2080.101								
Verbal evaluation	Numerical evaluation							
Fully implemented	4							
Almost but not implemented	3							
Partially implemented	2							
Insufficiently implemented	1							
I can't comment	not evaluated							

	Number of answers	51	17	248	17	333			
				lumerical evaluation			Dispersion for UNIPO total	Dispersion for UNIPO total	Rating
	Status	Average for "researchers R1"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for UNIPO total	Dispersion for Oran C total	Dispersion for our o total	
1	Research Freedom	3,745	3,647	3,815	3,824	3,796	300 266 200 100 57 0 5 0 5 4 3 2 1 n/a	17 ² 0 2	Research Freedom - are evaluated positively. The majority of responses were marked "fully implemented" 80%. 17% consider it "not fully implemented", 2% "partially implemented", 0% "insufficiently implemented" and 2% could not express it.
2	Ethical principles	3,609	3,412	3,529	3,529	3,534	300 218 200 72 100 4 3 2 1 n/a	7 3 3 • 4 • 3 • 2 • 1 • n/a	Ethical principles - are evaluated positively. The majority of responses were marked "fully implemented" 65%. 22% consider it "not fully implemented", 7% "partially implemented", 3% "insufficiently implemented" and 3% could not express it.
3	Professional responsibility	3,490	3,250	3,538	3,471	3,512	300 207 200 100 84 100 4 3 2 1 n/a	6 3 3	Professional responsibility - are evaluated positively. The majority of responses were marked "fully implemented" 62%. 25% consider it "not fully implemented", 6% "partially implemented", 3% "insufficiently implemented" and 3% could not express it.
4	Professional attitude	3,354	2,933	3,298	3,235	3,286	200 158 100 30 19 18 0 4 3 2 1 n/a	9 6 5 4 4 3 3 4 7 2 1 1 m/a	Professional attitude - are evaluated positively. The largest group of responses were marked "fully implemented" 47%. 32% consider it "not fully implemented", 9% "partially implemented", 6% "insufficiently implemented" and 5% could not express it.
5	Contractual and legal obligations	3,468	3,231	3,219	3,059	3,249	200 150 100 100 28 0 4 3 2 1 n/a	11 4 3 3 45 2 1 1 = n/a	Contractual and legal obligations - are evaluated positively. The largest group of responses were marked "fully implemented" 45%. 30% consider it "not fully implemented", 11% "partially implemented", 6% "insufficiently implemented" and 8% could not express it.

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			N	lumerical evaluation		,	Dispersion for UNIPO total	Dispersion for UNIPO total	Rating
	Status	Average for "researchers R1"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for UNIPO total	Dispersion for Olding total	Dispersion for Owire total	Nating
6	Accountability	3,783	3,933	3,839	3,824	3,834	300 277 200 100 36 4 3 13 0 4 3 2 1 n/a	11 4 • 4 • 3 • 2 • 1 • n/a	Accountability - are evaluated positively. The majority of responses were marked "fully implemented" 83%. 11% consider it "not fully implemented", 1% "partially implemented", 1% "insufficiently implemented" and 4% could not express it.
7	Good practice in research	3,489	3,500	3,469	3,529	3,477	300 207 200 100 74 26 14 12 0 4 3 2 1 n/a	8 4 4 • 3 • 2 • 1 • n/a	Good practice in research - are evaluated positively. The majority of responses were marked "fully implemented" 83%. 11% consider it "not fully implemented", 1% "partially implemented", 1% "insufficiently implemented" and 4% could not express it.
8	Dissemination, exploitation of results	3,580	3,412	3,502	3,412	3,505	300 200 200 100 94 100 4 3 2 1 n/a	5 31 -3 -2 62 -1 -n/a	Dissemination, exploitation of results - are evaluated positively. The majority of responses were marked "fully implemented" 62%. 28% consider it "not fully implemented", 5% "partially implemented", 3% "insufficiently implemented" and 1% could not express it.
9	Public engagement	3,404	3,375	3,402	3,412	3,401	200 167 100 25 6 9 4 3 2 1 n/a	8 2 3	Public engagement - are evaluated positively. The largest group of responses were marked "fully implemented" 50%. 38% consider it "not fully implemented", 8% "partially implemented", 3% "insufficiently implemented" and 2% could not express it.
10	Relation with supervisors	3,320	3,188	3,258	3,188	3,261	200 160 107 100 34 21 11 0 4 3 2 1 n/a	10 4 3 48 2 2 1 1 n/a	Relation with supervisors - are evaluated positively. The largest group of responses were marked "fully implemented" 48%. 32% consider it "not fully implemented", 10% "partially implemented", 6% "insufficiently implemented" and 3% could not express it.

