



Institute of Mathematics
Czech Academy of Sciences

Feedback Survey – Scientific Researchers Questionnaire

The survey was executed within the framework of the OPVVV project CZ.02.2.69/0.0/0.0/18_054/0014664
Institute of Mathematics CAS goes for HR Award – Implementation of the professional HR Management.









EUROPEAN UNION
European Structural and Investment Funds
Operational Programme Research,
Development and Education



MINISTRY OF EDUCATION,
YOUTH AND SPORTS

Basic data

	Name of the research	Questionnaire for Researchers
	Language	 en
	Public link	https://www.surveio.com/survey/d/D6Z2L8N3U7Q3E1X0G
	First answer	06. 04. 2020
	Last answer	30. 04. 2020
	Duration	25 days

Respondents statistics

117

Number of visits

59

Number of completed

0

Number of uncompleted

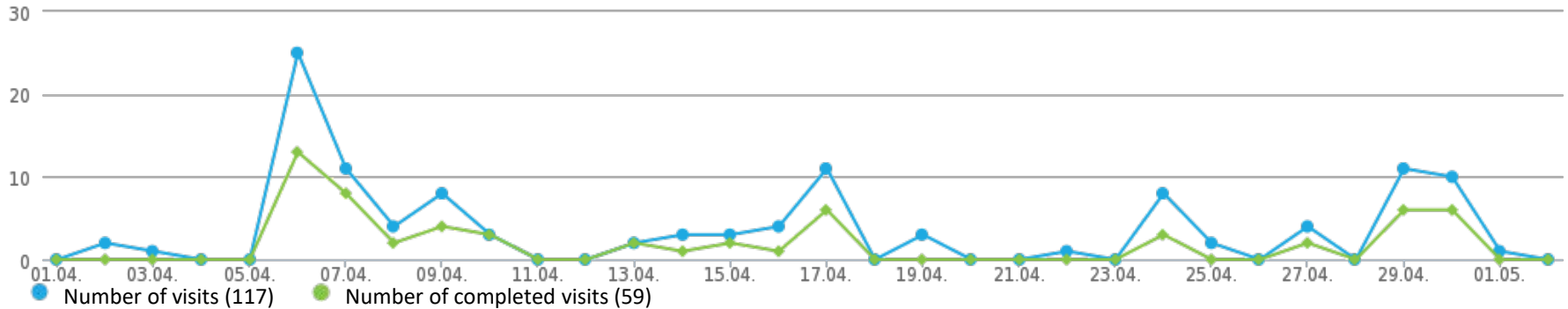
58

Display only

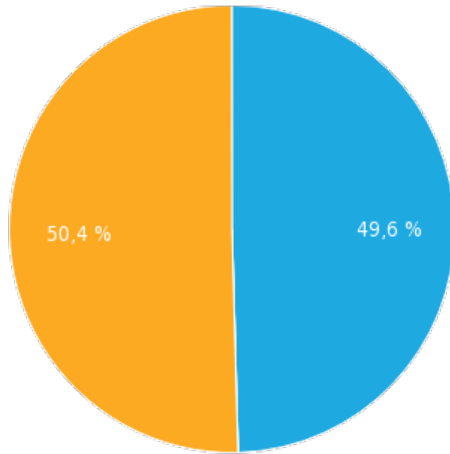
50.4%

Overall success of the
questionnaire

History of visits (06. 04. 2020 - 30. 04. 2020)

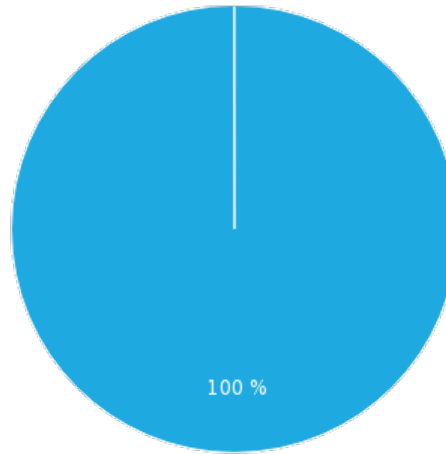


Visits in total



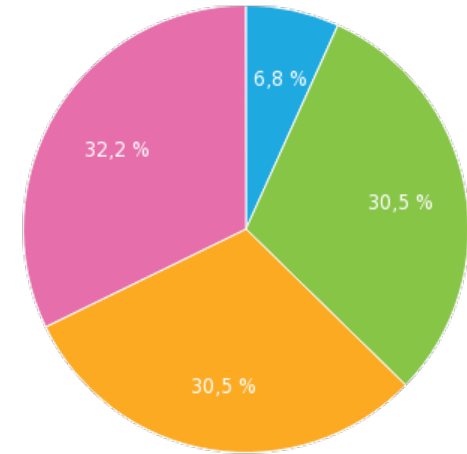
- Only displayed (49.6 %)
- Uncompleted (0 %)
- Completed (50.4 %)

Visits source



- Direct link (100 %)

Total time to complete it

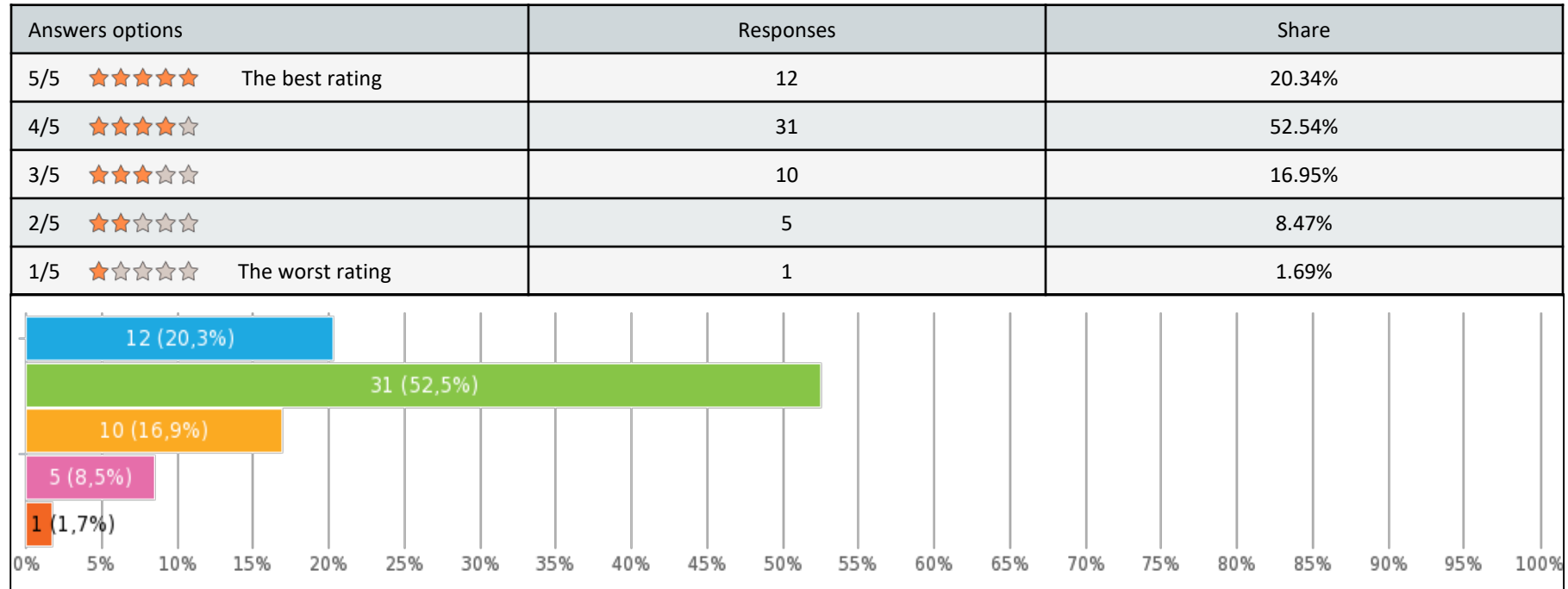


- 5-10 min. (6.8 %)
- 10-30 min. (30.5 %)
- 30-60 min. (30.5 %)
- >60 min. (32.2 %)

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

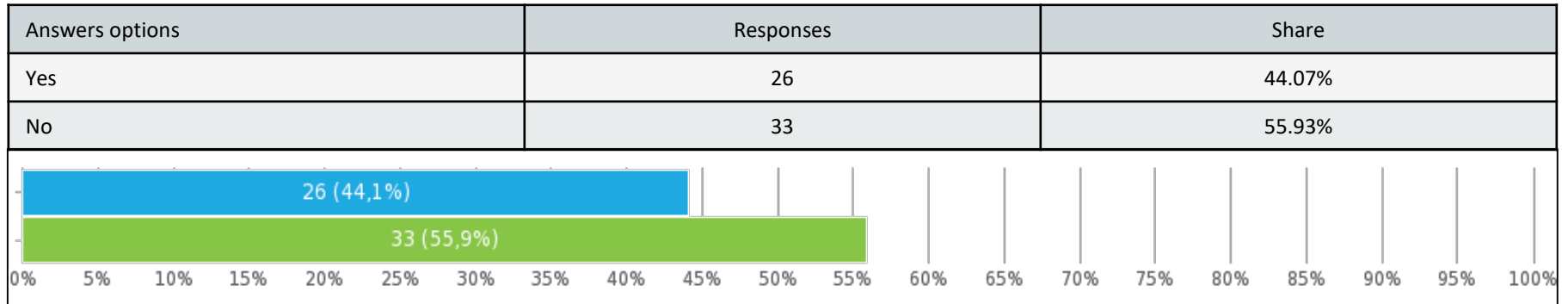
Star rating, answered 59x

Received stars 3,8/5



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

Options choice, answered 59x

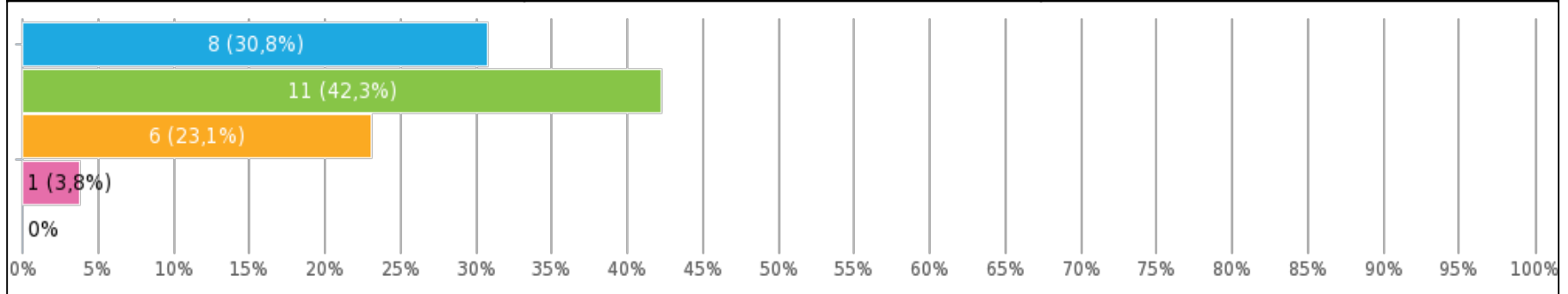


How would you rate the recruitment process in the Institute of Mathematics in general?

