



IMIBIC

INSTITUTO MAIMÓNIDES DE
INVESTIGACIÓN BIOMÉDICA
DE CÓRDOBA

IMIBIC

**Human Resources Excellence in
Research 2016-2020.
Survey Results**

Córdoba, 1st September, 2017.

INDEX:

I. SURVEY.....	3
I.1 Introduction.....	3
I.2 Survey results and analysis	3
Annex I: Survey Questions.....	18

I. SURVEY

I.1 Introduction

The survey was sent to 509 IMIBIC staff members and completed through an online based application. Answers were given anonymously. The survey recipients were asked to evaluate their perception on IMIBIC's adherence to the principles and indicate the importance they give to each principle:

“How much do you consider IMIBIC practices are in accordance with this principle (from 1 to 5, where 1 is completely disagree and 5 is completely agree)” (referred to as “Agreement”)

“Importance given to the principle (from 1 to 5, where 1 is low importance and 5 is high importance)” (referred to as “Importance”)

The 29 selected principles were included in the survey in the same order as they are presented in the C&C. It was considered appropriate to use a scale from 1 to 5 for indicating the perception of the level to which IMIBIC's practices are in accordance with the principles.

The importance of each principle was asked for in order to be able to identify those principles that are considered the most important for the staff members, regardless of the level of compliance.

In addition, the results of the evaluation of the importance enabled the calculation of a Priority Index (see survey results and analysis) that was used for ordering the principles based on both their importance and the perceived level of compliance. Given the large number of principles and the relatively long time span for their implementation within the Action this approach was considered necessary to be able to better plan the activities and set the corresponding indicators in a realistic manner.

For each principle, there was also a free text field where the staff could include any additional comments.

During one month, the IMIBIC research community could answer the survey. Moreover, a reminder message was sent by email few days before the response deadline.

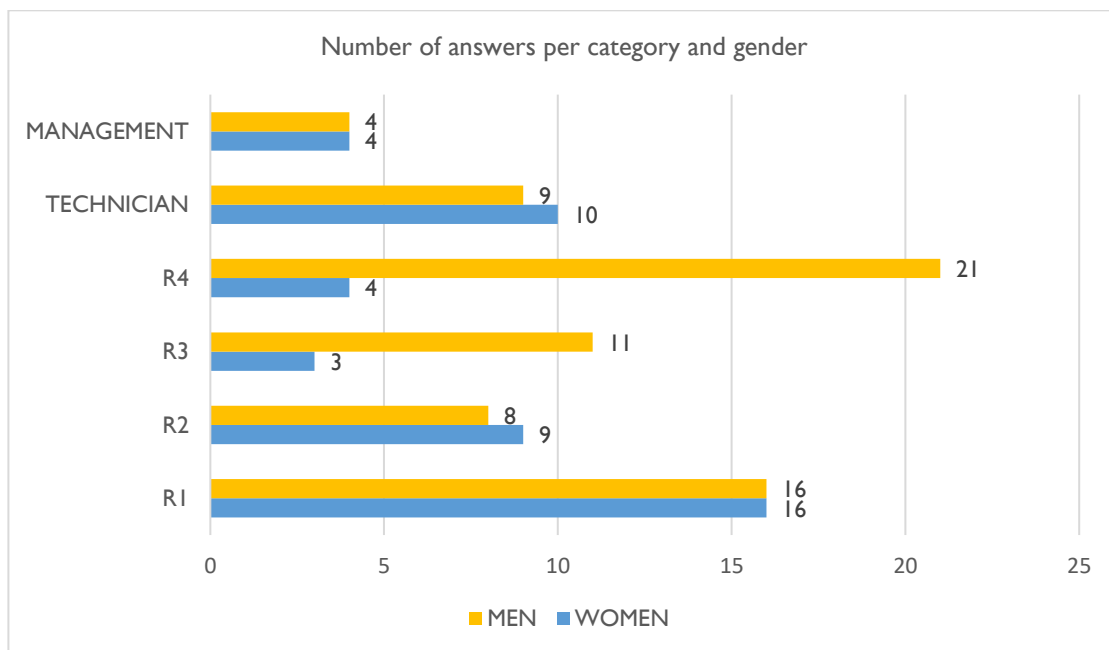
The aim of the survey was to obtain a global view of the current situation before the preparation of the action plan. The survey was not only designed to reach and maintain the C&C code but also to improve the organization and towards ensuring the sustainability of research in the future.

