



PUMS | POZNAN UNIVERSITY
OF MEDICAL SCIENCES



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CONTENTS:

- 1. ABOUT POZNAN UNIVERSITY OF MEDICAL SCIENCE (PUMS)**
- 2. PUMS AND THE EUROPEAN CHARTER FOR RESEARCHERS AND THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS**
- 3. THE HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R) 5-STEP PROCEDURE**
- 4. INTERNAL GAP ANALYSIS - METHODOLOGY**
- 5. INTERNAL GAP ANALYSIS AND ACTION PLAN**

1. ABOUT POZNAN UNIVERSITY OF MEDICAL SCIENCE (PUMS)

Poznan University of Medical Science is a major academic institution in Poznan and one of the top Polish universities. Its reputation is founded on tradition, the outstanding achievements of the faculty, and attractive curricula offered to students. For 100 years, we have been educating medical professionals, conducting research, and providing the local community with quality health services. Located in the city of Poznan and rooted in Polish tradition, the University has developed a network of international science and business partnerships throughout the century.

The University is well equipped for research in basic medical sciences, clinical investigations, diagnosis, and treatment. Teaching and research are mainly based on active co-operation with 5 Clinical Hospitals (2216 beds in total) as well as on other city hospitals. Since 1950, the University has awarded its degrees to 13,283 physicians, 4,610 dentists, and 5,541 pharmacists. Master of Science degrees have been conferred on 404 medical analysts and 1,307 nurses. In its various postgraduate programs, the University has awarded 2,628 Ph.D. degrees. The University's highly advanced postdoctoral programs have resulted in 461 habilitations (Dr hab.) awarded in the same period. Every year faculty members participate in no fewer than 400 international congresses and conferences. The University hosts between 5 and 10 major international congresses each year, and visits of foreign researchers are a daily routine. For 100 years, we have been educating medical professionals, conducting research, and providing the local community with quality health services. Located in the city of Poznan and rooted in Polish tradition, the University has developed a network of international science and business partnerships throughout the century.

Our mission is to strive to build the optimal modern environment of self-fulfillment and development for medical professionals, with the ultimate goal of providing excellent services to the local and international community. We implement this mission by educating medical professionals in over 30 quality courses in Polish and English language, in the capacity of a public university, conducting scientific experiments and research projects into all disciplines relating to human health and well-being of populations, and publishing the effects of these investigations, providing daily public medical services to patients in 6 major clinical centers and a hospice located in Poznan. Moreover, we are putting into practice the latest advancements in medicine and cutting edge equipment for the benefit of the patients, developing a network of international partner institutions: schools and research centers, hospitals, professional organizations, and government institutions to maintain the highest, most up-to-date standards and know-how, supporting our faculty, students and alumni, doctors and hospital staff in their everyday work and challenges.

The University is a center of academic excellence, where research and teaching are mutually sustaining, and where research is conducted, and knowledge is sought and applied in international as much as regional and national context. The University continuously extends and updates research programs and contents of study curricula, with particular emphasis on their interdisciplinary and international character.

2. PUMS AND THE EUROPEAN CHARTER FOR RESEARCHERS AND THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS

The principles of the Charter and the Code are in line with PUMS policy aiming to increase the University's attractiveness to researchers by offering them a favorable working environment, enhancing the quality of research and innovation, and boosting international mobility. By implementing the Charter and the Code, PUMS intends to foster international collaboration and contribute to the development of an open and attractive European market for researchers.

Oct 7, 2019, The Rector of Poznan University of Medical Sciences appointed (No. 73/19) the Team for Implementation of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers.

A Working Group was established, comprising key stakeholders (authorities, academic staff, HR managers, Ph.D. students).

PUMS European Charter and Code Implementation Working Group:

1) Members responsible for the analysis and preparation of verified legal regulations, procedures and practices, development of a document describing the strategy of activities ("HR Strategy") as well as the promotion and communication of developed documents:

prof. Michał Nowicki (Vice-Rector for Research and Development),
prof. Ewa Wender-Ożegowska (Vice-Rector for Organisational Affairs and International Relations),
prof. Zbigniew Krasieński (Vice-Rector for Human Resources and Postgraduate Education),
dr Rafał Staszewski (CEO),
mgr Barbara Maciałowicz (Chief Financial Officer),
dr Paweł Uruski (Rector's assistant/adviser),
mgr Bożena Raducha (Head of the Department of International Cooperation and European Integration),
dr Maciej Stachowiak (Head of Employee Affairs),
mgr Karolina Michalak (Head of the Research, Innovation and Project Management Department),
mgr Dominika Bazan (Promotion and Career Department Manager),
mgr Piotr Skraburski (IT Department Manager),
mgr Piotr Domagalski (Controlling Department Manager).

2) Representatives of researchers:

prof. Dariusz Iżycki (Team Coordinator)
prof. Bartłomiej Perek (Team Vice-coordinator)
prof. Marek Ruchała (Chancellor of Medical Sciences),
prof. Jarosław Walkowiak (Chancellor of Health Sciences),
prof. Lucjusz Zaprutko (Chancellor of Pharmaceutical Sciences),
dr hab. Marta Dyszkiewicz-Konwińska - (Department of Biomaterials and Experimental Dentistry)

dr hab. Piotr Rzymiski - (Department of Environmental Medicine)

dr hab. Błażej Rubiś - (Department of Clinical Chemistry and Molecular Diagnostics)

dr Wojciech Adamski - (Ophthalmology Department and Ophthalmology Clinic)

dr Zofia Kolesińska - (Clinic of Endocrinology and Pediatric Rheumatology)

dr Ewelina Wierzejska (Department of International Health)

dr Jan Nowak - (Clinic of Pediatric Gastroenterology and Metabolic Diseases)

mgr Szymon Tomczak (President of Ph.D. Students)

dr Martyna Borowczyk (Chair and Clinic of Endocrinology, Metabolic and Internal Diseases)

Implementation process timeline:

- March 2019 – declaration of support for the Charter and the Code
- April 2019 – first meeting of the Implementation Working Group
- May 2019 – July 2019 - preparation of online survey
- September 2019 - October 2019 - introduction and collection of the survey
- October 2019 - Rector of PUMS appointed (No. 73/19) Implementation Working Group
Implementation of the European Charter for Researchers and the Code of Conduct for the recruitment of researchers.
- December 2019 – February 2020 – internal gap analysis (template for internal gap analysis and staff survey)
- March 2019 – approval of the action plan and its publication by prof. Michał Nowicki (Vice-Rector for Science and PUMS Development), after consultation with Working Group

3. THE HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R) 5-STEP PROCEDURE

To implement the principles and recommendations of the Charter and the Code in 5-step procedure was proposed – the Human Resources Strategy for Researchers (HRS4R):

Step 1: Internal gap analysis

Step 2: Action plan

Step 3: “HR excellence in research” award

Step 4: Self-assessment

Step 5: External assessment by peer review

Step 1 is the stage where the institution assesses what is currently in place against the set of C&C requirements. Each requirement is compared to the present state/policy and assessed whether some recovery measures/corrective actions are needed. A beneficial and practical tool was set up – a template for the internal gap analysis, where all 40 C&C recommendations were grouped in 4 areas (I: Ethical and professional aspects, II: Recruitment and selection, III: Working conditions and social security, IV: Training and development).

Step 2 involves developing/ preparing and online publishing of “Human Resources Strategy for Researchers” – the results of internal gap analysis and the Action Plan to be executed in order for the institution to align more with the C&C principles.

Step 3 –once the first two steps are formally approved, the European Commission awards the "HR Excellence in Research" logo.

Step 4 – self-assessment of implementation is conducted every two years to identify risks and threats and to assess progress.

Step 5 - external assessment by peer review; it takes place every four years – the institution prepares a progress report assessed by external peers.

4. INTERNAL GAP ANALYSIS - METHODOLOGY

The remit of the Implementation Working Group was to carry out the implementation of the principles and recommendations of the Charter and the Code. The members of the Implementation Working Group were in contact and met regularly throughout the year 2019 to plan, prepare, and execute phases of implementing the C&C. The following general rules were established:

- all key stakeholders should be involved,
- the top-down and bottom-up approach should be adopted,
- level of importance should be taken into account,
- affected groups should be identified.

In 2019 a thorough gap analysis was carried out by the Implementation Working Group. At this stage, the remit of the Working Group was to map the Charter and Code against existing legislation (national, sectoral, internal regulations), guidelines, and good practice at PUMS. This work was intended to help to identify where our university stands in relation to the documents and what actions might need to be taken to align with the principles in the Charter and Code.

It was decided that two tools would be used: the template for the internal analysis and the questionnaire staff survey.

Template for the internal analysis

Internal gap analysis required the use of the template recommended by the EU (Example of a standard template for the internal analysis). Each member of the Implementation Working Group filled in the template. The members of the Implementation Group were made familiar with a SWOT analysis, and it was recommended as an auxiliary tool should be used in order to evaluate the strengths, weaknesses, opportunities, and threats. Both the level of importance and the groups affected were taken into consideration. Later, discussions within the Working Group followed, and a single final document was drafted.

It was concluded that, generally, PUMS policy is in compliance with the recommendations and principles of the Charter and Code. The strengths were far more apparent than the weaknesses. No legal regulation was identified as a severe impediment to the implementation process. The existing Polish labor law, together with sector-specific regulations as well as internal regulations and policies allowed PUMS to fulfill and, in some cases, exceed the Charter and Code's requirements (especially concerning research freedom and ethical principles, research and working conditions, funding and salaries, relations with supervisors). However, some weaknesses were recognized in the following areas:

- (1) data protection;
- (2) some aspects of the recruitment process;
- (3) career development and access to career advice;
- (4) non-discrimination policy.

List of relevant national legislation:

- Act of Jul 20, 2018, The Law of Higher Education and Science (Official Journal of Laws 2018, item 1668);
- Act of Mar 14, 2003, on academic degrees and academic title and degrees and title in the art (Official Journal of Laws of 2014, item 1852);
- The Labor Code of Jun 26, 1974 (Official Journal of Laws of 1974, No. 24, item 141).

Internal law:

- PUMS statute
- PUMS Senate resolutions
- Rector's decrees

Staff opinion survey

In order to involve all stakeholders in the project, a bottom-up approach to the problem was adopted, and a staff opinion survey was carried out. All Implementation Working Group members recognized it as an essential source of suggestions on what seems problematic. It was viewed as a great opportunity to encourage an internal debate. The aim of the survey was to collect data concerning the opinions of the academic staff and Ph.D. students about whether PUMS fulfills the principles and requirements of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. It was decided to use an online questionnaire in order to secure the highest feedback possible. The questionnaire was posted on the PUMS website and was available online for two months. The academic staff and Ph.D. students were informed via e-mail about the questionnaire and its aim.

Questionnaire

The questionnaire was divided into two sections. The first one collected information about the participant's sex, age, academic group, and academic degree. The second contained 41 statements, directly connected with the principles and requirements of the Charter and the Code (some simplifications as regards the length of the principles were introduced, Appendix). This section was further cleave into four subsections corresponding to various aspects of the aforementioned Charter and Code.

Respondents could provide one of four answers to each of the survey questions. Two of them marked (+ / + and +/-) were considered positive in the opinion of the respondents, two others marked "- / +," "- / -" were treated as negative, i.e., requiring appropriate action by the appropriate organizational units of Poznan University of Medical Sciences.

To show quantitative results of the survey, answers '+/+' were granted with 1 point, '+/-' 2 points, '-/+' 3 points, and '-/-' 4 points, respectively.

Moreover, the findings of the survey were presented for representatives of four groups of scientists in terms of their experience level. Following definitions of four career stages were applied according to the European Commission's communication "Towards a European Framework for Research Careers" :

- **R1: First Stage Researcher (up to the point of Ph.D.),**
- **R2: Recognized Researcher (Ph.D. holders or equivalent who are not yet fully independent),**
- **R3: Established Researcher (researchers who have developed a level of independence),**
- **R4: Leading Researcher (researchers leading their research area or field).**

The team appointed by the Rector of Poznan University of Medical Sciences found that aspects that need to be addressed and require action are those where more than 20% of respondents gave negative responses ("- / +" or "- / -").

Participants

The sample consisted of 217 academic staff and Ph.D. students who completed an online questionnaire. The analysis of the responders is in the next subsection of this document.

Results

The staff opinion survey, similarly to the internal gap analysis, revealed areas for enhancements. Generally, the internal gap analysis together with the survey revealed four areas (defined further as subsections), where existing practice or policy should be improved:

- 1) selected ethical and professional aspects
- 2) fundamental aspects of recruitment and selection
- 3) working condition and social security quality
- 4) selected aspects of training and development

Consultations with young researchers

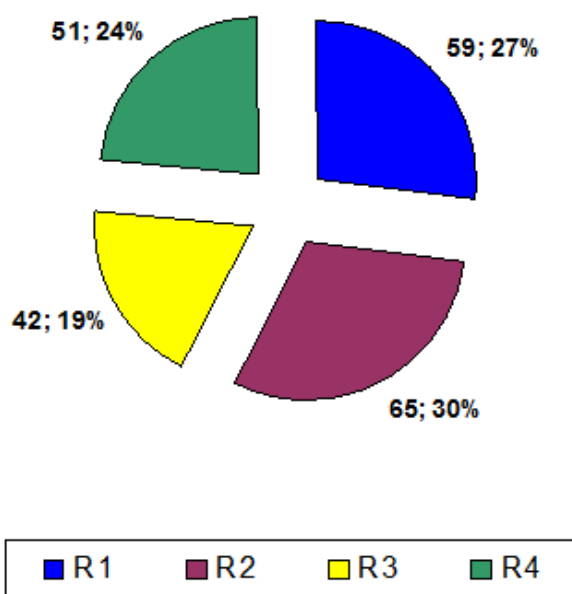
Additionally, to the gap analysis and online survey, the consultations on the human resources strategy were held with the representatives of the Ph.D. Students' Union. As a result, the Implementation Working Group received a document called "Set of proposals on HR strategy". Ph.D. students, as well as other young researchers (early-stage researchers), were also encouraged to include comments on their situation and problems in the online questionnaire. The Working Group analyzed all remarks, comments, and proposals concerning early-stage researchers, and the conclusions were included in the final version of the HR strategy.

5. GAP ANALYSIS AND ACTION PLAN

The results of the survey (GAP ANALYSIS) are presented below, together with suggested solutions (ACTION PLAN) on how to adapt the terms of recruitment and employment of University researchers to the recommendations contained in the European Charter for Researchers and the Code of Conduct for the researchers recruitment. **An action plan regarding particular subsections and PUMS Departments/Offices responsible for its implementation are summarized at the end of this section.**

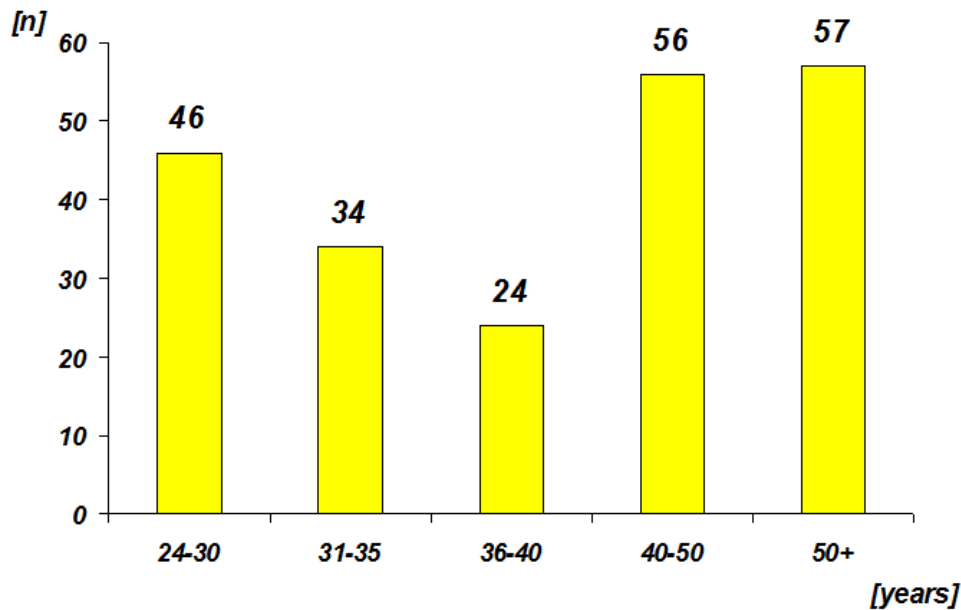
5.1. PARTICIPANTS

217 researchers employed at Poznan University of Medical Sciences returned complete survey. 119 women (62.3%) and 72 men (37.7%) participated. Among them the biggest group was R2 scientists (30%; n=65).



The overall return rate was 18% (217/1215), the highest in R1 subgroup (59/185; 31%) and followed by R4 (51/223; approx. 23%) whereas the lowest in R2 (65/520; approx. 12.5%).

The age distribution of respondents is presented below.



5.2. GAP ANALYSIS AND ACTION PLAN

ETHICAL AND PROFESSIONAL ASPECTS

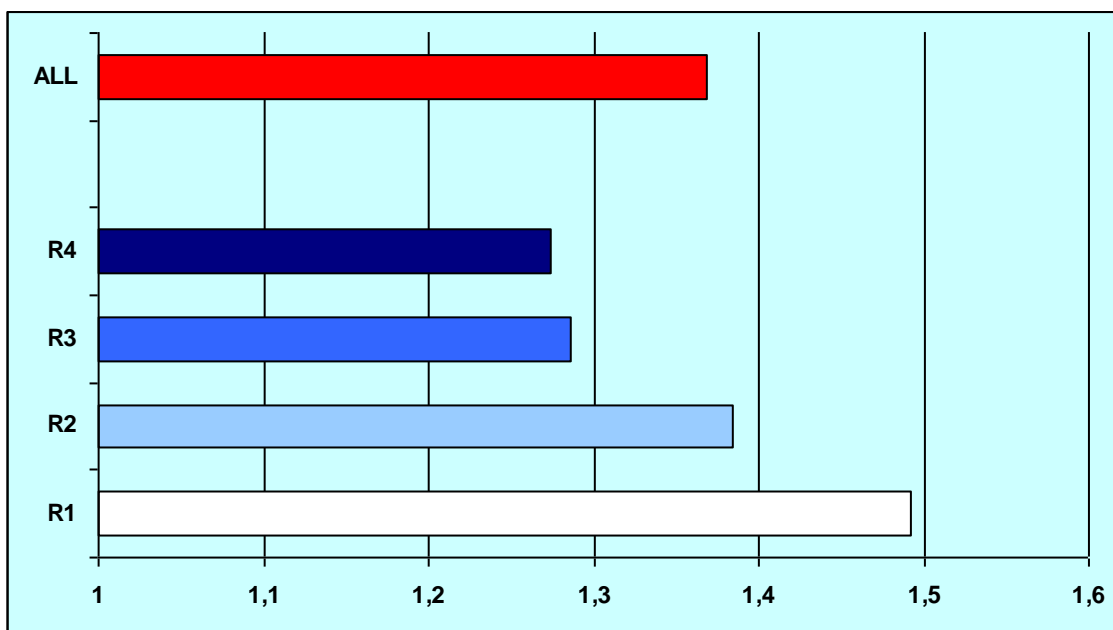
Question No. 1: Research freedom

In your opinion, does PUMS support and give you the freedom to conduct scientific research and does not interfere with the research methods and techniques which you use?

