



**EVALUATION OF «CHARTER & CODE»
FINAL REPORT**

UNIVERSITY OF BERGEN

ABOUT THE SURVEY

Survey period: 1th – 23th of February 2018

Method: Electronical web-survey (CAWI)

Overall response rate: 34 %

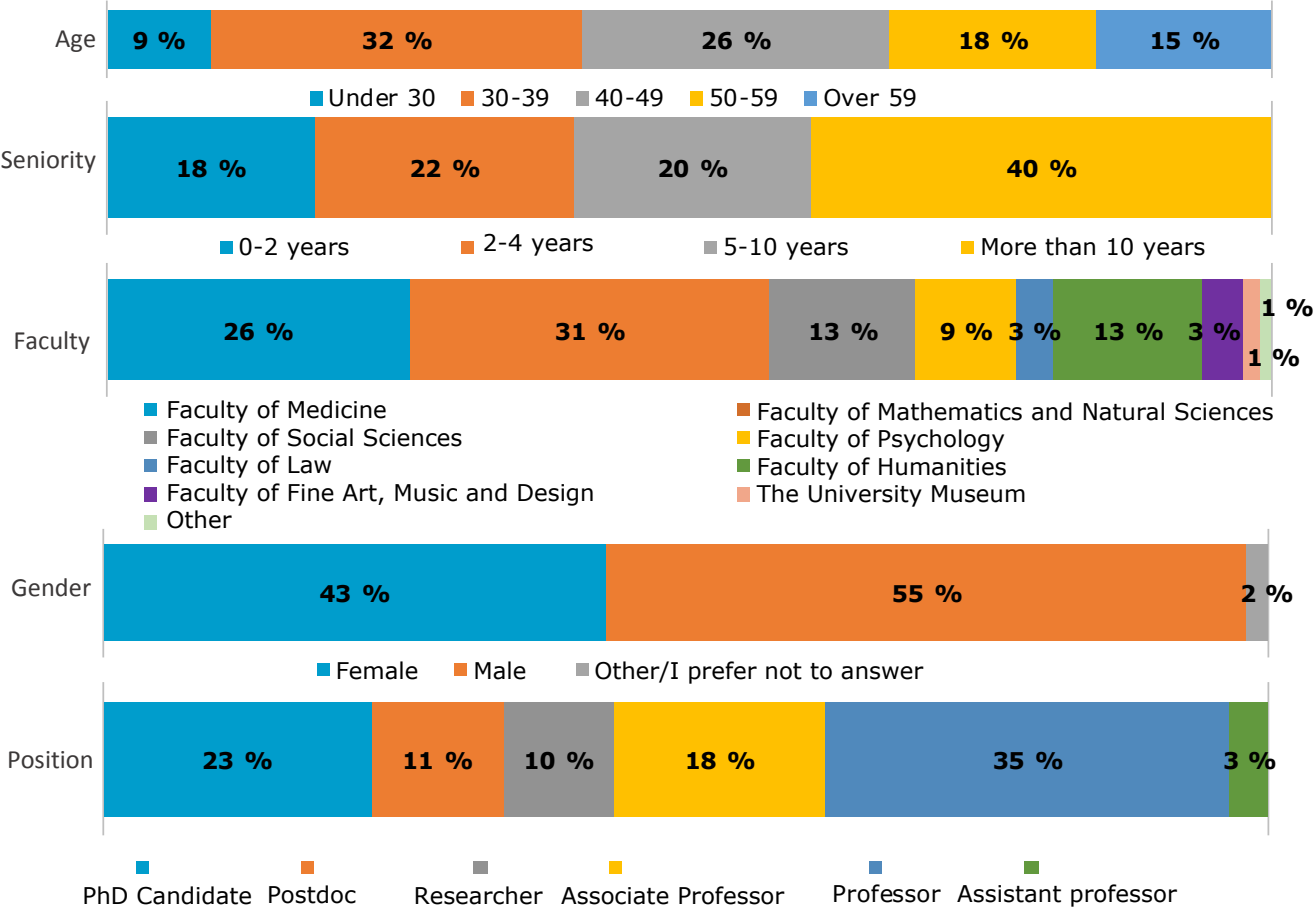
Number of responses: 734

Responsible for the implementation: Jill Anette Opsahl

Responsible consultant Rambøll: Vetle Høivang og Knut Hartveit

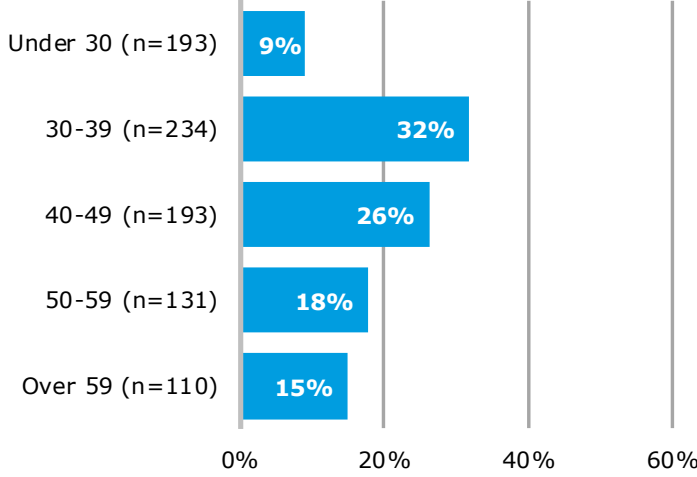
DECENT SPREAD OF ANSWERS AT THE UIB

DISTRIBUTION OF ANSWERS ACROSS BACKGROUND VARIABLES AT THE UNIVERSITY OF BERGEN

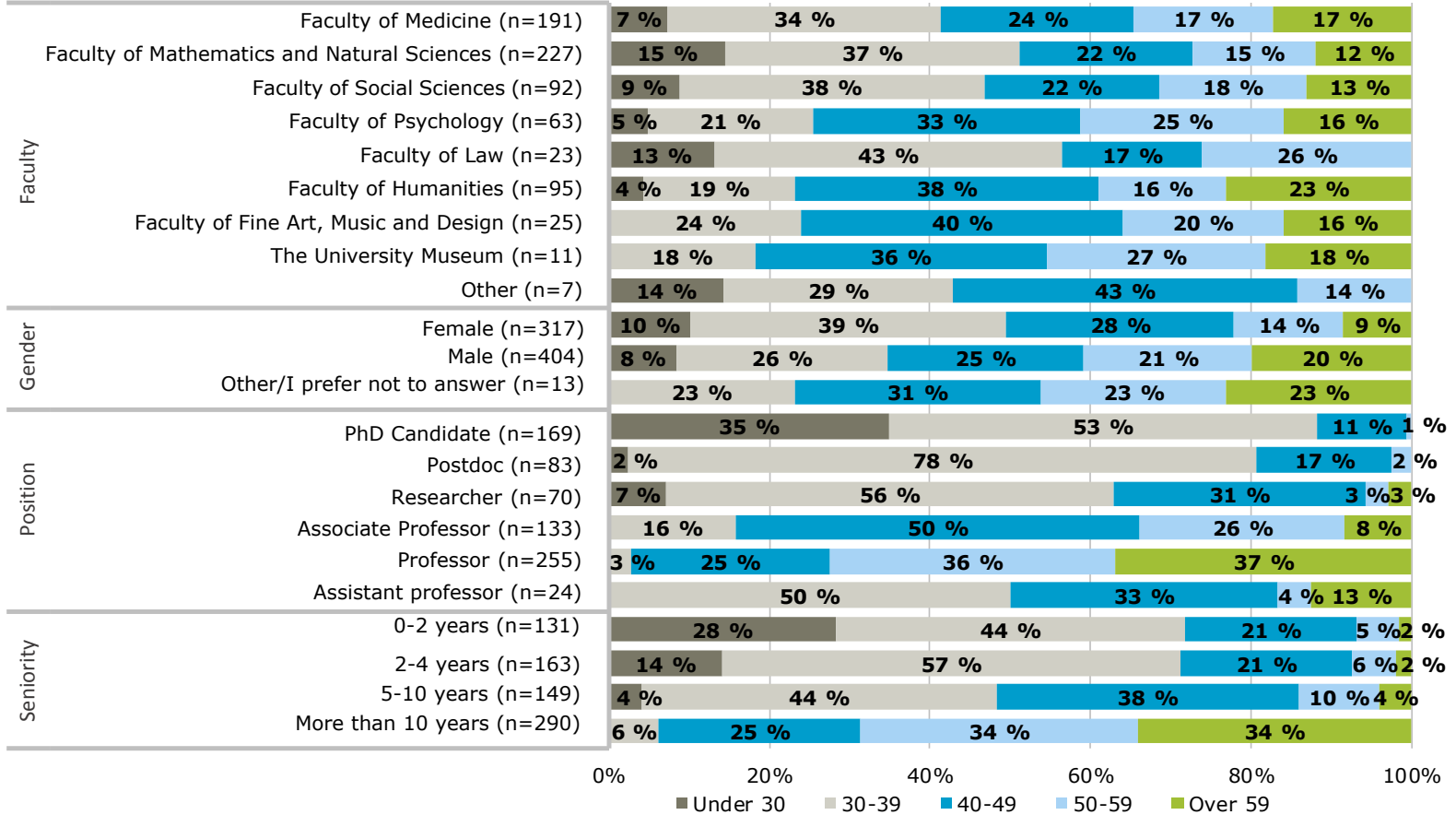


DISTRIBUTION OF AGE AMONG THE RESPONDENTS

TOTAL SCORE AT UIB

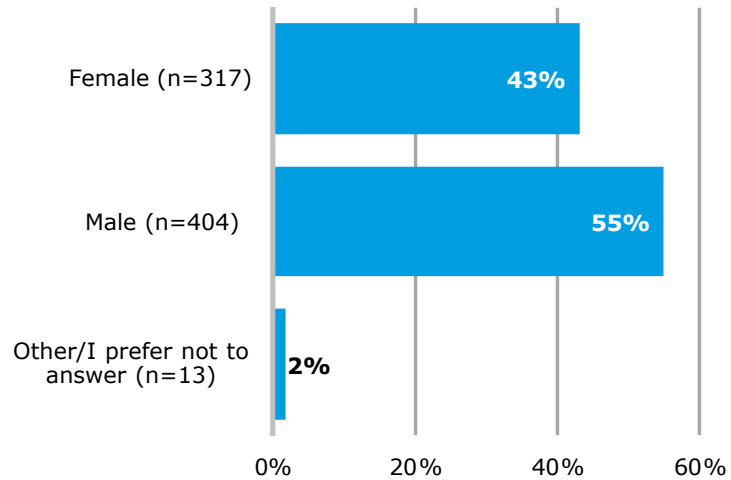


ACROSS BACKGROUND VARIABLES

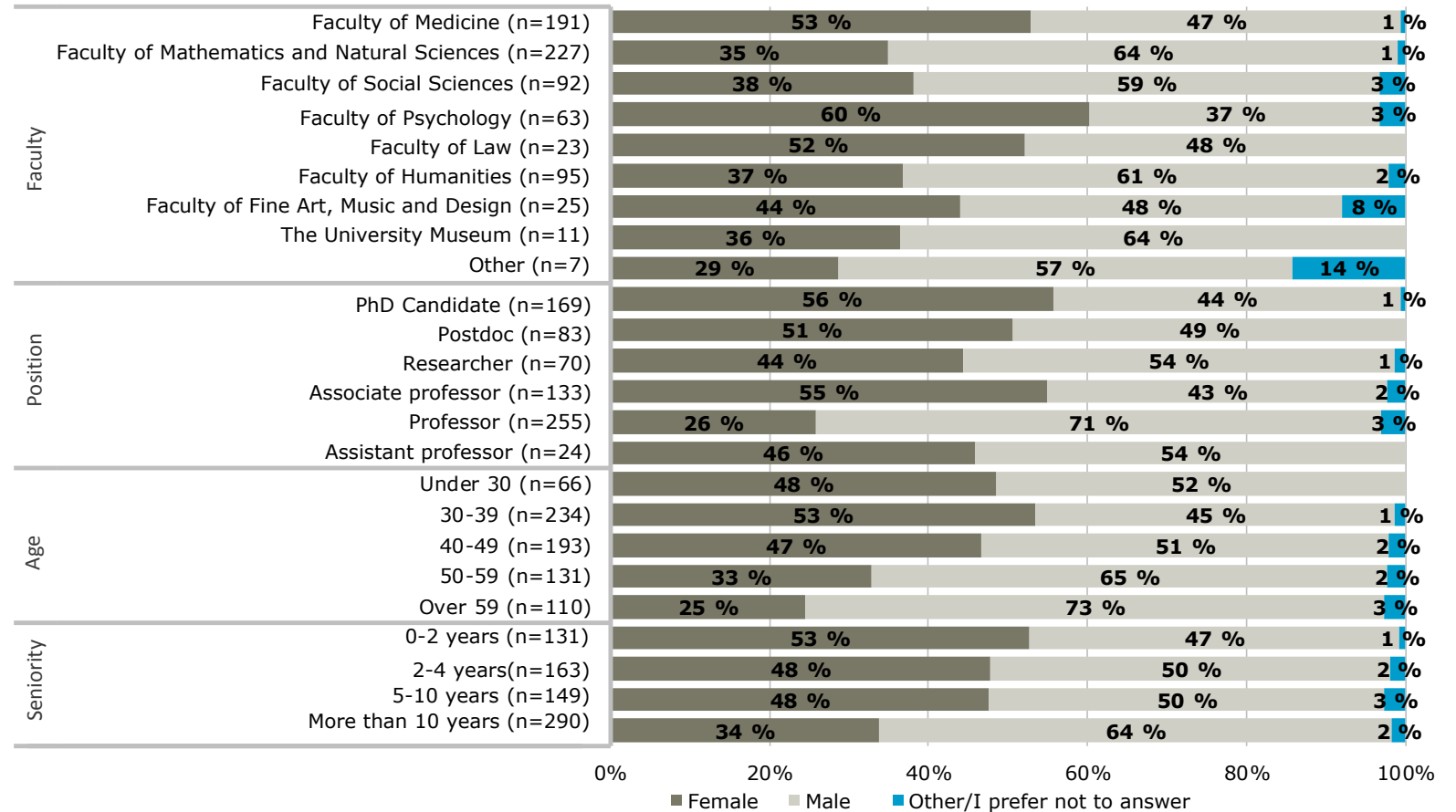


GENDER DISTRIBUTION AMONG THE RESPONDENTS

TOTAL SCORE AT UIB

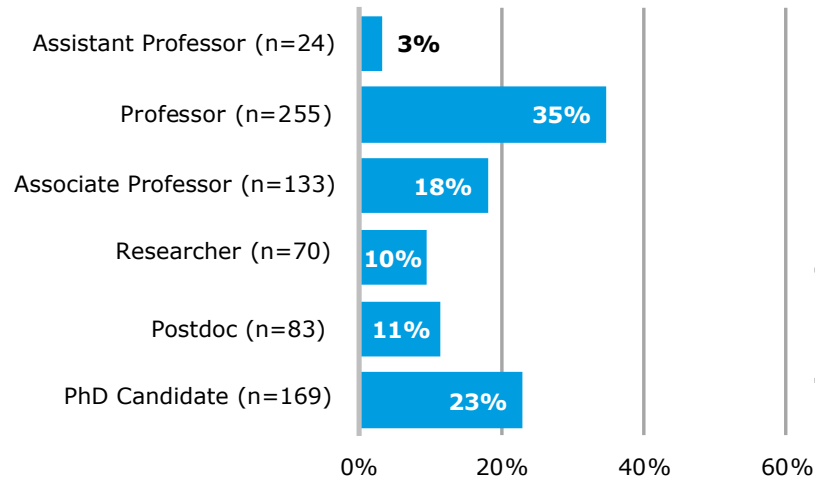


ACROSS BACKGROUND VARIABLES

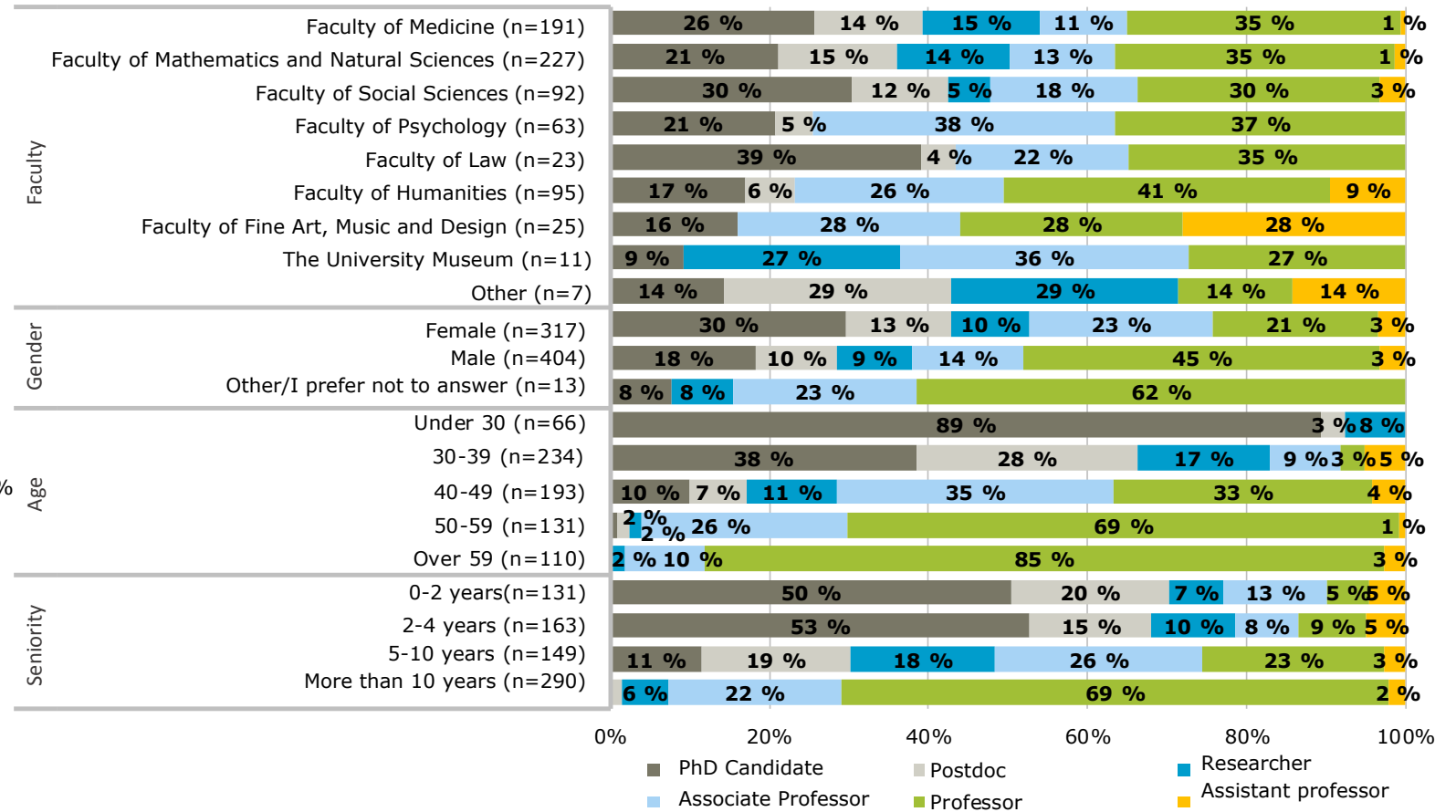


THE POSITIONS OF THE RESPONDENTS

TOTAL SCORE AT UIB



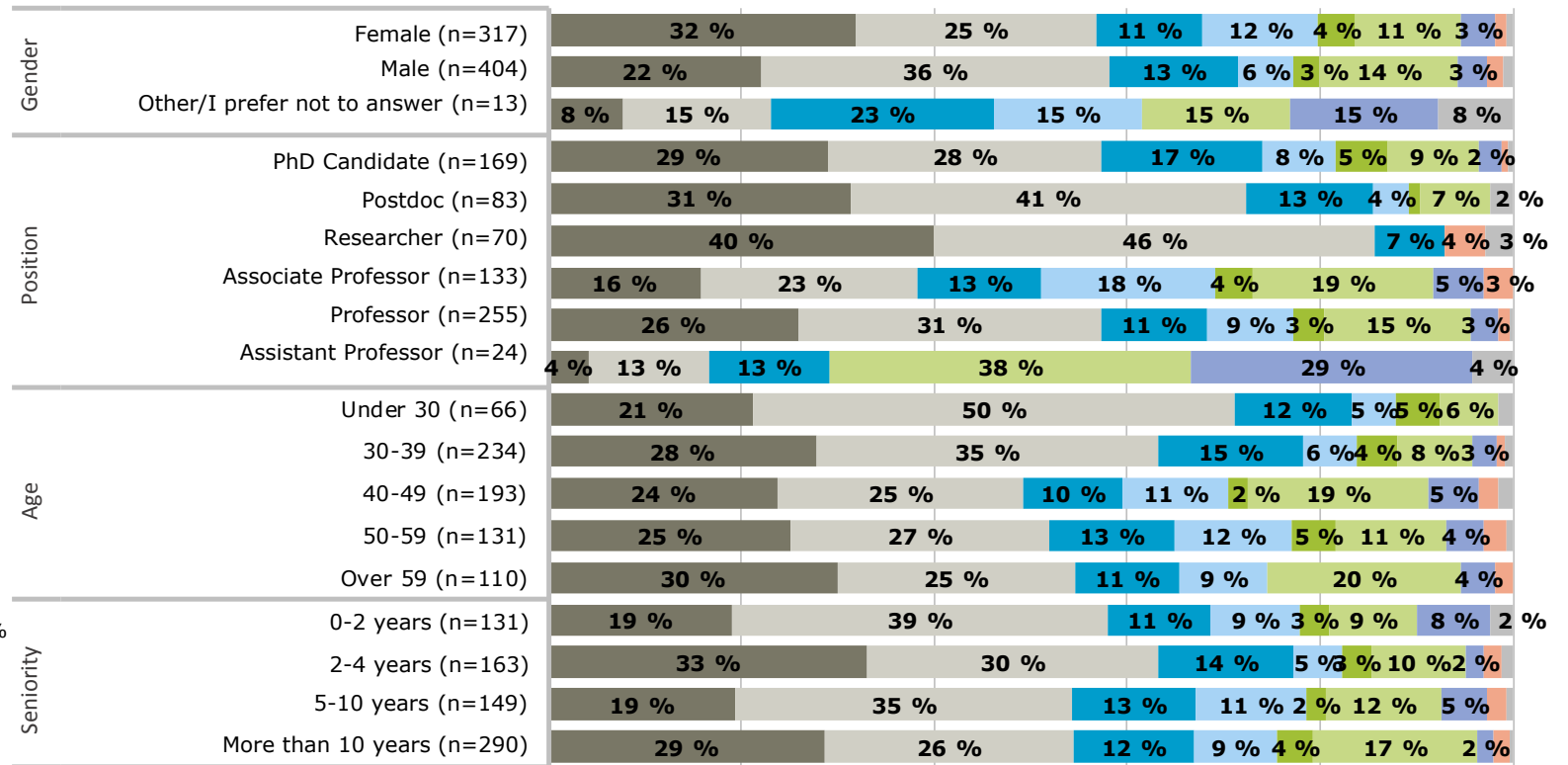
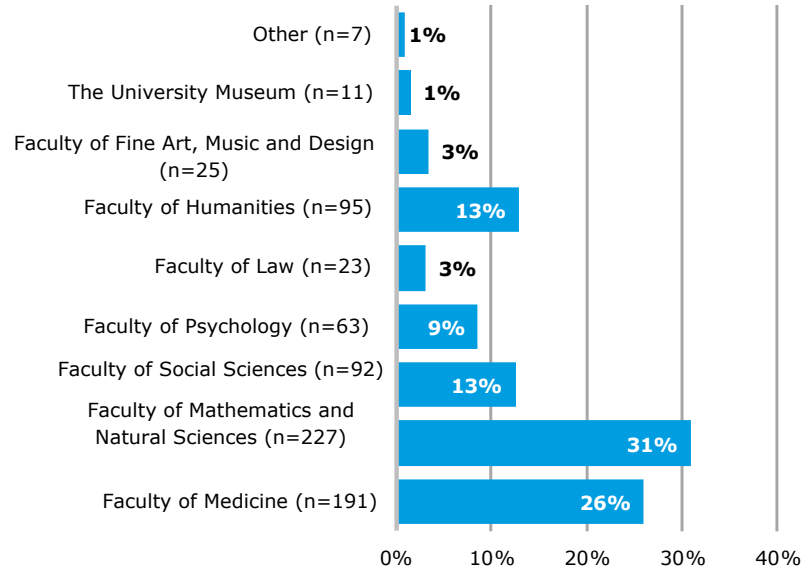
ACROSS BACKGROUND VARIABLES



