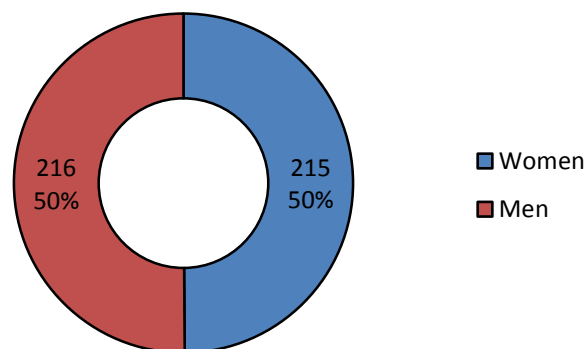


ANALYSIS OF THE SURVEY RESULTS

Respondents

431 people filled in the survey, 215 of whom were women and 2016 men

Chart 1. Percentage share of the respondents – by gender



There is a negative correlation between the age of respondents and participation in the survey. The youngest employees of WUELS were the most represented – 33% of respondents were aged 23-34 and 28% - aged 34-44. Employees aged 44+ made up for 39% of respondents. Age groups vary in women and men. Among women, the prevalence of two youngest groups is even bigger (74% to 26%), whereas among men percentage share of respondents of each age group is similar (19% to 24%), with the sole exception of employees aged 65+, for whom the percentage share is significantly smaller (12%).

Chart 2. Percentage share of respondents – by age.

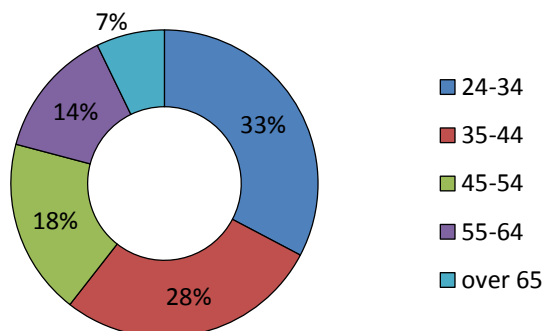
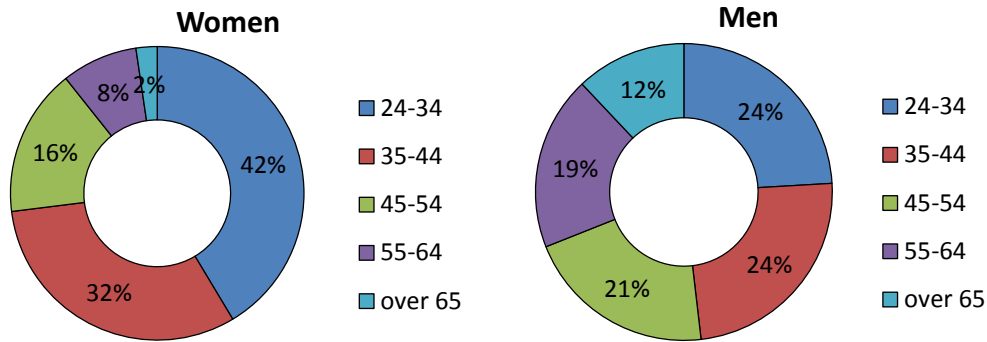


Chart 3. Percentage share of respondents- by gender and age.



Percentage share of respondents by degree is shown by Chart 4. The most represented were the employees with a degree of PH.D. and Eng.Sc.D. (44%), while the least represented were employees with the degree of professor (14%). Values vary depending on gender. Among women there were, compared to men, twice as many respondents with the degree of M.Sc./M.Sc. Eng. At the same time, 45% of male respondents were independent academic staff members, compared to only 25% of females.

Chart 4. Percentage share of respondents – by degree.

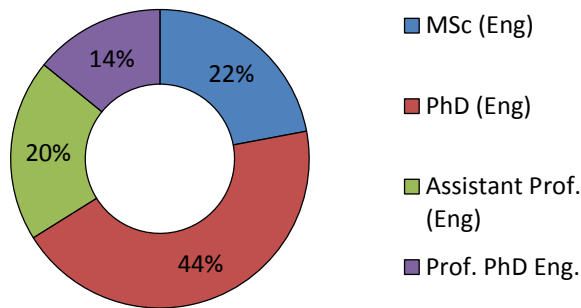
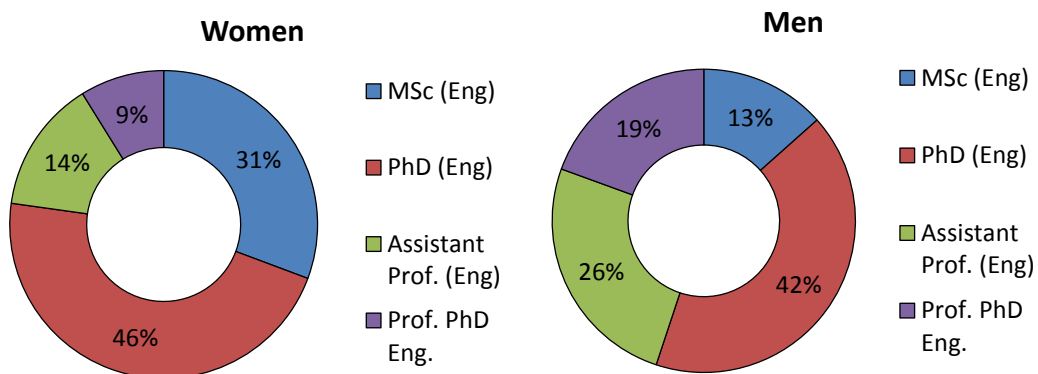


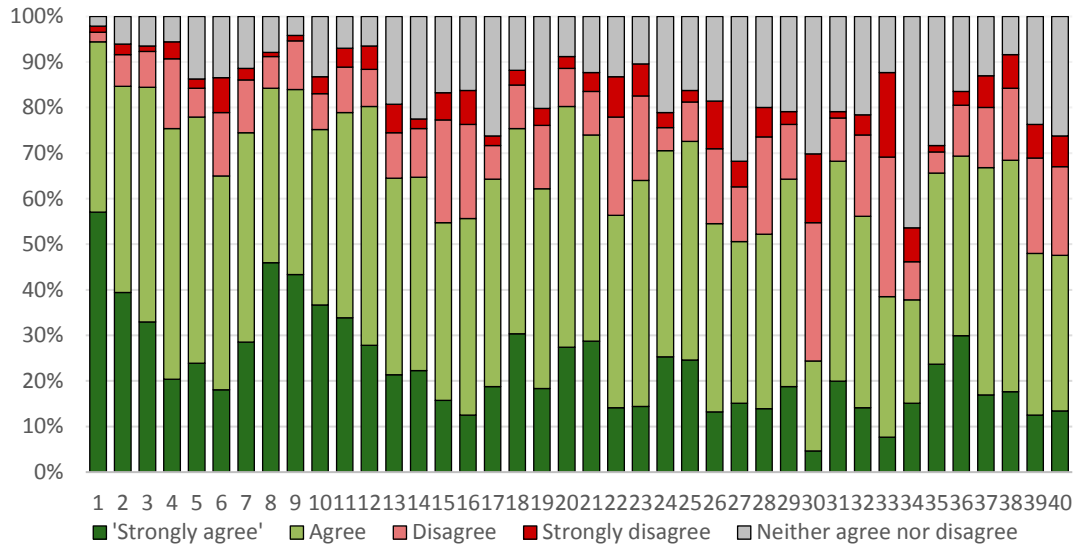
Chart 5. Percentage share of respondents by gender and degree.



