UNIVERSITY OF SALAMANCA

GAP ANALYSIS
Summary

APPLICATION TO HR AWARD
HRS4R
Version 2.0 June 2019

CONTENT

1. SURVEY AND SAMPLE

Presently 1733 researchers work at the Institution, distributed in five research areas and two Campuses. The survey that evaluates the implementation of the 40 criteria at USAL was sent to all these researchers. From the 1733 researchers, 609 answered the complete survey (35,14 %). This sample is statistically representative of the whole population, its sampling error is + 3,2% for a confidence level of 95% in the worst case of variance (p = q). The distribution of the population of the sample universe and the answers received are presented in Table 1.

Table 1. Overall Survey Results

		Universe	% Universe	Sample	% Sample	% Universe
Professional profile	R1	187	10,79	62	10,18	33,16
	R2	143	8,25	40	6,57	27,97
	R3	1108	63,94	397	65,19	35,83
	R4	295	17,02	110	18,06	37,29
Campus	Salamanca	1526	88,06	537	88,18	35,19
	Peripheral	207	11,94	72	11,82	34,78
Gender	Male	936	54,01	341	55,99	36,43
	Female	797	45,99	268	44,01	33,63
Research area	Engineering and Architecture	152	8,77	50	8,21	32,89
	Social and Legal Sciences	493	28,45	161	26,44	32,66
	Health Sciences	260	15,00	105	17,24	40,38
	Sciences	465	26,83	166	27,26	35,70
	Arts and Humanities	363	20,95	127	20,85	34,99
	Total	1733		609	35,14	

The percentages of participation in the survey were like those of the sample universe. The views of the different professional profiles, genders, and areas of research were expressed in the survey and considered for the identification of the actual gaps.

2. PERCEPTION OF THE RESULTS OF IMPLEMENTATION OF THE C&C CRITERIA

The survey included the possibility for the respondent to answer their awareness of the implementation of the criterion. During the analysis of the survey, it was clear that a significant number of participants were unaware if some of the following criteria were applied at the Institution: 34. Complaints/ appeals (50,49%) 29. Value of mobility (49,34%) , 40. Supervision (44,42), 17. Variations in the chronological order of CVs (Code) (38,36), 31. Intellectual Property Rights (36,88%),

FIGURE 1. NUMBER OF "NOT AWARE OF THE IMPLEMENTATION" ANSWERS BY CRITERION
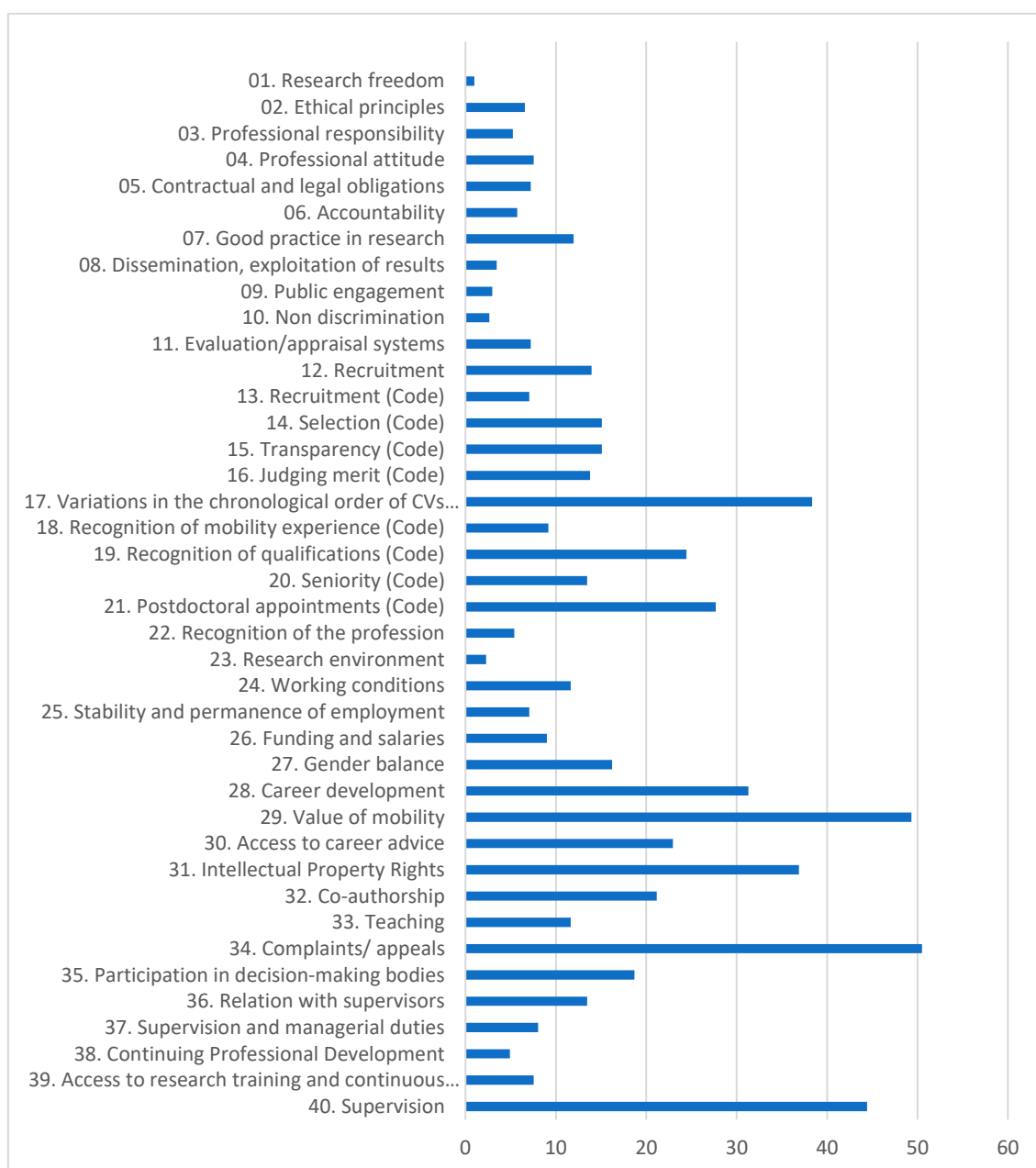
3. RESULTS OF THE SURVEY