Star rating, answered 26x

Received stars 4/5

Answers options	Responses	Share
5/5 ★★★★★ The best rating	8	30.77%
4/5 ★★★★☆	11	42.31%
3/5 ★★★☆☆	6	23.08%
2/5 ★★☆☆☆	1	3.85%
1/5 ★☆☆☆☆ The worst rating	0	0%

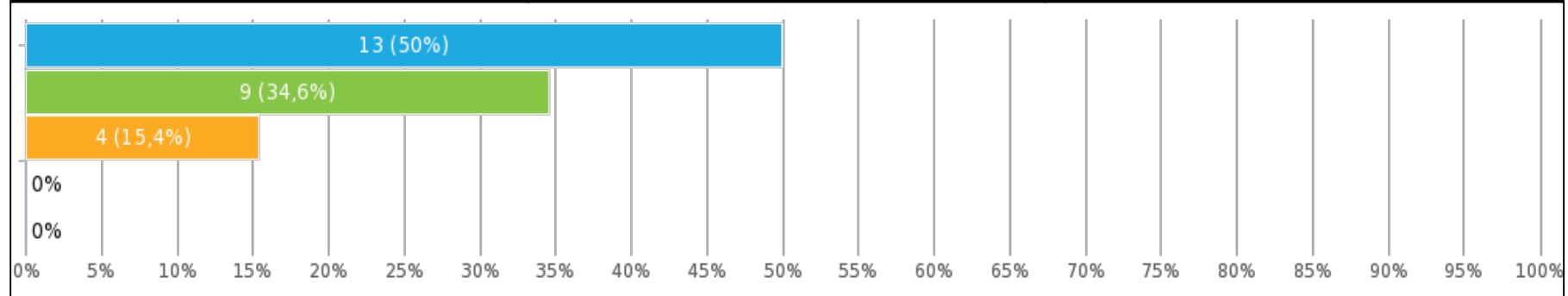


On a scale of 1 to 5, how smooth and understandable was your recruitment process including the overall communication during the process?

Star rating, answered 26x

Received stars 4,4/5

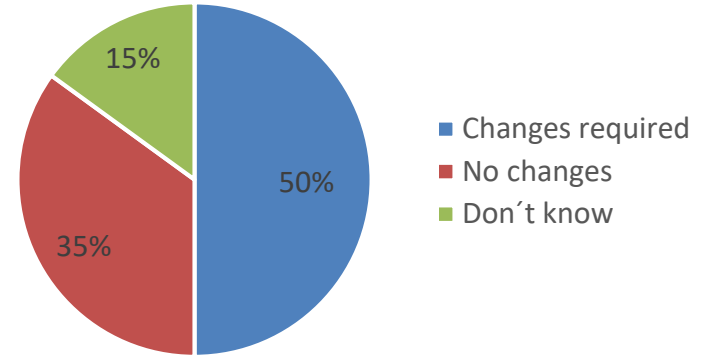
Answers options	Responses	Share
5/5 ★★★★★ Most understandable	13	50%
4/5 ★★★★☆	9	34.62%
3/5 ★★★☆☆	4	15.38%
2/5 ★★☆☆☆	0	0%
1/5 ★☆☆☆☆ Least understandable	0	0%



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.

Text answer, answered 26x

- ✓ 50% of respondents **would like to change** something
- ✓ 35% of respondents **would not change** anything in the process
- ✓ 15% **didn't know**

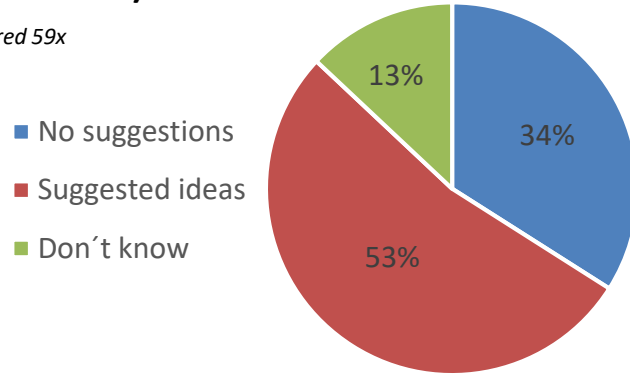


Major suggestions for changes are:

- Inform the rejected candidates about being rejected (simple notification via e-mail)
- Announce the results earlier, clearly inform candidates about their status (hired/not-hired/on the waiting list)
- More actively & widely advertise available positions (on international platforms, among scientists in the institute, via mailing list)
- Focus on attracting more international employees
- The process should be more objective, clear, transparent and open (i.e. online access to the results, publishing the number of applicants etc.)
- Use conventional research statement provided by candidates instead of motivation letters

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.)

Text answer, answered 59x



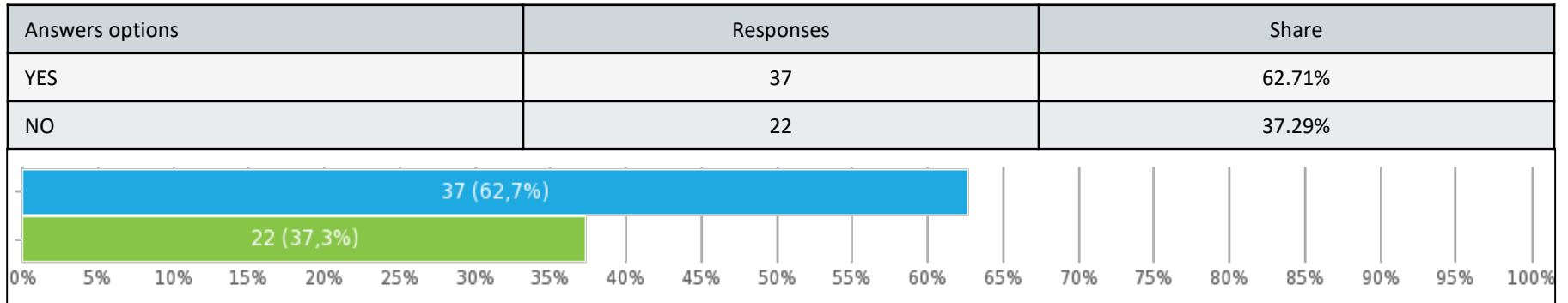
- ✓ 53% of respondents expressed **new ideas**
- ✓ 34% of respondents are fine with **no suggestions**
- ✓ 13% **don't know**

Major suggestions are:

- Each field/department should be represented in the Hiring Committee
- Odd number of members, less committee members
- Members requirements: mixed age, diverse career levels, gender parity
- The term of service of the committee member should be 5 years maximum (fixed mandate)
- Transparent rules for the committee should be set (i.e. what exactly is being evaluated)
- There should also be external members in the Committee (not only IM CAS and Charles University)
- International Advisory board should be more involved in the process
- Hiring could be done directly by the team leaders based on a long-term strategy of IM

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?

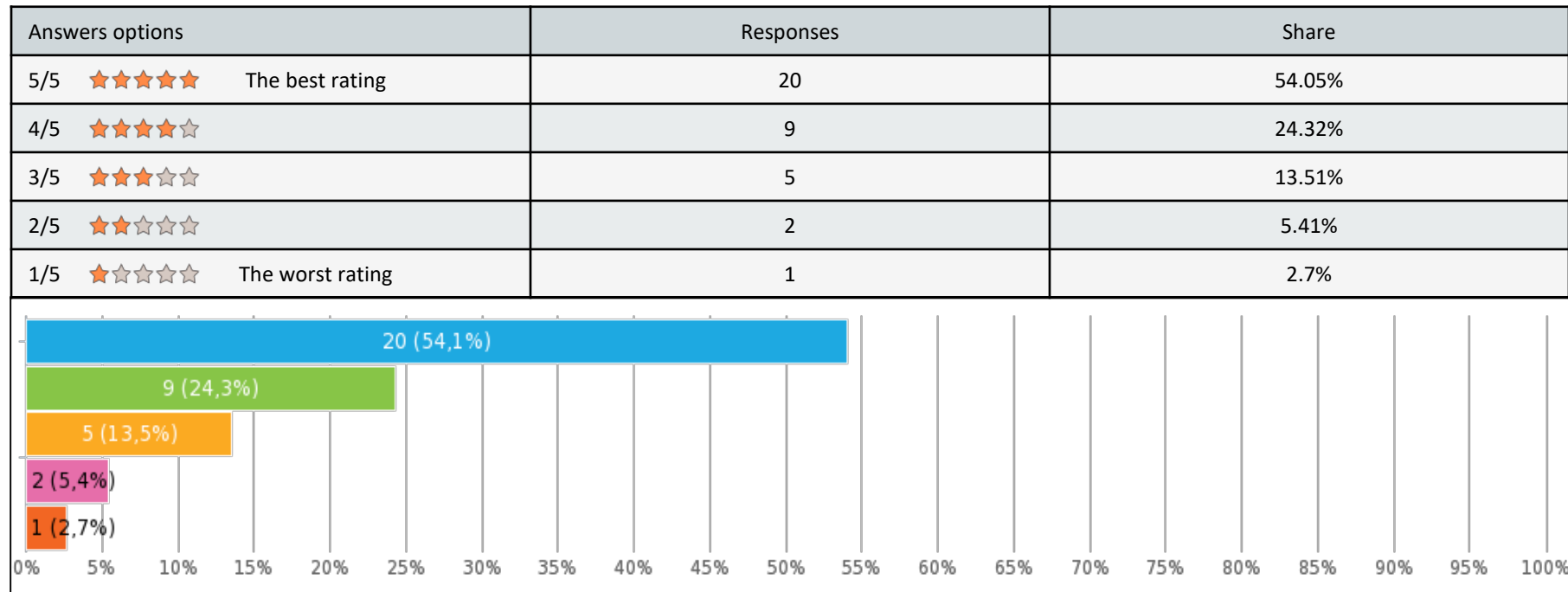
Options choice, answered 59x



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

Star rating, answered 37x






Received stars 4,2/5

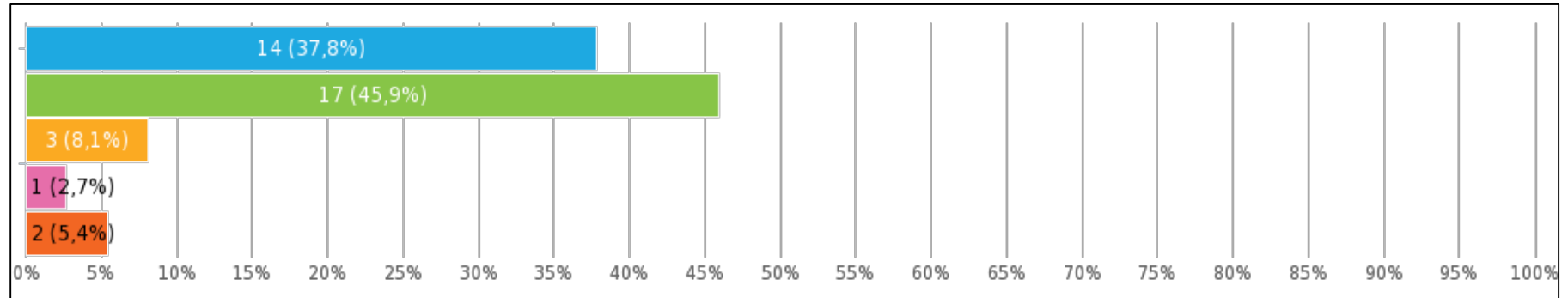


How would you rate the initiation (onboarding) process for newcomers in general?

