



HR EXCELLENCE IN RESEARCH

Second survey assessing the level of compliance and the level of relevance of the 40 principles of the Charter and Code at the UMU. March 2022. Main Conclusions

A **second consultation was launched by the Vice-Rectorate for Research** which is responsible for managing international research programmes at the UMU, on **17th February 2022**. The survey ran until **10th March 2022** and was available in Spanish and English to all UMU researchers (R1-R4).

The scientific community of the Universidad de Murcia analysed each of the 40 principles of the Charter and Code with respect to **two variables**: the level of compliance and the level of relevance of each principle.

The results of the survey was analysed and compared with the first HRS4R consultation carried out last November 2018.

Statistical Data

- **312 completed interviews**. Of the 1968 invitations sent out, this accounts for a **reply rate of 15.3%**. 274 survey questionnaires were completed in 2018, accounting for 15.1% of the surveyed persons. Overall participation has increased.
- The age ranges with highest participation are those **aged 51-60 years, accounting for 38.5%**, and **aged 41-50 years, accounting for 29.2%**. In 2018 the highest participation age ranges were those aged 41-50 years, at 32.1% and 51-60 years at 30.7%. There has been more engagement in the survey by the more senior researchers this years.
- In regard to **gender, 61.5% of the respondents were males, 37.8% were females, and 0.6% were people in other categories**. These figures are very similar to those of 2018, although there was an increase of two points in participation by women.
- The **professional categories** with highest participation in the survey continue to be Teaching and Research Staff, accounting for 90.4%, which is an increase in this category compared to 2018 when it was 82.5%. **Participation by pre-doctorate and post-doctorate staff** dropped off by over 3 points compared to 2018.



Summary of Level of Compliance, Level of Relevance and Actions by Principle

From the obtained results it can be seen that a pass was obtained for all questions, most of them with high scores, except for the following which did not score more than five **in the level of compliance**.

Action	Level of compliance / Level of relevance	Improvement actions	New actions to include in the 2022-2025 action plan for
III.9. UMU offers researchers professional advice and assistance for job insertion during all stages of their careers.	4.77 / 7.82	31.3% Advice 16.7% Days and workshops 12.7% Training and periodical communication actions.	Cycle of training workshops on career development inside and outside of academia. Opening of an e-mail inbox / contact form with queries about the seal. It can be divided into categories, including a generic category for career development. Round tables with Alumni and future graduates by field of science and job sectors.
III.11. There are appropriate procedures at UMU to confidentially and informally deal with complaints and appeals by researchers in order to settle conflicts, disputes and complaints related to their work.	4.85 / 7.71	27.3% Advice 24.8% None. Despite being a relevant action for the research community, a high percentage would not change anything. 13.4% Periodical communication actions.	Opening of an e-mail inbox / contact form with queries about the seal. It can be divided into categories, including generic procedures.
And the final question, "IV.5". Have you noticed any relevant institutional changes since 2018 in	Yes 50% No 50%	N/A	Communication plan where institutional information is included in regard to the HR



Action	Level of compliance / Level of relevance	Improvement actions	New actions to include in the 2022-2025 action plan for
relation to implementation of these principles at UMU?			Seal within UMU'S policies.

Conclusions

1. **The work carried out by UMU in relation to the HRS4R Seal of Excellence** since 2018 is highly rated by the researchers.
2. Although **communication** has been effective so far, it is undoubtedly an area to focus on with a view to the next action plan, along with improvements to implement in the **career development service**. Consequently, the R1 and R2 branches, which are apparently more disconnected from the Seal actions, can become more engaged and better catered to.
3. Development of a **global HRS4R communication plan** could help to cover the improvement actions that were brought to light through this survey.