I.2 Survey results and analysis

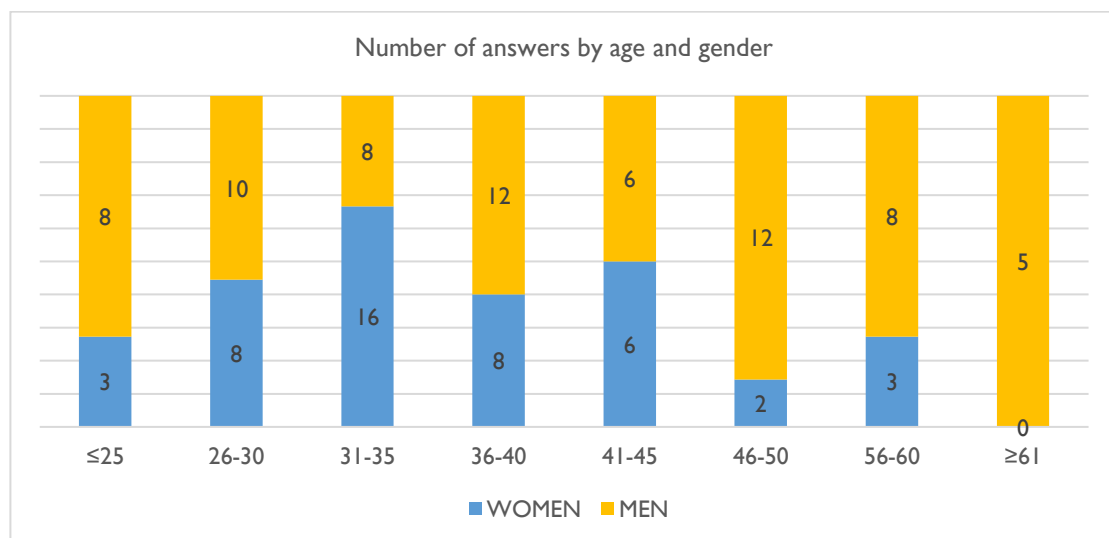
The survey was sent to 509 IMIBIC staff members, and a total of 115 persons answered (23% of the staff); 69 men and 46 women.

The analysis of the results was made taking into account the whole sample and also each professional category and gender. The distribution of answers per professional category and gender was the following:

Human Resources Excellence in Research
2016-2020



The following figure shows the number of answers obtained by age and gender:



The results, ordered by the average score for “Agreement” (lowest first) are presented in the table below:

Survey Questions	Agreement Average 1 = Very low; 5 = Very good/ Very high
28. Career Development. To what extent you consider that IMIBIC has aligned its strategy for career development for researchers at all stages in a way that motivates them and reduces insecurity on the professional future?	3,43

Human Resources Excellence in Research
2016-2020

Survey Questions	Agreement Average 1 = Very low; 5 = Very good/ Very high
34. Complains/appeals. To what extent you consider that IMIBIC has adequate mechanisms to handle complains/appeals from researchers, including those concerning conflicts between supervisors and early-stage researchers?	3,49
30. Access to career advice. To what extent you consider that IMIBIC offers career advice and job placement assistance to researchers, at all stages of their careers and regardless of their contractual situation, either in the institutions concerned, or through collaboration with other structures?	3,49
12. Recruitment. To what extent you consider that IMIBIC ensures that the entry and admission standards for researchers are clearly specified?	3,59
11. Evaluation/appraisal systems. To what extent you consider that IMIBIC has evaluation/appraisal systems for assessing professional performance of researchers on a regular basis and in a transparent manner by an independent committee?	3,67
39. Access to research training and continuous development. To what extent you consider that IMIBIC ensures that all researchers, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies?	3,75
5. Contractual and legal obligations. To what extent you consider that IMIBIC tries that researchers are familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders?	3,75
17. Variations in the chronological order of CVs (Code). To what extent you consider that IMIBIC does not penalise career breaks or variations in the chronological order of CVs, but are regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track?	3,8
13. Recruitment (Code). To what extent you consider that IMIBIC establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised?	3,81
16. Judging merit (Code). To what extent you consider that IMIBIC judges merit qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications?	3,81
36. Relation with supervisors. To what extent you consider that IMIBIC fosters a structured and regular relationship of researchers with their supervisor(s) and faculty/departmental representative(s), including keeping records of all work progress and research findings?	3,81
21. Postdoctoral appointments (Code). To what extent you consider that IMIBIC establishes clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments?	3,82
33. Teaching. To what extent you consider that IMIBIC ensures that teaching duties are adequately taken into account, as an essential means for the structuring and dissemination of knowledge and is therefore considered a valuable option within the researchers' career paths?	3,86
14. Selection (Code). To what extent you consider that IMIBIC bring together in selection committees diverse expertise and competences and have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate?	3,88

Human Resources Excellence in Research
2016-2020

Survey Questions	Agreement Average 1 = Very low; 5 = Very good/ Very high
27. Gender balance. To what extent you consider that IMIBIC aims for a representative gender balance at all levels of staff, including at supervisory and managerial level?	3,9
40. Supervision. To what extent you consider that IMIBIC ensures that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties?	3,91
8. Dissemination, exploitation of results. To what extent you consider that IMIBIC enables that the results of their research are disseminated and exploited, ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public?	3,92
15. Transparency (Code). To what extent you consider that IMIBIC informs candidates prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects?	3,94
19. Recognition of qualifications (Code). To what extent you consider that IMIBIC provides for appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility?	3,94
9. Public engagement. To what extent you consider that IMIBIC promotes that researchers ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science?	3,96
32. Co-authorship. To what extent you consider that IMIBIC views co-authorship positively when evaluating staff, as evidence of a constructive approach to the conduct of research?	3,96
4. Professional attitude. To what extent you consider that IMIBIC promotes that researchers are familiar with the strategic goals governing their research environment and funding mechanisms, and that they seek all necessary approvals before starting their research or accessing the resources provided?	3,97
29. Value of mobility. To what extent you consider that IMIBIC recognises the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career?	4,01
24. Working conditions. To what extent you consider that IMIBIC ensures that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation, and to provide working conditions which allow both women and men researchers to combine family and work, through different provisions like flexible working hours or tele-working?	4,09
18. Recognition of mobility experience (Code). To what extent you consider that IMIBIC recognises mobility at any stage of the research career in different countries, between sectors (public-private) or disciplines, as a valuable contribution to the professional development of a researcher?	4,1
31. Intellectual Property Rights. To what extent you consider that IMIBIC ensures that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights, and specifies what rights belong to researchers and/or, where applicable, to their employers or other parties?	4,17

