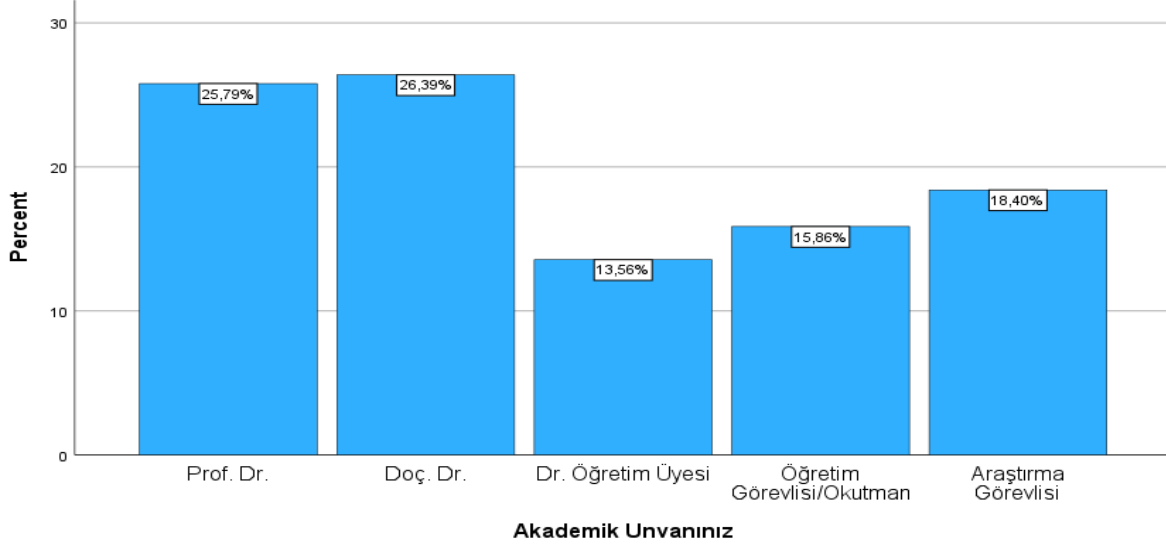


HRS4R SURVEY RESULTS

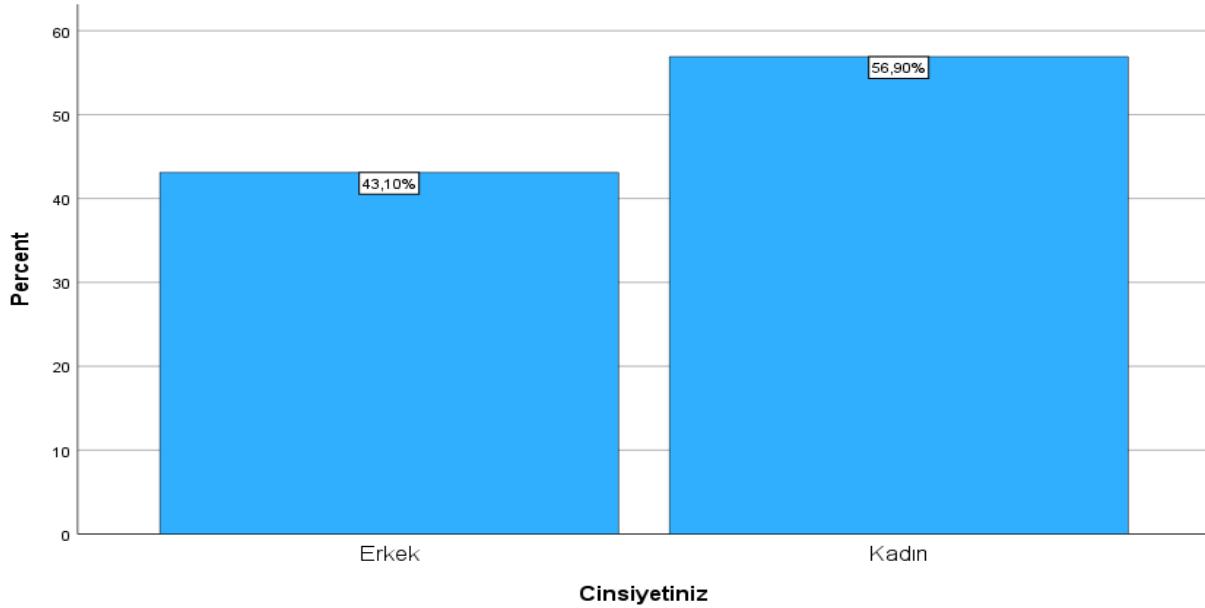
This study is carried out within the scope of the European Union Human Resources Strategy for Researchers (HRS4R) Excellence Award application. GAP (Gap) analysis is defined as a method of assessing the differences between actual performance and expected performance in an organisation. The concept of gap refers to the difference between "where we are" (current situation) and "where we want to be" (target situation). In order to determine the current situation, a questionnaire was applied to the academic staff of Dokuz Eylül University between 14-20 March 2023. A total of 826 people participated in the survey. Faculty of Engineering with 13.3%, Faculty of Medicine with 7.1% and Faculty of Science with 6.8% were the faculties with the highest participation.

Academic Unit	Number	Percentage
Vocational School of Justice	6	0,7
Institute of Atatürk's Principles and History of Turkish Revolution	18	2,2
Bergama Vocational School	2	0,2
Buca Faculty of Education	42	5,1
Institute of Marine Sciences and Technology	19	2,3
Faculty of Maritime Studies	11	1,3
State Conservatoire	28	3,4
Faculty of Dentistry	7	0,8
Faculty of Literature	23	2,8
Efes Vocational School	4	0,5
Institute of Educational Sciences	1	0,1
Institute of Science and Technology	1	0,1
Faculty of Science	56	6,8
Faculty of Physiotherapy and Rehabilitation	21	2,5
Faculty of Fine Arts	46	5,6
Faculty of Nursing	38	4,6
Faculty of Law	32	3,9
Faculty of Economics and Administrative Sciences	51	6,2
Faculty of Theology	23	2,8
Faculty of Business	48	5,8
Izmir Vocational School	50	6,1
Izmir International Biomedicine and Genome Institute	3	0,4
Faculty of Architecture	34	4,1
Faculty of Engineering	110	13,3
Necat Hepkon Faculty of Sport Sciences	5	0,6
Institute of Oncology	3	0,4
Institute of Health Sciences	8	1,0
Vocational School of Health Services	32	3,9
Institute of Social Sciences	1	0,1
Faculty of Medicine	59	7,1
Torbali Vocational School	9	1,1
Faculty of Tourism	14	1,7
School of Applied Sciences	6	0,7
Faculty of Veterinary Medicine	12	1,5
School of Foreign Languages	3	0,4
Total	826	100,0

Approximately 52% of the participants have the title of Professor and Associate Professor.

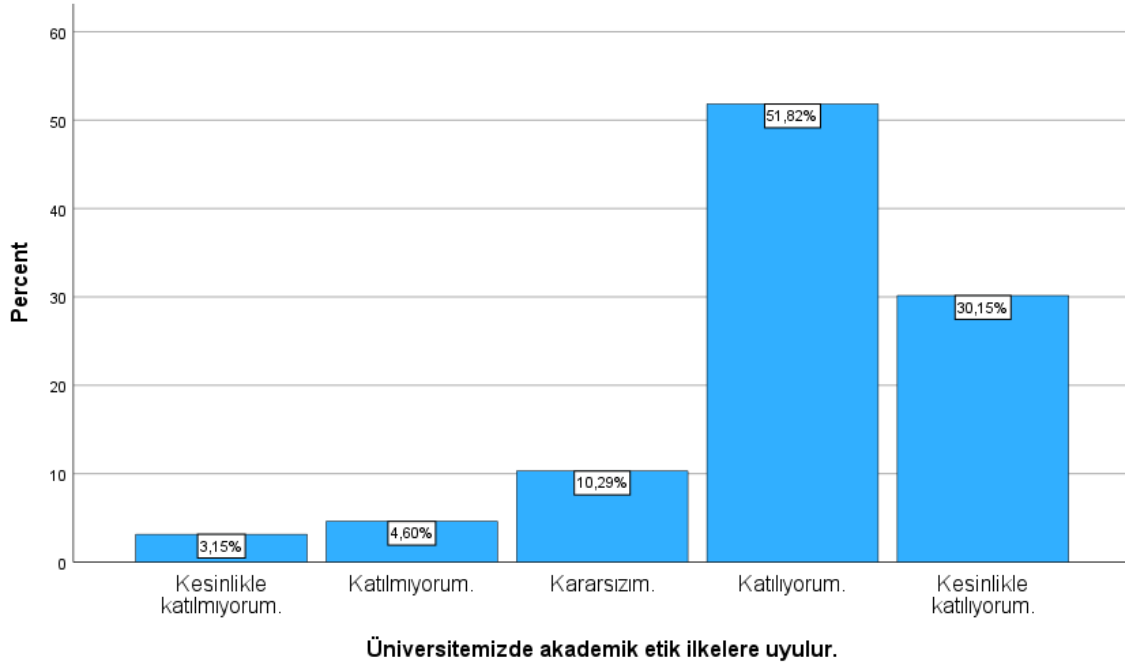
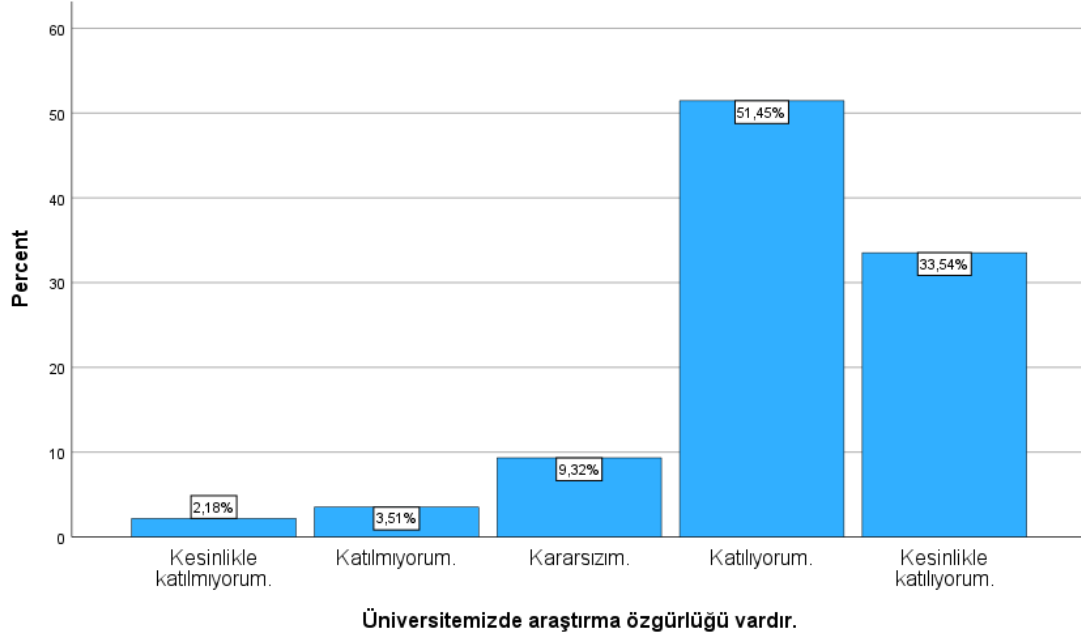


