

## Questionnaire for international employees

- How long have you worked at the Faculty of Humanities?
- What is your native language?
- Which languages do you speak in addition to your native language?
- Did you speak any Scandinavian language prior to working at the Faculty of Humanities?
- How well did you speak another Scandinavian language when you started working at the Faculty of Humanities?
- Where on the following scale would you rate your current level of proficiency in Norwegian?
  - o (Europarådets språkskala gjengitt som svaralternativer – se vedlegg 2 for alternativene)
- Where on the following scale would you rate your level of proficiency in Norwegian 2 years after joining the Faculty of Humanities?
  - o (Europarådets språkskala gjengitt som svaralternativer – se vedlegg 2 for alternativene)
  - o Dette elementet vises kun dersom alternativet «5 - 10 years» eller «2 - 5 years» er valgt i spørsmålet «How long have you worked at the Faculty of Humanities?»
- What would you say is the level one needs to be at to meet the current language requirement at the Faculty of Humanities?
- In all current vacancy advertisements for permanent academic posts, the following sentence is included:

*The successful candidate should demonstrate mastery of both English and one of the Scandinavian languages as working languages. If an appointee is not fluent in a Scandinavian language, he/she is expected to become proficient in Norwegian within a two-year period. This is to ensure that the appointee will be able to actively participate in all functions the position may involve.*

What would you change in terms of how the language requirement is stated in the vacancy advertisements?

- Would you say you have fulfilled the current language requirement?
- How long had you been employed for when you met the language requirement?
- What do you believe to be a realistic timeframe for fulfilling the language requirement?
  - o Dette elementet vises kun dersom alternativet «Yes» er valgt i spørsmålet «Would you say you have fulfilled the current language requirement?»
- What facilitation/courses/other measures would help you fulfill the language requirement?
  - o Dette elementet vises kun dersom alternativet «No» er valgt i spørsmålet «Would you say you have fulfilled the current language requirement?»
- What language courses have you attended?
- How would you rate the different courses you have attended?
- What has been the most helpful measure in learning Norwegian?
- What has been the biggest challenge in learning Norwegian?
- How did the Department help facilitate your language training?
- What other forms of facilitation did the Department provide?
  - o Dette elementet vises kun dersom alternativet «Other forms of facilitation» er valgt i spørsmålet «How did the Department help facilitate your language training?»
- What facilitation would you have liked to have been offered?
- What facilitation would you like more of?
- What measures should the Faculty take to help new international employees learn Norwegian?