271		
100.00%		
		you are a full-time employ
	3	
	2.92%	
75		
11	3.21%	
22	6.41%	
26		
19		
20	5.83%	
15	4.37%	
Numbers	Percentage	
191	55.69%	
139	40.52%	
13	3.79%	
Numbers	Percentage	
4	1.17%	
91	26.53%	
124		
Numbers	Percentage	
	Numbers 1 4 10 16 20 45 7 10 15 10 15 10 17 75 11 22 26 19 20 15 11 22 26 191 139 10 139 139 13 14 63 32 16 13 13 14 13 15 11 139 13 131 139 132 13 133 13 131 131 132 14 133 13 133 13 133 13 131 13 132 14 133 13 133 13 134 13	371 100.00% nmenu the faculty/academy of the University where Numbers Percentage 1 0.29% 4 1.17% 10 2.92% 16 4.66% 20 5.83% 45 13.12% 7 2.04% 10 2.92% 16 4.66% 20 5.83% 45 13.12% 7 2.04% 10 2.92% 15 4.37% 10 2.92% 11 3.12% 75 21.87% 11 3.21% 12 6.41% 22 6.41% 20 5.83% 15 4.37% 16 4.37% 17 4.96% 18 3.79% 19 5.5.69% 13 3.79% 13 3.79% 14 36.15%

L mostly disagree (A2)	11	3.21%	
I mostly disagree (A2) I can't answer (A3)	69	20.12%	
I mostly agree (A4)	85	24.78%	
I strongly agree (A5)	76	22.16%	
No answer	52	15.16%	
Total responses	14	4.08%	
Summary for QA5(SQ001)[I	am aware that the University c	continuously works to impro	ove the working conditions
The answer	Numbers	Percentage	
I strongly disagree (A1)	23	8.13%	23
I mostly disagree (A2)	26		52
I can't answer (A3)	26	9.19%	78
I mostly agree (A4)	102	36.04%	408
I strongly agree (A5)	104	36.75%	520
No answer	2	0.71%	
Total responses	281		1081
Average value			3.85
Summary for QA6(SQ001)[I	n carrying out their research, re	esearchers have complete	freedom of thought, expre
The answer	Numbers	Percentage	
I strongly disagree (A1)	7	2.47%	7
I mostly disagree (A2)	8	2.83%	16
I can't answer (A3)	14	4.95%	42
I mostly agree (A4)	96	33.92%	384
I strongly agree (A5)	156	55.12%	780
No answer	2	0.71%	
Total responses	281		1229
Average value			4.37
0 (0.07/0000/)			
Summary for QA7(SQ001)[F	Researchers have adequate so	cial security, including sick	iness, parental rights, pen
The answer	Numbers	Percentage	
I strongly disagree (A1)	8	5	8
I mostly disagree (A2)	7	2.03%	14
I can't answer (A3)	42	14.84%	126
I mostly agree (A4)	83		332
I strongly agree (A4)	141	49.82%	705
No answer	2	0.71%	705
Total responses	281	0.7170	1185
Average value	201		4.22
Summary for QA8(SQ001)[A	Adequate conditions and incent	ives, in terms of salaries, a	are guaranteed to researc
The answer	Numbers	Percentage	
I strongly disagree (A1)	21	7.42%	21
I mostly disagree (A2)	26		52
I can't answer (A3)	48		144
I mostly agree (A4)	91	32.16%	364
I strongly agree (A5)	94		470

