

										Academic staff		Nonacademic		Total		Graph	Age				Gender				Length of employment				Length of tenure at AMBS University																				
										%		%		%			%		= 35		36 - 50		51 - 65		> 65		male		female		other		indefinite		definite		other		< 1 year		1-5 years		6-10 years		11-20 years		> 20 years		
Ethical and professional aspects																																																	
1. Research freedom	Are you familiar with the rules of ethical conduct at AMBS University and do you know where to find them?	yes	93	92.08%	N/A	93	92.08%	90.01%		10	83.33%	42	93.33%	36	94.74%	5	83.33%	39	97.50%	54	95.33%	0	0.00%	76	95.00%	14	77.78%	3	100.00%	14	77.78%	38	92.68%	28	96.55%	13	100.00%	0	0.00%										
		rather yes	7	6.93%	N/A	7	6.93%			2	16.67%	3	6.67%	2	5.26%	0	0.00%	1	2.50%	4	6.78%	2	100.00%	3	3.75%	4	22.22%	0	0.00%	4	22.22%	2	4.88%	1	3.45%	0	0.00%	0	0.00%										
		rather no	0	0.00%	N/A	0	0.00%	0.00%		0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%								
		no	0	0.00%	N/A	0	0.00%	0.00%		0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%						
		I don't know	1	0.99%	N/A	1	0.99%	0.99%		1	8.33%	0	0.00%	0	0.00%	1	16.67%	0	0.00%	1	1.69%	0	0.00%	1	1.25%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%						
2. Ethical principles	Do you know the vision and strategic plan of AMBS University, are they clear enough for you?	yes	77	76.24%	36	43.90%	113	63.75%	90.10%		21	39.62%	51	67.11%	30	75.00%	5	83.33%	41	80.39%	70	54.69%	2	50.00%	86	61.54%	13	59.09%	4	80.00%	13	44.83%	28	30.77%	9	19.57%	2	12.50%	0	0.00%									
		rather yes	21	20.79%	31	37.80%	52	28.42%				21	39.62%	19	25.00%	11	22.92%	1	16.67%	10	19.61%	41	32.03%	1	25.00%	42	29.92%	9	40.91%	1	20.00%	13	44.83%	28	30.77%	9	19.57%	2	12.50%	0	0.00%								
		rather no	2	1.98%	10	12.20%	12	6.56%	6.13%			0	0.00%	5	6.58%	1	2.08%	0	0.00%	0	0.00%	32	9.38%	0	0.00%	12	7.69%	0	0.00%	3	10.34%	7	7.69%	0	0.00%	1	6.25%	1	100.00%										
		no	1	0.99%	2	2.44%	1	1.64%				2	3.77%	1	1.32%	0	0.00%	0	0.00%	3	2.34%	0	0.00%	3	1.92%	0	0.00%	0	0.00%	0	0.00%	2	2.20%	0	0.00%	1	6.25%	0	0.00%										
		I don't know	0	0.00%	3	3.60%	3	1.64%	1.64%			3	5.60%	0	0.00%	0	0.00%	0	0.00%	1	1.56%	1	25.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%								
3. Professional responsibility	Do you consider that you have sufficiently learned the principles of professional responsibility of research, adherence to the standards of academic ethics, especially avoiding all types of plagiarism?	yes	67	66.34%	18	21.95%	85	46.45%	81.97%		10	18.87%	35	46.05%	35	72.92%	5	83.33%	33	64.71%	51	39.84%	1	25.00%	71	45.51%	10	45.45%	4	80.00%	8	27.59%	33	36.26%	37	69.57%	12	75.00%	0	0.00%									
		rather yes	28	27.72%	37	45.12%	65	35.52%				10	17.44%	33	43.42%	11	22.92%	1	16.67%	15	29.41%	49	38.28%	1	25.00%	58	37.18%	6	27.27%	1	20.00%	17	58.62%	33	36.26%	2	26.09%	2	12.50%	1	100.00%								
		rather no	3	2.97%	15	18.29%	18	9.84%	13.85%			11	20.75%	6	7.89%	1	2.08%	0	0.00%	1	1.96%	17	13.28%	0	0.00%	17	10.90%	1	4.55%	0	0.00%	1	3.45%	14	15.38%	1	2.17%	0	0.00%										
		no	1	0.99%	10	12.20%	11	6.01%				8	15.09%	2	2.63%	1	2.08%	0	0.00%	1	1.96%	9	7.03%	1	25.00%	8	5.13%	3	13.64%	0	0.00%	1	3.45%	9	9.89%	1	2.17%	0	0.00%										
		I don't know	2	1.98%	2	2.44%	4	2.19%	2.19%			4	7.55%	0	0.00%	0	0.00%	0	0.00%	1	1.96%	2	1.56%	1	25.00%	2	1.28%	2	9.09%	0	0.00%	2	6.90%	2	2.20%	0	0.00%	0	0.00%										
