



**Juraj Dobrila University of Pula**

A Human Resources Strategy for  
Researches Incorporating the Charter  
and Code

**On-line research results**

**Pula, February 2011**

# Research: goal and method

- **Goal**

- Situation analysis in terms of observing the principles of the Charter and Code in the Juraj Dobrila University of Pula practices

- **Sample and method**

- **Sample:** University employees
- **Method:** On-line questionnaire for evaluating the level of agreement (going from 1 – “I completely disagree” to 4 – “I completely agree”) about the existence of different quality aspects in the scientific and research working environment as well as about improvement priorities.

# Questionnaire: levels under examination

## FIRST DIMENSION

### *Research freedom and subsidies' portability*

#### **SELECTION (Charter)**

The committee for selection of candidates should have relevant expertise and competencies, should be formed according to a gender balance, and should, when appropriate and feasible, include members from different sectors (public and private) and fields, as well as members from foreign countries that have relevant experience of assessing candidates. If possible, a wide range of selection procedures should be used, such as external experts' evaluation or interviews. Members of the committee should be objective and adequately trained.

# Questionnaire: levels under examination (continued)

## **SECOND DIMENSION**

*Health and pension insurance plus additional income for researchers involved in mobility programmes*

### **JOB STABILITY AND DURABILITY (Charter)**

Employers and/or financial funds' ensures should guarantee that the performances of researchers will in no circumstances be undermined by the instability of the employment contract. Therefore, employers should firmly commit to improve the stability of employment conditions for all researchers while respecting and fulfilling the EU directive conditions on temporary contract based employment.

# Questionnaire: levels under examination (continued)

## **THIRD DIMENSION**

### *Eligible employment and working conditions*

#### **RECOGNITION OF THE PROFESSION (Charter)**

All researchers involved in the research career should be recognized as professionals and be treated accordingly from the beginning of their careers, i.e. at their postgraduate study, including all degrees regardless of the scientists' national classification (e.g. employee, postgraduate, doctoral student, postdoc, civil servant, etc.) .

#### **NON DISCRIMINATION (Charter)**

Employers and/or financial funds' ensures shall not in any case discriminate researchers against age, gender, ethical orientation, nationality, social origin, religious beliefs, sexual orientation, language, disability, political beliefs, nor economic and social conditions.

#### **RESEARCH ENVIRONMENT (Charter)**

It is necessary that employers and/or financial funds' ensures guarantee the build-up a research and training stimulating environment, which will ensure adequate equipment, facilities and opportunities, including as well opportunities for distance-collaboration through research networks in compliance with national and regional regulation in the field of health and safety. Ensures should ensure adequate resources to enable the agreed work program.



# Questionnaire: levels under examination (continued)

## **FOURTH DIMENSION**

### *Improving education, skills and experience of European researchers*

#### **AVAILABILITY OF CONTINUOUS TRAINING AND DEVELOPMENT (Charter)**

Employers and/or financial funds' ensures should provide to researchers at all stages of their career and regardless of their contractual status a professional development and enhancement of employability through the access to measures for continuous improvement of skills and competencies. Such measures should be regularly evaluated with respect to their availability, use and effectiveness in improving competencies, skills and employability.

# Sample

- The total of 157 University employees with a scientific-educational, artistic-educational, scientific, educational and collaborative career were invited to fulfil the questionnaire.
- It was correctly fulfilled by 57 persons, which makes a **36,3%** return rate.

# Sample (continued)

Table 1. Sample frequencies according to rank

<i>Scientific-educational career</i>	<i>Freq.</i>	<i>%</i>	<i>Educational career</i>	<i>Freq.</i>	<i>%</i>	<i>Collaborative career</i>	<i>Freq.</i>	<i>%</i>
Full professor	10	18,5	Lecturer and Senior lecturer	8	14,8	Senior assistant	4	7,4
Associate professor	3	5,6	Instructor and Senior Instructor	0	0,0	Assistant	9	16,7
Assistant professor	14	25,9	Artistic associate and Senior Artistic associate	0	0,0	Young researcher	6	11,1
<b>Total</b>	<b>27</b>	<b>50,0</b>	<b>Total</b>	<b>8</b>	<b>14,8</b>	<b>Total</b>	<b>19</b>	<b>35,2</b>