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			N	lumerical evaluatio	on		Dispersion for UNIPO total	Dispersion for UNIPO total	Rating
	Status	Average for	Average for	Average for	-	Average for UNIPO	Dispersion for Ottiro total	Dispersion for Oldiro total	Nating
11	Supervision and managerial duties	"researchers R1" 3,244	"researchers R2" 2,750	"researchers R3" 3,078	"researchers R4" 3,059	3,084	150 —130 109 100 50 —34 35 25 0 —4 3 2 1 n/a	39	Supervision and managerial duties - are evaluated positively. The largest group of responses were marked "fully implemented" 39%. 33% consider it "not fully implemented", 10% "partially implemented", 11% "insufficiently implemented" and 8% could not express it.
12	Continuing Professional Development	3,426	2,933	3,160	3,412	3,202	200 155 100 38 26 11 0 4 3 2 1 n/a	8 3 • 4 • 3 • 11 • 1 • 1 • n/a	Continuing Professional Development - are evaluated positively. The largest group of responses were marked "fully implemented" 47%. 31% consider it "not fully implemented", 11% "partially implemented", 8% "insufficiently implemented" and 3% could not express it.
13	Recognition of the profession	3,438	2,824	3,080	3,294	3,132	200 147 100 94 0 4 3 2 1 n/a	15 8 4 • 4 • 3 • 2 • 1 • n/a	Recognition of the profession - are evaluated positively. The largest group of responses were marked "fully implemented" 44%. 28% consider it "not fully implemented", 15% "partially implemented", 8% "insufficiently implemented" and 4% could not express it.
14	Non-discrimination	3,458	3,600	3,444	3,471	3,455	300 200 100 68 27 18 10 4 3 2 1 n/a	8 5 3 • 4 • 3 • 2 • 2 • n/a	Non-discrimination - are evaluated positively. The majority of responses were marked "fully implemented" 63%. 20% consider it "not fully implemented", 8% "partially implemented", 5% "insufficiently implemented" and 3% could not express it.
15	Research environment	3,367	2,882	3,058	3,000	3,092	150 131 121 100 45 28 8 0 4 3 2 1 n/a	39	Research environment - are evaluated positively. The largest group of responses were marked "fully implemented" 39%. 36% consider it "not fully implemented", 14% "partially implemented", 8% "insufficiently implemented" and 2% could not express it.

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			N	umerical evaluation	n		Dispersion for LINIDO total	Dispersion for LINIDO total	Bating
	Status	Average for	Average for	Average for		Average for UNIPO	Dispersion for UNIPO total	Dispersion for UNIPO total	Rating
		"researchers R1"	"researchers R2"	"researchers R3"	"researchers R4"	total			
16	Working conditions	3,229	2,941	3,111	3,294	3,129	200 153 100 100 4 3 2 1 n/a	11 2 4 4 3 3 46 2 1 1 n/a	Working conditions - are evaluated positively. The largest group of responses were marked "fully implemented" 46%. 30% consider it "not fully implemented", 11% "partially implemented", 11% "insufficiently implemented" and 2% could not express it.
17	Stability and permanence of employment	3,000	2,733	3,057	3,176	3,041	150 121 99 100 43 33 37 0 4 3 2 1 n/a	11 13 36 36 3 2 11 10 13	Stability and permance of employment - are evaluated positively. The largest group of responses were marked "fully implemented" 36%. 30% consider it "not fully implemented", 13% "partially implemented", 10% "insufficiently implemented" and 11% could not express it.
18	Funding and salaries	2,703	2,188	2,408	2,313	2,428	100 94 79 55 64 41 0 4 3 2 1 n/a	12 17 • 4 • 3 • 2 28 • 1 • n/a	Funding and salaries - are evaluated positively. The largest group of responses were marked "not fully implemented" 28%. 17% consider it "fully implemented", 19% "partially implemented", 24% "insufficiently implemented" and 12% could not express it.
19	Gender balance	3,452	3,714	3,644	3,600	3,617	300 216 200 48 15 11 43 0 4 3 2 1 n/a	13 3 14 65 1 1 1 1 1 1	Gender balance - are evaluated positively. The majority of responses were marked "fully implemented" 65%. 14% consider it "not fully implemented", 5% "partially implemented", 3% "insufficiently implemented" and 13% could not express it.
20	Career development	3,196	3,000	2,922	2,824	2,961	150 116 108 100 42 43 24 0 4 3 2 1 n/a	7 13 35 35 3 2 11 32	Career development - are evaluated positively. The largest group of responses were marked "fully implemented" 35%. 32% consider it "not fully implemented", 13% "partially implemented", 13% "insufficiently implemented" and 7% could not express it.