Star rating, answered 37x

Received stars 4,1/5

Answers options	Responses	Share
5/5  The best rating	14	37.84%
4/5 	17	45.95%
3/5 	3	8.11%
2/5 	1	2.7%
1/5  The worst rating	2	5.41%

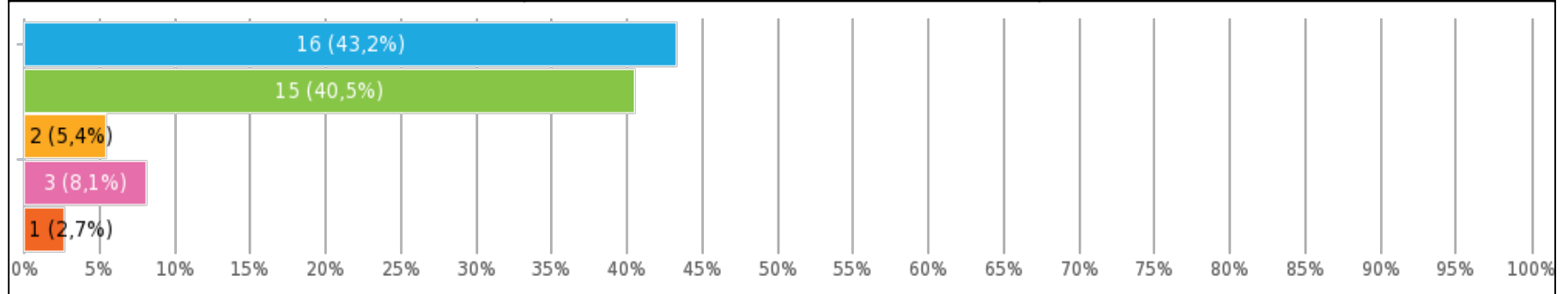


How would you rate the clarity of the information given about what to do, where to go, and what to arrange, during your first week at the Institute?

Star rating, answered 37x

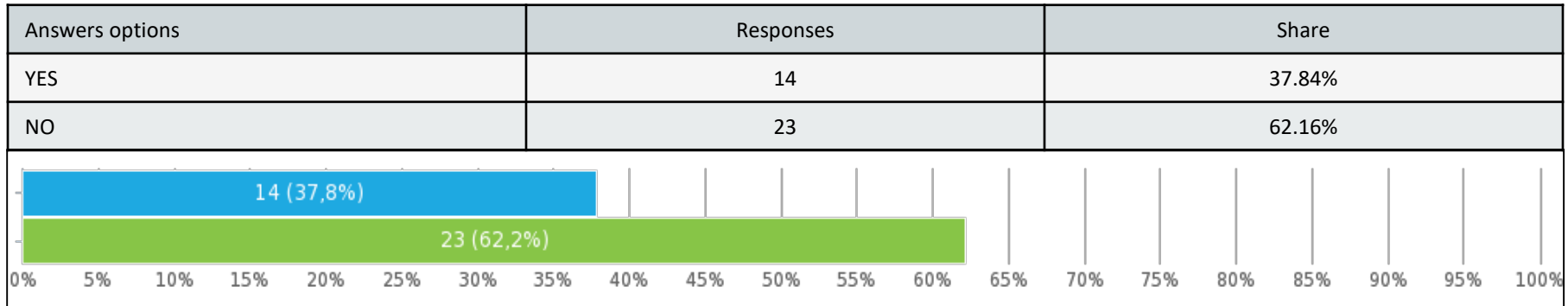
Received stars 4,1/5

Answers options	Responses	Share
5/5 The clearest information	16	43.24%
4/5	15	40.54%
3/5	2	5.41%
2/5	3	8.11%
1/5 Not clear at all	1	2.7%



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

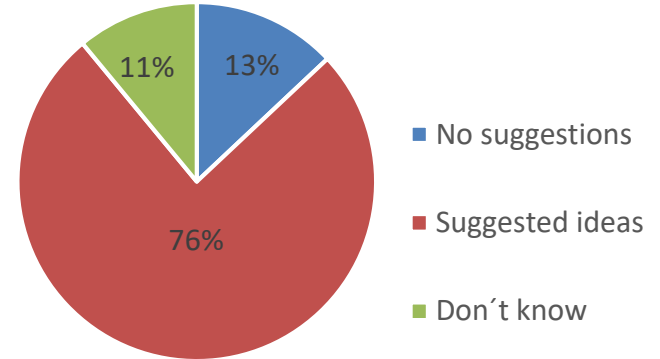
Options choice, answered 37x, no answer 22x



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

Text answer, answered 37x

- ✓ 76% of respondents suggested **new ideas**
- ✓ 13% of respondents thinks **it's organized well and have no suggestions**
- ✓ 11% of respondents **don't know**

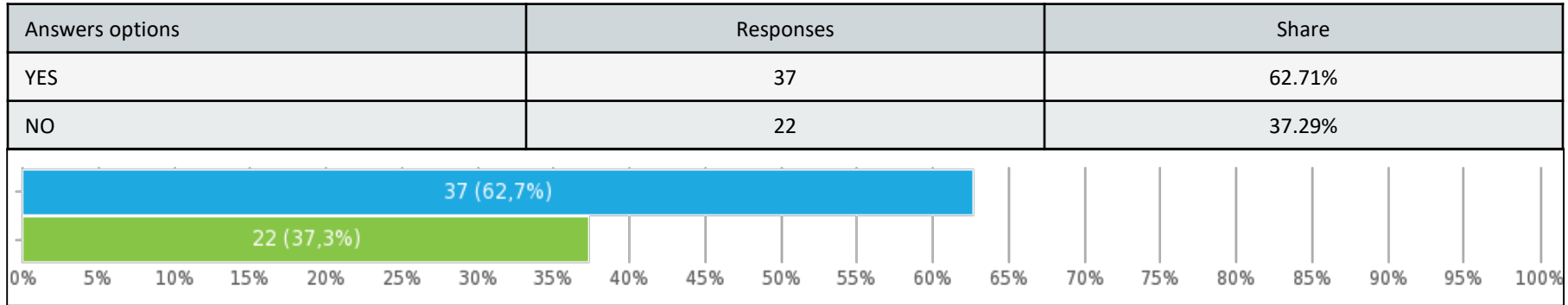


Major suggestions are:

- English speaking administration staff (28% of respondents with suggestions)
- Initiation documents and institute's documents should exist and be in English (35% of respondents with suggestions)
- Manual (a written guide) for newcomers with clear instructions in English is needed
- Make it clear who is responsible for the on boarding and newcomers in general – it should be done centrally
- Provide cheap accommodation for long stay visitors or provide them larger salaries
- Better guidance on how to find a good accommodation
- Intranet documents should be also in English, all information should be bilingual

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

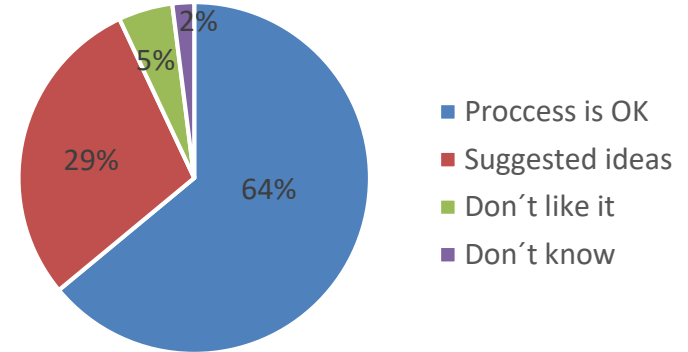
Options choice, answered 59x



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

Text answer, answered 35x

- ✓ 64% of respondents think **the process is OK** and without problems
- ✓ 29% of respondents **suggested new ideas to improve it**
- ✓ 5% of respondents **does not like this process** at all
- ✓ 2% of respondents **don't know**








Major suggestions are:

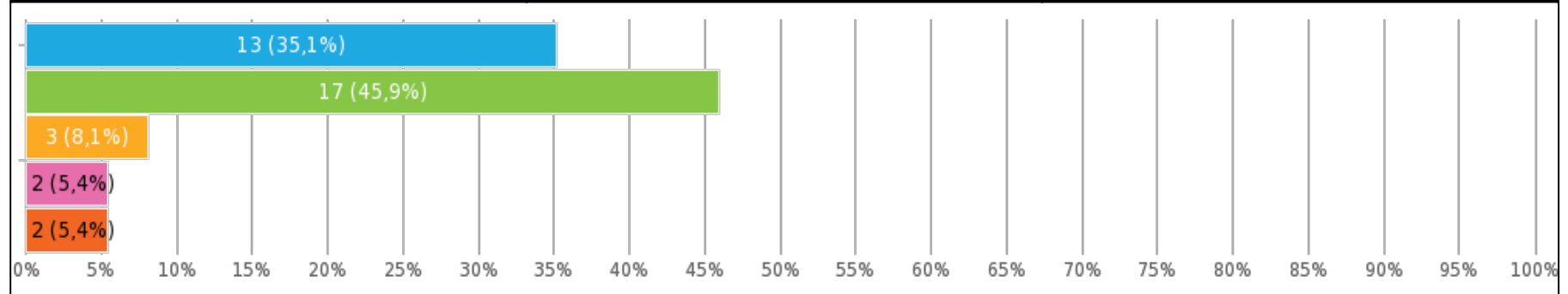
- Not only submitting data but also an interview with the hiring committee would be essential
- The process should be clear, more transparent, less formal and well known ahead also to the newcomers
- The structure of the submitted documents could be simplified and unified
- The rules for the numbers of citations should be easier (i.e. could be used from Scopus/WoS) and citations should play an important rule in the results' evaluation
- The young researchers should be really critically assessed, external members should be included, larger subject diversity among the members should exist
- Family situation could also be considered (temporary productivity decrease of women when having small children)
- The process should be completed well in advance before the termination of the previous contract

How would you rate the evaluation process in general?

Star rating, answered 37x

Received stars 4/5






Answers options	Responses	Share
5/5  I like it	13	35.14%
4/5 	17	45.95%
3/5 	3	8.11%
2/5 	2	5.41%
1/5  I don't like it at all	2	5.41%

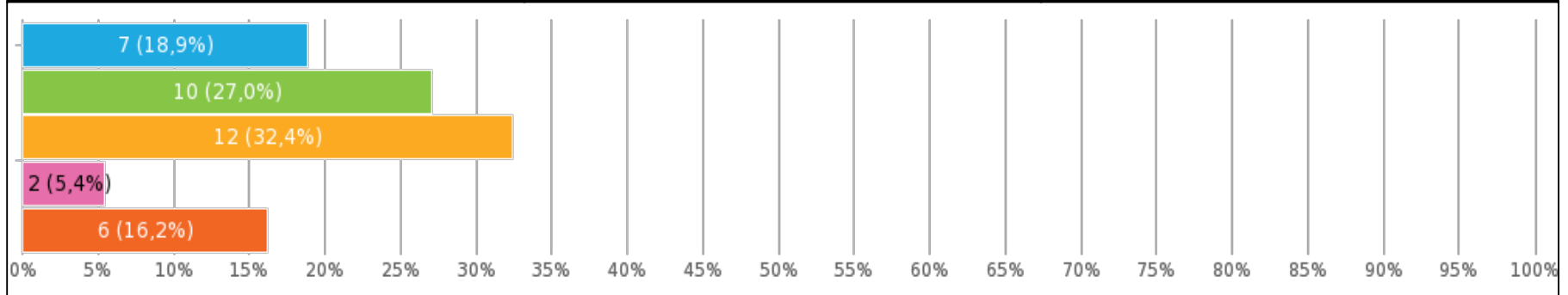


How useful feedback did you receive during your last evaluation?