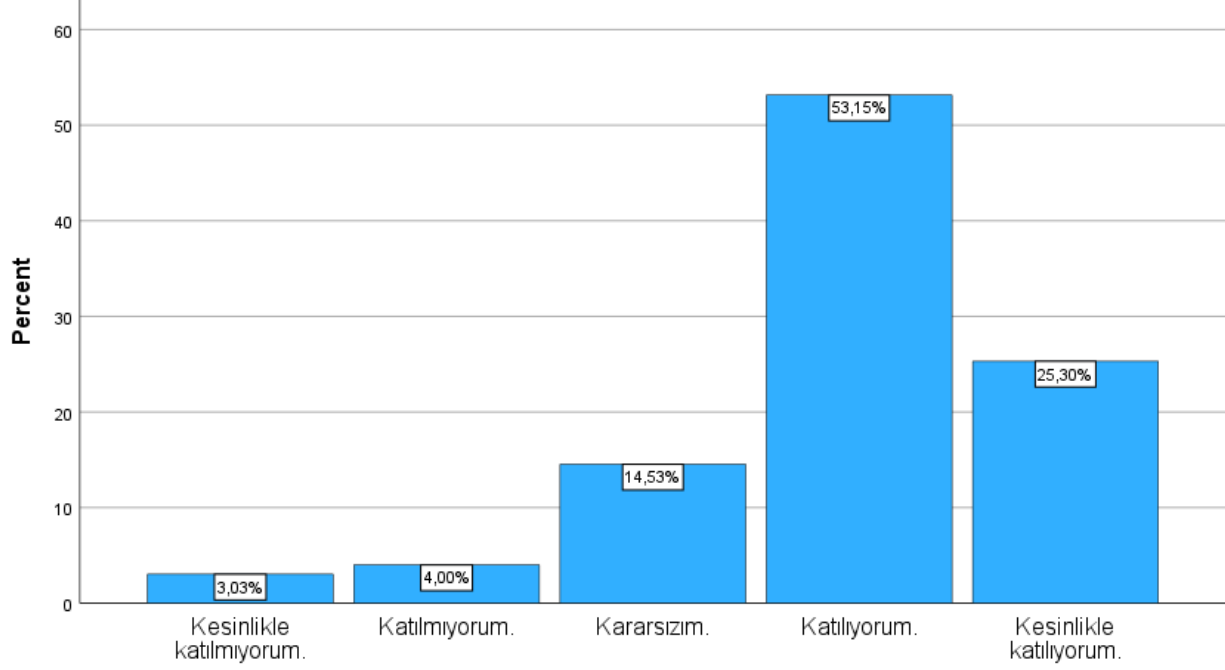
56.9% of the participants were female and 43.1% were male.



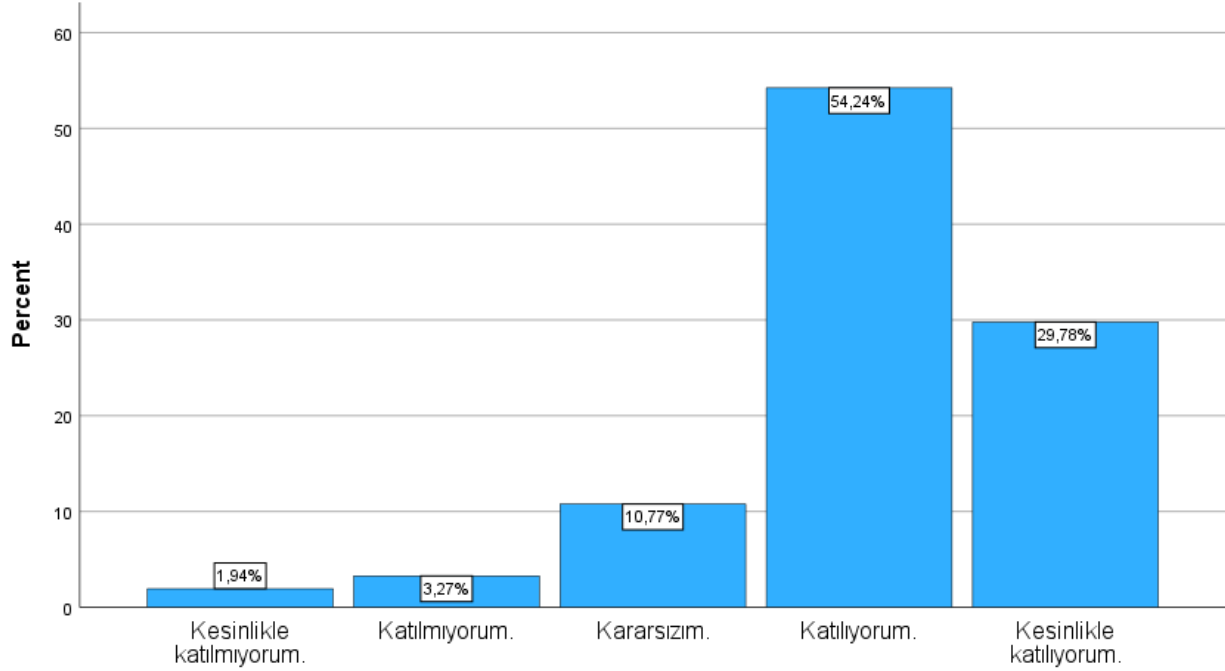
It is seen that the academic staff participating in the survey are generally satisfied with the functioning of the university within the scope of "Ethical Principles and Professionalism". Participants agree with the statements that there is freedom of research at our university, academic ethical principles are followed, employees fulfil their professional responsibilities professionally, research is carried out honestly and impartially, academic outputs are shared with the masses and

the university considers social benefit with a rate of approximately 80% and above, while 69% of the participants think that academic activity measurement and evaluation systems are sufficient.

