

CHALMERS

DECISION

made by the President

Date	Registration number	Imp. date
02/02/2011	C 2011/110	07/02/2011 [sign.]
Present:	Karin Markides Stefan Bengtsson Alf-Erik Almstedt	
Presenter:	Inge Svensson	

Case:

Upon new recruitment, doctoral students, with the exception of industrial doctoral students and doctoral students employed at another university, shall be employed by Chalmers University of Technology AB going forward.

Background

At Chalmers, there are both doctoral students employed in a doctoral position and doctoral students with scholarships.

The issue of the doctoral students' equal status in the labour market has long been discussed. Through SACO, the Doctoral Student Section has emphasised the importance of equal terms and conditions, including in the perspective of being covered by the Swedish social insurance system. Scholarship recipients also do not have the right to participate in teaching.

Decision

Upon new recruitment, doctoral students, with the exception of industrial doctoral students and doctoral students employed at another university, shall be employed by Chalmers University of Technology AB going forward in accordance with the applicable doctoral degree agreement. The decision to employ in accordance with the agreement shall enter into force with immediate effect. Only the Vice President of Graduate Education can grant exceptions to this rule, according to registration number C 2011/115.

Individuals who are currently scholarship recipients will continue as scholarship recipients as previously up until the date of doctoral defence.

Follow-up of this decision will be carried out in autumn 2012.

Decided by

[Signature]
Karin Markides

Presenter
[Signature]
Inge Svensson

Copy to:

Vice President of Graduate Education, heads of department, personnel officers, SACO, Doctoral Student Section.

Doctoral students participating in international exchanges. Exception from the rule that doctoral students must be employed.

Background

Doctoral students as a rule shall be employed and in normal cases shall have a doctoral position or equivalent employment with conditions that are at least as good as those at another employer, e.g. a company, another university, or a government authority. It is an important principle to ensure that doctoral students are integrated in the research environment as an employee in the professional role of researcher at an early stage. It is also an important aspect for making the doctoral programme attractive in comparison with other career paths. Employment involves higher costs in relation to alternatives such as scholarships or education grants. Regular funders in the area should generally be able to adjust the remuneration to the higher level required.

Doctoral students who are originally enrolled at a university in another country but who perform a significant proportion of their doctoral programme at Chalmers (and in some cases are secondarily enrolled at Chalmers) generally do not have the same terms and conditions at their home university as doctoral students employed at Chalmers. It is important for such doctoral students to have conditions equivalent to their employed colleagues during their time in Sweden. Forms of doctoral student funding seldom permit remuneration only in part, which is reasonable so as to prevent the creation of drivers for doctoral exchanges as a method of reducing costs. However, the lack of established funding models for shared doctoral students means that the possibilities for accepting a doctoral student within the framework of a cooperation are reduced if there is an employment requirement.

Cooperation in relation to doctoral students is an important element of Chalmers' globalisation, which affects the development of the organisation. Therefore, forms are needed that safeguard both doctors students' terms and conditions and researchers' ability to actively cooperate through doctoral students that share their time between Chalmers and their home university.

Guidelines

Admitted doctoral students originally enrolled at a foreign university

Doctoral students who were originally admitted to a doctoral programme at a university in another country and who are participating in a contracted cooperation where dual enrolment and double degrees are possible can be admitted (secondarily) to a doctoral programme at Chalmers with scholarships as funding provided that:

- The level of the doctoral student's total remuneration during their time at Chalmers is equivalent to the remuneration an employed doctoral student receives, after tax.
- The doctoral student's insurance cover is on par with that which applies for an employee.
- Attendance at Chalmers is regulated so that a substantial part of the doctoral programme takes place at the home university and at Chalmers under a study plan that clearly specifies the value the doctoral student obtains from attending both universities.
- The department can show how associated costs for the doctoral student are covered.

Doctoral students in a doctoral scholarship programme from countries with insufficient ability to pay

Doctoral students participating in a doctoral scholarship programme from countries with an insufficient ability to pay and insufficient doctoral programme capacity can be accepted to a doctoral programme at Chalmers with scholarships as funding provided that:

- The level of the doctoral student's total remuneration is equivalent to the remuneration an employed doctoral student receives, after tax.
- The doctoral student's insurance cover is on par with that which applies for an employee.
- The department can show how associated costs for the doctoral student are covered.
- The scholarship is awarded by a national or intergovernmental aid organisation within the framework of a broad development programme in which Swedish universities and colleges are expected to participate and in which scholarships are an integral part.

Such cases are expected to be very rare and should, when present, be given particular attention and assessed in relation to the above criteria. The conversion of scholarships or equivalent remuneration to support for employment shall be exercised whenever possible.

Strategically important cooperations

In rare cases, there may be offers related to cooperations that are strategically important to Chalmers whereby scholarship must be the form of funding used for the doctoral student for legal or other reasons. In such cases, the Vice President of Graduate Education, in consultation with the President, may decide to grant scholarship funding provided that:

- The level of the doctoral student's total remuneration is, as a minimum, equivalent to the remuneration an employed doctoral student receives, after tax.
- The doctoral student's insurance cover is on par with that which applies for an employee.
- The department can show how associated costs for the doctoral student are covered.

Handling

A decision shall be made by the Vice President of Graduate Education on a case-by-case basis. Documentation is required from the responsible supervisor, such as the head of department or the person delegated by the head of department to accept doctoral students. The document must clearly show how the above conditions are met. Extra financial commitments arising in cases where an exception is made and scholarship-funded employment is used shall be charged to the relevant research team or department.

In the decision, the purpose of the admission shall be specified in accordance with the above cases and conditions. It is particularly important to ensure that cooperation in relation to doctoral students from other countries is not primarily driven by a reduction in costs. The purpose must be to contribute to better activities through a fruitful cooperation. In addition, an agreement should be entered into to ensure that the forms of the cooperation/exchange are clear.

Preparations shall be made within the appropriate section of Administration and Service.

The rules apply to admission of doctoral students beginning from the date that the present order was decided. Doctoral students already admitted with scholarship as form of funding shall be permitted to complete their studies at Chalmers. The departments are encouraged to adapt the doctoral students' terms and conditions to the above model as far as possible, particularly as regards insurance cover.

The departments shall document the cases of doctoral students with scholarships as form of funding, along with what terms and conditions apply in the individual cases.

The model will be reviewed by the Graduate Education Board after approx. 1 year. The evaluation will focus on the admission of doctoral students according to this decision, the terms and conditions of the doctoral students, and how any difficulties for the doctoral students have been handled. Later evaluations will also take into account how these doctoral students have enriched activities at Chalmers, as well as any impact on the inclination to establish agreements on doctoral students with admission to two universities.