+/+ 72.8% (n = 158)	Yes, definitely
+/- 19.8% (43)	Yes, although I see deviations in this matter
-/+ 5.1% (11)	Only partially
-/- 2.3% (5)	Definitely not

Conclusion

Although average score was low (indicating positive respondents' opinion, see Figure below), experienced scientists (R4) were the most pleased with research freedom at Poznan University of Medical Sciences. **In the opinion of the team, the actions undertaken so far by Poznan University of Medical Sciences are sufficient, which is reflected in the results of the survey.**



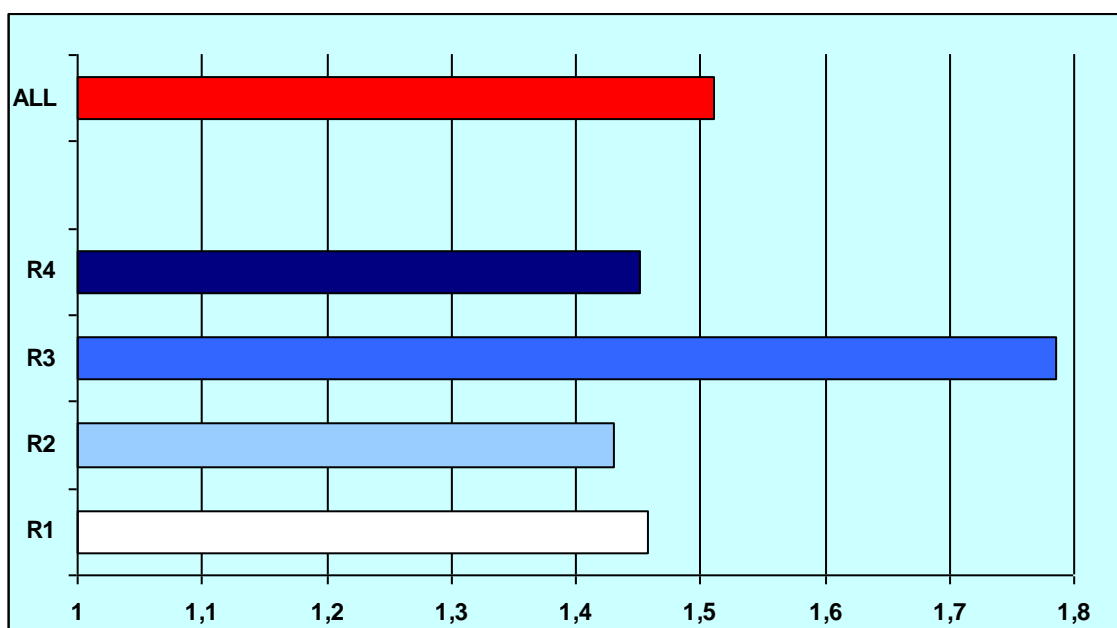
Question No. 2: Ethical principles

In your opinion, does Poznan University of Medical Sciences make every effort to ensure that ethical standards are promoted in the academic community and that ethics compliance is enforced?

- +/+ 63.6% (138) The compliance has been fully implemented
- +/- 24.4% (53) The compliance has almost been implemented
- /+ 9.2% (20) The compliance has been partially implemented
- /- 2.8% (6) The compliance has not been implemented

Conclusion

Generally, the researchers were pleased with ethical standards in the academic community. It must be stressed that established researchers (signed as R3) differed significantly from the others. However, their mean score was still relatively low. **In the opinion of the team, the actions undertaken so far by Poznan University of Medical Sciences are sufficient, which is reflected in the results of the survey.**



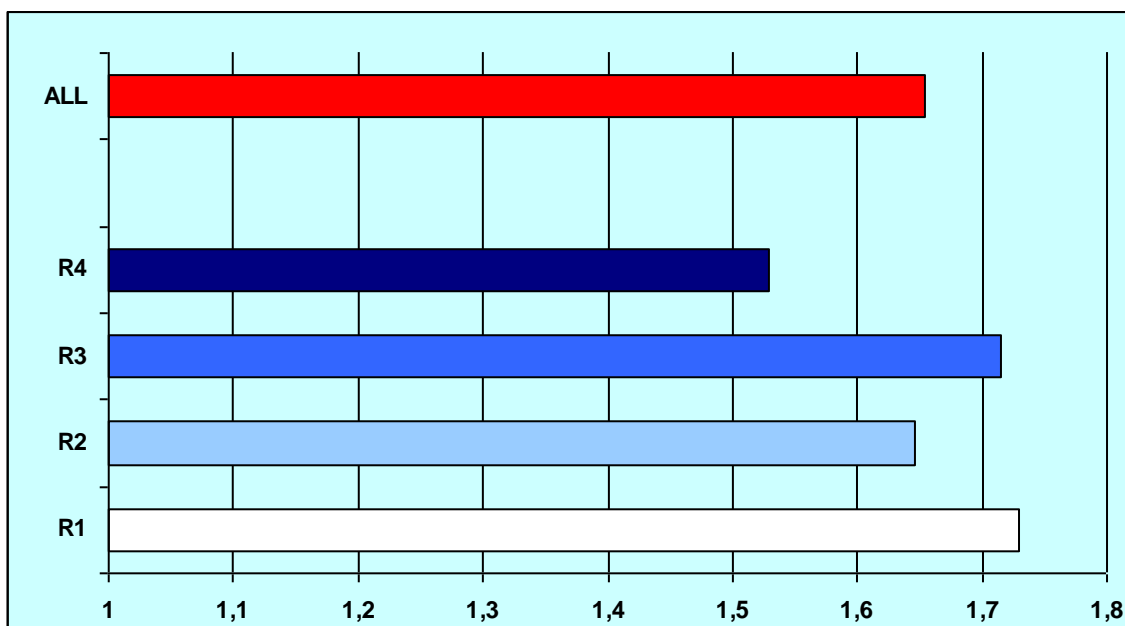
Question No. 3: Professional responsibility

In your opinion, does Poznan University of Medical Sciences sufficiently enforce such a way of conducting scientific research, simultaneously expecting that the results are relevant for the society?

- | | |
|-----------------|---|
| +/+ 54.4% (118) | These principles have been fully implemented |
| +/- 30.0% (65) | These principles have been almost fully implemented |
| -/+ 11.5% (25) | These principles have been partially implemented |
| -/- 4.1% (9) | These principles have been insufficiently implemented |

Conclusion

Generally, the vast majority of researchers did not point any marked problems regarding professional responsibility and anti-plagiarism policy. The most pleased with this professional aspect were again the most experienced scientists (R4) employed at the Poznan University of Medical Sciences. **In the opinion of the team, the actions undertaken so far by Poznan University of Medical Sciences are sufficient, which is reflected in the results of the survey.**



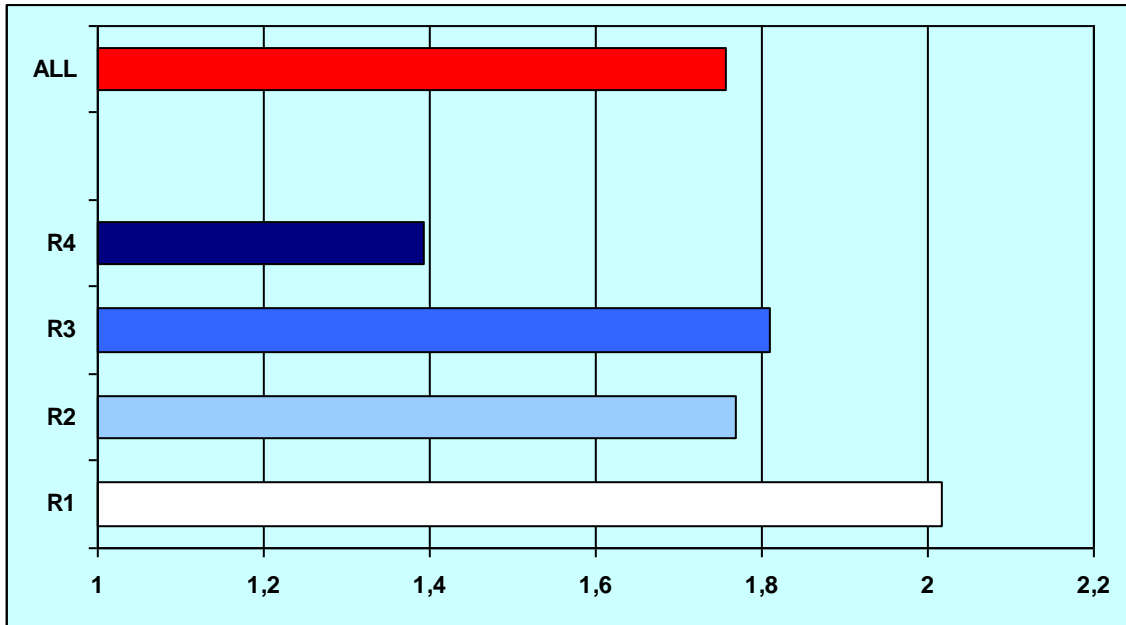
Question No. 4: Professional attitude

In your opinion, does Poznan University of Medical Sciences duly provide information about the possibilities of research funding and current strategic research goals; it assists in preparing research or finances employees' own research in a manner adequate to its financial capabilities?

- | | |
|-----------------|---|
| +/+ 51.6% (112) | These principles have been fully implemented |
| +/- 26.3% (57) | These principles have been almost fully implemented |
| -/+ 17.1% (37) | These principles have been partially implemented |
| -/- 5.1% (11) | These principles have been insufficiently implemented |

Conclusion

Young researches (R1) were the least pleased with official information issued by the University about possibilities of research funding. Interestingly, the most experienced were much better informed about strategic research goals and funding possibilities. Thus, we found an area for improvement in the aspect of information flow between experienced and young researchers.



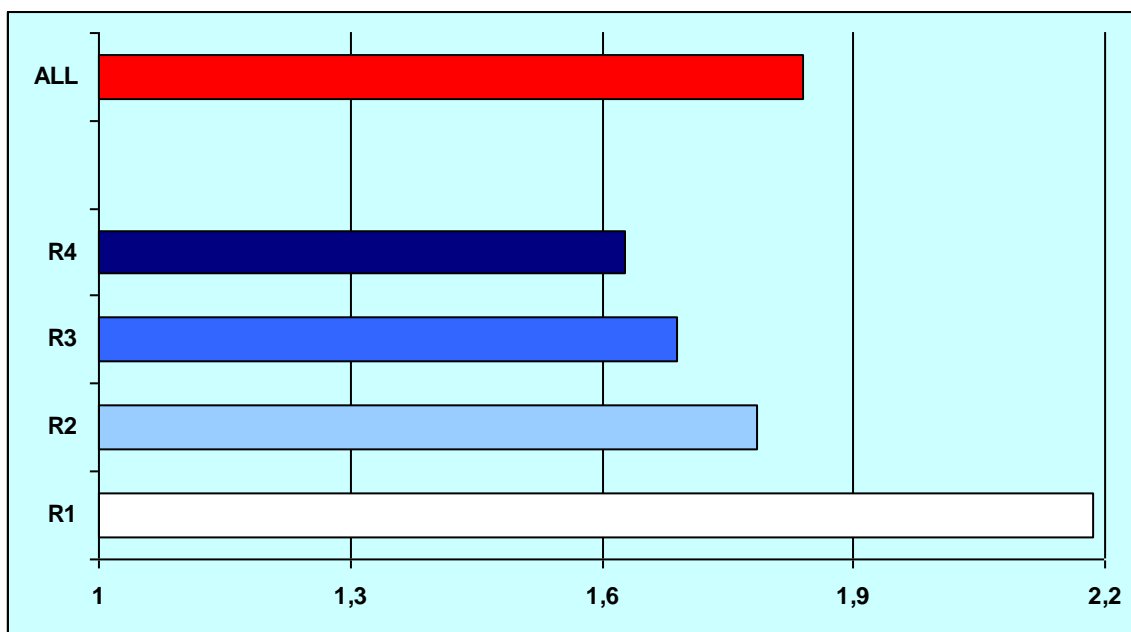
Question No. 5: Contractual and legal obligations

In your opinion, does Poznan University of Medical Sciences support researchers in their awareness of national, sectoral and institutional regulations determining the terms of training and / or employment?

- +/+ 44.2% (96) It has been fully implemented
- +/- 35.9% (78) It has been implemented, although the implementation is not yet complete
- /+ 11.5% (25) It has been partially implemented these principles
- /- 8.3% (18) It has been insufficiently implemented

Conclusion

All but one group (R1) were pleased with supporting researchers in their awareness of national, sectoral and institutional regulations. The higher score (ie., less satisfaction) in group R1 resulted from a fact that approximately 20% of them pointed that many regulations have been implemented, although this implementation has not yet been completed (+/-). These answers were still considered as positive thus the final results of the survey regarding this professional aspect of research at the Poznan University of Medical Sciences did support the following opinion of the team that **the actions undertaken so far by Poznan University of Medical Sciences are sufficient, which is reflected in the results of the survey.**



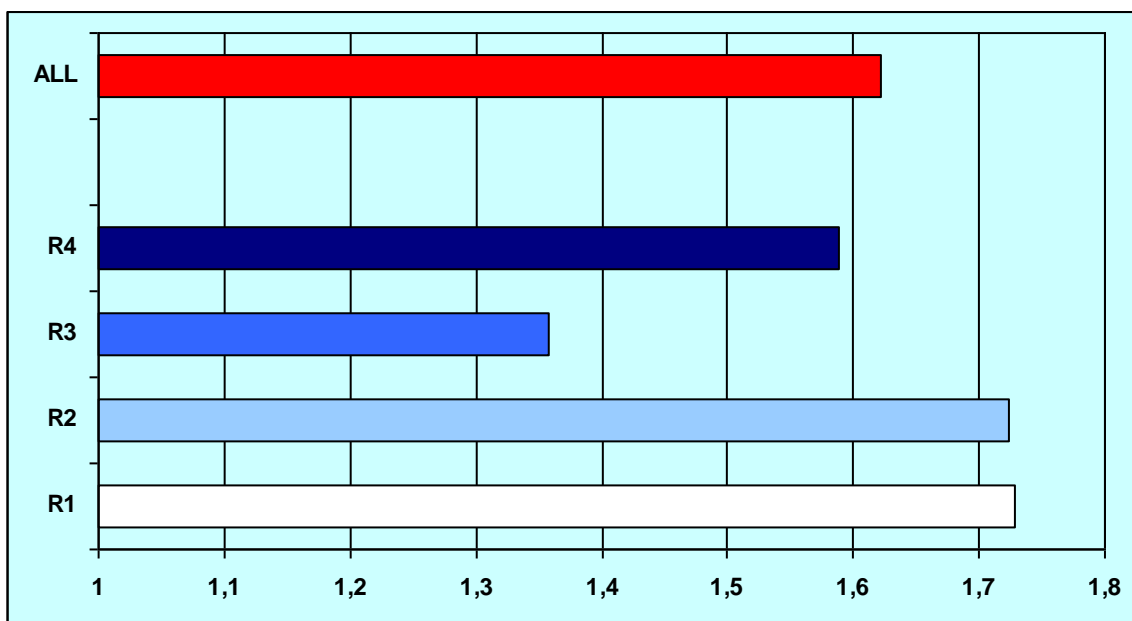
Question No. 6: Accountability

In your opinion, does Poznan University of Medical Sciences provide adequate support and supervision for researchers in terms of responsibility for their work, particularly for the effective management of financial resources. Do you believe the University is an organization that exercises due care with respect to public funding?

- | | |
|-----------------|---|
| +/+ 56.7% (123) | These principles have been fully implemented |
| +/- 27.6% (60) | These principles have been almost fully implemented |
| -/+ 12.4% (27) | These principles have been partially implemented |
| -/- 3.2% (7) | These principles have been insufficiently implemented |

Conclusion

Overall opinion of researchers was positive regarding Poznan University of Medical Sciences accountability. Experience in research corresponded positively with opinion (R1 the worst while R4 the best) that University ensured adequate support and supervision for scientists in terms of responsibility for their work, including the effective management of financial resources. **In the opinion of the team, the actions undertaken so far by Poznan University of Medical Sciences are sufficient, which is reflected in the results of the survey.**



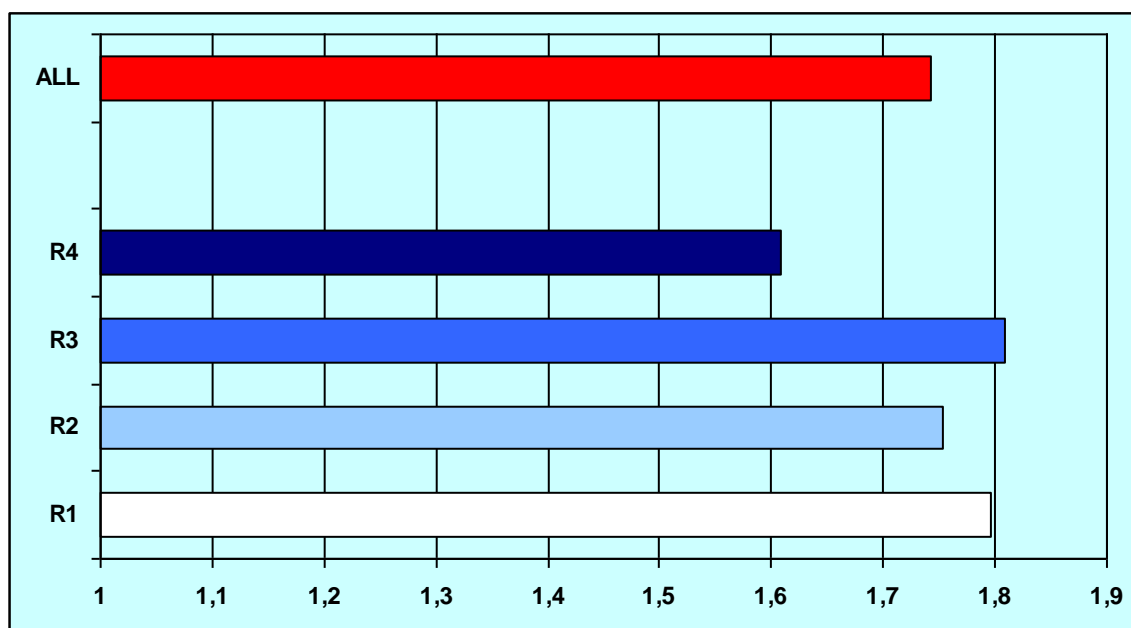
Question No. 7: Principles of good practice in scientific research

In your opinion, does Poznan University of Medical Sciences duly care about the safety of its employees and the security of the collected data?

- +/+ 53.0% (115) These principles have been fully implemented
- +/- 25.3% (55) These principles have been almost fully implemented
- /+ 16.1% (35) These principles have been partially implemented
- /- 5.5% (12) These principles have been insufficiently implemented

Conclusion

Although the differences between subgroups were minimal, still the most pleased with employees safety and collected data security were the most experienced researchers (R4 subgroup).



