

Survey Analysis

To support the execution of the Gap Analysis, it was conducted a comprehensive survey in the form of a General Questionnaire. This questionnaire was distributed to both supervisors and supervisees within INL to gather their input about the Organisation. By making the surveys and analysis accessible, INL aims to foster transparency and enable a better understanding of the needs and perspectives of researchers at different levels.

The survey is divided into two distinct sections, structured as follows:

- The first part comprises questions related to the following areas: Ethical & Professional aspects and Recruitment & Selection. For this part, a total of 164 responses were received. Out of these, 14 respondents identified themselves as supervisors only, 112 as supervisees only, and 38 participants had a dual role, acting as both supervisors and supervisees.
- The second part comprises questions related to training and development. For this part, a total of 129 responses were received. Out of these, 115 identified themselves as supervisees only and 14 as supervisors only. Additionally, 30 participants indicated that they held both supervisor and supervisee roles.

Overall, 159 participants completed the entire survey, providing valuable insights and perspectives on the needs and experiences of researchers at different levels within INL.

These numbers reflect the valuable input from our research community, providing a diverse range of perspectives and experiences.

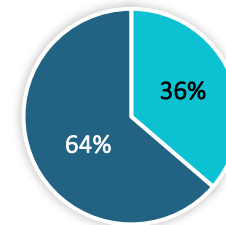
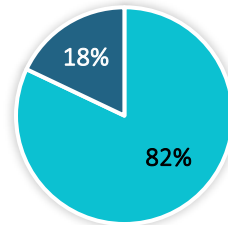
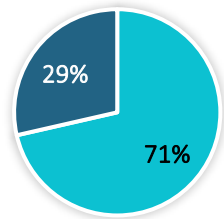
First part

SUPERVISORS

DUAL ROLE

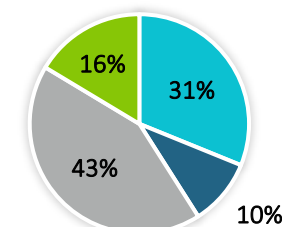
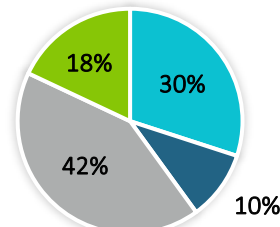
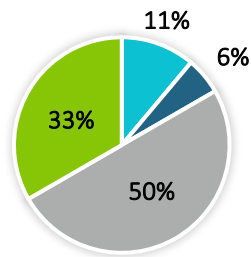
SUPERVISEES

DO YOU CONSIDER THAT THERE ARE ASPECTS AT INL WHICH LIMIT YOUR RESEARCH FREEDOM?



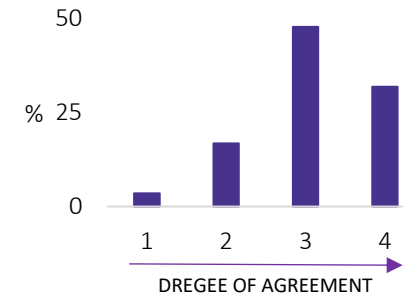
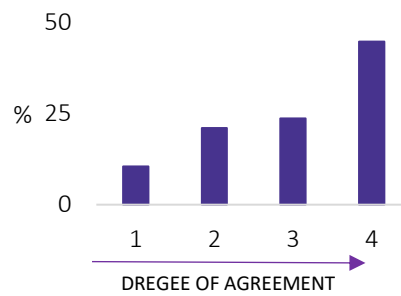
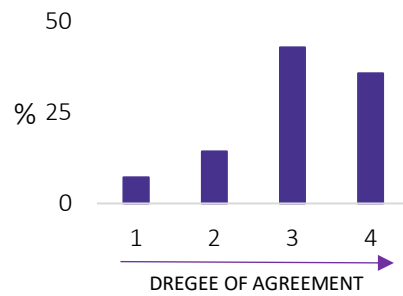
- Yes
- No

WHICH ASPECTS AT INL DO YOU CONSIDER LIMIT YOUR RESEARCH FREEDOM?



- Staff Rules
- Intellectual property policy
- Budgetary constraints
- Other

A BIOETHICAL COMMITTEE WOULD BE IMPORTANT FOR INL OPERATIONS.

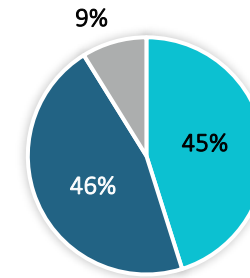
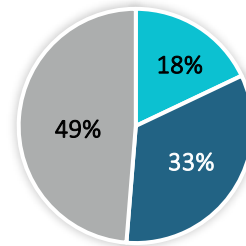
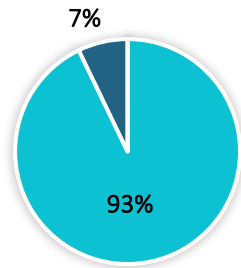


SUPERVISORS

DUAL ROLE

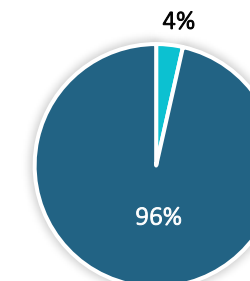
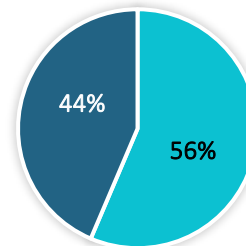
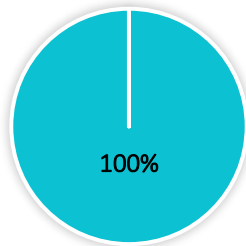
SUPERVISEES

HOW FAMILIAR ARE YOU WITH THE IMPORTANCE OF ATTRIBUTING CREDIT AND RESPONSIBILITY FOR WORK IN COLLABORATIVE RESEARCH IN YOUR FIELD?



