



Universidad Pública de Navarra
Nafarroako Unibertsitate Publikoa



HR EXCELLENCE IN RESEARCH

RESULTS SURVEY FOR PUBLIC UNIVERSITY OF NAVARRE (UPNA) TO BE GRANTED DEL HRS4R SEAL

MARCH 2024

Results survey

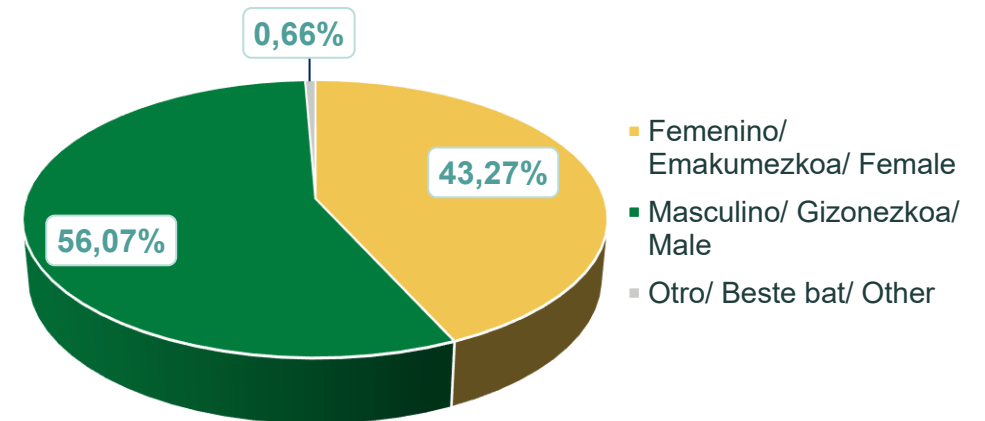
PARTICIPATION

453/1332= 34%

GENDER

Gender	Recount (value)	Recount (%)
Female	196	43,27%
Male	254	56,07%
Other	3	0,66%
General total	453	100,00%

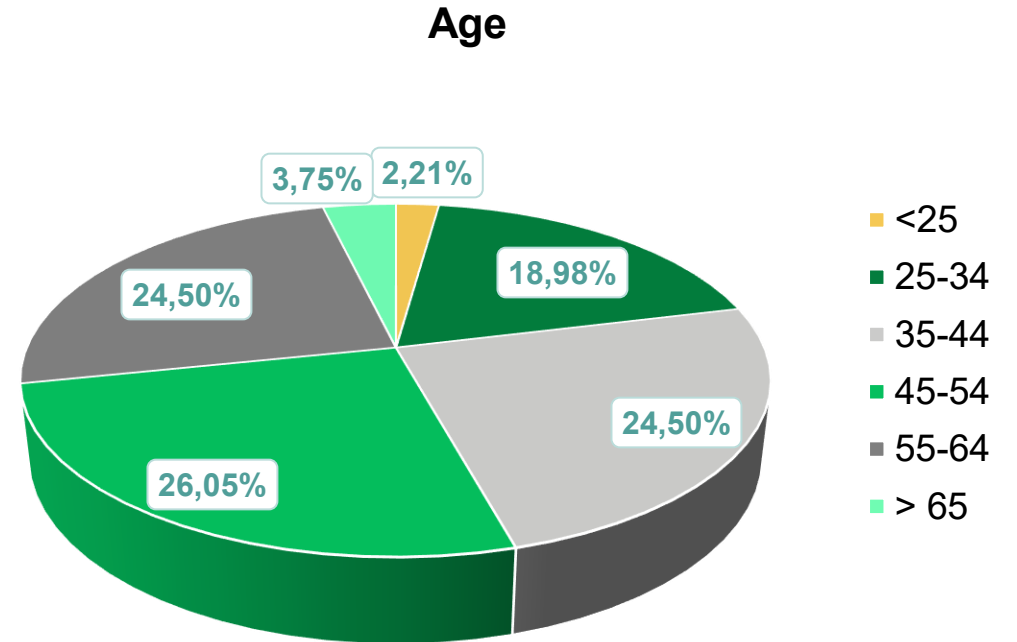
Gender



Results survey

AGE

Age	Recount (value)	Recount (%)
<25	10	2,21%
25-34	86	18,98%
35-44	111	24,50%
45-54	118	26,05%
55-64	111	24,50%
> 65	17	3,75%
General total	453	100,00%

