

QUESTIONNAIRE SURVEY AT UJEP, FEBRUARY 2024

Description of respondents

The sample size calculation was performed using a sample size calculator with a confidence level of 95% and a margin of error of 10% (population proportion of 50%) with a base sample size of N = 1,000 (Raosoft Inc., 2004). The observed sample size is N = 88. This means that a minimum of 88 or more measurements/surveys are required to have a 95% confidence level that the true value is within ±10% of the measured/surveyed value. A total of N = 191 respondents participated in the questionnaire survey conducted during the month of February 2024 (Male = 105 / 55%; Female = 80 = 41.9%, N/A = 6 / 3.1%). These numbers meet the stated condition. Respondents across all faculties were involved in the given survey as shown in the table below:

Faculties involved	FF	FSE	FSI	FUD	FZS	FŽP	PF	PřF
Frequency of respondents	17	34	11	6	24	23	35	41

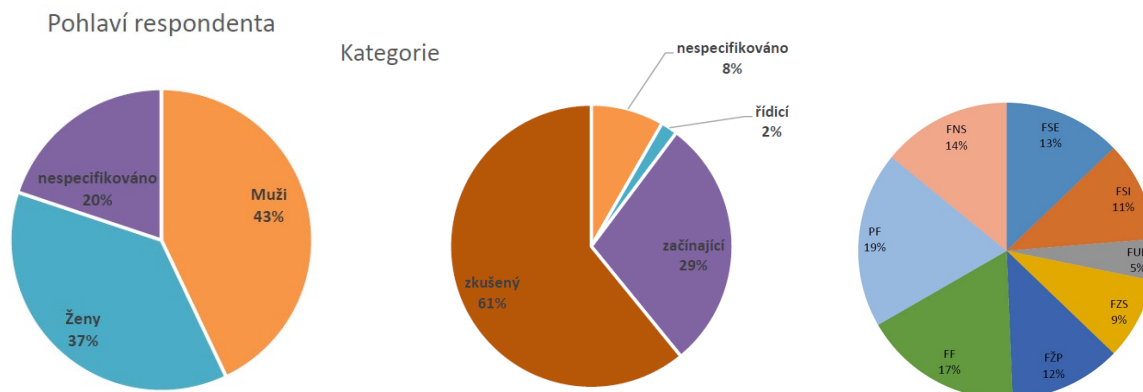
Table 1: Number of respondents involved in the survey with division by faculty.

The same differentiation was also made in terms of classification according to the European Commission and the Internal Wage Regulation of UJEP.

Level of Research experience	Frequency	Percentage
R1- lecturer (A1), assistant (A2), assistant professor, doctoral student (A3)	54	28,27%
R2 - postdoc and VP within 4 years after obtaining Ph.D.: at UJEP - professional assistant with Ph.D., CSs., Dr., assistant professor, postdoc (A4)	14	7,33%
R3 - Assistant Professor and VP with Ph.D., no longer subject to mentor's guidance, 4 years after obtaining the Ph.D. (A4)	81	42,41%
R4 - Associate Professor (A5), Professor (A6)	41	21,99%
Sum	190	

Table 2: Number of respondents involved in the survey, broken down by European Commission classification.

For comparison, here are the values from previous survey in 2018.





Introduction of the instrument used

1.1	Do you think that the freedom of thought and choice of research methods is guaranteed at UJEP?
1.2	Have you encountered any limitations in your work at UJEP?
1.2.1	If so, what was the nature of the restriction?
2.	Are you satisfied with the current form of the UJEP Code of Ethics?
3.	Are you satisfied with the functioning of the ethics committee at your faculty?
4.1	Is UJEP strategy of creative activity and your faculty's research strategy (or your disciplines' s focus strategy) familiar to you?
4.2	Do you come out from these strategies while formulating your research tasks?
5.1	Do you know how to proceed during spreading and using of results of science and research?
5.2	Do you communicate with public about the results of your scientific focus and results?
5.2.1	If so, in what form?
5.2.2	Do you use the promotion and marketing department of UJEP or your faculty for dissemination and use of R&D results?
6.1	Have you encountered any form of discrimination at UJEP?
6.2	Do you see support in addressing your complaints in this regard?
7.1	Do you consider UJEP's current evaluation system of researchers as adequate, transparent, independent and motivational?
7.2	Would you suggest any changes in this respect, and if so, which ones?
8.	Do you feel, that position of researchers at UJEP is connected with an adequate recognition?
9.	Do you consider the conditions (means and sources) for your research at JEPU to be satisfying?
10.	Do working conditions at UJEP allow you to harmonize your personal and family life with work?
11.	If you have any suggestions on how to contribute to this alignment, then please post them.
12.	Do you think, that UJEP environment has a gender equality, that means equal working conditions and opportunities for both men and women?
13.1	Do you feel, that UJEP supports your career growth and development?
13.2	Do you have any suggestions in this area?
13.3	Do you have someone to help you regarding your career development at UJEP?
13.4	If yes, please indicate the job title of your Career Development Advisor.
13.5	Would you welcome the establishment of a position of Career advisor?
14.	Do you consider a support of mobility of researchers at UJEP as adequate?
15.1	Have you encountered any problematic application of authorship or co-authorship at UJEP?
15.2	If so, please describe the situation.
16.1	Does your pedagogical assignment correspond to your research classification?
16.2	Has it ever happened to you that too much work in teaching has hindered your research activity?
17.1	Do you know the procedure for filing complaints and appeals regarding working conditions and rights of researchers?
17.2	Do you know where to turn if you have a complaint or appeal about working conditions and your rights?
18.1	A question for a beginning researcher only: Do you have your own supervisor who is also an experienced researcher?
18.2	Does regular and bilateral communication and evaluation of your research work?
19.1	A question for an experienced researcher only: Do you work as a supervisor for a beginning researcher?
19.2	If yes, please attach a short evaluative comment regarding your training experience.

Full analysis of responses

1.1 Do you think that the freedom of thought and choice of research methods is guaranteed at UJEP?

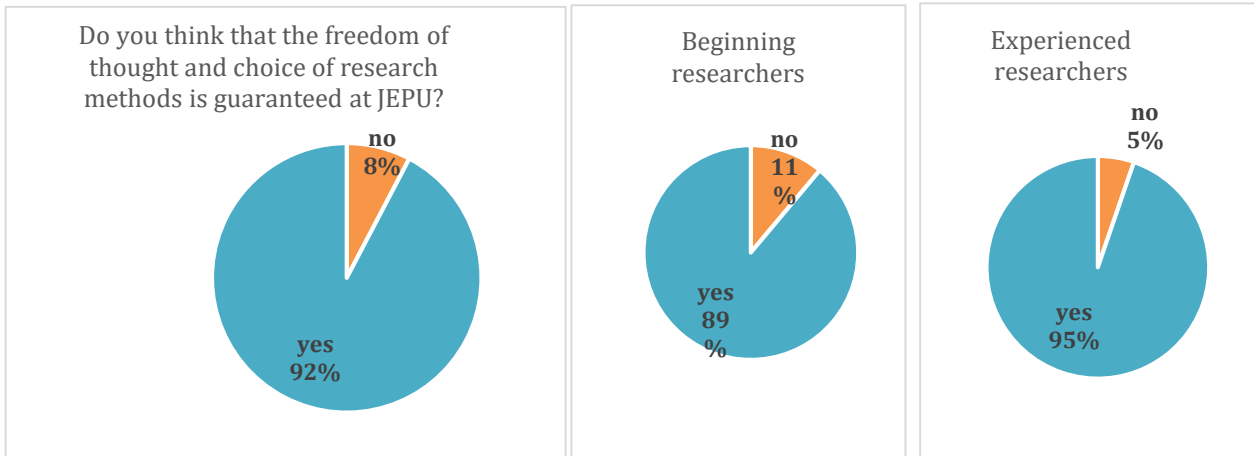
Total frequencies and percentages:

Respond	Number	Percentage
YES	182	95.29%
NO	9	4.71%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	53 (98.15%)	1 (1.85%)
R2	13 (92.86%)	1 (7.14%)
R3	78 (96.30%)	3 (3.70%)
R4	38 (90.48%)	4 (9.52%)