No answer		3 1.06%	(
Total responses	28		° 1051
Average value	20	30	3.75
Average value			5.75
Summary for QA9(SQ001)	The institution provides and ir	nproves a stable scientific i	esearch environment for th
	<u> </u>		
The answer	Numbers	Percentage	
I strongly disagree (A1)		22 7.77%	6 22
I mostly disagree (A2)		29 10.25%	
I can't answer (A3)		14.84%	6 126
I mostly agree (A4)	1(36.40%	6 412
I strongly agree (A5)		35 30.04%	á 425
No answer		2 0.71%	0
Total responses	28	31	1043
Average value			3.71
Summary for QA10(SQ001))[The institution has ensured	appropriate conditions for th	he work of researchers (inc
The answer	Numbers	Percentage	
I strongly disagree (A1)		24 8.48%	6 24
I mostly disagree (A2)		24 8.48%	
I can't answer (A3)		51 21.55%	
I mostly agree (A4)		06 37.46%	
	ť	S6 23.32%	ol .3.301
I strongly agree (A5)		6 23.32% 2 0.71%	
I strongly agree (A5) No answer		2 0.71%	́о
I strongly agree (A5)	28	2 0.71%	
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001)	28][All researchers are recogniz	2 0.71% 31 ed as professionals and tre	6 1009 3.59
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer)[All researchers are recogniz	2 0.71% 31 ed as professionals and tre Percentage	6 1009 3.59 ated by the institution in an
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1))[All researchers are recogniz	2 0.71% 31 ed as professionals and tre Percentage 22 7.77%	6 1009 3.59 Pated by the institution in an
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2))[All researchers are recogniz	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83%	6 1009 3.59 eated by the institution in an 6 22 6 22
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3))[All researchers are recogniz Numbers	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25%	6 1009 3.59 ated by the institution in an 6 22 6 50 6 87
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4))[All researchers are recogniz Numbers	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22%	6 1009 3.59 ated by the institution in an 6 6 22 6 50 6 87 6 444
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A5))[All researchers are recogniz Numbers	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 34 33.22%	6 1009 3.59 3.59 ated by the institution in an 6 6 22 6 50 6 87 6 444 6 470
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A5) No answer)[All researchers are recogniz	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 24 33.22% 2 0.71%	6 1009 3.59 3.59 sated by the institution in an 6 22 6 22 6 50 6 87 6 444 6 470
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A5) No answer Total responses)[All researchers are recogniz Numbers	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 24 33.22% 2 0.71%	6 1009 3.59 3.59 bated by the institution in an 22 6 22 6 50 6 444 6 470 6 1073
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A5) No answer)[All researchers are recogniz	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 24 33.22% 2 0.71%	6 1009 3.59 3.59 sated by the institution in an 6 22 6 22 6 50 6 87 6 444 6 470
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A4) I strongly agree (A5) No answer Total responses Average value)[All researchers are recogniz	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 34 33.22% 2 0.71% 31	6 1009 3.59 3.59 ated by the institution in an 6 6 22 6 50 6 50 6 87 6 444 6 470 6 3.82
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A4) I strongly agree (A5) No answer Total responses Average value Summary for QA12(SQ001) The answer)[All researchers are recogniz Numbers 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 24 33.22% 2 0.71% 31 	6 1009 3.59 3.59 ated by the institution in an 6 22 6 22 6 50 6 444 6 470 6 1073 3.82 3.82 Invironment that includes ap
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A4) I strongly agree (A5) No answer Total responses Average value Summary for QA12(SQ001) The answer I strongly disagree (A1))[All researchers are recogniz Numbers	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 34 33.22% 2 0.71% 31 ghly stimulating research er Percentage 29 10.25%	6 1009 3.59 3.59 ated by the institution in an 6 6 22 6 50 6 50 6 87 6 444 6 444 6 470 6 3.82 Invironment that includes ap 6 6 29
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A4) I strongly agree (A5) No answer Total responses Average value Summary for QA12(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2))[All researchers are recogniz Numbers	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 24 33.22% 2 0.71% 31 ghly stimulating research er Percentage 29 10.25% 37 13.07%	6 1009 3.59 3.59 ated by the institution in an 6 6 22 6 50 6 50 6 444 6 444 6 470 6 3.82 Invironment that includes ap 6 29 6 74
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A4) I strongly agree (A5) No answer Total responses Average value Summary for QA12(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3))[All researchers are recogniz	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 24 33.22% 24 33.22% 24 0.71% 31 	6 1009 3.59 3.59 sated by the institution in an 6 22 6 22 6 22 6 50 6 444 6 444 6 470 6 1073 3.82 3.82 Invironment that includes ap 6 29 6 74 6 120
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A4) I strongly agree (A5) No answer Total responses Average value Summary for QA12(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4))[All researchers are recogniz Numbers 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 24 33.22% 24 33.22% 24 0.71% 31 ghly stimulating research er Percentage 29 10.25% 37 13.07% 40 14.13% 08 38.16%	6 1009 3.59 3.59 sated by the institution in an 6 22 6 22 6 50 6 50 6 444 6 470 6 1073 3.82 3.82 Invironment that includes ap 6 6 29 6 74 6 120 6 432
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A4) I strongly agree (A5) No answer Total responses Average value Summary for QA12(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A4) I strongly agree (A5))[All researchers are recogniz Numbers 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 24 33.22% 24 33.22% 24 33.22% 25 0.71% 31 phly stimulating research er Percentage 29 10.25% 37 13.07% 40 14.13% 28 38.16% 57 23.67%	6 1009 3.59 3.59 arted by the institution in an 6 22 6 22 6 50 6 444 6 470 6 470 6 3.82 1073 3.82 1074 4.32 1055 3.35
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A4) I strongly agree (A5) No answer Total responses Average value Summary for QA12(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A4) I strongly agree (A5) No answer)[All researchers are recogniz Numbers	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 24 33.22% 24 33.22% 24 33.22% 25 0.71% 31 phly stimulating research er Percentage 29 10.25% 37 13.07% 40 14.13% 28 38.16% 37 23.67% 2 0.71%	6 1009 3.59 3.59 ated by the institution in an 6 6 22 6 50 6 50 6 87 6 444 6 444 6 470 6 3.82 1073 3.82 10vironment that includes ap 6 6 29 6 74 6 120 6 335 6 335
I strongly agree (A5) No answer Total responses Average value Summary for QA11(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A4) I strongly agree (A5) No answer Total responses Average value Summary for QA12(SQ001) The answer I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A4) I strongly agree (A5))[All researchers are recogniz Numbers 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	2 0.71% 31 ed as professionals and tre Percentage 22 7.77% 25 8.83% 29 10.25% 11 39.22% 24 33.22% 24 33.22% 24 33.22% 25 0.71% 31 phly stimulating research er Percentage 29 10.25% 37 13.07% 40 14.13% 28 38.16% 37 23.67% 2 0.71%	6 1009 3.59 3.59 arted by the institution in an 6 22 6 22 6 50 6 444 6 470 6 470 6 3.82 1073 3.82 1074 4.32 1055 3.35

