

FWF HRS4R Action Plan – Overview of measures and priority levels

Priority Levels:

1: highest priority, to be started/implemented as soon as possible (2012)

2: medium priority, to be started/implemented with a mid-term perspective (within the forthcoming two years)

3: low priority; long term perspective for implementation (depending on the progress of the discussion, not likely before 2015)

	<u>Ethical and professional aspects/ Action</u>	<u>Status</u>	<u>Responsible</u>	<u>Priority Level</u>	<u>Possible Key Performance Indicators</u>
1	<ul style="list-style-type: none"> Broader publication and more customer-friendly (prioritised) provision of relevant documents 	under implementation	Dept. Strategy-National Programmes/ Dept. Legal Affairs	1	<ul style="list-style-type: none"> Degree of policy acceptance Number of policy violations (Auditing)
2	<ul style="list-style-type: none"> Standardisation of rules of good scientific practice at the national level 	to be further discussed	Dept. Legal Affairs	3	<ul style="list-style-type: none"> Stakeholder interest in participating in the discussion Implementation of standardized rules
3	<ul style="list-style-type: none"> Expansion of advising services concerning legal, financial and auditing issues 	under implementation	Dept. Legal Affairs	1	<ul style="list-style-type: none"> Acceptance of information supplied Number of participants Number of policy violations (Auditing)
4	<ul style="list-style-type: none"> Self-evaluation 	under implementation	Dept. Strategy-National Programmes	1	<ul style="list-style-type: none"> All procedures checked Project output <ul style="list-style-type: none"> Results of evaluation of final reports Results of bibliometry study Survey among Austrian scientific community on FWF and its procedures
5	<ul style="list-style-type: none"> Enhancement of science/society activities and public engagement of FWF project leaders 	to be started in 2012	Dept. Public Relations	1	<ul style="list-style-type: none"> Launch of dedicated programme Acceptance of the programme (participation)

	<u>Recruitment/ Action</u>	<u>Status</u>	<u>Responsible</u>	<u>Priority Level</u>	<u>Possible Key Performance Indicators</u>
1	<ul style="list-style-type: none"> Implementation of measures to ensure recruitment in line with the Charter & Code as well as training and continuing education for employees in all FWF funding programmes 	to be discussed	Dept. Mobility and Women's Programmes/ Dept. Legal Affairs	2	<ul style="list-style-type: none"> Progress of discussion Concept development Implementation
2	<ul style="list-style-type: none"> Export of the FWF job portal into Euraxess 	to be implemented with new Website	Dept. Public Relations	2	<ul style="list-style-type: none"> Degree of utilization

	<u>Working conditions and social security/ Action</u>	<u>Status</u>	<u>Responsible</u>	<u>Priority Level</u>	<u>Possible Key Performance Indicators</u>
1	<ul style="list-style-type: none"> Awareness measures regarding social security for project employees 	to be discussed	Dept. Mobility and Women's Programmes/ Dept. Strategy-National Programmes	2	<ul style="list-style-type: none"> No. of precarious employment relationships No. of split contracts of employment
2	<ul style="list-style-type: none"> Intensification of the dialogue with universities regarding to career models for FWF-funded researchers and the development of a best-practice model for this purpose 	under implementation	Managing Director/ Dept. Legal Affairs	1	<ul style="list-style-type: none"> Progress of discussion Development of standardized career models
3	<ul style="list-style-type: none"> Increasing the share of women on the FWF-Board 	For next term of FWF board (autumn 2014)	Dept. Legal Affairs/ Staff Unit for Gender Issues	2	<ul style="list-style-type: none"> No. of female members in FWF's next board

4	<ul style="list-style-type: none"> Extension of grant portability 	under implementation	Dept. International Programmes	2	<ul style="list-style-type: none"> No. of cases
5	<ul style="list-style-type: none"> Networking measures for female researchers (role models and mentoring) 	to be discussed	Dept. Mobility and Women's Programmes	2	<ul style="list-style-type: none"> No. of networking meetings, similar to Firnberg/Richter¹ Implementation of new networking modes

	<u>Training/ Action</u>	<u>Status</u>	<u>Responsible</u>	<u>Priority Level</u>	<u>Possible Key Performance Indicators</u>
1	<ul style="list-style-type: none"> The FWF has started a discussion of the extent to which the training aspects implemented in its Doctoral Programmes should be emphasized in all other FWF programmes and, subsequently, what measures can be taken in order to reinforce this aspect 	to be discussed	Dept. Mobility and Women's Programmes/ Dept. Legal Affairs	2	<ul style="list-style-type: none"> Development of a set of measures Implementation in FWF programmes

¹ <http://www.fwf.ac.at/en/research-funding/fwf-programmes/firnberg-programme/>
<http://www.fwf.ac.at/en/research-funding/fwf-programmes/richter-programme-incl-richter-peek/>