THE FACULTIES THAT THE RESPONDENTS ARE PRIMARILY CONNECTED TO

ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB

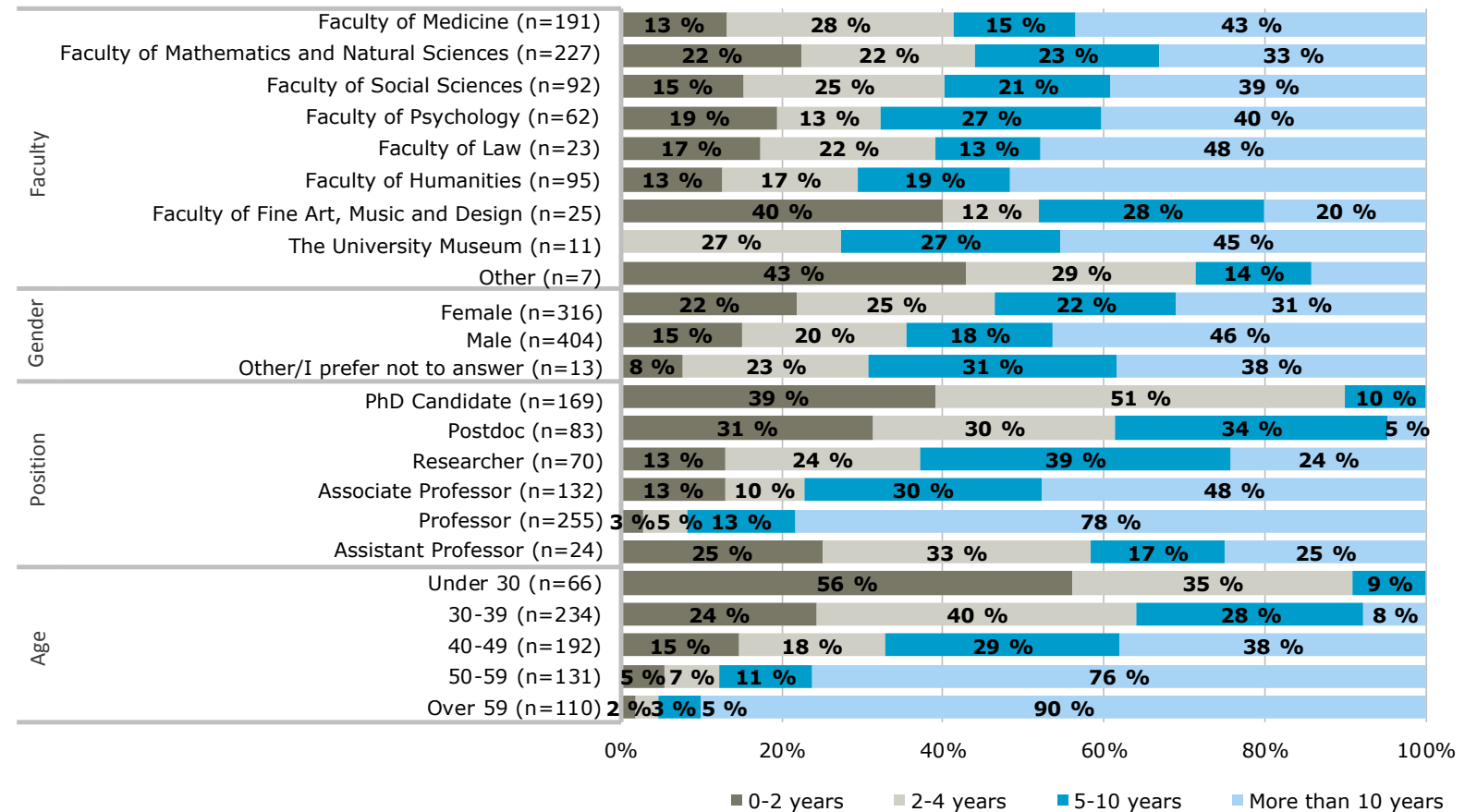
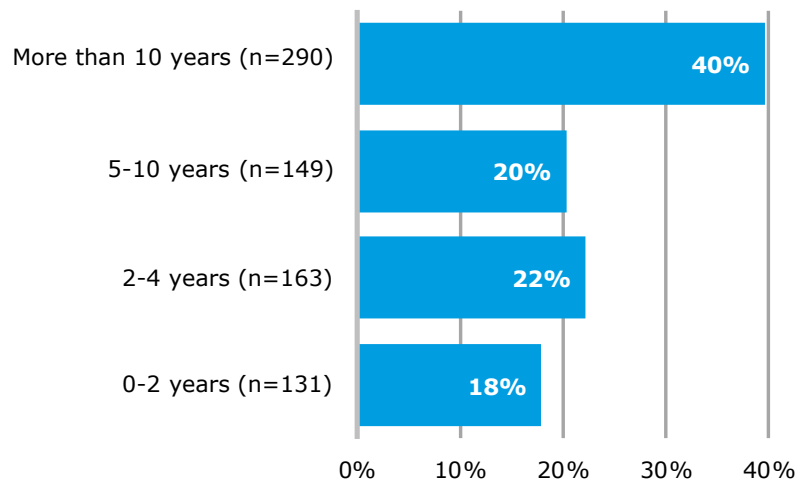


Faculty of Medicine
 Faculty of Mathematics and Natural Sciences
 Faculty of Social Sciences
 Faculty of Law
 Faculty of Psychology
 Faculty of Humanities
 Faculty of Fine Arts, Music and Design
 The University Museum
 Other

THE DURATION OF THE RESPONDENTS EMPLOYMENT AT UIB

ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB



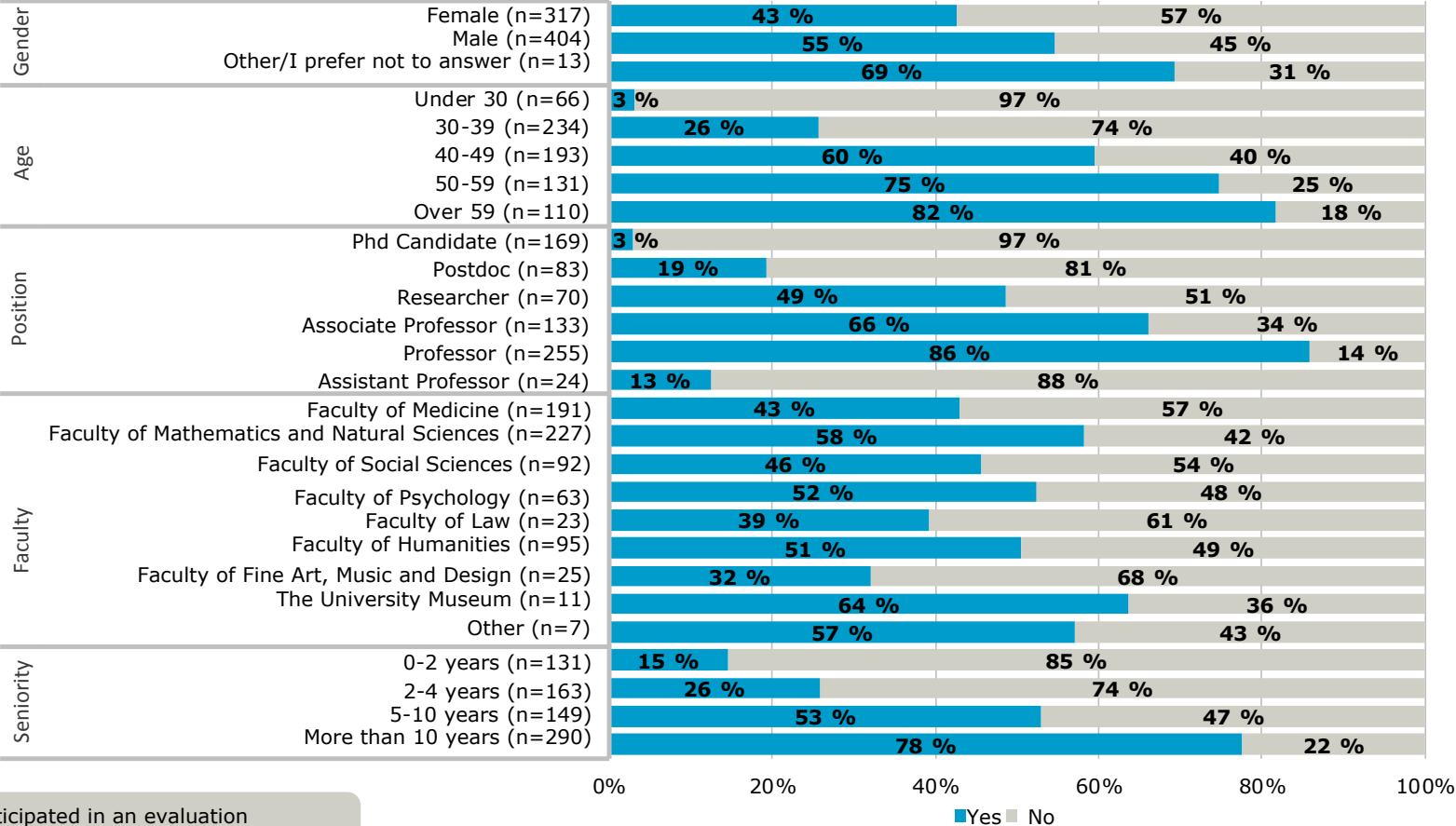
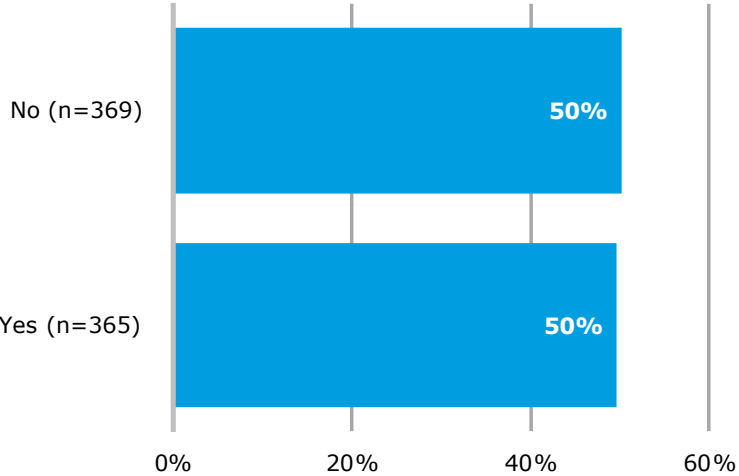
EVALUATION COMMITTEE

DID YOU PARTICIPATE IN AN EVALUATION COMMITTEE

FOR THE SELECTION OF PHD RESEARCH FELLOWS (STIPENDIAT POSITIONS), POSTDOCTORAL RESEARCH FELLOWS, ASSOCIATE PROFESSORS OR PROFESSORS AT UIB WITHIN THE LAST FIVE YEARS

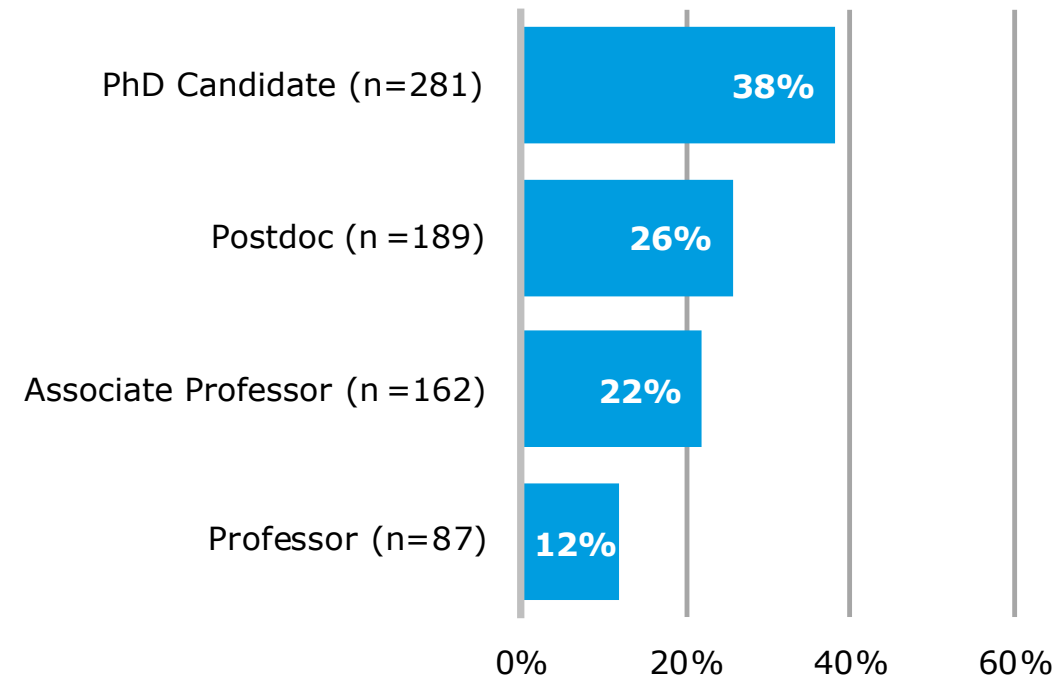
ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB



Only three Assistant Professors have participated in an evaluation committee. Thus, they are excluded from the current figures

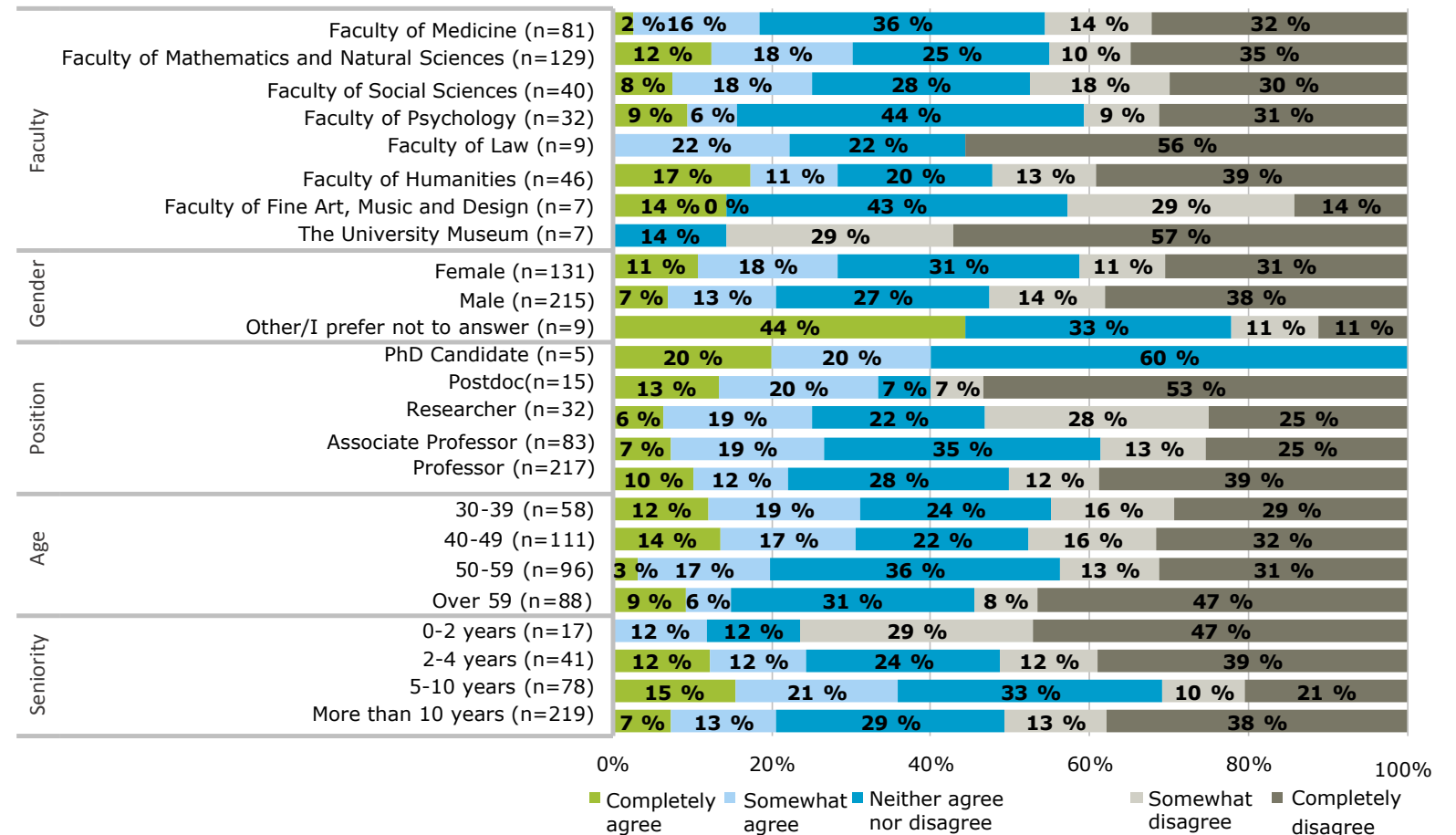
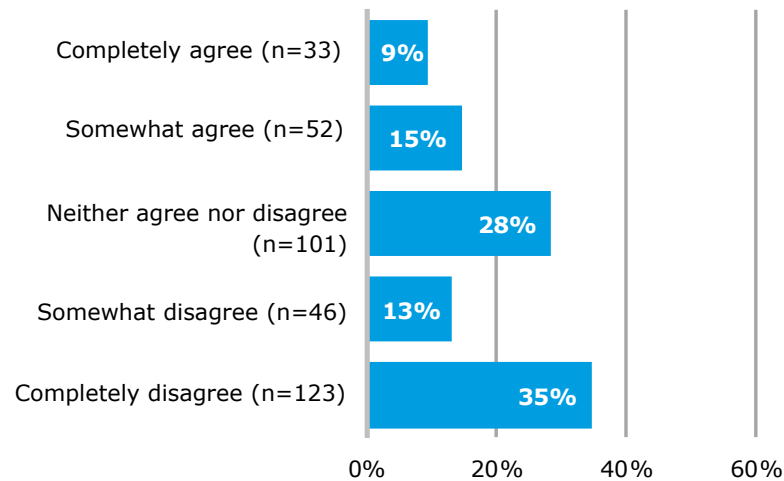
TO WHICH POSITION/POSITIONS HAVE YOU BEEN IN AN EVALUATION COMMITTEE FOR?



PERSONS WHO HAVE THEIR DEGREES FROM THE UIB ARE PREFERRED WHEN SCIENTIFIC POSITIONS AT THE UIB ARE APPOINTED

ACROSS BACKGROUND VARIABLES

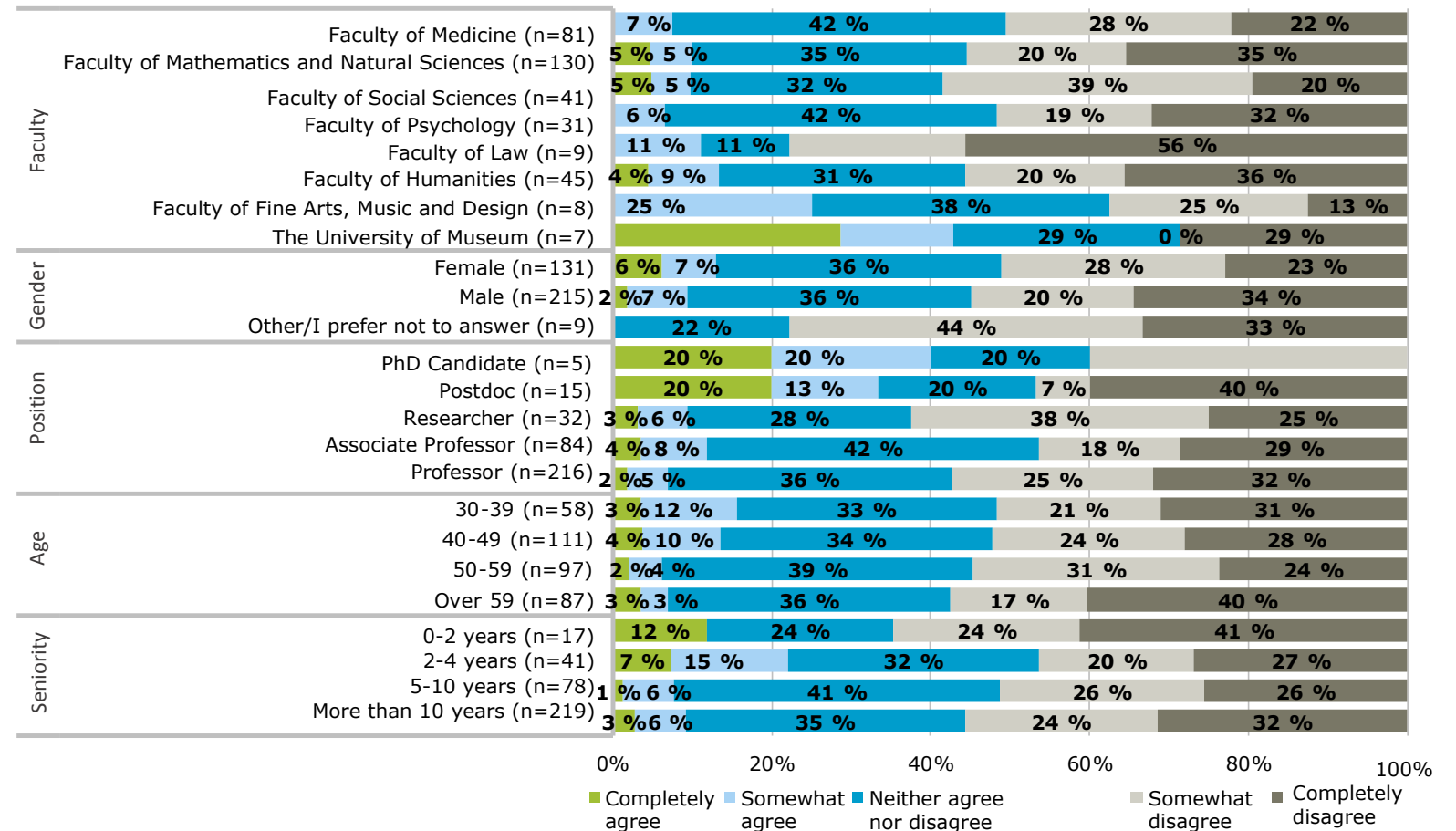
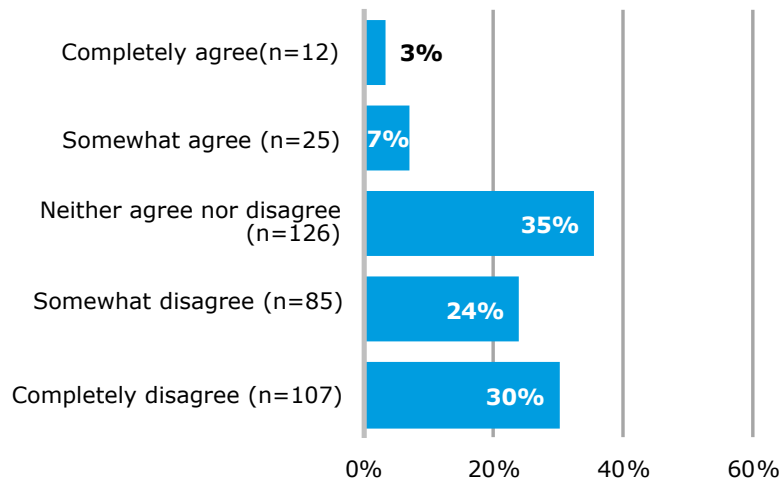
TOTAL SCORE AT UIB