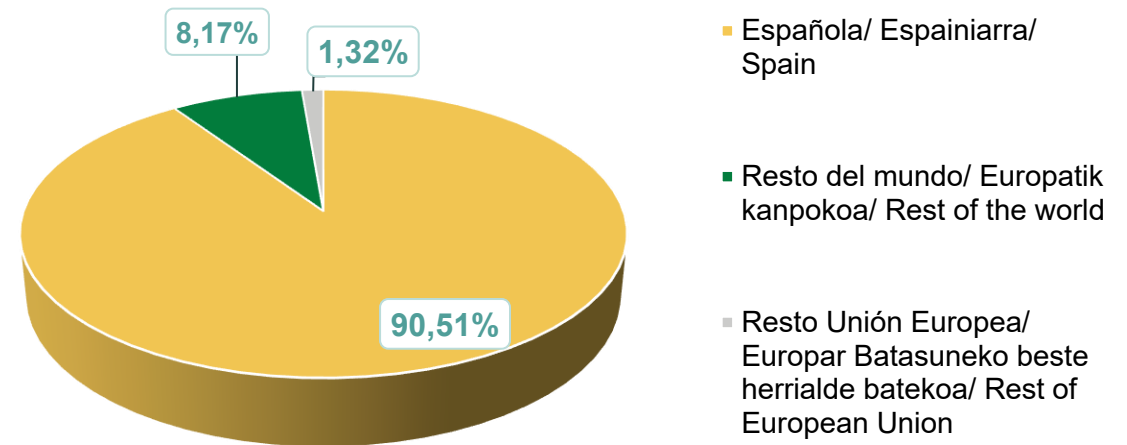


Results survey

NATIONALITY

Nationality	Recount (value)	Recount (%)
Spanish	410	90,51%
Rest of the world	37	8,17%
Rest European Union	6	1,32%
General total	453	100,00%

Nacionalidad/ Nazionalitatea/ Nationality

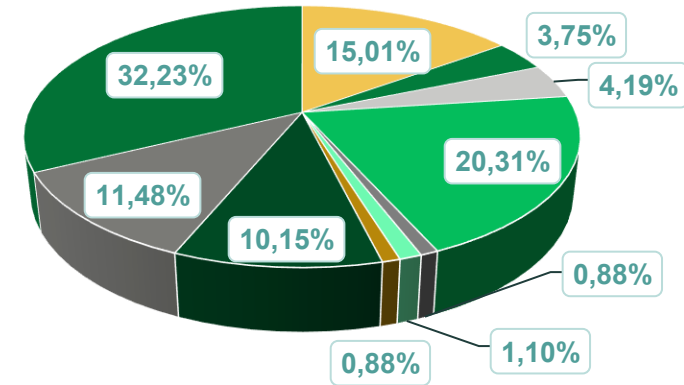


Results survey

POSITION IN THE INSTITUTION

Position in the institution	Recount (value)	Recount (%)
University Professor	68	15,01%
Contract funded by research projects	17	3,75%
Contract postdoctoral researcher	19	4,19%
Contract predoctoral researcher/doctoral student	92	20,31%
Other (please, specify)	4	0,88%
Management and Administrative Staff	5	1,10%
Laboratory Technician/UCTAI	4	0,88%
Assistant Professors	46	10,15%
Associate Professors	52	11,48%
Associate Professor (tenured)	146	32,23%
General total	453	100,00%

Posición en la institución/ Erakundean zer lanpostu duzun/ Professional Category at UPNA