Human Resources Excellence in Research
2016-2020

Survey Questions	Agreement Average 1 = Very low; 5 = Very good/ Very high
38. Continuing Professional Development. To what extent you consider that IMIBIC promotes that researchers seek to continually improve themselves by regularly updating and expanding their skills and competencies through a variety of means including formal training, workshops, conferences and e-learning?	4,18
23. Research environment. To what extent you consider that IMIBIC ensures that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities?	4,34
10. Non-discrimination. To what extent you consider that IMIBIC does not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition?	4,45
Average	3.89

The analysis shows that IMIBIC is very positively evaluated by its staff, as the average result for indicating the perception of the level of accordance of the principles by the staff is 3.89.

The five principles with lowest scores, as shown in the beginning of the table above, were 28. Career Development, 34. Complains/appeals, 30. Access to career advice, 12. Recruitment, 11. Evaluation/appraisal systems.

The five principles with best scores were: 18. Recognition of mobility experience (Code), 31. Intellectual Property Rights, 38. Continuing Professional Development, 23. Research environment and 10. Non-discrimination.

The results, ordered by the average score for “Importance” (lowest first) are presented in the table below:

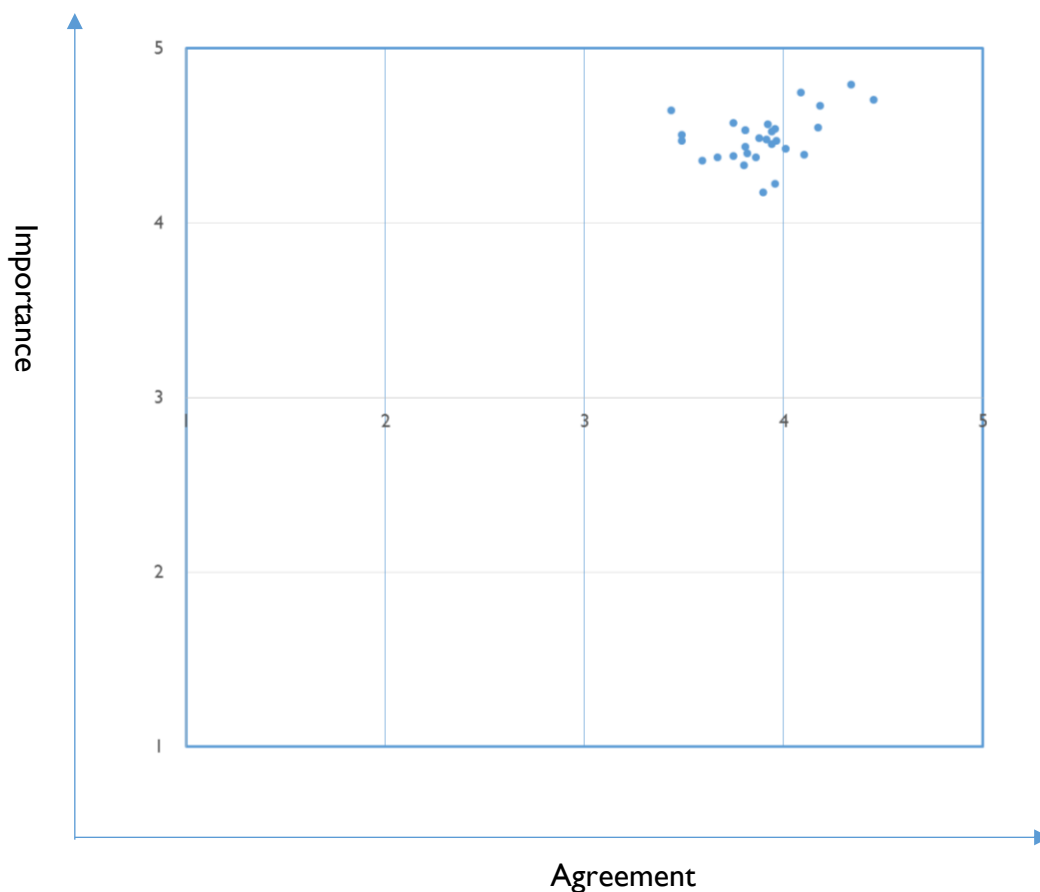
Survey Questions	Importance Average 1 = Very low; 5 = Very good/ Very high
27. Gender balance	4,17
32. Co-authorship	4,23
17. Variations in the chronological order of CVs (Code)	4,33
12. Recruitment	4,36
11. Evaluation/appraisal systems	4,37
33. Teaching	4,37
5. Contractual and legal obligations	4,38
18. Recognition of mobility experience (Code)	4,39
21. Postdoctoral appointments (Code)	4,4
36. Relation with supervisors	4,43
29. Value of mobility	4,43
19. Recognition of qualifications (Code)	4,45
30. Access to career advice	4,47
4. Professional attitude	4,47
40. Supervision	4,48
14. Selection (Code)	4,49
34. Complains/appeals	4,5
15. Transparency (Code)	4,52
13. Recruitment (Code)	4,53
16. Judging merit (Code)	4,53
9. Public engagement	4,54
31. Intellectual Property Rights	4,55
39. Access to research training and continuous development	4,57
8. Dissemination, exploitation of results	4,57
28. Career Development	4,64
38. Continuing Professional Development	4,67
10. Non-discrimination	4,7
24. Working conditions	4,75
23. Research environment	4,79
Average	4,49

