

## On the use of temporary (åremål) positions at the Art Academy – Department of Contemporary Art.

In light of the ongoing debates on the use of temporary positions in the artistic educations in Norway, the faculty-board has asked the department-board at the Art Academy to discuss the use of temporary positions and to develop new strategies for future use of temporary positions.

With 'temporary positions' we mean the so-called 'åremål' – the 6-year (or shorter) positions now used for a large part of the positions at the Art Academy. As it is now, around 2/3 of the positions on professor- and associate-professor-level are temporary, in most cases as 6-year-positions with a possibility of applying for a second term. Maximum employment in such positions is 12 years.

Looking at KMD, it is also clear that the Art Academy is now using the temporary positions to a much larger degree than the two other departments at KMD. See the attached document for a detailed overview: *Faglige ansettelse Kunstakademiet pr. November 2021*. In this document Head of Department, Frans Jacobi explains the current strategy, based on the discussions of the reduced 'set-up of positions' made in 2019/20 in connection with the budget-cuts that year.

Strong interests on levels above the Art Academy and KMD – that is the Researcher-Union, the University leadership, the new government now argues for a much more limited use of temporary positions.

In the light of this 'pressure from above' it is now necessary to discuss the background for the use of temporary positions. The positive aspects and the negative aspects.

In order to create a relevant discussion I suggest that we look at 3 different perspectives of the temporality:

1: The teaching aspects.

How does temporality affect the quality of teaching?

How would a faculty of all-permanent-positions affect the quality of teaching?

2: The research aspects.

How does temporality affect the quality of artistic research?

How would a faculty of all-permanent-positions affect the quality of artistic research?

3: The employee aspects.

How does temporality affect the careers and work/life-situations of individual employees?

How does permanent positions affect the careers and work/life-situations of individual employees?

The aim of the discussion is to develop new strategies for future definitions of positions. There is various possible job-categories in the current university-system to consider:

100% positions

50-80% positions

20% professor II – positions

Professor

Associate professor (første ammannensis)

Assistant professor (universitets-lektor)

'Innstegs-stillinger' – a temporary 'entry-position' on associate professor level that leads to a permanent position on professor-level, if the employee develops the artistic/academic level to the appropriate level of competence.

Over a period of 2-3 meetings the Institutttråd shall develop a range of possible scenarios, that can form the strategy for all future job-announcements.

1.12.2021

Frans Jacobi

Institutt-leder / Professor

Kunstakademiet – institutt for samtidskunst

Fakultet for Kunst, Musik og Design

Universitetet i Bergen