Response structure

Structured data for each of the questions is presented on Chart 6. Generally, positive feedback (66%) outweighs the negative one (18%), with 16% of neutral answers. Detailed analysis of answers is presented in the next part of the analysis.

Chart 6. Response structure of each of the survey's questions.



Response structure within sections of the survey is shown by Chart 7. The most common answer was “agree”, over 40% in all 4 sections. In all sections positive answers are more common than negative answers, specifically in Section 1, “Ethical and professional aspects”, where positive answers (“strongly agree” and “agree”) make up for 80% of total answers. Percentage share of negative answers (“strongly disagree” and “disagree”) varies from 12% in Section 1 to 22% in Sections 3 and 4. In section 3 the number of neutral answers (“neither agree nor disagree”) is the highest at over 22%. In no section did the “strongly disagree” answer get more than 7% of all answers

Chart 7. Percentage share of answers by sections

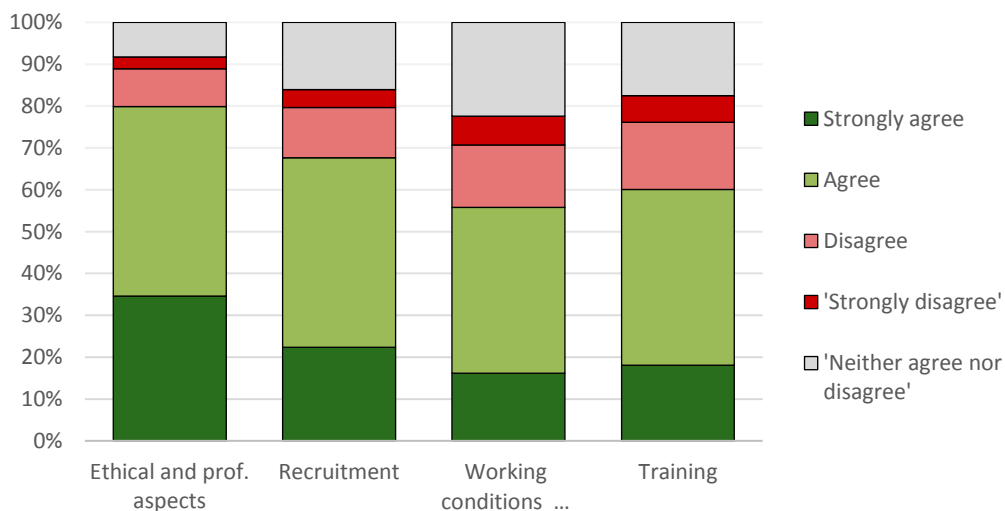


Chart 9. Percentage share of answers among women and men.

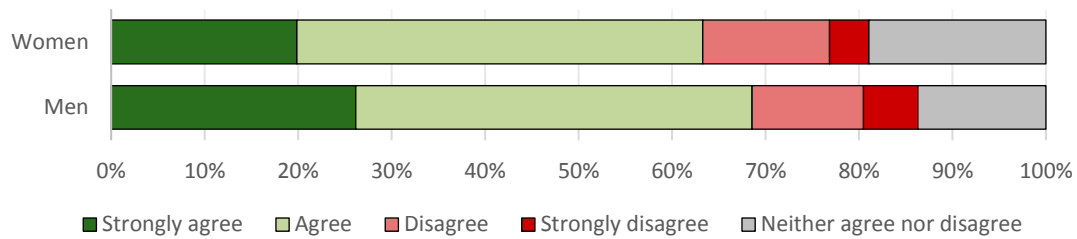


Chart 8. Percentage share of answers in different age groups.

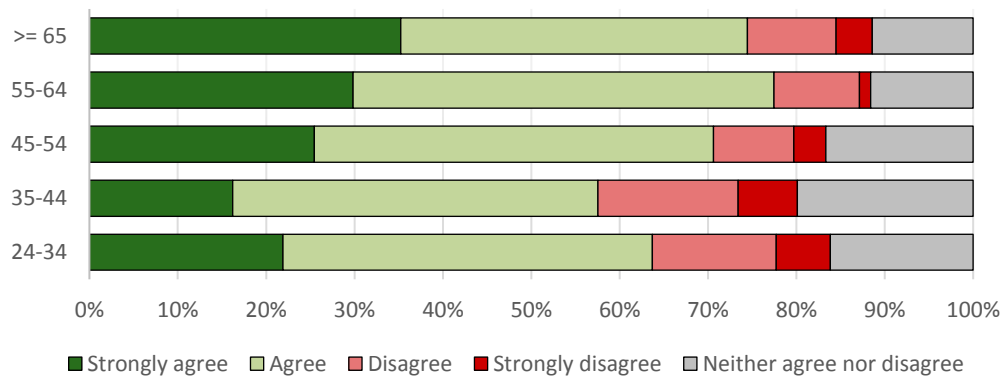
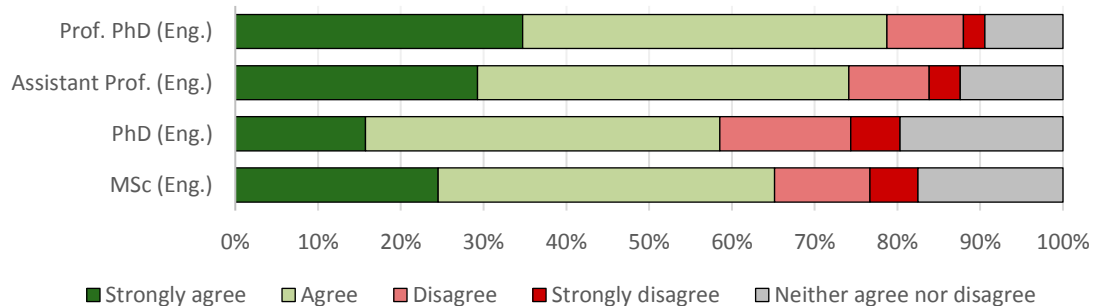


Chart 10. Percentage share of answers by degree.



Structure of given answers by gender, age and degree is shown, respectively, by Chart 8, 9 and 10. Among women and men the percentage the structure of answers is similar, with “strongly agree” being slightly more popular among men, and “neither agree nor disagree” being more popular among women.

The least “neither agree nor disagree” answers were given by two oldest age groups of respondents and by respondents with a degree of professor. This suggests that one's awareness of their rights and duties is positively correlated with their experience and professional status. At the same time these two groups gave the most positive feedback. The smallest number of positive answers and the most negative or neutral feedback was observed in employees aged 35-44 and in employees with the Ph.D./Ph.D.Eng. degree. A comparable number of negative answers, with simultaneous increase in “strongly agree” answer was observed among the youngest employees and employees with the degree of M.A./M.Sc.