FOREIGN APPLICANTS ARE PREFERRED WHEN SCIENTIFIC POSITIONS AT THE UIB ARE APPOINTED

ACROSS BACKGROUND VARIABLES

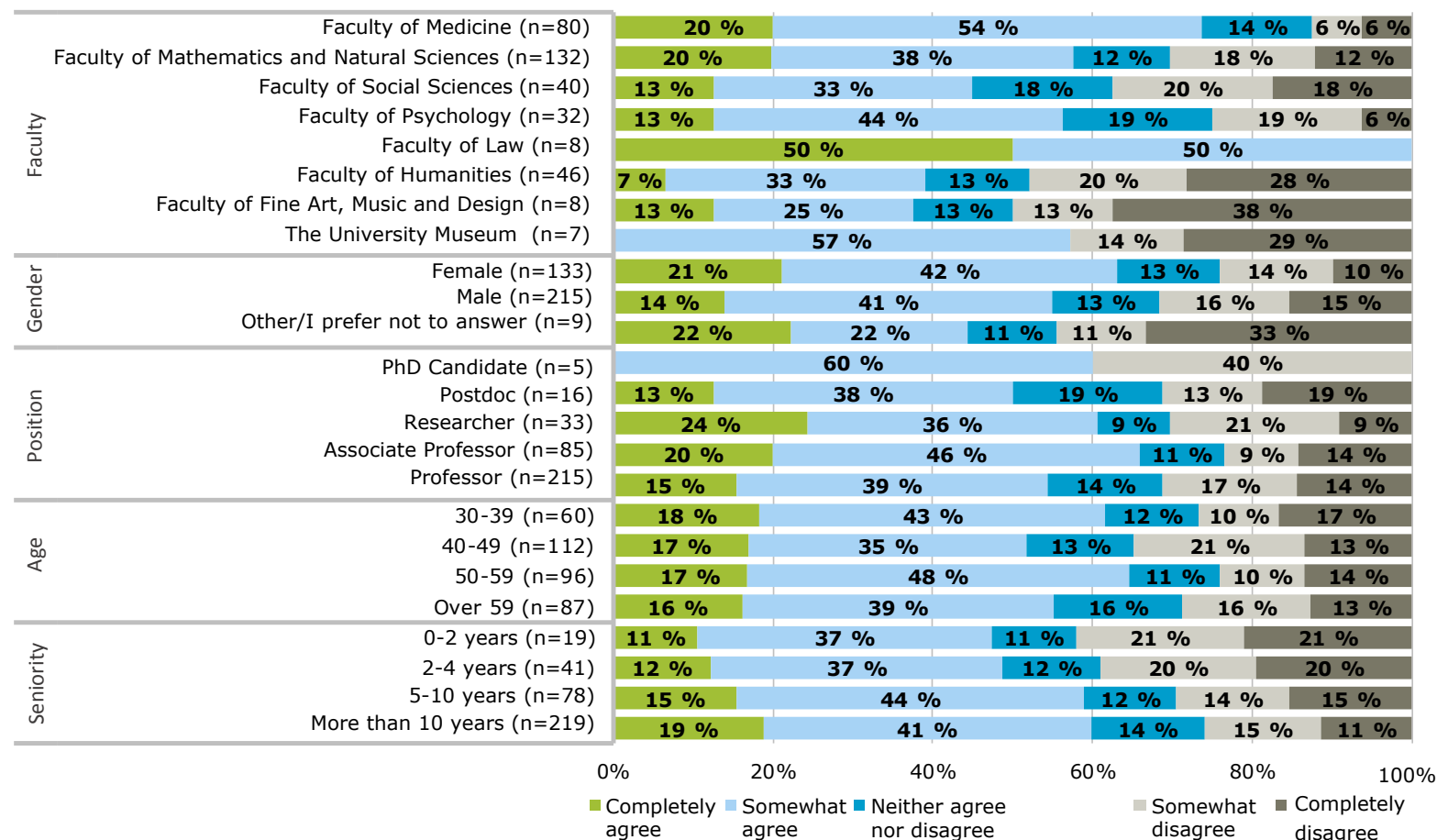
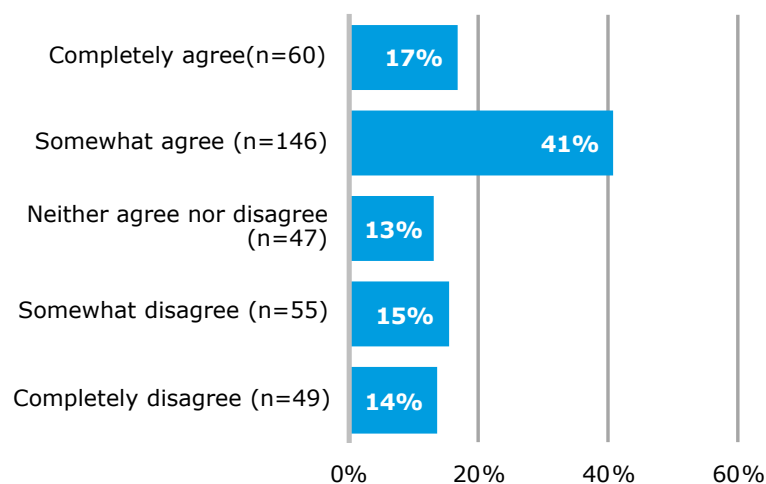
TOTAL SCORE AT UIB



IT IS OFTEN DIFFICULT TO ASSESS THE QUALIFICATIONS OF FOREIGN APPLICANTS

PÅ TVERS AV BAKGRUNNSVARIABLER

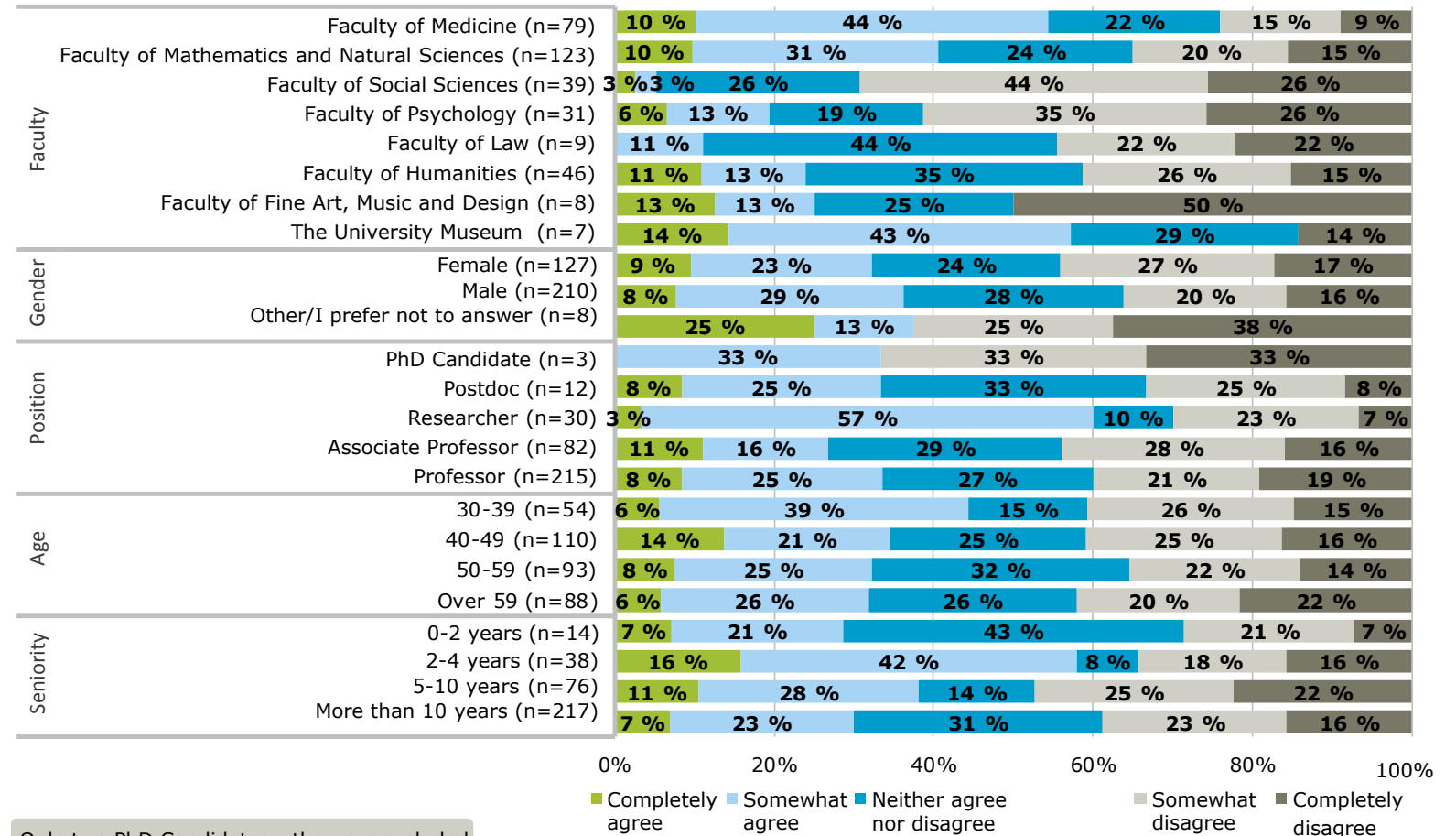
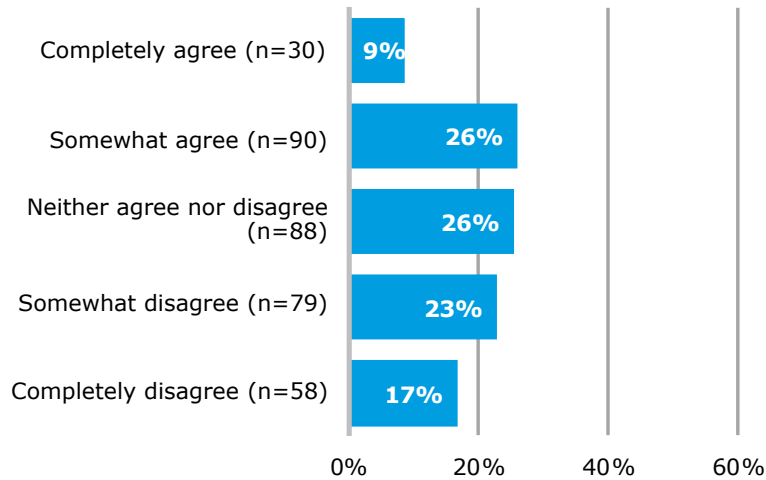
TOTAL SCORE AT UIB



IN EVALUATIONS FOR SCIENTIFIC POSITIONS (AT THE UIB), WHETHER OR NOT THE APPLICANT HAS PERFORMED A RESEARCH STAY ABROAD IS GIVEN A LOT OF WEIGHT

ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB



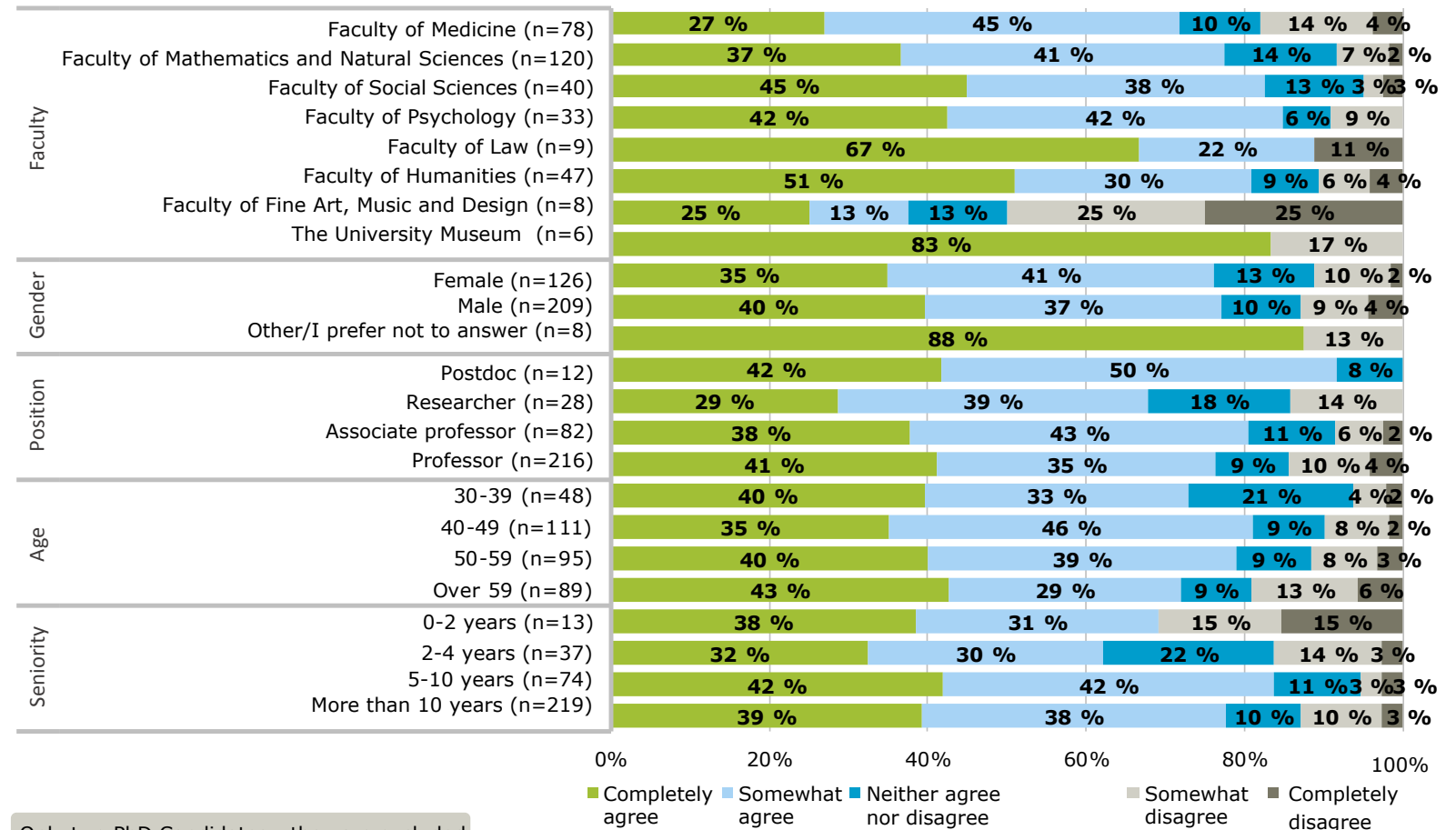
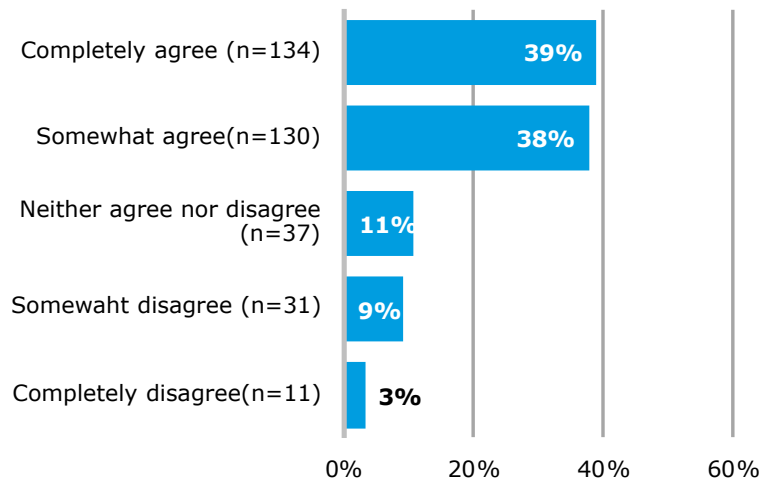
Only two PhD Candidates - they are excluded



RESEARCH DISSEMINATION TO THE GENERAL PUBLIC IS GIVEN VERY LITTLE WEIGHT IN THE EXPERT EVALUATION FOR SCIENTIFIC POSITIONS AT THE UIB

ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB



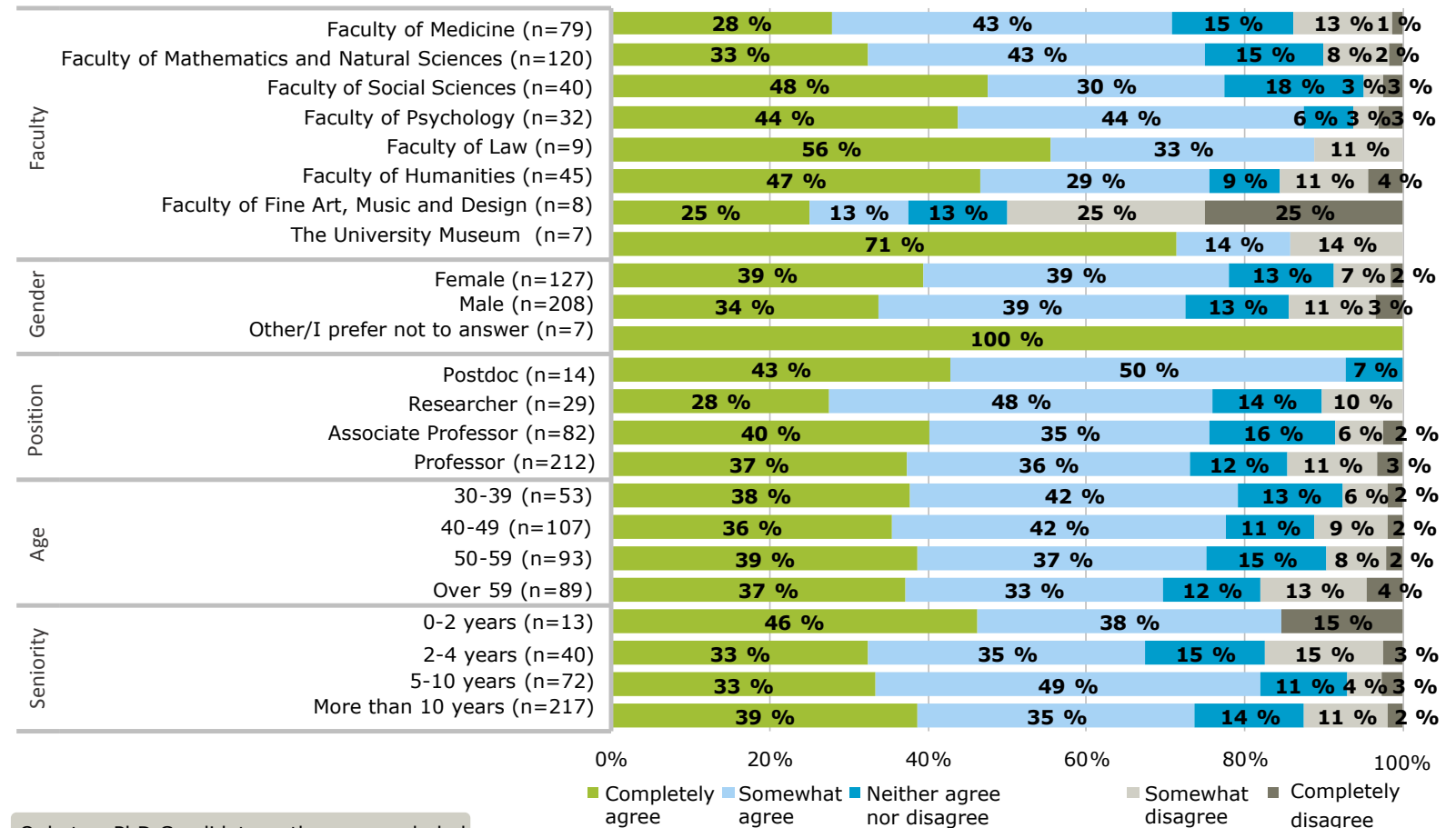
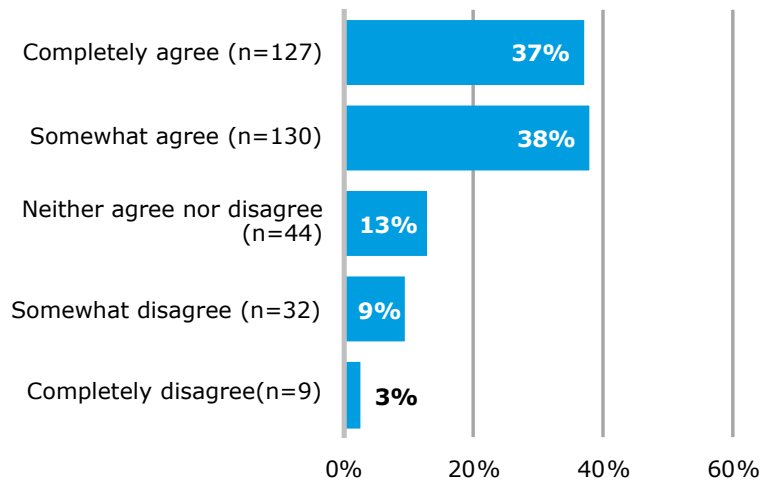
Only two PhD Candidates - they are excluded