Summary for QA13(SQ001)	[Researchers are familiar with	the contractual and legal (national, entity or institutio
The answer	Numbers	Percentage	
I strongly disagree (A1)	17		17
I mostly disagree (A2)	25		50
I can't answer (A3)	41		123
I mostly agree (A4)	123		492
I strongly agree (A4)	75		375
No answer	2		375
	281		4057
Total responses	281		1057
Average value			3.76
Summary for QA14(SQ001)	Researchers are familiar with	the rules and regulations th	nat regulate their research
The answer	Numbers	Percentage	
I strongly disagree (A1)	20		20
I mostly disagree (A2)	23		46
I can't answer (A3)	45		135
I mostly agree (A4)	124		496
I strongly agree (A5)	69		345
No answer	09		545
	281		1042
Total responses	201		1042 3.71
Average value			5.71
The answer	Numbers	Percentage	
I strongly disagree (A1)	20		20
I mostly disagree (A2)	18		36
I can't answer (A3)	65		195
I mostly agree (A4)	103		412
I strongly agree (A5)	75	26.50%	375
No answer	2	0.71%	
Total responses	281		1038
Average value			3.69
Summary for QA16(SQ001)	[Teaching duties do not prever	nt or limit the researcher in	conducting research activ
The answer	Numbers	Percentage	
I strongly disagree (A1)	31		31
I mostly disagree (A2)	51		102
I can't answer (A3)	21		63
I mostly agree (A4)	99		396
I strongly agree (A5)	79		395
No answer	2		007
Total responses	281		987
Average value			3.51
Summary for QA17(SQ001)	[The institution ensured that th	⊥ e researchers were adequa	ately rewarded for their tea
The answer	Numbers	Percentage	