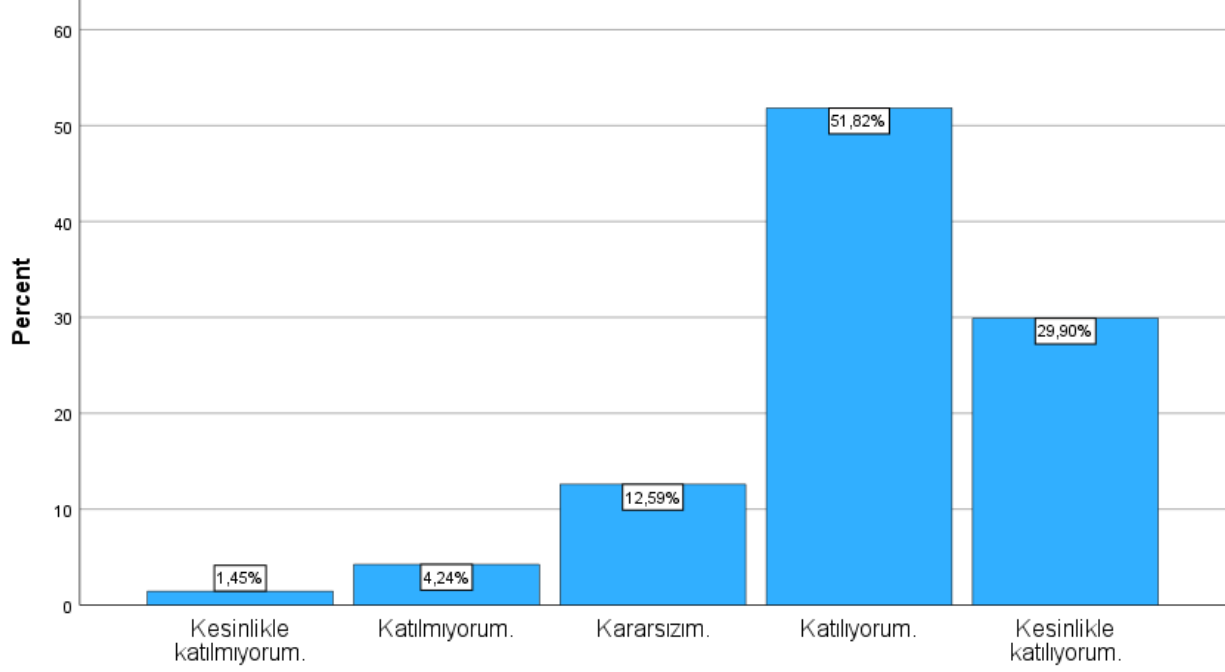




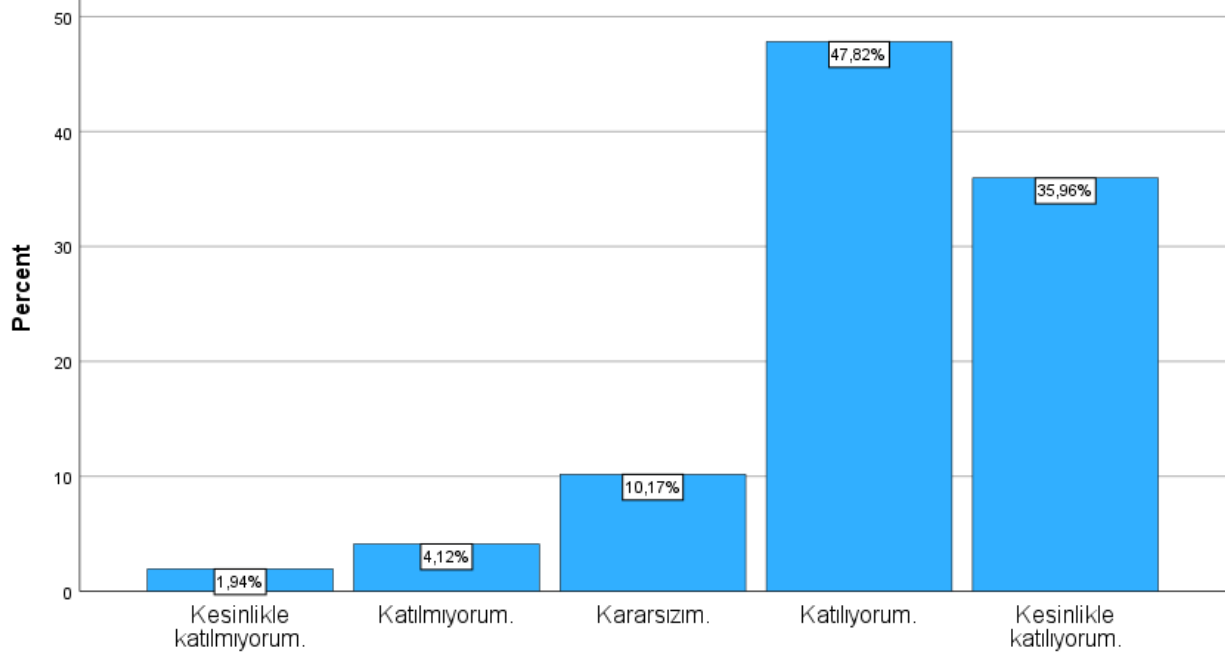
Üniversitemiz çalışanları mesleki sorumluluklarını profesyonelce yerine getirir.



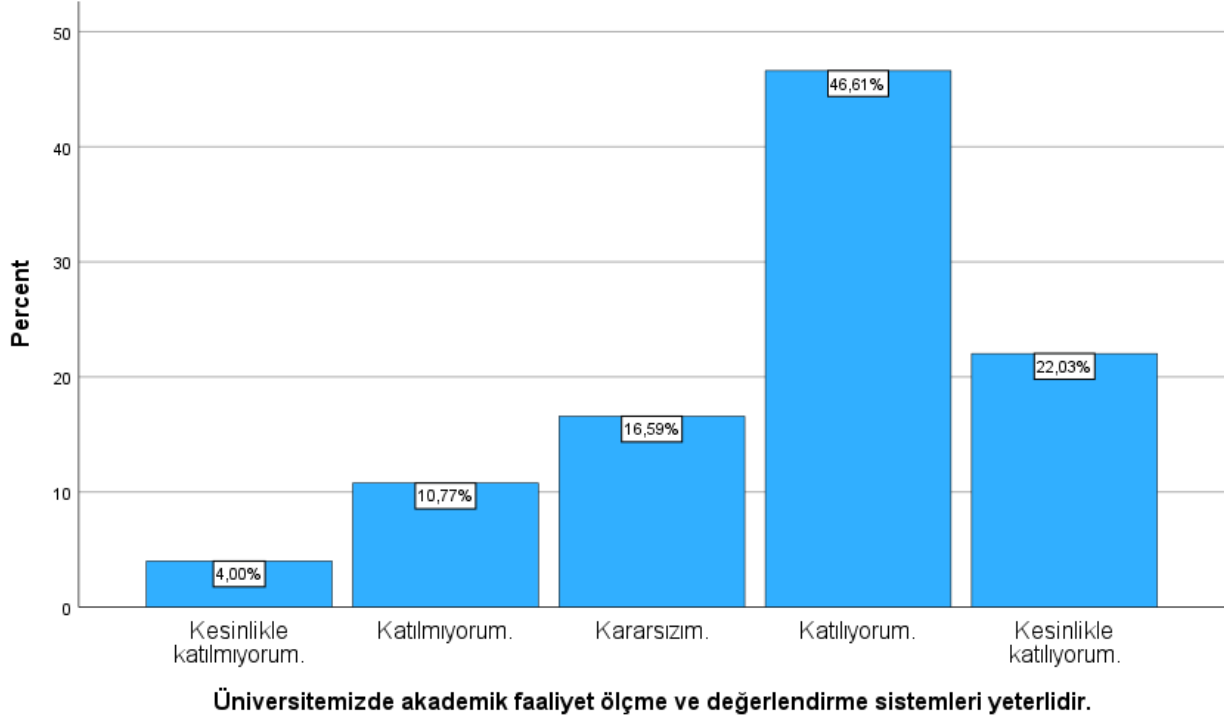
Üniversitemizde araştırmalar dürüst ve tarafsız şekilde yürütülür.



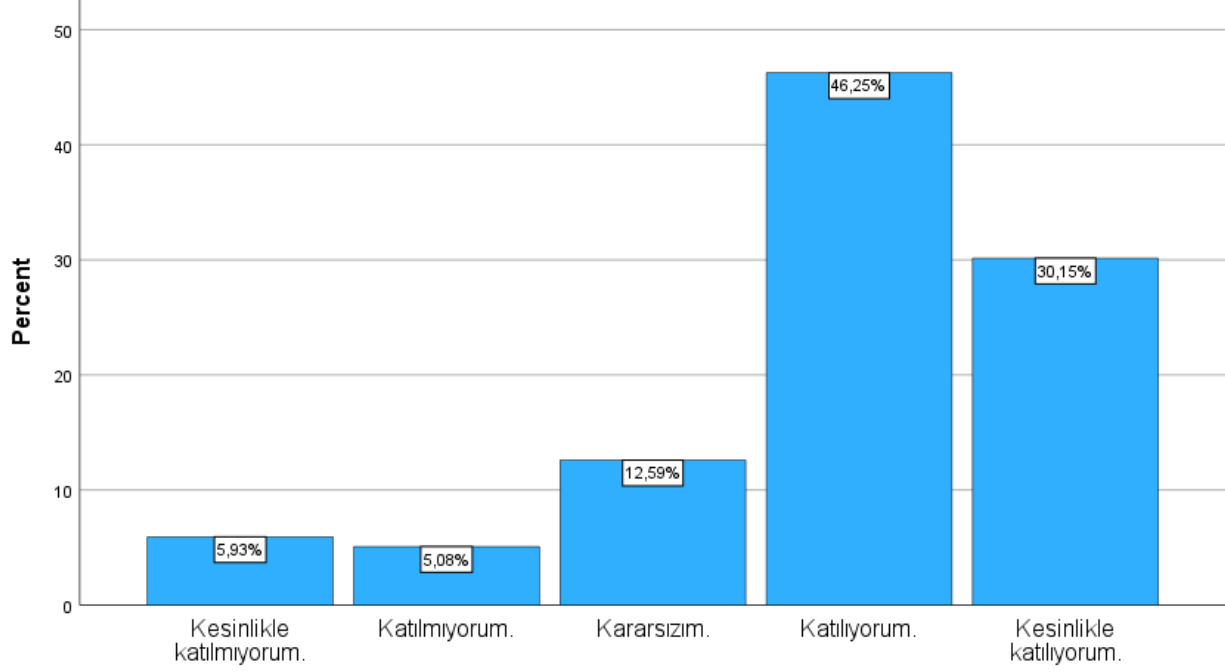
Üniversitemizde akademik çıktılar ilgili kitlelerle paylaşılır.



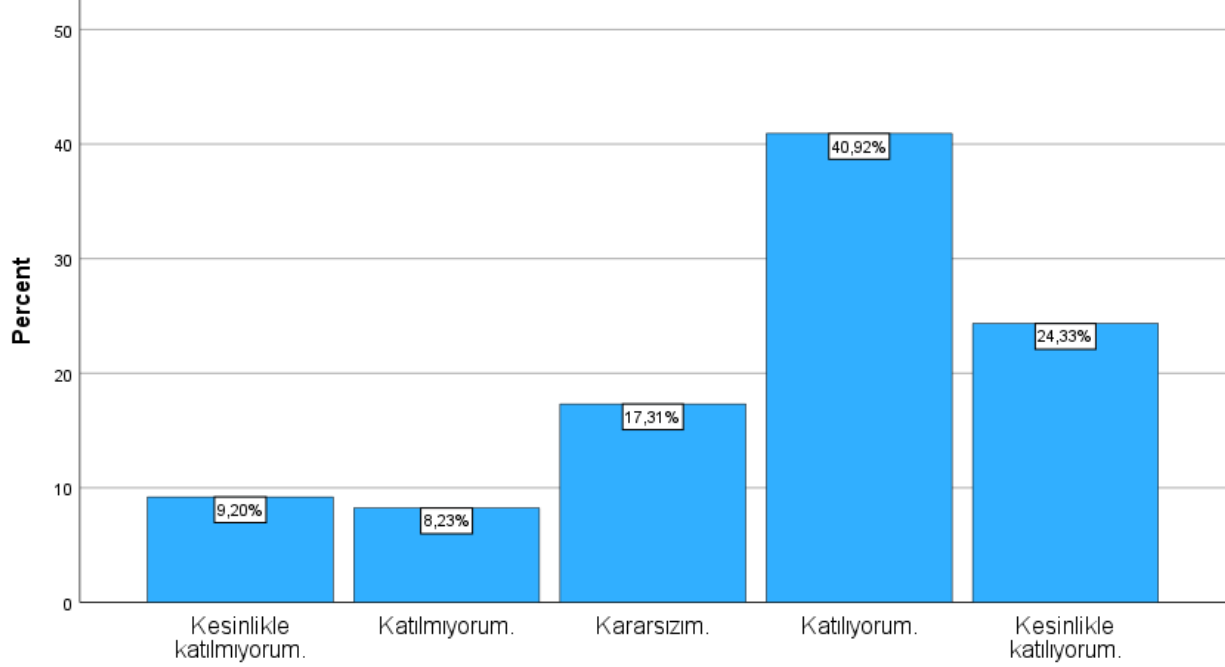
Üniversitemiz toplumsal faydayı gözetmektedir.



