Survey at the UB on the HRS4R 2018

Results of the Survey and Next Steps towards the Selection of Future Actions

HRS4R Coordinators

12 / 06 / 2019 – approved version at the WG Meeting 17/ 06 / 2019

Technical details of the Poll and Analysis

Technical details I

Technical Sheet

Polling population

3,273 researchers (PhDs students, postdocs and Teaching & Research Staff-PDI)

Timeframe of the Survey

From November 19 to December 3, 2018

Communication

Invitation to participate via e-mail and several reminders

Average duration of the survey

14 min 5 sec

Sample

469 answers (14.33% of the population)

Methodology

CAWI (Computer Assisted Web Interviewing) through the application LimeSurvey

Survey management and data processing

Technical Bureau at the Rector's Office

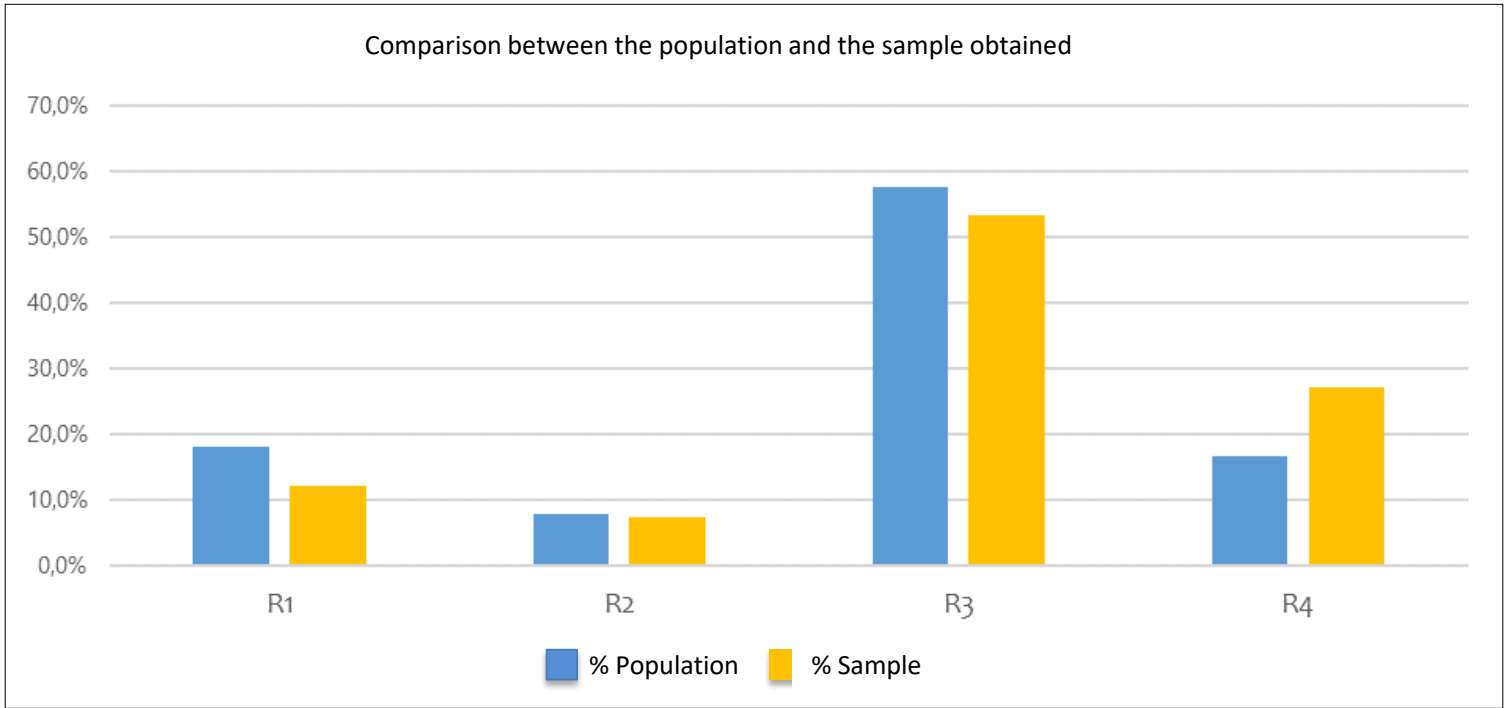
Technical details II

Population, sample and participation

Distribution by category R of the researchers who responded to the survey compared to the group of UB researchers invited to participate.

