

HRS4R SURVEY

(October 2024)

IDENTIFICATION QUESTIONS

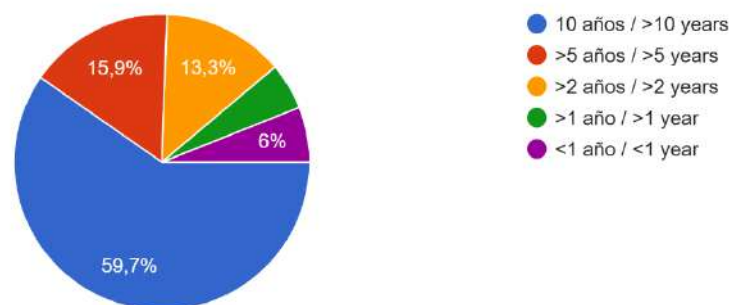
Length of service as a researcher at the USAL, taking as a reference the years of contractual relationship.

The survey, directed at researchers affiliated with the University of Salamanca (USAL), categorized participants based on their years of contractual service. Among the 315 respondents:

- 59.7% have over 10 years of service.
- 15.9% have between 5 to 10 years.
- 13.3% have 2 to 5 years.
- 6% have 1 to 2 years.
- 5.1% have less than 1 year.

This distribution reveals a strong prevalence of long-serving researchers, while those with more recent contracts constitute a smaller portion of the sample.

Antigüedad como investigador en la USAL, tomando como referencia los años de vinculación contractual. Length of service as a researcher at th...s a reference the years of contractual relationship.
315 respuestas



Research stage

The survey was completed by researchers at different stages of their academic careers. Among the 315 respondents:

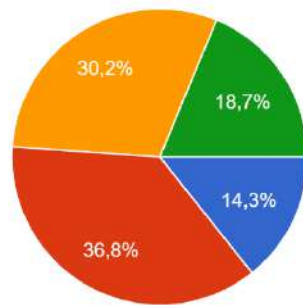
- 36.8% are in the R2 stage, including postdoctoral researchers, assistant professors, project-based researchers, and Ramón y Cajal or Juan de la Cierva contracts.
- 30.2% are in the R3 stage, representing Senior Lecturers or Associate Professors.

- 18.7% are in the R4 stage, which corresponds Full Professors.
- 14.3% are in the R1 stage, covering Pre-doctoral Researchers.

This distribution reflects a broad range of experience levels, with a notable portion in mid-career (R2 and R3) stages.

Perfil investigador Research stage

315 respuestas



- R1: Predoctoral / R1: Pre-doctoral Researcher
- R2: Postdoctoral, Ayudante Doctor, Contratado Doctor, investigador con cargo proyecto, investigador Ramón y Cajal, investigador Juan de la Cierva,...
- R3: Titular de Universidad / Senior Lecturer
- R4: Catedrático de Universidad / Full Professor

Gender

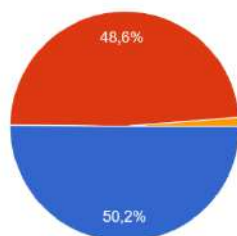
The survey responses show the following gender distribution among researchers:

- 50.2% identify as male.
- 48.6% identify as female.
- 1.3% identify as non-binary.

This almost evenly distributed sample highlights the gender diversity among respondents, with a slight majority identifying as male.

Género Gender

315 respuestas



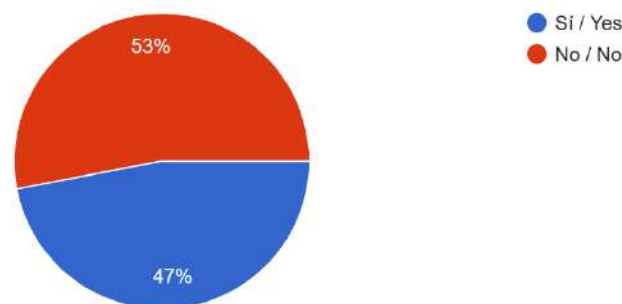
- Hombre / Male
- Mujer / Female
- No binario / Non binary

SURVEY

1- Are you aware of the European Commission's Human Resources Strategy for Researchers (HRS4R)?

The University of Salamanca received the HR Excellence in Research Award in 2019, highlighting its commitment to high standards in supporting and developing its researchers. However, the recent survey shows that 53% of researchers are unaware of the actions and initiatives resulting from this strategy. This underscores a need to improve internal awareness of the HRS4R strategy's practical benefits, especially for newer researchers. To address current gaps, implementing a dissemination strategy—including informational sessions and departmental HRS4R ambassadors—would be advantageous.

1 - ¿Conoce la Estrategia de Recursos Humanos para Investigadores (HRS4R) de la Comisión Europea? Are you aware of the European Commiss...an Resources Strategy for Researchers (HRS4R)?
315 respuestas



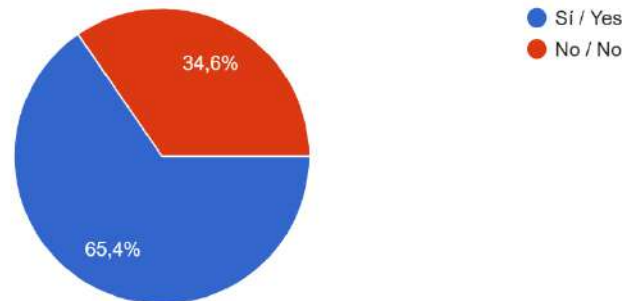
2- Do you know that the University of Salamanca had been awarded by the European Commission with the HR Excellence in Research?

The survey reveals that 65.4% of respondents are aware that the University of Salamanca received the HR Excellence in Research Award from the European Commission, while 34.6% are not. This result suggests that, although a majority are aware of the award, over a third remain uninformed.

To address this gap, a targeted communication strategy to inform researchers about the award's significance and associated initiatives would be beneficial. Increasing awareness across all levels of the research community could reinforce institutional commitment to high standards in researcher support and development, ultimately supporting the goal of HRS4R renewal.

2 - ¿Sabe que la Universidad de Salamanca había sido galardonada con el sello HR Excellence in Research de la Comisión Europea? Do you know t... Commission with the HR Excellence in Research?

315 respuestas



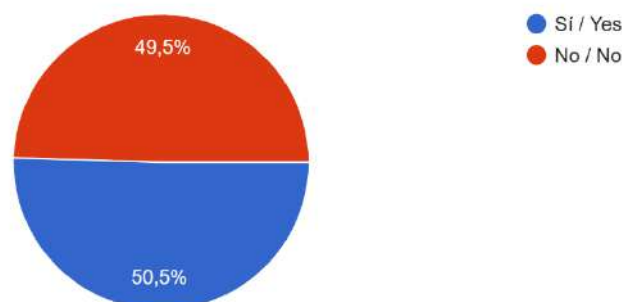
3- Have you ever visited the website of the HRS4R strategy of the University of Salamanca?

The survey shows that 50.5% of respondents have visited the University of Salamanca's HRS4R strategy website, while 49.5% have not. This near-even split suggests that a substantial portion of researchers may either be unaware of this resource or have not found it essential to explore.

A new, more dynamic and attractive website has been created. To increase engagement, promoting the website more actively could be beneficial, emphasizing its relevance and the valuable information it provides on HRS4R initiatives and researcher support mechanisms. Incorporating reminders in institutional communications, workshops, or training sessions could encourage more researchers to utilize this resource, thereby fostering greater awareness of the HRS4R strategy and its associated benefits.