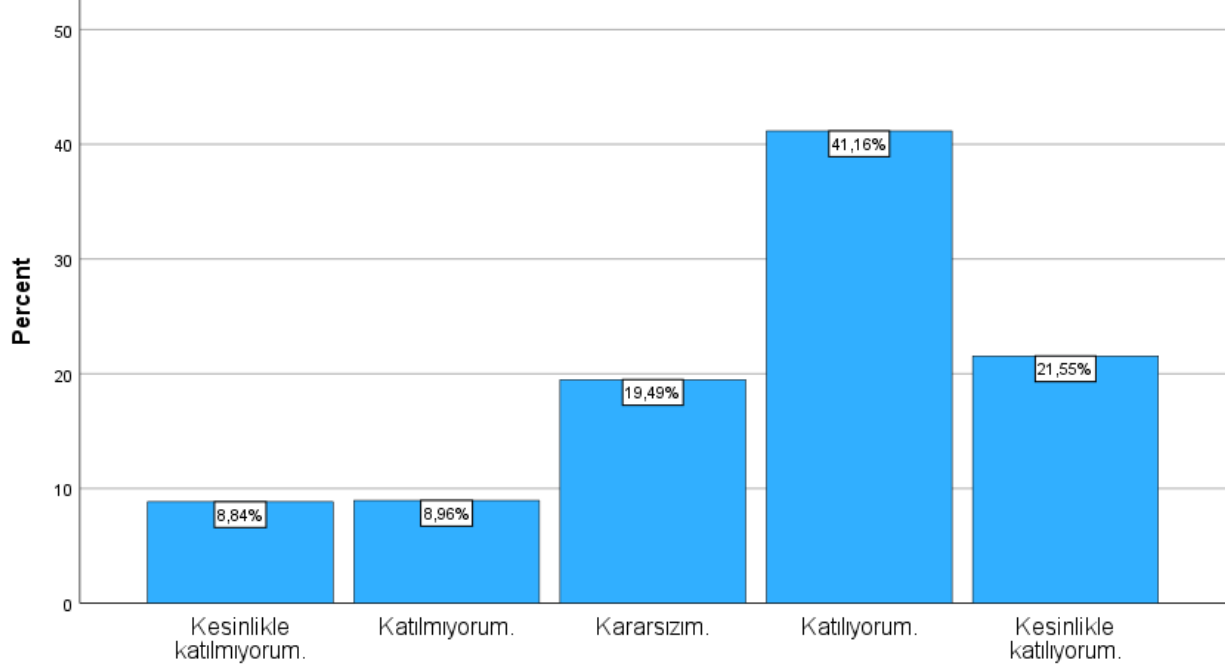
It is seen that the academic staff participating in the survey are generally satisfied with the functioning of the university in terms of "Recruitment, Appointment and Promotion". 76.4% of the participants think that the recruitment process of academic staff is in accordance with the laws and regulations. 65.25% of the participants think that the appointment and promotion processes are transparent and 62.71% of the participants think that merit is taken as a basis in appointments and promotions. While the rate of those who think that academic mobility experience is taken into account in recruitment, appointment and promotion processes is 56.9%, those who are undecided about this issue constitute 26.88% of the participants. The rate of those who think that academic experience and labour are taken into consideration in recruitment, appointment and promotion processes is 62.11%.



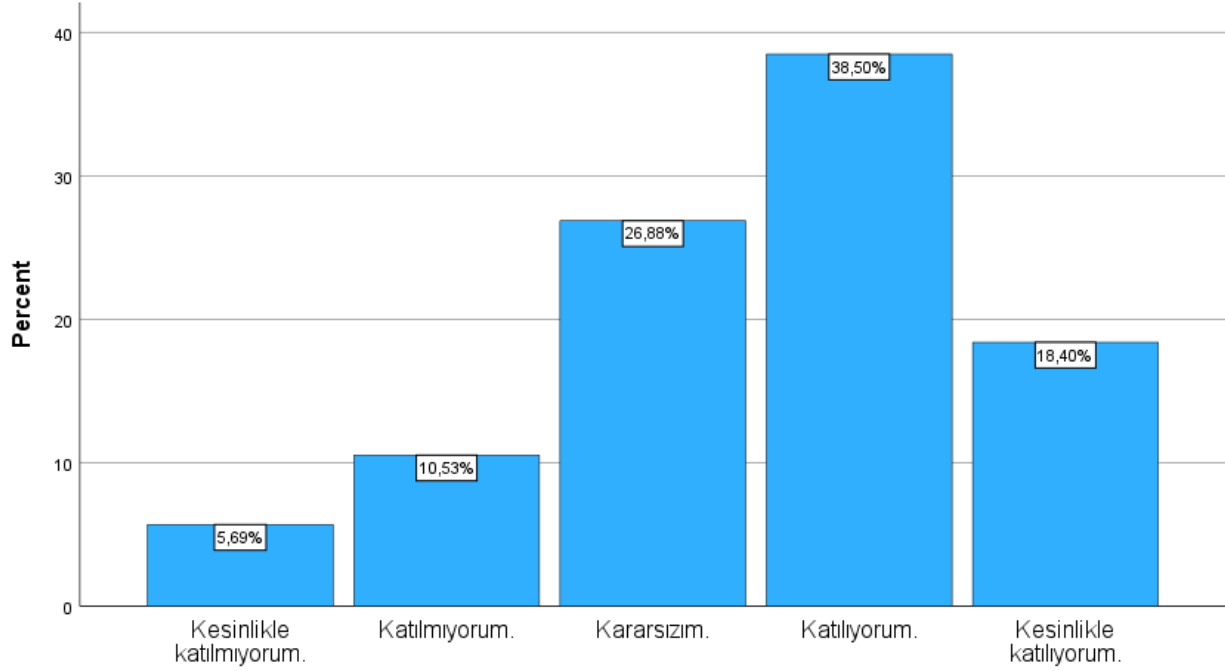
Üniversitemizin akademik personel işe alım süreci yasa ve yönetmeliklere uygun olarak yürütülür.



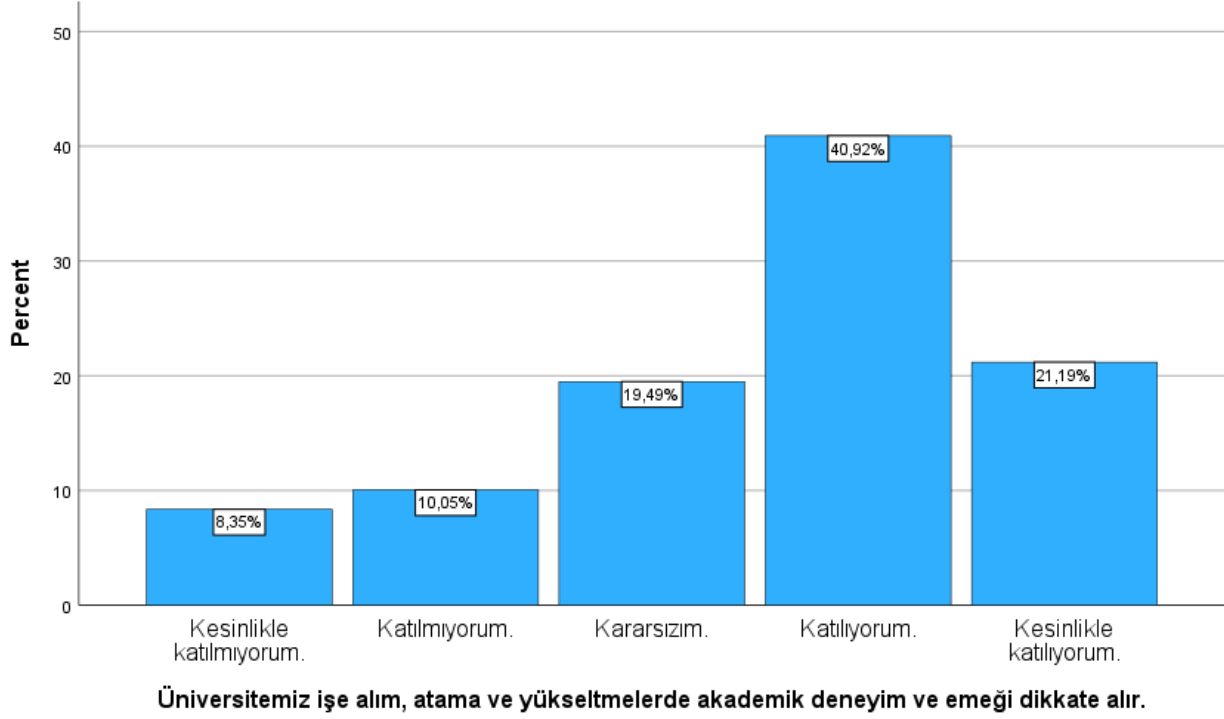
Üniversitemizde atama ve yükseltme süreçleri şeffaftır.