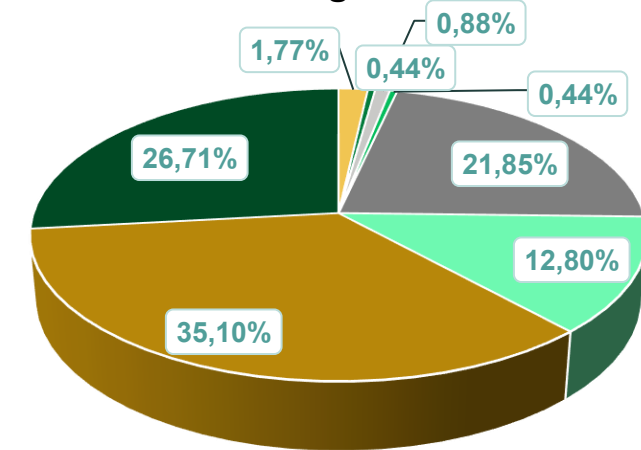
- Catedrático Universitario/ Unibertsitateko katedraduna/ Full professor
- Contrato con cargo a proyectos de investigación/ Ikerketa-proiektuen kargurako kontratua/ Researcher associated contract to research projects
- Contrato investigador posdoctoral/ Doktoretza ondoko ikertzailearen kontratua/ Postdoctoral researcher contract
- Contrato investigador predoctoral/estudiante de doctorado/ Doktoratu aurreko ikerketa-kontratua/doktoretzako ikaslea/ Predoctoral researcher contract / predoctoral student
- Otro (por favor, especificar)/ Beste bat(Zehaztu mesedez)/ Other (please, specify)
- Personal de gestión/ Kudeaketako langilea/ Management and Administrative Staff
- Personal técnico de laboratorio/UCTAI/ Laborategiko teknikaria / Ikerketari laguntzeko Atal Zientifiko-teknikoa/ Laboratory Technician/UCTAI
- Profesorado Ayudante doctor/ Irakasle laguntzaile doktorea/ Assistant Professor
- Contratado Doctor
- Titular de Universidad/ Unibertsitateko titularra/ Associate professor

Results survey

LINKAGE WITH UPNA

Linkage with UPNA	Recount (value)	Recount (%)
Research Service	8	1,77%
Human Resources Service	2	0,44%
Laboratory technician/UCTAI	4	0,88%
Personal Welcome Office – Scientific Culture Unit	2	0,44%
R1 (Predoctoral researcher and/or researcher funded by projects without a PhD)	99	21,85%
R2 (Junior postdoctoral researcher who has not yet reached the level to work independently)	58	12,80%
R3 (Senior postdoctoral researcher who has reached a high level to work independently)	159	35,10%
R4 (Main researcher who leads their own research area or field through leading research teams and/or national and international projects)	121	26,71%
General total	453	100,00%

