

HR Excellence in Research at the The John Paul II Catholic University of Lublin (KUL)

Centre for Social and Economic Analysis at KUL

May 2022

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Survey information (1/2)

1. Survey objectives

- The objective of this survey is to assess the compliance of practices applied at the John Paul II Catholic University of Lublin (KUL) in the field of academic staff recruitment with the principles and requirements of the European Charter for Researchers and the Code of Conduct the Recruitment of Researchers (C&C), based on the opinions shared by the University's academic staff

2. Survey sample

- Size of the survey sample: N=334
- Respondents recruitment: 1) via official e-mail addresses to which an invitation to participate in the survey was sent three times, along with a link to the questionnaire; 2) via the e-KUL platform where an announcement of the study was posted
- Target group: KUL's research and teaching staff, research and technical staff, research staff, and doctoral students from the Doctoral School at KUL

3. Survey tool

- Self-administered online questionnaire (CAWI)
 - The questionnaire includes: 1) a selection question (about the character of employment); 2) a core section of the questionnaire consisting of four main questions with 44 specific questions referring to the recommendations of the European Charter for Researchers and the Code of Conduct for Recruitment of Researchers (C&C), rated by the respondents on a uniform 5-point Likert scale; 3) a demographic information section containing 9 socio-demographic questions and referring to the respondent's experience in the field of research activities
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Survey information (2/2)

4. Survey process

- The research project was implemented in several stages based on the following schedule: 1) Operationalisation of the survey and development of the survey tool; 2) Consultations with the project team regarding the survey tool; 3) Testing of the survey tool; 4) Practical conduction of the online survey (CAWI) among the academic staff at KUL; 5) Compilation of the data set; 6) Data analysis; 7) Development of the report

5. Project schedule

- Operationalisation and preparation of the survey tools/survey organisation: March 2022
- Practical conduction of the survey: April 2022
- Development of the survey report: May 2022

6. Survey organisation and implementation

- Coordination and Management Team for HR Excellence in Research at KUL
- Team of the Centre for Social and Economic Analysis (CSEA) at KUL

7. Report preparation

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Target survey group / survey sample

Target group and questionnaire return rate

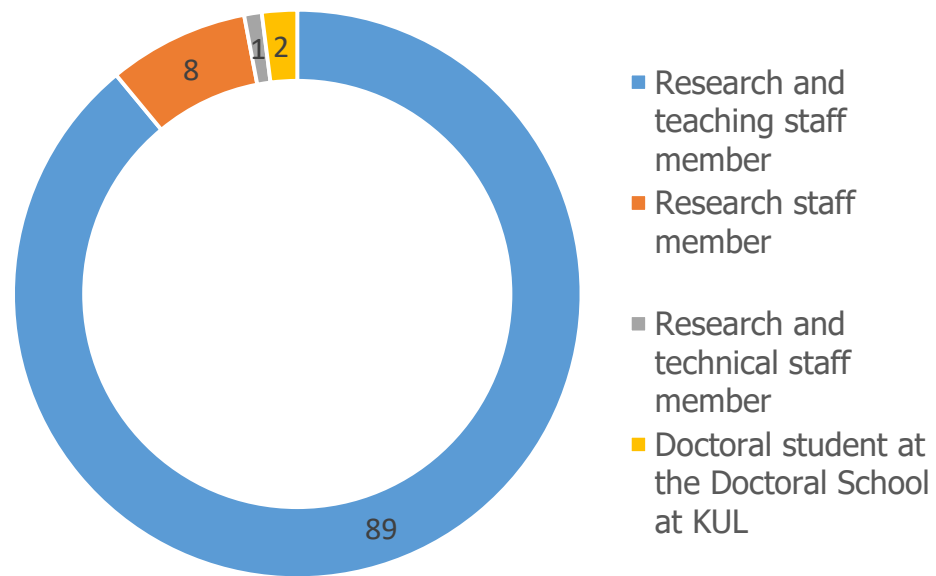
Target survey group

The target survey group was composed of all research employees of the John Paul II Catholic University of Lublin (KUL) engaged in research activities. Therefore, all employees with the following status were invited to participate in the survey: research and teaching staff, research and technical staff, research staff, and doctoral students from the Doctoral School at KUL

Questionnaire return rate

- At KUL, 820 people were employed in the above-mentioned positions during the survey period. This means that 40% of all employees conducting research activities took part in the survey (N=327)
- At the time of the survey, the Doctoral School at KUL had 90 doctoral students. N=7 took part in the survey, which translates into a response rate of 8%

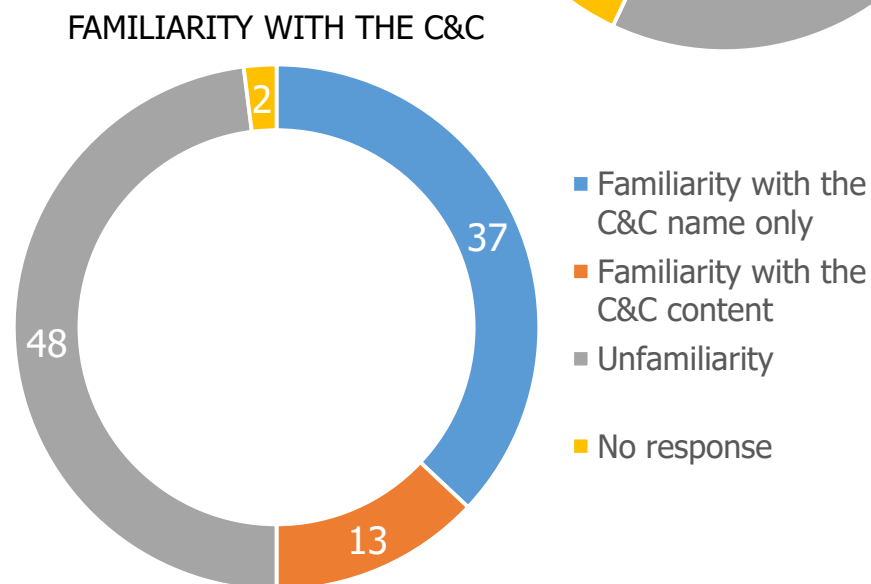
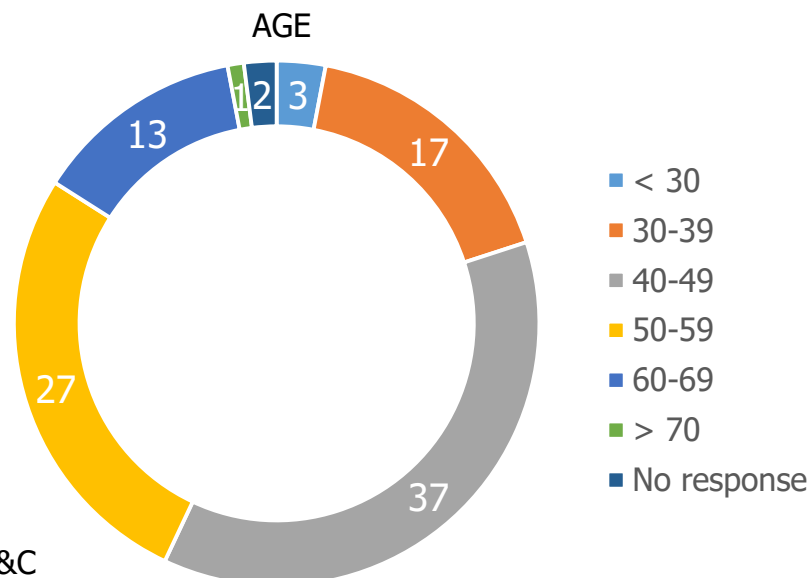
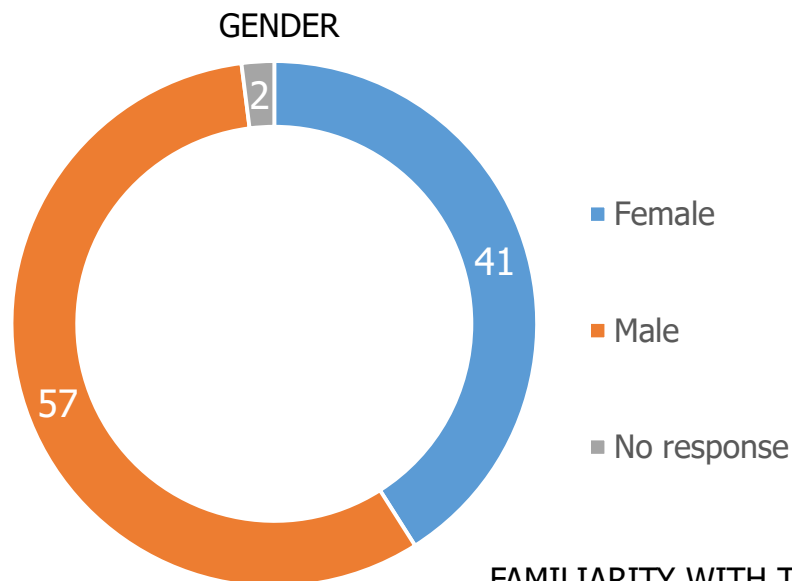
Basis: All respondents, N=334, in %



