



The The University Board

Board: 46/19

**Matter for
the** 29.05.2019

Board:

Date of

Meeting:

Date: 14.05.2019

Archive case no.: 2019/5954

HR for researchers - Affiliation to the EU principles in Charter & Code

Reference to background documents

- The European Charter on Researchers and the Rules of Conduct for the Recruitment of Researchers
- Matter for the Board 39/17 [HR for researchers - Affiliation to the EU principles in Charter & Code](#)
- ["HR i Research" - Report](#)
- [UiB's C&C-website](#)

The item concerns:

In Matter for the Board 39/17, the University Board was briefed on the two European charters on researchers and the established process for association with the principles of the statements. It was decided to establish a steering group at UiB to monitor the drawing up of application documents in order to achieve the status of "HR Excellence in Research". The Steering Group has now completed its work, and in compliance with the decision the matter is presented for a decision to submit the UiB application documents to the European Commission.

The application documents and the application procedure are established by the European Commission. The drawing up of UiB's application documents has been carried out in compliance with the above and the primary purpose of C&C's Principle 24 on working conditions; to ensure that R&D staff's working conditions provide sufficient flexibility to achieve good research results. "HR in Research" has been used as the criterion for the work. A brief overview of principles, procedures and measures to improve R&D staff's working conditions is presented in the "HR in Research" report. Full information and documentation can be found on UiB's C&C website.

UiB's application consists of three main documents:

1. A gap analysis of the relationship between the 40 C&C principles and UiB's practice in the area. This was conducted as a survey of all academic staff, and at three workshops with representation from R&D employees at different career levels. The gap analysis showed that UiB complies in full with 34 of the 40 C&C principles and possible improvement measures were proposed for 7 of these principles beyond the C&C requirements. Negative deviations have been found in UiB's practices that necessitate improvement measures for 6 of the C&C principles.

2. A checklist of UiB's recruitment system with regard to open, transparent and merit-based recruitment of R&D employees. The review was conducted by the Division of Human Resources and representatives from the faculties. It was considered appropriate to develop UiB's recruitment procedures in accordance with EU guidelines.
3. An action plan was created based on the background material of the gap analysis and checklist, describing the strengths and weaknesses of UiB's practice. It contains a list of institutional measures to develop "HR in Research" at UiB, specifying the control and support apparatus to ensure implementation of the measures.

The initiatives are systemised in five overarching areas.

1. Recruitment

Open, transparent and merit-based recruitment processes are important for the rights of applicants for positions, but also for the diversity of the research environments at UiB.

Four recruitment measures are described in the action plan.

2. Career development-/counselling

The strengthening of R&D employees' career development is the key development area for UiB in the initial implementation phase of C&C. This also includes the establishment of career counselling services specifically aimed at the PhD group.

Five career development measures are described in the action plan.

3. Supervisor role

Academic supervision covers various ethical, academic and HR aspects of R&D work. These aspects can be developed on an interdisciplinary basis by focusing on initiatives that strengthen the entirety of the supervisor role.

The arena for the development of the supervisor role is described in the action plan.

4. Equal opportunities/diversity

UiB has a long tradition of equality and diversity in R&D positions, but recognises that there is a need to continually develop knowledge and measures that ensure gender balance and equal opportunities for all researchers on their career path.

Three measures for equality/diversity are described in the action plan.

5. Administrative support for R&D staff

Administrative support for R&D staff has been established as an overarching priority area for developing and effectuating UiB's procedures, thus ensuring that the working conditions of the researchers allow sufficient flexibility to achieve good research results.

Two administrative support measures have been described in the action plan.

UiB's application must be submitted to the European Commission by 05.11.19 in a special electronic tool. A formal assessment of the application will be made, before it is forwarded to three advisers who will submit an assessment of the content of UiB's application. Meanwhile, it will be necessary for the Director of Human Resources to be authorised to make changes to the application documents for adaptation to the EU guidelines. When UiB is deemed to meet the requirements of "HR Excellence in Research", a two-year implementation period for the measures in the Action Plan will start. This will be followed up by three-year audit and

renewal periods to ensure continuous quality development of the framework conditions for R&D staff.

Comments by the University Director:

The proposed application material is consistent with the requirements for adherence to the principles of both European charters for researchers. The proposed measures will contribute to the development of the working conditions of R&D staff at UiB. The granting of status as "HR Excellence in Research" will demonstrate internationally that UiB meets the principles and is committed to developing quality in "HR in research". This will have significance for the university in the competition to recruit the best researchers, and for the creation of future international research projects such as Horizon Europe.

The action plan contains a description of a control and support apparatus for implementing the measures. Responsibility is assigned for each action, with a deadline and target indicator for the implementation. Costs related to the implementation of UiB's action plans must be incorporated into future annual budgets.

Proposed decision:

On the basis of the presented material, the University Board decides to apply to the European Commission for granting of "HR Excellence in Research".

Kjell Bernstrøm
University Director

14.05.2019/Svein Åge Eilertsen/Sonja Dyrkorn (Dept. Dir.)