Üniversitemizde atama ve yükseltme süreçlerinde liyakat esas alınır.

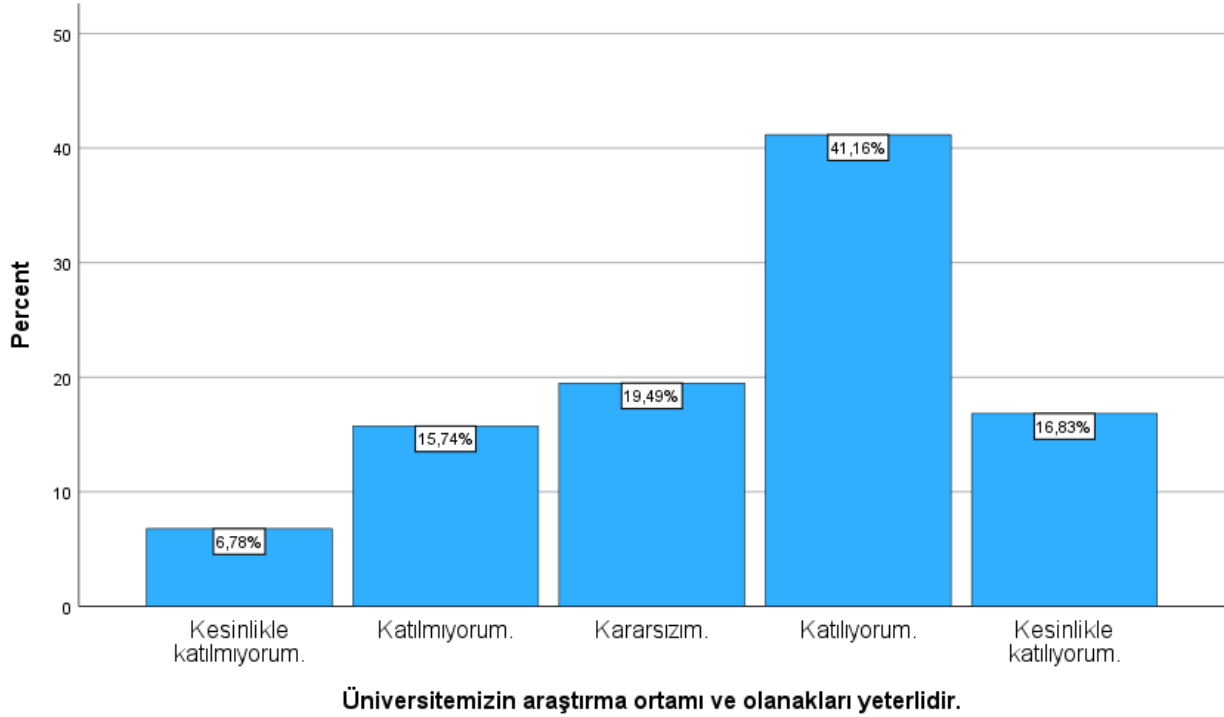
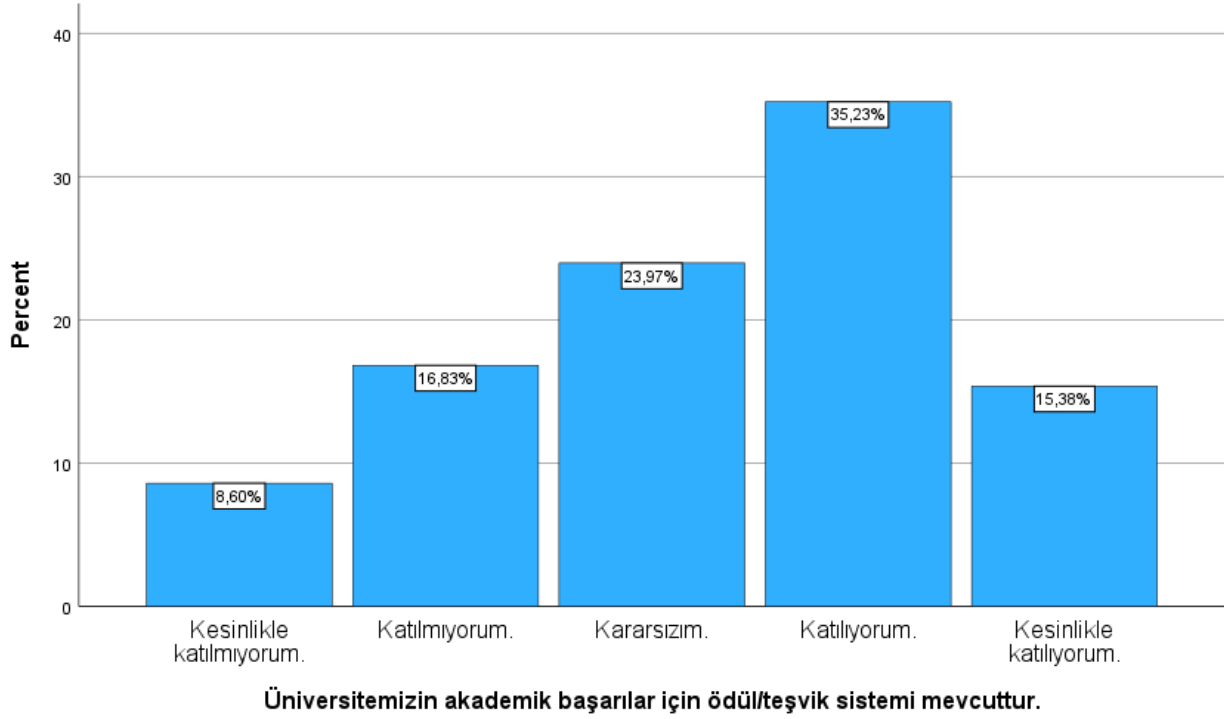


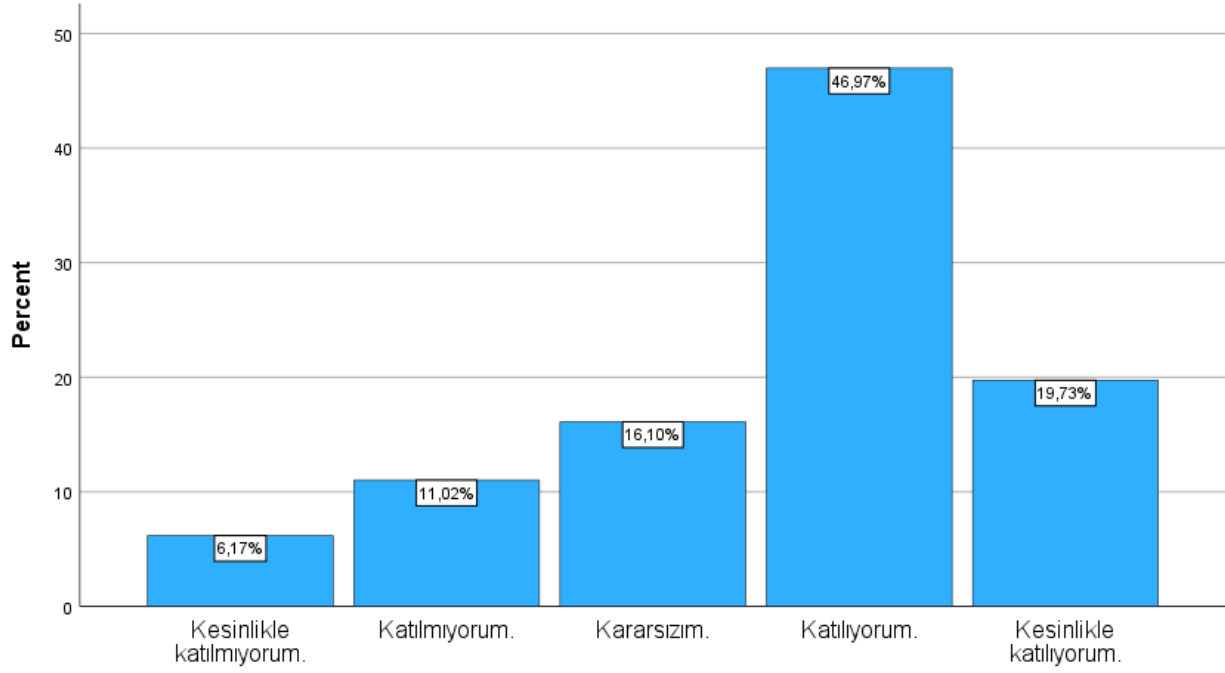
Üniversitemizde işe alım, atama ve yükseltmelerde akademik hareketlilik dikkate alınır.