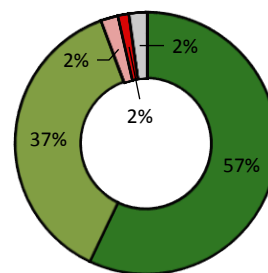
Analysis of respondents' answers in each section.

Section 1. Ethical and professional aspects.

Question 1

When conducting scientific research at Wrocław University of Environmental and Life Sciences, can you enjoy the freedom of thought and expression, and can you identify the methods by which problems should be solved, according to recognised ethical principles and practices?

STRONGLY AGREE	246
AGREE	161
DISAGREE	9
STRONGLY DISAGREE	6
NEITHER AGREE NOR DISAGREE	9

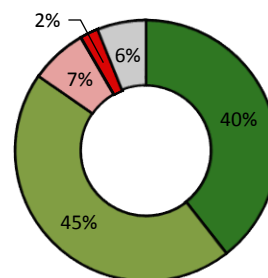


Commentary: Question regarded the freedom of thought and expression and methods of solving problems according to recognised ethical principles and practices. “Strongly agree” and “agree” was chosen by majority of respondents (94%). Only 4% of respondents chose “strongly disagree” or “disagree”. Remaining 2% of respondents opted for “neither agree nor disagree”.

Question 2

Do you believe that Wrocław University of Environmental and Life Sciences adheres to the recognised ethical practices and fundamental ethical principles/standards as documented in the different national, sectoral or institutional Codes of Ethics?

STRONGLY AGREE	170
AGREE	195
DISAGREE	30
STRONGLY DISAGREE	10
NEITHER AGREE NOR DISAGREE	26

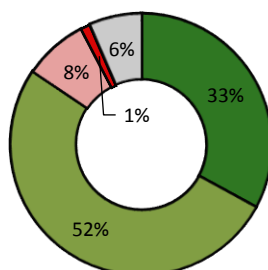


Commentary: Question regarded the adherence to recognised ethical practices and fundamental ethical principles and standards. Vast majority responded with either “strongly agree” or “agree” (in total 85%). Less than one in ten respondents answered with “disagree” or “strongly disagree” (9%). Remaining 6% answered “neither agree nor disagree”.

Question 3

Do you believe that WUELS abides by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers?

STRONGLY AGREE	142
AGREE	222
DISAGREE	34
STRONGLY DISAGREE	5
NEITHER AGREE NOR DISAGREE	28

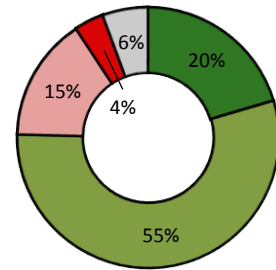


Commentary: Question regarded the compliance with intellectual property rights and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. A majority of respondents answered “agree” or “strongly agree” (total of 85%). Less than one in ten respondents answered with either “disagree” or “strongly disagree”. Remaining 6% chose “neither agree nor disagree”.

Question 4

Do you know research goals and research funding mechanisms at WUELS?

STRONGLY AGREE	88
AGREE	237
DISAGREE	66
STRONGLY DISAGREE	16
NEITHER AGREE NOR DISAGREE	24

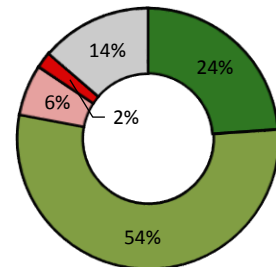


Commentary: Question regarded the understanding of research goals and research funding mechanisms at WUELS. In total, 75% answered “agree” or “strongly agree”. “Disagree” and “strongly disagree” were chosen by merely one in five respondents (19%). Remaining 6% chose “neither agree nor disagree”.

Question 5

Do you believe that, regardless of the nature of the contract, WUELS abides by the national, sectoral or institutional regulations governing training and/or working conditions, as well as the requirements and conditions of any sponsor or funder?

STRONGLY AGREE	103
AGREE	233
DISAGREE	27
STRONGLY DISAGREE	9
NEITHER AGREE NOR DISAGREE	59

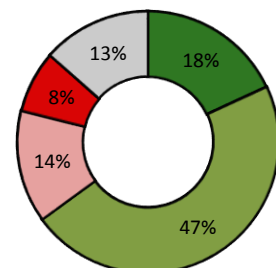


Commentary: Question regarded WUELS' compliance with the national, sectoral or institutional regulations governing training and/or working conditions, as well as the requirements and conditions of any sponsor or funder. Again, vast majority opted for “agree” or “strongly agree” (in total 78%). 8% chose “disagree” or “strongly disagree”, and 14% “neither agree nor disagree”.

Question 6

Do you believe that WUELS abides by the principles of sound, transparent and efficient financial management in the field of research funding?

STRONGLY AGREE	78
AGREE	202
DISAGREE	60
STRONGLY DISAGREE	33
NEITHER AGREE NOR DISAGREE	58

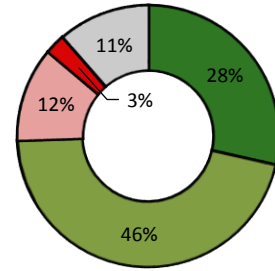


Commentary: Question regarded WUELS compliance with the principles of sound, transparent and efficient financial management in the field of research funding. Majority of respondents answered “agree” or “strongly agree” (65% in total). Less than one in four respondents opted for “disagree” or “strongly disagree” (22% in total). Remaining 13% of respondents chose “neither agree nor disagree”.

Question 7

Do you believe WUELS adopts safe working practices, in line with national legislation, including necessary precautions for health and safety and for recovery from information technology disasters?

STRONGLY AGREE	123
AGREE	198
DISAGREE	50
STRONGLY DISAGREE	11
NEITHER AGREE NOR DISAGREE	49

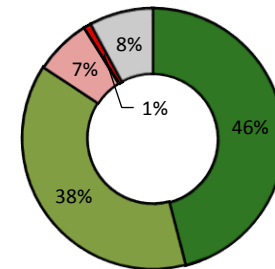


Commentary: Question regarded safe working practices in line with national legislation. In total, 74% of respondents opted for either “agree” or “strongly agree”. Less than one in six respondents answered “disagree” or “strongly disagree”. The remaining 11% of respondents chose “neither agree nor disagree”.

Question 8

Are you obliged to disseminate the results of the research you conducted at WUELS?

STRONGLY AGREE	198
AGREE	165
DISAGREE	30
STRONGLY DISAGREE	4
NEITHER AGREE NOR DISAGREE	34

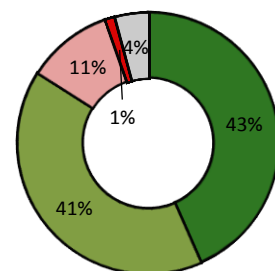


Commentary: Question regarded obligatory dissemination of the results of research conducted at WUELS. Majority of respondents answered “agree” or “strongly agree” (84% in total). 8% chose “disagree” or “strongly disagree” and the same percentage of respondents opted for “neither agree nor disagree”.

Question 9

Do you make the results of your research conducted at WUELS known to society?