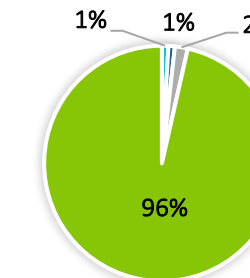
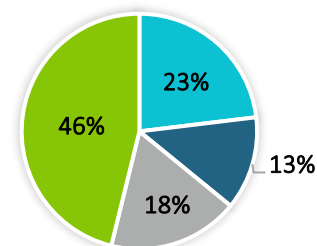
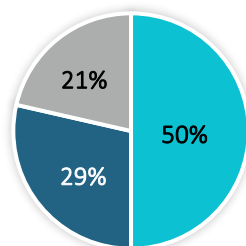
- Fully
- Partially
- Not at all

ARE YOU IN CHARGE OF A PROJECT BUDGET?



- Yes
- No

ARE THE ESTABLISHED FINANCIAL METHODS TO KEEP YOUR PROJECT ACCOUNTABILITY UP TO DATE?



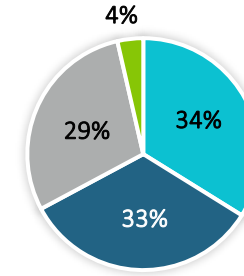
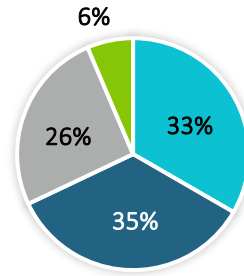
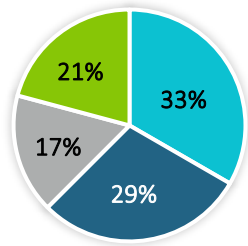
- Yes, I use them, but they fail to be updated as needed.
- Yes, I use them and they are up to date and work properly.
- I am not aware of these.

SUPERVISORS

DUAL ROLE

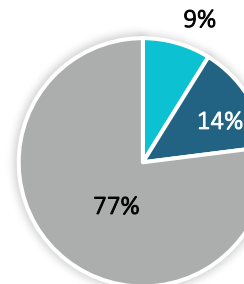
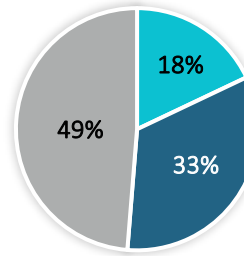
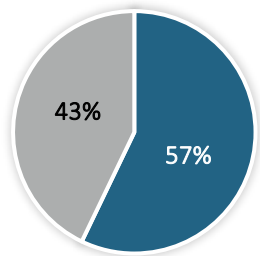
SUPERVISEES

WHICH POLICIES AND GUIDELINES FOR DATA STORAGE DO YOU HAVE IN PLACE (IN YOUR RESEARCH FIELD)?



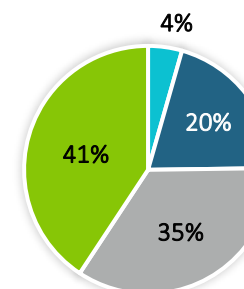
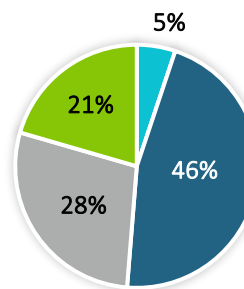
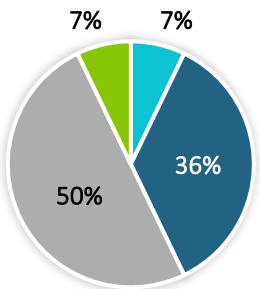
- Use of laboratory notebook
- Use of INLs outlook
- Use of personal digital drive
- Other

ARE YOU AWARE OF THE FAIR (FINDABILITY, ACCESSIBILITY, INTEROPERABILITY, AND REUSABILITY) DATA PRINCIPLES?



- Yes, I have been implementing them for a long time.
- Yes, I am starting to implement them.
- No

HOW ENGAGED ARE YOU IN INL OUTREACH ACTIVITIES?



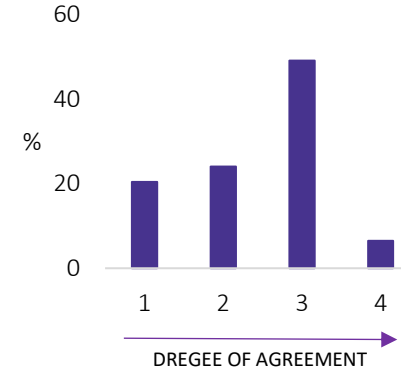
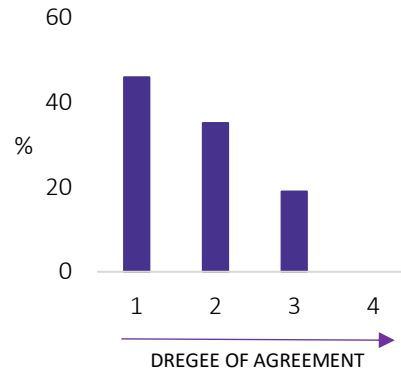
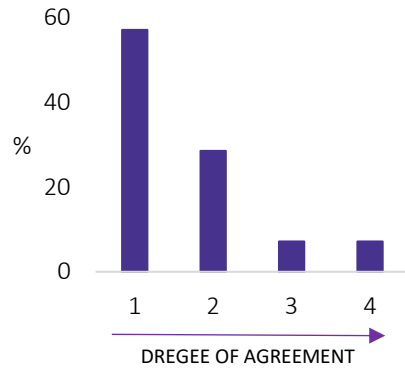
- Fully - as part of my regular activity.
- Regularly - on a needed basis
- Occasionally
- Rarely

