

**Comparison of the responses received in the online survey related to obtaining the HR Excellence logo in 2021 and 2024**

№	Questions contained in the survey	Year of survey/results			
		2021		2024	
		Number of respondents (420)	Responses in %	Number of respondents (395)	Responses in %
	<b>ETHICAL AND PROFESSIONAL PRINCIPLES</b>				
1.	<b>Does the research conducted at MU-Varna have a practical side and contribution to society?</b>				
	✓ Have a practical application with international significance;	311	74%	272	68,9%
	✓ Have practical application only in national scale;	70	16,7%	68	17,2%
	✓ They are mostly theoretical;	34	8,1%	49	12,4%
	✓ They have no input.	5	1,2%	6	1,5%
2.	<b>Is there any interest from the business (companies, hospitals, laboratories, cosmetic industries, etc.) to the scientific research of the MU - Varna?</b>	<i>*More than 1 answer can be given to this question</i>			
	✓ Employees of MU-Varna perform expert assessments and analyses;	214	51%	134	33,9%
	✓ Participate in expert committees and Advice;	168	39,8%	112	28,4%
	✓ Perform clinical examinations by order of business;	63	15%	53	13,4%
	✓ No interest;	17	4%	33	3,3%
	✓ I have no information;	137	32,%6	212	53,7%
	✓ For research and publications;	-	-	1	0,3%
	✓ There is interest from external institutions in the direction of business and science.	1	0,2%	1	0,3%
3.	<b>Do university employees who are engaged in research have the freedom to choose their own field of research?</b>				
	✓ The direction of the employees' scientific research is consistent with the scientific priorities of MU - Varna;	106	25,2%	98	24,8%

	✓ The direction of the employees' scientific research is consistent with the professional field in which they develop	240	57,1%	235	59,5%
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	✓ Have Complete freedom at choice, regardless of the priorities of University;	65	15,5%	55	13,9%
	✓ They have no freedom of choice.	9	2,1%	7	1,8%
4.	<b>The University supports dissemination and publication on the research of its employees?</b>				
	✓ Fully supported;	316	75,2%	283	71,6%
	✓ Somewhat supportive;	93	22,1%	101	25,6%
	✓ Not supported	11	2,6%	11	2,8%
5.	<b>Does the university have mechanisms to prevent plagiarism and infringement rights of individual and collective intellectual property?</b>				
	✓ Definitely yes;	316	75,2%	287	72,2%
	✓ Rather yes;	88	21%	89	22,5%
	✓ Rather no;	13	3,1%	18	4,6%
	✓ Definitely not;	3	0,7%	1	0,7%
6.	<b>Is the "Code of Ethics for Scientific Research" adopted at MU-Varna being adhered to?</b>				
	✓ Yes;	381	90,7%	352	89,1%
	✓ No;	3	0,7%	3	0,8%
	✓ I have no information.	36	8,6%	40	10,1%
7.	<b>Do you believe that your research (if any) conducted at MU-Varna would be legally protected?</b>				
	✓ Rather yes;	329	78,3%	287	72,7%
	✓ Rather no;	10	2,4%	13	3,3%
	✓ I have no such developments.	81	19,3%	95	24 %
8.	<b>Do young scientists receive support from their more experienced colleagues?</b>	<i>*There are 418 respondents in 2021, not 420, and there is an "other" response.</i>			
	✓ Yes, from all my colleagues in the department;	283	67,7%	256	64,8%
	✓ Yes, from my supervisors;	112	26,8%	112	28,4%
	✓ They do not meet support;	19	4,5%	19	4,8%
	✓ I cannot judge;	-	-	1	0,3%
	✓ Yes, but the opposite also applies;	-	-	1	0,3%