L monthy discarse (A2)	42	14.040/	0.4
I mostly disagree (A2)	42	14.84%	84
I can't answer (A3)	43		129
I mostly agree (A4)	105		420
I strongly agree (A5)	62	21.91%	310
No answer	2	0.71%	
Total responses	281		972
Average value			3.46
Summary for QA18(SQ001)	The institution includes resear	chers in decision-making p	processes in various bodie
The answer	Numbers	Percentage	
I strongly disagree (A1)	25	8.83%	25
I mostly disagree (A2)	30	10.60%	60
I can't answer (A3)	58		174
I mostly agree (A4)	109	38.52%	436
I strongly agree (A5)	59	20.85%	295
No answer	2	0.71%	293
Total responses	281	0.7170	990
Average value	201		3.52
Average value			5.52
Summary for QA19(SQ001)	[Researchers comply with prov	isions on safety at work in	accordance with existing
The answer	Numbers	Percentage	
I strongly disagree (A1)	3	1.09%	3
I mostly disagree (A2)	6		12
I can't answer (A3)	50	18.18%	150
I mostly agree (A4)	128		512
I strongly agree (A5)	87	31.64%	435
No answer	1	0.36%	
Total responses	274	0.5070	1112
Average value	217		4.06
Summary for QA20(SQ001)	[Researchers regularly publish	their research results to m	ake them accessible and,
The answer	Numbers	Percentage	
I strongly disagree (A1)	3		3
I mostly disagree (A2)	13		26
I can't answer (A3)	39		117
I mostly agree (A4)	154		616
I strongly agree (A5)	65		325
No answer		0.36%	525
Total responses	274		1087
Average value	214		3.97
Average value			5.97
Summary for QA21(SQ001)	Researchers present activities	and results to the wider se	ocial community and there
The answer	Numbers	Percentage	
I strongly disagree (A1)	11	4.00%	11
I mostly disagree (A2)	19		38
I can't answer (A3)	36		108
I mostly agree (A4)	147	53.45%	588
I strongly agree (A5)	61	22.18%	305

No answer		1 0.369	%
Total responses	27		1050
Average value		-	3.83
Summary for QA22(SQ001)	[Researchers are focused or	research that is innovative	e and of wider social importa
The answer	Numbers	Percentage	
I strongly disagree (A1)		7 2.55	% 7
I mostly disagree (A2)		22 8.00	
I can't answer (A3)		4 16.00 ^o	
I mostly agree (A4)		3 52.00	
I strongly agree (A5)		58 21.09	
No answer		1 0.369	
Total responses	27		1045
Average value			3.81
Summary for QA23(SQ001)	[Researchers are familiar wit	h legal and institutional reg	ulations regarding the prote
The answer	Numbers	Percentage	
I strongly disagree (A1)		0 3.649	% 10
I mostly disagree (A2)		8.00	
I can't answer (A3)	Ę	59 21.45 ^o	
I mostly agree (A4)	1		
I strongly agree (A5)		25.45	
No answer		1 0.369	%
Total responses	27	74	1033
Average value			3.77
Summary for QA24(SQ001)	The institution assigns ment	ors to young researchers v	vho have sufficient time, kno
The answer	Numbers	Percentage	
I strongly disagree (A1)		10.919	% 30
I mostly disagree (A2)	4	14.55	% 80
I can't answer (A3)	Ę	54 19.649	% 162
I mostly agree (A4)	10	37.459	% 412
I strongly agree (A5)	4	17.099	% 235
No answer		1 0.369	%
Total responses	27	74	919
Average value			3.35
Summary for QA25(SQ001)	[Senior researchers as ment	ors and career advisors pr	ovide guidance to younger r
The answer	Numbers	Percentage	
I strongly disagree (A1)		8 6.55	% 18
I mostly disagree (A2)		33 12.00	
I can't answer (A3)		50 18.189	
I mostly agree (A4)		3 41.09	
I strongly agree (A5)		50 21.82 ^o	
No answer		1 0.369	
Total responses	27		986
Average value			3.60

