Human Resources Strategy for Researchers' Survey 2020

Are you a member of an IDIBAPS research group? Are you part of the staff supporting those research groups? If you have answered YES to any of these questions, it means that you are part of IDIBAPS RESEARCH COMMUNITY. Thus, you have the chance of HELPING IDIBAPS IMPROVE!

In 2015 IDIBAPS obtained the European Commission's recognition of its "HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R)". The Institute was committed to implement "The European CHARTER for Researchers" and "The CODE of Conduct for the Recruitment of Researchers": https://euraxess.ec.europa.eu/euraxess/charter-code-researchers.

In 5 years, IDIBAPS has progressed thanks to its HRS4R Action plan. Find its achievements here: https://www.clinicbarcelona.org/ca/noticies/coneix-els-exits-de-la-human-resources-strategy-for-researchers-hrs4r.

Now, IDIBAPS is working to renew the "HR Excellence in Research" acknowledgement. YOUR PARTICIPATION at this stage IS ESSENTIAL. Please answer this SURVEY with 3 sections to asses the progress achieved and identify new priorities. It is estimated that YOU NEED 10 to 15 MINUTES to participate.

Further information at: https://www.clinicbarcelona.org/en/idibaps/research-career
Contact person for doubts/questions: gemma.pascual@idibaps.org
* Required

Skip to question 1

I. Profile

This section has 8 questions.

1. **1. Professional profile** *

   Researchers can check their professional profile in:
   https://www.clinicbarcelona.org/en/idibaps/research-career. Everyone having doubts can select the
   option "Others" and write the profile in the box.

   Mark only one oval.

   ( ) Lab technician, nursing staff, data manager or study coordinator (in a research group)

   ( ) Project manager, administrative or other management staff (in a research group)

   ( ) Pre-doctoral researcher (R1 researcher)

   ( ) Post-doctoral researcher (R2A researcher)

   ( ) Junior researcher (R2B researcher)

   ( ) Assistant researcher (R2C researcher)

   ( ) Accredited researcher (R3A researcher)

   ( ) Junior group leader (R3B researcher)

   ( ) Group leader (R4 researcher)

   ( ) Core facilities staff and lab managers (at institutional level to support research groups)

   ( ) Management staff (at institutional level to support research groups)

   ( ) Other: _____

2. **2. Employer institution** *

   If you have more than one employer institution please select the "Others" option and specify your
   employer institutions.

   Mark only one oval.

   ( ) IDIBAPS

   ( ) FCRB

   ( ) HCB

   ( ) UB

   ( ) CSIC

   ( ) CIBER

   ( ) ICREA

   ( ) Other: _____

3. 3. Time in the current position *

Mark only one oval.

- ( ) < 1 year
- ( ) 1 - 3 years
- ( ) 4 - 10 years
- ( ) > 10 years

4. 4. Type of contract in the current position *

Mark only one oval.

- ( ) Temporary
- ( ) Permanent

5. 5. Dedication *

Mark only one oval.

- ( ) Full time
- ( ) Part time

6. 6. Gender *

Mark only one oval.

- ( ) Female
- ( ) Male
- ( ) Non-binary

7. 7. Nationality *

Mark only one oval.

○ Spanish

○ Other than Spanish, inside Europe

○ Other than Spanish, outside Europe

8. 8. International exposure *
    Having lived in a foreign country for studying or working

Mark only one oval.

○ No or less of 1 month

○ From 1 month to 1 year

○ From 1 to 3 years

○ More than 3 years

II. Assessment 2015-2020

This section has 13 questions.

9. 1. I have been aware that IDIBAPS was implementing its HRS4R action plan during the period 2015-2020. *

Mark only one oval.

○ Yes, totally

○ Yes, but only partially

○ No

10. 2. The "Welcome pack" available in Catalan and in English is a guide to onboard new staff of IDIBAPS research groups, as well as, new IDIBAPS and FCRB employees. How do you evaluate this action? *

Mark only one oval.