STRONGLY AGREE	187
AGREE	175
DISAGREE	46
STRONGLY DISAGREE	5
NEITHER AGREE NOR DISAGREE	18

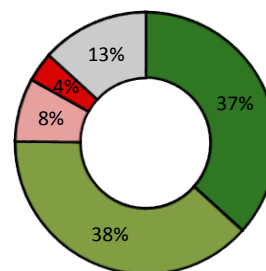


Commentary: Question regarded the promotion of research results to the public. Majority of respondents (84% in total) answered “strongly agree” or “agree”. Less than one in eight respondents answered “disagree” or “strongly disagree” (12%). The remaining 4% of respondents answered “neither agree nor disagree”.

Question 10

Do you believe that WUELS protects its researchers against discrimination on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition?

STRONGLY AGREE	158
AGREE	166
DISAGREE	34
STRONGLY DISAGREE	16
NEITHER AGREE NOR DISAGREE	57

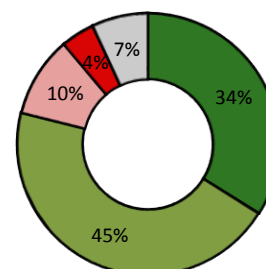


Commentary: Question regarded protection against discrimination on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language disability, political opinion, social or economic condition. Majority of respondents (in total 75%) answered “agree” or “strongly agree”. One in eight respondents opted for “disagree” or “strongly disagree” (12%). The remaining 13% of respondents chose “neither agree nor disagree”.

Question 11

Do you believe that evaluation/appraisal systems for assessing professional performance on a regular basis and in a transparent manner by an independent committee are applied by WUELS?

STRONGLY AGREE	146
AGREE	194
DISAGREE	43
STRONGLY DISAGREE	18
NEITHER AGREE NOR DISAGREE	30



Commentary: Question regarded appraisal system for assessing professional performance by an independent committee. Majority of respondents answered “agree” or “strongly agree” (in total 79%). “Disagree” or “strongly disagree” was chosen by 14% of respondents. The remaining 7% chose “neither agree nor disagree”.

Additional commentary for “Ethical and professional aspects” section.

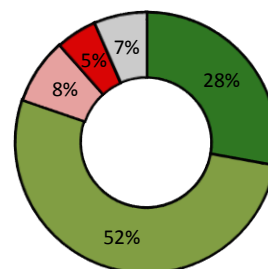
12 additional comments were submitted by respondents. The system of appraisal of academic teachers was criticized for – in respondents' view – not having any real impact with regards to consequences or awards for the employees. Two respondents underlined excessive bureaucracy. One respondent (man aged 35-44 with the degree of Eng.Sc.D.) remarked that head of research unit often uses subordinates by making them perform tasks that exceed their contractual obligations, and also that their intellectual property rights are not always respected. Another respondent (woman aged 24-34 with the degree of Eng.Sc.D.) put emphasis on a lesser chance of employment for younger women, due to possible pregnancy or childcare.

Section 2. Recruitment

Question 12

Do you believe that WUELS is an employer that applies clearly specified admission standards when appointing and recruiting researchers?

STRONGLY AGREE	120
AGREE	226
DISAGREE	35
STRONGLY DISAGREE	22
NEITHER AGREE NOR DISAGREE	28

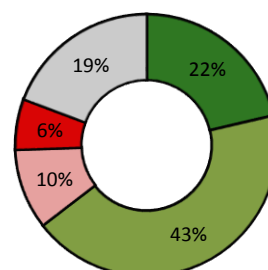


Commentary: Question regarded the appliance of clearly specified admission standards by WUELS. In total, 80% of respondents answered “agree” or “strongly agree”. Less than one in eight respondents answered “disagree” or “strongly disagree” (12%). The remaining 7% chose “neither agree nor disagree”.

Question 13

Do you believe that WUELS established transparent recruitment procedures which are internationally comparable and tailored to the type of positions advertised?

STRONGLY AGREE	92
AGREE	186
DISAGREE	43
STRONGLY DISAGREE	27
NEITHER AGREE NOR DISAGREE	83

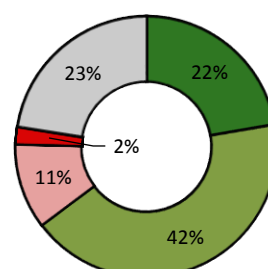


Commentary: Question regarded recruitment procedures and whether they are internationally comparable and tailored to the type of positions advertised. “Agree” and “strongly agree” were chosen by the total of 65% of respondents. One in six respondents opted for “disagree” or “strongly disagree” (16%). The remaining 19% chose “neither agree nor disagree”.

Question 14

Do you believe that selection committees at WUELS bring together diverse expertise and competences and have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate?

STRONGLY AGREE	96
AGREE	183
DISAGREE	46
STRONGLY DISAGREE	9
NEITHER AGREE NOR DISAGREE	97

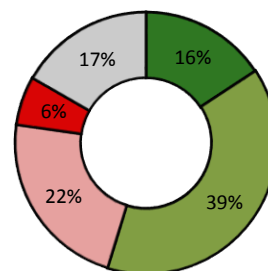


Commentary: Question regarded selection committees and whether they have adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. In total, 64% opted for “agree” or “strongly agree”. “Disagree” or “strongly disagree” was chosen as an answer by 13% of respondents. Almost one in four respondents (23%) answered “neither agree nor disagree”.

Question 15

Do you believe WUELS informs applicants about the recruitment process, selection criteria, number of available positions, career development prospects and strengths and weaknesses of their applications?

STRONGLY AGREE	68
AGREE	168
DISAGREE	97
STRONGLY DISAGREE	26
NEITHER AGREE NOR DISAGREE	72

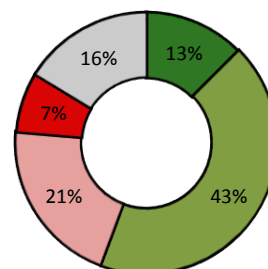


Commentary: Question regarded applicants, recruitment process, selection criteria, number of available positions, career development prospects and strengths and weaknesses of applications. Majority of respondents answered “agree” or “strongly agree” (55% in total). “Disagree” or “strongly disagree” was chosen by less than one in three respondents (28%). The remaining 17% opted for “neither agree nor disagree”.

Question 16

Do you believe that WUELS, in its recruitment process, judges merit qualitatively as well as quantitatively, focuses not only on the number of publications, patents, developments or inventions, but also on outstanding results within a diversified career path?

STRONGLY AGREE	54
AGREE	186
DISAGREE	89
STRONGLY DISAGREE	32
NEITHER AGREE NOR DISAGREE	70

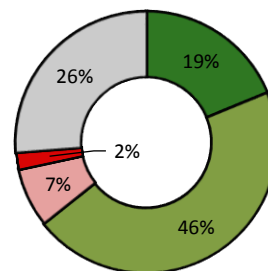


Commentary: Question regarded outstanding results within a diversified career path and how they are evaluated in WUELS' recruitment process. Majority of respondents answered “agree” or “strongly agree” (total of 56%). “Disagree” or “strongly disagree” was chosen by 28% of respondents. The remaining 16% answered “neither agree nor disagree”.

Question 17

Do you believe that in its recruitment process WUELS allows applicants to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made?