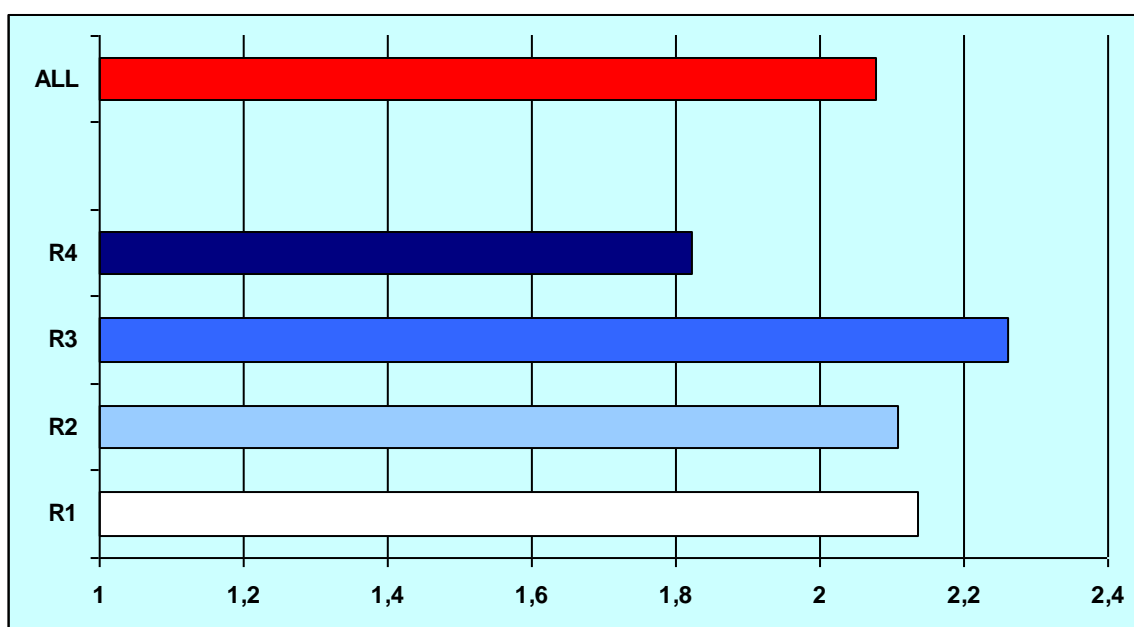
Question No. 8: Dissemination, implementation and commercialization of results

In your opinion, does Poznan University of Medical Sciences help in the dissemination and commercialization of research results?

- +/+ 37.8% (82) These principles have been fully implemented
- +/- 25.3% (55) These principles have been almost fully implemented
- /+ 28.1% (61) These principles have been partially implemented
- /- 8.8% (19) These principles have been insufficiently implemented

Conclusion

More than 1/3 of researchers employed at Poznan University of Medical Sciences expressed their concern with respect to correct promotion and help of the University in commercialization of research results . Interestingly, the least pleased were 'Established Researchers' (R3 subgroup).



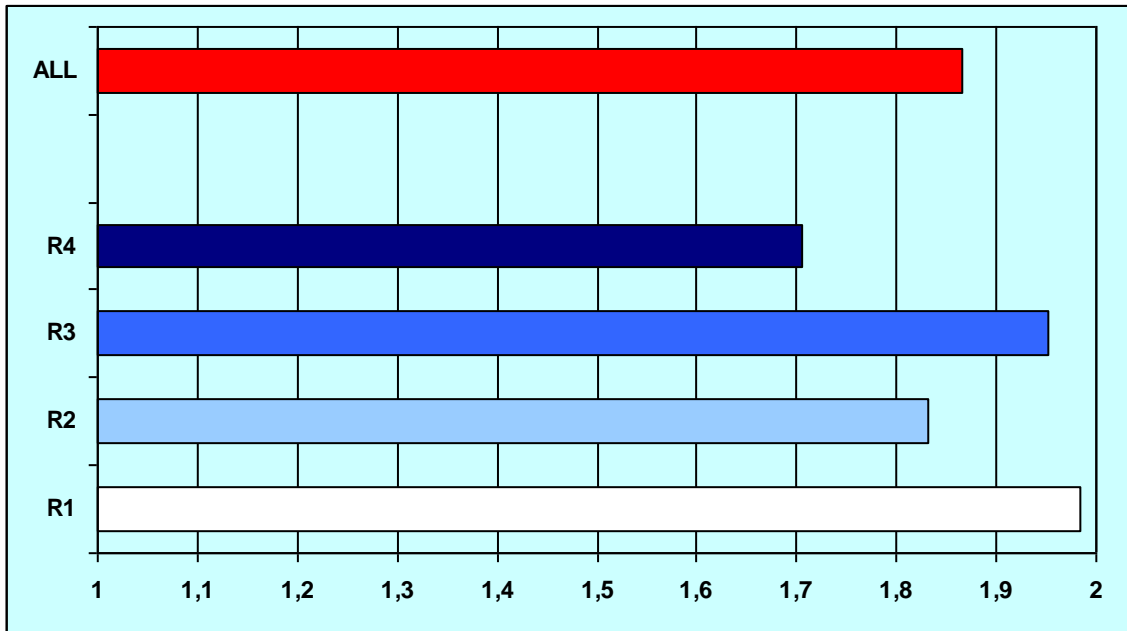
Question No. 9: Public engagement

In your opinion, does Poznan University of Medical Sciences sufficiently present these requirements and expectations to the employed researchers?

- +/+ 42.9% (93) It presents such requirements completely
- +/- 30.4% (66) It presents such requirements nearly completely
- /+ 24.0% (52) It presents such requirements partially
- /- 2.8% (6) It presents such requirements inadequately

Conclusion

According to the employees of Poznan University of Medical Sciences, particularly subgroups R1 and R3, that University should undertake action to improve the public's understanding of science.



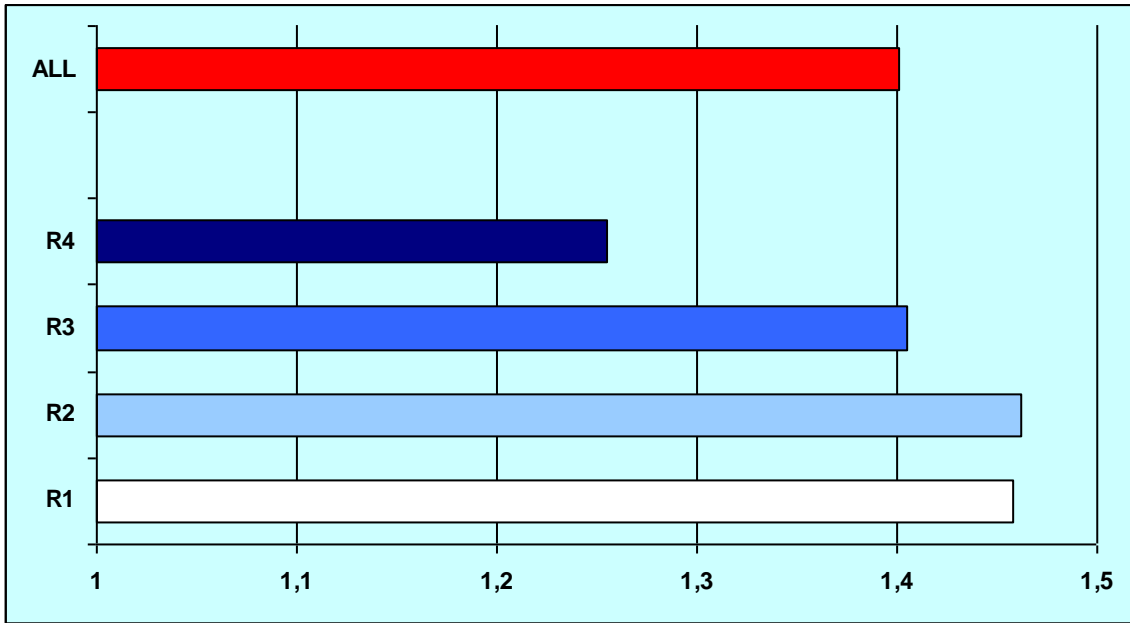
Question No. 10: The principle of non-discrimination

In your opinion, has Poznan University of Medical Sciences implemented the principles of non-discrimination?

- +/+ 74.2% (161) They have been fully implemented
- +/- 16.6% (36) They have been implemented almost completely
- /+ 4.1% (9) They have been implemented partially
- /- 5.1% (11) They have been insufficiently implemented

Conclusion

Subgroup analysis revealed again that the leading researchers (R4 subgroup) are the most pleased with applied by our university non-discrimination policy. Of note, the majority of the responders were women and predominantly female employees expressed a such opinion about successful non-discrimination policy. **In the opinion of the team, the actions undertaken so far by Poznan University of Medical Sciences are sufficient, which is reflected in the results of the survey.**



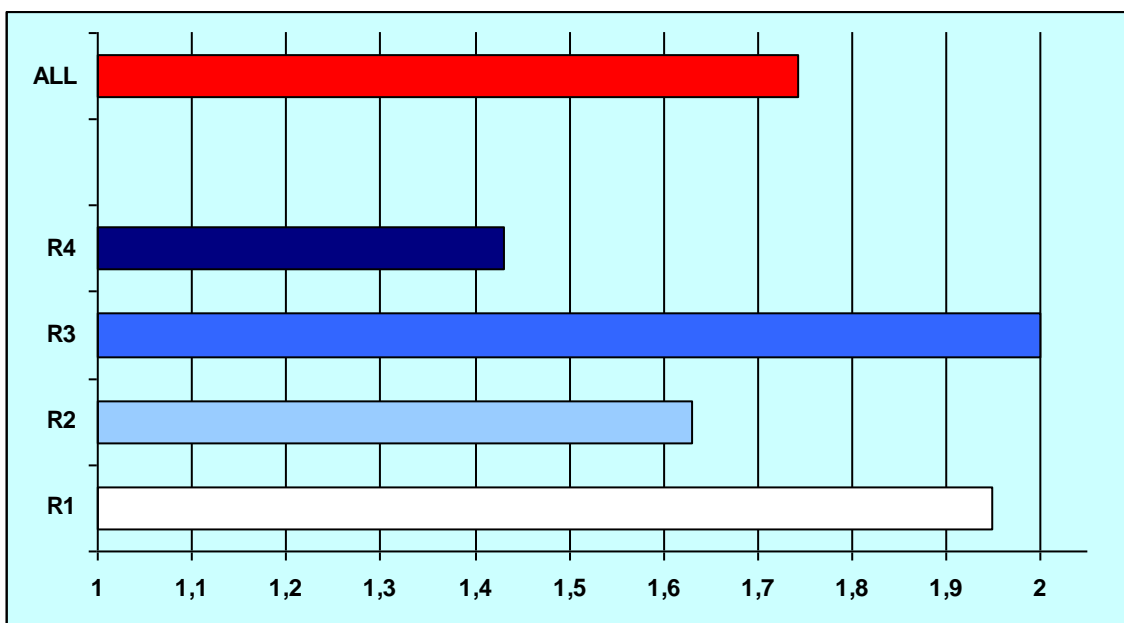
Question No. 11: Employee evaluation system

In your opinion, has Poznan University of Medical Sciences implemented a transparent evaluation system for research staff which would meet the above-mentioned criteria?

- +/+ 54.8% (119) It has been fully implemented
- +/- 23.5% (51) It has been implemented nearly completely
- /+ 14.3% (31) It has been partially implemented
- /- 7.4% (16) It has been insufficiently implemented

Conclusion

Slightly more than 20% of researchers expressed opinion that a transparent staff evaluation system have not been sufficiently implemented. Complete satisfaction was expressed by the vast majority of R4 scientists.



The detailed action plan regarding 'ETHICAL AND PROFESSIONAL ASPECTS' section:

1. Improvement of the functional aspects the usability of the Poznan University of Medical Sciences (PUMS) website to facilitate access to information on strategic research goals, scientific operating mechanisms, as well as the necessary permits to conduct research. This improvement will include more intuitive navigation on the site, increased legibility of presented information, more effective information search efficiency and easier communication of user with the system. The website will meet WCAG2.1 standards and will adapted to the needs of people with disabilities (completion time - 18 months),
2. Regular and obligatory trainings to increase the awareness of research and academic staff how to apply for funds from non-university resources, about regulations on the security of files and databases, also about dissemination and rules of commercialization of scientific research results. (completion time - 24 months)

Departments and Offices responsible for the aforementioned plan implementation:

The Department of the Research, Innovations and Project Management (M. Nowicki, Vice-Rector for Research and Development) (pt 1, 2).

The Department of Promotion and Career (D. Bazan, Head of the Department) (pt 1).

The Department of Employee Affairs (M. Stachowiak, Head of the Department) (pt. 2).

RECRUITMENT AND SELECTION

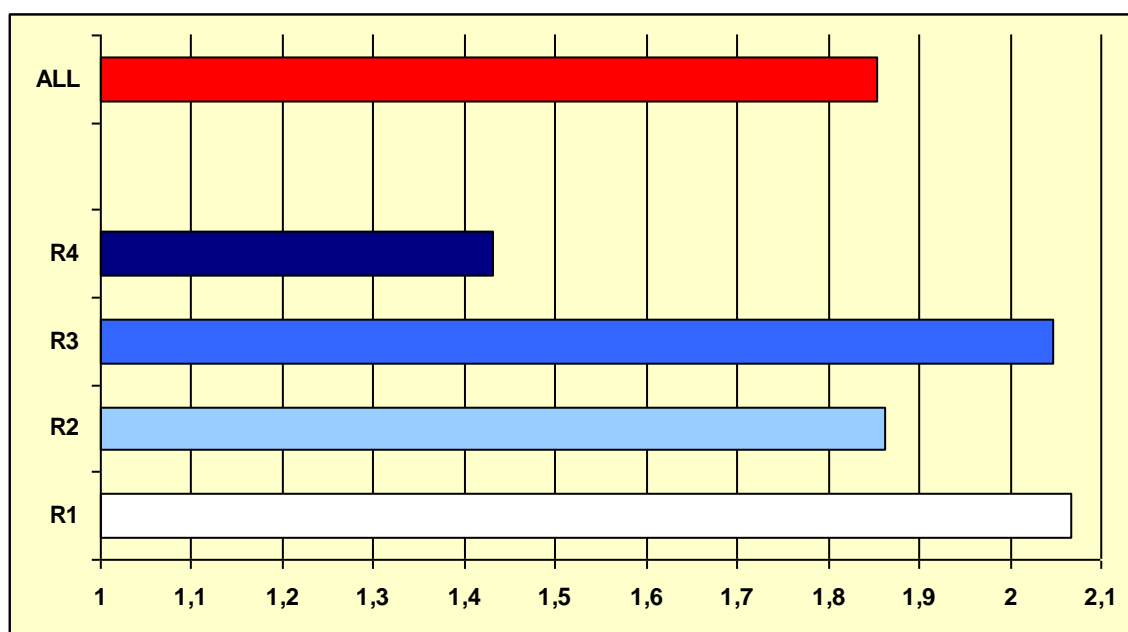
Question No. 12: Transparency of the researcher recruitment system

In your opinion, has Poznan University of Medical Sciences clearly defined the criteria for employing researchers and does it facilitate a researchers' return to scientific work following longer breaks?

+/+ 45.2% (98)	These principles have been fully implemented
+/- 30.4% (66)	These principles have been almost fully implemented
-/+ 18.4% (40)	These principles have been partially implemented
-/- 6.0% (13)	These principles have been insufficiently implemented

Conclusion

Only experienced scientists (R4 subgroup) were pleased with clear definition for employing researchers applied in Poznan University of Medical Sciences. The others, particularly the youngest (subgroup R1) stressed that the policy of the University in the area must be changed and markedly improved.



Question No. 13: Level of refinement of recruitment criteria

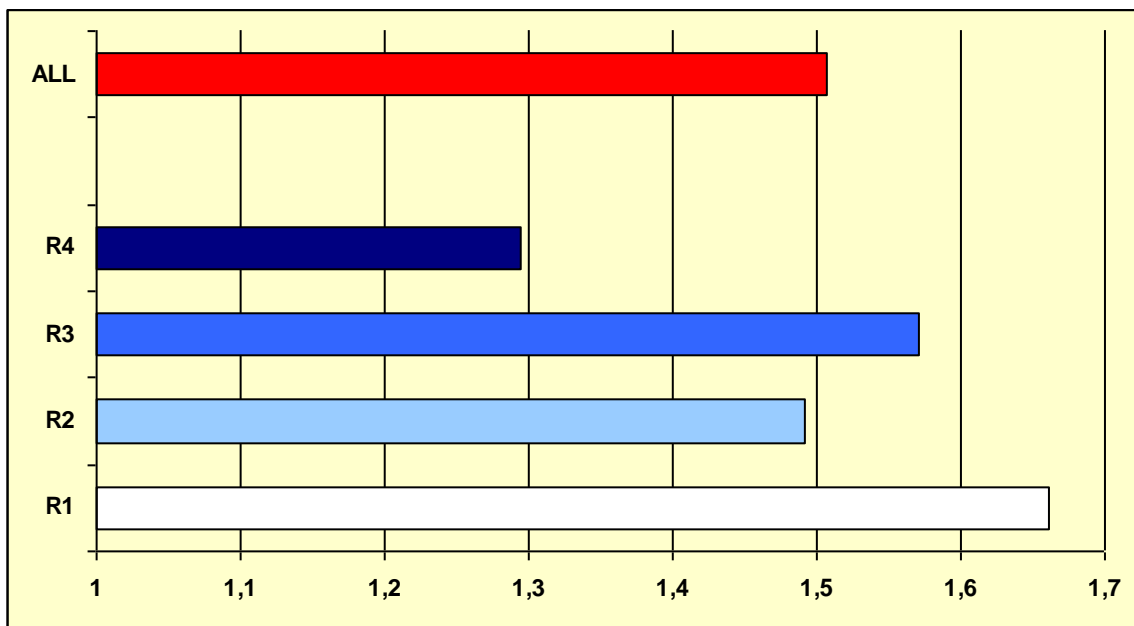
In your opinion, is the information contained in the competition notices clear, understandable, unambiguous, transparent, in accordance with applicable international standards and contains a detailed description of the required qualifications, as well as a description of the work terms and conditions?

+/+ 63.6% (138)	These notices fully meet the above-mentioned criteria
+/- 24.4% (53)	These notices meet the above-mentioned criteria, although singular exceptions may occur

- /+ 9.7% (21) These notices only partially meet the above-mentioned criteria
- /- 2.3% (5) These notices do not meet the above-mentioned criteria

Conclusion

Generally, Poznan University of Medical Sciences in opinion of its employees meets expectations regarding description of recruitment criteria. Again, more experienced researchers were more pleased than those at the beginning of their career. **In the opinion of the team, the actions undertaken so far by Poznan University of Medical Sciences are sufficient, which is reflected in the results of the survey.**



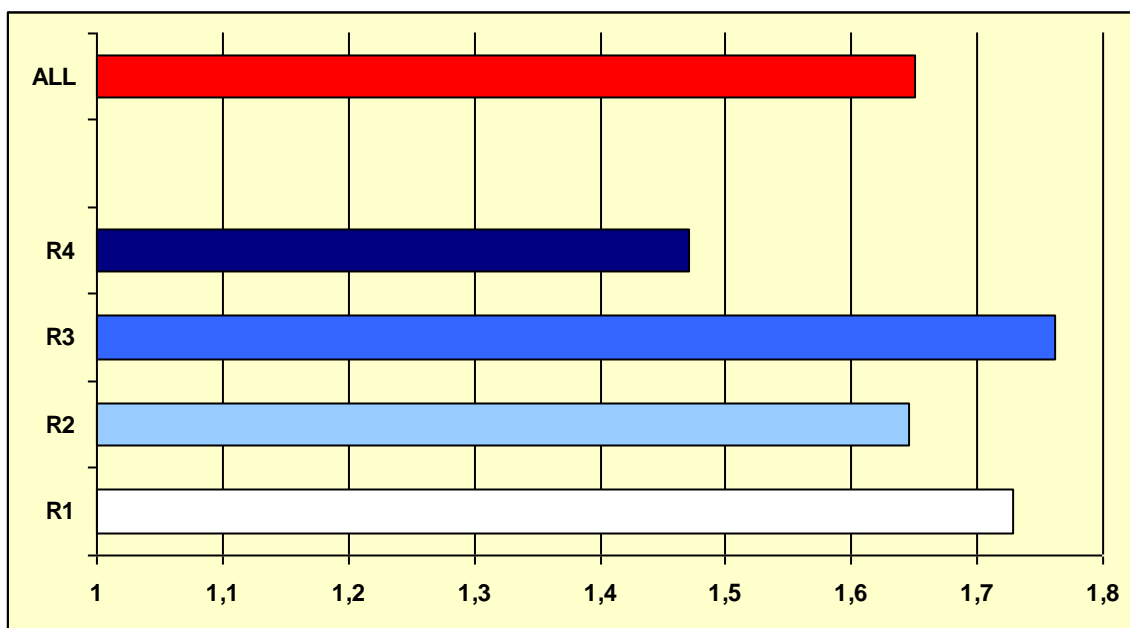
Question No. 14: Recruitment committees

In your opinion, do the recruitment committees at Poznan University of Medical Sciences meet the above-mentioned criteria?