To represent graphically the perception of the relevance and the degree of implementation of the C&C principles obtained in the survey, the qualitative estimations were transformed into quantitative values using the following algorithms:

$$\text{Implementation} = \frac{(\#\text{Fully implemented} \times 3) + (\#\text{almost but not fully implemented} \times 2) + (\#\text{partially implemented})}{\#\text{ respondents} \times 3}$$

$$\text{Relevance} = \frac{(\#\text{ Very important} \times 3) + (\#\text{ Quite important} \times 2) + (\#\text{ slightly important})}{\#\text{ respondents} \times 3}$$

An analysis of the results obtained by applying these algorithms to the different segmentations of the survey sample is presented, in comparison with the consolidated results of all the researchers.

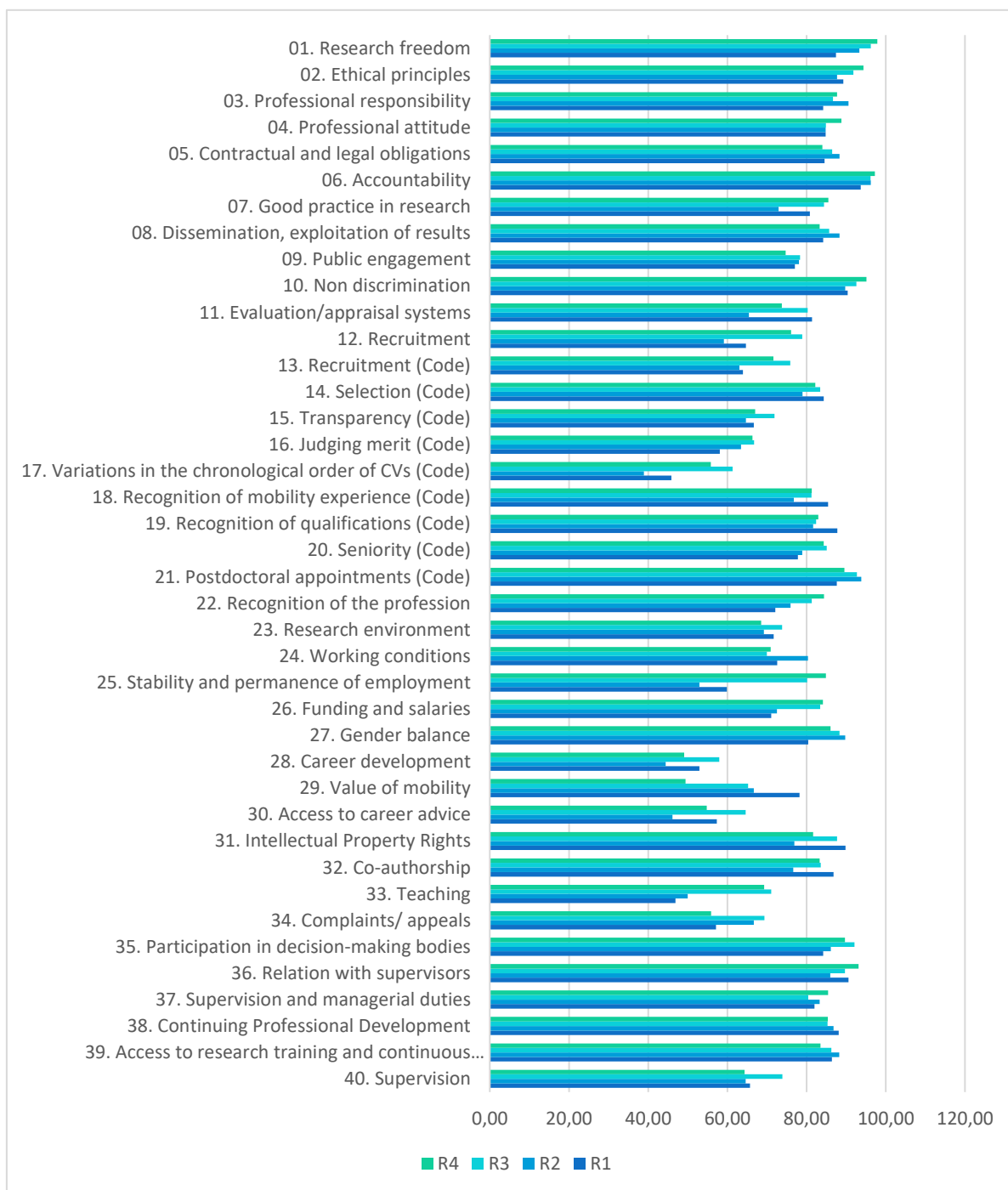FIGURE 2. PERCEPTION OF THE IMPLEMENTATION OF THE CRITERIA BY GENDER
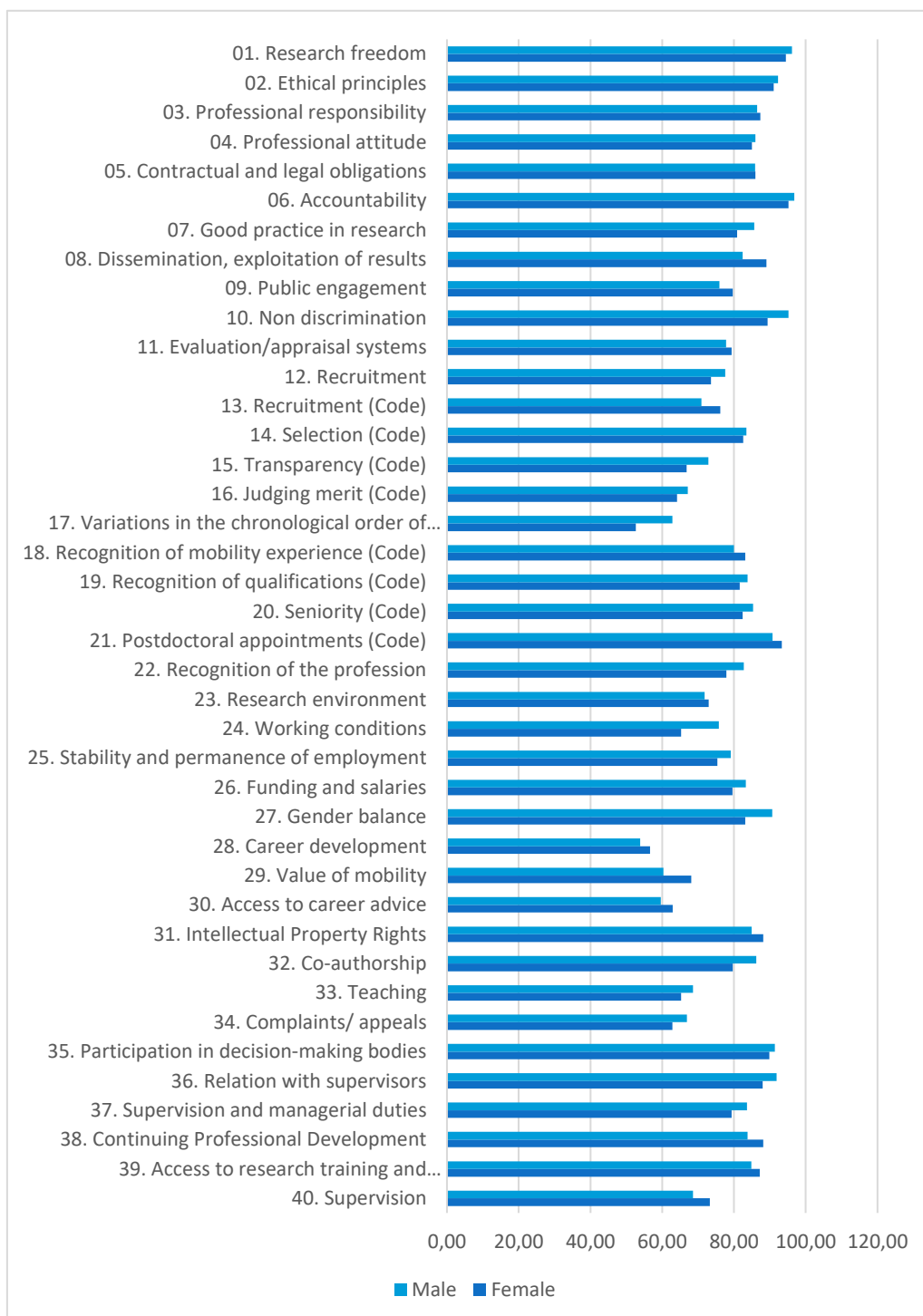
As shown, in general terms, the vision of the male and female researchers is very similar regarding the implementation of the principles.