- Research and teaching staff form the largest employee group taking part in the survey, with nearly nine out of ten respondents being research and teaching staff members
- Nearly one-tenth of the respondents were research staff members
- The shares of the remaining employee groups were insignificant, corresponding to 3% of all respondents in overall terms

Survey sample structure (1/3)

Basis: All respondents, N=334, in %

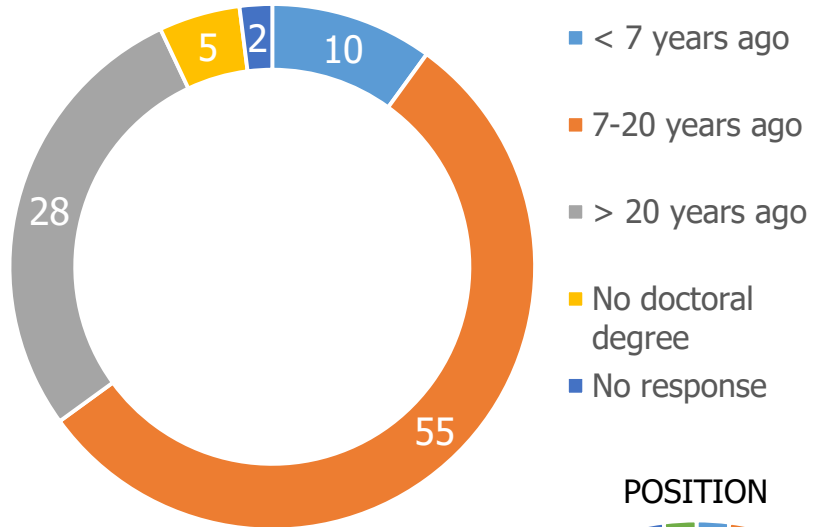


- Not only different employee groups but also different socio-demographic groups were represented in the survey
- Women account for two-fifths of all respondents. The gender structure of the survey sample corresponds to the gender structure of the entire population of KUL employees engaged in research activities, 44% of whom are women
- Among the age groups, those between 40 and 59 are the most numerous, accounting for almost two-thirds of all respondents (64%)
- The participation of individuals aged below 30 and over 70 in the survey sample is insignificant, corresponding to only 4% of all respondents
- The median age of the respondents is 40-49
- Familiarity with the content of the C&C appears to be limited, being declared by slightly over one-tenth of the academic staff at KUL. Nearly half of the respondents have not encountered the C&C so far, slightly more than one-third know the names of the C&C documents but not their content

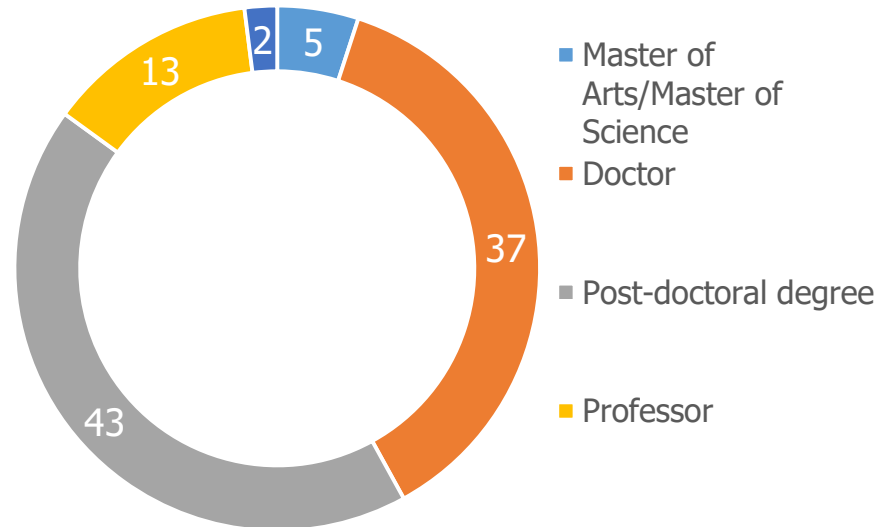
Survey sample structure (2/3)

Basis: All respondents, N=334, in %

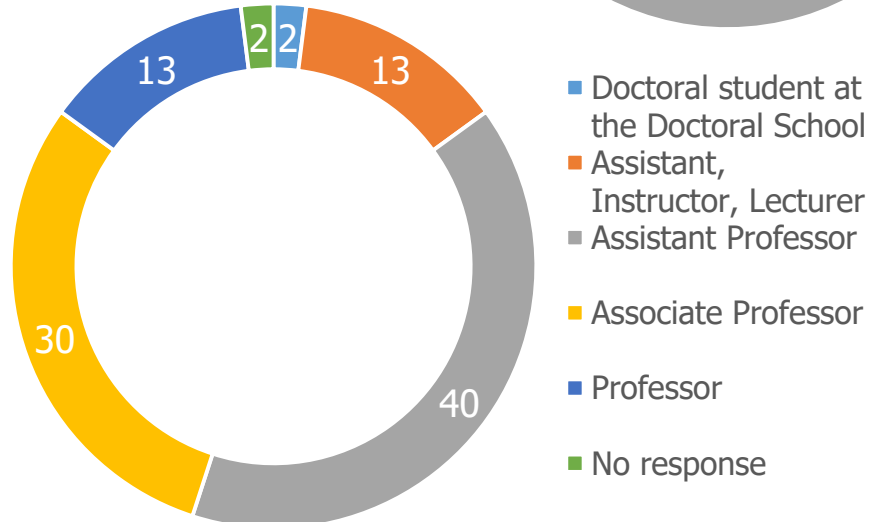
DATE OF OBTAINING THE DOCTORAL DEGREE



ACADEMIC TITLE/DEGREE



POSITION

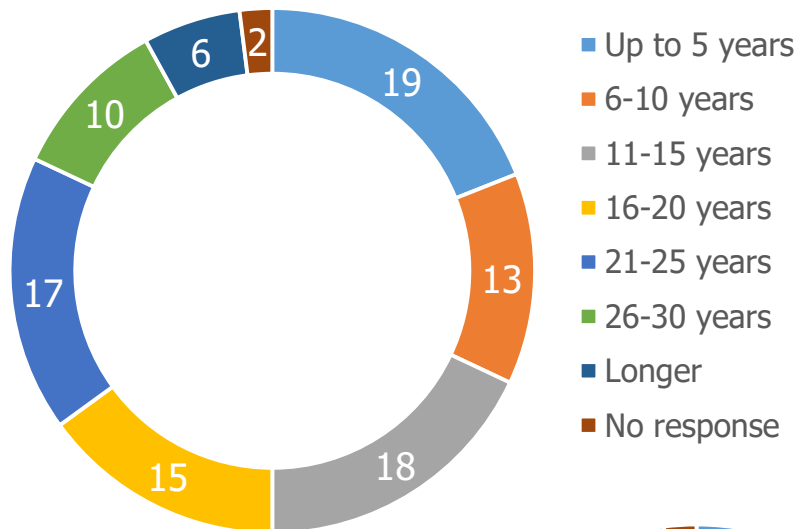


- Overall, one-tenth of all respondents are junior academic staff members, i.e., those who obtained their doctoral degree no earlier than seven years ago
- More than four-fifths of all respondents (83%) no longer qualify as junior academic staff members. More than half of the respondents obtained their doctoral degree 7-20 years ago, and more than one-fourth did so more than 20 years ago
- The most numerous group of respondents includes post-doctoral degree holders, i.e., more than two-fifths of all respondents. The second most numerous group includes doctors, i.e., more than one-third of all respondents
- In terms of the position occupied, the most numerous group of respondents is composed of assistant professors (two-fifths of all respondents) and associate professors (nearly one-third of all respondents)

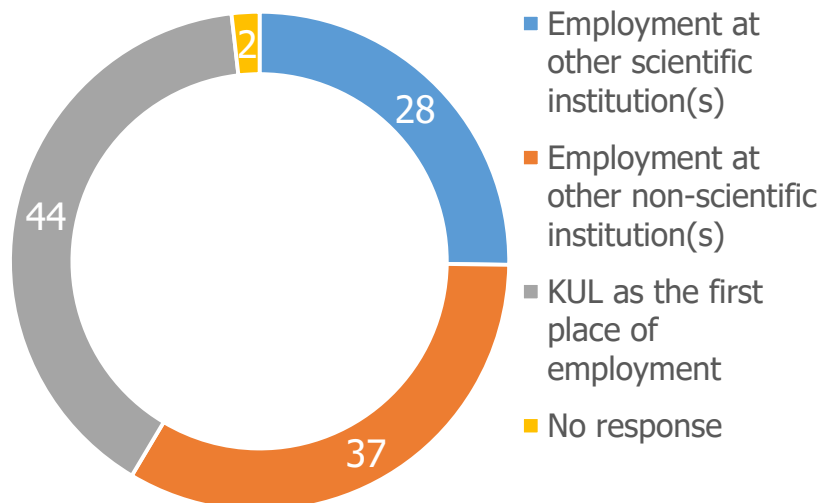
Survey sample structure (3/3)