3 - ¿Ha visitado la página web de la estrategia de HRS4R de la Universidad de Salamanca? Have you ever visited the website of the HRS4R strategy...usal.es/es/estrategias-investigacion#hrs4r:general

315 respuestas

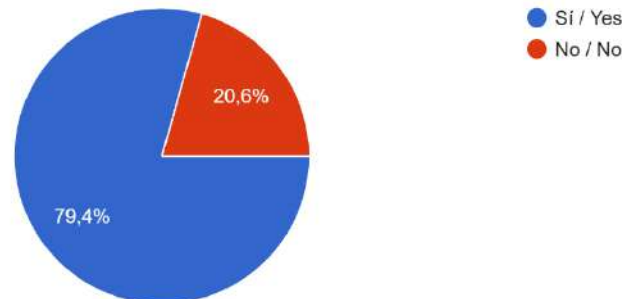


4- Do you find the activities proposed in the USAL action plan interesting?

The survey indicates that 79.4% of respondents find the activities proposed in the USAL action plan interesting, while 20.6% do not. This strong majority suggests that the action plan largely aligns with the interests and needs of most researchers. However, the fact that over one-fifth of respondents do not find these activities engaging points to an area for potential improvement.

4 - ¿Considera interesantes las actividades propuestas en el plan de acción de la USAL? Do you find the activities proposed in the USAL action plan interesting?

315 respuestas



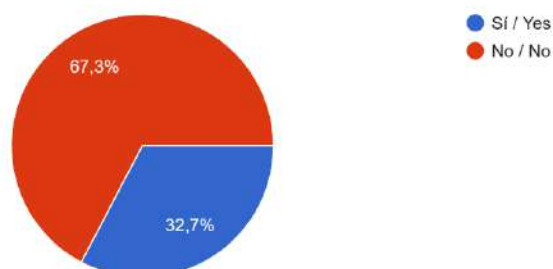
5- Are you aware of the dissemination activities of the Human Resources Strategy for Research of the University of Salamanca under the HRS4R seal?

The survey reveals that 67.3% of respondents are unaware of the dissemination activities associated with the University of Salamanca's Human Resources Strategy for Research (HRS4R), while only 32.7% are aware. This substantial gap underscores the need for a more robust communication strategy to inform the research community about HRS4R activities and initiatives.

To address this, the university could diversify its communication channels to reach a broader audience. In addition to targeted emails, the university could leverage social media platforms, which are particularly effective for engaging younger researchers. Increasing the presence of HRS4R updates on the USAL's social media accounts could make the information more accessible and appealing. Furthermore, expanding the coverage of HRS4R activities in the university's official newsletter and ensuring regular mentions in departmental meetings would help reach different segments of the community. By enhancing visibility across multiple channels, USAL can foster greater awareness and alignment with the HRS4R objectives, creating a more informed and engaged research environment.

5 - ¿Conoce las actividades de difusión de la Estrategia de Recursos Humanos para investigación de la Universidad de Salamanca bajo el distintivo ... the University of Salamanca under the HRS4R seal?

315 respuestas



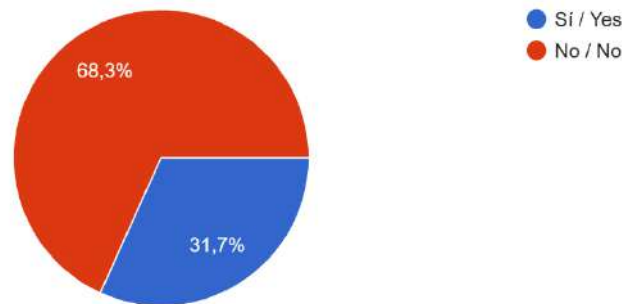
6- In your work environment, do you think that the implementation of the HRS4R seal of the University of Salamanca has had any impact?

The survey shows that 68.3% of respondents do not perceive any impact from the HRS4R seal in their work environment, while only 31.7% recognize an impact. This indicates a need to better communicate the tangible benefits of HRS4R.

To address this, the university could organize sessions to highlight specific achievements facilitated by the HRS4R, such as increased participation in European programs like the Marie Skłodowska-Curie Actions. Sharing success stories and testimonials from researchers who have benefited from these opportunities could further demonstrate the positive impact of HRS4R on the research environment.

6 - En su entorno de trabajo, ¿cree que la implantación del Sello HRS4R de la Universidad de Salamanca ha tenido algún impacto? In your wor...f the University of Salamanca has had any impact?

315 respuestas

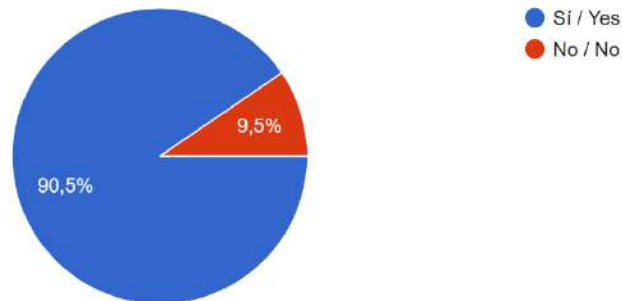


7- Do you think that researchers at the USAL freely direct their research, despite the limitations that may arise?

The survey reveals that 90.5% of respondents believe that researchers at USAL are able to freely direct their research, despite any limitations, while 9.5% do not share this view. This overwhelming majority suggests a strong perception of research autonomy within the institution.

7 - ¿Cree que en la USAL los investigadores dirigen libremente sus investigaciones, dentro de las limitaciones que puedan surgir? Do you think that r...ir research, despite the limitations that may arise?

315 respuestas



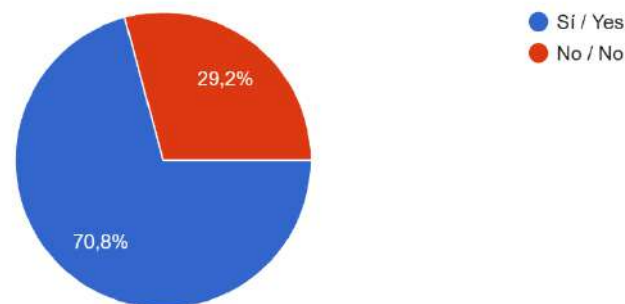
8- Do you know the ethical code of the University of Salamanca?

The survey shows that 70.8% of respondents are familiar with the University of Salamanca's ethical code, while 29.2% are not. This level of awareness is positive; however, nearly a third of respondents being unfamiliar with the code highlights an opportunity for improvement.

The university could boost familiarity with its ethical code by providing regular reminders, incorporating it into onboarding sessions for new researchers, and making related resources easily accessible on the intranet. Ensuring that all researchers are well-informed about the ethical code would help foster a cohesive and ethically aligned research environment.

8 - ¿Conoce el código ético de la Universidad de Salamanca? Do you know the ethical code of the University of Salamanca?

315 respuestas



9- Do you consider that public funded researchers at USAL adhere to the principles of concurrence, transparency and efficiency in management?

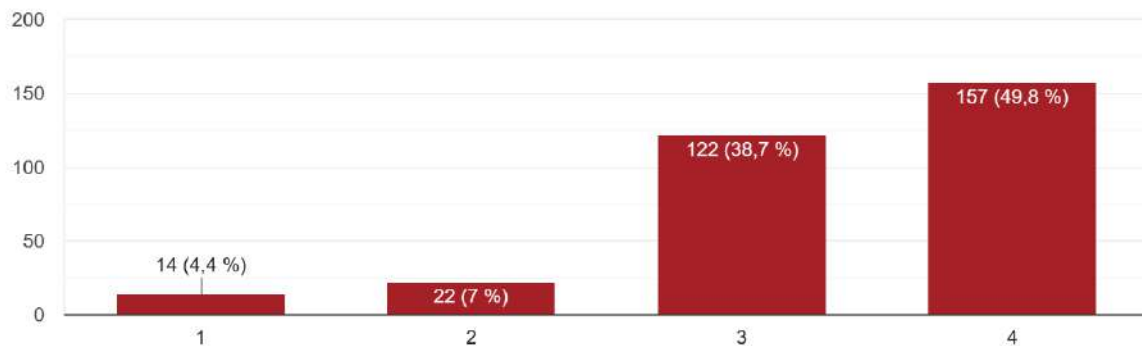
The survey results show that most respondents have a positive perception of adherence to principles of concurrence, transparency, and efficiency among publicly funded researchers at USAL. Specifically, 49.8% strongly agree (rating 4) and 38.7% agree (rating 3) with this

statement. In contrast, a smaller portion expressed concerns, with 7% disagreeing (rating 2) and 4.4% strongly disagreeing (rating 1).