STRONGLY AGREE	81
AGREE	196
DISAGREE	32
STRONGLY DISAGREE	9
NEITHER AGREE NOR DISAGREE	113

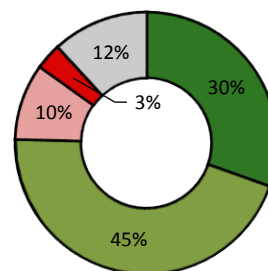


Commentary: Question regarded applicants and whether they are allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made. Answers “agree” and “strongly agree” were chosen by majority of respondents (65% in total). Less than one in ten respondents opted for “disagree” or “strongly disagree” (9%). Over ¼ of respondents (26%) chose “neither agree nor disagree”.

Question 18

Do you believe that WUELS considers, as a valuable contribution to the professional development of a researcher, any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience?

STRONGLY AGREE	131
AGREE	194
DISAGREE	41
STRONGLY DISAGREE	14
NEITHER AGREE NOR DISAGREE	51

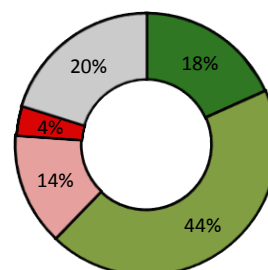


Commentary: Question regarded the perception of mobility as an asset and valuable experience. Three quarters of respondents answered “agree” or “strongly agree”. Less than one in seven answered “disagree” or “strongly disagree” (13%). The remaining 13% chose “neither agree nor disagree”.

Question 19

Do you believe that Wrocław University of Environmental and Life Sciences provides appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility?

STRONGLY AGREE	79
AGREE	189
DISAGREE	60
STRONGLY DISAGREE	16
NEITHER AGREE NOR DISAGREE	87

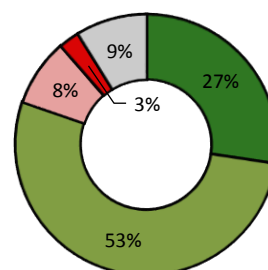


Commentary: Question regarded appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility. In total, 62% of respondents answered “agree” or “strongly agree”. “Disagree” or “strongly disagree” was the answer of 18% of respondents. The remaining 20% chose “neither agree nor disagree”.

Question 20

Do you believe that WUELS established levels of basic qualifications required for each job position?

STRONGLY AGREE	118
AGREE	228
DISAGREE	36
STRONGLY DISAGREE	11
NEITHER AGREE NOR DISAGREE	38

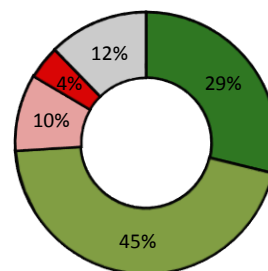


Commentary: Question regarded levels of basic qualifications required for each job position. In total, 80% of respondents answered “agree” or “strongly agree”. Less than one in seven respondents chose “disagree” or “strongly disagree” (13%). The remaining 9% answered “neither agree nor disagree”.

Question 21

Do you believe that WUELS established clear rules and explicit guidelines for the recruitment and appointment of post doctoral researchers, including the maximum duration and the objectives of such appointments?

STRONGLY AGREE	124
AGREE	195
DISAGREE	41
STRONGLY DISAGREE	18
NEITHER AGREE NOR DISAGREE	53



Commentary: Question regarded clear rules and explicit guidelines for the recruitment and appointment of post doctoral researchers. In total, 74% of respondents answered “agree” or “strongly agree”. Less than one in seven respondents opted for “disagree” or “strongly disagree” (14%). The remaining 12% chose “neither agree nor disagree”.

Additional commentary for “Recruitment” section.

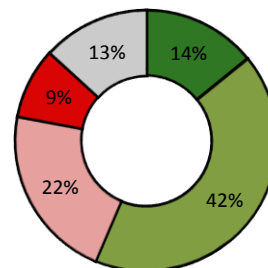
8 additional comments were submitted. 5 employees noted that recruitment process might favour applicants that already are WUELS' employees. Two respondents (men with the Ph.D. degree) questioned gender balance – one of them as potentially outweighing expertise, the other noting what he believes to be women's overrepresentation. Another employee (Ph.D./Eng.Sc.D. aged 35-44) noted lack of clear rules and requirements for postdoctoral degree .

Section III: Working conditions and social security.

Question 22

Do you believe that at WUELS all researchers engaged in a research career are recognized as professionals and treated accordingly?

STRONGLY AGREE	61
AGREE	182
DISAGREE	93
STRONGLY DISAGREE	38
NEITHER AGREE NOR DISAGREE	57

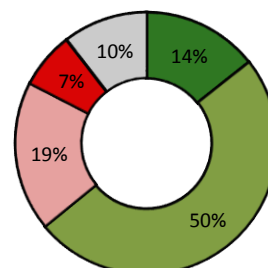


Commentary: Question regarded professional treatment of all researchers engaged in a research career at WUELS. Majority of respondents (56% in total) responded with either “agree” or “strongly agree”. “Disagree” and “strongly disagree” were chosen by 31% of respondents. The remaining 13% opted for “neither agree nor disagree”.

Question 23

Do you believe that WUELS ensures that the most stimulating research or research training environment is created, that it offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed?

STRONGLY AGREE	62
AGREE	214
DISAGREE	80
STRONGLY DISAGREE	30
NEITHER AGREE NOR DISAGREE	45

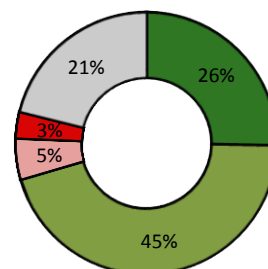


Commentary: Question regarded stimulating research environment. The majority of respondents answered “agree” or “strongly agree” (64% in total), 26% opted for “disagree” or “strongly disagree” (26%) and the remaining 10% chose “neither agree nor disagree”.

Question 24

Do you believe that WUELS ensures that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements?

STRONGLY AGREE	109
AGREE	195
DISAGREE	22
STRONGLY DISAGREE	14
NEITHER AGREE NOR DISAGREE	91

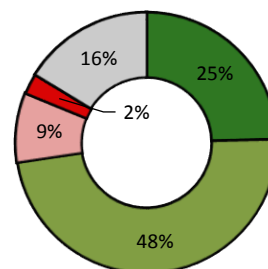


Commentary: Question regarded proper working conditions for researchers, including disabled researchers. Answer “agree” or “strongly agree” was chosen by majority of respondents (71% in total). Minority of respondents opted for “disagree” or “strongly disagree” (8%). The remaining 21% answered “neither agree nor disagree”.

Question 25

Czy uważasz, że Uniwersytet Przyrodniczy we Wrocławiu zapewnia stabilne warunki zatrudnienia pracowników naukowych, wykonując i przestrzegając zasad i warunków określonych w dyrektywie UE w sprawie zatrudnienia na czas określony?

STRONGLY AGREE	106
AGREE	207
DISAGREE	37
STRONGLY DISAGREE	11
NEITHER AGREE NOR DISAGREE	70

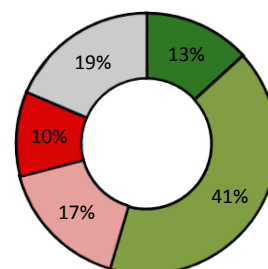


Commentary: Question regarded the implementation of principles and terms laid down in the EU Directive on Fixed-Term Work. Majority of respondents opted for “agree” or “strongly agree” (73% in total). 11% of respondents opted for “disagree” or “strongly disagree”. The remaining 16% chose “neither agree nor disagree”.