SUPERVISORS

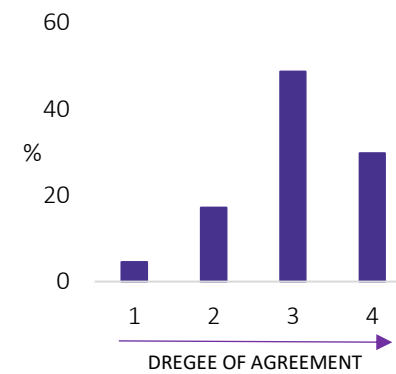
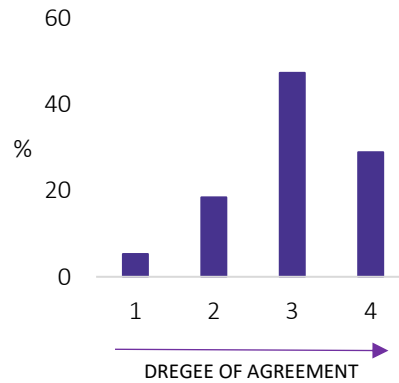
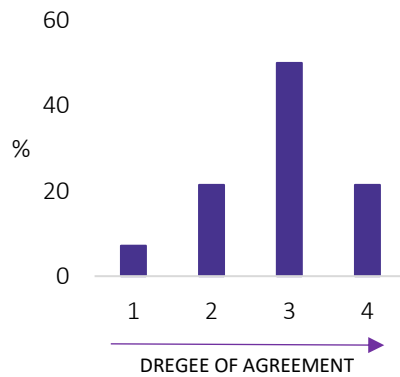
DUAL ROLE

SUPERVISEES

THE CURRENT INL EVALUATION SCHEME (EPAS) IS TAKEN INTO CONSIDERATION IN THE CONTEXT OF CAREER PROGRESSION.



INL JOB ADVERTISEMENTS CLEARLY SPECIFY THE REQUIREMENTS FOR THE AVAILABLE POSITIONS.

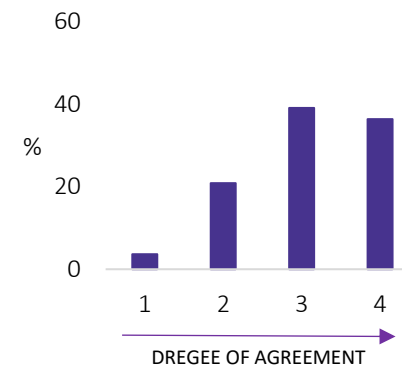
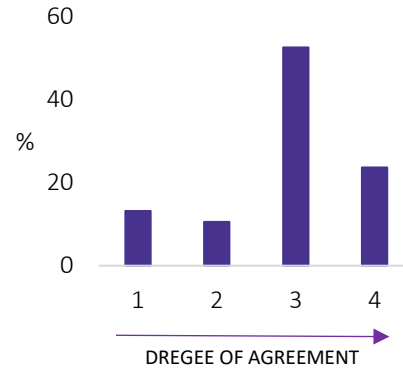
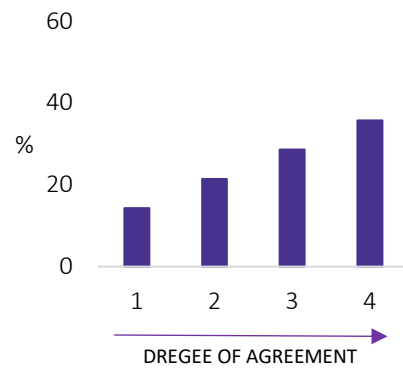


SUPERVISORS

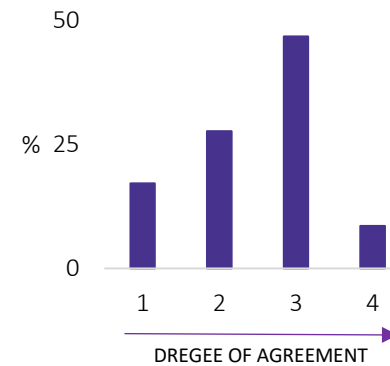
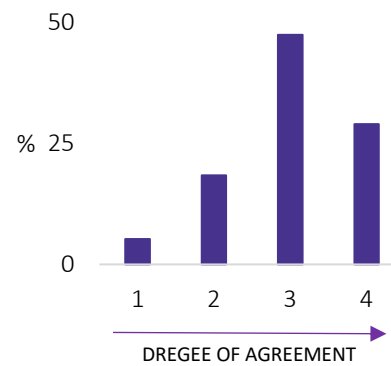
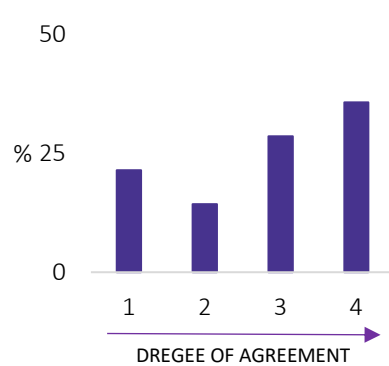
DUAL ROLE

SUPERVISEES

I WAS PROPERLY INFORMED ABOUT THE SELECTION CRITERIA FOR THE POSITION I APPLIED FOR.



IT IS CLEAR THAT AN APPOINTMENT AS POSTDOC AT INL IS TRANSITIONAL, AND THAT THE PURPOSE IS TO PROVIDE ADDITIONAL DEVELOPMENT OPPORTUNITIES WITHIN RESEARCH.