Basis: All respondents, N=334, in %

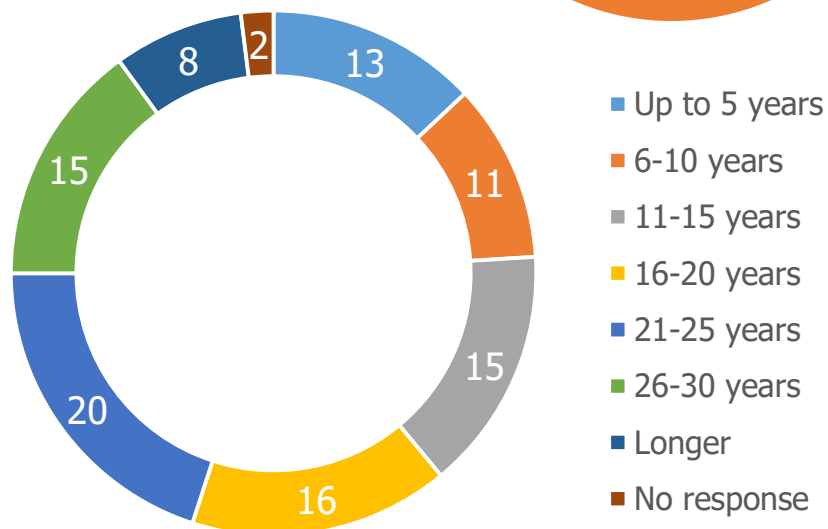
LENGTH OF SERVICE AT KUL



EMPLOYMENT AT OTHER INSTITUTION(S) PRIOR TO EMPLOYMENT AT KUL



TOTAL LENGTH OF ACADEMIC SERVICE



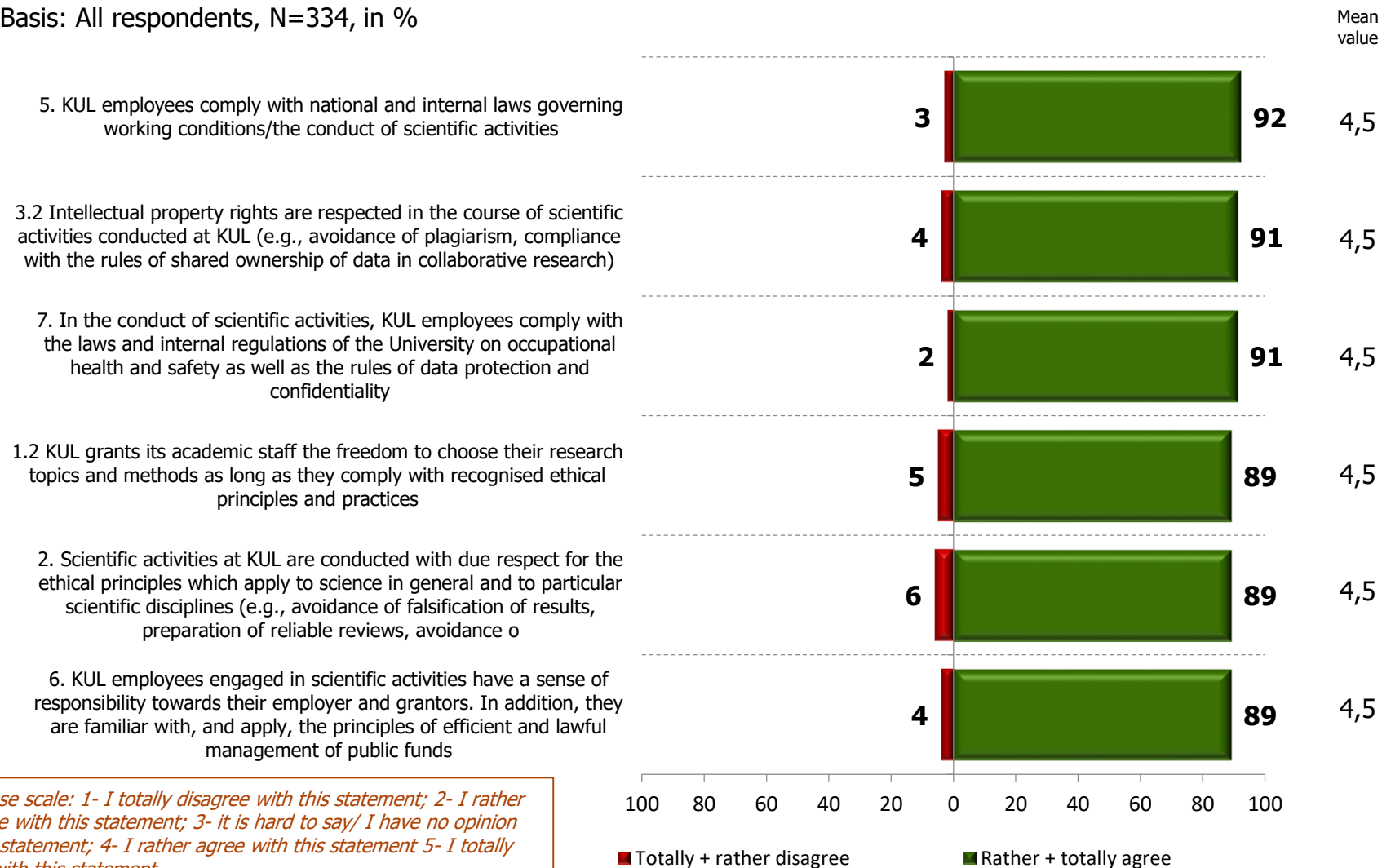
- The median length of service at KUL is between 11 and 15 years, while the total median length of academic service is between 16 and 20 years
- Overall, one-fifth of all respondents have recorded a length of service at KUL of up to 5 years, and nearly one-third between 6 and 15 years. A length of service between 16 and 25 years has been reported by a similar number of respondents. Less than one-fifth of all respondents have reported a length of service at KUL longer than 25 years
- For slightly less than half of the respondents, employment at KUL was their first employment. Of the remaining respondents, the majority worked at other non-research institutions prior to their employment at KUL (over one-third of all respondents). Just over one-fourth of the respondents worked at other research institutions before their employment at KUL
- Overall, more than one-tenth of the respondents have reported a total length of academic service of up to 5 years, one-fourth between 6 and 15 years, and more than one-third between 16 and 25 years. Over one-fifth of all respondents have reported a length of academic service longer than 25 years

Implementation of the C&C at KUL

Ethical and professional aspects of research activities (1/2)

P1. Below are 12 statements describing various ethical and professional aspects of conducting research activities at KUL. Please indicate the extent to which you agree or disagree with them, given your experience collected to date.

Basis: All respondents, N=334, in %



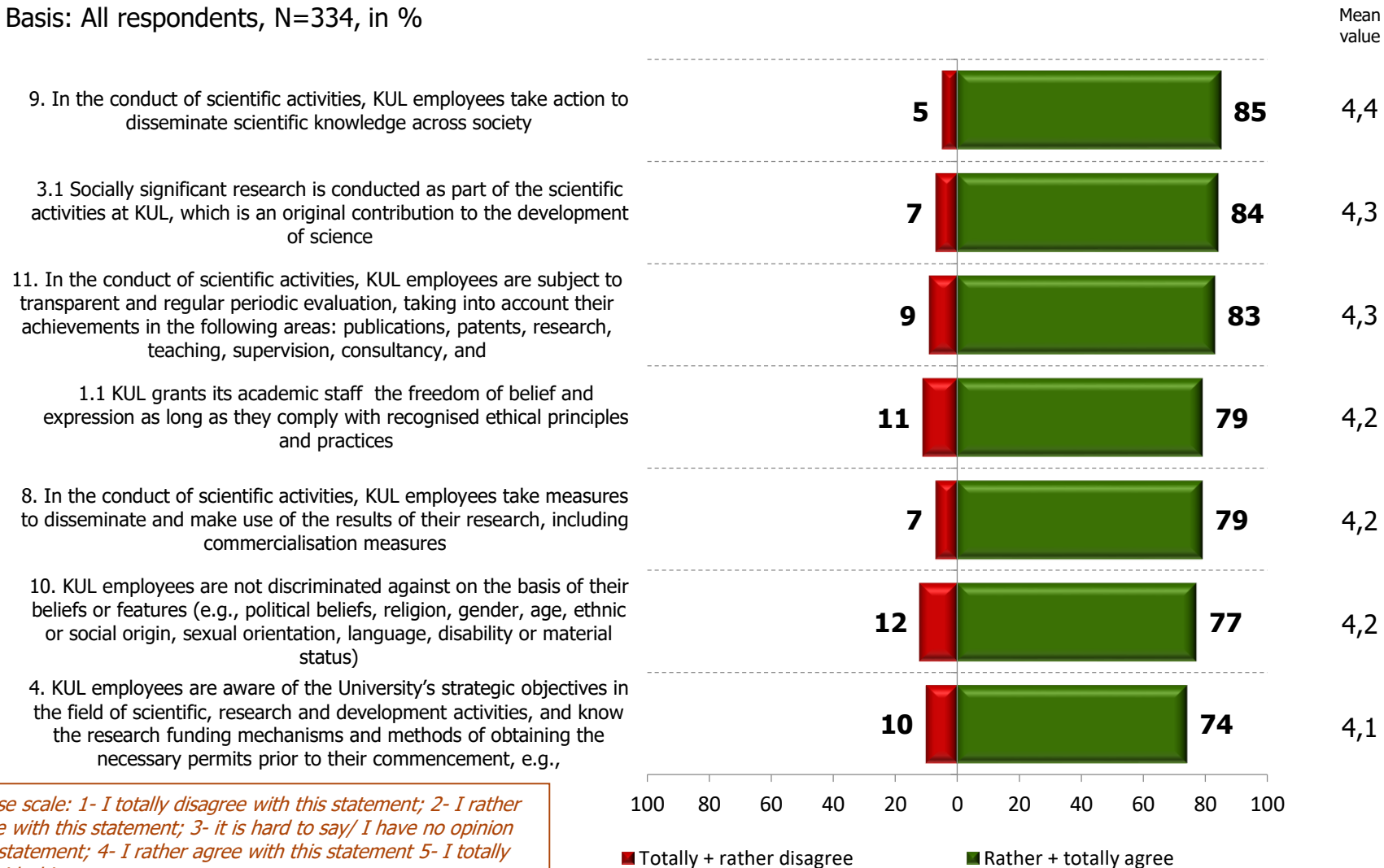
Response scale: 1- I totally disagree with this statement; 2- I rather disagree with this statement; 3- it is hard to say/ I have no opinion on this statement; 4- I rather agree with this statement 5- I totally agree with this statement

