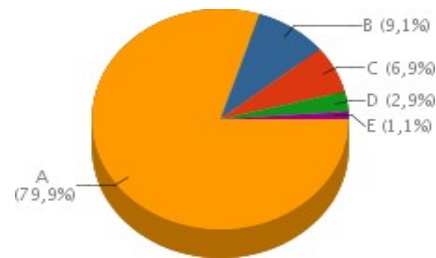


HRS4R-UMU Human Resources Strategy for Researchers at UMU

(274 returned surveys)
(1 817 invitations were issued, of which 15,1% were returned)

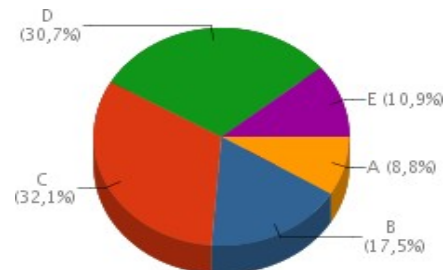
Professional Category:

Question	Total	%
A TEACHING AND RESEARCH PERSONNEL (Teaching Bodies, PhD Contracts, Assistants)	219	79,9
B PREDOC CONTRACTS	25	9,1
C POSTDOC CONTRACTS	19	6,9
D OTHER RESEARCH PERSONNEL CONTRACTS THROUGH RESEARCH PROJECTS	8	2,9
E SUPPORT TECHNICAL PERSONNEL ON RESEARCH PROJECTS	3	1,1
F Not filled	0	0,0



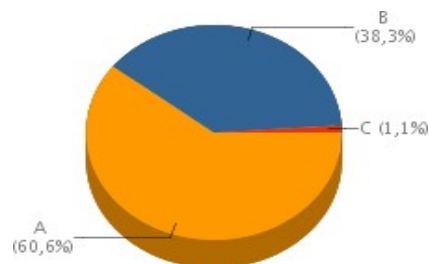
Age

Question	Total	%
A <30	24	8,8
B 30-40	48	17,5
C 41-50	88	32,1
D 51-60	84	30,7
E >60	30	10,9
F Not filled	0	0,0



Gender

Answer	Total	%
A Masculine	166	60,6
B Femenine	105	38,3
C Prefer not to answer	3	1,1
D Not filled	0	0,0

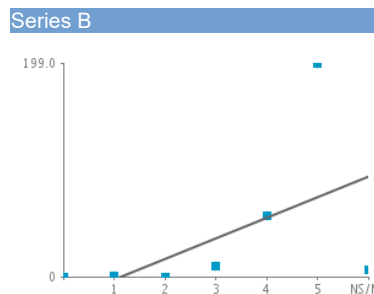
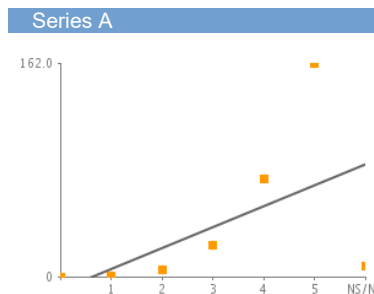
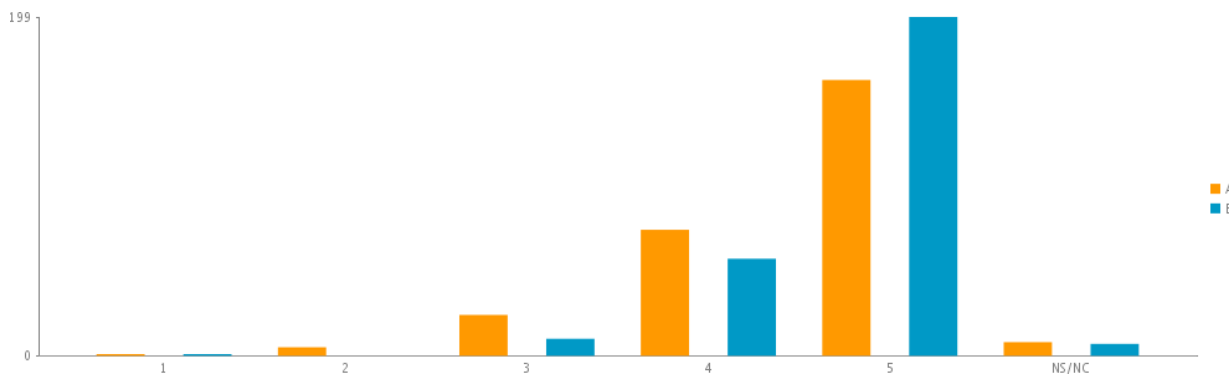


HRS4R-UMU Human Resources Strategy for Researchers at UMU

I.1. The researchers at UMU enjoy freedom of thought and expression and freedom to select methods to solve problems.

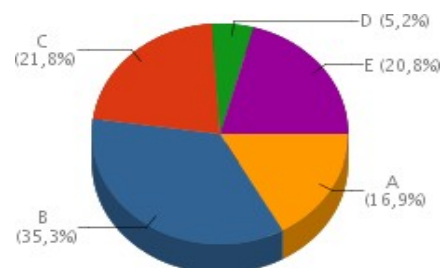
	1	2	3	4	5
A I.1.1. Level of compliance	1	5	24	74	162
B I.1.2. Level of relevance	1	0	10	57	199

	DK/DA	Mean value
A I.1.1. Level of compliance	8	4.34
B I.1.2. Level of relevance	7	4.58



I.1.3. Improvement actions

Answer	Total	%
A Support guides or manuals	65	16,9
B Training	136	35,3
C Dissemination days or events	84	21,8
D Other improvement actions	20	5,2
E None	80	20,8
F Not filled	0	0,0

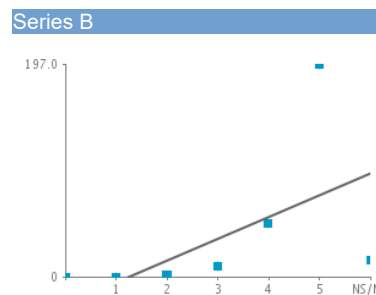
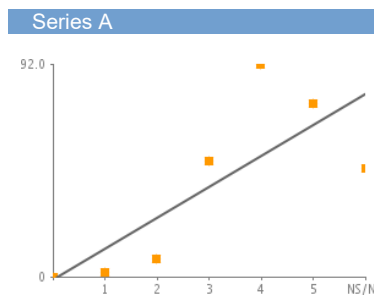
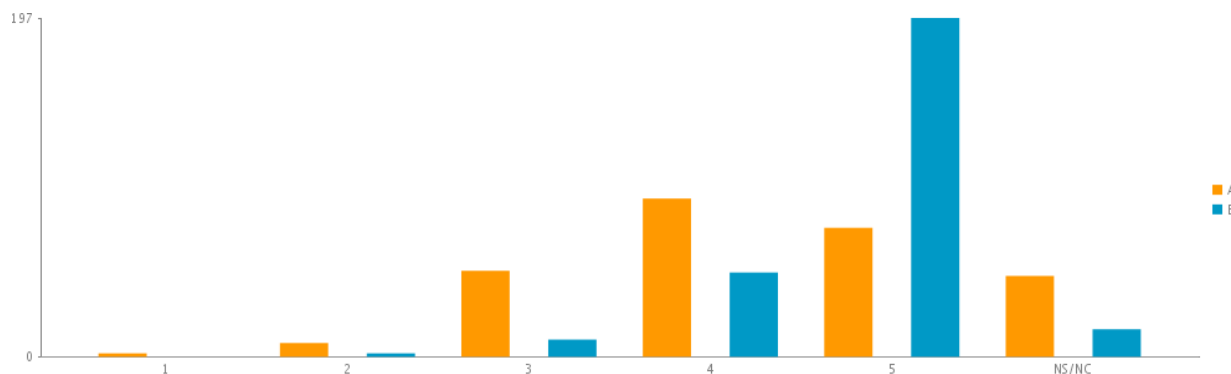


HRS4R-UMU Human Resources Strategy for Researchers at UMU

I.2. UMU researchers comply with the recognized ethical practices and with the fundamental principles corresponding to their disciplines, as well as the ethical standards documented in the Code of Ethics.

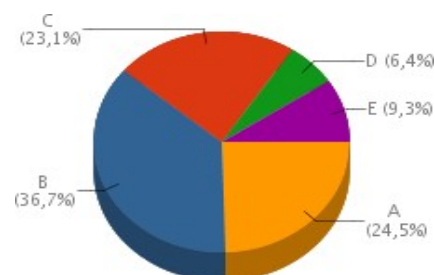
	1	2	3	4	5
A I.2.1. Level of compliance	2	8	50	92	75
B I.2.2. Level of relevance	0	2	10	49	197

	DK/DA	Mean value
A I.2.1. Level of compliance	47	3.32
B I.2.2. Level of relevance	16	4.43



I.2.3. Improvement actions

Answer	Total	%
A Support guides or manuals	103	24,5
B Training	154	36,7
C Dissemination days or events	97	23,1
D Other improvement actions	27	6,4
E None	39	9,3
F Not filled	0	0,0

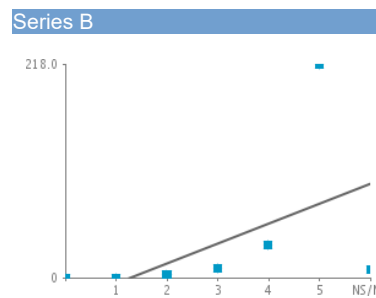
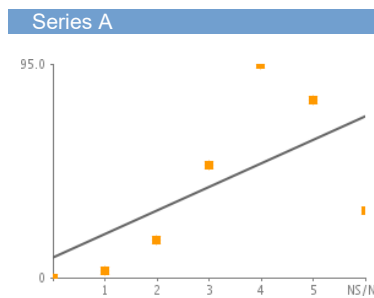
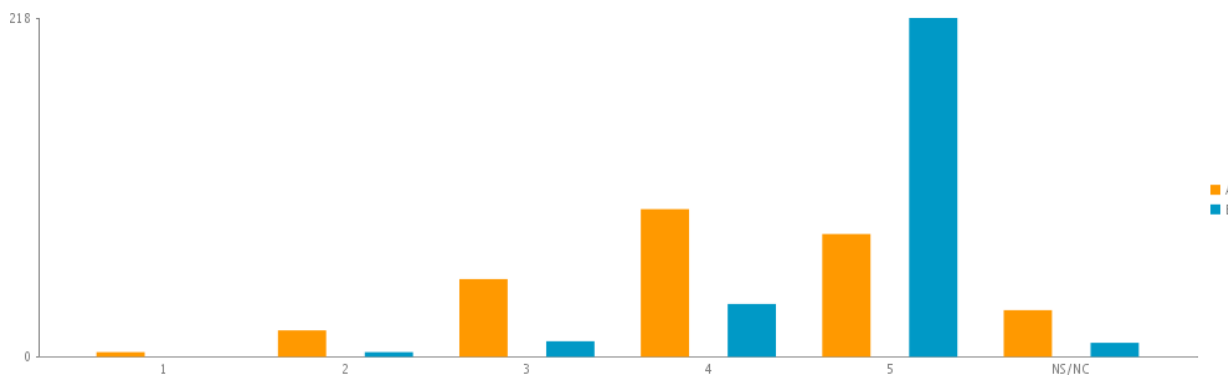


HRS4R-UMU Human Resources Strategy for Researchers at UMU

I.3. UMU researchers strive to ensure that their research is relevant to society by avoiding duplication of investigations and plagiarism, respecting intellectual property and shared ownership of data.

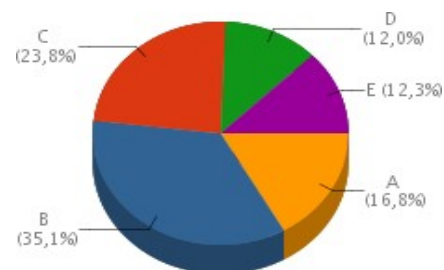
	1	2	3	4	5
A I.3.1. Level of compliance	3	17	50	95	79
B I.3.2. Level of relevance	0	3	10	34	218

	DK/DA	Mean value
A I.3.1. Level of compliance	30	3.51
B I.3.2. Level of relevance	9	4.61



I.3.3. Improvement actions

Answer	Total	%
A Support guides or manuals	64	16,8
B Training	134	35,1
C Dissemination days or events	91	23,8
D Other improvement actions	46	12,0
E None	47	12,3
F Not filled	0	0,0

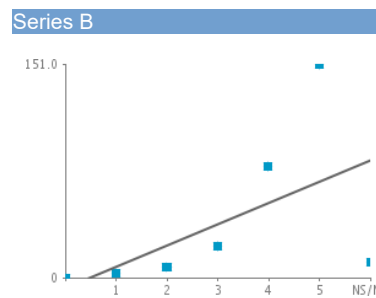
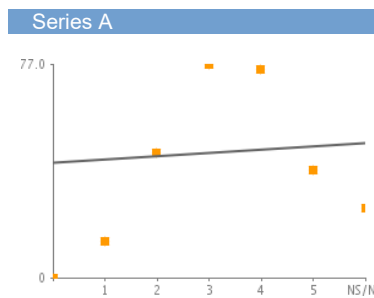
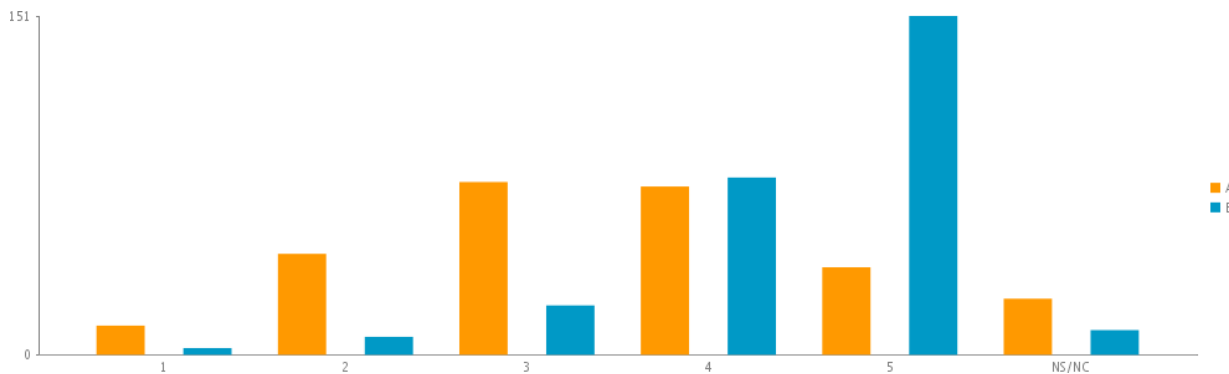


HRS4R-UMU Human Resources Strategy for Researchers at UMU

I.4. Before starting their activity or accessing the resources provided, the UMU researchers are familiar with the strategic objectives of their work, the financing mechanisms and have all the necessary authorizations.

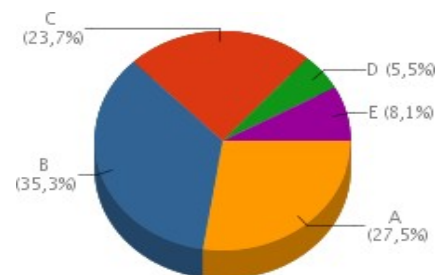
	1	2	3	4	5
A I.4.1. Level of compliance	13	45	77	75	39
B I.4.2. Level of relevance	3	8	22	79	151

	DK/DA	Mean value
A I.4.1. Level of compliance	25	3.03
B I.4.2. Level of relevance	11	4.22



I.4.3. Improvement actions

Answer	Total	%
A Support guides or manuals	116	27,5
B Training	149	35,3
C Dissemination days or events	100	23,7
D Other improvement actions	23	5,5
E None	34	8,1
F Not filled	0	0,0

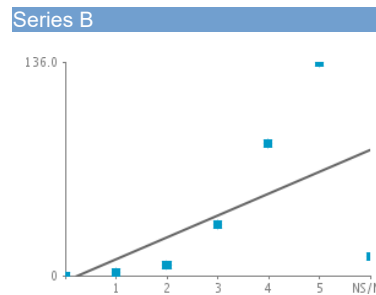
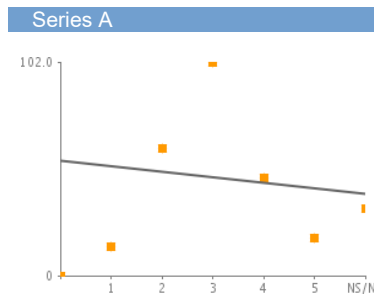
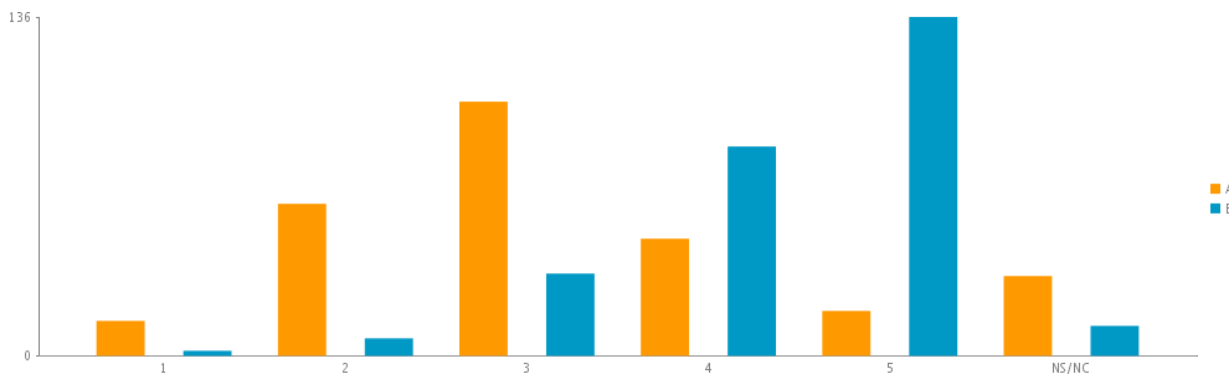


HRS4R-UMU Human Resources Strategy for Researchers at UMU

I.5. UMU researchers are familiar with the institutional, sectoral and national regulations on training and working conditions. This includes rules on Intellectual Property Rights and the conditions / requirements established by sponsors or funders.