FIGURE 3. PERCEPTION OF THE IMPLEMENTATION OF THE CRITERIA BY RESEARCH AREA
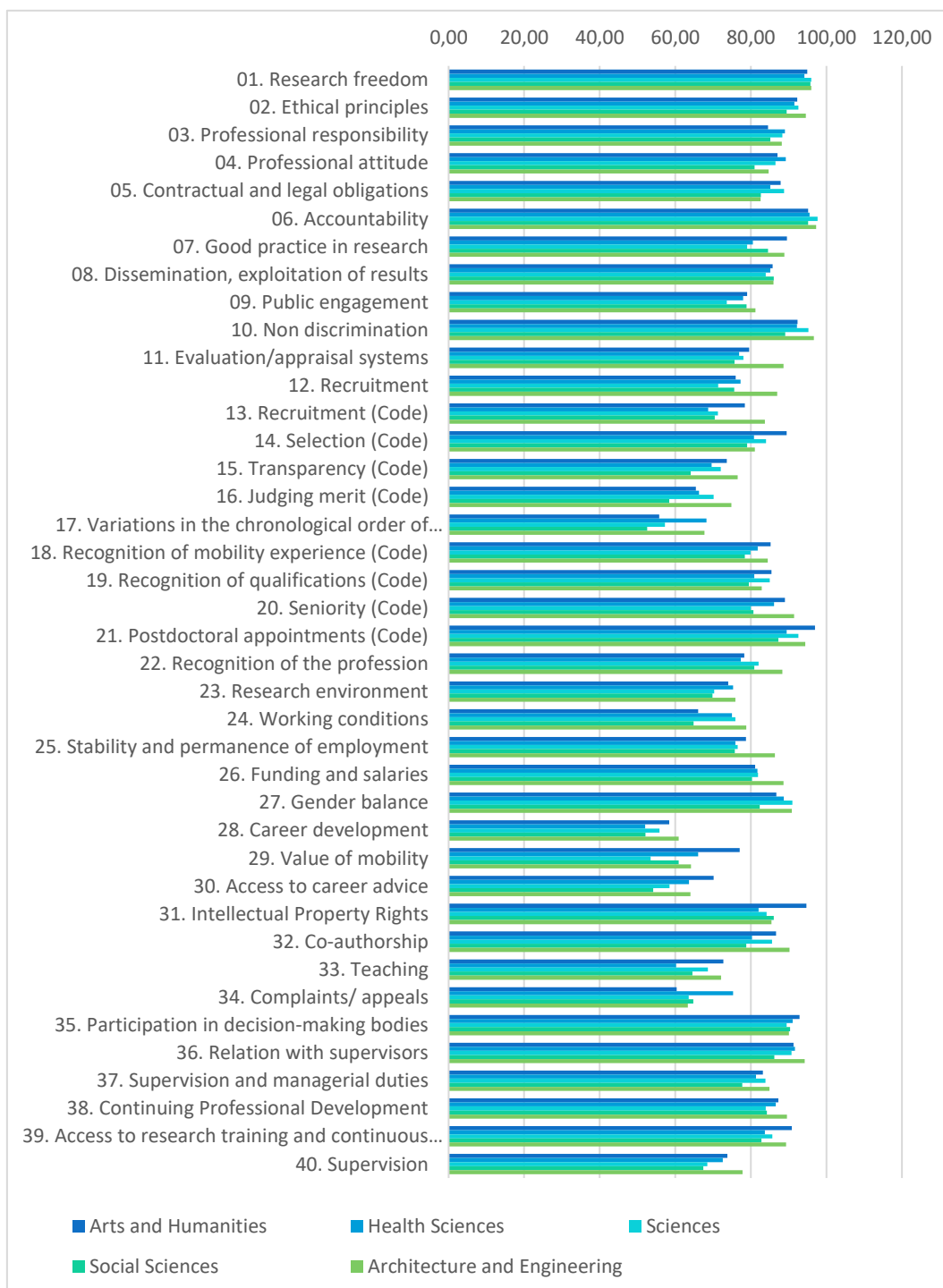
In general terms, researchers working in the different research areas don't show substantial differences in their perception of the implementation of the HRS4R