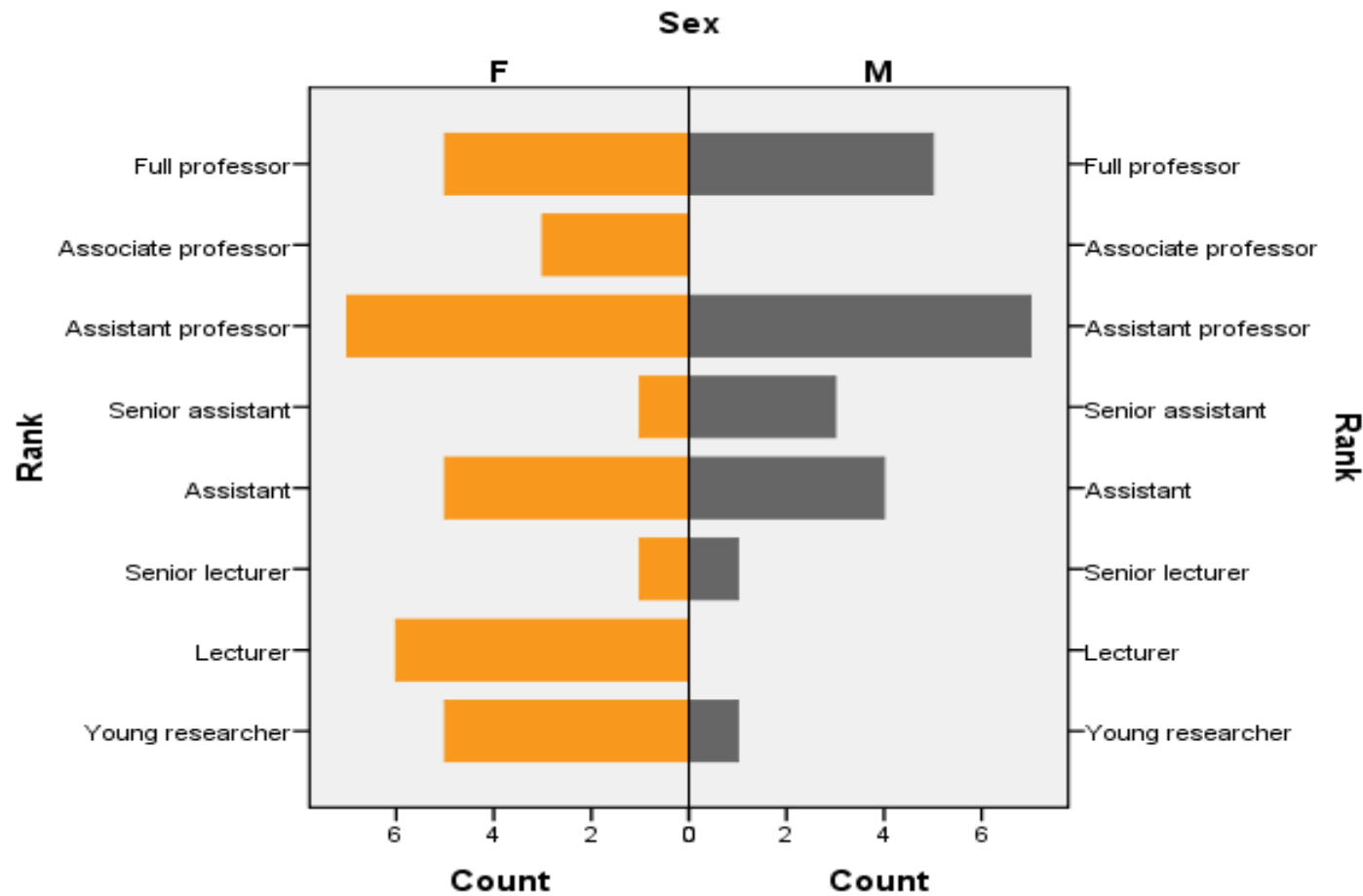
Note: There are 3 missing cases; One assistant professor is artistic associate as well.





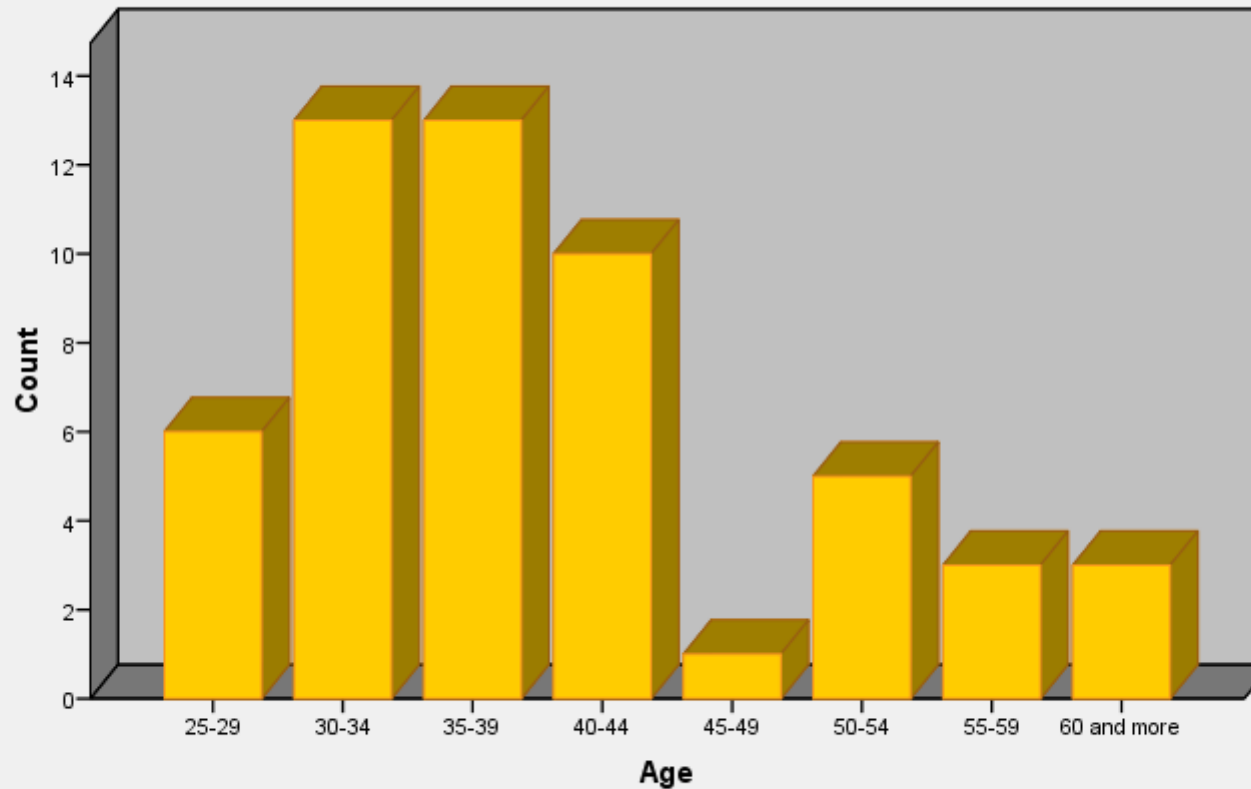
# Sample (continued)