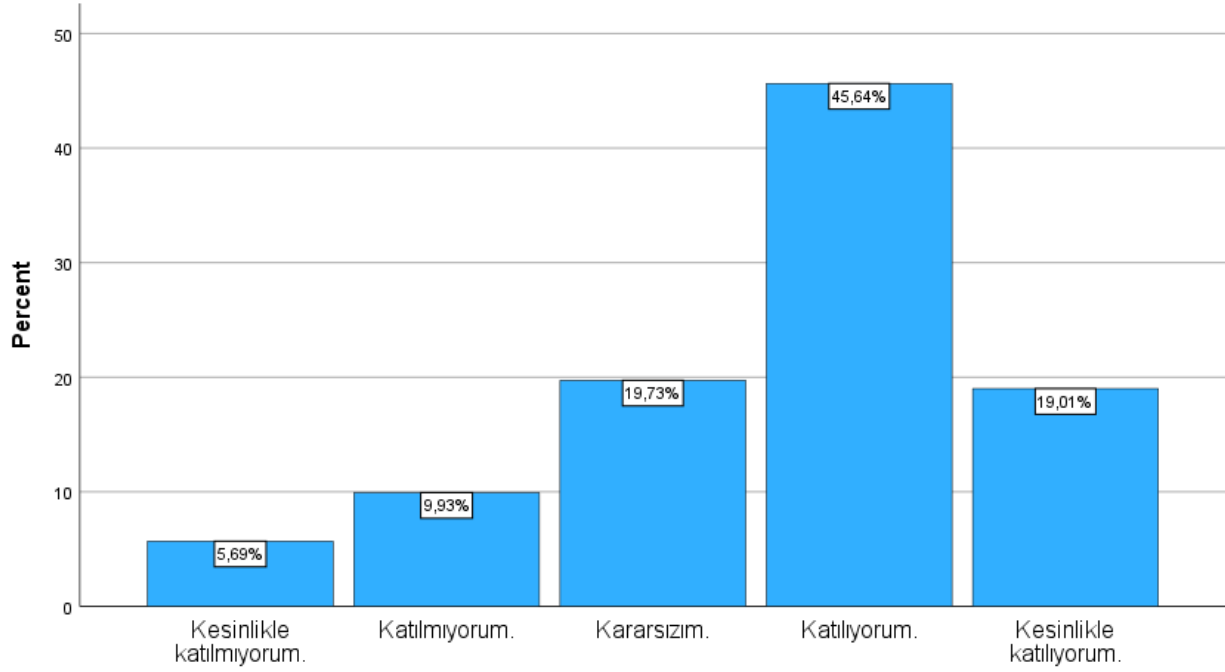
While 50.61% of the academic staff participating in the survey think that there is a reward/incentive system for academic achievements at our university, 23.97% are undecided and 25.43% do not agree with the idea that there is a reward/incentive system. 57.99% of the participants think that the research environment and facilities are sufficient, 19.49% are undecided and 22.52% do not think that the research facilities are sufficient. It is seen that 66.7% of the participants are generally satisfied with the working conditions at the university. The rate of participants who think that there is stability and continuity of employment is 64.65%. More than 70% of the participants think that career development opportunities are available at our university and that our university supports academic mobility. While 43.1% of the participants think that career counselling is available for the academic staff of our university, 35.11% of the participants are undecided and 21.79% do not think that it is available. 73.24% of the participants think that our university supports joint publication studies. While 63.56% of the participants think that our university provides sufficient equipment and infrastructure to carry out teaching activities, 18.16% are undecided and 18.28% do not agree that sufficient equipment and infrastructure are provided. While 61.26% of the participants think that complaints/appeals are taken into consideration by the relevant units at our university, 22.28% are undecided and 16.47% disagree. While 53.63% of the respondents think that the opinions of academic staff are taken into consideration in decision-

making bodies at our university, 23.97% of the respondents are undecided and 22.4% do not think that the opinions of academic staff are taken into consideration in decision-making bodies.

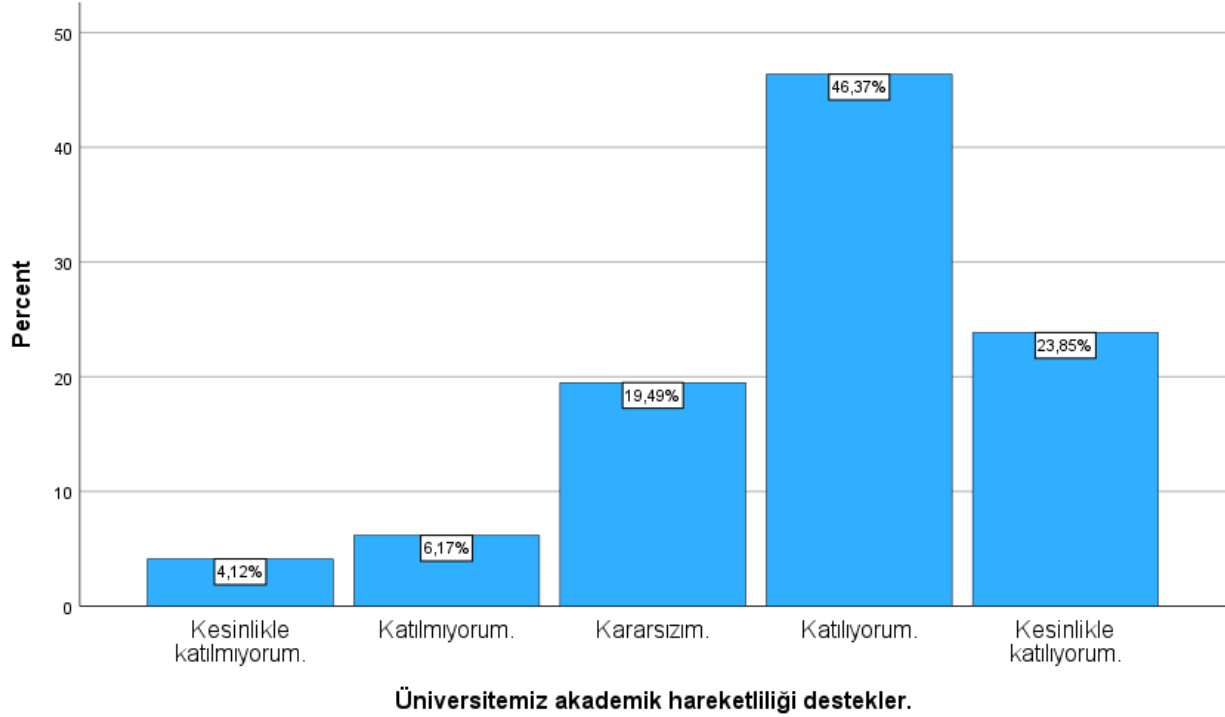
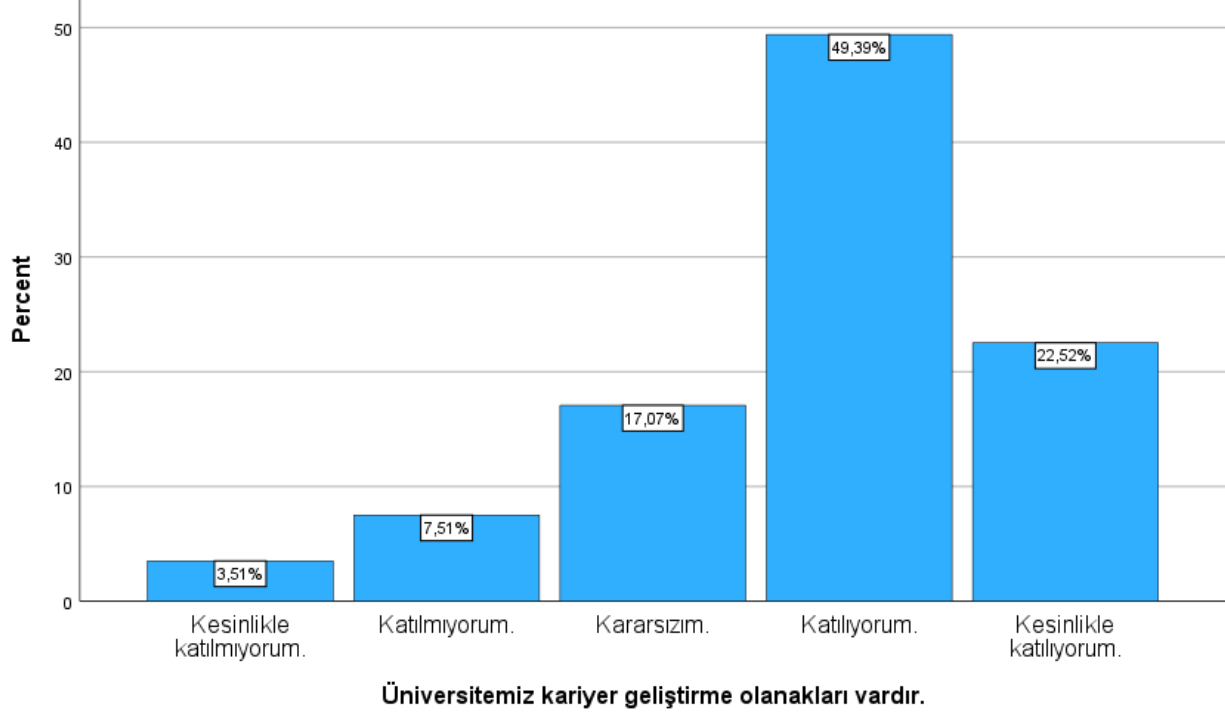


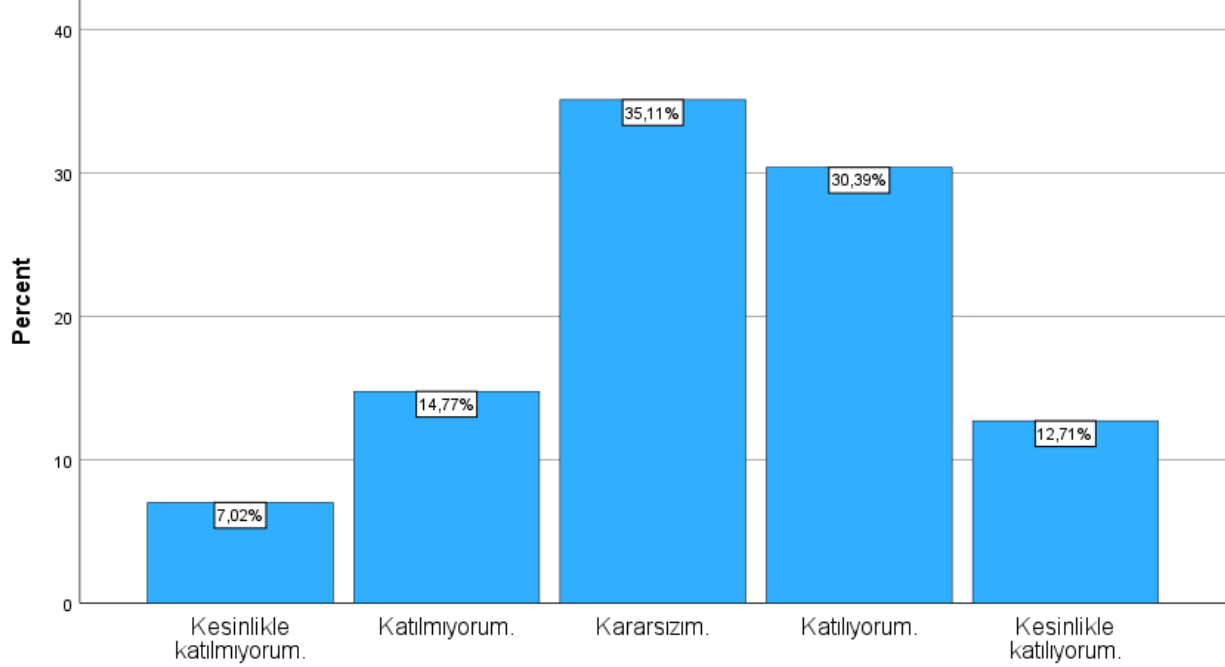


Üniversitemizde çalışma koşulları uygundur.

