



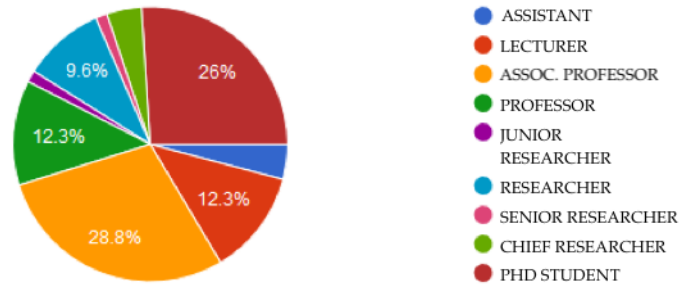
LITHUANIAN SPORTS UNIVERSITY

RESEARCHERS' SURVEY RESULTS
for the implementation of the European
Charter for Researchers and the Code of
Conduct for Their Recruitment

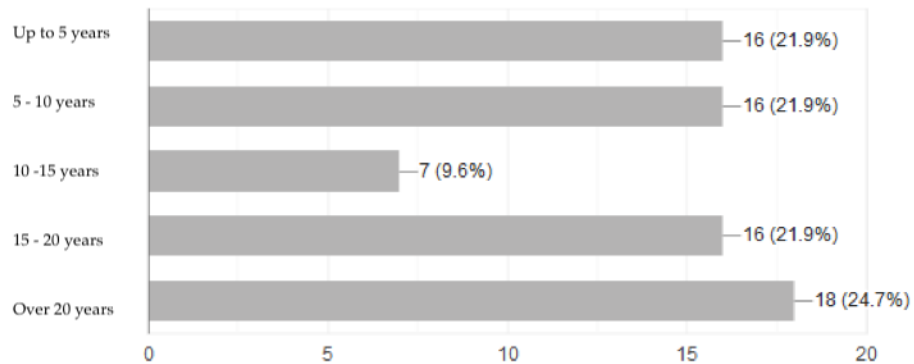
2018, Kaunas

In 2016, Lithuanian Sports University received the European Commission’s HR Excellence in Research Award, and committed itself to creating a favourable working environment for researchers. In order to evaluate the direction of further development of favourable working environment, we have conducted a survey of employees. The survey was based on the European Charter for Researchers and the Code of Conduct for Their Recruitment. A total of 72 LSU employees (26 men, 46 women) participated in the survey.

Distribution of respondents by position:



Distribution of respondents by seniority:



The results of the survey are presented below.

WORKING CONDITIONS AND SOCIAL SECURITY

The figures indicate that working conditions and social security are best rated by the lecturers (4.34 points), while the lowest rating is given by the assistants (2.79 points). Detailed scores are presented in Table 1 and the percentage estimates are given in Figure 1.

Table 1. Working conditions and social security

	Assistant	Lecturer	Assoc. Professor	Professor	PhD student	Researcher	Average
Recognition of the profession	3.33	4.33	3.75	3.89	4.00	4.00	3.88
Research environment	3.00	4.33	3.65	4.00	3.58	3.57	3.69
Working conditions	3.33	4.44	3.75	3.89	3.37	3.00	3.63
Stability and permanence of employment	2.00	4.11	3.30	3.67	3.16	3.71	3.32
Funding and salaries	2.67	3.89	3.25	3.78	3.16	2.57	3.22
Gender balance	2.67	4.56	3.60	4.56	4.05	3.71	3.86
Career development	2.67	4.56	3.50	4.44	3.37	3.29	3.64
Value of mobility	2.67	4.56	4.10	3.89	4.00	3.71	3.82
Access to career advice	2.33	4.11	2.95	3.56	3.32	2.71	3.16
Intellectual Property Rights	2.67	4.11	3.35	4.00	3.79	3.14	3.51
Co-authorship	2.67	4.56	3.70	4.11	3.95	3.71	3.78
Teaching	3.33	4.67	3.70	4.11	3.84	3.71	3.89
Complaints and appeals	3.33	4.11	3.70	4.22	4.00	3.57	3.82
Participation in decision-making bodies	2.33	4.44	3.40	4.00	3.53	3.29	3.50
Average	2.79	4.34	3.55	4.01	3.65	3.41	