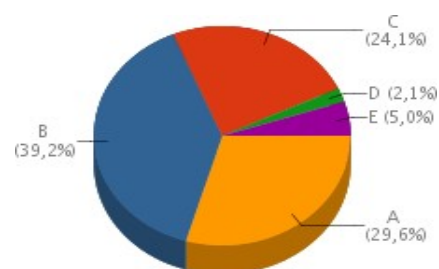
	1	2	3	4	5
A I.5.1. Level of compliance	14	61	102	47	18
B I.5.2. Level of relevance	2	7	33	84	136

	DK/DA	Mean value
A I.5.1. Level of compliance	32	2.63
B I.5.2. Level of relevance	12	4.13



I.5.3. Improvement actions

Answer	Total	%
A Support guides or manuals	129	29,6
B Training	171	39,2
C Dissemination days or events	105	24,1
D Other improvement actions	9	2,1
E None	22	5,0
F Not filled	0	0,0

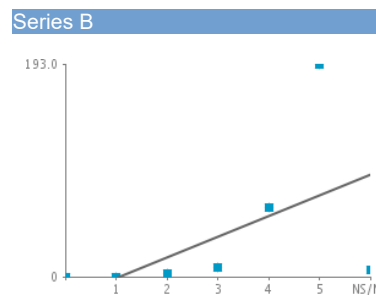
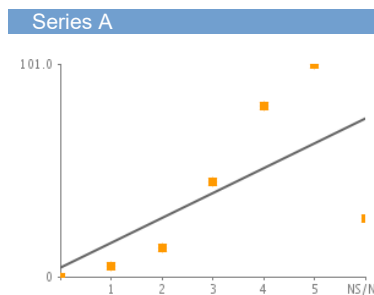
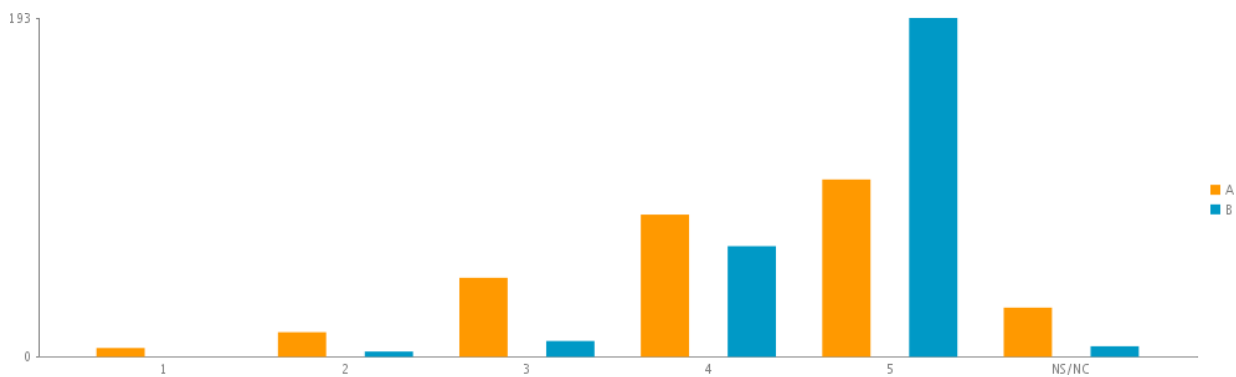


HRS4R-UMU Human Resources Strategy for Researchers at UMU

I.6. UMU researchers are aware that they are responsible for the efficient use of funds, comply with the principles of sound financial management, transparent and effective and cooperate with any authorized audit of their research.

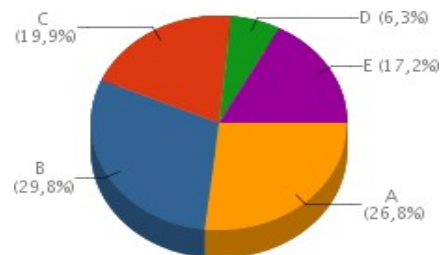
	1	2	3	4	5
A I.6.1. Level of compliance	5	14	45	81	101
B I.6.2. Level of relevance	0	3	9	63	193

	DK/DA	Mean value
A I.6.1. Level of compliance	28	3.64
B I.6.2. Level of relevance	6	4.56



I.6.3. Improvement actions

Answer	Total	%
A Support guides or manuals	98	26,8
B Training	109	29,8
C Dissemination days or events	73	19,9
D Other improvement actions	23	6,3
E None	63	17,2
F Not filled	0	0,0

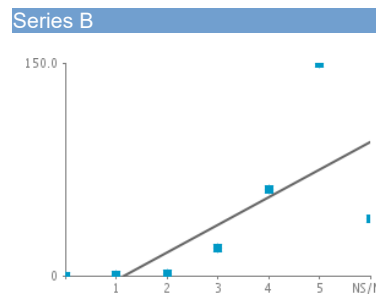
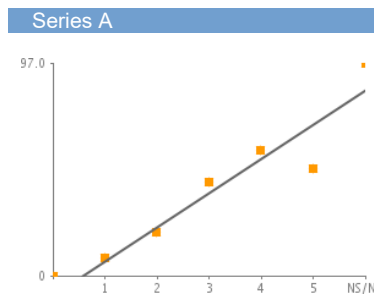
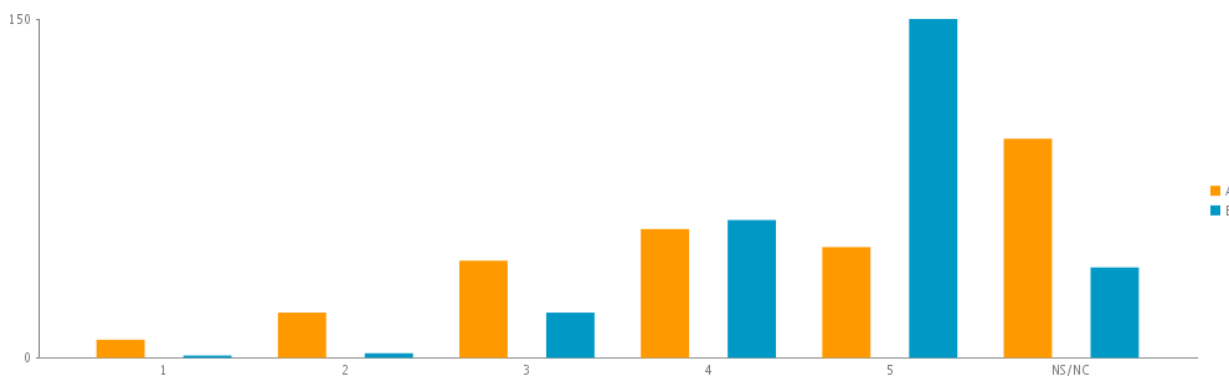


HRS4R-UMU Human Resources Strategy for Researchers at UMU

I.7. At UMU, there is a Code of Responsible Practices and Integrity in Research to support the adoption of safe work practices and measures that comply with legal requirements in relation to data protection and confidentiality protection.

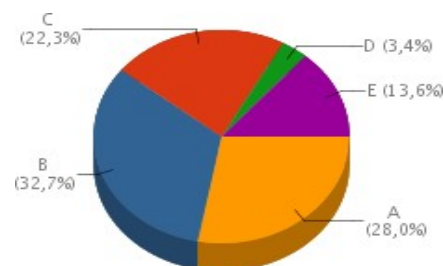
	1	2	3	4	5
A I.7.1. Level of compliance	8	20	43	57	49
B I.7.2. Level of relevance	1	2	20	61	150

	DK/DA	Mean value
A I.7.1. Level of compliance	97	2.37
B I.7.2. Level of relevance	40	3.86



I.7.3. Improvement actions

Answer	Total	%
A Support guides or manuals	107	28,0
B Training	125	32,7
C Dissemination days or events	85	22,3
D Other improvement actions	13	3,4
E None	52	13,6
F Not filled	0	0,0

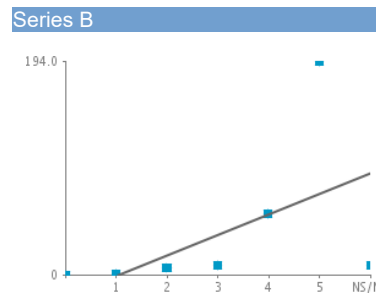
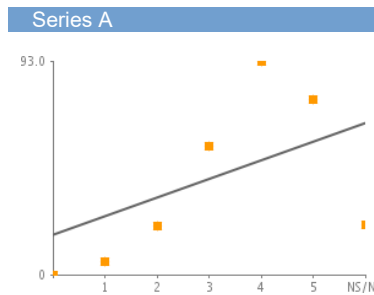
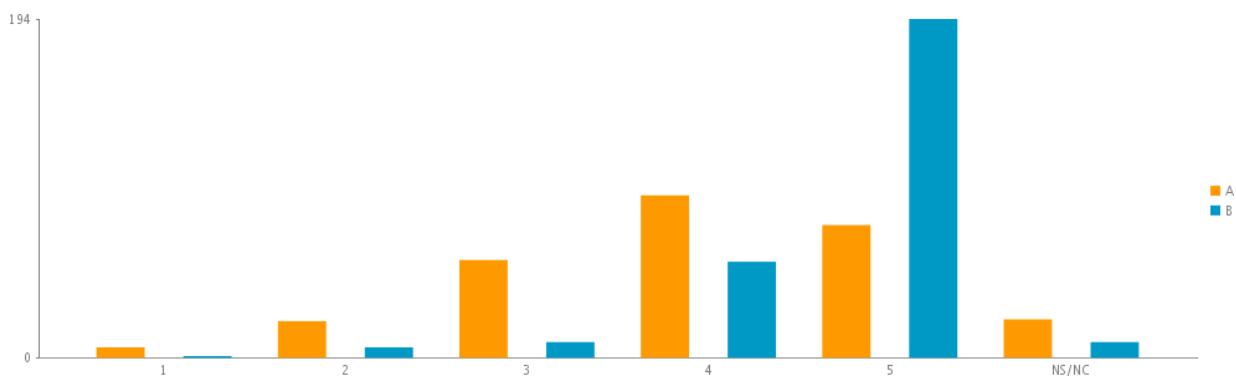


HRS4R-UMU Human Resources Strategy for Researchers at UMU

I.8. UMU researchers assure that the results of their investigations are disseminated and exploited.

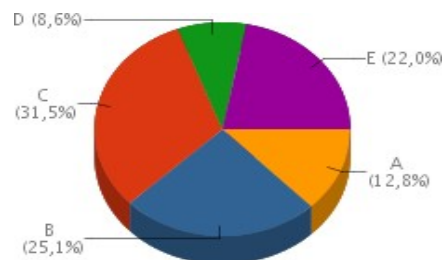
	1	2	3	4	5
A I.8.1. Level of compliance	6	21	56	93	76
B I.8.2. Level of relevance	1	6	9	55	194

	DK/DA	Mean value
A I.8.1. Level of compliance	22	3.53
B I.8.2. Level of relevance	9	4.49



I.8.3. Improvement actions

Answer	Total	%
A Support guides or manuals	46	12,8
B Training	90	25,1
C Dissemination days or events	113	31,5
D Other improvement actions	31	8,6
E None	79	22,0
F Not filled	0	0,0

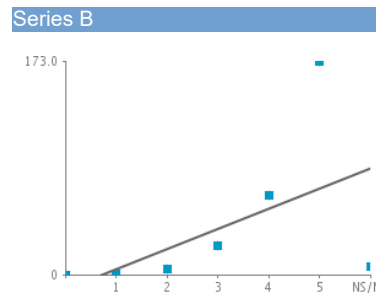
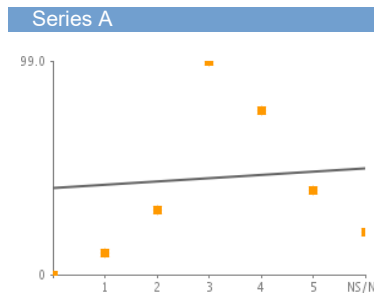
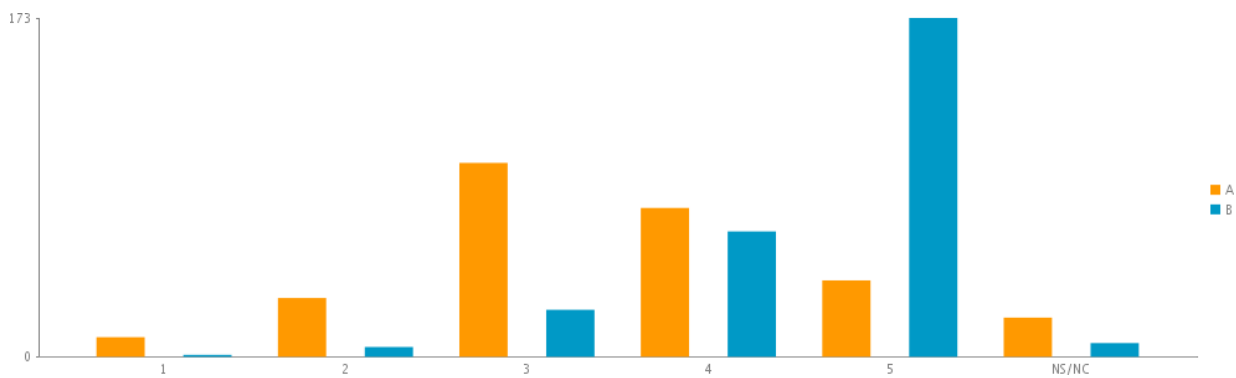


HRS4R-UMU Human Resources Strategy for Researchers at UMU

I.9. UMU researchers ensure that their research activities are made known to society and have dissemination mechanisms.

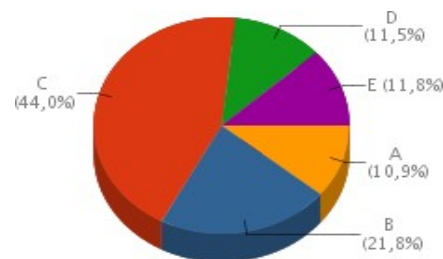
	1	2	3	4	5
A I.9.1. Level of compliance	10	30	99	76	39
B I.9.2. Level of relevance	1	5	24	64	173

	DK/DA	Mean value
A I.9.1. Level of compliance	20	3.16
B I.9.2. Level of relevance	7	4.39



I.9.3. Improvement actions

Answer	Total	%
A Support guides or manuals	39	10,9
B Training	78	21,8
C Dissemination days or events	157	44,0
D Other improvement actions	41	11,5
E None	42	11,8
F Not filled	0	0,0

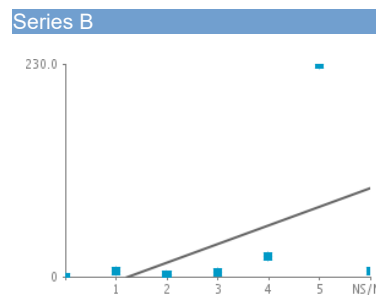
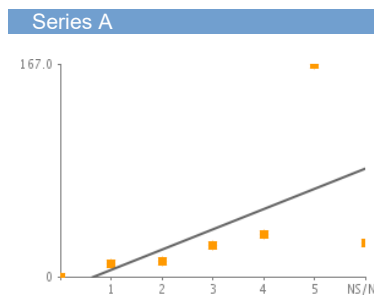
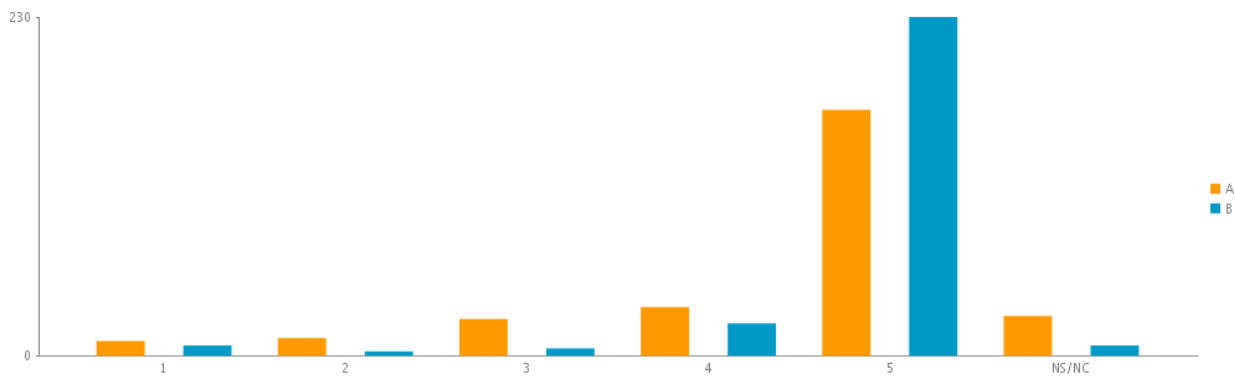