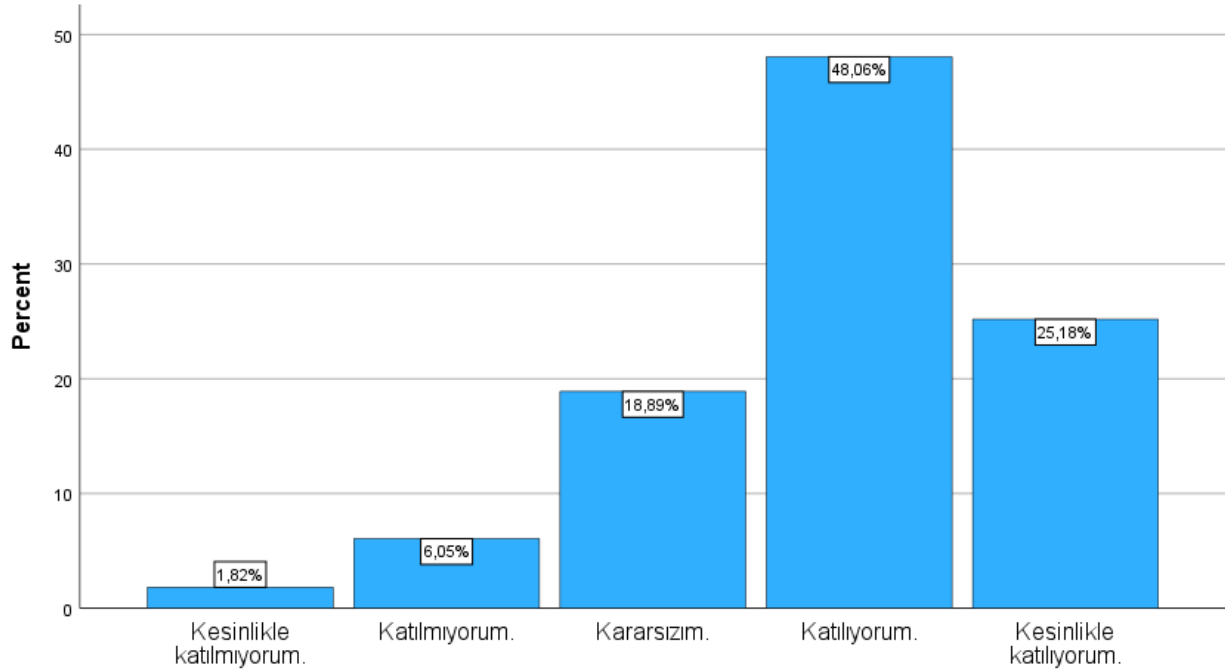


Üniversitemizde istihdamın istikrar ve sürekliliği mevcuttur.

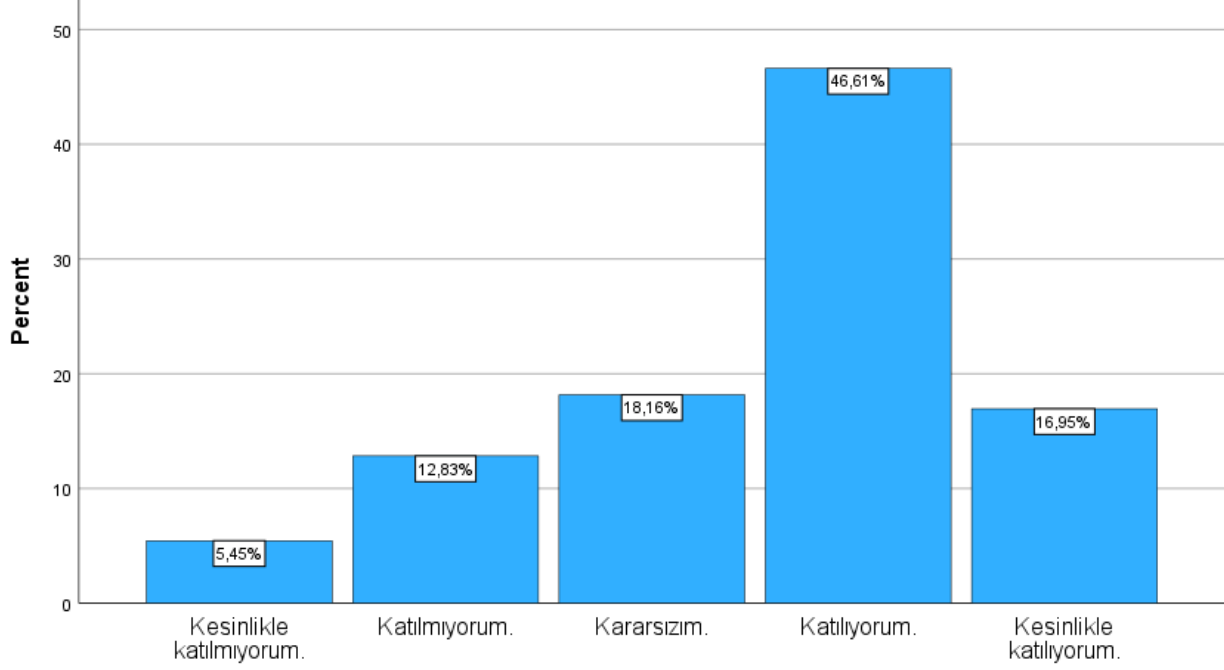




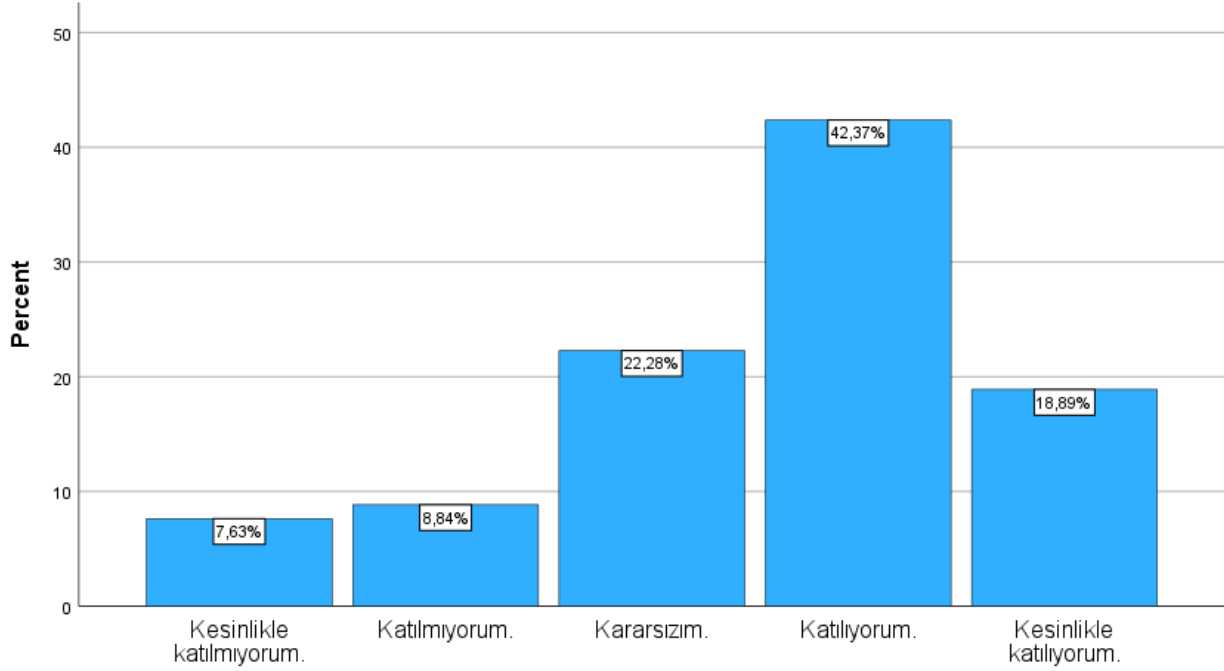
Üniversitemiz akademik personel için kariyer danışmanlığı mevcuttur.



