



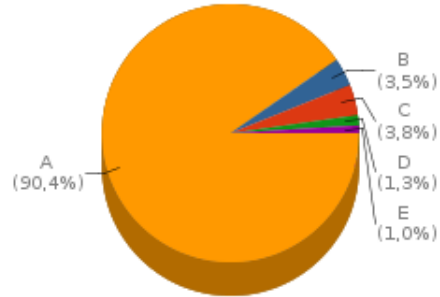
Second survey

HRS4R Human Resources Strategy for Researchers (March 2022)

(312 returned surveys)
 (1968 invitations were issued, of which 15,3% were returned)

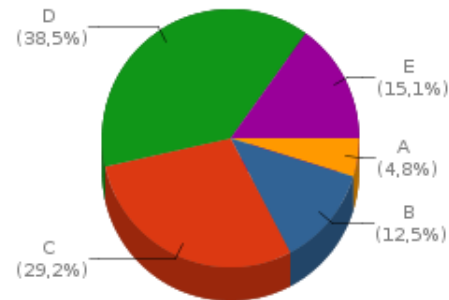
Professional category:

Answer	Total	%
A TEACHING AND RESEARCH STAFF (Professors, Contracted doctors, Assistants)	282	90,4
B PREDOCTORAL STAFF	11	3,5
C POSDOCTORAL STAFF	12	3,8
D OTHER CONTRACTS OF RESEARCHERS FUNDED BY RESEARCH PROJECTS	4	1,3
E SUPPORT TECHNICAL PERSONNEL OF RESEARCH PROJECTS	3	1,0
F Not filled	0	0,0



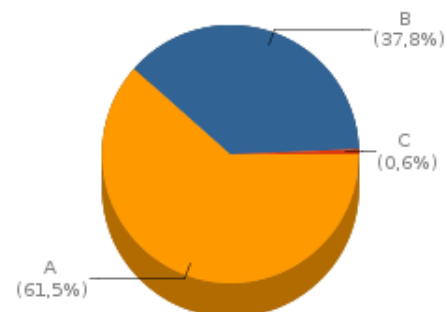
Age

Answer	Total	%
A <30	15	4,8
B 30-40	39	12,5
C 41-50	91	29,2
D 51-60	120	38,5
E >60	47	15,1
F Not filled	0	0,0



Gender

Answer	Total	%
A Male	192	61,5
B Female	118	37,8
C Others	2	0,6
D Not filled	0	0,0



I.1. The researchers at UMU enjoy freedom of thought and expression and freedom to select methods to solve problems.

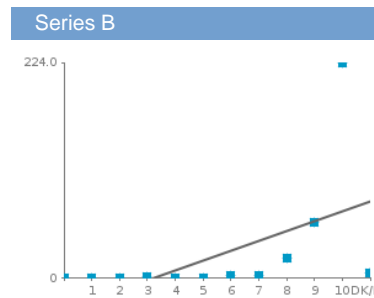
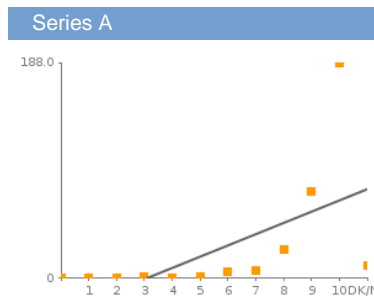
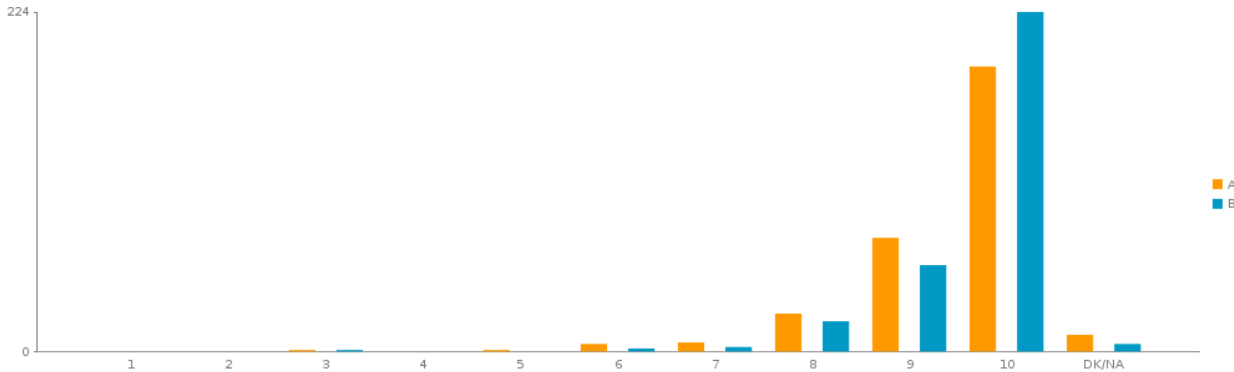
	1	2	3	4	5
A I.1.1. Level of achievement	0	0	1	0	1
B I.1.2. Level of relevance	0	0	1	0	0



HRS4R Human Resources Strategy for Researchers (March 2022)

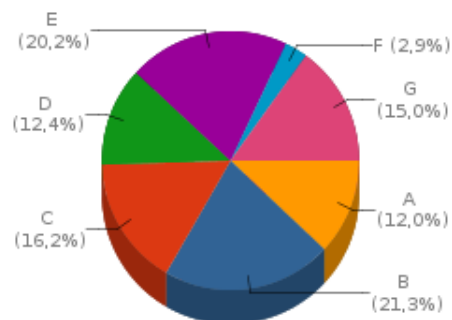
	6	7	8	9	10
A I.1.1. Level of achievement	5	6	25	75	188
B I.1.2. Level of relevance	2	3	20	57	224

	DK/NA	Mean value
A I.1.1. Level of achievement	11	9.09
B I.1.2. Level of relevance	5	9.45



I.1.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	63	12,0
B Training	112	21,3
C Conferences and workshops	85	16,2
D Periodic communication actions	65	12,4
E Advice	106	20,2
F Other improvement measures. Specify	15	2,9
G None	79	15,0
H Not filled	0	0,0



I.2. UMU researchers comply with the recognized ethical practices and with the fundamental principles corresponding to their disciplines, as well as the ethical standards documented in the Code of Ethics.

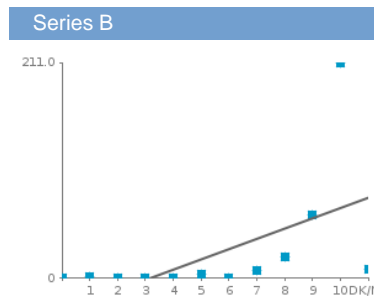
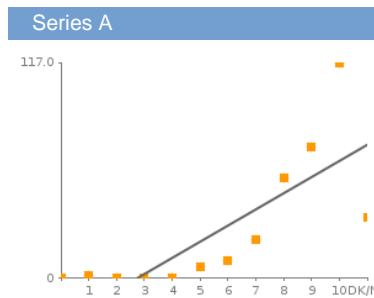
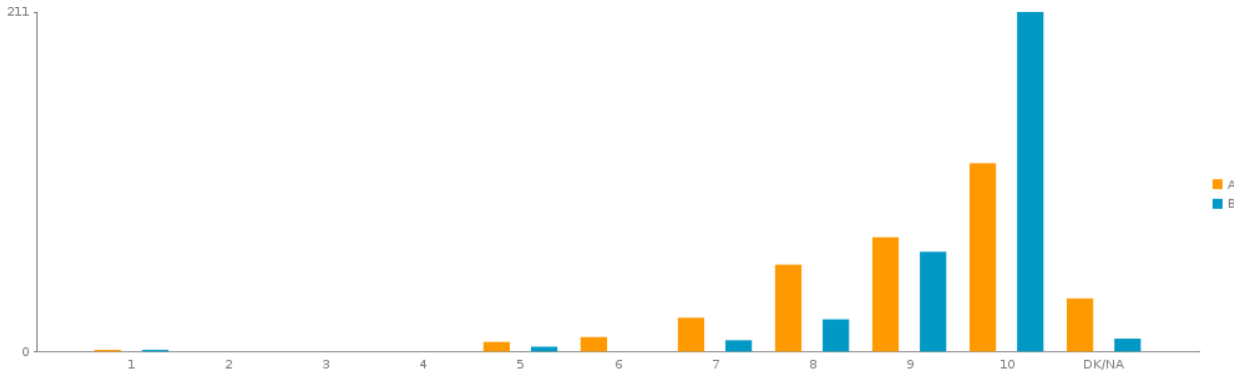
	1	2	3	4	5
A I.2.1. Level of achievement	1	0	0	0	6
B I.2.2. Level of relevance	1	0	0	0	3



HRS4R Human Resources Strategy for Researchers (March 2022)

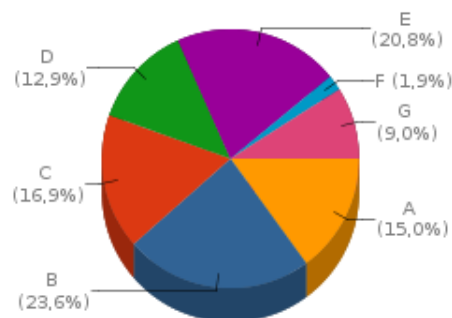
	6	7	8	9	10
A I.2.1. Level of achievement	9	21	54	71	117
B I.2.2. Level of relevance	0	7	20	62	211

	DK/NA	Mean value
A I.2.1. Level of achievement	33	7.93
B I.2.2. Level of relevance	8	9.27



I.2.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	85	15,0
B Training	134	23,6
C Conferences and workshops	96	16,9
D Periodic communication actions	73	12,9
E Advice	118	20,8
F Other improvement measures. Specify	11	1,9
G None	51	9,0
H Not filled	0	0,0



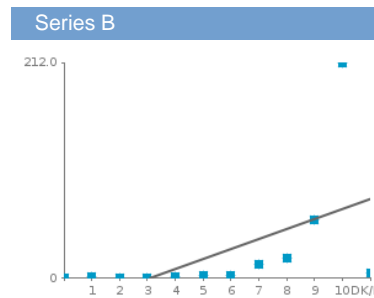
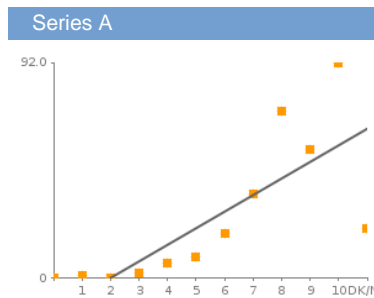
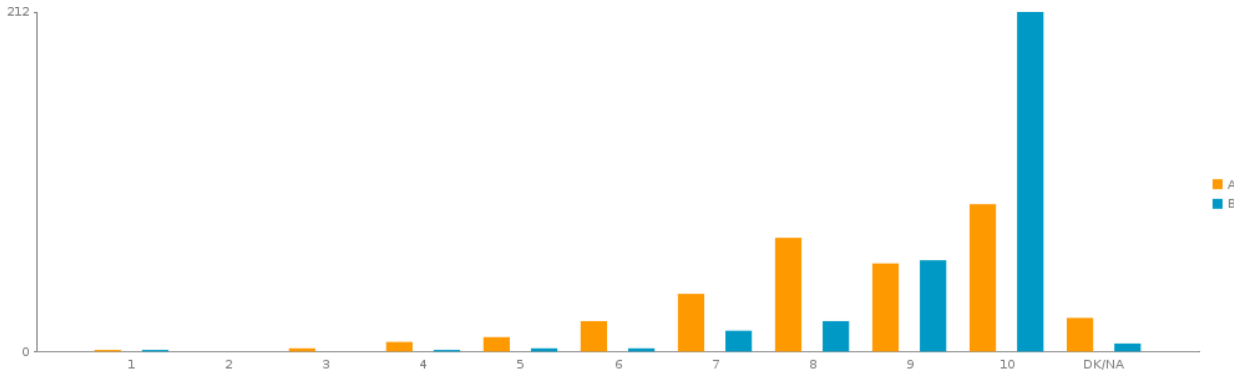
I.3. UMU researchers strive to ensure that their research is relevant to society by avoiding duplication of investigations and plagiarism, respecting intellectual property and shared ownership of data.

	1	2	3	4	5
A I.3.1. Level of achievement	1	0	2	6	9
B I.3.2. Level of relevance	1	0	0	1	2

HRS4R Human Resources Strategy for Researchers (March 2022)

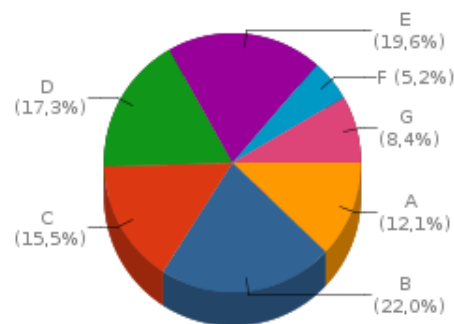
	6	7	8	9	10
A I.3.1. Level of achievement	19	36	71	55	92
B I.3.2. Level of relevance	2	13	19	57	212

	DK/NA	Mean value
A I.3.1. Level of achievement	21	7.77
B I.3.2. Level of relevance	5	9.3



I.3.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	65	12,1
B Training	118	22,0
C Conferences and workshops	83	15,5
D Periodic communication actions	93	17,3
E Advice	105	19,6
F Other improvement measures. Specify	28	5,2
G None	45	8,4
H Not filled	0	0,0



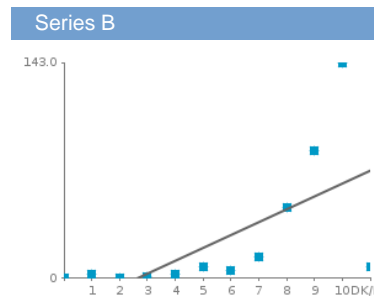
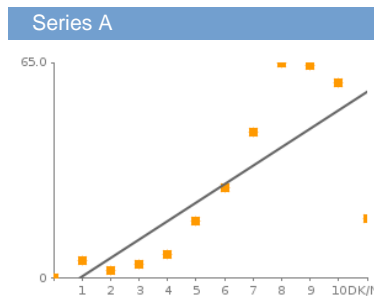
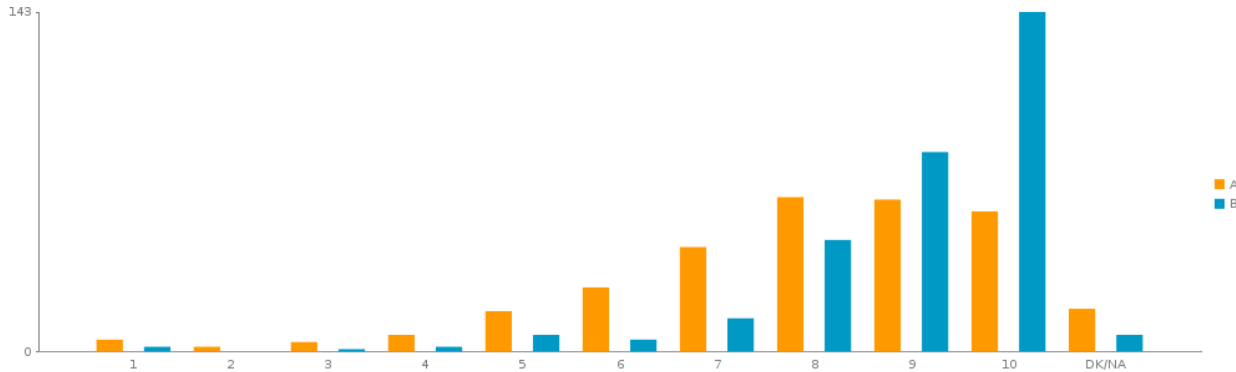
I.4. Before starting their activity or accessing the resources provided, the UMU researchers are familiar with the strategic objectives of their work, the financing mechanisms and have all the necessary authorizations.