HRS4R-UMU Human Resources Strategy for Researchers at UMU

I.10. UMU researchers are not discriminated against on the basis of their gender, age, ethnic, national or social origin, religion or belief, social orientation, etc

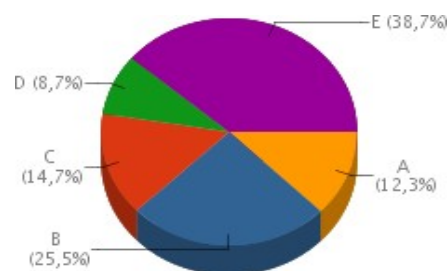
	1	2	3	4	5
A I.10.1. Level of compliance	10	12	25	33	167
B I.10.2. Level of relevance	7	3	5	22	230

	DK/DA	Mean value
A I.10.1. Level of compliance	27	3.93
B I.10.2. Level of relevance	7	4.62



I.10.3. Improvement actions

Answer	Total	%
A Support guides or manuals	41	12,3
B Training	85	25,5
C Dissemination days or events	49	14,7
D Other improvement actions	29	8,7
E None	129	38,7
F Not filled	0	0,0

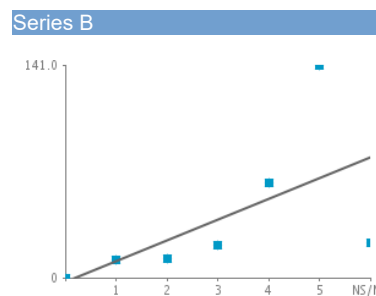
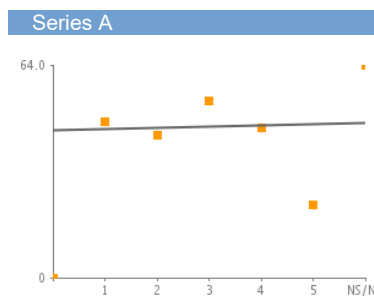
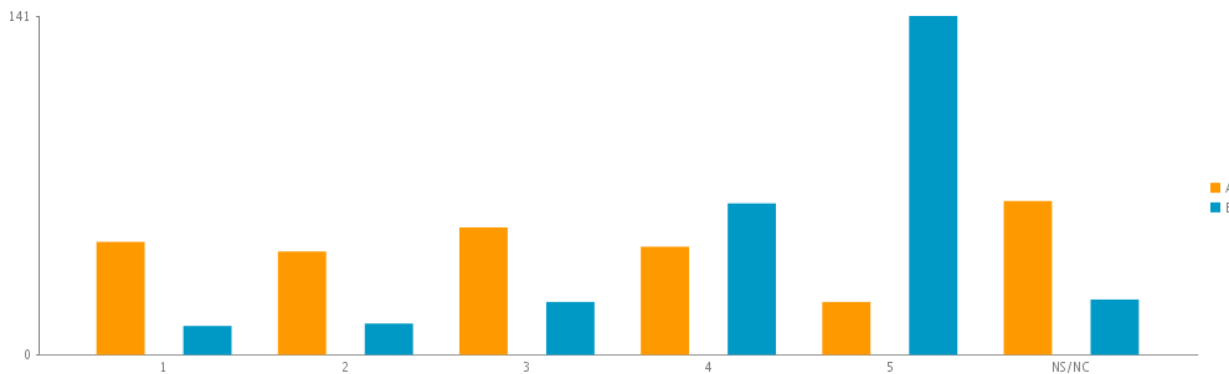


HRS4R-UMU Human Resources Strategy for Researchers at UMU

I.11. The UMU has transparent evaluation / assessment systems carried out by an independent committee to assess their professional performance.

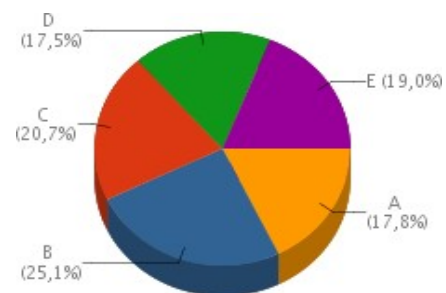
	1	2	3	4	5
A I.11.1. Level of compliance	47	43	53	45	22
B I.11.2. Level of relevance	12	13	22	63	141

	DK/DA	Mean value
A I.11.1. Level of compliance	64	2.12
B I.11.2. Level of relevance	23	3.87



I.11.3. Improvement actions

Answer	Total	%
A Support guides or manuals	61	17,8
B Training	86	25,1
C Dissemination days or events	71	20,7
D Other improvement actions	60	17,5
E None	65	19,0
F Not filled	0	0,0

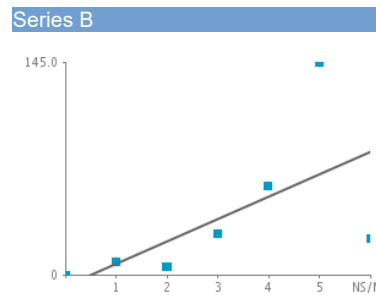
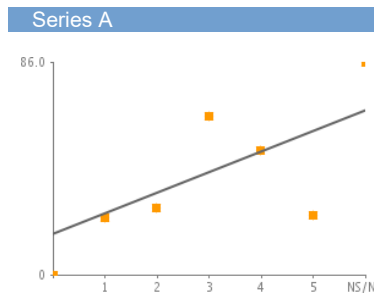
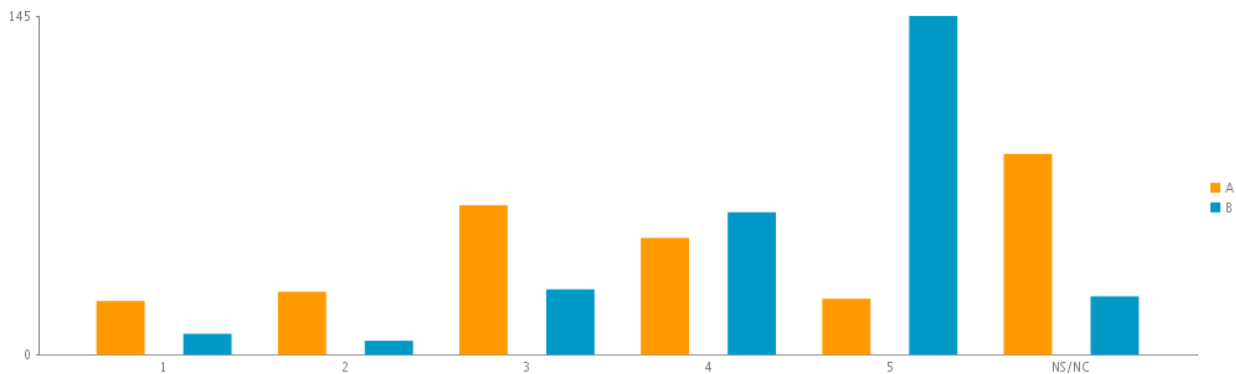


HRS4R-UMU Human Resources Strategy for Researchers at UMU

II.1. UMU has adhered to the principles set out in the Code of Conduct for the Recruitment of Researchers and ensures the existence of clear standards, facilitating access for disadvantages groups or for researchers returning to a research career.

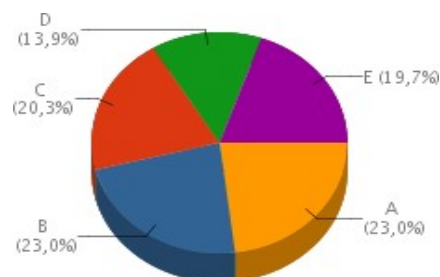
	1	2	3	4	5
A II.1.1. Level of compliance	23	27	64	50	24
B II.1.2. Level of relevance	9	6	28	61	145

	DK/DA	Mean value
A II.1.1. Level of compliance	86	2.15
B II.1.2. Level of relevance	25	3.92



II.1.3. Improvement actions

Answer	Total	%
A Support guides or manuals	76	23,0
B Training	76	23,0
C Dissemination days or events	67	20,3
D Other improvement actions	46	13,9
E None	65	19,7
F Not filled	0	0,0

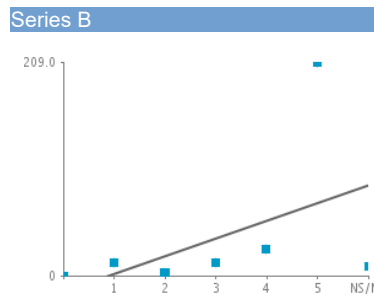
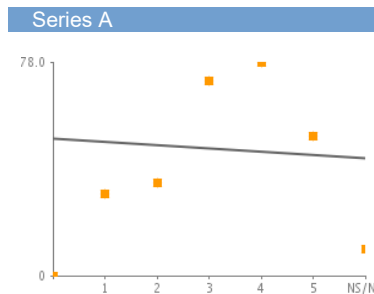
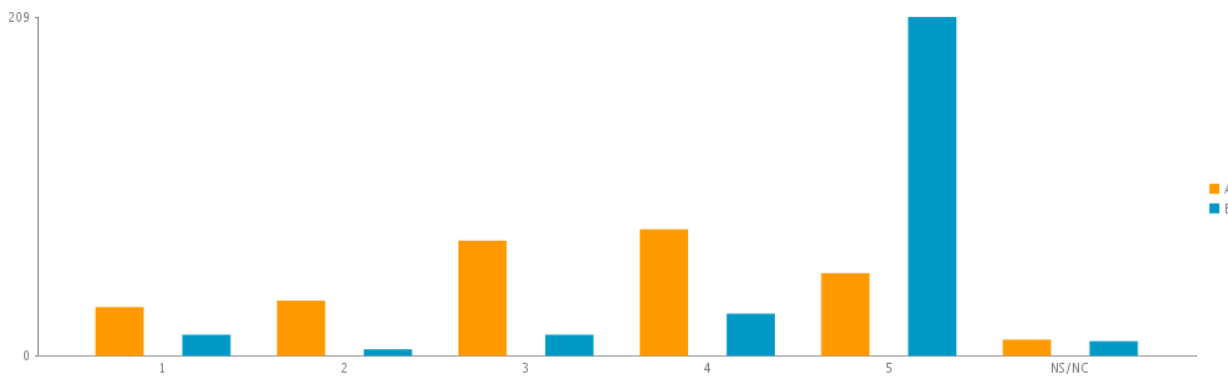


HRS4R-UMU Human Resources Strategy for Researchers at UMU

II.2. UMU recruitment procedures for teaching and research personnel are open, transparent and efficient.

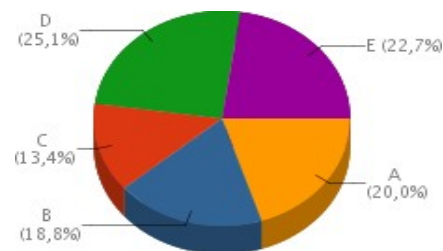
	1	2	3	4	5
A II.2.1. Level of compliance	30	34	71	78	51
B II.2.2. Level of relevance	13	4	13	26	209

	DK/DA	Mean value
A II.2.1. Level of compliance	10	3.2
B II.2.2. Level of relevance	9	4.41



II.2.3. Improvement actions

Answer	Total	%
A Support guides or manuals	67	20,0
B Training	63	18,8
C Dissemination days or events	45	13,4
D Other improvement actions	84	25,1
E None	76	22,7
F Not filled	0	0,0

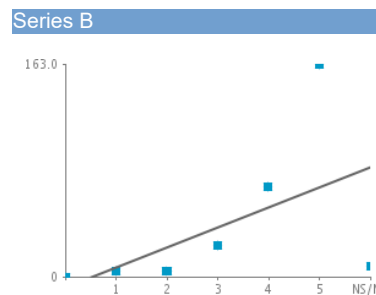
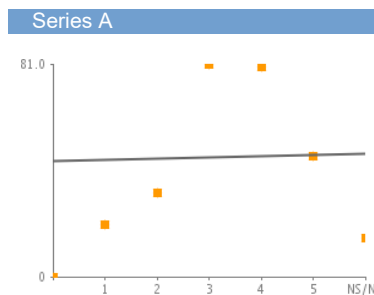
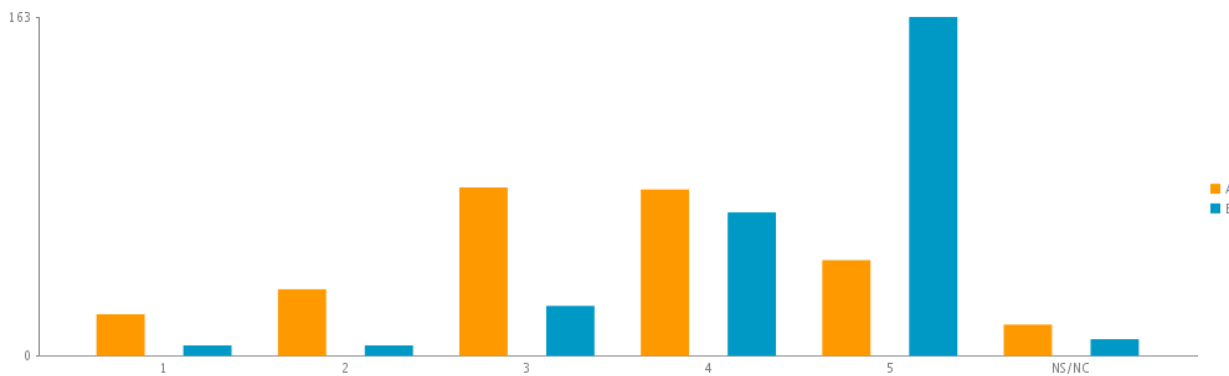


HRS4R-UMU Human Resources Strategy for Researchers at UMU

II.3. Recruitment advertisements include a broad description of knowledge and competences required and the open calls are resolved within a reasonable time frame.

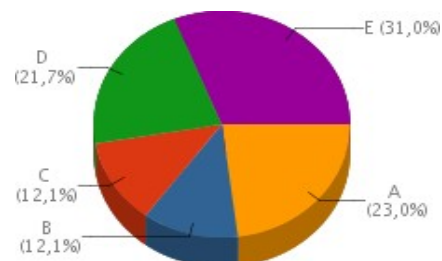
	1	2	3	4	5
A II.3.1. Level of compliance	20	32	81	80	46
B II.3.2. Level of relevance	5	5	24	69	163

	DK/DA	Mean value
A II.3.1. Level of compliance	15	3.2
B II.3.2. Level of relevance	8	4.3



II.3.3. Improvement actions

Answer	Total	%
A Support guides or manuals	72	23,
B Training	38	12,
C Dissemination days or events	38	12,
D Other improvement actions	68	21,
E None	97	31,
F Not filled	0	0,

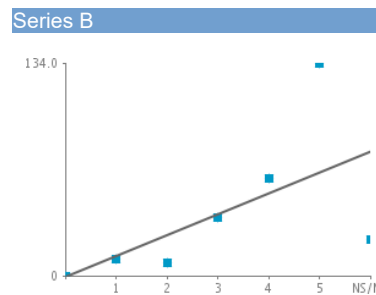
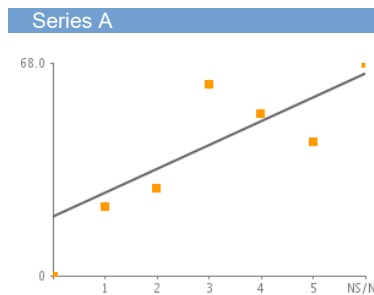
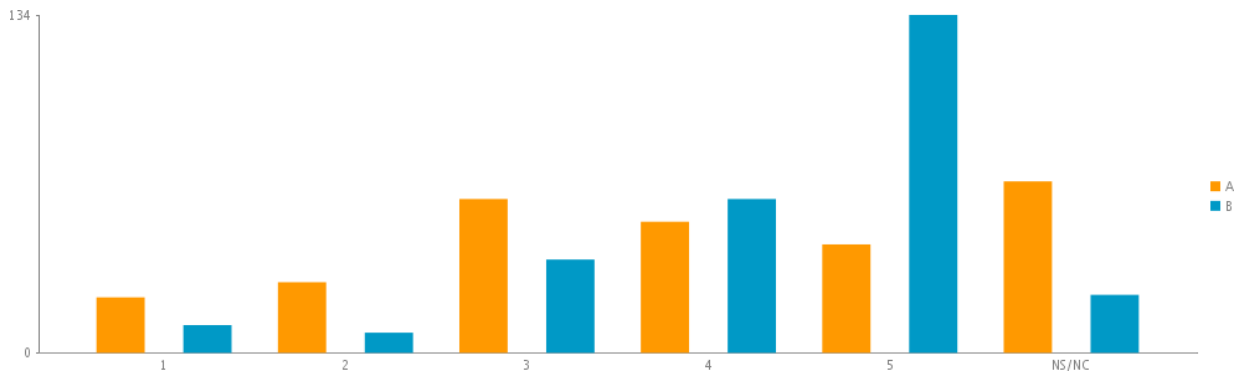


HRS4R-UMU Human Resources Strategy for Researchers at UMU

II.4. Selection Committees at UMU have an adequate gender balance and include experts from different research areas and competences.