- Over nine-tenth of KUL employees agree to some extent with a statement that KUL employees comply with the laws governing the conduct of research activities (contractual and legal obligations), respect intellectual property rights (professional responsibility), and comply with laws and regulations on occupational health and safety, data protection and confidentiality (good practice in research)
- Almost nine-tenths of KUL employees believe that the University ensures the freedom of choice of research topics and methods (freedom of research), and that employees conduct their research activities with due respect for ethical principles (ethical principles), and have a sense of responsibility towards their employer and grantors, applying the principles of efficient and lawful management of public funds (responsibility)

Ethical and professional aspects of research activities (2/2)

P1. Below are 12 statements describing various ethical and professional aspects of conducting research activities at KUL. Please indicate the extent to which you agree or disagree with them, given your experience collected to date.

Basis: All respondents, N=334, in %



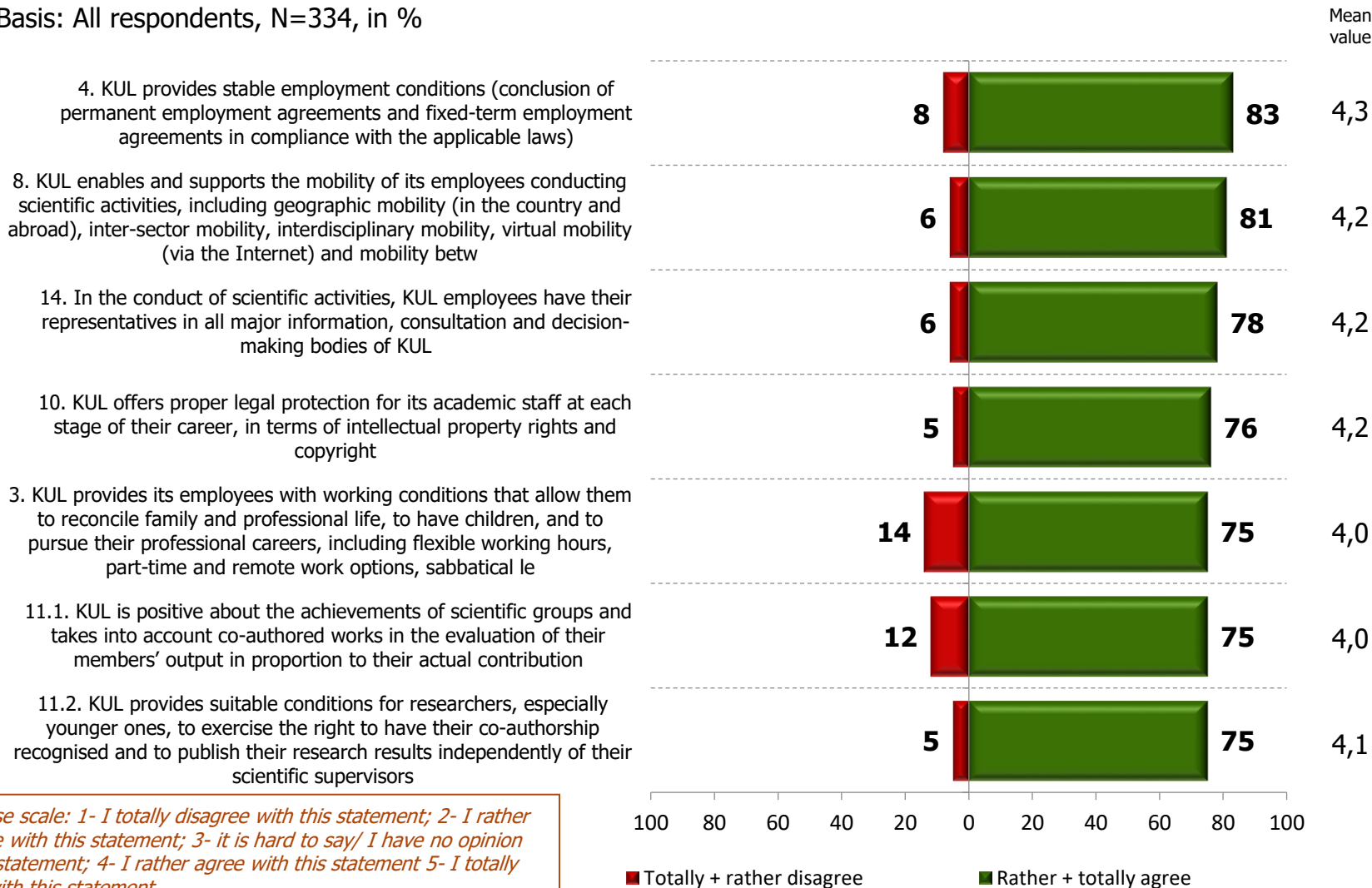
- More than four-fifths of KUL employees agree to some extent with a statement that KUL employees take action to disseminate research knowledge across society (social commitment), conduct socially significant research that is an original contribution to the development of science (professional responsibility), and undergo transparent and regular periodic evaluation (employee evaluation system)
- Over three-fourths of KUL employees believe that the University provides the freedom of belief and expression (freedom to conduct research), that employees are not discriminated against on the basis of their beliefs or features (non-discrimination), and that measures are taken to disseminate and make use of the results of their research (dissemination, use of results)
- According to about three-fourths of the respondents, KUL employees are aware of the University's strategic objectives and know the research funding mechanisms (professional approach)

Response scale: 1- I totally disagree with this statement; 2- I rather disagree with this statement; 3- it is hard to say/ I have no opinion on this statement; 4- I rather agree with this statement 5- I totally agree with this statement

Working conditions at KUL (1/2)

P2. Below are additional 15 statements describing various aspects of working conditions at KUL. Please indicate the extent to which you agree or disagree with them, given your experience collected to date.

Basis: All respondents, N=334, in %



Response scale: 1- I totally disagree with this statement; 2- I rather disagree with this statement; 3- it is hard to say/ I have no opinion on this statement; 4- I rather agree with this statement 5- I totally agree with this statement

- Over four-fifths of KUL employees agree to some extent with a statement that KUL provides stable employment conditions (stability and permanent employment), and that it enables and supports employee mobility in various dimensions (mobility value)
- Over three-fourths of the respondents agree that KUL employees have their representatives in all major bodies of the University (hence, they can influence decision-making bodies), and that KUL offers proper legal protection for academic staff in terms of intellectual property rights (intellectual property rights)
- Three-fourths of KUL employees claim that KUL provides its employees with working conditions that allow them to reconcile family and professional life (working conditions), that it is positive about the achievements of groups of employees (co-authorship), and that it provides suitable conditions for researchers, especially younger ones, to exercise the right to have their co-authorship recognised and to publish their research results independently of their supervisors (co-authorship)

Working conditions at KUL (2/2)

P2. Below are additional 15 statements describing various aspects of working conditions at KUL. Please indicate the extent to which you agree or disagree with them, given your experience collected to date.