	1	2	3	4	5
A I.4.1. Level of achievement	5	2	4	7	17
B I.4.2. Level of relevance	2	0	1	2	7

HRS4R Human Resources Strategy for Researchers (March 2022)

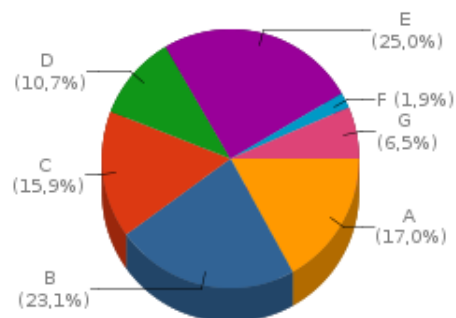
	6	7	8	9	10
A I.4.1. Level of achievement	27	44	65	64	59
B I.4.2. Level of relevance	5	14	47	84	143

	DK/NA	Mean value
A I.4.1. Level of achievement	18	7.34
B I.4.2. Level of relevance	7	8.78



I.4.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	97	17,0
B Training	132	23,1
C Conferences and workshops	91	15,9
D Periodic communication actions	61	10,7
E Advice	143	25,0
F Other improvement measures. Specify	11	1,9
G None	37	6,5
H Not filled	0	0,0



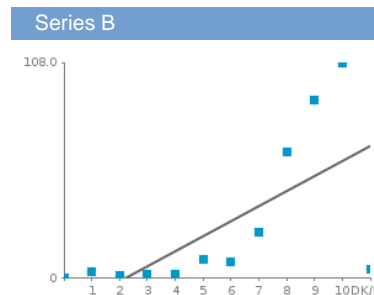
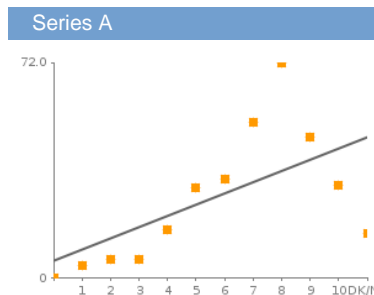
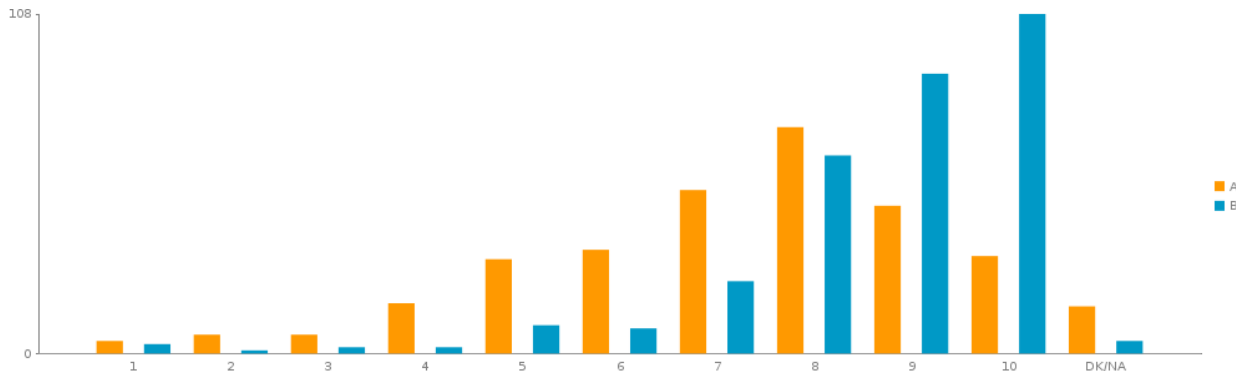
I.5. UMU researchers are familiar with the institutional, sectoral and national regulations on training and working conditions. This includes rules on Intellectual Property Rights and the conditions / requirements established by sponsors or funders.

	1	2	3	4	5
A I.5.1. Level of achievement	4	6	6	16	30
B I.5.2. Level of relevance	3	1	2	2	9

HRS4R Human Resources Strategy for Researchers (March 2022)

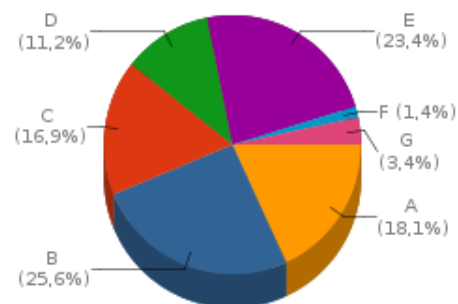
	6	7	8	9	10
A I.5.1. Level of achievement	33	52	72	47	31
B I.5.2. Level of relevance	8	23	63	89	108

	DK/NA	Mean value
A I.5.1. Level of achievement	15	6.79
B I.5.2. Level of relevance	4	8.52



I.5.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	107	18,1
B Training	151	25,6
C Conferences and workshops	100	16,9
D Periodic communication actions	66	11,2
E Advice	138	23,4
F Other improvement measures. Specify	8	1,4
G None	20	3,4
H Not filled	0	0,0



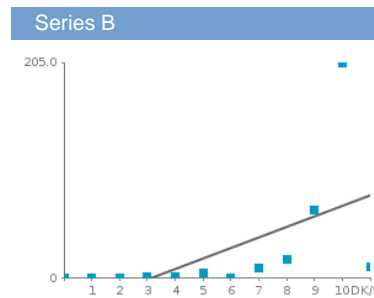
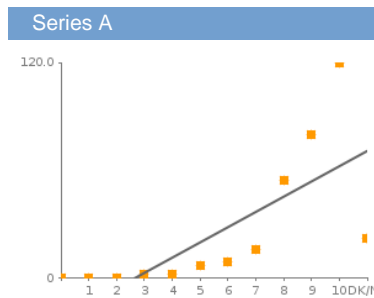
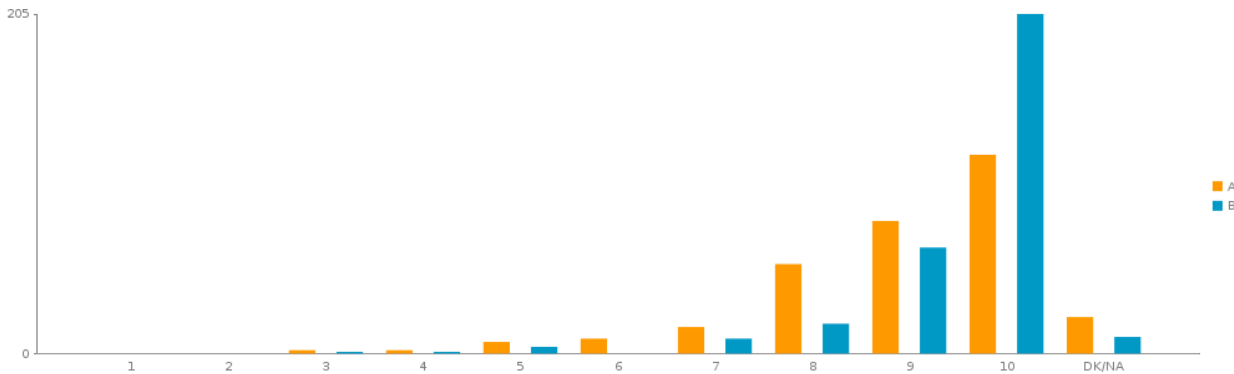
I.6. UMU researchers are aware that they are responsible for the efficient use of funds, comply with the principles of sound financial management, transparent and effective and cooperate with any authorized audit of their research.

	1	2	3	4	5
A I.6.1. Level of achievement	0	0	2	2	7
B I.6.2. Level of relevance	0	0	1	1	4

HRS4R Human Resources Strategy for Researchers (March 2022)

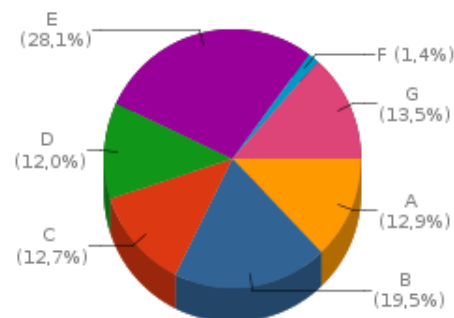
	6	7	8	9	10
A I.6.1. Level of achievement	9	16	54	80	120
B I.6.2. Level of relevance	0	9	18	64	205

	DK/NA	Mean value
A I.6.1. Level of achievement	22	8.23
B I.6.2. Level of relevance	10	9.17



I.6.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	64	12,9
B Training	97	19,5
C Conferences and workshops	63	12,7
D Periodic communication actions	60	12,0
E Advice	140	28,1
F Other improvement measures. Specify	7	1,4
G None	67	13,5
H Not filled	0	0,0



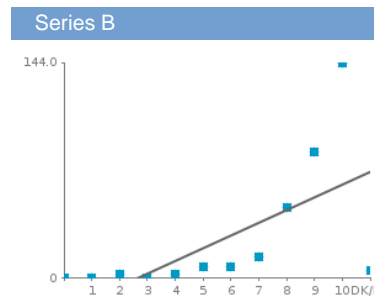
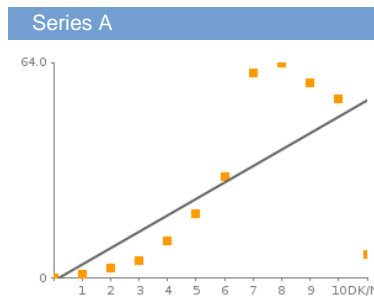
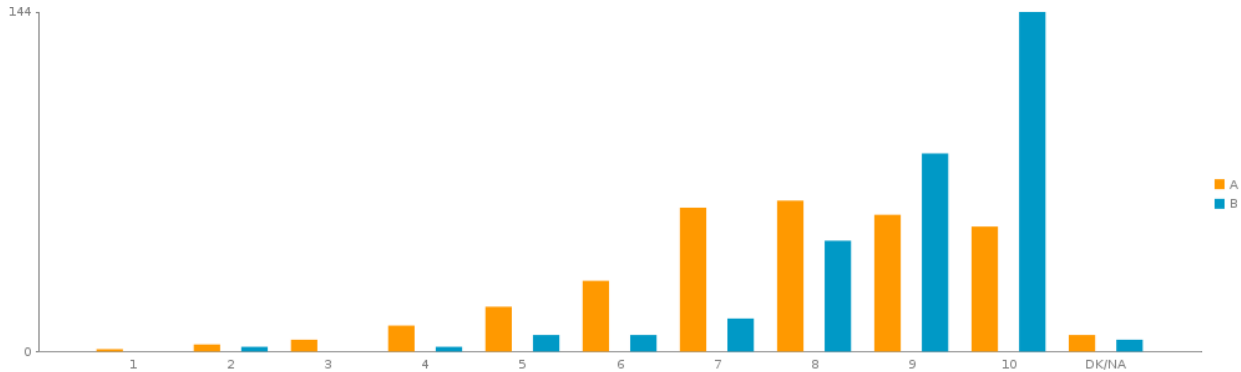
I.7. UMU researchers ensure that their research activities are made known to society and have dissemination mechanisms.

	1	2	3	4	5
A I.7.1. Level of achievement	1	3	5	11	19
B I.7.2. Level of relevance	0	2	0	2	7

HRS4R Human Resources Strategy for Researchers (March 2022)

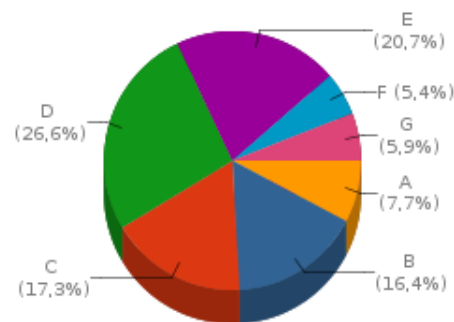
	6	7	8	9	10
A 1.7.1. Level of achievement	30	61	64	58	53
B 1.7.2. Level of relevance	7	14	47	84	144

	DK/NA	Mean value
A 1.7.1. Level of achievement	7	7.47
B 1.7.2. Level of relevance	5	8.84



I.7.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	43	7,7
B Training	91	16,4
C Conferences and workshops	96	17,3
D Periodic communication actions	148	26,6
E Advice	115	20,7
F Other improvement measures. Specify	30	5,4
G None	33	5,9
H Not filled	0	0,0



I.8. UMU researchers are not discriminated against on the basis of their gender, age, ethnic, national or social origin, religion or belief, social orientation, etc.

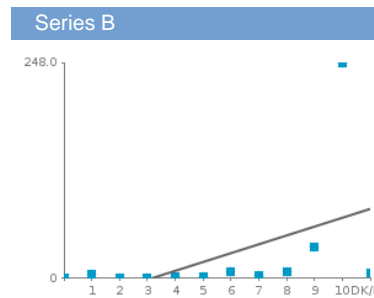
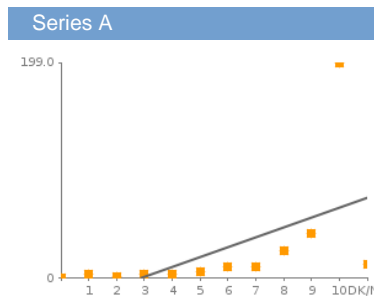
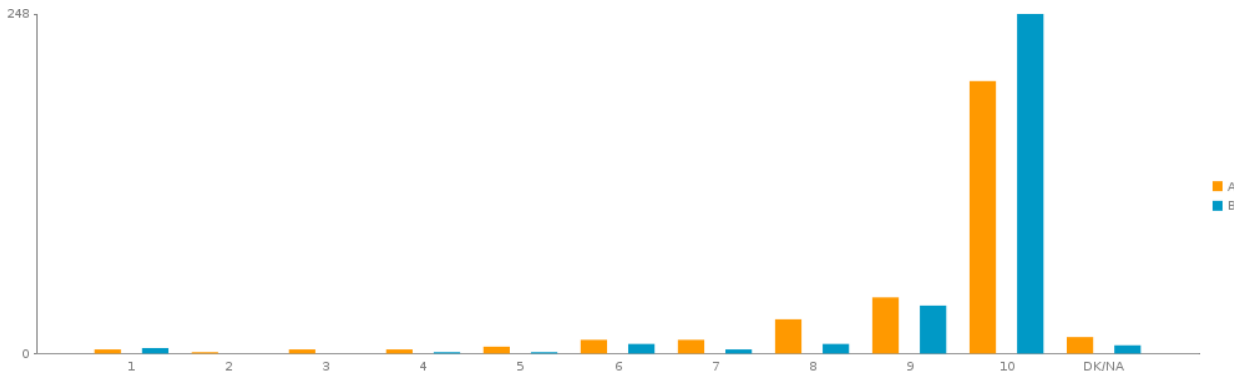
	1	2	3	4	5
A 1.8.1. Level of achievement	3	1	3	3	5
B 1.8.2. Level of relevance	4	0	0	1	1



HRS4R Human Resources Strategy for Researchers (March 2022)

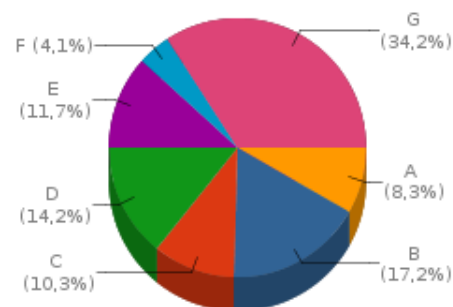
	6	7	8	9	10
A I.8.1. Level of achievement	10	10	25	41	199
B I.8.2. Level of relevance	7	3	7	35	248

	DK/NA	Mean value
A I.8.1. Level of achievement	12	8.78
B I.8.2. Level of relevance	6	9.38



I.8.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	36	8,3
B Training	75	17,2
C Conferences and workshops	45	10,3
D Periodic communication actions	62	14,2
E Advice	51	11,7
F Other improvement measures. Specify	18	4,1
G None	149	34,2
H Not filled	0	0,0



I.9. The UMU has transparent evaluation / assessment systems carried out by an independent committee to assess their professional performance.