- +/+ 52.1% (113) They fully meet the above-mentioned criteria
- +/- 33.6% (73) They meet the above criteria, although singular exceptions may occur
- /+ 11.5% (25) They only partially meet the above criteria
- /- 2.8% (6) They do not meet the above-mentioned criteria

Conclusion

Generally, Poznan University of Medical Sciences in opinion of its employees meets expectations regarding recruitment committees. Again, more experienced researchers (R4 subgroup) were more pleased than those at the beginning of their career (R1 subgroup). **In the opinion of the team, the actions undertaken so far by Poznan University of Medical Sciences are sufficient, which is reflected in the results of the survey.**



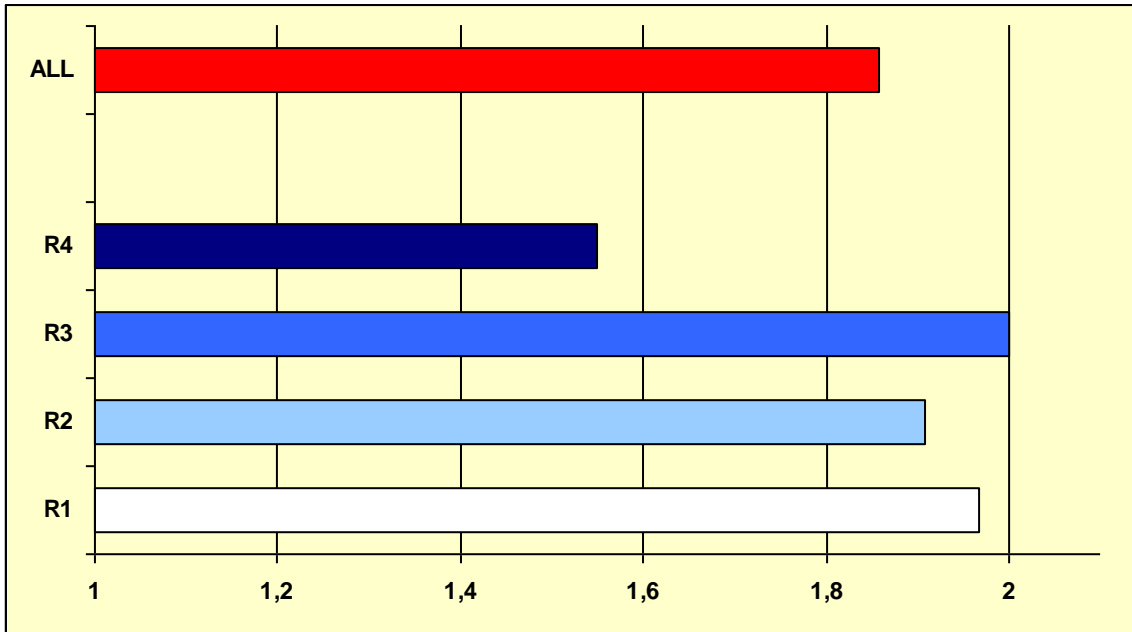
Question No. 15: The recruitment process

A. In your opinion, are candidates for scientific posts informed prior to the competition procedure about the recruitment process, selection criteria, number of posts and opportunities for professional promotion and development?

47.5% (103)	They are fully informed
26.3% (57)	They are informed, although there are individual exceptions
19.4% (42)	They are only partially informed and not in all situations
6.9% (15)	They are not informed

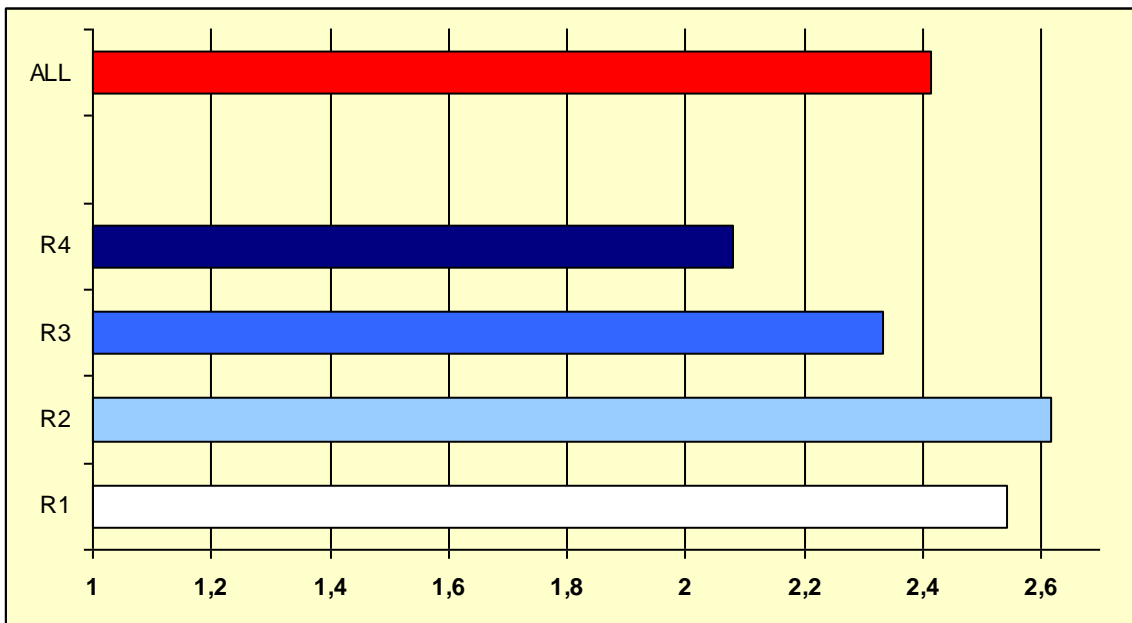
Conclusion

Interestingly, the first part of recruitment process (ie., actions before competition procedure; question A) was assessed much better than the final part of this process when candidates applying for employment at Poznan University of Medical Sciences are informed about results of the recruitment process (question B). Although this aforementioned fact the common feature for both answers was higher rate of satisfaction among experienced (R4 subgroup) than among the first grade researchers (R1 subgroup). Additionally, discrepancy was noted between R3 and R2 subgroups (see Figures below).



B. In your opinion, do the candidates receive information regarding their merits and weaknesses after the recruitment process is complete?

- +/+ 24.9% (54) Yes, they are fully informed
- +/- 25.8% (56) Yes, they are fully informed, although there are individual exceptions
- /+ 32.3% (70) They are only partially informed and not in all situations
- /- 17.1% (37) They are not informed



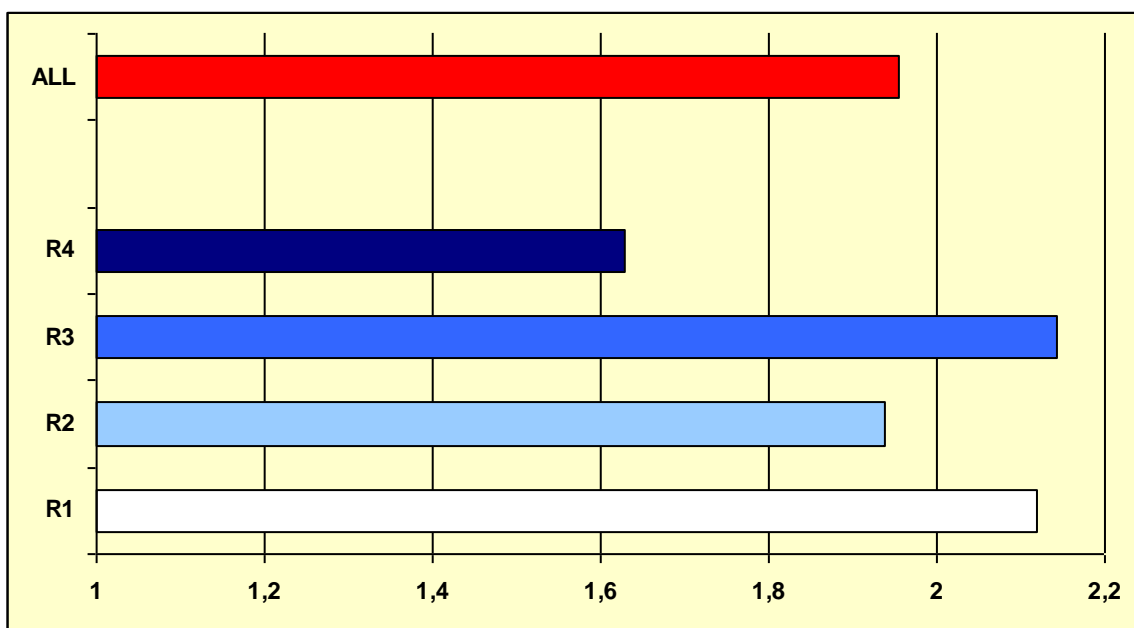
Question No. 16: Assessment of candidates' experience in the recruitment process

In your opinion, is the full range of professional experience assessed (and not just the number of publications to date) in the course of the recruitment process?

+/+ 41.0% (89)	The full range of professional experience is assessed
+/- 30.4% (66)	The full range of professional experience is assessed, although there are individual exceptions
-/+ 20.7% (45)	Mainly publications are assessed
-/- 7.8% (17)	The full range of professional experience is not assessed

Conclusion

An assessment of this aspect of recruitment process (current candidates' experience) differs between analyzed subgroups. The differences were similar to the previous points of the survey.



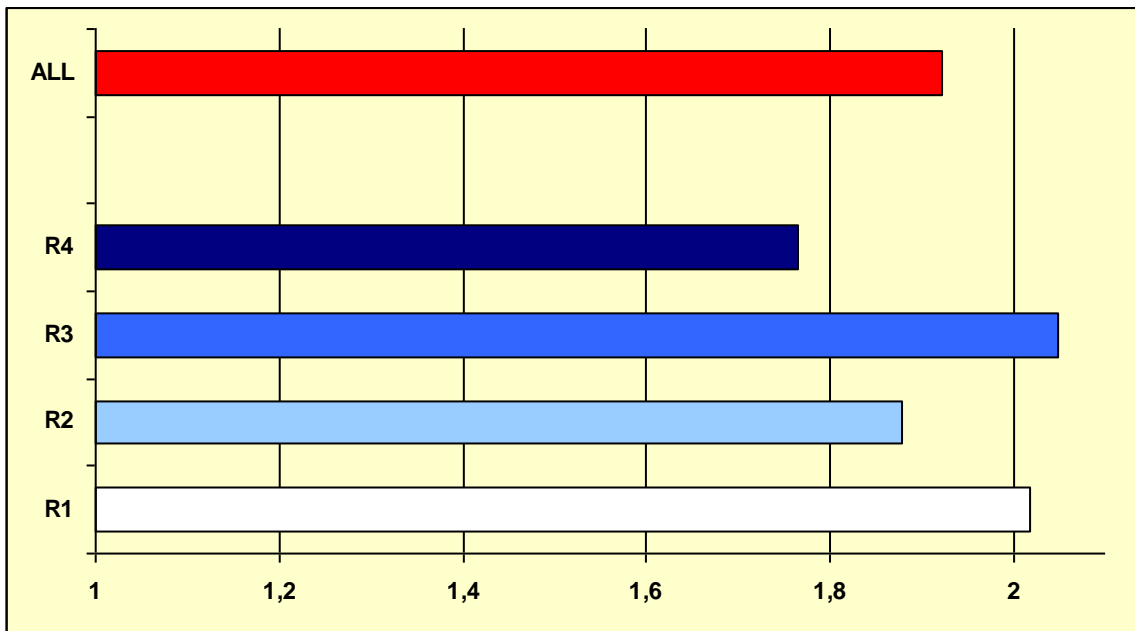
Question No. 17: Variations in the chronological order of CVs

In your opinion, is divergence from the traditional scientific development treated as a potentially valuable contribution to the employee's scientific development in the recruitment process at Poznan University of Medical Sciences, or is it assessed in a negative way?

+/+ 41.5% (90)	There is always an attempt to perceive diversity in favour of the employee
+/- 29.5% (64)	There is always such an attempt, although there are individual exceptions
-/+ 24.4% (53)	Such an attempt is made to a limited extent and not for all employees
-/- 4.6% (10)	All the deviations are treated in a definitely negative way

Conclusion

The least pleased subgroup of researchers employed at Poznan University of Medical Sciences with respect to this aspect of recruitment was relatively experienced and middle-aged scientists (subgroup R3).



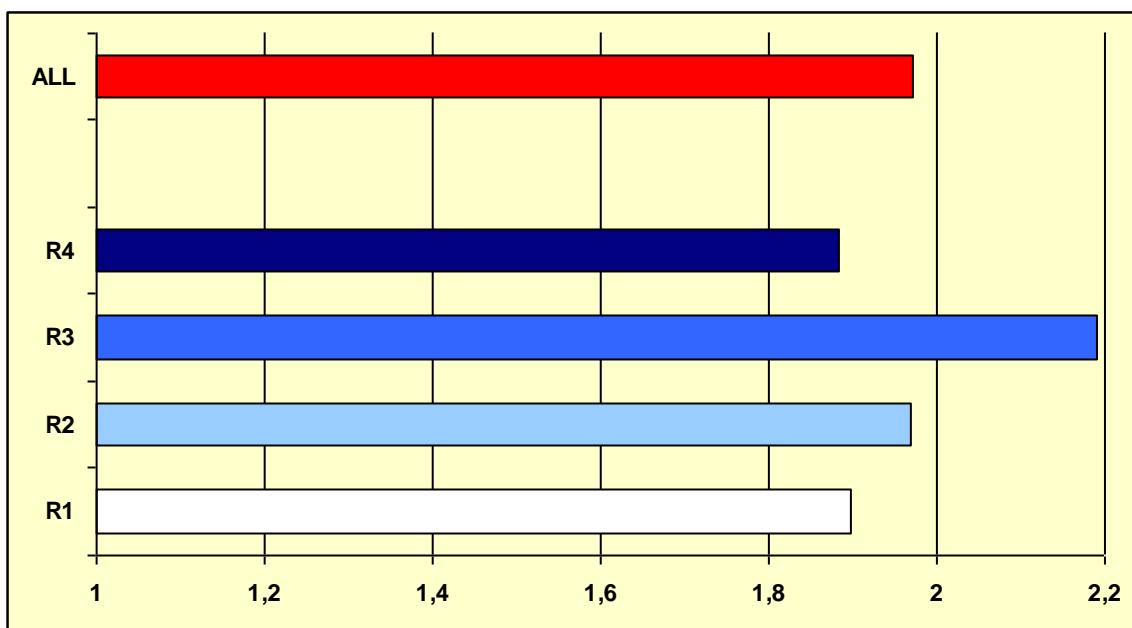
Question No. 18: Mobility

In your opinion, has Poznan University of Medical Sciences implemented the perception of mobility as an important element in the scientific development and professional promotion of employees?

- +/+ 44.2% (96) It has been fully implemented
- +/- 22.1% (48) It has been implemented almost completely
- /+ 25.8% (56) It has been partially implemented
- /- 7.8% (17) It has been insufficiently implemented

Conclusion

The least pleased subgroup of researchers employed at Poznan University of Medical Sciences with respect to the perception of mobility as an important element in the scientific development was relatively experienced and middle-aged scientists (subgroup R3).



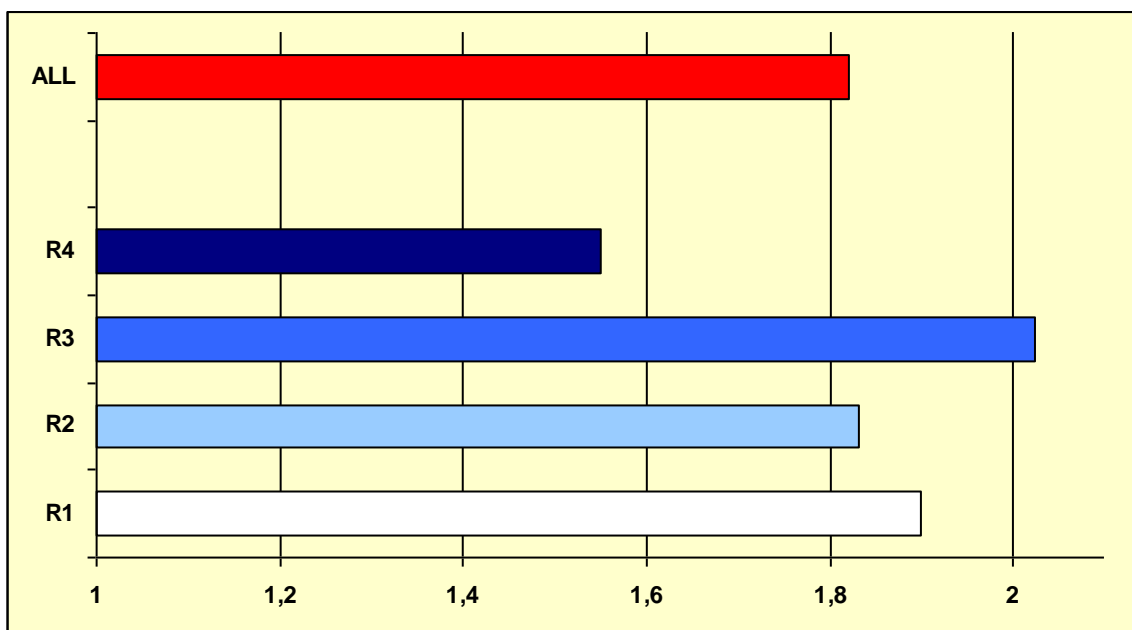
Question No. 19: Methods of assessing the researchers' qualifications

In your opinion, does Poznan University of Medical Sciences provide a transparent and objective system for assessing academic and professional qualifications, as well as competences associated with international cooperation and scientific activity?

- | | |
|-----------------|---|
| +/+ 46.1% (100) | This system has been fully implemented |
| +/- 30.4% (66) | This system has been nearly fully implemented |
| -/+ 18.9% (41) | This system has been partially implemented |
| -/- 4.6% (10) | This system has been insufficiently implemented |

Conclusion

Again, the least pleased subgroup of researchers employed at Poznan University of Medical Sciences with respect to transparency and objectivism in assessment of academic and professional qualifications was relatively experienced and middle-aged scientists (subgroup R3) while the most satisfied the scientific leaders (subgroup R4).



