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UNIVERSITÀ
DEGLI STUDI
DI CAGLIARI

HRS4R Strategy 29.07.2024

Ethics Survey -results

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L. Colombo – Vice Rector for research



2. Presentation of HRS4R Ethics Survey Data

2.1 Overview of the questionnaire and aggregated general data

2.2 General considerations

2.3 Statistics for each question



2.1 Overview of questionnaire and aggregated general data



2.1. Overview of the questionnaire and aggregated general data

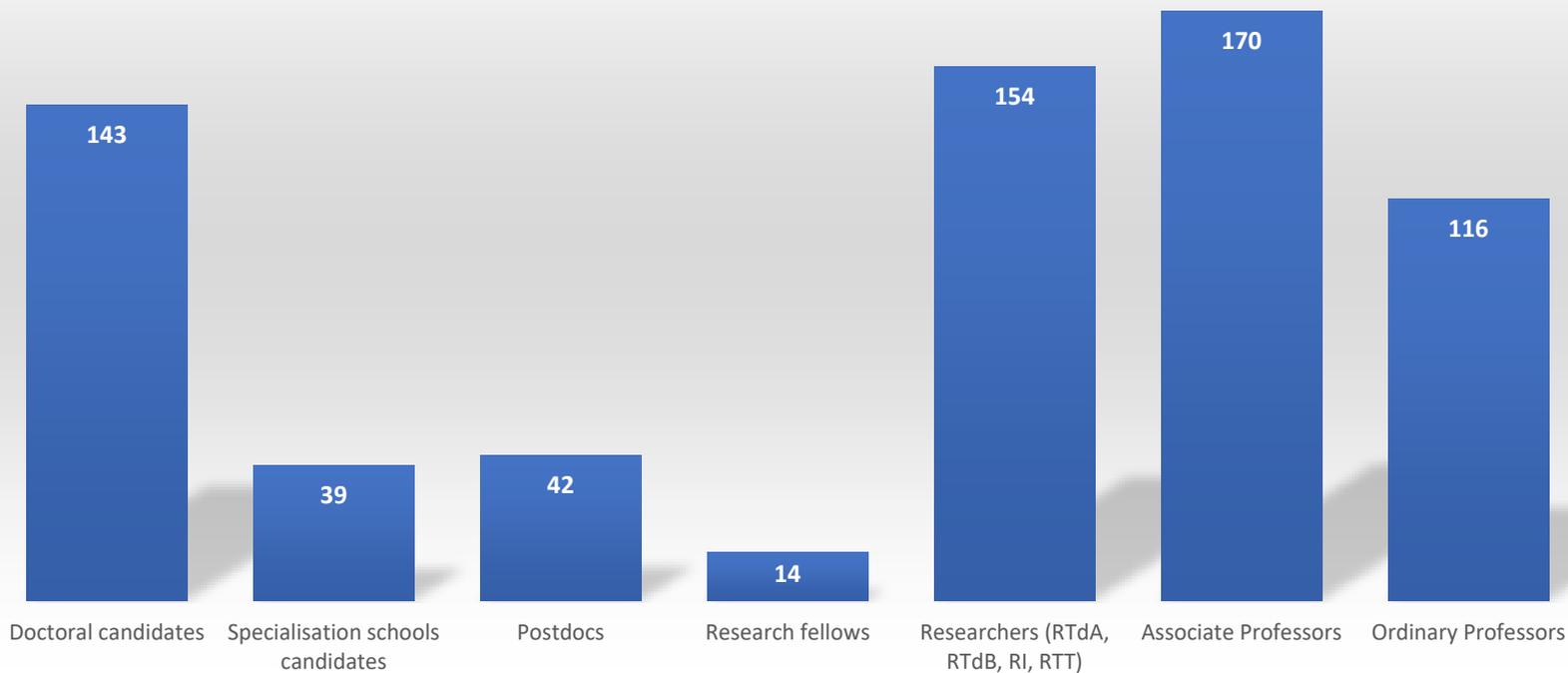
Consisting of **20 questions** divided into **4 sections**:

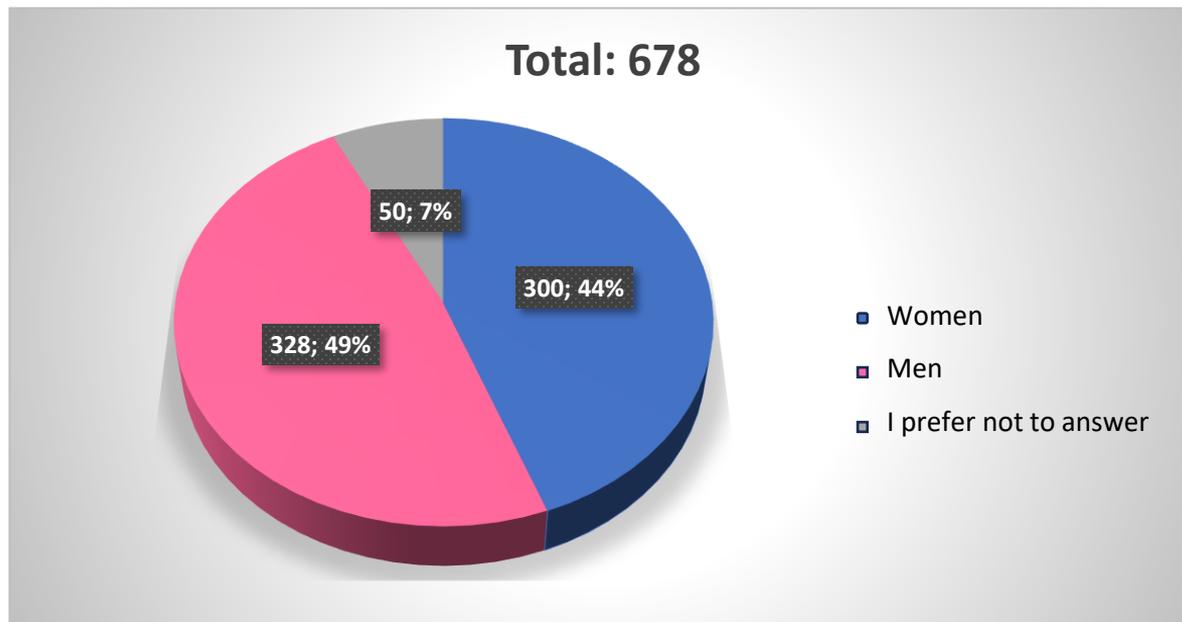
1. The **European Charter for Researchers** and the **Code of Conduct** for their Recruitment
 2. Principles related to **ethics** and professional aspects
 3. Principles related to **recruitment** and **selection processes** at UniCA
 4. **Code of conduct** within the University
- The questionnaire was open for 1 month, from **June 18 to July 20, 2024**, available in Italian and in English.
 - Notice circulated via:

Communication to Head of Departments
UniCA mailing list
several reminder



Distribution by position – total responses: 678

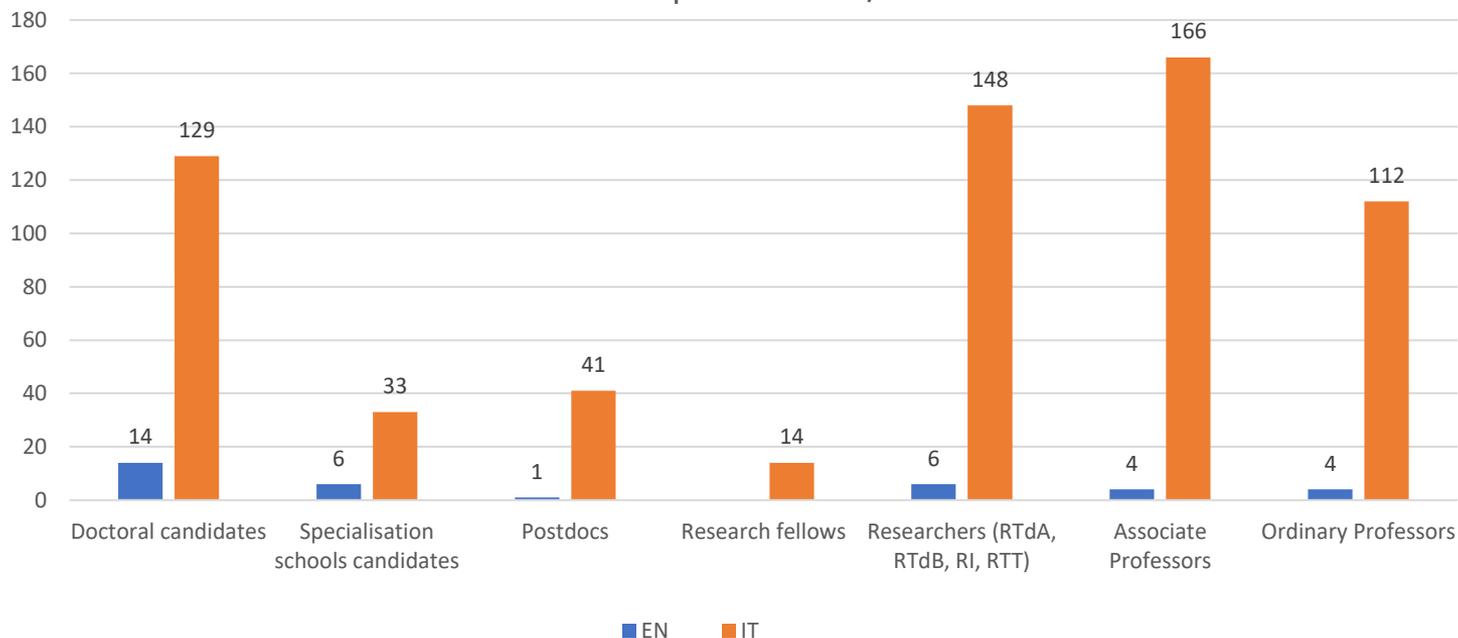




Distribution by gender



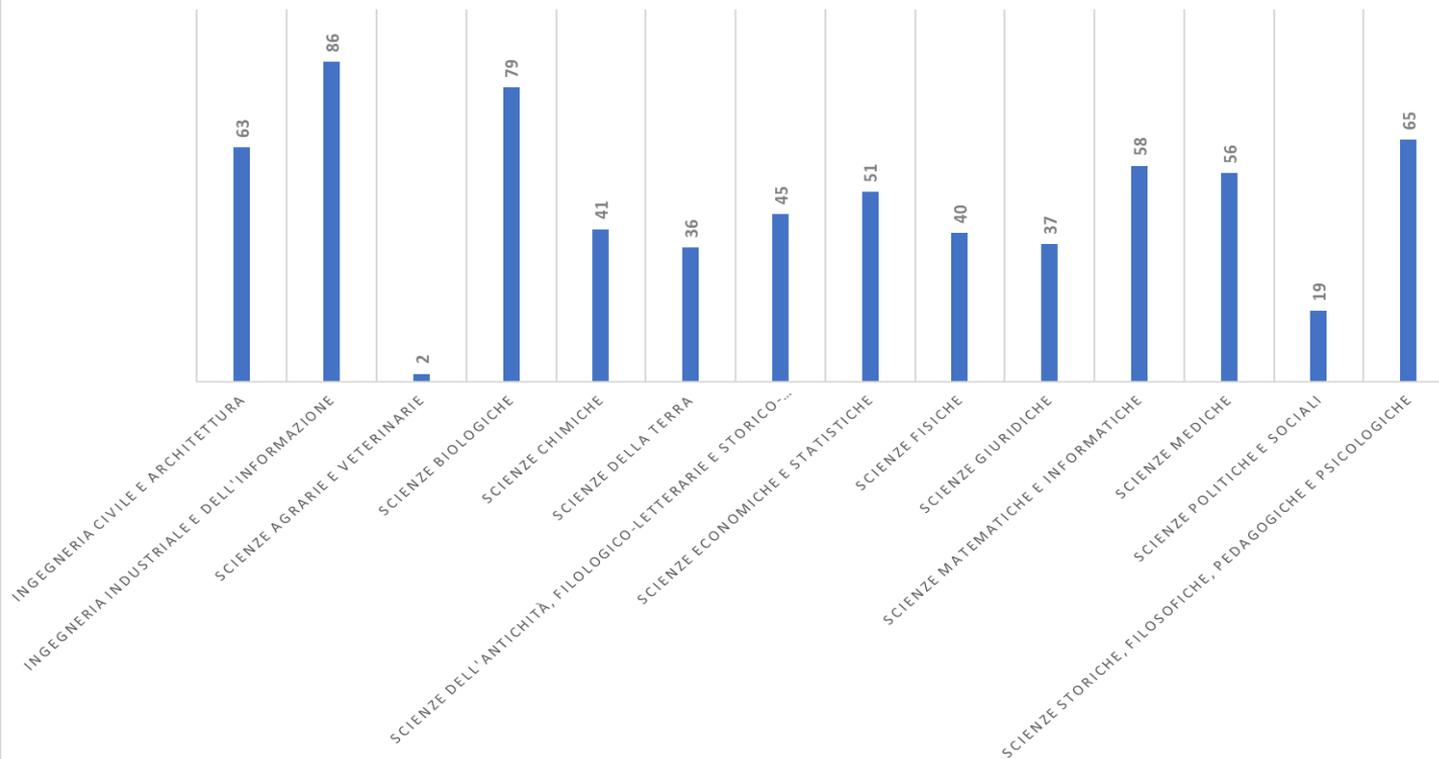
Nr. respondents EN/ITA



N. Respondents ITA/EN



Etichetta



Area Disciplinare ▾

Distribution of survey respondents by CUN Macro-Area



2.2 Main outcomes



Section 1 – The European Charter for Researchers and the Code of Conduct for their Recruitment

European policies related to ERA Action 4 (the C&C, etc.) are still not well known at all levels.

The **HRS4R strategy is poorly known**, as is the European classification of researchers' careers.

While **PhD students have little awareness** of research-related ethical regulations and are not informed about them, **senior researchers show greater awareness**.

Section 2 – Principles related to ethics and professional aspects

- 4) **Little knowledge of the European Commission reference documents on ethics** detected, useful for writing European projects.
- 5) Researchers are **aware of their professional, ethical, and legal responsibilities**, as well as fully conscious of the efficient use of public resources funding.
- 6) Researchers are **informed about intellectual property regulations** as well as the protection and management of research data.
- 7) Researchers **are aware of the principles of open science**.
- 8) **Research Freedom is guaranteed at UniCA**.
- 9) **Equity** and **non-discrimination** are **established values**.
- 10) UniCA adopts **periodic and transparent evaluation systems** for all researchers' professional performance.
- 11) Evaluations take into account the **results achieved**.



Section 3 – Principles related to recruitment and selection procedures at the University

- 12) The University ensures that **access and admission rules** for researchers at all levels, particularly early-career researchers (PhD students, Postdocs and research fellows), are **clearly communicated and easily accessible**.
- 13) Regarding gender, ethnicity, political affiliation, and sexual orientation, **recruitment procedures** at UniCa are open, effective, transparent, fair, internationally **comparable, and appropriate for the positions offered**.
- 14) Job announcements provide a detailed description of the required knowledge and skills, including a clear outline of working conditions and rights.

Section 4 – Duties of conduct within the University

- 15) **Limited awareness of measures to prevent corruption**, as well as the University's PIAO section on this topic.
- 16) Researchers demonstrate a **discrete understanding** of the regulations governing conflicts of interest.
- 17) **Limited knowledge of whistleblowing regulations** as well as for the reporting procedures.

Perspective

Researchers at all levels consider relevant the offer of trainings on managing conflicts of interest.

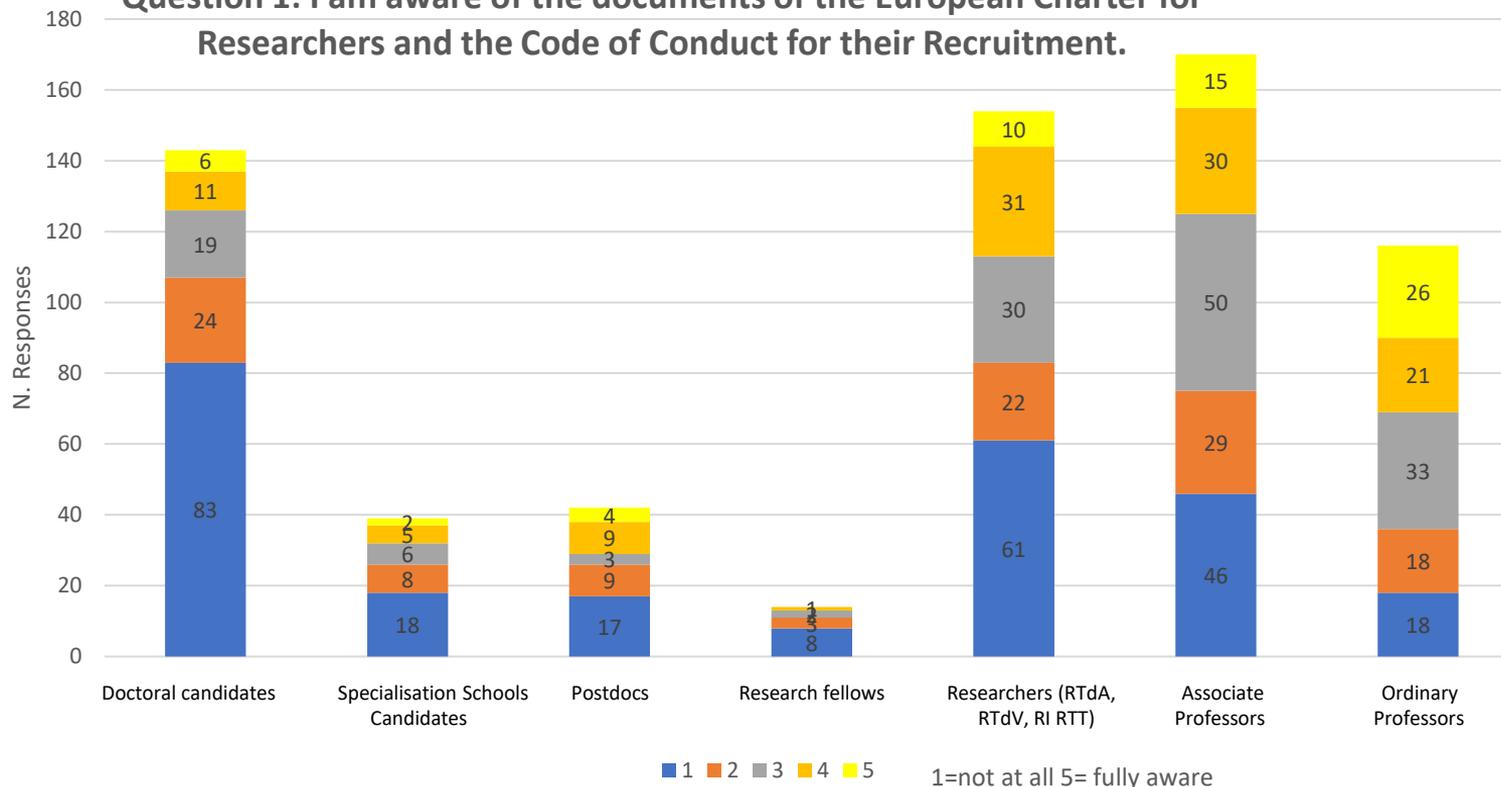


2.3 Statistics for each individual question



Section 1. European Charter for Researchers and the Code of Conduct for their Recruitment