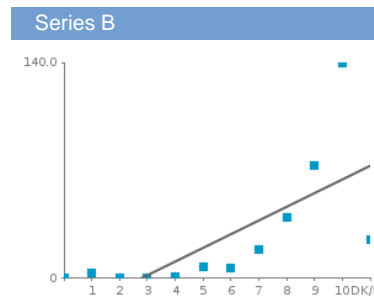
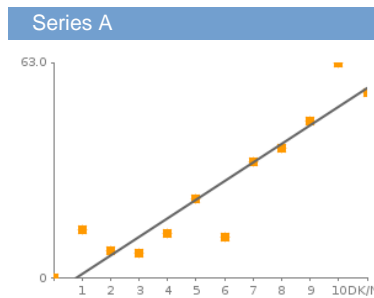
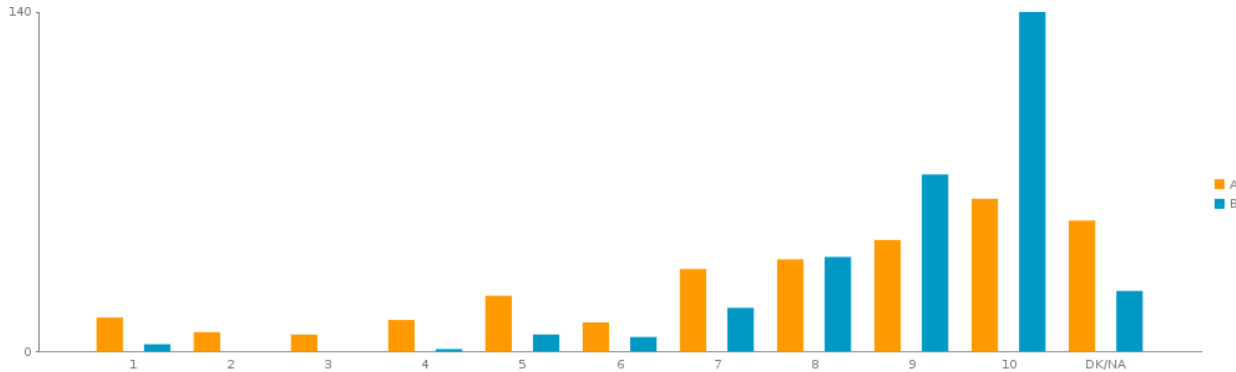
	1	2	3	4	5
A I.9.1. Level of achievement	14	8	7	13	23
B I.9.2. Level of relevance	3	0	0	1	7



HRS4R Human Resources Strategy for Researchers (March 2022)

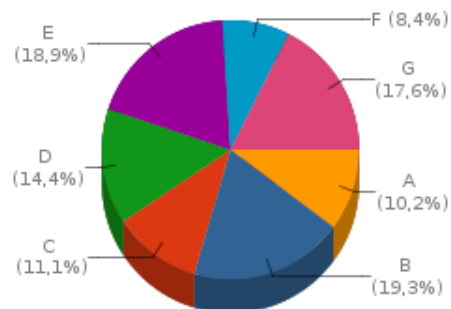
	6	7	8	9	10
A I.9.1. Level of achievement	12	34	38	46	63
B I.9.2. Level of relevance	6	18	39	73	140

	DK/NA	Mean value
A I.9.1. Level of achievement	54	6.01
B I.9.2. Level of relevance	25	8.25



I.9.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	46	10,2
B Training	87	19,3
C Conferences and workshops	50	11,1
D Periodic communication actions	65	14,4
E Advice	85	18,9
F Other improvement measures. Specify	38	8,4
G None	79	17,6
H Not filled	0	0,0



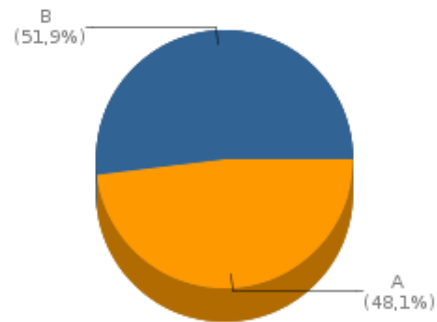
I.10. Have you noticed any relevant institutional changes since 2018 regarding the implementation of these principles at UMU?

Answer	Total	%
A Yes	150	48,1
B No	162	51,9



HRS4R Human Resources Strategy for Researchers (March 2022)

Answer	Total	%
C Not filled	0	0,0

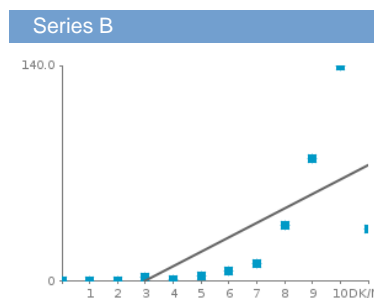
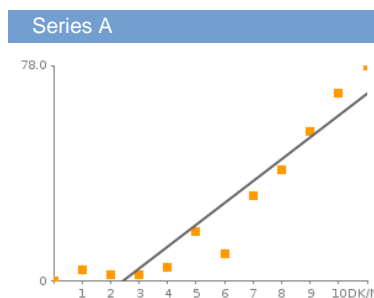
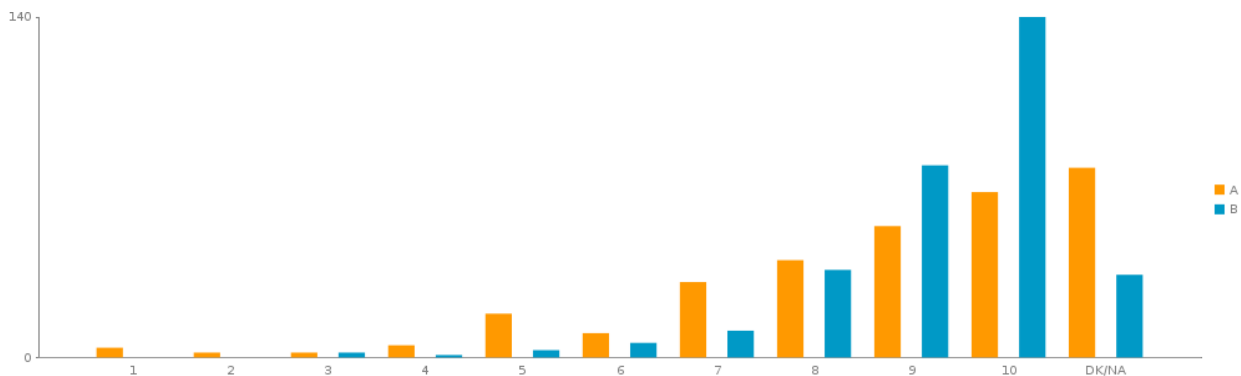


II.1. UMU has adhered to the principles set out in the Code of Conduct for the Recruitment of Researchers and ensures the existence of clear standards, facilitating access for disadvantages groups or for researchers returning to a research career.

	1	2	3	4	5
A II.1.1. Level of achievement	4	2	2	5	18
B II.1.2. Level of relevance	0	0	2	1	3

	6	7	8	9	10
A II.1.1. Level of achievement	10	31	40	54	68
B II.1.2. Level of relevance	6	11	36	79	140

	DK/NA	Mean value
A II.1.1. Level of achievement	78	6.05
B II.1.2. Level of relevance	34	8.13

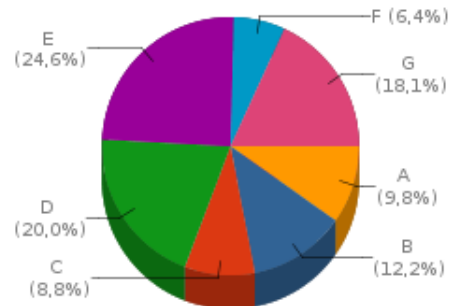




HRS4R Human Resources Strategy for Researchers (March 2022)

II.1.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	41	9,8
B Training	51	12,2
C Conferences and workshops	37	8,8
D Periodic communication actions	84	20,0
E Advice	103	24,6
F Other improvement measures. Specify	27	6,4
G None	76	18,1
H Not filled	0	0,0

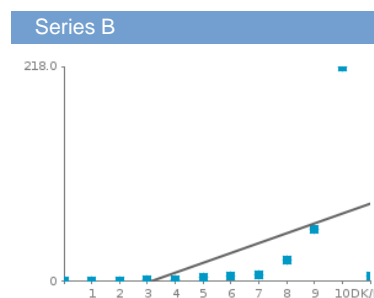
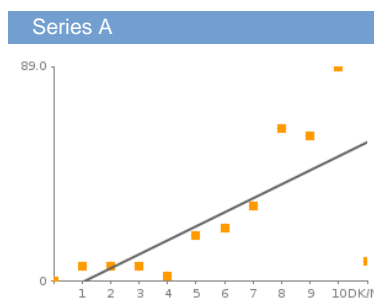
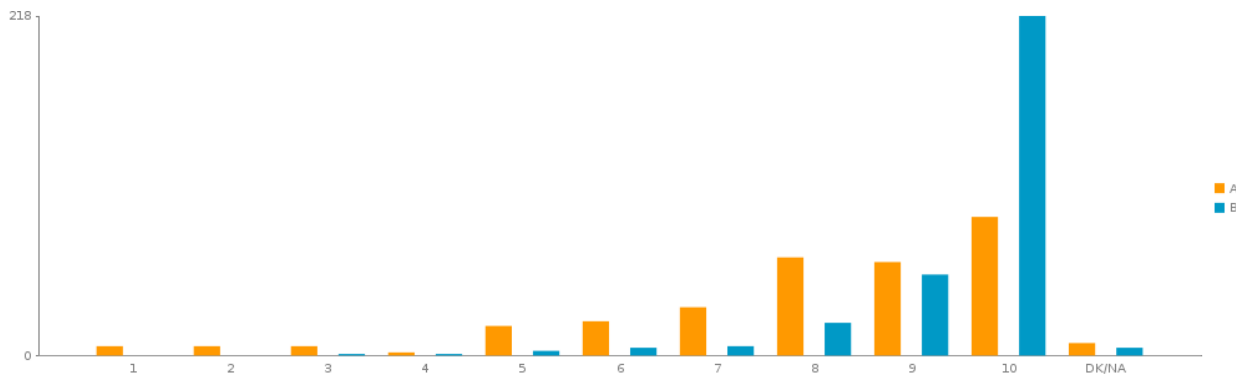


II.2. UMU recruitment procedures for teaching and research personnel are open, transparent and efficient.

	1	2	3	4	5
A II.2.1. Level of achievement	6	6	6	2	19
B II.2.2. Level of relevance	0	0	1	1	3

	6	7	8	9	10
A II.2.1. Level of achievement	22	31	63	60	89
B II.2.2. Level of relevance	5	6	21	52	218

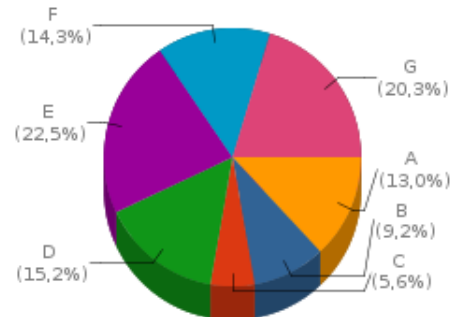
	DK/NA	Mean value
A II.2.1. Level of achievement	8	7.76
B II.2.2. Level of relevance	5	9.33



HRS4R Human Resources Strategy for Researchers (March 2022)

II.2.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	54	13,0
B Training	38	9,2
C Conferences and workshops	23	5,6
D Periodic communication actions	63	15,2
E Advice	93	22,5
F Other improvement measures. Specify	59	14,3
G None	84	20,3
H Not filled	0	0,0

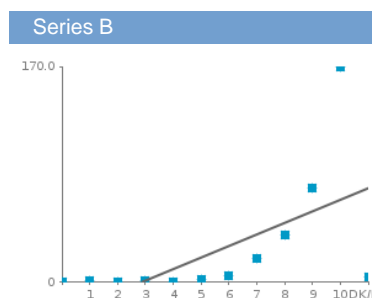
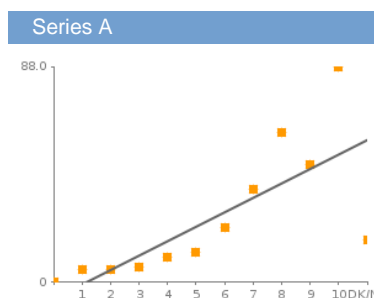
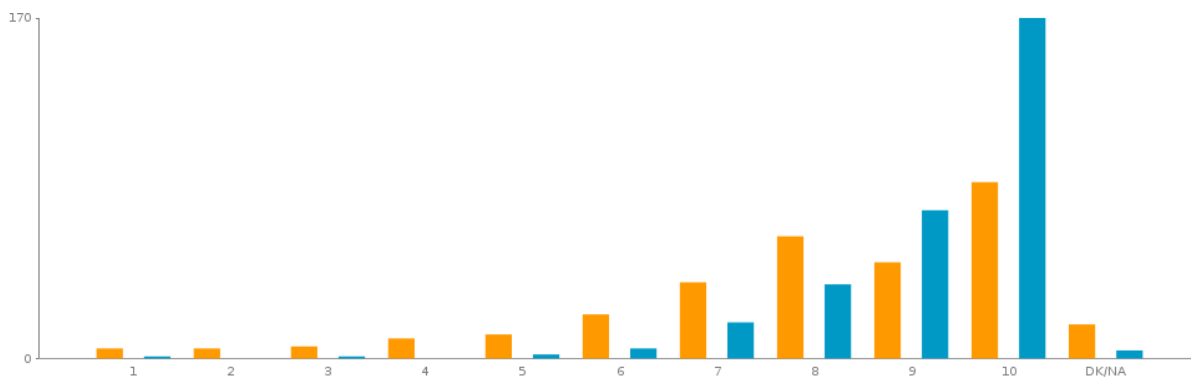


II.3. Recruitment advertisements include a broad description of knowledge and competences required and the open calls are resolved within a reasonable time frame.

	1	2	3	4	5
A II.3.1. Level of achievement	5	5	6	10	12
B II.3.2. Level of relevance	1	0	1	0	2

	6	7	8	9	10
A II.3.1. Level of achievement	22	38	61	48	88
B II.3.2. Level of relevance	5	18	37	74	170

	DK/NA	Mean value
A II.3.1. Level of achievement	17	7.47
B II.3.2. Level of relevance	4	9.08

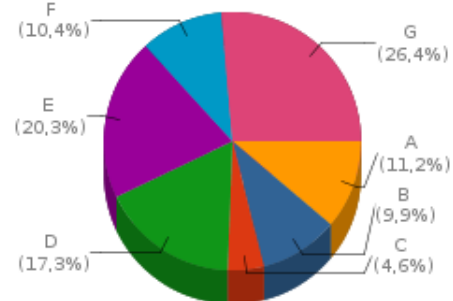




HRS4R Human Resources Strategy for Researchers (March 2022)

II.3.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	44	11,2
B Training	39	9,9
C Conferences and workshops	18	4,6
D Periodic communication actions	68	17,3
E Advice	80	20,3
F Other improvement measures. Specify	41	10,4
G None	104	26,4
H Not filled	0	0,0

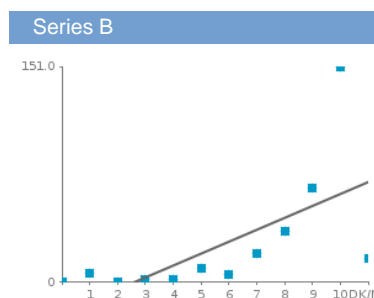
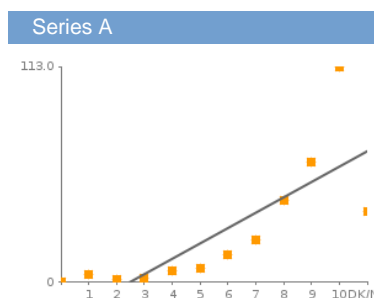
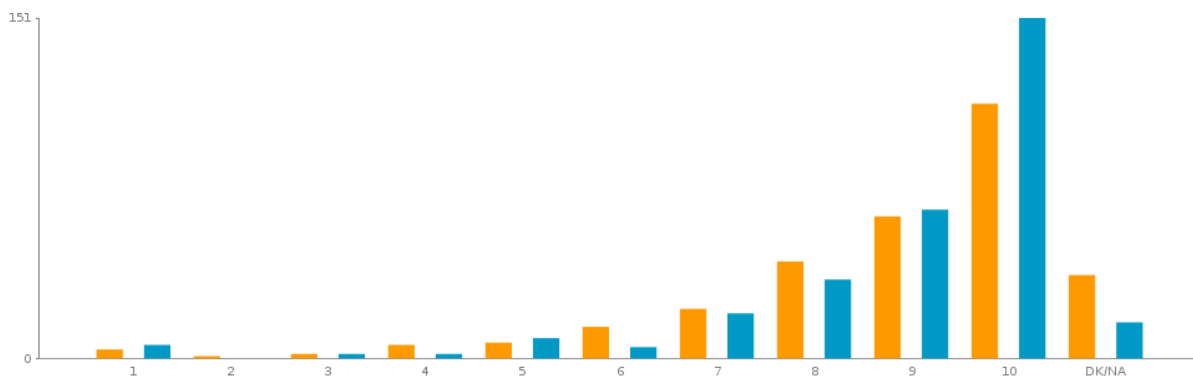


II.4. Selection Committees at UMU have an adequate gender balance and include experts from different research areas and competences.

