



U N I V E R S I D A D
COMPLUTENSE
M A D R I D

HRS4R at UCM

HUMAN RESOURCES STRATEGY FOR
RESEARCHERS

ONLINE SURVEY TO RESEARCHERS

June - July 2017



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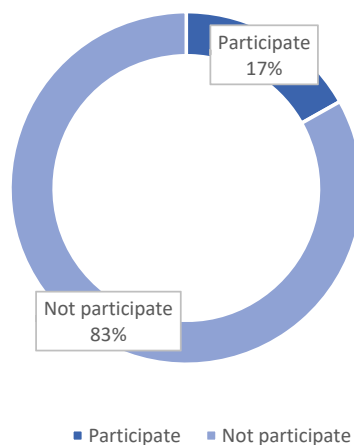


Technical specifications

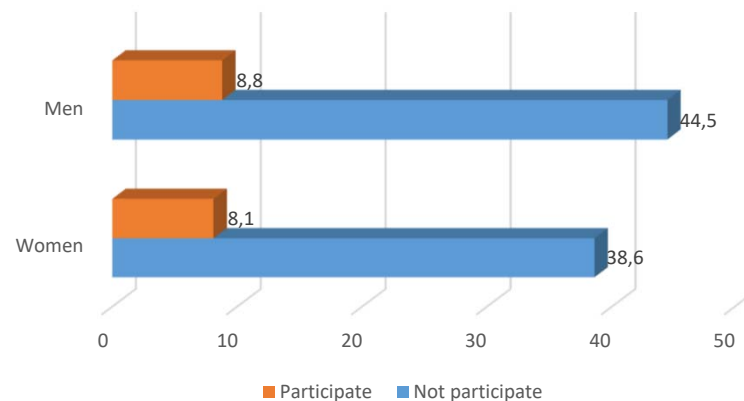
Type of survey	Online self-administered questionnaire
Dates	June 20 to July 2, 2017
Promotion of participation	Email pre-announcement and announcement
Targeted population	The universe of research and teaching staff at UCM 6,736 individuals
Number of answers	1,135 participants
Participation level	16,85%
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

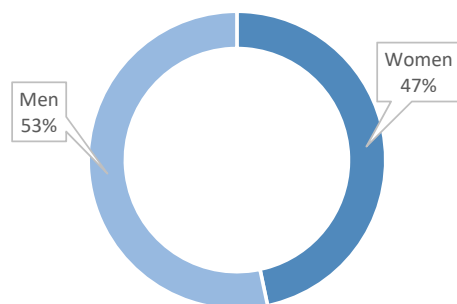
Participation in the survey



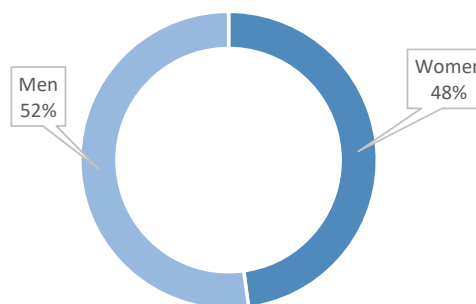
PARTICIPATION RATE BY GENDER



Population by Gender



Sample by Gender



Sampling error

$\pm 2,6$

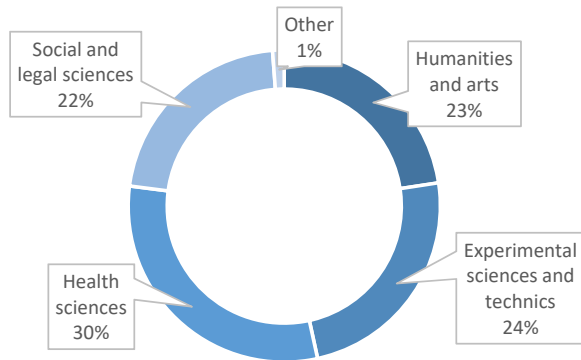
For the data measured at the UCM level, always with a confidence level of 95% ($p = q$), assuming that the estimators are unbiased and under the assumption, conservative in terms of the size of the variable sampling error, which is A simple random sample.

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.

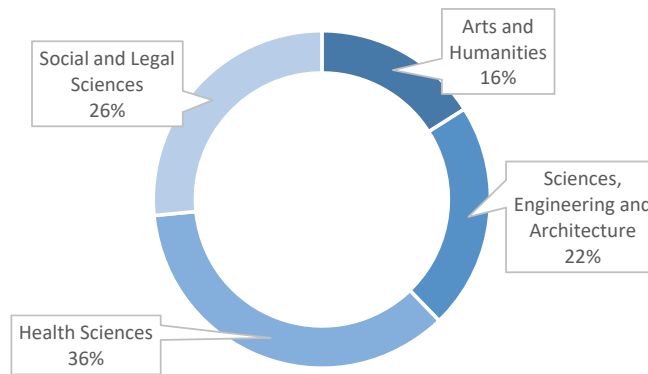
Contact with the target audience was made through institutional email. In this email, in addition to informing them about the survey, they were shown an individualized link, with which they could access the online survey.

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.

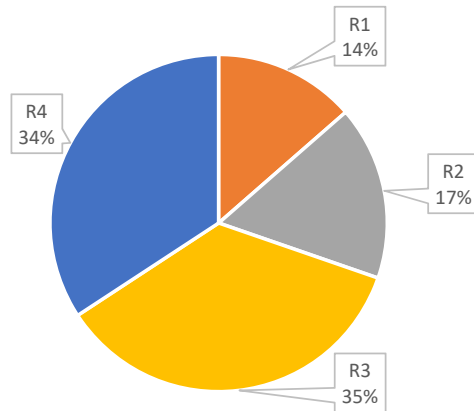
Sample by Knowledge areas



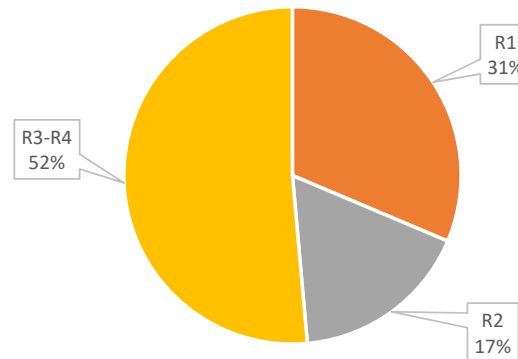
Population by Knowledge Area



R scale distribution of the Sample



R scale distribution of the Population





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.

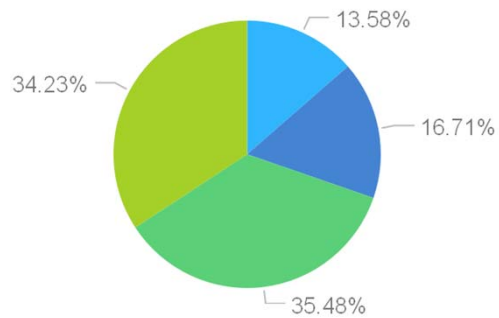
R Scale - Distribution



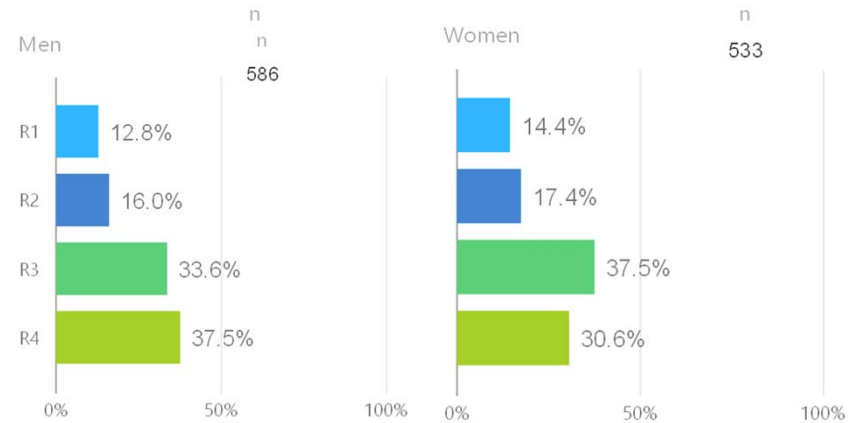
R-Index distribution

n
1119

● R1 ● R2 ● R3 ● R4

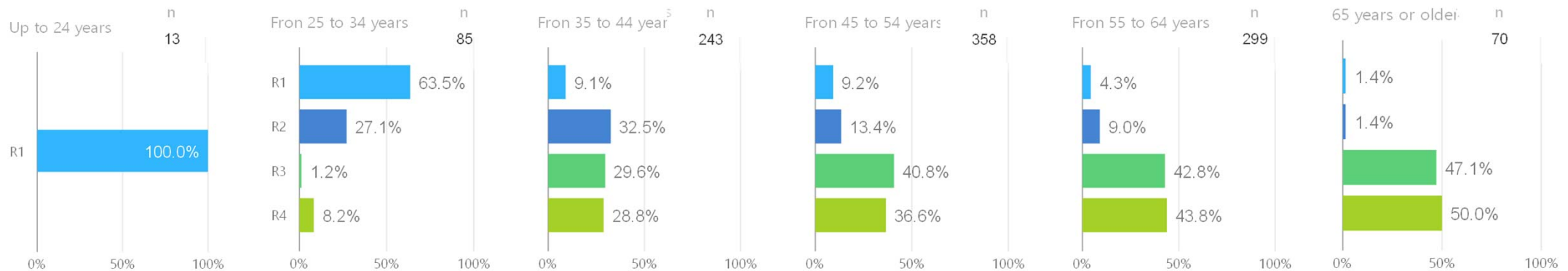


R-Index distribution by Sex



R-Index distribution by age group

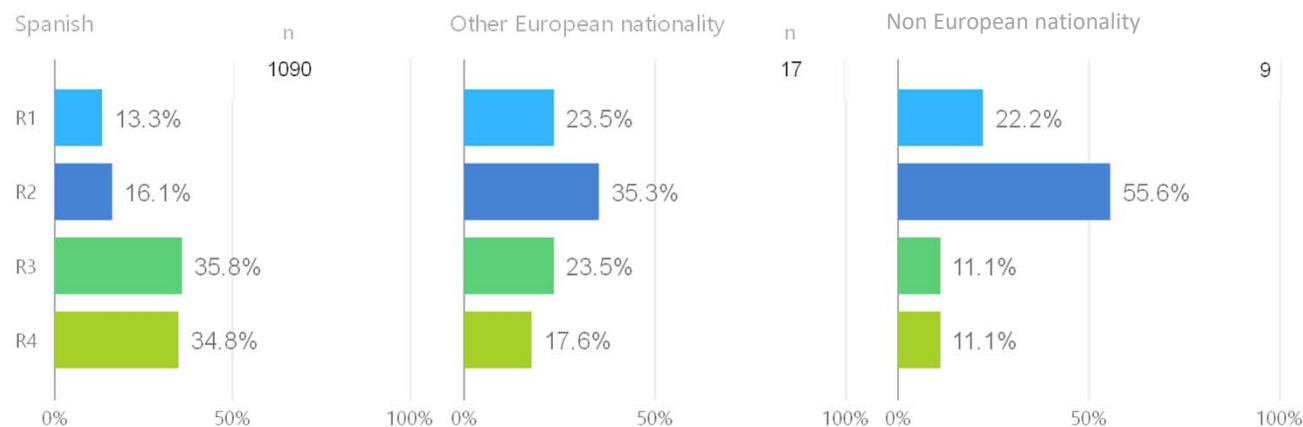
Average age 49.32 Average age R1 37.97 Average age R2 43.89 Average age R3 52.57 Average age R4 52.60