Regarding the importance given to each principle, the five principles with lowest scores, as shown in the table above, were 27. Gender balance, 32. Co-authorship, 17. Variations in the chronological order of CVs (Code), 12. Recruitment and 11. Evaluation/appraisal systems.

The five principles with highest scores were: 28. Career Development, 38. Continuing Professional Development, 10. Non-discrimination, 24. Working conditions and 23. Research environment.

When comparing these results, we may conclude that three out of five of the best evaluated principles coincide with the ones the IMIBIC staff members consider the most important ones (10. Non-discrimination, 23. Research environment and 38. Continuing professional development). These can be considered as strengths within the new HR Strategy of IMIBIC. Within the 5 principles that were scored the worst both in terms of the perceived level of accordance and importance, 2 coincide: 11. Evaluation/appraisal systems and 12. Recruitment. These 2 principles with the clearest shortcomings and more importance given by the staff members, have especially been taken into account in the action plan.

The following image shows the global view of the scores for both “Agreement” and “Importance”, demonstrating the generally very good results of the 29 principles that were included in the survey:



In the following section, the results are presented and analyzed by the 4 areas: Ethical and professional aspects, Recruitment, Working conditions and social security, and Training.

The average score of “Agreement” by area are presented in the table below:

PRINCIPLES		AVERAGE	MEDIAN
I.	Ethical and professional aspects (<i>6 principles included in the survey</i>)	3.95	3.94
II.	Recruitment (<i>9 principles included in the survey</i>)	3.85	3.82
III.	Working conditions and social security (<i>10 principles included in the survey</i>)	3.87	3.93
IV.	Training (<i>4 principles included in the survey</i>)	3.91	3.86
AVERAGE		3.89	3.90

The highest average score was given to principles within area Ethical and professional aspects, and lowest to Recruitment, with average scores 3.95 and 3.85 respectively. The differences between the average scores given to the four main areas, as well as between individual principles, are very small, ranging from the highest average score given to “Non-discrimination” of 4.45, to “Career-development” with the lowest score of 3.43.

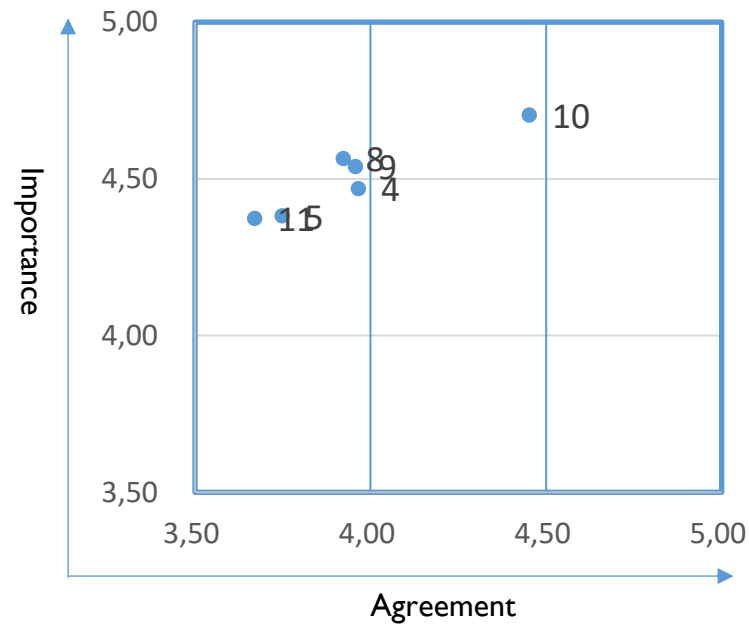
The average score of “Importance” by area are presented in the table below:

PRINCIPLES		AVERAGE	MEDIAN
I.	Ethical and professional aspects (<i>6 principles included in the survey</i>)	4.51	4.50
II.	Recruitment (<i>9 principles included in the survey</i>)	4.44	4.45
III.	Working conditions and social security (<i>10 principles included in the survey</i>)	4.49	4.49
IV.	Training (<i>4 principles included in the survey</i>)	4.54	4.53
AVERAGE		4.49	4.48