Vinculación con la UPNA/ Zer lotura duzun NUPEkin/ Linkage with UPNA



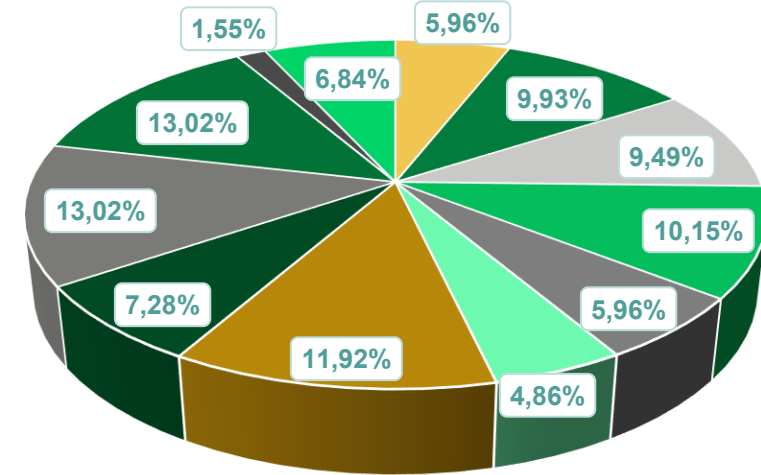
- Personal del Servicio de Investigación/ Ikerketa Zerbitzuko langilea/ Research Service
- Personal del Servicio de RRHH/ Giza Baliabideen Zerbitzuko langilea/ Human Resources Service
- Personal técnico de laboratorio /UCTAI/ Laborategiko teknikaria / Ikerketari laguntzeko Atal Zientifiko-teknikoa/ Laboratory technician /UCTAI
- Personal Welcome Office – Unidad de Cultura Científica/ Welcome Officeko langilea – Kultura Zientifikoaren Unitatea/ Welcome Office – Scientific Culture Unit
- R1 (Personal investigador predoctoral y/o investigador con cargo a proyectos sin PhD)/ (Doktoretza aurreko ikertzailea eta/edo...)/ (Predoctoral researcher and/or ...)
- R2 (Personal investigador postdoctoral junior; aquel que no ha alcanzado aún un nivel significativo de independencia)/ (Doktoretza ondoko ikertzaile juniorra, hau da...)/ (Junior postdoctoral researcher, one who...)
- R3 (Personal investigador postdoctoral senior; aquel que ha desarrollado un nivel de independencia elevado)/ (Doktoretza ondoko ikertzaile seniorra, hau da...)/ (Senior postdoctoral researcher, one who...)
- R4 (Personal investigador principal; aquel que lidera su propia área o campo de investigación, a través del liderazgo de grupos de investigación y/o proyectos nacionales e internacionales)/ (Ikertzaile nagusia, hau da...)/ (Principal investigator, one who...)

Results survey

DEPARTAMENTO

Departamento	Recuento (valor)	Recuento (%)
Agronomy, Biotechnology and Food	27	5,96%
Health Sciences	45	9,93%
Human and Educational Science	43	9,49%
Science	46	10,15%
Law	27	5,96%
Economics	22	4,86%
Statistics, Computer Science and Mathematics	54	11,92%
Business Administration	33	7,28%
Electrical, Electronic and Communication Engineering	59	13,02%
Engineering	59	13,02%
None of these	7	1,55%
Sociology and Social Work	31	6,84%
General total	453	100,00%

Departamento/ Saila/ Department



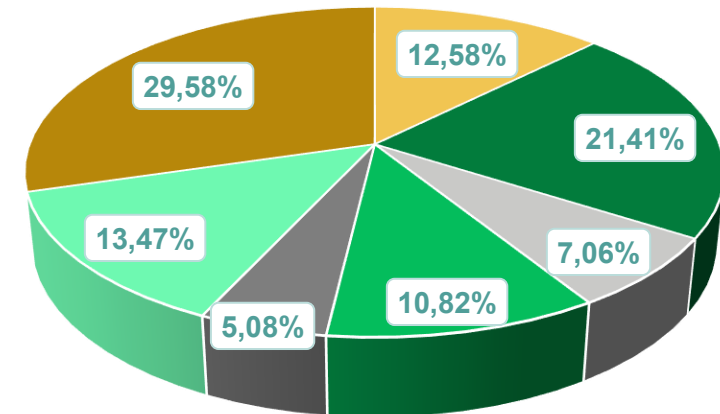
- Agronomía, Biotecnología y Alimentación/ Agronomia, Bioteknologia eta Elikadura/ Agronomy, Biotechnology and Food
- Ciencias de la Salud/ Osasun Zientziak/ Life Sciences
- Ciencias Humanas y de la Educación/ Giza eta Hezkuntza Zientziak/ Social and Educational Sciences
- Ciencias/ Zientziak/ Science
- Derecho/ Zuzenbidea/ Law
- Economía/ Ekonomia/ Economics
- Estadística, Informática y Matemáticas/ Estatistika, Informatika eta Matematika/ Statistics, Computer Sciences and Mathematics
- Gestión de Empresas/ Enpresen Kudeaketa/ Business Administration
- Ingeniería Eléctrica, Electrónica y de Comunicación/ Ingeniaritza Elektriko eta Elektronikoa eta Komunikazio Ingeniaritza/ Electrical, Electronic and Communication Engineering
- Ingeniería/ Ingeniaritza/ Engineering
- Ninguno/ Bat ere ez/ None of these
- Sociología y Trabajo Social/ Soziologia eta Gizarte Lana/ Sociology and Social Work