Comparison with previous testing



1.2 Have you encountered any limitations in your work at UJEP?

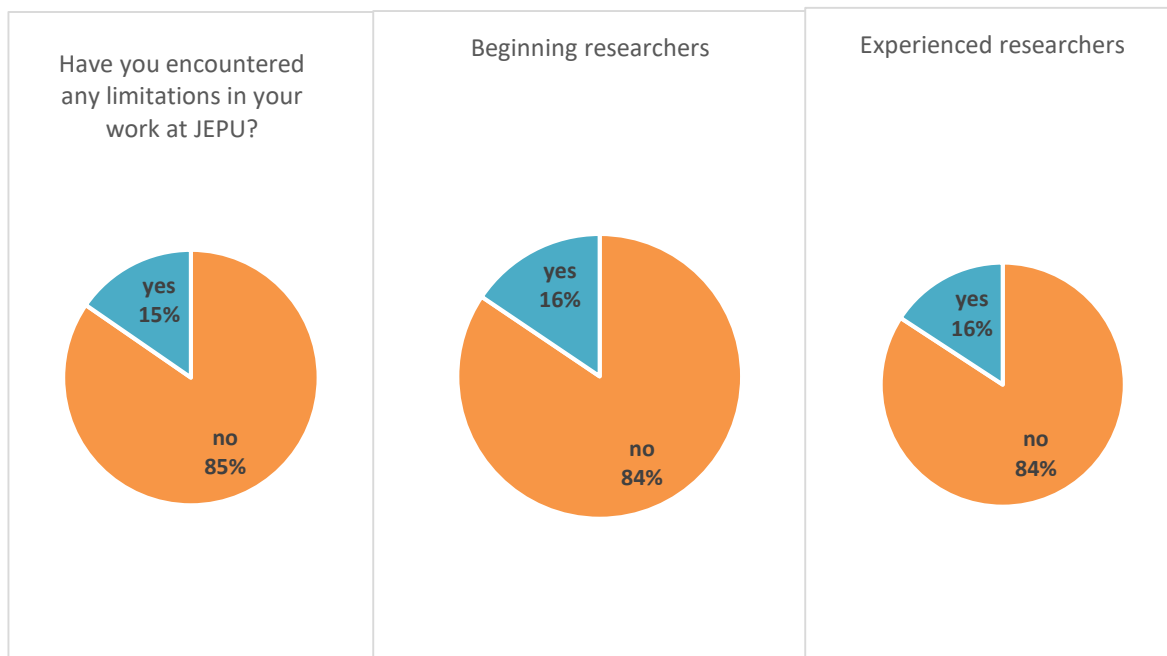
Total frequencies and percentages:

Respond	Number	Percentage
NO	172	90.05%
YES	19	9.95%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	4 (7.41%)	50 (92.59%)
R2	1 (7.14%)	13 (92.86%)
R3	7 (8.64%)	74 (91.36%)
R4	7 (16.67%)	35 (83.33%)

Comparison with previous testing



2. Are you satisfied with the current form of the UJEP Code of Ethics?

Total frequencies and percentages:

Respond	Number	Percentage
YES	161	84.29%
NO	30	15.71%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	43 (79.63%)	11 (20.37%)
R2	13 (92.86%)	1 (7.14%)
R3	69 (85.19%)	12 (14.81%)
R4	36 (85.71%)	6 (14.29%)

Comparisons with previous investigations are not possible under this question, as previously the following questions were asked in the survey:

- Does UJEP lack a Code of Ethics for Researchers document?
- Does your faculty have a research ethics committee?

In this context, questions 2 and 3 are a response to the previous research.

3. Are you satisfied with the functioning of the ethics committee at your faculty?

Total frequencies and percentages:

Respond	Number	Percentage
YES	164	85.86%
NO	27	14.14%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	45 (83.33%)	9 (16.67%)
R2	13 (92.86%)	1 (7.14%)
R3	69 (85.19%)	12 (14.81%)
R4	37 (88.10%)	5 (11.90%)

4.1 Is UJEP strategy of creative activity and your faculty’s research strategy (or your disciplines’s focus strategy) familiar to you?

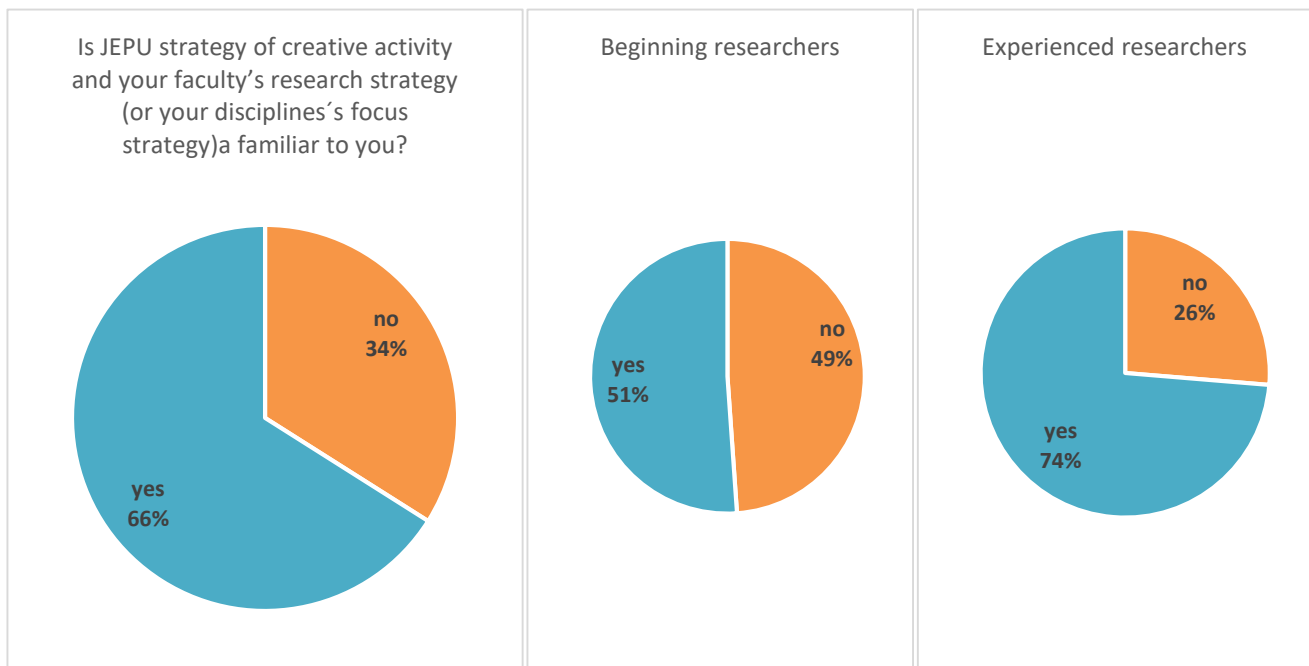
Total frequencies and percentages:

Respond	Number	Percentage
YES	142	74.35%
NO	49	25.65%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	31 (57.41%)	23 (42.59%)
R2	9 (64.29%)	5 (35.71%)
R3	67 (82.72%)	14 (17.28%)
R4	35 (83.33%)	7 (16.67%)