- ( ) 1 - Poor
- ( ) 2 - Fair
- ( ) 3 - Good
- ( ) 4 - Very good
- ( ) 5 - Excellent
- ( ) N/A - Non-applicable

11. 3. The "Code of Good scientific practices" has been updated and disseminated. It includes for first time a new research integrity protocol and the "Code of Conduct of CERCA Institutions ". How do you evaluate this action? *

Mark only one oval.

- ( ) 1 - Poor
- ( ) 2 - Fair
- ( ) 3 - Good
- ( ) 4 - Very good
- ( ) 5 - Excellent
- ( ) N/A - Non-applicable

12.   4. A new regulation to support the creation of spin-off companies has been
       included to the existing Intellectual Property Rights policy. How do you
       evaluate this action? *

       Mark only one oval.

       ◯ 1 - Poor

       ◯ 2 - Fair

       ◯ 3 - Good

       ◯ 4 - Very good

       ◯ 5 - Excellent

       ◯ N/A - Non-applicable

13.   5. The HRS4R vision and strategy has been integrated into the IDIBAPS
       Strategic Plan (2018-2022). How do you evaluate this action? *

       Mark only one oval.

       ◯ 1 - Poor

       ◯ 2 - Fair

       ◯ 3 - Good

       ◯ 4 - Very good

       ◯ 5 - Excellent

       ◯ N/A - Non-applicable

14.   6. IDIBAPS-FCRB has approved a new Policy to promote Open, Transparent
       and Merit-based Recruitments (OTM-R). How do you evaluate this action? *

       Mark only one oval.

       ◯ 1 - Poor

       ◯ 2 - Fair

       ◯ 3 - Good

       ◯ 4 - Very good

       ◯ 5 - Excellent

       ◯ N/A - Non-applicable

15. 7. The existing "Research career strategy" at IDIBAPS has been updated and disseminated. This new version describes better the evaluation systems, the requirements and the possible results. How do you evaluate this action? *

Mark only one oval.

- ⬭ 1 - Poor
- ⬭ 2 - Fair
- ⬭ 3 - Good
- ⬭ 4 - Very good
- ⬭ 5 - Excellent
- ⬭ N/A - Non-applicable

16. 8. An Ombuds Committee has been created to act as a mediator for non-working conflicts arisen between researchers. How do you evaluate this action? *

Mark only one oval.

- ⬭ 1 - Poor
- ⬭ 2 - Fair
- ⬭ 3 - Good
- ⬭ 4 - Very good
- ⬭ 5 - Excellent
- ⬭ N/A - Non-applicable

17. 9. The Executive Board and Internal Advisory Board of the Institute have increased their researchers' representatives. Those two bodies are now gender balanced. How do you evaluate this action? *

Mark only one oval.

- ( ) 1 - Poor
- ( ) 2 - Fair
- ( ) 3 - Good
- ( ) 4 - Very good
- ( ) 5 - Excellent
- ( ) N/A - Non-applicable

18. 10. The communication campaign "Female talent. Scientist speak out" is composed by 9 short videos. It has given visibility to IDIBAPS women scientists and encourage young women scientists to continue their scienific careers. How do you evaluate this action? *

Mark only one oval.

- ( ) 1 - Poor
- ( ) 2 - Fair
- ( ) 3 - Good
- ( ) 4 - Very good
- ( ) 5 - Excellent
- ( ) N/A - Non-applicable

19. 11. The Stepping-stone training programme in soft skills for predoctoral (R1) and postdoctoral (R2) researchers is running since 2016. It has accumulated 1161 researchers' attendances in its activities. How do you evaluate this action? *

Mark only one oval.

- ⬭ 1 - Poor
- ⬭ 2 - Fair
- ⬭ 3 - Good
- ⬭ 4 - Very good
- ⬭ 5 - Excellent
- ⬭ N/A - Non-applicable

20. 12. The overall progress of IDIBAPS HRS4R 2015-2020 is mainly composed by the individual actions you have assessed above. How do you evaluate all the strategy? *

Mark only one oval.