Results survey

RESEARCH INSTITUTES

Research Institutes	Recount (value)	Recount (%)
Research Institute for Advanced Business and Economy (INARBE)	57	12,58%
Research Institute of Smart Cities (ISC)	97	21,41%
Research Institute for Innovation and Sustainability in the Agrifood Chain IS-FOOD)	32	7,06%
Research Institute for Advanced Materials and Mathematics (INAMAT2)	49	10,82%
Multidisciplinary Research Institute in Applied Biology (IMAB)	23	5,08%
Institute for Advanced Social Research (I-COMMUNITAS)	61	13,47%
None of these	134	29,58%
General total	453	100,00%

Institutos de investigación/ Ikerketa-institutua/ Research Institutes



- Instituto de Investigación Avanzada en Negocios y Economía (INARBE)/ Negozioiei eta Ekonomiari buruzko Ikerketa Aurreratuko Institutua (INARBE)/ Research Institute for Advanced Business and Economy (INARBE)
- Instituto de Investigación de Smart Cities (ISC)/ Smart Cities Institutua (ISC)/ Research Institute for Smart Cities (ISC)
- Instituto de Investigación en Innovación y Sostenibilidad en la Cadena Agroalimentaria IS-FOOD)/Nekazaritzako Elikagaien Katearen Berrikuntzarako eta ... (IS-FOOD)/Research Institute for Innovation and ... (IS-FOOD)
- Instituto de Investigación en Materiales Avanzados y Matemáticas (INAMAT2)/ Material Aurreratueterako eta Matematikarako Institutua (INAMAT2)/ Research Institute for Advanced Materials and Mathematics (INAMAT2)
- Instituto de Investigación Multidisciplinar en Biología Aplicada (IMAB)/ Biologia Aplikatuko Diziplina Anitzeko Ikerketa Institutua (IMAB)/ Multidisciplinary Research Institute in Applied Biology (IMAB)
- Instituto de Investigación Social Avanzada (I-COMMUNITAS)/ Gizarte Ikerketa Aurreratuko Institutua (I-COMMUNITAS)/ Institute for Advanced Social Research (I-COMMUNITAS)
- Ninguno/ Bat ere ez/ None of these

Results survey



RATIO DE PRINCIPIOS

PRINCIPIOS	RATIO IMPORTANCIA/ACUERDO*
1) Professional development	1,849
2) Access to profesional guidance	1,836
3) Variations in CVs timeline	1,834
4) Ethical principles	1,750
5) Job stability and continuity	1,723
6) Claims and appeals	1,649
7) Research environment	1,615
8) Professional responsibility	1,596
9) Good practice in research	1,554
10) Contract and legal obligations	1,534
11) Co-authorship	1,507
12) Recognition of qualifications	1,452
13) Portdoctoral appointments	1,417
14) Assessment and evaluation systems	1,416
15) Recruitment	1,375
16) Work conditions	1,358
17) Access to training in research and continuous development	1,356
18) Relation with supervisors	1,326
19) Participation decision-making bodies	1,299
20) Intellectual property rights	1,272
21) Selection	1,263
22) Supervision and management tasks	1,254
23) Dissemination and exploitation of results	1,219
24) Gender balance	1,174
25) No discrimination	1,166

* The importance/agreement ratio is calculated based on the average of the responses provided by each respondent in relation to the 25 prioritised principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (C&C).