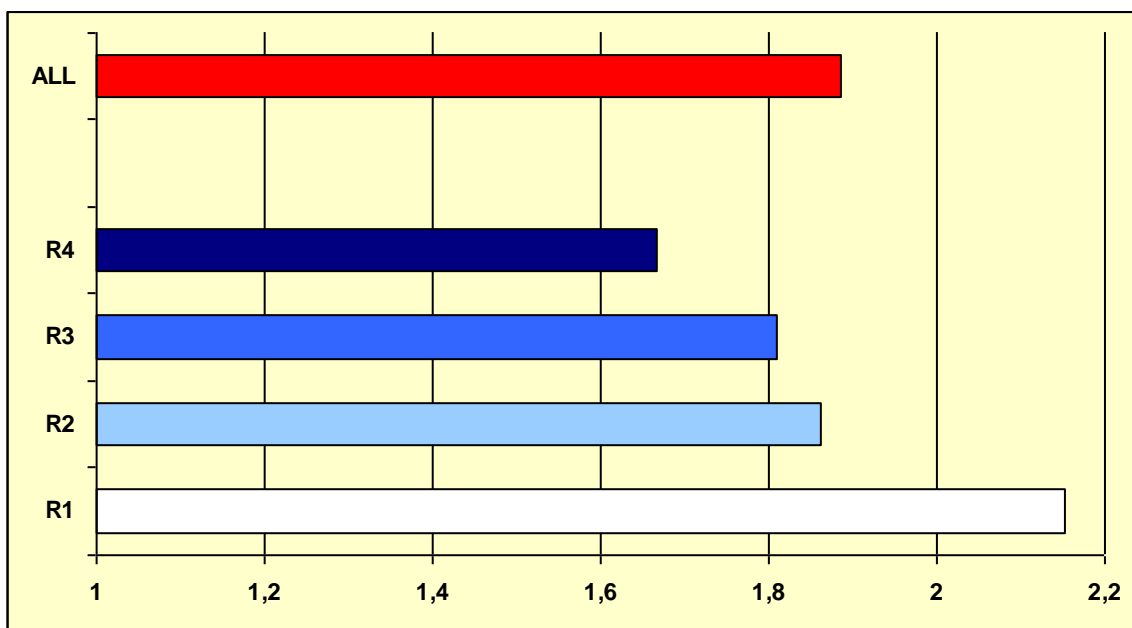
Question No. 20: Seniority (Code)

In your opinion, when evaluation the qualifications of its employees, does Poznan University of Medical Sciences focus on actual employee skills and not on the reputation of the university where these skills were acquired?

- +/+ 43.8% (95) This system has been fully implemented
- +/- 31.8% (69) This system has been almost fully implemented
- /+ 16.6% (36) This system has been partially implemented
- /- 7.8% (17) This system has been insufficiently implemented

Conclusion

The degree of scientists' satisfaction regarding this aspect of employee skills assessment was directly proportional to the their experience in research and their age.



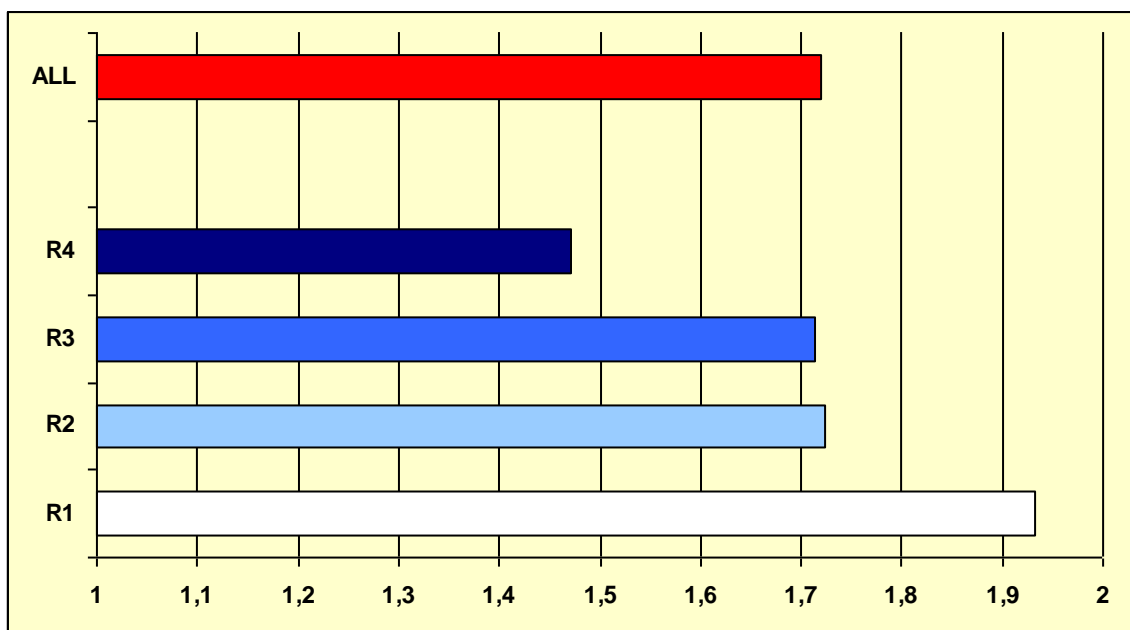
Question No. 21: Postdoctoral appointments (Code)

In your opinion, Poznan University of Medical Sciences has implemented transparent systems of obtaining a doctoral degree, employing staff with a doctoral degree (obtained in another centre) as well as scientific development for post graduate employees?

- +/+ 52.5% (114) This system has been fully implemented
- +/- 27.6% (60) This system has been almost fully implemented
- /+ 15.2% (33) This system has been partially implemented
- /- 4.6% (10) This system has been insufficiently implemented

Conclusion

The degree of scientists' satisfaction regarding this aspect of career development was directly proportional to their experience in research and their age. **In the opinion of the team, the actions undertaken so far by Poznan University of Medical Sciences are sufficient, which is reflected in the results of the survey.**



The detailed action plan regarding 'RECRUITMENT AND SELECTION' section:

1. Establishing clear, comprehensible, transparent and universal criteria (optimally using scoring system) for accepting employees for particular positions (assistant, adjunct professor, professor) but also for selecting the best candidates for scholarships. Appointment of multidisciplinary committee for recruitment of researchers to participate in scholarship (both domestic and international). The opinion of the Head of the university unit will be treated only as an advisory vote, and the Head must not be a member of such committee (implementation time - 24 months).
2. Information on the results of the selection procedure, paying particular attention to the strengths and weaknesses of the candidate, should be a necessary element of the recruitment procedure. Individuals who have not qualified in the recruitment process should know the exact result (including the number of points obtained for the criteria) of the successful candidate. Regular trainings will be implemented to increase the awareness of researchers regarding the importance of their mobility and the search for external, domestic and foreign partners (implementation time - 18 through 24 months).

Departments and Offices responsible for the aforementioned plan implementation:

1. The Department of the Research, Innovations and Project Management (M. Nowicki, Vice-Rector for Research and Development) (pts 1, 2).
2. The Department of Employee Affairs (M. Stachowiak, Head of the Department) (pts. 2).

WORKING CONDITIONS AND SOCIAL SECURITY

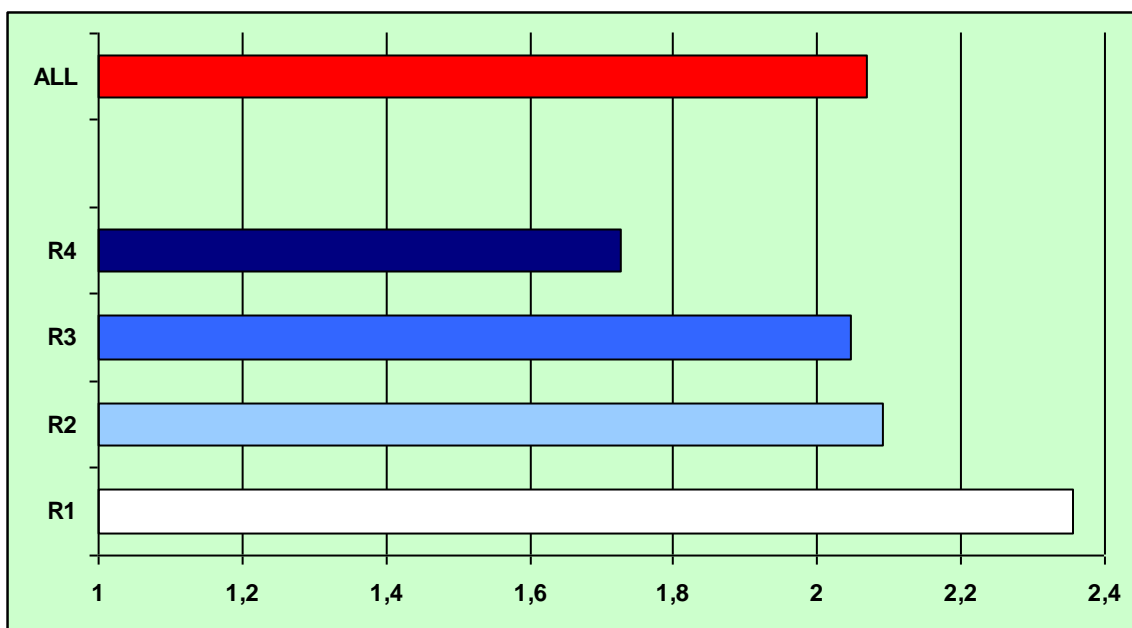
Question No. 22: Professionalism

In your opinion, does Poznan University of Medical Sciences follow the principle that PhD students are perceived as professionals?

+/+ 41.5% (90)	This principle has been fully implemented
+/- 22.6% (49)	This principle has been implemented almost completely
-/+ 23.5% (51)	This principle has been partially implemented
-/- 12.4% (27)	This principle has been insufficiently implemented

Conclusion

The perception of PhD students differed significantly between analyzed subgroups. R1 subgroup consisted predominantly of PhD students while their promoters represented R3 and R4 subgroups. Such difference is of paramount significance and obviously needs to be addressed in the action plan.



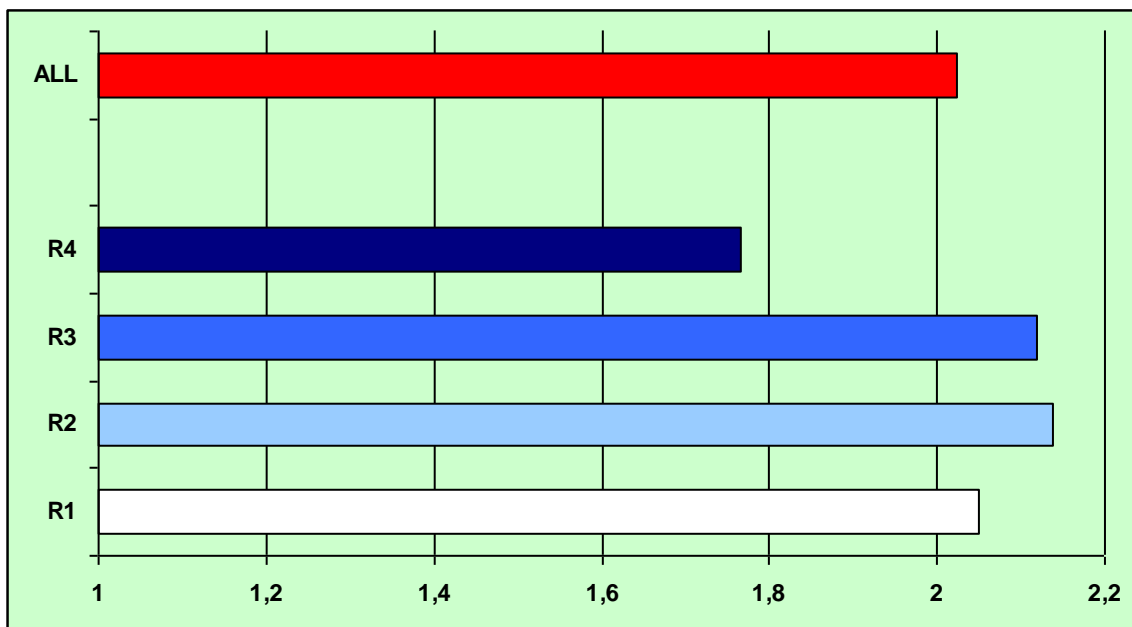
Question No. 23: Research environment

In your opinion, do the research facilities at Poznan University of Medical Sciences (laboratories, infrastructure, training system) promote and stimulate scientific research?

+/+ 35.0% (76)	Yes, they absolutely do
+/- 33.6% (73)	Yes, they do in general, although individual exceptions may occur
-/+ 25.3% (55)	They partially do
-/- 6.0% (13)	They do not

Conclusion

Interestingly, the most critical respondents regarding scientific infrastructure as a measure of promotion and positive stimulation were researcher with some experience (subgroups R2 and R3). Many of them are potential leaders of national and international grants.



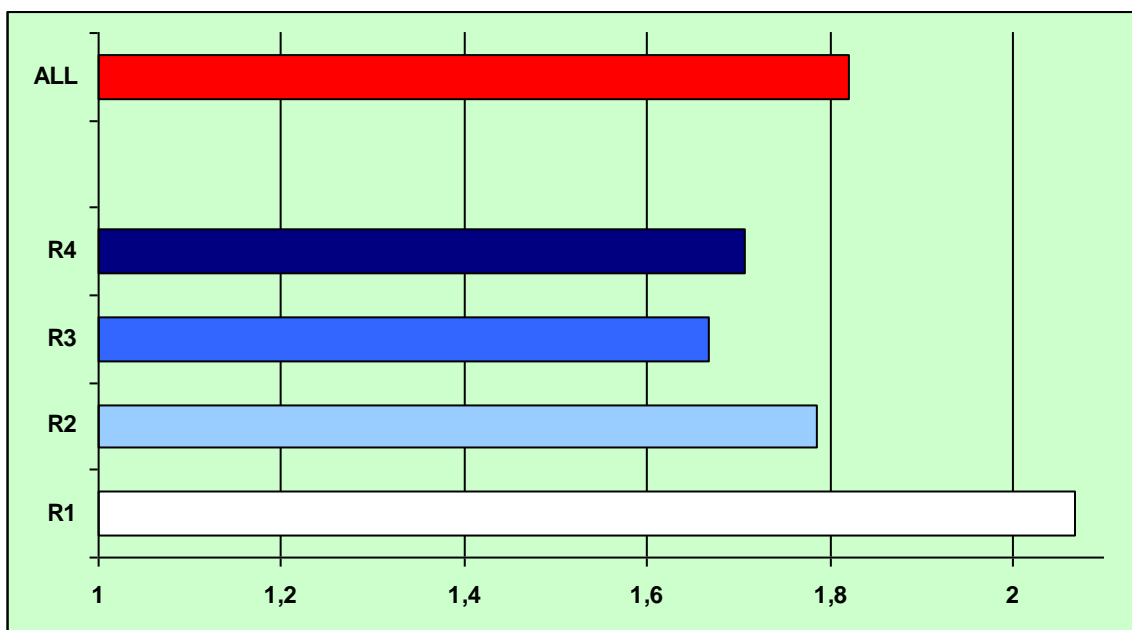
Question No. 24: Flexible working hours

In your opinion, are working conditions at the Poznan University of Medical Sciences flexible enough to allow researchers to reconcile family and professional life?

- | | |
|----------------|---|
| +/+ 43.8% (95) | They are fully flexible |
| +/- 39.2% (85) | They are flexible, although there are situations in which family and professional life cannot be reconciled |
| -/+ 8.3% (18) | Flexible hours do not meet their objectives (reconciliation of family and professional life) |
| -/- 8.8% (19) | They are not flexible |

Conclusion

Flexibility in working hours was assessed positively by the majority of PUMS employees. However, the youngest scientists were less pleased with this aspect of working conditions than the others. **In the opinion of the team, the actions undertaken so far by Poznan University of Medical Sciences in Poznan are sufficient, which is reflected in the results of the survey.**



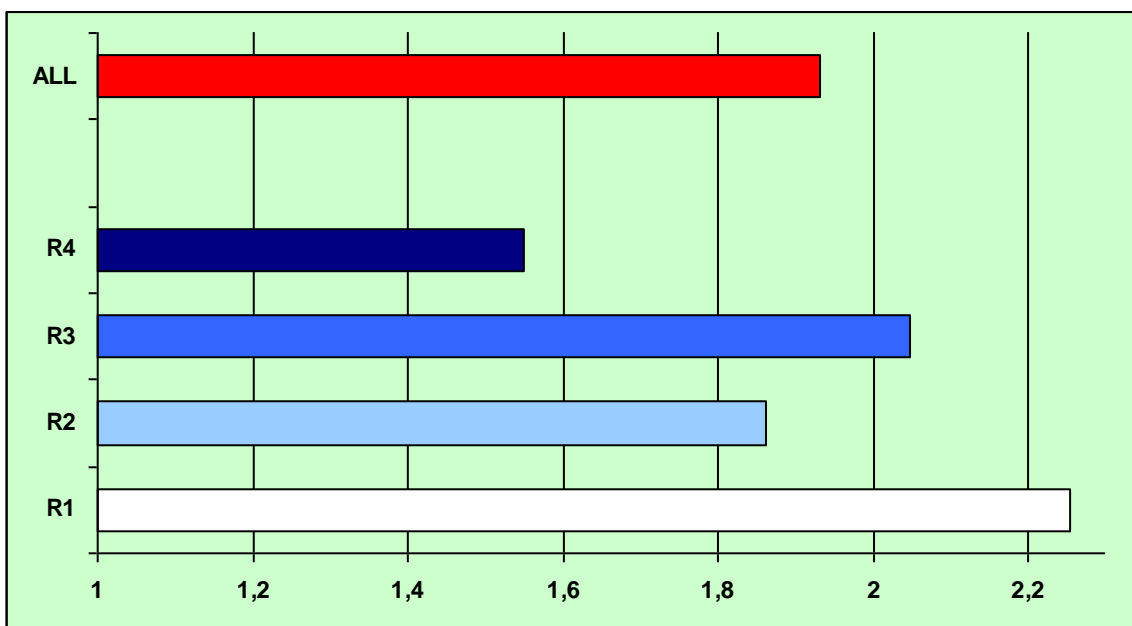
Question No. 25: Employment stability

In your opinion, has the Medical University of Poznan implemented rules enabling stable employment conditions?

- 47.9% (104) These principles have been fully implemented
- 24.0% (52) These principles have been implemented almost completely
- 15.2% (33) These principles Have been partially implemented
- 12.9% (28) These principles has been insufficiently implemented

Conclusion

The least experienced researchers expressed the most doubts about stable employment conditions followed by the subgroup of relatively experienced scientists with potential leadership aspirations (subgroup R3).



