

Questionnaire for Researchers

Dear Colleagues,

We would like to ask you to fill in this questionnaire in English. This anonymous survey will help us to receive opinions about the processes in the Institute as well as suggestions for improvements, as we sincerely hope. Filling out this questionnaire takes about 30 minutes on average.

Thank you very much for your effort!

RECRUITMENT PROCESS

1. How would you rate the recruitment strategy of the Institute of Mathematics in general?

Nápověda k otázce: 5 stars = The best rating of the strategy

☆☆☆☆☆ / 5

2. Did you go through the recruitment process within the past five years?

Nápověda k otázce: Please select one answer:

- Yes
 No

3. How would you rate the recruitment process in the Institute of Mathematics in general?

Nápověda k otázce: 5 stars = The best rating of the process

☆☆☆☆☆ / 5

4. On a scale of 1 to 5, how smooth and understandable was your recruitment process including the overall communication during the process?

Nápověda k otázce: 5 stars = The smoothest and the most understandable one

☆☆☆☆☆ / 5

5. What would you do differently regarding the entire recruitment process? Please state any suggestions/ideas about how the recruitment process work flow could be improved.

Nápověda k otázce: *Please state your opinion here:*

6. We plan to introduce rules for the Hiring Committee. Do you have any suggestions for the content of such document? (e.g. concerning the term of service of the hiring committee member, the size of the committee, its representatives etc.)

Nápověda k otázce: *Please state your suggestions here:*

ONBOARDING (INITIATION) PROCESS - NEW EMPLOYMENT AND SERVICE FOR INCOMING VISITORS.

7. Have you been employed in the Institute for 5 or fewer years OR had you supervised any newly employed postdoc OR have you been responsible for a new colleague employed here in the past 5 years?

Nápověda k otázce: *Please select one answer:*

YES

NO

8. How would you rate the overall communication from the first contact with the Institute?

Nápověda k otázce: *5 Stars = The best rating*

☆☆☆☆☆ / 5

9. How would you rate the initiation (onboarding) process for newcomers in general?

Nápověda k otázce: *5 Stars = The best rating*

☆☆☆☆☆ / 5

10. How would you rate the clarity of the information given about what to do, where to go, and what to arrange, during your first week at the Institute?

Nápověda k otázce: 5 Stars = The clearest information

☆☆☆☆☆ / 5

11. Did you /or yours visiting researcher face the language barrier during the initiation employment (onboarding) process?

Nápověda k otázce: Please select one answer:

YES

NO

12. Please state here any suggestions or ideas that could improve the initiation (onboarding) process:

EVALUATION OF RESEARCHERS

13. Have you already experienced the individual evaluation process necessary for the extension of the employment contract ("atestace" in Czech)?

Nápověda k otázce: Please select one answer

YES

NO

14. If you have already experienced the individual evaluation, please state your opinion about it here:

15. How would you rate the evaluation process in general?

Nápověda k otázce: 5 Stars = I like it (the best rating); 1 Star = I don't like it at all (the worst rating).

☆☆☆☆☆ / 5

16. How useful feedback did you receive during your last evaluation?

Nápověda k otázce: 5 Stars = The most useful

☆☆☆☆☆ / 5

17. How do you rate the fairness of the process?

Nápověda k otázce: 5 Stars = The most fair process

☆☆☆☆☆ / 5

18. What is your opinion of the way in which scientific production is evaluated? Please state here any suggestions or ideas about how the evaluation process can be improved:

19. What is your opinion about the evaluation of the impact of research results?

Nápověda k otázce: Please state your opinion here:

20. What is your opinion about the evaluation of the other activities?

Nápověda k otázce: Please state your opinion here:

EMPLOYEE SATISFACTION

21. Please rate the current scientific structure of the Institute of Mathematics.

Nápověda k otázce: 5 Stars = The best rating

☆☆☆☆☆ / 5

22. Please state your opinion and suggestions about the current scientific structure.

Nápověda k otázce: Please state your opinion here:

23. What is your opinion about the three journals that are published in the Institute?

Nápověda k otázce: *Please state your opinion here:*

24. How would you rate the support of mobility in the Institute of Mathematics?

Nápověda k otázce: *5 Stars = The best support*

☆☆☆☆☆ / 5

25. How would you rate the equal opportunities of women in the Institute of Mathematics?

Nápověda k otázce: *5 Stars = The most equal opportunities*

☆☆☆☆☆ / 5

26. Please, provide any idea or suggestions how equal opportunities for women can be improved:

27. Please rate the quality of the following sections/services of the Institute's administration:

Nápověda k otázce: *Select one answer in each row*

	Very much satisfied	Satisfied	Mostly satisfied	Mostly not satisfied	Not Satisfied	Very much not satisfied
Office of the Secretary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative Department (THS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IT Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Project Management Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Library	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Management of the Institute (Director and Vice-director)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reception ("Podatelna")	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cleaning Staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Please state any comments you have on the quality of any sections/services of the Institute's administration units you have just rated:

Nápověda k otázce: *Please state it here:*

29. How would you rate the current support for your career growth?

Nápověda k otázce: *5 Stars = The best support*

☆☆☆☆☆ / 5

30. In particular, please comment on what support for career growth you expect to receive:

31. What forms of support or what kind of support in general would you like to have from the Institute's management?

Nápověda k otázce: *Please state it here:*

32. What is your opinion about Plan S (<https://www.coalition-s.org/>) for Open Access publication model? What strategy should we support?

Nápověda k otázce: *Please state your opinion here:*

33. Would you welcome institutional licences for modern software such as Overleaf, Grammarly, or others?

Nápověda k otázce: *Please specify your opinion, suggestions here:*

34. How would you rate the working conditions in the Institute of Mathematics (e.g., office space, access to office facilities, etc.)?

Nápověda k otázce: *5 Stars = The best conditions*

☆☆☆☆☆ / 5

35. How would you rate the current employee benefits?

Nápověda k otázce: *5 Stars = The best benefits*

☆☆☆☆☆ / 5

36. Please rate the importance of work flexibility in connection to your work-life balance.

Nápověda k otázce: *5 Stars = The most important*

☆☆☆☆☆ / 5

37. Would you be interested in working from home (ie., have an official home office option)?

Nápověda k otázce: *Select one answer*

- Definitely yes
- Yes
- Possibly yes
- Possibly no
- No
- Definitely no

38. Please state here any suggestions regarding the employment benefits:

39. Please state here any suggestions regarding the working conditions:

40. Would you appreciate wider technical/administrative support for business trips (e.g. purchasing of plane tickets, train or bus tickets, visa services, card payments, etc.)? Please state your opinion, suggestions here:

41. Please, provide any further comments you may have:

The End.