https://euraxess.ec.europa.eu/europe/career-development/training-researchers/research-profiles-descriptors

Category R	Population	% Population	Sample	% Sample	% Participation
R1	592	18,09%	57	12,15%	**9,63%**
R2	258	7,88%	35	7,46%	**13,57%**
R3	1.880	57,44%	250	53,30%	**13,30%**
R4	543	16,59%	127	27,08%	**23,39%**
Total	*3.273*	*100,00%*	*469*	*100,00%*	***14,33%***



Technical details III

Distribution of frequencies

I. Gender

	Frequency	Percentage
Female	189	40,30
Male	242	51,60
Other	9	1,92
DK/NO	29	6,18
Total	*469*	*100,00*

II. Age

	Frequency	Percentage
Between 25 i 35 years	61	13,01
Between 36 i 45 years	91	19,40
Between 46 i 55 years	132	28,14
Less than 25 years	5	1,07
More than 55 years	159	33,90
DK/NO	21	4,48
Total	*469*	*100,00*

III. Faculty

	Frequency	Percentage
Fine Arts	4	0,85
Library and Information Science	8	1,71
Biology	51	10,87
Earth Sciences	20	4,26
Law	20	4,26
Economics and Business	35	7,46
Education	20	4,26
Pharmacy and Food Science	29	6,18
Philology	37	7,89
Philosophy	7	1,49
Physics	42	8,96
Geograohy and History	40	8,53
Mathematics and Computer Science	6	1,28
Medicine and Health Sciences	36	7,68
Psychology	30	6,40
Chemistry	41	8,74
DK/NO	43	9,17
Total	*469*	*100,00*

Technical details IV

Distribution of frequencies

IV. Category

	Frequency	Percentage
ICREA Researcher	5	1,07
Postdoctoral Researcher	31	6,61
PhD Student	56	11,94
Ramón y Cajal Researcher	6	1,28
Tenured Assistant Professor (Agregat)	103	21,96
Full Professor (Catedràtic)	92	19,62
Permanent collaborating lecturers	13	2,77
Tenure-Track Lecturer (Lector)	24	5,12
Associate Professor/Senior Lecturer (Titular Universitat)	134	28,57
DK/NO	5	1,07
Total	*469*	*100,00*

V. How long have you been at the UB (not counting the degree / master's degree)

	Frequency	Percentage
Between 1 - 3 years	42	8,96
Between 4 - 10 years	64	13,65
Less than 1 year	11	2,35
More than 10 years	338	72,07
DK/NO	14	2,99
Total	*469*	*100,00*

Quantitative analysis

Based on the scores given at the 40 Questions of the Survey

DEGREE OF IMPLEMENTATION	**From 1 (not implemented) to 4 (totally implemented)**
RELEVANCE	**From 1 (not relevant) to 4 (most relevant)**

5 parameters to assess response. Usually well correlated.

	Implementation	Relevance
N (no. responders)	N	N
MEAN	1 - 4	1 - 4
% of class 1	%	
% of classes 1+2	%	
Ponderation (Impl/Relev)*4	1 - 4	

Global analysis, but also by category (R1, R2, R3, R4), gender, language of responder and discipline (science, others)