Basis: All respondents, N=334, in %

1. In the conduct of scientific activities, KUL employees are recognised as professionals and are treated as such by their employer



7. The rules binding at KUL oblige heads of departments and other team leaders to support the development of their subordinates at each career stage



6. KUL takes measures to ensure gender balance in all bodies comprising its organisational structure, without compromising the applicable quality and qualification criteria



9. KUL offers access to career counselling through the Careers Centre and assistance in finding jobs at each career stage



2. KUL provides employees conducting scientific activities with appropriate infrastructural conditions for research



12. KUL takes measures to maintain proper balance between research and teaching activities, especially for junior academic staff, i.e., teaching activities pursued by academic staff are no impediment to...



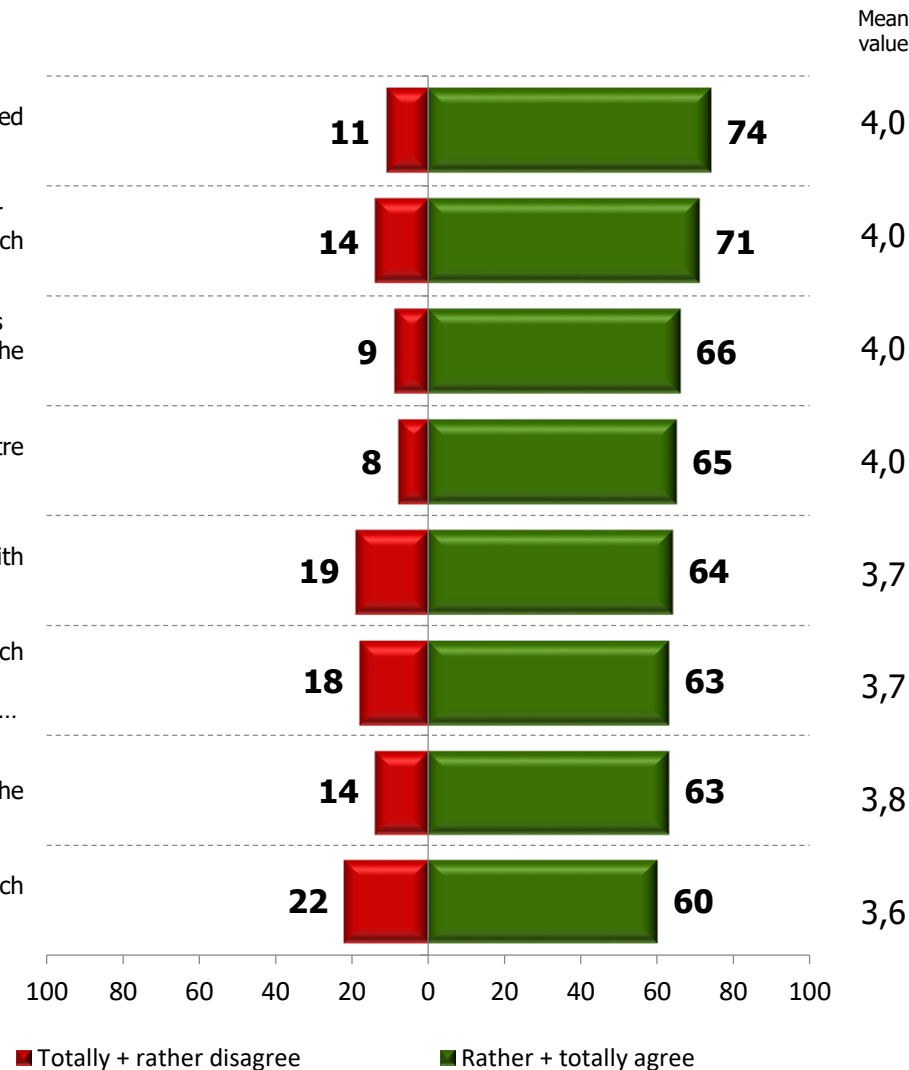
13. There are adequate procedures in place at KUL for filing complaints and appeals to resolve conflicts and disputes arising at the workplace



5. KUL offers attractive remuneration conditions to its staff at each career stage, including all benefits applicable under the law



Response scale: 1- I totally disagree with this statement; 2- I rather disagree with this statement; 3- it is hard to say/ I have no opinion on this statement; 4- I rather agree with this statement 5- I totally agree with the statement



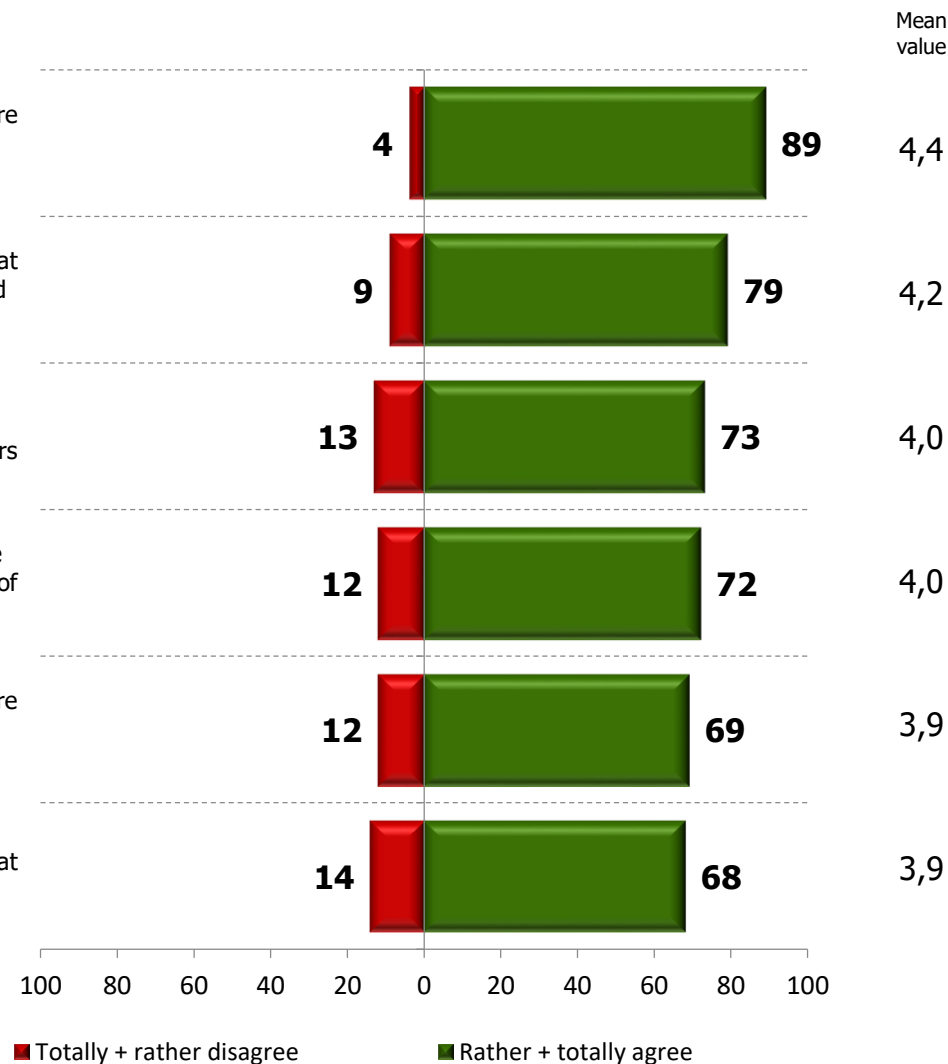
- Nearly three-fourths of KUL employees agree to some extent with a statement that KUL employees are recognised as professionals and are treated as such by their employer (professional recognition), and that the rules binding at KUL oblige heads of departments to support the development of their subordinates (research career development)
- Two-thirds, or nearly two-thirds, of the respondents believe that KUL takes measures to ensure gender balance in its organisational structure (gender balance), as well as offers access to career counselling and provides employees with appropriate infrastructural conditions for research (research environment)
- Over three-fifths of the respondents claim that KUL also takes measures to maintain proper balance between research and teaching activities (teaching), and that there are adequate procedures in place at the University for resolving conflicts and disputes arising at the workplace (complaints and appeals)
- Three-fifths of the respondents report that KUL offers attractive remuneration conditions to its staff (financing and remuneration)

In-service training at KUL

P3. Below are additional 6 statements describing various aspects of in-service training prospects at KUL. Please indicate the extent to which you agree or disagree with them, given your experience collected to date.