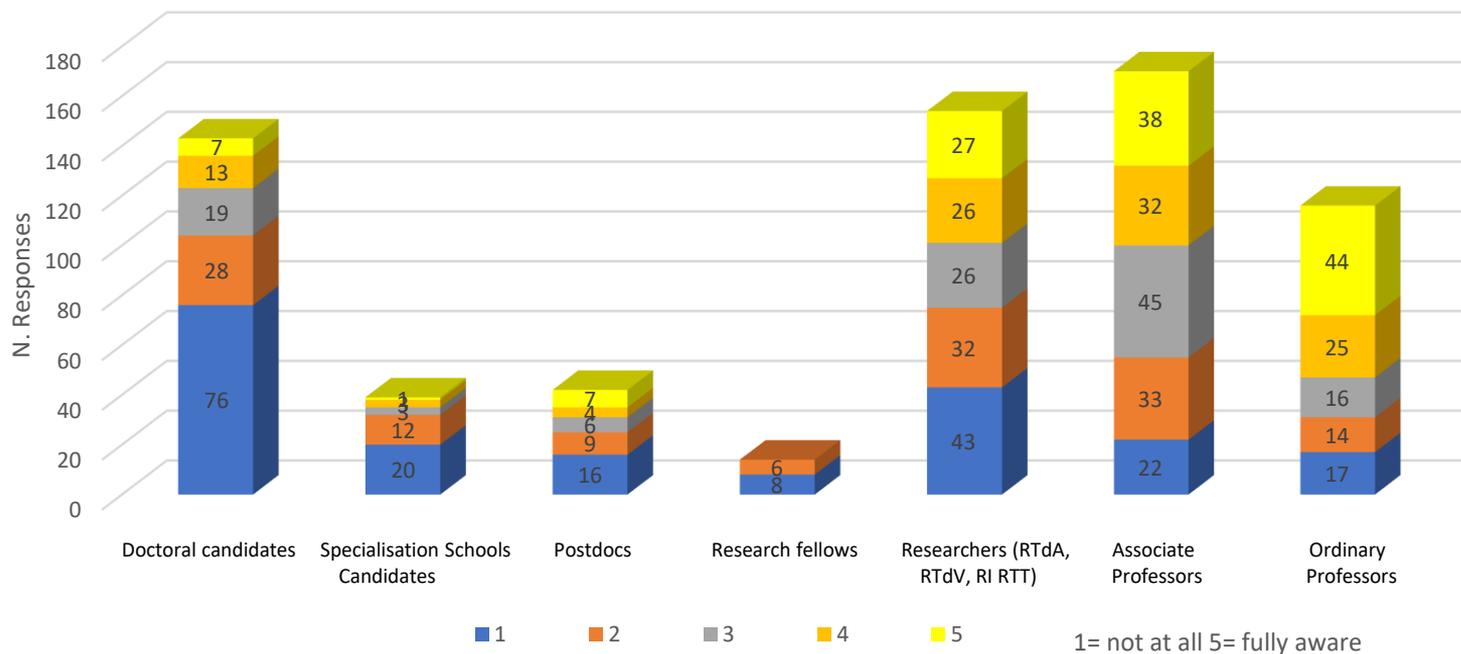
Question 1: I am aware of the documents of the European Charter for Researchers and the Code of Conduct for their Recruitment.





Section 1. European Charter for Researchers and the Code of Conduct for their Recruitment

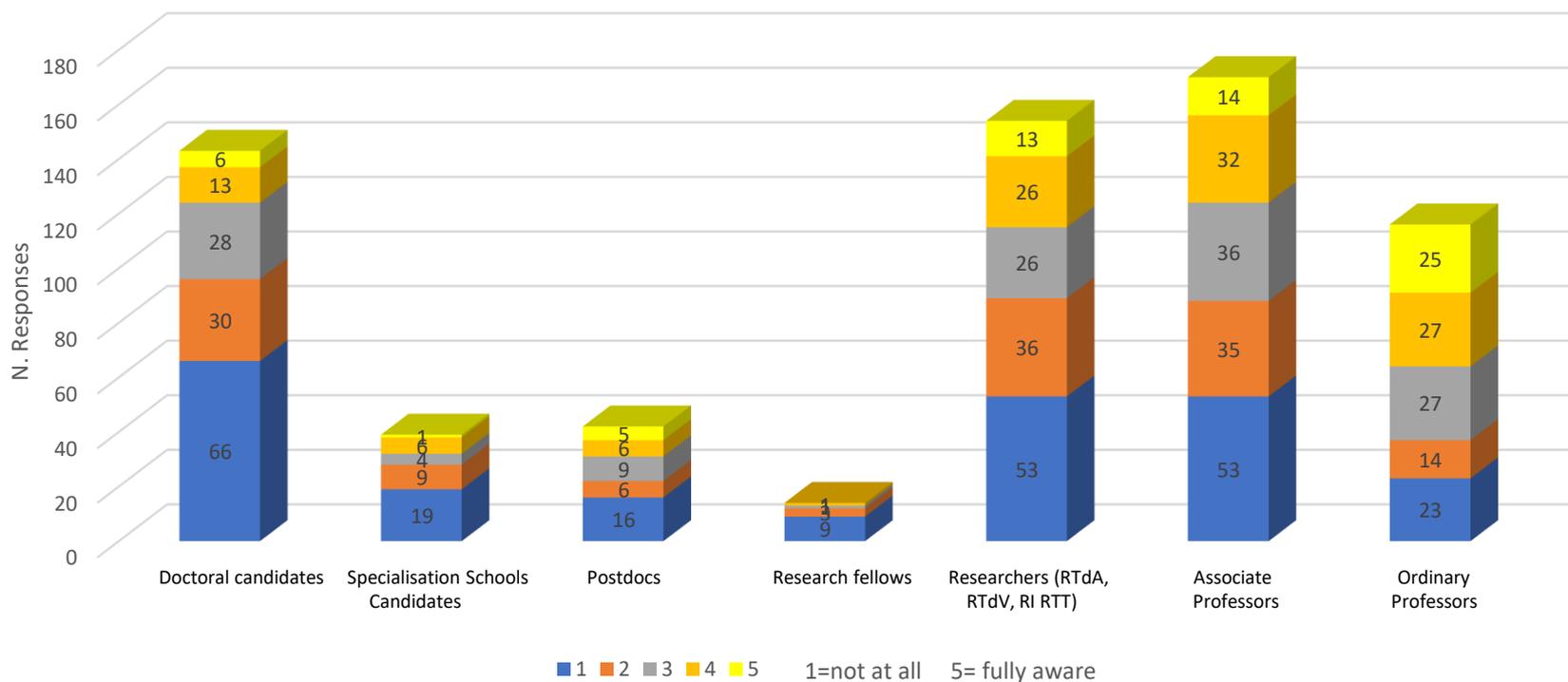
Question 2: I am aware of the Human Resources Strategy for Researchers (HRS4R)





Section 1. European Charter for Researchers and the Code of Conduct for their Recruitment

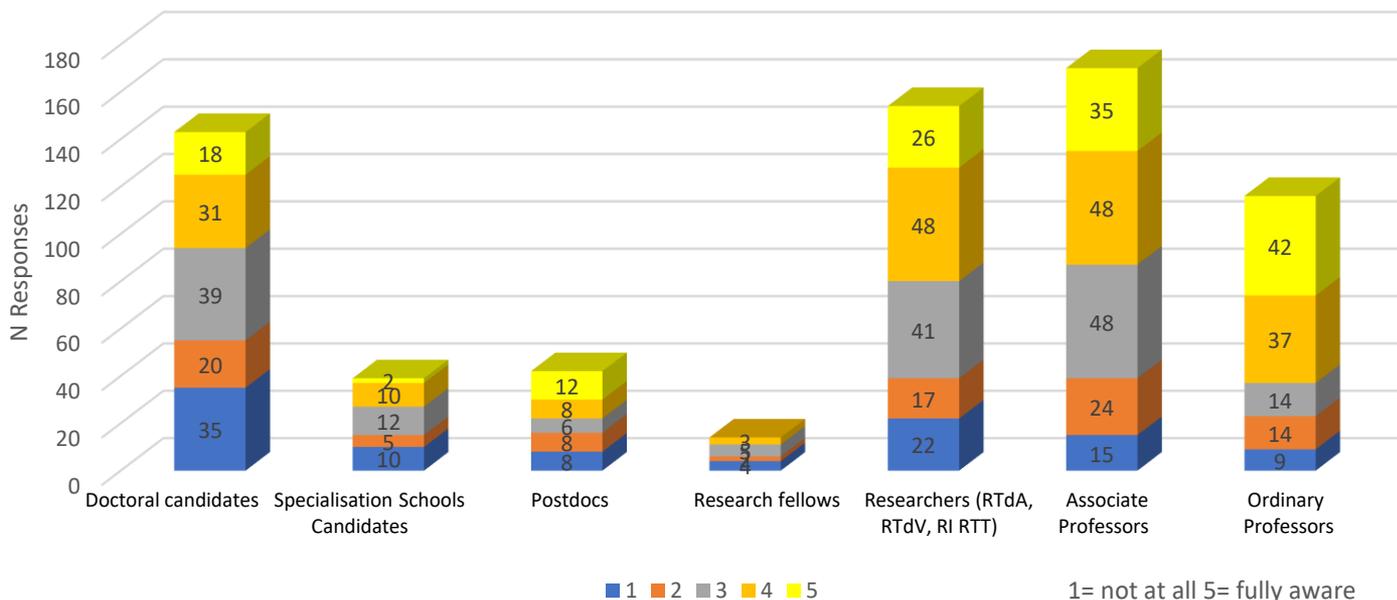
Question 3: I am familiar with the European framework for research careers