Quantitative analysis

Summary of statistics - Block 1. ETHICAL AND PROFESSIONAL ASPECTS

BLOC 1. ASPECTES ÈTICS I PROFESSIONALS

		IMPLEMENTACIÓ				IMPORTÀNCIA			
Ítem	Enunciat	N	Ns/Nc	Valoració mitjana	Desviació estàndard	N	Ns/Nc	Valoració mitjana	Desviació estàndard
1	Disposi de llibertat d'investigació i conegui els límits de la recerca	445	24	2,87	0,858	448	21	3,67	0,562
2	Conegui els codis ètics que li corresponen i s'hi adapti	439	30	2,58	0,866	437	32	3,56	0,683
3	Faci recerca responsable (rellevant per a la societat, original i reproduïble)	450	19	2,64	0,875	447	22	3,63	0,642
4	Respecti els protocols existents per dur a terme la seva recerca	438	31	2,71	0,899	437	32	3,47	0,651
5	Conegui les seves obligacions legals i contractuals	441	28	2,50	0,925	441	28	3,47	0,697
6	Sigui responsable davant la societat i reti comptes, particularment dels fons públics	444	25	2,86	0,921	442	27	3,60	0,635
7	Adopti pràctiques segures per protegir la seva integritat física durant l'execució de les seves tasques	411	58	2,73	0,876	414	55	3,52	0,688
8	Adopti bones pràctiques en la gestió de dades (preservació i protecció)	439	30	2,50	0,906	437	32	3,49	0,706
9	Faci difusió i explotació dels resultats de la seva recerca	449	20	2,77	0,884	448	21	3,58	0,650
10	Impliqui la societat en la seva recerca i la doni a conèixer al públic en general	446	23	2,37	0,851	446	23	3,39	0,744
11	No pateixi cap discriminació sota cap pretext	433	36	2,66	0,994	432	37	3,61	0,706
12	Sigui avaluat regularment i valorat internament amb criteris transparents	446	23	2,74	0,932	440	29	3,45	0,753

Quantitative analysis

Summary of statistics - Block 2. RECRUITMENT AND SELECTION

BLOC 2. SELECCIÓ I CONTRACTACIÓ

		IMPLEMENTACIÓ				IMPORTÀNCIA			
Ítem	Enunciat	N	Ns/Nc	Valoració mitjana	Desviació estàndard	N	Ns/Nc	Valoració mitjana	Desviació estàndard
1	La publicació dels procediments i dels criteris d'accés i admissió	445	24	2,93	0,858	445	24	3,68	0,551
2	Procediments oberts, eficients, transparents i equiparables internacionalment	444	25	2,53	0,922	439	30	3,66	0,610
3	Comitès de selecció constituïts per membres experts procedents de diferents àrees, sectors i disciplines, i amb diferents competències	434	35	2,60	0,907	431	38	3,53	0,704
4	Que s'informa les persones candidates del funcionament del procés de selecció i contractació en totes les seves etapes	438	31	2,63	0,937	434	35	3,59	0,629
5	Els procediments de selecció incorporen criteris quantitatius i qualitatius per avaluar adequadament els mèrits rellevants per a les tasques que s'han de dur a terme en cada lloc de treball ofert	431	38	2,56	0,900	429	40	3,62	0,640
6	Que les interrupcions en la carrera investigadora i les trajectòries investigadores no convencionals no es penalitzen en els processos de selecció	410	59	2,20	0,952	410	59	3,54	0,688
7	Que es reconeguin els diferents tipus de mobilitat durant la carrera investigadora	429	40	2,48	0,934	432	37	3,47	0,687
8	La valoració i avaluació apropiades dels títols acadèmics i professionals, inclosos els obtinguts a l'estranger	415	54	2,81	0,885	414	55	3,48	0,670
9	Que els nivells de qualificació exigits per a una posició estan en línia amb les tasques que s'hi han de dur a terme	434	35	2,52	0,932	431	38	3,54	0,642
10	Que s'apliquen normes clares i explícites per al reclutament i la contractació del personal investigador postdoctoral	429	40	2,37	0,950	427	42	3,66	0,594