principles. Researchers in the area of Architecture and Engineering perceive, in general, that the principles were more implemented than the rest of the areas.
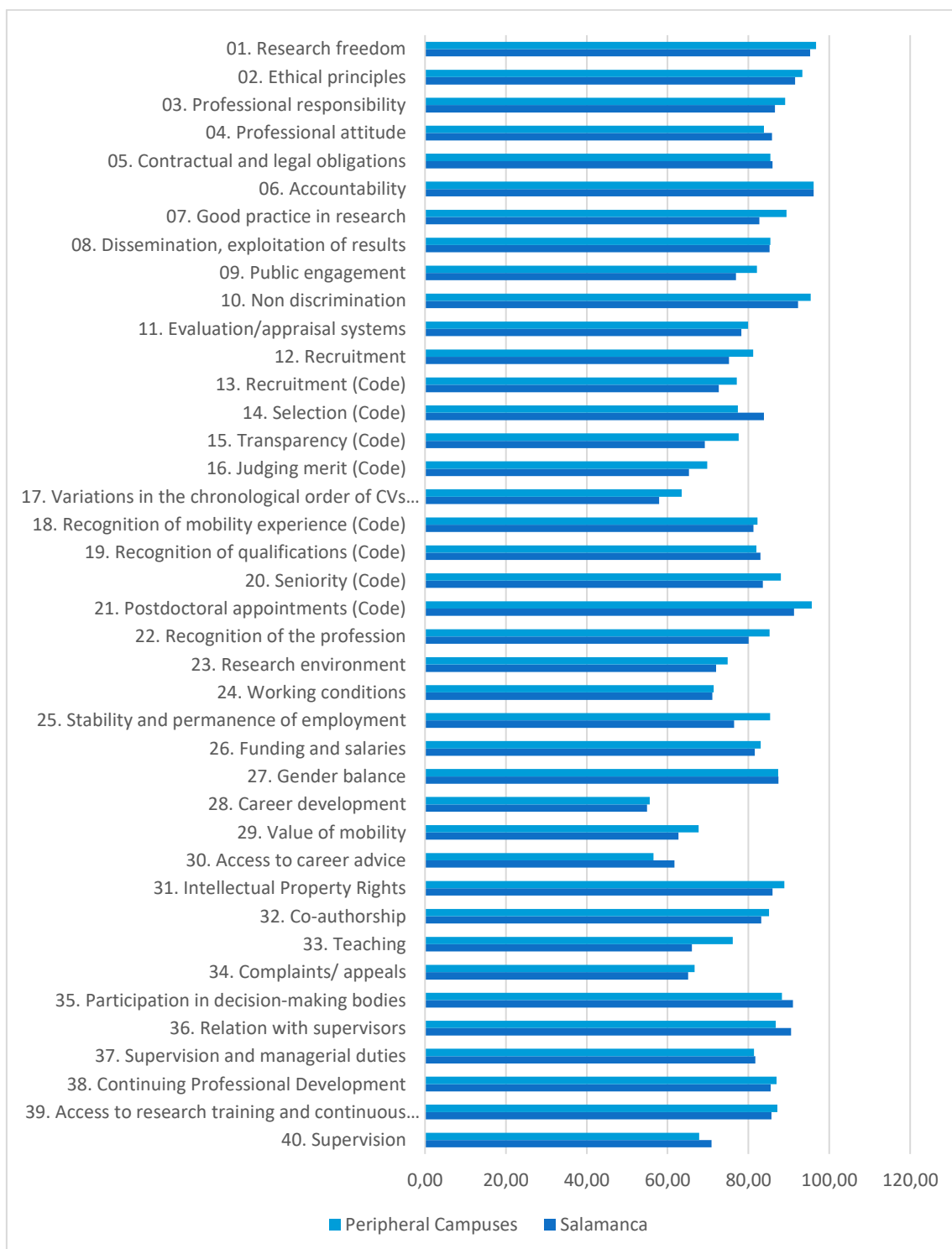
FIGURE 4. PERCEPTION OF THE IMPLEMENTATION OF THE CRITERIA BY PROFESSIONAL PROFILE

