

# **Regulation on the Productivity Evaluation Fund of the Union of University Teachers for research**

Dependent on the approval of the University Council

## **1. Article**

Members of the Union of University Teachers covered by the Evaluation System for Public Higher Education Institutions who are in at least 50% employment may receive payments for innovation and success in their research above and beyond what their position required over the past calendar year. In this case they shall submit a report of their work to the Division of Science and Innovation no later than by 1 February each year, cf. Article 5. A performance evaluation committee appointed by the Evaluation System Committee shall assess the applicant's research work for points in accordance with category A in the Evaluation System for Public Higher Education Institutions, cf. Article 2.8 of the institutional contract, dated 24 March 2011. Payments will not be made from the Productivity Evaluation Fund for points accrued for final projects, e.g. doctoral or Master's theses, or for other work specifically excluded in the Evaluation System for Public Higher Education Institutions.

## **Article 2**

The Productivity Evaluation Fund of the Union of University Teachers is a special fund. The value of points above the Productivity Evaluation Fund's threshold is calculated at the same rate for all academic staff and adjunct lecturers.

Explanation

The term 'academic staff' applies to the following professional titles: Lecturer, Senior Lecturer, Professor, Research Specialist, Research Scholar and Research Scientist.

## **Article 3**

Payments from the Productivity Evaluation Fund for each research point take into account each individual's employment ratio. Therefore union members in 50% employment are paid for half of their points minus half of the threshold for a full-time employee, cf. Article 4.

## **Article 4**

When calculating the research contribution of union members in full-time employment, the annual threshold for teaching and research staff with 50% research duties or less shall be 7 points (though see Article 2.7 of the institutional contract). The annual threshold for those with 100% research duties shall be 14 points. For others the threshold shall fall proportionally between these two figures according to research duties. Thus the annual threshold for those with 60% research duties is 9.33 points, and 11.67 points for those with 80% research duties. Should the number of research points above the minimum number of points exceed 60, points beyond this mark shall be calculated to the power of 0.8. Funds are allocated proportionally in accordance with converted research points. Points for those with other employment ratios and/or other research duty ratios are calculated proportionally cf. Article 3 and in accordance with their contracts of employment.

### **Article 5**

Work reports shall be submitted to the University of Iceland Division of Science and Innovation no later than 1 February each year. Annual evaluations shall be completed by 1 June each year at the latest and the Division of Science and Innovation shall allocate payments from the fund on 1 September each year. Members of the Union of University Teachers may receive payments from the fund the year after they retire for research completed in their final year of employment.

### **Article 6**

Comments may be submitted to the Division of Science and Innovation on the results of the evaluation for 15 days after results are made available. Any disputes shall be referred to an appeals committee appointed by the Evaluation System Committee. The appeals committee shall investigate whether the evaluation was conducted in accordance with regulations. Its ruling is final.

Reykjavík 15 August 2014

*On behalf of the University of Iceland.*

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Teachers.*