	1	2	3	4	5
A II.4.1. Level of achievement	4	1	2	6	7
B II.4.2. Level of relevance	6	0	2	2	9

	6	7	8	9	10
A II.4.1. Level of achievement	14	22	43	63	113
B II.4.2. Level of relevance	5	20	35	66	151

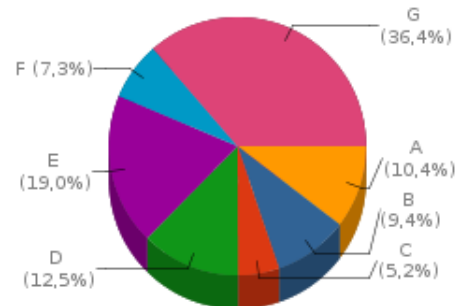
	DK/NA	Mean value
A II.4.1. Level of achievement	37	7.53
B II.4.2. Level of relevance	16	8.39



HRS4R Human Resources Strategy for Researchers (March 2022)

II.4.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	40	10,4
B Training	36	9,4
C Conferences and workshops	20	5,2
D Periodic communication actions	48	12,5
E Advice	73	19,0
F Other improvement measures. Specify	28	7,3
G None	140	36,4
H Not filled	0	0,0

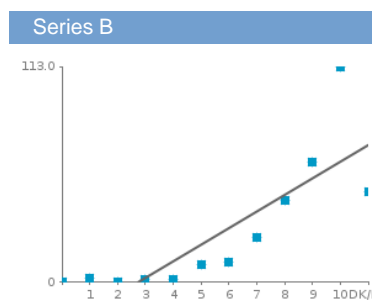
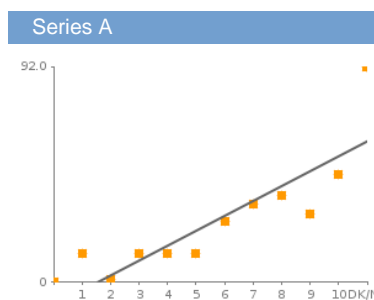
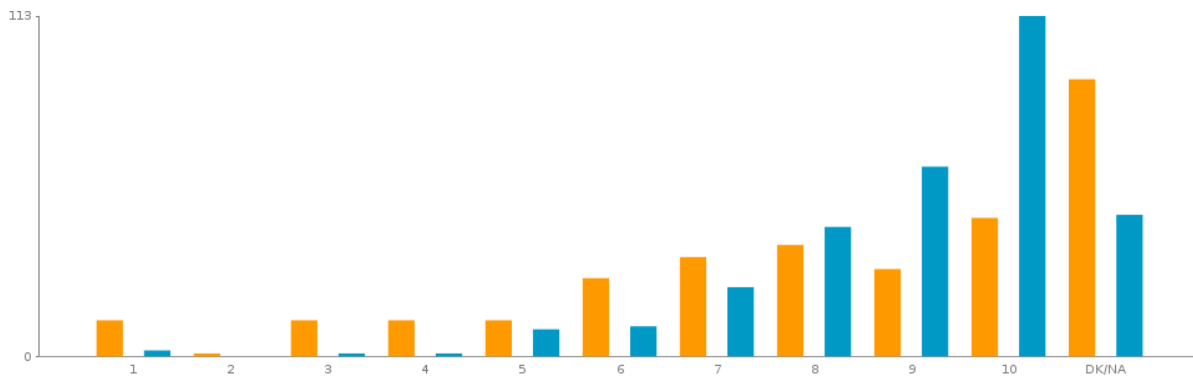


II.5. Candidates to research contracts are informed prior to the selection on all the required aspects. Moreover, after the selection process, candidates are informed about the strengths and weaknesses of their applications.

	1	2	3	4	5
A II.5.1. Level of achievement	12	1	12	12	12
B II.5.2. Level of relevance	2	0	1	1	9

	6	7	8	9	10
A II.5.1. Level of achievement	26	33	37	29	46
B II.5.2. Level of relevance	10	23	43	63	113

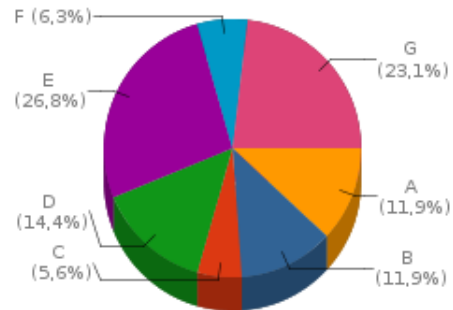
	DK/NA	Mean value
A II.5.1. Level of achievement	92	5.01
B II.5.2. Level of relevance	47	7.42



HRS4R Human Resources Strategy for Researchers (March 2022)

II.5.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	49	11,9
B Training	49	11,9
C Conferences and workshops	23	5,6
D Periodic communication actions	59	14,4
E Advice	110	26,8
F Other improvement measures. Specify	26	6,3
G None	95	23,1
H Not filled	0	0,0

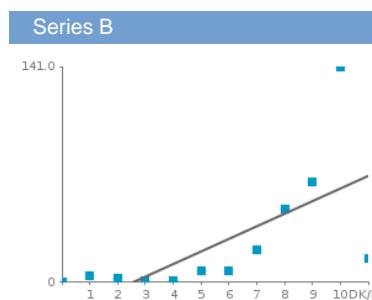
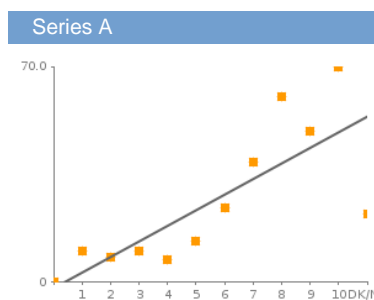
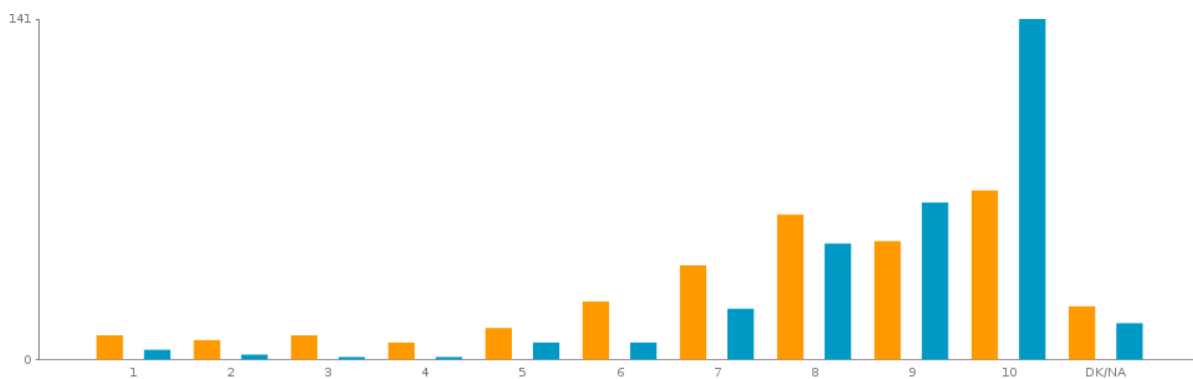


II.6. Selection processes take into consideration not only bibliometric indices (such as number of publications) but also some other features such as teaching experience, teamwork, transfer, management of research and public awareness activities, among others.

	1	2	3	4	5
A II.6.1. Level of achievement	10	8	10	7	13
B II.6.2. Level of relevance	4	2	1	1	7

	6	7	8	9	10
A II.6.1. Level of achievement	24	39	60	49	70
B II.6.2. Level of relevance	7	21	48	65	141

	DK/NA	Mean value
A II.6.1. Level of achievement	22	7.01
B II.6.2. Level of relevance	15	8.39

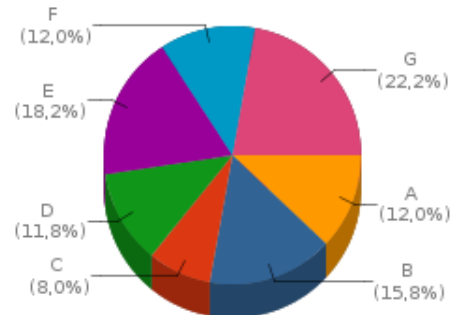




HRS4R Human Resources Strategy for Researchers (March 2022)

II.6.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	51	12,0
B Training	67	15,8
C Conferences and workshops	34	8,0
D Periodic communication actions	50	11,8
E Advice	77	18,2
F Other improvement measures. Specify	51	12,0
G None	94	22,2
H Not filled	0	0,0

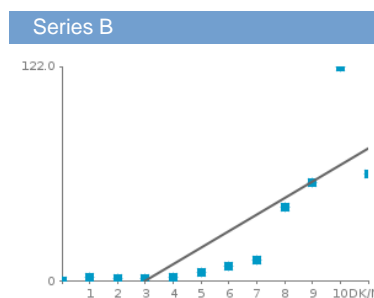
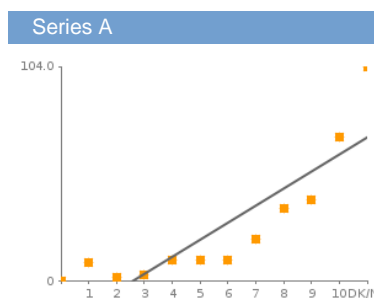
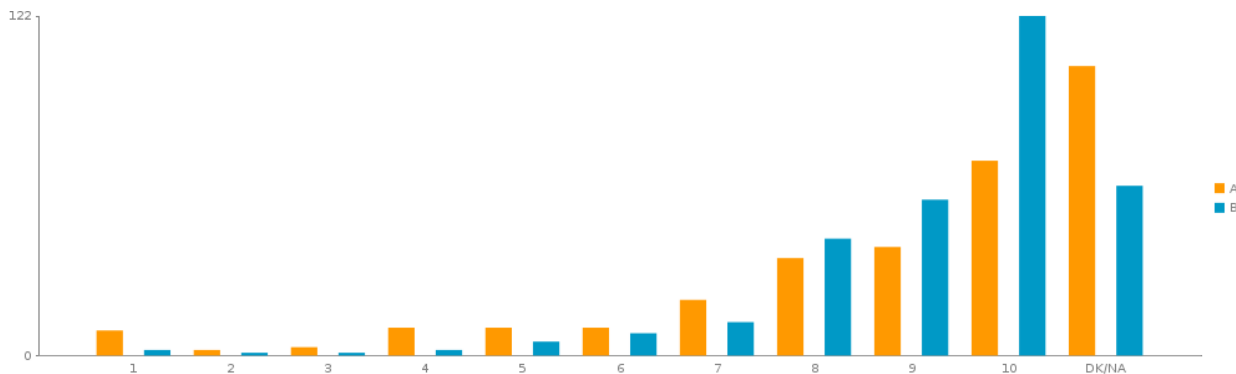


II.7. Career breaks or variation in the chronological order of CVs are not penalized.

	1	2	3	4	5
A II.7.1. Level of achievement	9	2	3	10	10
B II.7.2. Level of relevance	2	1	1	2	5

	6	7	8	9	10
A II.7.1. Level of achievement	10	20	35	39	70
B II.7.2. Level of relevance	8	12	42	56	122

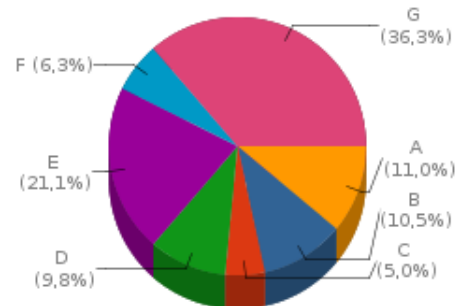
	DK/NA	Mean value
A II.7.1. Level of achievement	104	5.27
B II.7.2. Level of relevance	61	7.15



HRS4R Human Resources Strategy for Researchers (March 2022)

II.7.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	44	11,0
B Training	42	10,5
C Conferences and workshops	20	5,0
D Periodic communication actions	39	9,8
E Advice	84	21,1
F Other improvement measures. Specify	25	6,3
G None	145	36,3
H Not filled	0	0,0

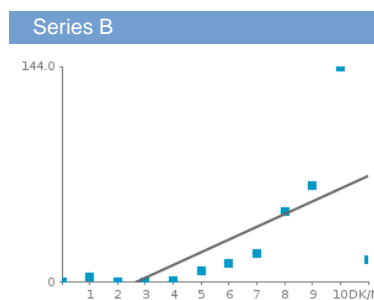
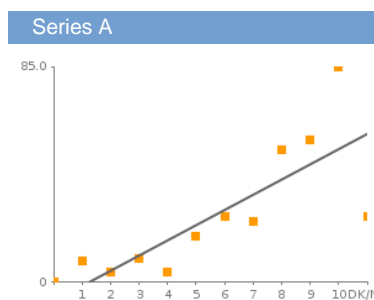
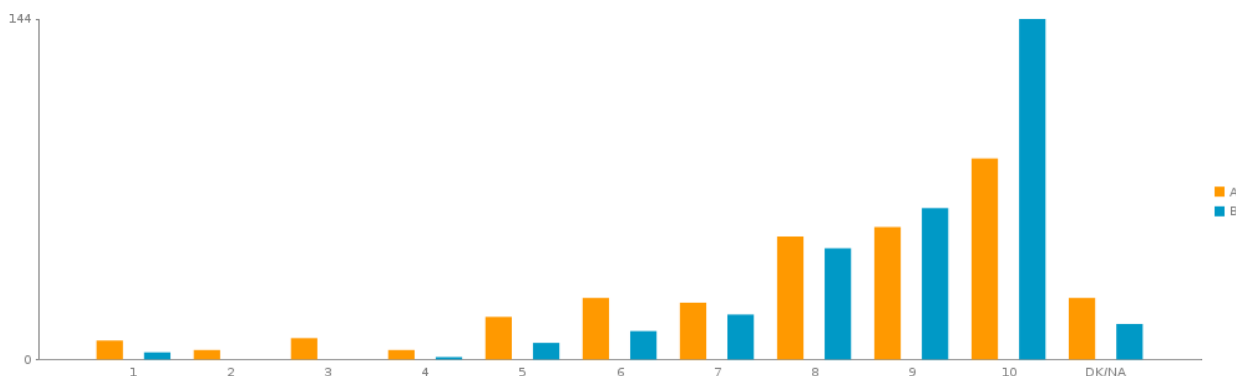


II.8. Any mobility experience either physical (e.g. stay in another country/region or in another research setting ¿public or private-) or virtual is considered as a valuable contribution to the professional development of a researcher in selection processes.

