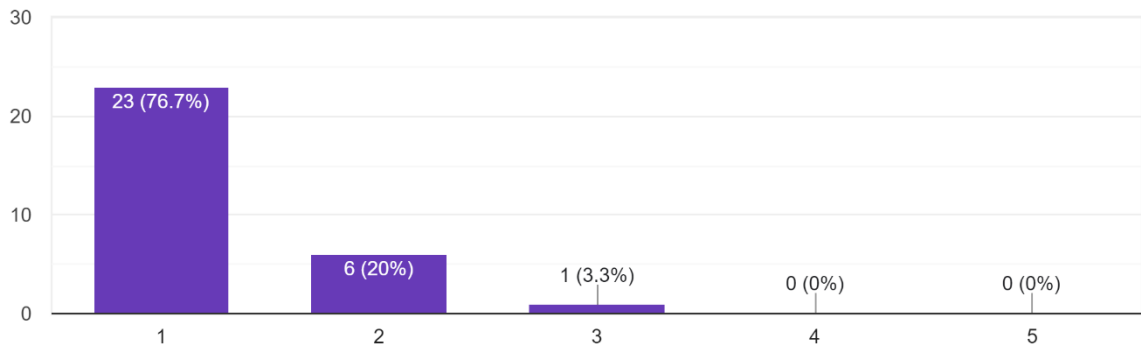# HRS4R questionnaire

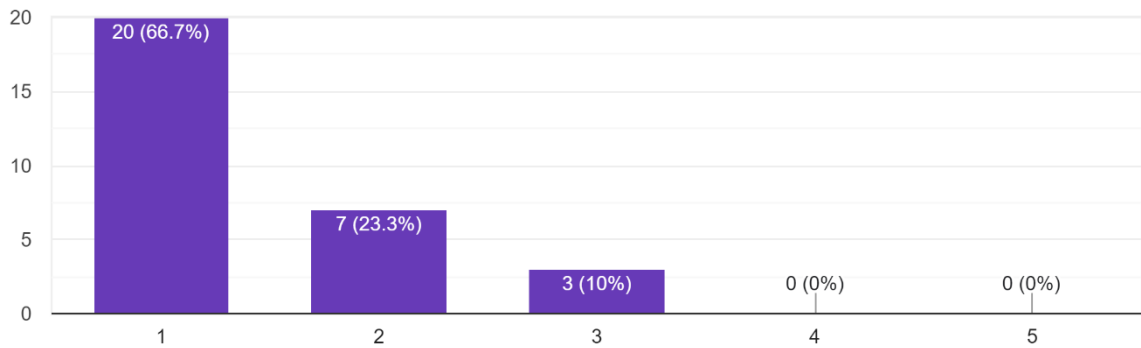1- Strongly agree

5- Strongly disagree

1. Do you feel that you have freedom of thought and expression in your research ?
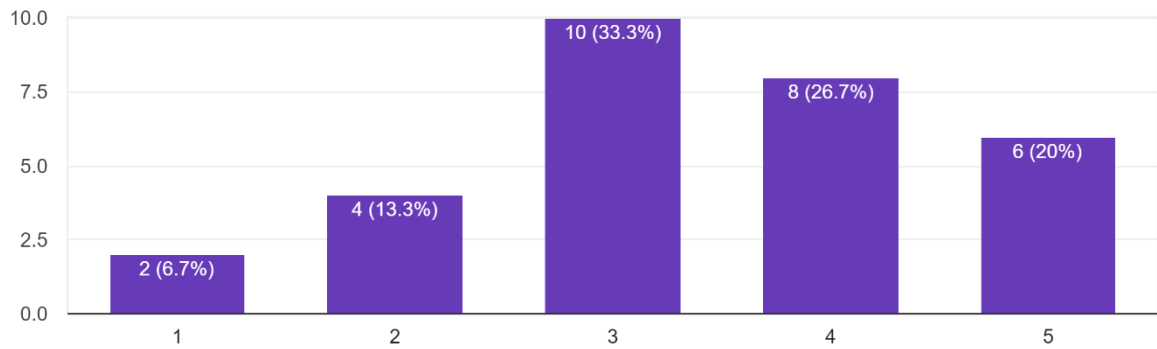30 responses

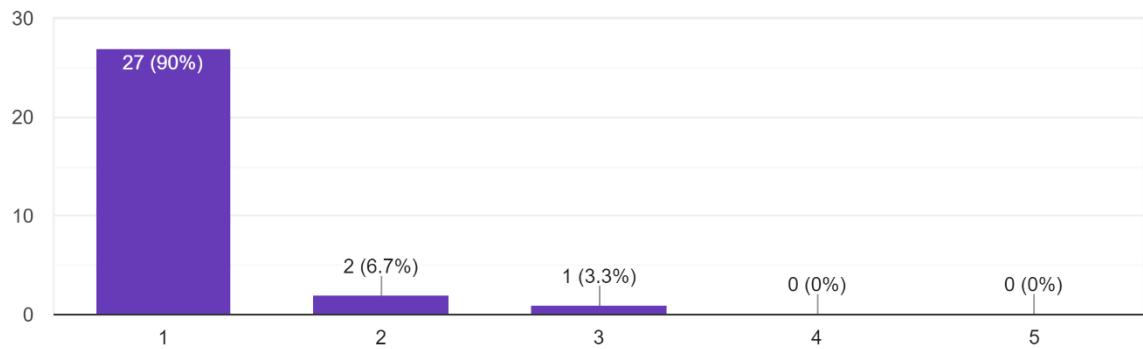2. Do you feel free to determine your own methods of research ?
30 responses

3. Do you recognize any of these items as limitations to your research freedom ? (budget constraints, infrastructure, facilities)
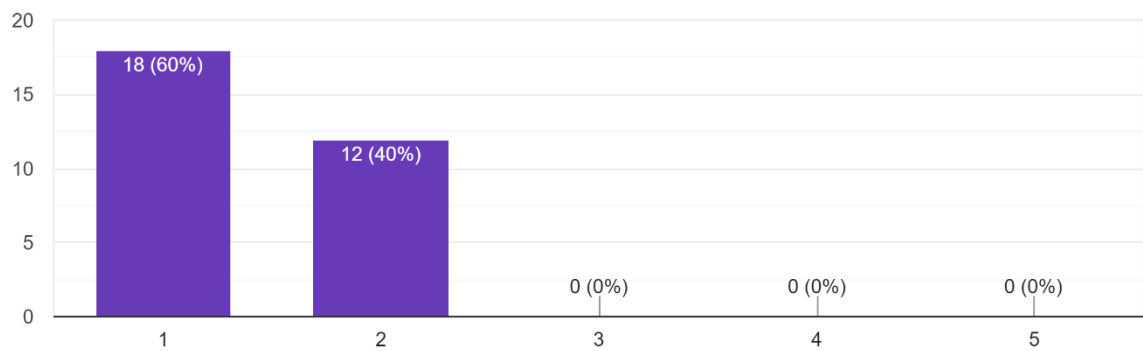
30 responses

