Promoting a sustainable and attractive environment for research and art

Aalto HRS4R Action Plan for 2019-2021
Developing the career systems for different academic positions

Actions:

Maintaining and further developing an attractive, clear, transparent and predictable career system (tenure track) for professors.

Completing the already started development of an attractive, clear, transparent and predictable career system for lecturers.

Starting the development of an attractive, clear, transparent and predictable career system also for other academic positions, such as staff scientists.
Improve the attractiveness of Aalto for foreign and female faculty

**Actions:**

- Improving *candidate sourcing methods* to attract underrepresented candidate segments.
- Improving *candidate evaluation tools and practices* to support equality and to tackle unconscious biases.
- Improving *position marketing, candidate communications* and *employer branding activities* to support diversity.
- **Building awareness of unconscious biases** in recruitment situations
- **Setting KPI’s and monitoring development of diversity statistics** in recruitments more thoroughly.
Support the career development of young faculty

**Actions:**

PhD-student *onboarding* model and *competence development* package.

PhD *career coaching* and *mentoring*.

Professor *onboarding* model and *competence development* package; *onboarding mentoring* for professors.

Female faculty *mentoring*.

*Group mentoring* for assistant professors to support their career development.