



LITHUANIAN SPORTS UNIVERSITY

RESEARCHERS' SURVEY RESULTS

**for the implementation of the European
Charter for Researchers and the Code of
Conduct for Their Recruitment**

2022, Kaunas

In 2016, the Lithuanian Sports University received the EC's "HR Excellence in Research" award, which is a commitment to creating a supportive working environment for researchers. To assess the way forward for the creation of a supportive working environment, we conducted an employee survey. The survey is based on the European Charter for Researchers and the recruitment Code of Conduct. A total of 97 LSU employees took part in the survey (72 LSU employees responded to the most recent survey). Of these, 61 were women, and 36 were men. The percentage breakdown by position is shown in Figure 1. The results of the survey are presented below.

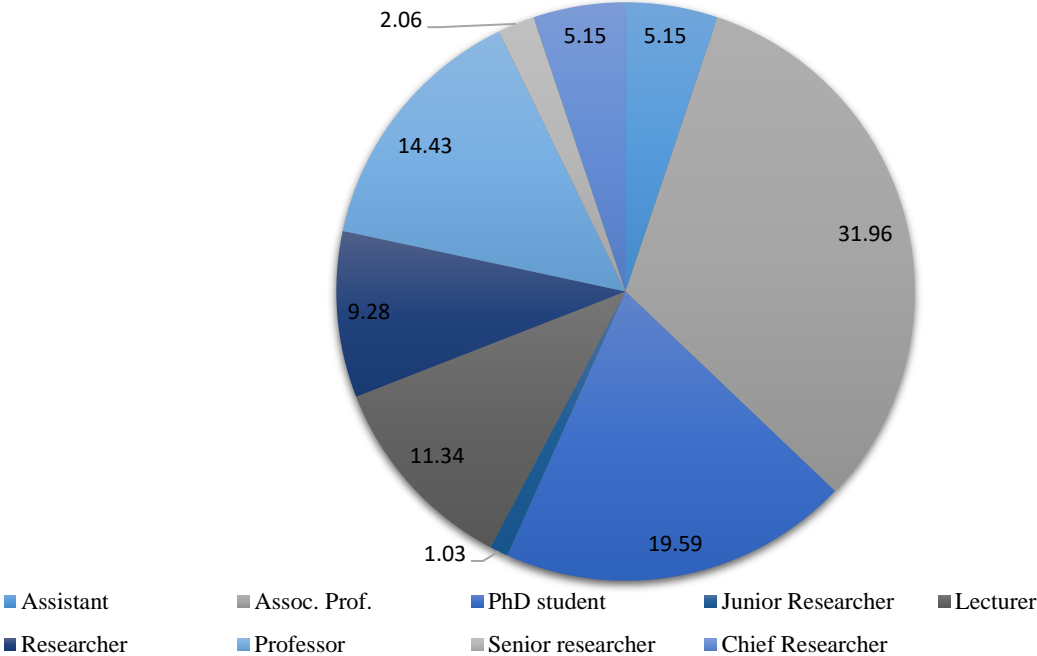


Figure 1: Distribution of respondents by position (%)

1. General principles and requirements for researchers. The results of the survey show that lecturers have the highest perception of the general principles and requirements for researchers (score 4.67), while senior researchers have the lowest perception (score 3.0). The first time we did this survey, we had similar results, the best rating was also for lecturers (4.61 points), while the worst was for assistants (3.47 points). As we can see, this time the lecturers' evaluation is slightly higher than the first time. More detailed scores for this year are shown in Table 1. The comparative assessment is presented in Figure 2.

Table 1. Distribution of survey data on the general principles and requirements for researchers by position in the institution