Star rating, answered 37x

Received stars 3,3/5

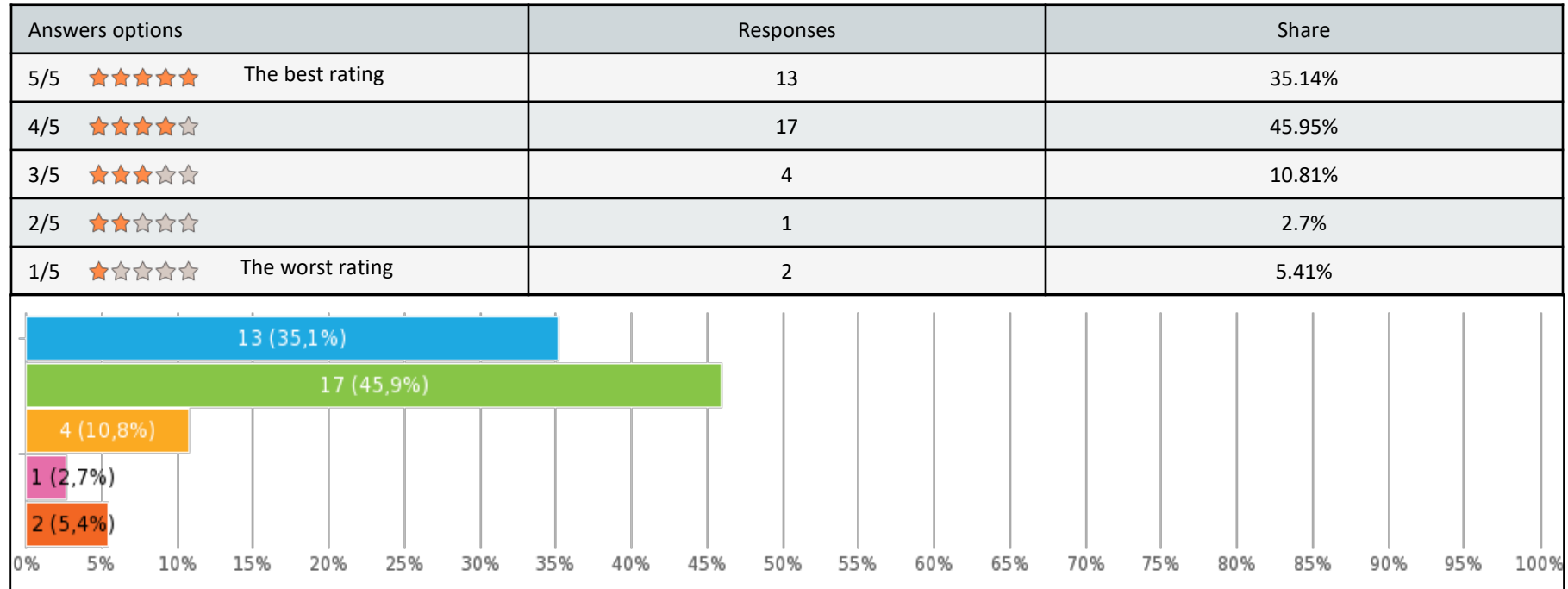
Answers options	Responses	Share
5/5  The most useful	7	18.92%
4/5 	10	27.03%
3/5 	12	32.43%
2/5 	2	5.41%
1/5  Not useful at all	6	16.22%



How do you rate the fairness of the process?

Star rating, answered 37x

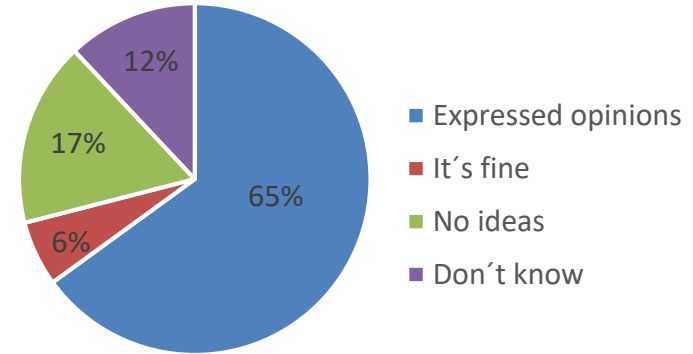
Received stars 4,0/5



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:

Text answer, answered 57x

- ✓ 65% of respondents **expressed their ideas** and opinions
- ✓ 17% of respondents expressed **no opinions**
- ✓ 12% of respondents **don't know** because they are **not familiar with** the process or are not aware of the details of the evaluation
- ✓ 6% of the respondents **like the evaluation** as it is now

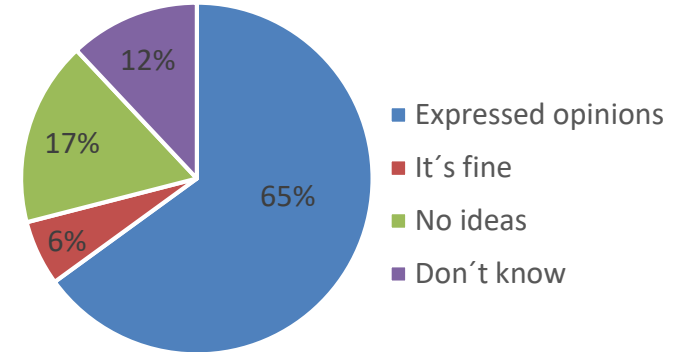


The opinions and ideas about the evaluation are:

- Quality and real impact should be evaluated, not the quantity of publications and the impact factor
- Importance of results should matter the most
- Quality of the publications, international collaboration and participation in international conferences should be considered as well, experts opinions rather than bibliometric should prevail
- The evaluation should be open and transparent
- The structure of the evaluation form should be simpler, scientific production and impact of research results should be evaluated together
- Comparative criterion within the evaluated field is necessary, different varieties of fields in mathematics should be considered as well, comparing different fields of math is difficult but important

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:

- ✓ 65% of respondents **expressed their ideas** and opinions
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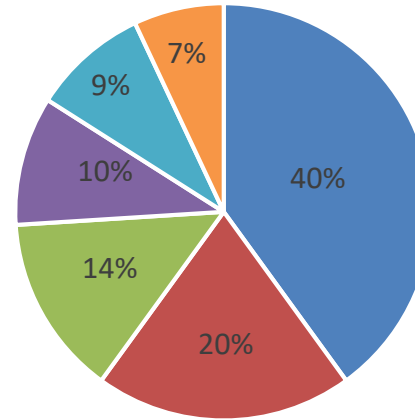
Another opinions and ideas about the evaluation are:

- The details of evaluation should be communicated better to researchers
- The evaluation is very formal, the criteria are fairly reasonable
- The evaluation should be more flexible, feedback about possible negative evaluation grades would be good
- We should eliminate the bad science and provide exceptional conditions for exceptionally good science
- Evaluating scientists is useful mostly for the Institute to decide whether they need the scientist any further
- The evaluation should mainly be based on available data, less administratively demanding, using scientometry is rather contra productive

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

Text answer, answered 56x

- ✓ 40% expressed constructive opinions
- ✓ 20% expressed no ideas/do not know
- ✓ 14% think it is fine and adequate
- ✓ 10% think it is hard to say
- ✓ 9% stated the process is not clear to them
- ✓ 7% did not understand the question



- Expressed opinions
- Don't know
- It is fine/reasonable
- Difficult to say
- Not familiar with process
- Don't understand

The opinions are:

- Since the process is permanently improving, it's OK
- It is almost impossible to objectively compare impacts of research results in various areas of mathematics
- In mathematics the impact can usually be evaluated only after 5 years after being published
- The system based on the number of citations is not perfect but due to the different factors it is not possible to suggest a better criterion. The impact of research results should be the most important criterion, much more important than number of publications
- Finding balance between scientometry and peer-review is never-ending process distorted by the intervention of profit-based organizations with unclear shareholder's structure such as Publons
- This is the way to determine which science is good. However, it cannot be done by mere bibliometry

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

Text answer, answered 56x

- ✓ 40% expressed valid **opinion**
- ✓ 20% expressed **no ideas/do not know**
- ✓ 14% think it is **good and adequate**
- ✓ 10% think it is **hard to say**
- ✓ 9% stated **the process is not clear** to them
- ✓ 7% did **not understand the question**

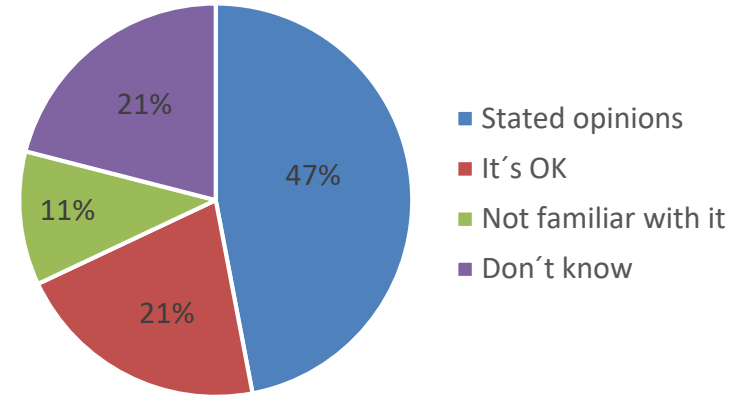
The next opinions are:

- It is appreciated that the Institute started to use Article Influence score internally before it was obliged to
- The actual impact of a researcher or a piece of research is a much wider concept than the number of citations or the impact-factor of the journal
- The impact of results can be probably measured by the number of citations. But the number of citations cannot be overestimated, it also depends on how many people work in your field at all, how many students you have etc.
- It seems fair and standard, impact of research results is well evaluated, my supervisor has been very professional
- Citations are relevant but could be misleading, invitations to conferences play some role, impact factor of the journals should not be important
- Impact factor of journals is a very biased thing, should not be use as the evaluation criteria of a scientist. If some number of colleagues state that a researcher had very few publications because he was occupied by some interesting ambitious project that takes longer time, I would probably accept that as a substitute for publication-based impact evaluation. Such a procedure would have to be thoroughly fine-tuned before being implemented

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

Text answer, answered 56x

- ✓ 47% of respondents stated their **opinions**
- ✓ 21% of respondents stated it is **fine and makes sense**
- ✓ 11% of respondents is **not familiar with it**
- ✓ 21% of respondents **don't know**

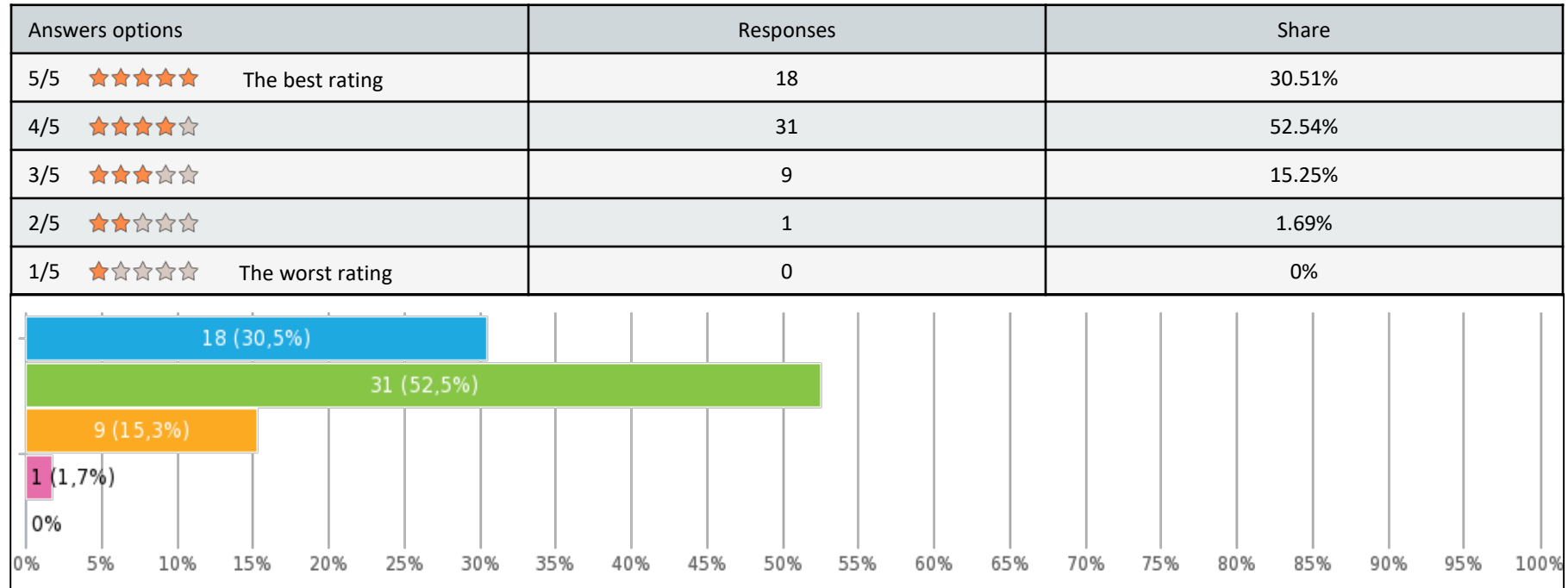


Major opinions are:

- Most of the respondents think that it should be evaluated, but should not be very important for the final decision, only indicative
- Educating students is very important and keeps research alive but the key aspect should be research itself
- Some of them fine, many of them post-factual, like „viability of the research“
- A measure of quality should always be considered, not only a number of certain type of activities
- Institute should be more ambitious here, we are limited by the environment, in particular, when it comes to collaboration with universities and attracting students

Please rate the current scientific structure of the Institute of Mathematics.*Star rating, answered 59x*

Received stars 4,1/5

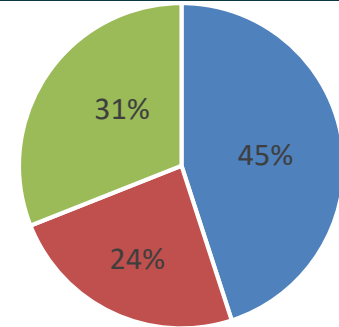


Please state your opinion and suggestions about the current scientific structure.