Comparison with previous testing



4.2 Do you come out from these strategies while formulating your research tasks?

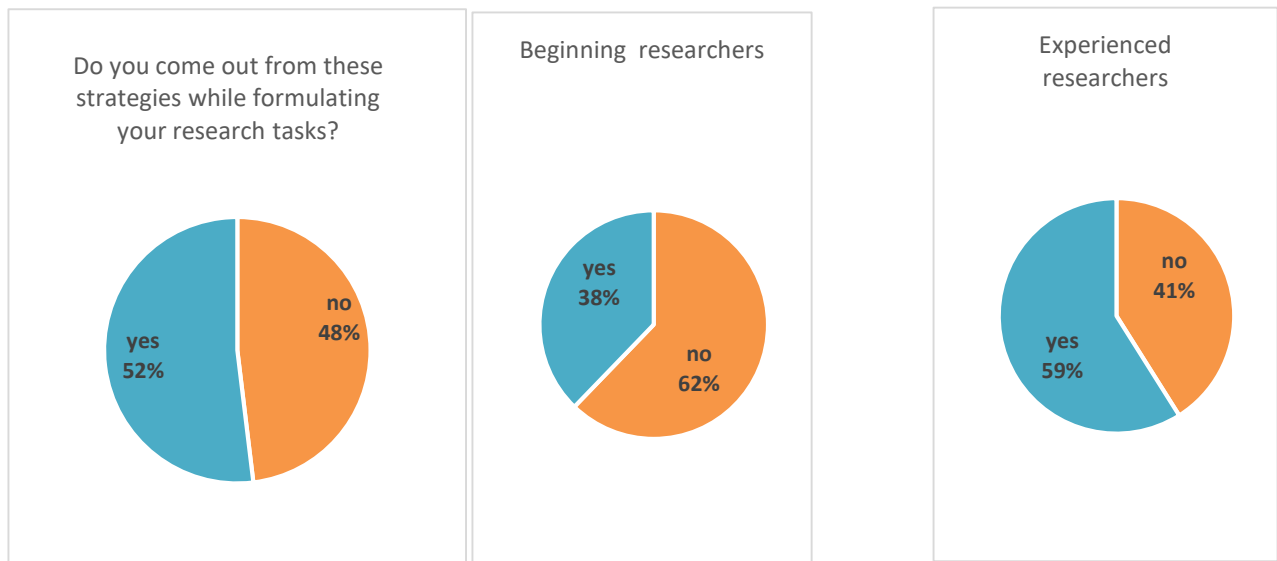
Total frequencies and percentages:

Respond	Number	Percentage
YES	111	58.12%
NO	80	41.88%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	23 (42.59%)	31 (57.41%)
R2	7 (50.00%)	7 (50.00%)
R3	53 (65.43%)	28 (34.57%)
R4	28 (66.67%)	14 (33.33%)

Comparison with previous testing



5.1 Do you know how to proceed during spreading and using of results of science and research?

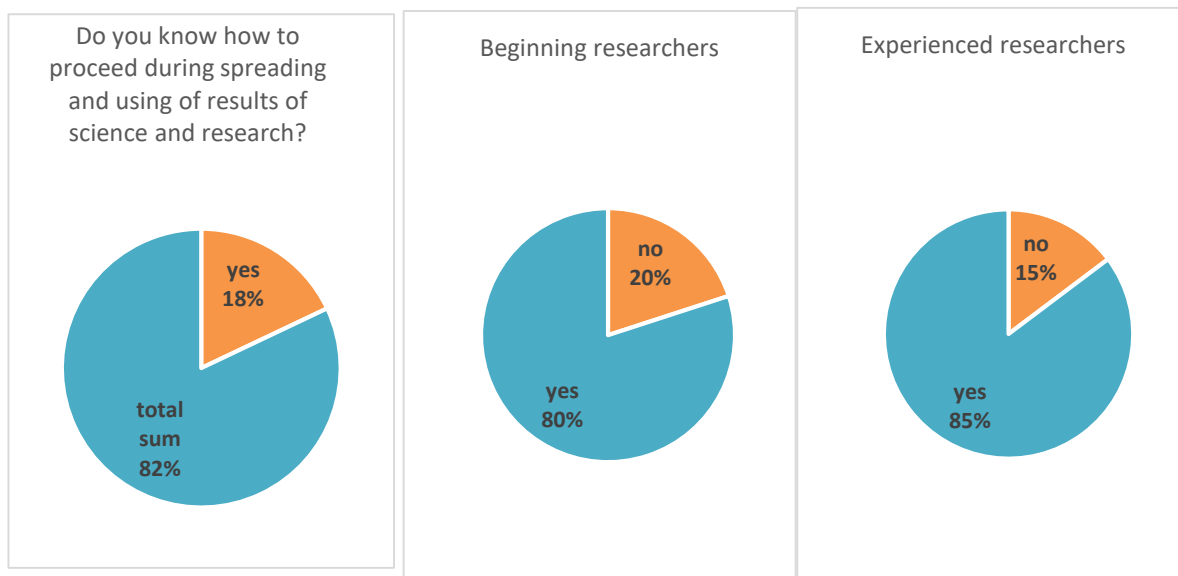
Total frequencies and percentages:

Respond	Number	Percentage
YES	171	89.53%
NO	20	10.47%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	43 (79.63%)	11 (20.37%)
R2	14 (100.00%)	0 (0.00%)
R3	72 (88.89%)	9 (11.11%)
R4	42 (100.00%)	0 (0.00%)

Comparison with previous testing



5.2 Do you communicate with public about the results of your scientific focus and results?

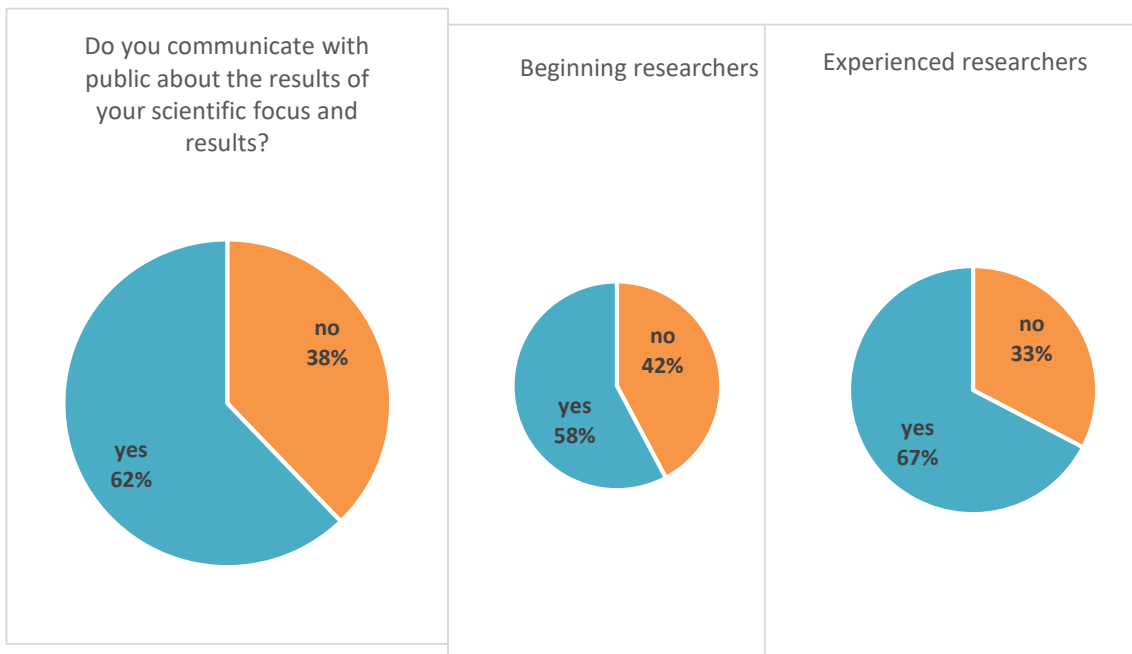
Total frequencies and percentages:

Respond	Number	Percentage
YES	112	58.64%
NO	79	41.36%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	25 (46.30%)	29 (53.70%)
R2	8 (57.14%)	6 (42.86%)
R3	44 (54.32%)	37 (45.68%)
R4	35 (83.33%)	7 (16.67%)

Comparison with previous testing



5.2.2 Do you use the promotion and marketing department of UJEP or your faculty for dissemination and use of R&D results?