R-Index distribution by nationality

● R1 ● R2 ● R3 ● R4



R-Index distribution by seniority

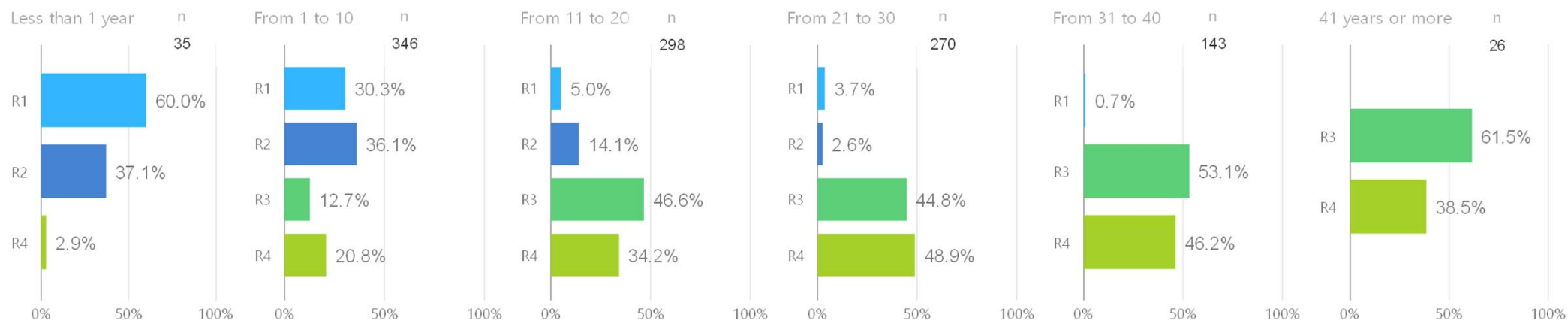
Average experience 17.77

Average experience R1 5.54

Average experience R2 7.60

Average experience R3 22.89

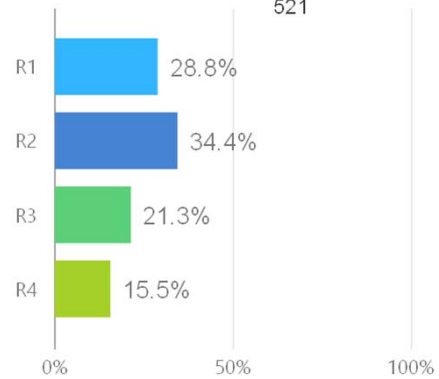
Average experience R4 22.08



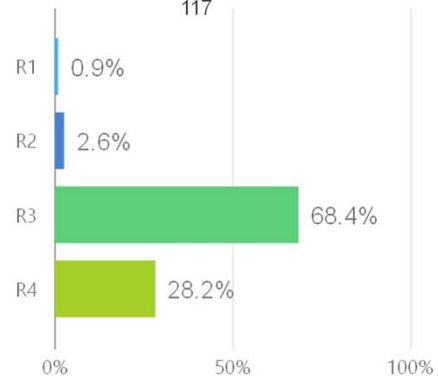
R-Index distribution by sessenials

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

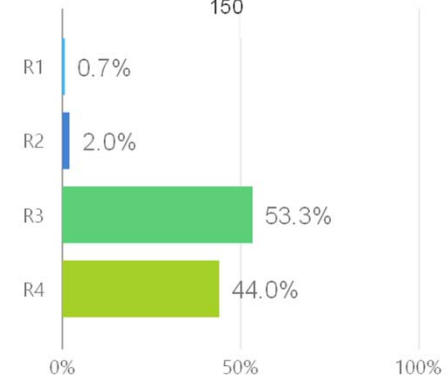
No sessenials
n
521



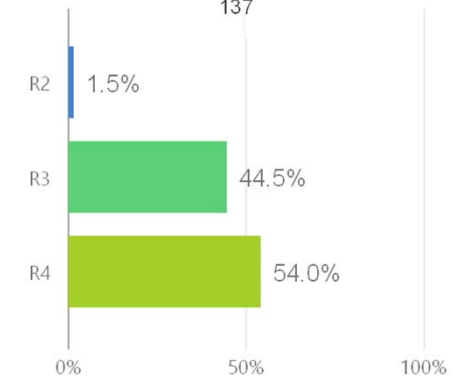
1 sessenial
n
117



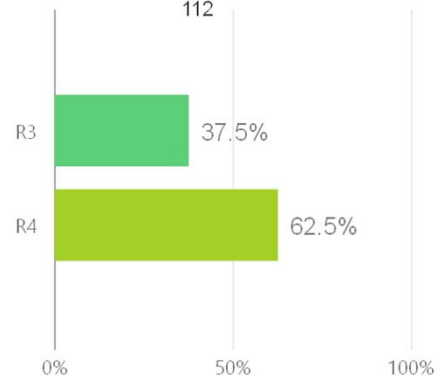
2 sessenials
n
150



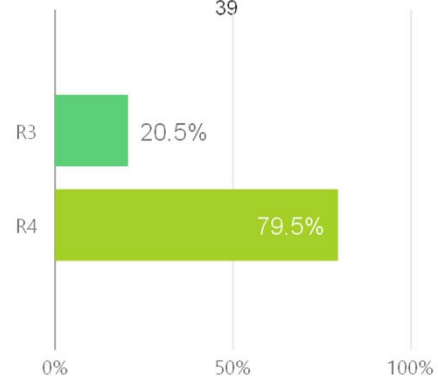
3 sessenials
n
137



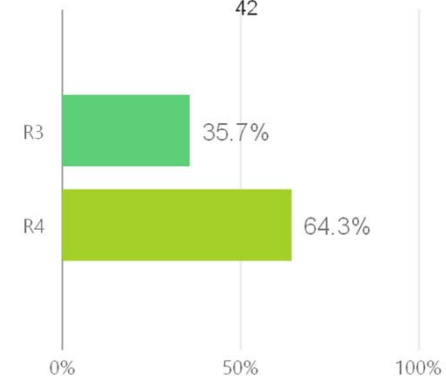
4 sessenials
n
112



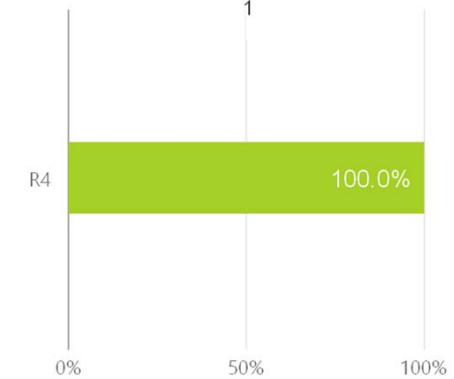
5 sessenials
n
39



6 sessenials
n
42



7 sessenials
n
1



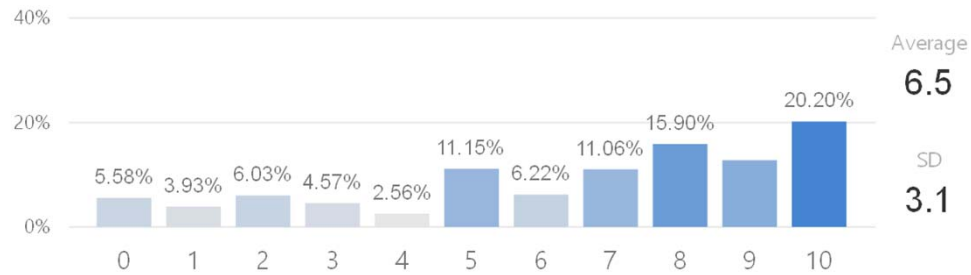
Survey Results



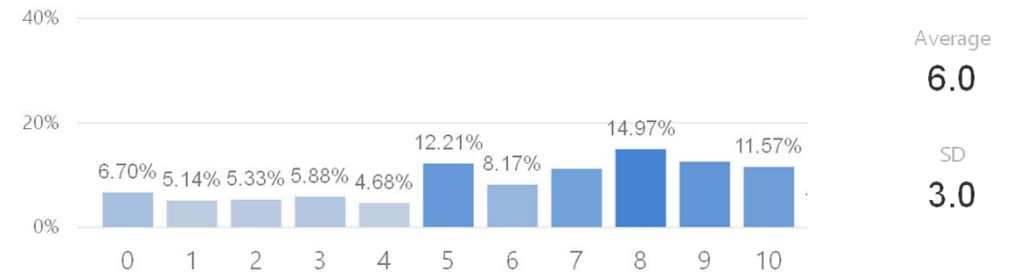
Please, indicate to what extent you agree or disagree with the following statements, related to the research staff selection and recruitment procedures.

0 means you completely disagree and 10 you completely agree

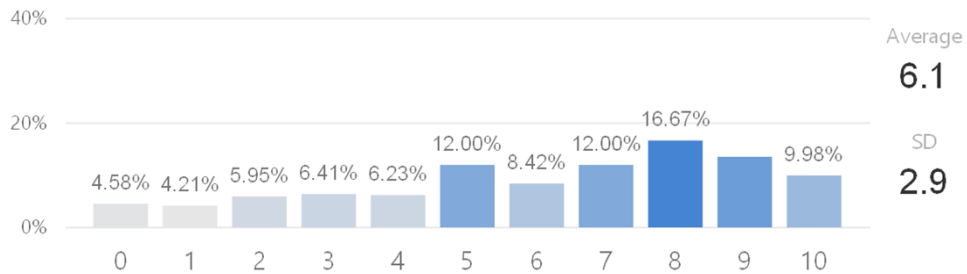
Selection and recruitment procedures are open



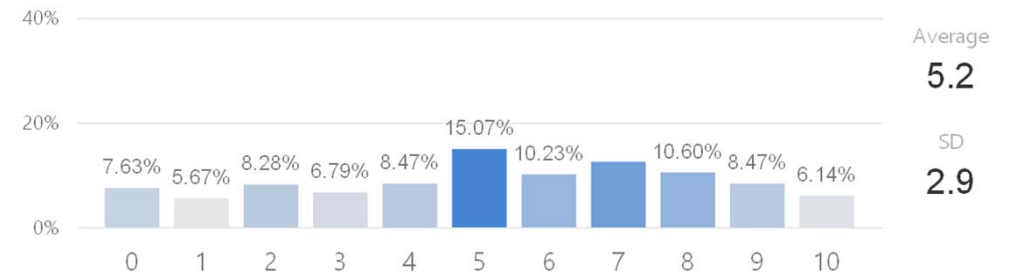
Are transparent



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



Are efficient and effective

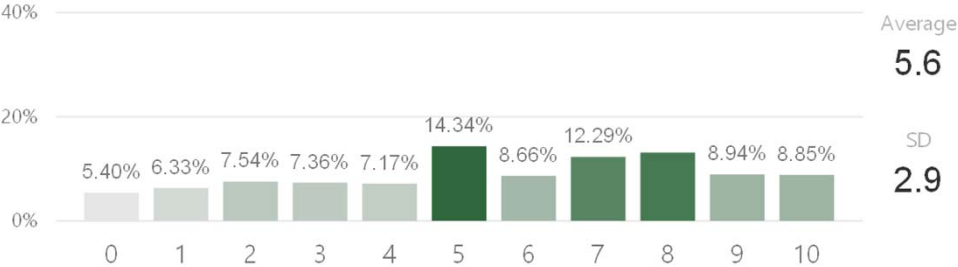




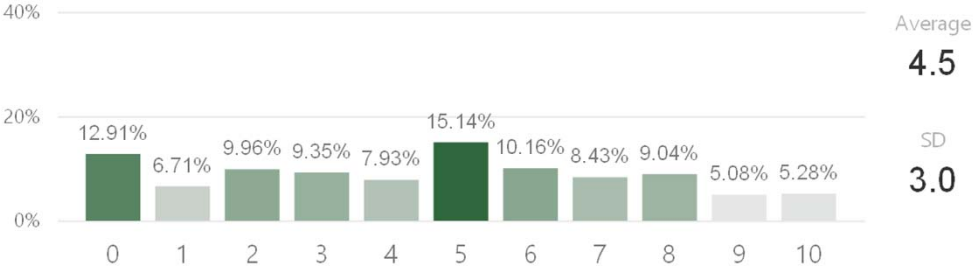
Please assess, from 0 to 10, the publicity and communication made concerning the positions offered by UCM

0 means you completely disagree and 10 you completely agree

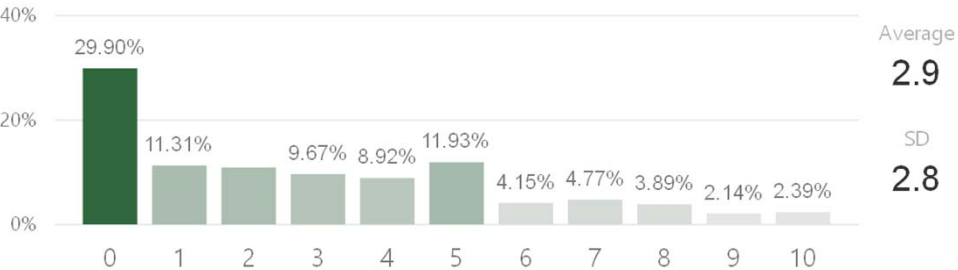
Are made sufficiently in advance



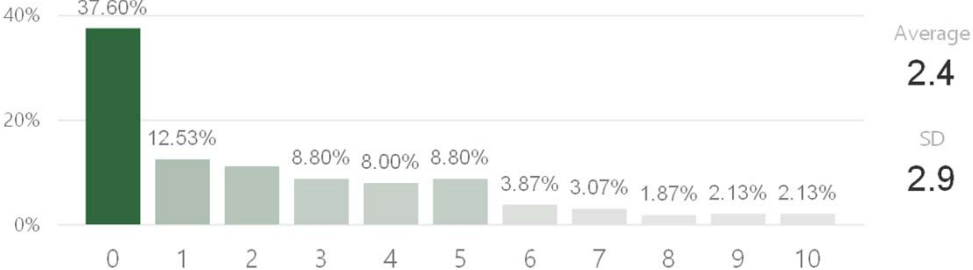
Are sufficiently announced at national level