The answer	Numbers	Percentage	
I strongly disagree (A1)	1:		
I mostly disagree (A2)	3.		62
I can't answer (A3)	6	22.18%	183
I mostly agree (A4)	11:	3 41.09%	452
I strongly agree (A5)	50	3 20.36%	280
No answer		0.36%	
Total responses	274	1	990
Average value			3.61
Summary for QA27(SQ001)	Researchers adhere to ethica	I principles and practices, a	as well as standards in ac
The answer	Numbers	Percentage	
I strongly disagree (A1)			А. П. А.
I mostly disagree (A2)			
I mostly disagree (A2)	4(
· · · · · · · · · · · · · · · · · · ·			
I mostly agree (A4)	120		
I strongly agree (A5)	92		
No answer)		
Total responses	268	3	1100
Average value			4.10
Summary for QA28(SQ001)	The institution pays sufficient	attention to avoiding discrir	mination of researchers ba
The answer	Numbers	Percentage	
I strongly disagree (A1)	8	3 2.99%	8
I mostly disagree (A2)	11	4.10%	22
I can't answer (A3)	29	10.82%	87
I mostly agree (A4)	99	36.94%	396
I strongly agree (A5)	12'	45.15%	605
No answer	(0.00%	
Total responses	268	3	1118
Average value			4.17
Summary for QA29(SQ001)	The institution strives for repr	esentative gender equality	at all levels, respecting the
,		<u> </u>	, ,
T 1	NII	D (.	i la
The answer	Numbers	Percentage	
I strongly disagree (A1)		3.36%	
I strongly disagree (A1) I mostly disagree (A2)		3.36% 3.36%	18
I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3)	3 [,]	3.36% 3.36% 11.57%	18 93
I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4)	3 [.] 98	3.36% 3.36% 3.36% 11.57% 3336.57%	18 93 392
I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A5)	3 [,]	3.36% 3.36% 1.1.57% 3.36.57% 45.15%	18 93 392 605
I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A5)	98 12 ²	3.36% 3.36% 1.1.57% 3.36.57% 45.15% 0.00%	18 93 392 605
I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A5)	98 2012 2013 2012 2013 2013 2013 2013 2013	3.36% 3.36% 1.1.57% 3.36.57% 45.15% 0.00%	18 93 392 605
I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A5) No answer	98 12 ²	3.36% 3.36% 1.1.57% 3.36.57% 45.15% 0.00%	18 93 392 605
I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A5) No answer Total responses Average value	98 12 ²	3.36% 3.36% 11.57% 336.57% 45.15% 0000%	18 93 392 605 1117 4.17
I strongly disagree (A1) I mostly disagree (A2) I can't answer (A3) I mostly agree (A4) I strongly agree (A5) No answer Total responses Average value	98 3' 98 12' (268	3.36% 3.36% 11.57% 336.57% 45.15% 0000%	18 93 392 605 1117 4.17

Les actividice area (AQ)	0	2.00%	10
I mostly disagree (A2)	8		16
I can't answer (A3)	35		105
I mostly agree (A4)	127	47.39%	508
I strongly agree (A5)	93		465
No answer	0	0.00%	
Total responses	268		1099
Average value			4.10
Summary for QA31(SQ001)	[The institution has ensured an	d applies procedures that	allow its researchers confi
The answer	Numbers	Percentage	
I strongly disagree (A1)	18	6.72%	18
I mostly disagree (A2)	17	6.34%	34
I can't answer (A3)	67	25.00%	201
I mostly agree (A4)	89		356
I strongly agree (A5)	77	28.73%	385
No answer		0.00%	
Total responses	268	0.0078	994
	200		3.71
Average value			3.71
Summary for QA32(SQ001)	[The institution has ensured ad	equate procedures regard	ing researchers' complain
The ensurer	Numbers	Dereentege	
The answer		Percentage	
I strongly disagree (A1)	20	7.46%	20
I mostly disagree (A2)	13		26
I can't answer (A3)	86		258
I mostly agree (A4)	86		344
I strongly agree (A5)	63	23.51%	315
No answer	0	0.00%	
Total responses	268		963
Average value			3.59
Summary for QA33(SQ001)	[The institution has a strategy t	hat provides every researd	her with career developm
The answer	Numbers	Percentage	
I strongly disagree (A1)	24	9.09%	24
I mostly disagree (A2)	34	12.88%	68
I can't answer (A3)	51	19.32%	153
I mostly agree (A4)	92	34.85%	368
I strongly agree (A5)	63	23.86%	315
No answer	0		
Total responses	264		928
Average value			3.52
Summary for QA34(SQ001)	The institution is responsible f	or career development cou	l Inseling and job search as
	- · · ·		
The answer	Numbers	Percentage	
I strongly disagree (A1)	21	7.95%	21
I mostly disagree (A2)	34		68
I can't answer (A3)	67	25.38%	201
I mostly agree (A4)	91	34.47%	364
I strongly agree (A5)	51	19.32%	255