Quantitative analysis

Summary of statistics - Block 3. WORKING CONDITIONS

BLOC 3. CONDICIONS DE TREBALL I SEGURETAT SOCIAL

		IMPLEMENTACIÓ				IMPORTÀNCIA			
Ítem	Enunciat	N	Ns/Nc	Valoració mitjana	Desviació estàndard	N	Ns/Nc	Valoració mitjana	Desviació estàndard
1	Reconeix adequadament tot el personal investigador com a professionals de la recerca, sigui quina sigui l'etapa de la seva carrera investigadora	447	22	2,38	0,930	439	30	3,62	0,599
2	Vetlla per garantir un entorn estimulant per a la recerca	455	14	2,06	0,853	445	24	3,67	0,619
3	Promou la flexibilitat laboral i la conciliació familiar de tot el seu personal investigador	439	30	2,30	0,961	436	33	3,59	0,653
4	Fa els esforços necessaris perquè la carrera del seu personal investigador no es vegi afectada per la inestabilitat contractual	445	24	1,71	0,802	442	27	3,66	0,682
5	S'assegura que tot el seu personal investigador disposa de condicions laborals i de finançament adequades	446	23	1,69	0,792	439	30	3,66	0,690
6	Promou l'equilibri de sexes en tots els nivells de la seva plantilla	420	49	2,38	0,963	418	51	3,33	0,821
7	Té definida una estratègia de desenvolupament de la carrera investigadora	438	31	1,79	0,799	429	40	3,59	0,706
8	Reconeix la importància de la mobilitat geogràfica i entre el sector públic i el privat com un mecanisme de millora del coneixement científic	418	51	2,22	0,897	417	52	3,19	0,847
9	Ofereix orientació per al desenvolupament professional del seu personal investigador	435	34	1,94	0,815	423	46	3,31	0,745
10	Assegura que el seu personal investigador es beneficia de l'explotació dels resultats de la seva recerca	410	59	2,23	0,900	407	62	3,41	0,716
11	Assegura el reconeixement de la coautoria dels resultats de la recerca	394	75	2,59	0,961	397	72	3,48	0,712
12	Vetlla per un equilibri entre la dedicació a la recerca i a la docència del seu personal investigador	442	27	2,05	0,950	430	39	3,57	0,685
13	Disposa de mecanismes per resoldre conflictes que s'originin en l'entorn de la recerca	362	107	2,05	0,854	363	106	3,38	0,728
14	Garanteix la representació de tot el seu personal investigador en els organismes de decisió de la institució	410	59	2,49	0,975	405	64	3,46	0,676

Quantitative analysis

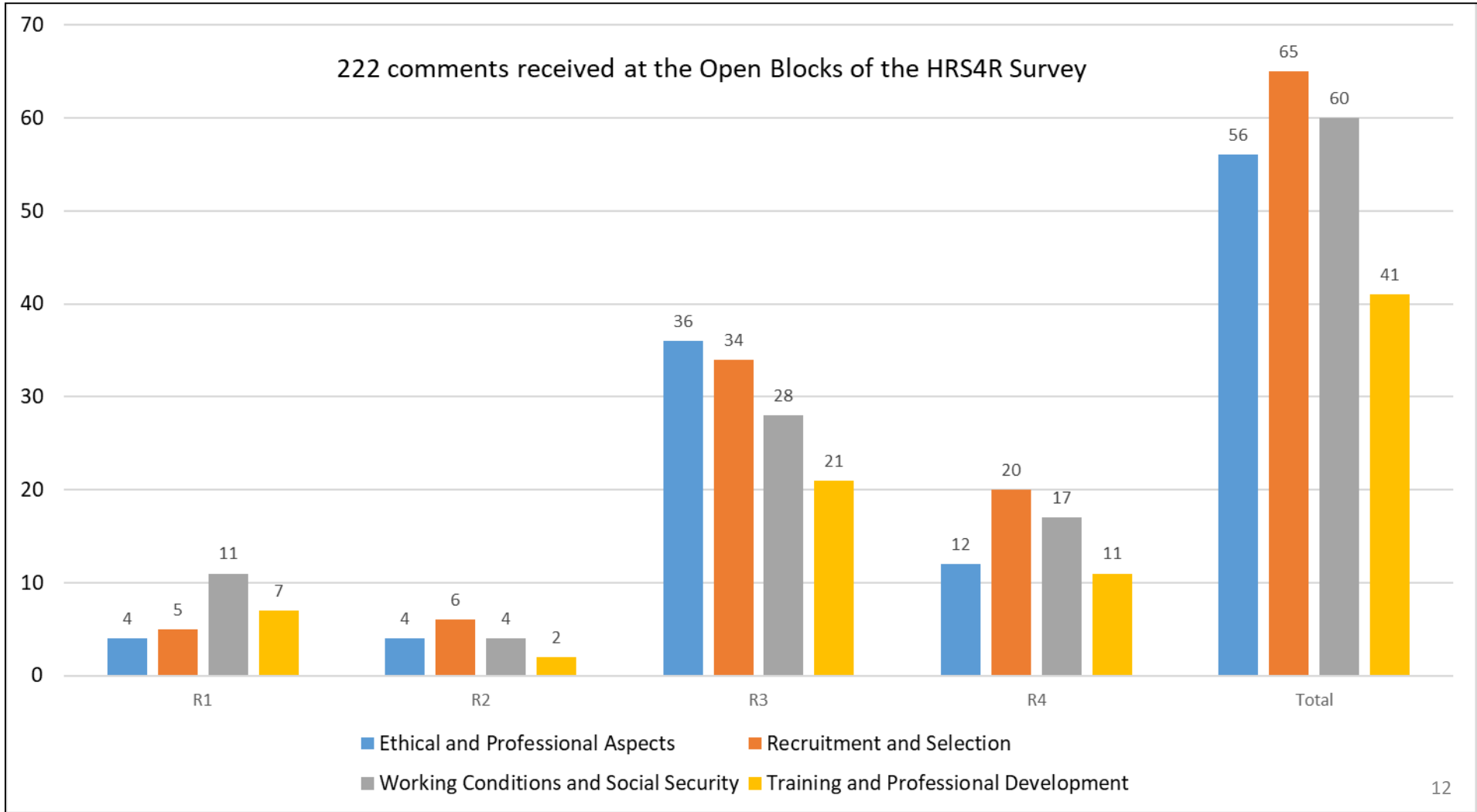
Summary of statistics - Block 4. TRAINING AND PROFESSIONAL DEVELOPMENT