Figure 1. Sample frequencies according to rank and sex



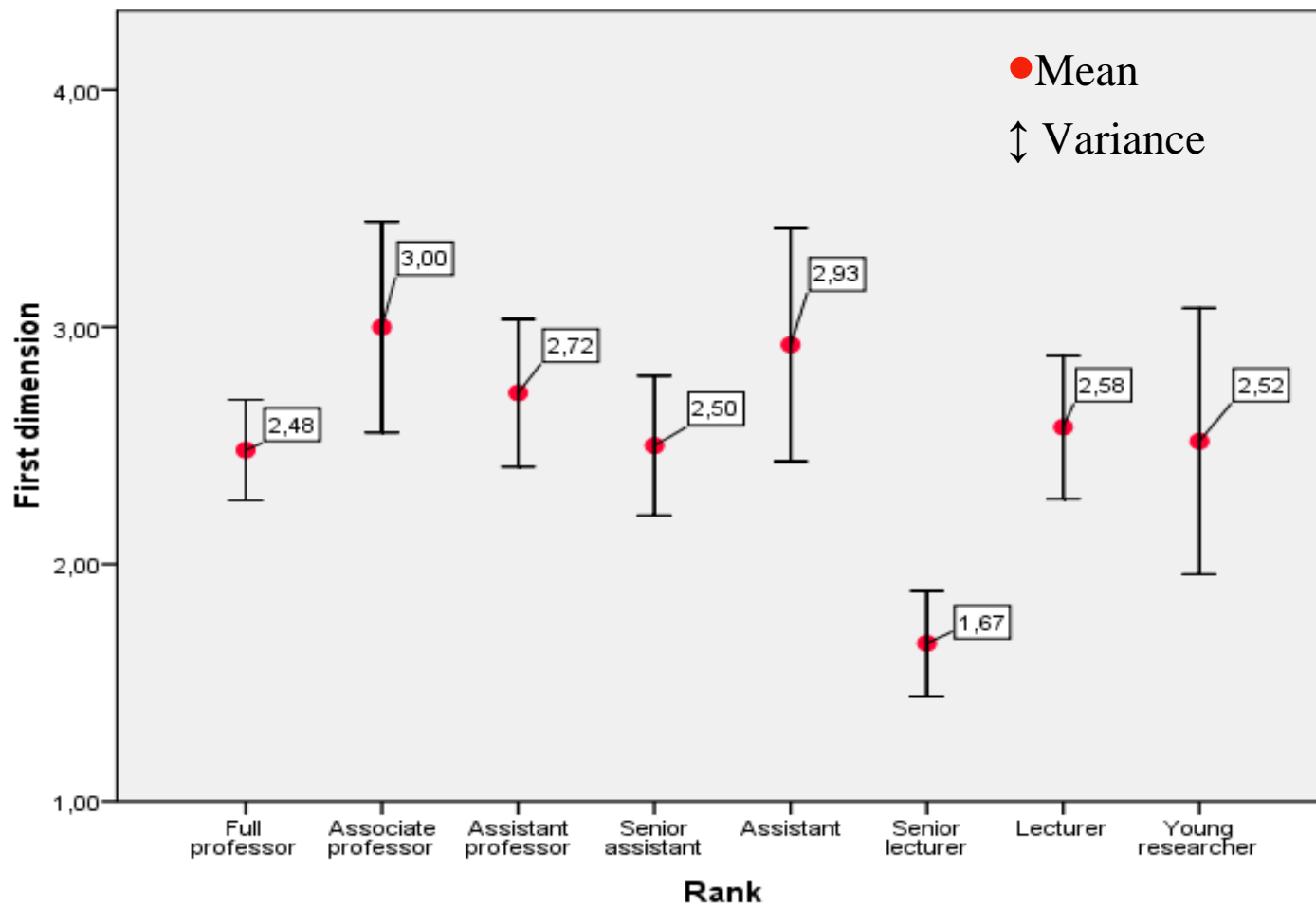
# Sample (continued)