4. Do you think that adherence to ethical principles is important in research ?
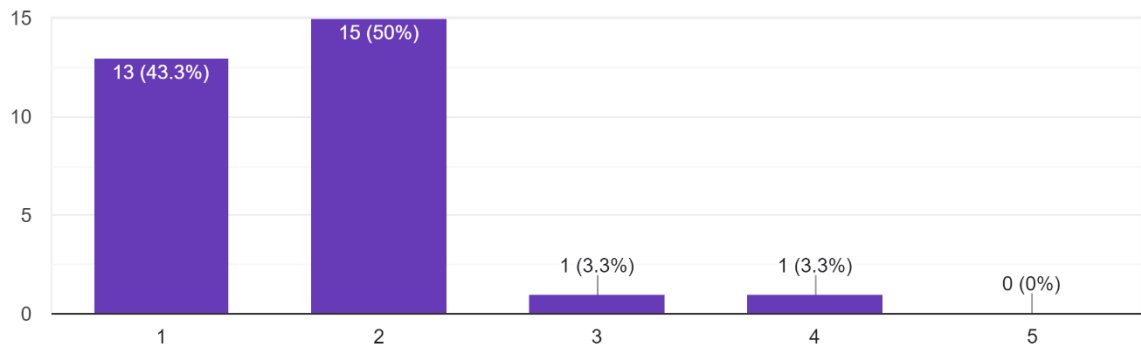
30 responses

5. Do you think that ethical standards of research are followed within the Institute ?
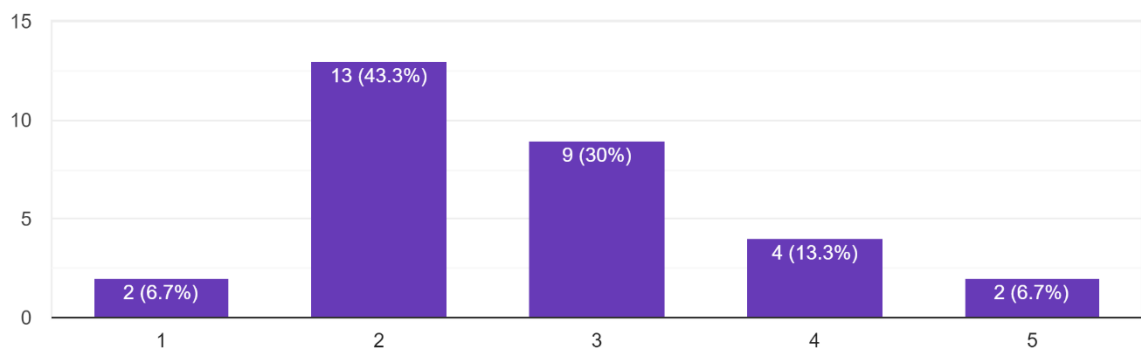
30 responses

7. Do you feel that your research is beneficial for the society ?
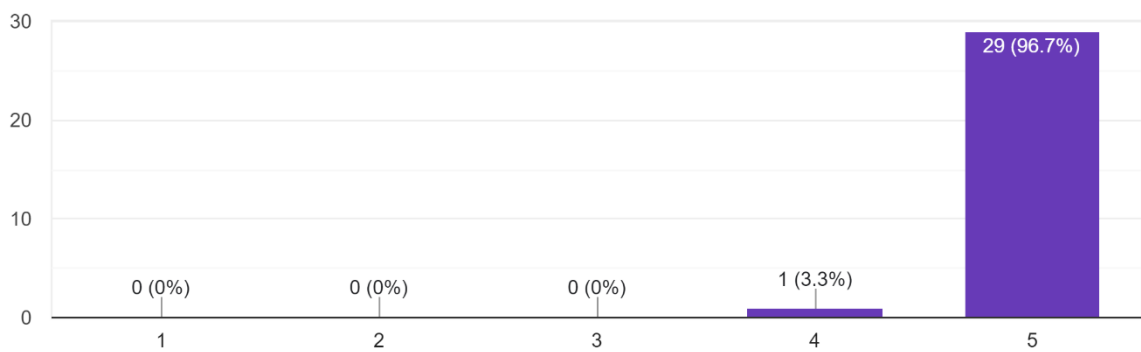
30 responses

8. Do you feel that you have sufficient knowledge about intellectual property rights ?
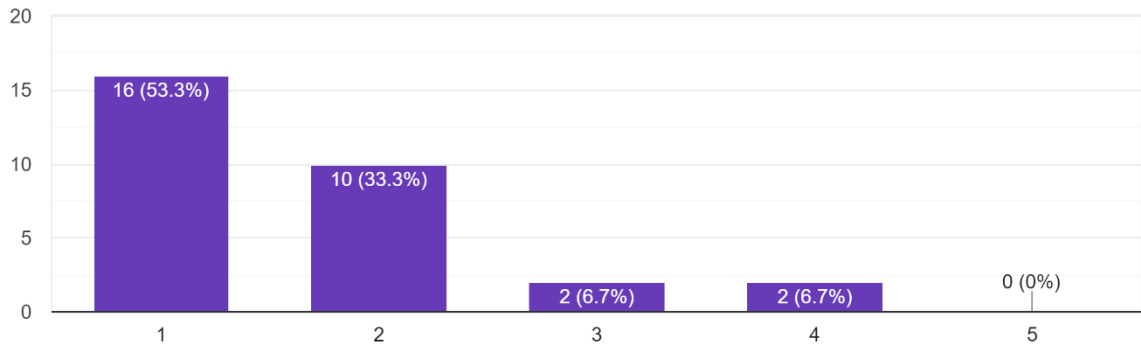
30 responses

9. Have you witnessed any plagiarism or other predatory tactics within the Institute ?
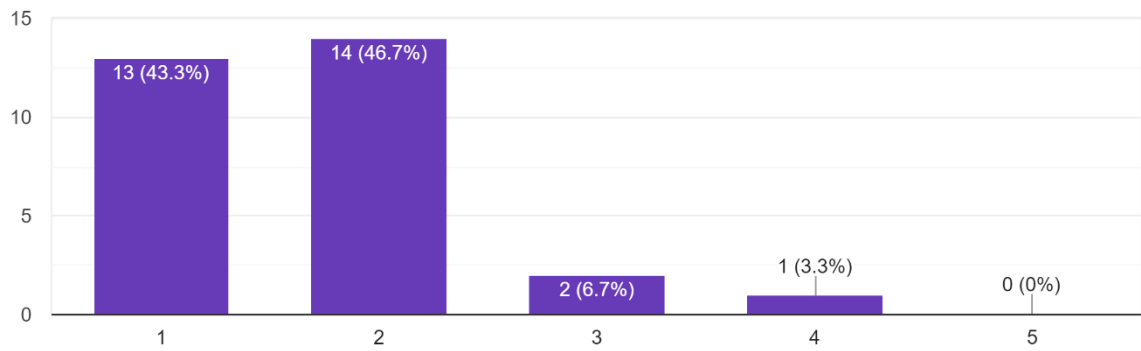
30 responses