	✓ Understood	-	-	1	<b>0,3%</b>
	✓ I am not familiar;	-	-	1	<b>0,3%</b>

	✓ From individual colleagues – your direct supervisor of the department and the department head.	1	0,2%	1	0,3%
	✓ Depends on the supervisor	-	-	1	0,3%
	✓ Too many administrative tasks interfere with scientific work	1	0,2%	-	-
	✓ Depends on the department	1	0,2%	-	-
	✓ Receive funding under a fund "Science."	1	0,2%	-	-
	<b>SELECTION AND WORKING CONDITIONS AND SOCIAL SECURITY</b>				
9.	<b>Are the procedures for selecting personnel at MU - Varna sufficiently transparent and effective?</b>				
	✓ Definitely yes;	248	59%	187	47,35
	✓ Rather yes;	138	32,9%	170	43%
	✓ Rather no;	29	6,9%	31	7,9%
	✓ Definitely not;	5	1,2%	7	1,8%
10.	<b>Do the job advertisements contain all the necessary information about the job offered?</b>				
	✓ Definitely yes;	293	69,8%	232	58,7%
	✓ Rather yes;	114	27,1%	142	35,9%
	✓ Rather no;	11	2,6%	20	5,1%
	✓ Definitely not.	2	0,5%	1	0,3%
11.	<b>Do experts from different fields participate in the committees for the selection of scientific and teaching staff at MU-Varna?</b>				
	✓ Definitely yes;	218	51,9%	179	45,3%
	✓ Rather yes;	137	32,6%	119	30,1%
	✓ Rather no;	21	5%	25	6,3%
	✓ Definitely not;	2	0,5%	6	1,5%
	✓ I don't know.	42	10%	66	16,7%
12.	<b>Are the qualifications and experience of candidates taken into account when recruiting?</b>				
	✓ Definitely yes;	259	61,7%	189	47,8%
	✓ Rather yes;	121	28,8%	154	39%
	✓ Rather no;	37	8,8%	43	10,9%
	✓ Definitely not.	3	0,7%	9	2,3%

**13. Which of the following aspects are evaluated by the university selection committees (e.g. in competitions)?**

Aspects	Definitely yes				Rather yes				Rather no				Definitely not			
	2021		2024		2021		2024		2021		2024		2021		2024	
	number	%	number	%	number	%	number	%	number	%	number	%	number	%	number	%
The professional experience	259	61,7	185	46,8	129	30,7	151	38,2	27	6,4	45	11,4	5	1,2	14	3,5
Publication activity, participation in scientific forums	233	55,5	177	44,8	142	33,8	160	40,5	37	8,8	47	11,9	8	1,9	11	2,8
Membership in scientific companies	141	33,6	119	30,1	176	42	170	43	87	20,7	82	20,8	16	3,8	24	6,1
Acquired experience from other institutions	189	45	132	33,4	172	41	197	49,9	52	12,4	53	13,4	7	1,7	13	3,3
Scientific Privacy	173	41,2	135	34,2	166	39,5	182	46,1	64	15,2	66	16,7	17	4	12	3
Public Engagement	130	31	101	25,6	175	41,7	180	45,6	92	21,9	95	24	23	5,5	19	4,8
Experience in scientific and teaching activities	226	53,8	180	45,6	152	36,2	151	38,2	30	7,1	54	13,7	12	2,9	10	2,5
Expert activity	186	44,3	147	37,2	169	40,2	166	42	47	11,2	66	16,7	18	4,3	16	4,1

<b>14.</b>	<b>Are university job applicants well informed about the position they are applying for?</b>				
	✓ Definitely yes;	278	66,2%	238	60,3%
	✓ Rather yes;	122	29%	129	32,6%
	✓ Rather no;	19	4,5%	27	6,8%
	✓ Definitely not.	1	0,2%	1	0,3%
<b>15.</b>	<b>Does the university's administrative staff support candidates before selection and during their appointment?</b>				
	✓ Definitely yes;	261	62,1%	226	57,2%
	✓ Rather yes;	133	31,7%	148	37,4%
	✓ Rather no;	20	20%	20	5,1%
	✓ Definitely not;	6	1,4%	1	0,3%

16.	Newly recruited employees are instructed on compliance with the University's internal rules, occupational safety, fire safety, etc.?				
	✓ Definitely yes;	361	86%	311	78,7%