Are sufficiently announced at international level



Are announced in Spanish and English

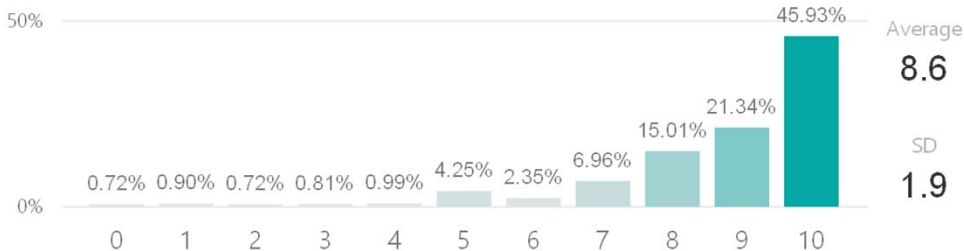




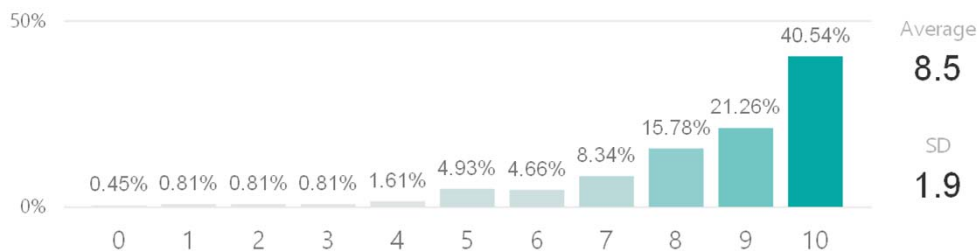
Please assess, from 0 to 10, how important you think that the announcements of the positions offered include the following informations

0 means you completely disagree and 10 you completely agree

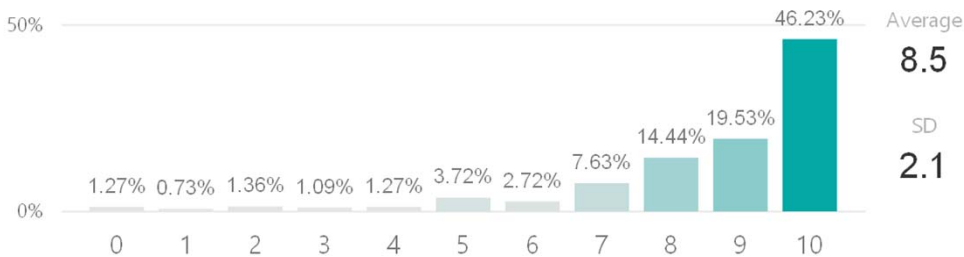
The Unit or Area of the UCM in which the job will be performed



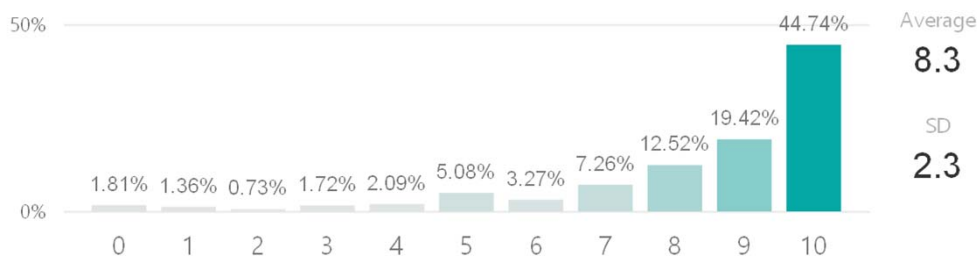
The name of the position



The number of positions offered



Starting date

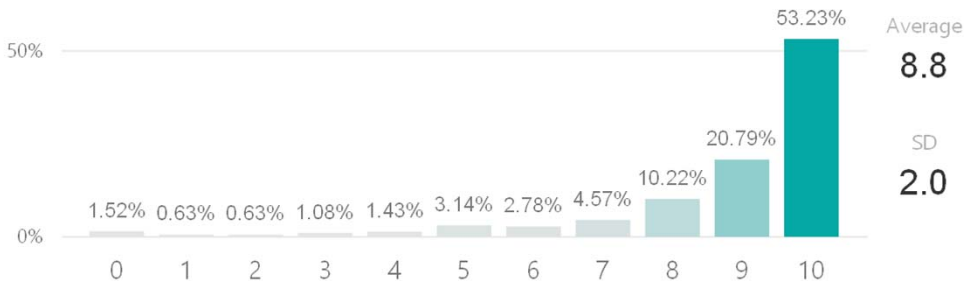




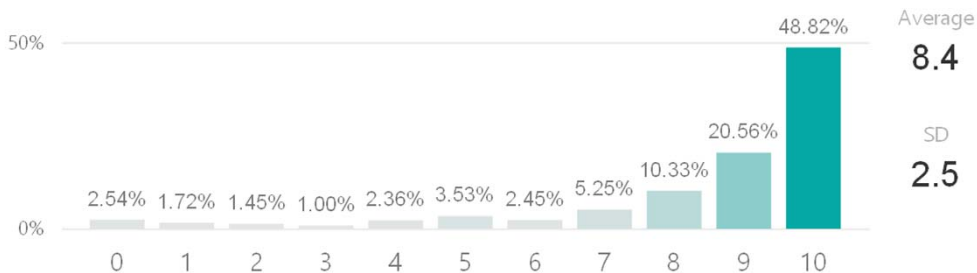
Please assess, from 0 to 10, how important you think that the announcements of the positions offered include the following informations

0 means you completely disagree and 10 you completely agree

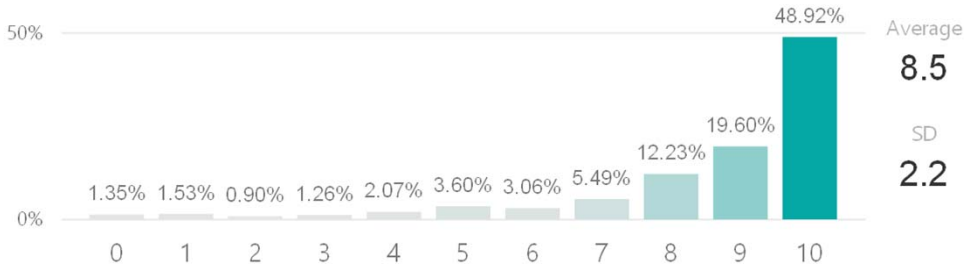
Type of contract and duration



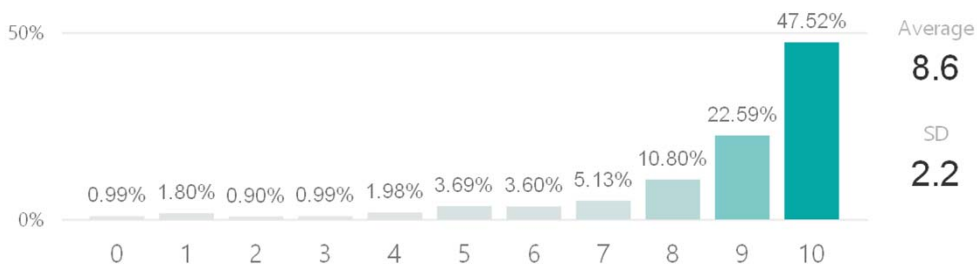
The Economic and labour conditions



Functions or tasks to be performed



Profile of required and desirable competences

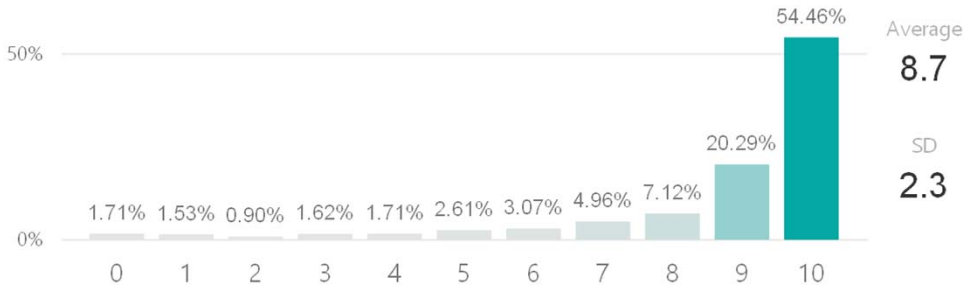




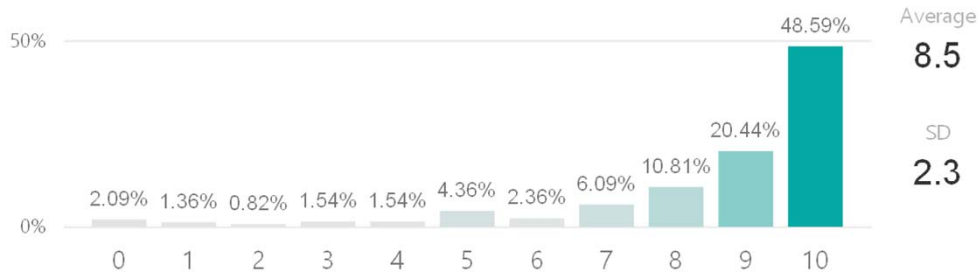
Please assess, from 0 to 10, how important you think that the announcements of the positions offered include the following informations

0 means you completely disagree and 10 you completely agree

Selection criteria



Description of the selection process

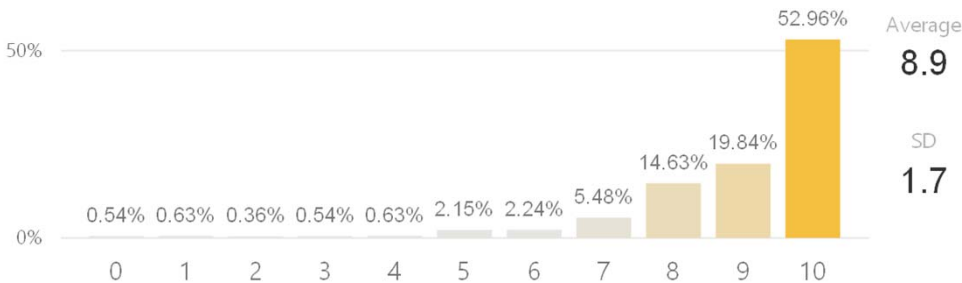




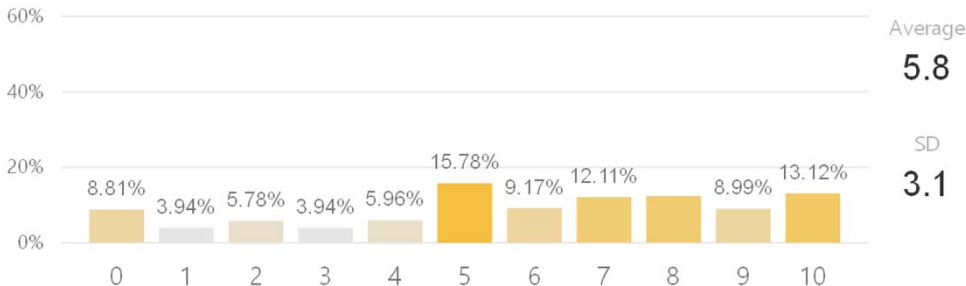
Please assess now, how important you think the following issues are, concerning the selection committees