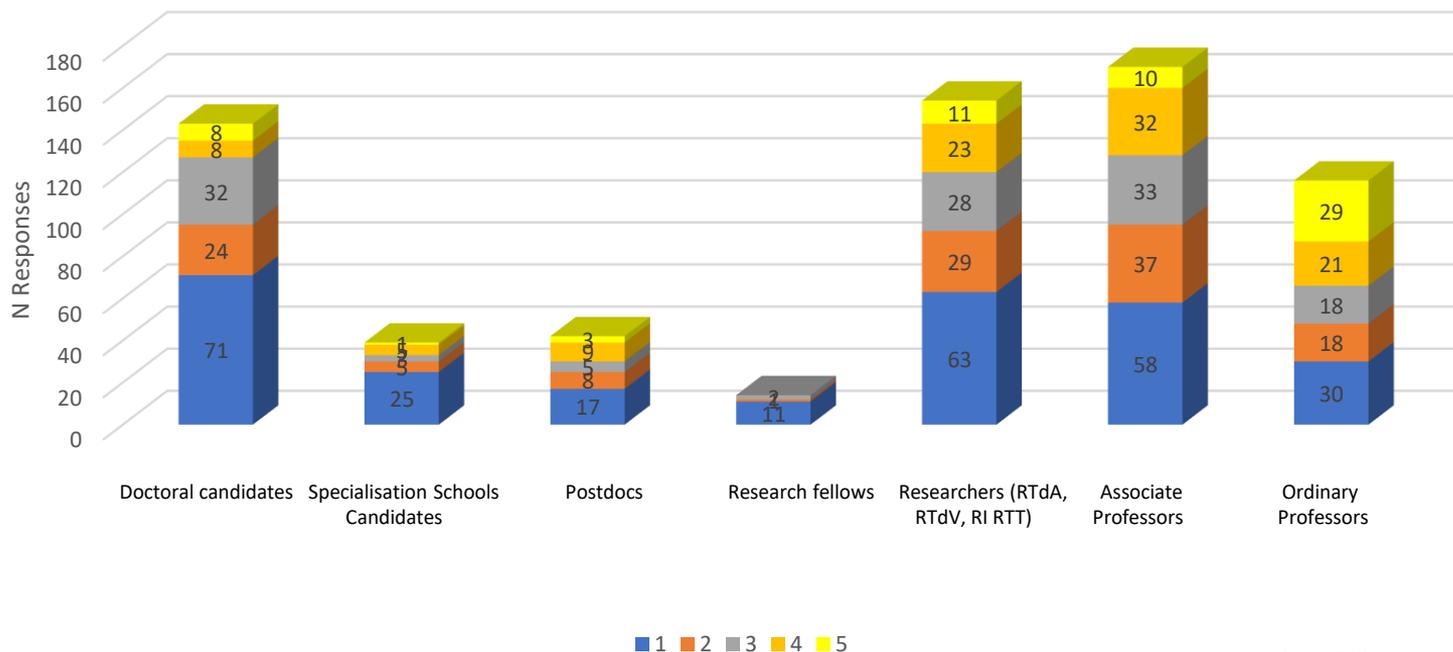
Section 2. Principles related to ethics and professional aspects.

Question 4: I am familiar with the ethical regulations governing research at the University, I am adequately informed about them by the University, and I am aware of the concept of research integrity.*





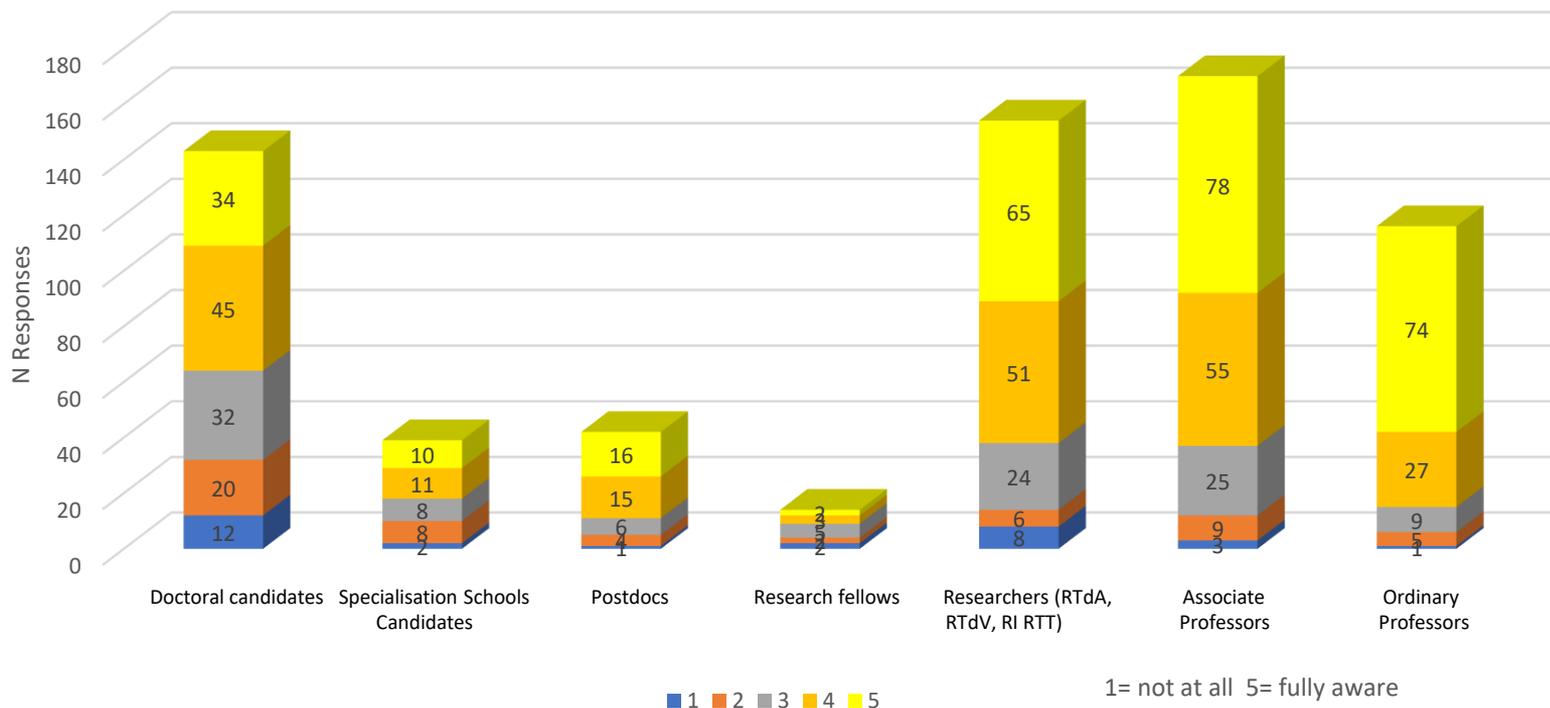
Question 5: I am aware of THE EUROPEAN CODE OF CONDUCT FOR RESEARCH INTEGRITY



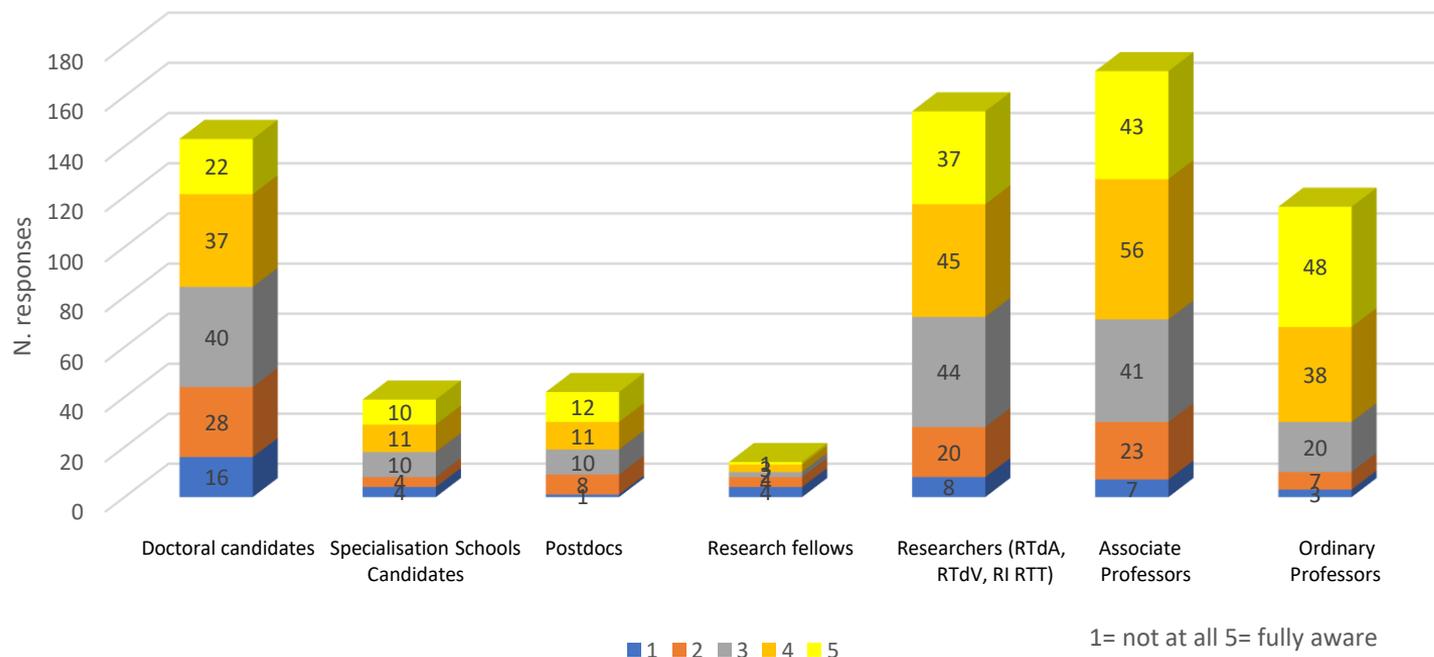
1= not at all 5= fully aware



Question 6: I am aware of my professional, ethical, and legal responsibilities, and I am fully conscious of efficient use of the public resources that fund my research.