	✓ Rather yes;	49	11,7%	65	16,5%
	✓ Rather no;	9	2,1%	15	3,8%
	✓ Definitely not;	1	0,2%	4	1%
17.	<b>Is it easy to find the information you need about job postings, required application documents, and general job requirements on the university website?</b>				
	✓ Definitely yes;	271	64,5%	215	54,4%
	✓ Rather yes;	123	29,3%	37	37%
	✓ Rather no;	22	5,2%	30	7,6%
	✓ Definitely not;	4	1%	4	1%
18	<b>Are university employees informed about their rights and obligations, including labor law?</b>				
	✓ Definitely yes;	294	70%	241	61%
	✓ Rather yes;	105	25%	125	31,6%
	✓ Rather no;	18	4,3%	27	6,8%
	✓ Definitely not;	3	0,7%	2	0,5%
19.	<b>Are university employees informed about their rights and obligations as researchers?</b>				
	✓ Definitely yes;	277	66%	208	52,7%
	✓ Rather yes;	105	25%	137	34,7%
	✓ Rather no;	30	7,1%	48	12,1%
	✓ Definitely not.	8	1,9%	2	0,5%
20.	<b>Are university employees informed about the possibility of participating in projects?</b>				
	✓ Definitely yes;	241	57,4%	194	49,1%
	✓ Rather yes;	134	31,9%	133	33,7%
	✓ Rather no;	38	9%	61	15,4%
	✓ Definitely not.	7	1,7%	7	1,8%
21.	<b>Are the employees of MU-Varna familiar with the procedures for protecting copyright and intellectual property?</b>				
	✓ Definitely yes;	205	48,8%	163	41,3%
	✓ Rather yes;	138	32,9%	153	38,7%
	✓ Rather no;	70	16,7%	70	17,7%
	✓ Definitely not.	7	1,7%	9	2,2%
22.	<b>Are the university's regulatory documents (rules, regulations, procedures, etc.) accessible on the university's website?</b>				





	✓ Yes;				
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	✓ No;	6	1,4%	4	1%
	✓ I have no information.	15	3,6%	23	5,8%
23.	Do university employees have the opportunity to familiarize themselves with the university's strategic documents?				
	✓ Yeah;	289	68,8%	227	57,5%
	✓ No;	9	2,1%	13	3,3%
	✓ I have no information.	122	29%	155	39,2%
24.	Are preventive measures and legislative requirements for occupational safety and fire protection complied with?				
	✓ Definitely yes;	350	83,3%	291	73,7%
	✓ Rather yes;	68	16,2%	91	23%
	✓ Rather no;	2	0,5%	12	3%
	✓ Definitely not.	-	-	1	0,3%

## 25. Is there discrimination at the university regarding :

	Definitely yes				Rather yes				Rather no				Definitely not			
	2021		2024		2021		2024		2021		2024		2021		2024	
	num ber	%	num ber	%	num ber	%	num ber	%	num ber	%	num ber	%	num ber	%	num ber	%
Gender	10	2,4	8	2	11	2,6	11	2,8	75	17,9	90	22,8	324	77,1	286	72,4
Age	12	2,9	8	2	15	3,6	21	5,3	103	24,5	116	29,4	290	69	250	63,3
Ethnic Accession	7	1,7	6	1,5	4	1	9	2,3	63	15	89	22,5	346	82,4	291	73,7
Sexual orientation	9	2,1	6	1,5	2	0,5	4	1	67	16	99	25	342	81,4	286	72,4
Physical Disabilities	8	1,9	6	1,5	5	1,2	3	0,8	71	16,9	101	25,6	336	80	285	72,2
Language	8	1,9	7	1,8	10	2,4	3	0,8	88	21	97	24,6	314	75	288	72,9
Politically Views	10	2,4	9	2,3	9	2,1	5	1,3	69	16,4	99	25	332	79	282	71,4
Economic Status	8	1,9	9	2,3	6	1,4	6	1,5	67	16	88	22,3	339	80,7	292	73,9