0 means you completely disagree and 10 you completely agree

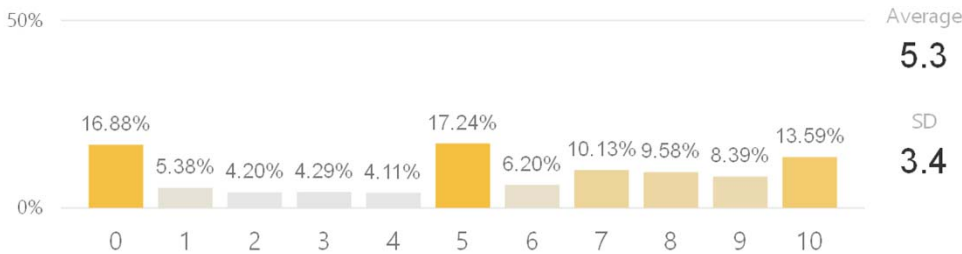
Members must be appointed following clear rules and guidelines



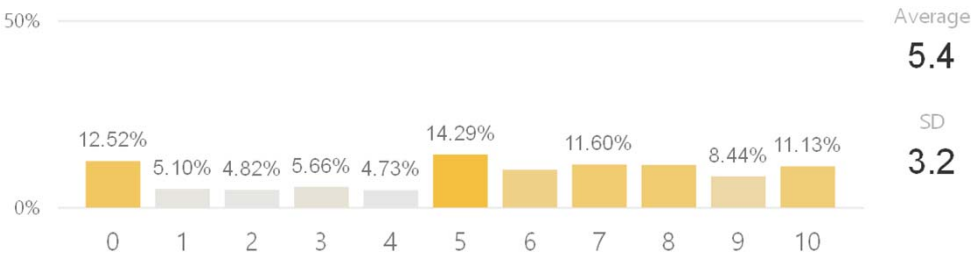
Must include people from different disciplines



Must have an adequate gender balance



Should include people from other institutions

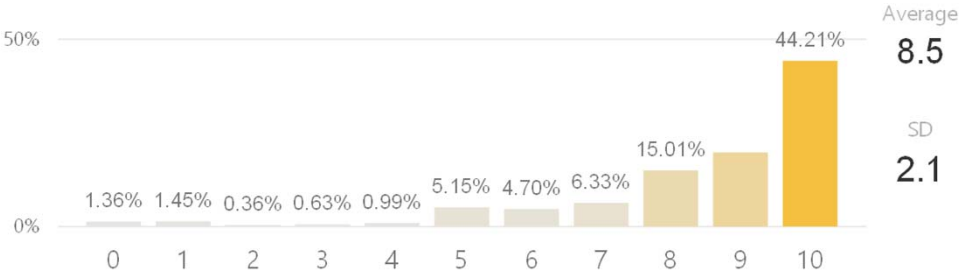




Please assess now, how important you think the following issues are, concerning the selection committees

0 means you completely disagree and 10 you completely agree

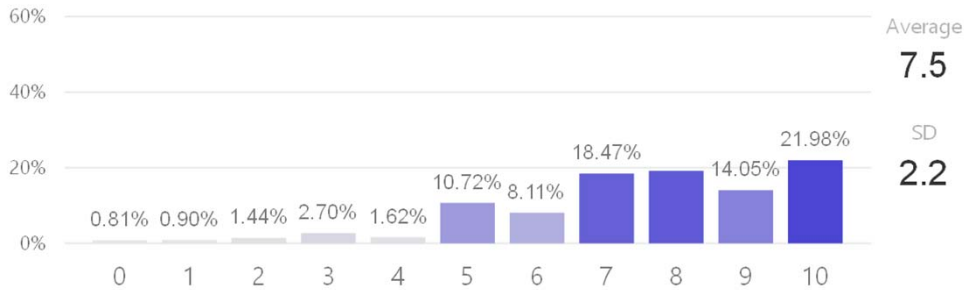
Members should receive training and/or advice to perform their task, specially concerning assessment of merit



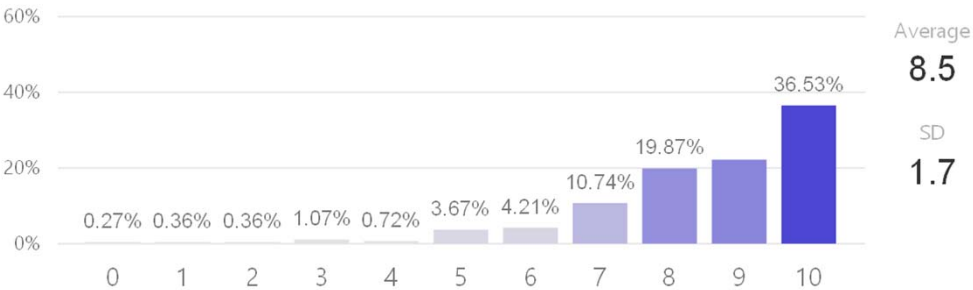
Please, assess how important it is that the assessment of merit includes the following aspects

0 means you completely disagree and 10 you completely agree

Academic record



Quality of scientific publications

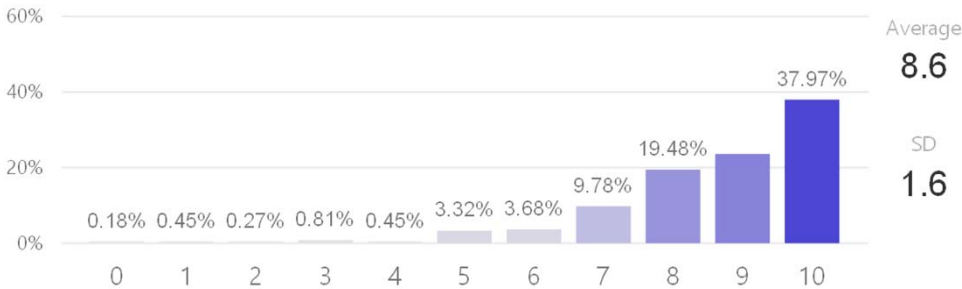




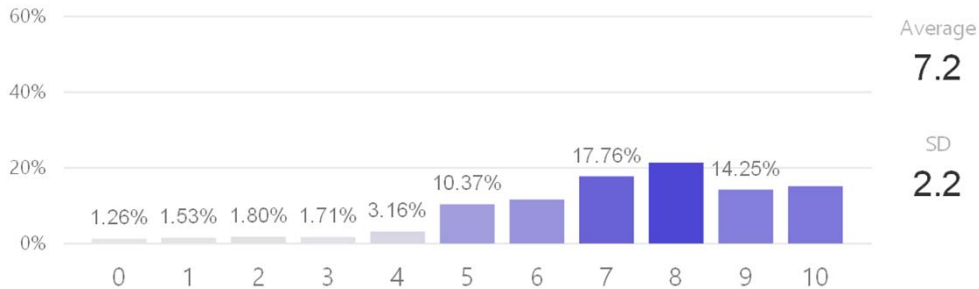
Please, assess how important it is that the assessment of merit includes the following aspects

0 means you completely disagree and 10 you completely agree

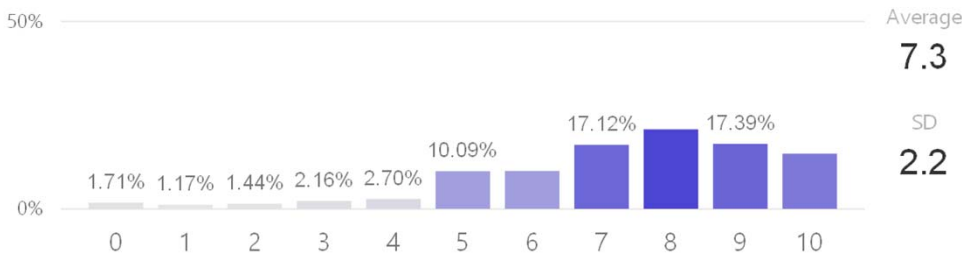
Research performance



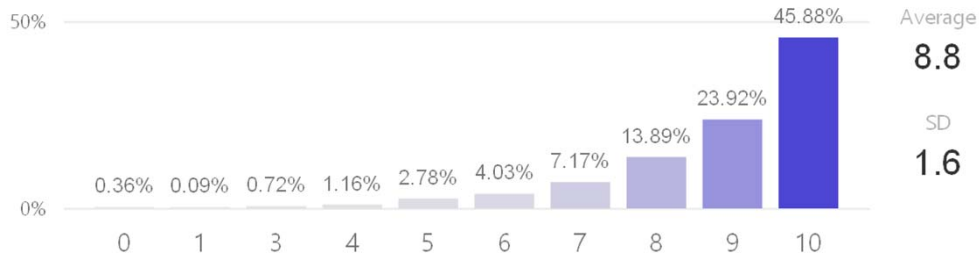
The capacity to manage research



The experience and capacity to supervise other people



Teaching performance

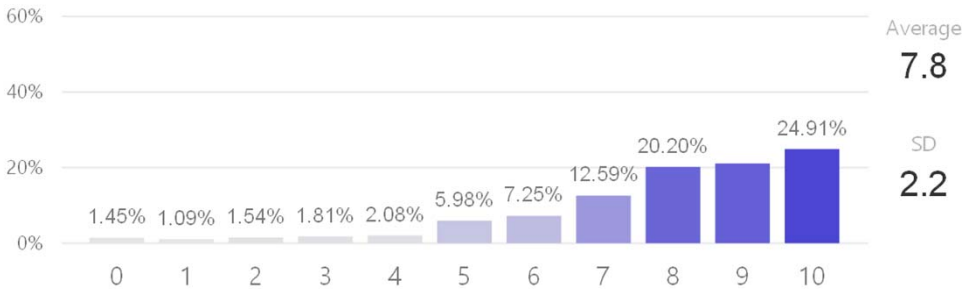




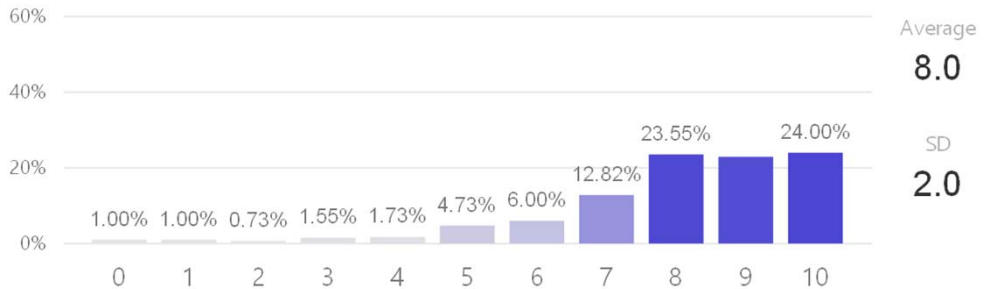
Please, assess how important it is that the assessment of merit includes the following aspects

0 means you completely disagree and 10 you completely agree

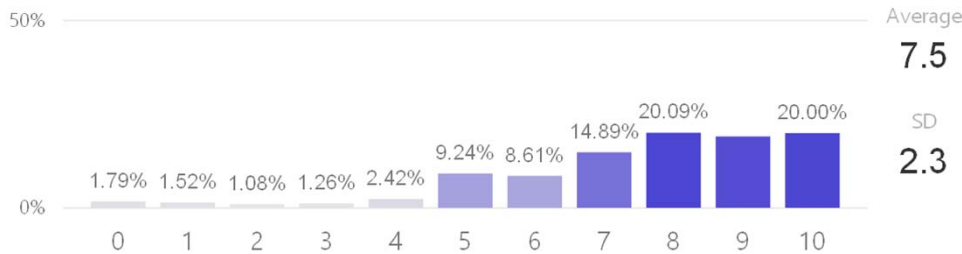
Innovativeness in teaching



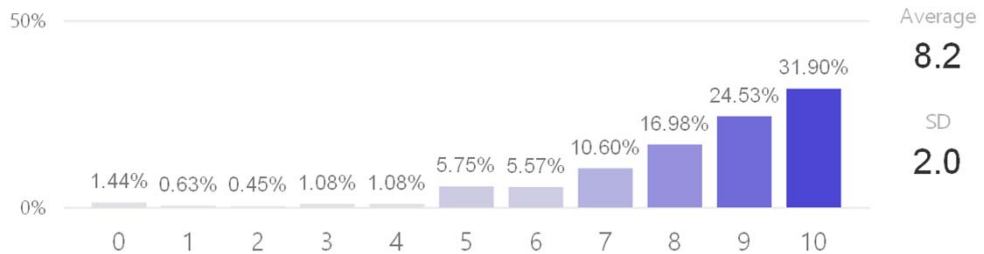
Knowledge exchange and transfer



International, national and intersectoral mobility

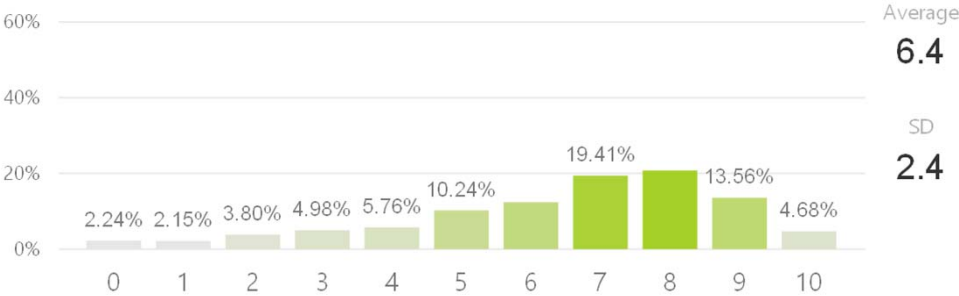


Team work



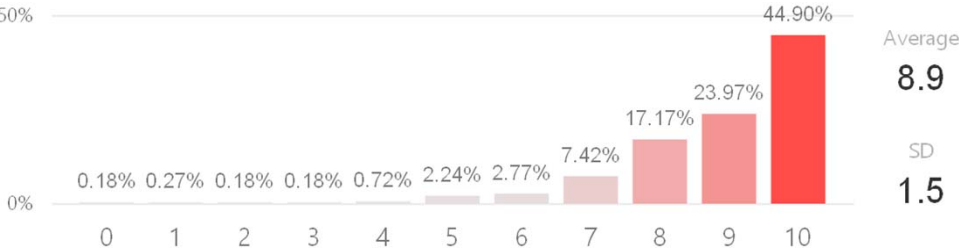


Assess, from 0 to 10, to what extent the conditions of the posts offered for teaching and research staff, the required and desirable competences are adjusted and in line to the positions offered.

