

## **Analysis of surveys conducted in 2021**

### **Comparison of 2016, 2018 and 2021 survey results**

#### **Survey description**

As part of the internal analysis of compliance with the requirements specified in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in 2016, 2018 and 2021, an anonymous survey was conducted among researchers working at SWPS University. Employees were asked to evaluate SWPS University's implementation of the 40 principles that the European Commission recommends as part of the European Human Resources Strategy for Researchers (HRS4R). Responses were given on a scale of 0-5 (0 - not at all, 5 - very much).

#### **Respondents**

All research and teaching staff at every stage of their careers, from the assistant to full professor, were invited to participate in the survey (in all three editions). Additionally, in 2021, the survey was addressed to teaching contractors as well as doctoral students and participants in the Doctoral School.

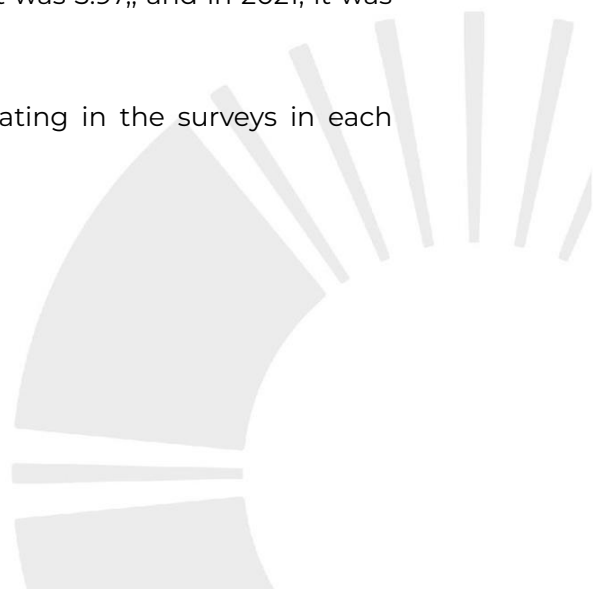
In 2016, 137 respondents responded to the survey. In 2018, 91 employees took part in it, and in 2021, it was 73 persons.

In 2021, 51 female (70%) and 22 male (30%) employees completed the survey. The survey was sent to employees in Polish and English - 65 of them completed it in Polish (89%), and 8 - in English (11%).

#### **Increase in ratings**

An analysis of the responses showed that in all the surveys conducted, the majority of ratings were high. In addition, there was an increase in ratings in the subsequent editions. In 2016, the average rating was 3.37; in 2019, it was 3.97,; and in 2021, it was 4.22.

Considering the main areas of criteria, the average rating in the surveys in each study is as follows:



Area	2016	2018	2021
Ethical and professional aspects	4,14	4,20	4,54
Recruitment and selection	3,72	3,91	4,23
Working conditions and social security	3,64	3,89	4,00
Development and training	3,67	3,86	4,17

### Strengths and challenges

In the studies conducted for the first time, the task force assumed that activities rated 4 and above (on a six-point scale of 0 to 5) were the institution's strengths, while activities rated 3.5 and below were challenges faced by the university.

In 2016, only seven criteria were strengths of the university. In 2018, there were 17 of them. In 2021, there were as many as 34 of them.

In 2016, the following were indicated as the strengths of the university: freedom of research (4.31), ethical principles (4.39), professional responsibility (4.30), professional approach (4.13), accountability (4.11), dissemination and use of results (4.00), and non-discrimination principle (4.33).

In 2018, the following criteria were rated as the university's strengths: ethical principles (4.49), non-discrimination principle (4.47), freedom of research (4.46), professional responsibility (4.23), professional approach (4.26), accountability (4.18), good practice in research (4.24), co-authorship (4.18), stabilisation and permanent employment (4.16), gender balance (4.16), recognition of mobility experience (general principles and requirements of the Code of Conduct) (4.13), seniority (general principles and requirements of the Code of Conduct) (4.08), recognition of merit (general principles and requirements of the Code of Conduct) (4.02), intellectual property rights (4.02), continuing professional development (4.01), variations in the chronological order of CVs (general principles and requirements of the Code of Conduct) (4.00), recognition of the profession (4.00).

In 2021, as many as 34 criteria were rated as strengths of the university (above 4.0), and as many as 8 criteria were rated above 4.5. These were: ethical principles (4.75), professional responsibility (4.67), freedom of research (4.65), accountability (4.58),



contractual or regulatory obligations (4.52), good practice in research (4.51), non-discrimination principle (4.51) professional approach (4.50).

The criteria that were identified as the strongest in the 2016 and 2018 surveys were also rated highly in 2021.