This generally positive response reflects substantial confidence in these management principles. However, the presence of lower ratings suggests that some respondents may perceive inconsistencies. To address these concerns, USAL could consider reinforcing and openly communicating best practices in transparency and efficiency, possibly through targeted workshops, to ensure a consistent application across all publicly funded research projects.

9 - ¿Considera que en la USAL los investigadores financiados con fondos públicos se adhieren a los principios de concurrencia, transparencia y eficiencia...rence, transparency and efficiency in management?

315 respuestas



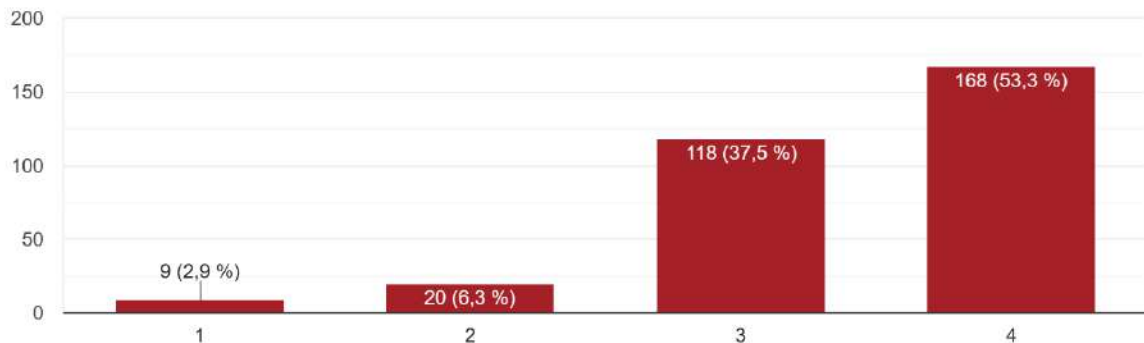
10- Do you think that researchers at USAL adopt safe working methods to safeguard health and safety?

The survey reveals that a majority of respondents believe researchers at USAL adopt safe working methods to safeguard health and safety. Specifically, 53.3% strongly agree (rating 4) and 37.5% agree (rating 3) with this statement. Only a small portion expressed concerns, with 6.3% disagreeing (rating 2) and 2.9% strongly disagreeing (rating 1)

This overall positive response reflects strong confidence in the university's commitment to health and safety. However, the presence of lower ratings suggests that a minority may perceive gaps in safety protocols. To address these concerns, reinforcing safety measures through additional training or regular audits could help ensure consistently high standards across all research areas.

10 - ¿Cree que los investigadores en la USAL adoptan métodos de trabajo seguros para salvaguardar la salud y la seguridad? Do you thi...fe working methods to safeguard health and safety?

315 respuestas



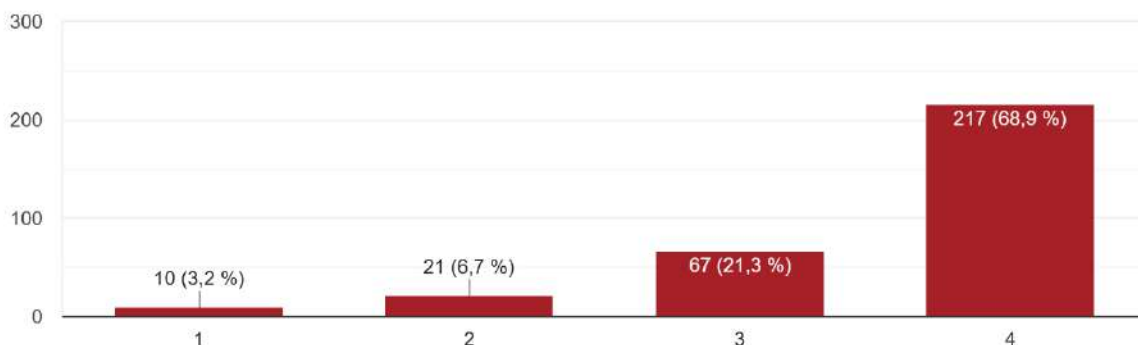
11- Do you think that USAL encourages diversity in research and does not discriminate against researchers for reasons of gender, age, ethnicity, nationality, religion, political opinion, etc.?

The survey indicates that 68.9% of respondents strongly agree (rating 4) that USAL encourages diversity and does not discriminate against researchers based on gender, age, ethnicity, nationality, religion, political opinion, etc. Additionally, 21.3% agree (rating 3). A small minority expressed concerns, with 6.7% disagreeing (rating 2) and 3.2% strongly disagreeing (rating 1).

These results reflect a generally positive perception of diversity and non-discrimination at USAL. However, the presence of some lower ratings suggests room for improvement. To further strengthen inclusivity, the university might consider additional diversity and sensitivity training or targeted initiatives to address any specific concerns.

11 - ¿Cree que la USAL fomenta la diversidad en la investigación y no discrimina a los investigadores por razones de género, edad, etnia, naci...ity, nationality, religion, political opinion, etc.?

315 respuestas



12- Do you consider that USAL has a culture of support for sustainability, also in research?

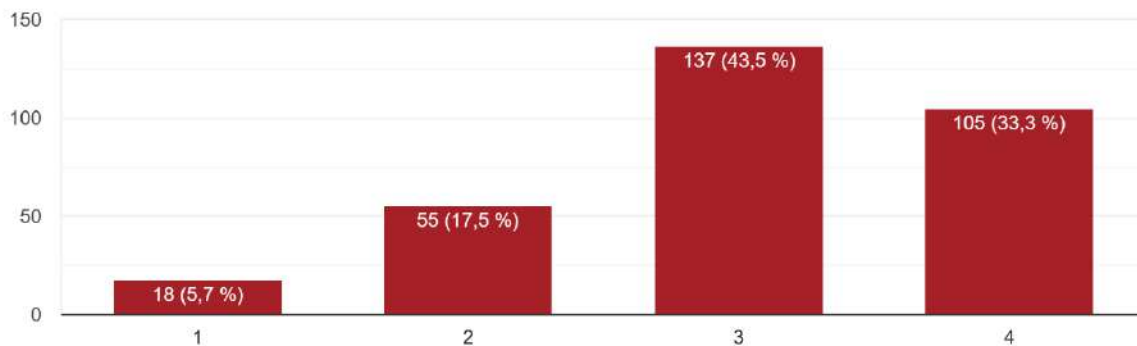
The survey results indicate that 33.3% of respondents strongly agree (rating 4) and 43.5% agree (rating 3) that USAL supports a culture of sustainability, including in research. However,

a notable minority – 17.5% disagree (rating 2) and 5.7% strongly disagree (rating 1) – suggesting there is room to strengthen awareness and actions related to sustainability within the institution.

To address this, USAL could highlight initiatives such as BibliODS (<https://bibliotecas.usal.es/bibliods>), a resource provided by the university libraries that supports the Sustainable Development Goals (SDGs) by offering information and materials related to sustainability. Promoting resources like BibliODS more widely could enhance the visibility of USAL's commitment to sustainability, encouraging greater support and engagement from the research community.