Question 26

Do you believe that WUELS ensures that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements? krajowymi lub sektorowymi umowami zbiorowymi?

STRONGLY AGREE	57
AGREE	178
DISAGREE	71
STRONGLY DISAGREE	45
NEITHER AGREE NOR DISAGREE	80

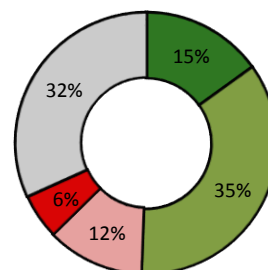


Commentary: Question regarded fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation. Majority of respondents answered “agree” or “strongly agree” (54% in total). 27% chose “disagree” or “strongly disagree”, with the remaining 19% opting for “neither agree nor disagree”.

Question 27

Do you believe that WUELS aims for a representative gender balance at all levels of staff, including at supervisory and managerial level?

STRONGLY AGREE	65
AGREE	153
DISAGREE	52
STRONGLY DISAGREE	24
NEITHER AGREE NOR DISAGREE	137

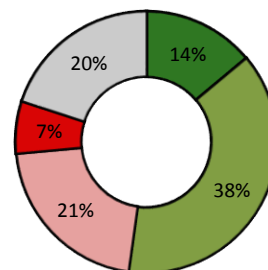


Commentary: Question regarded gender balance at all levels of staff, including supervisory and managerial level. Half of respondents answered “agree” or “strongly agree” (50% in total). 18% of respondents opted for “disagree” or “strongly disagree”. Almost one in three respondents (32%) chose “neither agree nor disagree”.

Question 28

Do you believe that WUELS has a specific career development strategy for researchers at all stages of their career within the framework of its human resources management?

STRONGLY AGREE	60
AGREE	165
DISAGREE	92
STRONGLY DISAGREE	28
NEITHER AGREE NOR DISAGREE	86

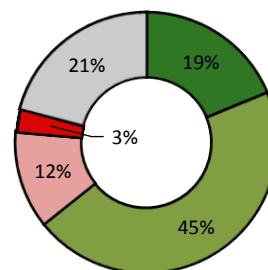


Commentary: Question regarded whether, in respondents' opinion, WUELS has a specific career development strategy for researchers at all stages of their career within the framework of its human resources management. Over half of respondents answered “agree” or “strongly agree” (85%). 28% opted for “disagree” or “strongly disagree”, with the remaining 20% choosing “neither agree nor disagree”.

Question 29

Do you believe that WUELS recognizes the value of geographical, intersectoral, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career?

STRONGLY AGREE	81
AGREE	196
DISAGREE	52
STRONGLY DISAGREE	12
NEITHER AGREE NOR DISAGREE	90

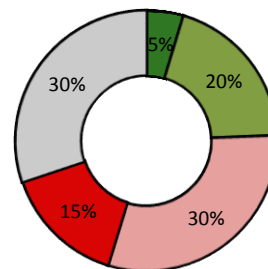


Commentary: Question regarded the value of geographical, intersectoral, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector. Majority of respondents answered “agree” or “strongly disagree”. Less than one in six respondents either “disagreed” or “strongly disagreed” (15% in total). The remaining 21% opted for “neither agree nor disagree”.

Question 30

Do you believe that WUELS ensures that career advice and job placement assistance is offered to researchers at all stages of their careers, regardless of their contractual situation?

STRONGLY AGREE	20
AGREE	85
DISAGREE	131
STRONGLY DISAGREE	65
NEITHER AGREE NOR DISAGREE	130

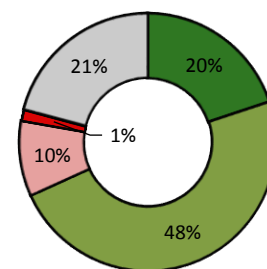


Commentary: : Question regarded career advice and job placement assistance at all stages of researchers' careers. Only one in four respondents answered "agree" or "strongly agree". 45% chose "disagree" or "strongly disagree". The remaining 30% opted for "neither agree nor disagree".

Question 31

Do you believe that WUELS ensures that researchers at all career stages reap the benefits of the exploitation of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights?

STRONGLY AGREE	86
AGREE	208
DISAGREE	41
STRONGLY DISAGREE	6
NEITHER AGREE NOR DISAGREE	90

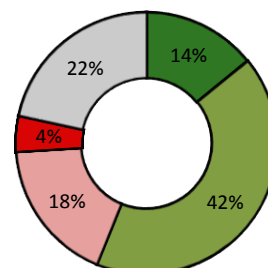


Commentary: Majority of respondents (68%) answered "agree" or "strongly agree". Only 11% of respondents chose "disagree" or "strongly disagree". The remaining 21% opted for "neither agree nor disagree".

Question 32

Do you believe that WUELS developed strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc, or to publish their own research results independently from their supervisor(s)?

STRONGLY AGREE	61
AGREE	181
DISAGREE	77
STRONGLY DISAGREE	19
NEITHER AGREE NOR DISAGREE	93

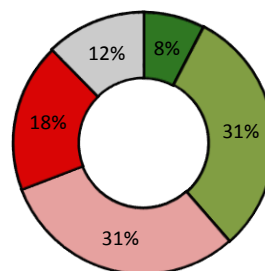


Commentary: Question regarded the right to be recognized as co-author and to publish own research results independently from supervisor. Majority of respondents (56% in total) answered "agree" or "strongly agree". 22% of respondents either "disagreed" or "strongly disagreed". The remaining 22% neither agreed nor disagreed.

Question 33

Do you believe that WUELS ensures that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers is counted as part of their teaching commitment?

STRONGLY AGREE	33
AGREE	133
DISAGREE	132
STRONGLY DISAGREE	80
NEITHER AGREE NOR DISAGREE	53

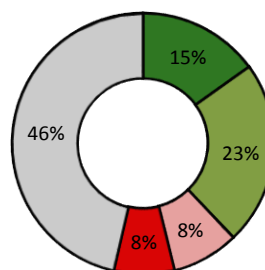


Commentary: Question regarded teaching-related issues, including remuneration and their impact on evaluation system. 49% of respondents answered either “disagree” or “strongly disagree”. Only 39% opted for “agree” or “strongly agree”. The remaining 12% answered “neither agree nor disagree”. This was also the first question of the survey to which mostly negative answers were given.

Question 34

Do you believe that WUELS appointed an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers, in compliance with national rules and regulations?

STRONGLY AGREE	65
AGREE	98
DISAGREE	36
STRONGLY DISAGREE	32
NEITHER AGREE NOR DISAGREE	200

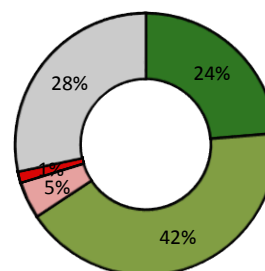


Commentary: Question regarded an ombudsman-type person who deals with complaints of researchers. Almost half of respondents (46%) answered “neither agree nor disagree”, which suggests little awareness or need of such a person among employees. 38% of respondents opted for “agree” or “strongly agree”, and the remaining 16% chose either “disagree” or “strongly disagree”. On a final note, the issue of an ombudsman-type person is viewed in a favourable way.