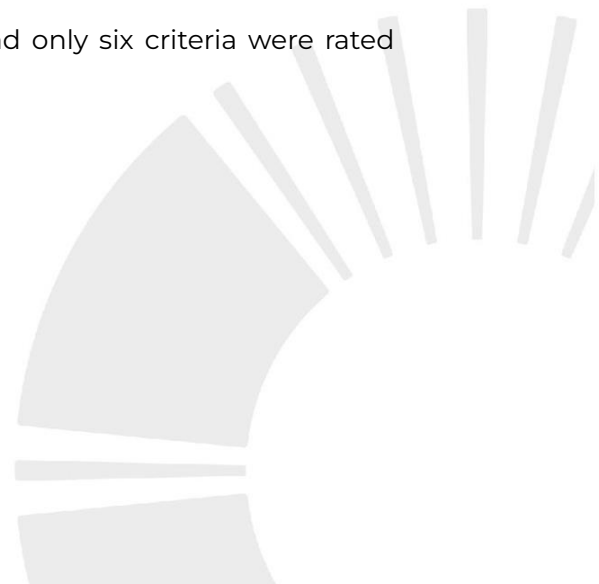
<b>Criterion</b>	<b>2016</b>	<b>2018</b>	<b>2021</b>
Ethical principles	4,39	4,49	4,75
Non-discrimination	4,33	4,47	4,51
Research freedom	4,31	4,46	4,66
Professional responsibility	4,30	4,23	4,67
Professional attitude	4,13	4,26	4,50

When analysing the surveys in 2016 and 2018, the task force assumed that activities rated at 3.5 and below are the challenges faced by the university.

In 2016, 6 criteria were rated below 3.5. Areas in the following categories proved to be a challenge for the university: funding and remuneration (3.47), career development (3.46), access to career counselling (3.06), teaching (3.44), complaints/appeals (3.37), and academic guidance (3.47).

In 2018, only one area was rated as a challenge: access to career counselling.

In 2021, none of the criteria was rated below 3.50 and only six criteria were rated below 4.00.



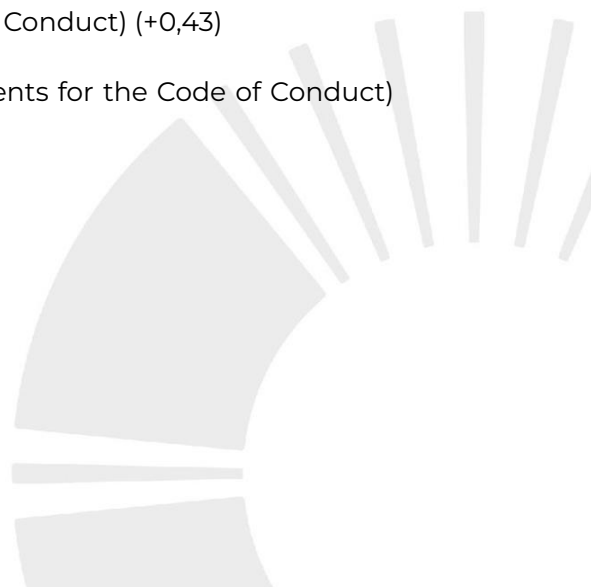
Criterion (evaluation < 4.00)		2018	2021	+/-
1.	Access to career advice	3,29	3,55	+ 0,26
2.	Funding and salaries	3,62	3,59	-0,03
3.	Teaching	3,82	3,74	-0,06
4.	Career development	3,78	3,86	+ 0,08
5.	Complaints/appeals	3,80	3,88	+ 0,08
6.	Value of mobility	3,82	3,95	+0,13

In 2021, concerning the previous survey (in 2018), there was a decrease in ratings in 3 criteria:

- Stability and permanence of employment (-0,16)
- Funding and salaries (-0,03)
- Teaching (-0,08).

In the remaining 37 criteria, there was an increase in ratings (compared to the ratings in the 2018 survey). The largest increase was recorded in the following criteria:

- Contractual and legal obligations (+0,65)
- Public engagement (+0,48)
- Employee evaluation systems (+0,47)
- Postdoctoral appointments (General Principles and Requirements for the Code of Conduct) (+ 0,46)
- Professional responsibility (+0,44)
- Transparency (General Principles for the Code of Conduct) (+0,43)
- Dissemination, exploitation of results (+0,42)
- Recruitment (General Principles and Requirements for the Code of Conduct) (+0,41)
- Professional responsibility (+0,4).