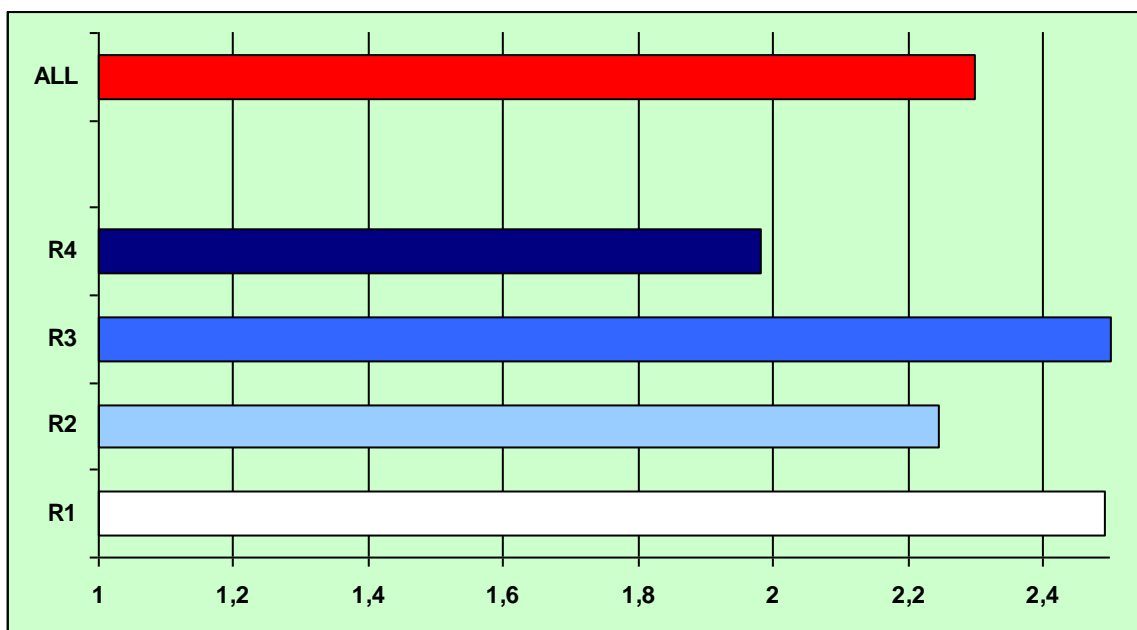
Question No. 26: Financing and compensation

In your opinion, does Poznan University of Medical Sciences provide researchers with fair and attractive compensation including social security at every stage of development?

- +/+ 31.8% (69) These principles have been fully implemented
- +/- 25.8% (56) These principles have been almost fully implemented
- /+ 23.0% (50) These principles have been partially implemented
- /- 19.4% (42) These principles have been insufficiently implemented

Conclusion

The analysis of the survey revealed that 'financing and compensation' is one of the worst aspects of working condition. It may be related to a particular type of university. Many of our University employees must reconcile clinical work, teaching responsibilities and clinical activity. The most active researchers may feel underestimated and have impression of unfair and non-attractive compensation.



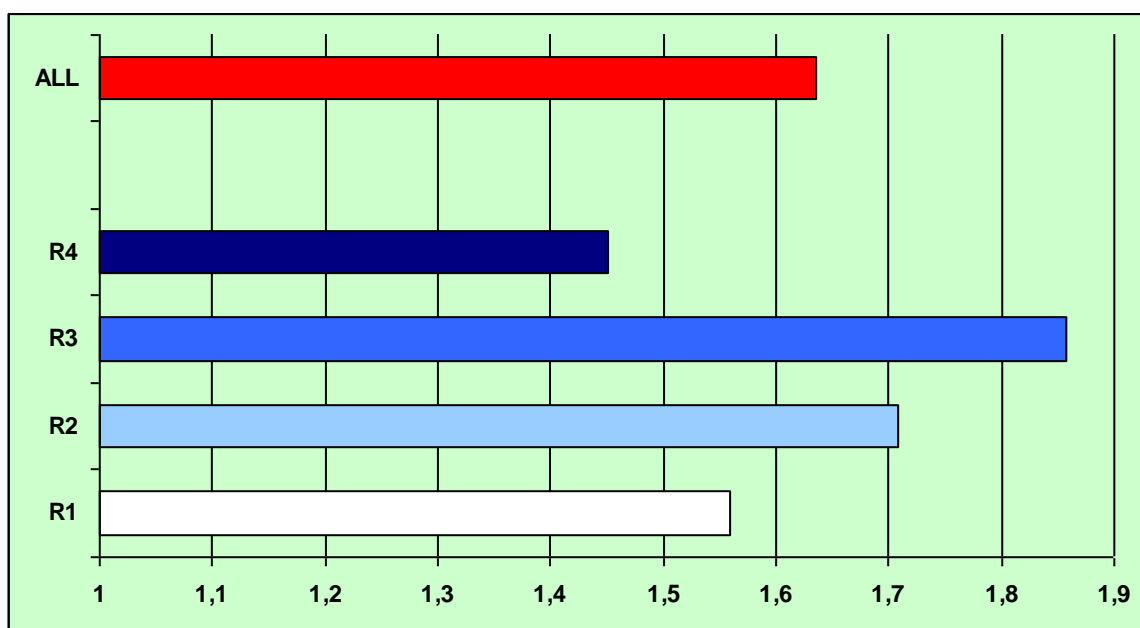
Question No. 27: Gender balance

In your opinion, does Poznan University of Medical Sciences create the same conditions for the development of a scientific career for women and men, ensuring gender balance?

- +/+ 62.7% (136) These principles have been fully implemented
- +/- 17.5% (38) These principles have been implemented almost completely
- /+ 13.4% (29) These principles have been partially implemented
- /- 6.5% (14) These principles have been insufficiently implemented

Conclusion

Generally, researchers employed at PUMP are pleased with same conditions for the development of a scientific career for both genders. The exception are R3 scientists with the potential leadership aspiration. Of note, the majority of researchers who responded to the survey were females. According to statistics, the majority of university leaders in research are males. **In the opinion of the team, the actions undertaken so far by Poznan University of Medical Sciences in Poznan are sufficient, which is reflected in the results of the survey.**



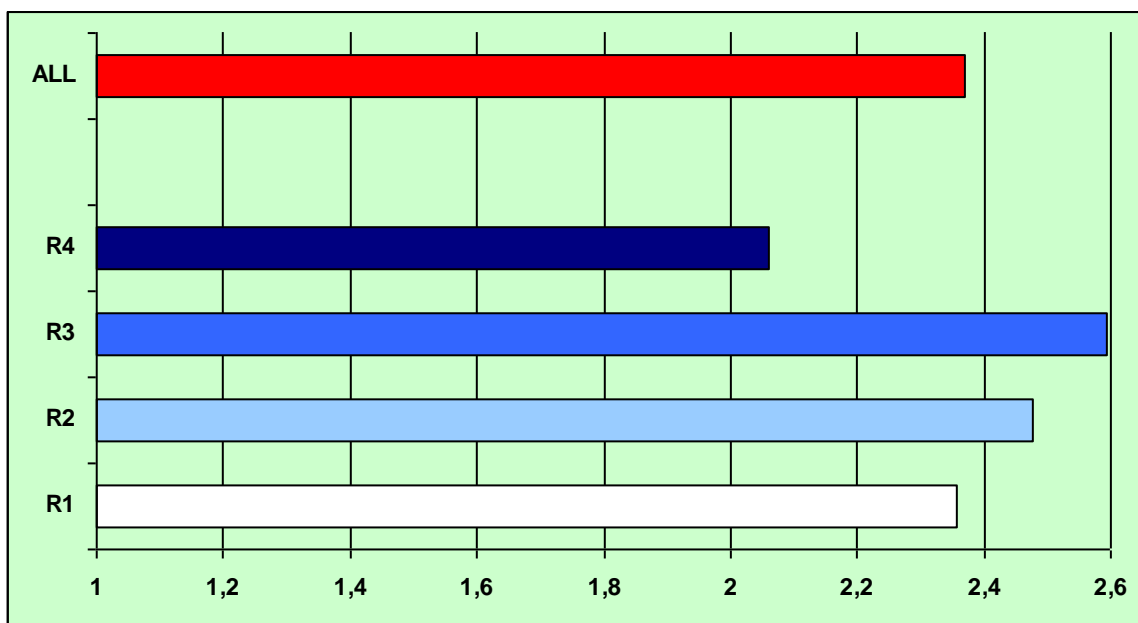
Question No. 28: Career development

In your opinion, does Poznan University of Medical Sciences aid all researchers - irrespective of their form of employment and stage of their career – in preparing a plan of scientific development through an adequate system of counselling?

- | | |
|----------------|---|
| +/+ 30.0% (65) | This system has been fully implemented |
| +/- 24.9% (54) | This system has been almost fully implemented |
| -/+ 23.5% (51) | This system has been partially implemented |
| -/- 21.7% (47) | This system has been implemented insufficiently |

Conclusion

This aspect of working condition is assessed negatively, particularly among researchers with leadership aspirations (subgroup R3).



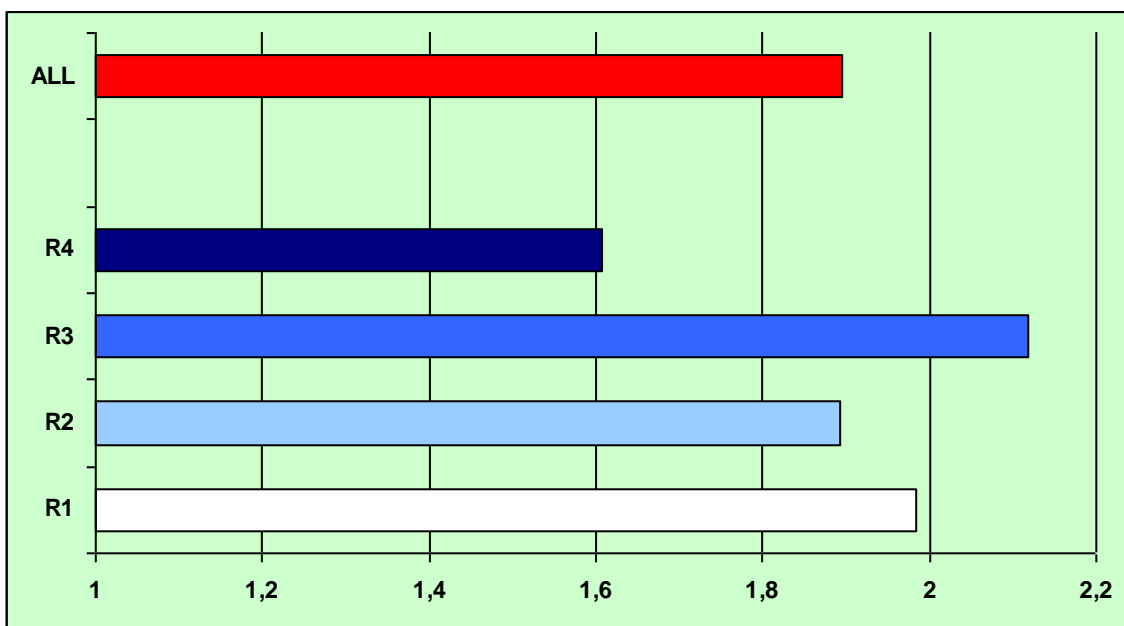
Question No. 29: Mobility in professional development

In your opinion, does Poznan University of Medical Sciences appreciate the value of academic mobility and cooperation with external entities?

- | | |
|----------------|---|
| +/+ 45.2% (98) | It has been fully appreciated |
| +/- 28.1% (61) | It has been fully appreciated, although there are individual exceptions |
| -/+ 18.9% (41) | It has been partially implemented |
| -/- 7.8% (17) | It has been underestimated |

Conclusion

The importance of the value of academic mobility and cooperation with external entities is underestimated by the University authorities in opinion of many R3 researchers. It may result from a fact that they, as the potential leaders, expect more freedom and more positive attitude from the PUMS with respect to develop own external scientific network, including also international co-operators. Such search may lead to justified absence during normal working hours.



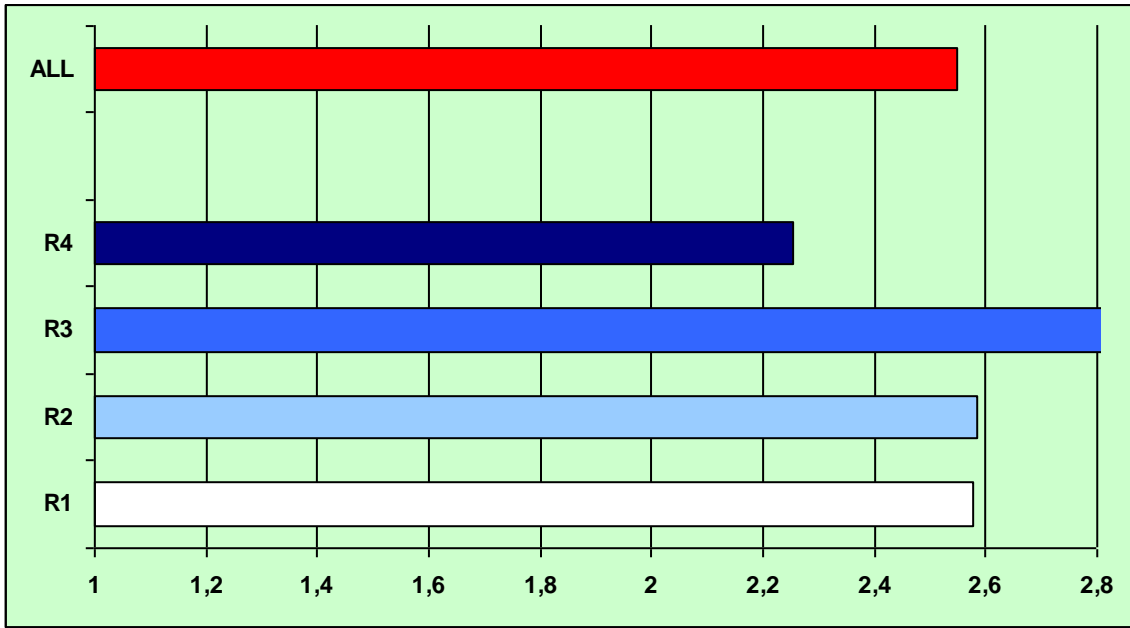
Question No. 30: Access to career advice

In your opinion, does Poznan University of Medical Sciences provide all researchers with career counselling and assistance in finding a job?

- +/+ 22.6% (49) This system has been fully implemented
- +/- 24.9% (54) This system has been almost fully implemented
- /+ 27.6% (60) This system has been partially implemented
- /- 24.9% (54) This system has been insufficiently implemented

Conclusion

One of the worst aspects of scientific work conditions. And again researchers of R3 subgroup were the least satisfied subgroup.



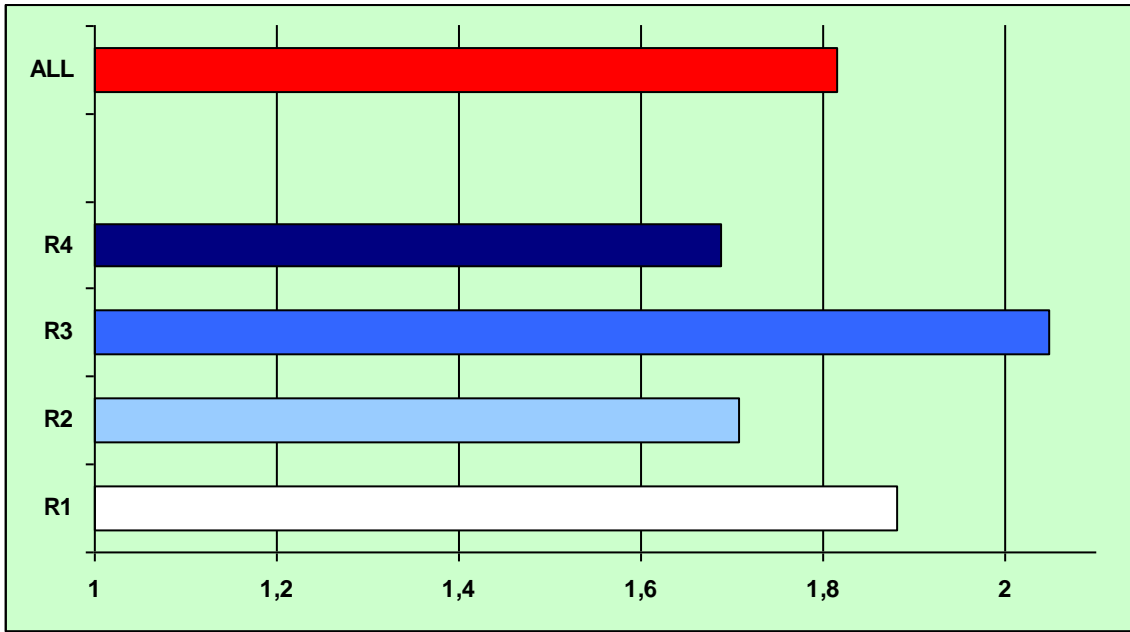
Question No. 31: Intellectual Property Rights

In your opinion, does Poznan University of Medical Sciences inform researchers about the benefits of disseminating research results at the same time respecting the intellectual property law of the researcher, the research institution and business / industry representative?

- +/+ 49.3% (107) It provides full information
- +/- 25.8% (56) It provides full information, although there are individual deviations
- /+ 18.9% (41) It provides information partially
- /- 6.0% (13) It does not inform at all

Conclusions

According to many R3 subgroup scientists, the PUMS does not inform adequately about the benefits of research dissemination. The perception of this aspect of daily research activity was markedly better by the representatives of the other subgroups.



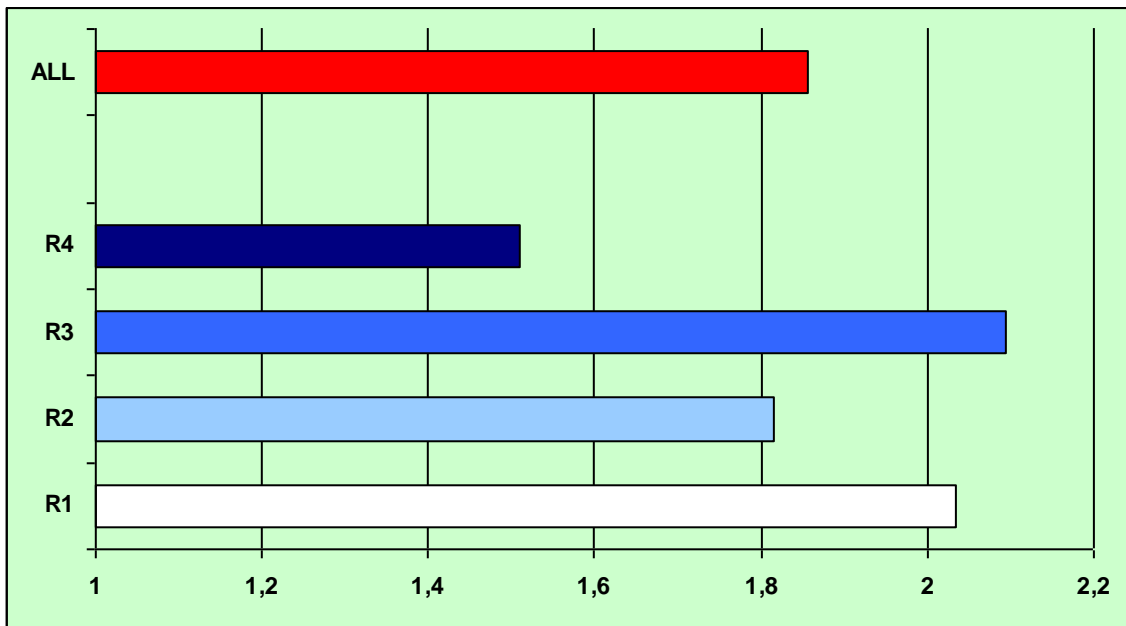
Question No. 32: Co-authorship

In your opinion, does Poznan University of Medical Sciences support co-authorship and make every effort to ensure that the creative input of researchers, especially PhD students and young researchers, is reflected by placing them in the composition of the publication / invention / patent?

- +/+ 49.8% (108) This system has been fully implemented
- +/- 21.7% (47) This system has been almost fully implemented
- /+ 21.7% (47) This system has been partially implemented
- /- 6.9% (15) This system has been insufficiently implemented

Conclusion

The PUMS does not provide adequate support to promote rules and principles of fair co-authorship. This opinion was stressed particularly by the youngest and R3 researchers.



