



## TATTE'S RECOMMENDATIONS TO ENHANCE THE POSITION OF RESEARCHERS WORKING WITH THE SUPPORT OF GRANTS AT TAMPERE UNIVERSITY IN 2020

### UNIVERSITY:

1. Compile clear instructions of the practices related to working on a grant for the faculties. The principles of communality, equality and respect should be visible through the instructions.
2. Elaborate the instructions regarding the practices related to working on a grant in the university intranet.
3. Allocate enough resources to educate and orientate (in relation to both practices and communication) the administrative people who deal with grant researchers and their related administrative issues.
4. Offer all resources related to conducting research work without separate reimbursement paid by the grant researcher. (In other words, get reimbursement of the resources only when and only that amount that has been granted.)
5. Investigate the possibility to offer occupational health care services to grant researchers in such a way that their responsibilities and position in relation to the university is not affected.
6. Develop technical solutions for supporting the continuity of researchers' affiliation and visibility (SoleCris, web pages) in spite of discontinuities in the fragmented funding.
7. Ensure smooth continuation of research work in situations where one's position changes from being a salaried researcher to a grant researcher. Stop, for example, unnecessary moving from one office to another.
8. Reflect upon the practices of the university regularly and systematically from the perspective of grant researchers and aim at eliminating practices that create inequality. (Such practices are currently, for example, ID card without photos for grant researchers and addressing only "staff" in intra news.)

## FACULTIES:

9. Name 2-3 administrative people per faculty who would be responsible for dealing with grant researchers' individual needs.

10. Reflect upon the practices of the faculty regularly and systematically from the perspective of grant researchers and aim at eliminating practices that create inequality. (For example, invite grant researchers to events in a similar way that other researchers and do not use the funding source as a criteria when allocating offices.)

11. Make sure that degree programmes have knowledge about grant researchers within the field of the programme and reach them with relevant communication.

## DEGREE PROGRAMME LEADERS, SUPERVISORS OF DOCTORAL RESEARCHERS AND CLOSE MANAGERS:

12. Reserve opportunities for grant researchers (especially early career) to get experience in teaching and developing teaching and get a proper (contractual) compensation for this work.

13. Invite and encourage grant researchers to participate in the events of the degree programme, for example, staff meetings.

14. Inform the administrative people responsible for dealing with grant researchers, if there are problems in reaching grant researchers.

The board of Tatte has compiled these recommendations on the basis of its survey study. The survey:

Sinikka Torkkola and Päivi Tyni (2020) Sisällä ja ulkona. Kyselytutkimus Tampereen yliopistossa apurahalla tutkimusta tekeville. Tampere University Association of Researchers and Teachers.