Total frequencies and percentages:

Respond	Number	Percentage
NO - none	99	51.83%
YES- only on faculty	48	25.13%
YES - both	41	21.47%
YES – only at central UJEP	2	1.05%

Distribution according to scientific experience:

Experiences	YES - both	YES – only at central UJEP	YES- only on faculty	YES - both	NO - none
R1	5 (9.26%)	0 (0.00%)	11 (20.37%)	0 (0.00%)	38 (70.37%)
R2	2 (14.29%)	0 (0.00%)	5 (35.71%)	0 (0.00%)	7 (50.00%)
R3	21 (25.93%)	1 (1.23%)	26 (32.10%)	0 (0.00%)	33 (40.74%)
R4	13 (30.95%)	1 (2.38%)	6 (14.29%)	1 (2.38%)	21 (50.00%)

6.1 Have you encountered any form of discrimination at UJEP?

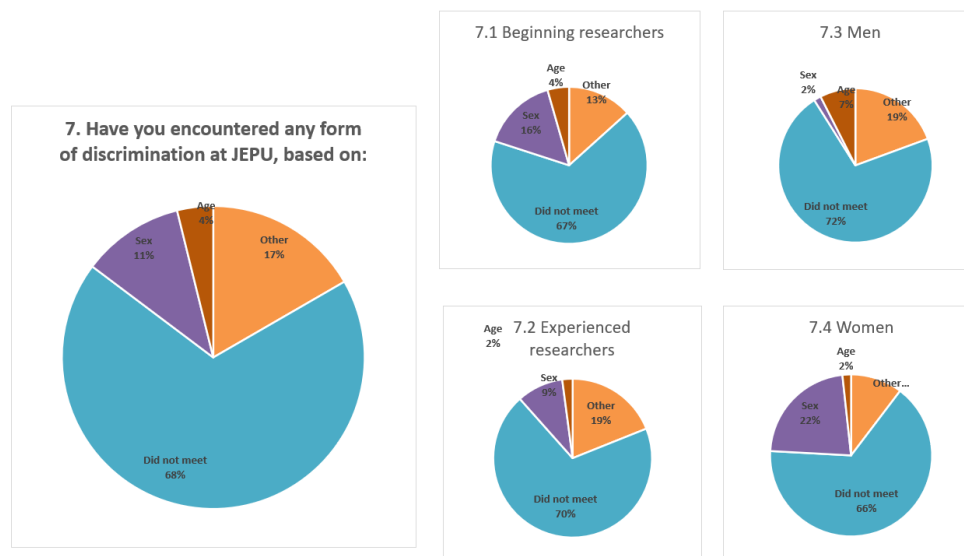
Total frequencies and percentages:

Respond	Number	Percentage
YES - age	7	4,09%
YES - gender	7	4,09%
YES- nationality	0	0,00%
NO	157	91,81%

Distribution according to scientific experience:

Experiences	YES - age	YES - gender	YES- nationality	NO
R1	3 (6,12 %)	2 (4,08%)	0 (0,00 %)	44 (89,80 %)
R2	1 (7,14 %)	0 (0,00 %)	0 (0,00 %)	13 (92,86%)
R3	3 (4,23 %)	2 (2,82 %)	0 (0,00 %)	66 (92,96%)
R4	0 (0,00 %)	3 (8,11 %)	0 (0,00 %)	34 (97,89 %)

Comparison with previous testing



Within the responses, the option other was used in 20 cases. However, there was no recurring trend within these responses.

6.2 Do you see support in addressing your complaints in this regard?

Total frequencies and percentages:

Respond	Number	Percentage
I haven't dealt with anything like that yet.	136	71.20%
NO	28	14.66%
YES – by the faculty	12	6.28%
YES- by UJEP	8	4.19%
YES- both	7	3.66%

Distribution according to scientific experience:

Experiences	YES- by UJEP	YES- both	YES – by the faculty	NO	I haven't dealt with anything like that yet.
R1	1 (1.85%)	1 (1.85%)	3 (5.56%)	10 (18.52%)	39 (72.22%)
R2	0 (0.00%)	0 (0.00%)	1 (7.14%)	0 (0.00%)	13 (92.86%)
R3	4 (4.94%)	4 (4.94%)	4 (4.94%)	12 (14.81%)	57 (70.37%)
R4	3 (7.14%)	2 (4.76%)	4 (9.52%)	6 (14.29%)	27 (64.29%)

7.1 Do you consider UJEP’s current evaluation system of researchers as adequate, transparent, independent and motivational?

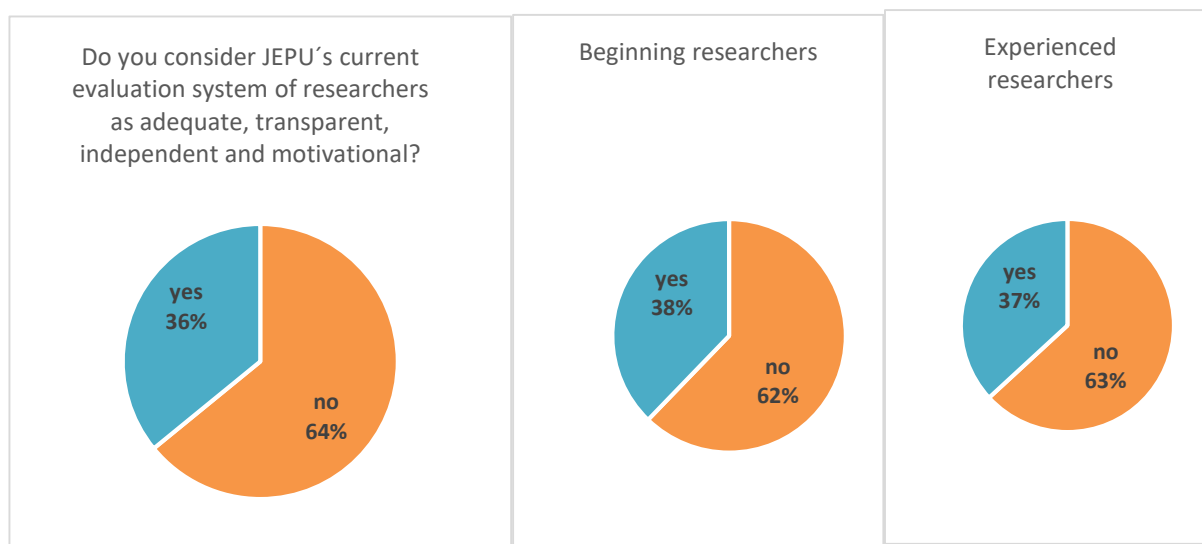
Total frequencies and percentages:

Respond	Number	Percentage
YES	99	51.83%
NO	92	48.17%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	26 (48.15%)	28 (51.85%)
R2	4 (28.57%)	10 (71.43%)
R3	44 (54.32%)	37 (45.68%)
R4	25 (59.52%)	17 (40.48%)

Comparison with previous testing



8. Do you feel, that position of researchers at UJEP is connected with an adequate recognition?

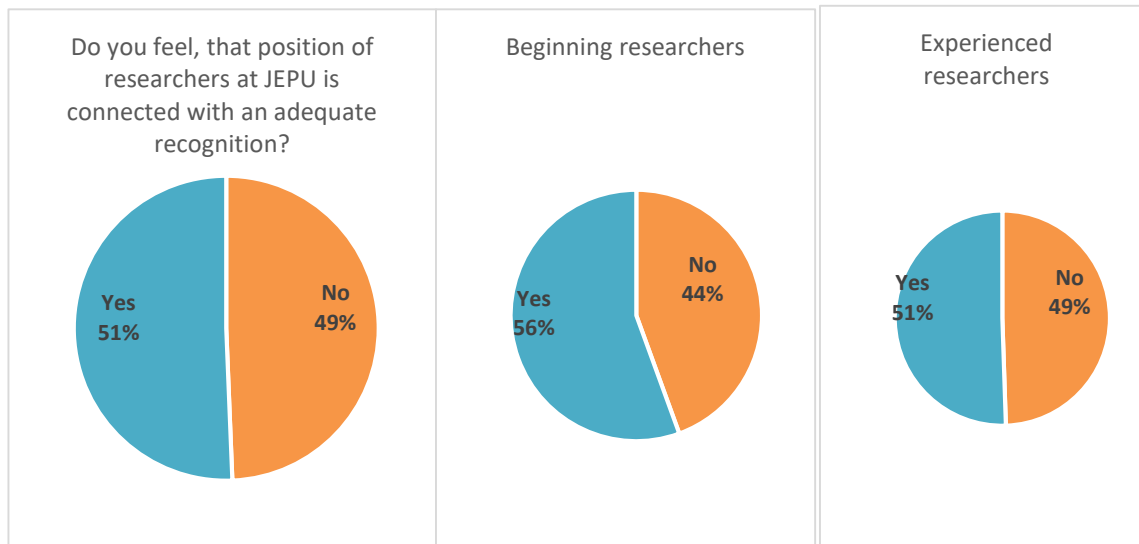
Total frequencies and percentages:

Respond	Number	Percentage
YES	107	56.02%
NO	84	43.98%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	23 (42.59%)	31 (57.41%)
R2	10 (71.43%)	4 (28.57%)
R3	49 (60.49%)	32 (39.51%)
R4	25 (59.52%)	17 (40.48%)

Comparison with previous testing



9. Do you consider the conditions (means and sources) for your research at UJEP to be satisfying?

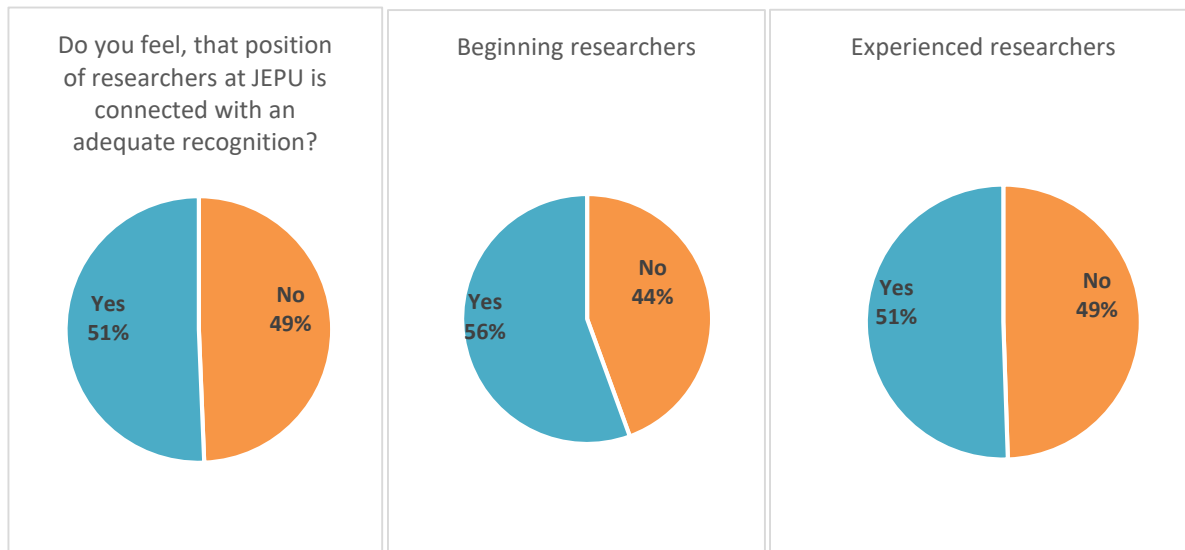
Total frequencies and percentages:

Respond	Number	Percentage
YES	111	58.12%
NO	80	41.88%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	33 (61.11%)	21 (38.89%)
R2	8 (57.14%)	6 (42.86%)
R3	49 (60.49%)	32 (39.51%)
R4	21 (50.00%)	21 (50.00%)

Comparison with previous testing



10. Do working conditions at UJEP allow you to harmonize your personal and family life with work?

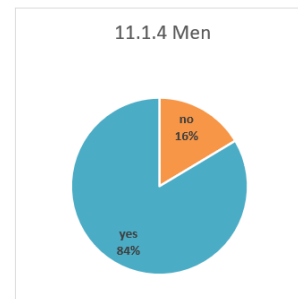
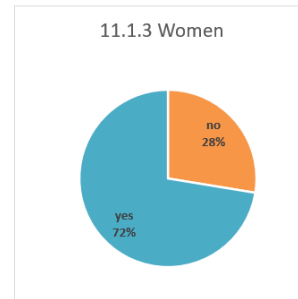
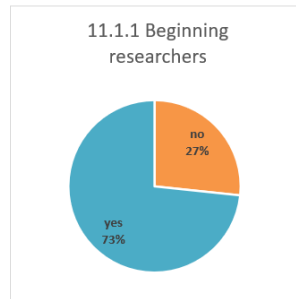
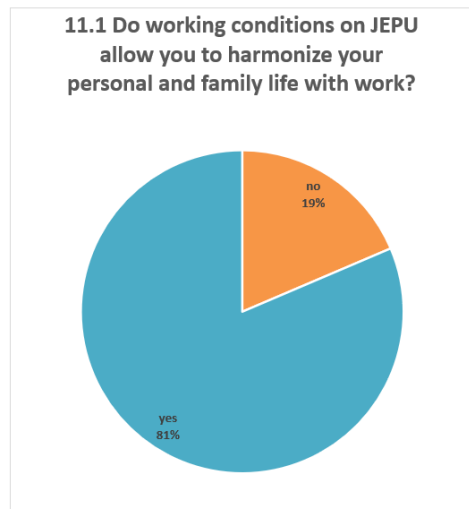
Total frequencies and percentages:

Respond	Number	Percentage
YES	150	78.53%
NO	41	21.47%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	43 (79.63%)	11 (20.37%)
R2	13 (92.86%)	1 (7.14%)
R3	58 (71.60%)	23 (28.40%)
R4	36 (85.71%)	6 (14.29%)

Comparison with previous testing



12. Do you think, that UJEP environment has a gender equality, that means equal working conditions and opportunities for both men and women?

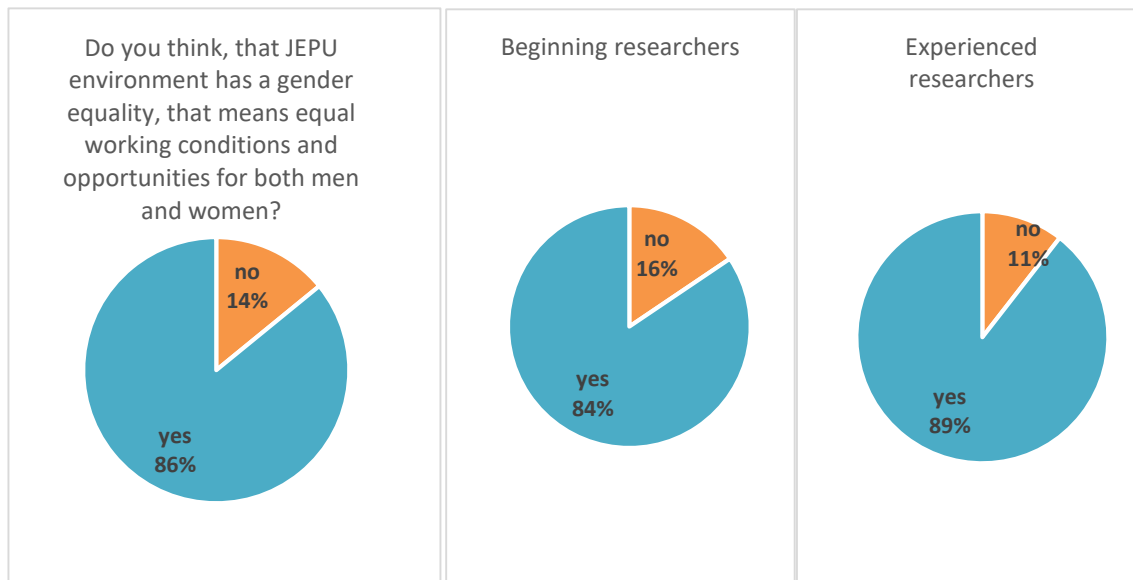
Total frequencies and percentages:

Respond	Number	Percentage
YES	169	88.48%
NO	22	11.52%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	48 (88.89%)	6 (11.11%)
R2	11 (78.57%)	3 (21.43%)
R3	75 (92.59%)	6 (7.41%)
R4	35 (83.33%)	7 (16.67%)