RESEARCH DISSEMINATION TO THE GENERAL PUBLIC IS GIVEN VERY LITTLE WEIGHT WHEN APPOINTING SCIENTIFIC POSITIONS AT THE UIB

ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB



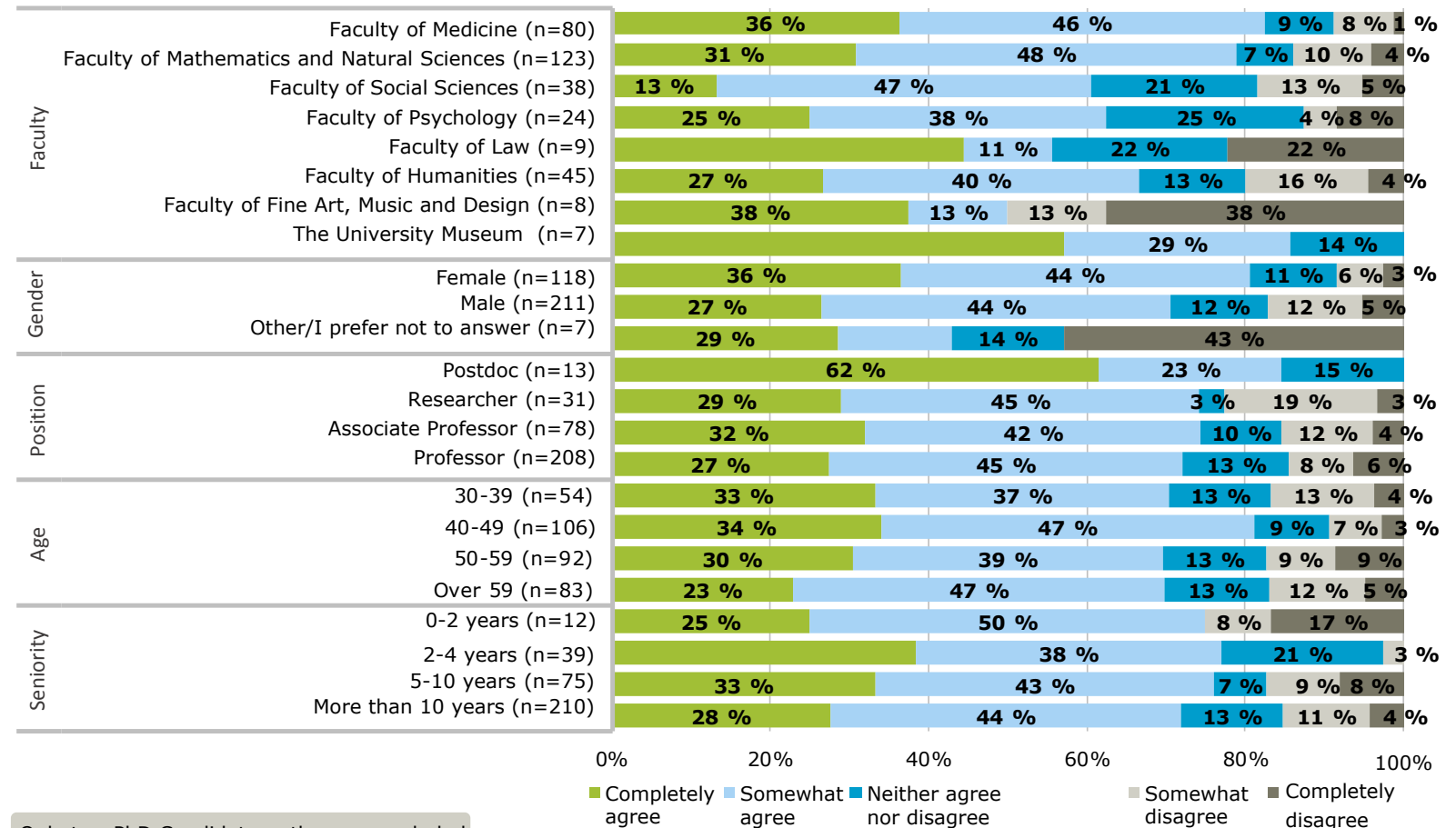
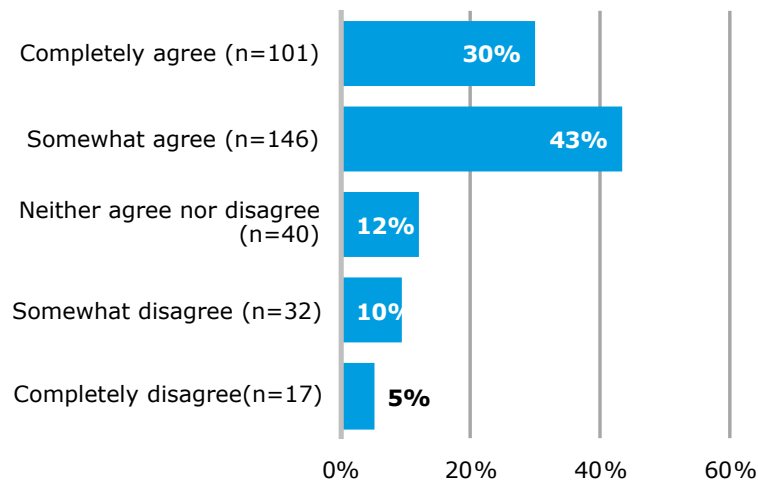
Only two PhD Candidates - they are excluded



CAREER GAPS ("CV GAPS") IN RESEARCH WORK COUNT NEGATIVELY IN EXPERT EVALUATIONS UNLESS THE APPLICANT ACCOUNTS FOR THEM

ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB



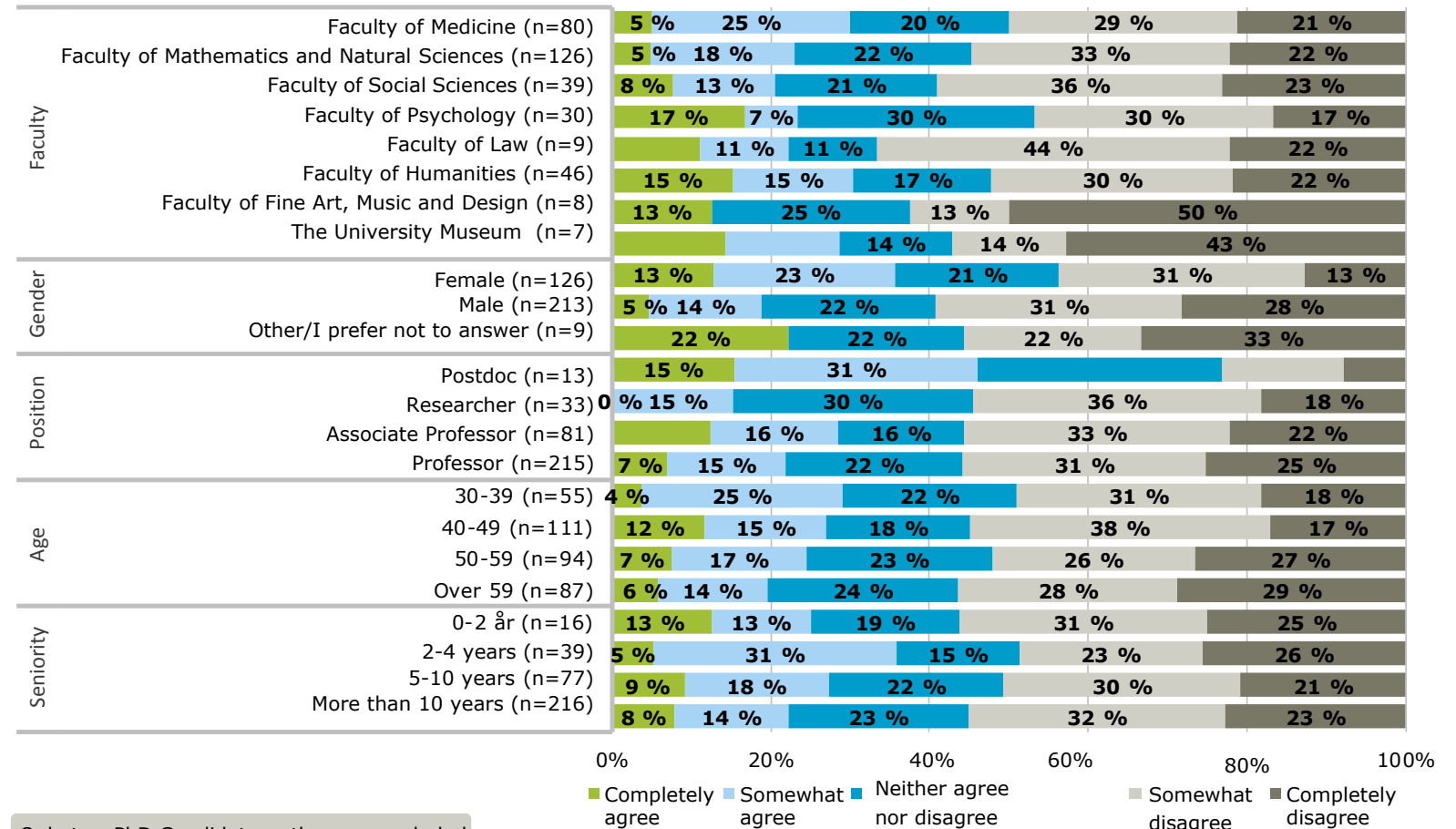
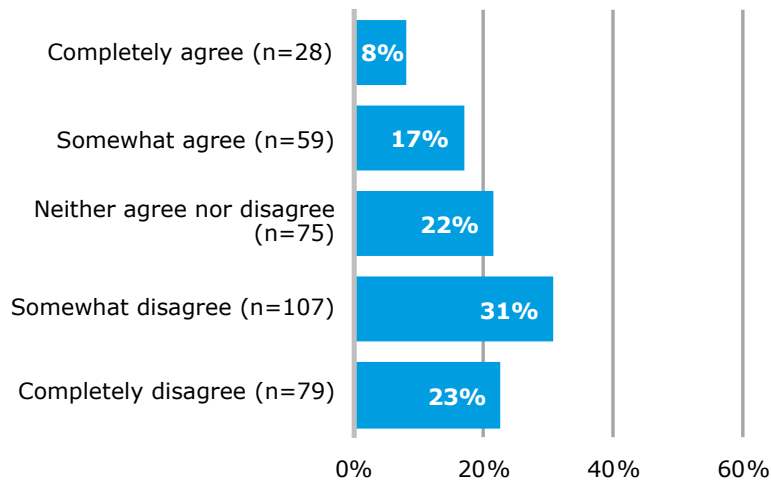
Only two PhD Candidates - they are excluded



BREAKS IN THE RESEARCH CAREER (INCLUDING MATERNAL/PATERNAL LEAVE) ARE A DISADVANTAGE FOR THE APPLICANT

ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB



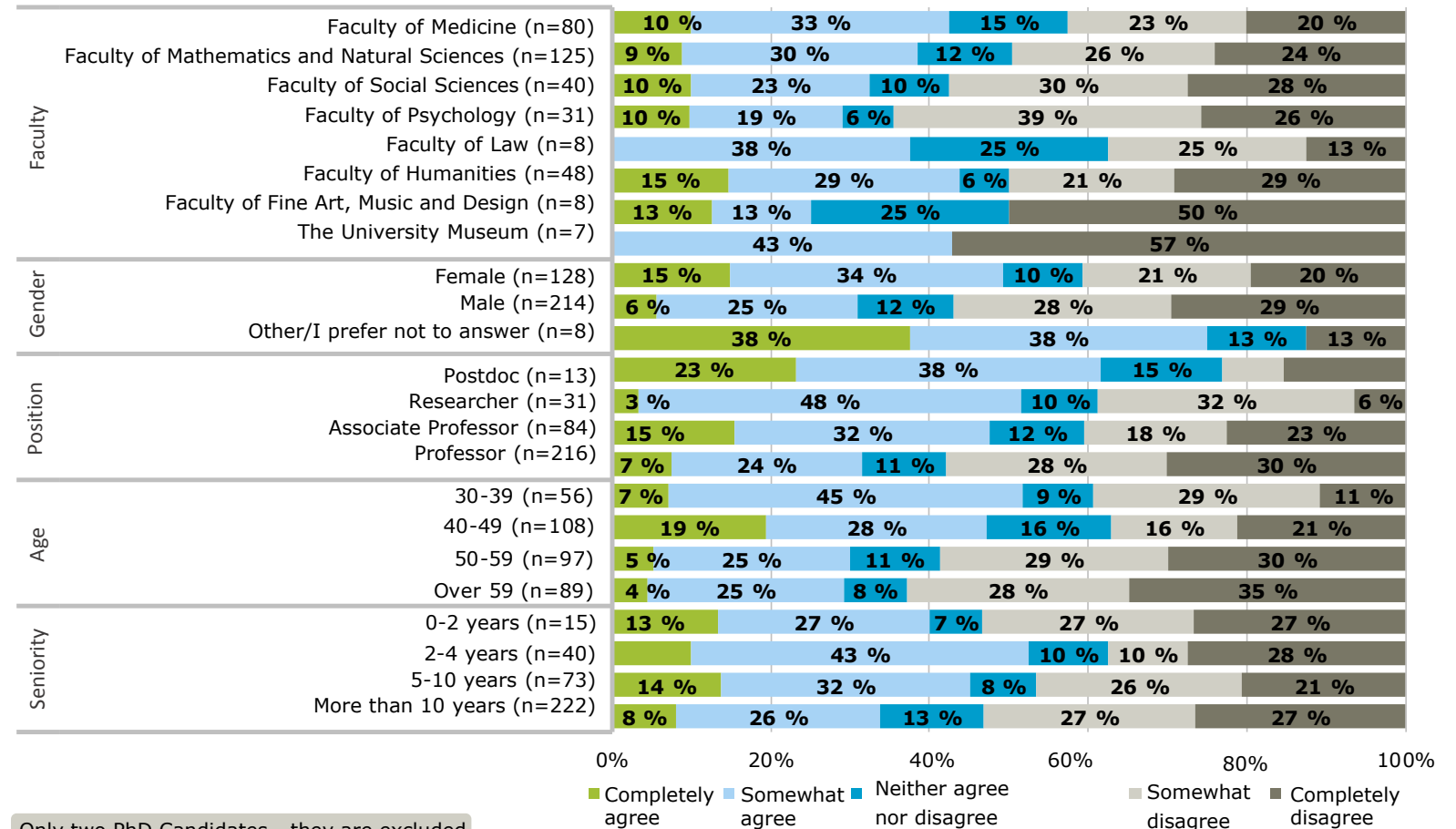
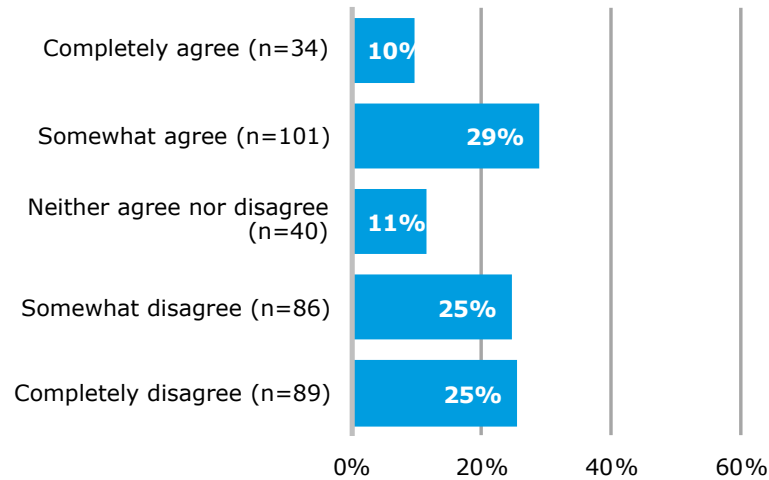
Only two PhD Candidates - they are excluded



THERE IS A LARGE ELEMENT OF ARBITRARINESS IN EXPERT EVALUATIONS

ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB



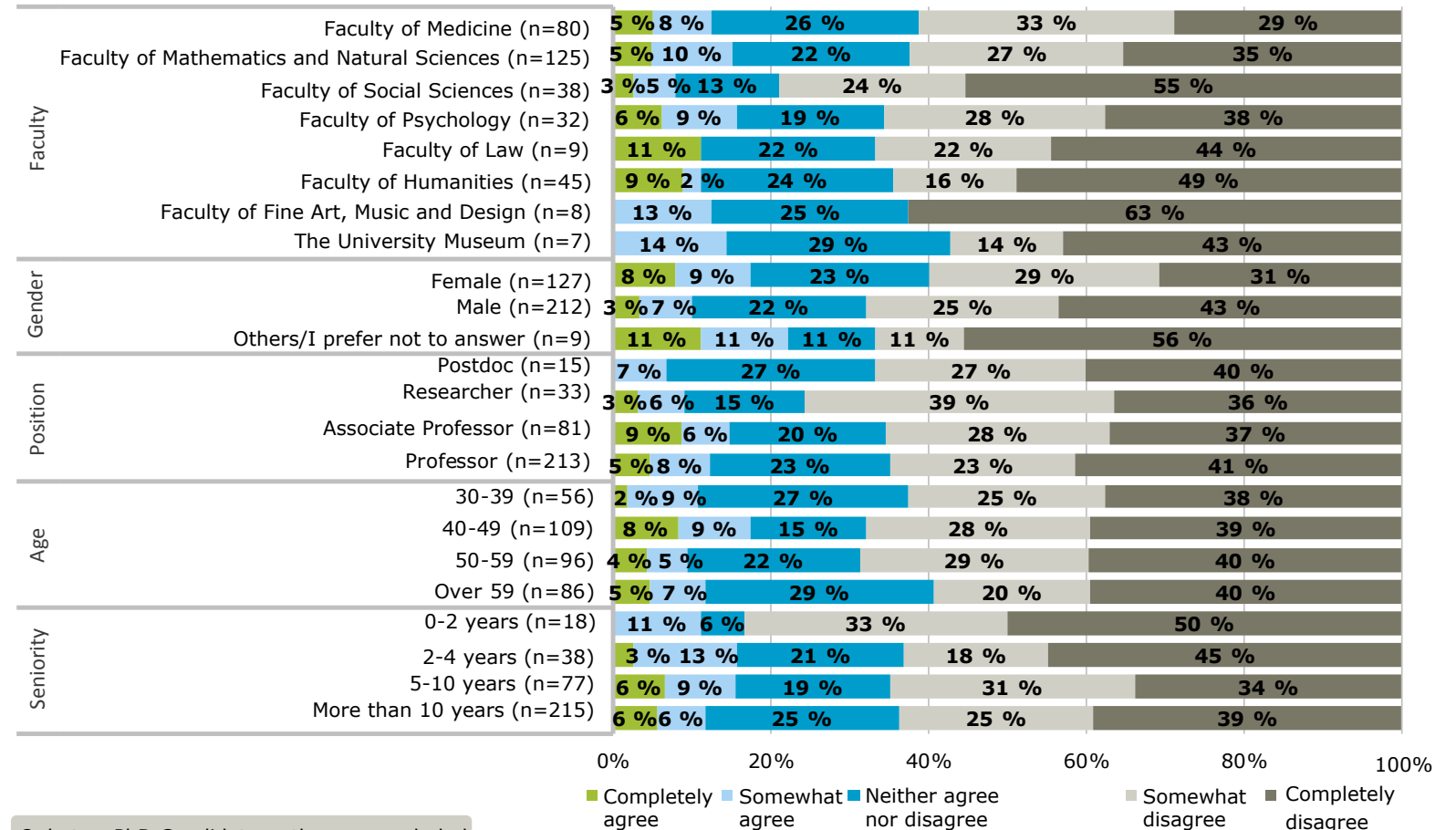
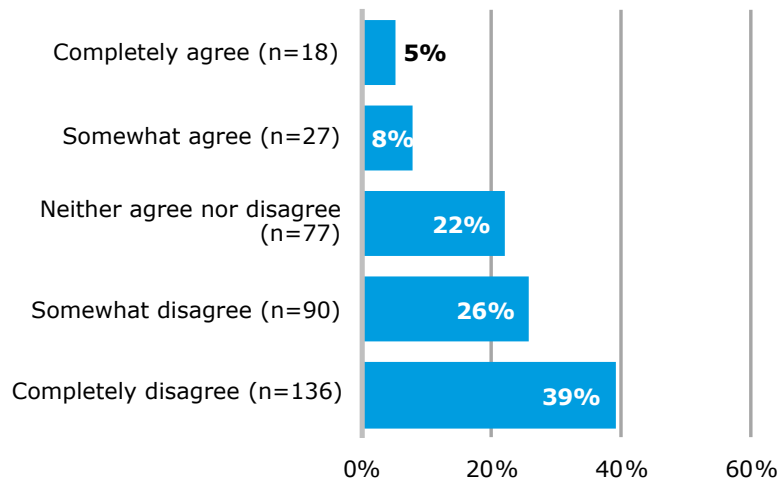
Only two PhD Candidates - they are excluded



LAST TIME I PARTICIPATED IN AN EXPERT EVALUATION, THE ANNOUNCEMENT OF THE POSITION WAS TOO NARROW, IN MY OPINION

ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB



Only two PhD Candidates - they are excluded

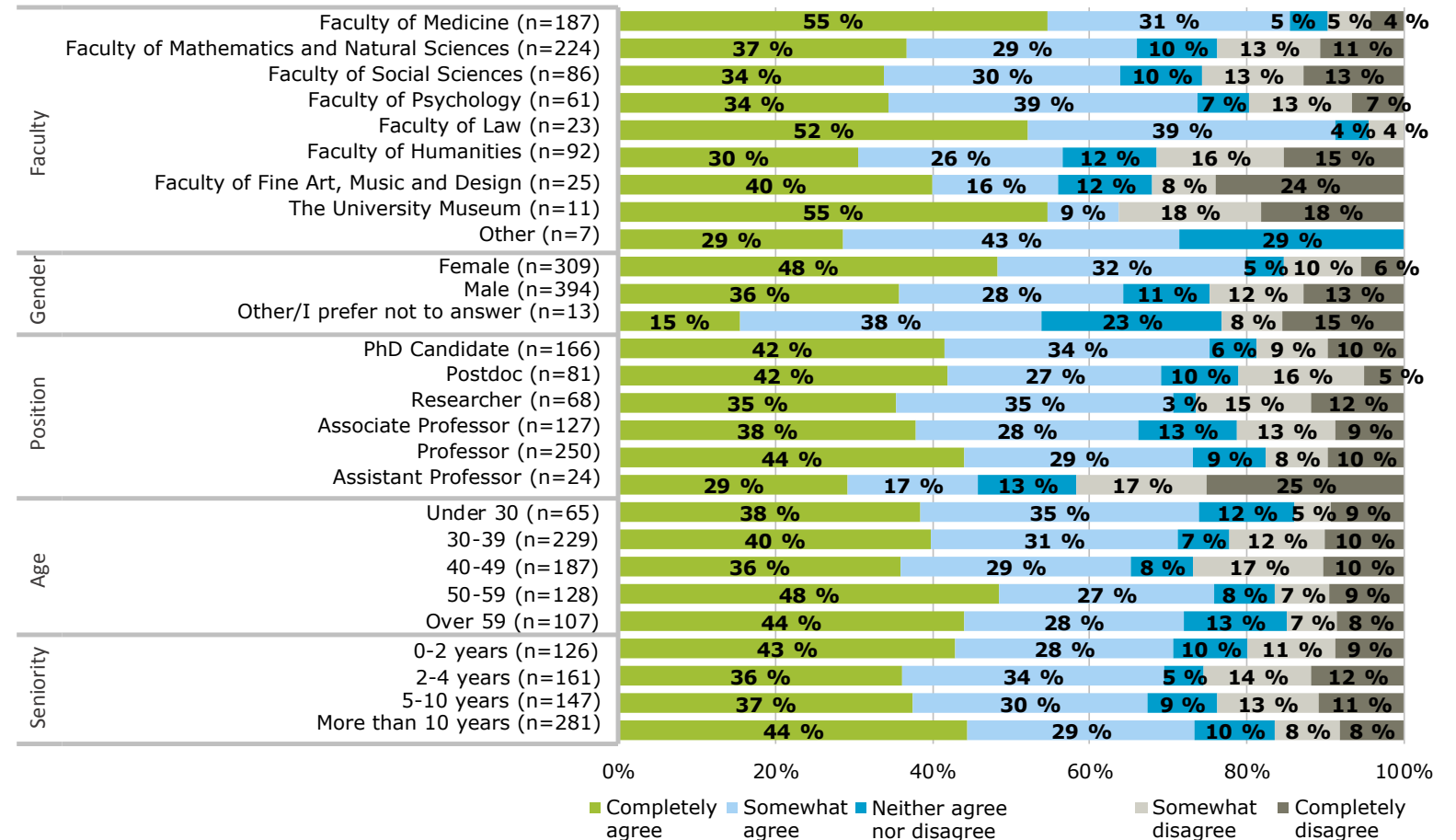
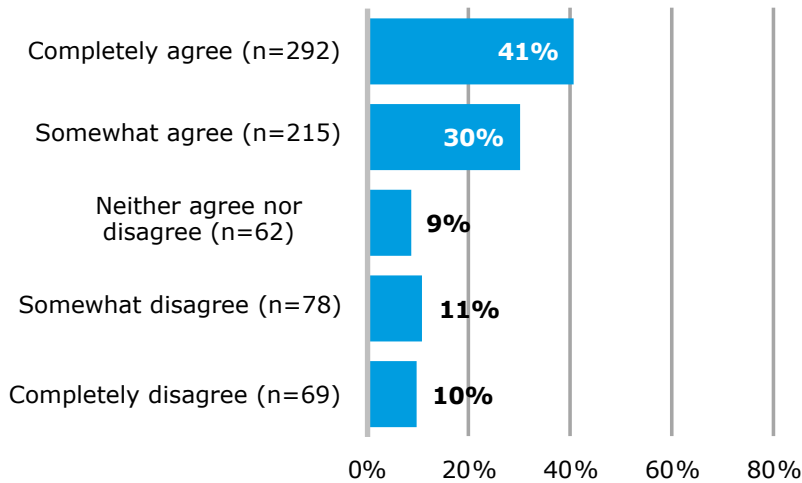