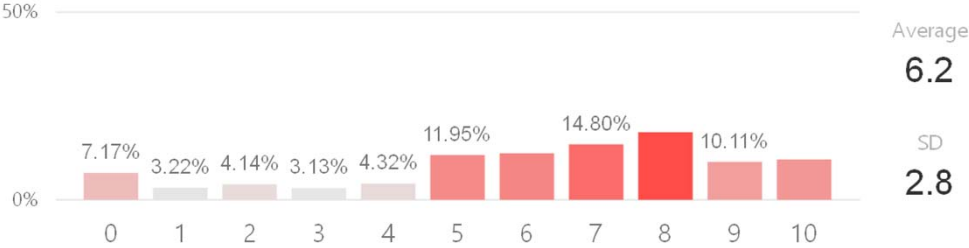


Focusing teaching and research staff selection procedures at UCM, assess from 0 to 10 how relevant is that they include the following aspects

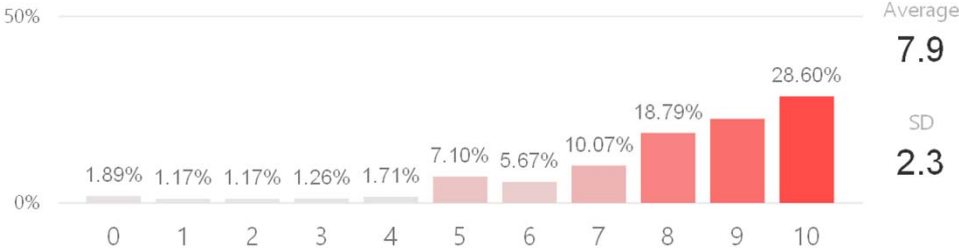
Review of CV and other documentation



Interviews on the phone, Skype or others



Face to face interviews

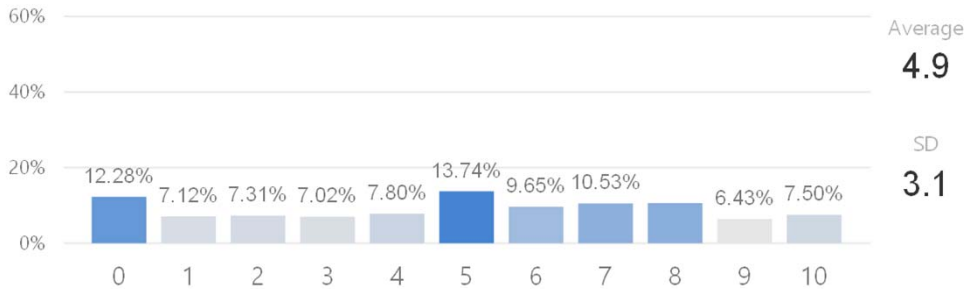




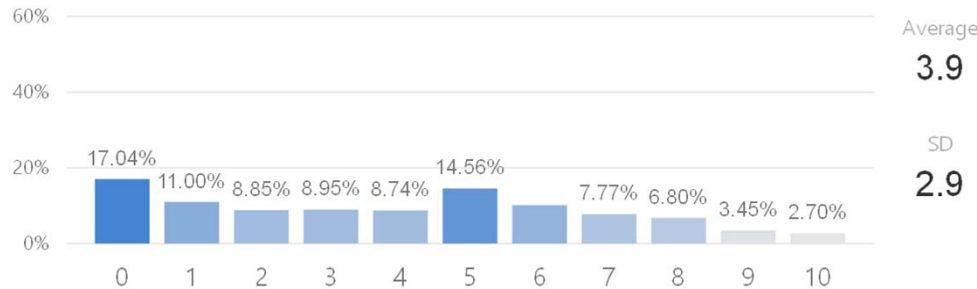
Assess to what extent you consider that the selection and recruitment system at UCM includes the following aspects:

0 means you completely disagree and 10 you completely agree

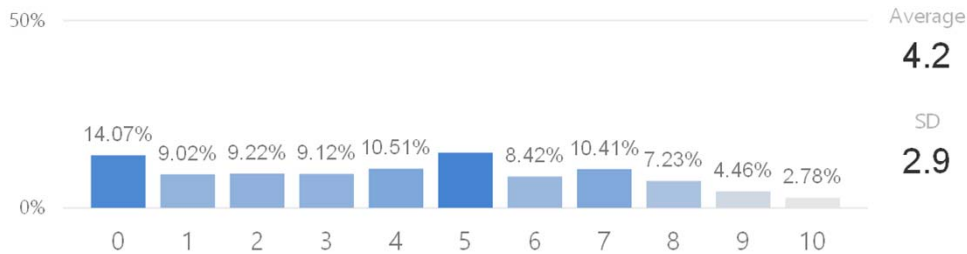
Encourages external candidates to apply



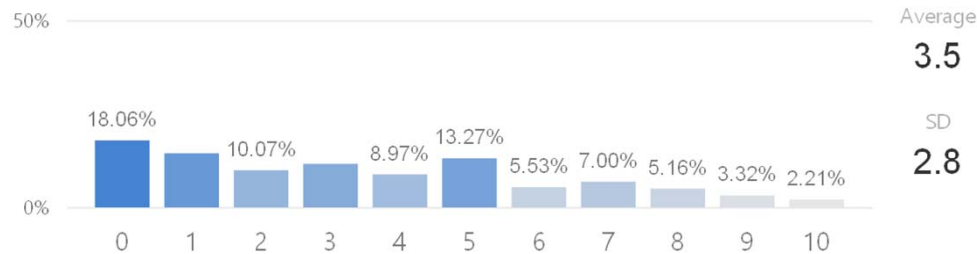
Is in line with policies to attract researchers from abroad



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



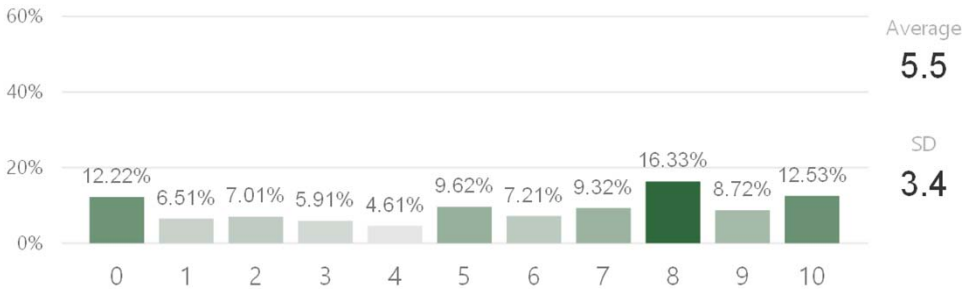
Are internationally comparable



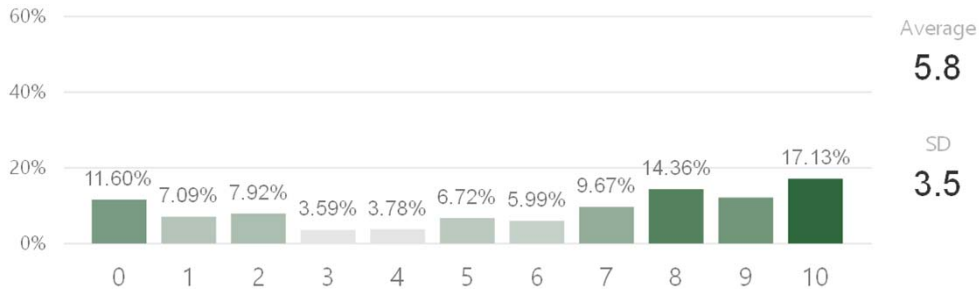


Assess to what extent the UCM should improve the following aspects related to the selection and recruitment of staff. Assess them from 0 to 10, 0 being that it should improve them and 10 that it shouldn't improve too much.

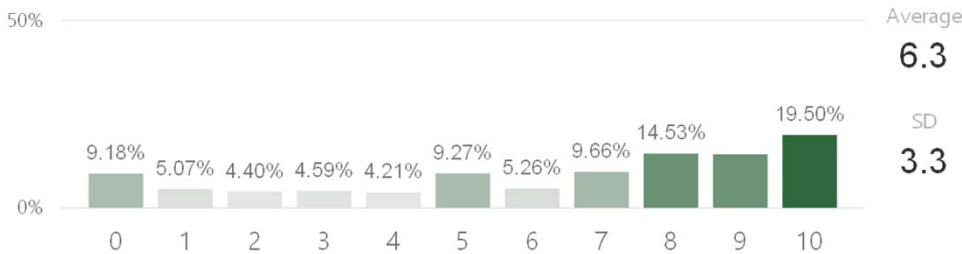
National and international dissemination of job offers



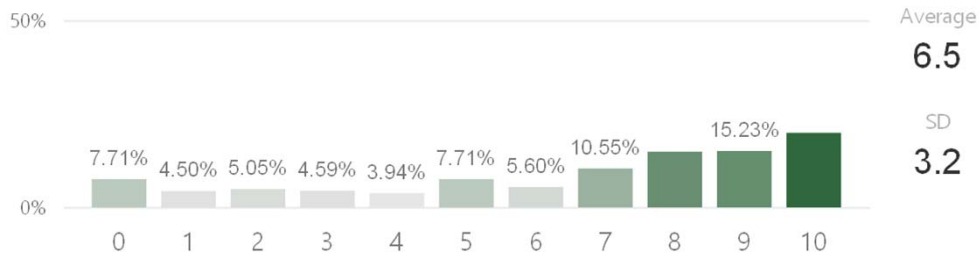
Information about the professional career possible at UCM



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



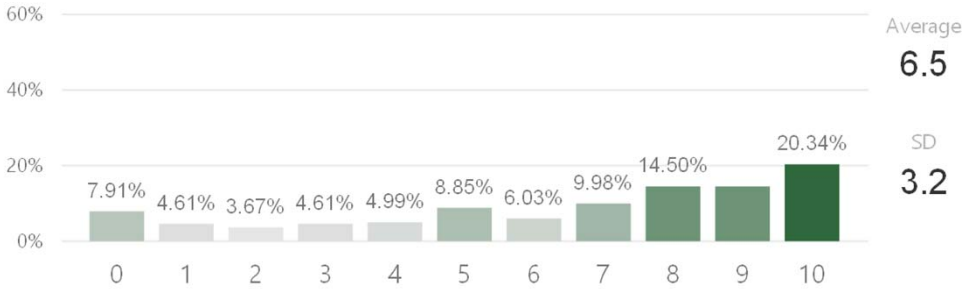
The criteria and methods to assess the merit of candidates