	Assistant	Lecturer	Associate Professor	Professor	Ph.D. student	Junior Research Fellow	Researcher	Senior Research Fellow	Principal Research Fellow
Freedom of research	3.2	4.73	4.39	4.71	4.53	5.0	4.22	4.0	4.4
Ethical Principles	3.8	4.55	4.16	4.36	4.0	4.0	4.11	2.5	4.0
Professional responsibility	4.2	4.73	4.06	4.29	3.95	4.0	4.33	3.0	4.2
Professional provision	3.8	4.82	4.06	4.29	4.0	3.0	4.44	3.0	4.2
Agreed and legal obligations	3.8	4.64	3.97	4.36	3.95	3.0	4.33	2.5	4.4
Accountability	3.8	4.73	3.84	4.29	3.89	4.0	4.22	3.5	3.8
Good research practice	4.0	4.64	4.06	4.14	4.05	4.0	4.33	3.0	4.2
Dissemination and use of results	3.8	4.73	4.06	4.0	3.68	4.0	4.00	3.5	4.0
Public involvement	3.0	4.27	3.81	3.43	3.58	4.0	3.33	4.0	3.8
Links with academic leaders	3.0	4.82	3.97	4.43	4.58	5.0	4.22	2.0	4.2
Scientific leadership and managerial responsibilities	3.8	4.73	3.9	4.5	4.22	5.0	4.22	2.5	3.8
Continuing professional development	4.0	4.73	3.87	4.29	3.89	5.0	3.89	2.5	3.2
Mean average	3.68	4.67	4.01	4.25	4.02	4.16	4.13	3.0	4.01

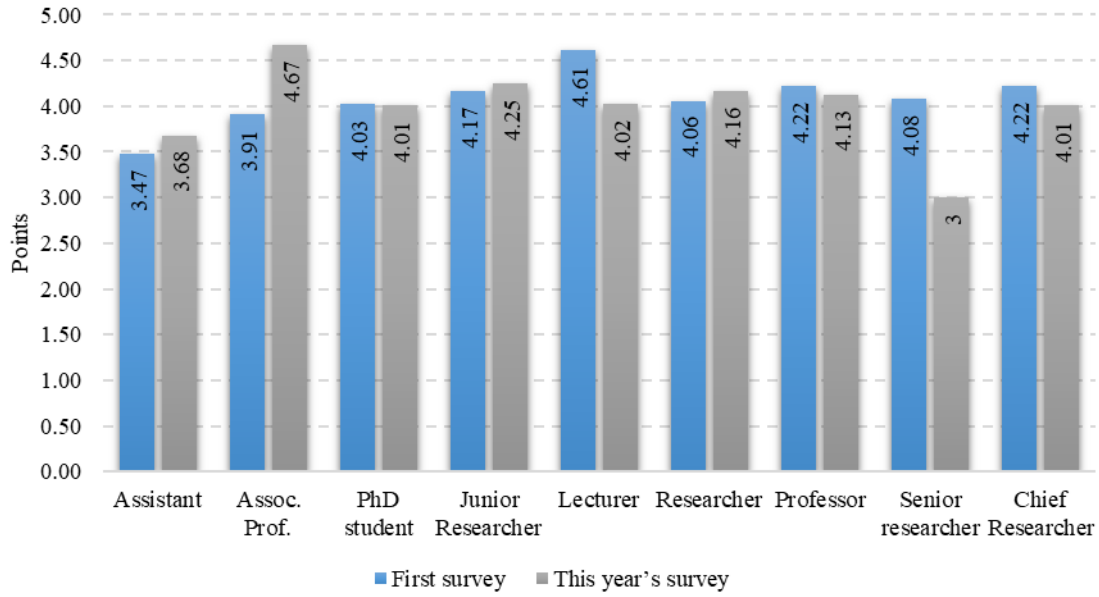


Figure 2. Comparison of survey data on general principles and requirements for researchers

2. General principles and requirements for employers and funders. The results show that the general principles and requirements for employers and funders are most valued by lecturers (score 4.49) and least valued by senior researchers (score 2.00). Comparing the current survey results with the first survey, lecturers rated these indicators the highest (4.40) and senior researchers the lowest (2.00). The lowest rating remained unchanged, while the rating of lecturers increased slightly. More detailed scores for this year are shown in Table 2. The comparative assessment is shown in Figure 3.

