

Innspill til stillingsplan fra Alan Hui, postdoktor, RITMO og IMV

(Jeg studerer norsk, men jeg kan bare skrive litt norsk fordi innspillet mitt er på engelsk.)

Dear Peter and board members,

Thanks for sharing the recruitment plan and for the opportunity to comment. I am basing my comments on my experience as an Assistant Director in the Australian Public Service for several years while we were under a hiring freeze, then a staffing cap for the last seven years. I recognise some of these suggestions may not translate to this context, or be possible within recruitment rules in the University.

My one substantive comment is that the plan could say more about how IMV plans to internationalise research and researchers in the context of limited funding at IMV and UiO. IMV is in a good position to retain researchers within Norway (not just IMV or UiO) and maximise the value of prior Norwegian investments in internationalisation. Specific steps to highlight in the plan (and many of these may already be in action) might include:

- Identifying opportunities for staff secondments (particularly for non-permanent staff) with other Norwegian research institutions for limited periods. Research institutions may include institutions other than universities.
- Highlighting in recruitment materials IMV's generous financial support for staff learning Norwegian, and generous administrative support for future research funding applications. These language and research funding skills help staff take the next step in their careers without necessarily being tied to UiO funding.
- Identifying opportunities for international researchers to assist with subjects relating to music, philosophy society, culture and technology beyond Norway in later Bachelor and Masters level courses. This may form part of a more diverse curriculum that taps into research here and reduces the pressure on lesson planning in a more fixed curriculum. I recognise permanent and teaching staff may have concerns about threats to permanent teaching positions – these efforts could be targeted at relieving only short-term pressures on teaching staff. Although I am on a 100% researcher postdoc, I have been happy to assist with research method seminars on empirical legal research in music at IMV and guest lectures on copyright law and music at IMV and BI. There would also be opportunities to assist with others aspects, such as curriculum and assessment development.

My only other comment is for page 15. I suggest after social needs, specify “including equality and diversity” (etter “Samfunnbehov”, legg til ordene “, inkludert likestilling og mangfold”). This would help link our colleagues to UiO and HF efforts in equality and diversity.

Beste hilsen,

Alan