

Supervision and goal agreement

Junior Clinician Scientist-Programme

between

(Junior Clinician Scientist)

(1. Mentor)

(2. Mentor)

Admitting clinic/ department:

The mentor and the junior clinician scientist agree on the following basic conditions for the duration of the funding programme:

1) Research project

a) The topic of the research project is:

a) It is agreed that the research project should be completed in the following period:

Expected start: _____ [MM.JJJJ]

Expected delivery: _____ [MM.JJJJ]

(time frame according to the funding period of the programme).

Description of the division of medical and scientific time (a total of 20% protected research time):

(e.g. continuously half-day, on fixed weekdays, weekly or monthly)

The research project is supervised by the two mentors listed above. At least one of the two mentors has a habilitation. One of the two mentors is a professor or senior physician with research experience at a university hospital. One of the two mentors comes from a medical-theoretical discipline.

2) Mentoring, advanced training und teaching obligation

Responsibilities: It is the responsibility of the first mentor to provide the Junior Clinician Scientist with an adequately equipped research workstation (office and, if necessary, laboratory workstation) and to accompany and support his/her independent research work. Both mentors support the career of the Junior Clinician Scientist. They contribute to the progress of the research project by discussing the methodology, results and timeframe of the research project. To this end, they meet with the Junior Clinician Scientist at the beginning of the programme for a target agreement meeting and after six months for an interim meeting (progress report). As part of the progress report, the junior clinician scientist is obliged to provide an up-to-date report on the status of the project and to take minutes of the meeting, which will be made available to the mentors after the meeting. A copy of the minutes will also be forwarded to the programme coordinator.

Der Junior Clinician Scientist kann an einem strukturierten Begleitcurriculum teilnehmen, um sich fachlich und überfachlich weiterzubilden.

The detailed services to be provided by Junior Clinician Scientists can also be found in the document 'Overview of the Programme Elements of the Postdoc Programmes at the University Medical Centre Oldenburg', which is an annex to this supervision agreement.

Junior Clinician Scientists must provide teaching services in accordance with the LVVO.

3) Good academic practice

Mentors and Junior Clinician Scientists undertake to comply with the current guidelines of good scientific practice at the Carl von Ossietzky University of Oldenburg (<https://uol.de/en/school6/research/good-academic-practice/>) and to observe the following aspects:

- a) **Awareness of and sensitivity** to the principles of good scientific practice: Honesty and truthfulness are absolute priorities in scientific work. Knowledge of good scientific practice is imparted through the daily work in the working group. This applies in particular to the collection, documentation and storage of the data collected in the research project. In addition, attendance of a course of at least one day on the topic of good scientific or good clinical practice is mandatory if there is no proof of participation in such a course in the last three years before the start of funding (see above). Regardless of this, a refresher course is recommended at any time.
- b) **Cooperation and leadership responsibility** in working groups: The Junior Clinician Scientist is responsible for his/her own research work. The first mentor is responsible for creating good working and co-operation conditions among the working group members. The individual members of the working group must be able to trust each other in order to work productively, as trust is the basis of an open culture of discussion and communication. Cooperation within the working group must make it possible to present scientific results, discuss them critically and incorporate them into the shared wealth of experience.

- c) **Publications:** The Junior Clinician Scientist publishes new scientific findings in scientific journals, book chapters or conference papers in consultation with the mentor, if necessary. All authors are jointly responsible for the content of the publication. At the same time, the authors receive the rights to the joint intellectual property (e.g. copyright). The publication date is important to document prior rights. All authors of the publications agree that if a co-author cannot be reached or does not respond within the specified deadlines (maximum 3 months), the person responsible for submitting or revising a publication can assume approval and proceed with publication. Authors of a scientific publication should be all those who have made an important contribution to the conception, implementation, analysis and interpretation of a study, as well as to the writing of the manuscript. A so-called 'honourary authorship' is inadmissible. The naming of supporters in footnotes and acknowledgements is appropriate.
- d) **Scientific misconduct:** Scientific misconduct is, for example, the production and use of incorrect data, interfering with the research work of others or disregarding the rights of third parties to their intellectual property. The university has several ombudspersons who are available as your first point of contact if you have any questions about whether scientific behaviour is correct. Procedural rules have been established for the investigation of suspected cases, which are set out in the guidelines for good scientific practice.

3) **Gender equality and family friendliness**

The University of Oldenburg is certified as a family-friendly university. Gender equality is an important goal of the university. Further information on the family-friendly university, including childcare services, caring for relatives or measures to support academics with children, can be found on the following websites:

<https://uol.de/en/school6/equal-opportunity>

<https://uol.de/en/equal-opportunities/reconciliation-family-work>

The Junior Clinician Scientist and the mentor agree that they will agree and implement family-friendly working hours if the family situation makes this necessary. Due to the special requirements of an experimental research project, agreements on laboratory working hours must always be made on an individual basis.

4) Conflict management

In the case of conflicts between the junior scientist and mentor, both parties agree to involve a third person, e.g. the second mentor or the responsible ombudsperson.

The junior clinician scientist and mentor agree to regard the supervision agreement as binding, knowing that it is not an enforceable right. This agreement becomes binding after it has been signed by the persons listed below.

_____ (Junior Clinician Scientist)

_____ (Mentor 1)

_____ (Mentor 2)

Date, place _____

The clinic management of the admitting department and the head of the clinic agree to the above agreements and, in particular, to the protected research times described above.

_____ (Clinical Director)

Date, place _____

_____ (Head of Clinic)

Date, place _____

Attachment:

Document 'Overview of the programme elements of the postdoc programmes at the University Medical Center Oldenburg'