## 26. Are the university employees provided with:

	Definitely yes				Rather yes				Rather no				Definitely not			
	2021		2024		2021		2024		2021		2024		2021		2024	
	num ber	%	num ber	%	num ber	%	num ber	%	num ber	%	num ber	%	num ber	%	num ber	%
Computer technique	291	69,3	235	59,5	97	23,1	121	30,6	24	5,7	27	6,8	8	1,9	12	3
Office equipment	270	64,3	222	56,2	102	24,3	124	31,4	38	9	38	9,6	10	2,4	11	2,8
Specialized equipment	198	47,1	144	36,5	146	34,8	169	42,8	61	14,5	67	17	15	3,6	15	3,8
Consumables and preparations	202	48,1	159	40,3	145	34,5	169	42,8	57	13,6	54	13,7	16	3,8	13	3,3

References	275	65,5	220	55,7	109	26	147	37,2	30	7,1	20	5,1	6	1,4	8	2
Free access to Internet	351	83,6	304	77	66	15,7	84	21,3	3	0,7	3	0,8	-	-	4	1

**27. How do you feel as a university employee about the environment in which you work?**

	Definitely yes				Rather yes				Rather no				Definitely not			
	2021		2024		2021		2024		2021		2024		2021		2024	
	number	%	number	%	number	%	number	%	number	%	number	%	number	%	number	%
Calm to develop my scientific potential	243	57,9	210	53,2	128	30,5	140	35,4	40	9,5	35	8,9	9	2,1	10	2,5
Evaluated for work that I performed	219	52,1	176	44,6	137	32,6	156	39,5	50	11,9	47	11,9	14	3,3	16	4,1
Not evaluated enough	22	5,2	26	6,6	52	12,4	56	14,2	126	30	140	35,4	220	52,4	173	44
Secure about your job	179	42,6	150	38	189	45	196	49,6	46	11	41	10,4	6	1,4	8	2
I'm worried about my job position	10	2,4	18	4,6	50	11,9	35	8,9	179	42,6	183	46,3	181	43,1	159	40,2


<b>28.</b>	<b>Are good working environment provided at MU-Varna for employees with disabilities?</b>				
	✓ Definitely yes;	205	48,8%	136	34,4%
	✓ Rather yes;	128	30,5%	133	33,7%
	✓ Rather no;	10	2,4%	12	3%
	✓ Definitely not;	-	-	3	0,8%
	✓ I don't know .	77	18,3%	111	28,1%
<b>29.</b>	<b>Do you manage to balance your work and personal life?</b>				
	✓ Definitely yes;	116	27,6%	74	18,7%
	✓ Rather yes;	221	52,6%	224	56,7%
	✓ Rather no;	59	14%	70	17,7%
	✓ Definitely not.	24	5,7%	27	6,8%
<b>30.</b>	<b>Does working at the university disrupt the rhythm of your personal</b>				

	life?				
	✓ Definitely yes;	28	6,7%	33	8,4%

	✓ Rather yes;	84	20%	92	23,3%
	✓ Rather no;	215	51,2%	211	53,4%
	✓ Definitely not.	93	22,1%	59	14,9%
31.	<b>Have you had trouble adjusting to the workplace when returning to work after a long vacation or absence for family reasons?</b>				
	✓ Definitely yes;	17	4%	18	4,6%
	✓ Rather yes;	38	9%	52	13,2%
	✓ Rather no;	182	43,3%	215	54,4%
	✓ Definitely not.	183	43,6%	110	27,8%
32.	<b>In your opinion, is the gender distribution at the university equal, including in leadership positions?</b>				
	✓ Definitely yes;	200	47,6%	139	35,2%
	✓ Rather yes;	194	46,2%	199	50,4%
	✓ Rather no;	22	5,2%	49	12,4%
	✓ Definitely not.	4	1%	8	2%
33.	<b>Is there a procedure in place to handle complaints regarding the work environment and employee relations?</b>				
	✓ Definitely yes;	166	39,5%	127	32,2%
	✓ Rather yes;	152	36,2%	162	41%
	✓ Rather no;	80	19%	79	20%
	✓ Definitely not.	22	5,2%	27	6,8%
34.	<b>Do you think there are mechanisms in place at the university to address discrimination?</b>				
	✓ Definitely yes;	200	47,6%	137	34,7%
	✓ Rather yes;	180	42,9%	190	48,1%
	✓ Rather no;	35	8,3%	61	15,4%
	✓ Definitely not.	5	1,2%	7	1,8%
35.	<b>Do you think the handling of complaints at the university is impartial?</b>				
	✓ Definitely yes;	171	40,7%	131	33,2%
	✓ Rather yes;	181	43,1%	192	48,6%
	✓ Rather no;	63	15%	58	14,7%
	✓ Definitely not;	5	1,2%	14	3,5%
36.	<b>Do you believe that you can influence decision-making concerning the university and/or its employees through its governing bodies?</b>				
	✓ Definitely yes;	63	15%	48	12,2%