Figure 2. Sample frequencies according to age



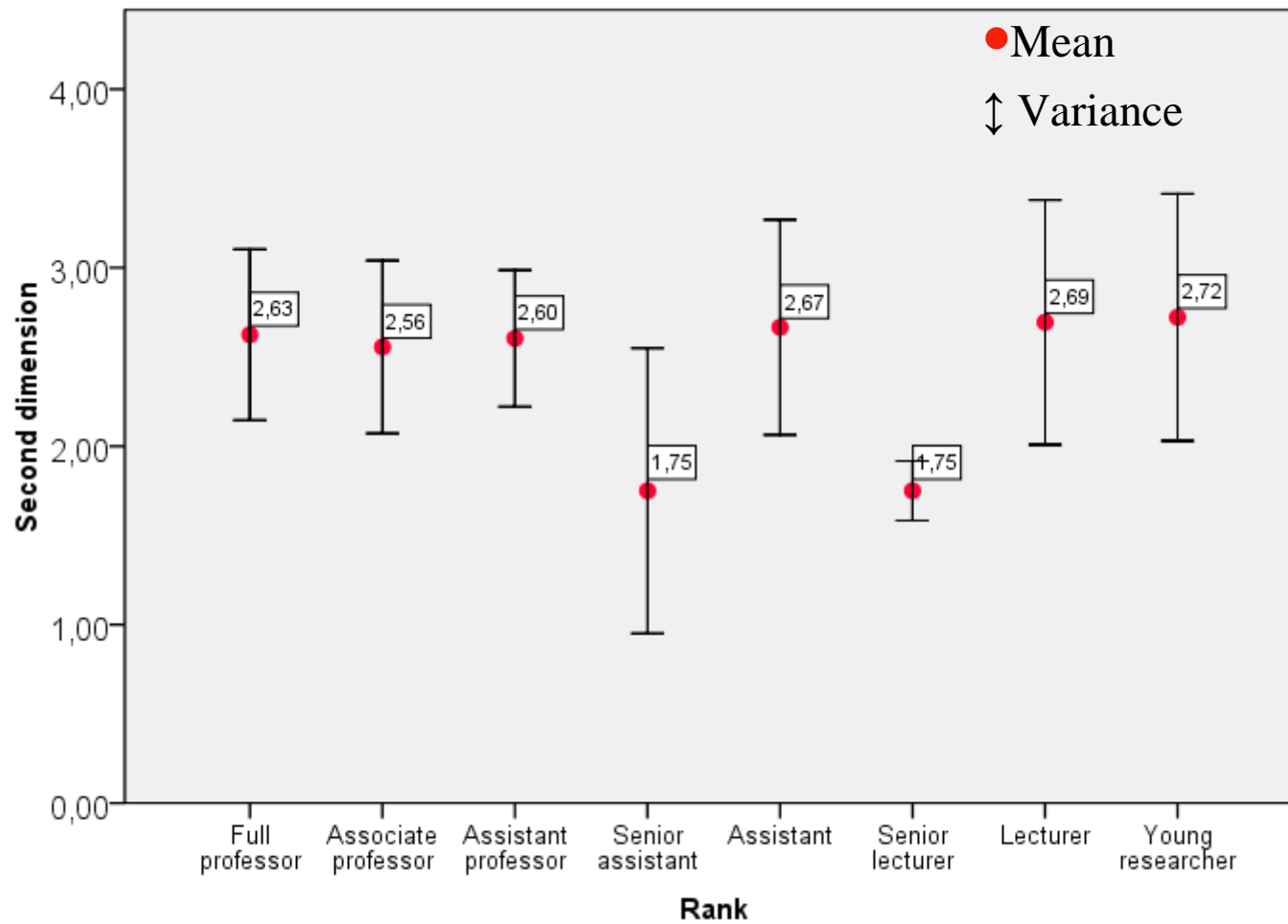
# Analysis

Figure 3. Grade of accordance on the first dimension according to career rank



