

Ethical and Professional Aspects

I. Research freedom

1. Are you allowed, working at the IPP PAS, to decide on your research problem and research methods, taking into account limitations of these freedoms resulting from the budget or infrastructure?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

II. Ethical principles

2. Do you follow the rules and ethical standards in your work at the IPP PAS?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

III. Professional responsibility

3. Do you respect intellectual property rights and rules of shared data policy in the case of research conducted in cooperation with other scientists?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

4. Do you think that your qualifications are adequate to the tasks assigned in relation to your position?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

5. Working at the IPP PAS, did you falsify the results of your research or plagiarize?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

IV. Professional attitude

6. Do you know the IPP PAS strategic goals and the ways to apply for research funding?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

7. Do you inform your employer about the research proposals you are preparing for external funding?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

8. Do you make an effort to obtain the necessary permits and meet all formal requirements before starting your research?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

9. Do you inform your employer / grant founder / research supervisor about the progress of your research and potential changes which are compliant with the law regarding its implementation?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

V. Contractual and legal obligations

10. Are you aware of the legal regulations and related procedures regarding the promotion of a scientific researcher (doctorate, habilitation, professorship) and do you obey them?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

11. When carrying out grants at the IPP PAS, do you comply with the terms of the contract with your employer / grant founder?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

VI. Accountability

12. Due to the fact that most scientific research is financed from public funds, are you aware of the responsibility for its effective use?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

13. Do you follow the principles of careful, transparent, and effective financial management when planning and carrying out your research?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

14. Do you collect research results in a way that enables their easy sharing within the IPP PAS and to control authorities, if necessary?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

VII. Good practice in research

15. Do you follow the health and safety rules during your work at the IPP PAS?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

16. Do you have an appropriate data protection practice in the case of data loss, i.e. backups, intra-institute laboratory protocols, laboratory notebooks that can be deposited in the IPP PAS archives?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

17. Do you know the national data protection and privacy laws?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

VIII. Dissemination, exploitation of results

18. Do you try to take all relevant steps to disseminate and/or the use, and/or commercialize research results?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

19. Are the results of your research applied commercially?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

IX. Public engagement

20. Do you try to increase the level of understanding of science by presenting to the general public the undertaken scientific activities in a way that is understandable to non-experts?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

X. Non discrimination

21. Have you encountered any form of discrimination at the IPP PAS (e.g. because of: gender, age, nationality, religion, sexual orientation, disability, social status)?

YES NO

If yes, please give the reason for the discrimination

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XI. Evaluation/ appraisal systems Systemy oceny pracowników

22. Do you think that the IPP PAS has created an evaluation system that point of employee creativity and relevant research results (including publications, patents, national and international mobility, etc.)?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

23. Do you think the criteria, used at the IPP PAS, in the periodic researchers' assessments are appropriate and allow for validation adequately and reliable?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

Recruitment and Selection

XII. Recruitment

24. Does the IPP PAS has clearly defined, open, transparent, efficient recruitment procedures, tailored to the type of positions advertised?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

25. Are the employment rules set out in the relevant regulations obeyed at the IPP PAS?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XIII. Recruitment (Code)

26. Do the employment offers for scientists at the IPP PAS contain sufficient information on knowledge, skills, candidate selection criteria, and employment conditions?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

27. Do you think that the IPP PAS as an employer, realistically estimates the time between advertising its vacancy or invitation to submit applications, and the closing date for the submission of applications?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XIV. Selection (Code)

28. Is the employee recruitment process, at the IPP PAS, for each vacant position carried out by an objective, competent, and representing various qualifications recruitment committee?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

29. Does the IPP PAS take into account gender balance when selecting the Recruitment committee?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XV. Transparency (Code)

30. Does every candidate for a scientist position receive information about the recruitment selection criteria and about the strengths and weaknesses of his/her candidature?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XVI. Judging merit (Code)

31. Does the IPP PAS, in the recruitment selection for a scientific position, take into account the importance of bibliometric indexes, that are balanced with other evaluation criteria (e.g. teaching activity, supervision, research team management, science popularization, activity in scientific societies and committees, mobility)?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XVII. Variations in the chronological order of CVs (Code)

32. Does in the recruitment selection in the IPP PAS,, career breaks or variations in the chronological order of CVs may have a negative impact on the candidate' scientist position assessment?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XVIII. Recognition of mobility experience (Code)

33. Do you think candidates researchers' mobility to different countries / scientific institutions are perceived, at the IPP PAS, as being valuable activities contributing to professional development?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XIX. Recognition of qualifications (Code)

34. Do recruitment committees take into account professional mobility (work experience abroad, in other research groups, another discipline), and qualifications in the recruitment selection?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XX. Seniority (Code)