	✓ Rather yes;	147	35%	138	34,9%
	✓ Rather no;	167	39,8%	167	42,3%
	✓ Definitely not.	43	10,2%	42	10,6%
37.	<b>In your opinion, is the remuneration adequate, considering the level of responsibility and the quality of the employee's work?</b>				
	✓ Definitely yes;	138	32,9%	83	21%
	✓ Rather yes;	198	47,1%	186	47,1%
	✓ Rather no;	63	15%	91	23%
	✓ Definitely not.	21	5%	35	8,9%
38.	<b>Do you receive sufficient funding for your scientific research?</b>				
	✓ Yes, it is completely sufficient;	166	39,5%	156	39,5%
	✓ It only covers part of the research;	175	41,7%	188	47,6%
	✓ It is insufficient.	79	18,8%	51	12,9%
39.	<b>Does the university's technical and administrative staff provide you with sufficient support in relation to your scientific work?</b>				
	✓ Definitely yes;	217	51,7%	185	46,8%
	✓ Rather yes;	144	34,3%	169	42,8%
	✓ Rather no;	45	10,7%	35	8,9%
	✓ Definitely not.	14	3,3%	6	1,5%
40.	<b>Are you informed in a timely manner of any changes in the requirements for you in performing your duties?</b>				
	✓ Always;	331	78,8%	272	68,9%
	✓ Sometimes;	70	16,7%	91	23%
	✓ No;	11	2,6%	10	2,5%
	✓ I have no information.	8	1,9%	22	5,6%
41.	<b>Are conditions fair for all employees, regardless of the type of employment contract?</b>				
	✓ Yeah;	270	64,3%	242	61,3%
	✓ No;	50	11,9%	36	9,1%
	✓ I have no information.	100	23,8%	117	29,6%
	<b>CAREER DEVELOPMENT AND TRAINING</b>				

