

Protocol dated 03.05.18 from Workshop II for UiB's "Charter and Code" affiliation process

Agenda for the meeting:

- 09:00-09:15: Welcome and some practical information about the organisation of the workshop
- 09:15-09:30: Brief overview of C&C principles for the "Recruitment and Selection" topic.
- 09:30-10:45: C&C rules on scientists' rights, recruitment procedure and assessment of the suitability of scientists. Introductory speaker Professor Anne Marit Blokhus.
- 10:45-12:00: International recruitment and mobility in the job market for scientists. Introductory speaker Professor Daniel Chourrout.
- 12:00-13:00: Lunch
- 13:00-14:15: C&C requirements for non-discrimination and gender balance. Introductory speaker Adviser Mona Grindheim Matre.
- 14:15-15:00: Summary of Workshop II and the way forward

The meeting was led by HR Director Sonja Dyrkorn, and conducted in accordance with the agenda and ended at 14.30.

Meeting participants

I. Present from the Working Group:

Academic management level:

HR Director Sonja Irene Dyrkorn, MAT Head of Department Pinar Heggernes, SV Head of Department Liv Syltevik and Chief Physician Mette Vesterhus

Scientists:

R1 Law Research Fellow Øyvind Røed, R3 PSYK Associate Professor Gry Heggli and R4 JUS Professor Camilla Bernt

II. Introductory speakers:

Professor Anne Marit Blokhus MAT, Professor Daniel Chourrout MAT and Adviser Mona Grindheim Matre HR Department.

III. Secretariat for the C&C Project Team:

Senior Advisor at the University Director's Office Svein Åge Eilertsen, Senior Advisor at the HR Department (HR) Kari Elisabeth Lønøy and Kathrine Brosvik Thorsen, Head of Section Gunnar Larsen MAT, Advisor Ingvild Vandeskog Wallacher MED and Administration Manager Carol Bruce Sars.

1. Welcome

HR Director Sonja Dyrkorn welcomed the participants and presented some practical information about the organisation of the workshop. Allocated about 20 minutes to the introductions, the rest of the stated time is set aside for group discussions. A report is being prepared from Workshop II for use in UiB's affiliation process to C&C. Background material for the workshop is published on UiB's C&C website:

www.uib.no/charterandcode

2. Brief overview of C&C principles for the "Recruitment and Selection" topic.

Senior Advisor Svein Åge Eilertsen presented a brief overview of the C&C principles under the topic.

Appendix 1: PPP "Brief overview of C&C principles for the "Recruitment and Selection" topic.

3. "C&Cs rules on scientists' rights, recruitment procedure and assessment of the suitability of scientists".

Professor Anne Marit Blokhus described C&C's principles for recruitment and UiB's practice in the field.

Appendix 2: PPP "C&Cs rules on scientists' rights, recruitment procedure and assessment of the suitability of scientists".

After the presentation, the topic was discussed by the Working Group based on the C&C principles and UiB's practice in the field. Positive and negative deviations were considered with a view to any proposed remedial measures.

4. "International recruitment and mobility in the job market for scientists"

Professor Daniel Chourrout informed on international recruitment and mobility at UiB's Sars Centre, as well as cooperation with the European Molecular Biology Laboratory (EMBL).

The topic was discussed in the Working Group with background in the conditions at UiB, and considered with a view to any proposed remedial measures.

5. "C&C requirements for non-discrimination and gender balance"

Advisor Mona Grindheim Matre illuminated the topic through a briefing on the Mentor Programme in Balanse-Bergen, and referred to the report from UiB's survey on C&C. She asked questions about where in the recruitment process discriminatory practices take place, how they develop, and what can be done?

Appendix 3: PPP "Balanse-Bergen: Gender balance in research and research management at research and educational institutions in Bergen"

The presentation was followed up by discussions in the working group. Positive and negative deviations were considered with a view to any proposed remedial measures.

6. Summary of Workshop II and the way forward

Finally, HR Director Sonja Dyrkorn summed up the workshop, and asked for supplementary comments from the Working Group.

She pointed out that the discussions of deviations and proposed remedial measures, will form the basis for the preparation of a “Report from Workshop II”. This will be presented to the participants in the Working Group before being submitted to the Steering Committee for C&C.