The greatest differences in the perception of the implementation are in the most sensitive principles for the different profiles, such as 25. Stability and permanence of employment, 29. Value of mobility or 33. Teaching.

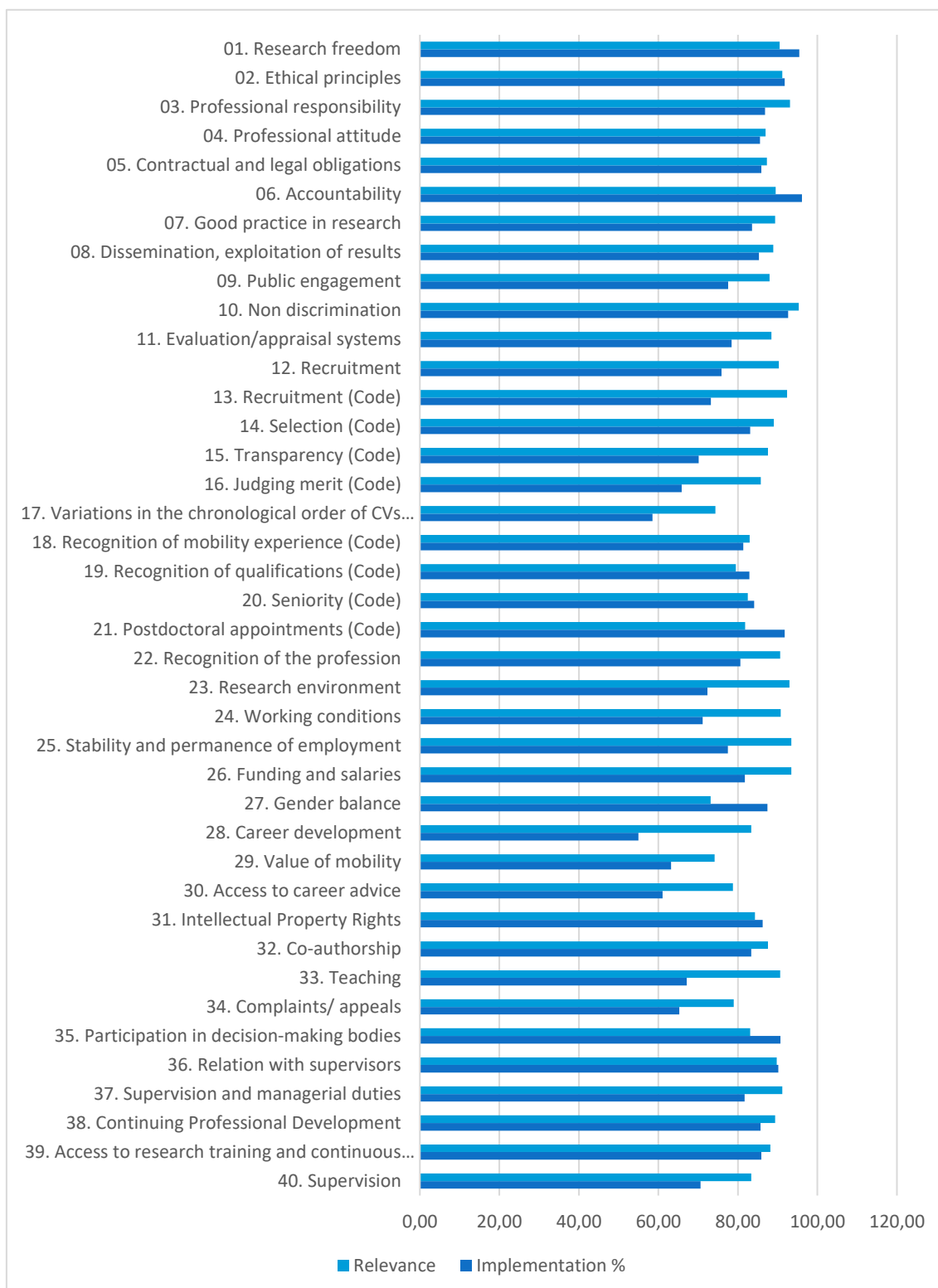In general terms, researchers working in the Peripheral Campus perceive that the implementation of the criteria is greater than researchers working in Salamanca.