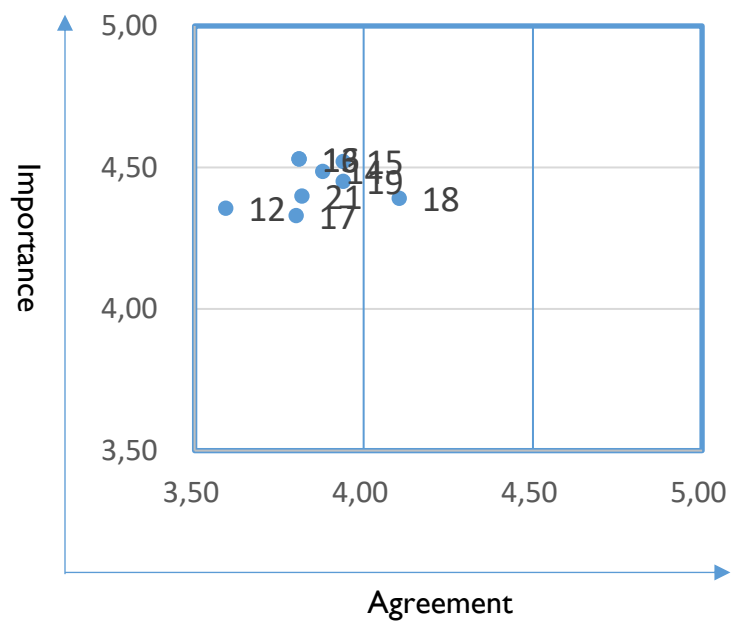
The highest average score of importance was given to principles within area Training, and lowest to Recruitment, with average scores 4.54 and 4.43 respectively. The differences between the average scores given to the four main areas, as well as between individual principles, are very small, ranging from the highest average score given to “Research environment” of 4.79, to “Gender balance” with the lowest score of 4.17.

The *zoomed-in* results (on scale 3.4/3.5 to 5) of the principles by area, and showing both scores for Average and Importance, are presented in the following figures:

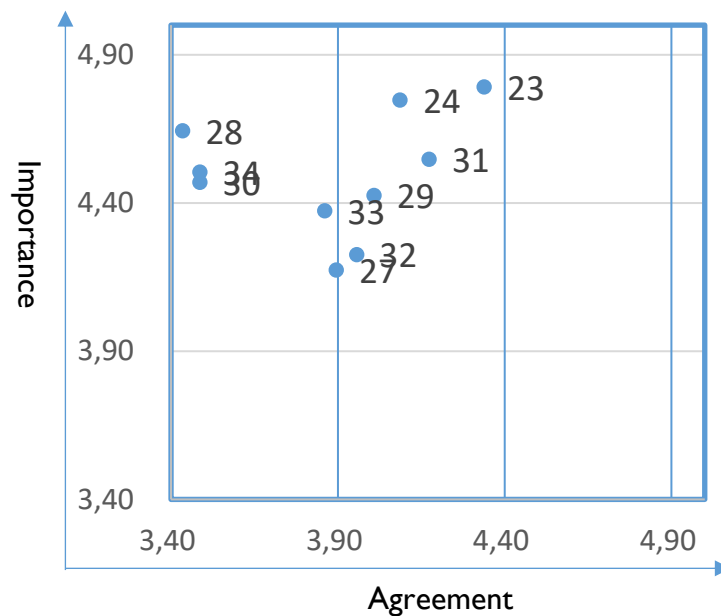
1. Ethical and professional aspects (principles 4, 5, 8, 9, 10 and 11):



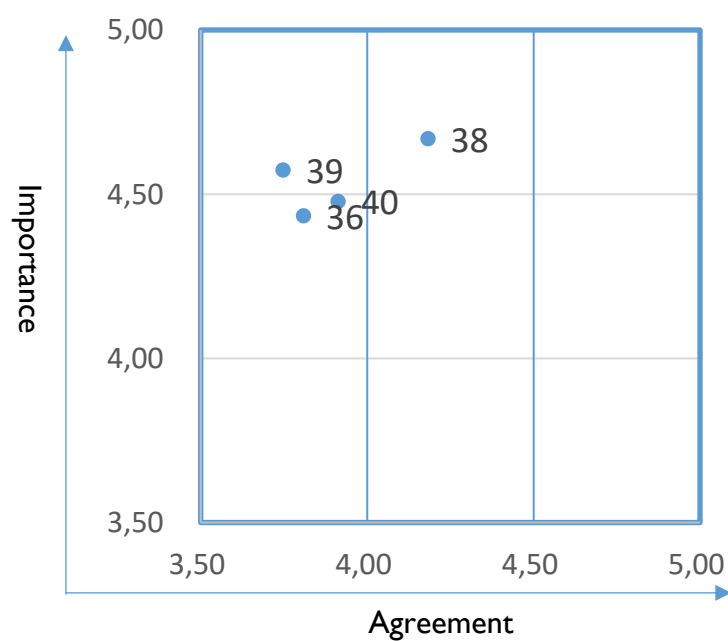
2. Recruitment (Principles 12, 14, 15, 16, 17, 18, 19 and 21):



3. Working conditions and social security (Principles 23, 24, 27, 28, 29, 30, 31, 32, 33 and 34):



4. Training (principles: 36, 38, 39 and 40):



A Priority Index was obtained for each principle, by calculating the ratio between the average of importance and the average of level of agreement. By this, we obtained a list ordered by the principles that the staff members consider the most important and at the same time less compliant by the institute. The Priority Index values may range from 0,2 (less priority) to 5 (most priority).