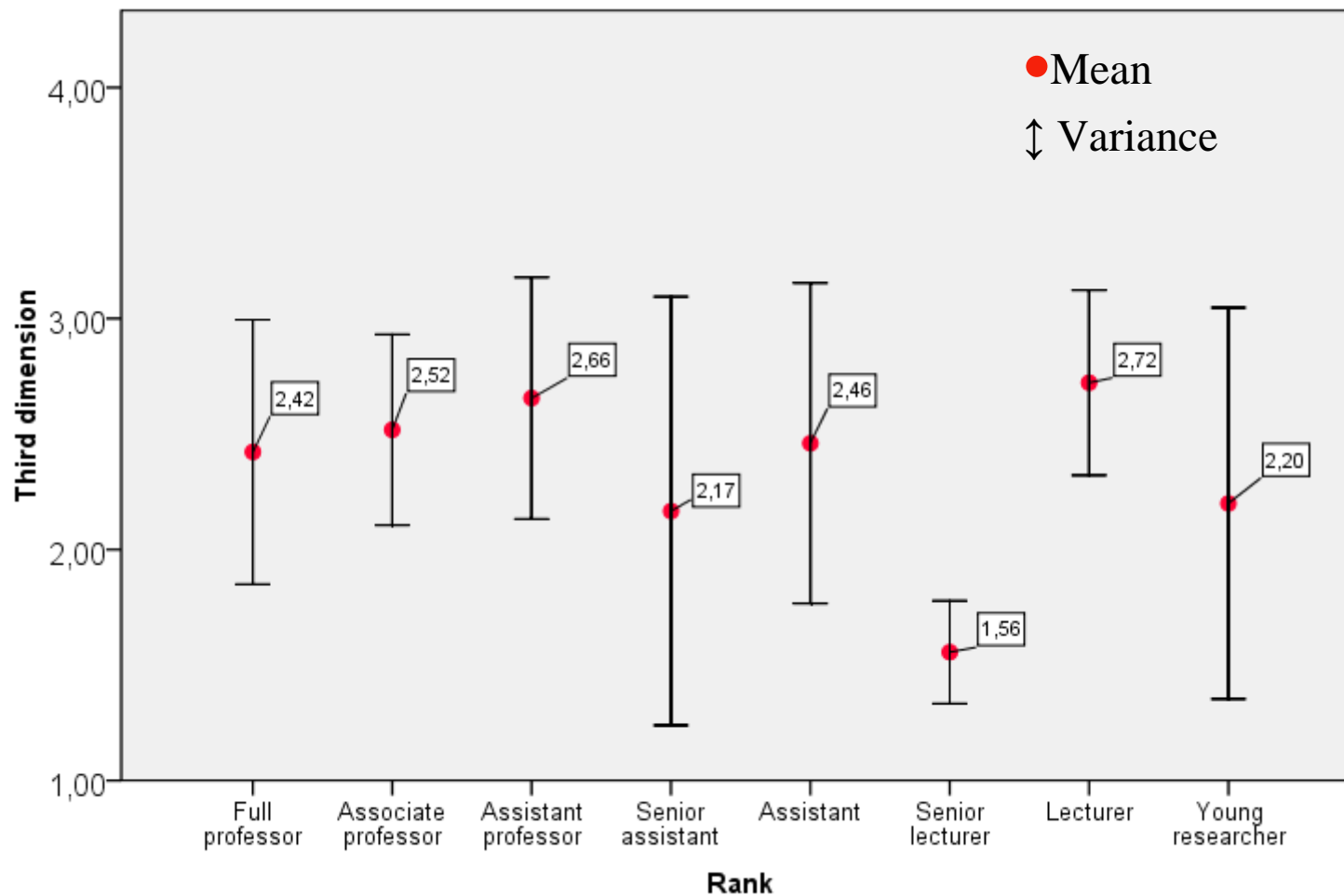
# Analysis (continued)

Figure 4. Grade of accordane on the second dimension according to career rank



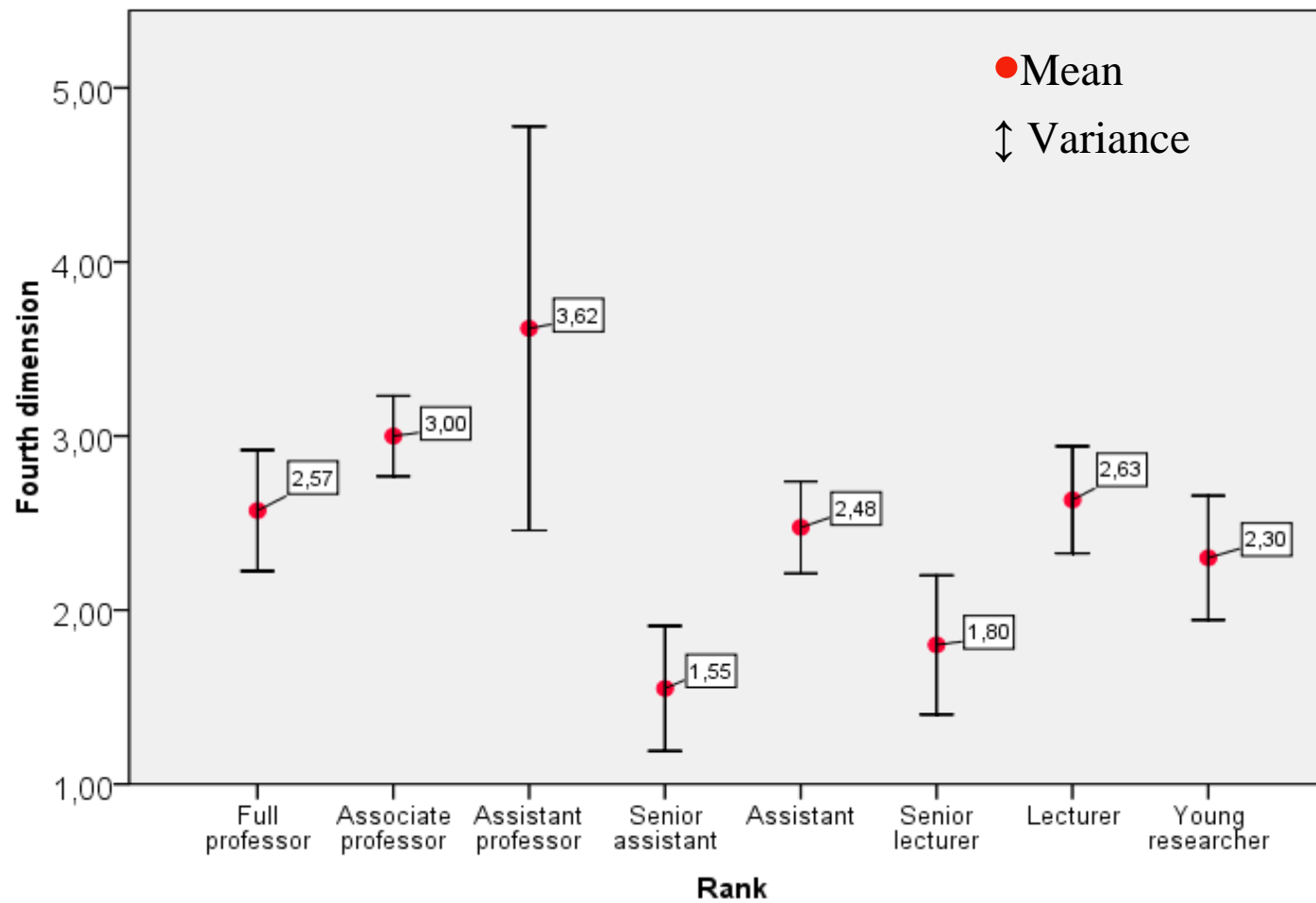
# Analysis (continued)