Second part

SUPERVISORS

DUAL ROLE

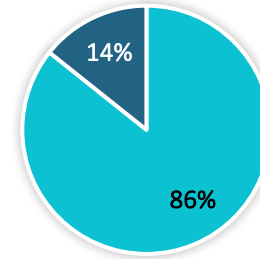
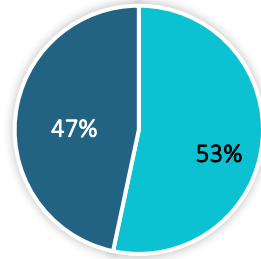
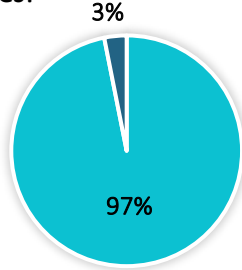
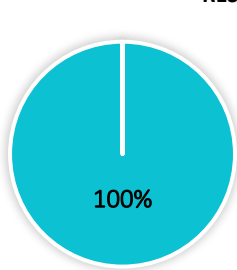
SUPERVISEES

MAINLY ACTS AS SUPERVISOR

MAINLY ACTS AS SUPERVISEE

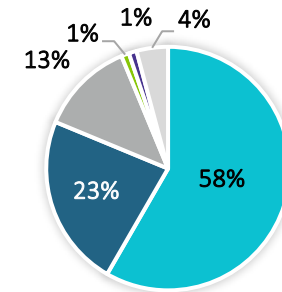
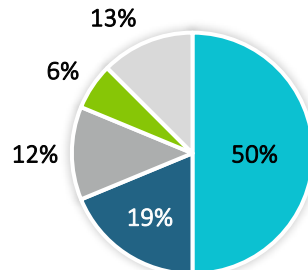
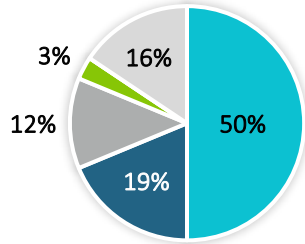
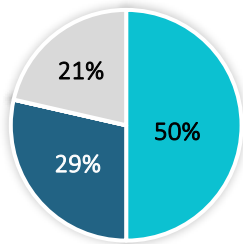
DO YOU HAVE REGULAR MEETINGS WITH YOUR SUPERVISOR AT INL WHERE YOU RECEIVE FEEDBACK ON YOUR WORK PROGRESS AND RESEARCH FINDINGS?

DO YOU HAVE REGULAR MEETINGS WITH YOUR SUPERVISOR AT INL WHERE YOU RECEIVE FEEDBACK ON YOUR WORK PROGRESS AND RESEARCH FINDINGS?



- Yes
- No

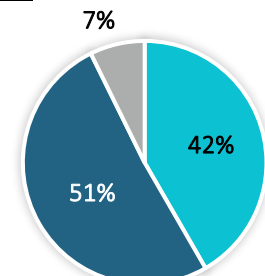
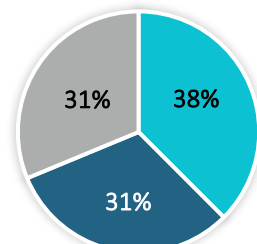
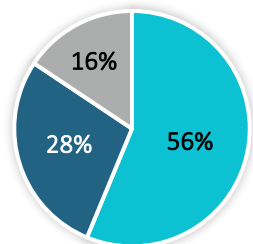
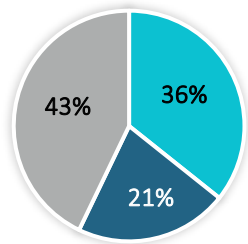
WHAT IS THE TYPICAL PERIODICITY OF THESE MEETINGS?



- Weekly
- Bi-weekly
- Monthly
- Quarterly
- Annually
- Other

ARE THESE MEETINGS GENERAL OR ARE YOU ALONE WITH YOUR SUPERVISEE?

ARE THESE MEETINGS GENERAL OR ARE YOU ALONE WITH YOUR SUPERVISOR?



- It's only me and my supervisor/supervisee
- We are normally a group
- Other

SUPERVISORS

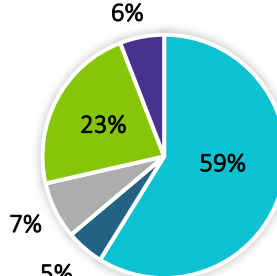
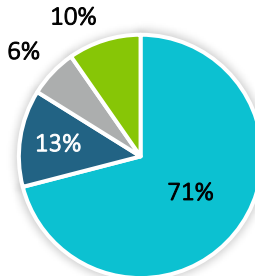
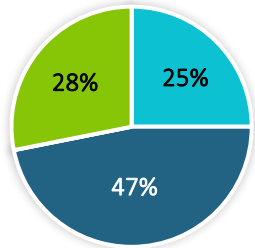
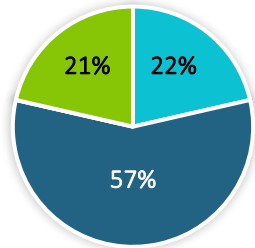
DUAL ROLE

SUPERVISEES

MAINLY ACTS AS SUPERVISOR

MAINLY ACTS AS SUPERVISEE

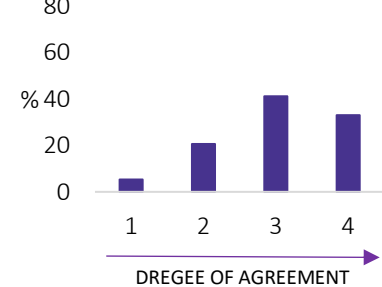
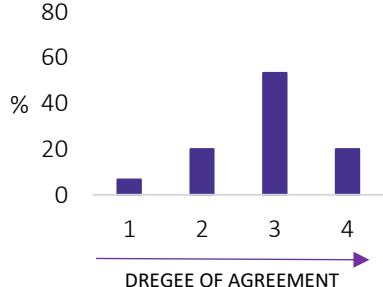
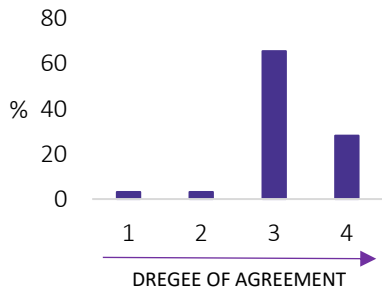
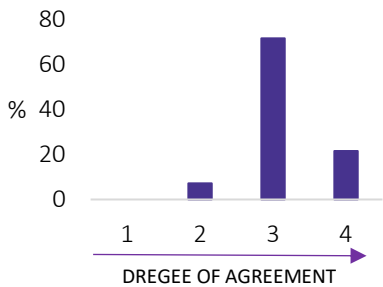
WHO IS RESPONSIBLE FOR KEEPING RECORDS OF WORK PROGRESS AND RESEARCH FINDINGS?