The analysis shows that the institution is positively evaluated by its researchers and other staff, as the highest priority index is 1.35. This means that the breach between the perception of the level of compliance and IMIBIC's current practices and the expectations of researchers is not very wide.

It should be pointed out that the average priority index of the 29 principles of the survey is 1.16. Only when we look into the data by type of staff we find that postdoctoral researchers without independence (R2) have shown a priority index above average (1.26).

The results from the survey show a slightly higher Priority Index for the principles in the group of "Working Conditions and Social Security" and "Training", in contrast to the results obtained for the principles of the other two areas, as it is shown in the table below:

Survey Questions	Agreement Average 1 = Very low; 5 = Very good/ Very high	Importance average 1 = Very low; 5 = Very good/ Very high	Priority Index (Importance Average / Agreement Average)
28. Career Development. To what extent you consider that IMIBIC has aligned its strategy for career development for researchers at all stages in a way that motivates them and reduces insecurity on the professional future?	3,43	4,64	1,35
34. Complains/appeals. To what extent you consider that IMIBIC has adequate mechanisms to handle complains/appeals from researchers, including those concerning conflicts between supervisors and early-stage researchers?	3,49	4,50	1,29
30. Access to career advice. To what extent you consider that IMIBIC offers career advice and job placement assistance to researchers, at all stages of their careers and regardless of their contractual situation, either in the institutions concerned, or through collaboration with other structures?	3,49	4,47	1,28
39. Access to research training and continuous development. To what extent you consider that IMIBIC ensures that all researchers, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies?	3,75	4,57	1,22
12. Recruitment. To what extent you consider that IMIBIC ensures that the entry and admission standards for researchers are clearly specified?	3,59	4,36	1,21

Human Resources Excellence in Research
2016-2020

Survey Questions	Agreement Average 1 = Very low; 5 = Very good/ Very high	Importance average 1 = Very low; 5 = Very good/ Very high	Priority Index (Importance Average / Agreement Average)
11. <u>Evaluation/appraisal systems.</u> To what extent you consider that IMIBIC has evaluation/appraisal systems for assessing professional performance of researchers on a regular basis and in a transparent manner by an independent committee?	3,67	4,37	1,19
13. <u>Recruitment (Code).</u> To what extent you consider that IMIBIC establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised?	3,81	4,53	1,19
16. <u>Judging merit (Code).</u> To what extent you consider that IMIBIC judges merit qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications?	3,81	4,53	1,19
5. <u>Contractual and legal obligations.</u> To what extent you consider that IMIBIC tries that researchers are familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders?	3,75	4,38	1,17
36. <u>Relation with supervisors.</u> To what extent you consider that IMIBIC fosters a structured and regular relationship of researchers with their supervisor(s) and faculty/departmental representative(s), including keeping records of all work progress and research findings?	3,81	4,43	1,16
8. <u>Dissemination, exploitation of results.</u> To what extent you consider that IMIBIC enables that the results of their research are disseminated and exploited, ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public?	3,92	4,57	1,16
24. <u>Working conditions.</u> To what extent you consider that IMIBIC ensures that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation, and to provide working conditions which allow both women and men researchers to combine family and work, through different provisions like flexible working hours or tele-working?	4,09	4,75	1,16
14. <u>Selection (Code).</u> To what extent you consider that IMIBIC bring together in selection committees diverse expertise and competences and have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate?	3,88	4,49	1,16

Survey Questions	Agreement Average 1 = Very low; 5 = Very good/ Very high	Importance average 1 = Very low; 5 = Very good/ Very high	Priority Index (Importance Average / Agreement Average)
21. Postdoctoral appointments (Code). To what extent you consider that IMIBIC establishes clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments?	3,82	4,40	1,15
15. Transparency (Code). To what extent you consider that IMIBIC informs candidates prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects?	3,94	4,52	1,15
9. Public engagement. To what extent you consider that IMIBIC promotes that researchers ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science?	3,96	4,54	1,15
40. Supervision. To what extent you consider that IMIBIC ensures that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties?	3,91	4,48	1,14
17. Variations in the chronological order of CVs (Code). To what extent you consider that IMIBIC does not penalise career breaks or variations in the chronological order of CVs, but are regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track?	3,80	4,33	1,14
33. Teaching. To what extent you consider that IMIBIC ensures that teaching duties are adequately taken into account, as an essential means for the structuring and dissemination of knowledge and is therefore considered a valuable option within the researchers' career paths?	3,86	4,37	1,13
19. Recognition of qualifications (Code). To what extent you consider that IMIBIC provides for appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility?	3,94	4,45	1,13
4. Professional attitude. To what extent you consider that IMIBIC promotes that researchers are familiar with the strategic goals governing their research environment and funding mechanisms, and that they seek all necessary approvals before starting their research or accessing the resources provided?	3,97	4,47	1,13