42.	Does the University have experience in establishing contractual relationships with other higher education institutions and scientific organizations?	<i>*The number of respondents in 2021 are 419, not 420</i>
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	✓ Yes;	338	80,7%	280	70,95
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	✓ No;	1	0,2%	1	0,3%
	✓ I have no information.	80	19,1%	114	28,9%
43.	<b>Does the University have experience in establishing contractual relationships with business representatives?</b>	<i>*The number of respondents in 2021 are 419, not 420</i>			
	✓ Yes;	232	55,4%	175	44,3%
	✓ No;	14	3,3%	6	1,5%
	✓ I have no information.	173	41,3%	214	54,2%
44.	<b>Is there sufficient information on the contracts concluded by the university to international cooperation?</b>	<i>*The number of respondents in 2021 are 419, not 420</i>			
	✓ Yes, sufficient;	269	64,2%	231	58,4%
	✓ Not ;	48	11,5%	50	12,7%
	✓ I wish there were more.	102	24,3%	114	28,9%
45.	<b>Does the university have mechanisms for regular employee evaluation?</b>	<i>*The number of respondents in 2021 are 419, not 420</i>			
	✓ Yes;	331	79%	271	68,6%
	✓ No;	14	3,3%	20	5,1%
	✓ I have no information.	74	17,7%	104	26,3%
46.	<b>Does MU-Varna support and stimulate international and other mobilities?</b>	<i>*The number of respondents in 2021 are 419, not 420</i>			
	✓ Definitely yes;	240	57,3%	210	53,2%
	✓ Rather yes;	153	36,5%	143	36,2%
	✓ Rather no;	22	5,3%	43	8,6%
	✓ Definitely not;	4	1%	8	2%
47.	<b>Does MU-Varna have a practice for attracting and retaining highly qualified employees?</b>	<i>*The number of respondents in 2021 are 419, not 420</i>			
	✓ Definitely yes;	201	48%	147	37,2%
	✓ Rather yes;	154	36,8%	150	38%
	✓ Rather no;	50	11,9%	85	21,5%
	✓ Definitely not;	14	3,3%	13	3,3%
48.	<b>Does the university have a plan for Career Development at research staff?</b>	<i>*The number of respondents in 2021 are 419, not 420</i>			
	✓ Definitely yes;	252	60,1%	204	51,6%
	✓ Rather yes;	129	30,8%	140	35,4%
	✓ Rather no;	31	7,4%	44	11,1%
	✓ Definitely not;	7	1,7%	7	1,8%

49.	Are the university's research staff informed about opportunities for continuing education and career development?	<i>*The number of respondents are 2021 are 419, not 420</i>			
	✓ Definitely yes;	242	57,8%	184	46,6%
	✓ Rather yes;	136	32,5%	160	40,5%
	✓ Rather no;	37	8,8%	45	11,4%
	✓ Definitely not;	4	1%	6	1,5%
50.	When evaluating employees, is their personal initiative and progress towards improving their qualifications or education taken into account?	<i>*The number of respondents in 2021 are 419, not 420</i>			
	✓ Definitely yes;	204	48,7%	150	38%
	✓ Rather yes;	156	37,2%	178	45%
	✓ Rather no;	46	11%	56	14,2%
	✓ Definitely not;	13	3,1%	11	2,8%
51.	Does the university provide opportunities for further training?	<i>*The number of respondents in 2021 are 419, not 420</i>			
	✓ Definitely yes;	277	66,1%	219	55,4%
	✓ Rather yes;	116	27,7%	141	35,7%
	✓ Rather no;	24	5,7%	30	7,6%
	✓ Definitely not;	2	0,5%	5	1,3%
	<b>STATISTICS</b>				
	<b>You are:</b>				
	✓ Man;	119	28,3%	112	28,4%
	✓ Women;	299	71,2%	281	71,1%
	✓ I do not wish to answer;	-	-	1	0,3%
	✓ Does it matter	-	-	1	0,3%
	✓	1	0,2%	-	-
	✓ J	1	0,2%	-	-
	<b>Your age is:</b>				
	✓ Up to 35 years;	126	30%	151	38,2%
	✓ 35 to 45 years;	130	31%	105	26,6%
	✓ 45 to 55 years;	104	24,8%	93	23,5%
	✓ 55 to 65 years;	53	12,6%	41	10,4%
	✓ Over ;	7	1,7%	5	1,3%
	<b>You belong to the following ethnic group:</b>				
	✓ Bulgarian	413	98,3%	389	98,5%
	✓ Turkish	6	1,4%	3	0,8%
	✓ Greek	-	-	1	0,3%
	✓ Russian	1	0,2%	1	0,3%
	✓ Not mentioned	-	-	1	0,3%
	<b>You are employed on a contract of employment with:</b>				
	✓ Faculty of Medicine;	189	45%	206	52,2%