Basis: All respondents, N=334, in %

3. In the conduct of scientific activities, KUL employees take due care of their own scientific development by participating in seminars, conferences, training courses, etc.
4. KUL supports the development of the scientific career of its staff at each career stage, e.g., by providing access to training courses and other forms of professional improvement
2. The more experienced KUL staff conducting scientific activities support the development of junior academic staff, building constructive and positive relations with junior academic staff members and taking care of their career development
1. New/junior academic staff members can count on the diverse assistance and guidance from senior staff, especially from heads of departments and other team leaders
5. KUL provides junior researchers with assistance from the more experienced staff in matters relating to the performance of professional and scientific duties
6. Information on development opportunities is readily available at KUL



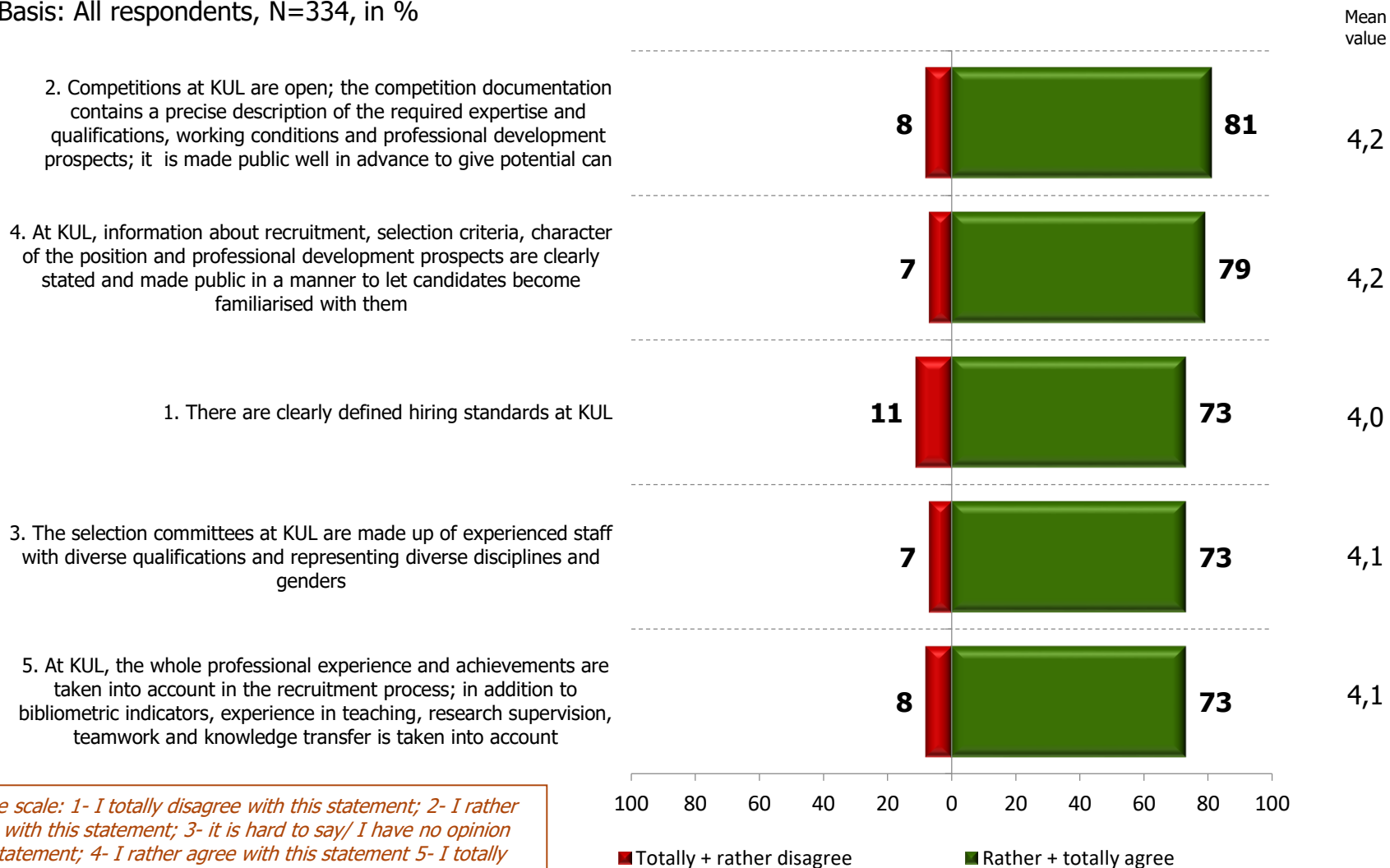
- About nine out of ten KUL employees agree to some extent with a statement that KUL employees take due care of their own research development by participating in seminars, conferences, training courses, etc. (continuing professional development)
- About four-fifths of KUL employees believe that KUL supports the development of the research career of its staff (access to research training and opportunities for continuous development in various forms)
- Slightly less than three-fourths of the respondents claim that the more experienced KUL staff support the development of junior academic staff (supervision and management responsibilities), and that new/junior academic staff members can count on the assistance and guidance from senior staff (relationship with research supervisors)
- More than two-thirds of KUL employees believe that the University provides junior researchers with assistance from the more experienced staff (research supervision), and that information on development opportunities is readily available at KUL

Response scale: 1- I totally disagree with this statement; 2- I rather disagree with this statement; 3- it is hard to say/ I have no opinion on this statement; 4- I rather agree with this statement 5- I totally agree with this statement

Recruitment and staff selection at KUL (1/2)

P4. Below are additional 10 statements describing various aspects of recruitment and staff selection at KUL. Please indicate the extent to which you agree or disagree with them, given your experience collected to date.

Basis: All respondents, N=334, in %



- About four-fifths of KUL employees agree to some extent with a statement that competitions at KUL are open, and that the competition documentation is precise and is made public well in advance (recruitment – the Code), and that information about recruitment, its criteria and conditions of employment are clearly stated and easily accessible (transparency)
- Slightly less than three-fourths of the surveyed staff believe that there are clearly defined hiring standards at KUL (recruitment), that the selection committees are made up of experienced staff (staff selection), and that the whole professional experience is taken into account in the recruitment process (assessment of accomplishments)

Response scale: 1- I totally disagree with this statement; 2- I rather disagree with this statement; 3- it is hard to say/ I have no opinion on this statement; 4- I rather agree with this statement 5- I totally agree with this statement

Recruitment and staff selection at KUL (2/2)

P4. Below are additional 10 statements describing various aspects of recruitment and staff selection at KUL. Please indicate the extent to which you agree or disagree with them, given your experience collected to date.

Basis: All respondents, N=334, in %

7. The selection committees at KUL consider candidates' mobility as a valuable contribution to their professional development – attention is drawn, inter alia, to stays in other countries/regions or research environment (in the public or private sector),



10. KUL, when recruiting scientists with doctoral degrees, applies clear rules of recruitment and conditions for subsequent employment



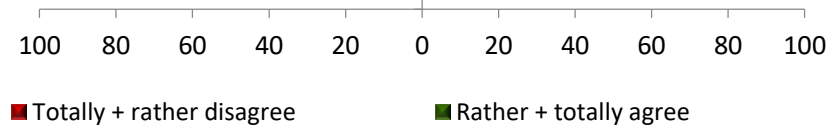
8. The selection committees at KUL correctly assess academic and professional qualifications, including non-formal qualifications and international mobility



9. The selection committees at KUL, when assessing candidates, take into consideration the whole course of their careers and pay more attention to their actual achievements than to the prestige of their previous place of employment



6. The selection committees at KUL, when assessing candidates, are ready to accept gaps in candidates' careers, perceiving them as the evolution of their academic career and the potentially valuable contribution to the professional development of a research



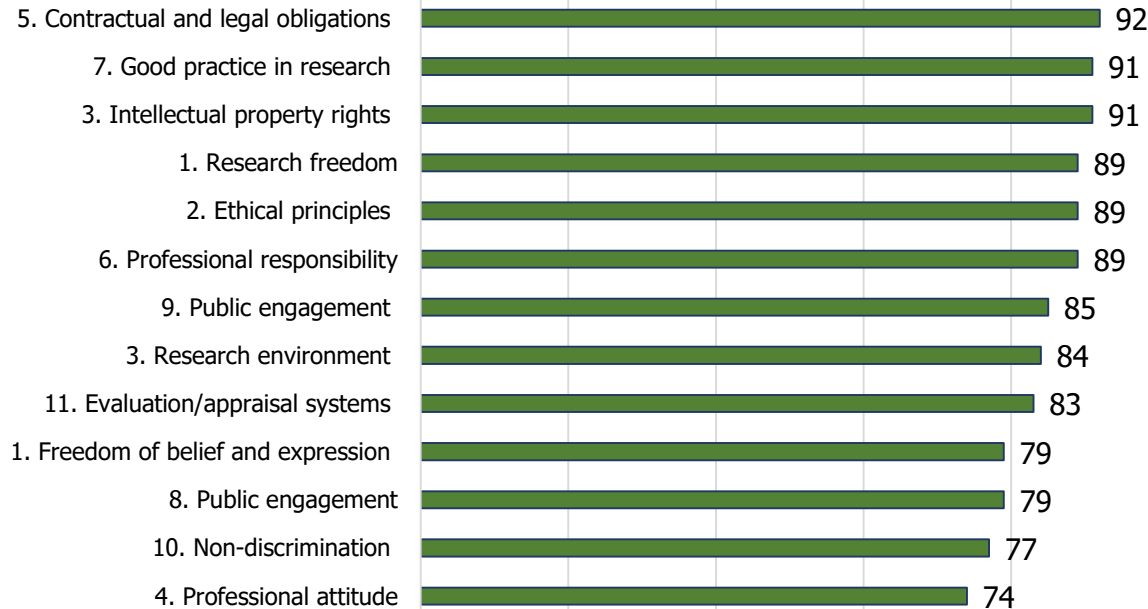
- Slightly less than three-fourths of employees claim that the selection committees at KUL consider candidates' mobility as a valuable contribution to their professional development (recognition of mobility experience) and that KUL, when recruiting scientists with doctoral degrees, applies clear rules of recruitment and conditions for subsequent employment (positions for scientists with doctoral degrees)
- Over two-thirds of the respondents claim that the selection committees at KUL correctly assess academic and professional qualifications (recognition of qualifications), and that, when assessing candidates, they take into consideration the whole course of their careers and pay attention to their actual achievements (length of service)
- Less than two-thirds of the respondents claim that the selection committees at KUL are ready to accept gaps in candidates' careers (deviations from the chronological order of their CVs) in the assessment process