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				lumerical evaluation					
	Status	Average for	Average for	Average for		Average for UNIPO	Dispersion for UNIPO total	Dispersion for UNIPO total	Rating
		"researchers R1"	"researchers R2"	"researchers R3"	"researchers R4"	total			
21	Value of mobility	3,533	3,706	3,463	3,688	3,497	300 206 200 81 14 17 15 0 4 3 2 1 n/a	24	Value of mobility - are evaluated positively. The majority of responses were marked "fully implemented" 62%. 24% consider it "not fully implemented", 4% "partially implemented", 5% "insufficiently implemented" and 5% could not express it.
22	Access to research training and continuous development	3,178	3,000	3,123	3,125	3,125	150 127 122 100 38 25 21 0 4 3 2 1 n/a	38	Access to research training and continuous development - are evaluated positively. The largest group of responses were marked "fully implemented" 38%. 37% consider it "not fully implemented", 11% "partially implemented", 8% "insufficiently implemented" and 6% could not express it.
23	Access to career advice	3,125	2,154	2,481	2,643	2,567	100 87 72 56 50 47 56 47 1 n/a	22 24 4 3 3 2 2 1 1 1 n/a	Access to career advice - are evaluated positively. The largest group of responses were marked "not fully implemented" 26%. 21% consider it "fully implemented", 14% "partially implemented", 22% "insufficiently implemented" and 17% could not express it.
24	Intellectual Property Rights	3,628	3,267	3,541	3,571	3,541	300 200 100 52 23 10 4 3 2 1 n/a	16 3 7 16 58 1 1 10 10	Intellectual Propery Rights - are evaluated positively. The majority of responses were marked "fully implemented" 58%. 16% consider it "not fully implemented", 7% "partially implemented", 3% "insufficiently implemented" and 16% could not express it.
25	Co-authorship	3,488	3,188	3,256	3,294	3,286	200 <u>163</u> 89 100 4 3 2 1 n/a	49 49 2 11 1 n/a	Co-authorship - are evaluated positively. The largest group of responses were marked "fully implemented" 49%. 27% consider it "not fully implemented", 11% "partially implemented", 6% "insufficiently implemented" and 8% could not express it.

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\vdash	rumber of unswers	<u> </u>		umerical evaluation		333			
	Status	Average for	Average for	Average for		Average for UNIPO	Dispersion for UNIPO total	Dispersion for UNIPO total	Rating
	Status	"researchers R1"	"researchers R2"	"researchers R3"	"researchers R4"	total			
26	Supervision	3,250	2,400	2,468	2,438	2,581	100 80 86 77 50 48 42 0 4 3 2 1 n/a	24	Supervision - are evaluated positively. The largest group of responses were marked "not fully implemented" 26%. 24% consider it "fully implemented", 14% "partially implemented", 23% "insufficiently implemented" and 13% could not express it.
27	Teaching	3,111	2,588	3,014	2,882	2,997	150 119 100 98 50 48 36 32 0 4 3 2 1 n/a	10 14 36 3 2 1 1 29	Teaching - are evaluated positively. The largest group of responses were marked "fully implemented" 36%. 29% consider it "not fully implemented", 14% "partially implemented", 11% "insufficiently implemented" and 10% could not express it.
28	Evaluation/appraisal systems	3,368	3,235	3,236	3,438	3,263	200 158 100 93 28 25 29 0 4 3 2 1 n/a	8 9 4 3 3 47 2 1 1 n/a	Evaluation/appraisal systems - are evaluated positively. The largest group of responses were marked "fully implemented" 47%. 28% consider it "not fully implemented", 8% "partially implemented", 8% "insufficiently implemented" and 9% could not express it.
29	Complaints/appeals	3,237	3,077	3,222	3,273	3,219	150 136 100 62 50 25 28 0 4 3 2 1 n/a	25 41 3 -2 -1 = n/a	Complaints/appeals - are evaluated positively. The largest group of responses were marked "fully implemented" 41%. 19% consider it "not fully implemented", 8% "partially implemented", 8% "insufficiently implemented" and 25% could not express it.
30	Participation in decision- making bodies	3,220	2,800	3,078	2,813	3,069	150 119 101 100 41 29 43 0 4 3 2 1 n/a	13 9 36 30 30 4 3 3 2 1 1 = n/a	Participation in decision-making bodies - are evaluated positively. The largest group of responses were marked "fully implemented" 36%. 30% consider it "not fully implemented", 12% "partially implemented", 9% "insufficiently implemented" and 13% could not express it.