4. Professional attitude	Are you familiar with the aims and objectives of research at AMBS University, the rules for obtaining projects and the principles of funding?	yes	87	86.14%	N/A	87	86.14%	95.01%		3	15.00%	9	20.00%	1	2.56%	0	0.00%	5	12.50%	17	11.80%	1	50.00%	7	38.89%	6	14.63%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%						
		rather yes	13	12.87%	N/A	13	12.87%				0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%									
		rather no	0	0.00%	N/A	0	0.00%	0.00%			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%									
		no	0	0.00%	N/A	0	0.00%	0.00%			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%									
		I don't know	1	0.99%	N/A	1	0.99%	0.99%			0	0.00%	1	2.22%	0	0.00%	0	0.00%	0	0.00%	1	1.69%	0	0.00%	1	1.25%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%							
5. Contractual and legal obligations	Were you familiar with the labour and other regulations and policies in force at AMBS University?	yes	57	56.44%	N/A	57	56.44%	91.09%		4	33.33%	26	57.78%	23	58.97%	4	80.00%	26	65.00%	31	52.54%	0	0.00%	46	57.50%	8	44.44%	3	100.00%	6	33.33%	20	48.78%	22	75.86%	9	69.23%	0	0.00%										
		rather yes	35	34.65%	N/A	35	34.65%				6	50.00%	14	31.11%	14	35.96%	1	20.00%	10	25.00%	23	38.89%	2	100.00%	28	35.00%	17	41.46%	5	17.24%	4	30.77%	9	50.00%	17	41.46%	5	17.24%	4	30.77%	0	0.00%							
		rather no	4	3.96%	N/A	4	3.96%	1.93%			1	8.33%	1	2.22%	2	5.13%	0	0.00%	1	2.50%	3	5.08%	0	0.00%	3	3.75%	1	5.56%	0	0.00%	1	5.56%	1	2.44%	2	6.90%	0	0.00%											
		no	0	0.00%	N/A	0	0.00%	0.00%			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%									
		I don't know	5	4.95%	N/A	5	4.95%	4.95%			1	8.33%	4	8.89%	0	0.00%	0	0.00%	3	7.50%	2	3.39%	0	0.00%	3	3.75%	2	11.11%	0	0.00%	2	11.11%	3	7.32%	0	0.00%	0	0.00%	0	0.00%									
6. Accountability	Do you know the rules of efficient spending (financial management) in your area of activity?	yes	89	88.12%	44	53.66%	133	72.68%	95.08%		11	91.67%	41	91.11%	33	84.62%	4	80.00%	38	92.68%	50	86.21%	1	50.00%	69	86.25%	17	94.44%	24	82.76%	12	92.31%	0	0.00%															
		rather yes	11	10.89%	30	36.59%	41	22.40%				1	8.33%	3	6.67%	1	2.56%	1	20.00%	2	4.88%	18	13.33%	1	50.00%	10	12.50%	1	5.56%	0	0.00%	2	11.11%	3	7.22%	5	17.24%	1	7.69%	0	0.00%								
		rather no	0	0.00%	5	6.10%	5	2.73%	1.91%			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%										
		no	0	0.00%	2	2.44%	2	1.09%				0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%										
		I don't know	1	0.99%	1	0.00%	2	1.09%				0	0.00%	1	2.22%	0	0.00%	0	0.00%	1	2.44%	0	0.00%	0	0.00%	1	1.25%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%										
7. Good practice in research	Do you think that research results at AMBS/HES are published and shared transparently?	yes	37	36.44%	25	30.49%	62	34.83%	69.64%		18	39.58%	37	48.68%	22	45.83%	4	66.67%	20	39.22%	61	47.66%	0	0.00%	71	45.51%	6	27.27%	4	80.00%	9	33.08%	40	43.96%	25	54.35%	7	43.75%	0	0.00%									
		rather yes	48	44.79%	19	23.17%	67	36.83%				25	47.17%	25	32.89%	22	45.83%	1	16.67%	23	45.10%	47	36.72%	3	75.00%	62	39.74%	10	45.45%	1	20.00%	10	34.48%	38	41.76%	31	67.39%	9	56.25%	1	100.00%								
		rather no	3	3.13%	11	13.41%	14	7.87%	23.13%			7	13.21%	4	5.26%	3	4.17%	0	0.00%	11	17.04%	22	9.99%	1	25.00%	5	17.24%	2	9.09%	0	0.00%	1	3.45%	1	1.10%	0	0.00%	1	6.25%	0	0.00%								
