

# Protocol dated 29.05.18 from Workshop III for UiB's "Charter and Code" affiliation process

## Agenda for the meeting:

- 1) 09:00-09:15: Welcome and some practical information about the organisation of the workshop
- 2) 09:15-09:30: Brief overview of C&C principles for the "Working Conditions and Social Security" topic.
- 3) 09:30-10:45: Career development - tools and framework. Introductory speaker Iuliana Hussein, NTNU
- 4) 10:45-12:00: C&C in a new position structure at universities and university colleges. Introductory speaker Senior Advisor Svein Åge Eilertsen.
- 12:00-13:00: Lunch
- 5) 13:00-14:15: "HR for Scientists" through attractive working conditions. Introductory speaker HR Director Sonja Dyrkorn
- 6) 14:15-15:00: Summary of Workshop III 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/Administrative Level:

HR Director Sonja Irene Dyrkorn, JUS professor Bert-Elen R. Konow, HF Deputy Director Susanne Ostendorf and MAT Advisor Friederike Hoffmann.

Pro-rector Margareth Hagen participated during items 3 and 4 of the agenda.

Scientists:

R1 MED Post-doctoral fellow Anesa Mulabecirovic, R1 SV PhD Eirik Andre Strømmland, R2 HF Post-doctoral fellow Pål Antonen, R2 SV Post-doctoral fellow Ingvild AAgedahl Skage and R3 KMD Professor Ashley Booth.

### II. Introductory speakers:

Advisor Iuliana Hussein, NTNU, Senior Advisor Svein Åge Eilertsen UDIR and Director Sonja Dyrkorn HR Department.

### III. Secretariat for the C&C Project Team:

Senior Advisor at the University Director's Office Svein Åge Eilertsen, Senior Advisors at the HR Department (HR) Kari Elisabeth Lønøy and Kathrine Brosvik Thorsen.

## 1. Welcome

HR Director Sonja Dyrkorn welcomed the participants and presented some practical information about the organisation of the workshop.. Background material for the workshop is published on UiB's C&C website:

[www.uib.no/charterandcode](http://www.uib.no/charterandcode)

## 2. Brief overview of C&C principles for the “Working Conditions and Social Security” topic.

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

Appendix 1: PPP “Brief overview of C&C principles for the “Working Conditions and Social Security” topic.

## 3. Career development - tools and framework.

Advisor Iuliana Hussein from NTNU presented information on the REFLEX career tool and the framework for it.

Appendix 2: PPP “Responsive and Flexible Career Development Framework for Researchers”.

After the presentation, the Working Group discussed various career development initiatives at UiB, and the need for an overview and a common career development tool for the institution and researchers at all career levels.

## 4. C&C in a new position structure at universities and university colleges.

This introduction supersedes the planned topic on “Development of a stimulating research environment” and discusses the relationship between C&C and the Underdal Committee's new proposals for “Position structure at universities and university colleges”. Senior Advisor Svein Åge Eilertsen informed on the report from the Expert Committee and proposal for a new position structure for the U & H sector. The proposal is based on a comparison of position structures in six European countries, and proposes measures that are well-known from the C&C principles on working conditions.

Appendix 3: PPP “C&C in a new position structure at universities and university colleges”

The Working Group discussed the proposal and measures based on UiB's current position structure for researcher positions. Positive and negative aspects of UiB's position practice were assessed with a view to possible proposals for action.

## 5. “HR for Scientists” through attractive working conditions.

HR Director Sonja Dyrkorn explained that the primary purpose of “HR for researchers” in the context of C&C is to ensure that researchers’ working conditions provide sufficient flexibility to achieve good research results. She presented a brief overview of the measures, arrangements and regulations at UiB. Based on some of the C&C principles on working conditions, she described the background for discussions in the Working Group.

Appendix 4: PPP “HR for Researchers” through attractive working conditions.

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.

## 6. Summary of Workshop III 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 III”. This will be presented to the participants in the Working Group before being submitted to the Steering Committee for C&C.