	1	2	3	4	5
A II.8.1. Level of achievement	8	4	9	4	18
B II.8.2. Level of relevance	3	0	0	1	7

	6	7	8	9	10
A II.8.1. Level of achievement	26	24	52	56	85
B II.8.2. Level of relevance	12	19	47	64	144

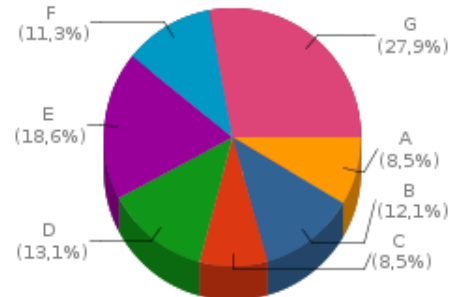
	DK/NA	Mean value
A II.8.1. Level of achievement	26	7.19
B II.8.2. Level of relevance	15	8.46



HRS4R Human Resources Strategy for Researchers (March 2022)

II.8.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	34	8,5
B Training	48	12,1
C Conferences and workshops	34	8,5
D Periodic communication actions	52	13,1
E Advice	74	18,6
F Other improvement measures. Specify	45	11,3
G None	111	27,9
H Not filled	0	0,0

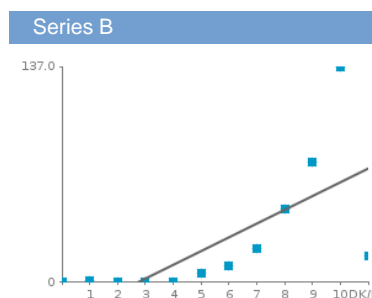
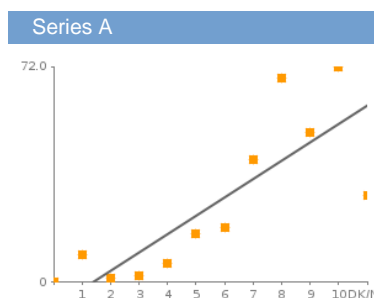
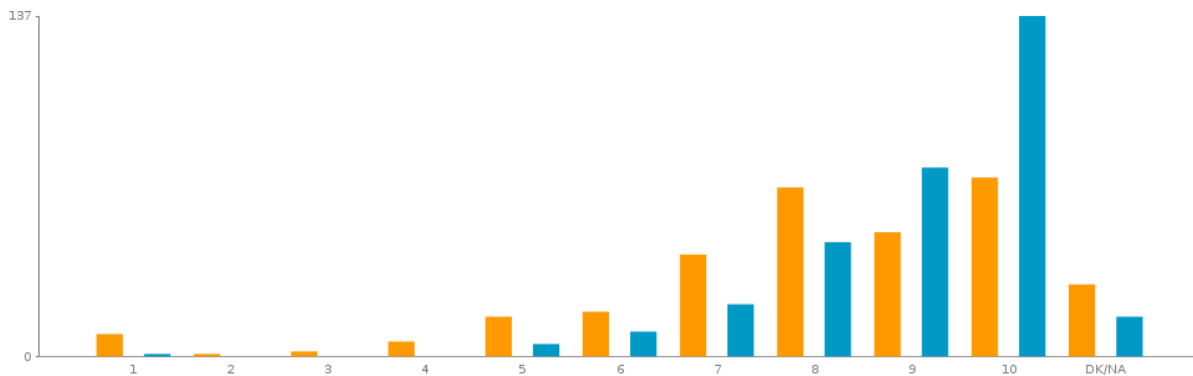


II.9. Academic and professional qualifications, including the context of international and professional mobility are assessed appropriately.

	1	2	3	4	5
A II.9.1. Level of achievement	9	1	2	6	16
B II.9.2. Level of relevance	1	0	0	0	5

	6	7	8	9	10
A II.9.1. Level of achievement	18	41	68	50	72
B II.9.2. Level of relevance	10	21	46	76	137

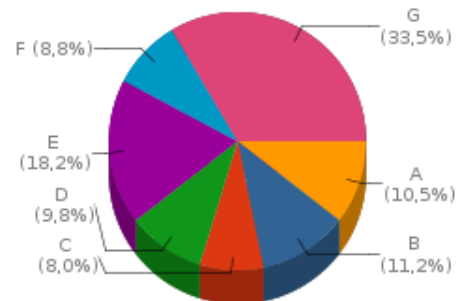
	DK/NA	Mean value
A II.9.1. Level of achievement	29	7.15
B II.9.2. Level of relevance	16	8.51



HRS4R Human Resources Strategy for Researchers (March 2022)

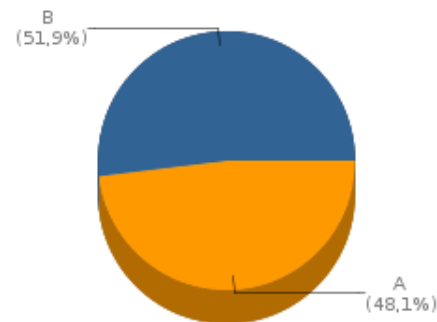
II.9.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	42	10,5
B Training	45	11,2
C Conferences and workshops	32	8,0
D Periodic communication actions	39	9,8
E Advice	73	18,2
F Other improvement measures. Specify	35	8,8
G None	134	33,5
H Not filled	0	0,0



II.10. Have you noticed any relevant institutional changes since 2018 regarding the implementation of these principles at UMU?

Answer	Total	%
A Yes	150	48,1
B No	162	51,9
C Not filled	0	0,0

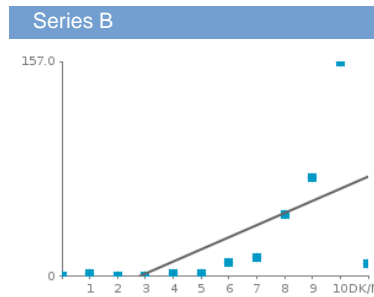
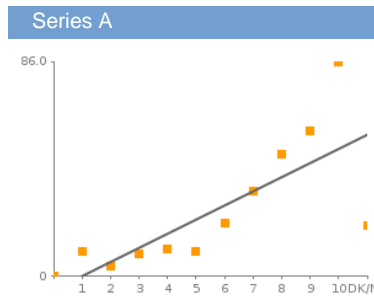
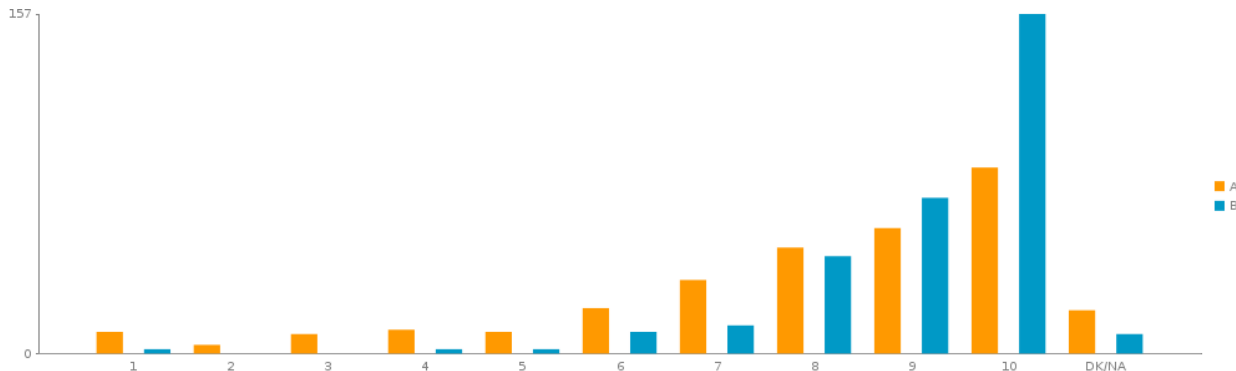


III.1. At UMU, all researchers engaged in a research career are considered as professionals from the beginning irrespective of their level.

	1	2	3	4	5
A III.1.1. Level of achievement	10	4	9	11	10
B III.1.2. Level of relevance	2	0	0	2	2
	6	7	8	9	10
A III.1.1. Level of achievement	21	34	49	58	86
B III.1.2. Level of relevance	10	13	45	72	157
	DK/NA	Mean value			
A III.1.1. Level of achievement	20	7.3			
B III.1.2. Level of relevance	9	8.81			

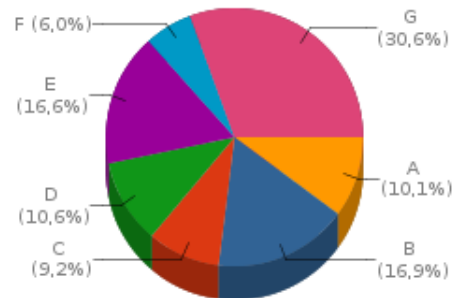


HRS4R Human Resources Strategy for Researchers (March 2022)



III.1.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	42	10,1
B Training	70	16,9
C Conferences and workshops	38	9,2
D Periodic communication actions	44	10,6
E Advice	69	16,6
F Other improvement measures. Specify	25	6,0
G None	127	30,6
H Not filled	0	0,0

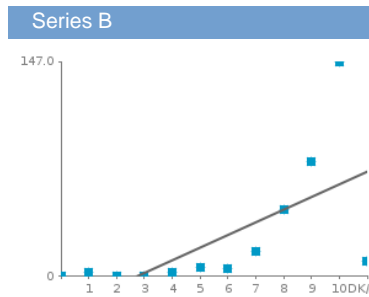
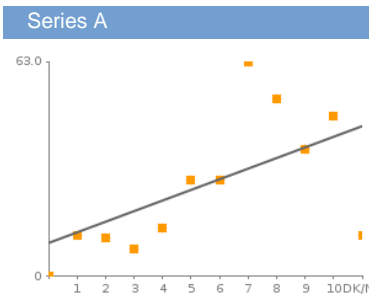
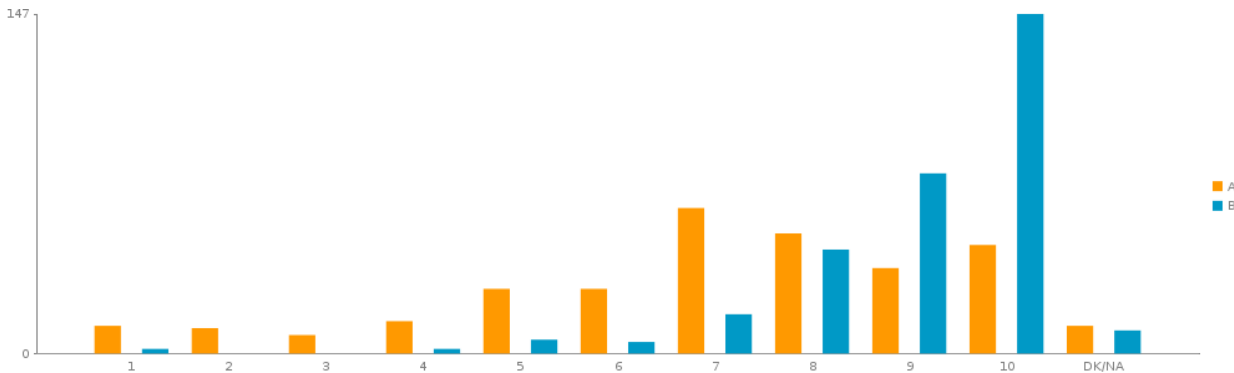


III.2. At UMU, the most stimulating research and research training environment is ensured facilitating the creation of collaborative research networks.

	1	2	3	4	5
A III.2.1. Level of achievement	12	11	8	14	28
B III.2.2. Level of relevance	2	0	0	2	6
	6	7	8	9	10
A III.2.1. Level of achievement	28	63	52	37	47
B III.2.2. Level of relevance	5	17	45	78	147
	DK/NA	Mean value			
A III.2.1. Level of achievement	12	6.67			
B III.2.2. Level of relevance	10	8.72			

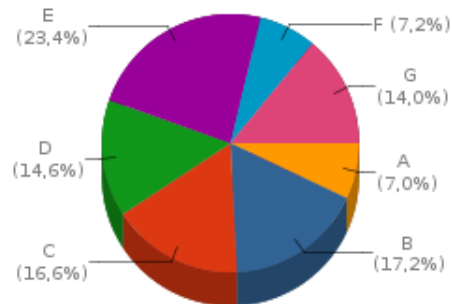


HRS4R Human Resources Strategy for Researchers (March 2022)



III.2.3. Improvement actions

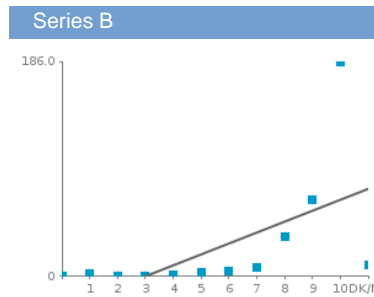
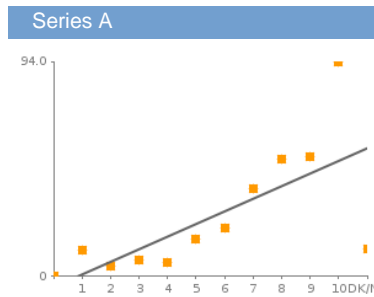
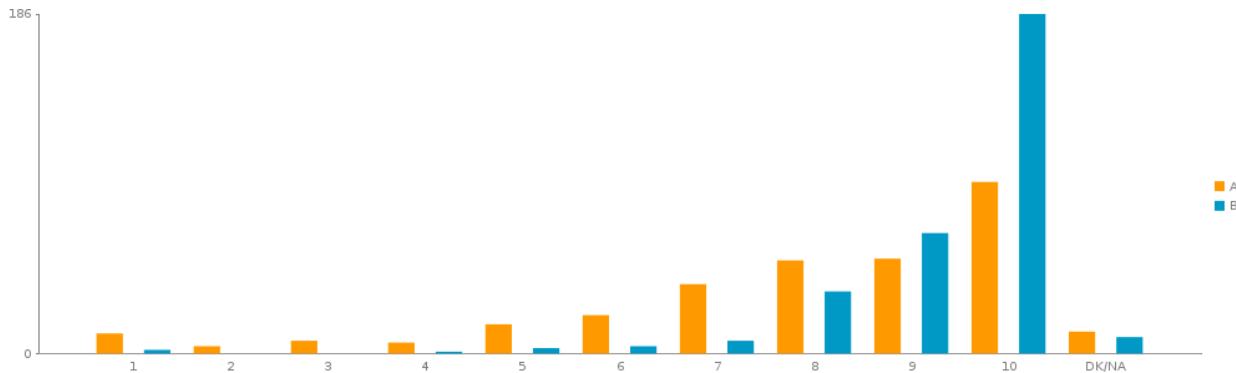
Answer	Total	%
A Guidelines and support documents	33	7,0
B Training	81	17,2
C Conferences and workshops	78	16,6
D Periodic communication actions	69	14,6
E Advice	110	23,4
F Other improvement measures. Specify	34	7,2
G None	66	14,0
H Not filled	0	0,0



III.3. UMU ensures that working conditions are flexible enough as to facilitate successful research performance and reconciliation of work and family life.