Text answer, answered 58x

- ✓ 45% of respondents stated **satisfaction with the current structure**
- ✓ 31% of respondents stated **opinions and suggestions**
- ✓ 24% of respondents **don't know** or have no comments

■ Satisfied
■ Don't know
■ Stated opinions



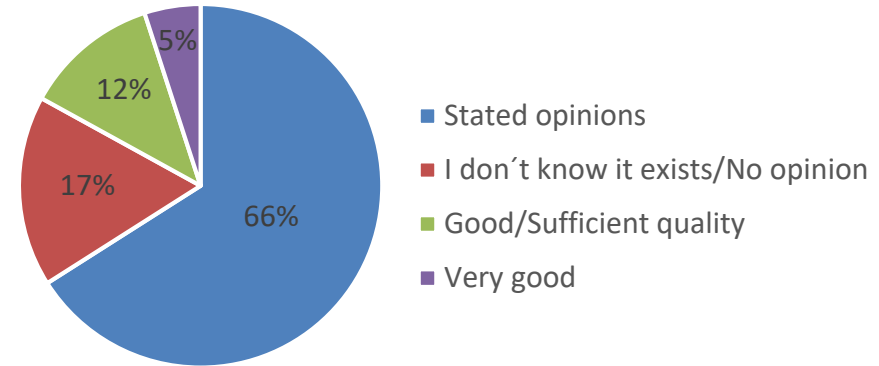
Major opinions and suggestions are:

- It would be good to have a **general discussion about the best scientific structure**
- Most out of those who stated opinions think, that **the generation of middle age scientists (40-50) is missing**
- The current structure is fragmented. It could be improved by covering a bit more branches of mathematics (e.g. **probability, statistics**). We are only hiring people for existing structure
- It is good that the Institute employs many young researchers from different countries and diverse fields. However number of scientists on the market is limited so we have to focus more on improving our PR in order **to make the Institute attractive for young people**
- Interdepartmental **communication and cooperation** could be improved, more frequent common institute activities could help, e.g. general mathematical seminar for the whole Institute
- The structure could be more open to small groups or individuals in order to **bring more diversity to the Institute**
- Keep and preserve **the great atmosphere** that we have in the institute mostly due to its long history. Minimise and slow down any changes that inevitably occur
- The structure is not obvious to new researchers; Institute's **plans could be regularly communicated to all employees**
- Some of the respondents didn't understand the question, however underlined that they **consider their departments** to be an active and **very respected group of researchers**

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

Text answer, answered 59x

- ✓ 66% of respondents shared **opinions**
- ✓ 17% of respondents **didn't know it existed/have no opinion**
- ✓ 12% of respondents think the **quality is sufficient/good**
- ✓ 5% of respondents think the **quality is very good**



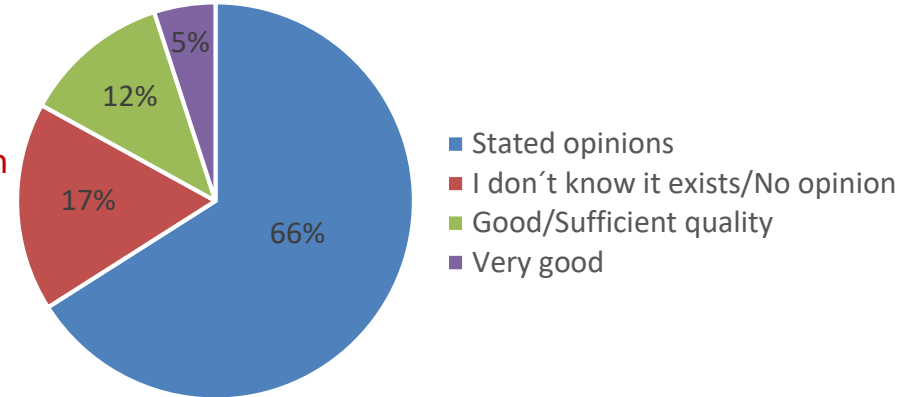
Major opinions are:

- Some respondents think that the quality of the journals is not high, but it fills its role
- To focus on one or two strong journals instead of three could bring more attention and credibility to the journals
- Journals should only accept good quality papers, the quality of published papers should be improved
- Some of respondents never read the journals because it does not cover their field of interest
- Bohemica is mostly considered to have the lower level
- Others think that quality slightly improved, also the typography
- Having a national mathematics research journal published in Prague is probably a good idea
- It represents the service to the scientific community, the Institute should keep them and should strengthen the effort to attract good papers
- It's good that Institute publishes journals, journals are useful, the support of the respectful tradition should continue
- If there is reasonable income for the Institute it is OK

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

Text answer, answered 59x

- ✓ 66% of respondents shared **opinions**
- ✓ 17% of respondents **didn't know it existed/have no opinion**
- ✓ 12% of respondents think the **quality is sufficient/good**
- ✓ 5% of respondents think the **quality is very good**








Next major opinions are:

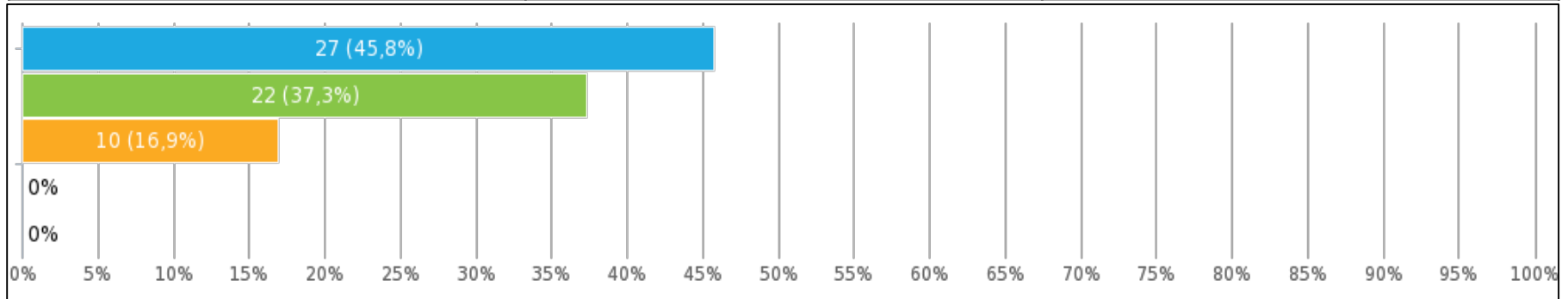
- Journals struggle in international competition. Their future is unclear mainly due to the raising open access
- Impact factor is missing, we need impact factor journals
- Out of three journals only one has an impact factor. It would help if publishing a paper there is recognized, at least by Czech universities, equally, as papers submitted in impact factor journals. This would increase the weight of our journals in the Czech Republic and help with habilitation
- Some respondents think that impact factors and other arguments are irrelevant
- It is nice that journals are easily available electronically
- Some respondents would like to submit a paper to the Institute's journal
- Scientific fellows of the Institute should support our journals by publishing their good results

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

Star rating, answered 59x

Received stars 4,3/5

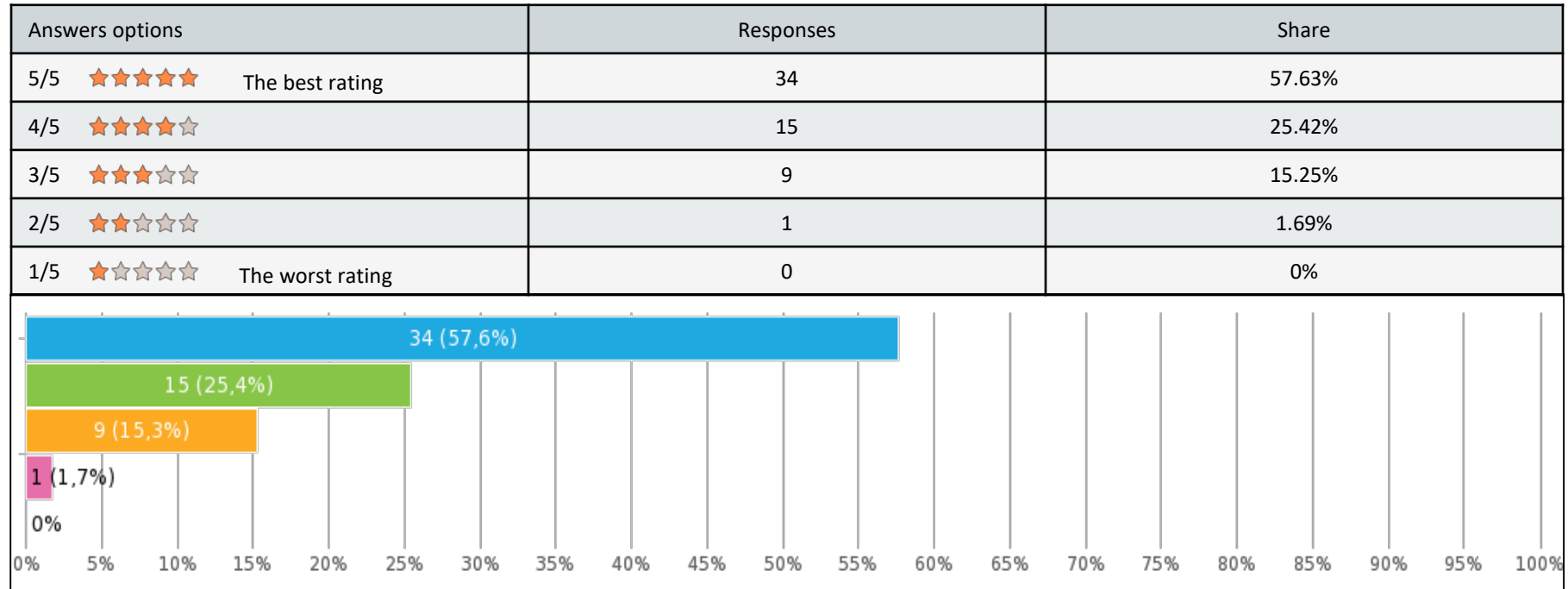
Answers options	Responses	Share
5/5  The best rating	27	45.76%
4/5 	22	37.29%
3/5 	10	16.95%
2/5 	0	0%
1/5  The worst rating	0	0%