10. Are you familiar with the strategic goals and overall mission of the Institute ?
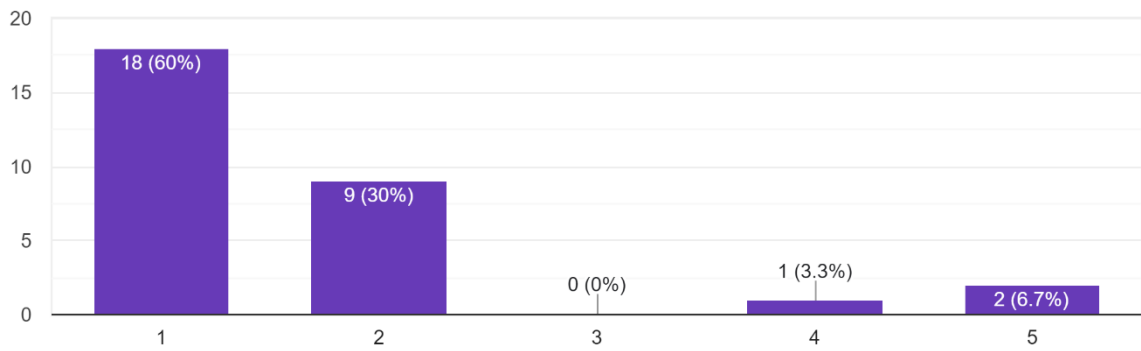
30 responses

11. Do you feel that you help achieve these goals ?
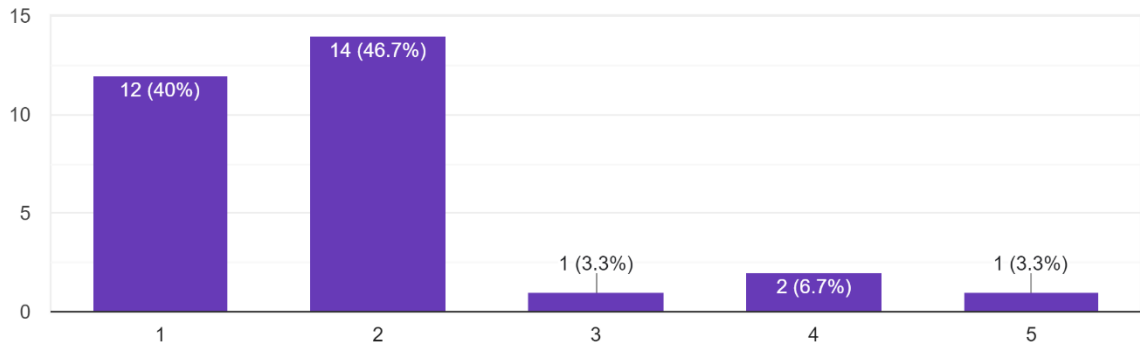
30 responses

12. Are you aware of your responsibilities and legal obligations towards KInIT ?
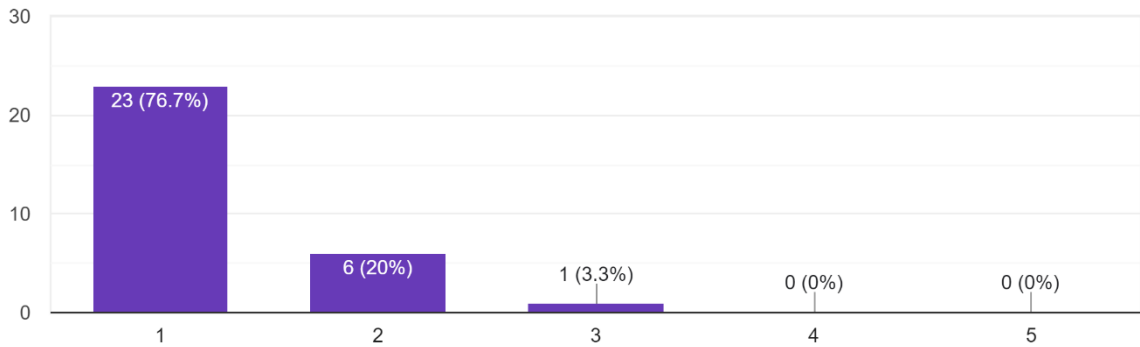
30 responses

13. When working on a project, are you aware of your responsibilities and legal obligations towards all project partners ?
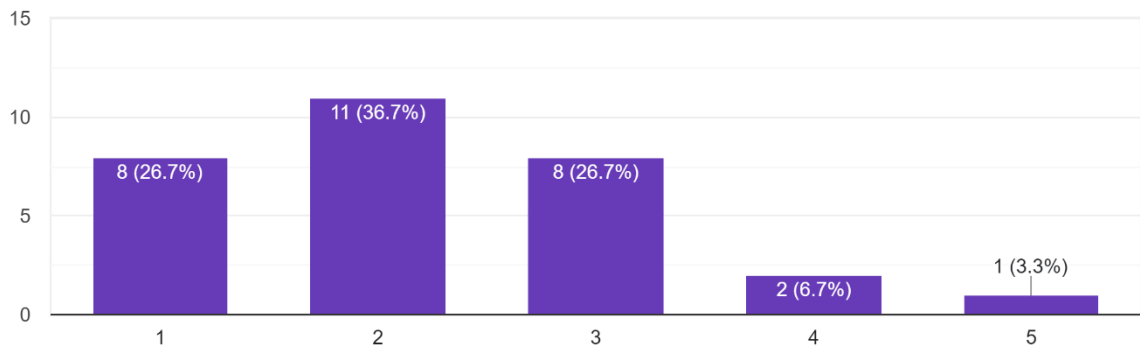
30 responses

Bar chart showing responses on a scale of 1 to 5:
- 1: 12 (40%)
- 2: 14 (46.7%)
- 3: 1 (3.3%)
- 4: 2 (6.7%)
- 5: 1 (3.3%)

14. Do you feel that safe working practices are followed within the Institute ?

30 responses

Bar chart showing responses on a scale of 1 to 5:
- 1: 23 (76.7%)
- 2: 6 (20%)
- 3: 1 (3.3%)
- 4: 0 (0%)
- 5: 0 (0%)

15. Are you familiar with the national legal requirements regarding data protection ?

30 responses

Bar chart showing responses on a scale of 1 to 5:
- 1: 8 (26.7%)
- 2: 11 (36.7%)
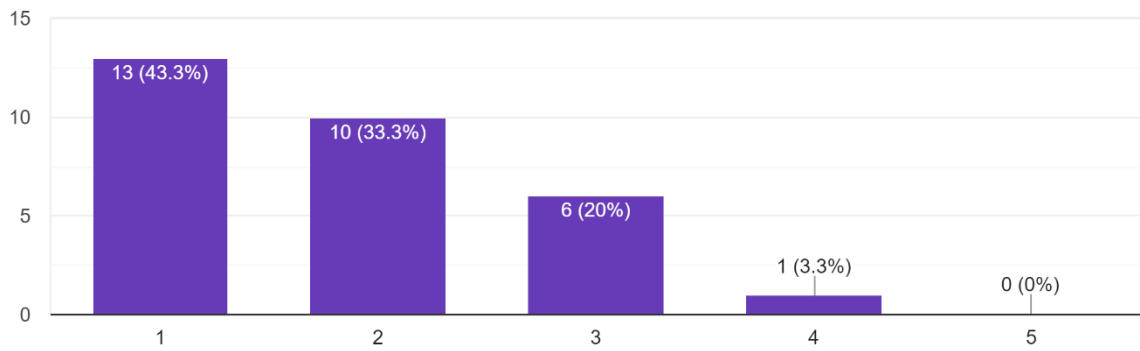- 3: 8 (26.7%)
- 4: 2 (6.7%)
- 5: 1 (3.3%)