- ⬭ 1 - Poor
- ⬭ 2 - Fair
- ⬭ 3 - Good
- ⬭ 4 - Very good
- ⬭ 5 - Excellent
- ⬭ N/A - Non-applicable

21. 13. Comments

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III.
Priorities
2021-
2024

This section has 6 questions.

The priorities identified will be part of the new Action Plan 2021-2024. They should be selected among the statements of "The European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers". For more information access this link: https://euraxess.ec.europa.eu/euraxess/charter-code-researchers

22.   1. Please select UP TO 5 STATEMENTS (out of 11) as priorities in terms of "ETHICAL AND PROFESSIONAL ASPECTS". *

Check all that apply.

☐ 1. RESEARCH FREEDOM: The researchers' right of having freedom of thought, expression, and identification of methods to solve problems.

☐ 2. ETHICAL PRINCIPLES: The researchers' duty to adhere to the recognised ethical practices and fundamental ethical principles.

☐ 3. PROFESSIONAL RESPONSIBILITY: The researchers' right to receive guidance/support to develop a non-duplicated research relevant to society.

☐ 4. PROFESSIONAL ATTITUDE: The researchers' duty to be familiar with their institution strategic goals and funding mechanisms, and to seek all necessary approvals.

☐ 5. CONTRACTUAL AND LEGAL OBLIGATIONS: The researchers' duty to be familiar with regulations governing training and/or working conditions.

☐ 6. ACCOUNTABILITY: The researchers' duty to be responsible towards their employers, funders or other bodies, as well as towards society.

☐ 7. GOOD PRACTICE IN RESEARCH: The researchers' duty to adopt safe working practices, including data protection and confidentiality.

☐ 8. DISSEMINATION, EXPLOITATION OF RESULTS: The researchers' duty to proper disseminate and exploit the results.

☐ 9. PUBLIC ENGAGEMENT: The researchers' duty to outreach their research to society and engage with their public.

☐ 10. NON-DISCRIMINATION: The employers' duty to not discriminate against researchers in any way (gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition).

☐ 11. EVALUATION/APPRAISAL SYSTEMS: The employers' duty to assess researchers' professional performance on a regular basis and in a transparent manner and by an independent committee.

23. 2.Please select UP TO 4 STATEMENTS (out of 10) as priorities in terms of "RECRUITMENT AND SELECTION". *

Check all that apply.

- [ ] 12. RECRUITMENT (GENERAL): The employers' duty to adhere to the Code of Conduct for the Recruitment of Researchers.

- [ ] 13. RECRUITMENT: The employers' duty to use open, efficient, transparent, supportive and internationally comparable recruitment procedures, tailored to the type of positions advertised.

- [ ] 14. SELECTION: The employers' duty to appoint proper selection committees with diversity (gender balanced and with representation of different disciplines, sectors or countries).

- [ ] 15. TRANSPARENCY: The candidates' right to be informed, prior to the selection (about recruitment process, selection criteria, number of positions and career prospects) and after the process (about feedback).

- [ ] 16. JUDGING MERIT: The employers' duty to consider the whole range of experience of the candidates, assessing both qualitative and quantitative aspects (not only the number of publications).

- [ ] 17. VARIATIONS IN THE CHRONOLOGICAL ORDER OF CVs: The employers' duty to not penalise career breaks or variations in the chronological order of CVs, but regard them as an evolution of a career.

- [ ] 18. RECOGNITION OF MOBILITY EXPERIENCE: The employers' duty to consider as a valuable contribution any mobility experience (international, interdiscipline, intersectorial or other) at any career stage.

- [ ] 19. RECOGNITION OF QUALIFICATIONS: The employers' duty to proper evaluate academic and professional qualifications as well as letters of recommendation or other non-formal qualifications.

- [ ] 20. SENIORITY: The employers' duty to recognise the pattern of lifelong professional development.

- [ ] 21. POSTDOCTORAL APPOINTMENTS: The employers' duty to specify clear rules and explicit guidelines for postdoctoral appointments that shoud be transitional, establishing the maximum duration and the objectives.

