

## New Action Plan HRS4R 2016

Objectives	Actions to be continued or intensified	New actions to be taken	Timeframe
International projects and research units function professionally and researchers adopt good ethical research and copyright practices, research data and confidentiality protection methods and follow safe working practises	Researchers will be guided to good research practises by - Doctoral training in UniOGS (University of Oulu Graduate School) - RUL (Research unit leader) Training - Project Manager Training - Supervisor Training - Training of Thesis Supervisors - Leadership training for doctoral students	Career guidance for doctoral students and post-docs Implementation of data policy via trainings Organising orientation for newcomers (Finnish and non-Finnish, before and after arrival): orientation responsibilities will be clarified between Research Group, Research Unit and university services (esp. Reseach Service Managers) <i>Coffee and Bun</i> meetings for all new supervisors to clarify their responsibilities Analysis of different self-service and administrative tasks > possibilities to concentrate on at least a part of the tasks of present support staff	<b>1Q2017</b>
All researchers feel not being discriminated in any way on the basis of gender or national or social origin or anything else mentioned in CC 10	This issue must be included in the trainings mentioned above. All researchers must be aware of university's Early support model containing the importance of equility and diversity and prevention of bullying and harrassment.	The recruitment from and outside the university and extensions of contracts must fulfill all aspects of non-discrimination	<b>1Q2017</b>
Success in recruiting high qualified researchers	<b>HR Strategy and recruitment guidelines and practices are under renewal in 2016.*</b> The Action Plan will be updated after their approval		<b>4Q2016</b>
Researchers develop their professional career and work opportunities by planning at least a half year national and international exchange in different HEIs		Versatile working experience will be taken into account systematically in recruitments, see * Career guidance for doctoral students and post-docs Unit based conference training (presentations, scientific writing)	<b>1Q2017</b>
Establishing stability to research positions	The number of postdoctoral vacancies will be increased, see * Grant researchers will be employed to researcher positions Common rules in universities: Cooperation with The Assosiation of Finnish Independent Education Employers (AFIEE) Duration of temporary contracts should be in accordance with the university guidelines	Consultation of each faculty to promote strategic personnel planning Information for supervisors and researchers on the consequences of working on a grant (from the researchers' point of view) Faculties will be encouraged to draw up longer contracts	<b>1Q2017</b>
Researchers feel that they have enough information to manage their work All researchers can have an active role in developing the science community	Starting the strategy process and hearing of Research Unit Leaders and researchers at faculty level International staff members will be engourared to participate in the university administration, e.g. equality and diversity committee Researchers and supervisors from abroad are presented for faculty boards Supervisor trainings will be organised in English The amount of non-Finnish supervisors will be increased The interactive use of Intranet in the preparation of decisionmaking will be promoted Increasing language and cultural training esp. to support staff Information on HR issues will be intensified and made more effective	Researchers have possibilities to get involved in the strategic planning and implementation on unit and university level Research units are encouraged to have their regular meetings in English University's language policy will be created and Intranet will be modernised to better meet the needs of non-Finnish researchers At least every second month supervisors receive an email letter concerning actual and important matters to supervisors Intensified orientation process to all newcomers	<b>2Q2017</b>
Managers and supervisors are competent, target-oriented and responsible The structure of research units is balanced in order to guarantee enough sources for supervision	Mentor training and senior guidance to doctoral students RUL training Management Group training Balanced research unit structures by personnel planning and financing Strategy-based road maps and personnel planning training already in process	360 Degrees Leadership assessment and coaching programmes for Deans and Research and Service Unit Leaders Project (TOHTOS) with four Finnish universities concerning procedures in internship, research and cooperation with working life	<b>4Q2018</b>

\* HR Strategy and recruitment guidelines