

HR excellence in research – survey

1. Specify your gender

- ☐ Male
- ☐ Female
- ☐ I will not answer

2. What is your status?

- ☐ I am before PhD
- ☐ I have no more than 5 years of PhD experience.
- ☐ I have more than 5 years of PhD experience.
- ☐ I have more than 5 years of PhD experience and I was PI of a large project (=>with budget more than 1 million PLN)

3. Period of research activity (starting from the first published paper)

- ☐ 0-5 years
- ☐ 5-10 years
- ☐ 10-20 years
- ☐ >20 years

4. How would you evaluate CFT recruitment procedures (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

5. How would you evaluate CFT selection process (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

6. How would you evaluate transparency of the CFT recruitment procedures (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

7. How would you evaluate judgment of merit during the CFT

recruitment procedures (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

8. How variations in the chronological order of CVs are evaluated during the CFT recruitment process (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

9. Does the mobility experience is accounted for during the CFT recruitment process (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

10. Are qualifications appropriately assessed during the CFT recruitment process? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

11. Is seniority appropriately accounted for during the CFT recruitment process? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

12. How would you evaluate postdoctoral appointments in the CFT recruitments? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1

- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

13. How would you evaluate research freedom at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

14. How would you evaluate adherence to the recognised ethical principles at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

15. How would you evaluate professional responsibility at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

16. How would you evaluate adherence to professional attitude at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

17. How would you evaluate adherence to contractual and legal obligations at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4

☐ Other ...

18. How would you evaluate adherence to accountability at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

☐ 1

☐ 2

☐ 3

☐ 4

☐ Other ...

19. How would you evaluate adherence to good practice in research at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

☐ 1

☐ 2

☐ 3

☐ 4

☐ Other ...

20. How would you evaluate dissemination and exploitation of results at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

☐ 1

☐ 2

☐ 3

☐ 4

☐ Other ...

21. How would you evaluate public engagement at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

☐ 1

☐ 2

☐ 3

☐ 4

☐ Other ...

22. How would you evaluate relation with supervisors at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

☐ 1

☐ 2

☐ 3

☐ 4

☐ Other ...

23. How would you evaluate supervision and managerial duties at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

24. How would you evaluate continuing professional development at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

25. How would you evaluate recognition of the profession at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

26. How would you evaluate non-discrimination at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

27. How would you evaluate research environment at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

28. How would you evaluate working conditions at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

29. How would you evaluate stability and permanence of employments at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

30. How would you evaluate funding and salaries at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

31. How would you evaluate gender balance at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

32. How would you evaluate career development at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

33. How would you evaluate value of mobility at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3

- ☐ 4
- ☐ Other ...

34. How would you evaluate access to research training and continuous development at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

35. How would you evaluate access to career advice at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

36. How would you evaluate appropriate protection of Intellectual Property Rights at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

37. How would you evaluate appropriate protection of Co-authorship at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

38. How would you evaluate appropriate supervision of early-stage researchers at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

39. How would you evaluate teaching process at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

40. How would you evaluate evaluation/appraisal systems process at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

41. How would you evaluate complaints/appeals process at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

42. How would you evaluate participation in decision-making bodies process at CFT? (on scale from 1 to 4, where 1 is lowest quality level, 4 is the highest quality level). You can also type your comments in the field "Other ...".

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ Other ...

43. If you have any comments concerning questions above please type them in the field below:

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44. Have you experienced mobbing at CFT?

- ☐ Yes
- ☐ No
- ☐

45. Have you experienced discrimination at CFT?

- ☐ Yes
- ☐ No

☐

46. Have you experienced passive-aggressive or mocking at CFT?

☐ Yes

☐ No

☐

47. If you have any comments concerning discrimination and mobbing in CFT please type them in the field below (the questionnaire is anonymous!!):

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