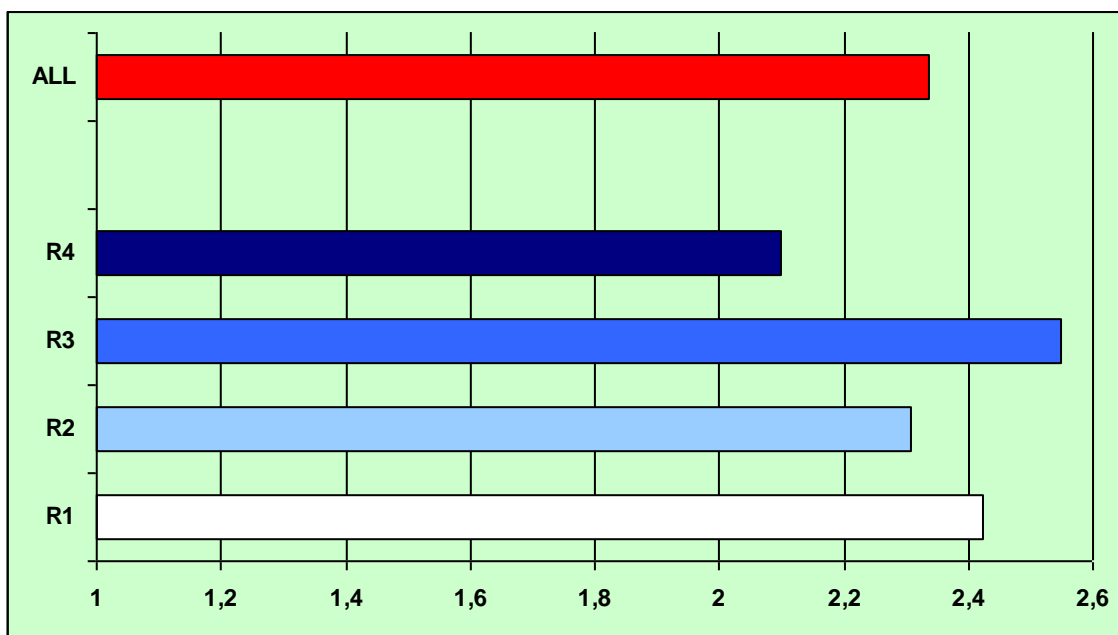
Question No. 33: Teaching

In your opinion, has Poznan University of Medical Sciences implemented a system which would enable maintaining a balance between research and teaching activities?

- +/+ 31.8% (69) This system has been fully implemented
- +/- 21.2% (46) This system has been implemented almost completely
- /+ 28.6% (62) This system has been partially implemented
- /- 18.4% (40) This system has been insufficiently implemented

Conclusion

A lack of fair balance between research and teaching activity is considered as 'Achilles heel' of working condition at the PUMS in opinion many scientists, particularly represented in subgroups R1 (youngest) and R3.



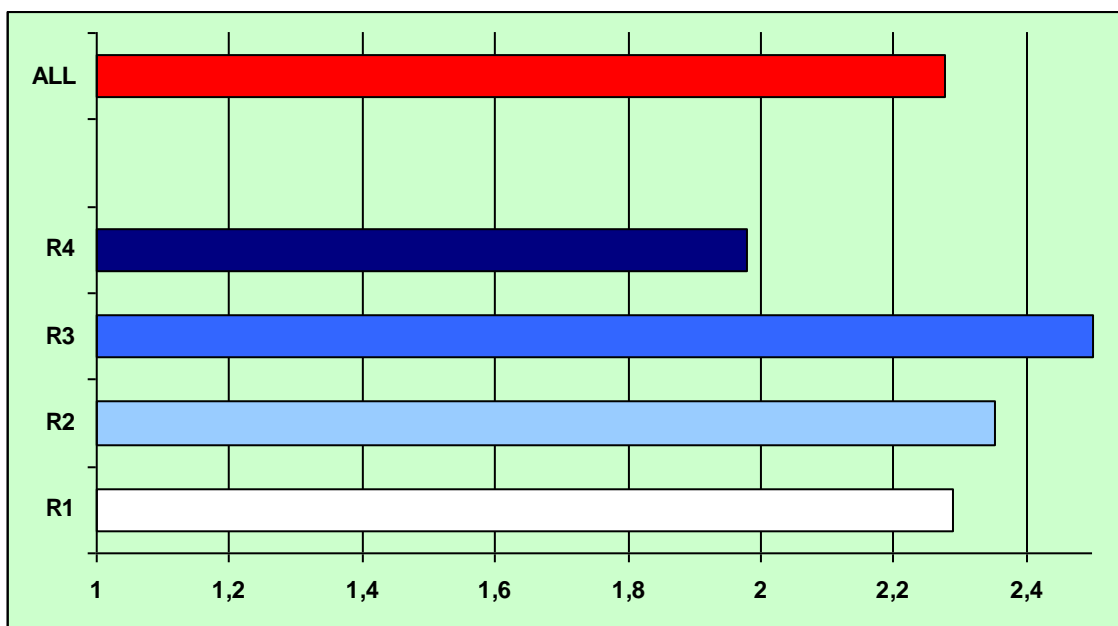
Question No. 34: Complaints and appeals

In your opinion, has Poznan University of Medical Sciences created effective and impartial procedures (e.g. by appointing a spokesperson) to consider researcher complaints and resolve conflicts, especially between supervisors and young researchers?

- +/+ 36.9% (80) This system has been fully implemented
- +/- 21.7% (47) This system has been almost fully implemented
- /+ 18.4% (40) This system has been partially implemented
- /- 23.0% (50) This system has been insufficiently implemented

Conclusion

The majority of researchers employed at the PUMS expressed the need for development of fair system for solving complaints and conflicts, especially between supervisors and young scientists.



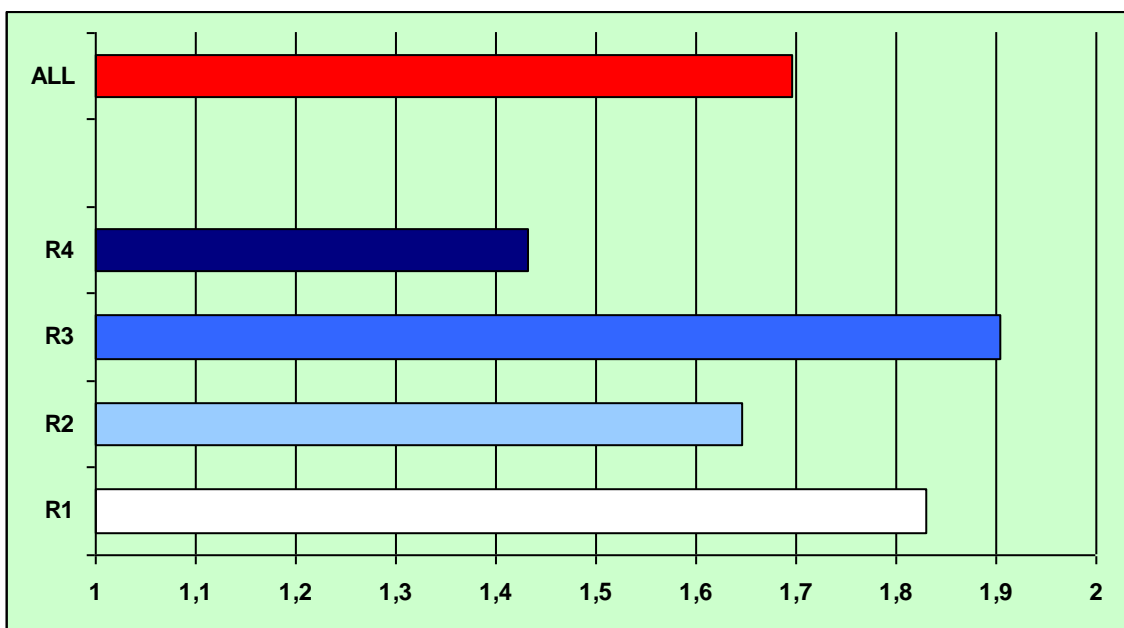
Question No. 35: Participation in decision-making bodies

In your opinion, does Poznan University of Medical Sciences apply to the procedures according to which researchers should be represented in various university decision-making bodies?

- | | |
|-----------------|---|
| +/+ 54.8% (119) | This system has been fully implemented |
| +/- 24.9% (54) | This system has been almost fully implemented |
| -/+ 16.1% (35) | This system has been partially implemented |
| -/- 4.1% (9) | This system has been insufficiently implemented |

Conclusion

The opinion about representation of researchers in various university decision-making bodies is generally positive with one exception, a subgroup R3 that consists of ambitious individuals with leadership aspirations.



The detailed action plan regarding 'WORKING CONDITIONS AND SOCIAL SECURITY' section:

1. Assurance of comfort for young researchers by increasing funds for the internal grants for them (transparent criteria for application evaluation, introduction of an independent external evaluation mechanism (eg., two reviewers but only one from PUMS)) and by creating a clear system for obtaining a stable contract (the youngest scientists are often employed on fixed-term contracts). Young researchers will be represented in the decision-making bodies for assessing individuals employed as the heads of university departments (implementation time - 24 months).

2. Reduction in the teaching hours for the most active researchers (publications, principal investigators in grants) on the base of transparent rules, which would create appropriate conditions for continuing their research work. An ordinance will be issued by University Senate or Rector with guidelines and framework conditions for the recognition of co-authorship (implementation time - 24 months).

3. Rector's committee consisting of authorities and individuals of universal recognition will be appointed to detect didactic irregularities (teaching by non-academic staff, excessive teaching load, unjustified substitutions) and to mediate conflicts between researchers, in particular between young scientists and their supervisors (implementation time - 24 months).

Departments and Offices responsible for the aforementioned plan implementation:

1. The Department of the Research, Innovations and Project Management (M. Nowicki, Vice-Rector for Research and Development) (pts 1, 2).

2. The Department of Employee Affairs (M. Stachowiak, Head of the Department) (pt 1).

3. Rector's Office (A. Tykarski, Rector of PUMS) (pts 2, 3).

TRAINING AND DEVELOPMENT

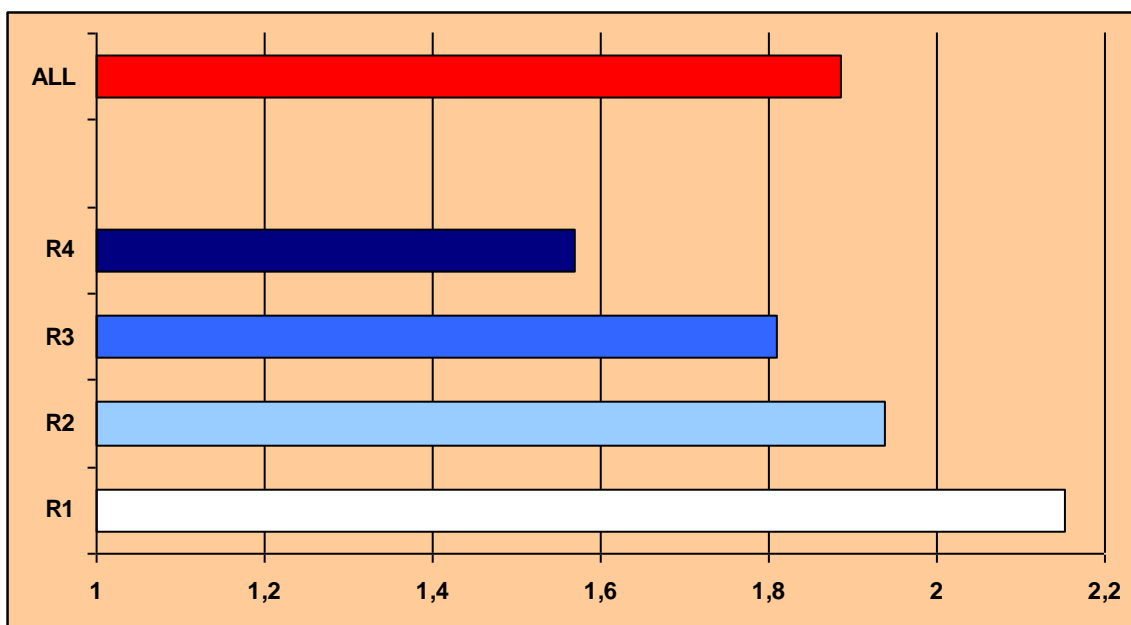
Question No. 36: Relation with the supervisor

In your opinion, does Poznan University of Medical Sciences ensure regular contacts between young researchers and their mentors?

+/+ 47.9% (104)	This system has been fully implemented
+/- 23.5% (51)	This system has been almost fully implemented
-/+ 20.7% (45)	This system has been partially implemented
-/- 7.8% (17)	This system has been insufficiently implemented

Conclusion

The perception of this aspect of scientific training was much worse among the youngest researchers than among their mentors (see Figure below).



Question No. 37: Supervision and managerial responsibilities

In your opinion, do scientific supervisors and unit managers create the proper conditions of scientific development for young researchers by means of building constructive and positive relationships?

+/+ 41.0% (89)	Such conditions have been created
+/- 30.0% (65)	Such conditions have been created, although there are some exceptions
-/+ 17.1% (37)	Such conditions have been partially implemented
-/- 12.0% (26)	Such conditions have not been created

Conclusion

The perception of this aspect of scientific activity at the PUMS was much worse among the youngest researchers (subgroup R1) than among their supervisors (subgroup R2).

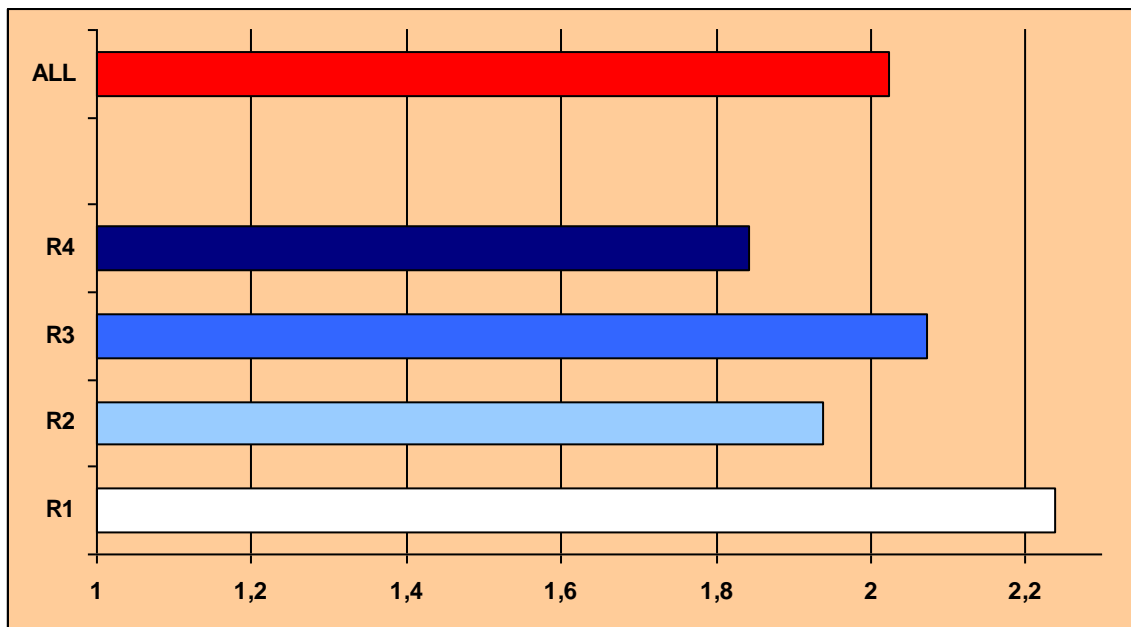
Question No. 38: Continuing professional learning

In your opinion, has an incentive system been created at Poznan University of Medical Sciences which would promote skills development and raise professional qualifications by organizing various types of training, workshops, conferences and through e-learning platforms?

- +/+ 41.5% (90) This system has been fully implemented
- +/- 26.7% (58) This system has been almost fully implemented
- /+ 19.8% (43) This system has been partially implemented
- /- 12.0% (26) This system has been insufficiently implemented

Conclusion

In opinion of subgroups R1 and R3 researchers, a system promoting skills development and raising professional qualifications needs to be improved.



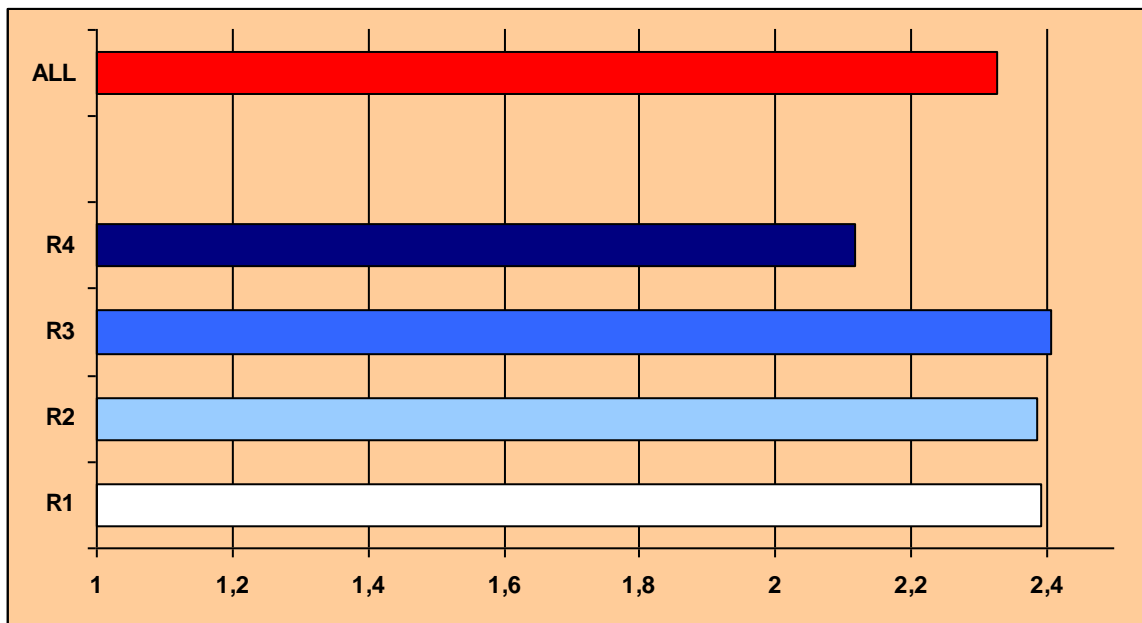
Question No. 39: Professional development and employability

In your opinion, does Poznan University of Medical Sciences provide access to resources enabling continuous development of professional skills and qualifications in order to find other employment?

+/+ 32.3% (70)	This system has been fully implemented
+/- 20.3% (44)	This system has been almost fully implemented
-/+ 30.0% (65)	This system has been partially implemented
-/- 17.5% (38)	This system has been insufficiently implemented

Conclusion

According to the majority of PUMS researchers access to resources that would enable continuous professional development should be improved. Answers of R1, R2 and R3 representatives were almost equal and slightly worse than the most experience PUMS employees.