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		Numerical evaluation			•	Dispersion for UNIPO total	Dispersion for UNIPO total	Rating	
	Status	Average for "researchers R1"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for UNIPO total	Dispersion for Ottiro total	Dispersion for Ottiro total	Nating
31	Recruitment	3,250	3,333	3,382	3,615	3,372	200 145 100 71 83 0 4 3 2 1 n/a	25 44 3 -2 -1 = n/a	Recruitment - are evaluated positively. The largest group of responses were marked "fully implemented" 44%. 21% consider it "not fully implemented", 5% "partially implemented", 5% "insufficiently implemented" and 11% could not express it.
32	Recruitment procedures	3,462	3,750	3,649	3,625	3,628	300 211 200 100 66 37 0 4 3 2 1 n/a	20	Recruitment procedures - are evaluated positively. The majority of responses were marked "fully implemented" 63%. 20% consider it "not fully implemented", 4% "partially implemented", 2% "insufficiently implemented" and 11% could not express it.
33	Selection	3,500	3,467	3,651	3,733	3,625	300 214 200 69 10 8 32 0 4 3 2 1 n/a	21	Selection - are evaluated positively. The majority of responses were marked "fully implemented" 64%. 21% consider it "not fully implemented", 3% "partially implemented", 2% "insufficiently implemented" and 10% could not express it.
34	Transparency	3,333	3,750	3,644	3,625	3,603	300 207 200 100 68 11 9 38 0 4 3 2 1 n/a	3 20 62 1 = n/a	Transparency - are evaluated positively. The majority of responses were marked "fully implemented" 62%. 20% consider it "not fully implemented", 3% "partially implemented", 3% "insufficiently implemented" and 11% could not express it.
35	Judging merit	3,474	3,727	3,511	3,533	3,516	200 181 100 78 48 0 4 3 2 1 n/a	14 5 3 -2 -1 = n/a	Judging merit - are evaluated positively. The majority of responses were marked "fully implemented" 54%. 23% consider it "not fully implemented", 5% "partially implemented", 2% "insufficiently implemented" and 14% could not express it.

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				lumerical evaluation	on .		Dispersion for LINIDO total	Dispossion for LINIDO total	Poting
	Status	Average for "researchers R1"	Average for "researchers R2"	Average for "researchers R3"		Average for UNIPO total	Dispersion for UNIPO total	Dispersion for UNIPO total	Rating
36	Variations in the chronological order of CVs	3,250	3,111	2,633	3,385	2,792	150 121 100 75 70 52 50 15 0 4 3 2 1 n/a	23 • 4 • 3 • 2 21 • 1 • n/a	Variations in the chronological order of CVs - are evaluated positively. The largest group of responses were marked "fully implemented" 23%. 21% consider it "not fully implemented", 5% "partially implemented", 16% "insufficiently implemented" and 23% could not express it.
37	Recognition of mobility experience	3,452	3,417	3,396	3,600	3,416	200 -168 100 -89 21 13 42 4 3 2 1 n/a	13 4 50 1 1 1 1 1	Recognition of mobility experience - are evaluated positively. The largest group of responses were marked "fully implemented" 50%. 27% consider it "not fully implemented", 8% "partially implemented", 4% "insufficiently implemented" and 13% could not express it.
38	Recognition of qualifications	3,452	3,500	3,417	3,467	3,429	200 — 174 100 — 77 26 12 — 44 0 — 4 3 2 1 n/a	13 4 8 3 52 1 1 n/a	Recognition of qualifications - are evaluated positively. The majority of responses were marked "fully implemented" 52%. 23% consider it "not fully implemented", 8% "partially implemented", 4% "insufficiently implemented" and 13% could not express it.
39	Seniority	3,212	3,500	3,535	3,538	3,495	200 -169 100 -88 13 9 54 13 9 4 3 2 1 n/a	16 3 -3 -3 -1 -1 -n/a	Seniority - are evaluated positively. The majority of responses were marked "fully implemented" 51%. 26% consider it "not fully implemented", 4% "partially implemented", 3% "insufficiently implemented" and 16% could not express it.
40	Postdoctoral appointments	2,882	2,923	2,918	2,867	2,910	150 104 88 50 0 4 3 2 1 n/a	26 31 3 2 2 11 18 n/a	Postdoctoral appointments - are evaluated positively. The largest group of responses were marked "fully implemented" 31%. 18% consider it "not fully implemented", 11% "partially implemented", 14% "insufficiently implemented" and 26% could not express it.

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			N	umerical evaluation	on		Dispersion for UNIPO total	Dispersion for UNIPO total	Rating
	Status	Average for "researchers R1"	Average for "researchers R2"	Average for "researchers R3"	Average for "researchers R4"	Average for UNIPO total	Dispersion for Ottino total	Dispersion for GNIFO total	Nating
4:	Evaluation systems	3,238	3,133	3,085	2,941	3,101	150 126 100 50 38 29 36 0 4 3 2 1 n/a	9 38 • 3 11	Evaluation systems - are evaluated positively. The largest group of responses were marked "fully implemented" 38%. 31% consider it "not fully implemented", 11% "partially implemented", 9% "insufficiently implemented" and 11% could not express it.