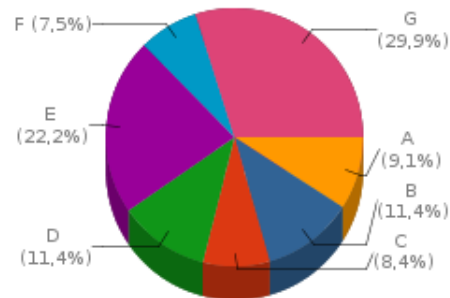
	1	2	3	4	5
A III.3.1. Level of achievement	11	4	7	6	16
B III.3.2. Level of relevance	2	0	0	1	3
	6	7	8	9	10
A III.3.1. Level of achievement	21	38	51	52	94
B III.3.2. Level of relevance	4	7	34	66	186
	DK/NA	Mean value			
A III.3.1. Level of achievement	12	7.54			
B III.3.2. Level of relevance	9	9.04			

HRS4R Human Resources Strategy for Researchers (March 2022)



III.3.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	39	9,1
B Training	49	11,4
C Conferences and workshops	36	8,4
D Periodic communication actions	49	11,4
E Advice	95	22,2
F Other improvement measures. Specify	32	7,5
G None	128	29,9
H Not filled	0	0,0

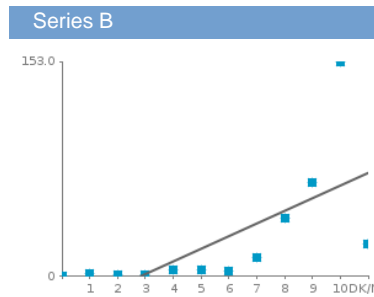
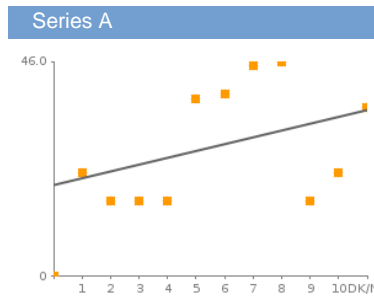
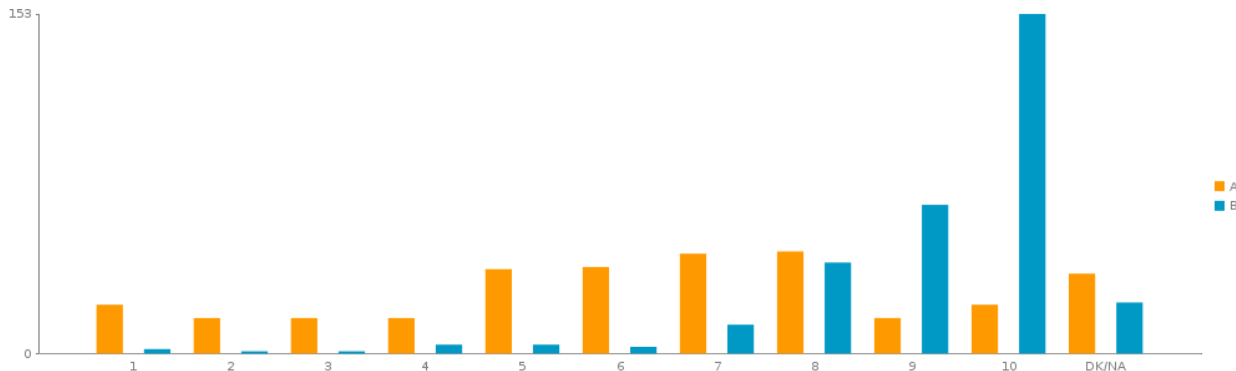


III.4. UMU ensures that the performance of researchers is not undermined by instability of employment contracts.

	1	2	3	4	5
A III.4.1. Level of achievement	22	16	16	16	38
B III.4.2. Level of relevance	2	1	1	4	4
	6	7	8	9	10
A III.4.1. Level of achievement	39	45	46	16	22
B III.4.2. Level of relevance	3	13	41	67	153
	DK/NA	Mean value			
A III.4.1. Level of achievement	36	5.25			
B III.4.2. Level of relevance	23	8.38			

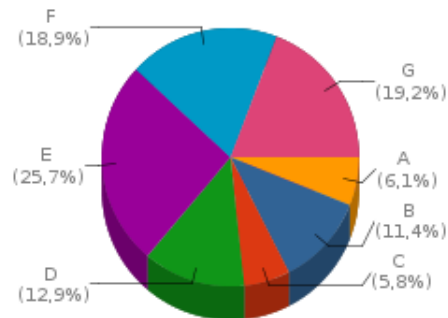


HRS4R Human Resources Strategy for Researchers (March 2022)



III.4.3. Improvement actions

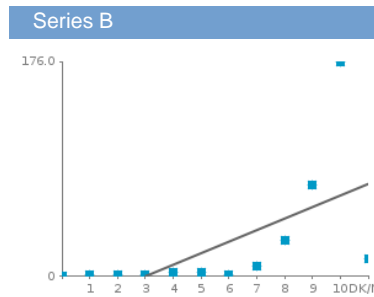
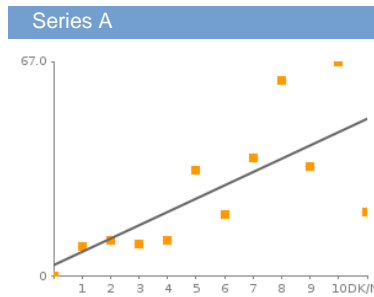
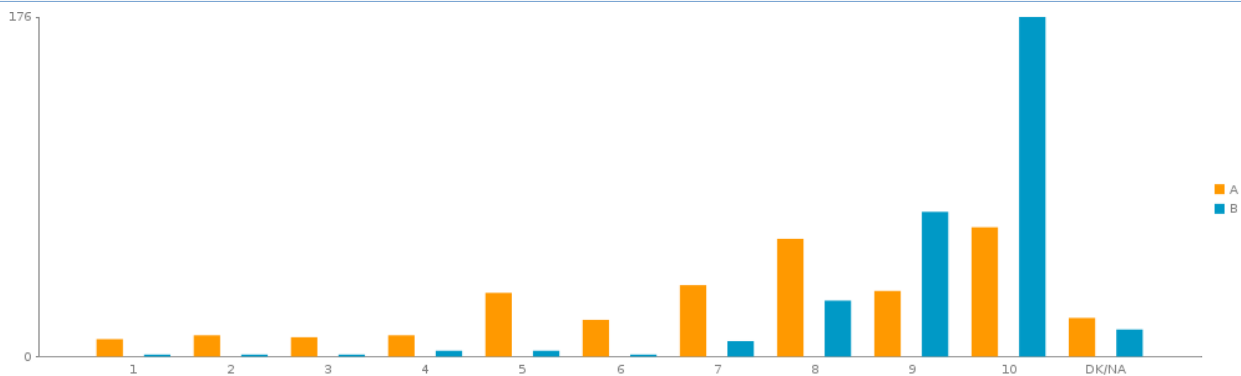
Answer	Total	%
A Guidelines and support documents	25	6,1
B Training	47	11,4
C Conferences and workshops	24	5,8
D Periodic communication actions	53	12,9
E Advice	106	25,7
F Other improvement measures. Specify	78	18,9
G None	79	19,2
H Not filled	0	0,0



III.5. UMU ensures that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate social security provision.

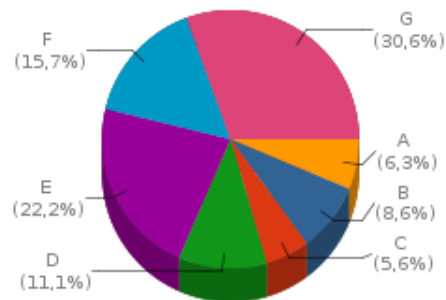
	1	2	3	4	5
A III.5.1. Level of achievement	9	11	10	11	33
B III.5.2. Level of relevance	1	1	1	3	3
	6	7	8	9	10
A III.5.1. Level of achievement	19	37	61	34	67
B III.5.2. Level of relevance	1	8	29	75	176
	DK/NA	Mean value			
A III.5.1. Level of achievement	20	6.75			
B III.5.2. Level of relevance	14	8.85			

HRS4R Human Resources Strategy for Researchers (March 2022)



III.5.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	25	6,3
B Training	34	8,6
C Conferences and workshops	22	5,6
D Periodic communication actions	44	11,1
E Advice	88	22,2
F Other improvement measures. Specify	62	15,7
G None	121	30,6
H Not filled	0	0,0

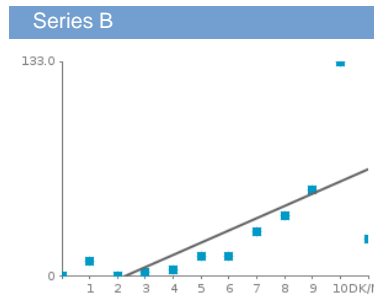
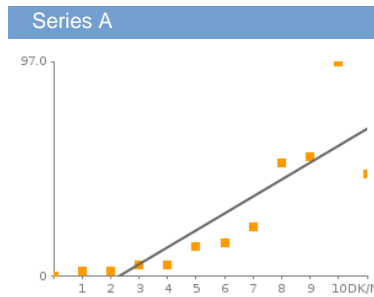
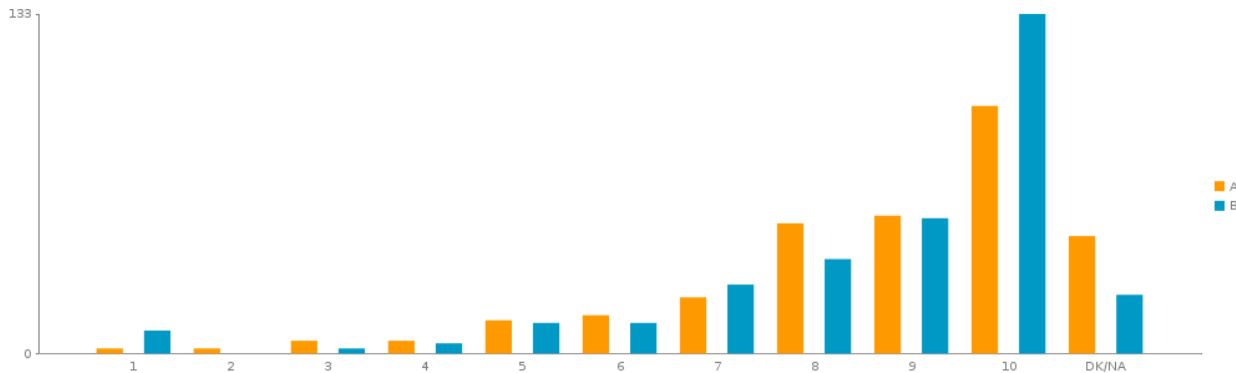


III.6. UMU aims for gender balance at all levels of staff, with an equal opportunity policy at recruitment.

	1	2	3	4	5
A III.6.1. Level of achievement	2	2	5	5	13
B III.6.2. Level of relevance	9	0	2	4	12
	6	7	8	9	10
A III.6.1. Level of achievement	15	22	51	54	97
B III.6.2. Level of relevance	12	27	37	53	133
	DK/NA	Mean value			
A III.6.1. Level of achievement	46	7.1			
B III.6.2. Level of relevance	23	7.87			

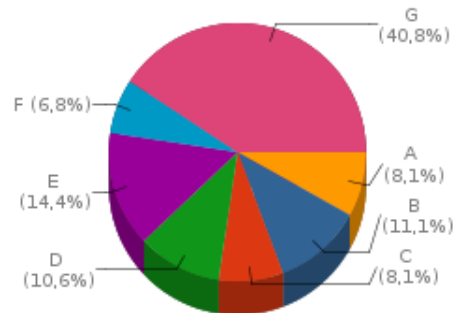


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III.6.3. Improvement actions

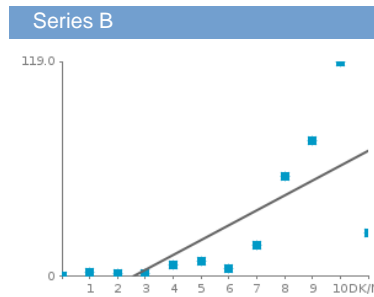
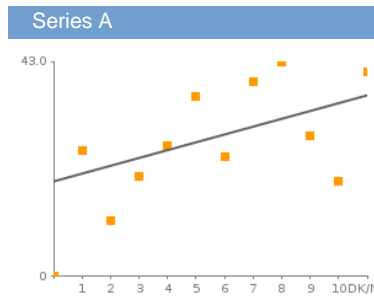
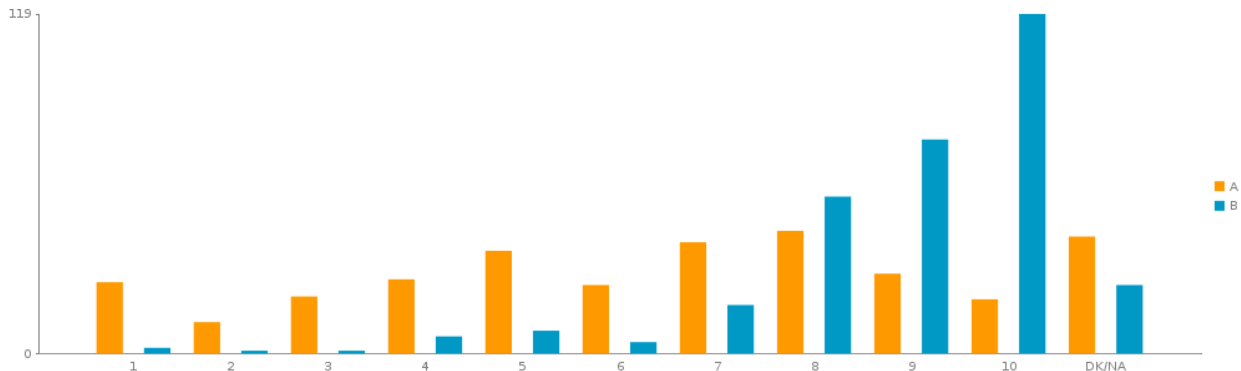
Answer	Total	%
A Guidelines and support documents	32	8,1
B Training	44	11,1
C Conferences and workshops	32	8,1
D Periodic communication actions	42	10,6
E Advice	57	14,4
F Other improvement measures. Specify	27	6,8
G None	161	40,8
H Not filled	0	0,0



III.7. There is a specific career development strategy for researchers at all stages of their career and there are mentors motivating and contributing to reducing any insecurity in the researchers' professional future.

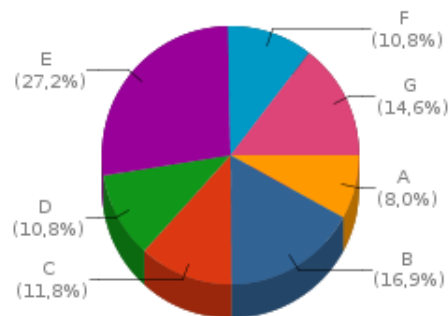
	1	2	3	4	5
A III.7.1. Level of achievement	25	11	20	26	36
B III.7.2. Level of relevance	2	1	1	6	8
	6	7	8	9	10
A III.7.1. Level of achievement	24	39	43	28	19
B III.7.2. Level of relevance	4	17	55	75	119
	DK/NA	Mean value			
A III.7.1. Level of achievement	41	5.11			
B III.7.2. Level of relevance	24	8.07			

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III.7.3. Improvement actions

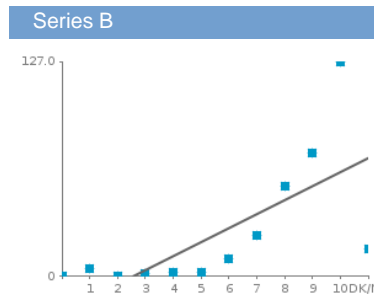
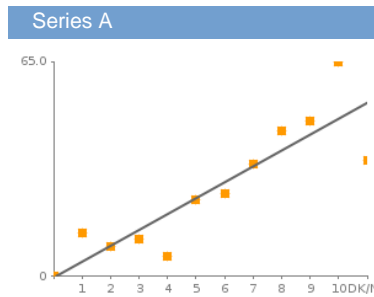
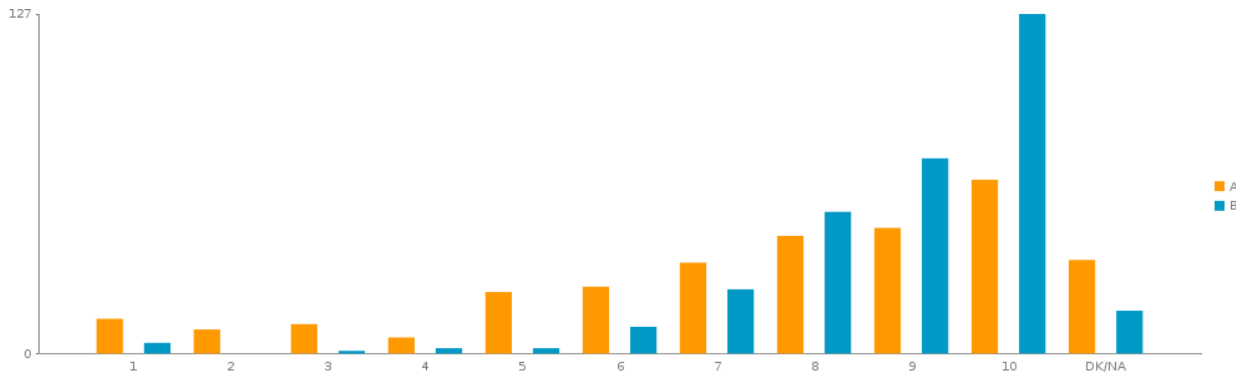
Answer	Total	%
A Guidelines and support documents	38	8,0
B Training	80	16,9
C Conferences and workshops	56	11,8
D Periodic communication actions	51	10,8
E Advice	129	27,2
F Other improvement measures. Specify	51	10,8
G None	69	14,6
H Not filled	0	0,0



III.8. UMU recognizes the value of geographical, intersectoral, inter- and trans-disciplinary and virtual mobility.