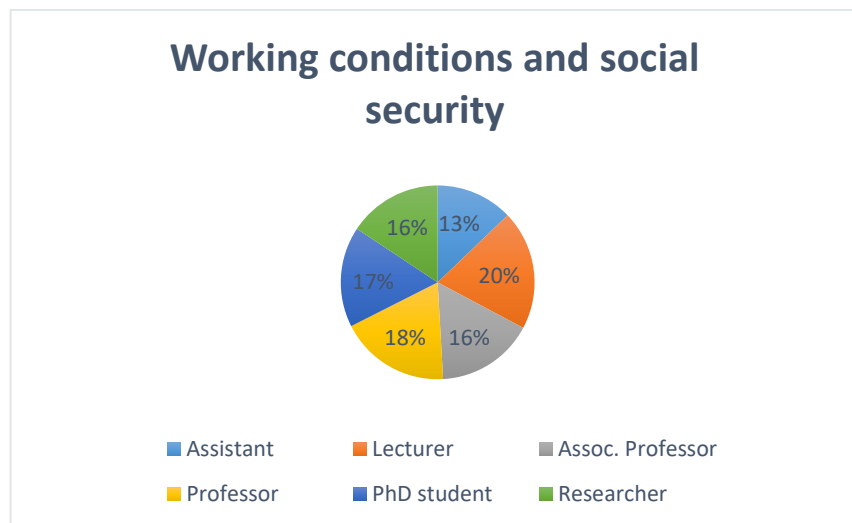


Figure 1. Working conditions and social security

ETHICAL AND PROFESSIONAL ASPECTS

After evaluating the results of the survey, it can be observed that the applied ethical and professional aspects are best evaluated by the lecturers (4.56 points), while the ratings given by the assistants are the lowest (3.52 points). Detailed scores are presented in Table 2 and the percentage estimates are given in Figure 2.

Table 2. Ethical and professional aspects

	Assistant	Lecturer	Assoc. Professor	Professor	PhD student	Researcher	Average
Research Freedom	3.33	4.67	4.30	4.67	4.53	4.29	4.30
Ethical principles	4.00	4.44	3.95	4.44	4.00	4.00	4.14
Professional responsibility	4.00	4.67	3.95	4.33	3.95	4.29	4.20
Professional attitude	3.33	4.78	3.90	4.33	4.00	4.29	4.11
Contractual and legal obligations	3.33	4.56	3.75	4.33	3.95	4.29	4.03
Accountability	3.33	4.67	3.65	4.33	3.89	4.14	4.00
Good practice in research	3.67	4.56	3.95	4.22	4.05	4.29	4.12
Dissemination and exploitation of results	3.67	4.67	4.00	3.78	3.68	3.86	3.94
Public engagement	2.67	4.22	3.80	3.22	3.58	3.29	3.46
Non-discrimination	3.67	4.56	3.90	4.33	4.37	4.00	4.14
Evaluation/ appraisal systems	3.67	4.33	3.45	4.22	4.05	2.86	3.76
Average	3.52	4.56	3.87	4.20	4.00	3.96	