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

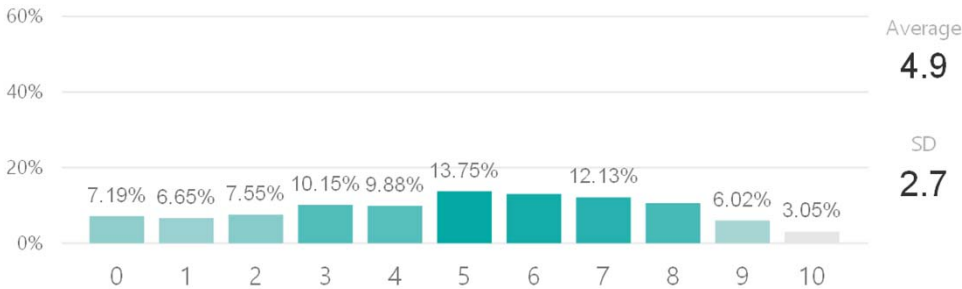




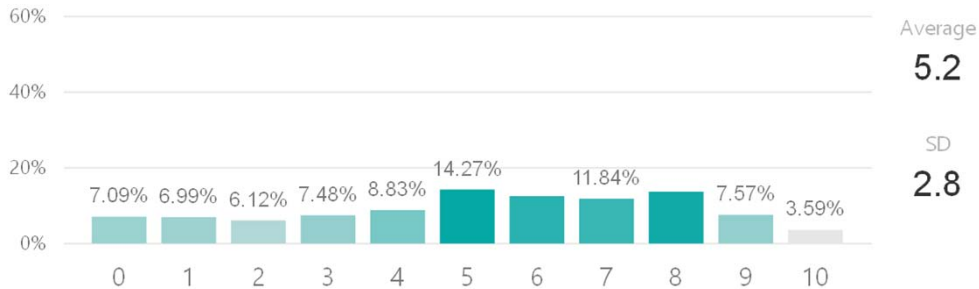
Focusing the aspects related to the working conditions, please assess from 0 to 10 to what extent you agree with the following statements

0 means you completely disagree and 10 you completely agree

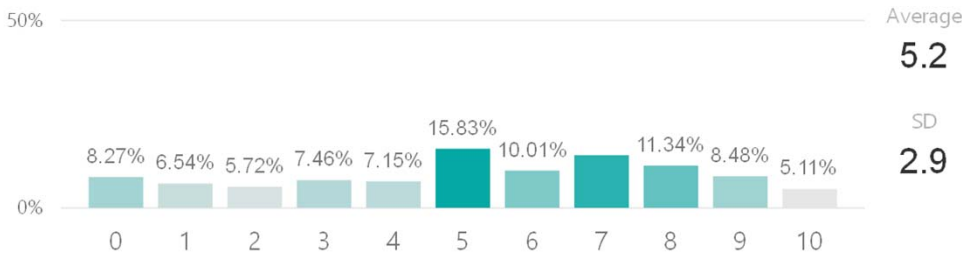
UCM offers the necessary and appropriate environment and equipment to develop research



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

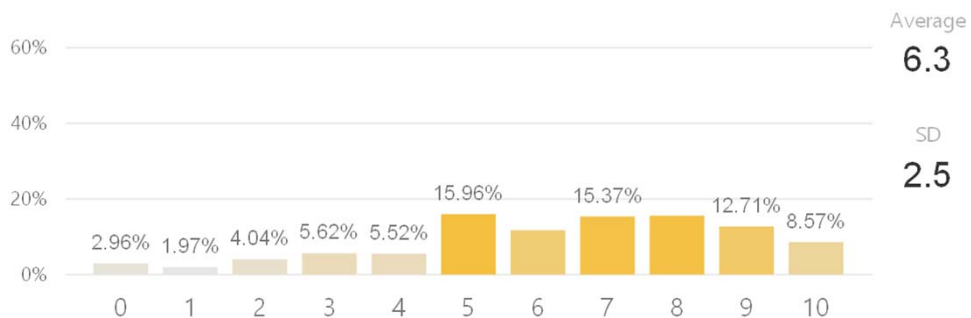


UCM has the appropriate mechanisms to present and solve claims and appeals

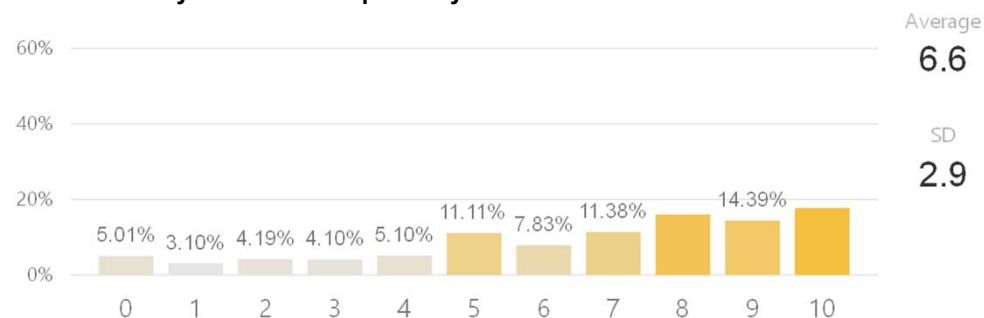




Indicate to what extent you know and exerce without difficulties your intellectual property rights.

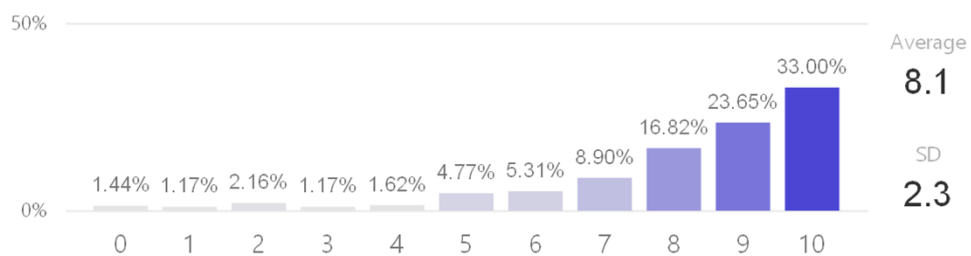


Do you know what are the opportunities and conditions to evolve in your professional career at UCM? Assess it from 0 to 10, 0 being you don't know them and 10 you know them perfectly.

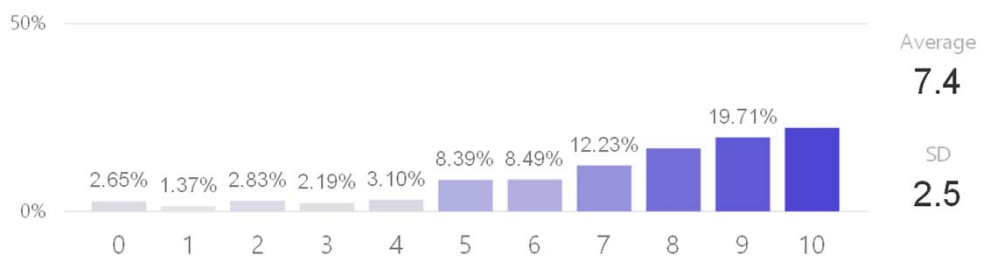


Assess from 0 to 10 to what extent you know what your obligations and rights are, concerning the following issues

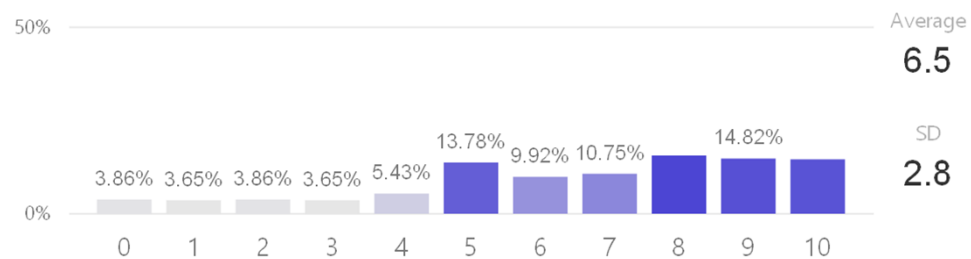
Concerning teaching



Concerning research



Concerning other tasks

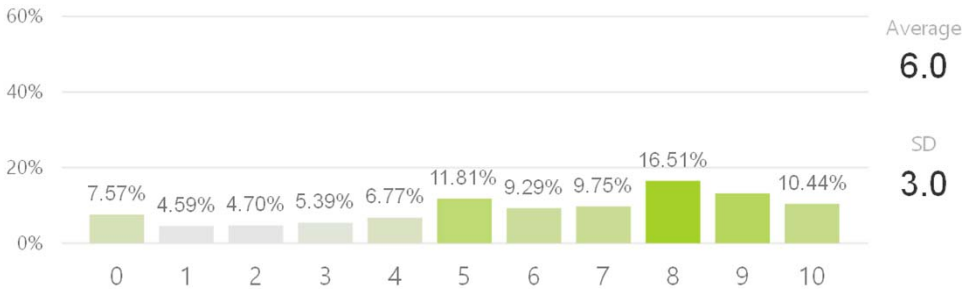




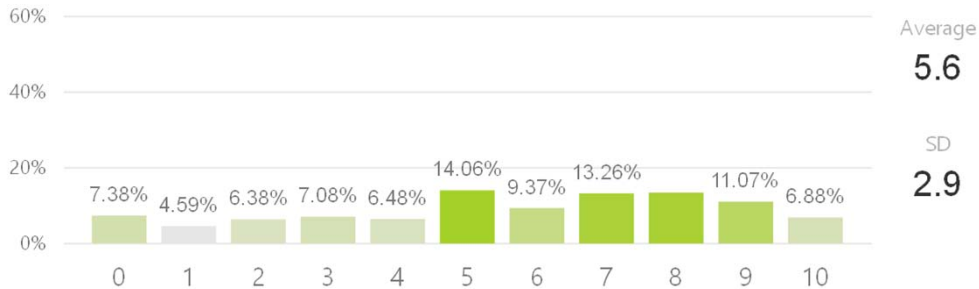
Assess from 0 to 10, to what extent the UCM respects the following issues related to health and security at work.

0 means you completely disagree and 10 you completely agree

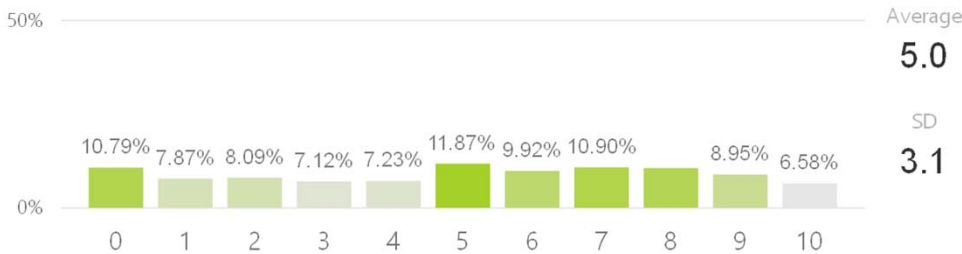
Respects the existing regulation



Informes and offers adequate training



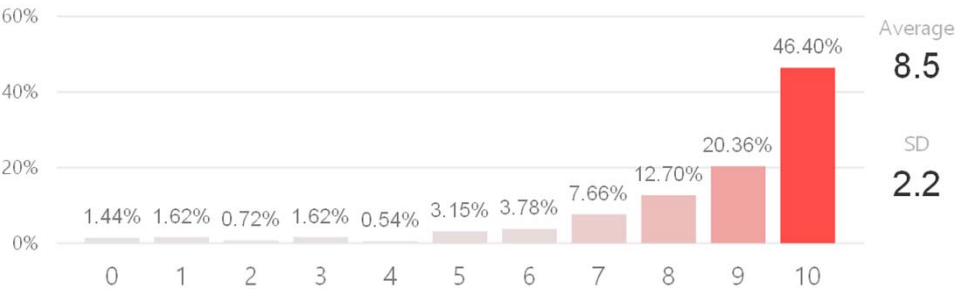
Provides the adequate means when necessary