- I am responsible
- My supervisor/supervisee is responsible
- I don't know
- Both
- Other

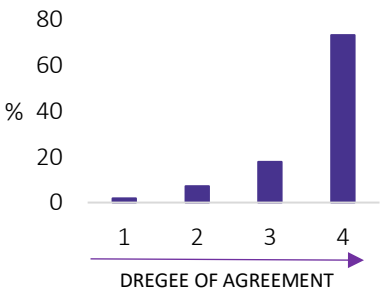
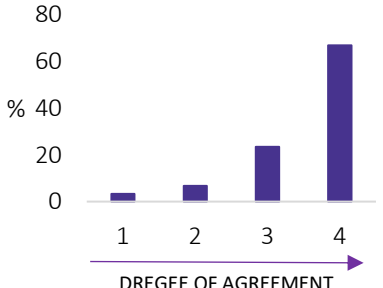
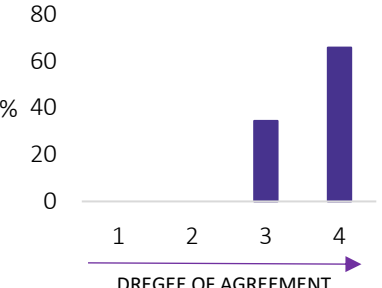
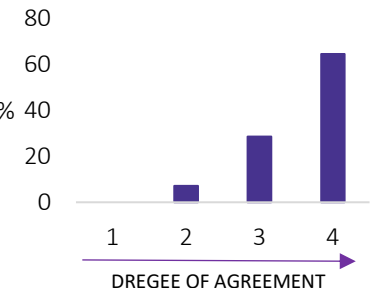
ALL MEMBERS OF MY TEAM HAVE A CLEAR RESEARCH/WORKING PLAN WITH DEFINED MILESTONES, DELIVERABLES AND/OR RESEARCH OUTPUTS.

I HAVE A CLEAR RESEARCH/WORKING PLAN WITH DEFINED MILESTONES, DELIVERABLES AND/OR RESEARCH OUTPUTS.



MY WORKING RELATION(S) WITH THE PEOPLE I SUPERVISE AT INL IS/ARE GOOD.

MY WORKING RELATION WITH MY SUPERVISOR AT INL IS GOOD.



SUPERVISORS

DUAL ROLE

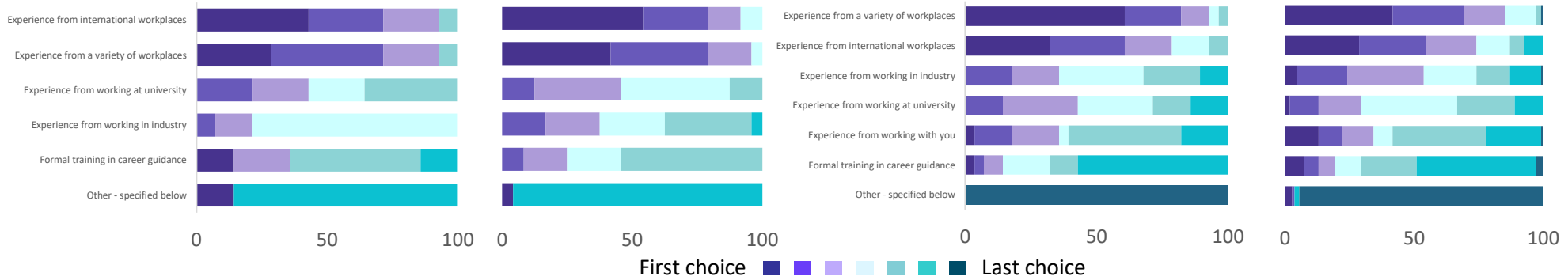
SUPERVISEES

MAINLY ACTS AS SUPERVISOR

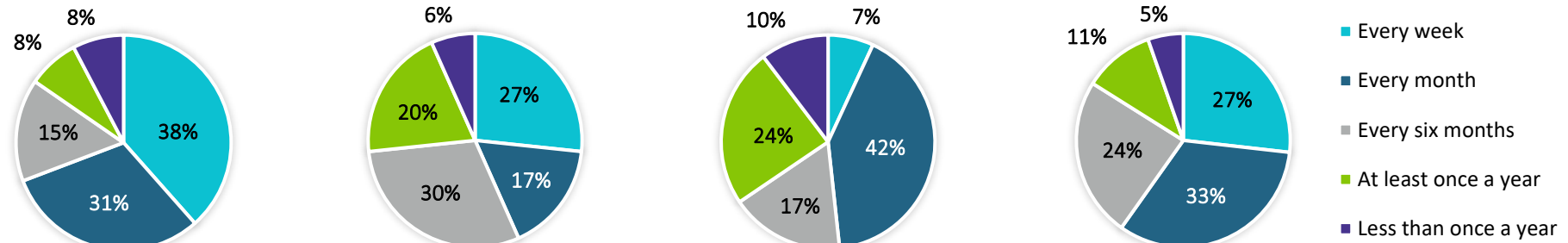
MAINLY ACTS AS SUPERVISEE

RANKING OF EXPERIENCES SUPERVISORS PERCEIVE IMPORTANT WHEN GIVING CAREER ADVICE.