Table 2. Distribution of survey data on general principles and requirements for employers and funders by position in the institution

	Assistant	Lecturer	Associate Professor	Professor	Ph.D. student	Junior Research Fellow	Researcher	Senior Research Fellow	Principal Research Fellow
Recognition of profession	3.2	4.45	3.97	4.21	4.0	4.0	4.0	2	4.4
Non-discrimination	3.4	4.64	4.03	4.43	4.37	5.0	4.11	1.0	4.8
Research environment	2.8	4.45	3.81	4.21	3.58	4.0	3.78	1.5	4.0
Working conditions	3.0	4.45	3.90	4.14	3.37	3.0	3.22	2.5	4.0
Stability and job security	2.8	4.18	3.45	3.71	3.16	5	3.67	1.0	3.8
Funding and salary	3.0	4.09	3.52	4.0	3.16	3.0	2.67	3.0	3.8
Gender balance	3.6	4.64	3.87	4.57	4.05	3.0	4.0	4.0	4.8
Career development	3.2	4.64	3.71	4.43	3.37	4.0	3.56	1.0	3.4
Value of mobility	3.2	4.64	4.16	3.93	4.0	5.0	3.89	2.5	3.8
Access to careers advice	2.6	4.18	3.13	3.43	3.32	3.0	3.11	1.0	2.8
Access to research training and continuing professional development	3.6	4.73	3.87	4.29	4.0	4.0	4.0	2.0	3.6
Intellectual property rights	2.8	4.27	3.74	3.86	3.79	2.0	3.33	3.0	3.6
Co-authorship	3.0	4.64	3.94	4.21	3.95	4.0	3.67	3.0	3.8
Scientific leadership	3.2	4.82	3.81	4.43	4.05	5.0	3.89	2.0	4.0
Training	3.0	4.73	3.87	4.21	3.84	3.0	3.89	2.5	3.2
Assessment (or) rating systems	3.6	4.45	3.68	4.14	4.05	3.0	3.11	1.0	4.0
Complaints and appeals	3.4	4.27	3.81	4.07	4.0	3.0	3.78	3.0	3.4
Participation in decision-making institutions	2.6	4.55	3.52	3.86	3.53	3.0	3.33	1.0	3.2
Recruitment	3.8	4.55	4.1	4.43	3.37	4.0	3.89	1	4.2
Mean average	3.14	4.49	3.78	4.13	3.73	3.68	3.63	2.0	3.82

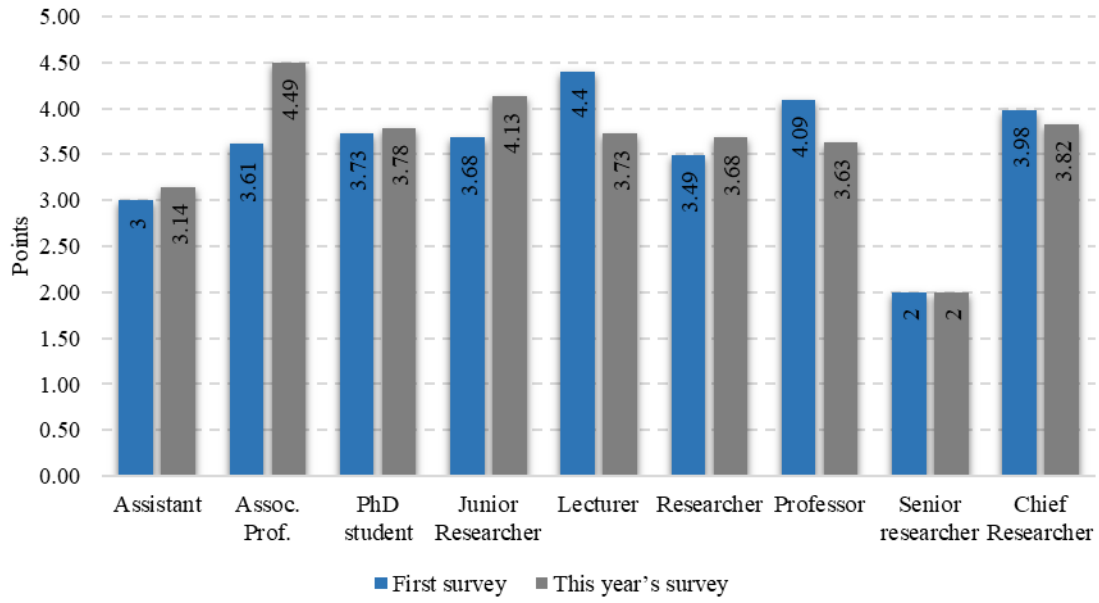


Figure 3. Comparison of survey data on general principles and requirements for employers and funders

3. Code of Conduct for the Recruitment of Researchers. General principles and requirements of the Code of Conduct. The analysis of the survey results shows that the principles and requirements of the Code of Conduct for the Recruitment of Researchers are most valued by lecturers (score 4.41) and least valued by senior researchers (score 2.15). The first survey produced similar results, with lecturers also scoring highest (4.36) and senior researchers scoring lowest (1.00). Comparing these results, we can see that both lecturers and senior researchers have seen an increase in their ratings. More detailed scores for this year are shown in Table 3. The comparative assessment is shown in Figure 4.