24. **3. Please select UP TO 6 STATEMENTS (out of 14) as priorities in terms of "WORKING CONDITIONS AND SOCIAL SECURITY". ***

The HRS4R has limited capacity to improve labour aspects as it is a competence of the HR Department of every institution and the corresponding work councils.

Check all that apply.

- [ ] 22. RECOGNITION OF THE PROFESSION: The researchers' right of being recognized and treated as professionals.
- [ ] 23. RESEARCH ENVIRONMENT: The employers' duty of making available to researchers a research environment both stimulating and safe, with appropriate equipment and facilities.
- [ ] 24. WORKING CONDITIONS: The employers' duty to offer flexible working conditions for researchers respecting existing legislations or agreements for either perform research or combine family and work.
- [ ] 25. STABILITY OF PERMANENCE OF EMPLOYMENT: The employers' duty to be committed to improve the stability of employment to avoid undermining the researchers' performance.
- [ ] 26. FUNDING AND SALARIES: The employers' duty to offer researchers fair and attractive salary/conditions with social security provisions in accordance with existing legislations and agreements.
- [ ] 27. GENDER BALANCE: The employers' duty to offer a gender balance equal opportunity policy when recruiting, involving also gender balanced committees.
- [ ] 28. CAREER DEVELOPMENT: The employers' duty to draw up and inform a specific career development strategy for all researchers. Also to involve mentors providing support/guidance for the development of researchers.
- [ ] 29. VALUE OF MOBILITY: The employers' duty to recognize the value of mobility (geographical, intersectorial, between others). Such mobility should be promoted and fully valued it in the career progression system.
- [ ] 30. ACCESS TO CAREER ADVICE: The employers' duty to offer career advice to researchers at all stages of their careers.
- [ ] 31. INTELLECTUAL PROPERTY RIGHTS: The employers' duty to ensure the researchers benefit from the exploitation of their R&D results through Intellectual Property Rights, including copyrights.
- [ ] 32. CO-AUTHORSHIP: The employers' duty to develop strategies to recognise researchers in publicacions in the context of their actual contributions, or to publish their own research results independently from their supervisor(s).
- [ ] 33. TEACHING: The employers' duty to avoid excessive teaching duties for researchers that can interfere with their research activities. Those responsibilities should be adequaly remunerated and trained, as well as, considered in the evaluation system.
- [ ] 34. COMPLAINS/APPEALS: The employers' duty to establish appropriate procedures, to deal with complaints/appeals of researchers.
- [ ] 35. PARTICIPATION AND DECISION-MAKING BODIES: The employers' duty to recognize as legitimate and desirable, that researchers are represented in the relevant decision-making bodies of the institutions for which they work.

25. 4. Please select UP TO 3 STATEMENTS (out of 5) as priorities in terms of "TRAINING AND DEVELOPMENT". *

Check all that apply.

- [ ] 36. RELATION WITH SUPERVISORS: The researchers' right in their training phase to profit from a structured and regular relationship with their supervisor(s).
- [ ] 37. SUPERVISION AND MANAGERIAL DUTIES: The senior researchers' duty to pay particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators, keeping a constructive and positive relationship with the early-stage researchers.
- [ ] 38. CONTINUING PROFESSIONAL DEVELOPMENT: The researchers' duty at all career stages to continually improve themselves by regularly updating and expanding their skills and competencies by training, workshops, conferences and e-learning.
- [ ] 39. ACCESS TO RESEARCH TRAINING AND CONTINUOUS DEVELOPMENT: The employers' duty to provide all researchers with the opportunity for professional development of skills and competencies and for improving employability. The measures offered for that purpose should be regularly assessed.
- [ ] 40. SUPERVISION: The employers' duty to clearly identify to whom early-stage researchers can refer for the performance of their professional duties to receive the appropriate support and necessary feedback.

26. 5. Suggest specific actions to include in the HRS4R Action Plan 2021-2024. Your proposal/s should help addressing the priorities you selected above.

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27. 6. Comments

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