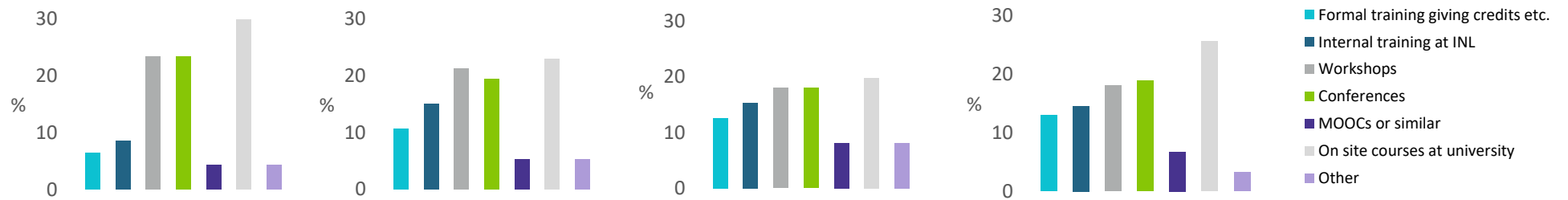
RANKING OF WANTED EXPERIENCES FOR A SUPERVISOR GIVING CAREER ADVICE.



HOW FREQUENTLY DO YOU NORMALLY DEVOTE ATTENTION TO EXPAND YOUR SKILLS AND COMPETENCIES WITHIN YOUR SCIENTIFIC AREA?



PLEASE SELECT WHICH KIND OF PROFESSIONAL DEVELOPMENT YOU HAVE PARTICIPATED IN DURING THE LAST 4 YEARS.



SUPERVISORS

DUAL ROLE

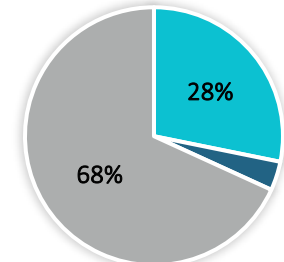
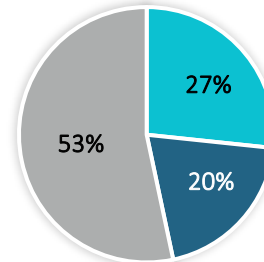
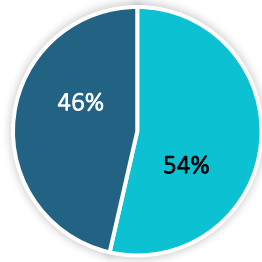
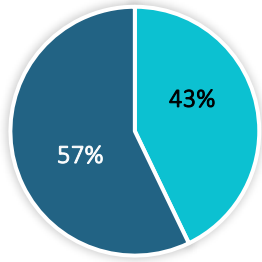
SUPERVISEES

MAINLY ACTS AS SUPERVISOR

MAINLY ACTS AS SUPERVISEE

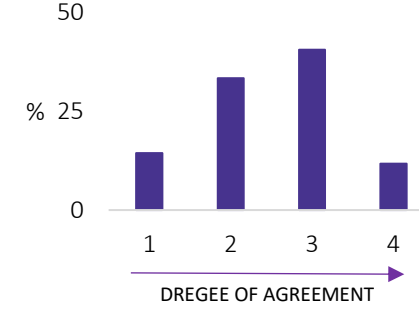
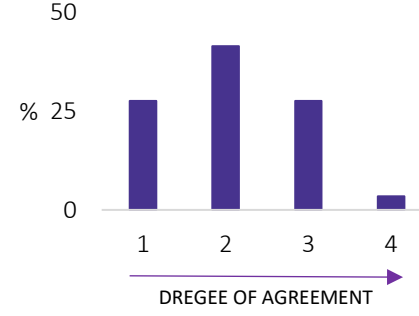
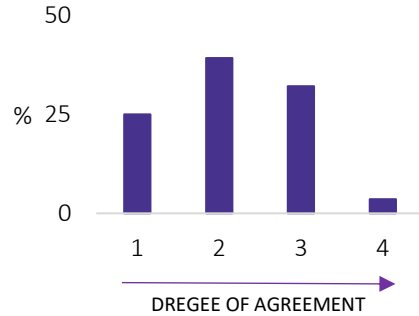
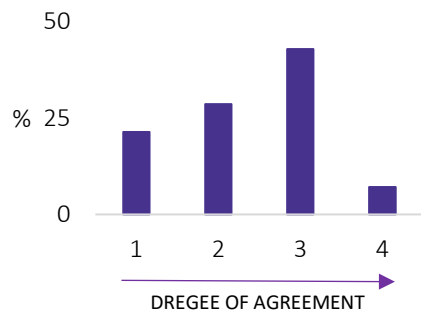
WHEN WRITING PROJECT PROPOSALS, DO YOU CONSIDER BUDGETING FOR CONTINUOUS PROFESSIONAL DEVELOPMENT OF YOUR TEAM?

WHEN WRITING PROJECT PROPOSALS, DOES YOUR SUPERVISOR CONSIDER BUDGETING FOR CONTINUOUS PROFESSIONAL DEVELOPMENT OF YOUR TEAM?