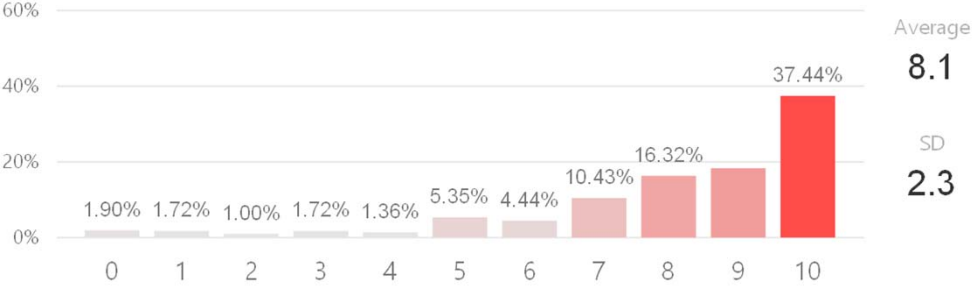


Please, assess from 0 to 10 how important you think is that the UCM assesses regularly the performance of teaching and research staff, concerning the following items
0 means you completely disagree and 10 you completely agree

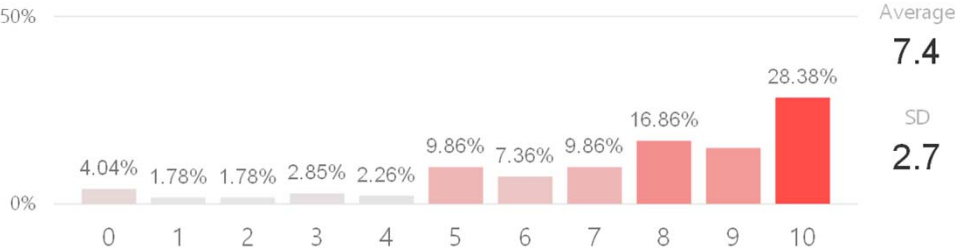
Teaching



Research



Others

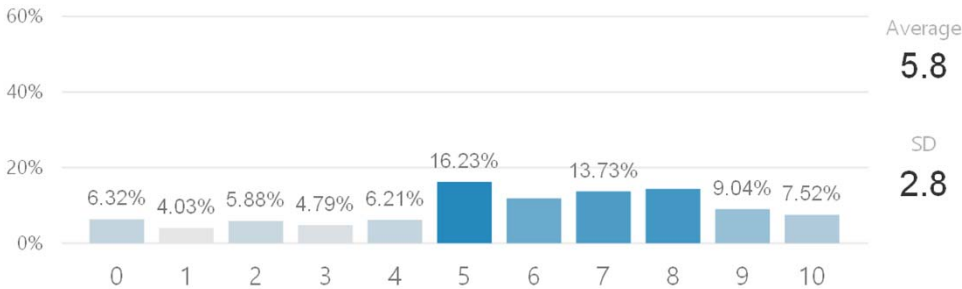




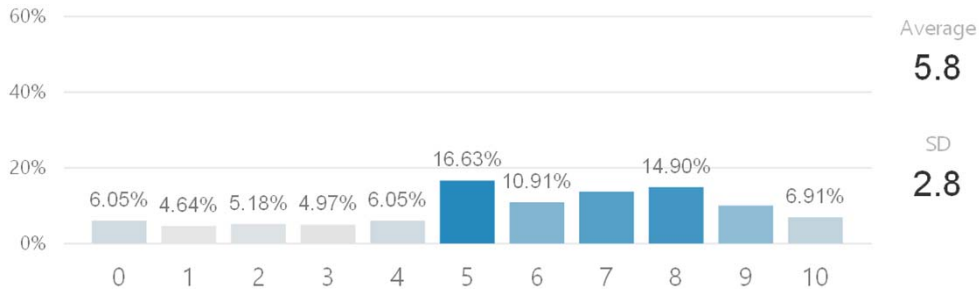
Please assess from 0 to 10, to what extent UCM promotes and facilitates that the relationship between PhD students and their supervisors is...

0 means you completely disagree and 10 you completely agree

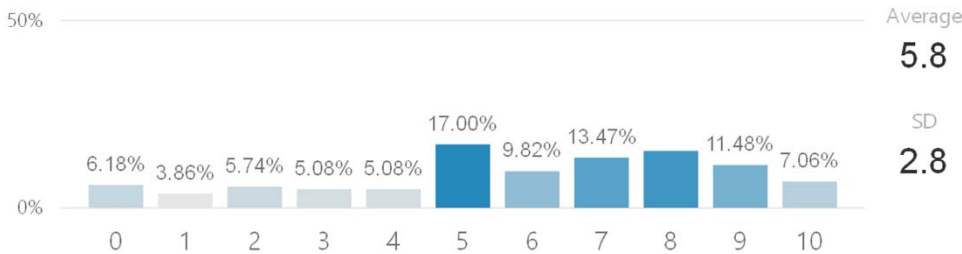
Structured



Regular and scheduled

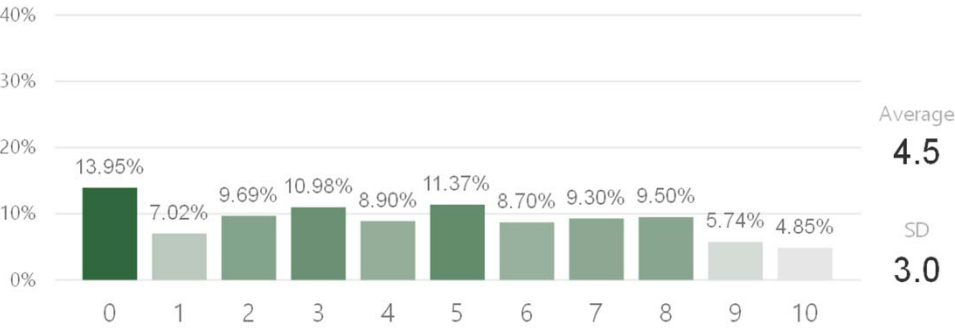


Recording activities and results

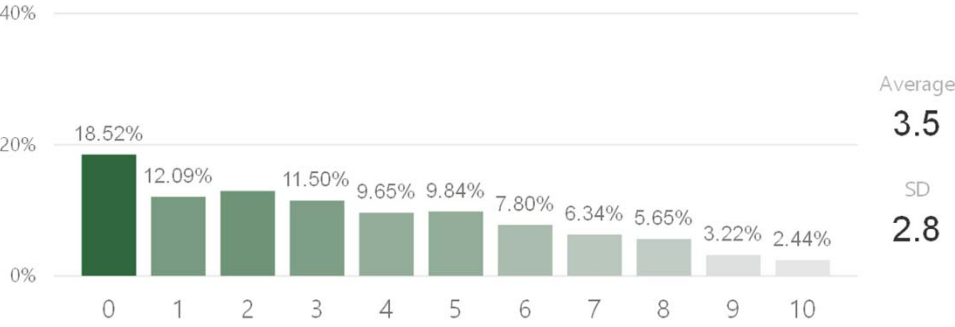




UCM ensures that the person in charge of the mentorship or thesis direction tasks has the necessary skills and the time needed to perform such tasks in a good manner? Assess from 0 to 10



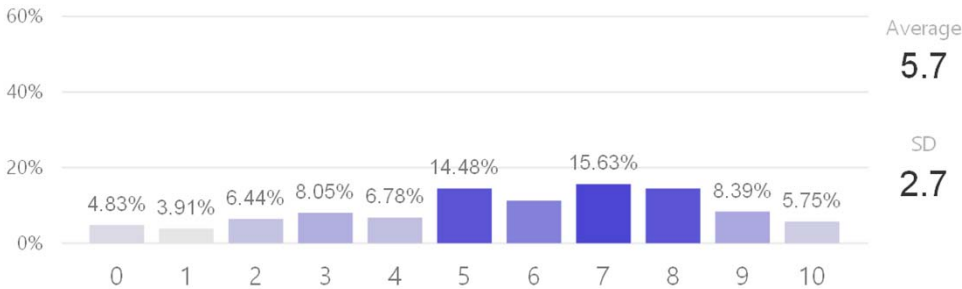
Assess from 0 to 10, to what extent the supervision (mentorship and thesis direction) are adequately acknowledged.



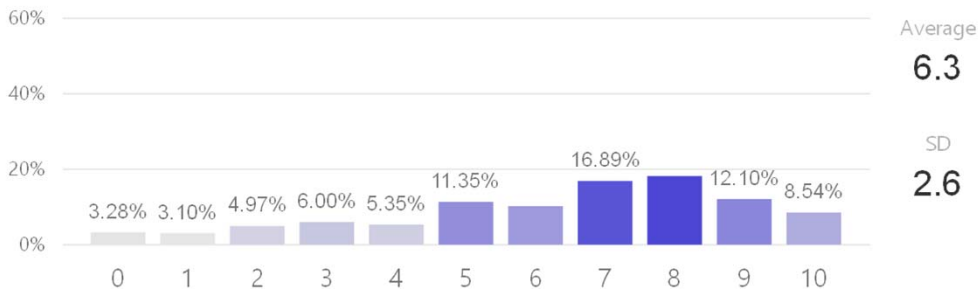


Focusing questions related to ethical and professional aspects, please assess from 0 to 10 the following statements:

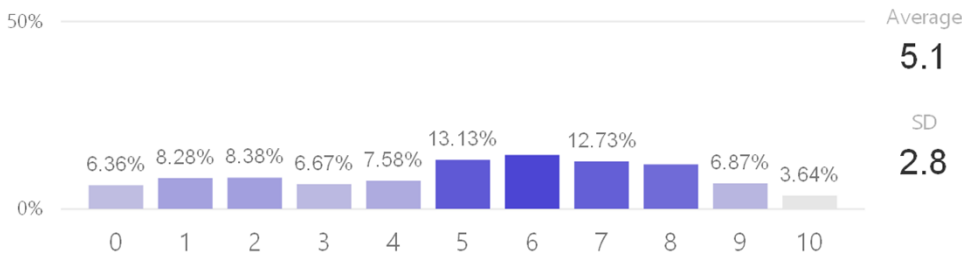
UCM has the mechanisms to ensure that the good practice principles in research are respected at the university



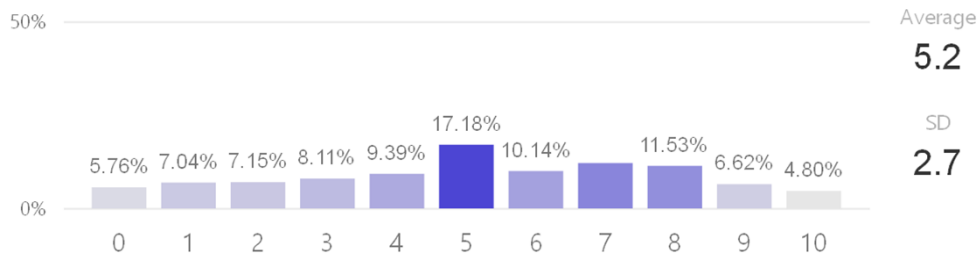
Thanks to UCM I can keep my self informed about the research funding opportunities



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



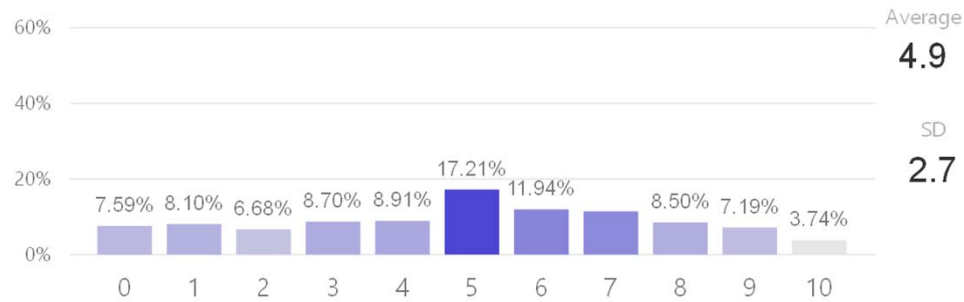
Thanks to UCM I can keep myself informed about the regional, national, international or sectoral regulations affecting my working conditions





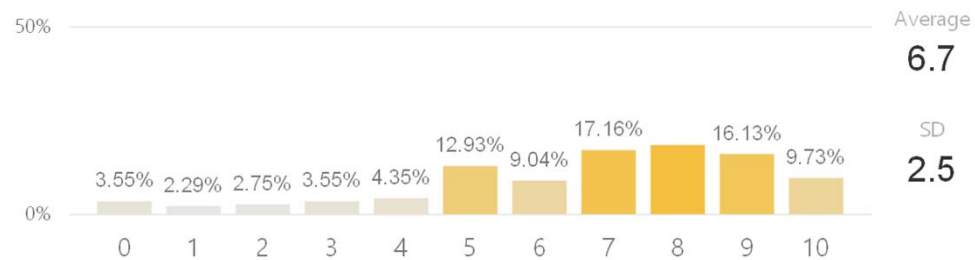
Focusing questions related to ethical and professional aspects, please assess from 0 to 10 the following statements:

UCM contributes to the dissemination and exploitation of research results

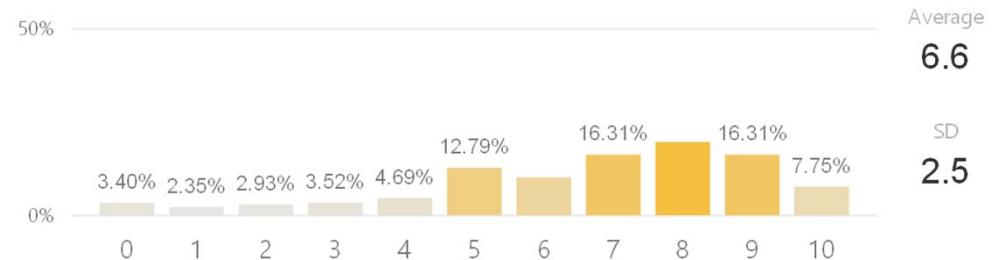


Please, assess from 0 to 10, to what extent you develop your activity in adequate security conditions, concerning the following aspects:

Confidentiality and data protection



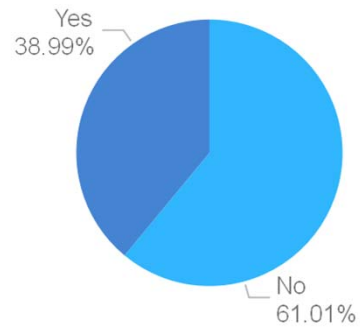
Security of electronic information





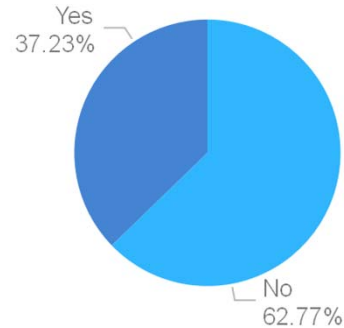
Do you know the UCM Code of Ethics and Good Conduct?

n
1126



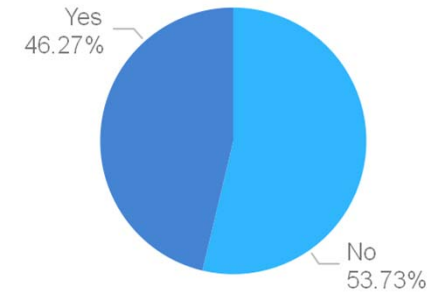
Do you know the UCM Code of Good Practice in PhD degrees?

n
1112



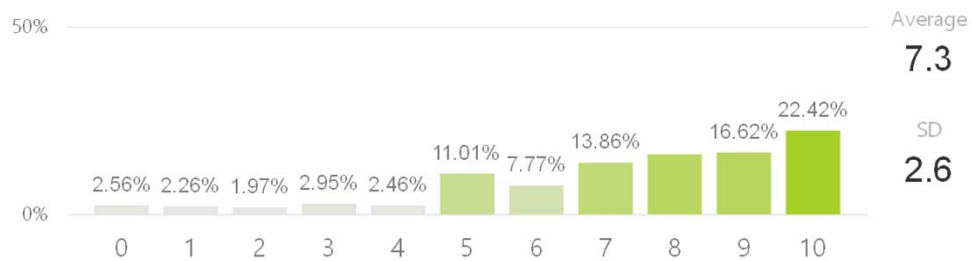
Do you know the specific committees and/or regulations affecting your study field (biomedicine, experimentation with animals; etc)?

n
1113

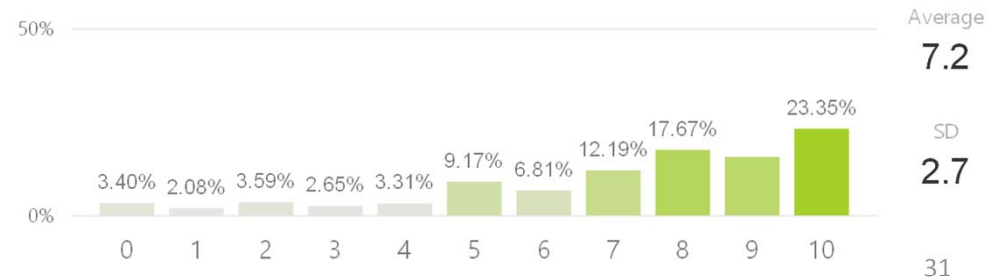


Important in order to improve the research.

A Code of good practices in research



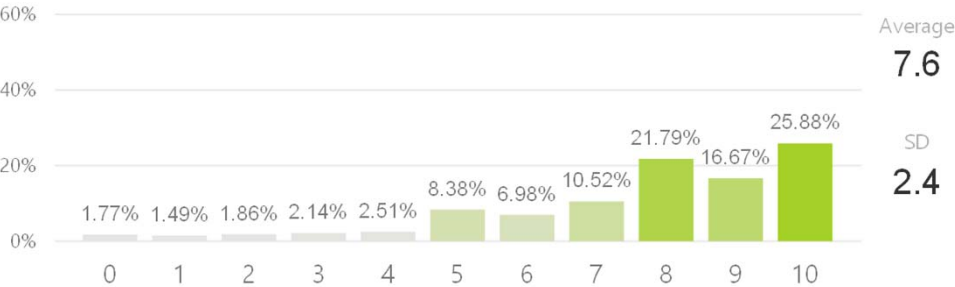
A procedure / guidelines / general mechanisms, updated, for the supervision of PhD thesis



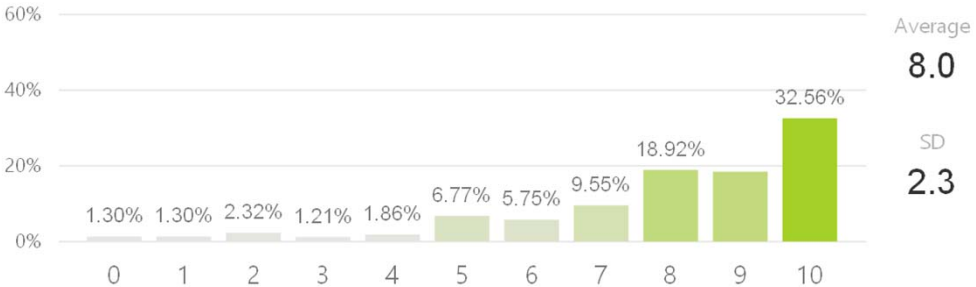


Important in order to improve the research.

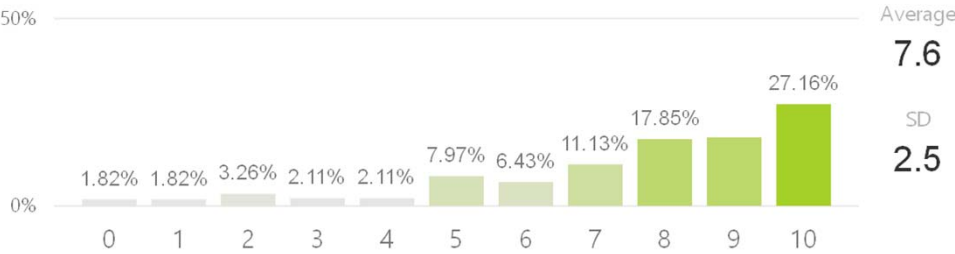
A procedure / manual / guidelines for the staff selection procedures



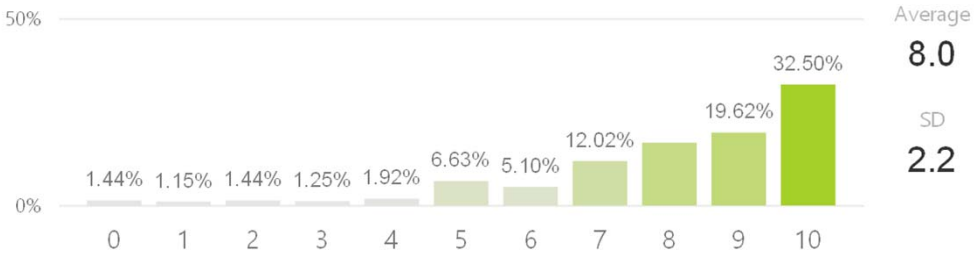
An advice and guidance service for the development of professional career



A traning service including transversal skills

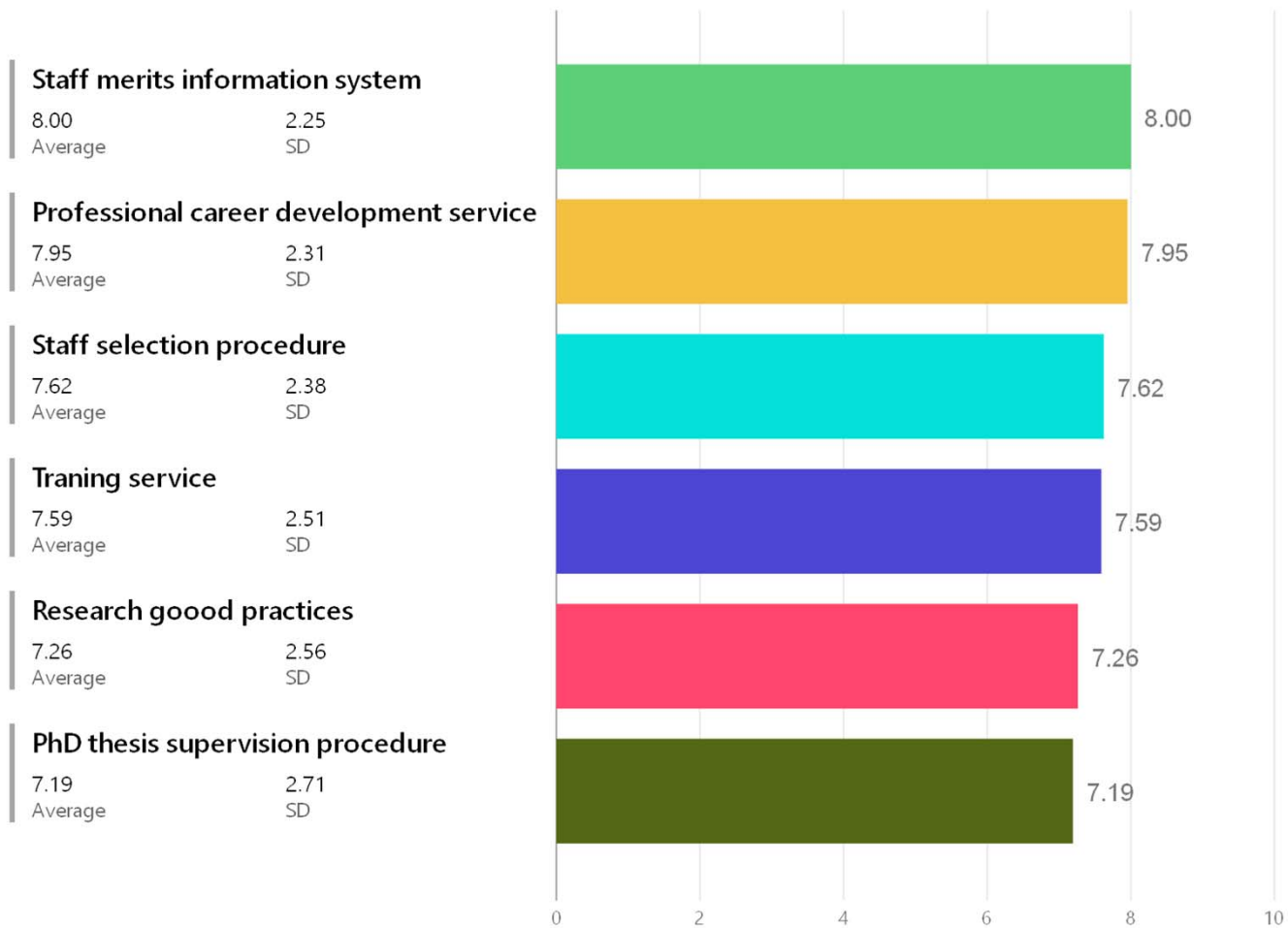


An information system on the merits of the staff





Importance ranking: Important in order to improve the research.





HRS4R at UCM

Human Resources Strategy for Researchers

Online survey to research and teaching staff at UCM

July 2017