Human Resources Excellence in Research
2016-2020

Survey Questions	Agreement Average 1 = Very low; 5 = Very good/ Very high	Importance average 1 = Very low; 5 = Very good/ Very high	Priority Index (Importance Average / Agreement Average)
38. Continuing Professional Development. To what extent you consider that IMIBIC promotes that researchers seek to continually improve themselves by regularly updating and expanding their skills and competencies through a variety of means including formal training, workshops, conferences and e-learning?	4,18	4,67	1,12
23. Research environment. To what extent you consider that IMIBIC ensures that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities?	4,34	4,79	1,10
29. Value of mobility. To what extent you consider that IMIBIC recognises the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career?	4,01	4,43	1,10
31. Intellectual Property Rights. To what extent you consider that IMIBIC ensures that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights, and specifies what rights belong to researchers and/or, where applicable, to their employers or other parties?	4,17	4,55	1,09
27. Gender balance. To what extent you consider that IMIBIC aims for a representative gender balance at all levels of staff, including at supervisory and managerial level?	3,90	4,17	1,07
18. Recognition of mobility experience (Code). To what extent you consider that IMIBIC recognises mobility at any stage of the research career in different countries, between sectors (public-private) or disciplines, as a valuable contribution to the professional development of a researcher?	4,10	4,39	1,07
32. Co-authorship. To what extent you consider that IMIBIC views co-authorship positively when evaluating staff, as evidence of a constructive approach to the conduct of research?	3,96	4,23	1,07
10. Non-discrimination. To what extent you consider that IMIBIC does not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition?	4,45	4,70	1,06
Average	3,89	4,49	1,16

The table above shows the 29 principles evaluated and ranked in decreasing priority (based on the priority index). It can be inferred that the institution is positively evaluated by its

researchers, as the highest priority index is 1.35. This means that the breach between IMIBIC current practices and the expectations of researchers is not very wide.

It should be pointed out that the average priority index of the principles included in the survey is 1.16. Only when taking into account the data separated by type of staff we find that postdoctoral researchers without independence (R2) show a priority index above average (1.26), being this the profile of staff that has valued worse the current practices at IMIBIC.

The results from the survey show very similar average priority index for the different areas, while both the highest and lowest priority principles are within the group III Working conditions and social security.

PRINCIPLES	PRIORITY INDEX AVERAGE
I. Ethical and professional aspects	1,14
II. Recruitment	1,15
III. Working conditions and social security	1,17
IV. Training	1,16

According to the survey results, the principles with a highest priority index are “Career development”, “Complains/appeals”, and “Access to career advice”, from the group of principles “III Working conditions and social security”. The lowest priority index was given to principles “Non-discrimination”, “Authorship” and “Recognition of mobility”.

We can conclude that the results are rather homogeneous both between the four main areas of principles and also between individual principles, and improvements can and should be implemented in all areas. Thus the planning of the actions was based on a holistic approach covering all areas, with the intention to implement new processes where gaps were identified, and improvements for the existing ones. Special care was taken to assure that various improvements and actions, as well as indicators for measurement, were included for the priorities with highest priority index. The planned activities were fully aligned with the Strategic Plans 2016-2020, and revised and approved by the HRS4R Committee.

Annex I: Survey Questions

Sex:

Male

Female

Age:

<25

26 - 30

31 - 35

36 - 40

41 - 45

46 - 50

51 - 55

56 - 60

> 61

Entity for which you are contracted:

SAS

UCO

FIBIC

OTHER:

Professional Category IMIBIC:

R1 (pre-doctoral researcher)

R2 (post-doctoral researcher without level of independence)

R3 (stabilized researcher who has a certain level of independence)

R4 (principal or senior researchers)

Technical staff

Management staff

For the following questions, please rate using scale: 1=low/poor to 5=high/excellent

I. Professional Attitude

Evaluate from 1 to 5 the extent to which IMIBIC promotes its strategic goals governing its research environment as well as possible financing mechanisms, and the application for necessary permits before starting their activity or accessing the available resources.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

2. Contractual and legal obligations

Evaluate from 1 to 5 the extent to which IMIBIC seeks to ensure that researchers are aware of national, sectoral and institutional legislation in relation to training and working conditions, including intellectual property rights, and the requirements and conditions of sponsors or funders.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

3. Dissemination and exploitation of results

Evaluate from 1 to 5 how much you believe IMIBIC facilitates the dissemination and exploitation of the research results, and ensure, if appropriate, those are commercialized or distributed to the public.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

4. Public Engagement

Rate from 1 to 5 to what degree you believe IMIBIC helps the researchers to ensure that their research work is known and understood by society in order to revert their knowledge of priorities and concerns about science and technology.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

5. Non-discrimination

Rate from 1 to 5 to what degree you believe that IMIBIC does not discriminate its researchers on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