■ Yes
■ No
■ I don't know

INL PROVIDES SUPPORT AND GUIDANCE FOR IMPROVING MY PROFESSIONAL DEVELOPMENT AND FOR IMPROVING MY SKILLS AND



SUPERVISORS

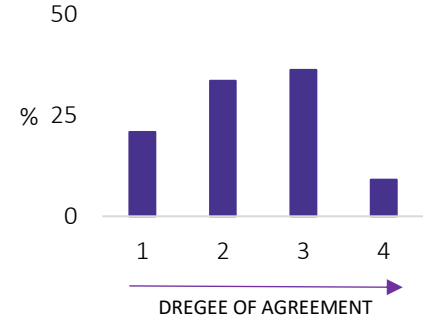
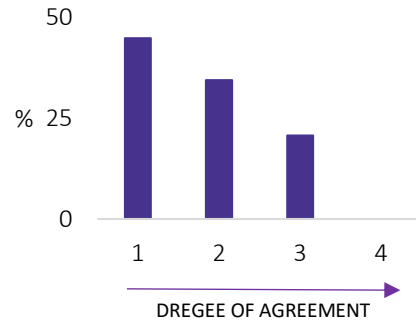
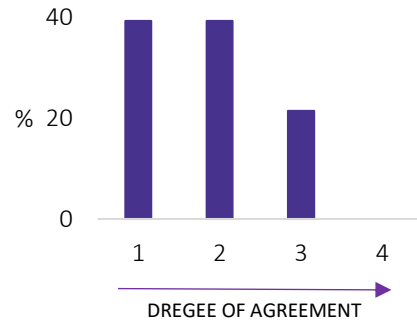
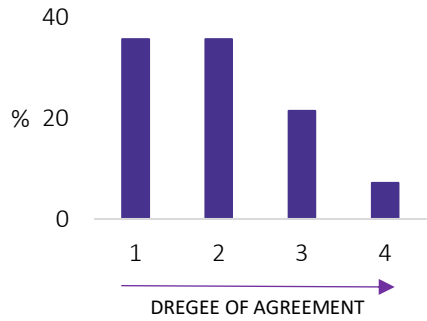
DUAL ROLE

SUPERVISEES

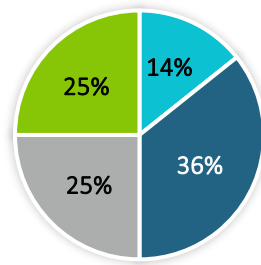
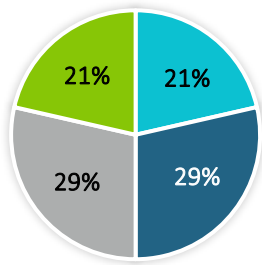
MAINLY ACTS AS SUPERVISOR

MAINLY ACTS AS SUPERVISEE

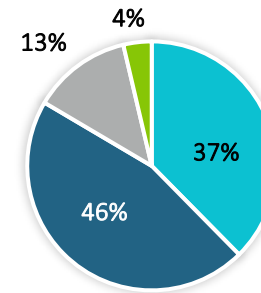
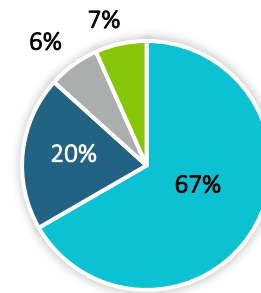
INL PROVIDES SUPPORT AND GUIDANCE FOR IMPROVING MY EMPLOYABILITY.



HOW MUCH OF YOUR TIME (ALSO PLANNING ETC.) IS ALLOCATED TO SUPERVISION?



HOW MUCH OF YOUR SUPERVISOR'S TIME DO YOU PERCEIVE IS ALLOCATED TO SUPERVISION OF YOU?



- < 1 h/week
- 1-2 h/week
- 3-5 h/week
- > 5 h/week

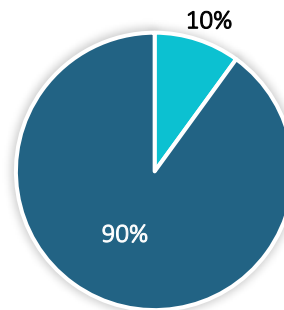
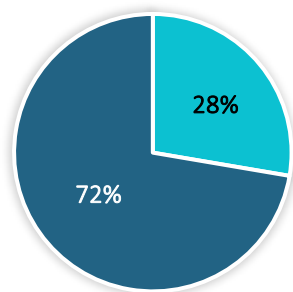
/ supervisee (for supervisors)

Questions for supervisees only

SUPERVISEES

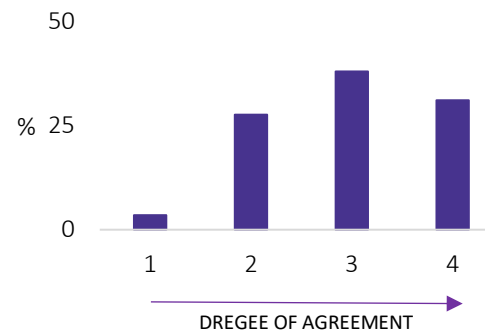
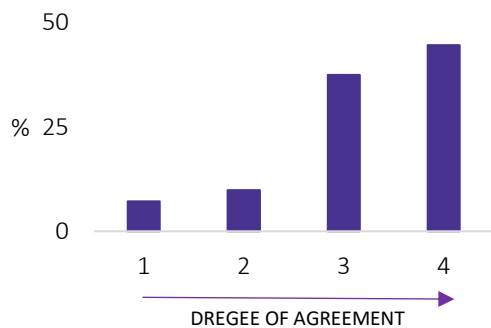
DUAL ROLE

ARE YOU A PHD STUDENT?