Figure 5. Grade of accordance on the third dimension according to career rank



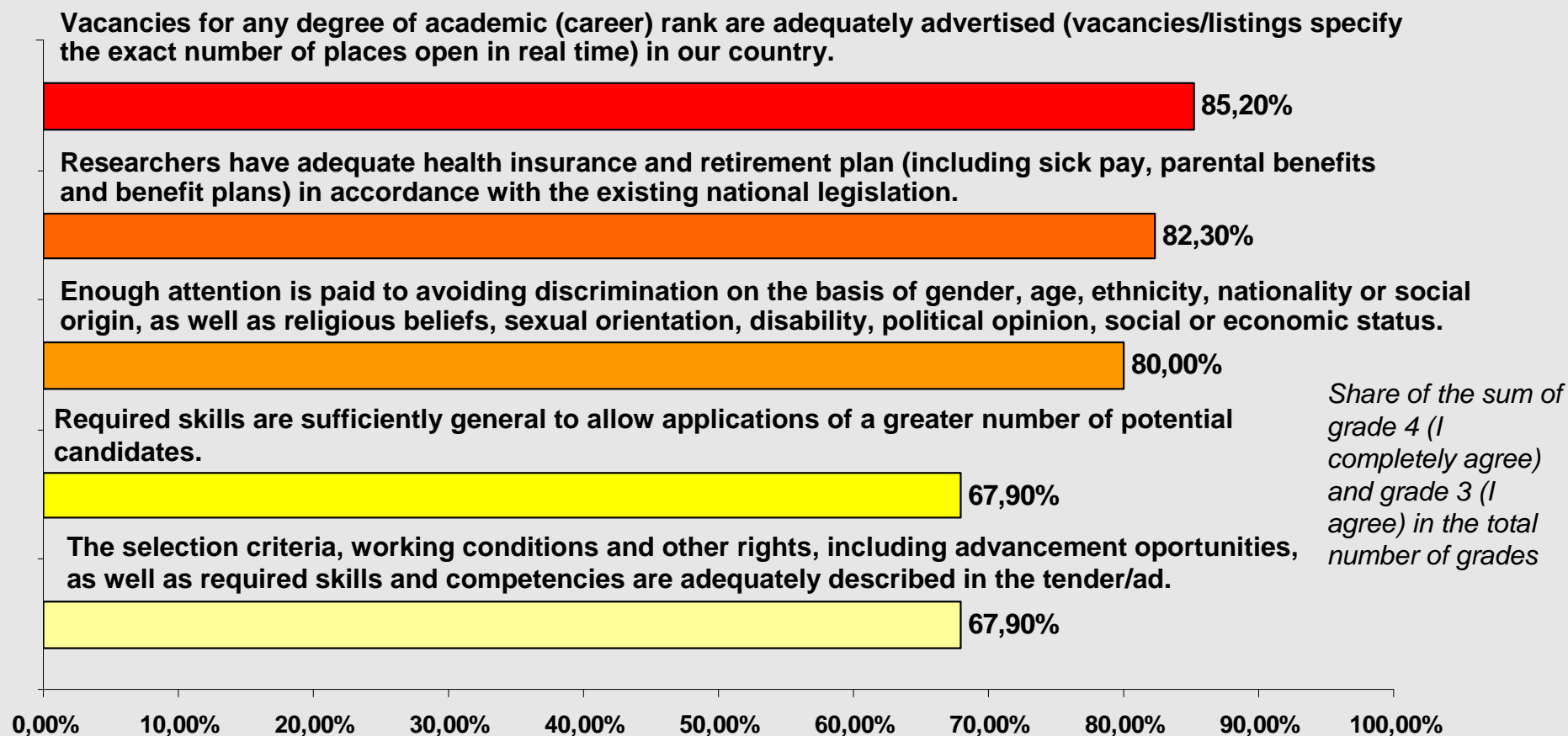
# Analysis (continued)