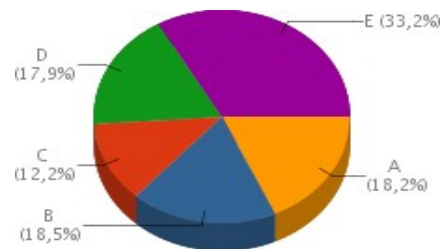
	1	2	3	4	5
A II.4.1. Level of compliance	22	28	61	52	43
B II.4.2. Level of relevance	11	8	37	61	134

	DK/DA	Mean value
A II.4.1. Level of compliance	68	2.5
B II.4.2. Level of relevance	23	3.84



II.4.3. Improvement actions

Answer	Total	%
A Support guides or manuals	58	18,2
B Training	59	18,5
C Dissemination days or events	39	12,2
D Other improvement actions	57	17,9
E None	106	33,2
F Not filled	0	0,0

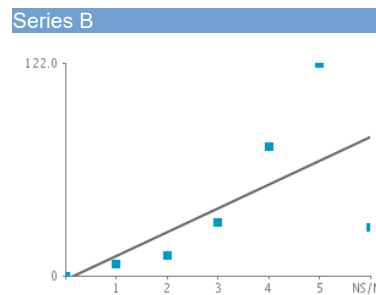
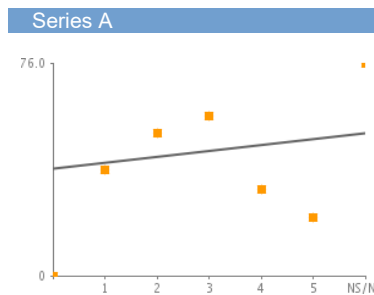
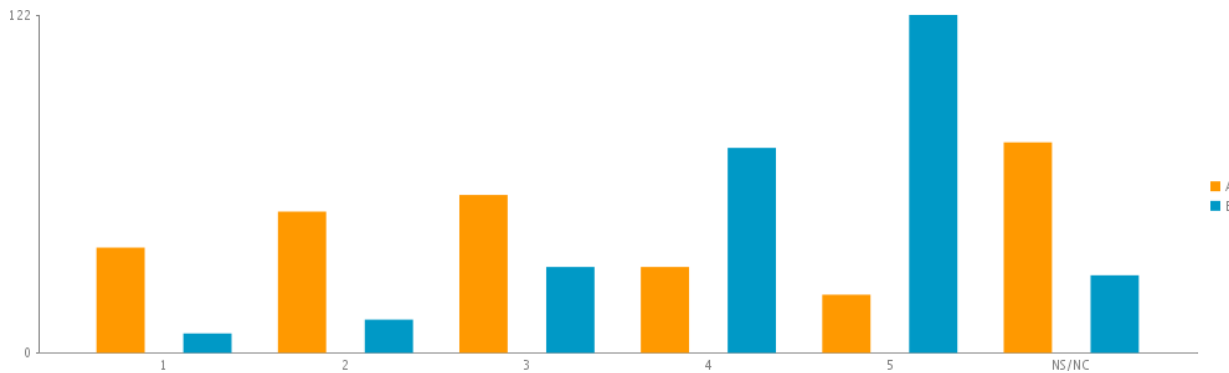


HRS4R-UMU Human Resources Strategy for Researchers at UMU

II.5. Candidates to research contracts are informed prior to the selection on all the required aspects., Moreover, after the selection process, candidates are informed about the strengths and weaknesses of their applications.

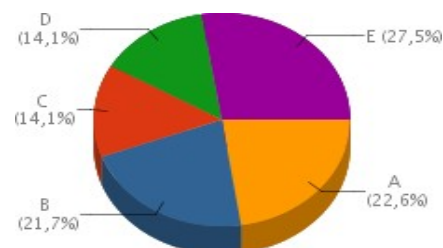
	1	2	3	4	5
A II.5.1. Level of compliance	38	51	57	31	21
B II.5.2. Level of relevance	7	12	31	74	122

	DK/DA	Mean value
A II.5.1. Level of compliance	76	1.97
B II.5.2. Level of relevance	28	3.76



II.5.3. Improvement actions

Answer	Total	%
A Support guides or manuals	74	22,6
B Training	71	21,7
C Dissemination days or events	46	14,1
D Other improvement actions	46	14,1
E None	90	27,5
F Not filled	0	0,0

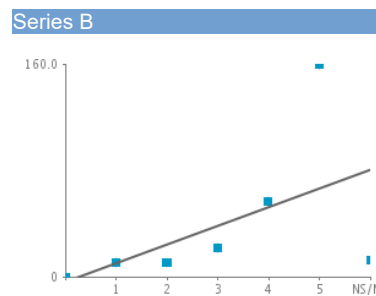
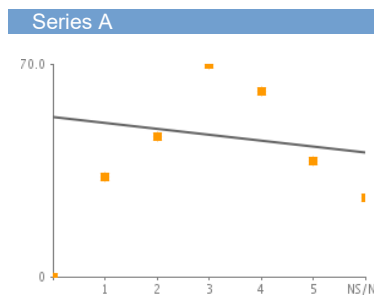
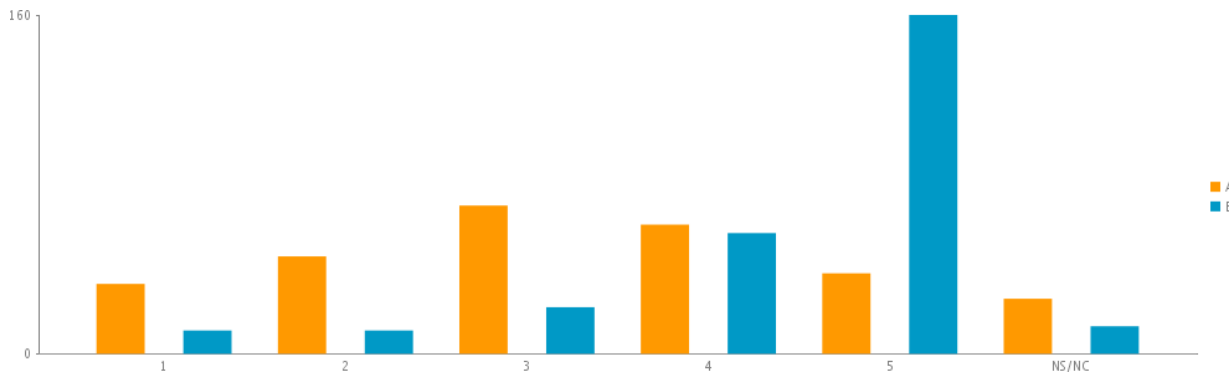


HRS4R-UMU Human Resources Strategy for Researchers at UMU

II.6. Selection processes take into consideration not only bibliometric indices (such as number of publications) but also some other features such as teaching experience, teamwork, transfer, management of research and public awareness activities, among others.

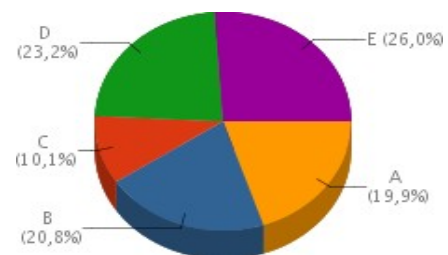
	1	2	3	4	5
A II.6.1. Level of compliance	33	46	70	61	38
B II.6.2. Level of relevance	11	11	22	57	160

	DK/DA	Mean value
A II.6.1. Level of compliance	26	2.81
B II.6.2. Level of relevance	13	4.11



II.6.3. Improvement actions

Answer	Total	%
A Support guides or manuals	65	19,9
B Training	68	20,8
C Dissemination days or events	33	10,1
D Other improvement actions	76	23,2
E None	85	26,0
F Not filled	0	0,0

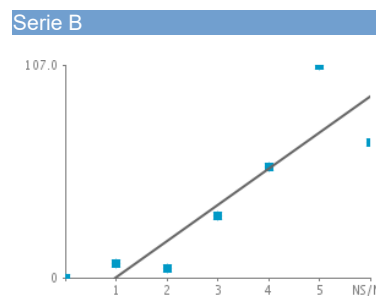
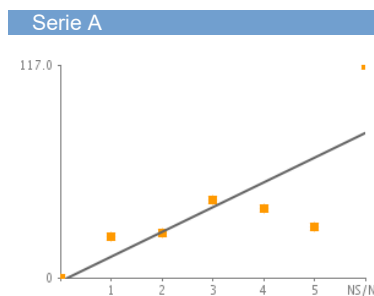
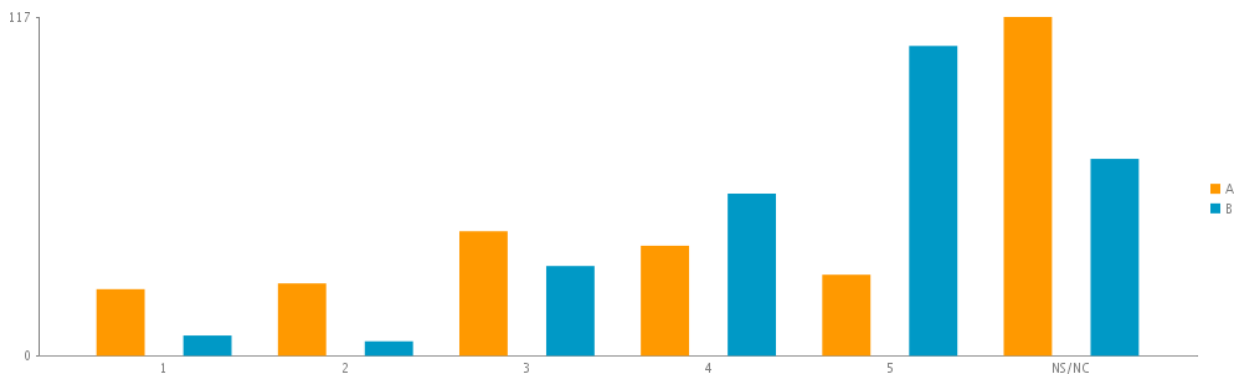


HRS4R-UMU Human Resources Strategy for Researchers at UMU

II.7. Career breaks or variation in the chronological order of CVs are not penalized.

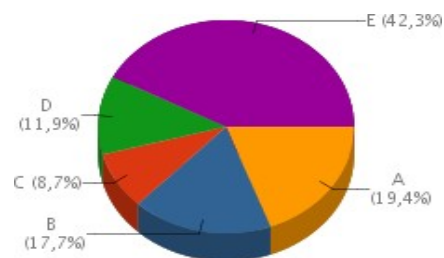
	1	2	3	4	5
A II.7.1. Level of compliance	23	25	43	38	28
B II.7.2. Level of relevance	7	5	31	56	107

	DK/DA	Mean value
A II.7.1. Level of compliance	117	1.8
B II.7.2. Level of relevance	68	3.17



II.7.3. Improvement actions

Answer	Total	%
A Support guides or manuals	60	19,4
B Training	55	17,7
C Dissemination days or events	27	8,7
D Other improvement actions	37	11,9
E None	131	42,3
F Not filled	0	0,0

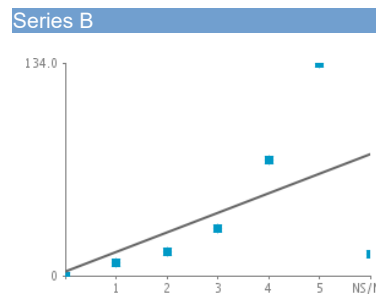
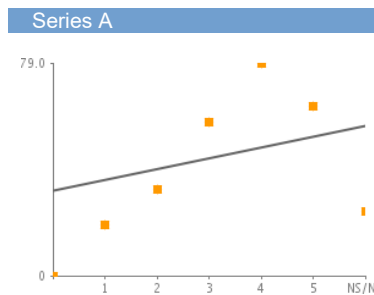
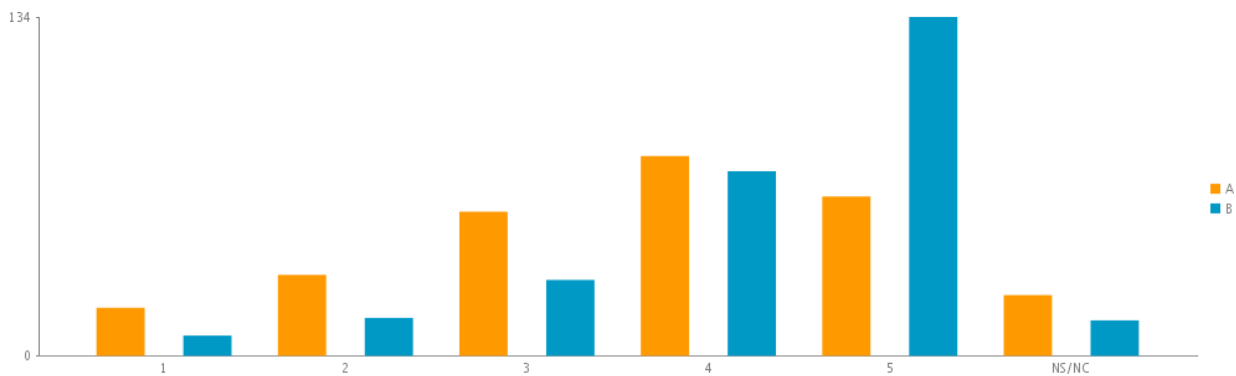


HRS4R-UMU Human Resources Strategy for Researchers at UMU

II.8. Any mobility experience either physical (e.g. stay in another country/region or in another research setting –public or private-) or virtual is considered as a valuable contribution to the professional development of a researcher in selection processes.

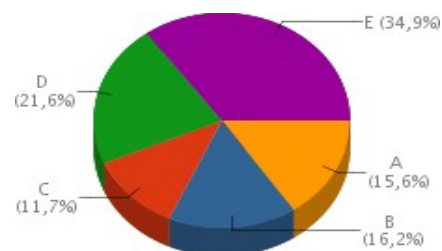
	1	2	3	4	5
A II.8.1. Level of compliance	19	32	57	79	63
B II.8.2. Level of relevance	8	15	30	73	134

	DK/DA	Mean value
A II.8.1. Level of compliance	24	3.23
B II.8.2. Level of relevance	14	3.98



II.8.3. Improvement actions

Answer	Total	%
A Support guides or manuals	49	15,6
B Training	51	16,2
C Dissemination days or events	37	11,7
D Other improvement actions	68	21,6
E None	110	34,9
F Not filled	0	0,0

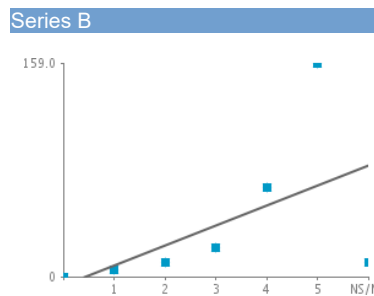
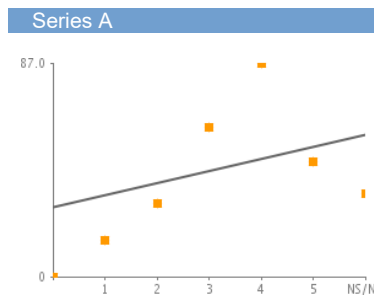
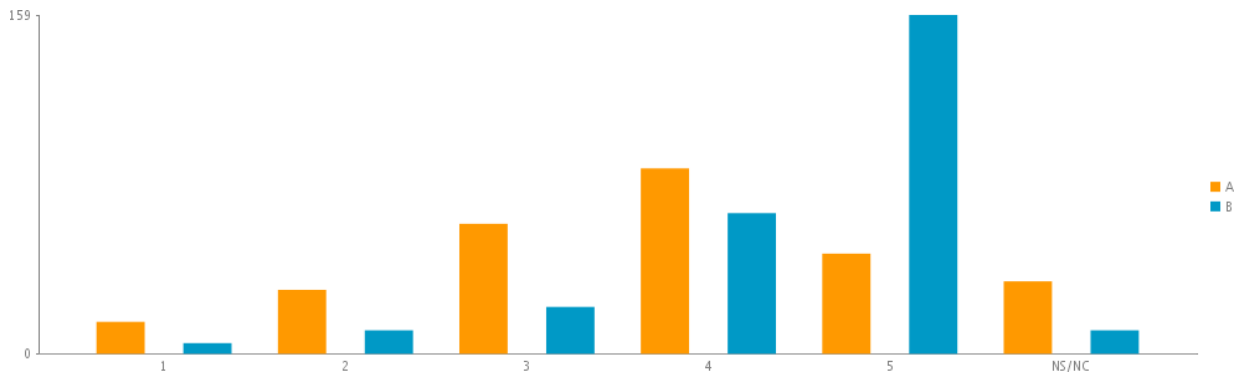


HRS4R-UMU Human Resources Strategy for Researchers at UMU

II.9. Academic and professional qualifications, including the context of international and professional mobility are assessed appropriately.