12 - ¿Considera que la USAL tiene una cultura de apoyo a la sostenibilidad, también en la investigación? Do you consider that USAL has a culture of support for sustainability, also in research?

315 respuestas



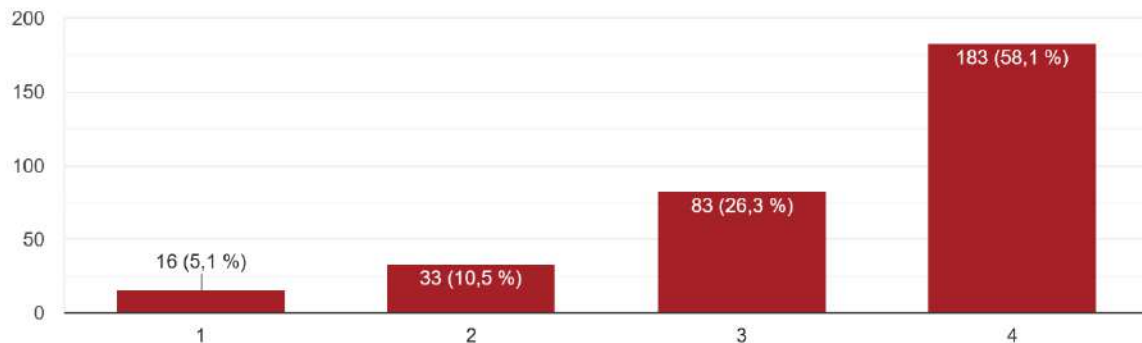
13- Do you know if USAL has a Gender Equality Plan and promotes gender equality in research?

The survey shows that 58.1% of respondents strongly agree (rating 4) and 26.3% agree (rating 3) that they are aware of USAL's Gender Equality Plan and its efforts to promote gender equality in research. However, a smaller percentage remains less informed, with 10.5% disagreeing (rating 2) and 5.1% strongly disagreeing (rating 1).

This positive response indicates a high level of awareness about the Gender Equality Plan, but there is room to improve knowledge among those who are less informed. To further promote awareness, USAL could increase visibility of the Gender Equality Plan through targeted communications, informational sessions, and accessible resources, ensuring all researchers are familiar with its goals and initiatives. This will be done when the II Gender Equality Plan is published.

13 - ¿Sabe si la USAL cuenta con un Plan de Igualdad de Género y promueve la igualdad de género en la investigación? Do you know if USAL has a ...lity Plan and promotes gender equality in research?

315 respuestas



14- Do you consider that USAL promotes Open Science and has specific policies for its development?

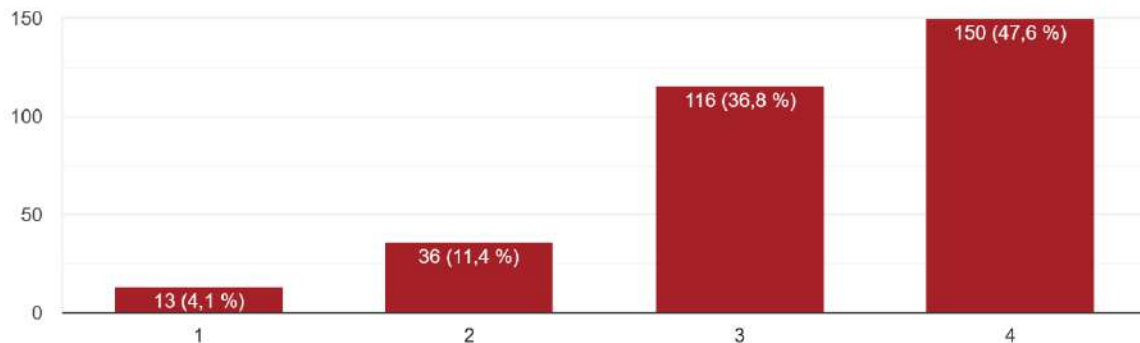
The survey indicates that 47.6% of respondents strongly agree (rating 4) and 36.8% agree (rating 3) that USAL promotes Open Science and has specific policies for its development. A smaller portion expressed doubts, with 11.4% disagreeing (rating 2) and 4.1% strongly disagreeing (rating 1).

To strengthen awareness and engagement with Open Science at USAL, it may be helpful to highlight existing resources and initiatives. For instance, the institutional repository GREDOS (<https://gredos.usal.es/>) provides a platform for open access to research outputs, supporting the visibility and accessibility of USAL's scholarly work. Additionally, the university has organized data management plan courses through the Doctoral School and for faculty members, aimed at equipping doctoral candidates with the skills needed to comply with Open Science requirements. Moreover, USAL has established transformative agreements (<https://diarium.usal.es/bibliotecas/acuerdos-transformativos-open-access/>) that facilitate open access publishing by covering article processing charges in selected journals.

These initiatives reflect USAL's commitment to promoting Open Science and providing practical tools for researchers at all levels, fostering a culture of transparency and accessibility in research.

14 - ¿Considera que la USAL promueve la Ciencia Abierta y cuenta con políticas específicas para su desarrollo? Do you consider that USAL promotes ...nce and has specific policies for its development?

315 respuestas



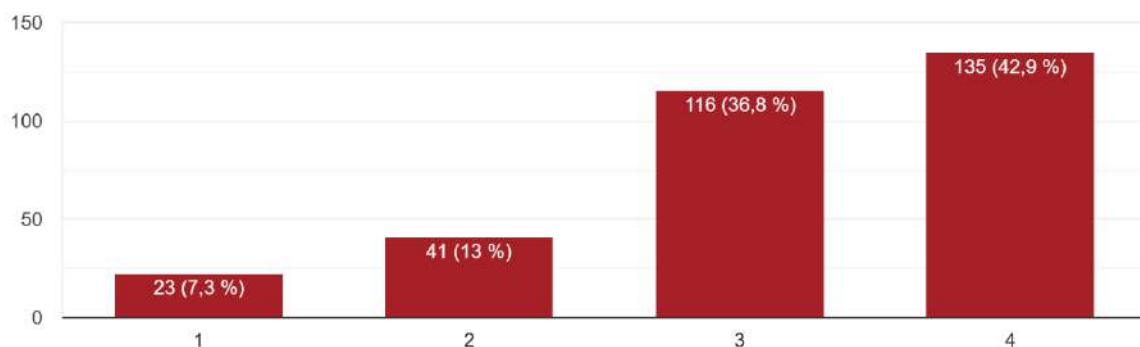
15-Do you consider that USAL has established in the last 3 years open and transparent recruitment procedures based on the merits of the candidates?

The survey results indicate that 42.9% of respondents strongly agree (rating 4) and 36.8% agree (rating 3) that USAL has implemented open and transparent recruitment procedures based on candidates' merits over the past three years. However, 13% disagree (rating 2) and 7.3% strongly disagree (rating 1), suggesting that some respondents perceive gaps in the recruitment process.

These results reflect a generally positive view of USAL's recruitment transparency. However, USAL could reinforce transparency by clearly communicating the criteria and procedures for recruitment.

15 - ¿Considera que la USAL ha establecido en los últimos 3 años procedimientos de contratación abiertos y transparentes basados en los méritos d...procedures based on the merits of the candidates?