Question 35

Do you believe that WUELS recognizes it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution?

STRONGLY AGREE	102
AGREE	181
DISAGREE	20
STRONGLY DISAGREE	6
NEITHER AGREE NOR DISAGREE	122



Commentary: Question regarded employees' relation to consultation and decision-making bodies. Very low percentage of negative answers was given at just 6%. 66% of respondents answered “agree” or “strongly agree”. The remaining 28% opted for “neither agree nor disagree”.

Additional commentary to “Working conditions and social security” section.

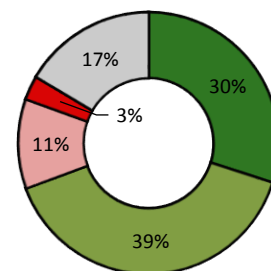
7 additional comments were submitted, all by employees at pre-postdoctoral stage of their careers (6 of them were submitted by employees with PhD and 1 by an employee with a degree of MSc). They regarded insufficient remuneration and insufficient funds for research and teaching duties. They also put emphasis on employees' inability to negotiate their contracts and an ill-suited evaluation system with regards to teaching duties. A proposal was made by one of employees (female aged 35-44 at postdoctoral stage of career) to include consultations and tutoring of PhD students in workload.

Section 4: Training

Question 36

Do you believe that WUELS provides researchers with a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them?

STRONGLY AGREE	129
AGREE	170
DISAGREE	48
STRONGLY DISAGREE	13
NEITHER AGREE NOR DISAGREE	71

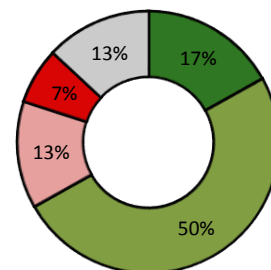


Commentary: Question regarded researchers' relationship with their supervisors and faculty representatives. In total, 69% of respondents answered positively, 15% negatively and 17% opted for a neutral answer. Majority of respondents view their relationship with supervisors in a favourable light.

Question 37

Do you believe that at WUELS senior researchers, in their roles as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators, perform to the highest professional standards and build up a constructive and positive relationship with the early-stage researchers?

STRONGLY AGREE	73
AGREE	215
DISAGREE	57
STRONGLY DISAGREE	30
NEITHER AGREE NOR DISAGREE	56

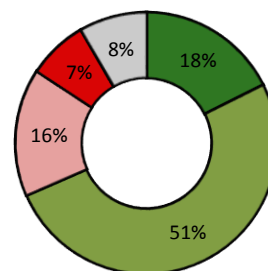


Commentary: Question regarded professional standards of senior employees of WUELS. Answers were similar to Question 36. 67% of respondents answered positively, with 20% of negative answers and the remaining 13% of respondents giving a neutral answer.

Question 38

Do you believe that WUELS encourages researchers to continually improve themselves by regularly updating and expanding their skills and competencies by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning?

STRONGLY AGREE	76
AGREE	219
DISAGREE	68
STRONGLY DISAGREE	32
NEITHER AGREE NOR DISAGREE	36

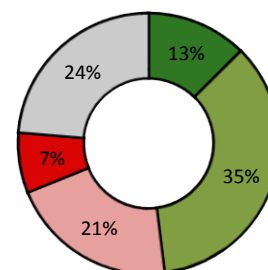


Commentary: Question regarded WUELS' support in updating and expanding researchers' skills and competencies. Answers were similar to those given in two previous questions. The majority of feedback (69%) of positive. Negative answers made up for 23%, with the remaining 8% of respondents opting for "neither agree nor disagree".

Question 39

Do you believe that WUELS ensures that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies?

STRONGLY AGREE	54
AGREE	153
DISAGREE	90
STRONGLY DISAGREE	32
NEITHER AGREE NOR DISAGREE	102

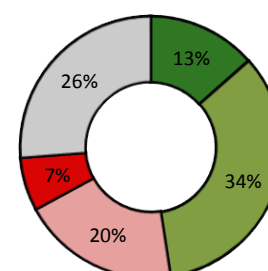


Commentary: The penultimate question regarded the opportunities for professional development and improvement of employability. 48% of respondents opted for "agree" or "strongly agree". 28% chose either "disagree" or "strongly disagree". The remaining 24% answered "neither agree nor disagree".

Question 40

Do you believe that WUELS ensures that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies?

STRONGLY AGREE	58
AGREE	147
DISAGREE	84
STRONGLY DISAGREE	29
NEITHER AGREE NOR DISAGREE	113



Commentary: Positive answers made up for 47% of the total feedback. 27% of respondents opted for "disagree" or "strongly disagree". The remaining 26% answered "neither agree nor disagree". Respondents gave a generally positive feedback with regards to WUELS' support for early-stage researchers.

Additional commentary to the "Training" section.

9 comments were submitted by various employees. 4 respondents underlined insufficient funding. Two respondents (both women, aged 24-35 with a degree of MSc eng.) noted the need of additional support for PhD students with regards to obtaining research and internship grants.

On the other hand, one of employees (woman aged 55-64 with the degree of a professor) remarked that PhD students are often unwilling to abide by their tutors advice and suggested new job position was opened for a professional whose goal would be to support young researchers. Another respondent (man aged 55-64 with a PhD degree) deemed Centre for Continuing Education useless. Another respondent (woman aged 35-44 with a postdoctoral degree) noted that estimation of percentage input has a negative effect on building relationships with researchers at earlier stages of their careers.

Percentage results of the survey

“Strongly agree” and “agree” were considered positive feedback, whereas “strongly disagree” and “disagree” were considered negative feedback. “Neither agree nor disagree” was considered a neutral answer.

Table 1. Percentage results of the survey – positive vs negative answers (> ; <)