Response scale: 1- I totally disagree with this statement; 2- I rather disagree with this statement; 3- it is hard to say/ I have no opinion on this statement; 4- I rather agree with this statement 5- I totally agree with this statement

A ranking of positive assessments of principles (a rate of those agreeing with the statement that principles are implemented at KUL)

Basis: All respondents, N=334, in %

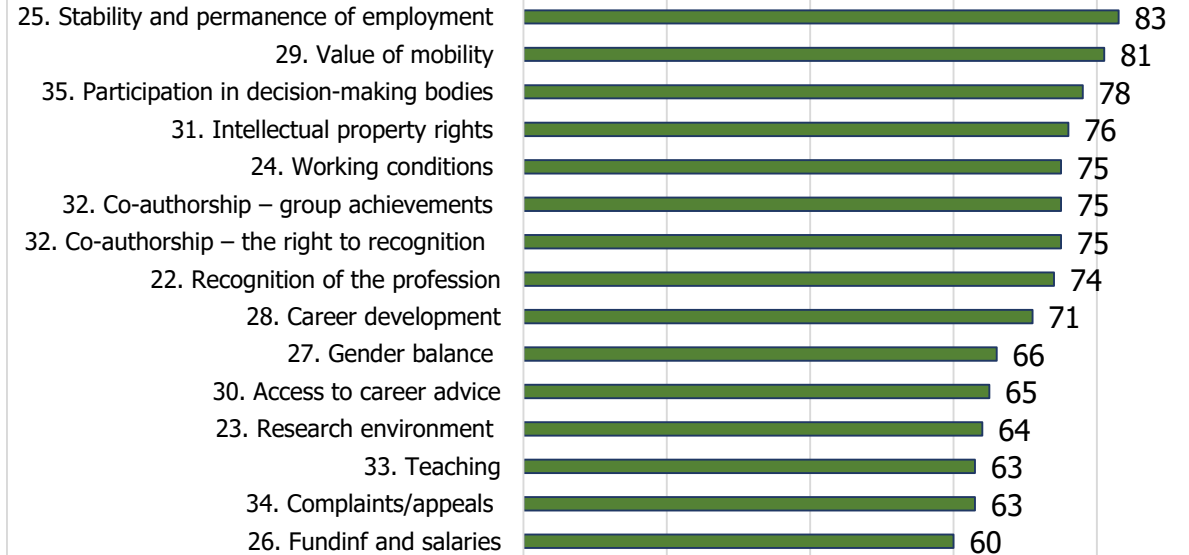
ETHICAL AND PROFESSIONAL ASPECTS



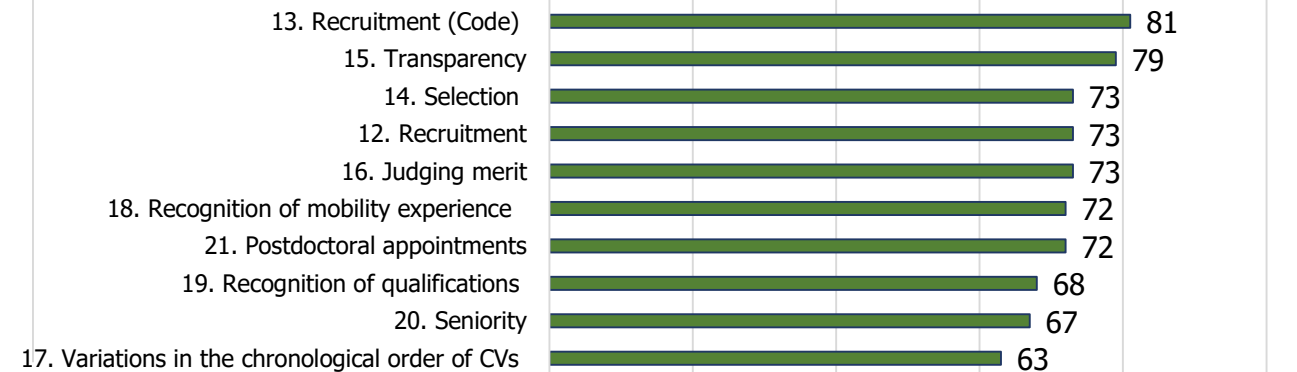
TRAINING AND DEVELOPMENT



WORKING CONDITIONS AND SOCIAL SECURITY



RECRUITMENT AND STAFF SELECTION



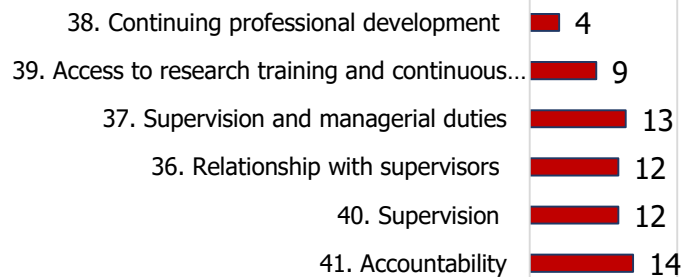
A ranking of negative assessments of principles (a rate of those disagreeing with the statement that principles are implemented at KUL)

Basis: All respondents, N=334, in %

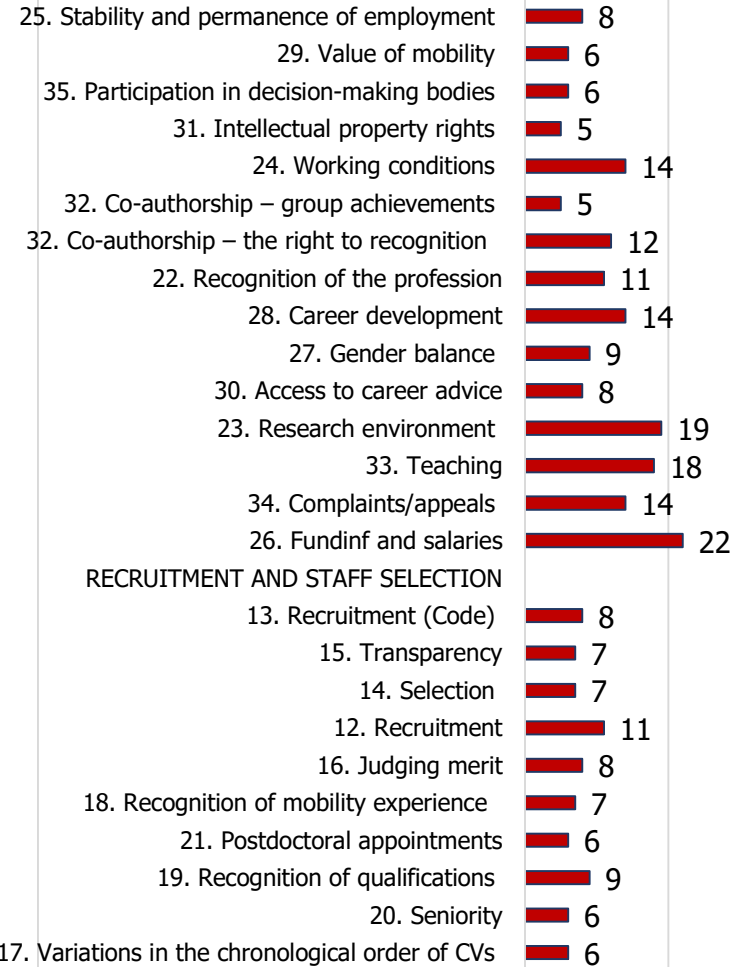
ETHICAL AND PROFESSIONAL ASPECTS



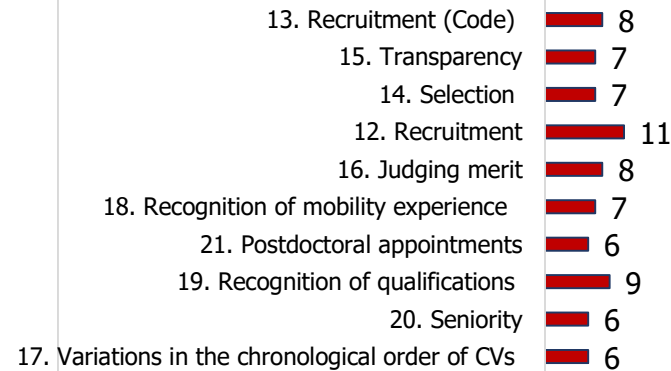
TRAINING AND DEVELOPMENT



WORKING CONDITIONS AND SOCIAL SECURITY



RECRUITMENT AND STAFF SELECTION



Mean values for individual aspects of conducting research activities

Basis: All respondents, N=334, in %

	Ethical and professional aspects	Working conditions at KUL	
	<p>Positive assessment: 85% employees (mean value) Negative assessment: 7%</p>	<p>Positive assessment: 71% employees (mean value) Negative assessment: 12%</p>	
Professional improvement	<p>Positive assessment: 75% employees (mean value) Negative assessment: 11%</p>	<p>Positive assessment: 72% employees (mean value) Negative assessment: 8%</p>	Recruitment and staff selection process