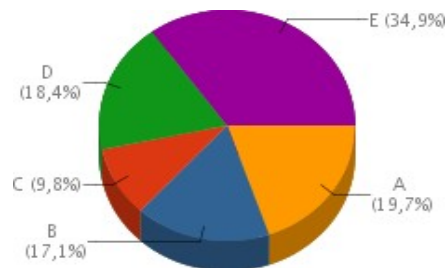
	1	2	3	4	5
A II.9.1. Level of compliance	15	30	61	87	47
B II.9.2. Level of relevance	5	11	22	66	159

	DK/DA	Mean value
A II.9.1. Level of compliance	34	3.07
B II.9.2. Level of relevance	11	4.2



II.9.3. Improvement actions

Answer	Total	%
A Support guides or manuals	62	19,7
B Training	54	17,1
C Dissemination days or events	31	9,8
D Other improvement actions	58	18,4
E None	110	34,9
F Not filled	0	0,0

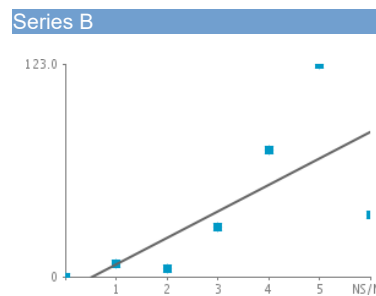
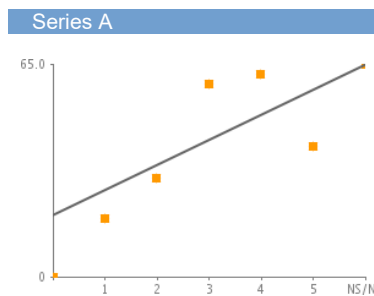
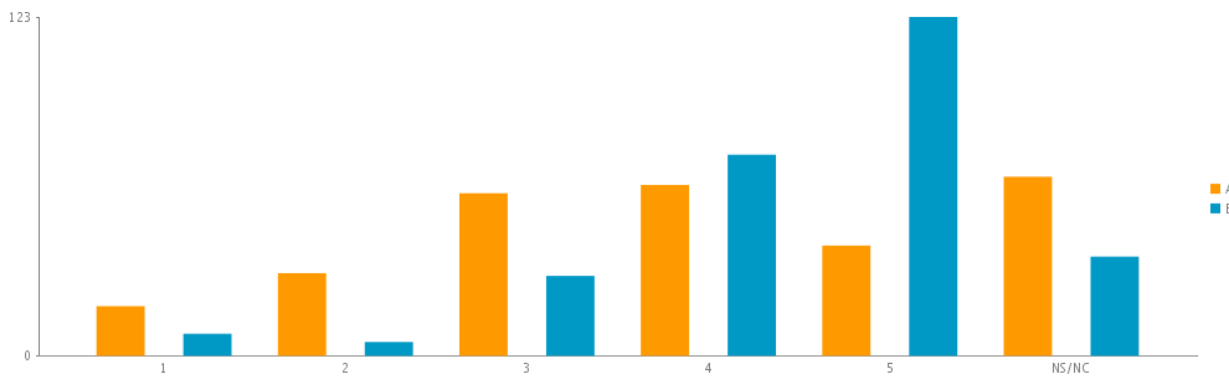


HRS4R-UMU Human Resources Strategy for Researchers at UMU

II.10. At UMU open calls, the levels of qualifications required are in line with the position and are not set as a barrier to entry. As professional qualifications could have been gained at an early stage of a long career, the pattern of lifelong professional development is also recognized.

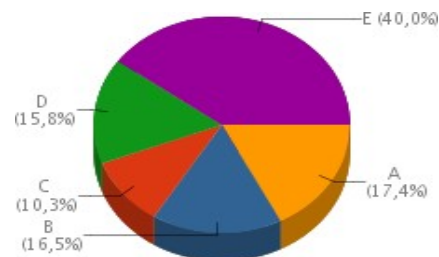
	1	2	3	4	5
A II.10.1. Level of compliance	18	30	59	62	40
B II.10.2. Level of relevance	8	5	29	73	123

	DK/DA	Mean value
A II.10.1. Level of compliance	65	2.57
B II.10.2. Level of relevance	36	3.69



II.10.3. Improvement actions

Answer	Total	%
A Support guides or manuals	54	17,4
B Training	51	16,5
C Dissemination days or events	32	10,3
D Other improvement actions	49	15,8
E None	124	40,0
F Not filled	0	0,0

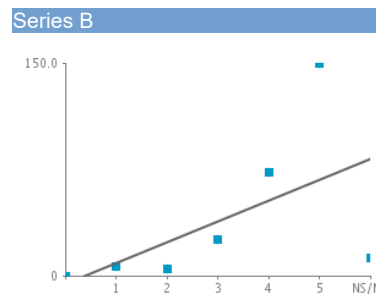
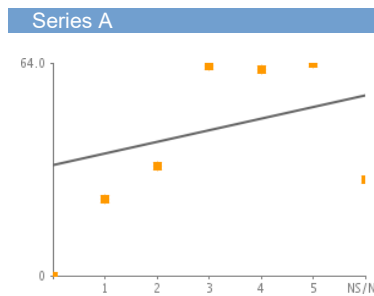
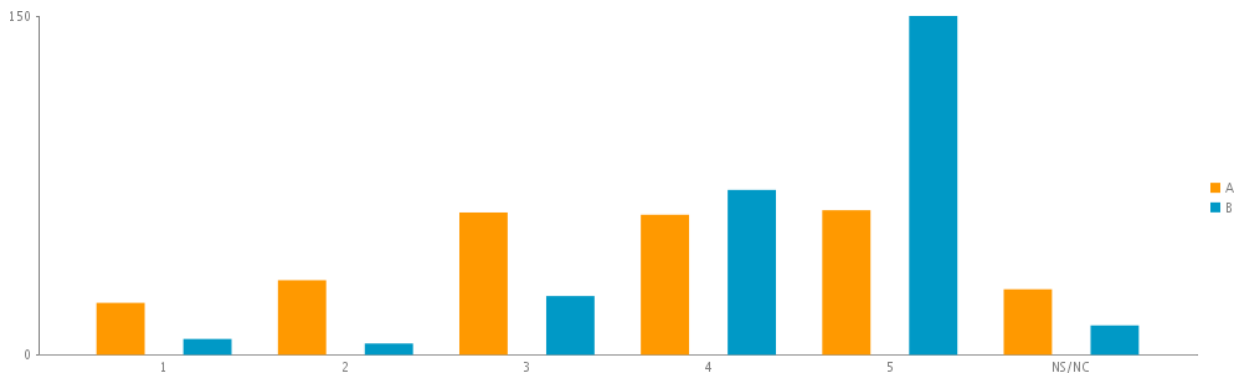


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.1. At UMU, all researchers engaged in a research career are considered as professionals from the beginning irrespective of their level.

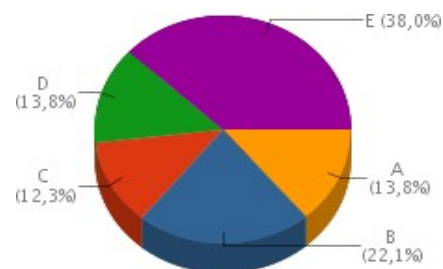
	1	2	3	4	5
A III.1.1. Level of compliance	23	33	63	62	64
B III.1.2. Level of relevance	7	5	26	73	150

	DK/DA	Mean value
A III.1.1. Level of compliance	29	3.09
B III.1.2. Level of relevance	13	4.15



III.1.3. Improvement actions

Answer	Total	%
A Support guides or manuals	45	13,
B Training	72	22,
C Dissemination days or events	40	12,
D Other improvement actions	45	13,
E None	124	38,
F Not filled	0	0,

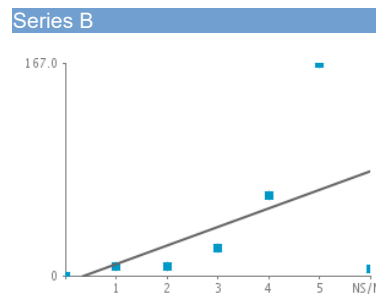
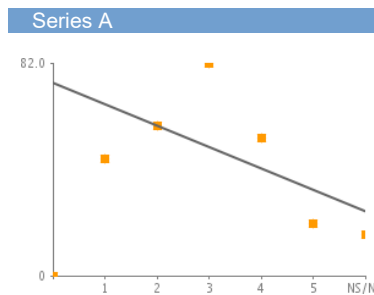
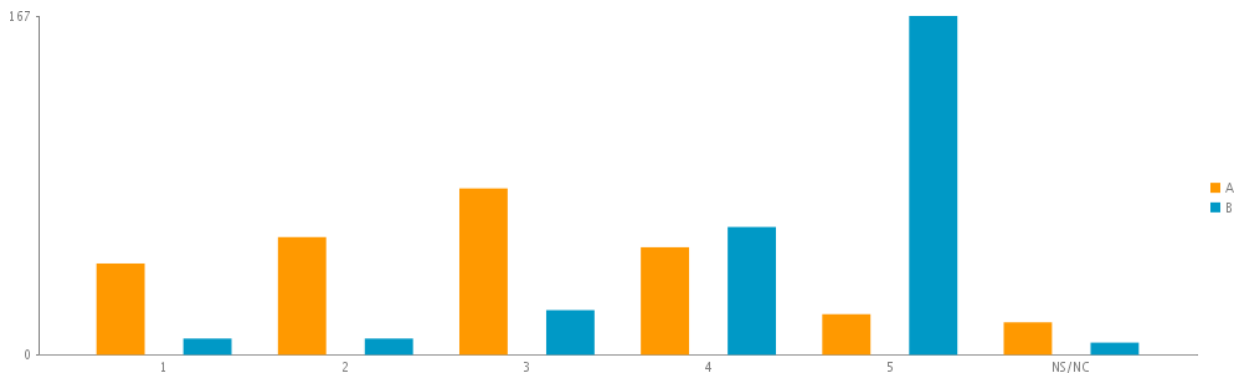


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.2. At UMU, the most stimulating research and research training environment is ensured facilitating the creation of collaborative research networks.

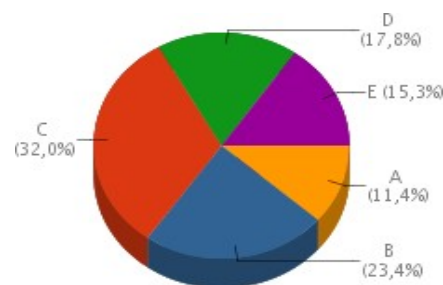
	1	2	3	4	5
A III.2.1. Level of compliance	45	58	82	53	20
B III.2.2. Level of relevance	8	8	22	63	167

	DK/DA	Mean value
A III.2.1. Level of compliance	16	2.62
B III.2.2. Level of relevance	6	4.3



III.2.3. Improvement actions

Answer	Total	%
A Support guides or manuals	41	11,4
B Training	84	23,4
C Dissemination days or events	115	32,0
D Other improvement actions	64	17,8
E None	55	15,3
F Not filled	0	0,0

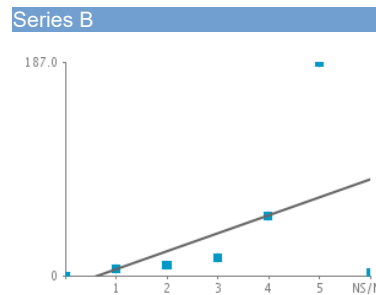
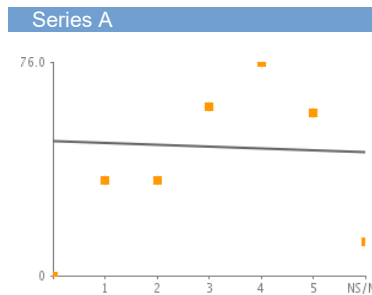
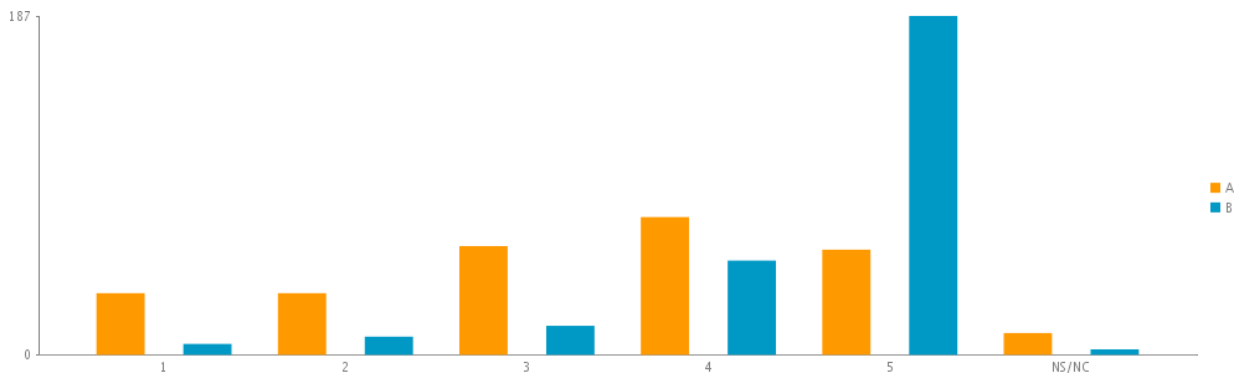


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.3. UMU ensures that working conditions are flexible enough as to facilitate successful research performance and reconciliation of work and family life.

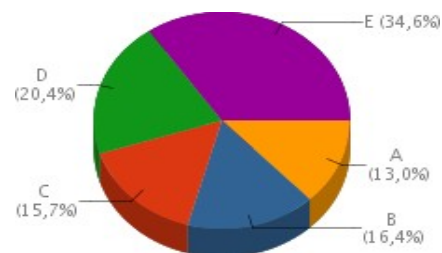
	1	2	3	4	5
A III.3.1. Level of compliance	34	34	60	76	58
B III.3.2. Level of relevance	6	10	16	52	187

	DK/DA	Mean value
A III.3.1. Level of compliance	12	3.2
B III.3.2. Level of relevance	3	4.44



III.3.3. Improvement actions

Answer	Total	%
A Support guides or manuals	42	13,0
B Training	53	16,4
C Dissemination days or events	51	15,7
D Other improvement actions	66	20,4
E None	112	34,6
F Not filled	0	0,0

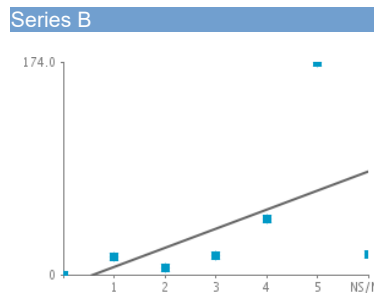
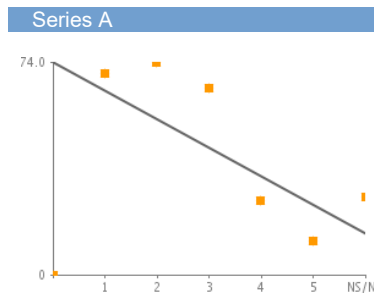
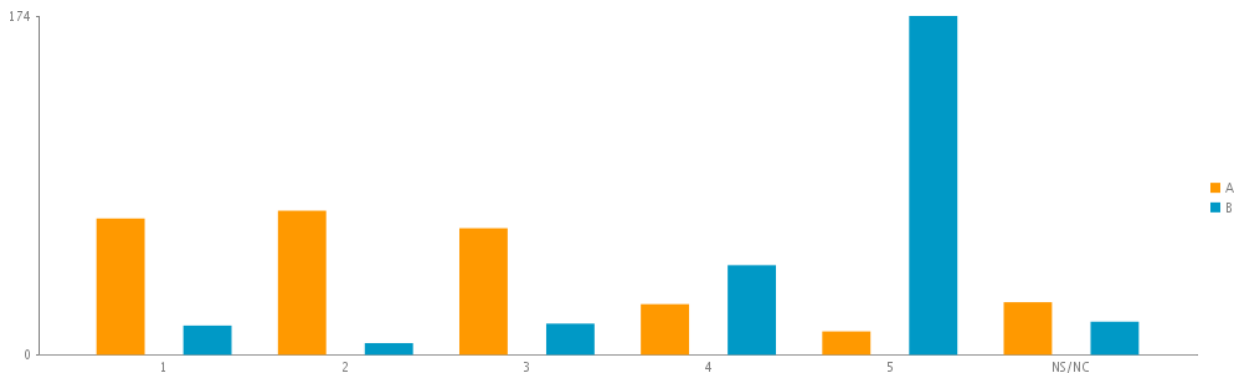


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.4. UMU ensures that the performance of researchers is not undermined by instability of employment contracts.