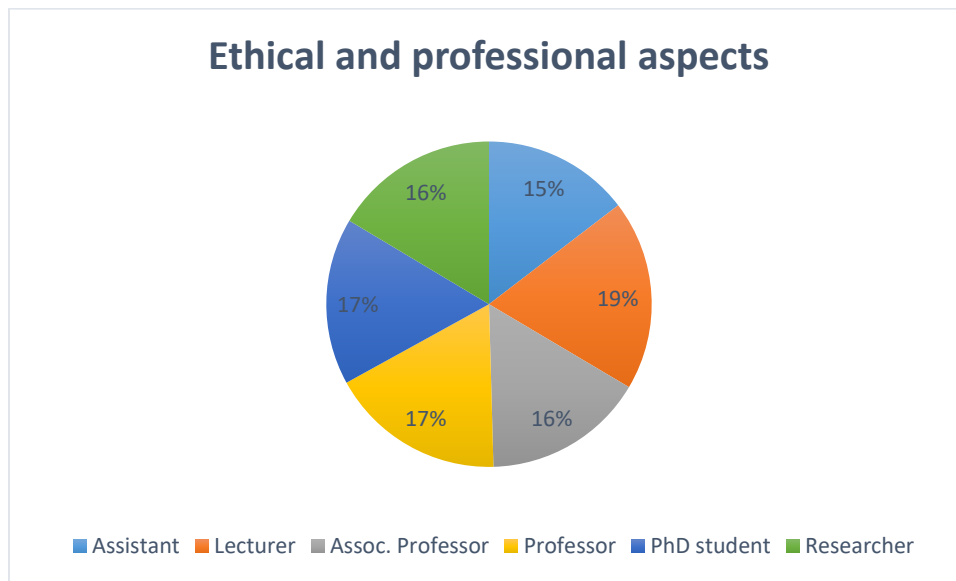


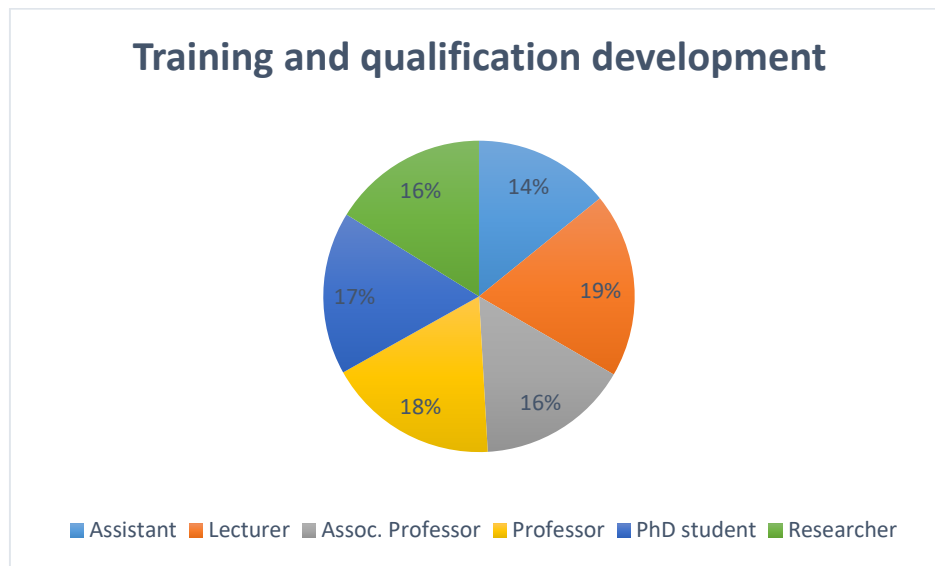
Figure 2. Ethical and professional aspects

TRAINING AND QUALIFICATION DEVELOPMENT

The results of the survey indicate that training and qualification development are best evaluated by the lecturers (4.71 points), while the ratings given by the assistants are the lowest (3.47 points). Detailed scores are presented in Table 3 and the percentage estimates are given in Figure 3.