Table 3. Distribution of survey data on compliance with the principles and requirements of the Code of Conduct for the Recruitment of Scientists, by position in the institution

	Assistant	Lecturer	Associate Professor	Professor	Ph.D. student	Junior Research Fellow	Researcher	Senior Research Fellow	Principal Research Fellow
Recruitment	3.8	4.55	4.1	4.43	3.37	4.0	3.89	1	4.2
Sampling	3.4	4.36	3.97	4.29	3.42	5.0	3.67	1.0	4.0
Transparency	3.0	4.27	3.87	4.00	3.47	4.0	3.33	1.0	4.4
Merit evaluation	3.0	4.45	3.61	3.86	3.95	3.0	3.56	1.0	3.4
Failure to follow the chronological order of the CV	2.8	3.82	3.35	3.43	3.47	3.0	3.78	2.0	2.8
Recognition of mobility experience	3.6	4.36	3.9	3.79	4.05	3.0	4.0	1.5	3.8
Recognition of qualifications	3.8	4.73	3.97	4.14	4.21	4.0	4.33	4.11	3.6
Seniority	3.4	4.55	3.68	3.86	4.11	4.0	3.78	3.83	3.6
Appointment of PhDs	3.4	4.64	4.13	4.00	4.0	4.0	3.22	3.9	3.6
Mean average	3.36	4.41	3.84	3.98	3.78	3.78	3.73	2.15	3.71

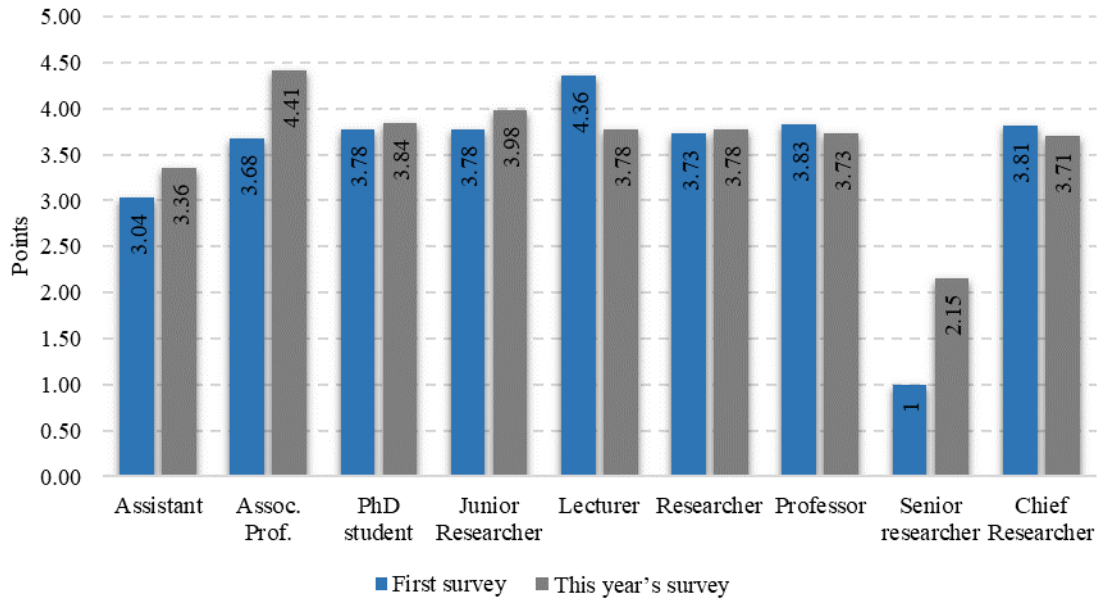


Figure 4. Comparison of survey data on compliance with the requirements and principles of the Code of Conduct for the Recruitment of Researchers