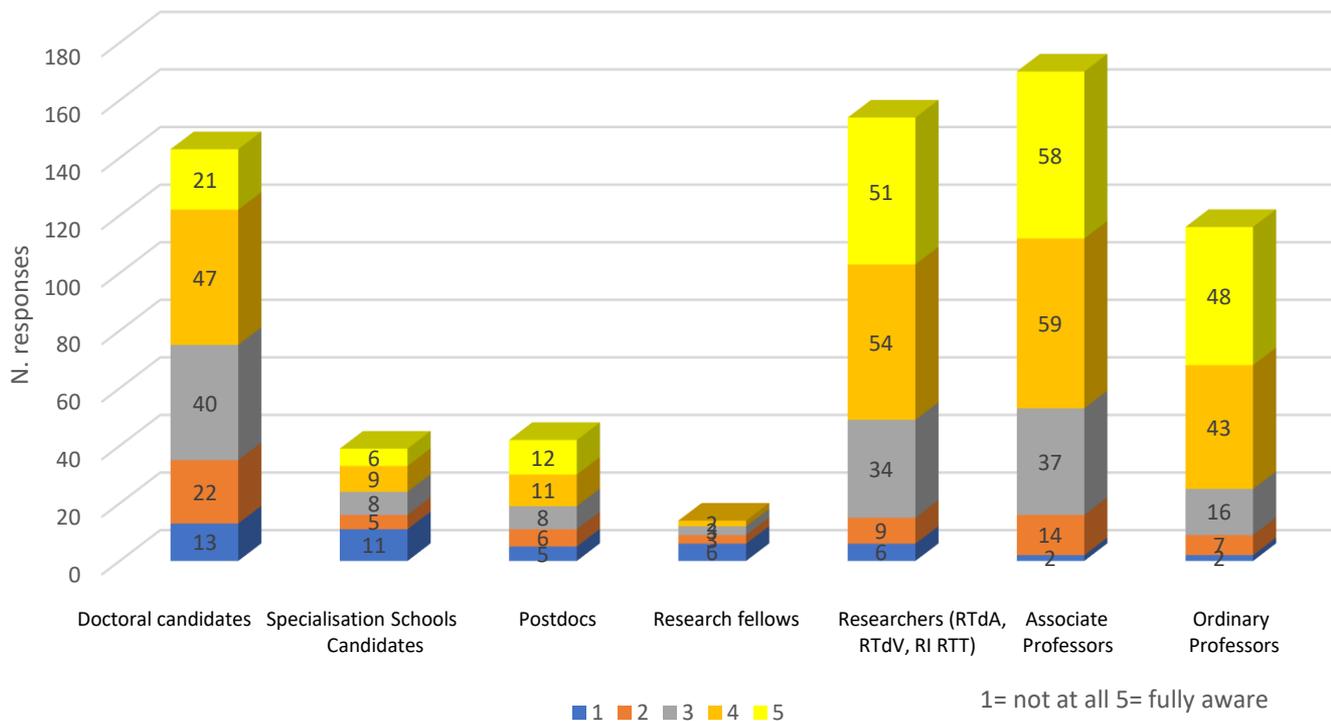


Question 7: I am adequately informed about intellectual property regulations at both national and international level, as well as for the protection and management of research data



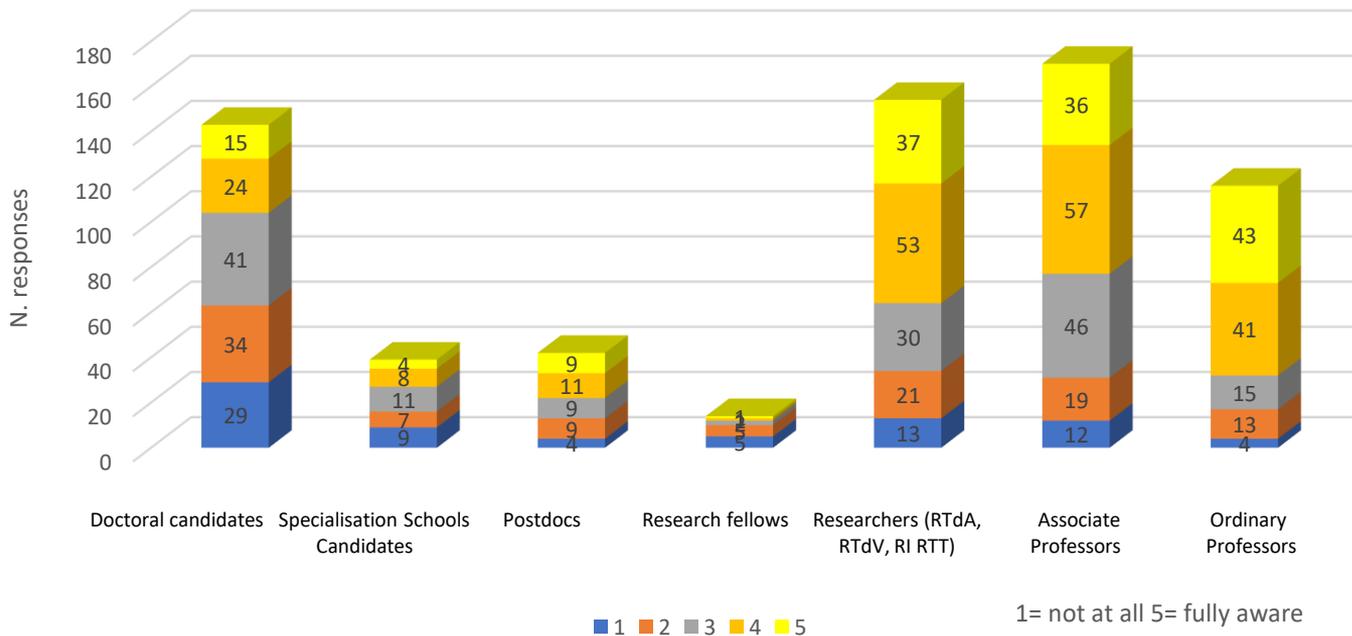


Question 8: I am familiar with the principles of Open Science (Open Access, Citizen Science, Open Data, etc.)



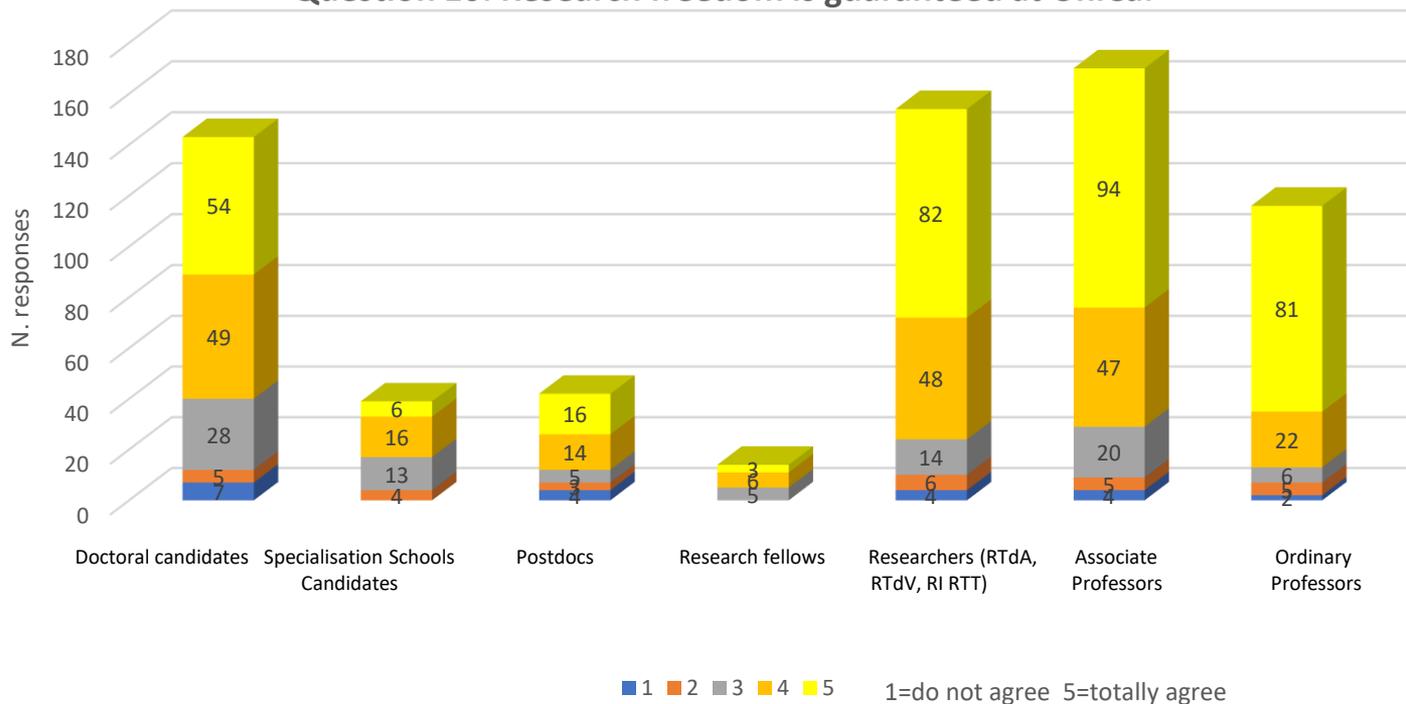


Question 9: I am aware of the internal rules for the dissemination and valorisation/exploitation of research results.