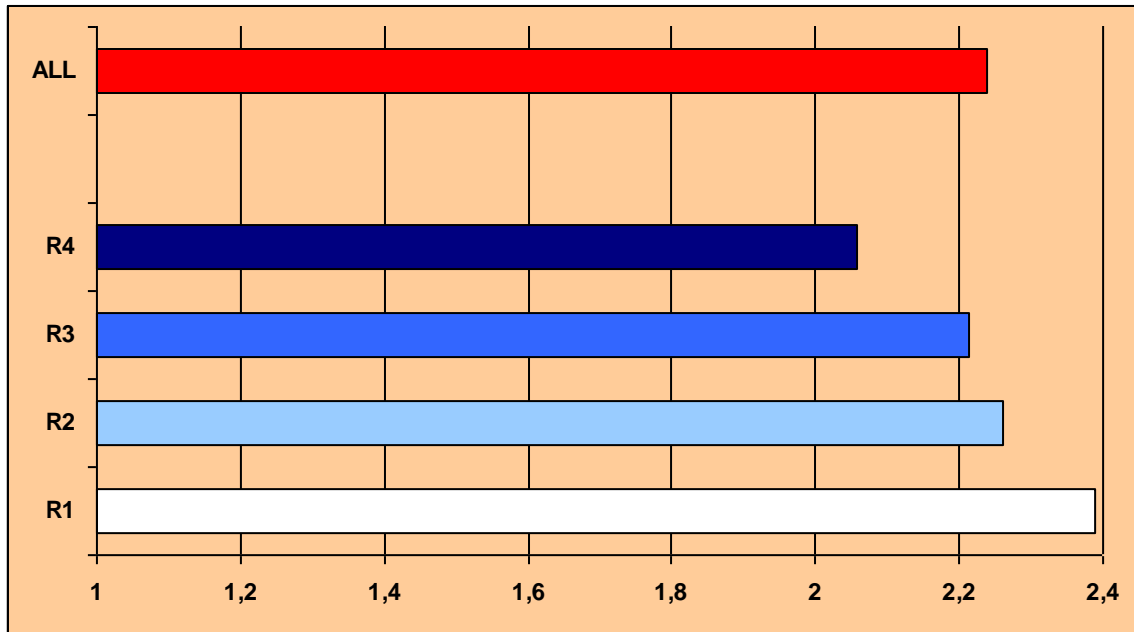
Question No. 40: Supervision

In your opinion, has Poznan University of Medical Sciences appointed individuals who help beginner researchers solve problems associated with performing professional duties and supporting scientific development?

+/+ 41.0% (89)	Poznan University of Medical Sciences appointed the person(s) and informed the young researchers community
+/- 12.4% (27)	Poznan University of Medical Sciences appointed the person(s) but did not inform young researchers
-/+ 28.1% (61)	Such an individual(s) act on an ad hoc basis
-/- 18.4% (40)	Poznan University of Medical Sciences did not appoint such individuals

Conclusion

The necessity for improvement of supervision over young researchers to solve problems associated with performing professional duties was stressed by all respondents but particularly by the youngest and with some experience in research.



The detailed action plan regarding 'TRAINING AND DEVELOPMENT' section:

Creating an official position of a scientific tutor/mentor, with appropriate duties and responsibilities (particularly to support young researchers), but also with the right to remuneration (overtime/reduction of the teaching hours). Establishment of a system of evaluation (e.g. in the form of a questionnaire) of the compliance with the obligations as a scientific mentor, as well as tools to enforce this obligation.

Departments and Offices responsible for the aforementioned plan implementation:

1. The Department of the Research, Innovations and Project Management (M. Nowicki, Vice-Rector for Research and Development) (pt 1).
2. The Department of Employee Affairs (M. Stachowiak, Head of the Department) (pt 2)

Appendix 1.

Survey prepared by the team of Poznan University of Medical Sciences for the implementation of the European Charter for Researchers and the Code of Conduct

ETHICAL AND PROFESSIONAL ASPECTS

1. [Research Freedom](#)

Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognized ethical principles and practices.

Researchers should, however, recognize the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognized ethical principles and practices, to which researchers have to adhere.

Question:

In your opinion, does Poznan University of Medical Sciences support and give you the freedom to conduct scientific research and does not interfere with the research methods and techniques which you use?

- | | |
|-----|---|
| +/+ | Yes, definitely |
| +/- | Yes, although I see deviations in this matter |
| -/+ | Only partially |
| -/- | Definitely not |

2. [Ethical principles](#)

Researchers should adhere to the recognized ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.

Question:

In your opinion, does Poznan University of Medical Sciences make every effort to ensure that ethical standards are promoted in the academic community and that ethics compliance is enforced?

- +/+ The compliance has been fully implemented
- +/- The compliance has almost been implemented
- /+ The compliance has been partially implemented
- /- The compliance has not been implemented

3. Professional responsibility

Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere.

They must avoid plagiarism of any kind and abide 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. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted.

Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out.

Question:

In your opinion, does Poznan University of Medical Sciences sufficiently enforce such a way of conducting scientific research, simultaneously expecting that the results are relevant for the society?

- +/+ These principles have been fully implemented
- +/- These principles have been almost fully implemented
- /+ These principles have been partially implemented
- /- These principles have been insufficiently implemented

4. Professional attitude

Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided.

They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.

Question:

In your opinion, does Poznan University of Medical Sciences duly provide information about the possibilities of research funding and current strategic research goals; it assists in preparing research or finances employees' own research in a manner adequate to its financial capabilities?

- +/+ These principles have been fully implemented
- +/- These principles have been almost fully implemented
- /+ These principles have been partially implemented
- /- These principles have been insufficiently implemented

5. Contractual and legal obligations

Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc) as set out in the terms and conditions of the contract or equivalent document.

Question:

In your opinion, does Poznan University of Medical Sciences support researchers in their awareness of national, sectoral and institutional regulations determining the terms of training and / or employment?

- +/+ It has been fully implemented
- +/- It has been implemented, although the implementation is not yet complete
- /+ It has been partially implemented these principles
- /- It has been insufficiently implemented

6. Accountability

Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorized audits of their research, whether undertaken by their employers/funders or by ethics committees.

Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authority.

Question:

In your opinion, does Poznan University of Medical Sciences provide adequate support and supervision for researchers in terms of responsibility for their work, particularly for the effective management of financial resources. Do you believe the University is an organization that exercises due care with respect to public funding?

- +/+ These principles have been fully implemented
- +/- These principles have been almost fully implemented
- /+ These principles have been partially implemented
- /- These principles have been insufficiently implemented

7. Good practice in research

Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfill them at all times.

Question:

In your opinion, does Poznan University of Medical Sciences duly care about the safety of its employees and the security of the collected data?

- +/+ These principles have been fully implemented
- +/- These principles have been almost fully implemented
- /+ These principles have been partially implemented
- /- These principles have been insufficiently implemented

8. Dissemination, exploitation of results

All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialized. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.

Question:

In your opinion, does Poznan University of Medical Sciences help in the dissemination and commercialization of research results?

- +/+ These principles have been fully implemented
- +/- These principles have been almost fully implemented
- /+ These principles have been partially implemented
- /- These principles have been insufficiently implemented

9. Public engagement

Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.

Question:

In your opinion, does Poznan University of Medical Sciences sufficiently present these requirements and expectations to the employed researchers?

- +/+ It presents such requirements completely
- +/- It presents such requirements nearly completely
- /+ It presents such requirements partially
- /- It presents such requirements inadequately

10. Non-discrimination

Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

Question:

In your opinion, has Poznan University of Medical Sciences implemented the principles of non-discrimination?

- +/+ They have been fully implemented
- +/- They have been implemented almost completely
- /+ They have been implemented partially
- /- They have been insufficiently implemented

11. Evaluation/appraisal systems

Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee.

Such evaluation and appraisal procedures should take due account of their overall research creativity and research results, e.g. publications, patents, management of research, teaching/lecturing, supervision, mentoring, national or international collaboration, administrative duties, public awareness activities and mobility, and should be taken into consideration in the context of career progression.

Question:

In your opinion, has Poznan University of Medical Sciences implemented a transparent evaluation system for research staff which would meet the above-mentioned criteria?

- +/+ It has been fully implemented
- +/- It has been implemented nearly completely
- /+ It has been partially implemented
- /- It has been insufficiently implemented

RECRUITMENT AND SELECTION

12. [Recruitment](#)

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning of their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career.

Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

Question:

In your opinion, has Poznan University of Medical Sciences clearly defined the criteria for employing researchers and does it facilitate a researchers' return to scientific work following longer breaks?

- +/+ These principles have been fully implemented
- +/- These principles have been almost fully implemented

- /+ These principles have been partially implemented
- /- These principles have been insufficiently implemented

13. Recruitment (Code)

Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised.

Advertisements should give a broad description of knowledge and competencies required, and should not be so specialized as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

Question:

In your opinion, is the information contained in the competition notices clear, understandable, unambiguous, transparent, in accordance with applicable international standards and contains a detailed description of the required qualifications, as well as a description of the work terms and conditions?

- +/+ These notices fully meet the above-mentioned criteria
- +/- These notices meet the above-mentioned criteria, although singular exceptions may occur
- /+ These notices only partially meet the above-mentioned criteria
- /- These notices do not meet the above-mentioned criteria

14. Selection (Code)

Selection committees should bring together diverse expertise and competences and should 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. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained.

Question:

In your opinion, do the recruitment committees at Poznan University of Medical Sciences meet the above-mentioned criteria?

+/+	They fully meet the above-mentioned criteria
+/-	They meet the above criteria, although singular exceptions may occur
-/+	They only partially meet the above criteria
-/-	They do not meet the above-mentioned criteria

15. Transparency (Code)

Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.

Question 1:

In your opinion, are candidates for scientific posts informed prior to the competition procedure about the recruitment process, selection criteria, number of posts and opportunities for professional promotion and development?

+/+	They are fully informed
+/-	They are informed, although there are individual exceptions
-/+	They are only partially informed and not in all situations
-/-	They are not informed

Question 2:

In your opinion, do the candidates receive information regarding their merits and weaknesses after the recruitment process is complete?

+/+	Yes, they are fully informed
+/-	Yes, they are fully informed, although there are individual exceptions
-/+	They are only partially informed and not in all situations
-/-	They are not informed

16. Judging merit (Code)

The selection process should take into consideration the whole range of experience of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered.

This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer

management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.

Question:

In your opinion, is the full range of professional experience assessed (and not just the number of publications to date) in the course of the recruitment process?

- | | |
|-----|---|
| +/+ | The full range of professional experience is assessed |
| +/- | The full range of professional experience is assessed, although there are individual exceptions |
| -/+ | Mainly publications are assessed |
| -/- | The full range of professional experience is not assessed |

17. [Variations in the chronological order of CVs](#) (Code)

Career breaks or variations in the chronological order of CVs should not be penalized, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.

Question:

In your opinion, is divergence from the traditional scientific development treated as a potentially valuable contribution to the employee's scientific development in the recruitment process at Poznan University of Medical Sciences, or is it assessed in a negative way?

- | | |
|-----|--|
| +/+ | There is always an attempt to perceive diversity in favour of the employee |
| +/- | There is always such an attempt, although there are individual exceptions |
| -/+ | Such an attempt is made to a limited extent and not for all employees |
| -/- | All the deviations are treated in a definitely negative way |

18. [Recognition of mobility experience](#) (Code)

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, should be considered as a valuable contribution to the professional development of a researcher.

Question:

In your opinion, has Poznan University of Medical Sciences implemented the perception of mobility as an important element in the scientific development and professional promotion of employees?

- +/+ It has been fully implemented
- +/- It has been implemented almost completely
- /+ It has been partially implemented
- /- It has been insufficiently implemented

19. Recognition of qualifications (Code)

Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including nonformal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.

Question:

In your opinion, does Poznan University of Medical Sciences provide a transparent and objective system for assessing academic and professional qualifications, as well as competences associated with international cooperation and scientific activity?

- +/+ This system has been fully implemented
- +/- This system has been nearly fully implemented
- /+ This system has been partially implemented
- /- This system has been insufficiently implemented

20. Seniority (Code)

The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognized.

Question:

In your opinion, when evaluating the qualifications of its employees, does Poznan University of Medical Sciences focus on actual employee skills and not on the reputation of the university where these skills were acquired?

+/+	This system has been fully implemented
+/-	This system has been almost fully implemented
-/+	This system has been partially implemented
-/-	This system has been insufficiently implemented

21. Postdoctoral appointments (Code)

Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects.

Question:

In your opinion, Poznan University of Medical Sciences has implemented transparent systems of obtaining a doctoral degree, employing staff with a doctoral degree (obtained in another centre) as well as scientific development for post graduate employees?

+/+	This system has been fully implemented
+/-	This system has been almost fully implemented
-/+	This system has been partially implemented
-/-	This system has been insufficiently implemented

WORKING CONDITIONS AND SOCIAL SECURITY

22. Recognition of the profession

All researchers engaged in a research career should be recognized as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

Question:

In your opinion, does Poznan University of Medical Sciences follow the principle that PhD students are perceived as professionals?

+/+	This principle has been fully implemented
+/-	This principle has been implemented almost completely
-/+	This principle has been partially implemented
-/-	This principle has been insufficiently implemented

23. Research environment

Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which 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. Funders should ensure that adequate resources are provided in support of the agreed work programme.

Question:

In your opinion, do the research facilities at Poznan University of Medical Sciences (laboratories, infrastructure, training system) promote and stimulate scientific research?

+/+	Yes, they absolutely do
+/-	Yes, they do in general, although individual exceptions may occur
-/+	They partially do
-/-	They do not

24. Working conditions

Employers and/or funders should ensure 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. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, inter alia, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

Question:

In your opinion, are working conditions at the Poznan University of Medical Sciences flexible enough to allow researchers to reconcile family and professional life?

+/+	They are fully flexible
+/-	They are flexible, although there are situations in which family and professional life cannot be reconciled

- /+ Flexible hours do not meet their objectives (reconciliation of family and professional life)
- /- They are not flexible

25. Stability and permanence of employment

Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the EU Directive on Fixed-Term Work.

Question:

In your opinion, has the Medical University of Poznan implemented rules enabling stable employment conditions?

- +/+ These principles have been fully implemented
- +/- These principles have been implemented almost completely
- /+ These principles Have been partially implemented
- /- These principles has been insufficiently implemented

26. Funding and salaries

Employers and/or funders of researchers should ensure 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. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.

Question:

In your opinion, does Poznan University of Medical Sciences provide researchers with fair and attractive compensation including social security at every stage of development?

- +/+ These principles have been fully implemented
- +/- These principles have been almost fully implemented
- /+ These principles have been partially implemented
- /- These principles have been insufficiently implemented

27. Gender balance

Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.

Question:

In your opinion, does Poznan University of Medical Sciences create the same conditions for the development of a scientific career for women and men, ensuring gender balance?

- +/+ These principles have been fully implemented
- +/- These principles have been implemented almost completely
- /+ These principles have been partially implemented
- /- These principles have been insufficiently implemented

28. Career development

Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

Question:

In your opinion, does Poznan University of Medical Sciences aid all researchers - irrespective of their form of employment and stage of their career – in preparing a plan of scientific development through an adequate system of counselling?

- +/+ This system has been fully implemented
- +/- This system has been almost fully implemented
- /+ This system has been partially implemented
- /- This system has been implemented insufficiently

29. Value of mobility

Employers and/or funders must recognise 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. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system.

This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.

Question:

In your opinion, does Poznan University of Medical Sciences appreciate the value of academic mobility and cooperation with external entities?

- | | |
|-----|---|
| +/+ | It has been fully appreciated |
| +/- | It has been fully appreciated, although there are individual exceptions |
| -/+ | It has been partially implemented |
| -/- | It has been underestimated |

30. [Access to career advice](#)

Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.

Question:

In your opinion, does Poznan University of Medical Sciences provide all researchers with career counselling and assistance in finding a job?

- | | |
|-----|---|
| +/+ | This system has been fully implemented |
| +/- | This system has been almost fully implemented |
| -/+ | This system has been partially implemented |
| -/- | This system has been insufficiently implemented |

31. [Intellectual Property Rights](#)

Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights.

Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organizations, as possibly provided for under specific collaboration agreements or other types of agreement.

Question:

In your opinion, does Poznan University of Medical Sciences inform researchers about the benefits of disseminating research results at the same time respecting the intellectual property law of the researcher, the research institution and business / industry representative?

- +/+ It provides full information
- +/- It provides full information, although there are individual deviations
- /+ It provides information partially
- /- It does not inform at all

32. Co-authorship

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop 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).

Question:

In your opinion, does Poznan University of Medical Sciences support co-authorship and make every effort to ensure that the creative input of researchers, especially PhD students and young researchers, is reflected by placing them in the composition of the publication / invention / patent?

- +/+ This system has been fully implemented
- +/- This system has been almost fully implemented
- /+ This system has been partially implemented
- /- This system has been insufficiently implemented

33. Teaching

Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities.

Employers and/or funders should ensure 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 should be counted as part of their teaching

commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.

Question:

In your opinion, has Poznan University of Medical Sciences implemented a system which would enable maintaining a balance between research and teaching activities?

- +/+ This system has been fully implemented
- +/- This system has been implemented almost completely
- /+ This system has been partially implemented
- /- This system has been insufficiently implemented

34. Complaints/appeals

Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/ appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

Question:

In your opinion, has Poznan University of Medical Sciences created effective and impartial procedures (e.g. by appointing a spokesperson) to consider researcher complaints and resolve conflicts, especially between supervisors and young researchers?

- +/+ This system has been fully implemented
- +/- This system has been almost fully implemented
- /+ This system has been partially implemented
- /- This system has been insufficiently implemented

35. Participation in decision-making bodies

Employers and/or funders of researchers should recognize 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.

Question:

In your opinion, does Poznan University of Medical Sciences apply to the procedures according to which researchers should be represented in various university decision-making bodies?

- +/+ This system has been fully implemented
- +/- This system has been almost fully implemented
- /+ This system has been partially implemented
- /- This system has been insufficiently implemented

TRAINING AND DEVELOPMENT

36. Relation with supervisors

Researchers in their training phase should establish 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.

This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

Question:

In your opinion, does Poznan University of Medical Sciences ensure regular contacts between young researchers and their mentors?

- +/+ This system has been fully implemented
- +/- This system has been almost fully implemented
- /+ This system has been partially implemented
- /- This system has been insufficiently implemented

37. Supervision and managerial responsibilities

Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.

Question:

In your opinion, do scientific supervisors and unit managers create the proper conditions of scientific development for young researchers by means of building constructive and positive relationships?

- +/+ Such conditions have been created
- +/- Such conditions have been created, although there are some exceptions
- /+ Such conditions have been partially implemented
- /- Such conditions have not been created

38. Continuing Professional Development

Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.

Question:

In your opinion, has an incentive system been created at Poznan University of Medical Sciences which would promote skills development and raise professional qualifications by organizing various types of training, workshops, conferences and through e-learning platforms?

- +/+ This system has been fully implemented
- +/- This system has been almost fully implemented
- /+ This system has been partially implemented
- /- This system has been insufficiently implemented

39. Access to research training and continuous development

Employers and/or funders should ensure 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.

Such measures should be regularly assessed for their accessibility, take up and effectiveness in improving competencies, skills and employability.

Question:

In your opinion, does Poznan University of Medical Sciences provide access to resources enabling continuous development of professional skills and qualifications in order to find other employment?

- +/+ This system has been fully implemented
- +/- This system has been almost fully implemented
- /+ This system has been partially implemented
- /- This system has been insufficiently implemented

40. Supervision

Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly.

Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.

Question:

In your opinion, has Poznan University of Medical Sciences appointed individuals who help beginner researchers solve problems associated with performing professional duties and supporting scientific development?

- +/+ Poznan University of Medical Sciences appointed the person(s) and informed the young researchers community
- +/- Poznan University of Medical Sciences appointed the person(s) but did not inform young researchers
- /+ Such an individual(s) act on an ad hoc basis
- /- Poznan University of Medical Sciences did not appoint such individual

ADDITIONAL COMMENTS AND REMARKS:

.....