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

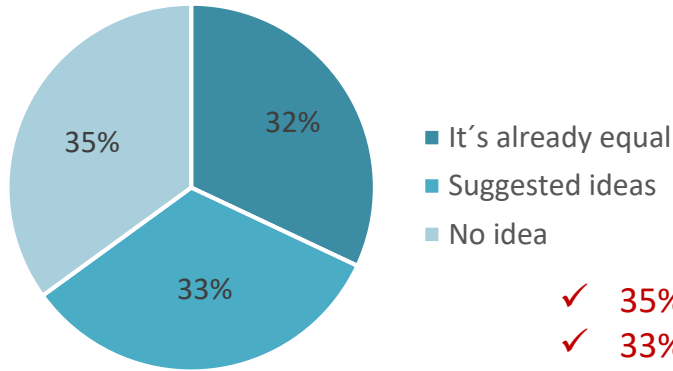
Star rating, answered 59x

Received stars 4,4/5

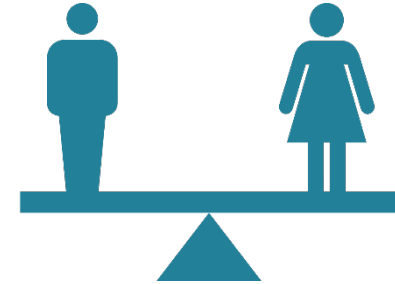


Please, provide any idea or suggestions how equal opportunities for women can be improved:

Text answer, answered 57x



- ✓ 35% of respondents have **no ideas**
- ✓ 33% of respondents expressed **opinions**
- ✓ 32% of respondents think opportunities are **equal**



Major ideas are:

- Try to increase the ratio of female researchers, try to hire them. It should be properly justified and carefully planned
- A slight positive discrimination for women in the hiring process might be considered
- Sort out how GACR project investigators can take maternity leave
- Provide gender parity in the scientific committee
- The institute should also use public events, like open doors days for schools, to encourage girls to study mathematics
- The parental leave and the child-care should be definitely taken into an account at the evaluation process
- More options for child day care might help, though this is something that cannot be solved at the level of the institute

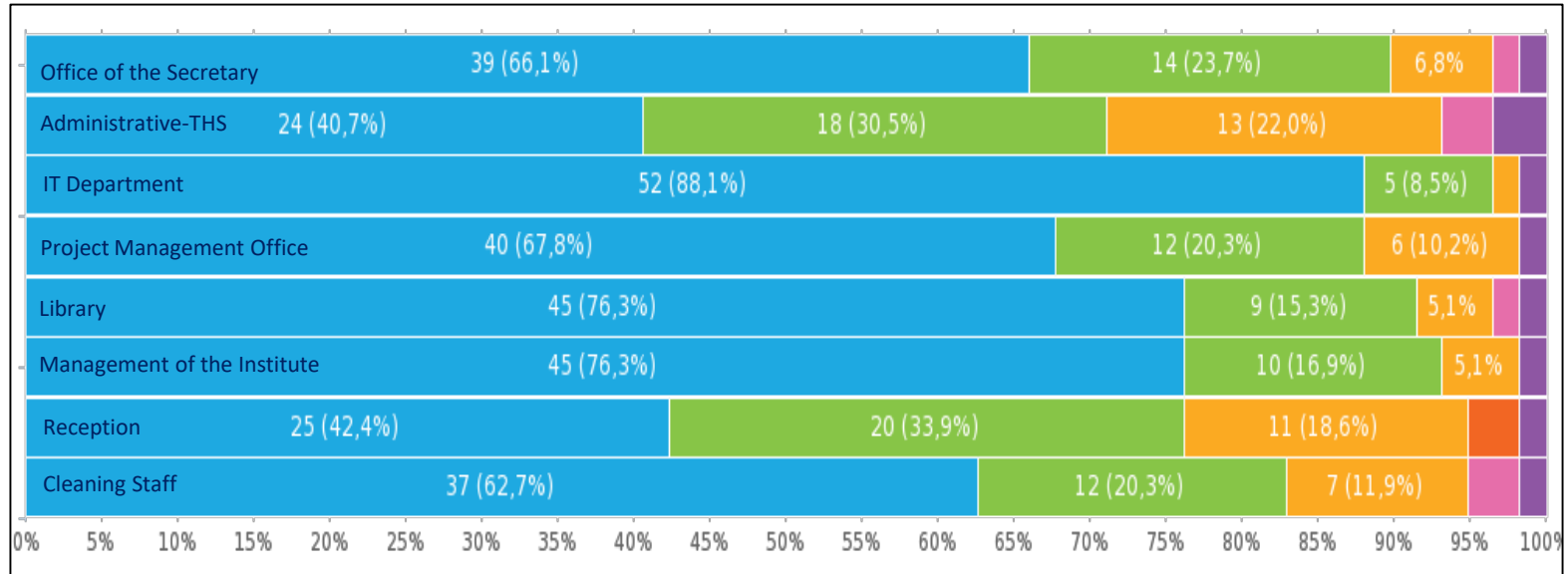
Please rate the quality of the following sections/services of the Institute's administration: **1/2**

Matrix choice, answered 59x

	Very much satisfied	Satisfied	Mostly satisfied	Mostly not satisfied	Not Satisfied	Very much not satisfied
Office of the Secretary	39	14	4	1	0	1
Administrative Department (THS)	24	18	13	2	0	2
IT Department	52	5	1	0	0	1
Project Management Office	40	12	6	0	0	1
Library	45	9	3	1	0	1
Management of the Institute (Director and Vice-director)	45	10	3	0	0	1
Reception ("Podatelna")	25	20	11	0	2	1
Cleaning Staff	37	12	7	2	0	1

Please rate the quality of the following sections/services of the Institute's administration: 2/2

Matrix choice, answered 59x



Very much satisfied



Satisfied



Mostly satisfied



Mostly not satisfied



Not satisfied

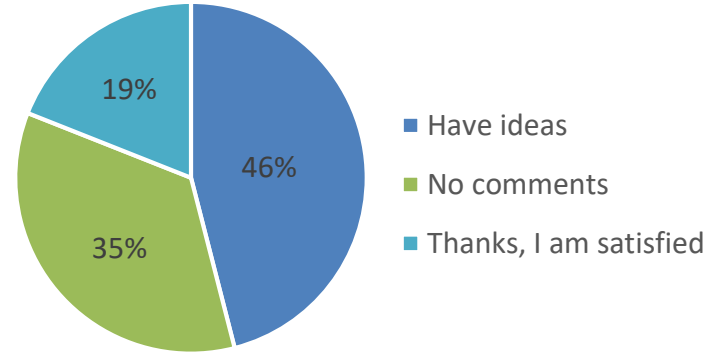


Very much not satisfied

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

Text answer, answered 57x

- ✓ 46% of respondents stated their opinions and suggestions
- ✓ 35% of respondents have no further comments
- ✓ 19% of respondents is satisfied with the services








The following comments prevail:

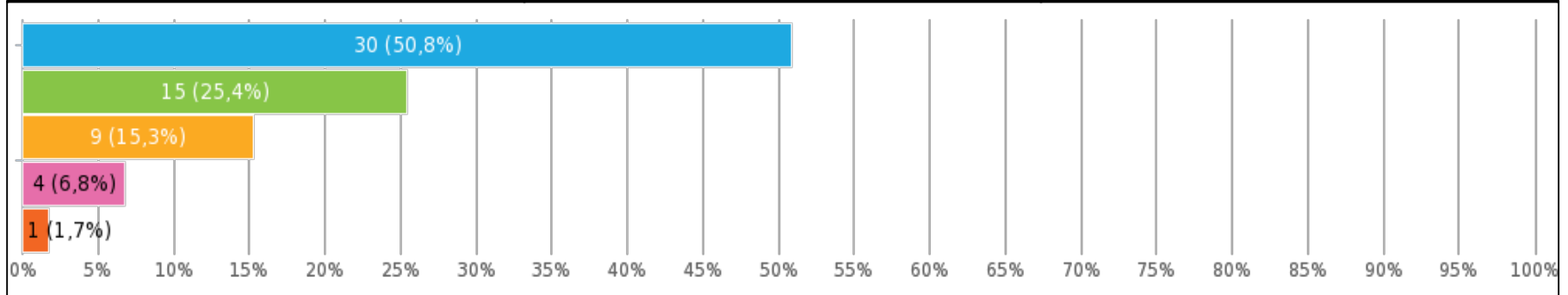
- The major opinion is that all administrative employees should speak English
- Some respondents mention that all sections work perfect
- Many respondents think that administration and services work fine
- On the contrary, mostly pointed out for THS is the language barrier, necessity of better communication and using modern technologies
- Cleaning service and reception require improvements, reception should be more competent for mail & office supplies distribution
- Some respondents thank to the IT and Library for a good job they do

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

Star rating, answered 59x

Received stars 4,2/5

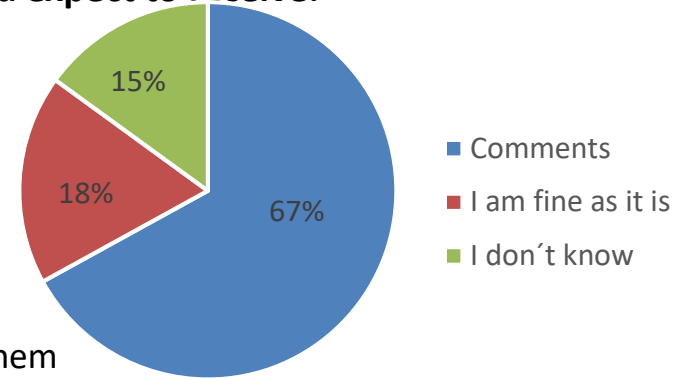
Answers options	Responses	Share
5/5  The best rating	30	50.85%
4/5 	15	25.42%
3/5 	9	15.25%
2/5 	4	6.78%
1/5  The worst rating	1	1.69%



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

Text answer, answered 57x

- ✓ 67% of respondents expressed their expectations
- ✓ 18% of respondents stated they are either fine or cannot expect more support
- ✓ 15% don't know



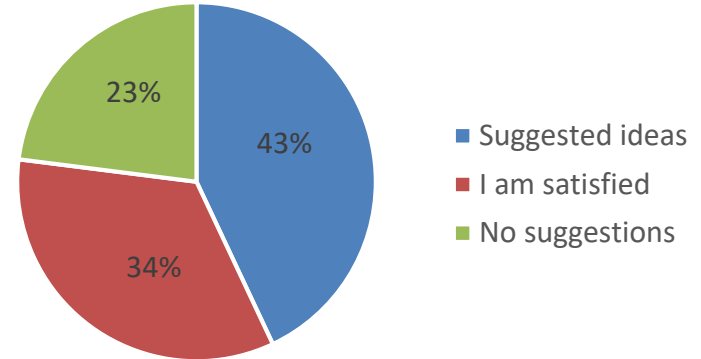
Major expectations are:

- Help with recruiting Ph.D. Students, some activity to attract more of them
- Regular meetings, more information about possible promotions in academic sphere and career growth
- Advice on what is important for the future career, professional education, what is required to do a habilitation
- Workshops on skills development (communication, presentations skills, leadership, research work, ethics)
- Financial support for scientific visits and workshops, wider help in organizing events; funds for traveling for invited talks
- Collaboration between more senior and junior researchers in individual teams
- Electronic access to more scientific journals
- Guide on how to write a project proposal
- The more senior the higher salary
- Encourage postdocs to actively interact not only with supervisors
- Grants applications support of the project management office is invaluable, please keep it
- The research teams could collaborate more, understanding specifics of a particular field of mathematics

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

Text answer, answered 56x

- ✓ 43% of respondents **suggested ideas** for support
- ✓ 34% of respondents **are happy** with the current support
- ✓ 23% of respondents have **no suggestions/no comments**