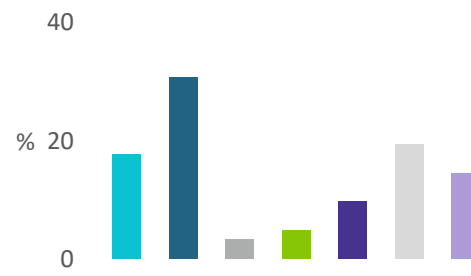
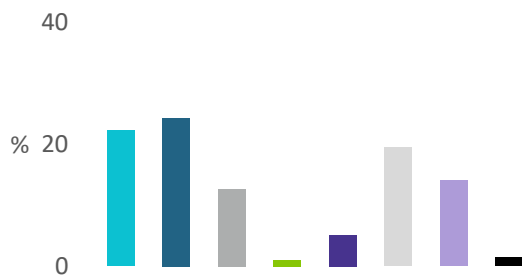


- Yes
- No

MY SUPERVISOR AT INL IS ENGAGED IN THE FURTHER SUCCESSFUL DEVELOPMENT OF MY RESEARCH CAREER.



WHERE DO YOU GO FOR GENERAL CAREER ADVICE?

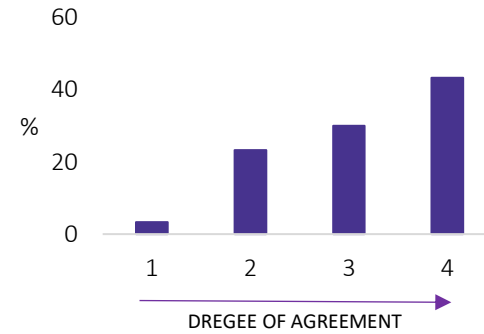
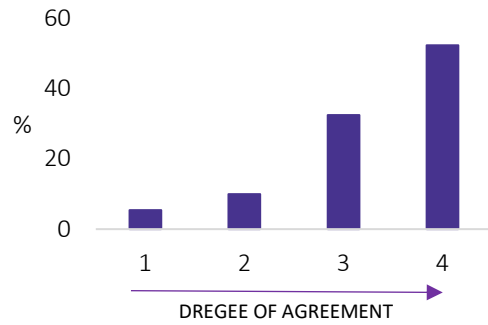


- My supervisor
- Senior colleagues
- Other early stage researchers
- HR services at INL
- Career advisors outside INL
- My friends outside INL
- My family
- Other

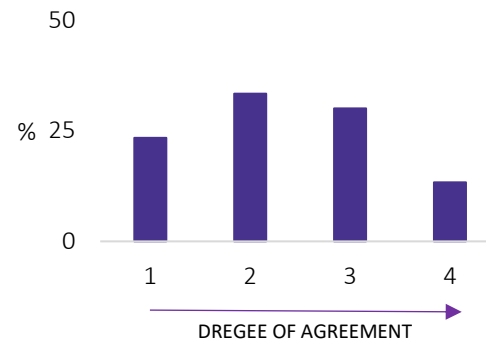
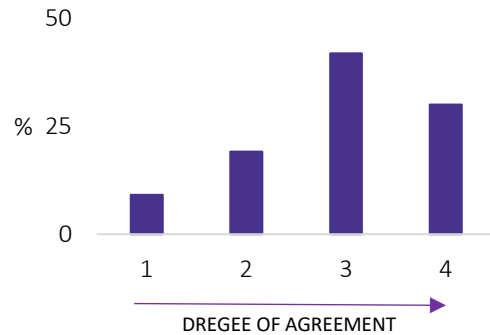
SUPERVISEES

DUAL ROLE

MY SUPERVISOR HAS THE SUPERVISORY SKILLS NEEDED TO SUPERVISE ME.



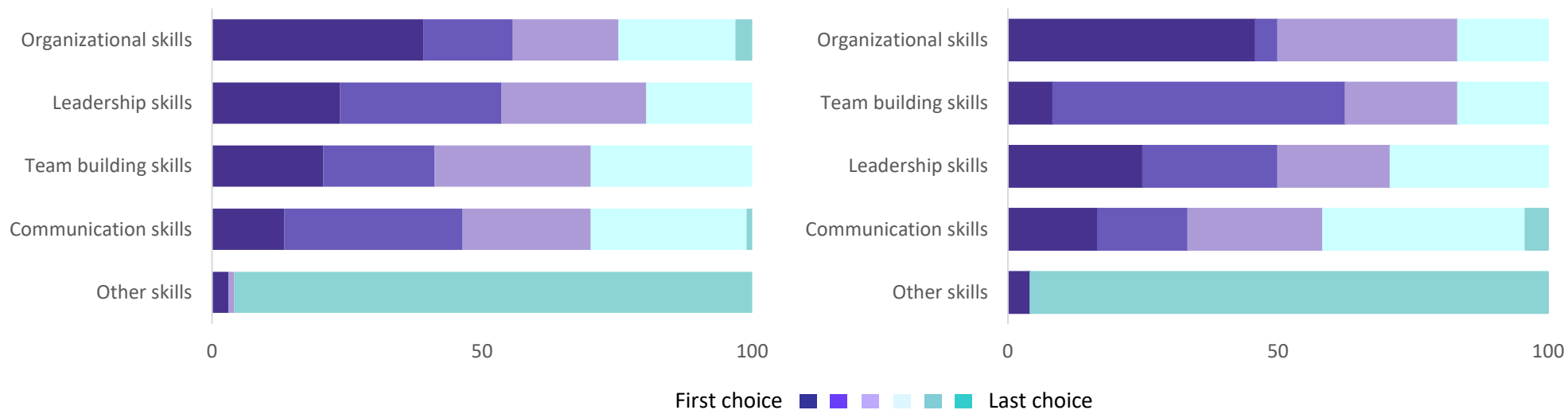
MY SUPERVISOR HAS THE TIME NEEDED TO SUPERVISE ME.



SUPERVISEES

DUAL ROLE

WHICH OF THE FOLLOWING AREAS DO YOU BELIEVE IS MOST IMPORTANT FOR YOUR SUPERVISOR TO IMPROVE ON?



I BELIEVE SUPERVISORS SHOULD BE EVALUATED REGARDING HOW THEY PERFORM ON THEIR SUPERVISORY TASKS.

