



Charter & Code implementation at RU

Summary of suggested actions based on internal analysis

Action items - Recruitment

1. Job advertisements should be more specific about working conditions, opportunities, funds, the selection process etc. (link to website at least).
2. Invite applicants (all who reached the final phase) to inquire about their strengths and weaknesses at the conclusion of the selection process.
3. Lobby the government to create immigration “fast-track” for incoming non-EU researchers.

Action items – Selection and promotion work

1. Provide training in selection and promotion work for all committee members (at least an information packet)
2. More emphasis on international representation in evaluation committees (academic promotion)
3. Gender balance on selection committees
4. Need to update anti-discrimination statement in HR strategy
5. Update HR strategy to speak to variations in chronological order of careers, to encourage mobility and that levels of qualifications should be in line with needs of position

Action items – Postdocs and doctoral students

1. Guidelines on hiring post-doctoral staff and doctoral students (open recruitment, duration, importance of mobility, right to performance evaluation, development etc.).
2. Also need template contracts.
3. Clarify categories of students/staff when doctoral and masters students are on payroll.
4. Clarify when they should receive stipend (styrkþegar) and when they should be put on payroll (launþegar).

Action items – Young researchers

1. Provide researchers with more support regarding their employment relationship and working conditions, e.g. an ombudsman.
2. Look into developing mentoring program for young researchers (inside RU or outside RU), or find other ways to provide career advice and training in transferable skills
3. Create rules about when faculty members wish to engage in doctoral studies at RU
4. Look into alternative career ladders, i.e. a research ladder
5. Need guidelines on when contractor agreements can be used in lieu of employment contracts.



Action items – Faculty working conditions

1. Develop course analysis system further, to measure teaching load more accurately.
2. Look into system where faculty have discretionary funds (e.g. for travel or books).
3. Look into offering a longer termination period for all faculty.
4. Create application forms and final report forms for sabbaticals.
5. Repeat survey with research environment questions in fall of 2011.

Action items – Evaluation and feedback

1. Need database for recording (and, ideally, presentation) of all research output, e.g. Pure/Frida.
2. Implement the annual reviews in a more consistent way (100% each year).
3. Finish Universal Promotion Criteria.

Action items – Principal investigators

1. Write guidelines on the responsibilities of Principal Investigators.
 - e.g. finances, hiring, mentoring, performance feedback, informational responsibility, accountability etc.
2. Need training or an information packet for PI's.
3. Finish CLIP's rules.

Action items – Intellectual property

1. Create templates for contracts with industry and other outside parties (may be part of start-ups project).
2. Create an information packet for researchers on IP issues and personal privacy issues in research.
3. Guidelines on joint data ownership (students, companies).
4. Update Intellectual Property policy.
5. Need to strengthen access to legal advice on Intellectual Property issues.

Action items - Safety and security

1. Need university-wide health and safety guidelines, plus training in first-aid.
2. Need a safety representative (öryggistrúnaðarmaður) and a safety committee (öryggisnefnd).
3. Need IT policy to ensure data security, e.g. regarding backups.

Action items - Other

1. Research strategy should stipulate more clearly public dissemination.