315 respuestas



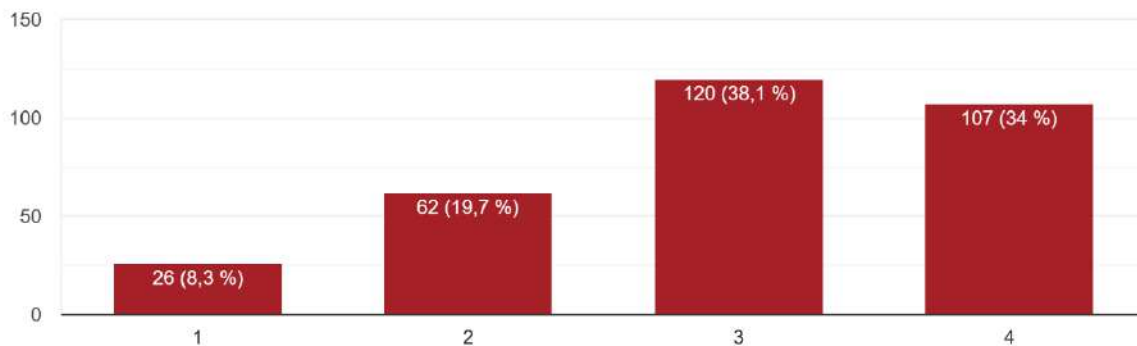
16-Do you think that USAL involves specialists from different areas of knowledge and competence in the candidate selection committees?

The survey indicates that 34% of respondents strongly agree (rating 4) and 38.1% agree (rating 3) that USAL includes specialists from diverse areas of knowledge and expertise in candidate selection committees. However, 19.7% disagree (rating 2) and 8.3% strongly disagree (rating 1), suggesting that some respondents believe there is room for improvement in this area.

These results imply a generally positive perception of interdisciplinary representation in selection committees, yet a notable minority perceives gaps. To enhance confidence in the selection process, USAL could ensure a more consistent inclusion of specialists from varied fields, and transparently communicate the composition of committees to demonstrate a commitment to comprehensive expertise in candidate evaluation.

16 - ¿Cree que la USAL involucra a especialistas de diversas áreas de conocimiento y competencia en los comités de selección de candidatos? Do you...ompetence in the candidate selection committees?

315 respuestas



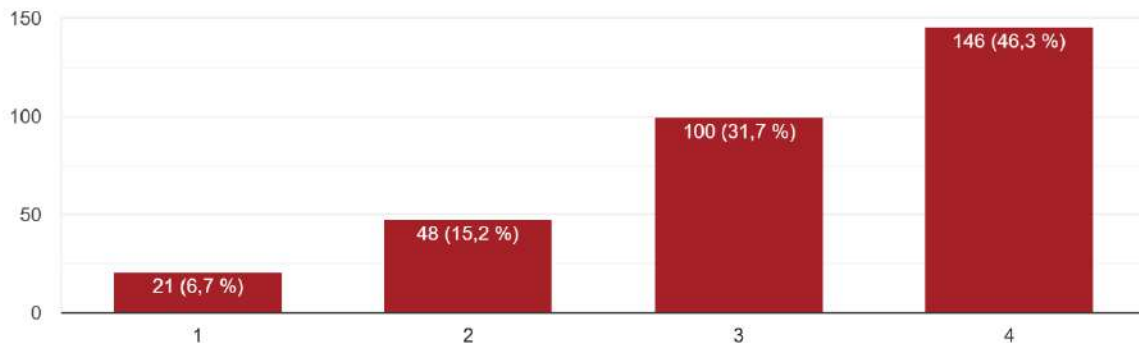
17- Do you think that candidates are informed before selection about the selection process and the selection criteria?

The survey results show that 46.3% of respondents strongly agree (rating 4) and 31.7% agree (rating 3) that candidates are informed about the selection process and criteria prior to selection. However, 15.2% disagree (rating 2) and 6.7% strongly disagree (rating 1), indicating that a minority feels there is insufficient transparency.

While the majority view this aspect positively, the presence of lower ratings suggests a need for clearer communication. To address this, USAL has included this issue in the OTM-R guidelines.

17 - ¿Cree que los candidatos son informados antes de la selección sobre el proceso y los criterios de selección? Do you think that candidates are informed about the selection process and the selection criteria?

315 respuestas



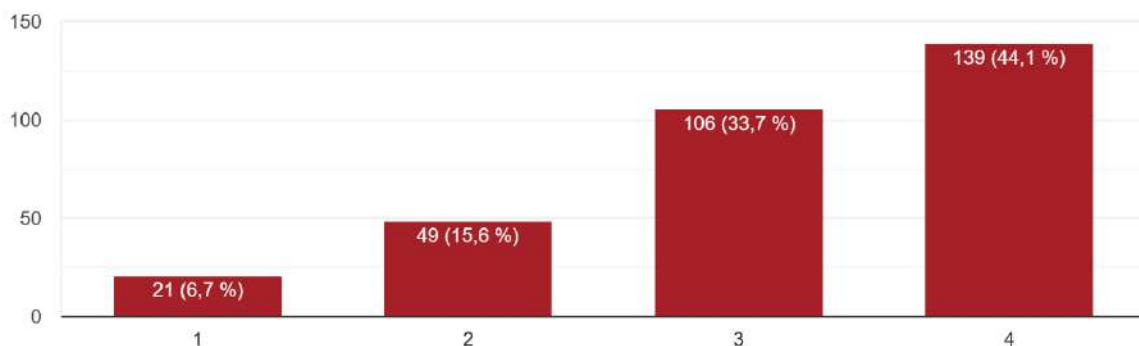
18- Do you consider that during the selection process various merits such as scientific production, teaching, transfer, management and dissemination are evaluated qualitatively?

The survey shows that 44.1% of respondents strongly agree (rating 4) and 33.7% agree (rating 3) that various merits, such as scientific production, teaching, transfer, management, and dissemination, are qualitatively evaluated during the selection process. However, 15.6% disagree (rating 2) and 6.7% strongly disagree (rating 1), indicating that some respondents believe these areas are not adequately considered.

While the majority view the evaluation of diverse merits positively, the presence of lower ratings suggests there may be inconsistencies or a lack of clarity in the evaluation process. To address this, USAL is providing more detailed information on how each merit is assessed and ensure that selection committees consistently apply these qualitative criteria across all evaluations.

18 - ¿Considera que durante el proceso de selección se evalúan cualitativamente diversos méritos como la producción científica, la docencia, la transferencia y la divulgación? Do you consider that during the selection process various merits such as scientific production, teaching, transfer, management and dissemination are evaluated qualitatively?

315 respuestas



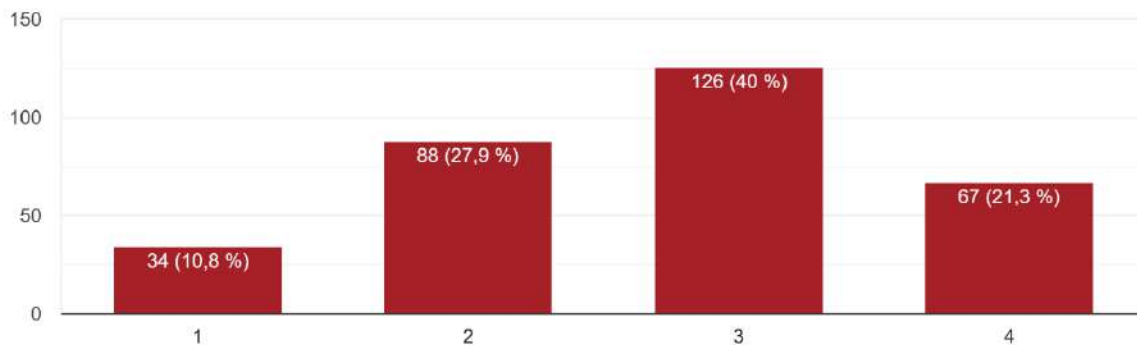
19-Do you consider that the USAL adequately assesses and evaluates the academic and professional qualifications of researchers?

