

HRS4R Survey - Questionnaire for us **having a supervisor**

This survey is part of the work on mapping how well INL today meets the 40 principles of the European Charter and Code for Researchers.

This part of the HRS4R questionnaire is for those of us who **have a supervisor**, i.e. are being supervised. If you **also** belong to the category of supervisors, please indicate your **dual role** below, and don't forget to answer also the second survey.

1. Please choose which category you belong to.

- I have a supervisor.
- I have** a supervisor **and I am** a supervisor.

2. I have already filled out the other questionnaire addressing me as a supervisor.

- Yes
- No

Ethical and Professional Aspects

In this section we are asking a few questions concerning research freedom, professional responsibility, accountability, good research practice, appraisal and public engagement.

3. Do you consider that there are aspects at INL which limit your research freedom?

Yes

No

4. Which aspects at INL do you consider limit your research freedom?

If you choose other - please specify.

Staff rules

Intellectual Property Policy

Budgetary constraints

Other

5. A bioethical committee would be important for INL operations.

I strongly disagree 1 2 3 4 I strongly agree

6. How familiar are you with the importance of attributing credit and responsibility for work in collaborative research in your research field?

- Fully
- Partially
- Not at all

7. Are you in charge of a project budget?

- Yes
- No

8. Are there established financial methods to keep your project accountability up to date?

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

9. Which policies and guidelines for data storage do you have in place (in your research field)?

If other - please specify.

- Use of Laboratory Notebook
- Use of INLs Outlook Digital Drive
- Use of Personal Digital Drive

Other

10. 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

11. How engaged are you in INL outreach activities?

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

12. The current INL evaluation scheme (EPAS) is taken into consideration in the context of career progression.

I strongly disagree 1 2 3 4 I strongly agree

Recruitment and Selection

In this section we are asking a few questions concerning Recruitment and Selection procedures at INL..

13. INL job advertisements clearly specify the selection criteria for the available positions.

I strongly disagree 1 2 3 4 I strongly agree

14. I was properly informed about the selection criteria for the position I applied for.

I strongly disagree 1 2 3 4 I strongly agree

15. It is clear that an appointment as postdoc at INL is transitional, and that the purpose is to provide **additional** development opportunities within research.

I strongly disagree 1 2 3 4 I strongly agree

Training and Development

In this section we are asking questions concerning the relations between supervisor and supervisee, supervision duties, professional development and the access to career advice and training.

16. Do you have regular meetings with your supervisor at INL where you receive feedback on your work progress and research findings?

Yes

No

17. What is the typical periodicity of these meetings:

If other - please specify.

Weekly

Bi-weekly

Monthly

Quarterly

Annually

Other

18. Are these meetings general or are you alone with your supervisor?

If other - please specify.

It's only me and my supervisor

We are normally a group

Other

19. Who is responsible for keeping records of work progress and research findings?

If other - please specify.

I am responsible

My supervisor is responsible

I don't know

Other

20. I have a clear research/working plan with defined milestones, deliverables and/or research outputs.

I strongly disagree 1 2 3 4 I strongly agree

21. My working relation with my supervisor at INL is good.

I strongly disagree 1 2 3 4 I strongly agree

22. If you were to change anything regarding your working relationship with your supervisor at INL, what would that be?

23. Are you a PhD student?

- Yes
 No

24. My (co-)supervisor from the university at which I'm enrolled, is involved in my thesis work.

I strongly disagree 1 2 3 4 I strongly agree

25. Do you have regular meetings with your supervisor at university where you receive feedback on your work progress and research findings?

- Yes
 No

26. What is the typical periodicity of these meetings:

If other - please specify.

Weekly

Bi-weekly

Monthly

Quarterly

Annually

Other

27. My supervisor at INL is engaged in the further successful development of my research career.

I strongly disagree 1 2 3 4 I strongly agree

28. Where do you go for general career advice?

If other - please specify.

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

Other

29. If you reach out to a person for career advice, which of the following experiences do you believe are most important for that person to have? Make a ranking where you put the most valuable at the top.

Experience from a variety of workplaces

Experience from international workplaces

Experience from working in industry

Experience from working at university

Experience from working with you

Formal training in career guidance

Other - specified below

30. If you ranked an "other"-alternative above, please specify.

31. Making a career and/or keeping up standards within research means continuous **professional development**. How frequently do you normally* devote attention to expand your skills and competencies within your **scientific area**?

* That is when society is not locked down by a pandemic.

- Every week
- Every month
- Every six months
- At least once a year
- Less than once a year

32. Please select which kind of professional development you have participated in during the last 4 years:

If other - please specify.

- Formal training (giving credits, grades, certificates etc.)
- Internal training at INL
- Workshops – online and/or on site
- Conferences – online and/or on site
- MOOCs (Massive Open Online Course) or other types of e-learning
- On site courses at university

Other

33. When writing project proposals, does your supervisor consider budgeting for continuous professional development of your team?

- Yes
- No
- I don't know

34. INL provides support and guidance for improving my professional development and for improving my skills and competencies.

- I strongly disagree 1 2 3 4 I strongly agree
-

35. INL provides support and guidance for improving my employability.

- I strongly disagree 1 2 3 4 I strongly agree
-

36. My supervisor has the supervisory skills needed to supervise me.

- I strongly disagree 1 2 3 4 I strongly agree
-

37. My supervisor has the time needed to supervise me.

- I strongly disagree 1 2 3 4 I strongly agree
-

38. 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

39. Which of the following areas do you believe is most important for your supervisor to improve on?

Rank the areas with the most important in top.

Leadership skills

Team building skills

Communication skills

Organizational skills

Other skills - specified below

40. If you ranked an "other"-alternative above, please specify.

41. I believe supervisors should be evaluated regarding how they perform on their supervisory tasks.

I strongly disagree 1 2 3 4 I strongly agree

4/7/2022

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