

## REGULATIONS

### **on the Work Assessment Fund of the University of Akureyri, No. 1144/2022.**

#### Article 1

Members of the Association of University Teachers in Akureyri (FHA) who are subject to the evaluation system for teachers<sup>1</sup> and specialists and hold at least a position evaluated at 33% have the option of payments for innovation and success in research beyond a certain threshold in the past calendar year. They must have submitted a performance report to Research Administration no later than February 1 each year. A Work Assessment Committee appointed by the Evaluation System's Committee of Public Higher Education Institutions is responsible for the evaluation. The Work Assessment Fund does not allocate funds for points earned for final theses, e.g. doctoral and master's theses, or for other work that is specifically excluded from the Evaluation System of Public Higher Education Institutions.

#### Article 2

The FHA Work Assessment Fund is a separate fund. The value of points above the threshold from the Work Assessment Fund is calculated in the same way as is done at the University of Iceland for all academic staff and adjuncts. Only written works marked the University of Akureyri are taken into consideration.

#### Article 3

Payments for each research point from the Work Assessment Fund take into account the employment ratio of each individual. Thus, a member who holds a 50% position is paid for half the points minus half of the threshold for a full-time employee cf. Article 4.

#### Article 4

When calculating the research contribution of full-time Assistant Professors and Associate Professors, a threshold of 7 points shall be used, while for Adjuncts in full-time work, a threshold of 5 points shall be used. Payments shall be made for research points exceeding the 7-point threshold for full-time Assistant Professors and Associate Professors and the 5-point threshold for full-time Adjuncts at UNAK. The threshold for a member holding a 50% position is half that of a full-time employee, or 3.5 points for Assistant Professors and Associate Professors and 2.5 points for Adjuncts. The annual work obligation of those with a 100% research obligation is based on 14 points and for others proportionally in between. Thus, the annual work obligation of those with a 60% research obligation is based on 9.33 points. If research points in excess of the minimum number of points are more than 60, the excess points are calculated to the power of 0.8. Payment is made from the fund in proportion to the converted research points. The points of those with a different employment ratio and/or a different rate of research duty are calculated proportionally. A teacher working at two or more universities cannot be paid twice for the same written work.

#### Article 5

The annual assessment must be available by June 15 at the latest, and the University of Akureyri must allocate payments from the fund on September 1 each year. A member of the Association of University Teachers in Akureyri can be paid from the fund in the year after they leave the university due to research conducted in the year that they leave the university.

#### Article 6

It is possible to submit comments to Research Administration on the result of the assessment within 15 days of it being available. Disputes must be referred to an arbitration committee appointed by

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<sup>1</sup> "Teachers" refers to the following job titles: Adjunct, Assistant Professor, and Associate Professor.

the Evaluation System's Committee of Public Higher Education Institutions. The arbitration committee must investigate whether the assessment was in accordance with regulations. The arbitration committee's decision is final.

#### Article 7

These regulations are set in accordance with the Act on Public Higher Education Institutions No. 85/2008 and regulations No. 694/2022 for the University of Akureyri. These regulations enter into force immediately. At the same time, regulations No. 1352/2011 on the Work Assessment Fund of the University of Akureyri, become void.

*The University of Akureyri, 29 September 2022.*

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**Eyjólfur Guðmundsson, Rector.**