Comparison with previous testing



13.1 Do you feel, that UJEP supports your career growth and development?

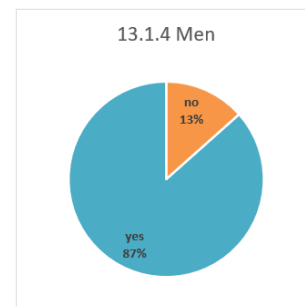
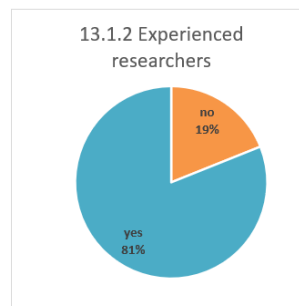
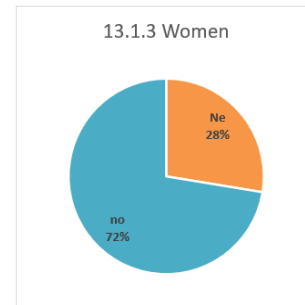
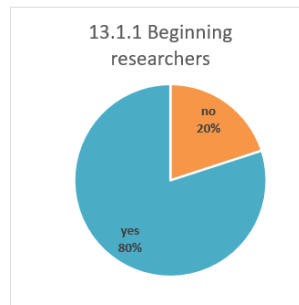
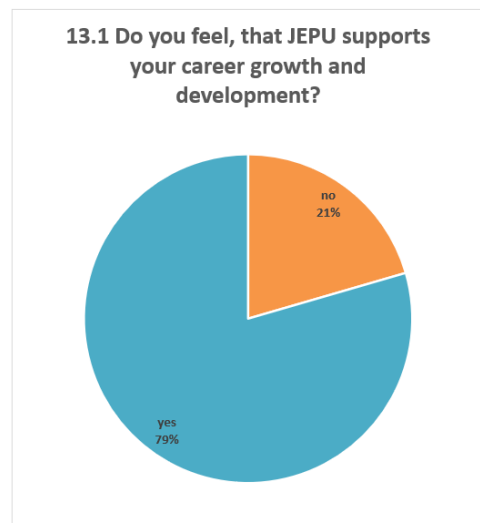
Total frequencies and percentages:

Respond	Number	Percentage
YES	147	76.96%
NO	44	23.04%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	39 (72.22%)	15 (27.78%)
R2	13 (92.86%)	1 (7.14%)
R3	63 (77.78%)	18 (22.22%)
R4	32 (76.19%)	10 (23.81%)

Comparison with previous testing



13.3 Do you have someone to help you regarding your career development at UJEP?

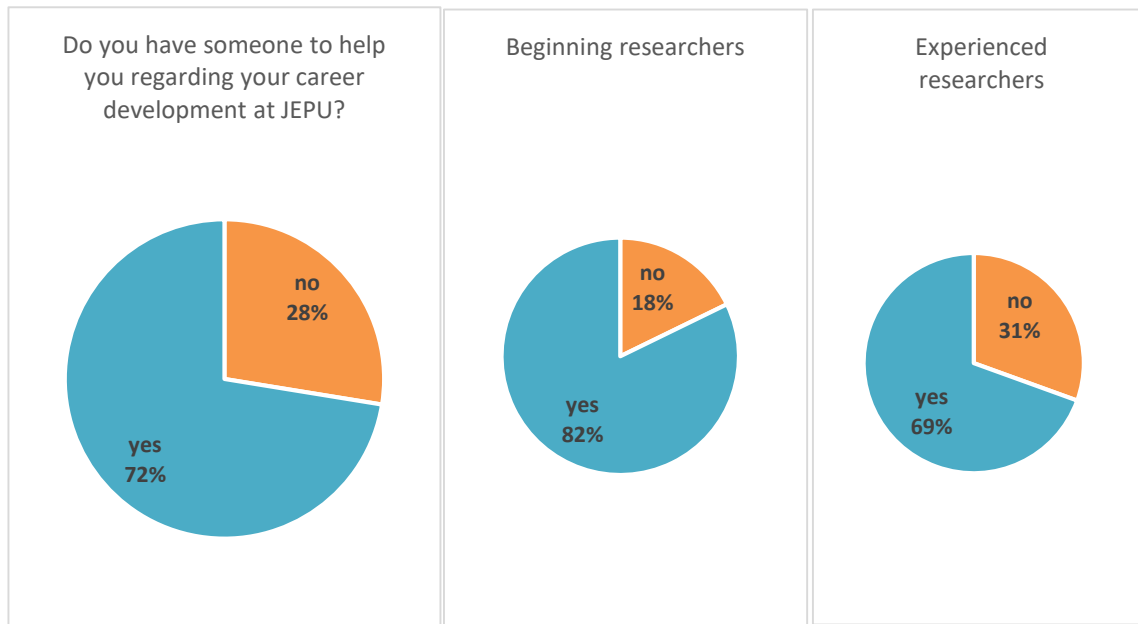
Total frequencies and percentages:

Respond	Number	Percentage
YES	116	60.73%
NO	75	39.27%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	32 (59.26%)	22 (40.74%)
R2	10 (71.43%)	4 (28.57%)
R3	53 (65.43%)	28 (34.57%)
R4	21 (50.00%)	21 (50.00%)

Comparison with previous testing



13.5 Would you welcome the establishment of a position of Career advisor?

Total frequencies and percentages:

Respond	Number	Percentage
NO	131	68.59%
YES	60	31.41%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	20 (37.04%)	34 (62.96%)
R2	5 (35.71%)	9 (64.29%)
R3	26 (32.10%)	55 (67.90%)
R4	9 (21.43%)	33 (78.57%)

This question is based on the results of a previous survey where 28% of respondents said they did not know where to turn for career development. Ironically, respondents did not show interest in career counselling, although 39.27% said they had no one to turn to.

14. Do you consider a support of mobility of researchers at UJEP as adequate?

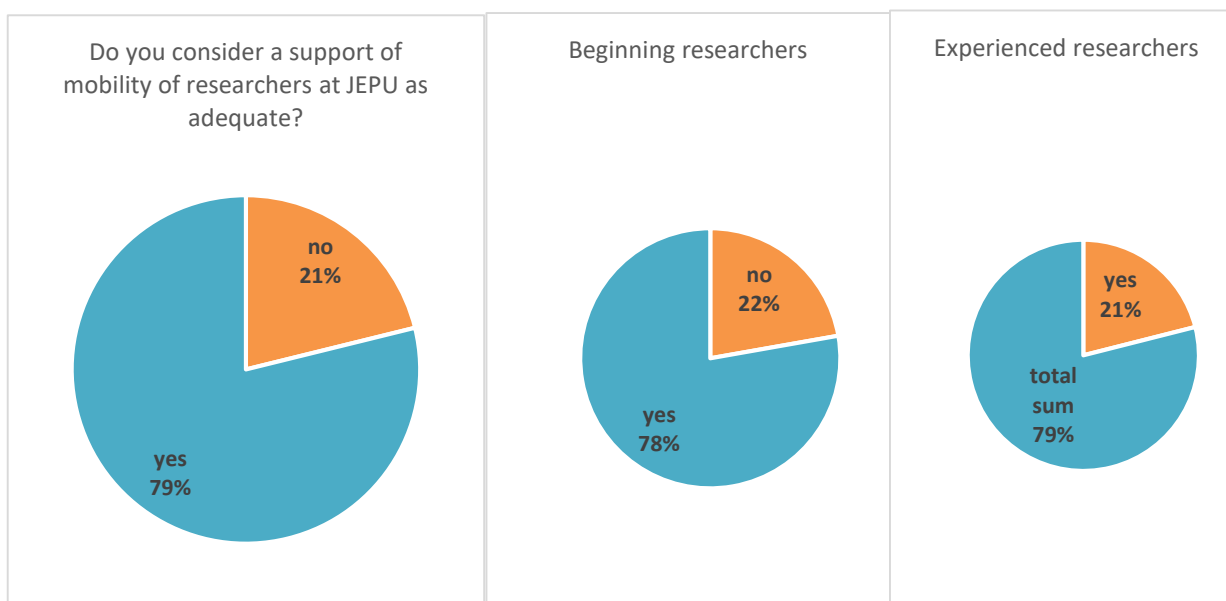
Total frequencies and percentages:

Respond	Number	Percentage
YES	153	80.10%
NO	38	19.90%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	43 (79.63%)	11 (20.37%)
R2	13 (92.86%)	1 (7.14%)
R3	69 (85.19%)	12 (14.81%)
R4	28 (66.67%)	14 (33.33%)