		no	1	1.04%	24	29.27%	25	14.04%				1	1.89%	2	2.63%	0	0.00%	0	0.00%	1	1.96%	2	1.56%	0	0.00%	3	1.92%	0	0.00%	0	0.00%	1	3.45%	1	1.10%	0	0.00%	1	6.25%	0	0.00%								
		I don't know	1	1.04%	24	29.27%	25	14.04%				1	1.89%	2	2.63%	0	0.00%	0	0.00%	1	1.96%	2	1.56%	0	0.00%	3	1.92%	0	0.00%	0	0.00%	1	3.45%	1	1.10%	0	0.00%	1	6.25%	0	0.00%								
8. Dissemination, exploitation of results	Do you think that the research results are sufficiently presented to the public (e.g. on the website, Facebook or Instagram of AMBS University)?	yes	67	66.34%	32	39.02%	99	54.10%	88.52%		12	22.84%	43	56.58%	32	66.67%	5	83.33%	35	68.22%	57	44.57%	0	0.00%	95	48.82%	17	54.55%	5	100.00%	14	48.78%	38	41.76%	31	67.39%	9	56.25%	0	0.00%									
		rather yes	30	29.70%	33	40.24%	63	34.43%				11	20.75%	25	32.89%	12	25.00%	1	16.67%	13	25.49%	34	26.56%	2	50.00%	41	26.28%	8	36.36%	0	0.00%	11	37.93%	22	24.18%	11	23.91%	4	25.00%	1	100.00%								
		rather																																															

Working Conditions and Social Security									
22. Recognition of the profession	The question has not been asked, it is a normal part of employment relations								
	yes	94	93.07%	38	46.34%	132	72.13%	91.20%	
	rather yes	5	5.04%	29	35.37%	33	19.13%	0.00%	
	rather no	1	0.99%	12	14.63%	13	7.10%	8.34%	
	no	0	0.00%	3	3.66%	3	1.64%	0.00%	
	I don't know	0	0.00%	0	0.00%	0	0.00%	0.00%	
23. Research environment	yes	93	89.47%	44	53.10%	132	72.13%	95.14%	
	rather yes	8	7.69%	32	39.02%	40	21.51%	0.00%	
	rather no	0	0.00%	2	2.44%	2	1.08%	2.16%	
	no	0	0.00%	2	2.44%	2	1.08%	0.00%	
	I don't know	1	0.98%	2	2.44%	1	0.54%	2.60%	
24. Working conditions	yes	67	66.34%	30	36.59%	97	53.01%	80.71%	
	rather yes	32	31.68%	37	45.12%	69	37.70%	0.00%	
	rather no	0	0.00%	2	2.44%	2	1.08%	1.61%	
	no	0	0.00%	5	6.10%	5	2.73%	0.00%	
	I don't know	2	1.98%	8	9.76%	10	5.46%	5.46%	
25. Stability and permanence of employment	yes	69	68.32%	14	17.07%	83	45.36%	75.41%	
	rather yes	25	24.75%	30	36.59%	55	30.05%	0.00%	
	rather no	4	3.96%	17	20.73%	21	11.48%	10.27%	
	no	2	1.98%	14	17.07%	16	8.74%	0.00%	
	I don't know	1	0.99%	7	8.54%	8	4.37%	4.37%	
26. Funding and salaries	yes	78	77.12%	17	20.73%	95	51.91%	74.80%	
	rather yes	15	14.85%	16	19.51%	31	16.94%	68.85%	
	rather no	1	0.99%	6	7.32%	7	3.83%	6.74%	
	no	0	0.00%	9	10.98%	9	4.92%	0.00%	
	I don't know	7	6.73%	34	41.46%	41	22.40%	22.40%	
27. Gender balance	yes	70	69.11%	13	15.85%	83	45.36%	74.80%	
	rather yes	28	27.72%	26	31.71%	54	29.51%	0.00%	
	rather no	2	1.98%	21	25.61%	23	12.57%	21.84%	
	no	1	0.99%	16	19.51%	17	9.29%	0.00%	
	I don't know	0	0.00%	6	7.32%	6	3.28%	3.28%	
28. Career development	yes	82	81.19%	34	41.46%	116	63.39%	82.51%	
	rather yes	15	14.85%	20	24.39%	35	19.13%	0.00%	
	rather no	3	2.97%	9	10.98%	12	6.56%	8.34%	
	no	0	0.00%	3	3.66%	3	1.64%	0.00%	
	I don't know	1	0.99%	16	19.51%	17	9.29%	9.29%	
29. Value of mobility	yes	107	106.87%	4	4.88%	112	60.44%	45.34%	
	rather yes	33	32.67%	9	10.98%	42	22.95%	0.00%	
	rather no	1	0.99%	13	15.85%	14	7.65%	22.94%	
	no	2	1.98%	25	30.49%	27	14.75%	12.14%	
	I don't know	28	27.72%	11	13.40%	39	21.24%	12.14%	
30. Access to career advice	yes	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
	rather yes	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
	rather no	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
	no	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
	I don't know	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