No answer		0 0.00%	
Total responses	26		909
Average value			3.44
Summary for Qa35(SQ001)	[The institution provides resea	archers with the opportunity	for professional developm
The answer	Numbers	Percentage	
I strongly disagree (A1)	1	5 5.68%	15
I mostly disagree (A2)	3	5 13.26%	70
I can't answer (A3)	4	1 15.53%	123
I mostly agree (A4)	11	1 42.05%	444
I strongly agree (A5)	6	23.48%	
No answer		0 0.00%	,
Total responses	26	4	962
Average value			3.64
Summary for QA36(SQ001)	[Researchers are continuous	ly improving and broadening	g their skills and competen
		D	
The answer	Numbers	Percentage	
I strongly disagree (A1)		1 4.17%	
I mostly disagree (A2)		0 11.36%	
I can't answer (A3)		9 14.77%	
I mostly agree (A4)	12		
I strongly agree (A5)	6	23.11%	
No answer		0 0.00%	
Total responses	26	4	985 3.73
Average value			3.73
Summary for $0.37(9001)$	The institution works to prom	oto researchers' intellectus	l property rights and legal i
The answer	Numbers	Percentage	
I strongly disagree (A1)		6 6.06%	16
I mostly disagree (A2)		5 9.47%	
I can't answer (A3)		23.11%	
I mostly agree (A4)		5 35.98%	
I strongly agree (A5)		7 25.38%	
No answer		0 0.00%	
Total responses	26		964
Average value			3.65
Summary for QA38(SQ001)	[Hiring postdoctoral research	ers at the institution provide	s additional opportunities f
The answer	Numbers	Percentage	
I strongly disagree (A1)		1 7.95%	21
I mostly disagree (A2)	1	8 6.82%	
I can't answer (A3)		7 29.17%	
I mostly agree (A4)	8	5 32.20%	340
I strongly agree (A5)		3 23.86%	
No answer		0 0.00%	
Total responses	26	4	943
Average value			3.57

Summary for QA39(SQ001)	[Mobility of researchers (study	stay in another country, re	gion, at another institution
The answer	Numbers	Percentage	
I strongly disagree (A1)	10		10
I mostly disagree (A2)	14		28
I can't answer (A3)	23		69
I mostly agree (A4)	98		392
I strongly agree (A5)	119		592
No answer	0		
Total responses	264		1094
Average value	204		4.14
			4.14
Summary for QA40(SQ001)	The institution recognizes inte	r-institutional, inter-sectora	I, interdisciplinary, virtual :
The answer	Numbers	Percentage	
I strongly disagree (A1)	11	4.17%	11
I mostly disagree (A2)	16		32
I can't answer (A3)	34		102
I mostly agree (A4)	91	34.47%	
I strongly agree (A5)	112		
No answer	0		
Total responses	264		1069
Average value			4.05
The answer	Numbers	Percentage	
I strongly disagree (A1)	5		5
I mostly disagree (A2)	8	3.10%	16
I can't answer (A3)	48	18.60%	144
I mostly agree (A4)	85	32.95%	340
I strongly agree (A5)	112	43.41%	560
No answer	0	0.00%	
Total responses	258		1065
Average value			4.13
Summary for QA42(SQ001)	Vacancies for the admission o	f researchers are publicly a	available and transparent,
The answer	Numbers	Percentage	
I strongly disagree (A1)	3		3
I mostly disagree (A2)	7		
I can't answer (A3)	30		
I mostly agree (A4)			
I strongly agree (A5)	134		
No answer	0		
Total responses	258		1113
Average value			4.31
Summary for QA43(SQ001)	Vacancies at any level of rese	arch career are publicly ad	lvertised and open within a
The answer	Numbers	Percentage	
I strongly disagree (A1)	2		2