The survey results show that 21.3% of respondents strongly agree (rating 4) and 40% agree (rating 3) that career breaks on CVs are not penalized at USAL and are viewed as part of professional development. However, 27.9% disagree (rating 2) and 10.8% strongly disagree (rating 1), indicating mixed perceptions regarding how career breaks are considered in evaluations.

These responses suggest an opportunity to further emphasize the value of diverse career paths and the role of career breaks in professional growth. Highlighting this perspective in communications to both evaluation committees and candidates will help promote a more holistic view of career progression across the research community.

19 - ¿Considera que las interrupciones de la carrera profesional de los CV no se penalizan en la USAL, sino que se considera como parte de la evolu...t are seen as part of professional development?

315 respuestas



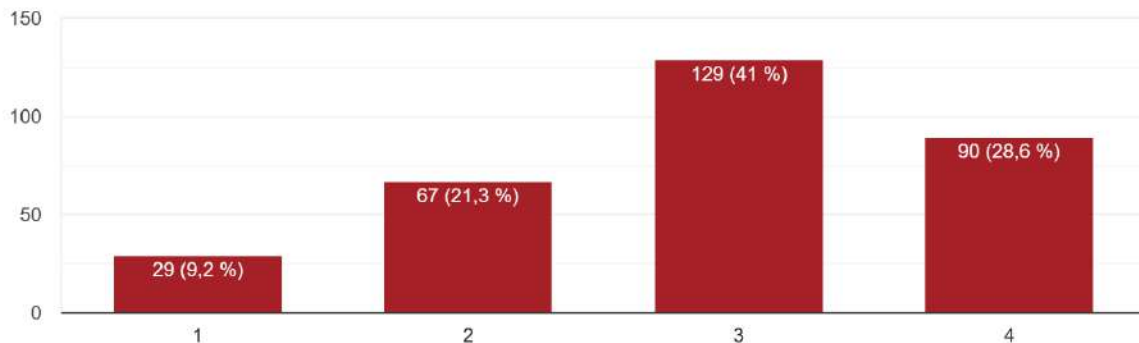
20-Do you consider that the USAL adequately assesses and evaluates the academic and professional qualifications of researchers?

The survey indicates that 28.6% of respondents strongly agree (rating 4) and 41% agree (rating 3) that USAL adequately assesses and evaluates the academic and professional qualifications of researchers. Meanwhile, 21.3% disagree (rating 2) and 9.2% strongly disagree (rating 1), reflecting a range of perceptions on this issue.

While the majority feel positively about the assessment process, the diversity of responses suggests an opportunity to enhance clarity around evaluation criteria. Reinforcing transparent guidelines on the assessment of qualifications will help ensure consistent understanding and build further confidence in the evaluation process.

20 - ¿Considera que la USAL valora y evalúa adecuadamente la cualificación académica y profesional de los investigadores? Do you consid...c and professional qualifications of researchers?

315 respuestas



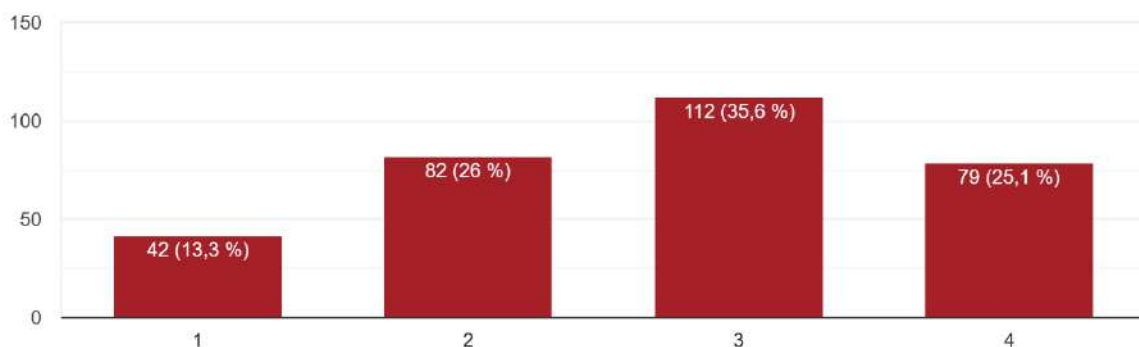
21-Do you consider that the USAL takes care to create a stimulating working and training environment that offers facilities, adequate equipment, collaboration in research networks, etc.?

The survey results show that 25.1% of respondents strongly agree (rating 4) and 35.6% agree (rating 3) that USAL provides a stimulating working and training environment with necessary facilities, equipment, and collaborative opportunities in research networks. However, 26% disagree (rating 2) and 13.3% strongly disagree (rating 1), indicating that a significant portion of respondents see room for improvement.

These mixed responses suggest that while many appreciate the resources and support available, there are also areas where perceptions could be enhanced. Continuing to develop and communicate efforts related to infrastructure, equipment, and networking opportunities may help foster a more universally supportive research environment.

21 - ¿Considera que la USAL vela por crear un entorno de trabajo y formación estimulante que ofrezca instalaciones, equipos adecuados, colaborac...ment, collaboration in research networks, etc.?

315 respuestas

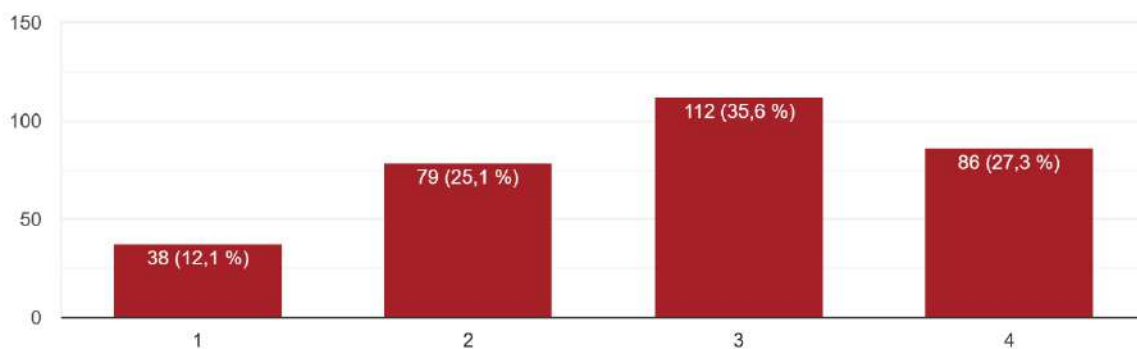


22- Do you think that the USAL offers flexibility to researchers to reconcile professional and family life in order to guarantee scientific success?

The survey indicates that 27.3% of respondents strongly agree (rating 4) and 35.6% agree (rating 3) that USAL offers flexibility for researchers to balance professional and family life in support of scientific success. However, 25.1% disagree (rating 2) and 12.1% strongly disagree (rating 1), suggesting that some respondents feel there could be more support in this area. These responses highlight a generally positive perception, though a significant minority sees room for improvement.

22 - ¿Cree que la USAL ofrece flexibilidad a los investigadores para conciliar la vida profesional y familiar para garantizar el éxito científico? Do you...family life in order to guarantee scientific success?