6. Evaluation / Appraisal Systems

Rate from 1 to 5 to what degree you believe that IMIBIC introduces evaluation and appraisal systems for researchers that periodically accredit professional performance in a transparent manner and by an independent committee.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

7. Recruitment

Rate from 1 to 5 to what degree you believe IMIBIC ensures the existence of clearly specified standards for the admission of researchers.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

8. Recruitment (Code)

Value from 1 to 5 the extent to which IMIBIC establishes open, efficient, transparent, sufficient and internationally comparable recruitment procedures adapted to the type of position offered.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

9. Selection (Code)

Evaluate from 1 to 5 the extent to which IMIBIC brings together experts in the Selection Committees, from different areas, competencies, sectors and disciplines, with gender balance, and with sufficient experience and training.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

10. Transparency (Code)

Value from 1 to 5 how well IMIBIC informs candidates before the selection process about the selection criteria, recruitment process, the number of vacancies, and the career development prospects.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

11. Judging merit (Code)

Value from 1 to 5 the degree to which the IMIBIC considers in the selection process the whole range of experience of the candidates, assessing the merits qualitatively and quantitatively within a diversified career and not only the number of publications.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

12. Variations in the chronological order of CVs (Code)

Rate from 1 to 5 to what degree you consider that IMIBIC does not penalize interruptions in the career or alterations in the chronological order of the CVs, but considers them as an evolution of a career, and potentially valuable contribution to the professional development of a researcher towards a multidimensional career track.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

13. Recognition of mobility experience (Code)

Value from 1 to 5 the extent to which IMIBIC recognizes mobility during the research career in different countries, sectors (public or private) or disciplines, and considers it as valuable contribution to the professional development of a researcher.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

14. Recognition of qualifications (Code)

Rate from 1 to 5 to what degree you believe IMIBIC adequately values the merits and academic and professional qualifications of researchers, including non-formal qualifications, especially in the context of international and professional mobility.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

15. Postdoctoral appointments (Code)

Rate from 1 to 5 to what degree you believe IMIBIC sets clear and explicit rules for the recruitment of postdoctoral researchers, including the maximum duration and objectives of their contracts.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

16. Research environment

Rate from 1 to 5 to what degree you consider IMIBIC ensures that the working conditions stimulates research and learning and offers appropriate equipment, facilities and opportunities.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

17. Working conditions

Rate from 1 to 5 to what degree you believe that IMIBIC promotes the existence of adequate working conditions for researchers, including the disabled, to ensure scientific success in accordance with current legislation and the reconciliation between family and professional life through different measures, such as flexible working hours or telework.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

18. Gender balance

Rate from 1 to 5 to what degree you believe IMIBIC pursues gender balance at all levels of staff, including the supervisory and managerial level.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

19. Career development

Evaluate from 1 to 5 to what degree IMIBIC has drawn up a specific career development strategy for researchers at all stages of their career that motivates them and contributes to the reduction of uncertainty in their professional future.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

20. Value of mobility

Evaluate from 1 to 5 the extent to which IMIBIC recognizes the value of geographical, intersectoral, inter- and trans-disciplinary mobility and virtual mobility, as well as mobility between the public and private sectors as a way of enriching the scientific knowledge and professional development at any stage of the research career.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

21. Access to research training and continuous development

Evaluate from 1 to 5 the extent to which IMIBIC offers researchers opportunities for professional development and for improving employability in their own institution or other structures, regardless of the stage of professional career or contractual situation.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

22. Intellectual Property Rights

Rate from 1 to 5 to what degree you believe IMIBIC ensures the legal defense and intellectual property rights of researchers in order to benefit from the possible exploitation of R & D results, and defines the corresponding rights of each involved party in the process.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

23. Co-authorship

Rate from 1 to 5 the level you consider IMIBIC positively values co-authorship by different institutions when evaluating staff as evidence of a constructive approach to conduct research.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

24. Teaching

Rate from 1 to 5 to what degree IMIBIC recognizes teaching activities as essential means of organizing and disseminating knowledge, and as a valuable element within the research career.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

25. Complaints / Appeals

Rate from 1 to 5 to what degree you believe that IMIBIC establishes appropriate mechanisms to deal with complaints and appeals of researchers, including those that concern conflicts between supervisors and early-stage researchers.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

26. Relation with supervisors

Rate from 1 to 5 how much you believe IMIBIC fosters structured relationship between researchers, supervisors and other departmental representatives, and keeps records of progress and research findings.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

27. Continuing professional development

Rate from 1 to 5 to what degree you consider that IMIBIC encourages researchers to improve their skills and competencies through different means such as seminars, conferences, official education programmes or online training.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

28. Access to research training and continuous development

Evaluate from 1 to 5 how much you believe IMIBIC ensures that all researchers can improve their employment opportunities through measures that promote continuous development of their skills and competencies.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.

29. Supervision

Rate from 1 to 5 to what degree IMIBIC ensures that early-stage researchers can refer for the results of their research activities to a clearly identified person.

Rate the importance of this principle for you on a scale from 1 to 5.

(Optional) Propose actions related to this principle.



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