16. Do you present the results of your research to the public ?
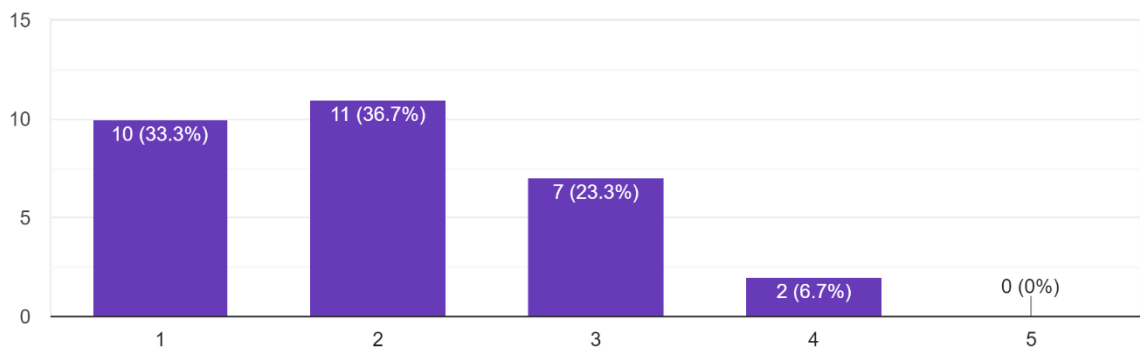
30 responses
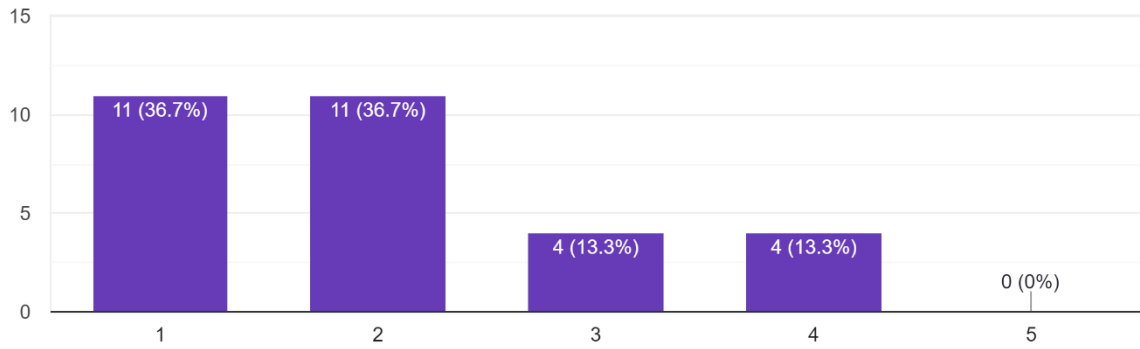
17. Do you think that the results of your research are sufficiently disseminated and promoted ?
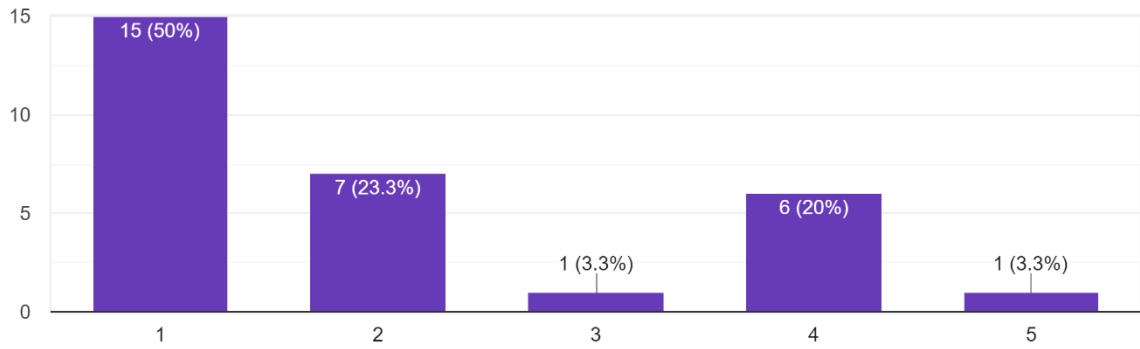
30 responses

18. Do you present the results of your work in way that is understandable even to the general public ?
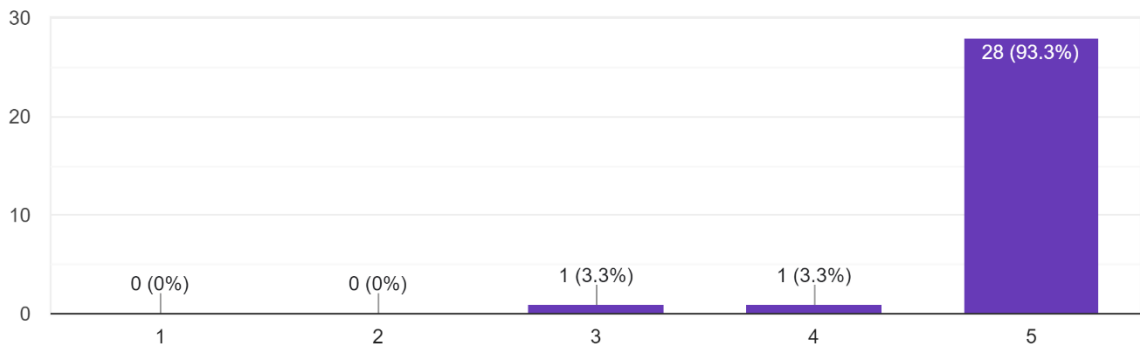
30 responses