315 respuestas



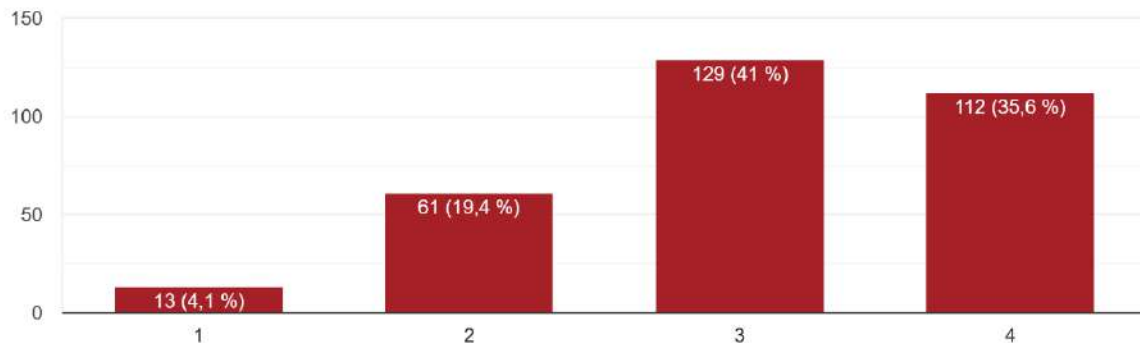
23- Do you consider that USAL offers support to disability to guarantee scientific success?

The survey results show that 35.6% of respondents strongly agree (rating 4) and 41% agree (rating 3) that USAL provides adequate support for individuals with disabilities to ensure scientific success. Meanwhile, 19.4% disagree (rating 2) and 4.1% strongly disagree (rating 1), indicating that a smaller portion of respondents sees room for improvement in this area.

These responses reflect a largely positive view of the support offered, though there is still some perception of gaps. Increasing visibility of available resources and strengthening specific support measures for researchers with disabilities will further enhance inclusivity and ensure equal opportunities for success within the research community.

23 - ¿Considera que la USAL ofrece apoyo a la discapacidad para garantizar el éxito científico? Do you consider that USAL offers support to disability to guarantee scientific success?

315 respuestas



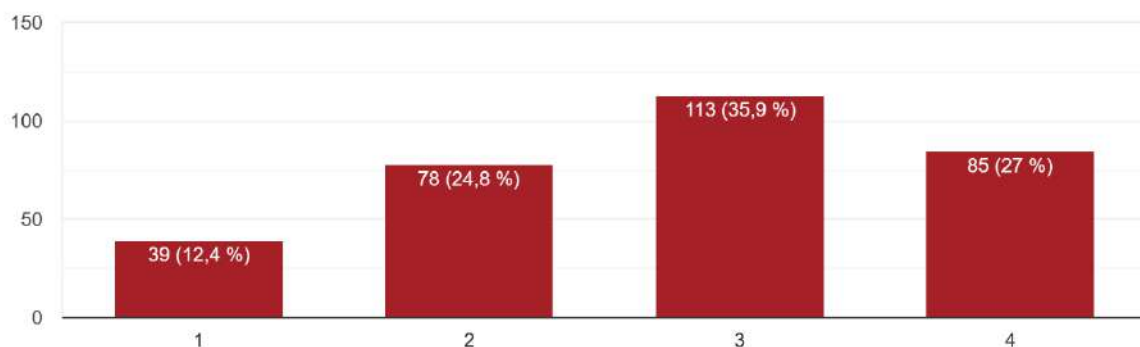
24- Do you think that the USAL makes an effort to improve, as far as possible, the job stability of researchers?

The survey results show that 27% of respondents strongly agree (rating 4) and 35.9% agree (rating 3) that USAL makes an effort to improve job stability for researchers. However, 24.8% disagree (rating 2) and 12.4% strongly disagree (rating 1), indicating that some respondents feel job stability could be further enhanced.

To support job stability, USAL benefits from regional, national and own programmes. Initiatives like Ramón y Cajal and Juan de la Cierva offer competitive grants designed to secure medium- to long-term contracts for researchers, contributing to greater stability within the research community.

24 - ¿Cree que la USAL se esfuerza por mejorar, en la medida de lo posible, la estabilidad laboral de los investigadores? Do you think that the USAL make... far as possible, the job stability of researchers?

315 respuestas



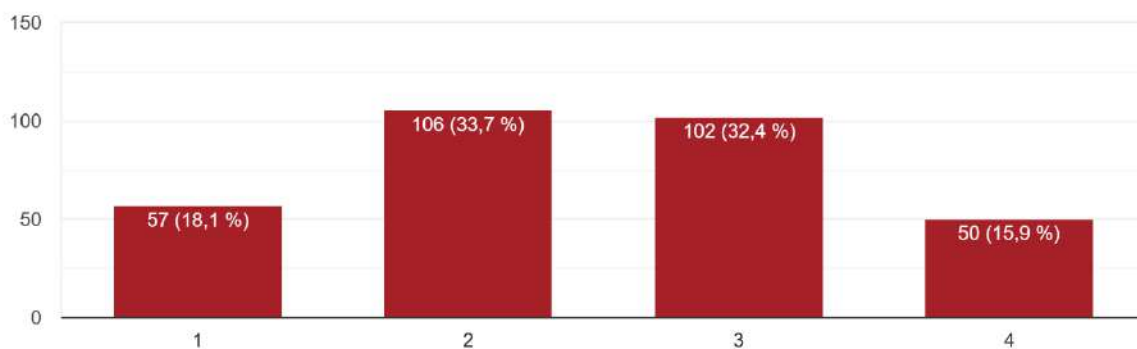
25- Do you consider that the USAL offers professional guidance to researchers in their different stages?

The survey results indicate that 15.9% of respondents strongly agree (rating 4) and 32.4% agree (rating 3) that USAL offers professional guidance to researchers at various career stages. However, a notable portion – 33.7% disagree (rating 2) and 18.1% strongly disagree (rating 1) – feel there is room for improvement in this area.

To enhance professional support, USAL has implemented Mentor programmes, which connects early-stage researchers with experienced mentors for career guidance and support. Promoting awareness and participation in mentor programme may help address the concerns highlighted in the survey, improving perceptions of professional guidance within the research

25- ¿Considera que la USAL ofrece orientación profesional a los investigadores en sus diferentes etapas? Do you consider that the USAL offers prof... guidance to researchers in their different stages?

315 respuestas



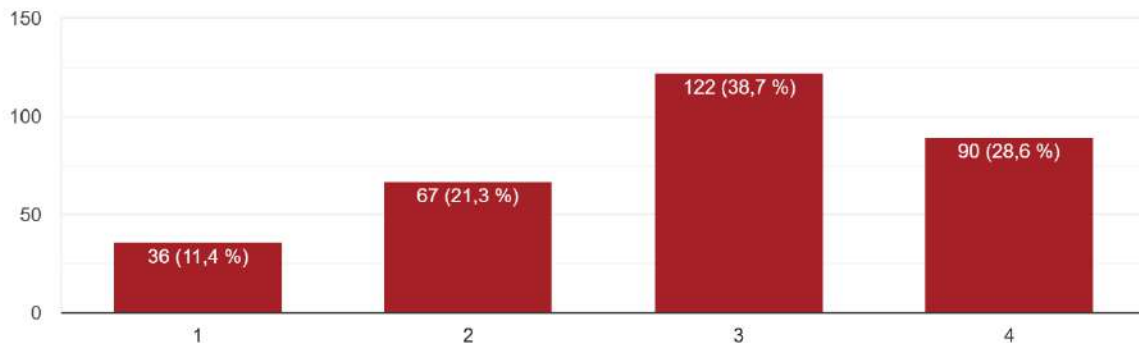
26-Do you think that USAL has established adequate complaint channels (e.g. the University Ombudsman) to help all researchers in the resolution of conflicts?

The survey results show that 28.6% of respondents strongly agree (rating 4) and 38.7% agree (rating 3) that USAL has established adequate complaint channels, such as the University Ombudsman, to assist researchers in resolving conflicts. However, 21.3% disagree (rating 2) and 11.4% strongly disagree (rating 1), indicating that some respondents perceive room for improvement in this area.