BLOC 4. FORMACIÓ

		IMPLEMENTACIÓ				IMPORTÀNCIA			
Ítem	Enunciat	N	Ns/Nc	Valoració mitjana	Desviació estàndard	N	Ns/Nc	Valoració mitjana	Desviació estàndard
1	Vetlla perquè la relació entre el personal investigador en formació i els seus supervisors estigui estructurada i sigui freqüent	435	34	2,27	0,884	433	36	3,49	0,671
2	Garanteix que el desenvolupament professional del personal investigador en formació està supervisat d'acord amb els més alts estàndards professionals	440	29	2,32	0,908	433	36	3,52	0,642
3	Facilita que el seu personal investigador participi en activitats orientades a millorar les seves qualificacions, habilitats i competències	440	29	2,64	0,842	431	38	3,48	0,639
4	Promou una oferta formativa perquè el seu personal investigador tingui l'oportunitat de desenvolupar-se professionalment	441	28	2,48	0,839	432	37	3,47	0,667
5	Garanteix que tot el personal investigador en formació rep la supervisió experta d'una persona amb disponibilitat	434	35	2,34	0,948	426	43	3,54	0,636

Qualitative analysis

Based on the comments expressed in the Open boxes of each Block of the Survey



Results

Block 1. ETHICAL AND PROFESSIONAL ASPECTS

Main Issues - Quantitative

Quantitative

Lowest scores

By absolute score		Questions starting as *"The UB ensures that its Research Staff..."*	Score
Q9	**1.9**	Engage the public in their research and disseminate it to society at large.	2.4/4
Q7.b	**1.7**	Adopt good practices to preserve and protect all data related to their research.	
Q5	**1.5**	Understand the legal and contractual regulations that pertain to their work.	
Q2	**1.2**	Know and adhere to the ethical codes applicable to their disciplines.	2.6/4
By weighted score			
Q9	**1.9**	Engage the public in their research and disseminate it to society at large.	2.8/4
Q7.b	**1.7**	Adopt good practices to preserve and protect all data related to their research.	
Q5	**1.5**	Understand the legal and contractual regulations that pertain to their work.	
Q2	**1.2**	Know and adhere to the ethical codes applicable to their disciplines.	2.9/4
Q3	**1.3**	Carry out responsible research (that is relevant to society, original and reproducible).	
Q10	**1.10**	Are not subject to any form of discrimination.	