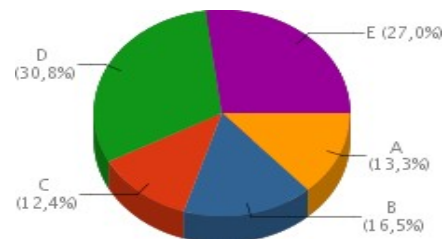
	1	2	3	4	5
A III.4.1. Level of compliance	70	74	65	26	12
B III.4.2. Level of relevance	15	6	16	46	174

	DK/DA	Mean value
A III.4.1. Level of compliance	27	2.11
B III.4.2. Level of relevance	17	4.12



III.4.3. Improvement actions

Answer	Total	%
A Support guides or manuals	42	13,3
B Training	52	16,5
C Dissemination days or events	39	12,4
D Other improvement actions	97	30,8
E None	85	27,0
F Not filled	0	0,0

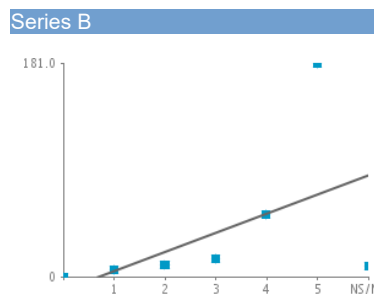
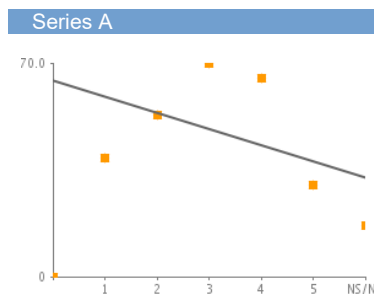
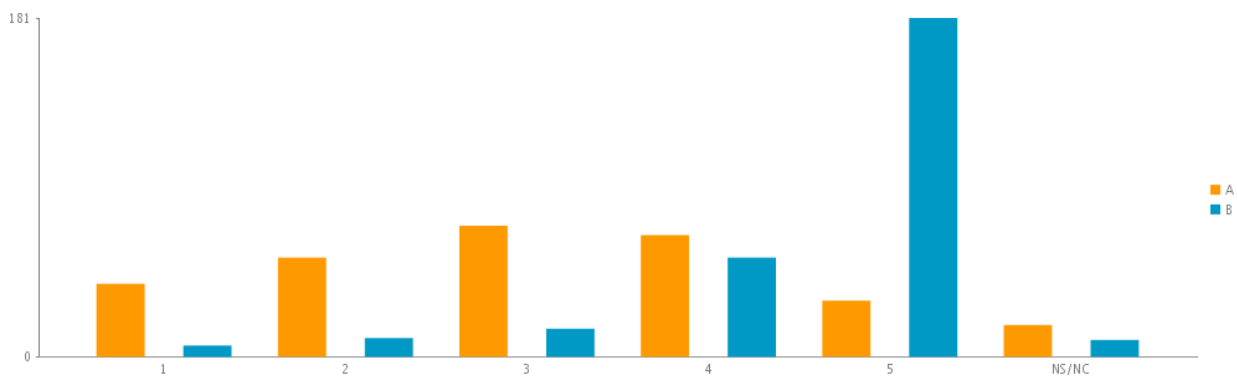


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.5. UMU ensures that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate social security provision.

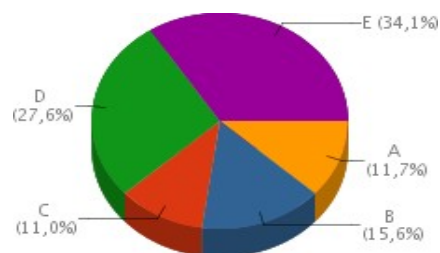
	1	2	3	4	5
A III.5.1. Level of compliance	39	53	70	65	30
B III.5.2. Level of relevance	6	10	15	53	181

	DK/DA	Mean value
A III.5.1. Level of compliance	17	2.79
B III.5.2. Level of relevance	9	4.34



III.5.3. Improvement actions

Answer	Total	%
A Support guides or manuals	36	11,7
B Training	48	15,6
C Dissemination days or events	34	11,0
D Other improvement actions	85	27,6
E None	105	34,1
F Not filled	0	0,0

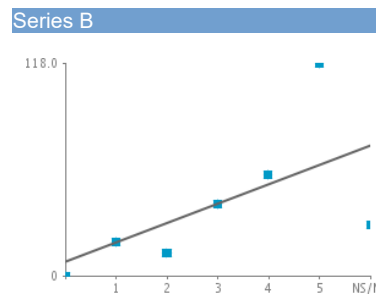
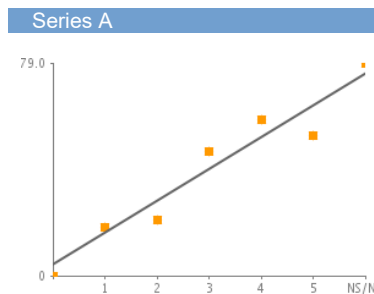
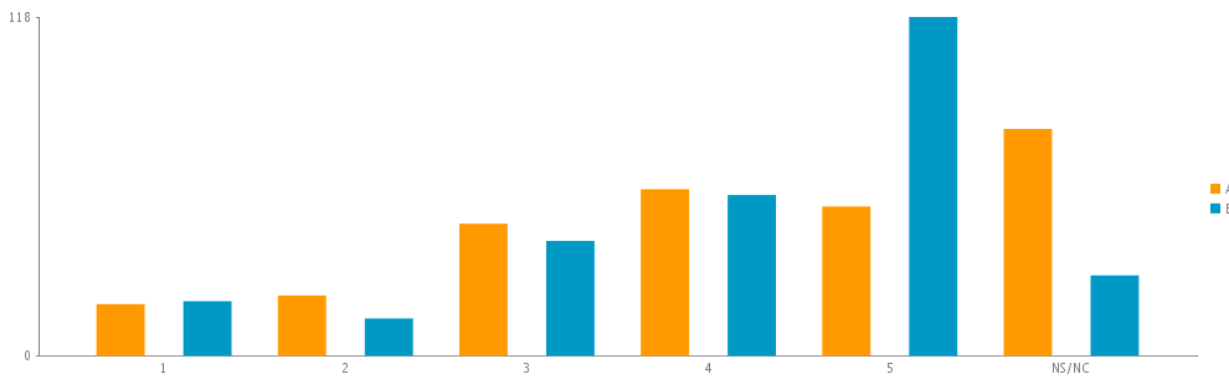


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.6. UMU aims for gender balance at all levels of staff, with an equal opportunity policy at recruitment.

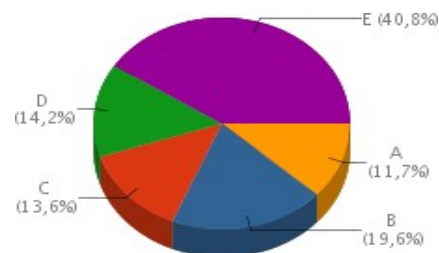
	1	2	3	4	5
A III.6.1. Level of compliance	18	21	46	58	52
B III.6.2. Level of relevance	19	13	40	56	118

	DK/DA	Mean value
A III.6.1. Level of compliance	79	2.52
B III.6.2. Level of relevance	28	3.57



III.6.3. Improvement actions

Answer	Total	%
A Support guides or manuals	37	11,7
B Training	62	19,6
C Dissemination days or events	43	13,6
D Other improvement actions	45	14,2
E None	129	40,8
F Not filled	0	0,0

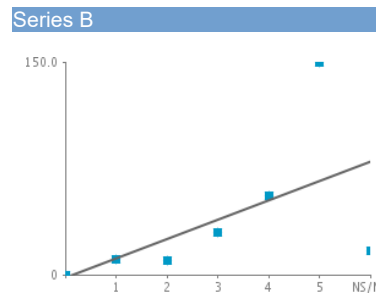
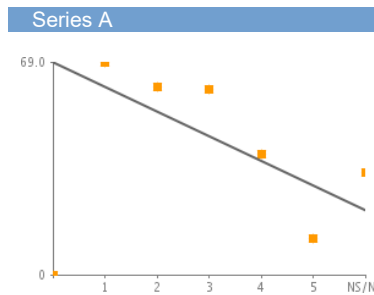
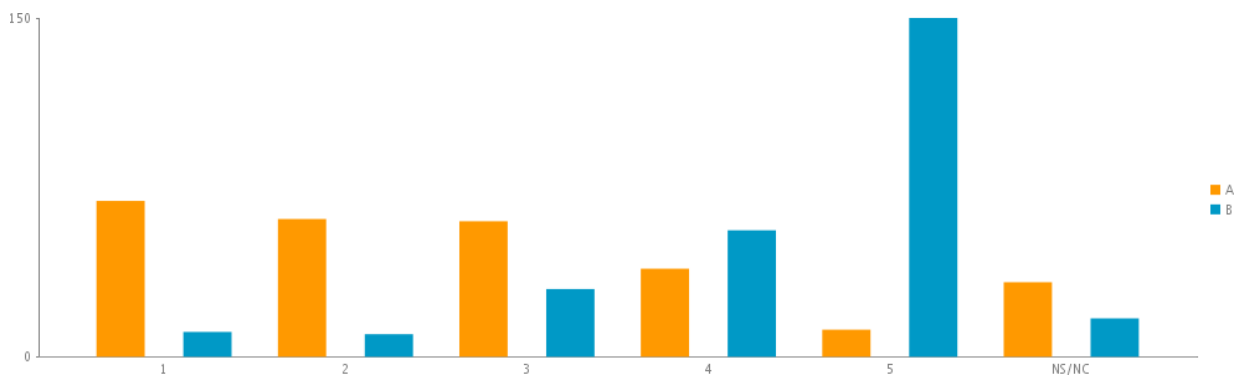


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.7. There is a specific career development strategy for researchers at all stages of their career and there are mentors motivating and contributing to reducing any insecurity in the researchers' professional future.

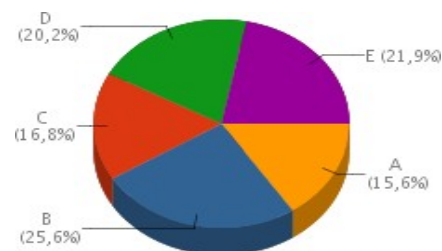
	1	2	3	4	5
A III.7.1. Level of compliance	69	61	60	39	12
B III.7.2. Level of relevance	11	10	30	56	150

	DK/DA	Mean value
A III.7.1. Level of compliance	33	2.14
B III.7.2. Level of relevance	17	4.0



III.7.3. Improvement actions

Answer	Total	%
A Support guides or manuals	55	15,6
B Training	90	25,6
C Dissemination days or events	59	16,8
D Other improvement actions	71	20,2
E None	77	21,9
F Not filled	0	0,0

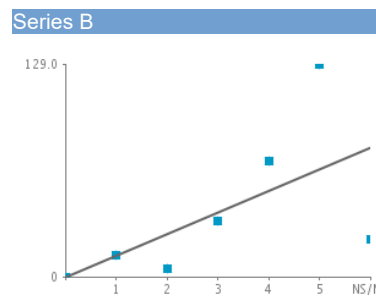
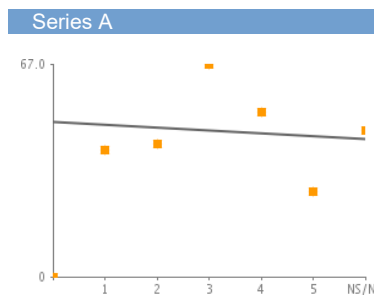
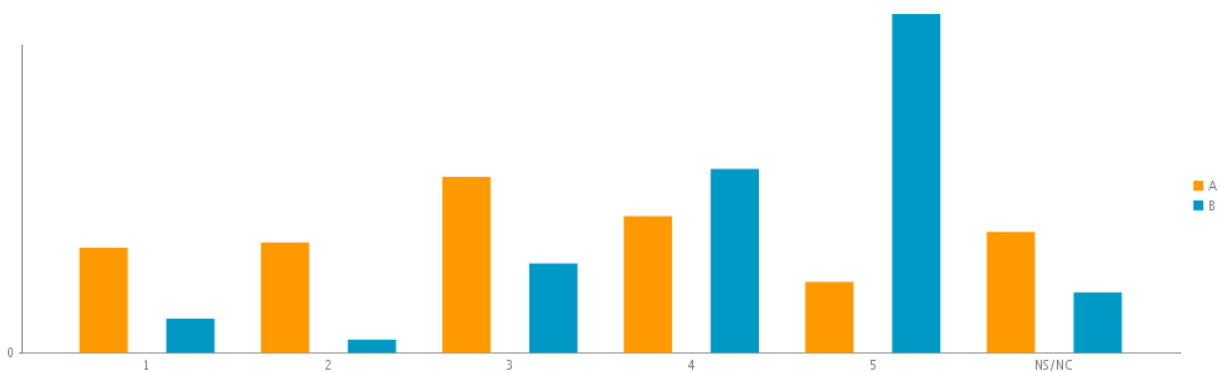


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.8. UMU recognizes the value of geographical, intersectoral, inter- and trans-disciplinary and virtual mobility.

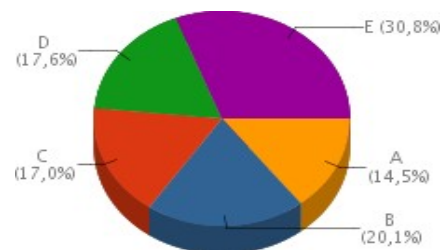
	1	2	3	4	5
A III.8.1. Level of compliance	40	42	67	52	27
B III.8.2. Level of relevance	13	5	34	70	129

	DK/DA	Mean value
A III.8.1. Level of compliance	46	2.44
B III.8.2. Level of relevance	23	3.83



III.8.3. Improvement actions

Answer	Total	%
A Support guides or manuals	46	14,5
B Training	64	20,1
C Dissemination days or events	54	17,0
D Other improvement actions	56	17,6
E None	98	30,8
F Not filled	0	0,0

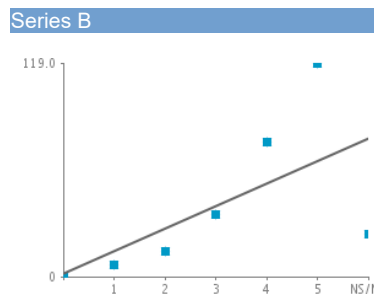
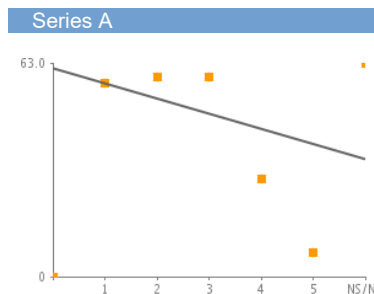
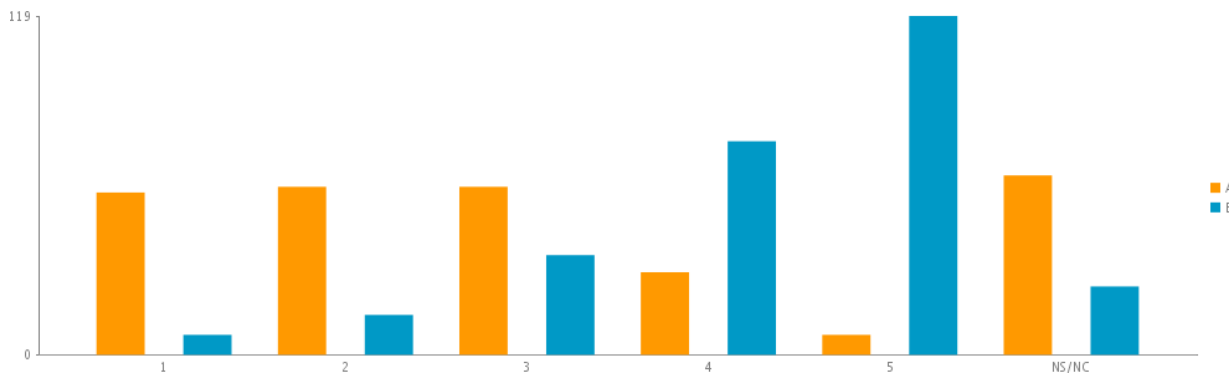


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.9. UMU offers researchers career advice and job placement assistance at all stages of their careers.

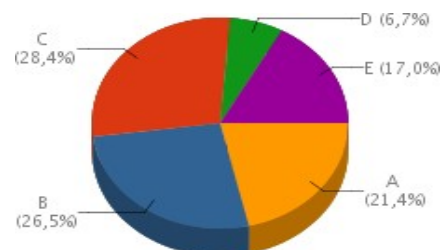
	1	2	3	4	5
A III.9.1. Level of compliance	57	59	59	29	7
B III.9.2. Level of relevance	7	14	35	75	119

	DK/DA	Mean value
A III.9.1. Level of compliance	63	1.84
B III.9.2. Level of relevance	24	3.78



III.9.3. Improvement actions

Answer	Total	%
A Support guides or manuals	83	21,4
B Training	103	26,5
C Dissemination days or events	110	28,4
D Other improvement actions	26	6,7
E None	66	17,0
F Not filled	0	0,0

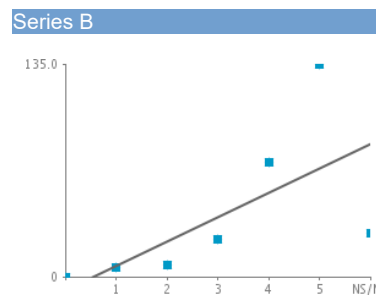
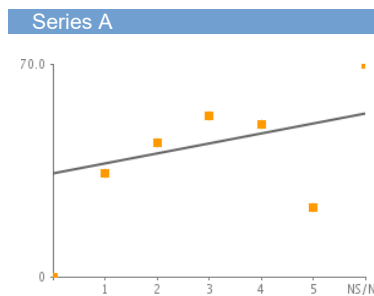
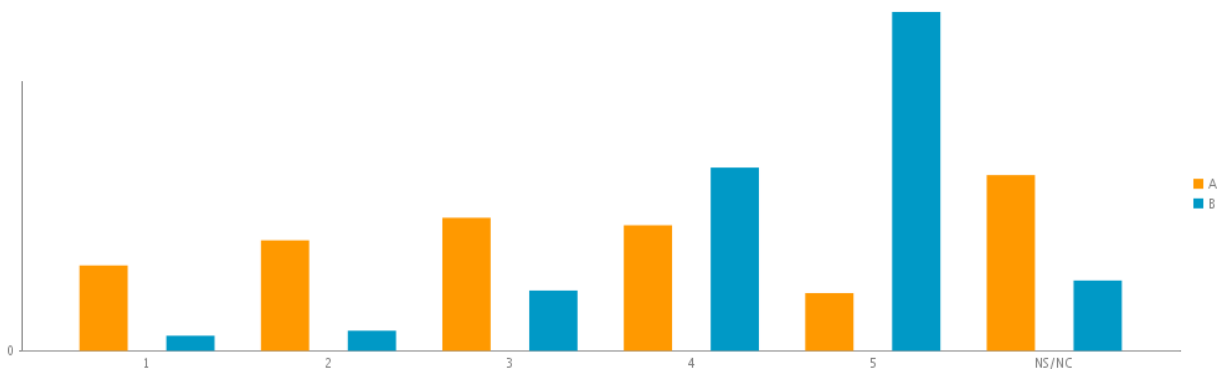


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.10. UMU ensures that researchers at all career stages reap the benefits of the exploitation of their R&D results specifying what rights belong to researchers, to their employers or other parties.