I mostly disagree (A2)	5	1.94%	10
I mostly disagree (A2)			72
I can't answer (A3)	24		
I mostly agree (A4)	92	35.66%	368
I strongly agree (A5)	135		675
No answer	0	0.00%	
Total responses	258		1127
Average value			4.37
Summary for QA44(SQ001)	The institution ensures that the	e competencies and refere	ences of the researchers/c
The answer	Numbers	Percentage	
I strongly disagree (A1)	6	2.33%	6
I mostly disagree (A2)	15		30
I can't answer (A3)	32	12.40%	96
I mostly agree (A4)	97	37.60%	388
I strongly agree (A5)	108	41.86%	540
No answer	108	0.00%	540
	258		4000
Total responses	258		1060
Average value			4.11
Summary for QA45(SQ001)	The institution values the acac	lemic and professional qua	lalifications of researchers,
The answer	Numbers	Percentage	
I strongly disagree (A1)	8	3.10%	8
I mostly disagree (A2)	11	4.26%	22
I can't answer (A3)	38	14.73%	114
I mostly agree (A4)	91	35.27%	364
I strongly agree (A5)	110	42.64%	550
No answer	0	0.00%	
Total responses	258		1058
Average value			4.10
Summary for $0.46(90001)$	The selection of potential rese	archars is based on the g	ulifications for the respect
The answer	Numbers	Percentage	
I strongly disagree (A1)	6		6
I mostly disagree (A2)	14		28
I can't answer (A3)	40	15.50%	120
I mostly agree (A4)	100		400
I strongly agree (A5)	98		400
No answer		0.00%	490
	258		1044
Total responses	230		1044
Average value			4.05
Summary for QA47(SQ001)	The institution applies clear ru	les and explicit guidelines	for the engagement of pos
The answer	Numbers	Percentage	
I strongly disagree (A1)	7	2.71%	7
	8		16
I mostly disagree (A2)			
I can't answer (A3)	88		264
I mostly agree (A4)	85		340
I strongly agree (A5)	70	27.13%	350

0	0.00%	
		977
200		3.79
		0.10
[During the selection procedur	e, variations in the researc	her's career chronology ar
Numbers		
		4
		18
84		252
95	36.82%	380
66	25.58%	330
0	0.00%	
258		984
		3.81
[Potential candidates who app	v for the vacancies are alw	avs adequately informed l
Numbers	Percentage	
8		8
8	3.10%	16
50	19.38%	150
102	39.53%	408
90	34.88%	450
0	0.00%	
258		1032
		4.00
[When evaluating research act	ivities, the institution positi	
Numbers	Percentage	vely values co-authorship
Numbers 9	Percentage 3.49%	vely values co-authorship 9
Numbers 9 8	Percentage 3.49% 3.10%	vely values co-authorship 9 16
Numbers 9 8 39	Percentage 3.49% 3.10% 15.12%	vely values co-authorship 9 16 117
Numbers 9 8 39 102	Percentage 3.49% 3.10% 15.12% 39.53%	vely values co-authorship 9 16 117 408
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Numbers 9 8 39 102 100 0 0	Percentage 3.49% 3.10% 15.12% 39.53% 38.76% 0.00%	vely values co-authorship 9 16 117 408 500 1050 4.07
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Summary for QA52(SQ001)[Selection committees for the selection of researchers/candidates are composed t			
The answer	Numbers	Percentage	
I strongly disagree (A1)	4	1.55%	4
I mostly disagree (A2)	12	4.65%	24
	58		
I can't answer (A3)		22.48%	174
I mostly agree (A4)	91	35.27%	364
I strongly agree (A5)	93	36.05%	465
No answer	0	0.00%	
Total responses	258		1031
Average value			4.00
Summary for QA53(SQ001)[Sele	ection committiees for the s	selection of researchers/ca	andidates are composed to
The answer	Numbers	Percentage	
I strongly disagree (A1)	5	1.94%	5
I mostly disagree (A2)	6	2.33%	12
I can't answer (A3)	43	16.67%	129
I mostly agree (A4)	112	43.41%	448
I strongly agree (A5)	92	35.66%	460
No answer	0	0.00%	
Total responses	258		1054
Average value			4.09
Summary for QA54(SQ001)[The The answer	selection committees for t Numbers		ers/candidates are always
		Percentage 3.88%	10
I strongly disagree (A1)	10		10
I mostly disagree (A2)	26	10.08%	52
I can't answer (A3)	91	35.27%	273
I mostly agree (A4)	71	27.52%	284
I strongly agree (A5)	60	23.26%	300
No answer	0	0.00%	
Total responses	258		919
Average value			3.56
Summary for QA55			
If you have additional proposals			ers and scientific research
Answer	14		
No answer	244	94.57%	
ID	Answer		
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	I believe that the Universi		
	It would be very important		
	It is not necessary to "bala		
	At the University of East S		
	Different spectrum of crite		
	It is necessary to work on		
04	The proposal is to proofre	ead the surveys before rele	easing them to the public