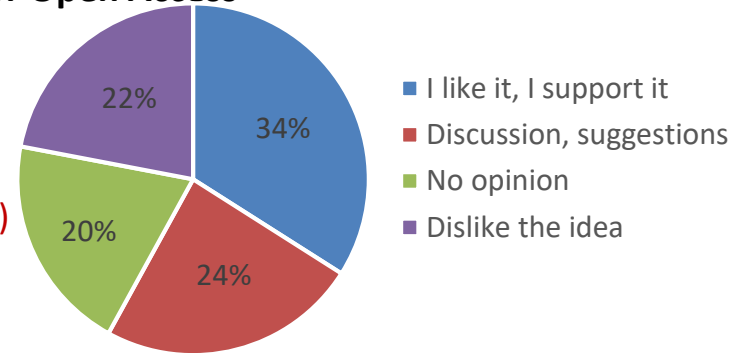
Major comments on forms of support are:

- Fully electronic system for travel, holidays requests, absence with electronic signature
- Universal electronic system to avoid duplication of reporting activities
- To obtain final summary of travel expenses
- Reduction of bureaucracy, i.e. no dealing with practical matters when a postdoc arrives
- Clearer perspective on future career development
- Support of PhD and MSc projects via the Institute
- Researchers with no grants but good results should also have a possibility to travel
- To help to facilitate all the bureaucratic and administrative chores
- More administrative support, competent staff to take care of various administrative matters
- Higher salary

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

Text answer, answered 58x

- ✓ 34% of respondents like the Open Access idea or support Plan S
- ✓ 22% of respondents dislike the idea and expressed critical remarks
- ✓ 24% of respondents stated particular comments (doubts, suggestions)
- ✓ 20% of respondents don't know/have no opinion



Critical remarks and other particular comments are:

- When publishing, it's good to choose journals belonging to mathematical societies instead of private companies. In the current model scientists use public funds to produce research results. Then the results are provided freely to private companies, while other scientists referee the results for free. Finally, the private companies sell the papers back to other scientists. This model is unfair and thus the best is Open Access or journals owned by research institutions
- Some respondents think we should use arXiv. Plan S is just another mean how to increase profit of publishers when internet and quality non-profit journals make publishing houses obsolete. It prefers profit over quality and independence. It is a matter of money and business. It can easily end with publications of richest authors not the best ones
- Some respondents think that compulsory open access would not improve the situation. It would become a new burden on the taxpayer and make publishing more difficult for researchers from developing countries
- In mathematics there are several open access journals of extremely low level, publishing junk. This is a big danger
- If Open Access means that one should pay for publications then it will be the end of science (good scientists with no grants, more costs for institutions). Solutions could be if journals are published just in electronic way

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

Text answer, answered 58x

- ✓ 34% of respondents like Open Access or support Plan S
- ✓ 22% of respondents dislike the idea
- ✓ 24% of respondents stated particular comments
- ✓ 20% of respondents don't know/have no opinion

Next comments, ideas and suggestions are:

- Some respondents think it is not easy to propose a solution. The best journals are not open access. If they are, they ask large amount of money to publish the paper in the open access variant. It is not reasonable to pay them to publish it in the open access format. However the general idea looks great.
- Open Access should not be mandatory.
- The main issue is the pressure from institutions on researchers to publish in great quantity in highly ranked journals. This limits the options to publish via open access channels.
- The specific advantages/disadvantages of Plan S are not clear, we cannot foresee all implications.
- Others think it's a nice idea, but hard to implement due to the commercial interests of publishers.
- It should be completely for free. Imposing open access would be a solution, but that's unfortunately not realistic in the near future. Very limited numbers of journals will be compliant with Plan S.
- Some of them stated that if we use taxpayers money an output should be available in some form anyway (arXiv or preprint series). But we should not pay for open access to avoid tax payers paying twice. It's questionable whether it's possible to implement free open access journals soon. Notice that even our evaluation takes into account journal impacts and other metrics, and new free open access journals would then not be preferred. However one option is to encourage all members of the institute to publish their final preprints on suitable pages (institutional web pages, hall, arXiv, etc.)

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

What strategy should we support?

Text answer, answered 58x



- ✓ 34% of respondents like Open Access or support Plan S
- ✓ 24% of respondents stated particular comments
- ✓ 22% of respondents dislike the idea
- ✓ 20% of respondents don't know/have no opinion

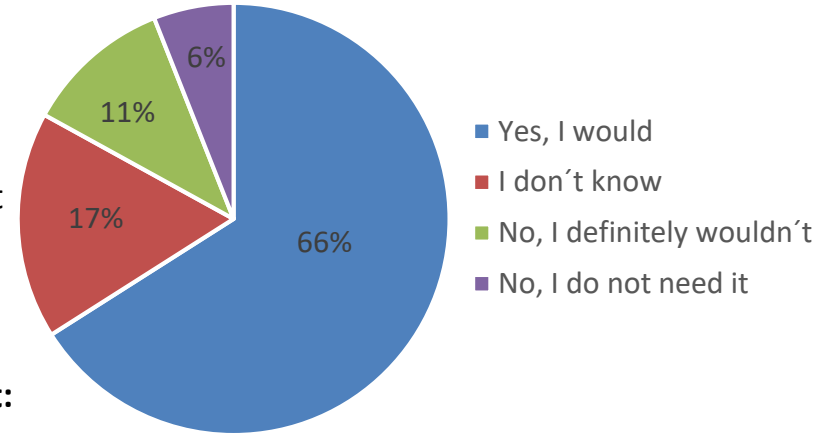
Here are other valuable opinions:

- If publication with the Open Access option is mandated, it should be either with institutional support to cover the Open Access fee or to acknowledge that providing an Open Access preprint (e.g., on arXiv.org) is sufficient to satisfy the mandate
- The existence of the fees for OA is expectable, however, the current amounts of the publications fees are unacceptable. It is not very clear to what extent the fees will be covered by the funders.
- Regarding the implementation of Plan S it should be clear who would be responsible for the fee payment.
- It is possible to choose some open access journals and support them in such way that it will be free for institute employees. If it's a pragmatic approach then it should be supported by the institute.
- In the Czech Republic there are cases when publishing Open Access is connected with predatory journals, and people tend not to value such publication as high as standard papers. This should be improved, not sure if via Plan S.
- It is important to encourage publications in Open Access Journals.
- If the Institute plans to form a strategy regarding Plan S, they should probably communicate with us about it in advance before the decision.
- The institute should support Plan S as a part of the nation wide initiative rather than a single institution. We are too small to play the role in this process.

Would you welcome institutional licenses for modern software such as Overleaf, Grammarly, or others?

Text answer, answered 58x

- ✓ 66% of respondents **would like to have it**
- ✓ 17% of respondents **don't know** since they mostly never used it
- ✓ 11% of respondents **do not welcome this idea**
- ✓ 6% of respondents would not use it or **do not need it**








Those that would like to have licenced software mostly think that:

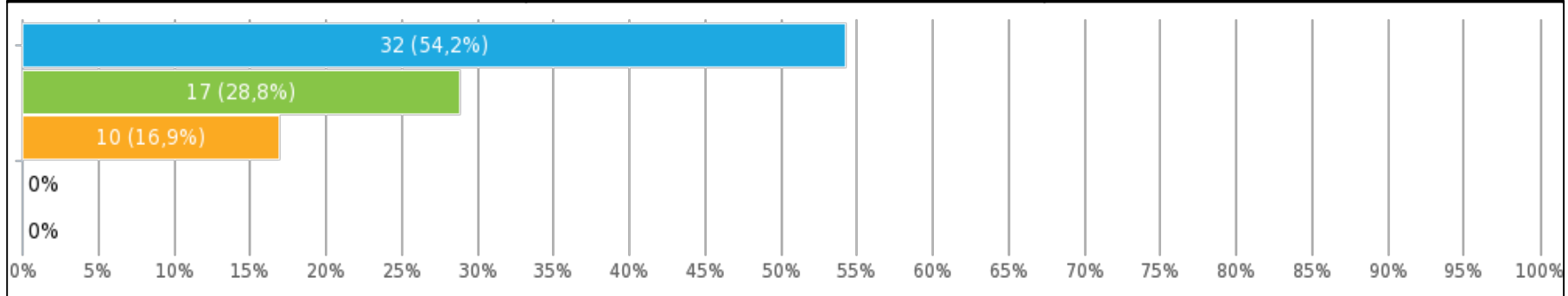
- Having a licence would definitely be beneficial
- Most of them suggest **Grammarly** or **Overleaf**
- Other suggestions call for **Maple**, **Matlab** or **Mathematica**
- Videoconference software like **Zoom** could be part of it too
- Nevertheless some of them think Overleaf could cause chaos in cooperation
- Few of them believe that Grammarly has no relevance for math
- If it improves the level of English used it would be worth using it
- Some of them cannot see the difference between the free software compared to the paid version
- The licences should be negotiated institutionally, may be even on the principle of the licence for the entire Academy
- Some of them also think it would depend on price of the software, requesting the discussion

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

Star rating, answered 59x

Received stars 4,4/5

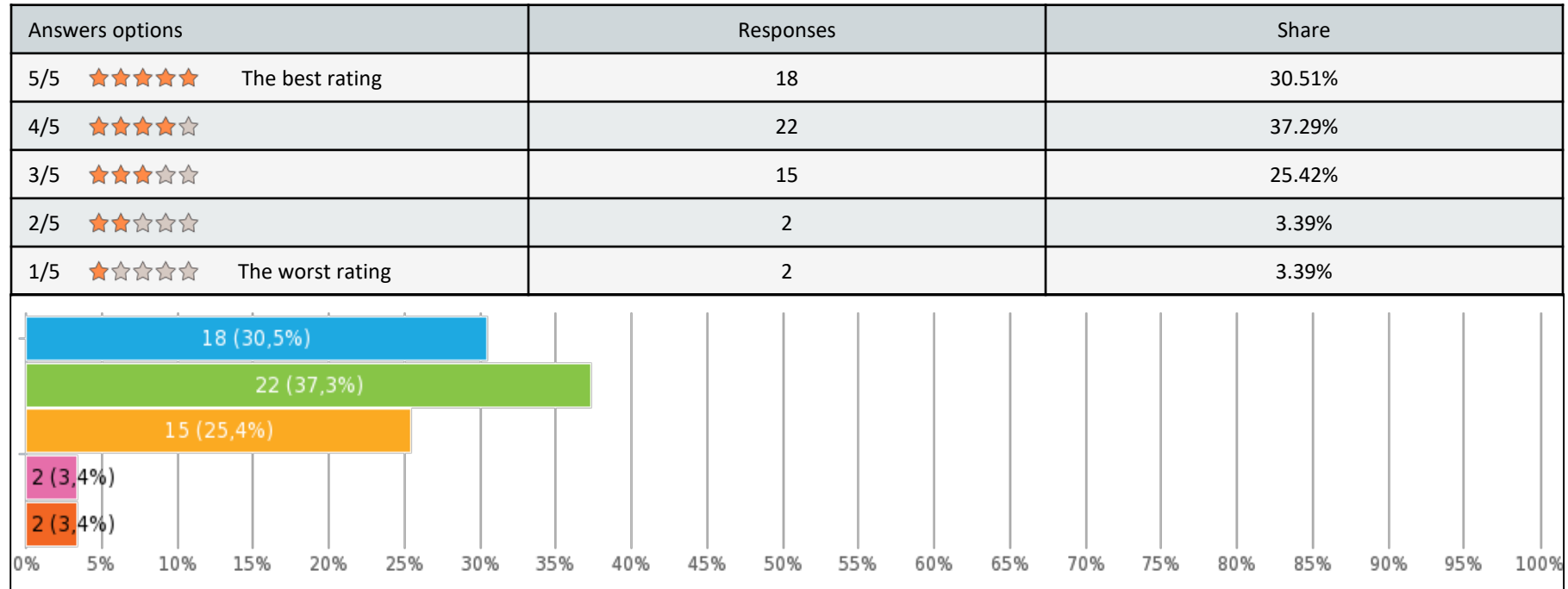
Answers options	Responses	Share
5/5  The best conditions	32	54.24%
4/5 	17	28.81%
3/5 	10	16.95%
2/5 	0	0%
1/5  The worst conditions	0	0%



How would you rate the current employee benefits?