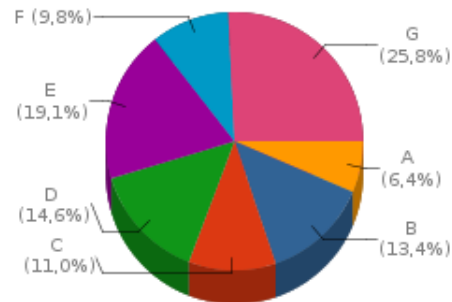
	1	2	3	4	5
A III.8.1. Level of achievement	13	9	11	6	23
B III.8.2. Level of relevance	4	0	1	2	2
	6	7	8	9	10
A III.8.1. Level of achievement	25	34	44	47	65
B III.8.2. Level of relevance	10	24	53	73	127
	DK/NA	Mean value			
A III.8.1. Level of achievement	35	6.46			
B III.8.2. Level of relevance	16	8.35			

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III.8.3. Improvement actions

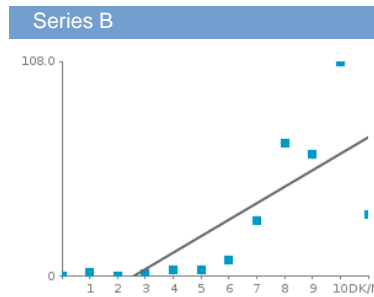
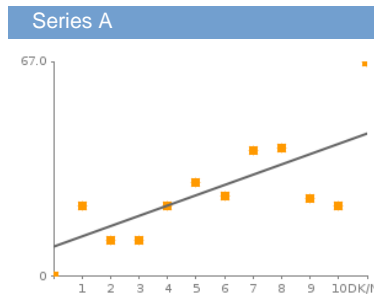
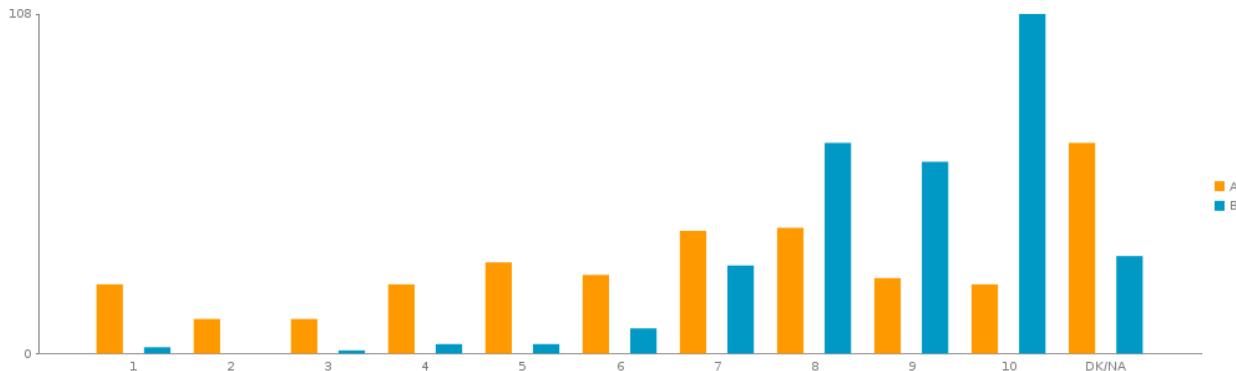
Answer	Total	%
A Guidelines and support documents	27	6,4
B Training	56	13,4
C Conferences and workshops	46	11,0
D Periodic communication actions	61	14,6
E Advice	80	19,1
F Other improvement measures. Specify	41	9,8
G None	108	25,8
H Not filled	0	0,0



III.9. UMU offers researchers career advice and job placement assistance at all stages of their careers.

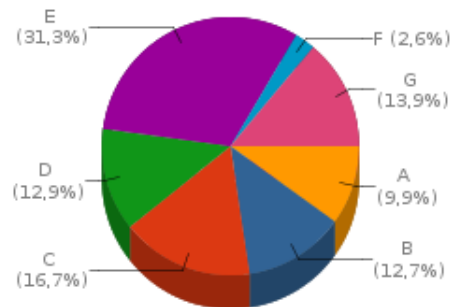
	1	2	3	4	5
A III.9.1. Level of achievement	22	11	11	22	29
B III.9.2. Level of relevance	2	0	1	3	3
	6	7	8	9	10
A III.9.1. Level of achievement	25	39	40	24	22
B III.9.2. Level of relevance	8	28	67	61	108
	DK/NA	Mean value			
A III.9.1. Level of achievement	67	4.77			
B III.9.2. Level of relevance	31	7.82			

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III.9.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	50	9,9
B Training	64	12,7
C Conferences and workshops	84	16,7
D Periodic communication actions	65	12,9
E Advice	158	31,3
F Other improvement measures. Specify	13	2,6
G None	70	13,9
H Not filled	0	0,0

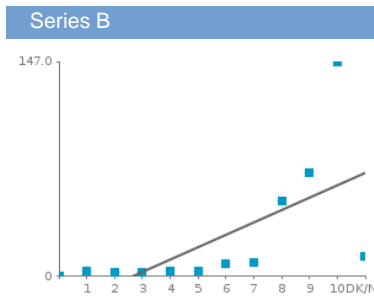
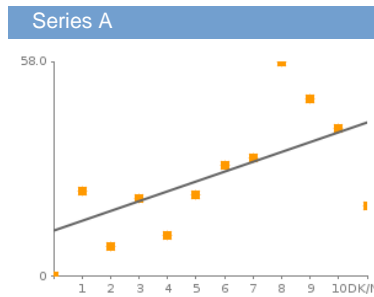
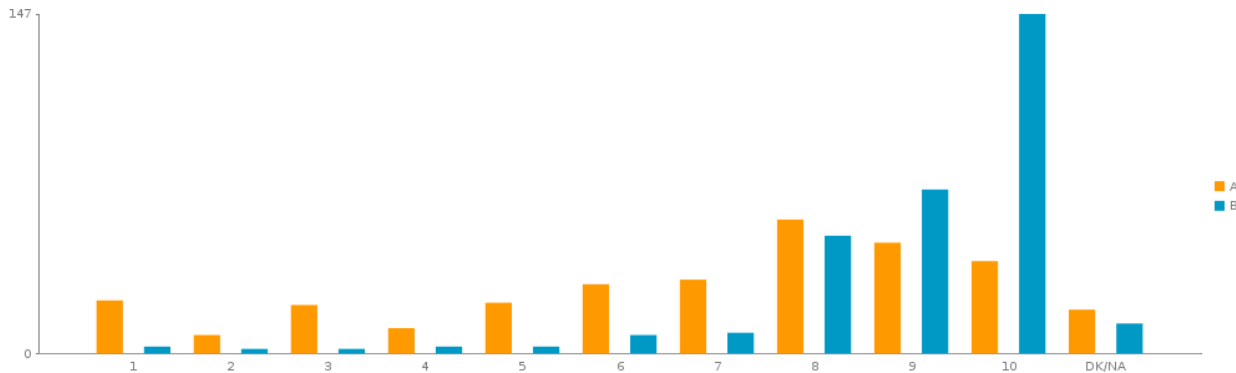


III.10. Teaching is considered as a valuable option within researchers¿ career paths and UMU ensures that it is not so excessive as to prevent researchers from carrying out their researcher activities.

	1	2	3	4	5
A III.10.1. Level of achievement	23	8	21	11	22
B III.10.2. Level of relevance	3	2	2	3	3
	6	7	8	9	10
A III.10.1. Level of achievement	30	32	58	48	40
B III.10.2. Level of relevance	8	9	51	71	147
	DK/NA	Mean value			
A III.10.1. Level of achievement	19	6.27			
B III.10.2. Level of relevance	13	8.55			

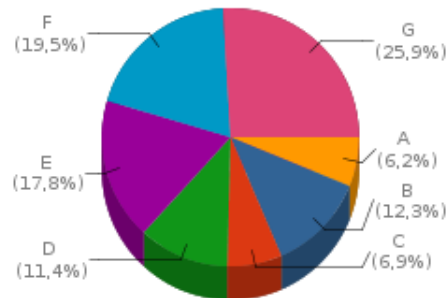


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III.10.3. Improvement actions

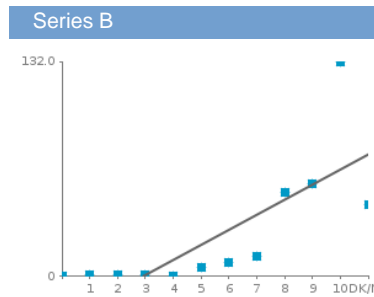
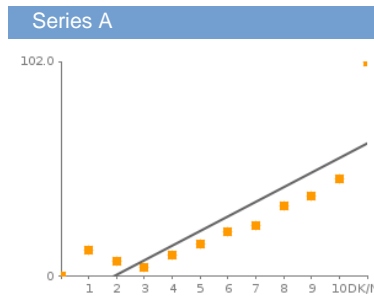
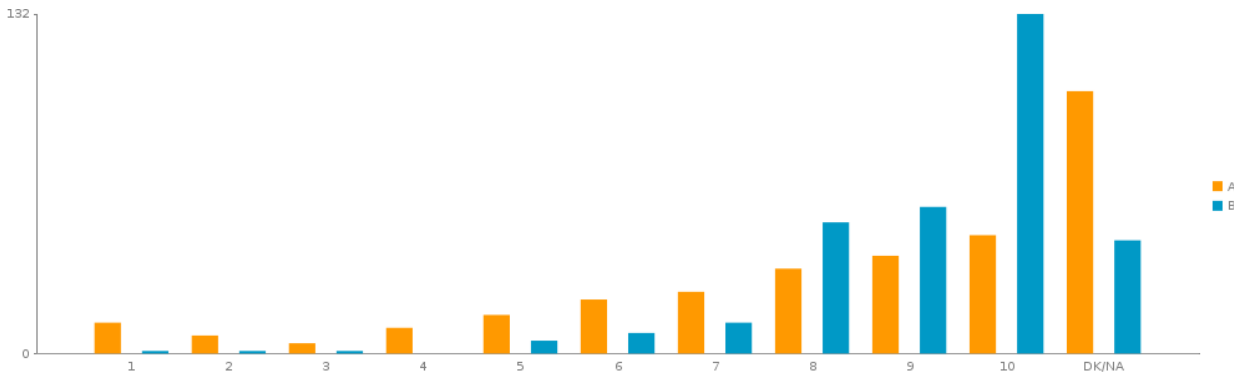
Answer	Total	%
A Guidelines and support documents	25	6,2
B Training	50	12,3
C Conferences and workshops	28	6,9
D Periodic communication actions	46	11,4
E Advice	72	17,8
F Other improvement measures. Specify	79	19,5
G None	105	25,9
H Not filled	0	0,0



III.11. There are some appropriate procedures at UMU to deal with complaints/appeals of researchers confidentially and informally in order to resolve work-related conflicts, disputes and grievances.

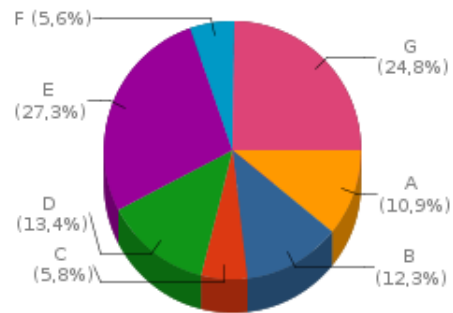
	1	2	3	4	5
A III.11.1. Level of achievement	12	7	4	10	15
B III.11.2. Level of relevance	1	1	1	0	5
	6	7	8	9	10
A III.11.1. Level of achievement	21	24	33	38	46
B III.11.2. Level of relevance	8	12	51	57	132
	DK/NA	Mean value			
A III.11.1. Level of achievement	102	4.85			
B III.11.2. Level of relevance	44	7.71			

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III.11.3. Improvement actions

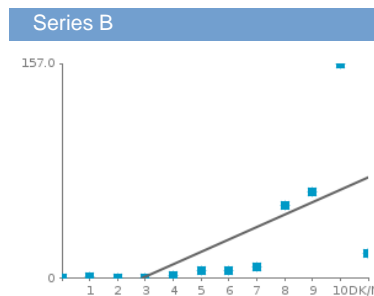
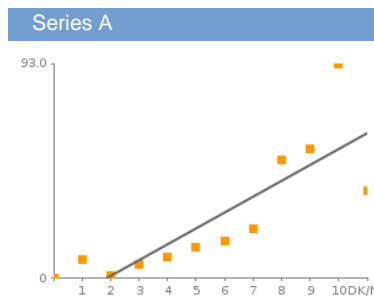
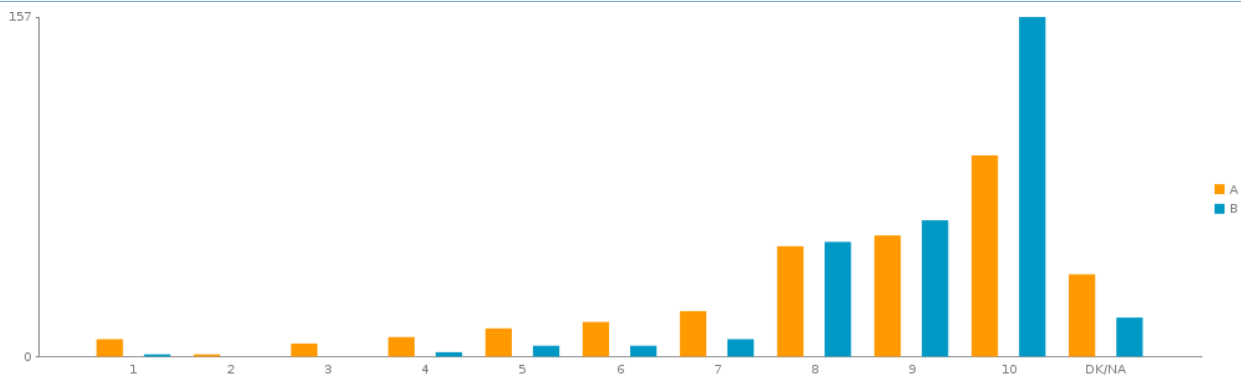
Answer	Total	%
A Guidelines and support documents	47	10,9
B Training	53	12,3
C Conferences and workshops	25	5,8
D Periodic communication actions	58	13,4
E Advice	118	27,3
F Other improvement measures. Specify	24	5,6
G None	107	24,8
H Not filled	0	0,0



III.12. UMU recognizes that researchers be represented in the relevant information, consultation and decision-making bodies.