19. Are you involved in activities aimed at bringing AI research closer to the general public ?
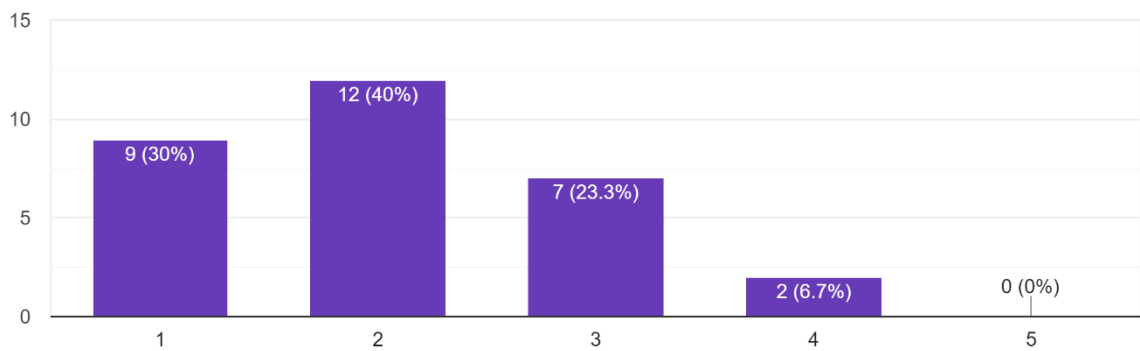
30 responses

20. Have you witnessed in the workplace any kind of discrimination on the basis of gender, age, ethnic, national or social origin, religion or belief, s..., political opinion, social or economic condition ?
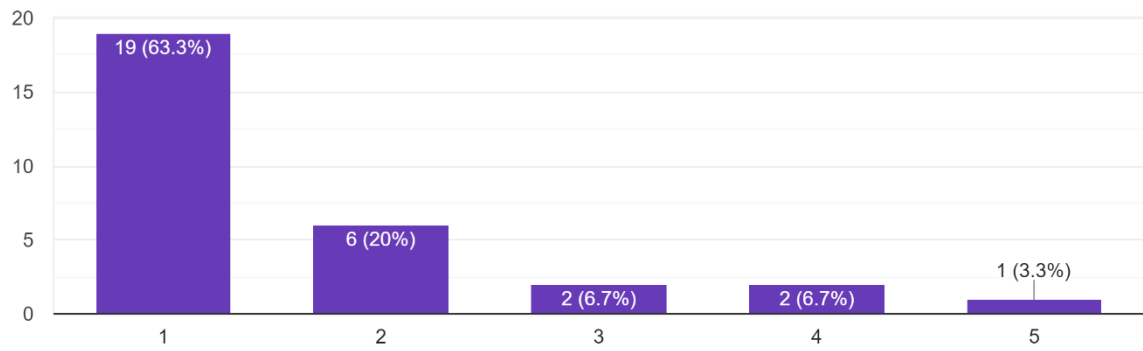
30 responses

21. Do you feel that the assessment of professional performance is fair and transparent ?
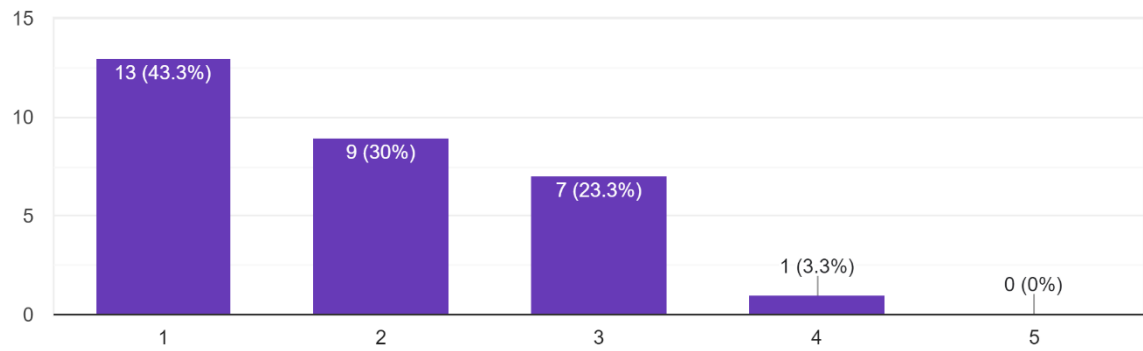
30 responses