Comparison with previous testing



15.1 Have you encountered any problematic application of authorship or co-authorship at UJEP?

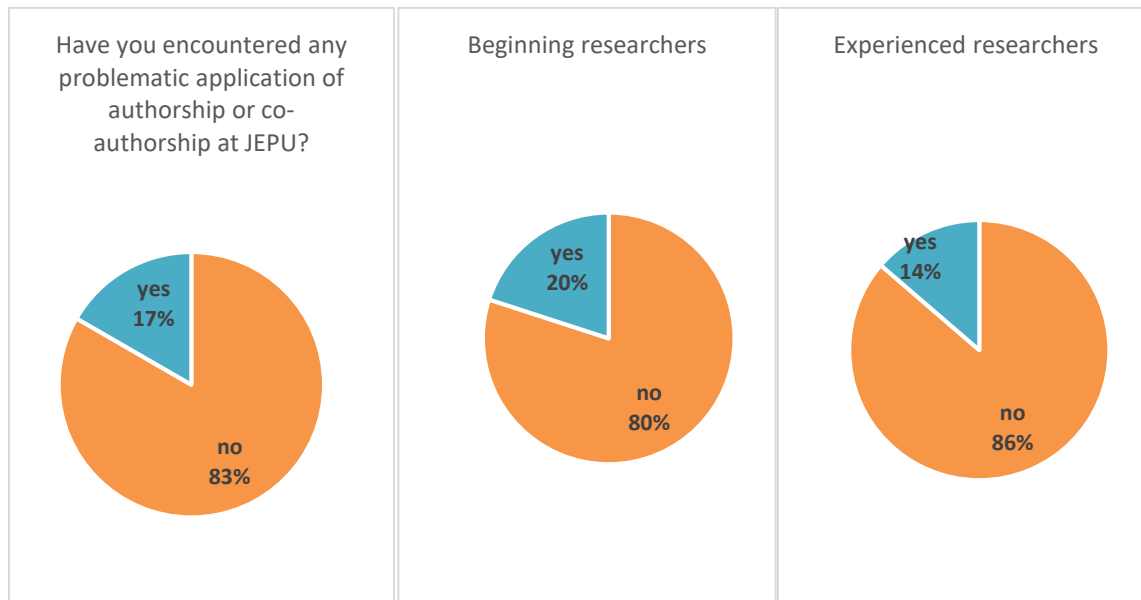
Total frequencies and percentages:

Respond	Number	Percentage
NO	175	91.62%
YES	16	8.38%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	4 (7.41%)	50 (92.59%)
R2	0 (0.00%)	14 (100.00%)
R3	8 (9.88%)	73 (90.12%)
R4	4 (9.52%)	38 (90.48%)

Comparison with previous testing



16.1 Does your pedagogical assignment correspond to your research classification?

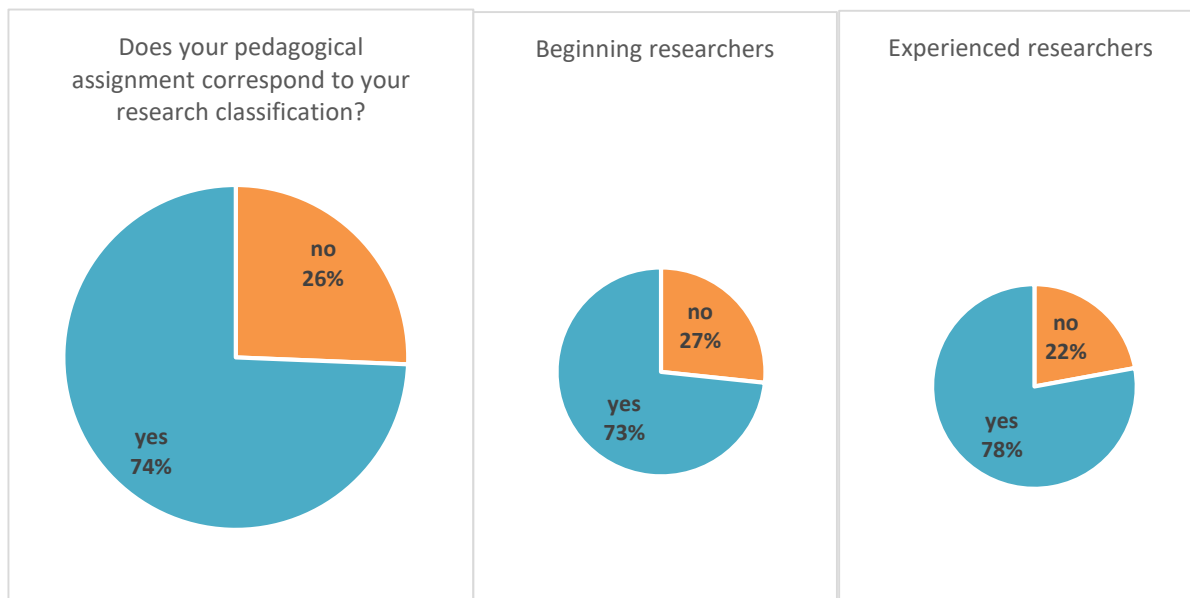
Total frequencies and percentages:

Respond	Number	Percentage
YES	151	79.06%
NO	40	20.94%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	44 (81.48%)	10 (18.52%)
R2	11 (78.57%)	3 (21.43%)
R3	66 (81.48%)	15 (18.52%)
R4	30 (71.43%)	12 (28.57%)

Comparison with previous testing



16.2 Has it ever happened to you that too much work in teaching has hindered your research activity?

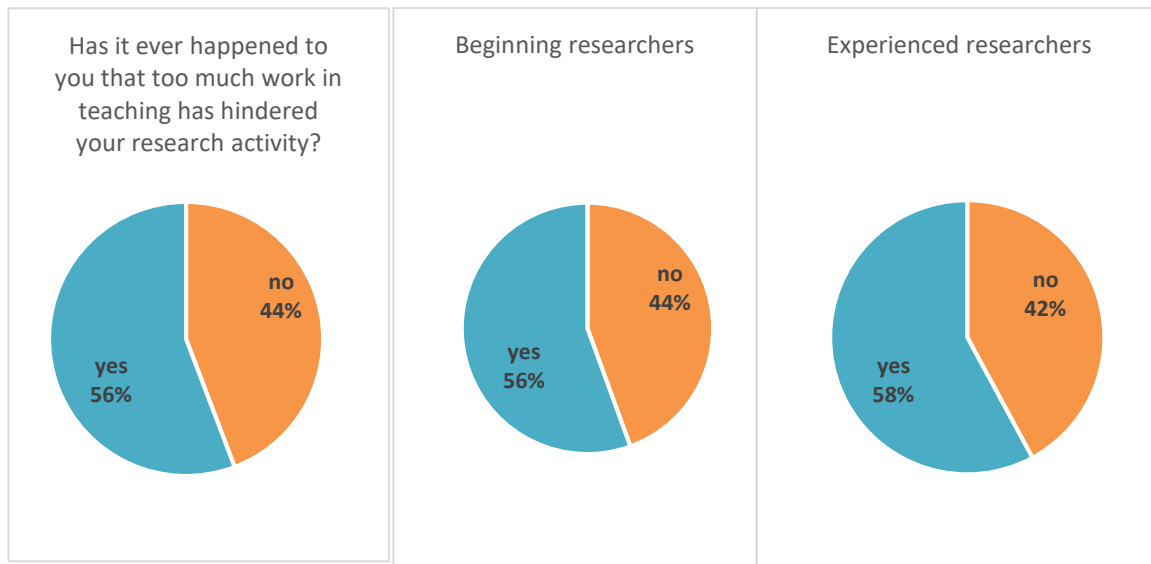
Total frequencies and percentages:

Respond	Number	Percentage
YES	108	56.54%
NO	83	43.46%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	27 (50.00%)	27 (50.00%)
R2	8 (57.14%)	6 (42.86%)
R3	47 (58.02%)	34 (41.98%)
R4	26 (61.90%)	16 (38.10%)