GENERAL QUESTIONS

PROFESSORS AND OTHER RESEARCH LEADERS HAVE A RESPONSIBILITY TO ENSURE THAT THEIR RESEARCH CONTRIBUTE TO OTHER RESEARCH OR TO THE CREATION OF ECONOMIC VALUE TO THE SOCIETY AND TO THE INDUSTRY

ACROSS BACKGROUND VARIABLES

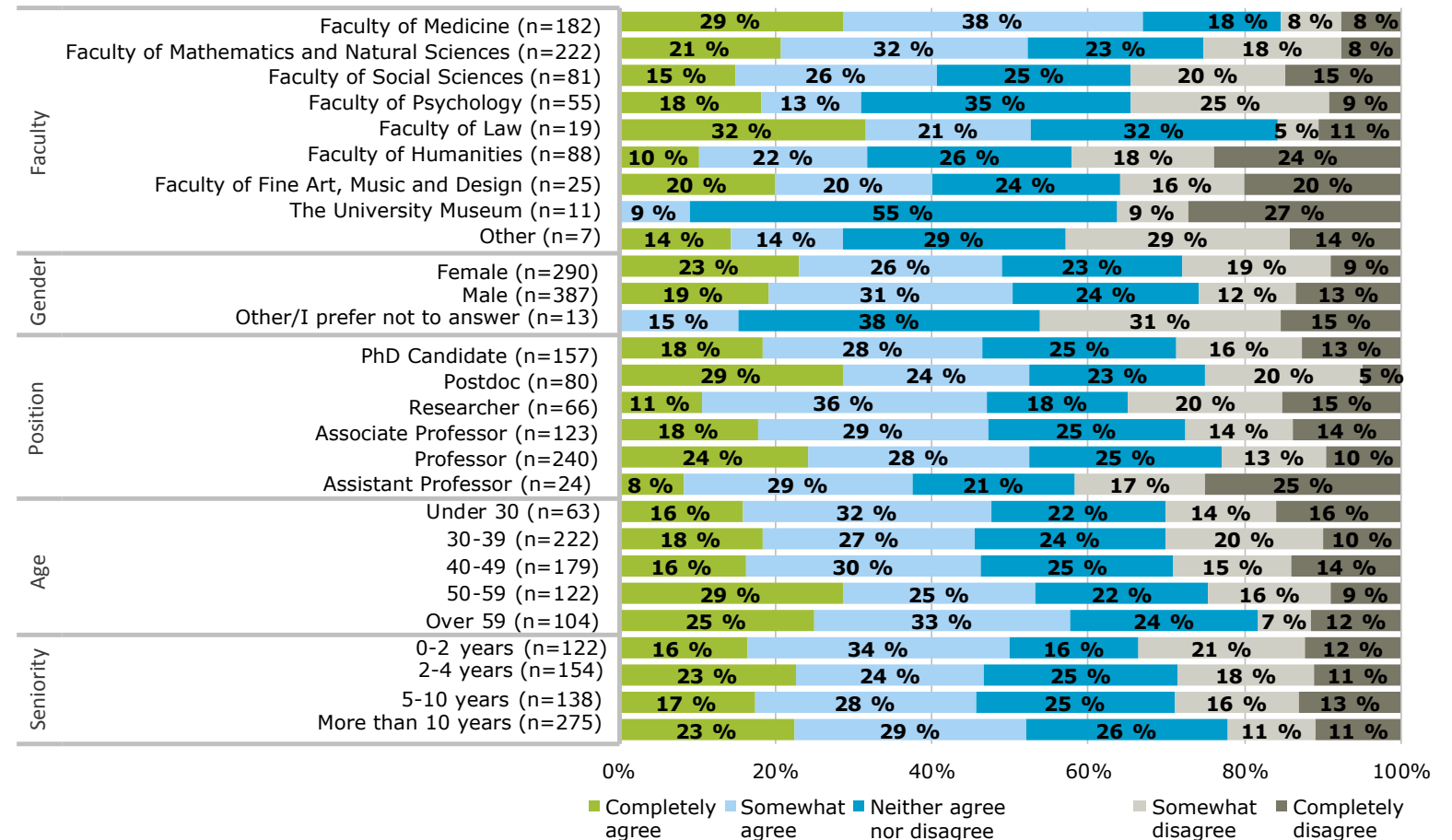
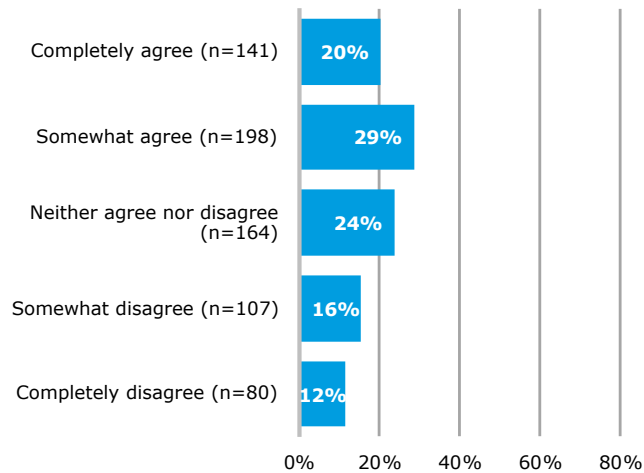
TOTAL SCORE AT UIB



AS A RULE, RESEARCH RESULTS WHICH CAN BE COMMERCIALIZED SHOULD BE COMMERCIALIZED

ACROSS BACKGROUND VARIABLES

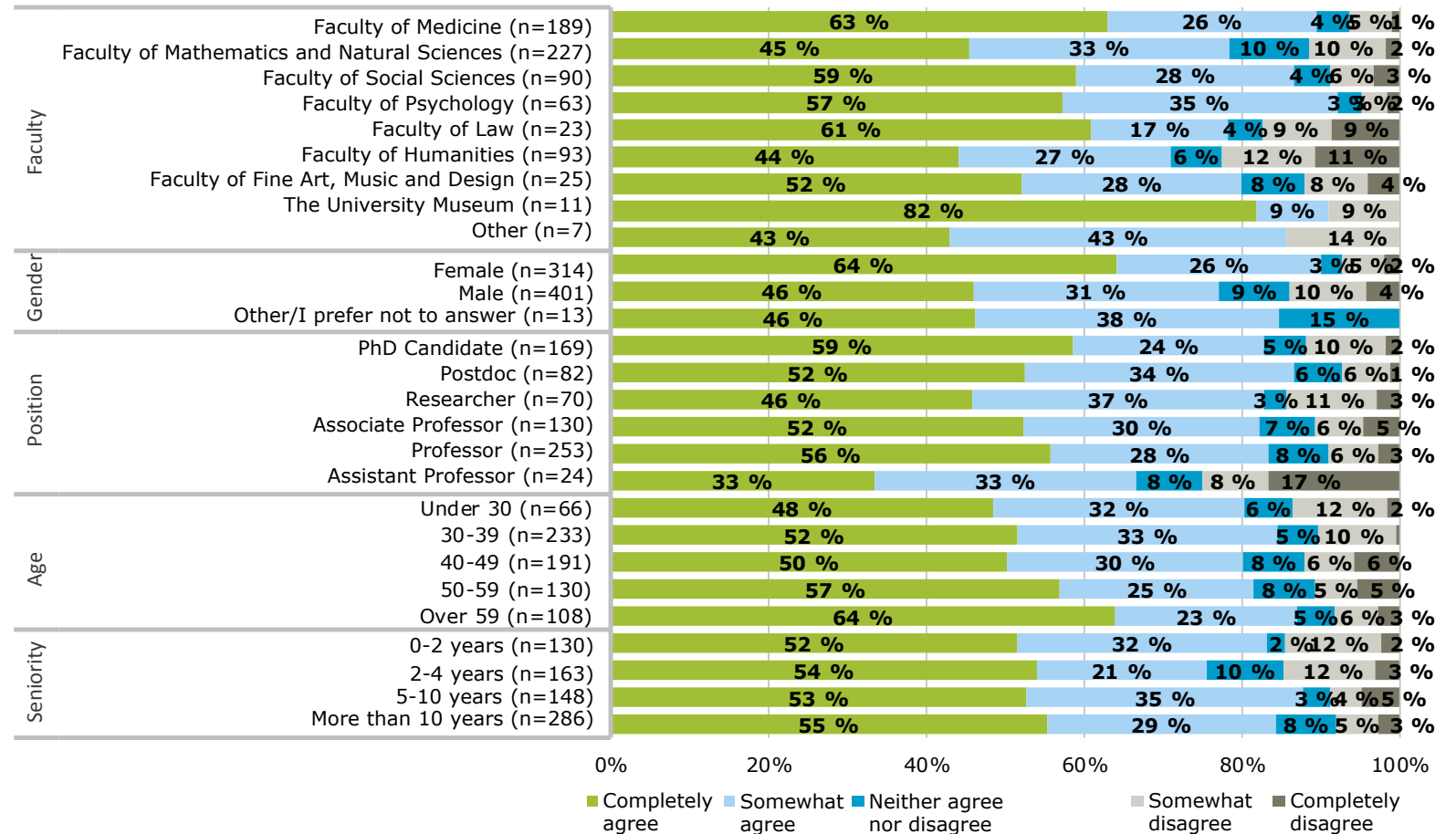
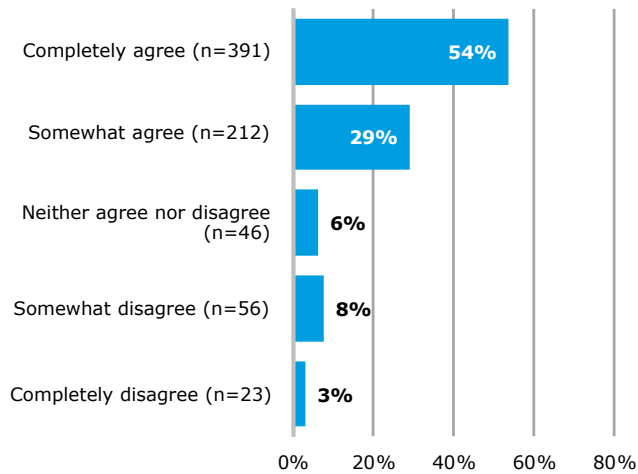
TOTAL SCORE AT UIB



ALL RESEARCHERS HAVE A RESPONSIBILITY TO DISSEMINATE THEIR RESEARCH IN A WAY THAT IS UNDERSTANDABLE TO THE GENERAL PUBLIC

ACROSS BACKGROUND VARIABLES

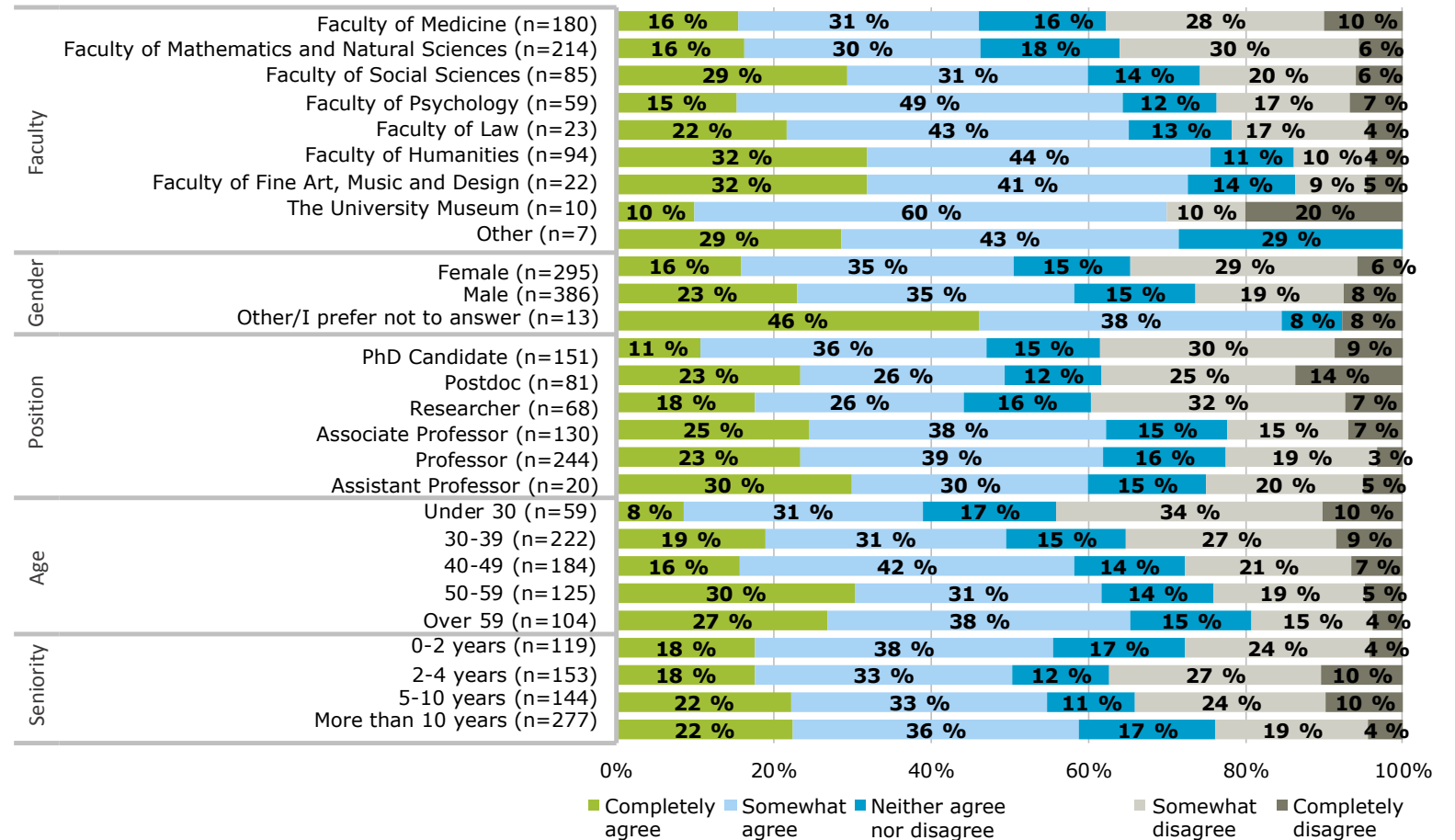
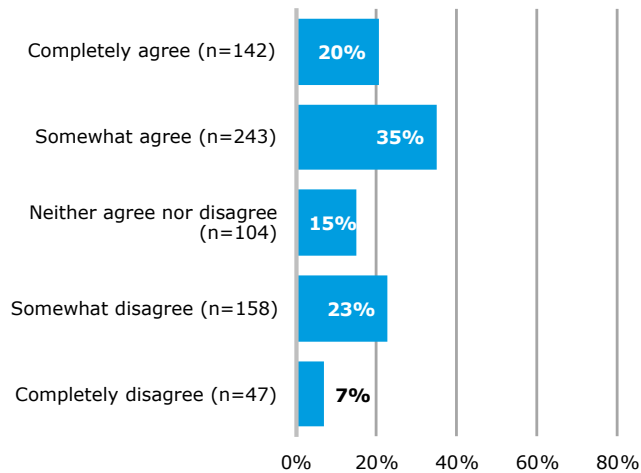
TOTAL SCORE AT UIB



THE GENERAL PUBLIC HAS EASY ACCESS TO MY RESEARCH RESULTS

ACROSS BACKGROUND VARIABLES

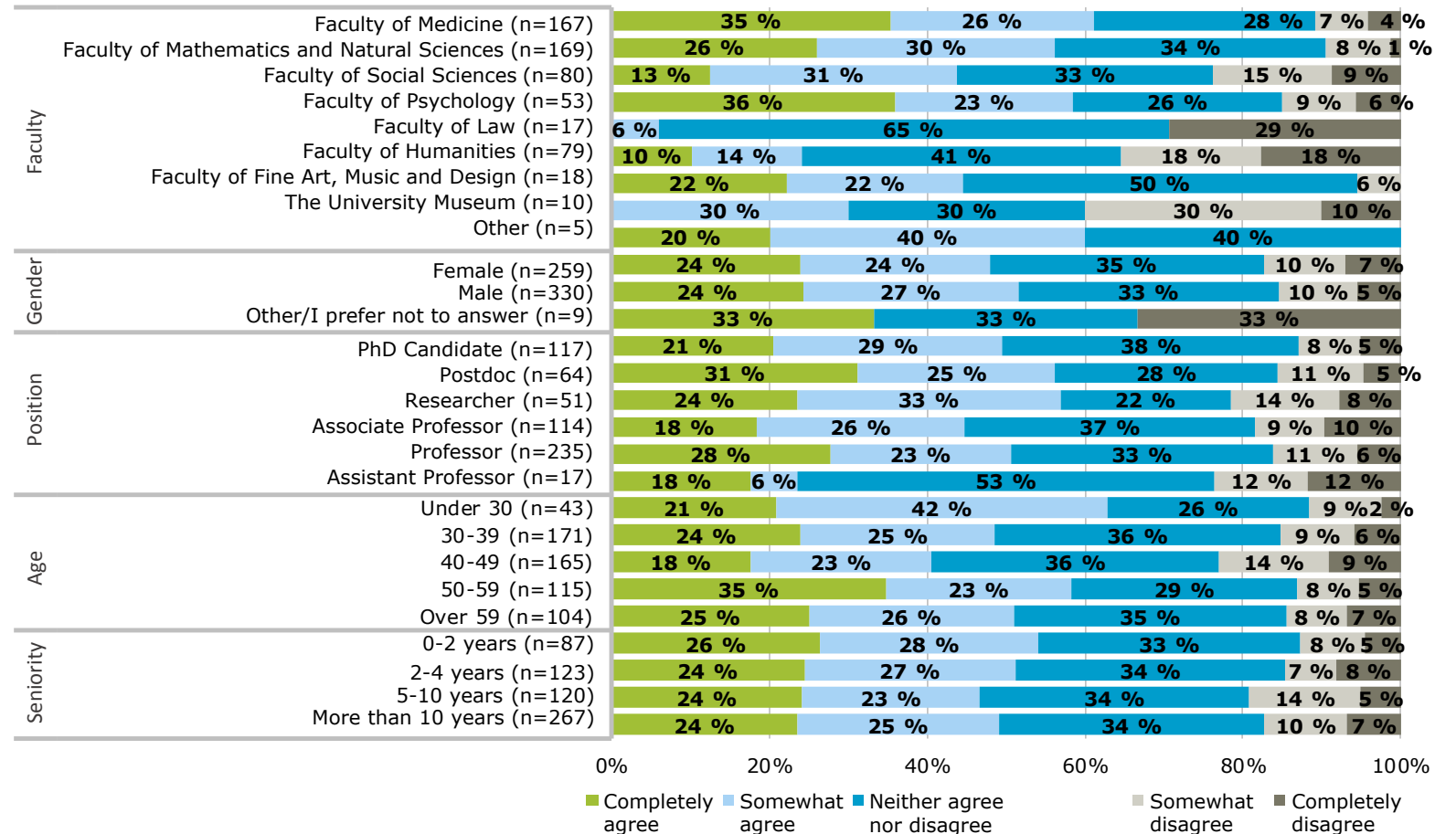
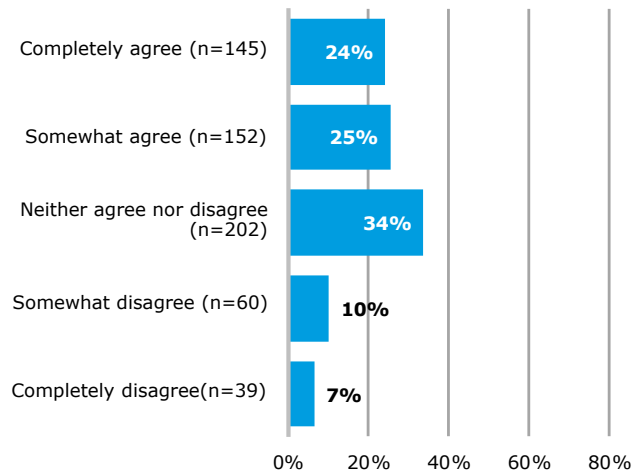
TOTAL SCORE AT UIB



I FIND THAT MY INSTITUTE APPRECIATES CO-AUTHORSHIP AS A SIGN OF GOOD RESEARCH QUALITY

ACROSS BACKGROUND VARIABLES

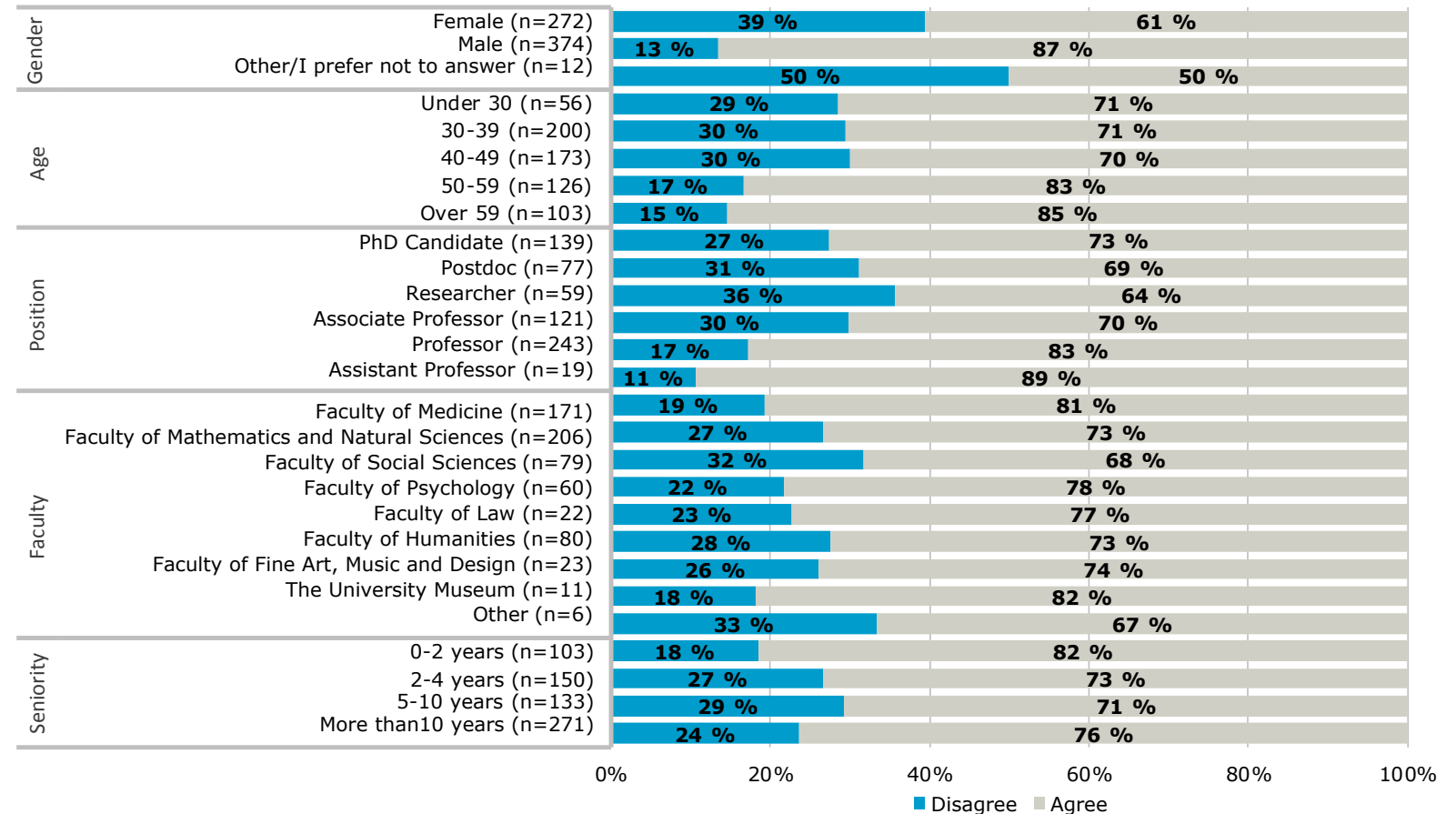
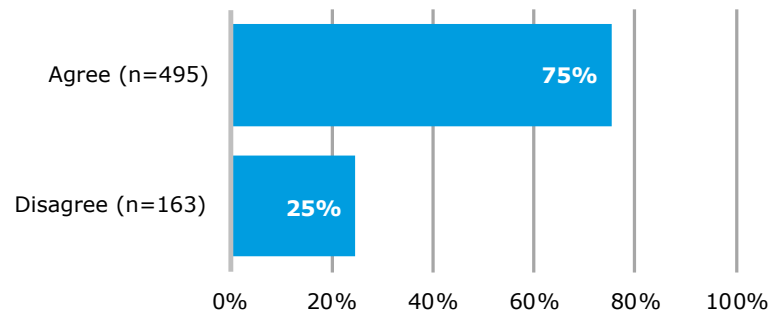
TOTAL SCORE AT UIB