Figure 6. Grade of accordance on the fourth dimension according to career rank



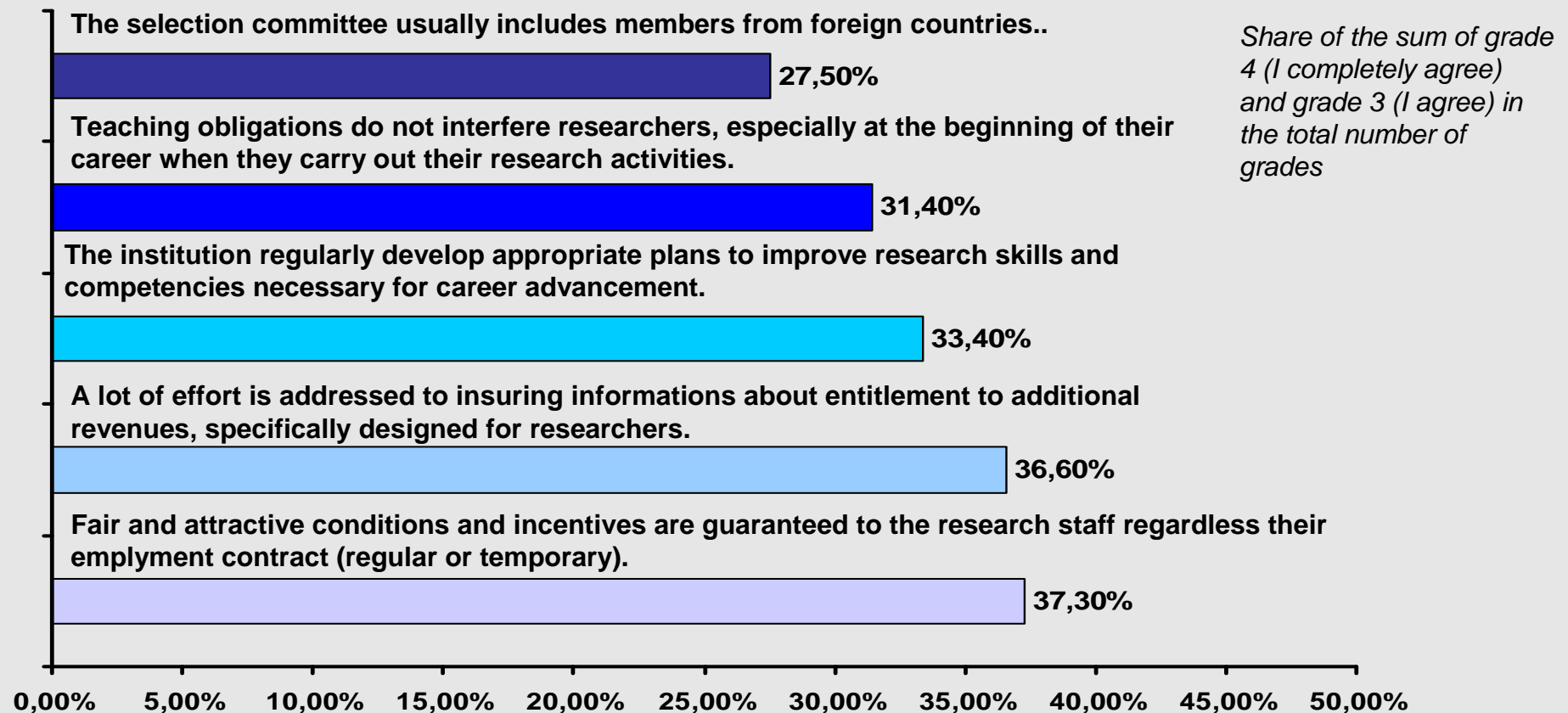
# Analysis (continued)

Figure 7. Level of agreement about different quality aspects in the scientific and research environment – Five aspects with **highest grade** of accordance