***Table.** Training and qualification development*

	Assistant	Lecturer	Assoc. Professor	Professor	PhD student	Researcher	Average
Relation with supervisors	2.67	4.78	3.90	4.33	4.58	4.14	4.07
Supervision and managerial duties	3.67	4.67	3.95	4.44	4.22	4.14	4.18
Continuing Professional Development	4.00	4.67	3.85	4.22	3.89	3.71	4.06
Access to research training and continuous development	4.00	4.67	3.85	4.44	4.00	3.86	4.14
Supervision	3.00	4.78	3.75	4.33	4.05	4.00	3.99
Average	3.47	4.71	3.86	4.36	4.15	3.97	



***Figure 3.** Training and qualification development*

EMPLOYMENT

It can be observed that the requirements for employment are best evaluated by the lecturers (4.36 points), while the ratings given by the assistants are the lowest (3.04 points). Detailed scores are presented in Table 4 and the percentage estimates are given in Figure 4.

Table 4. Employment

	Assistant	Lecturer	Assoc. Professor	Professor	PhD student	Researcher	Average
Recruitment	3.67	4.56	3.90	4.33	3.37	3.86	3.95
Selection	3.00	4.33	3.75	4.11	3.42	3.71	3.72
Transparency	2.33	4.22	3.65	3.78	3.47	3.29	3.46
Merit evaluation	2.67	4.33	3.35	3.67	3.95	3.57	3.59
Non-compliance with the chronological order in the curriculum vitae	2.67	3.89	3.35	3.33	3.47	3.71	3.40
Recognition of mobility experience	3.33	4.22	3.80	3.67	4.05	4.14	3.87
Qualification recognition	3.67	4.67	3.85	3.89	4.21	4.43	4.12
Seniority	3.00	4.44	3.50	3.78	4.11	3.71	3.76
Appointment of Doctors of Science	3.00	4.56	4.00	3.89	4.00	3.14	3.76
Average	3.04	4.36	3.68	3.83	3.78	3.73	

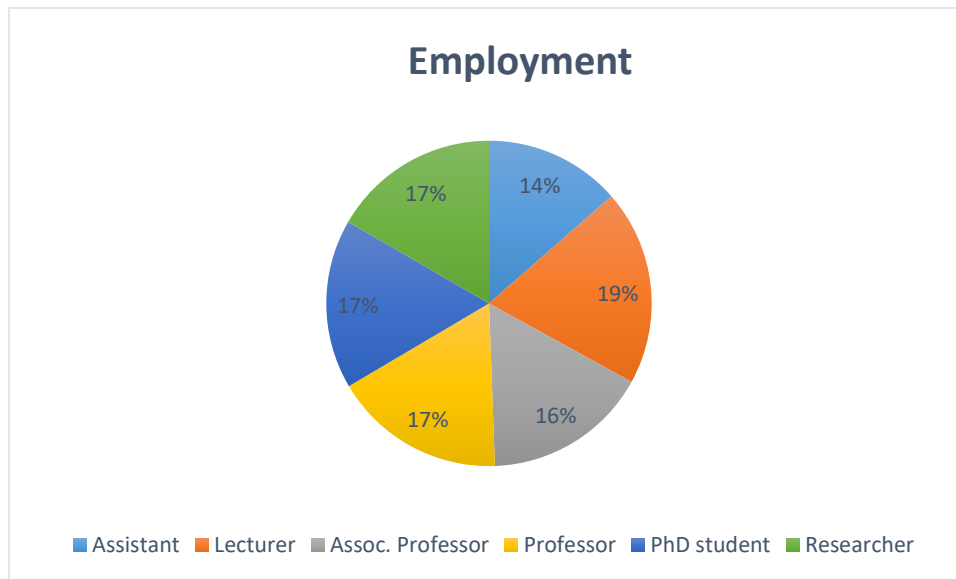


Figure 4. Employment

SUMMARY

All employees, regardless of their position,

gave the most positive evaluation to:

- Research Freedom (4.30 points),
- Professional responsibility (4.20 points),
- Supervision and managerial duties (4.18 points),

gave the least positive evaluation to:

- Access to career advice (3.16 points),
- Funding and salaries (3.22 points),
- Stability and permanence of employment (3.32 points).