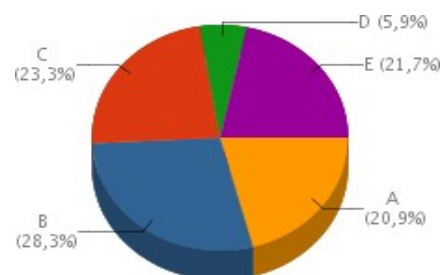
	1	2	3	4	5
A III.10.1. Level of compliance	34	44	53	50	23
B III.10.2. Level of relevance	6	8	24	73	135

	DK/DA	Mean value
A III.10.1. Level of compliance	70	2.18
B III.10.2. Level of relevance	28	3.87



III.10.3. Improvement actions

Answer	Total	%
A Support guides or manuals	78	20,9
B Training	106	28,3
C Dissemination days or events	87	23,3
D Other improvement actions	22	5,9
E None	81	21,7
F Not filled	0	0,0

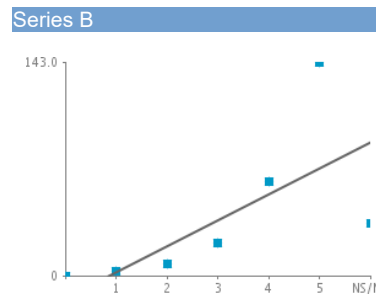
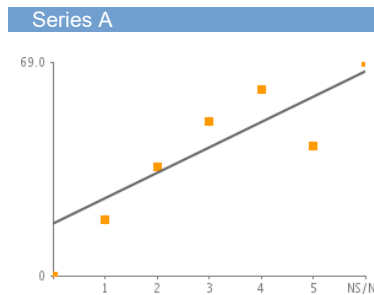
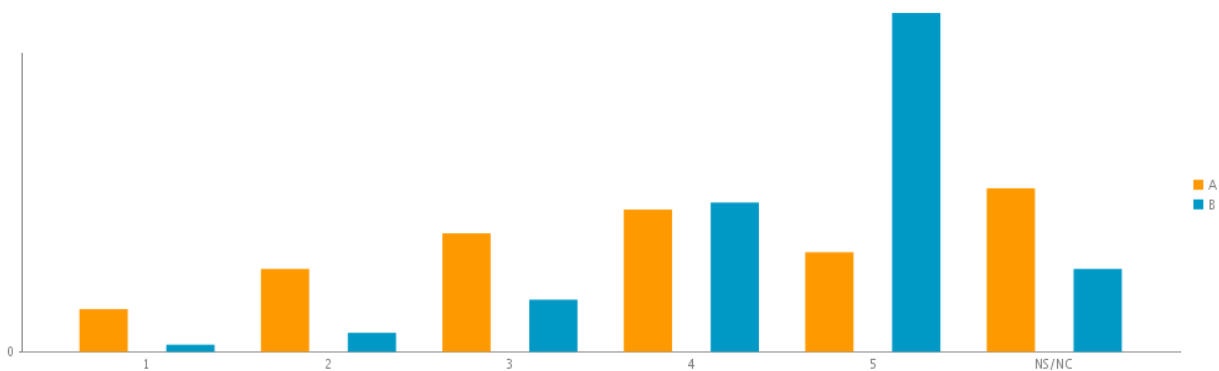


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.11. As regards co-authorship, UMU strategies, practices and procedures provide researchers with the necessary framework conditions so that they can enjoy the right to be recognized and listed and/or quoted on the basis of their actual contributions.

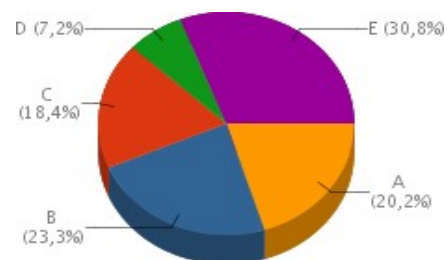
	1	2	3	4	5
A III.11.1. Level of compliance	18	35	50	60	42
B III.11.2. Level of relevance	3	8	22	63	143

	DKDA	Mean value
A III.11.1. Level of compliance	69	2.51
B III.11.2. Level of relevance	35	3.84



III.11.3. Improvement actions

Answer	Total	%
A Support guides or manuals	70	20,2
B Training	81	23,3
C Dissemination days or events	64	18,4
D Other improvement actions	25	7,2
E None	107	30,8
F Not filled	0	0,0

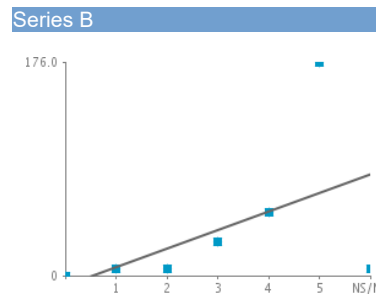
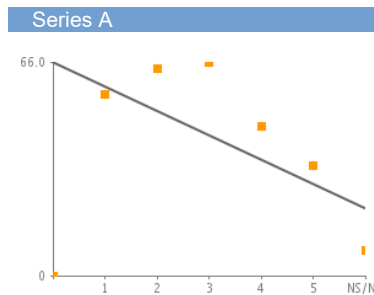
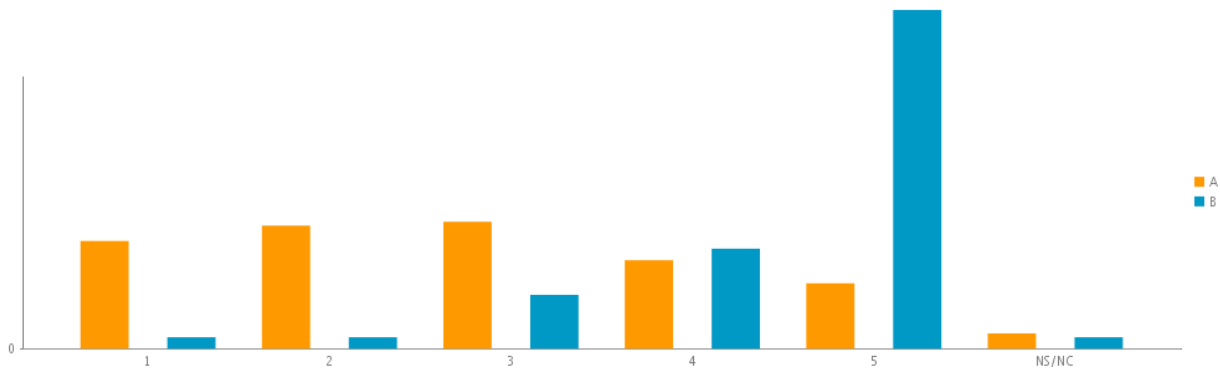


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.12. Teaching is considered as a valuable option within researchers' career paths and UMU ensures that it is not so excessive as to prevent researchers from carrying out their researcher activities.

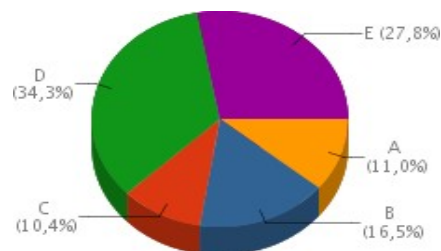
	1	2	3	4	5
A III.12.1. Level of compliance	56	64	66	46	34
B III.12.2. Level of relevance	6	6	28	52	176

	DK/DA	Mean value
A I.2.1. Level of compliance	8	2.69
B I.2.2. Level of relevance	6	4.34



III.12.3. Improvement actions

Answer	Total	%
A Support guides or manuals	36	11,0
B Training	54	16,5
C Dissemination days or events	34	10,4
D Other improvement actions	112	34,3
E None	91	27,8
F Not filled	0	0,0

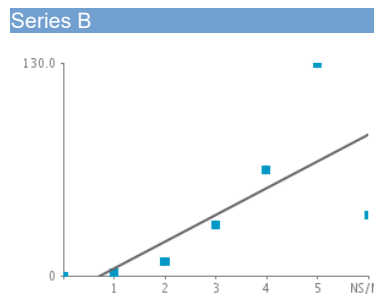
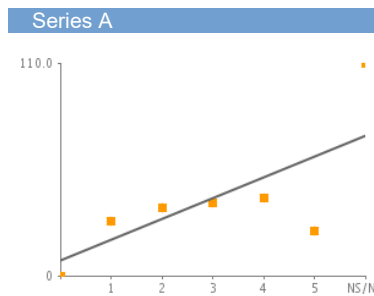
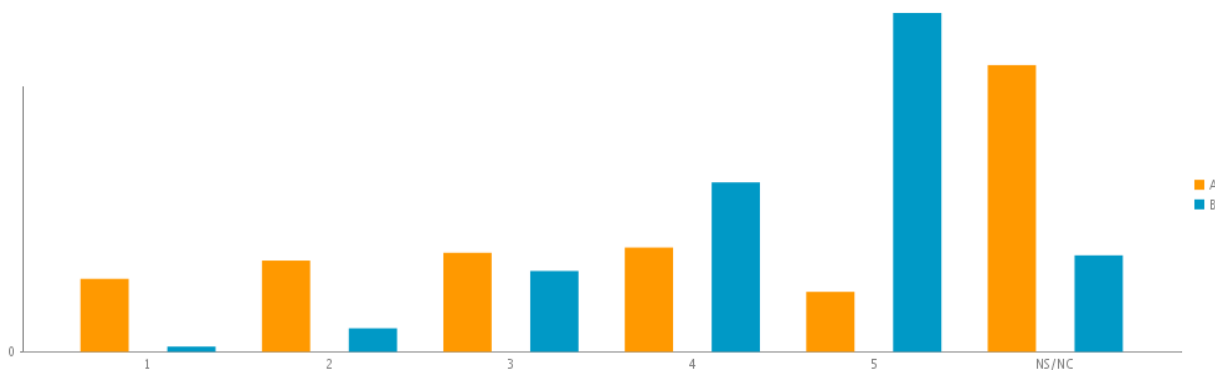


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.13. There are some appropriate procedures at UMU to deal with complaints/appeals of researchers confidentially and informally in order to resolve work-related conflicts, disputes and grievances.

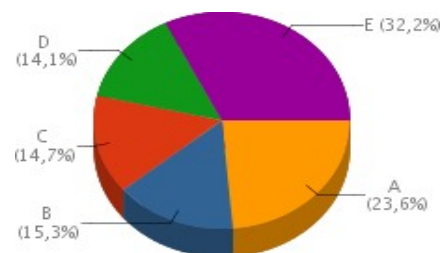
	1	2	3	4	5
A III.3.1. Level of compliance	28	35	38	40	23
B III.13.2. Level of relevance	2	9	31	65	130

	DK/DA	Mean value
A III.13.1. Level of compliance	110	1.78
B III.13.2. Level of relevance	37	3.73



III.13.3. Improvement actions

Answer	Total	%
A Support guides or manuals	77	23,
B Training	50	15,
C Dissemination days or events	48	14,
D Other improvement actions	46	14,
E None	105	32,
F Not filled	0	0,

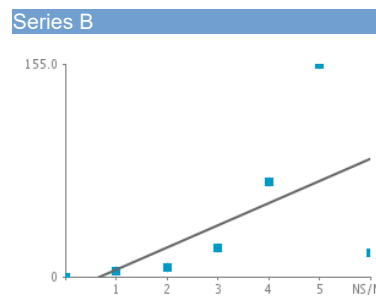
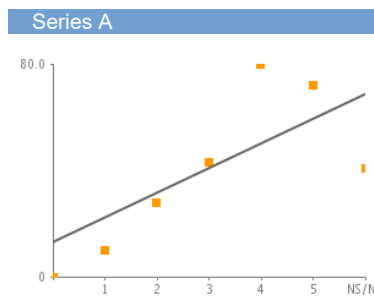
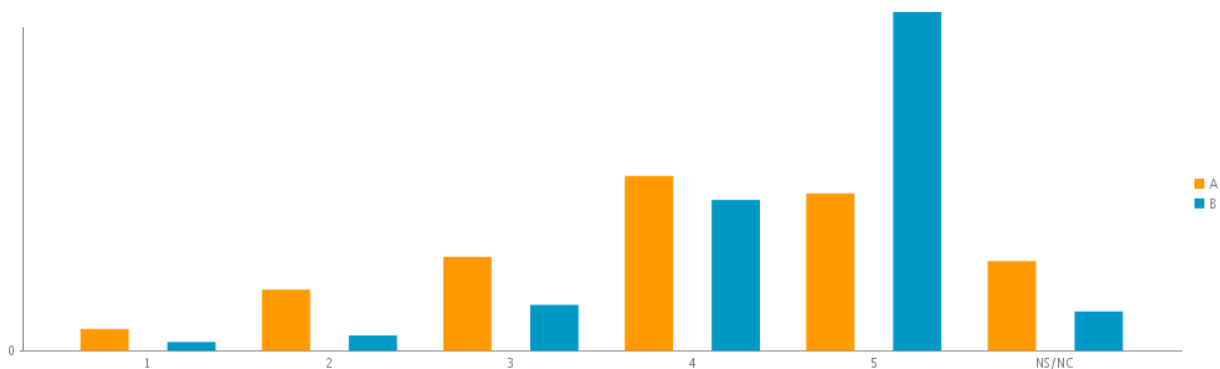


HRS4R-UMU Human Resources Strategy for Researchers at UMU

III.14. UMU recognizes that researchers be represented in the relevant information, consultation and decision-making bodies.

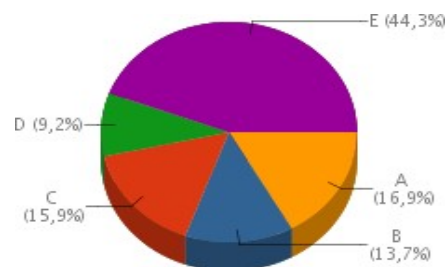
	1	2	3	4	5
A III.14.1. Level of compliance	10	28	43	80	72
B III.14.2. Level of relevance	4	7	21	69	155

	DK/DA	Mean value
A III.14.1. Level of compliance	41	3.19
B III.14.2. Level of relevance	18	4.13



III.14.3. Improvement actions

Answer	Total	%
A Support guides or manuals	53	16,9
B Training	43	13,7
C Dissemination days or events	50	15,9
D Other improvement actions	29	9,2
E None	139	44,3
F Not filled	0	0,0

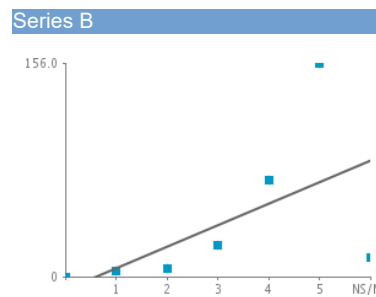
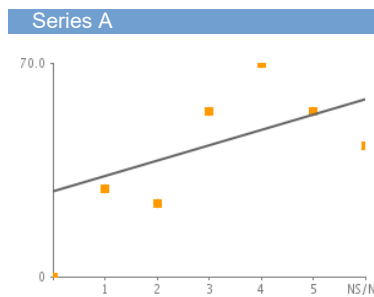
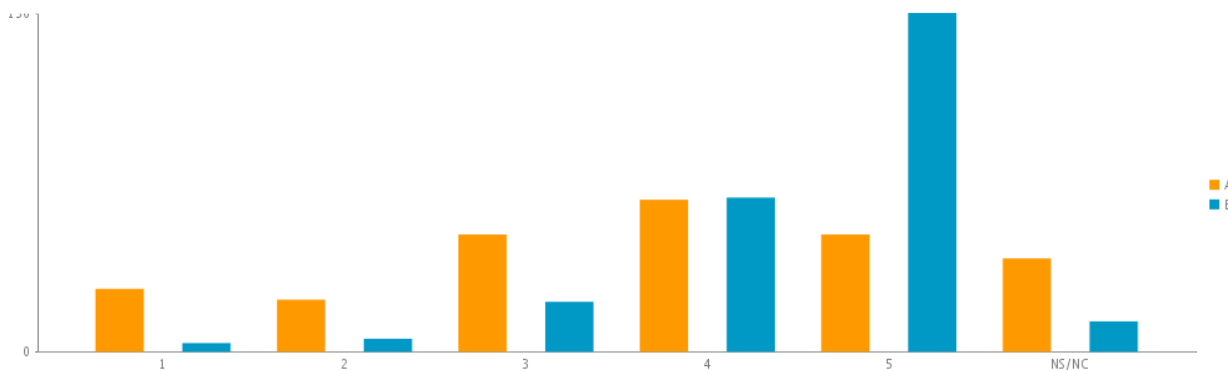


HRS4R-UMU Human Resources Strategy for Researchers at UMU

IV.1. UMU researchers in their training phase receive enough attention and have regular and organized meetings with their supervisor (s).