Main Issues

The UB does not sufficiently ensures the engagement of the public in the research performed within the institution, that this research is relevant to solve societal problems, and that research dissemination is done at large.
There must be better mechanisms to promote among UB researchers good practices to preserve and protect all data related to their research projects.
There is little understanding of the legal and contractual regulations regarding researchers' work.
A better knowledge and adhesion to the applicable ethical codes must be promoted.
Some researchers feel discrimination in some ways on the basis of gender, national origin or discipline.

Globally, this block 1 is of least concern
Straight relationship between issues and actions

Block 2. RECRUITMENT AND SELECTION

Main Issues - Quantitative

Quantitative

Lowest scores

By absolute score		Questions starting as "*With regard to the recruitment of research staff, the UB guarantees ...*"	Score
Q17	2.6	That career breaks and non-conventional research paths are not penalized in the selection processes	2.2/4
Q21	2.1	The publication of clear information about the access and admission procedures and criteria.	
Q18	2.7	That all mobility experiences acquired during research careers are treated as a valuable part of professional development.	2.5/4
Q20	2.9	That the levels of qualifications required are in line with the needs of the position offered	
By weighted score			
Q17	2.6	That career breaks and non-conventional research paths are not penalized in the selection processes	2.5/4
Q21	2.1	The publication of clear information about the access and admission procedures and criteria.	
Q13	2.2	That all mobility experiences acquired during research careers are treated as a valuable part of professional development.	2.8/4
Q16	2.5	That selection procedures take into consideration quantitative and qualitative criteria to properly evaluate those merits relevant to the tasks to be carried out in each position offered.	

Main Issues

Discrimination due to interruptions in the research career and non-conventional research trajectories
Lack of clear and explicit rules for the process of recruitment of research staff
The selection procedures are not (sufficiently) open, efficient, transparent, or comparable internationally
Mobility is not recognized (enough) during the research career (geographic, intersectoral)
Quantitative criteria weigh more than quality (or *vice versa*)
The required qualifications (for some places) do not adapt to the needs of the place of work

Globally this block 2 is of most concern
Non-obvious translation from issues to actions

Block 2. RECRUITMENT AND SELECTION

Main Issues - Qualitative

R1
- Endogamy
- UB does not guarantee the contract of postdocs
- Prevalence of UB CVs
- Contracts as "*associats*" in paralell to PhD

R2
- Endogamy
- Transparency is lacking in staff recruitment protocols (in job positions creation, in the composition of selection committees,…)
- The system is not merit-based
- Internal promotion sold as open recruitment processes
- Unbinding criteria is not followed
- Serra Hunter programme forTenure-Track Lecturers (Lector) not efficient
- Excellence is not taken into account

R3
- Endogamy
- Absence of transparency in recruitment protocols
- Lack of positions (abuse of the Adjunct lecturer position (*professors associats*))
- Quantitative evaluation
- Maternity / Parental / Family leave
- Non conventional career paths

R4
- Endogamy
- Absence of transparency in recruitment protocols
- Recruiting and singing a contract is a nightmare
- Unbinding criteria is not followed when applying for a permanent position
- Acknoledgement of titles
- Absence of qualitative assessment

Summary of Main Issues

- Most recurring themes
- Other comments

Largely agrees with quantitative analysis (more specific issues)

Main Issues:

- Positions not entirely merit-based due to influence in favour of internal candidates
- Insufficient transparency in recruiting practices
- Insufficient recruiting

Block 2. RECRUITMENT AND SELECTION

Route to selection of specific actions:

- **Focus group managed by external company: Identification of key concerns**
- Proposal by HRS4R coordinators
- Discussion and approval by HRS4R working group

Topics of discussion in the Focus Group (relevant and actionable):

- Failings of the recruitment process:
  - Open
  - Transparent
  - Merit-based
  - Non-discrimination (breaks, non-conventional trajectories)

Must

Block 3. WORKING CONDITIONS

Main Issues - Quantitative

Quantitative

Lowest scores

By absolute score	Questions starting as *"With regard to working conditions, the UB ..."*	Score
Q26	**3.5** Ensures that all its research staff have adequate salaries and working conditions.	1.7/4
Q25	**3.4** Makes the necessary efforts to ensure that its researchers are not affected by contract instability.	
Q28	**3.7** Has defined a specific development strategy for researchers at all stages in their careers	
Q30	**3.9** Offers its research staff guidance on professional development.	1.9/4
By weighted score		
Q26	**3.5** Ensures that all its research staff have adequate salaries and working conditions.	1.8/4
Q25	**3.4** Makes the necessary efforts to ensure that its researchers are not affected by contract instability.	
Q28	**3.7** Has defined a specific development strategy for researchers at all stages in their careers	
Q23	**3.2** Ensures a stimulating environment for research	2.2/4