The difference between the degree of implementation and relevance is higher in the less implemented principles.

The aspects in which higher levels of agreement in their lack of implementation were shown below, from lowest to highest:

TABLE 5. HIGHER LEVELS OF AGREEMENT REGARDING THEIR LACK OF IMPLEMENTATION

Principle	Ranking (%)
28. Career development	54.97
17. Variations in the chronological order of CVs (Code)	58.51
30. Access to career advice	61.06
29. Value of mobility	63.21
34. Complaints/ appeals	65.23
16. Judging merit (Code)	65.84
33. Teaching	67.16
15. Transparency (Code)	70.14
40. Supervision	70.60
24. Working conditions	71.12
28. Career development	54.97

Meanwhile, the perception of the criteria with highest levels of implementation were:

TABLE 6. HIGHEST LEVEL OF IMPLEMENTATION

Principle	Ranking (%)
06. Accountability	96.12
01. Research freedom	95.42
10. Non-discrimination	92.65
21. Postdoctoral appointments (Code)	91.76
02. Ethical principles	91.75
35. Participation in decision-making bodies	90.73
36. Relation with supervisors	90.15
27. Gender balance	87.41
03. Professional responsibility	86.85
31. Intellectual Property Rights	86.23
05. Contractual and legal obligations	85.92

The perception of the importance and implementation of each criterion given by the survey was used to assess those aspects that needed to be approached. The chronology of the implementation of the actions derived from these criteria will be independent of these results and will obey the strategy designed by the Steering Committee.

4. PERCEPTION OF THE DEGREE OF IMPLEMENTATION OF THE CRITERIA AFTER THE WORKING GROUP'S DEBATE.

TABLE 7. PERCEPTION OF THE IMPLEMENTATION OF THE CRITERIA AFTER THE DEBATE

Fully implemented	Almost but not fully implemented
01. Research freedom	02. Ethical principles
03. Professional responsibility	07. Good practice in research
04. Professional attitude	09. Public engagement
05. Contractual and legal obligations	11. Evaluation/appraisal systems
06. Accountability	12. Recruitment
08. Dissemination. exploitation of results	13. Recruitment (Code)
10. Non-discrimination	14. Selection (Code)
19. Recognition of qualifications (Code)	18. Recognition of mobility experience (Code)
20. Seniority (Code)	24. Working conditions
21. Postdoctoral appointments (Code)	26. Funding and salaries
22. Recognition of the profession	31. Intellectual Property Rights
23. Research environment	32. Co-authorship
25. Stability and permanence of employment	40. Supervision
27. Gender balance	
35. Participation in decision-making bodies	
36. Relation with supervisors	
37. Supervision and managerial duties	
38. Continuing Professional Development	
39. Access to research training and continuous development	
Partially implemented	**Insufficiently implemented**
15. Transparency (Code)	17. Variations in the chronological order of CVs (Code)
16. Judging merit (Code)	28. Career development
29. Value of mobility	
30. Access to career advice	
33. Teaching	
34. Complaints/ appeals	