The University of Stavanger CoARA Action Plan and Commitments 2023-2027

The University of Stavanger (UiS) signed the Agreement on Reforming Research Assessment (ARRA) on November 15, 2022. The action plan clarifies how the university will fulfil the core commitments of the agreement within the specified timeframe. The action plan was approved by the prorector of Research, Merete Vadla Madland May 2024, and is shared with the Coalition for Advancing Research Assessment (CoARA) on 15 May 2024.

Agreement on Reforming Research Assessment (ARRA)
ARRA provides a common direction for further developing the assessment practices for research, researchers, and research-performing organizations. The overarching goal is to enhance the quality and impact of research. The agreement includes the principles, commitments, and timeframe for the reform and lays the foundation for collaboration among organizations and institutions willing to cooperate in developing how changes can occur and how they can be implemented. By signing the agreement, UiS has committed to a common vision, which is that the assessment of research, researchers, and research organizations recognizes various forms of results, practices, and activities. Furthermore, assessment is primarily based on qualitative evaluation, with peer review being central, supported by responsible use of quantitative indicators.

Guidelines for assessment in academic career paths (NOR-CAM)
Although there is generally no tradition in Norway to primarily rely on quantitative indicators in research assessment, there are good reasons to improve processes and procedures related to research assessment here as well. The Norwegian Association of Higher Education Institutions (UHR) has developed its own guidelines for assessment in academic career paths (NOR-CAM) and initiated a national network for sharing experiences and best practices in developing institutional versions of this framework. In addition, the network will be a forum for discussing practical and strategic aspects of ARRA. The network was approved as the CoARA National Chapter in July 2023. UiS participates in the network with one representative from the Research Department and one from the HR Department.

Competence assessment matrix for teaching and research positions at UiS (UiS-KVM)
In accordance with NOR-CAM, UiS has established its own competence assessment matrix for teaching and research positions (UiS-KVM). The matrix is divided into seven competence areas, with research activities being one area. For each competence area, the matrix exemplifies results and competencies, documentation, and reflection in separate columns. The purpose of the matrix is to, among other things, demonstrate the breadth of competencies emphasized in recruitment and qualification promotions.

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Actions	Target group	When	Resposible
Information on the CoARA principles and the ARRA agreement and the NOR-CAM context.	UIS top management	Høsten 2022	Pro-Rector Research (HR)
Rector signs the ARRA agreement.		15.11.2022	Pro-Rector Research (HR)
Development of proposal for UiS Competence Assessment Matrix (UiS-KVM) based on NOR-CAM, national regulations with criteria, and institutional criteria for recruitment and promotion in teaching and research positions.		Spring 2023	HR
Establish recruitment strategy for 2023-30 that clearly supports ARRA and NOR-CAM/UiS-CAM. This follows internal consultation and discussion with employee representatives. To be finalized after consideration in the rector's meeting.	All units, Central Information, Discussion, and Negotiation Committee and rector's meeting.	Spring 2023	HR
Information on CoARA and NOR-CAM, as well as discussion of proposals for UiS-CAM in relevant forums.	Research and Innovation Committee, Education Committee Central Information, Discussion, and Negotiation Committee, and rector's meeting.	May-June 2023	HR and The Research Department
The rector approves UIS-CAM and the recruitment strategy for 2023-30.		20.06.2023	HR
Memo to the units and Departments regarding the implementation of UiS-CAM as the assessment matrix.	All units	Juni 2023	HR
	Applicants, experts, and staff with	Aug 2023	HR

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Actions	Target group	When	Resposible
Update job advertisements as well as guidance for applicants and experts on competence assessment in accordance with UiS-CAM and ARRA.	recommendation and hiring authority.		
Training of HR- staff in the supporting role of leaders in recruitment for teaching and research positions and in qualification promotions, about UiS-CAM and ARRA.	The HR department's recruitment team	Autumn 2023	HR
Information about UiS-CAM as the assessment matrix in various forums.	Professor promotion program for women, Career Development Program for early-stage researchers, disciplinary lunches, departmental manager meetings, thematic sessions for new leaders.	Autumn 2023	HR and The Research Department
External evaluation HRS4R, research-based survey on whether UiS should retain HR Excellence in Research status. Informing about the status of ARRA and UiS-CAM implementation.	The EU-comission	Oct 2023	HR and The Research Department
Information item on recruitment strategy and processes, including ARRA and UiS-KVM.	The University Board	Dec 2023	HR
Training for members of appointment committees on competence assessment for hiring and promotion, including ARRA and UiS-CAM.	For employees and student representatives in appointment committees.	Jan 2024	HR
Anchor the action plan for following up on ARRA commitments using NOR-CAM.	University leadership (rector's meeting)	June 2024	The Research Department

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Actions	Target group	When	Resposible
Provide input on the new national regulation regarding teaching and research positions and recruitment positions. The regulation is expected to contribute to competence assessment in accordance with NOR-CAM and ARRA. The new regulation is expected to be available by August 1, 2024.		April 2024	HR
Establish the action plan for following up on ARRA commitments using NOR-CAM.		May 2024	The Research Department in collaboration with HR
Revise internal guidelines and instructions for applicants and experts in light of the new regulation. This will be done in close collaboration with the academic communities. New guidelines will be adopted by the board after internal consultation.	The University Board, all units.	Autumn 2024	HR
Revise subject-specific guidelines for assessment based on the new regulation, ARRA, and NOR-CAM.	Applicants, experts, and institutions	2024 onwards	Faculty meetings, Initated by HR
Implement UiS-CAM as a career development tool and incorporate it into development discussions as well as a tool in career planning/work planning.	Faculty members and unit leaders	Autumn 2024	HR
Conduct various training initiatives that contribute to ensuring that regulations and internal guidelines for competence assessment in hiring and promotion are taken into account in such evaluations.	Faculty members, unit leaders, experts, and HR personnel	Spring 2025	The Research Department in collaboration with HR
Professional involvement in understanding the practical implications of the changes in one's own field (recruitment, promotion, and research funding applications) GAP analysis. HR department's development team contributes to meetings at the faculty/unit level if desired.	The Faculties/Departments	Spring 2025	Deans/Head of Department. HR

Actions	Target group	When	Resposible
Further develop UiS-CAM by establishing versions tailored to career levels (recruitment position, lecturer, first-tier position, and professor level).	The Faculties/Departments	2026	The Research Department in collaboration with HR and Academic communities.
Annual status meeting		January 2025	The Research Department and HR
Evaluation - knowledge-based evaluation of new practices. Develop a method for evaluating the committees' assessments.	A work group of researchers	2027	The Research Department and HR
Sharing best practices and progress within the NOR-CAM network.		2024-2027	The Research Department and HR