MEN AND WOMEN HAVE AN EQUAL OPPORTUNITY TO BE APPOINTED FOR SCIENTIFIC POSITIONS AT UIB

ACROSS BACKGROUND VARIABLES

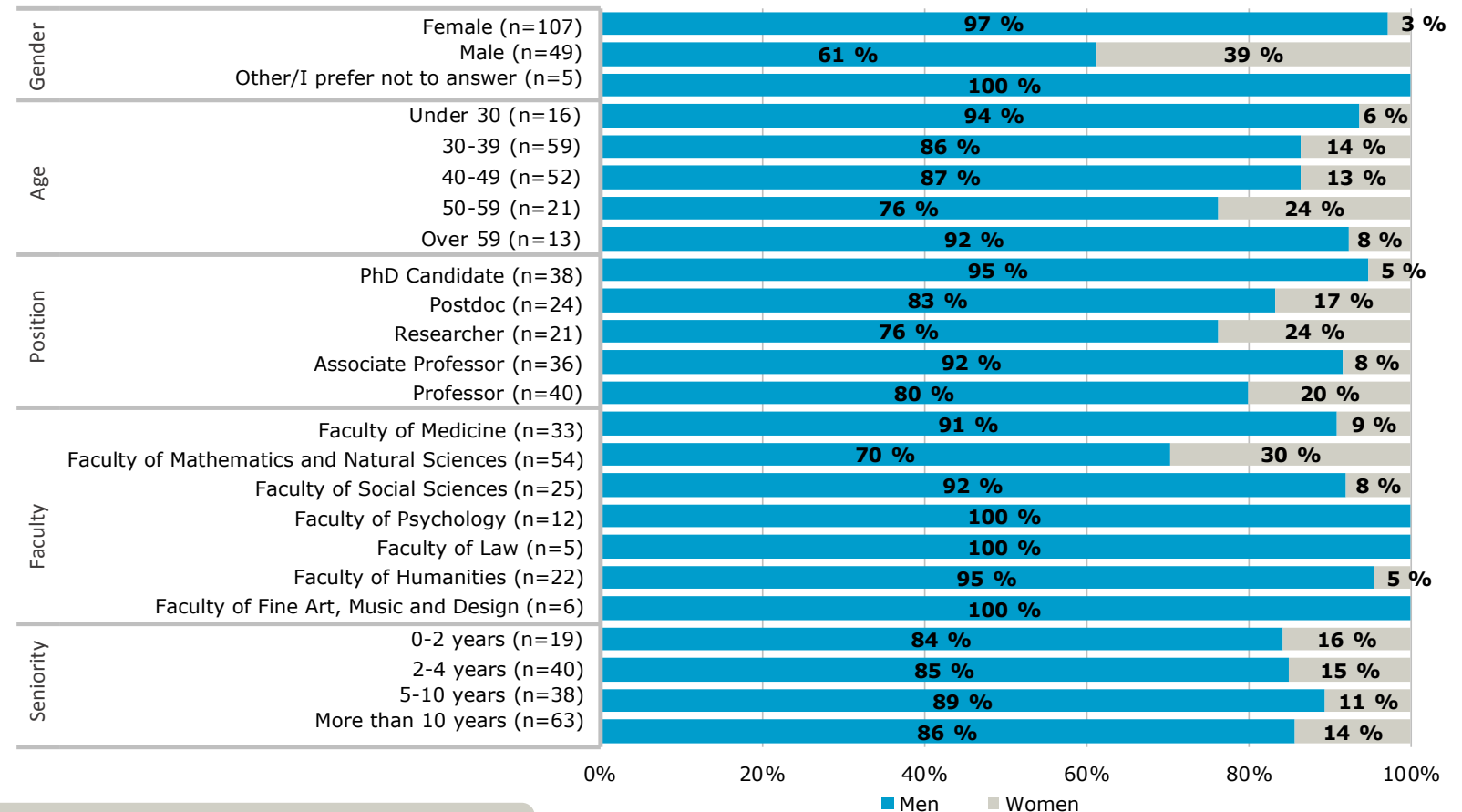
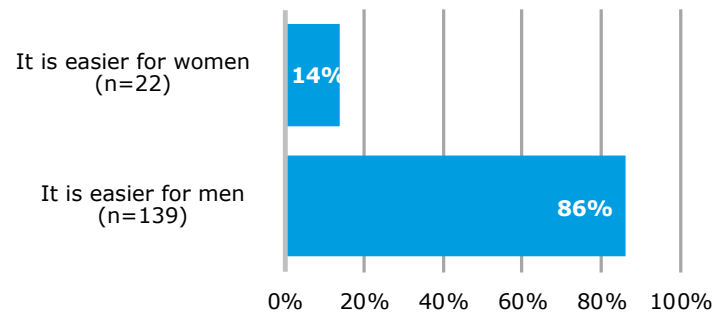
TOTAL SCORE AT UIB



IF "DISAGREE" ON THE PREVIOUS QUESTION: FOR WHO IS IT EASIER?

ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB



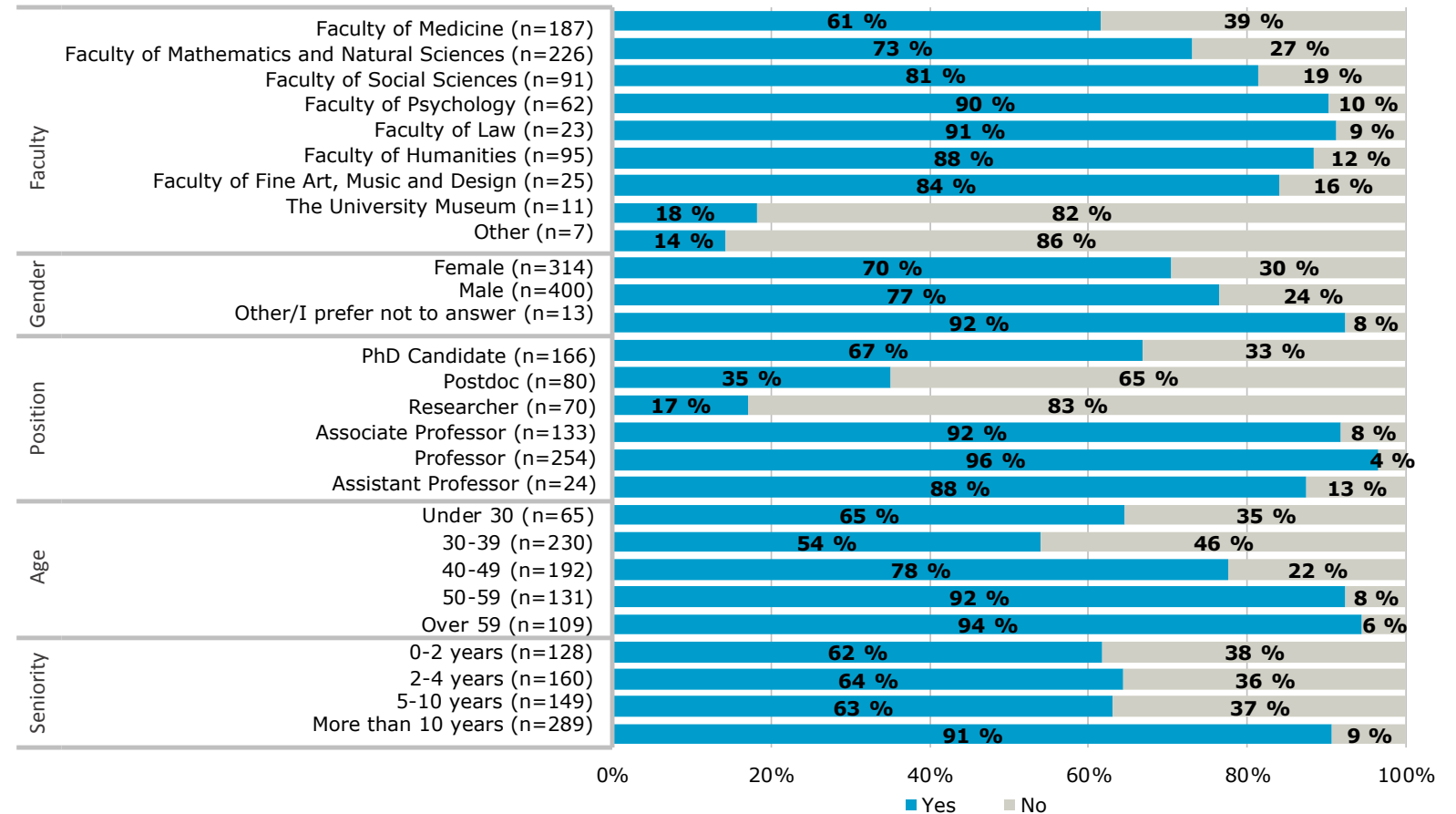
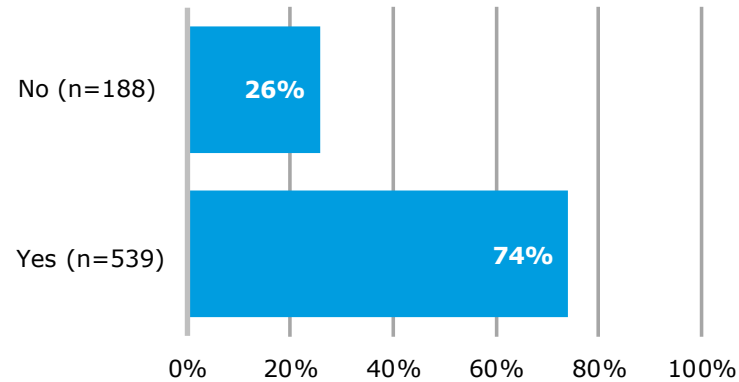
Several groups have been excluded due to privacy considerations (four or less responses)

WORK SITUATION AND CAREER DEVELOPMENT

DO YOU HAVE TEACHING DUTIES AT THE UIB?

ACROSS BACKGROUND VARIABLES

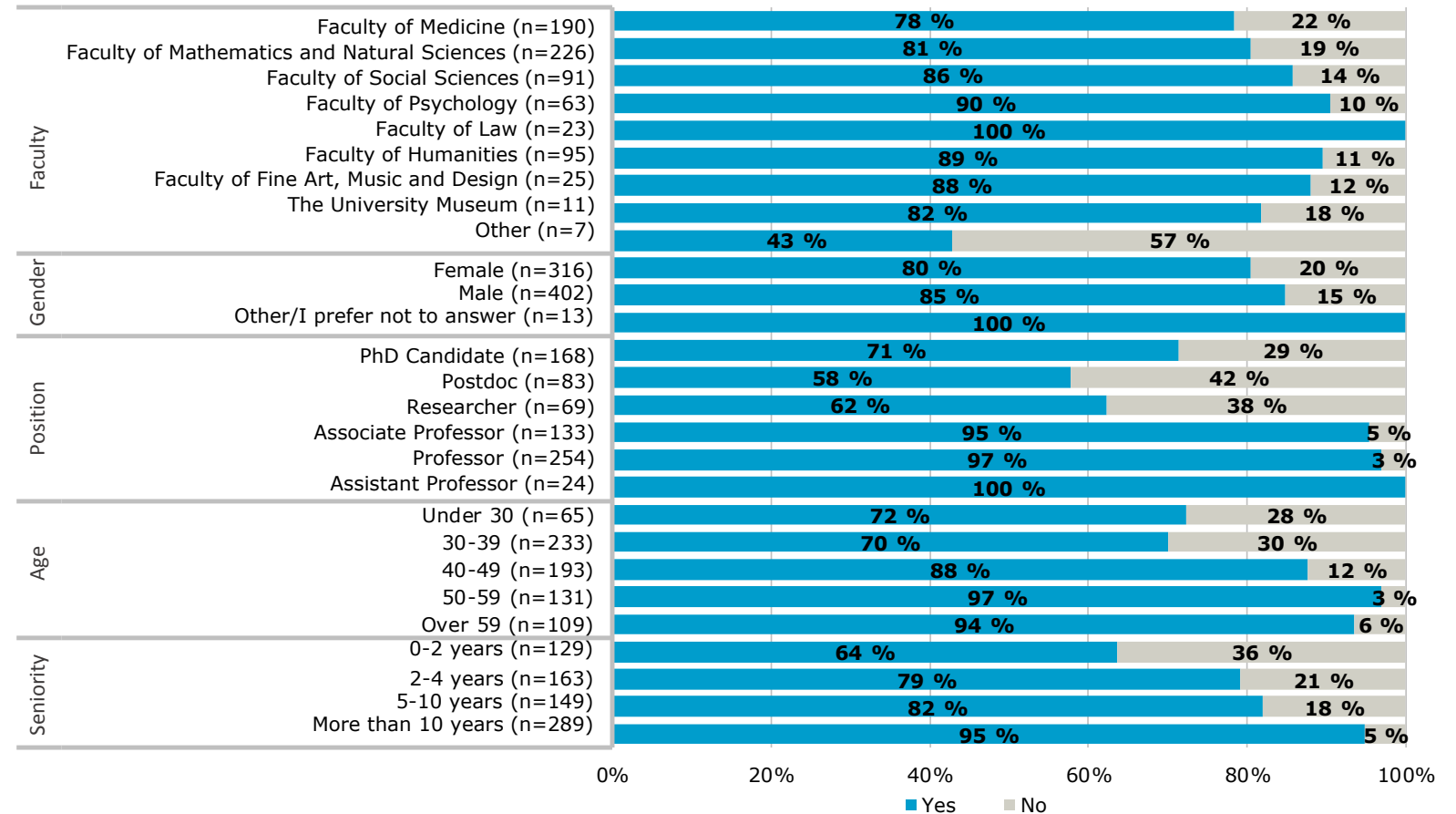
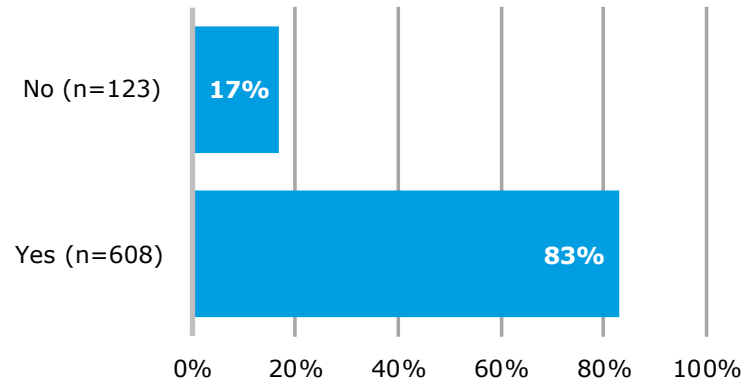
TOTAL SCORE AT UIB



DID YOU TEACH AT THE UIB DURING THE LATTER TWO YEARS?

ACROSS BACKGROUND VARIABLES

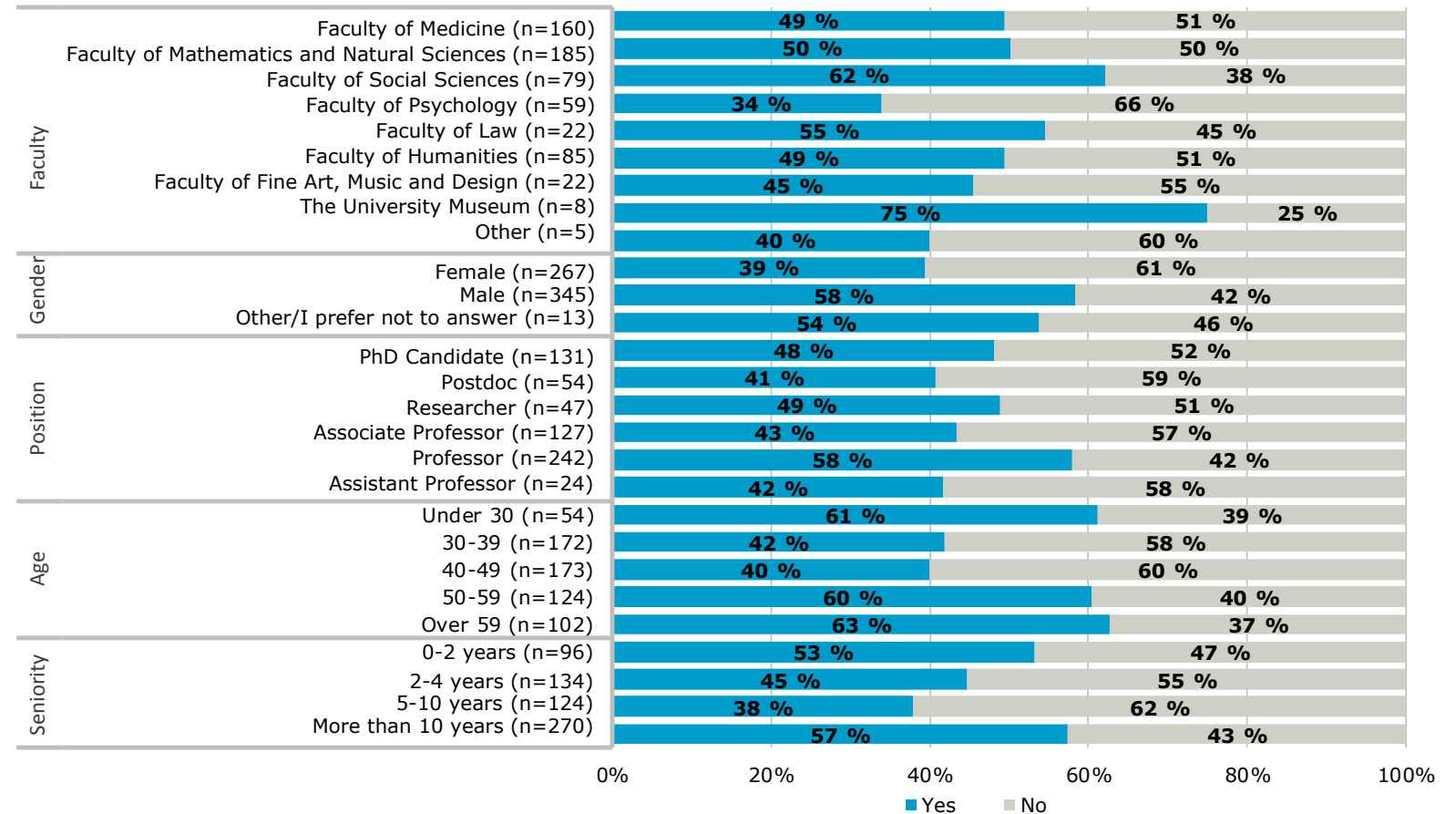
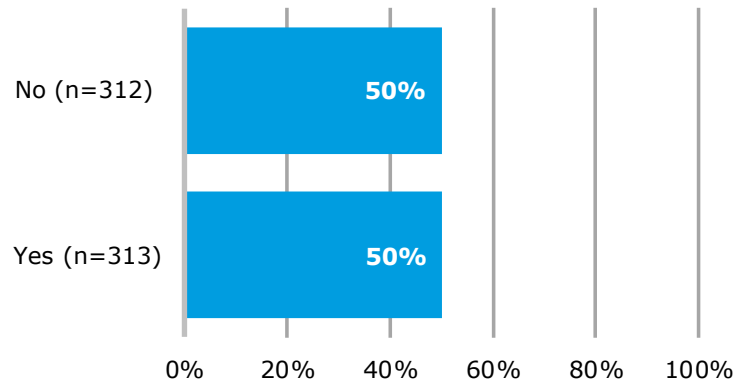
TOTAL SCORE AT UIB



DO YOU HAVE ENOUGH TIME TO DEVELOP GOOD TEACHING?

ACROSS BACKGROUND VARIABLES

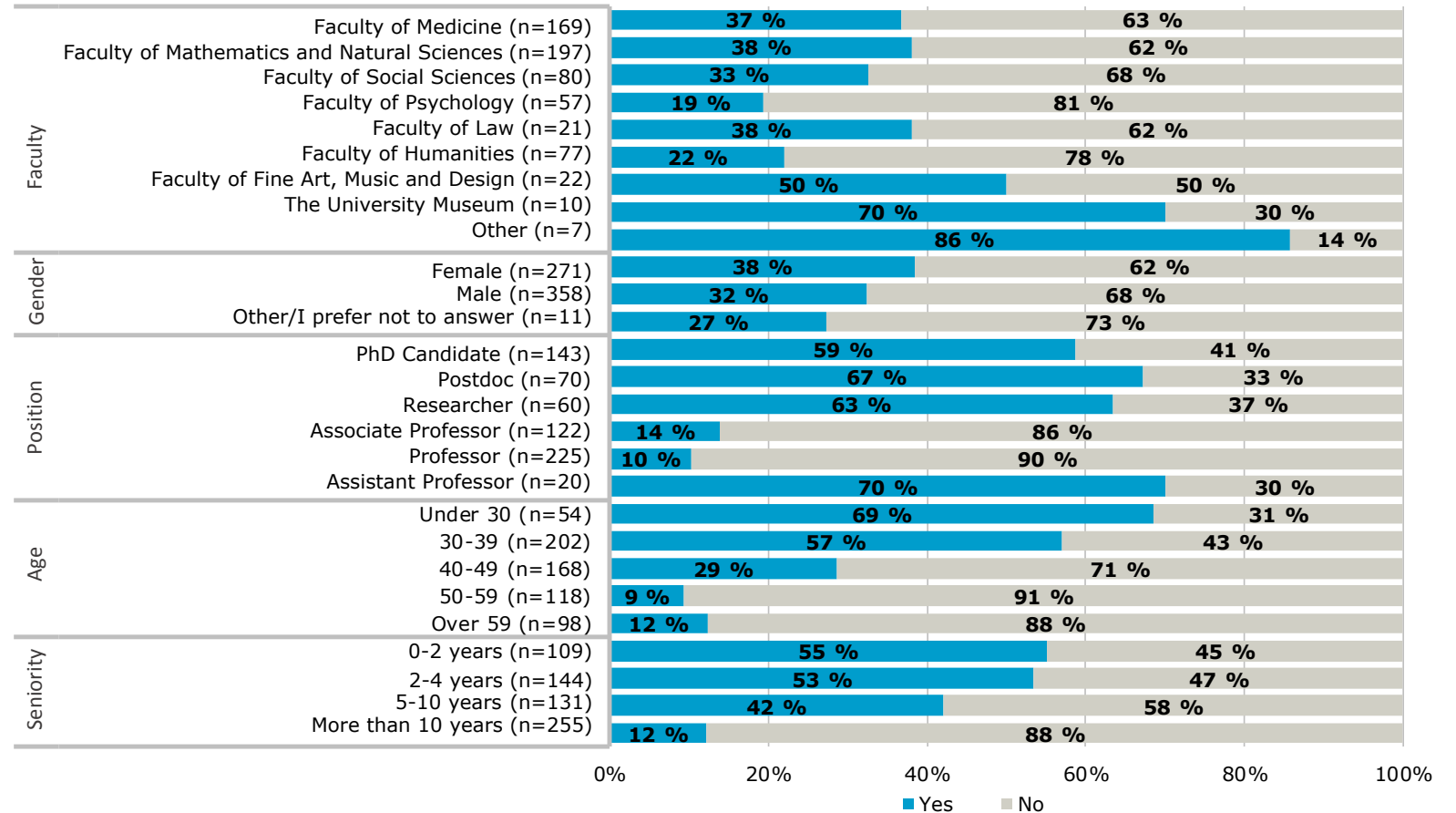
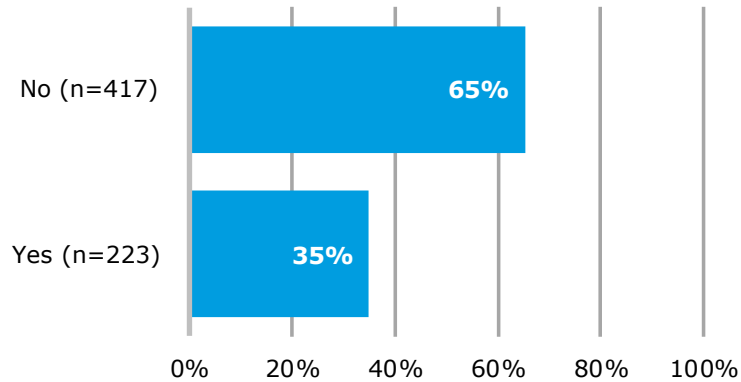
TOTAL SCORE AT UIB



WOULD YOU LIKE TO BE GIVEN THE OPPORTUNITY TO TEACH MORE?