Academics' views across different socio-demographic and employee groups

Methodological remarks

Analysis objectives

- The principal objective of this part of the analysis is to check whether positive assessments of particular aspects of conducting research activities at KUL prevail also in the key socio-demographic groups (gender, age groups: under 40, 40-49, 50-59, and 60 or more) and employee groups (academic degree: doctor, post-doctoral, professor; position: assistant, assistant professor, associate professor; length of service at KUL: up to 5 years, 6-15 years, 16-25 years and 26 years or more; junior employee status - up to 7 years following doctoral studies)
- An additional objective is to determine the extent to which KUL employees representing the various socio-demographic and employee groups differ from one another in terms of the evaluated aspects of conducting research activities

How to read and interpret the results?

- The tables feature a comparison of the results representing the entire population of academic staff of KUL (the “total” column) with the results obtained for individual socio-demographic and employee groups
- For individual socio-demographic and employee groups, only those results are presented which differ significantly from the mean values for the entire population of KUL employees, i.e., by at least 10 percentage points
- The cells of the table marked in green feature the results that are significantly higher than the result for the entire population of KUL employees, while those marked in red contain the results that are significantly lower than the result for the entire population of KUL employees
- Therefore, a green cell means that a given socio-demographic or employee group more often assessed a given aspect of conducting research activities in a positive way than an average academic staff member at KUL, while a red cell means that members of a given socio-demographic or employee group were less likely to assess a given aspect of conducting research activities in a positive way than an average academic staff member at KUL

Summary of analysis results (1/2)

General conclusions

- Most representatives of particular socio-demographic and employee groups evaluate particular aspects of conducting research activities at KUL in a positive way. One exception refers to an assessment of the extent to which the selection committees at KUL, when assessing candidates, take into account the entire course of their career and pay more attention to the actual achievements of the candidates than to the prestige of their previous place of employment; in this case, those with the status of junior researcher (up to 7 years following doctoral studies) are divided exactly in half in their assessments. Another exception concerns an assessment of the extent to which adequate procedures for filing complaints and appeals to resolve conflicts and disputes arising at the workplace; in this case, female respondents are also divided exactly in half in their assessments
- Irrespective of which socio-demographic or employee group the respondents belong to, there is little difference between them when it comes to assessing the ethical and professional aspects of conducting research activities; more such differences are observed in the other fields such as professional development, working conditions and recruitment process

Socio-demographic groups

- Compared with men, women are more critical in their assessments of certain aspects of the conduct of academic activities at KUL. This is especially true for the following aspects: relationship with research supervisors, supervision and management responsibilities, research supervision, research environment, gender balance, research career development, teaching, complaints and appeals, recognition of qualifications, length of service, and positions for staff with doctoral degrees
- Representatives of the younger age group (below 40) are significantly more critical in their assessments of certain aspects of the conduct of research activities than those in the oldest age group (60 or more). Compared with the overall employee population, those in the youngest age group are more critical of the following aspects: discrimination issues, relationship with research supervisors, supervision and management responsibilities, research supervision, research career development, complaints and appeals, recruitment, staff selection, transparency, deviations from the chronological order of their CVs, recognition of qualifications, length of service, and positions for staff with doctoral degrees

Summary of analysis results (2/2)

Employee groups

- Employees with a professor's degree have more positive views of some aspects of the conduct of academic activities than an average academic staff member at KUL. This applies to such aspects as relationship with research supervisors, supervision and management responsibilities, research supervision, access to information, research environment, funding and remuneration, research career development, intellectual property rights, right to recognition of co-authorship, teaching, and length of service. An exception concerns the dissemination and use of results; this aspect is less frequently assessed in a positive way by professors, compared with an average score for all academic staff at KUL
- Employees hired in assistant professor positions are more critical of certain aspects of conducting research activities, compared with the whole population of academic staff at KUL, i.e., relationship with research supervisors, supervision and management responsibilities, research supervision, gender balance, research career development, teaching, recognition of qualifications, and length of service

Positive assessments of various ethical and professional aspects in socio-demographic and staff subgroups

in %

Criterion	Total	Gender	Age (y.o.)	Academic degree	Position	Length of service at KUL (yrs.)	Junior employee status
1_1. Freedom of belief and expression	79%		> 60 – 90%				
1_2. Research freedom	89%						
2. Ethical principles	89%						
3_1. Research environment	84%				Assistant – 74%		
3_2. Intellectual property rights	91%						
4. Professional attitude	74%						Yes – 91%
5. Contractual and legal obligations	92%						
6. Professional responsibility	89%						
7. Good practice in research	91%						
8. Dissemination, exploitation of results	79%			Professor – 66%			
9. Public engagement	85%					> 25 - 96%	
10. Non-discrimination	77%		< 40 – 67%				
			> 60 – 88%				
11. Evaluation/appraisal systems	83%						

Positive assessments of various professional improvement aspects in socio-demographic and staff subgroups

in %

Criterion	Total	Gender	Age (y.o.)	Academic degree	Position	Length of service at KUL (yrs.)	Junior employee status
36. Relationship with supervisors	72%	Women – 61%	> 40 – 59%	Doctor – 60%	Assistant Professor – 59%	> 25 – 87%	Yes – 59%
			> 60 – 94%	Professor – 91%			
37. Supervision and managerial duties	73%	Women – 62%	< 40 – 61%	Doctor – 60%	Assistant Professor – 60%	6-15 – 63%	Yes – 59%
			50-59 – 83%	Professor – 89%		> 25 – 89%	
			> 60 – 94%				
38. Continuing professional development	89%						
39. Access to research training and continuous development	79%						
40. Supervision	69%	Women – 57%	< 40 – 58%	Doctor – 57%	Assistant Professor – 57%		
		Men – 79%	> 60 – 88%	Professor – 86%			
41. Accountability	68%		> 60 – 85%	Professor – 82%		< 5 – 79%	

Positive assessments of various aspects of working conditions in socio-demographic and staff subgroups

in %

Criterion	Total	Gender	Age (y.o.)	Academic degree	Position	Length of service at KUL (yrs.)	Junior employee status
22. Recognition of the profession	74%		> 60 – 92%				
23. Recognition of the profession	64%	Women – 51%	> 60 – 83%	Professor – 75%			
24. Working conditions	75%						
25. Stability and permanence of employment	83%						
26. Funding and salaries	60%		> 60 – 71%	Professor – 70%			
27. Gender balance	66%	Women – 56%	> 60 – 79%		Assistant Professor – 56%		
28. Career development	71%	Women – 59%	< 40 – 61% > 60 – 83%	Professor – 82%	Assistant Professor – 61%		
29. Value of mobility	81%						
30. Access to career advice	65%					< 5 – 78%	
31. Intellectual property rights	76%		> 60 – 90%	Professor – 86%			
32_1. Co-authorship – group achievements	75%						
32_2. Co-authorship – the right to recognition	75%		> 60 – 90%	Professor – 91%			
33. Teaching	63%	Women – 52%	> 60 – 79%	Professor – 75%	Assistant Professor – 53%	< 5 – 73%	
34. Complaints/appeals	63%	Women – 50% Men – 74%	< 40 – 53% > 60 – 79%				
35. Participation in decision-making bodies	78%		> 60 – 88%				

Positive assessments of various aspects of recruitment and staff selection in socio-demographic and staff subgroups

in %

Criterion	Total	Gender	Age (y.o.)	Academic degree	Position	Length of service at KUL (yrs.)	Junior employee status
12. Recruitment	73%		< 40 – 62%				
13. Recruitment (Code)	81%						Yes – 91%
14. Selection	73%		< 40 – 65%				
15. Transparency	79%		< 40 – 68%				
16. Judging merit	73%						
17. Variations in the chronological order of CVs	63%		< 40 – 52%				
			> 60 – 73%				
18. Recognition of mobility experience	72%		50-59 – 82%				
19. Recognition of qualifications	68%	Women – 58%	< 40 – 58%		Assistant Professor – 56%		
			> 60 – 79%		Professor – 79%		
20. Seniority	67%	Women – 57%	< 40 – 53%	Professor – 80%	Assistant Professor – 56%	> 25 – 78%	Yes – 50%
			> 60 – 83%				
21. Postdoctoral appointments	72%	Women – 60%	< 40 – 59%				
			> 60 – 83%				

Thank you for your attention!

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