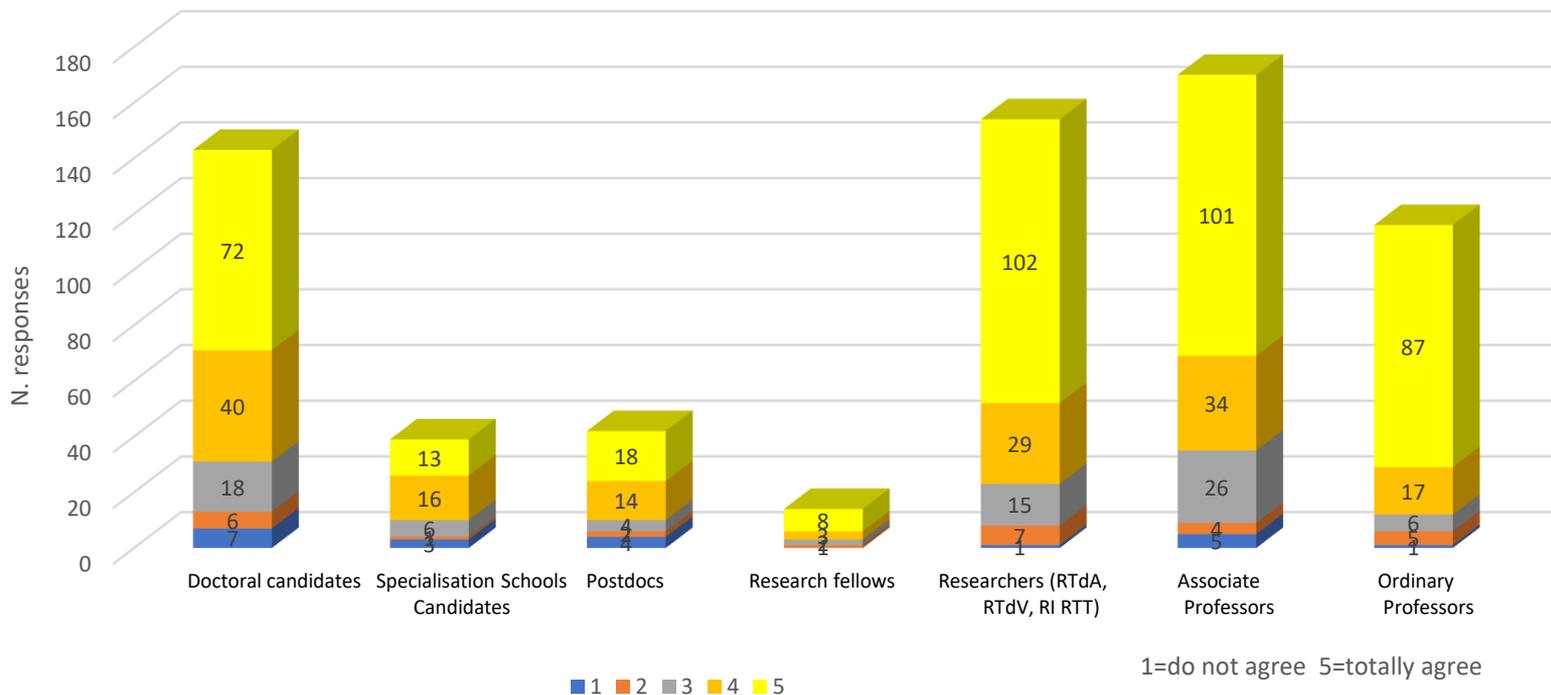


Question 10: Research freedom is guaranteed at UniCa.





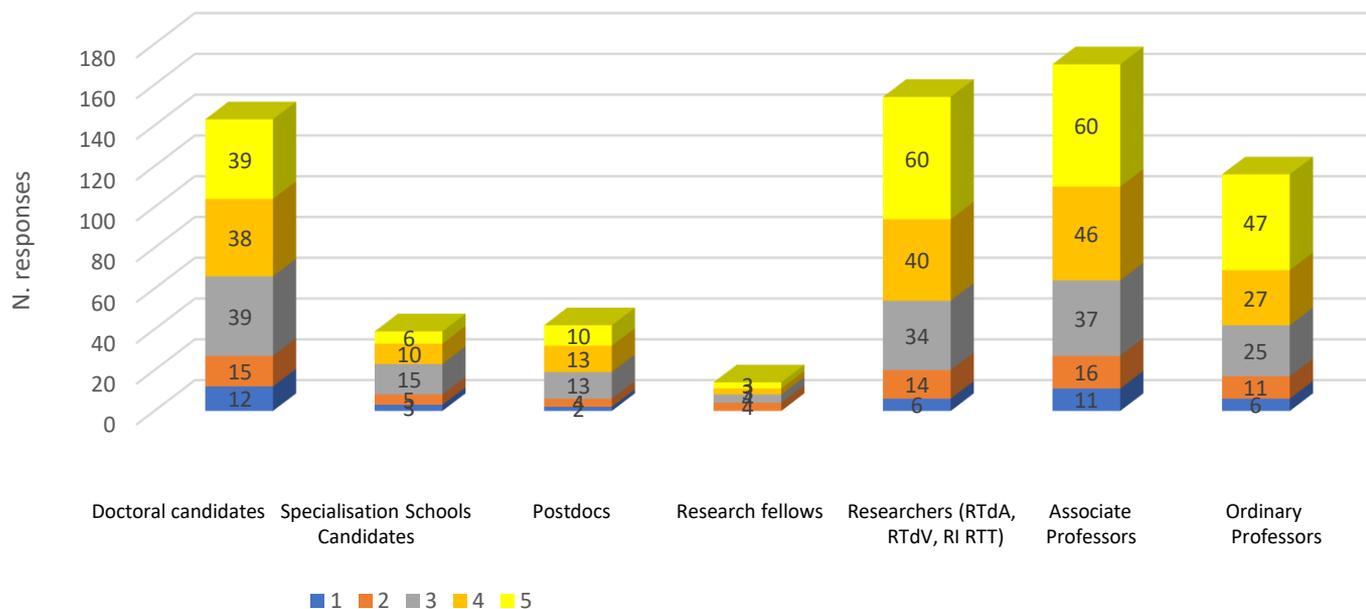
Question 11: UniCa does not discriminate against researchers based on gender, age, ethnicity, religion, sexual orientation, disability, political opinions, or social and economic conditions.



1=do not agree 5=totally agree



Question 12: UniCa applies fair and transparent evaluation systems for all researchers' professional performance.

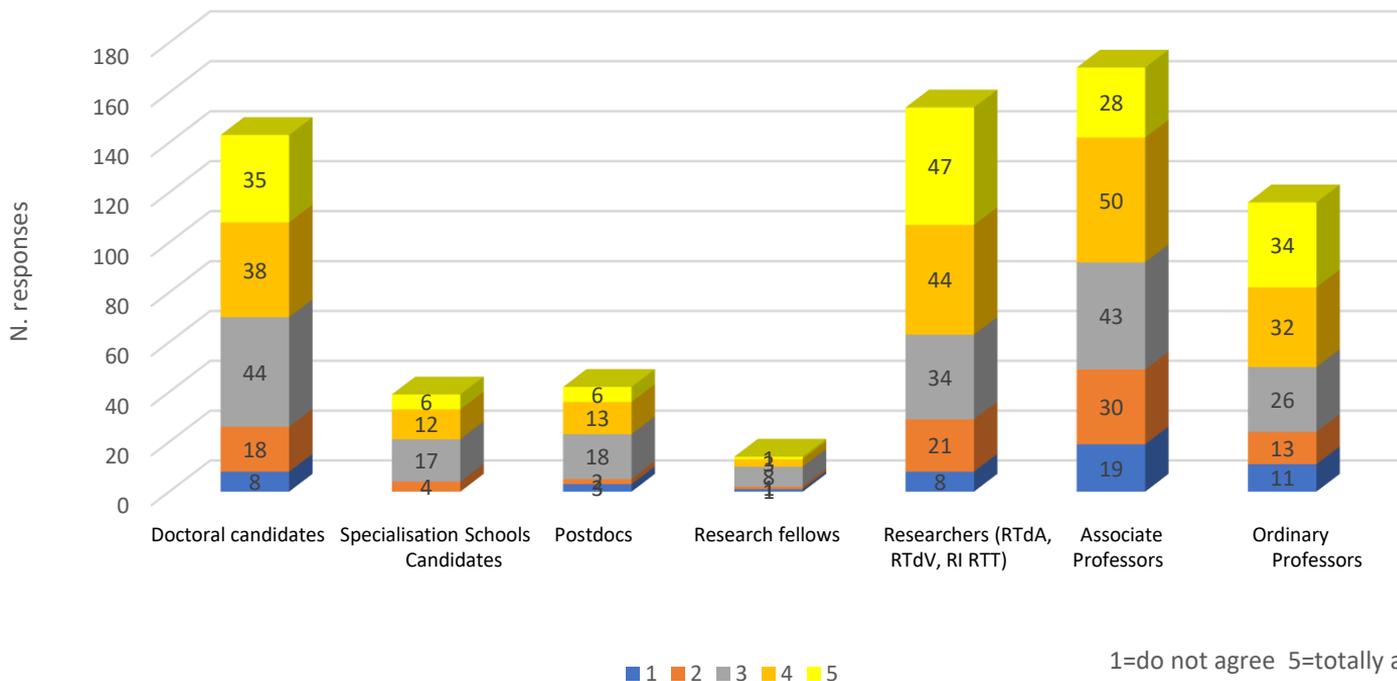


1=do not agree 5=totally agree...



Section 2. Principles related to ethics and professional aspects.

Question 13: Evaluations take into account research creativity and the results achieved (i.e., publications, patents, teaching activities and conferences, supervision and mentoring, national or international collaborations).

