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To the  
European Commission

via the  
Austrian Federal Ministry of Science and Research

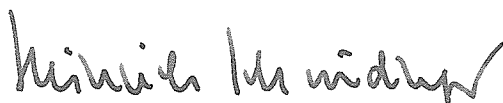
Salzburg, 17 September 2009

**Commitment of the University of Salzburg  
to the *European Charter for Researchers* and  
the *Code of Conduct for the Recruitment of Researchers***

The University of Salzburg, represented by Rector Univ.-Prof. Dr. Heinrich Schmidinger, welcomes and fully supports the initiative of the European Commission and the recommendations given in the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*.

In compliance with the recommendations the University of Salzburg commits itself to applying the stated principles and will guarantee a research environment and working conditions which enable high quality research to be carried out. It will also heighten awareness among researchers as to the principles laid out in the recommendations and commits itself to establishing and implementing a Human Resources Strategy for Researchers incorporating the Charter and the Code.

Many aspects of both the Charter and the Code have already been implemented at the University of Salzburg and are part of the University culture. Nevertheless the adoption of Charter and Code will provide guidelines of orientation that will be frequently consulted by researchers as well as employers. For the University of Salzburg, the principles and recommendations of the Charter and the Code are basic rules to support the work of researchers and to maintain the high quality of research.



(Univ.-Prof. Dr. Heinrich Schmidinger)

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