ACROSS BACKGROUND VARIABLES

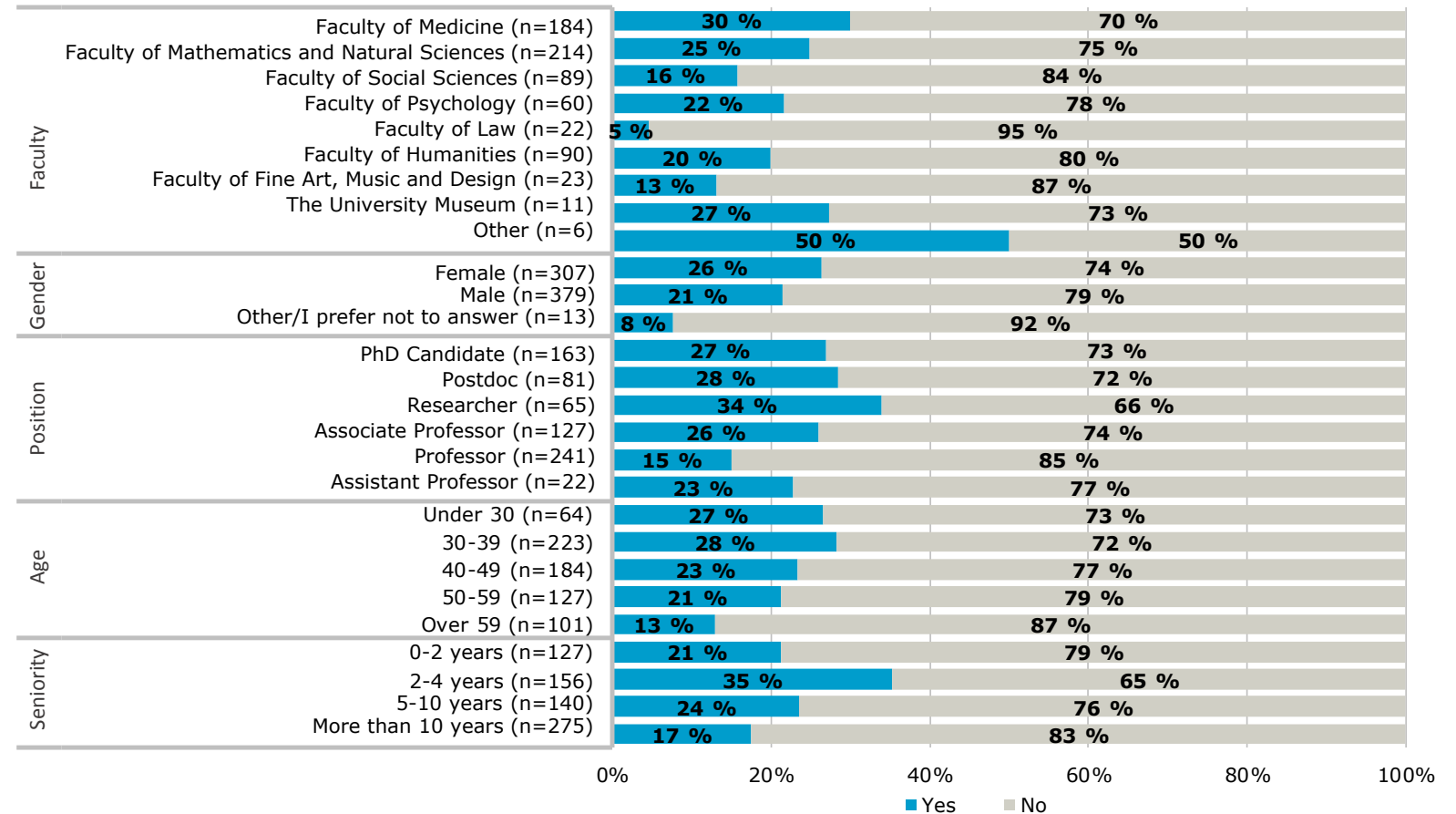
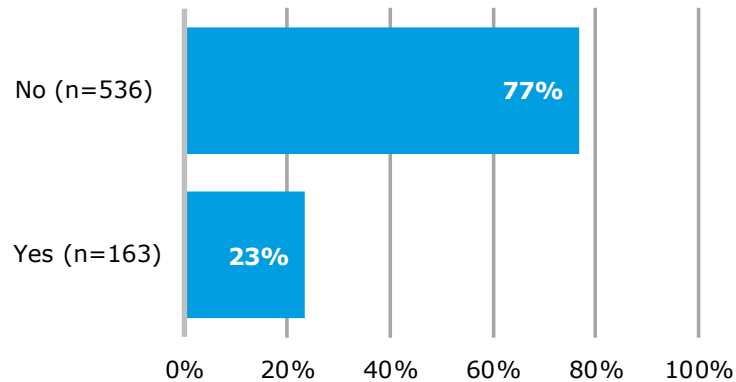
TOTAL SCORE AT UIB



HAVE YOU AND YOUR LINE MANAGER (INCLUDING MENTOR OR SUPERVISOR) MADE A PLAN FOR YOUR CAREER DEVELOPMENT?

ACROSS BACKGROUND VARIABLES

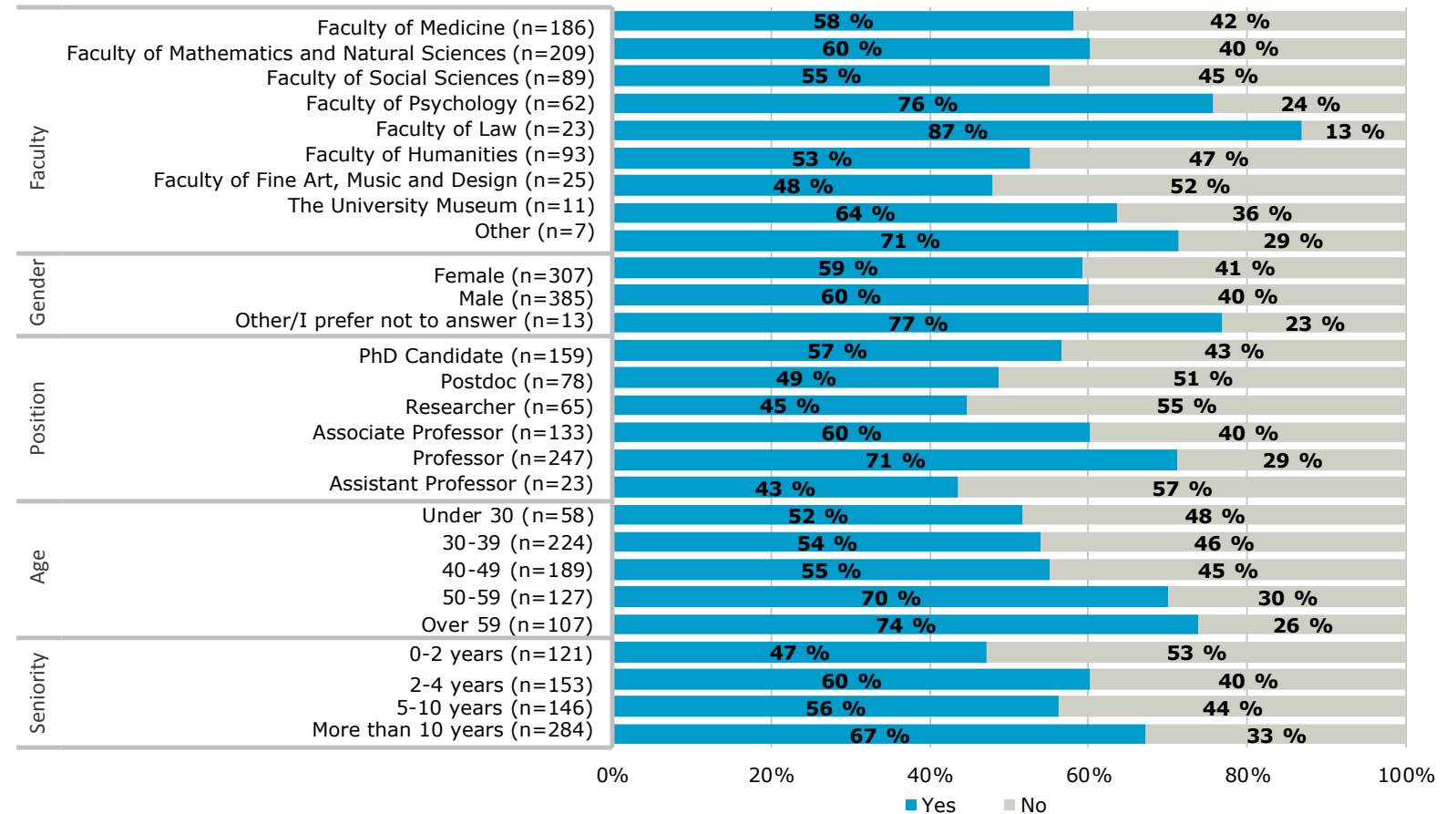
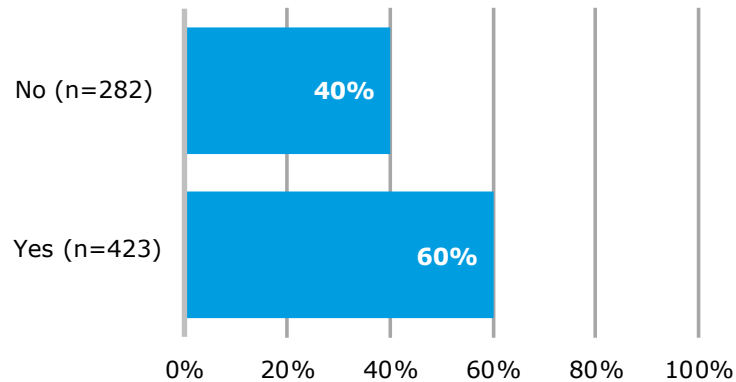
TOTAL SCORE AT UIB



HAVE YOU HAD AN APPRAISAL ("MEDARBEIDERSAMTALE") DURING THE LATTER TWO YEARS?

ACROSS BACKGROUND VARIABLES

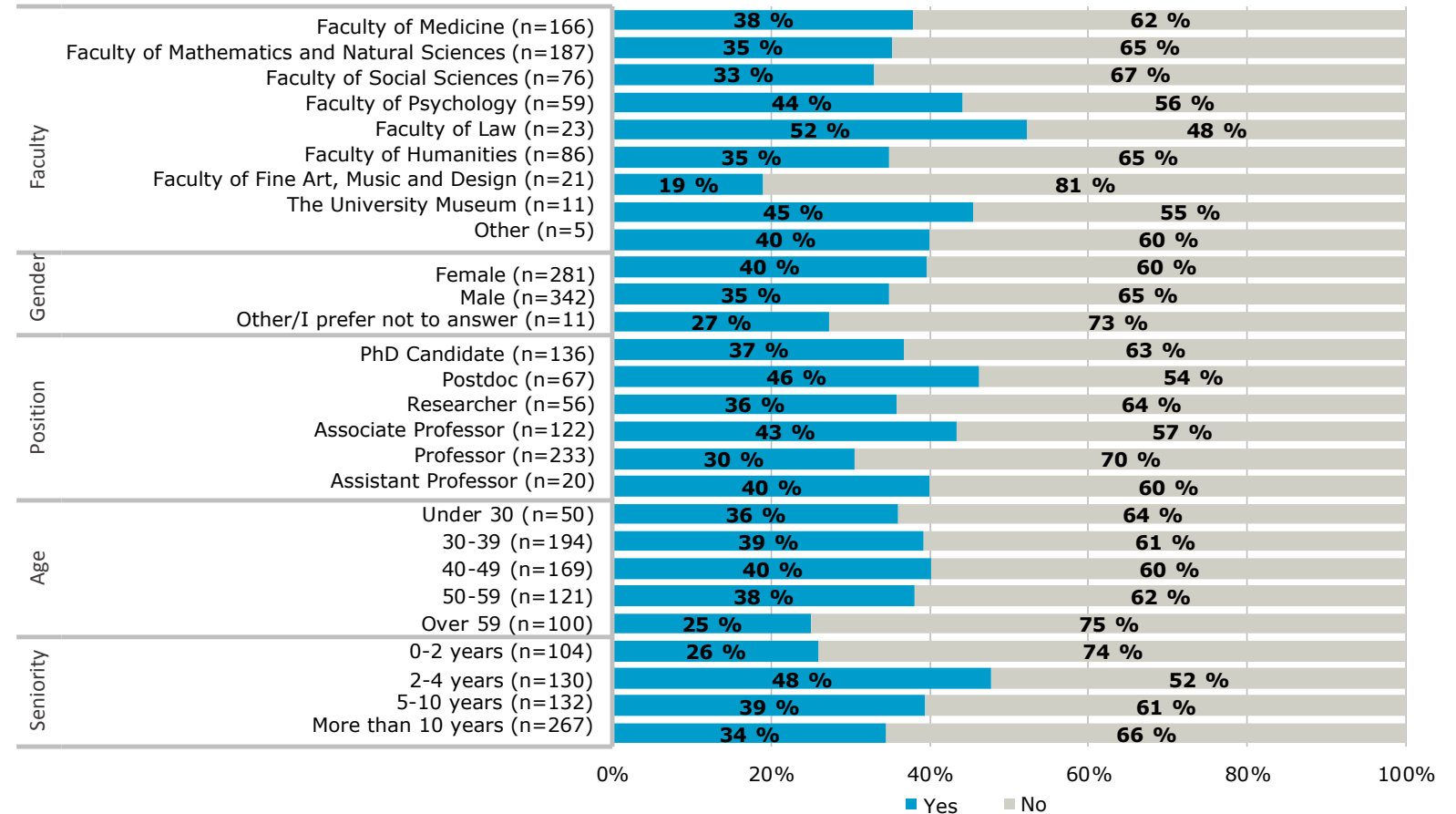
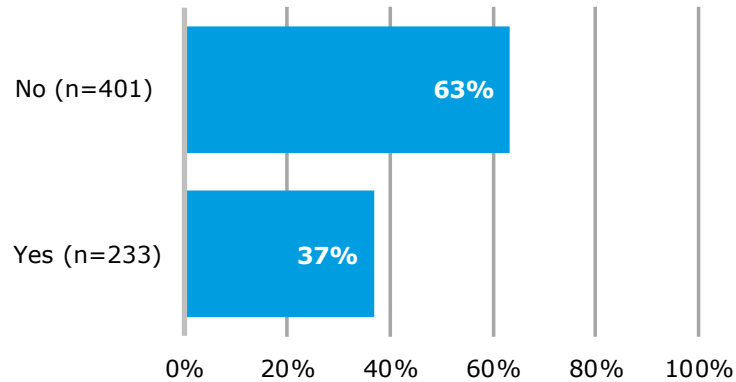
TOTAL SCORE AT UIB



HAS YOUR CAREER PLAN BEEN A TOPIC IN YOUR APPRAISAL?

ACROSS BACKGROUND VARIABLES

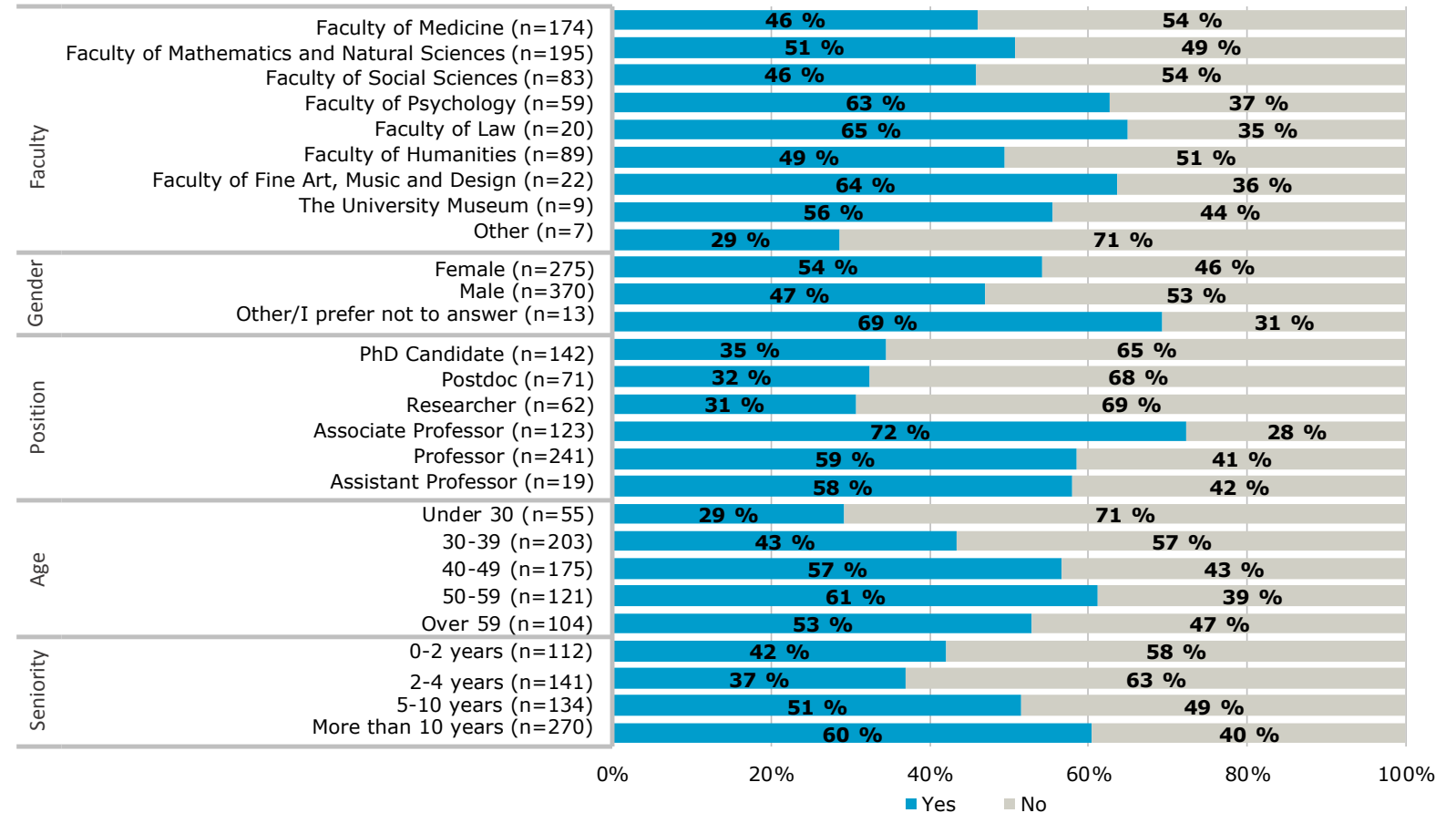
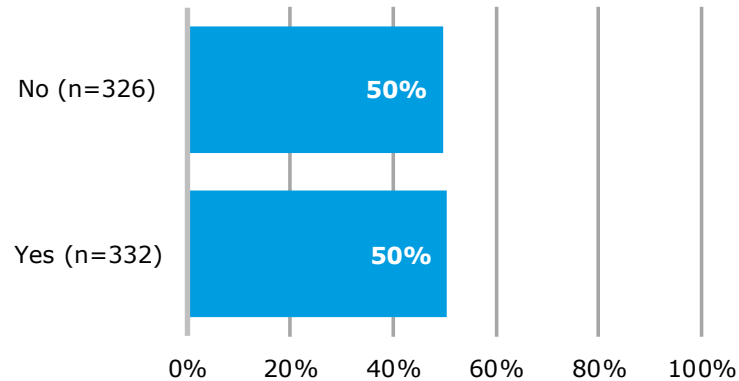
TOTAL SCORE AT UIB



DOES THE AMOUNT OF REQUIRED DUTIES INHIBIT YOUR OWN CAREER DEVELOPMENT AS A RESEARCHER?

