



**PRIGO
UNIVERSITY**



REGULATIONS AND ACTIVITIES IN COMPLIANCE
WITH THE PRINCIPLES OF THE EUROPEAN
CHARTER FOR RESEARCHERS AND THE CODE
OF CONDUCT FOR THE RECRUITMENT
OF RESEARCHERS

QUESTIONNAIRE FORM

PRIGO UNIVERSITY

WE ARE PRIGO
SCHOOL FOR LIFE AS IT WILL BE

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INTRODUCTION

1. You are (age)?
2. You are
 - a man / a woman)?
3. The highest education/degree you achieved is
 - Professor / Associate professor/ Ph.D. or equivalent / Master degree / Bachelor degree / no tertiary education
4. Which year did you acquire your Ph.D./CSc. degree in?
5. You are
 - a researcher / academic / other?
6. You are a citizen of
 - of the Czech Rep. / other country of EU / other?

RESEARCH FREEDOM

7. Have you had an opportunity to do research at work that interests you (within your research)?
8. Is your workplace sufficiently equipped for the purposes of your research?

ETHICAL PRINCIPLES

9. During your research, have you encounter any violation of the ethical principles to which PRIGO University has committed itself in its Ethical Code (e.g. plagiarism)?
 - If you answered YES: please give an example of such breach of ethical principles.
10. Do you think that the rules for ensuring compliance with ethics in research/development are sufficiently set at PRIGO University?
 - If you answered NO/RATHER NOT: Which rules for ensuring compliance with ethics in research/development do you lack at PRIGO University?
11. During your work at PRIGO University, have you encountered any form of discrimination in person or indirectly (based on gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social and economic conditions)?
 - If you answered YES: Please indicate what form of discrimination you have encountered.

PROFESSIONAL RESPONSIBILITY

12. Have you had the opportunity to express or send your comments, suggestions during the creation of the Strategic Plan of Educational and Scientific, Research, Development and Innovation, Artistic and other Creative Activities of PRIGO University or its annual updates?
13. Are you regularly electronically updated on internal regulations, system and operational documents which are published on the website?

RESEARCH, GOOD PRACTICE, DISSEMINATION, PUBLIC ENGAGEMENT

14. Were you a member of a scientific research project team?
15. Have you been acquainted with the rules for project management (e.g. rules for drawing funds, etc.)?
16. Do you actively spread the results of your scientific work, either among your closest colleagues or outside (e.g. do you have accounts on some scientific networks where you answer questions about your research, etc.)?
17. Do you think that the professional and non-professional public is sufficiently informed about research activities at PRIGO University?
18. Please indicate ways of informing the professional and non-professional public about research activities at PRIGO University which you know about.

RECRUITMENT, SELECTION PROCESS

19. Was there a reference to GDPR personal data protection in the job advertisement for the research position you are currently working on?
20. Have you been recruited through a tender process or job interview?

21. If you were accepted based on a tender process, did the advertisement contain all the necessary information based on which you had an idea of the job offered (content and scope of work, required education, experience, possibilities for your future professional development, etc.)? Specify.
22. Did you get enough space during the tender process/ interview for questions and were they all sufficiently answered?
23. Do you think that the selection board members were at appropriate professional level?
24. In your opinion, when selecting new employees, especially quantitative and qualitative indicators such as the number of publications and their quality are evaluated, or are other qualities of the applicant considered (cooperation with companies, popularization of science, management skills, etc.)?
25. Do you think that you could be placed in another (higher post) based on your education, results and experience?
26. Are you aware of the principle that career interruptions and non-standard career courses (mobility, working in the commercial sphere, motherhood, etc.) are not assessed negatively at PRIGO University?
27. Do you think that during the selection procedure for the position of researcher/academic employee, emphasis is placed on considering mobility (international, national, industry)?
28. Do you know that PRIGO University applies the principle that seniority is not decisive in the selection process if the researcher in question has adequate work results?
29. Did you feel that your age played a part in your recruitment?

WORKING CONDITIONS, STABILITY, EVALUATION

30. If you are an employee within 7 years of Ph.D. graduation, do you think that your professional development is given sufficient attention?
31. From your point of view, which of the offered alternatives is important for ensuring work flexibility?
 - Flexible working hours
 - Home office
 - Part time employment
 - Add other ones
32. Does your current employment and work performance system (flexible working hours, work outside the workplace) allow you to reconcile your work and private life?
33. If you have a fixed-term employment contract in accordance with the Labour Code, do you expect or have you agreed to extend it?
34. If you have a fixed-term employment contract, do you perceive different treatment by the employer (wages, benefits, working hours and other working conditions)?
35. Are you satisfied with the evaluation system of your work at your workplace? If you answer neutral/no/rather not, what would you change?
36. Do you consider the wage conditions at PRIGO University to be comparable with the wage conditions at other universities in the Czech Republic?

GENDER BALANCE, CAREER DEVELOPMENT, MOBILITY

37. Do you think that equal opportunities for all sexes are set at all levels of the organizational structure within PRIGO University?
38. Has an adaptation plan been drawn up for you when you started work or when you changed your post?
39. Do you know the possibilities of your career advancement, and have you developed a Career Plan?
40. Do you have a Personal Development Plan?
41. Do you receive feedback from your supervisor on your work throughout the year?
42. Do you have courses, trainings, conferences, etc. set out in your Personal Development Plan that led to the continuous development of your skills and abilities?
43. Does PRIGO University support its employees in professional development?
44. In your opinion, is mobility (geographical, intersectoral, intra-sectoral and interdisciplinary) sufficiently supported within your profession?
45. In the last three years, have you participated in any educational activity that expanded or enhanced your professional qualifications?

46. Do you think that your manager sufficiently supports you in activities that expand your professional qualifications?

CAREER ADVICE, MENTORING

47. Have you met with mentoring at PRIGO University, do you have the opportunity to consult your research plans, the development of your career and any problems with a competent person (mentor, supervisor)?

INTELLECTUAL PROPERTY

48. Are you sufficiently informed about how PRIGO University ensures the protection of intellectual property?

TEACHING

49. Have your scientific activities ever been hindered by your teaching responsibilities?

50. Conversely, has the need for scientific work/ project management hindered your teaching activities?

51. Have you been provided with an opportunity of professional training in the development of your pedagogical skills?

COMPLAINS, APPEALS

52. Are you aware that there is a procedure at the university for filing complaints, suggestions, notifications, petitions?

PARTICIPATION IN DECISION MAKING BODIES

53. If you are a member of the advisory/ decision-making body of PRIGO University, do you have the opportunity to effectively contribute to the activities and development of the university?