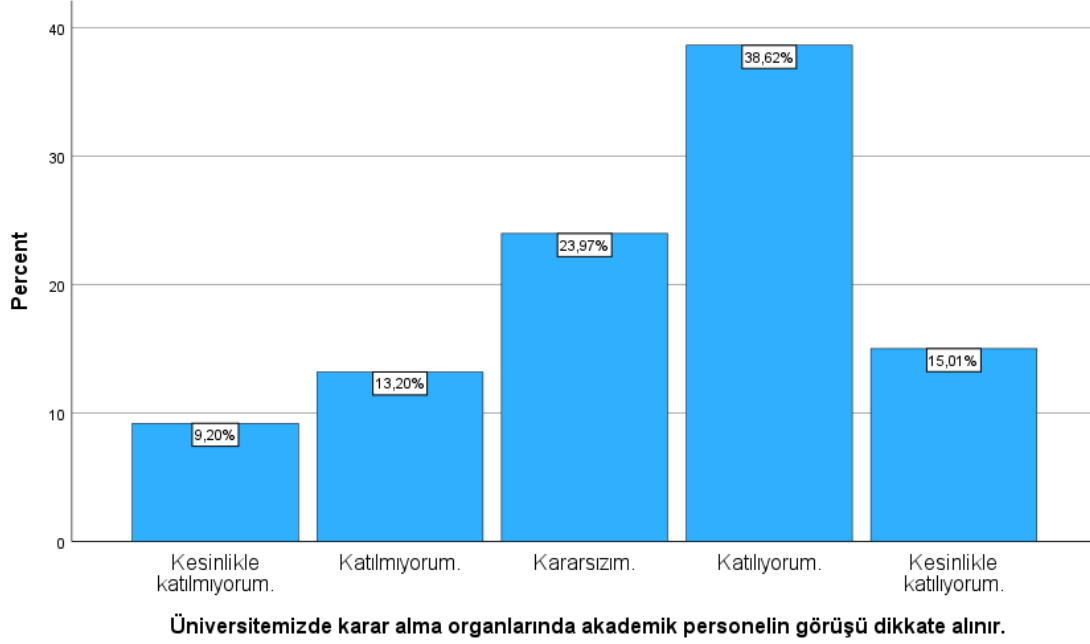
Üniversitemiz ortak yayın çalışmalarını destekler.



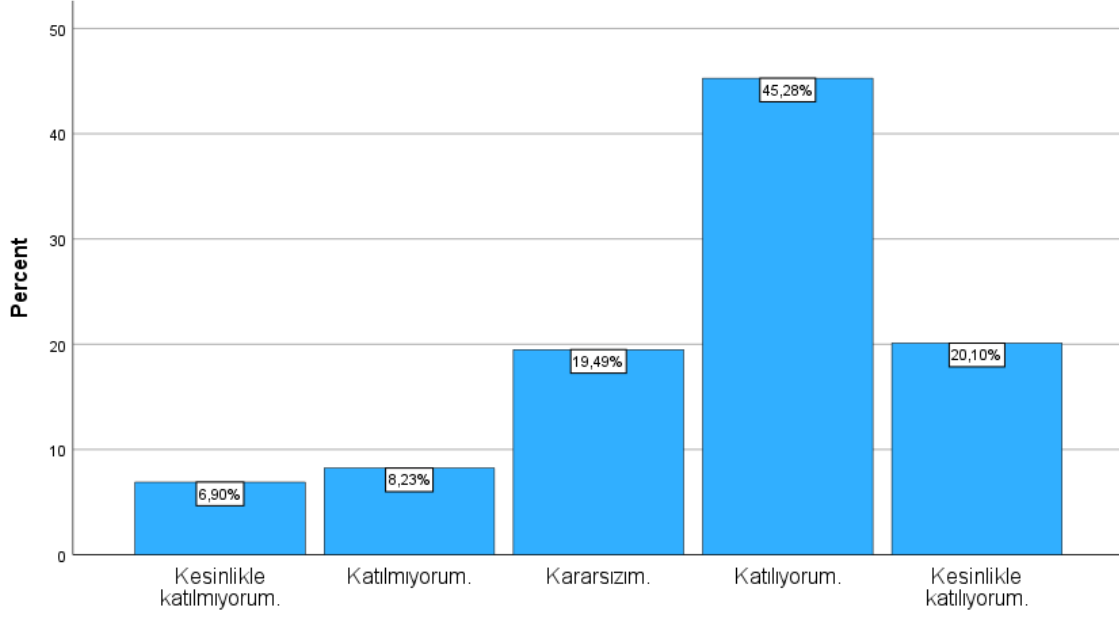
Üniversitemizde öğretim faaliyetlerini yürütmek için yeterli donanım ve altyapı sağlanmaktadır.



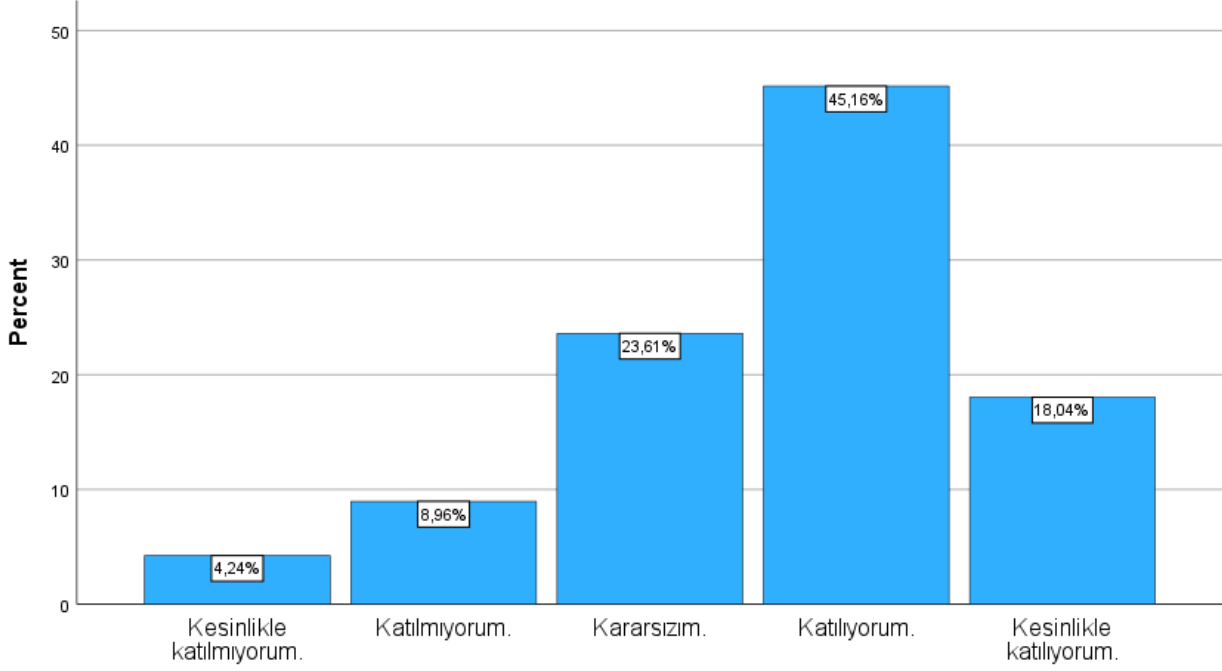
Üniversitemizde şikayetler/itirazlar ilgili birimler tarafından dikkate alınır.



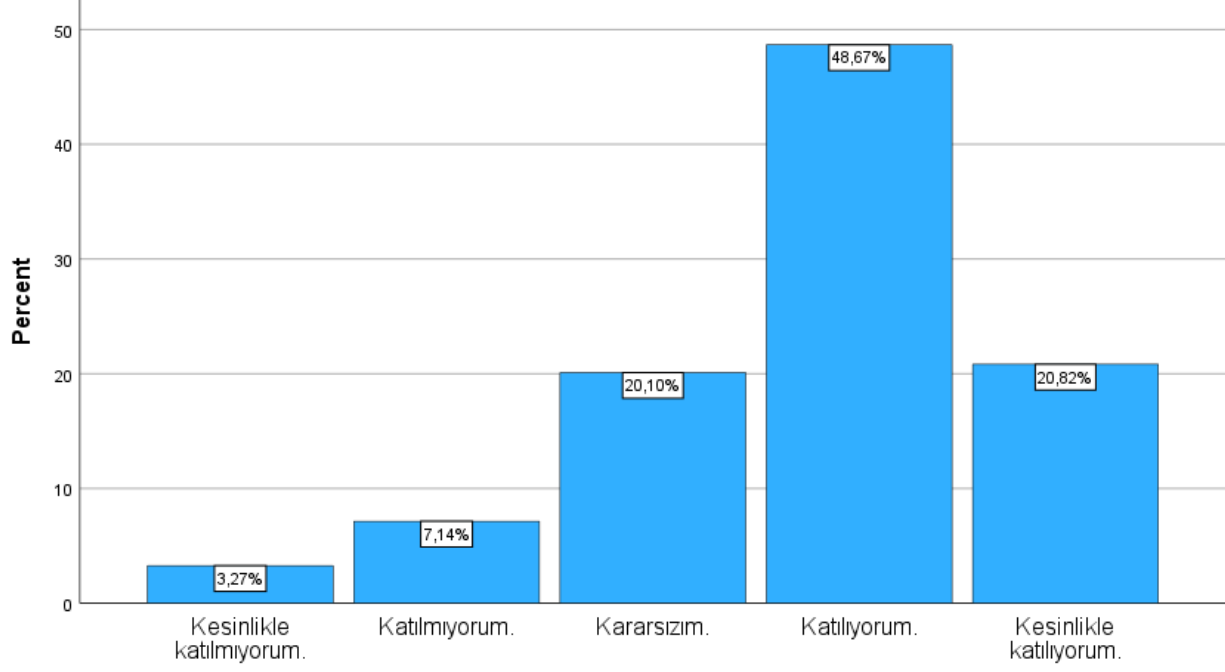
While 65.38% of the participants agreed that academic unit managers at our university respect opinions, thoughts and suggestions, 19.49% were undecided and 15.13% disagreed. While 63.2% of the participants think that our university offers continuous professional development opportunities, 13.2% think that it does not, 23.61% are undecided on this issue. Those who think that research training and continuous development opportunities are accessible for researchers at our university constitute 69.49% of the participants, while 20.10% are undecided.



Üniversitemizde akademik birim yöneticileri görüş, düşünce ve önerilere saygı duyar.



Üniversitemizde sürekli mesleki gelişim fırsatları sunulmaktadır.



Üniversitemizde arařtırmacılar için arařtırma eđitimi ve srekli geliřim fırsatları eriřilebilirdir.