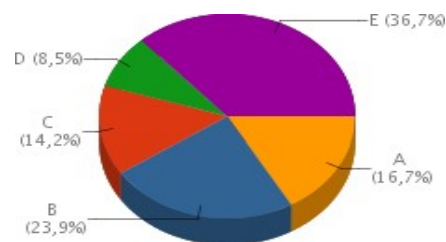
	1	2	3	4	5
A IV.1.1. Level of compliance	29	24	54	70	54
B IV.1.2. Level of relevance	4	6	23	71	158

	DK/DA	Mean value
A IV.1.1. Level of compliance	43	2.88
B IV.1.2. Level of relevance	14	4.19



IV.1.3. Improvement actions

Answer	Total	%
A Support guides or manuals	55	16,7
B Training	79	23,9
C Dissemination days or events	47	14,2
D Other improvement actions	28	8,5
E None	121	36,7
F Not filled	0	0,0

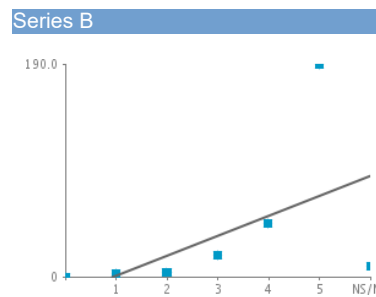
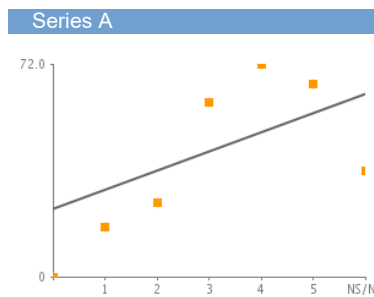
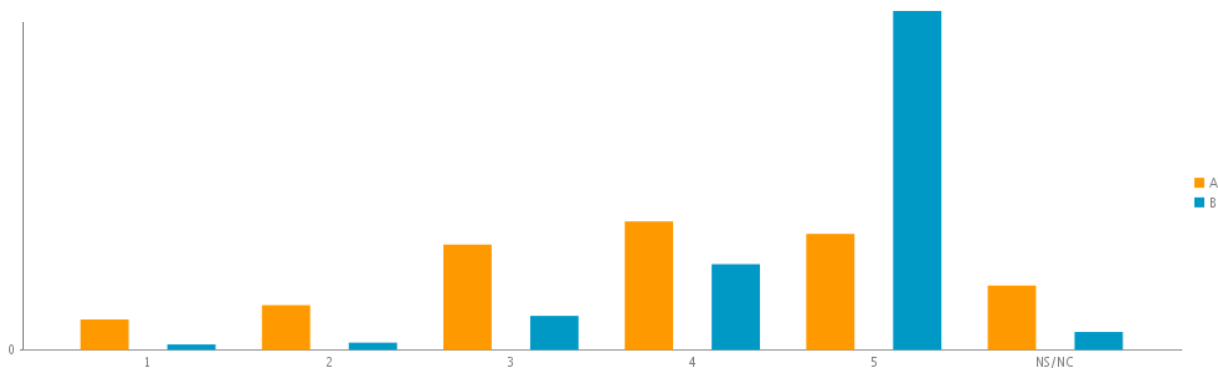


HRS4R-UMU Human Resources Strategy for Researchers at UMU

IV.2. Senior researchers carry out their mentorship duties adequately, building up a constructive and positive relationship with the early-stage researchers.

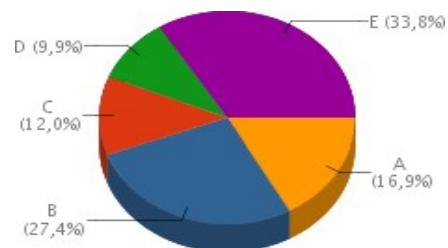
	1	2	3	4	5
A IV.2.1. Level of compliance	17	25	59	72	65
B IV.2.2. Level of relevance	3	4	19	48	190

	DK/DA	Mean value
A I.2.1. Level of compliance	27	3.93
B I.2.2. Level of relevance	7	4.62



IV.2.3. Improvement actions

Answer	Total	%
A Support guides or manuals	58	16,9
B Training	94	27,4
C Dissemination days or events	41	12,0
D Other improvement actions	34	9,9
E None	116	33,8
F Not filled	0	0,0

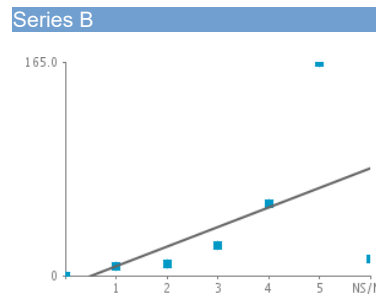
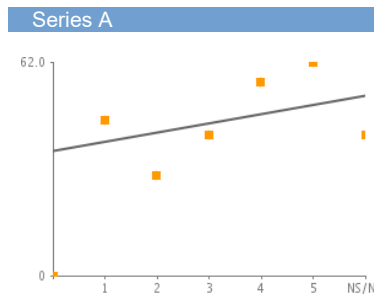
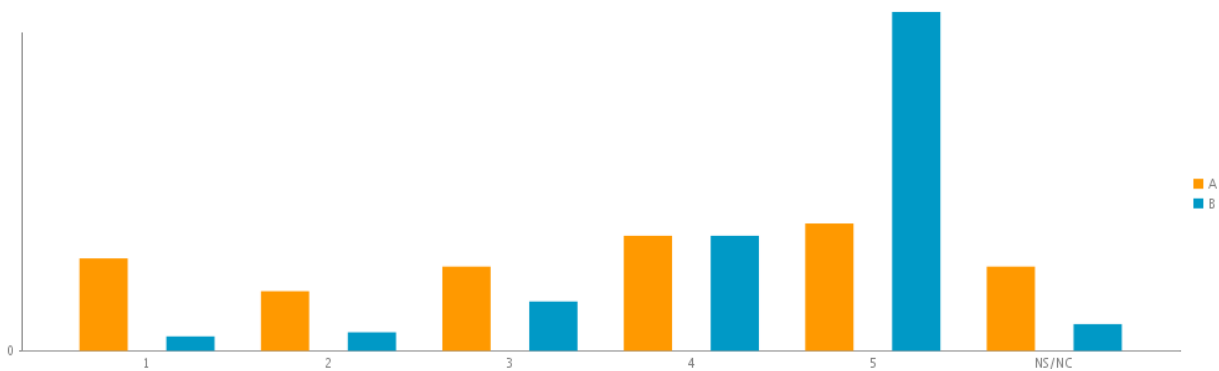


HRS4R-UMU Human Resources Strategy for Researchers at UMU

IV.3. UMU ensures the existence of a clearly identified person, the supervisor, expert in his/her area, who is able to offer the research trainee appropriate support.

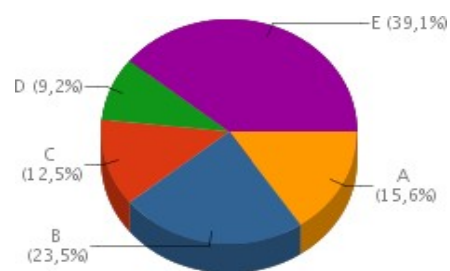
	1	2	3	4	5
A IV.3.1. Level of compliance	45	29	41	56	62
B IV.3.2. Level of relevance	7	9	24	56	165

	DK/DA	Mean value
A IV.3.1. Level of compliance	41	2.77
B IV.3.2. Level of relevance	13	4.18



IV.3.3. Improvement actions

Answer	Total	%
A Support guides or manuals	51	15,6
B Training	77	23,5
C Dissemination days or events	41	12,5
D Other improvement actions	30	9,2
E None	128	39,1
F Not filled	0	0,0

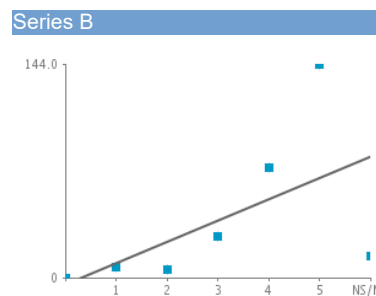
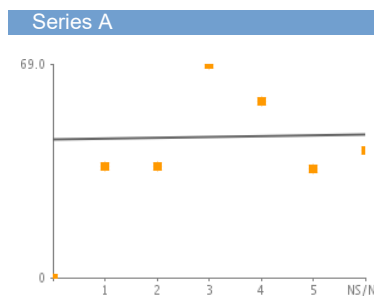
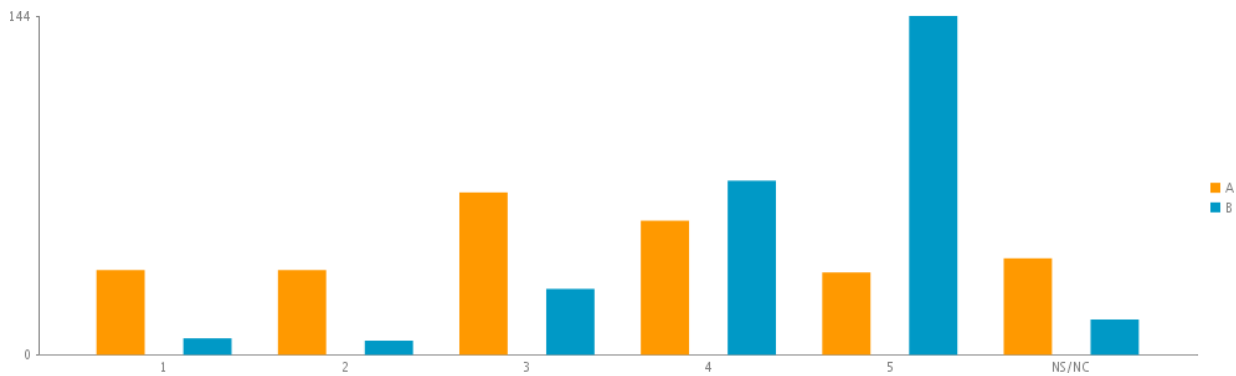


HRS4R-UMU Human Resources Strategy for Researchers at UMU

IV.4. UMU researchers in their training phase receive adequate attention and support from their doctoral school/doctoral program to improve transversal formation and to ease bureaucratic processes.

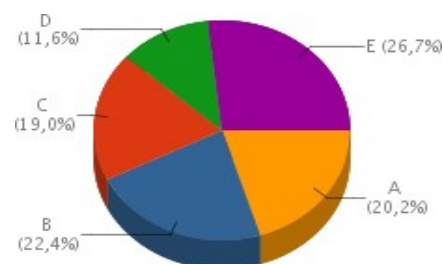
	1	2	3	4	5
A IV.4.1. Level of compliance	36	36	69	57	35
B VI.4.2. Level of relevance	7	6	28	74	144

	DK/DA	Mean value
A IV.4.1. Level of compliance	41	2.62
B VI.4.2. Level of relevance	15	4.08



IV.4.3. Improvement actions

Answer	Total	%
A Support guides or manuals	71	20,2
B Training	79	22,4
C Dissemination days or events	67	19,0
D Other improvement actions	41	11,6
E None	94	26,7
F Not filled	0	0,0

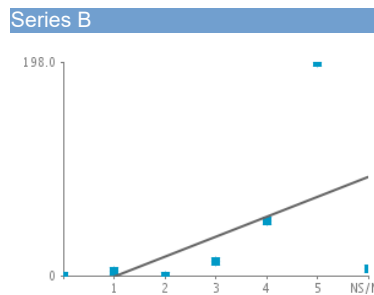
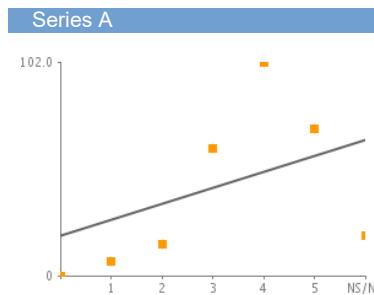
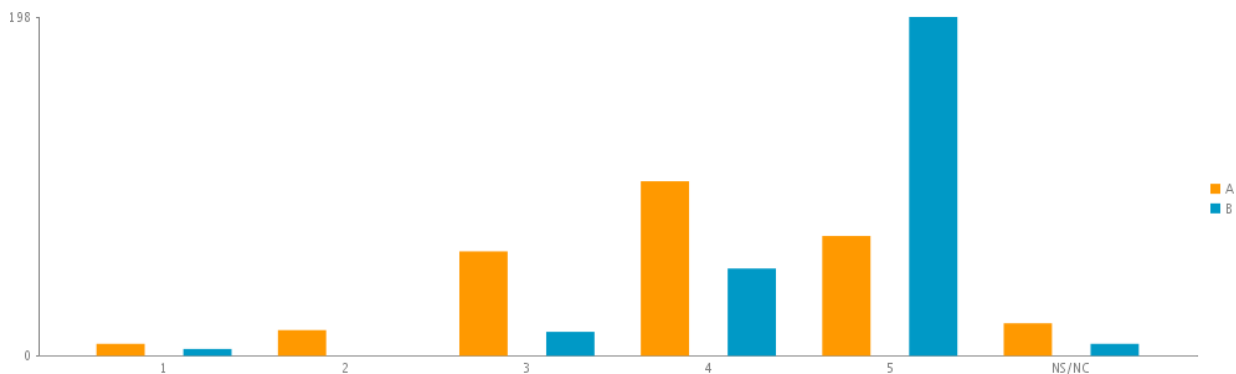


HRS4R-UMU Human Resources Strategy for Researchers at UMU

IV.5. UMU researchers at all career stages seek to continually improve themselves by regularly updating and expanding their skill and competences.

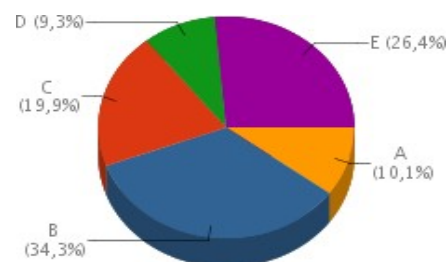
	1	2	3	4	5
A IV.5.1. Level of compliance	7	15	61	102	70
B IV.5.2. Level of relevance	4	0	14	51	198

	DK/DA	Mean value
A IV.5.1. Level of compliance	19	3.57
B IV.5.2. Level of relevance	7	4.53



IV.5.3. Improvement actions

Answer	Total	%
A Support guides or manuals	36	10,1
B Training	122	34,3
C Dissemination days or events	71	19,9
D Other improvement actions	33	9,3
E None	94	26,4
F Not filled	0	0,0

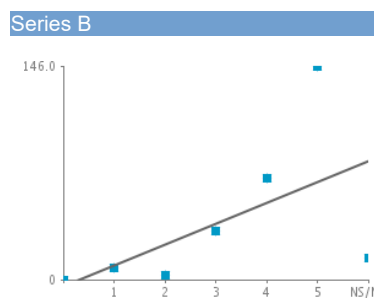
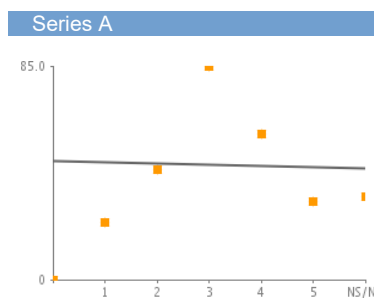
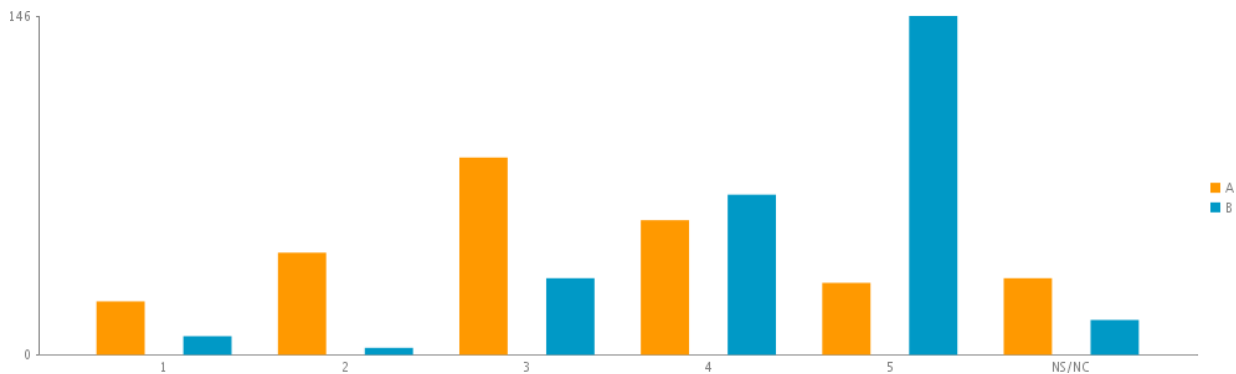


HRS4R-UMU Human Resources Strategy for Researchers at UMU

IV.6. UMU ensures and provide means that all researchers are given the opportunity for improving their employability through access to measures for the continuing development of skills, competences and soft skills needed for their career development.

	1	2	3	4	5
A IV.6.1. Level of compliance	23	44	85	58	31
B IV.6.2. Level of relevance	8	3	33	69	146

	DK/DA	Mean value
A IV.6.1. Level of compliance	33	2.75
B IV.6.2. Level of relevance	15	4.08



IV.6.3. Improvement actions

Answer	Total	%
A Support guides or manuals	48	13,5
B Training	106	29,8
C Dissemination days or events	77	21,6
D Other improvement actions	29	8,1
E None	96	27,0
F Not filled	0	0,0