Comparison with previous testing



17.1 Do you know the procedure for filing complaints and appeals regarding working conditions and rights of researchers?

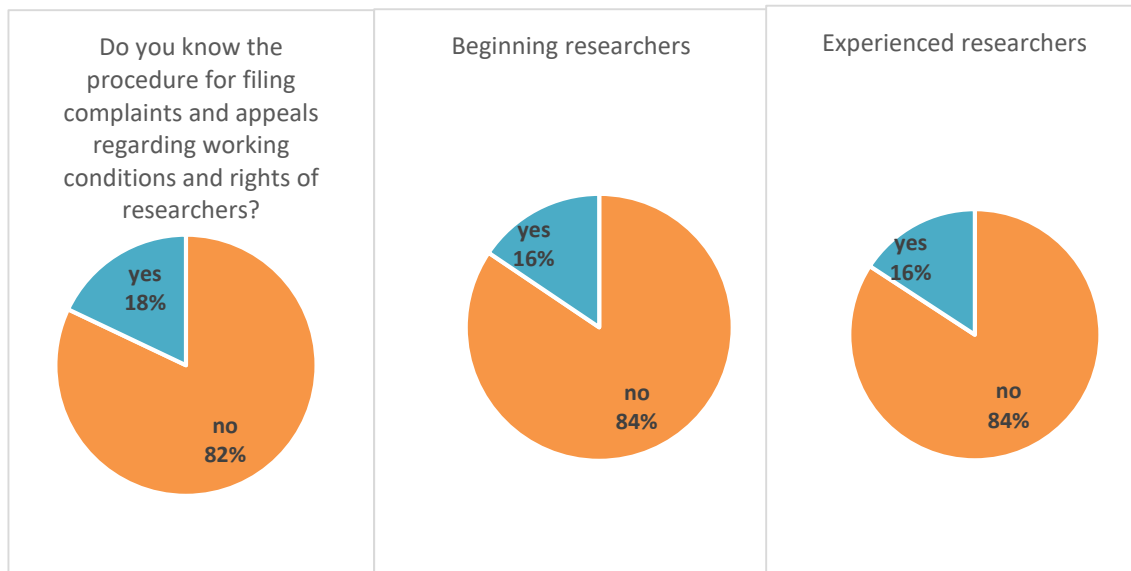
Total frequencies and percentages:

Respond	Number	Percentage
NO	129	67.54%
YES	62	32.46%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	14 (25.93%)	40 (74.07%)
R2	2 (14.29%)	12 (85.71%)
R3	31 (38.27%)	50 (61.73%)
R4	15 (35.71%)	27 (64.29%)

Comparison with previous testing



17.2 Do you know where to turn if you have a complaint or appeal about working conditions and your rights?

Total frequencies and percentages:

Respond	Number	Percentage
NO	96	50.26%
YES	95	49.74%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	22 (40.74%)	32 (59.26%)
R2	6 (42.86%)	8 (57.14%)
R3	45 (55.56%)	36 (44.44%)
R4	22 (52.38%)	20 (47.62%)

Comment: In 4Q2023, the position of UJEP Ombudsman was established and staffed. Outreach activities at UJEP in this area have been ongoing since February 2024. All information is available on the UJEP website: <https://www.ujep.cz/cs/ombudsmanka-ujep>.

18.1 A question for a beginning researcher only: Do you have your own supervisor who is also an experienced researcher?

Total frequencies and percentages:

Respond	Number	Percentage
YES	34	62.96%
NO	20	37.04%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	24 (75.00%)	8 (25.00%)
R2	4 (66.67%)	2 (33.33%)
R3	5 (41.67%)	7 (58.33%)
R4	1 (25.00%)	3 (75.00%)

Comparison with previous testing



18.2 Does regular and bilateral communication and evaluation of your research work?

Total frequencies and percentages:

Respond	Number	Percentage
YES	44	69.84%
NO	19	30.16%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	26 (74.29%)	9 (25.71%)
R2	5 (83.33%)	1 (16.67%)
R3	11 (73.33%)	4 (26.67%)
R4	2 (28.57%)	5 (71.43%)

19.1 A question for an experienced researcher only: Do you work as a supervisor for a beginning researcher?

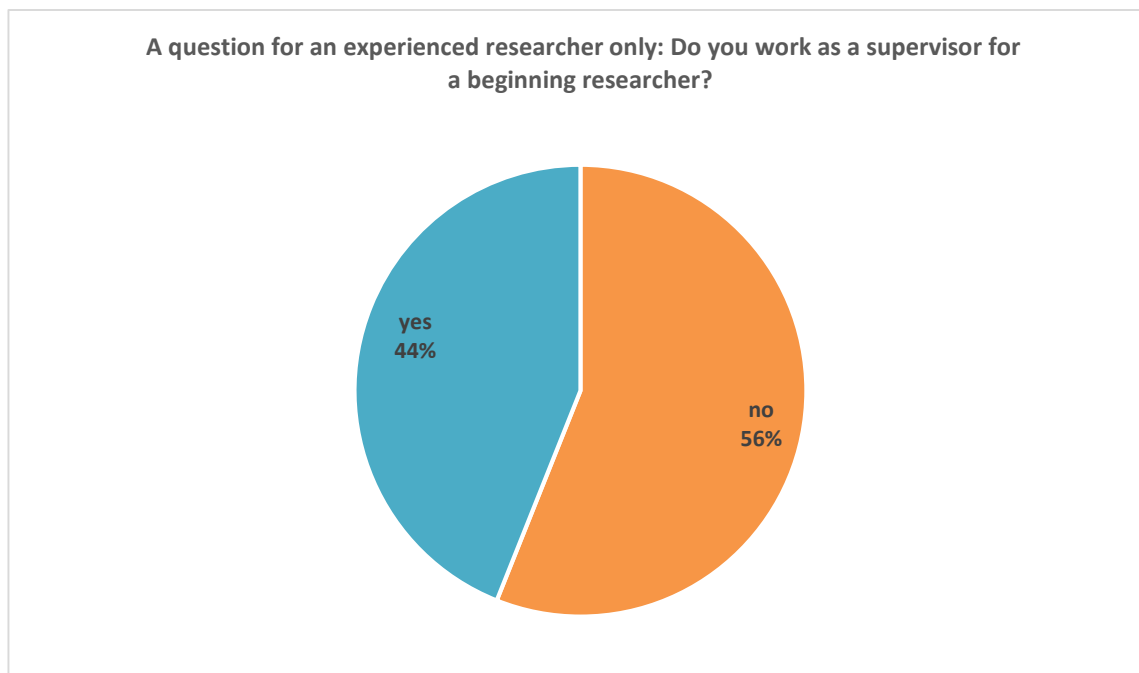
Total frequencies and percentages:

Respond	Number	Percentage
NO	88	69.29%
YES	39	30.71%

Distribution according to scientific experience:

Experiences R1-R4	YES	NO
R1	1 (7.69%)	12 (92.31%)
R2	0 (0.00%)	5 (100.00%)
R3	14 (20.29%)	55 (79.71%)
R4	24 (60.00%)	16 (40.00%)

Comparison with previous testing



Evaluation of the obtained data:

Analysis of responses from respondents across different levels of experience in science and research (R&D) revealed key trends and insights about perceptions of the work environment, satisfaction, and research conditions at the University. Overall, respondents report high levels of satisfaction with opportunities for freedom of thought and choice of research methods, indicating a strong academic culture that supports innovation and critical thinking. Another significant finding is the positive perception of ethical standards and support from the University in matters of personal and professional development. However, some responses point to areas where improvements could be made - for example in feedback and communication on research projects and in the evaluation of research work. Of particular note are the differences in responses between the different experience groups. For example, early career researchers express a need for more intensive support and mentoring, while more experienced researchers focus more on issues related to funding and infrastructure for research. This analysis provides valuable insight into the state and needs of the academic environment and can serve as a basis for further discussion and decision-making processes leading to improved working and research conditions at the university. Compared to the 2018 measurement, the overall picture is perceived more positively or comparably on some issues. Some comparisons are still discussed with the addition of measures that UJEP is currently addressing.

The answers to the open questions were prepared separately for discussion at the UJEP management meeting.