22. Is the assessment carried out on a regular basis ?
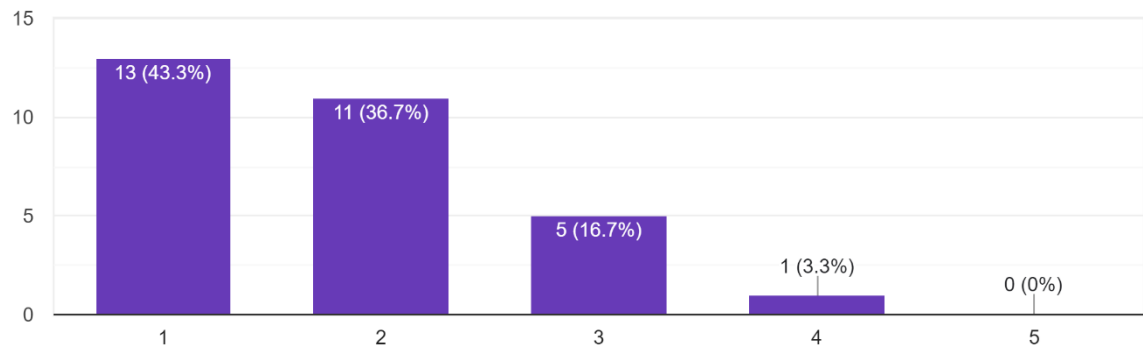
30 responses

23. Is the evaluation carried out based on objective criteria ?
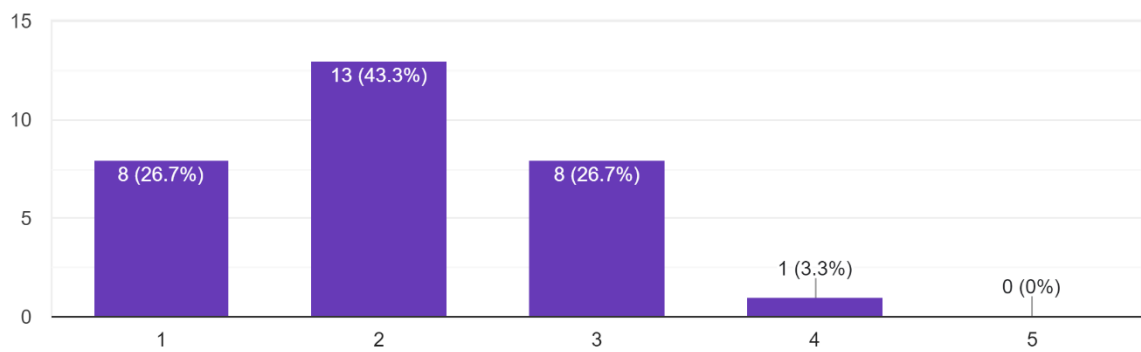
30 responses

24. Do you think that the admission standards are clear ?
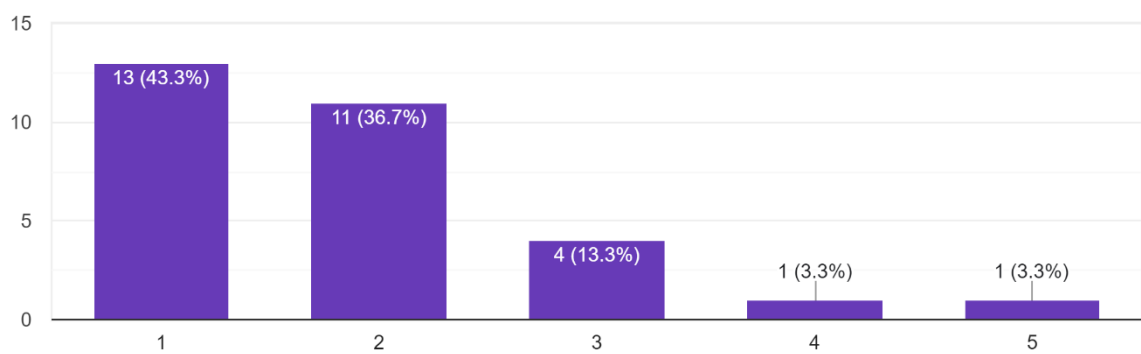
30 responses

25. Do you think that the admission conditions are comparable to institutions/universities abroad ?
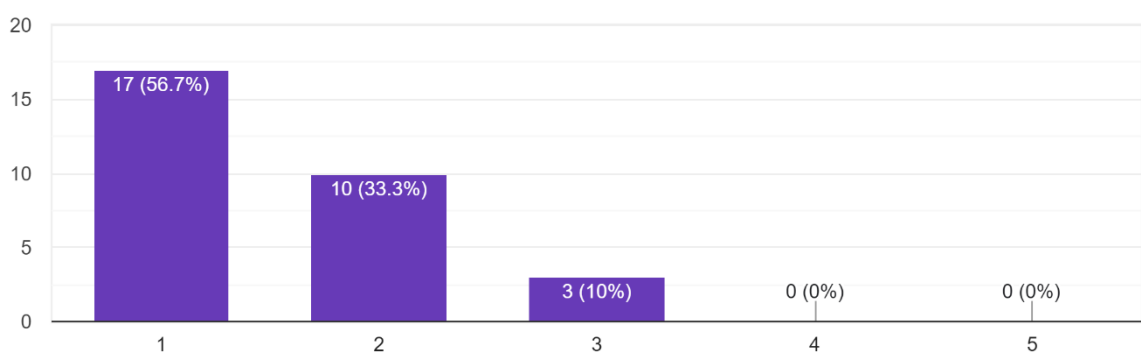
30 responses

26. Do you think that the positions offered are advertised clearly enough ?
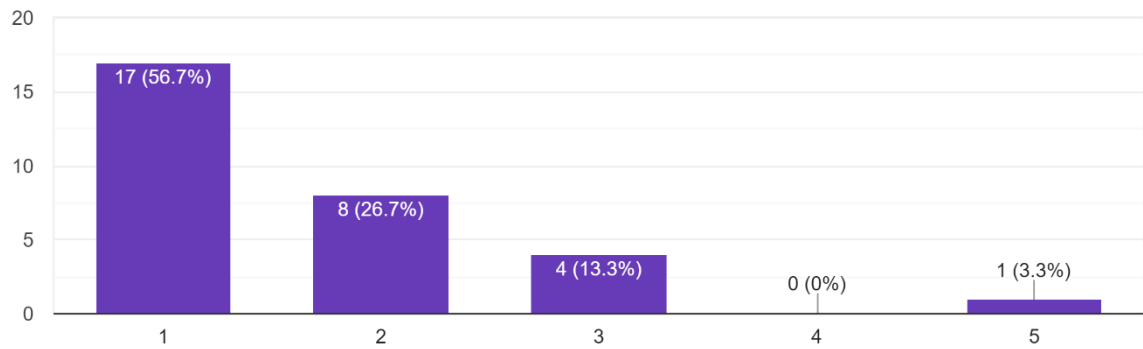
30 responses

27. Do you think that the selection process has sufficient diversity when it comes to e.g. expertise, gender, experience ?
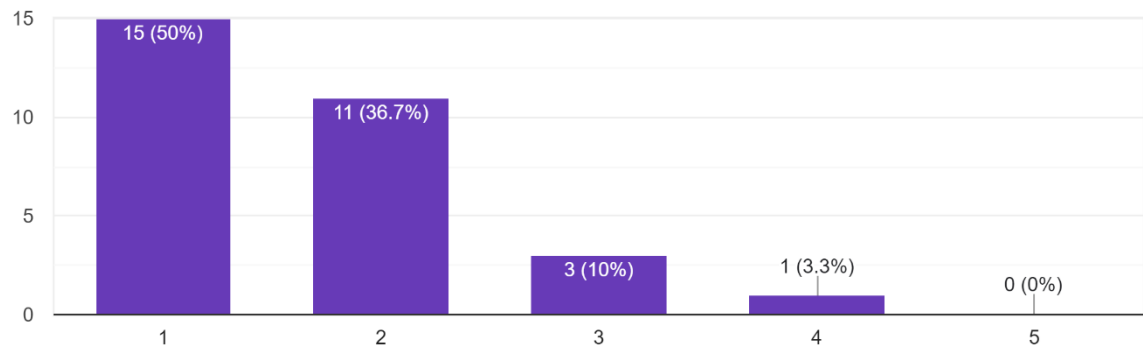
30 responses

28. Do you think you were assessed holistically during the selection process, taking into account not only your academic experience but your whole background ?
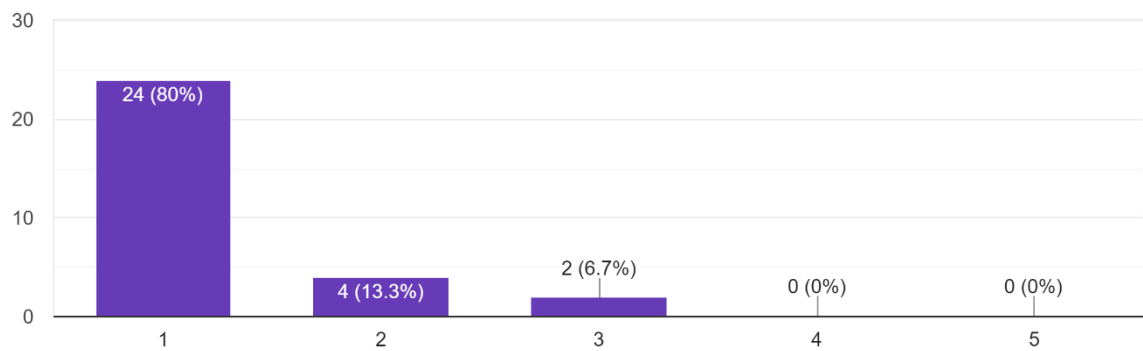
30 responses