105	Greater financial assistance to young researchers, as an additional incentive
113	I don't agree with any of the statements because nothing is being done about
244	It would be encouraging to enable the launch of a laboratory for disciplines ou
320	Take into account social sciences and humanities, which do not have enough
383	Offices are unconditional. Peace and quiet (a healthy working environment) a

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of researchers in accorda	ance with the European Ch	harter and Code for Resea	rcners (HRS4R)]
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uding conditions for disat	oled researchers), during w	hich flexibility is provided t	hat enables successful re
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nal) conditions governing	their research, training or v	vorking conditions, includi	ng intellectual property rig
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dential and informal assist	tance in resolving work-rel	ated conflicts, disputes an	d complaints, with the aim
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s, including procedures th	at resolve conflicts betwee	en mentors and voung res	earchers.
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ent planning in accordance	e with their developmental	scientific and other prefe	rences, and provides the a
sistance at different institu	itions or through cooperati	on with other structures w	which is offered to research

ant and ich advancement	through access to activitie	a that contribute to the co	ntinuque development ef e
ent and job advancement	infough access to activitie		ntinuous development of s
ces through formal training	gs, workshops, conference	es and e-learning methods	5.]
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change of sector, etc.)	is viewed positively, as a	contribution to the professio	nal development and adva
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nd other types of mobil	lity of researchers as an in	portant means of advancin	g scientific knowledge and
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early stated in the job ap	pplication and do not discr	iminate against marginalize	d groups or those returning
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during which the neces	sary conditions are stated	in the vacancy in such a wa	ay not to discourage the ap
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andidates applying for the	vacancies, their creativity	and degree of independer	nce, are objectively evalua
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e considered as a potentia	al contribution to the resea	rcher's professional develo	opment.]
y the selection committee	at the end of the selection	n process about the weakr	nesses and strengths of th
ge of candidate experienc	e focusing on their overal	I potential taking into acco	ount qualitative and quanti
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includo momboro who ha	ve relevent experience fe	the coloction of condidate	a and are compared of r	
nciude members who ha	ave relevant experience for	r the selection of candidate	es, and are composed of r	
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k, in fact we always accept	t candidates for teaching p	ositions. But we can obse	rve the researchers as be	
done to improve all segments, but I also believe that no information reaches the teachers who are not in				
mes of the most successful researchers for a certain year, area, etc. Here I am referring to researchers				
a private faculty who are tr				
rewards: young researchers, distinguished contribution, most innovative contribution				
on laboratories that should				

or publishing the results of their research in reference world journals and databases.					
the HR logo. The last time	the HR logo. The last time I heard about it was in 2016. It was never worse at the University."				
tside of the natural and me	edical sciences. In addition	n, the software on which th	e analyzes are performed		
space to present research results on SCI lists. As well as the very nature of such sciences.					

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