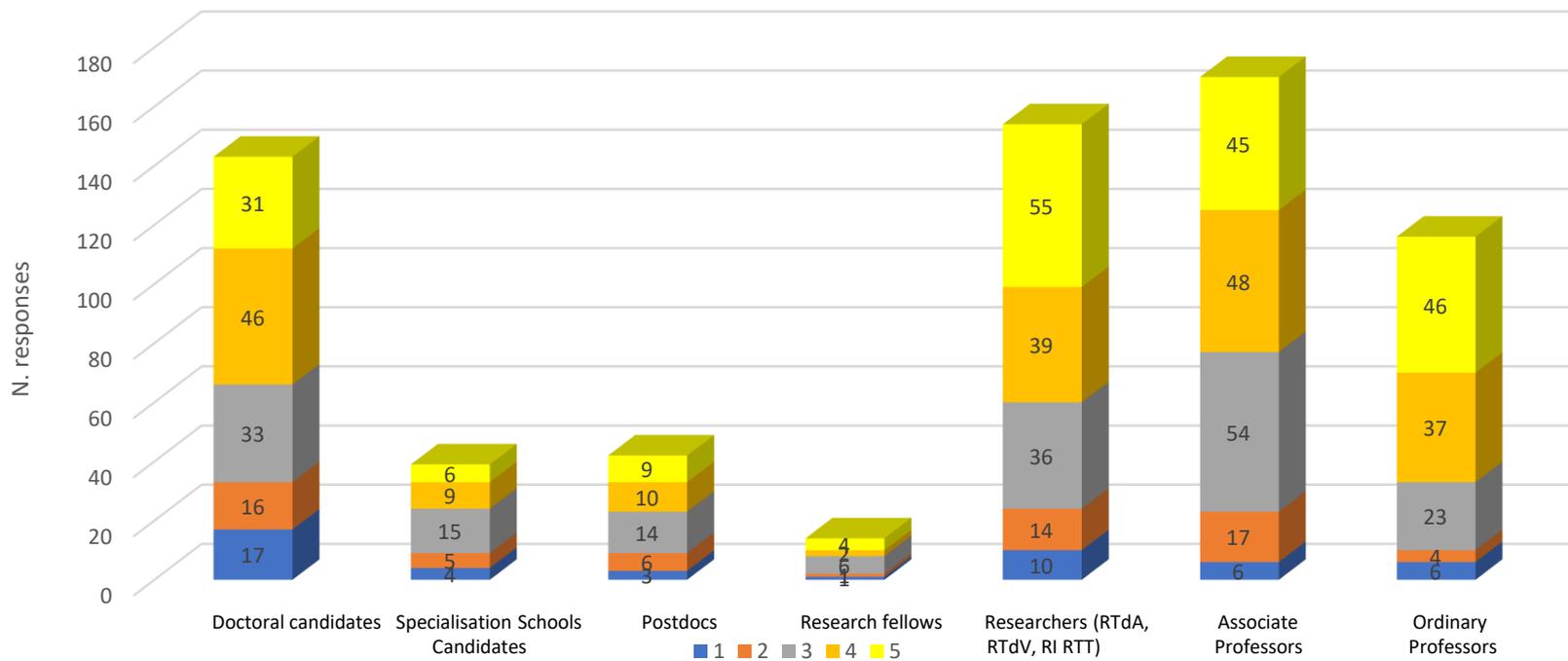


1=do not agree 5=totally agree



Section 3: Principles related to recruitment and selection processes at UNICA

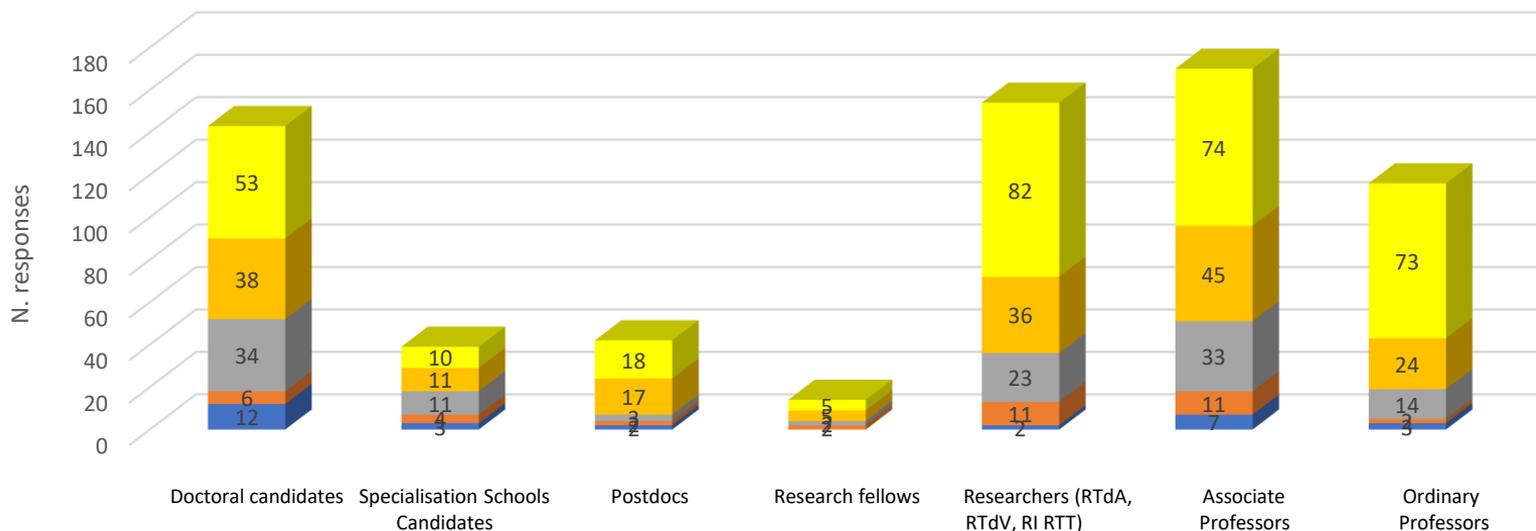
Domanda 14: UniCa guarantees access and admission rules for researchers at all levels, particularly early-career researchers (PhD students, Postdocs and research fellows), are clearly communicated and easily accessible



1=do not agree 5=totally agree



Question 15: With regard to principles of gender, ethnicity, and political and sexual orientation, recruitment procedures at UniCa are open, effective, transparent, fair, internationally comparable, and appropriate to the positions offered.