Main Issues

Working conditions (especially regarding financing) are not adequate
There is an excessive contractual instability for the research staff
There is not a strategy for the development of the research career
The research environment is not stimulating
Lack of professional guidance for research staff

Globally this block 3 is of most concern
Non-obvious translation from issues to actions

Block 3. WORKING CONDITIONS

Main Issues - Qualitative

R1
- Abuse of the contracts as "*professors associats*"
- PhD Students teaching more than 60 h
- No training offered to PhD Students
- There is no mechanism for conflict resolution within the groups / departments

R2
- Abuse of the contracts as "professors associats"
- External personnel (contracts with Bosch i Gimpera)
- Lack of work conciliation policy
- Inequalities men/women
- Personnel hired through the Bosch and Gimpera Foundation cannot participate in the decision making process

R3
- Abuse of the contracts as "professors associats"
- Lack of teaching reduction
- Instability
- Lack of work conciliation policy
- Academic career not defined

R4
- Abuse of the contracts as "professors associats"
- Lack of recognition for researchers at the UB with no UB contract
- Lack of teaching reduction
- Little transparency and a lot of bureaucracy in project management
- Little support for European projects
- Lack of a university research career
- Little research support in general
- UB does not have research projects on its own
- Reduction of the number of grants

Summary of Main Issues

- Most recurring themes
- Other comments

Largely agrees with quantitative analysis (more specific issues)

Main Issues:

- Excessive use of the category of "*professor associat*"
- PhD students teaching more hours than theoretical limit
- External personnel not recognised
- Insufficient discount of teaching hours for research-intensive professors
- Research career is not defined

Block 3. WORKING CONDITIONS

Route to selection of specific actions:

- **Focus group managed by external company: Identification of key concerns**
- Proposal by HRS4R coordinators
- Discussion and approval by HRS4R working group

Topics of discussion in the Focus Group (relevant, actionable & new):

- Failings in the working conditions for researchers
  - Contract instability
  - Funding, resources & research environment
  - Balance with teaching (R1: over the legal limit?)
  - Family/work balance
- Failings in supporting the research career
  - Strategy for career development
  - Professional development (career advice and job placement assistance)

Must / Time permitting

Block 4. TRAINING AND PROFESSIONAL DEVELOPMENT

Main Issues - Quantitative

Quantitative

Lowest scores

		By absolute score — Questions starting as *"With regard to research training, the UB..."*	Score
Q36	**4.1**	Ensures that the relationship between trainee researchers and their supervisors is structured and involves regular contact.	2.3/4
Q37	**4.2**	Ensures that the professional development of its trainee research staff is supervised to the highest professional standards.	2.3/4
		By weighted score	
Q36	**4.1**	Ensures that the relationship between trainee researchers and their supervisors is structured and involves regular contact.	2.6/4
Q37	**4.2**	Ensures that the professional development of its trainee research staff is supervised to the highest professional standards.	2.6/4

Main Issues

The UB should ensures a better relationship between supervisors and trainee researchers in a way that this supervision becomes more defined and structured according to professional standards: keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.

Globally this block is of medium concern
Results point mainly to R1 category

Follow-up Actions

FOLLOW-UP ACTIONS

Block 1. Ethical and Professional Aspects

- Proposal by HRS4R coordinators
- Discussion and approval by HRS4R working group

To be done by the UB HRS4R Working Group

Blocks 2 & 3. Recruitment & Selection. Working Conditions

- Decide specific actions

To be done by the UB HRS4R Working Group

Block 4. Training and Professional Development

- Discussion of results with Doctorate School
- Proposal by HRS4R coordinators + Doctorate School
- Discussion and approval by HRS4R working group

To be done by the Doctoral School of the UB + the HRS4R Working Group

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