Star rating, answered 59x






Received stars 3,9/5

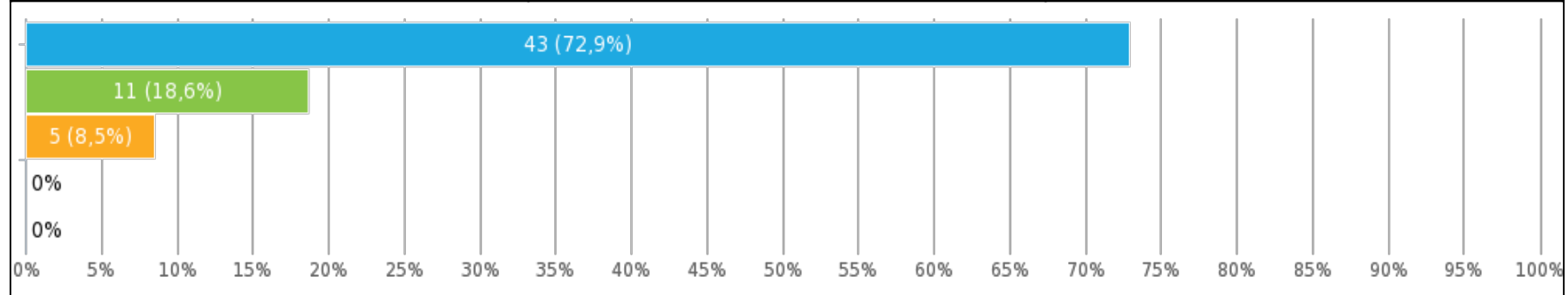


Please rate the importance of work flexibility in connection to your work-life balance.

Star rating, answered 59x

Received stars 4,6/5

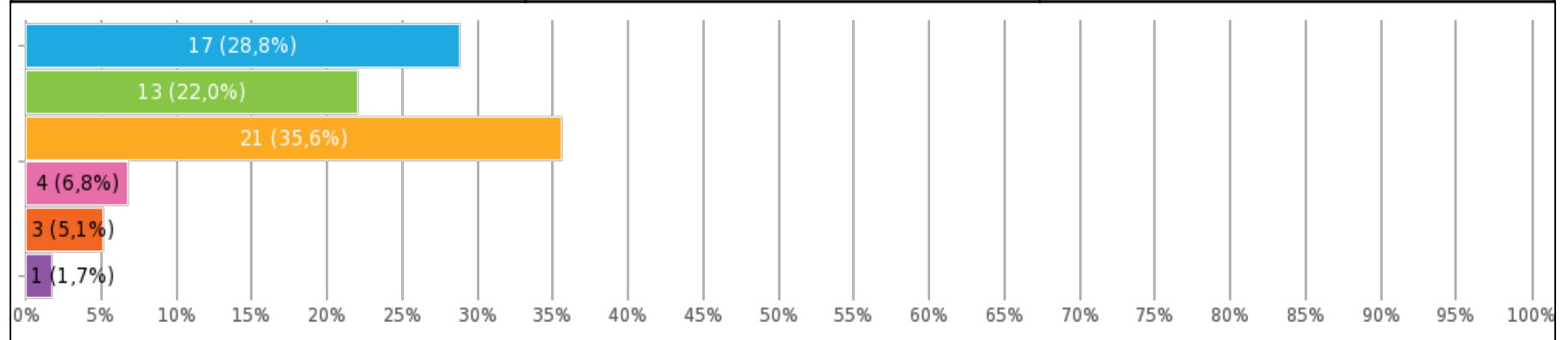
Answers options	Responses	Share
5/5  The best rating	43	72.88%
4/5 	11	18.64%
3/5 	5	8.47%
2/5 	0	0%
1/5  The worst rating	0	0%



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

Options choice, answered 59x

Answers options	Responses	Share
Definitely yes	17	28.81%
Yes	13	22.03%
Possibly yes	21	35.59%
Possibly no	4	6.78%
No	3	5.08%
Definitely no	1	1.69%



Definitely yes



Yes



Possibly yes



Possibly no



No



Definitely no

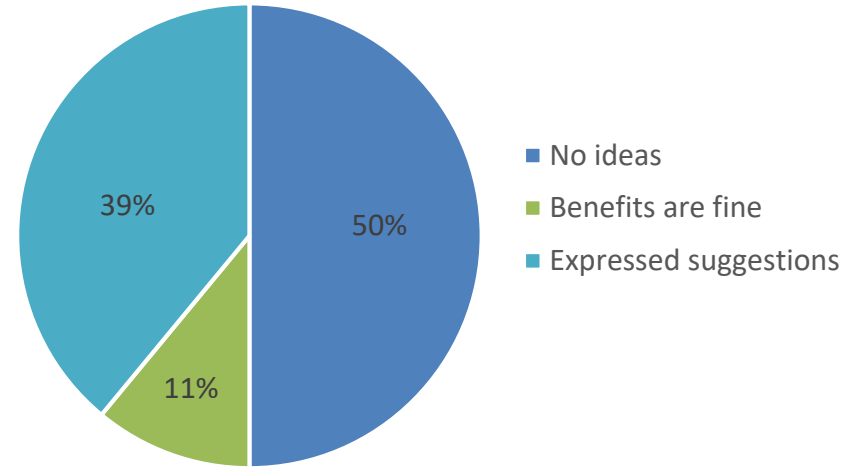
Please state here any suggestions regarding the employment benefits:

Text answer, answered 57x

- ✓ 50% of respondents have no ideas or no comments
- ✓ 39% of respondents suggested ideas
- ✓ 11% of respondents think current benefits are fine

Major suggestions are:

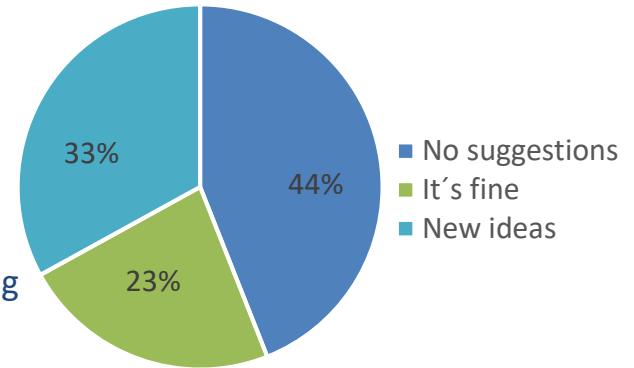
- Contributions to pension or life insurance
- MultiSport card
- Sodexo Multi Pass Card, Flexi Pass
- eStravenka instead of paper coupons
- Contributions for vacations
- Home working
- Funding one math-book per year upon personal choice
- Higher salary
- New employees should be informed about all benefits; benefits should be listed on web page
- Benefits should be mentioned when hiring



Please state here any suggestions regarding the working conditions:

Text answer, answered 56x

- ✓ 44% of respondents have no suggestions
- ✓ 23% of respondents are satisfied with the current working conditions
- ✓ 33% of respondents suggested ideas, mostly about the building or socializing



Major suggestions are:

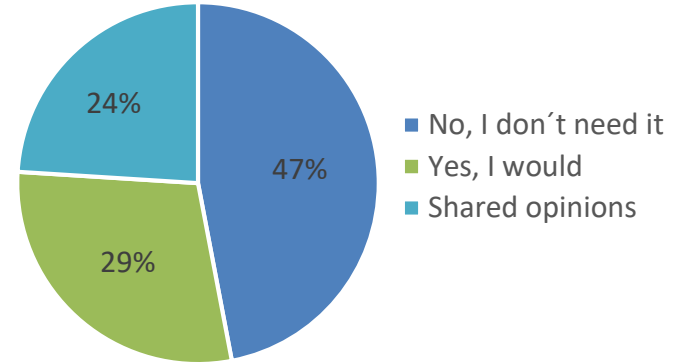
- To install air conditioning, at least in offices towards Žitná street
- Refurbishing of lectures' rooms. Current chairs and tables are not ideal for serious math discussions
- Provide common area (kitchen/lounge) where the employees could socialize
- Increase the collaborative environment by organizing regular Institute's seminar for all with basic refreshments
- Better use of potentially empty offices. Number of each departments' offices should be re-evaluated
- Access to shower for cyclists or runners
- Replace blackboards to the whiteboards
- Think to reconstruct the building in the future to have more open and inspiring environment (get rid of the long, dark corridors, make people to work together instead of being isolated in offices). The current building layout is awful

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:

Text answer, answered 59x

- ✓ 47% of respondents don't need wider support, it's fine as it is now
- ✓ 29% of respondents would like to have wider assistance
- ✓ 24% of respondents shared their opinions and suggestions



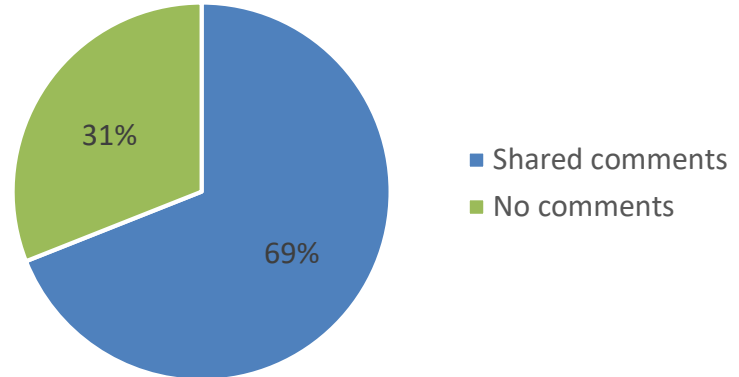
Major opinions and suggestions are:

- Most of the respondents would appreciate visa service, especially to countries like China or Korea
- It would be helpful to pay conference fees by Institute's card since nowadays it is mostly payable by card only
- Institute should provide advanced payment for more expensive parts of the trips (plane tickets, conference fees). It can be uncomfortable to pay for overseas trip and only later get reimbursed
- Institute should have more "institutional means,, for traveling and lectures for scientists with no grants
- Some respondents think it would be nice to have wider administrative support especially for business trips. It is time consuming and sometimes frustrating when filling all kinds of different forms
- It should be solved generally, together with the travel bookings, via intranet or on-line application, upon approval it would be directly purchased (air tickets, accommodation etc.), everything should be booked in advance by Institute
- A person providing complete business trips 'services would be helpful; the administrative support should be done correctly and in time
- On the contrary some respondents think that everything works well and everybody should arrange it by themselves. It's easier, otherwise it could lead to smaller flexibility. They are fine to have the cost reimbursed later

Please, provide any further comments you may have:

Text answer, answered 55x

- ✓ 69% of respondents shared final comments
- ✓ 31% of respondents didn't have comments



Most comments:

- Likewise at universities, the senior researches should have a permanent position and evaluation would influence only their salary
- Home office support is a brilliant idea that could even attract more mathematicians to the Institute. Nevertheless mathematics sometimes requires personal contact that an on-line chat cannot replace
- The language barrier between the administrative staff and non-native speaker employees is an issue
- Larger administrative support such as issues with foreign police/residence permit/visa assistance would be useful Scientists and management should not spent time on this
- Regular administrative issues and requirements, such as business trips and holidays, should be managed through an online system
- The interior design of the building needs refurbishing in order to provide more cosy, lively and inspiring environment there
- Respondents appreciate common-sense approach, working conditions and also mention the Institute being a very good institution