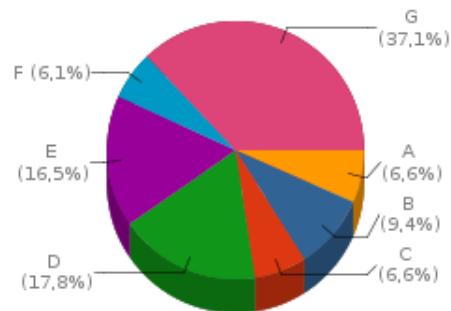
	1	2	3	4	5
A III.12.1. Level of achievement	8	1	6	9	13
B III.12.2. Level of relevance	1	0	0	2	5
	6	7	8	9	10
A III.12.1. Level of achievement	16	21	51	56	93
B III.12.2. Level of relevance	5	8	53	63	157
	DK/NA	Mean value			
A III.12.1. Level of achievement	38	7.1			
B III.12.2. Level of relevance	18	8.59			

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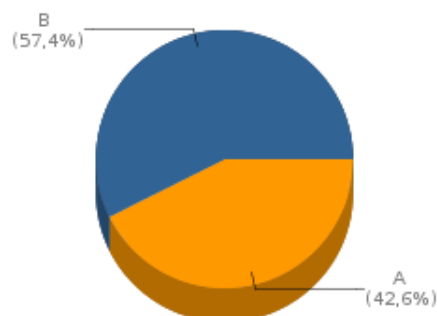
III.12.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	26	6,6
B Training	37	9,4
C Conferences and workshops	26	6,6
D Periodic communication actions	70	17,8
E Advice	65	16,5
F Other improvement measures. Specify	24	6,1
G None	146	37,1
H Not filled	0	0,0



III.13. Have you noticed any relevant institutional changes since 2018 regarding the implementation of these principles at UMU?

Answer	Total	%
A Yes	133	42,6
B No	179	57,4
C Not filled	0	0,0

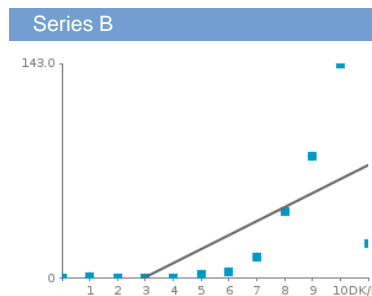
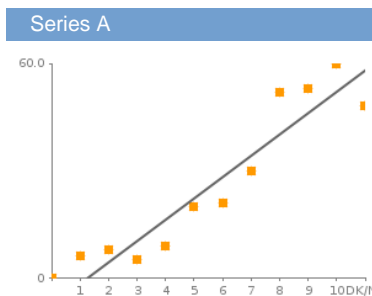
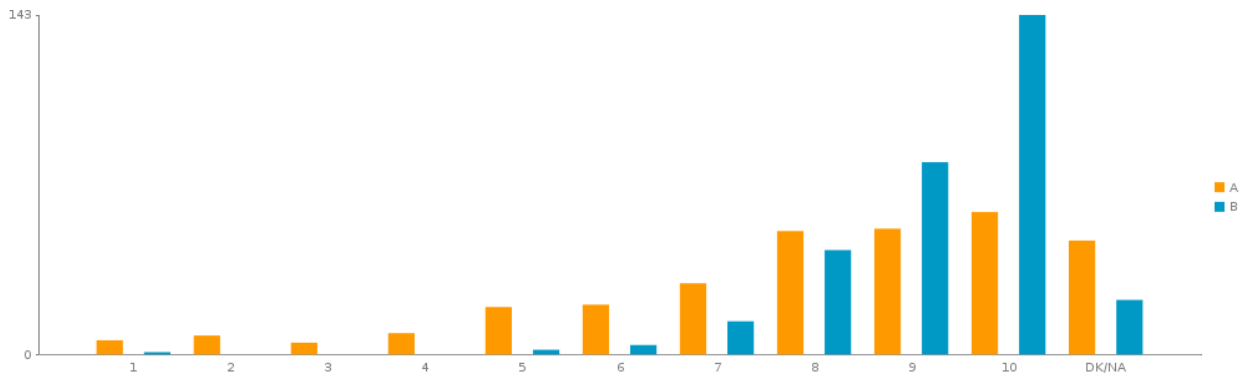




HRS4R Human Resources Strategy for Researchers (March 2022)

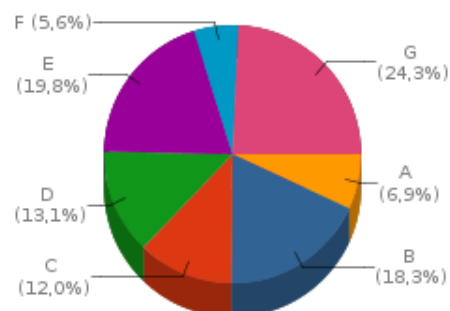
IV.1. UMU researchers in their training phase receive enough attention and have regular and organized meetings with their supervisor (s).

	1	2	3	4	5
A IV.1.1. Level of achievement	6	8	5	9	20
B IV.1.2. Level of relevance	1	0	0	0	2
	6	7	8	9	10
A IV.1.1. Level of achievement	21	30	52	53	60
B IV.1.2. Level of relevance	4	14	44	81	143
	DK/NA	Mean value			
A IV.1.1. Level of achievement	48	6.42			
B IV.1.2. Level of relevance	23	8.47			



IV.1.3. Improvement actions

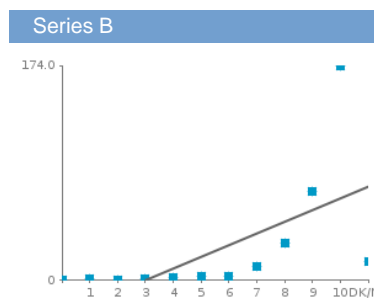
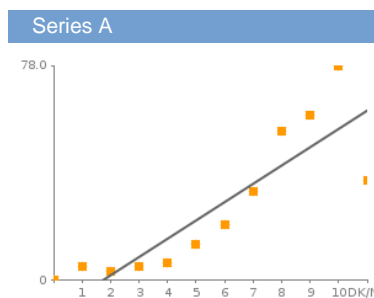
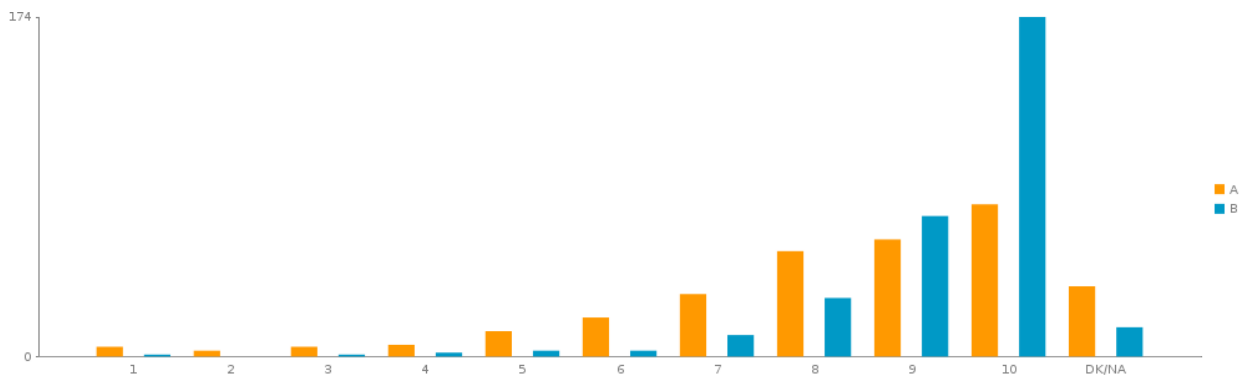
Answer	Total	%
A Guidelines and support documents	31	6,9
B Training	82	18,3
C Conferences and workshops	54	12,0
D Periodic communication actions	59	13,1
E Advice	89	19,8
F Other improvement measures. Specify	25	5,6
G None	109	24,3
H Not filled	0	0,0



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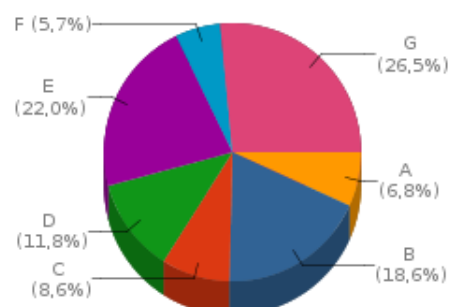
IV.2. Senior researchers carry out their mentorship duties adequately, building up a constructive and positive relationship with the early-stage researchers.

	1	2	3	4	5
A IV.2.1. Level of achievement	5	3	5	6	13
B IV.2.2. Level of relevance	1	0	1	2	3
	6	7	8	9	10
A IV.2.1. Level of achievement	20	32	54	60	78
B IV.2.2. Level of relevance	3	11	30	72	174
	DK/NA	Mean value			
A IV.2.1. Level of achievement	36	7.09			
B IV.2.2. Level of relevance	15	8.81			



IV.2.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	30	6,8
B Training	82	18,6
C Conferences and workshops	38	8,6
D Periodic communication actions	52	11,8
E Advice	97	22,0
F Other improvement measures. Specify	25	5,7
G None	117	26,5
H Not filled	0	0,0

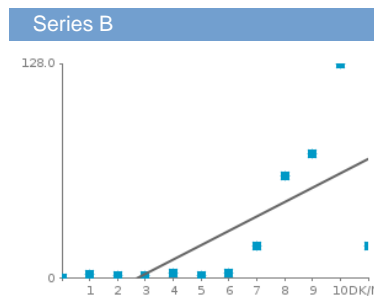
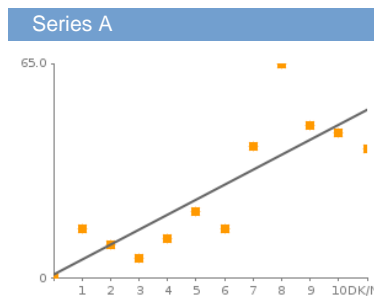
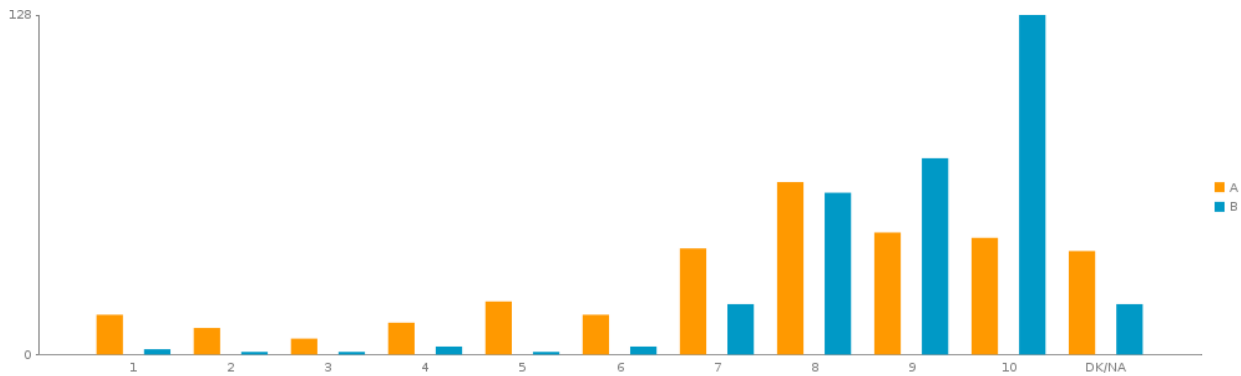




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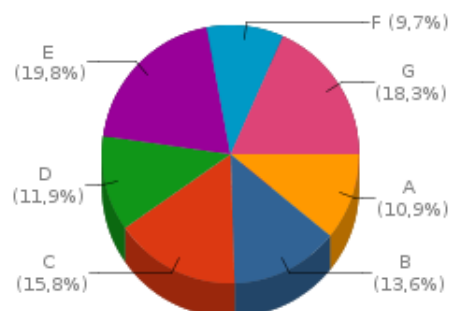
IV.3. UMU researchers in their training phase receive adequate attention and support from their doctoral school/doctoral program to improve transversal formation and to ease bureaucratic processes.

	1	2	3	4	5
A IV.3.1. Level of achievement	15	10	6	12	20
B IV.3.2. Level of relevance	2	1	1	3	1
	6	7	8	9	10
A IV.3.1. Level of achievement	15	40	65	46	44
B IV.3.2. Level of relevance	3	19	61	74	128
	DK/NA	Mean value			
A IV.3.1. Level of achievement	39	6.23			
B IV.3.2. Level of relevance	19	8.36			



IV.3.3. Improvement actions

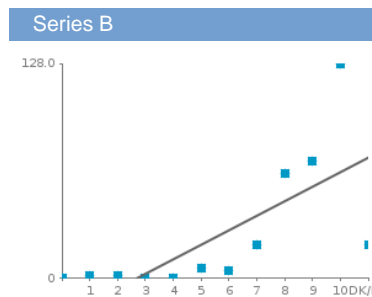
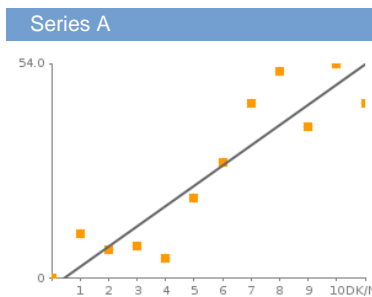
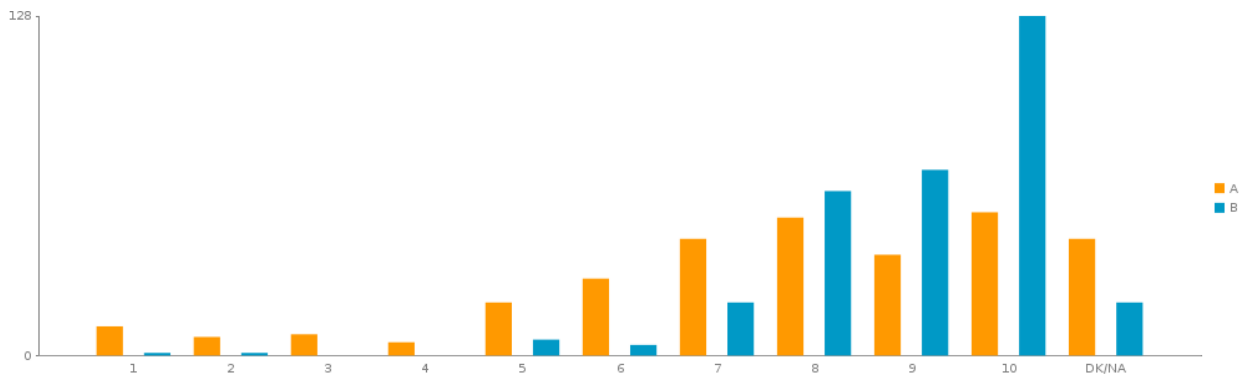
Answer	Total	%
A Guidelines and support documents	53	10,9
B Training	66	13,6
C Conferences and workshops	77	15,8
D Periodic communication actions	58	11,9
E Advice	96	19,8
F Other improvement measures. Specify	47	9,7
G None	89	18,3
H Not filled	0	0,0



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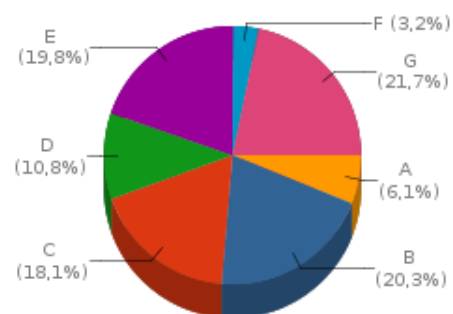
IV.4. UMU ensures and provide means that all researchers are given the opportunity for improving their employability through access to measures for the continuing development of skills, competences and soft skills needed for their career development.

	1	2	3	4	5
A IV.4.1. Level of achievement	11	7	8	5	20
B IV.4.2. Level of relevance	1	1	0	0	6
	6	7	8	9	10
A IV.4.1. Level of achievement	29	44	52	38	54
B IV.4.2. Level of relevance	4	20	62	70	128
	DK/NA	Mean value			
A IV.4.1. Level of achievement	44	6.25			
B IV.4.2. Level of relevance	20	8.34			



IV.4.3. Improvement actions

Answer	Total	%
A Guidelines and support documents	29	6,1
B Training	96	20,3
C Conferences and workshops	86	18,1
D Periodic communication actions	51	10,8
E Advice	94	19,8
F Other improvement measures. Specify	15	3,2
G None	103	21,7





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Answer	Total	%
H Not filled	0	0,0

IV.5. Have you noticed any relevant institutional changes since 2018 regarding the implementation of these principles at UMU?

Answer	Total	%
A Yes	156	50,0
B No	156	50,0
C Not filled	0	0,0