# Analysis (continued)

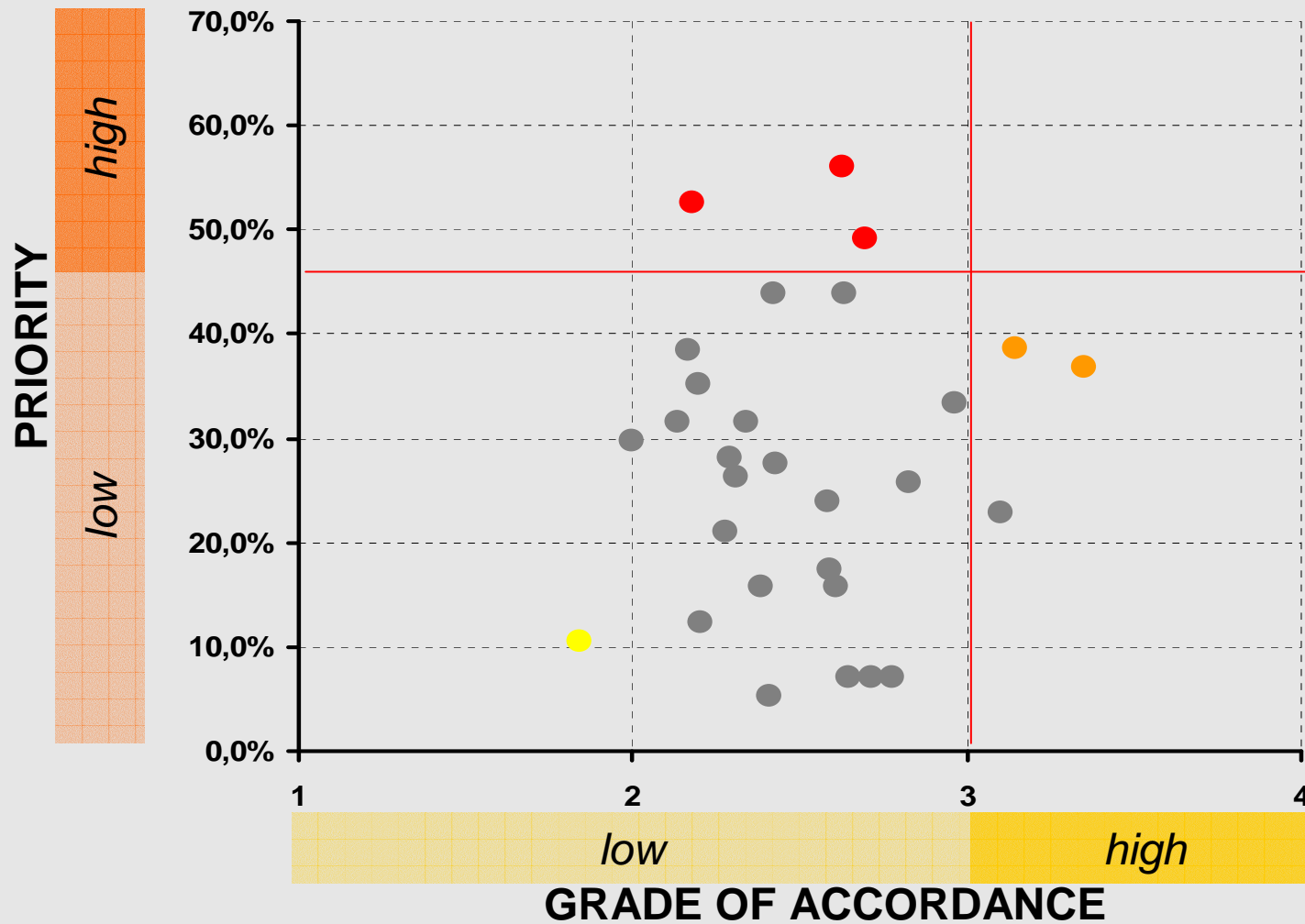
Figure 8. Level of agreement about different quality aspects in the scientific and research environment – Five aspects with **lowest grade** of accordance





# Analysis (continued)

Figure 9. The relation between the grade of accordancy and priority



# Analysis (continued)

- According to University employees' perception there are three statements of **high priority** but **low level of agreement** (red dots on Figure 9), i.e.:
  - Mentors and/or supervisors are identified as persons to whom researchers in their early stage of their careers can address regarding their professional duties, as well as regarding support and guidance for their cultural and professional development.
  - Fair and attractive conditions and incentives are guaranteed to the research staff regardless their employment contract (regular or temporary).
  - The institution ensures that the selection committee considers properly the overall potential of candidates as scientists, focusing on their creativity and degree of autonomy.

# Analysis (continued)

- High level of agreement but low priority (orange dots on Figure 9) was stated for:
  - Vacancies for any degree of academic (career) rank are adequately advertised (vacancies/listings specify the exact number of places open in real time) in our country.
  - Researchers have adequate health insurance and retirement plan (including sick pay, parental benefits and benefit plans) in accordance with the existing national legislation.
  - Enough attention is paid to avoiding discrimination on the basis of gender, age, ethnicity, nationality or social origin, as well as religious beliefs, sexual orientation, disability, political opinion, social or economic status.

# Analysis (continued)

- The lowest grade of accordancy and low priority (yellow dot on Figure 9) was given to
  - The selection committee usually includes members from foreign countries.
- No statement was given high level of priority along with high grade of agreement



# Thank you for your attention!

*Special thanks to University employees that participated in this research and associates that worked on this project.*

*Prof. Marli Gonan Božac, Ph.D.*