	✓ Faculty of Dentistry Medicine;	55	13,1%	68	17,2%
	✓ Faculty of Pharmacy;	52	12,4%	66	16,7%
	✓ Faculty of Public Health;	55	13,1%	51	12,9%
	✓ Department of Foreign Languages training, communications and sport;	14	3,3%	-	-
	✓ Medical College - Varna;	33	7,9%	3	0,8%
	✓ Affiliate of MU-Varna in Sliven;	6	1,4%	-	-
	✓ Affiliate of MU-Varna in Shumen;	10	2,4%	1	0,3%
	✓ Affiliate of MU-Varna in Veliko Tarnovo.	6	1,4%	-	-
	<b>Which category of researcher do you belong to, depending on your career stage (according to the classification of European Commission):</b>				
	✓ R1 (PhD student, assistant professor or lecturer without Educational Scientific Degree "PhD");	166	39,5%	162	41%
	✓ R2 (Assistant, chief assistant and/or lecturer with Educational Scientific Degree "Doctor");	115	27,4%	133	33,7%
	✓ R3 (Associate Professor);	103	24,5%	69	17,5%
	✓ R4 (Professor and/or acquired Scientific Degree "Doctor of Science")	36	8,6%	31	7,8%
	<b>What is the duration of your cooperation with MU-Varna?</b>				
	✓ Up to 5 years;	132	31,4%	135	34,2%
	✓ 5 to 10 years;	125	29,8%	103	26,1%
	✓ 10 to 20 years;	108	25,7%	114	28,9%
	✓ More than 20 years.	55	13,1%	43	10,9%

## THE MOST COMMON RESPONSES TO THE OPEN-ENDED QUESTIONS IN THE 2024 SURVEY.

### Why would you recommend Medical University - Varna as a good employer for researchers?

- ✓ Good pay;
- ✓ There are good opportunities for career development;
- ✓ There are enough opportunities;
- ✓ Good employer;
- ✓ Creates a supportive environment for development and improvement;
- ✓ A relaxed atmosphere to work in. Supportive team and good work-life balance;
- ✓ Because of the traditions and the level of training that MU-Varna has in the field of education in Bulgaria;
- ✓ Fair attitude, good feedback and transparency of conditions;
- ✓ Stimulates research and career development;
- ✓ work opportunity;
- ✓ Good organization of work and good administration;
- ✓ Because of security and support;
- ✓ There is a balance between teaching and research, sufficient funding for research and floating working hours;
- ✓ The high level of digitalisation and the training platforms in place. The well-functioning administration that helps; in solving cases and ongoing operational activities. No corruption!

### Why would you not recommend Medical University - Varna as a good employer for lecturers and researchers?

- ✓ Not well organized teaching schedule compared to the work schedule in the hospital;
- ✓ Lack of quality assessment of work;
- ✓ Despite the amazing material facilities an update of salaries is necessary, especially for employees in lower academic positions;
- ✓ Overwork due to a combination of too much exercise above the norm combined with project work/science ideas;
- ✓ Interdisciplinary cooperation is based only on personal contacts;
- ✓ There is some disparity in pay between medical and non-medical specialties in the same position, which is a form of discrimination; because there is discrimination in terms of age and status, especially in the approval of projects by MU-Varna;
- ✓ There is a lack of sufficient control at the department level.

### What ideas and recommendations would you give to the management of MU - Varna in relation to improving the working environment and research activities at the university?

- ✓ Consider restructuring of curricula and curricula plans. To separate and organize the research institute in one building complex;
- ✓ Encouraging interdisciplinary communication and collaboration would increase the quality and quantity of publications by the University's staff;
- ✓ Rather, more opportunities to search and apply for projects;
- ✓ More communication between administrative units and researchers;
- ✓ 2 groups per semester for a faculty member working in the hospital comes too much;
- ✓ Increased research funding;
- ✓ More international training opportunities;

- ✓ The need for contracts and the time this takes sometimes severely delays any research for months;
- ✓ More activity from young researchers and more demands on them;
- ✓ Purchase more equipment, provide free medical exams and Multisport cards;
- ✓ Easier procedure for purchasing new equipment;
- ✓ Organise more free training events for employees;
- ✓ Participation in training courses and presentation at scientific forums shall not be at the expense of paid and or unpaid annual leave;
- ✓ More flexibility in the administration in terms of documentation.