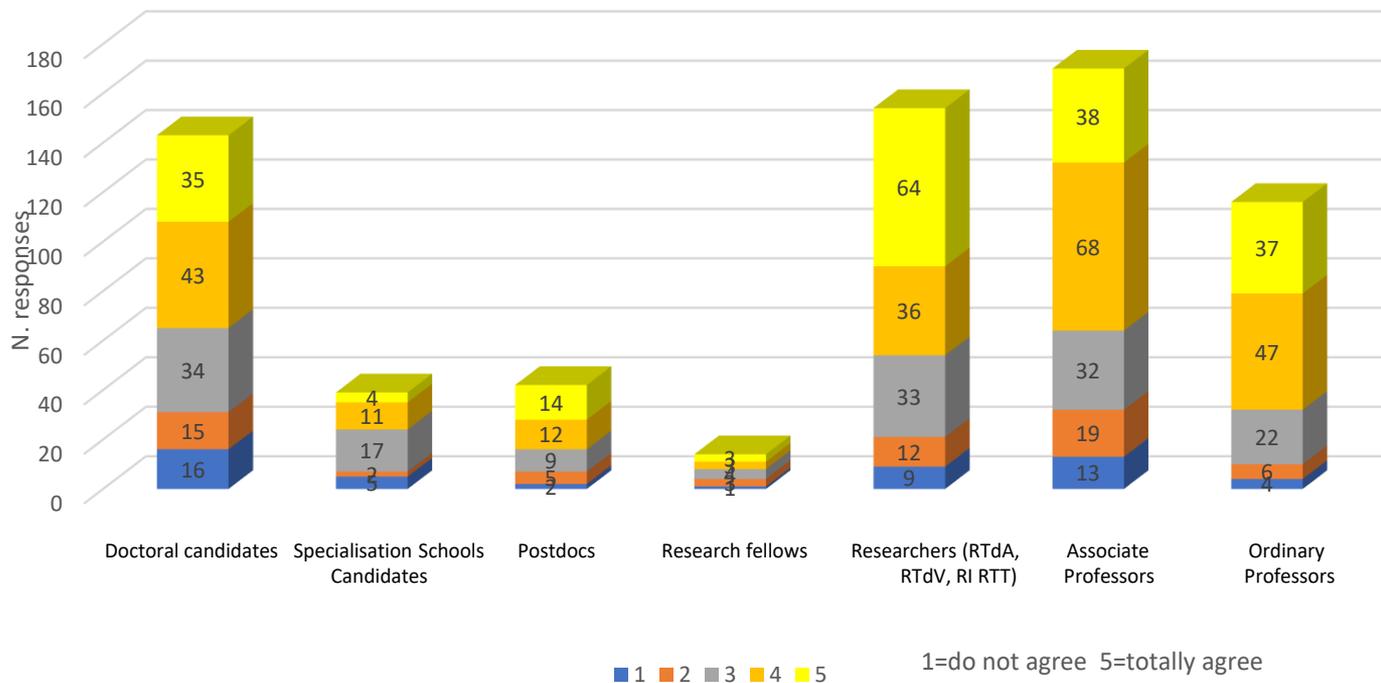


1 2 3 4 5

1=do not agree 5=totally agree

Section 3: Principles related to recruitment and selection processes at UNICA

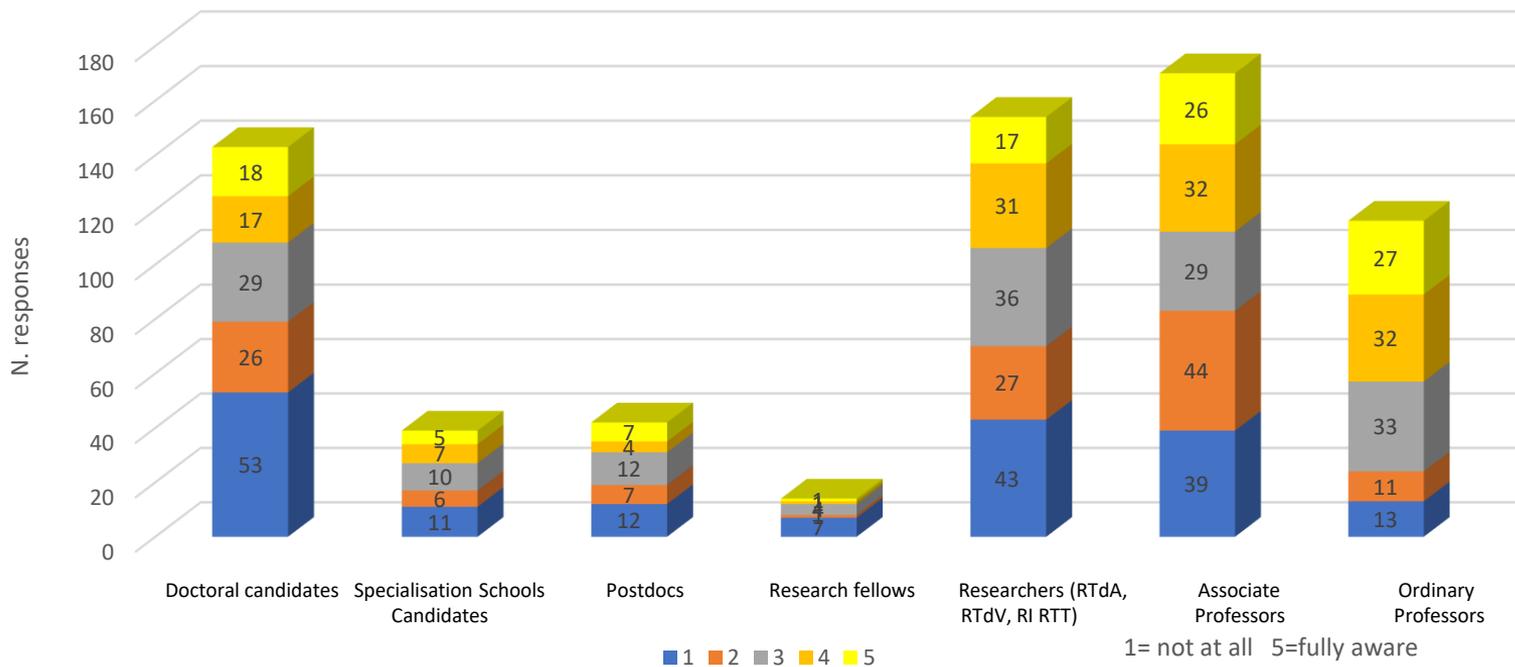
Question 16: The announcements include a detailed description of the required knowledge and skills and provide a clear outline of the working conditions and rights.





Section 4: Duties of conduct at the University

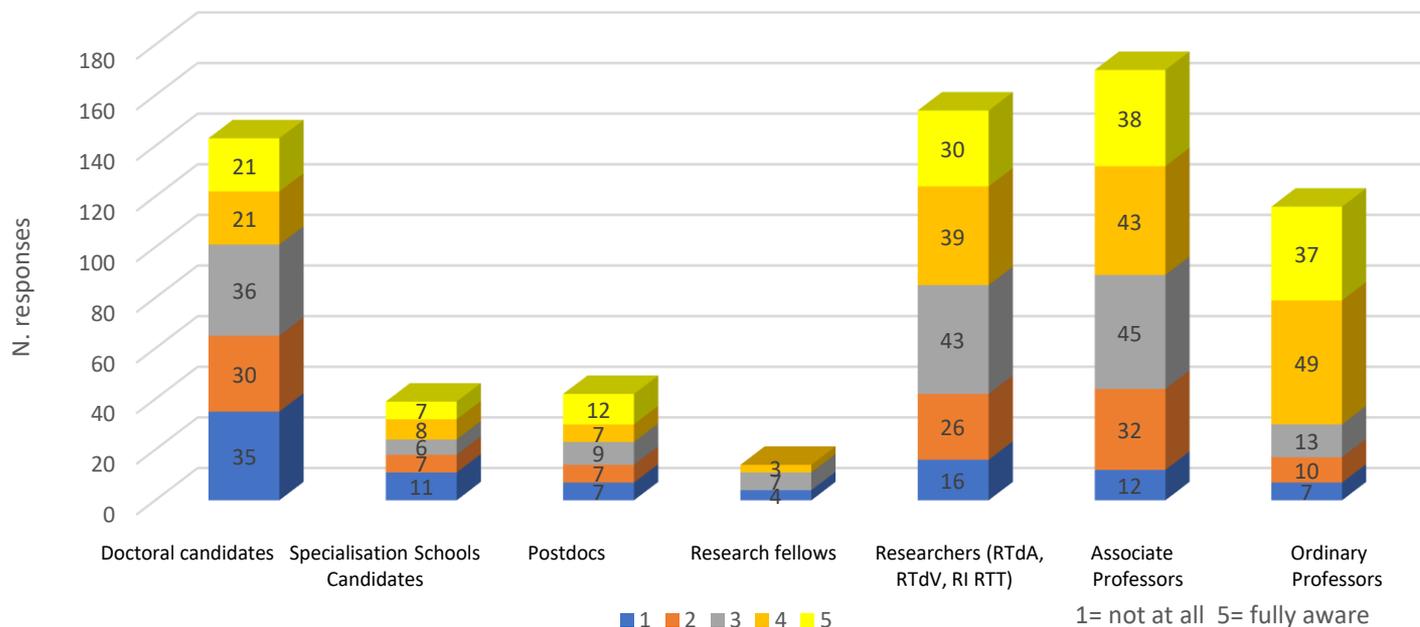
Question 17: I am aware of how the University prevents corruption, in particular Section 2.3 “Corruption Risks and Transparency” of the PIAO (Integrated Plan of Activities and Organization).





Section 4: Duties of conduct at the University

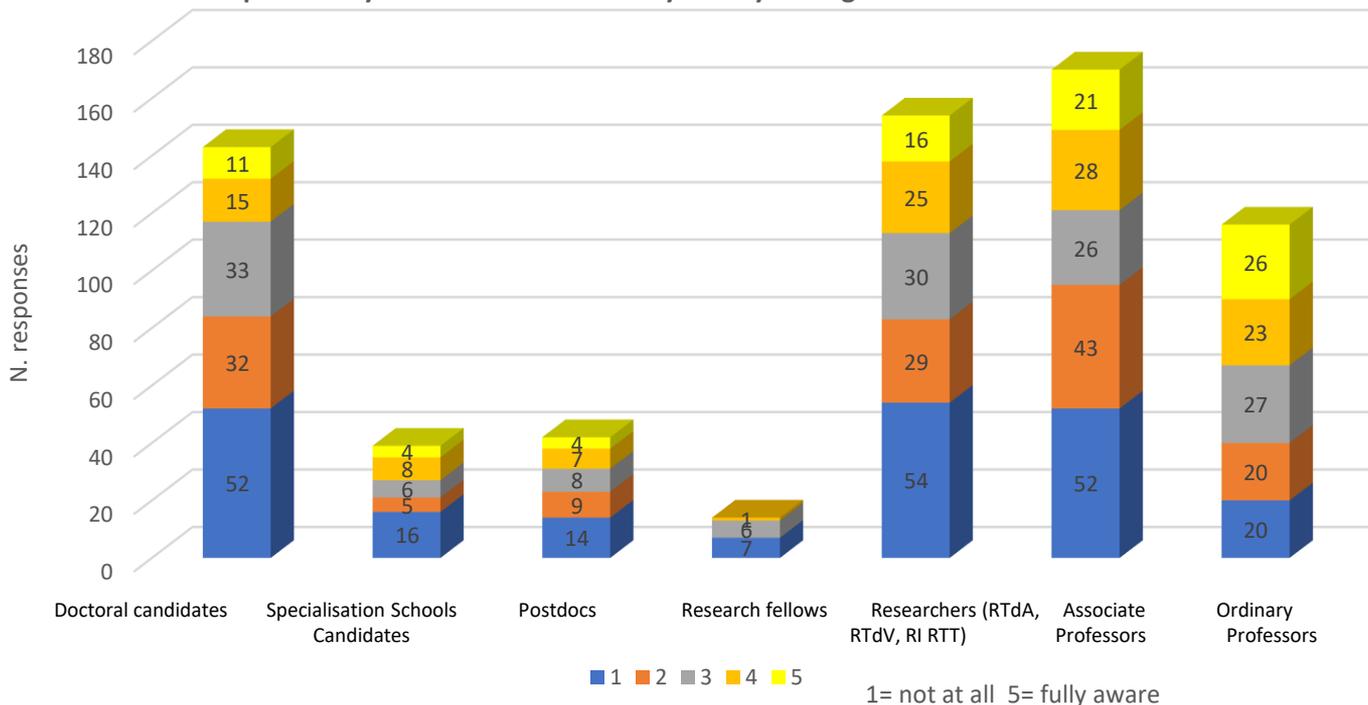
Question 18: I am familiar with the regulations regarding conflicts of interest, as outlined in the University's Code of Ethics and Conduct (University's Unified Code).





Section 4: Duties of conduct at the University

Question 19: I am familiar with the whistleblowing mechanism and the possibility of reporting potentially unlawful conduct anonymously through a dedicated online form.



1= not at all 5= fully aware



Section 4: Duties of conduct at the University

Question 20: It is important that the University organises training courses specifically dedicated to the conflict of interest management

