

Minutes dated 01.11.18 from Workshop IV for UiB's "Charter and Code" affiliation process

Agenda for the meeting:

09:30-12:00: Does UiB have an open, transparent and merit-based recruitment of scientists?

The meeting was led by Janne Marie Solheimslid, Head of Section of the HR Department.

Meeting participants:

Nina Stenseth Akbas	HR/International Office
Gerd Johannessen	MOFA
Signe Knappskog	HR/International Office
Gunnar Larsen	MN/ C&C Project Team
Marianne Bø Larsen	MOFA
Vidar Lidthun	HR/Ministry of Local Government & Modernisation
Kari Lønøy	HR/ C&C Project Team
Britt-Karin Muri	HR
Kristin Miskov Nodland	University Museum of Bergen
Janne Marie Solheimslid	HR
Even Sørland	HR/ C&C Project Team (minutes-taker)

Introductory speaker:

Senior Advisor at the University Director's Office Svein Åge Eilertsen.

1. Does UiB have an open, transparent and merit-based recruitment of scientists?

Senior Advisor Svein Åge Eilertsen presented a brief overview of UiB's affiliation process to Charter & Code, and referred to UiB's C&C website:

www.uib.no/charterandcode

He explained OTM-R and how an OTMR system should be prepared. Reference was made to the fact that OTM-R was discussed during Workshop II on recruitment, and that the purpose of Workshop IV was to obtain an overview of recruitment practices at UiB based on the experience of administrative personnel responsible for recruitment procedures for scientists. In the workshop, views were requested on 10 of the questions in the OTMR checklist related to the three recruitment phases, and 6 of the questions on the achievement of UiB's recruitment strategies.

Appendix: PPP "Does UiB have an open, transparent and merit-based recruitment of scientists?"

Based on questions posed in the OTMR checklist, the participants discussed the positive and negative aspects of UiB's recruitment practices. Specific descriptions were given of the popular trends and conditions.

2. Summary of Workshop IV and the way forward

In conclusion, the workshop was briefly summarized. It was stated that the discussions would be described in a "Report from Workshop IV". This will be presented to the workshop participants before being submitted to the Steering Committee for C&C. Similar reports from the other workshops will be coordinated by the Steering Committee for C&C to form a draft of UiB's OTMR checklist, which is an obligatory document for application to the European Commission.