31. Intellectual Property Rights	yes	99	98.02%	N/A	0	0.00%	98.02%	0.00%	
	rather yes	2	1.98%	N/A	0	0.00%	1.98%	0.00%	
	rather no	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
	no	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
	I don't know	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
32. Co-authorship	yes	86	85.15%	N/A	0	0.00%	85.15%	87.13%	
	rather yes	2	1.98%	N/A	0	0.00%	1.98%	0.00%	
	rather no	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
	no	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
	I don't know	13	12.87%	N/A	0	0.00%	12.87%	0.00%	
33. Teaching	yes	80	79.21%	N/A	0	0.00%	79.21%	98.02%	
	rather yes	19	18.81%	N/A	0	0.00%	18.81%	0.00%	
	rather no	1	0.99%	N/A	0	0.00%	0.99%	1.98%	
	no	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
	I don't know	86	85.15%	52	63.41%	138	75.41%	91.20%	
34. Complaints/ appeals	yes, the solution was objective and timely	13	12.87%	16	19.51%	29	15.85%	0.00%	
	yes, the solution was objective, but it was not timely	1	0.99%	4	4.88%	5	2.73%	1.61%	
	no, the solution was biased	1	0.99%	3	3.66%	4	2.19%	0.00%	
	no, the complaint was not addressed at all	0	0.00%	7	8.54%	7	3.83%	3.83%	
	yes	63	60.40%	N/A	0	0.00%	60.40%	73.27%	
	rather yes	13	12.87%	N/A	0	0.00%	12.87%	0.00%	
	rather no	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
	no	0	0.00%	N/A	0	0.00%	0.00%	0.00%	
	I don't know	27	26.73%	N/A	0	0.00%	26.73%	0.00%	

Training and Development									
36. Relation with supervisors	Does your supervisor treat you transparently and fairly?	yes	92	91.09%	60	73.17%	152	83.06%	95.08%
		rather yes	8	7.92%	14	17.07%	22	12.02%	
		rather no	1	0.99%	2	0.00%	3	1.64%	5.33%
		no	0	0.00%	4	4.88%	4	2.19%	
		I don't know	0	0.00%	2	2.44%	3	1.69%	1.01%
37. Supervision and managerial duties	Do you think that the principle of "feedback", its transmission and use in your work is correctly set up at AMBIS University?	yes	71	70.00%	49	51.95%	86	46.63%	80.13%
		rather yes	18	17.82%	40	48.78%	58	31.69%	
		rather no	2	1.98%	9	10.98%	11	6.01%	10.93%
		no	1	0.99%	8	9.76%	9	4.92%	
		I don't know	0	0.00%	7	8.54%	16	8.74%	8.74%
38. Continuing Professional Development	Does your supervisor support your professional development?	yes	86	85.15%	60	73.17%	146	79.78%	94.54%
		rather yes	13	12.87%	14	17.07%	27	14.75%	
		rather no	1	0.99%	5	6.10%	6	3.28%	6.10%
		no	0	0.00%	2	2.44%	2	1.09%	
		I don't know	1	0.99%	1	1.22%	2	1.09%	1.09%
39. Access to research training and continuous development	Do you pay enough attention to your role towards early career colleagues or researchers towards their further professional development?	yes	79	78.22%	44	53.66%	123	67.21%	88.52%
		rather yes	18	17.82%	21	25.81%	39	21.31%	
		rather no	2	1.98%	7	8.54%	9	4.92%	8.54%
		no	1	0.99%	5	6.10%	6	3.28%	
		I don't know	1	0.99%	5	6.10%	6	3.28%	3.28%
40. Supervision	Do you find AMBIS University offer of opportunities sufficient for your professional growth?	yes	64	63.17%	31	37.80%	95	51.91%	73.77%
		rather yes	14	13.86%	26	31.73%	40	21.86%	
		rather no	1	0.99%	2	2.44%	3	1.64%	2.19%
		no	2	1.98%	1	1.22%	3	1.64%	
		I don't know	20	19.80%	22	26.83%	42	22.95%	22.55%
40. Supervision	Do you know where and to whom to turn for advice or help?	yes	73	72.28%	42	51.63%	85	46.45%	71.04%
		rather yes	21	20.79%	24	29.27%	45	24.59%	
		rather no	0	0.00%	17	20.73%	17	9.29%	11.86%
		no	3	2.97%	20	24.39%	23	12.57%	
		I don't know	4	3.96%	9	10.98%	13	7.10%	7.10%