ACROSS BACKGROUND VARIABLES

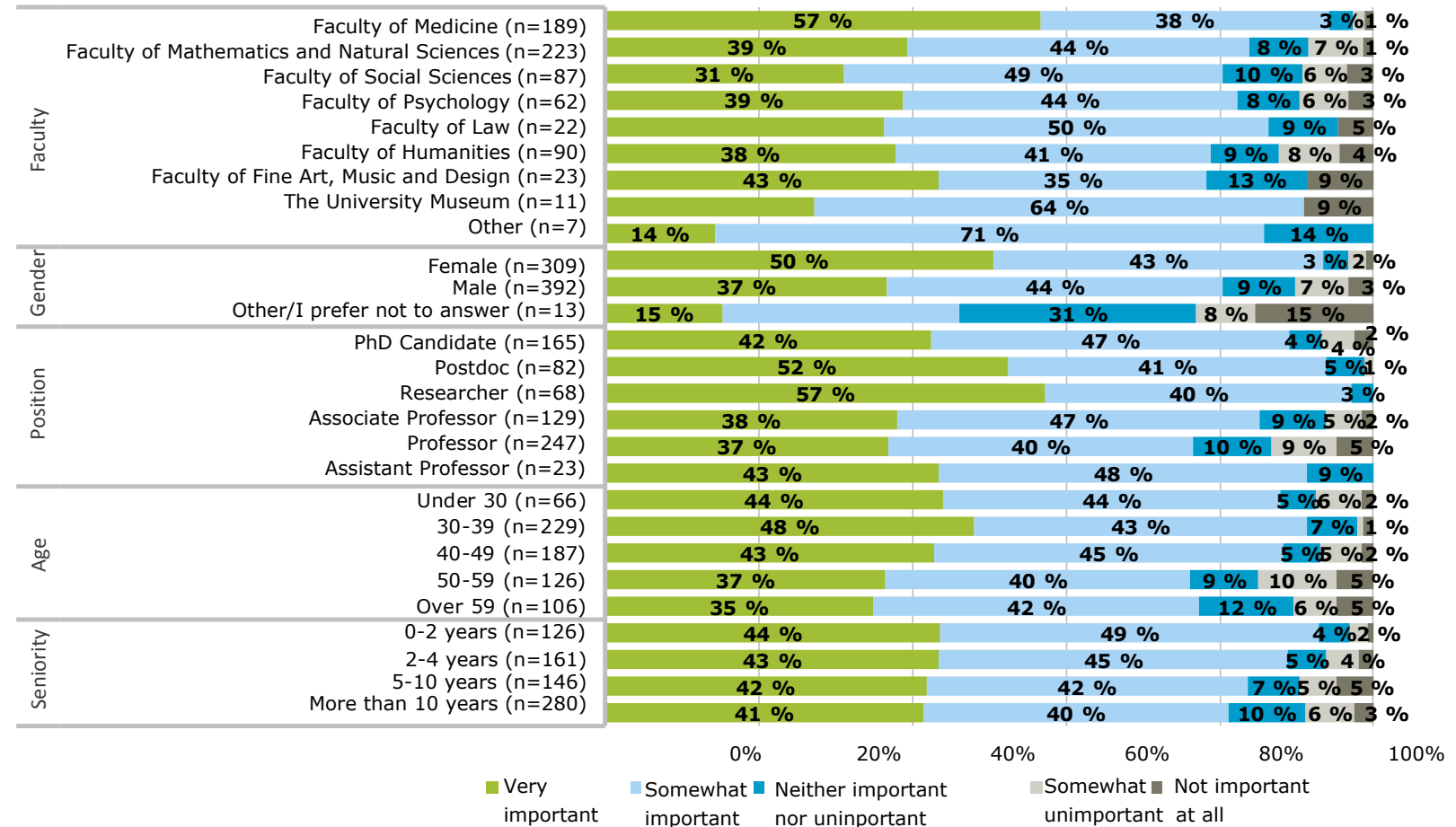
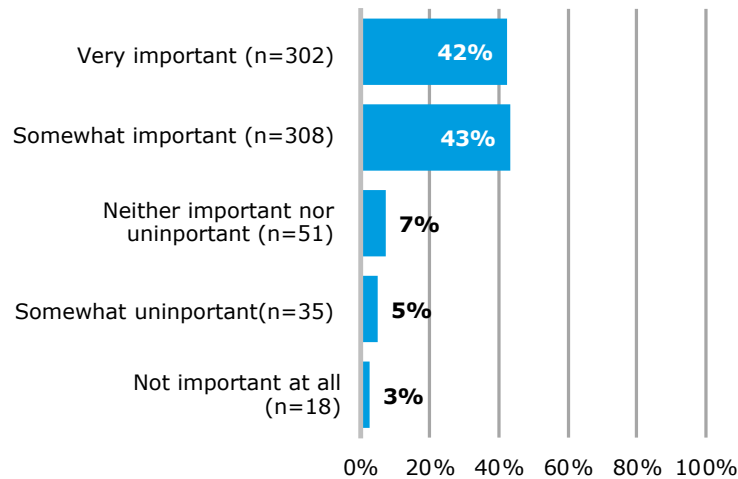
TOTAL SCORE AT UIB



IN YOUR OPINION, HOW IMPORTANT IS IT THAT THE LINE MANAGER (SUPERVISOR/MENTOR) TAKES RESPONSIBILITY FOR ITS CO-WORKERS FURTHER CAREER DEVELOPMENT?

ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB

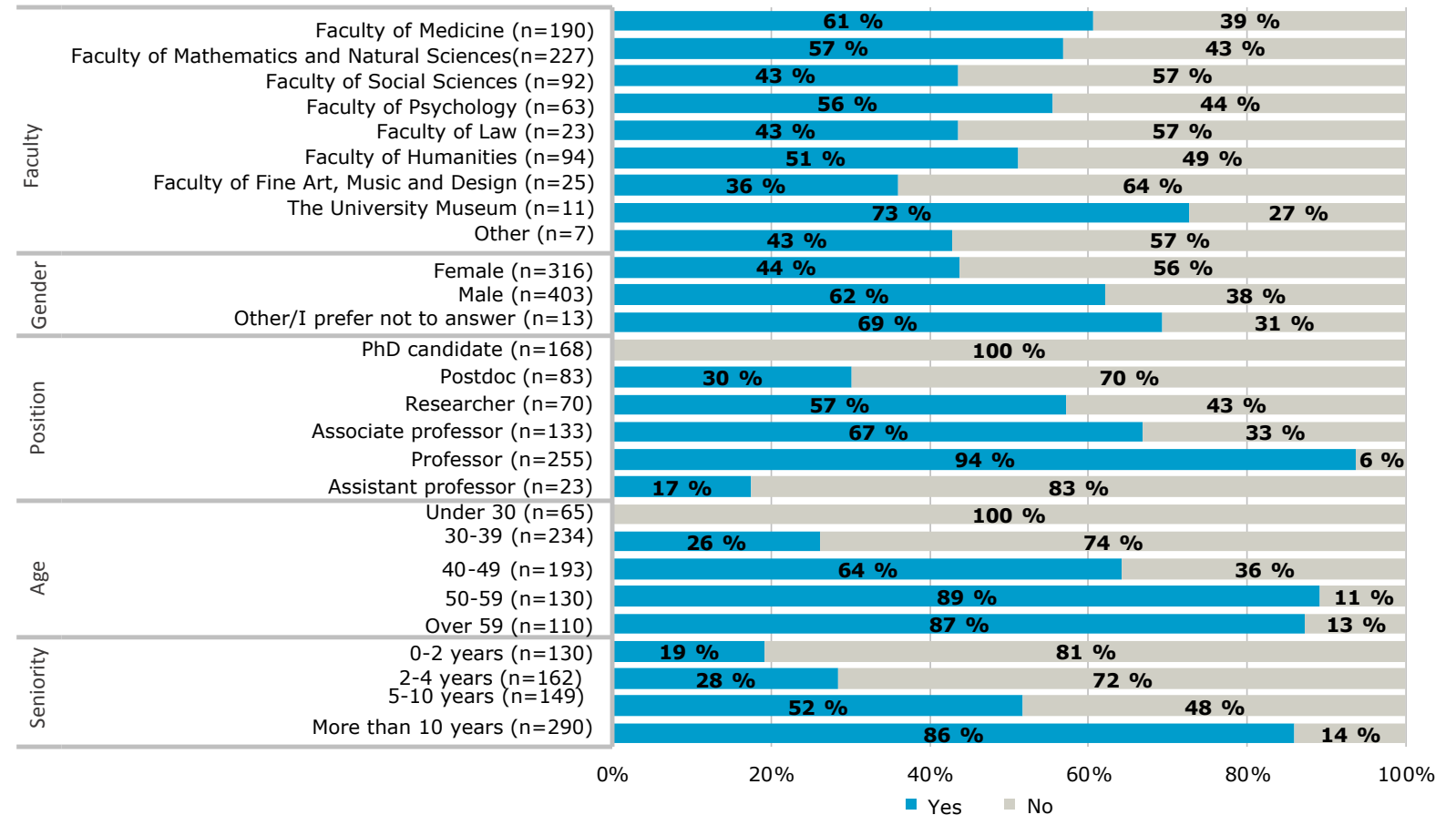
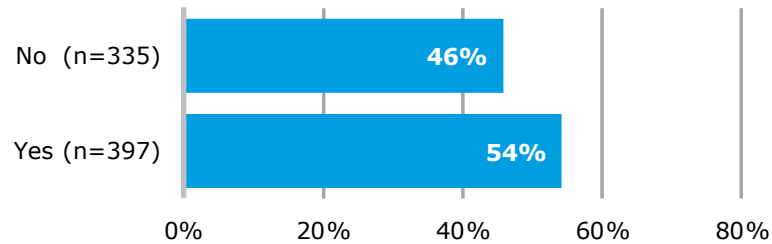


GUIDANCE

HAVE YOU BEEN A SUPERVISOR FOR PH.D.-CANDIDATES OR MENTOR FOR POSTDOCTORS THE LATTER FIVE YEARS?

ACROSS BACKGROUND VARIABLES

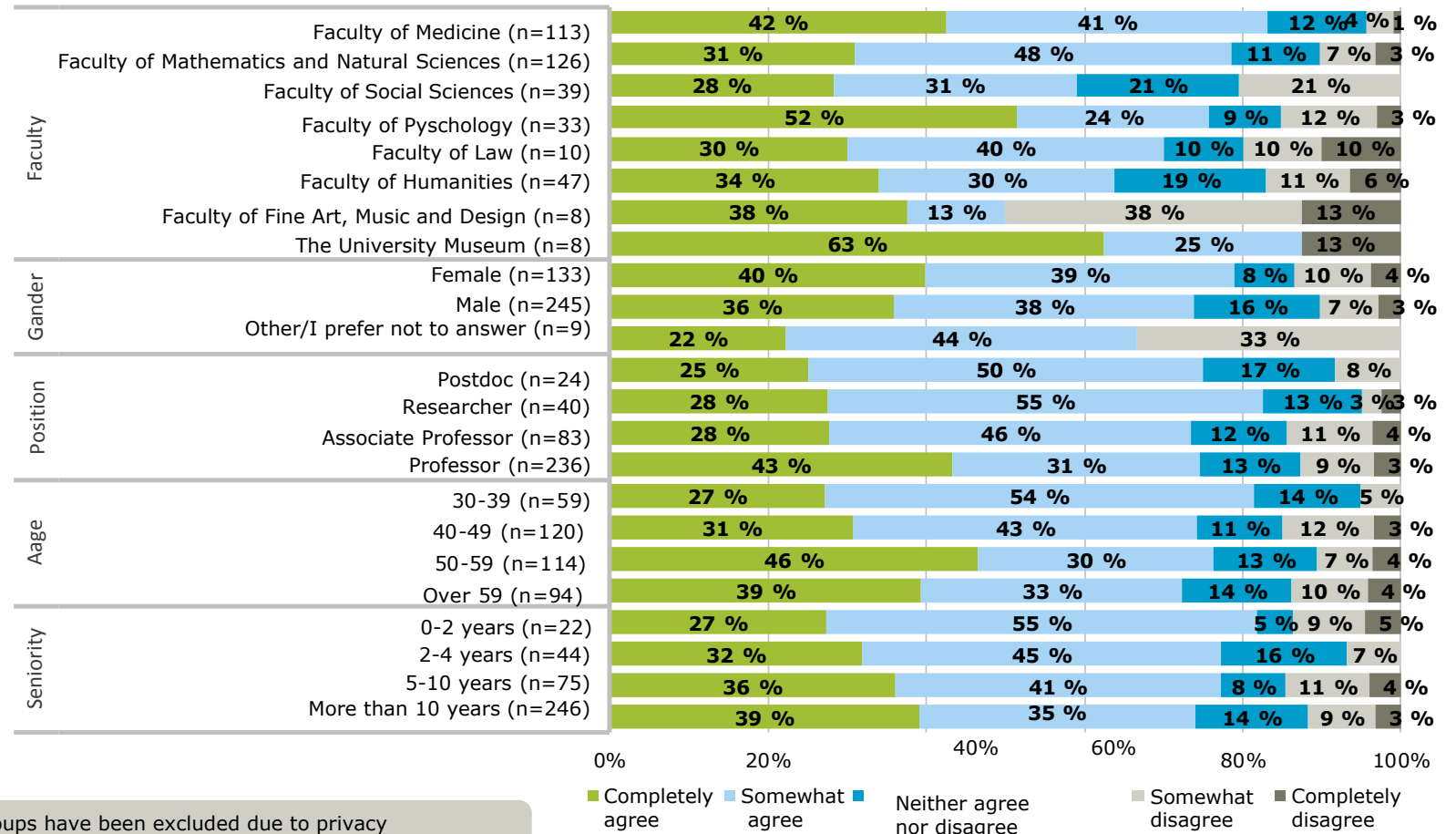
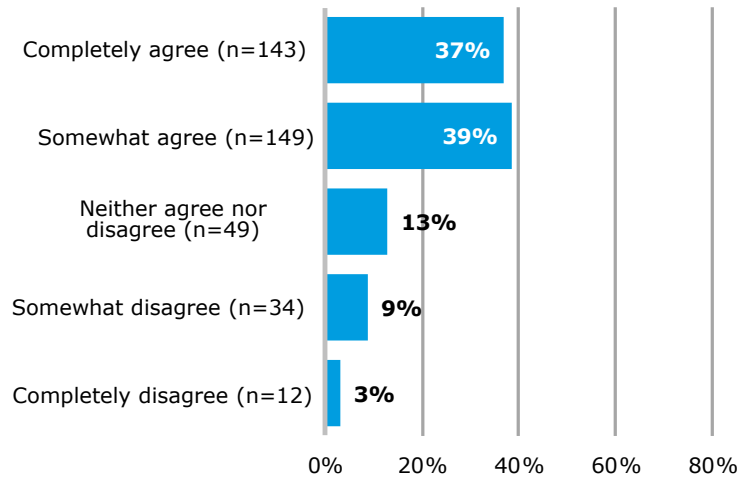
TOTAL SCORE AT UIB



IF "YES": I HAVE TAKEN EXTENSIVE RESPONSIBILITY FOR MY CANDIDATE/CANDIDATES' CAREER DEVELOPMENT

ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB

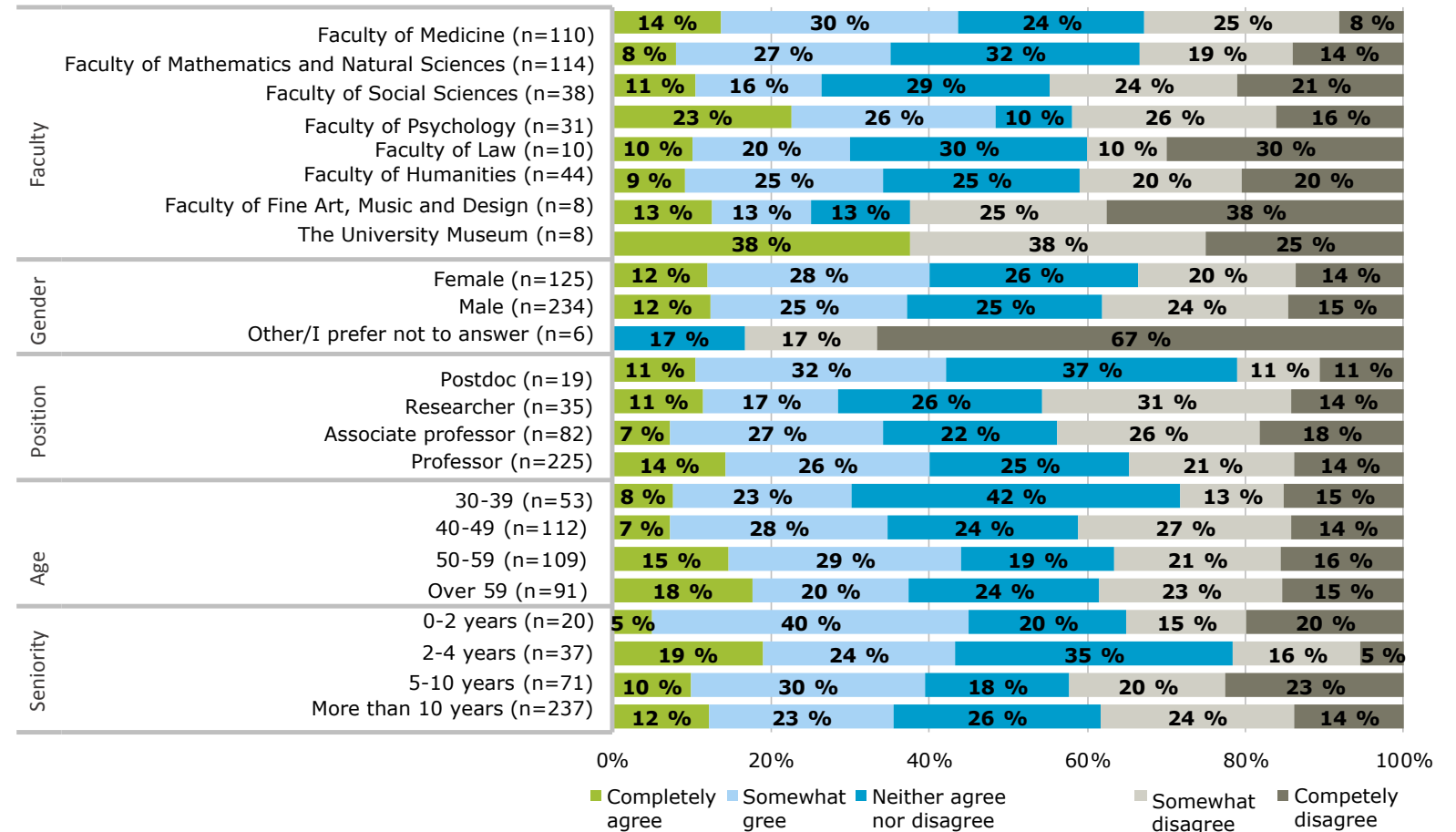
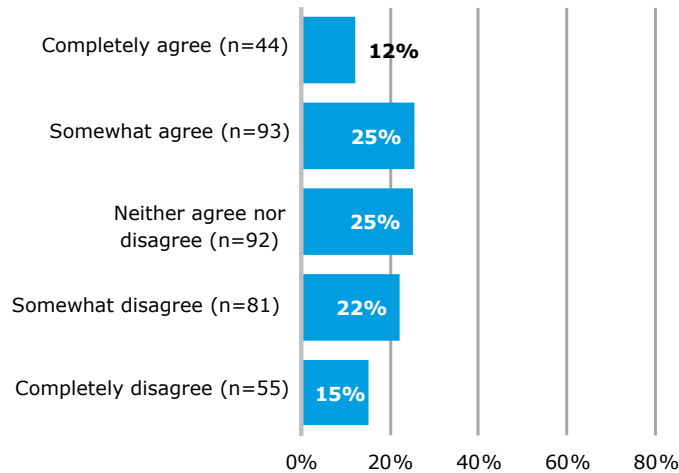


Several groups have been excluded due to privacy considerations (four or less responses)

IF "YES": MY BASIC UNIT FACILITATES FOR ME TO FOLLOW UP MY CANDIDATE/ CANDIDATES' CAREER PLAN

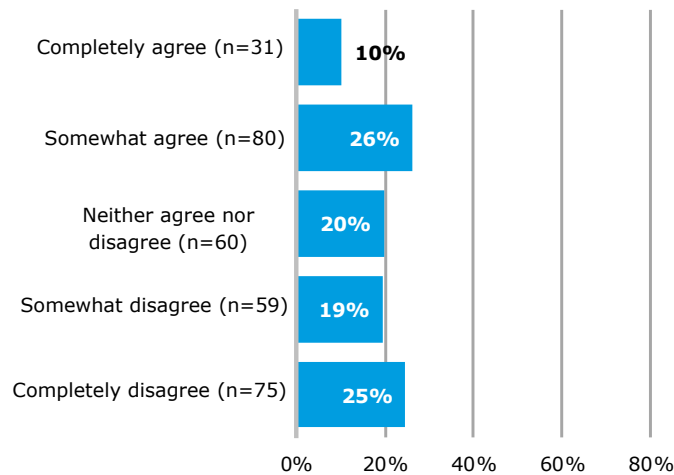
ACROSS BACKGROUND VARIABLES

TOTAL SCORE AT UIB

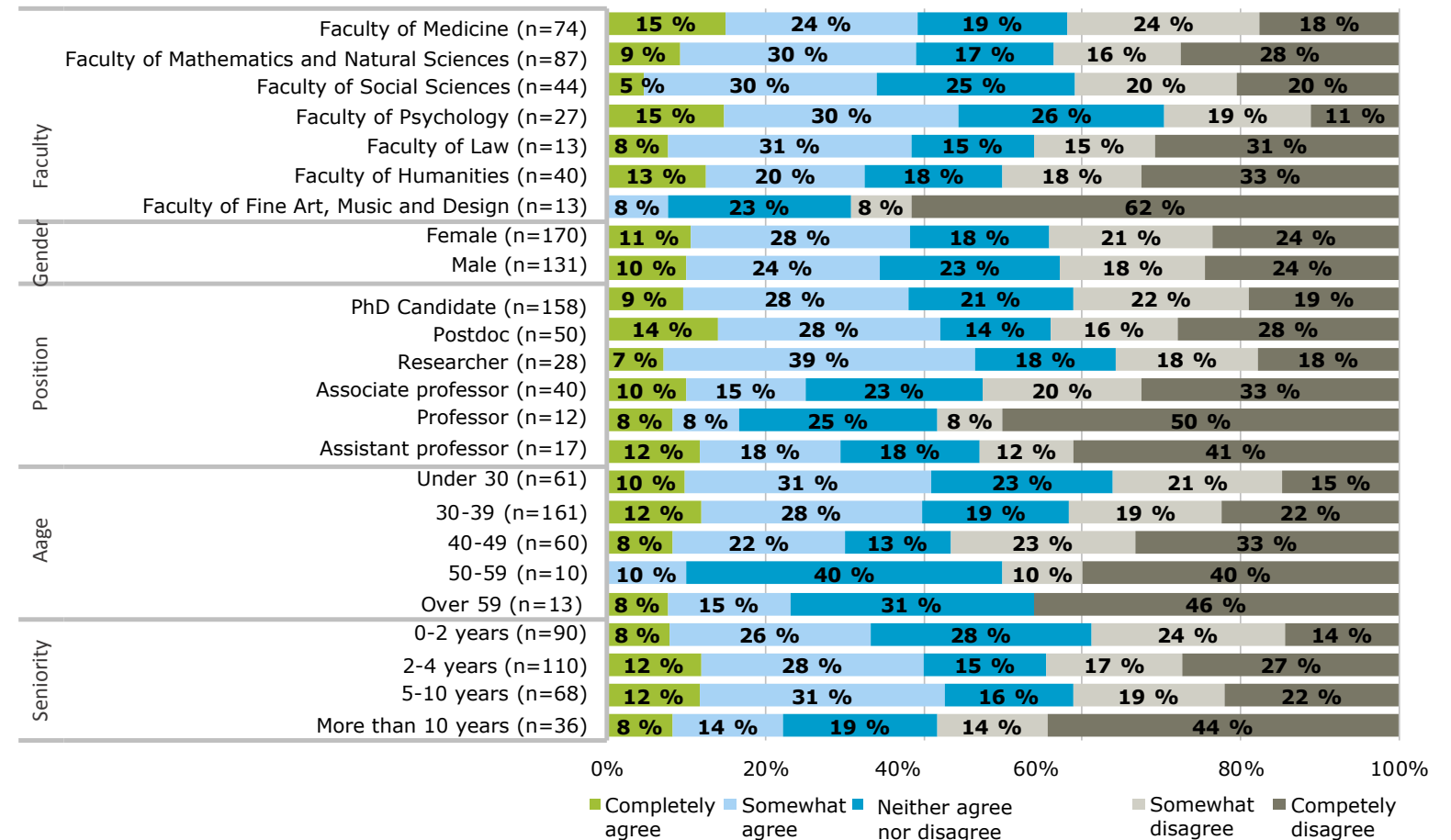


IF "NO": MY SUPERVISOR HAS TAKEN RESPONSIBILITY FOR MY CAREER PLAN

TOTAL SCORE AT UIB

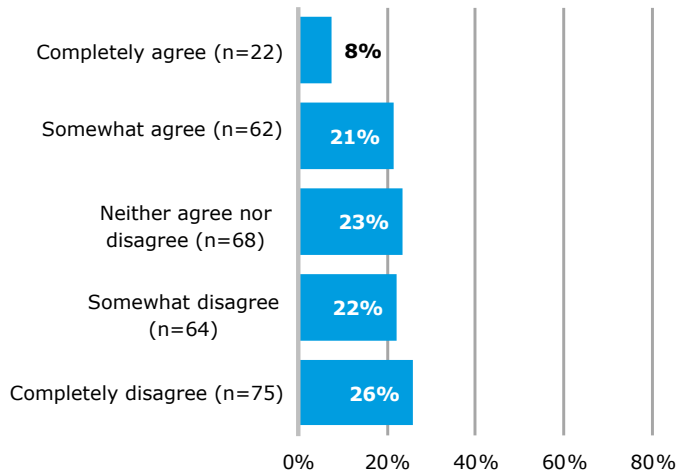


ACROSS BACKGROUND VARIABLES



IF "NO": MY BASIC UNIT FACILITATES MY CAREER DEVELOPMENT

TOTAL SCORE AT UIB



ACROSS BACKGROUND VARIABLES