It is worth noting that when comparing the results of the first survey (2016) and the most recent one (2021), ratings in all criteria have increased

<b>ETHICAL PRINCIPLES AND PROFESSIONAL RESPONSIBILITY</b>	<b>2016</b>	<b>2018</b>	<b>2021</b>	<b>2016 vs. 2018</b>	<b>2018 vs. 2021</b>	<b>2016 vs. 2021</b>
1. Research freedom	4,31	4,46	4,65	0,15	0,19	0,34
2. Ethical principles	4,39	4,49	4,75	0,10	0,26	0,36
3. Professional responsibility	4,3	4,23	4,67	-0,07	0,44	0,37
4. Professional attitude	4,13	4,26	4,50	0,13	0,24	0,37
5. Contractual and legal obligations	3,98	3,87	4,52	-0,11	0,65	0,54
6. Accountability	4,11	4,18	4,58	0,07	0,40	0,47
7. Good practice in research	3,9	4,24	4,51	0,34	0,27	0,61
8. Dissemination, exploitation of results	4	3,92	4,34	-0,08	0,42	0,34
9. Public engagement	3,98	3,89	4,37	-0,09	0,48	0,39
10. Non-discrimination	4,33	4,47	4,51	0,14	0,04	0,18
<b>RECRUITMENT</b>	<b>2016</b>	<b>2018</b>	<b>2021</b>	<b>2016 vs. 2018</b>	<b>2018 vs. 2021</b>	<b>2016 vs. 2021</b>
11. Employee evaluation systems	3,93	3,72	4,19	-0,21	0,47	0,26
12. Recruitment	3,75	3,91	4,23	0,16	0,32	0,48
13. Recruitment procedures (General Principles and Requirements for the Code of Conduct))	3,67	3,92	4,33	0,25	0,41	0,66
14. Selection procedures (General Principles and Requirements for the Code of Conduct)	3,59	3,78	4,10	0,19	0,32	0,51



15. Transparency (General Principles for the Code of Conduct)	3,57	3,76	4,19	0,19	0,43	0,62
16. Judging merit (General Principles and Requirements for the Code of Conduct)	3,72	3,87	4,19	0,15	0,32	0,47
17. Variations in the chronological order of CVs (General Principles and Requirements for the Code of Conduct)	3,62	4,00	4,14	0,38	0,14	0,52
18. Recognition of mobility experience (General Principles and Requirements from the Code of Conduct)	3,81	4,13	4,39	0,32	0,26	0,58
19. Recognition of qualifications (General Principles and Requirements for the Code of Conduct)	3,76	4,02	4,27	0,26	0,25	0,51
20. Seniority (General Principles and Requirements for the Code of Conduct)	3,82	4,08	4,23	0,26	0,15	0,41
21. Postdoctoral appointments (General Principles and Requirements for the Code of Conduct)	3,67	3,78	4,24	0,11	0,46	0,57
<b>WORKING CONDITIONS AND SOCIAL SECURITY PROVISIONS</b>	<b>2016</b>	<b>2018</b>	<b>2021</b>	<b>2016 vs. 2018</b>	<b>2018 vs. 2021</b>	<b>2016 vs. 2021</b>
22. Recognition of the profession	3,82	4,00	4,26	0,18	0,26	0,44
23. Research environment	3,87	3,92	4,26	0,05	0,34	0,39
24. Working conditions	3,98	3,92	4,11	-0,06	0,19	0,13
25. Stability and permanence of employment	3,8	4,16	4,00	0,36	-0,16	0,20



26. Funding and salaries	3,47	3,62	3,59	0,15	-0,03	0,12
27. Gender balance	3,92	4,16	4,21	0,24	0,05	0,29
28. Career development	3,46	3,78	3,86	0,32	0,08	0,40
29. Value of mobility	3,54	3,82	3,95	0,28	0,13	0,41
30. Access to career advice	3,06	3,29	3,55	0,23	0,26	0,49
31. Intellectual Property Right	3,66	4,02	4,29	0,36	0,27	0,63
32. Co-authorship	3,92	4,18	4,35	0,26	0,17	0,43
33. Teaching	3,44	3,82	3,74	0,38	-0,08	0,30
34. Complaints/appeals	3,37	3,80	3,88	0,43	0,08	0,51
35. Participation in decision-making bodies	3,67	3,96	4,02	0,29	0,06	0,35
<b>TRAINING</b>	<b>2016</b>	<b>2018</b>	<b>2021</b>	<b>2016 vs. 2018</b>	<b>2018 vs. 2021</b>	<b>2016 vs. 2021</b>
36. Relation with supervisors	3,65	3,85	4,13	0,20	0,28	0,48
37. Supervision and managerial duties	3,84	3,82	4,13	-0,02	0,31	0,29
38. Continuing professional development	3,83	4,01	4,31	0,18	0,30	0,48
39. Access to research training and continuous development	3,58	3,94	4,28	0,36	0,34	0,70
40. Supervision	3,47	3,66	4,01	0,19	0,35	0,54