35. Does the IPP PAS apart from qualifications, takes into account also the course of lifelong self-, and professional development?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXI. Postdoctoral appointments (Code)

36. Are, at the IPP PAS, clear rules and explicit guidelines for the qualitative recruitment selection process dedicated for scientists with Ph.D. titles e.g. regulating the maximum length of the period after hiring at the given position

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

Working Conditions and Social Security

XXII. Recognition of the profession

37. Do you think that scientists who have decided to pursue a career in science at the IPP PAS (employee, PhD student) are fair treated like professionals, adequate for the job position?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXIII. Research environment

38. Does the research facilities at the IPP PAS (infrastructure, workshops) stimulate you to make decisions about new research directions, initiation of national and international cooperation?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXIV. Working conditions

39. Does the IPP PAS allows you to reconcile work and personal life (e.g. part-time working, flexible working hours, remote working in accordance with Government's relevant policies)?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXV. Stability and permanence of employment

40. Does the work at the IPP PAS provide you a sense of professional stability?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXVI. Funding and salaries

41. Does the IPP PAS provide adequate social security benefits, including health and family benefits, pension right, and benefits under the social fund, in accordance with applicable and relevant social policy and regulations?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

42. Does the IPP PAS provide employees living wages, that reward an individual's legal status, qualifications, achievements, competences, duties proportionately?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

43. Does the IPP PAS offer employees attractive economic conditions compared to the national labour market?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXVII. Gender balance

44. Does the IPP PAS undertake activities to attain and sustain gender equality?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

45. Do you think that for the IPP PAS as an employer, the gender criterion is superior to the qualifications?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXVIII. Career development

46. Does the IPP PAS have a motivation system targeted the development of skills and scientific competencies, enabling a career at all research stages?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

47. Do you think that at the IPP PAS there is a career development plan for scientists?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

48. Do you think that at the IPP PAS, PhD students and early-career researchers have substantive support from supervisors regarding the direction of professional career development?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXIX. Value of mobility

49. Do you think that the IPP PAS adequately appreciates and emphasizes the value of various kinds of mobility (geographic, intersectoral, interdisciplinary, inter-institutional), an important way of expanding science knowledge and supporting the researcher professional development at all career stages?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXX. Access to career advice

50. Does the IPP PAS support the career development of young researchers and PhD students by experienced academic mentors?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXXI. Intellectual Property Rights

51. Are the IPP PAS rules and practices regarding intellectual property rights clearly defined and properly managed by providing adequate protection?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXXII. Co-authorship

52. Do you think that the IPP PAS should have developed and implemented procedures ensuring, in particular, for early-career researchers, such conditions that they can be sure their right to co-authorship, in the context of their actual contribution to research?

- YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXXIII. Teaching

53. Do you think that the time spent on training early-career scientists (e.g. PhD students) is regarded, at the IFR PAS, as being involved in the process of knowledge dissemination?

- YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXXIV. Complains/ appeals

54. Are the complaints of scientists and PhD students managed effectively at the IPP PAS, and workplace conflicts between employees are properly resolved by the resolution committee/board?

- YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

55. Does the IPP PAS provide confidential and informal assistance in order to resolve work-related conflicts?

- YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXXV. Participation in decision-making bodies

56. Do researchers and PhD students have guaranteed the right to be represented in different collective bodies, groups, and committees?

- YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

Training and Development

XXXVI. Relation with supervisors

57. Are there specific regulations of the professional relationship between a research supervisor and a PhD student / early-career researcher at the IPP PAS, enabling the assessment of the progress of his / her scientific development, i.e. reports, seminars, work according to a schedule?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXXVII. Supervision and managerial duties

58. Do the experienced scientists at the IPP PAS support early-career researchers in their current duties and career development?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXXVIII. Continuing Professional Development

59. Do you use the opportunity for continuous learning by updating and expanding the scope of your skills and qualifications by attending courses, trainings, workshops?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XXXIX. Access to research training and continuous development

60. Does the IPP PAS provide scientists and PhD students with the possibility of continuous development of their skills and qualifications by participating in trainings, conferences, and on-line courses?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

XL. Supervision

61. Do PhD students / early stage researchers have regular meetings with a supervisor?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

62. Are the research supervisors sufficiently involved in the work of PhD students / early-career researchers and have the competences and experience to provide scientific and practical support to enable them to make progress?

YES NO I DO NOT KNOW NOT APPLICABLE

COMMENTS

METRIC

1. Gender

- FEMALE
- MALE
- OTHER
- I PREFER NOT TO SPECIFY

2. PROFESSIONAL STATUS

- R3-R4 (dr hab., professor)
- R1-R2 (M.Sc., Ph.D)
- non researcher (administration, technician)