29. Do you think that the research environment at KInIT is stimulating ?
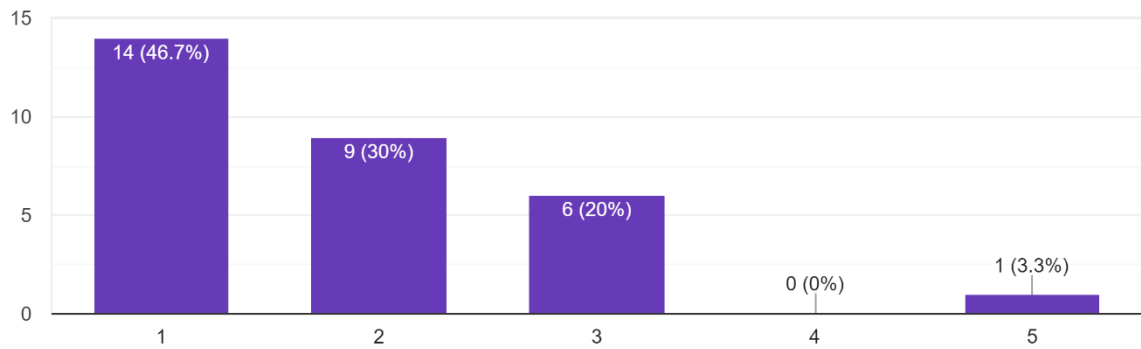
30 responses

30. Do you have appropriate flexibility in your work e.g. tele-working ?
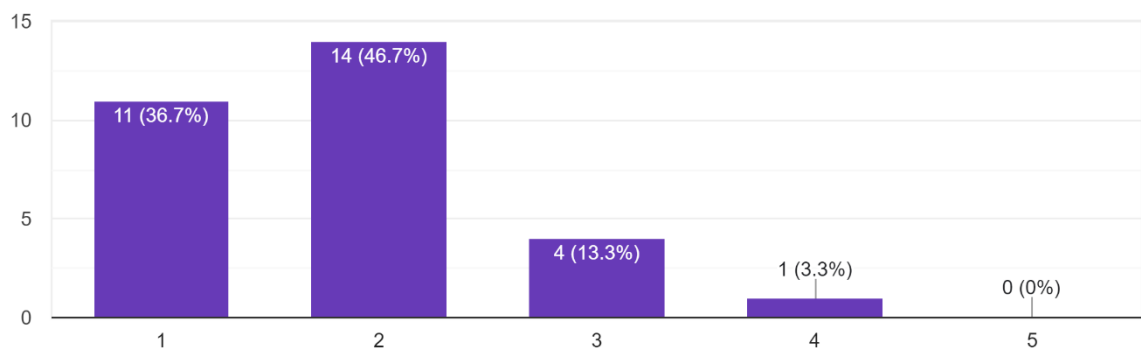
30 responses

31. Do you have suitable working conditions for combining family and work life ?
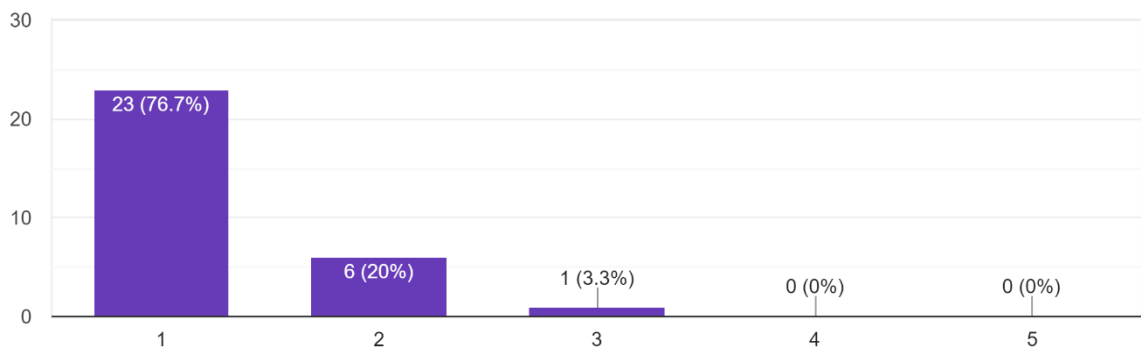
30 responses

32. Do you think that KInIT has representative gender balance at all levels ?
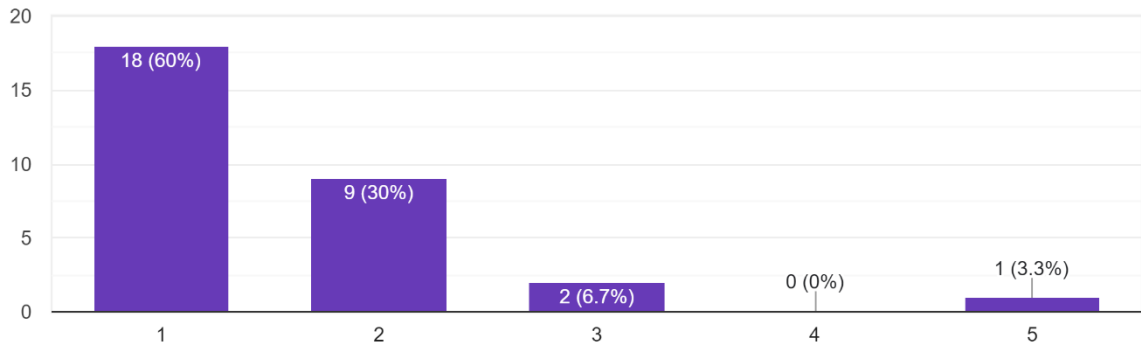
30 responses

33. Do you think that KInIT respects the principle of equal opportunity in relation to gender in its recruitment process and career growth ?
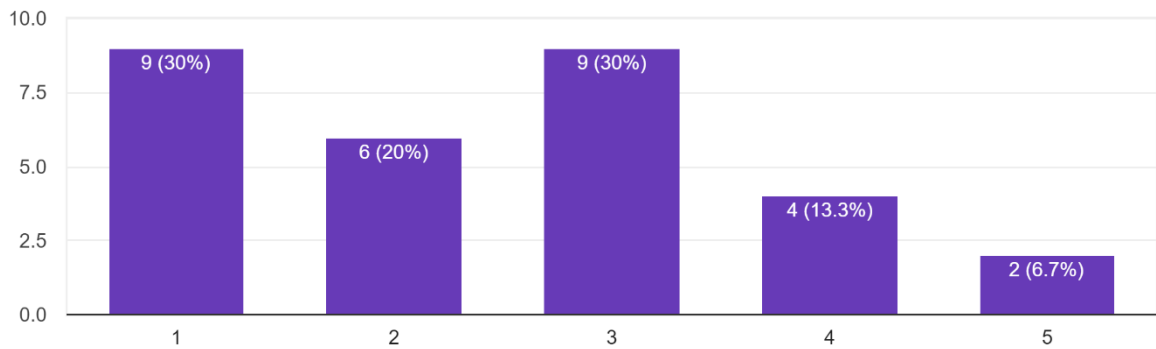
30 responses