Area	Question No.	Strongly AGREE	AGREE	DISAGREE	Strongly DISAGREE	Neither AGREE nor DISAGREE	POSITIVE answers	Result	NEGATIVE answers	NEUTRAL answers
ETHICAL AND PROFESSIONAL ASPECTS	1	57,1%	37,4%	2,1%	1,4%	2,1%	94,4%	>	3,5%	2,1%
	2	39,4%	45,2%	7,0%	2,3%	6,0%	84,7%	>	9,3%	6,0%
	3	32,9%	51,5%	7,9%	1,2%	6,5%	84,5%	>	9,0%	6,5%
	4	20,4%	55,0%	15,3%	3,7%	5,6%	75,4%	>	19,0%	5,6%
	5	23,9%	54,1%	6,3%	2,1%	13,7%	78,0%	>	8,4%	13,7%
	6	18,1%	46,9%	13,9%	7,7%	13,5%	65,0%	>	21,6%	13,5%
	7	28,5%	45,9%	11,6%	2,6%	11,4%	74,5%	>	14,2%	11,4%
	8	45,9%	38,3%	7,0%	0,9%	7,9%	84,2%	>	7,9%	7,9%
	9	43,4%	40,6%	10,7%	1,2%	4,2%	84,0%	>	11,8%	4,2%
	10	36,7%	38,5%	7,9%	3,7%	13,2%	75,2%	>	11,6%	13,2%
	11	33,9%	45,0%	10,0%	4,2%	7,0%	78,9%	>	14,2%	7,0%
RECRUITMENT	12	27,8%	52,4%	8,1%	5,1%	6,5%	80,3%	>	13,2%	6,5%
	13	21,3%	43,2%	10,0%	6,3%	19,3%	64,5%	>	16,2%	19,3%
	14	22,3%	42,5%	10,7%	2,1%	22,5%	64,7%	>	12,8%	22,5%
	15	15,8%	39,0%	22,5%	6,0%	16,7%	54,8%	>	28,5%	16,7%
	16	12,5%	43,2%	20,6%	7,4%	16,2%	55,7%	>	28,1%	16,2%
	17	18,8%	45,5%	7,4%	2,1%	26,2%	64,3%	>	9,5%	26,2%
	18	30,4%	45,0%	9,5%	3,2%	11,8%	75,4%	>	12,8%	11,8%
	19	18,3%	43,9%	13,9%	3,7%	20,2%	62,2%	>	17,6%	20,2%
	20	27,4%	52,9%	8,4%	2,6%	8,8%	80,3%	>	10,9%	8,8%
	21	28,8%	45,2%	9,5%	4,2%	12,3%	74,0%	>	13,7%	12,3%
WORKING CONDITIONS AND SOCIAL	22	14,2%	42,2%	21,6%	8,8%	13,2%	56,4%	>	30,4%	13,2%
	23	14,4%	49,7%	18,6%	7,0%	10,4%	64,0%	>	25,5%	10,4%
	24	25,3%	45,2%	5,1%	3,2%	21,1%	70,5%	>	8,4%	21,1%
	25	24,6%	48,0%	8,6%	2,6%	16,2%	72,6%	>	11,1%	16,2%
	26	13,2%	41,3%	16,5%	10,4%	18,6%	54,5%	>	26,9%	18,6%
	27	15,1%	35,5%	12,1%	5,6%	31,8%	50,6%	>	17,6%	31,8%

	28	13,9%	38,3%	21,3%	6,5%	20,0%	52,2%	>	27,8%	20,0%
	29	18,8%	45,5%	12,1%	2,8%	20,9%	64,3%	>	14,8%	20,9%
	30	4,6%	19,7%	30,4%	15,1%	30,2%	24,4%	<	45,5%	30,2%
	31	20,0%	48,3%	9,5%	1,4%	20,9%	68,2%	>	10,9%	20,9%
	32	14,2%	42,0%	17,9%	4,4%	21,6%	56,1%	>	22,3%	21,6%
	33	7,7%	30,9%	30,6%	18,6%	12,3%	38,5%	<	49,2%	12,3%
	34	15,1%	22,7%	8,4%	7,4%	46,4%	37,8%	>	15,8%	46,4%
	35	23,7%	42,0%	4,6%	1,4%	28,3%	65,7%	>	6,0%	28,3%
TRAINING	36	29,9%	39,4%	11,1%	3,0%	16,5%	69,4%	>	14,2%	16,5%
	37	16,9%	49,9%	13,2%	7,0%	13,0%	66,8%	>	20,2%	13,0%
	38	17,6%	50,8%	15,8%	7,4%	8,4%	68,4%	>	23,2%	8,4%
	39	12,5%	35,5%	20,9%	7,4%	23,7%	48,0%	>	28,3%	23,7%
	40	13,5%	34,1%	19,5%	6,7%	26,2%	47,6%	>	26,2%	26,2%

CONCLUSIONS FROM SURVEY ANALYSIS

Survey was conducted on a representative group of WUELS' employees. The group consisted of employees of different age, degree and gender. Answers were similar in each of the groups.

Analysis shows an overall good perception of the situation at WUELS. The overall number of positive answers (66%) outweighs the number of negative answers (18%). In 38 out of 40 questions corresponding with the principles of the Charter of Researchers and Code of Conduct the feedback was positive, with only 2 questions for which the majority of negative answers of given.

Analysis proved the need to initiate action in order to improve the flow of information and familiarize researchers with rules and regulations that govern WUELS. For as many as 14 questions the percentage share of „neither agree nor disagree” was above 20% (in one instance as much as 46.4%). The average percentage share of neutral answers was 16%.

Section 1, regarding professional and ethical aspects, received the most positive feedback. 94.4% of respondents gave a positive answer to question 1 (with 57.1% answering „strongly agree), regarding methods of identifying and solving problems. In section 1 four more questions had over 80% of positive feedback (questions 2, 3, 8 and 9). The question with the lowest positive feedback was question 6 regarding transparent and effective funding of research. In this case, 65% of positive answers were given, compared to 21.6% of negative answers.

In section 2, „Recruitment”, over 80% of positive answers were given to two questions regarding clearly specified admission standards (question 12) and recruitment guidelines (question 21).

The least positive feedback was observed in question 15 (regarding selection criteria, number of available positions, career development prospects and strengths and weaknesses of applications) and question 16 (regarding factors taken into considerations in the recruitment process).

Section 3, „ Working conditions and social security”, contained the only two questions with mostly negative feedback. Only 24.4% of positive answers (in contrast to 45.5% of negative feedback) were given to question 30, regarding advice and job placement assistance offered to researchers at all stages of their careers, regardless of their contractual situation.

49.2% of respondents gave negative answers to question 33 regarding remuneration and evaluation of teaching duties. Question 34, regarding ombudsman-type person only received 37.8% of positive answers but overall feedback was still classified as “positive”, as the number of negative answers made up for only 15.8% of total answers.

In section 4, “Training”, question 36 regarding researchers' structured and regular relationship with their supervisors received the most positive feedback, which was 69.4% positive and 14.2% negative. Questions 39 and 40 regarding career development and performance review of early-stage researchers also received positive feedback, even though the overall number of positive answers was below 50%.

Analysis led to identification of two problems, shown by two questions for which mostly negative answers were given (Table 14).

Table 2. Questions with majority of “disagree” or “strongly disagree” answers.

Question No	Section	Question	Positive answers	Negative answers	Identified problems
30	Working conditions and social security	Do you believe that Wrocław University of Environmental and Life Sciences ensures that career advice and job placement assistance is offered to researchers at all stages of their careers, regardless of their contractual situation?	24.4%	45.5%	Professional advisory and training of scientific and teaching university staff
33		Do you believe that WUELS ensures that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers is counted as part of their teaching commitment?	38.5%	49.2%	Terms of remuneration, evaluation in the field of teaching

Matrix analysis and conclusions from the survey were to a large extent convergent. Two improvement areas were identified in questions 30 and 33. The Committee for Implementation has also decided that personal excellence and self improvement action is needed with regards to question 34. Majority of respondents (46%) answered „neither agree nor disagree” which indicates the need of improvement of mediation procedures, aimed at solving disputes between supervisors and early career stage researchers. All improvement areas belong in the „Working conditions and social security” section of the survey.

Based on identified improvement areas, corrective and self improvement measures were planned with the aim of achieving the full implementation of principles and recommendations included in the Charter and Code of Conduct. Measures also affect the areas of career counselling, training of teaching staff, remuneration, evaluation with regards to teaching duties and dispute solving between supervisors and early career stage researchers.