

ACTION PLAN

| Charter and Code Principles | Objectives | Actions required | Unit or people in charge | Timeframe |
|---|--|--|--|-----------|
| 4. Professional attitude | International projects and research groups function professionally. | Researchers must be instructed to work according to the general rules and objectives of the university. | Research Services, Financial Services | 1Q 2016 |
| | | Support services of research activities will be developed as a whole. | University Management Group | 4Q 2015 |
| | | The role of research work in work plans will be strengthened. | Extended University Management Group, Supervisors | 4Q 2015 |
| 7. Good practice in research | Researchers adopt good ethical research and copyright practices, research data and confidentiality protection methods and follow safe working practises. | Researchers will be guided in good research practises. | University of Oulu Graduate School (UniOGS), Staff Development Services, Supervisors | 4Q 2015 |
| 15. Transparency (Code) | Recruitment processes are open, international and versatile | The selection criteria for tenure track system and personal research career must be defined in advance. | Research Services, Human Resources, Deans | 4Q 2014 |
| | | Selection processes have to be open and validated in every phase | Human Resources, Research Services, Deans | 4Q 2014 |
| | | Electronic recruitment systems will be implemented widely. Open vacancies will be advertised in EURAXESS | Human Resources, UniOGS | 2Q 2014 |
| | | Researchers will be thoroughly oriented to the tenure track system and its criteria. | Human Resources, UniOGS | 3Q 2014 |
| 18. & 29. Recognition of mobility experience (Code) | Researchers develop their own career and expertise by international mobility. | International mobility will be recognised as an important recruitment criteria | Research Services, Human Resources, Deans | 1Q 2015 |
| | | Financial support and the related rules for working abroad will be developed (particularly family issues). | Human Resources, Financial Services | 1Q 2015 |
| | | International working experience in career and work planning will be systematically taken into account (development discussions) | Human Resources, Supervisors, Researchers | 2Q 2015 |
| | | Language and cultural training and know-how will be increased. | Staff Development Services, Extension School, UniOGS | 4Q 2014 |
| 25. Stability and permanence of employment | The structure of tasks at different phases of research careers is balanced | The number of postdocotrual vacancies will be increased. | Human Resources, Deans | 3Q 2015 |
| | | The tenure track programme will be widened. | Research Services, Deans | 4Q 2015 |
| | | Grant researchers will be employed for researcher positions. | Human Resources, Foundations | 4Q 2015 |
| | | The duration of fixed-term employments should be in accordance with the University guidelines. | Human Resources, Deans | 4Q 2014 |
| | | Peer and senior support for career planning (post-docs, doctoral students at UniOGS) will be promoted. | Research Services, Staff Development Services, UniOGS | 2Q 2015 |
| | | A section on career planning must be included in the development discussion schema. | Human Resources | 2Q 2015 |
| 35. Participation in decision-making bodies | Influence channels and informing practises are functioning. | The strategy process for research activities must be developed and researchers have to get involved in the strategic planning. | University Management Group, Deans | 4Q 2014 |
| | | The research activities of every faculty must be profiled boldly and clearly. | University Management Group, Deans | 4Q 2014 |
| | | Regular meeting practises will be developed. | Staff Development Services, Deans | 1Q2016 |
| | | A language policy for the university will be established. | University Management Group | 4Q 2015 |
| | | International staff members will be encouraged to participate in the university administration. | University Services, Researchers | 1Q 2016 |
| | | The interactive use of Intranet in the preparation of decisionmaking will be promoted | University Services, Deans | 3Q 2014 |
| 37. Supervision and managerial duties | The management and supervision of researchers are target-oriented and responsible. The structure of research groups is balanced in order to guarantee enough resources for supervision. | Management of research work will be developed through Research Group Leader ja Faculty Leader traning programmes | Staff Development Services, Extension School, Supervisors | 4Q 2015 |
| | | Balanced research group structures will be supported by personnel planning and financing. | University Management Group, Deans, Research Group Leaders | 4Q 2015 |
| | | Workable mentoring and tutoring systems will created | Staff Development Services, Deans, UniOGS | 1Q 2016 |