34. Do you feel that academic or work mobility experience is valued within KInIT ?
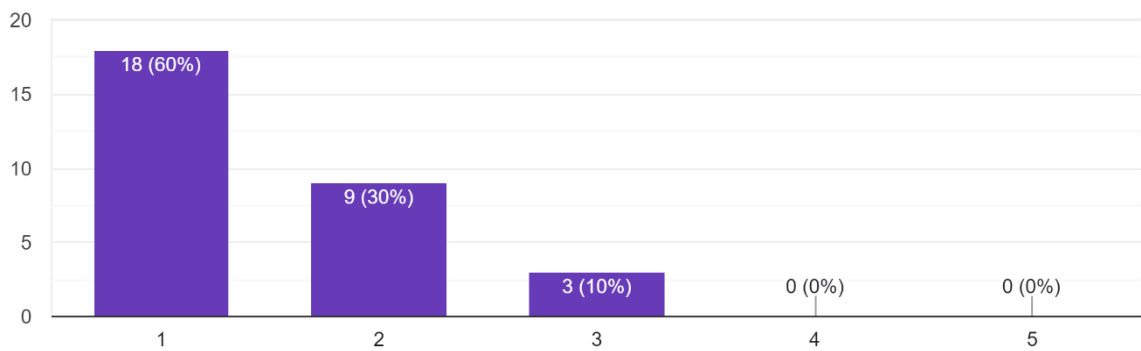
30 responses

35. Are you provided with mobility options ?
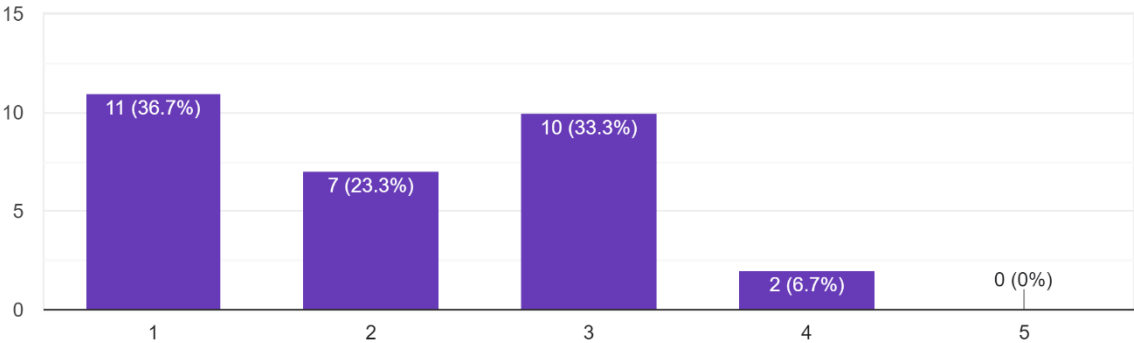
30 responses

36. Do you think that your right to be recognized, listed or quoted, in the context of your actual contributions, as co-author of papers or to publish y...tly from your supervisor is sufficiently respected ?
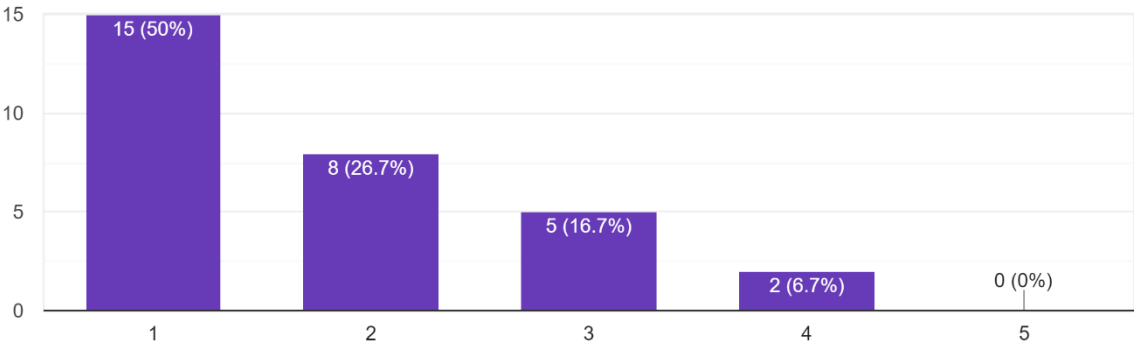
30 responses

37. Do you think that KInIT applies sufficient and impartial procedures to deal with complaints/appeals of researchers ?
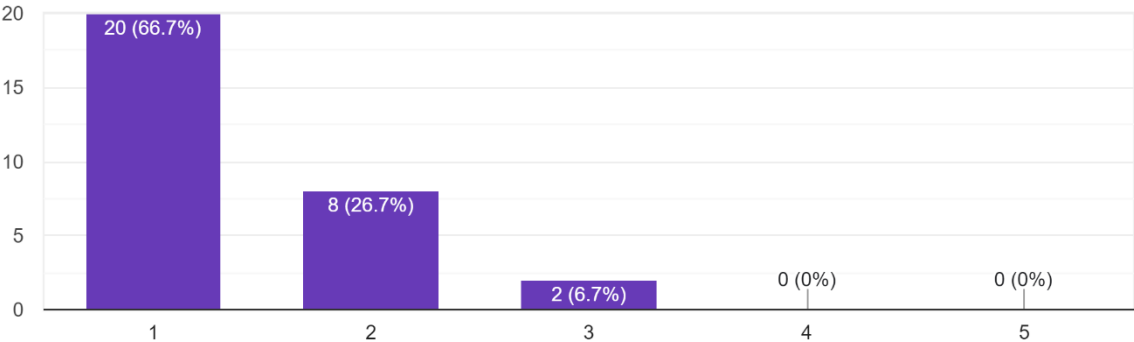
30 responses

38. Do you think that researchers are sufficiently represented in decision- making bodies ?
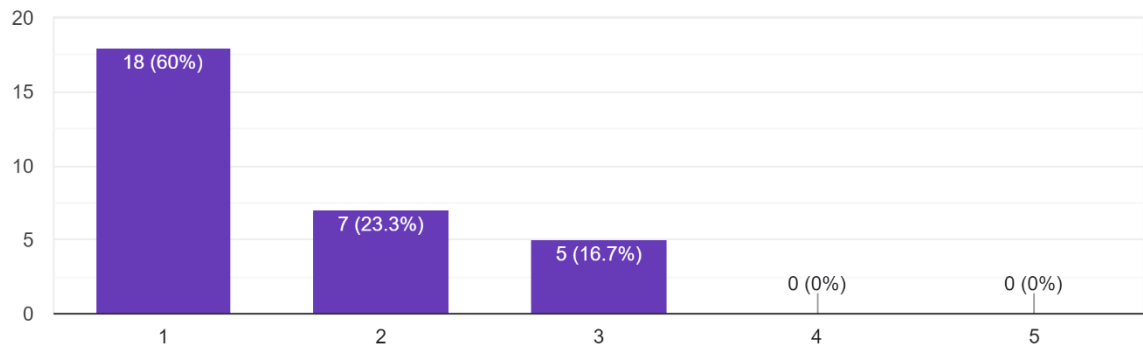
30 responses

39. Have you established a structured and regular relationship with your supervisor ?

30 responses

40. As senior researchers/supervisors, have you established a a constructive and positive relationship with the early-stage researchers ?

30 responses

41. Are you provided with possibilities for continuing professional development e.g. conferences, workshops ?

30 responses