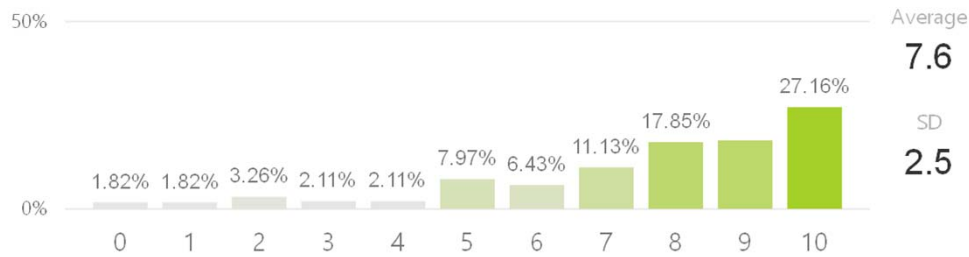
An information system on the merits of the staff

Average
8.0

SD
2.2
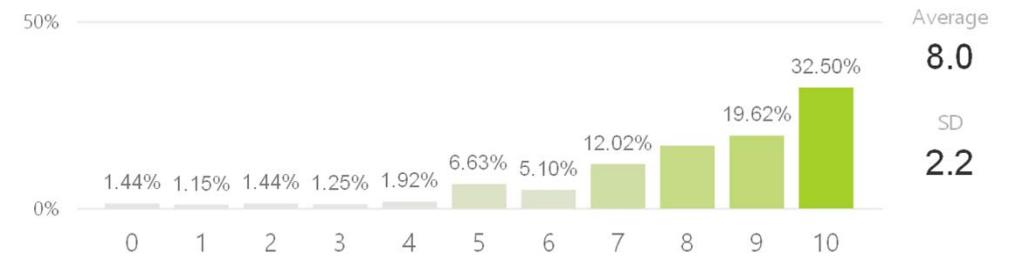
Importance ranking: Important in order to improve the research.

Staff merits information system		8.00
8.00	2.25	
Average	SD	
Professional career development service		7.95
7.95	2.31	
Average	SD	
Staff selection procedure		7.62
7.62	2.38	
Average	SD	
Traning service		7.59
7.59	2.51	
Average	SD	
Research goood practices		7.26
7.26	2.56	
Average	SD	
PhD thesis supervision procedure		7.19
7.19	2.71	
Average	SD	
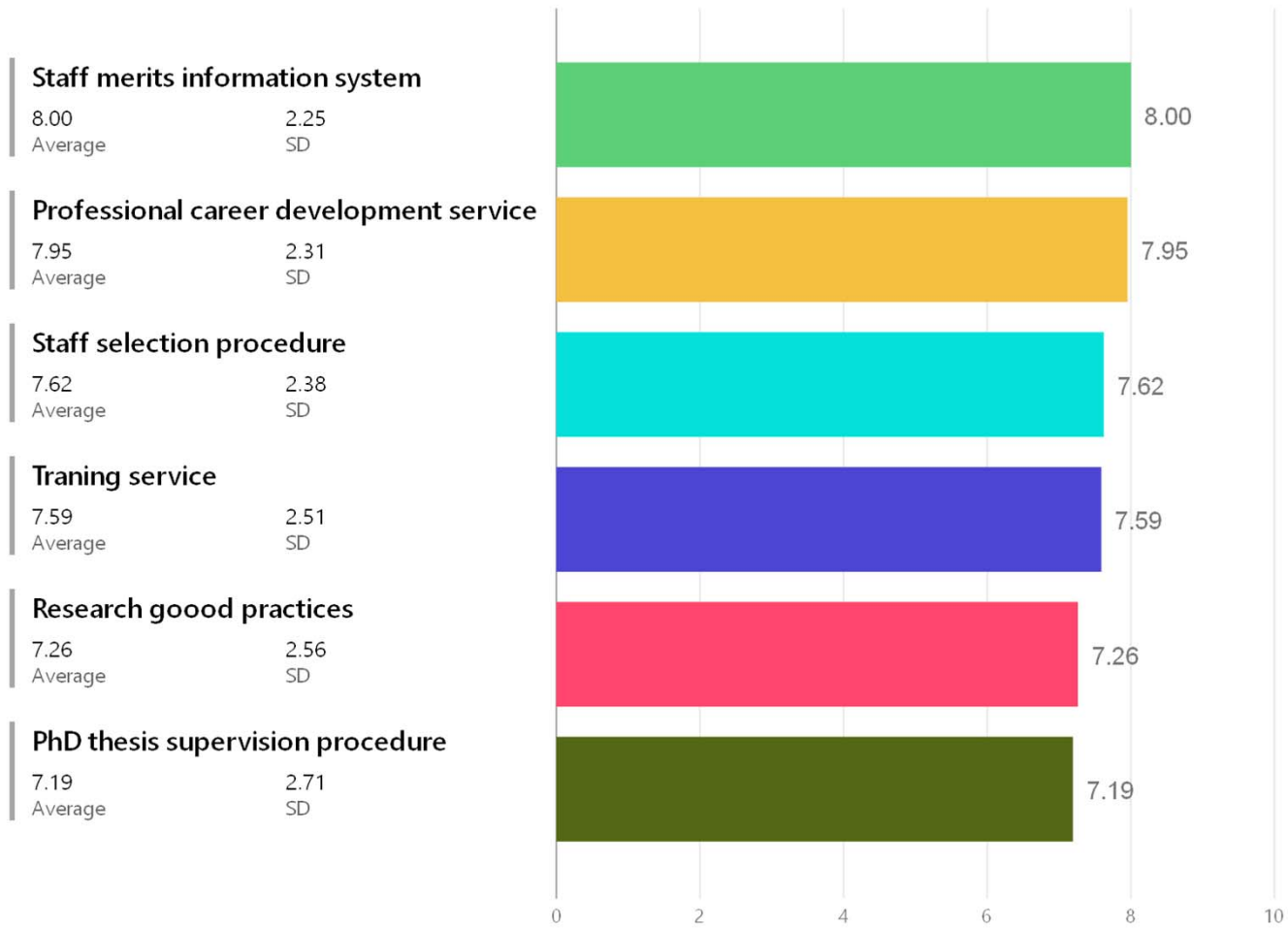
HRS4R at UCM
Human Resources Strategy for Researchers

Online survey to research and teaching staff at UCM

July 2017