USAL offers the University Ombudsman service (<https://www.usal.es/defensor-universitario>), which serves as an impartial mediator to address complaints and resolve conflicts within the university community. Increasing awareness of the Ombudsman's role and availability may help address the concerns reflected in the survey, ensuring that all researchers feel supported and informed about their options for conflict resolution.

26 - ¿Cree que la USAL ha establecido canales de reclamación adecuados (por ejemplo, el Defensor del Universitario) para ayudar a todos los investigado...p all researchers in the resolution of conflicts?

315 respuestas



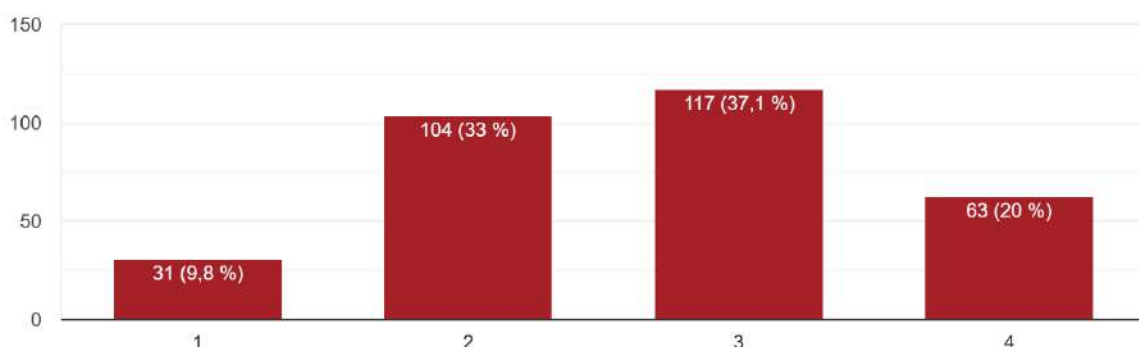
27-Do you consider that the USAL takes into account diversity in the professional career of researchers and promotes a culture of diversification for a better professional development of young researchers?

The survey results indicate that 20% of respondents strongly agree (rating 4) and 37.1% agree (rating 3) that USAL considers diversity in the professional development of researchers and promotes a culture of diversification for young researchers. Meanwhile, 33% disagree (rating 2) and 9.8% strongly disagree (rating 1), suggesting mixed perceptions on this issue.

These responses highlight a generally positive, yet varied, perception of USAL's efforts in fostering diversity and supporting young researchers.

27 - ¿Considera que la USAL tiene en cuenta la diversidad en la carrera profesional de los investigadores y promueve una cultura de diversifi...r professional development of young researchers?

315 respuestas



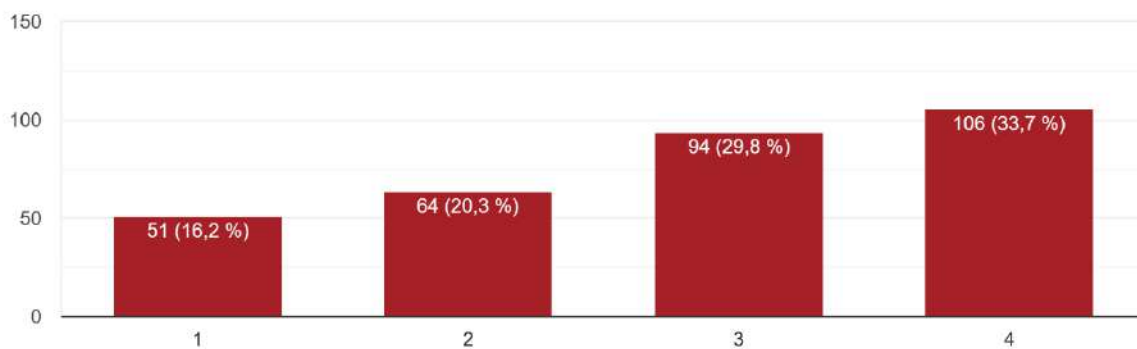
28-Do you think that the USAL values teaching as an asset in the professional career of researchers?

The survey results indicate that 33.7% of respondents strongly agree (rating 4) and 29.8% agree (rating 3) that USAL values teaching as an asset in the professional careers of researchers. However, 20.3% disagree (rating 2) and 16.2% strongly disagree (rating 1), showing that a significant portion perceives room for improvement in how teaching is recognized.

These responses suggest a generally positive view of USAL's appreciation for teaching, though there is a notable minority that feels it could be further emphasized.

28 - ¿Cree que la USAL valora la docencia como un activo dentro de la carrera profesional de los investigadores? Do you think that the USAL values teaching as an asset in the professional career of researchers?

315 respuestas



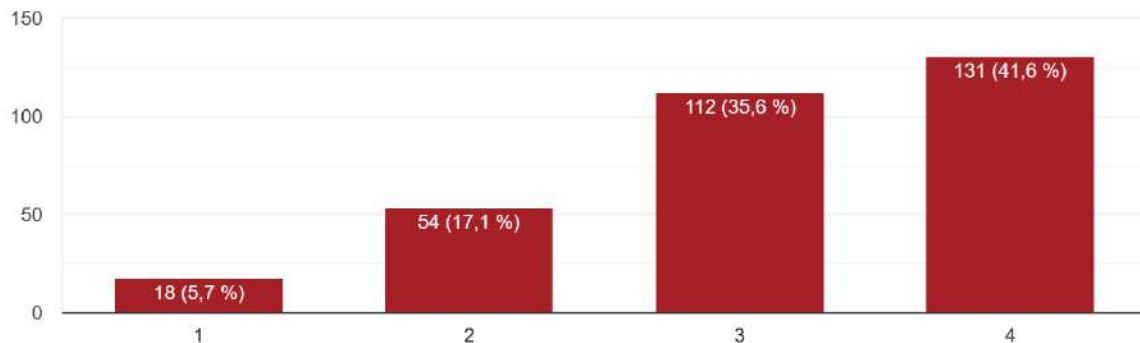
29-Do you consider that pre-doctoral researchers maintain a continuous and structured relationship, including regular meetings, with their thesis supervisors?

The survey results indicate that 41.6% of respondents strongly agree (rating 4) and 35.6% agree (rating 3) that pre-doctoral researchers maintain a continuous and structured relationship, including regular meetings, with their thesis supervisors. Meanwhile, 17.1% disagree (rating 2) and 5.7% strongly disagree (rating 1), indicating that a smaller portion of respondents perceives a need for improvement in this area.

These responses suggest that, overall, there is a positive perception of the supervisory relationship for pre-doctoral researchers, though some feel that this structure could be further reinforced. Emphasizing regular meetings and clear communication protocols may help ensure consistency and further strengthen the supervisor-researcher relationship.

- ¿Considera que los investigadores predoctorales mantienen una relación continua y estructurada, incluyendo reuniones periódicas, con ...g regular meetings, with their thesis supervisors?

315 respuestas



30-Do you think that senior researchers facilitate knowledge transfer and career development for junior researchers?

The survey results show that 38.7% of respondents strongly agree (rating 4) and 39% agree (rating 3) that senior researchers facilitate knowledge transfer and career development for junior researchers. Meanwhile, 16.8% disagree (rating 2) and 5.4% strongly disagree (rating 1), suggesting a generally positive perception, though with a minority feeling that there could be more support.

These responses indicate that while most respondents view mentorship provided by senior researchers positively, there is still room for improvement. Strengthening mentorship programs, formalizing knowledge transfer activities, and promoting more collaborative opportunities between senior and junior researchers could further enhance career development support within the research community.

30 - ¿Cree que los investigadores senior facilitan la transferencia de conocimientos y el desarrollo profesional de los investigadores noveles? Do y...fer and career development for junior researchers?

315 respuestas

