



**UiT** The Arctic University of Norway

2024

## CoARA Action Plan and Commitments 2023 - 2027

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UiT The Arctic University of Norway (UiT) signed the Agreement on Reforming Research Assessment (ARRA) on November 16, 2022, and became part of the Coalition for Advancing Research Assessment (CoARA). The action plan specifies how UiT will fulfill the core commitments of the agreement within the stipulated timeframe. The action plan has been assessed by pro-rector education and development, Kathrine Tveiterås and is shared with CoARA June 21, 2024.

### **The Agreement on Reforming Research Assessment (ARRA)**

ARRA provides a common direction for the further development of assessment practices for research, researchers, and research-performing organisations. The overall goal is to strengthen the quality and impact of research. The agreement includes the principles, commitments, and time frame for reforms and lays out the principles for a Coalition of organizations and institutions to work together in implementing the changes.

By signing the agreement UiT has committed to a common vision, that the assessment of research, researchers and research organizations recognizes different forms of the results, practices and activities. Furthermore, assessment is primarily based on qualitative assessment, where peer assessment is central, supported by the responsible use of quantitative indicators.

### **National and institutional guidelines for research assessment (NOR-CAM and UiT-CAM)**

There is in Norway generally not a tradition to primarily relying on quantitative indicators in research assessment. There are still good reasons to further improve and develop assessment practices for research and researchers to recognize and merit a wider range of academic output, practices and activities. Universities Norway (UHR) has developed a guideline the Norwegian Career Assessment Matrix (NOR-CAM), which builds upon the European Open Science Career Assessment Matrix (OS-CAM). UHR has initiated a national network for sharing experiences and best practices in developing institutional versions of NOR-CAM and for discussing practical and strategic aspects of ARRA. The network is approved as the CoARA National Chapter for Norway. UiT participates in the network with two representatives.

UiT has decided to use NOR-CAM as a framework for further work on reforming assessment in academic careers, with adjustments adapted to UiT's study program and research portfolio.

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Actions	Target	When	Responsible
<b>Information about ARRA and CoARA and the NOR-CAM toolbox</b>			
UiT signs ARRA and enrolls UiT in CoARA.		November 2022	Rector
UiT joins the national NOR-CAM network.		November 2022	Rector
CoARA and ARRA is presented and discussed in FSU (Research strategic committee) at UiT.	Vice-deans for research and innovation	January 2024	Pro-Rector Research and development
CoARA and NOR-CAM is presented and discussed at the UiT leadership meeting with all management levels at UiT.	Faculty, department, and unit leaders	April 2023	Pro-Rector Research and development
<b>Involving academic employees in revision of assessment criteria, processes, and tools</b>			
A working group for considering adaptation and implementation of NOR-CAM and the principles in ARRA to UiT is established.	Academic employees, faculty, department, and unit leaders.	June 2023	Pro-Rector Research and development

Presentation of working group report with recommendations and an UiT competence assessment matrix in relevant forums (UiT-CAM).	Faculty, department, and unit leaders	January – June 2024	Pro-Rector quality education, Financial and Organization Division and Research, and Education and Communication Division
Plan for initial face of implementation of UiT -CAM presented and discussed at the dean`s meeting. UiT-CAM will be part of implementation of new national regulation regarding teaching a research positions and recruitment positions.	Rector, pro-rectors, and faculty leaders	June 2024	Financial and Organization Division and Research, and Education and Communication Division
Process for implementing new national regulation regarding teaching a research positions and recruitment positions, including UiT-CAM/ARRA, presented, and discussed in the dean`s meeting.	Rector, pro-rectors, and faculty leaders	August 2024	Financial and Organization Division and Research, and Education and Communication Division
Orientation on process for implementing new national regulation regarding teaching a research positions and recruitment positions, including UiT-CAM/ARRA, presented at relevant forums.	All of UiT	2024	Financial and Organization Division and Research, Education and Communication Division
Revise UiT regulation for staff appointment and guidelines for assessment committees (new national regulations, ARRA, UiT-CAM). Proposed revision is sent to the entire University for consultation.	All of UiT	2024	Financial and Organization Division
Update relevant templates,	Faculty, department, applicants, academic	2024/2025	HR Financial and Organization

guidelines and tools for applicants for positions and advancement, and for assessment committees.	employees, and assessment committees		Division
Use of UiT-CAM and the assessment matrix in recruitment and competence assessment.	All employees, assessment committees, and faculty, department and unit leaders	2024/2025	HR Financial and Organization Division
Include ARRA and UiT-CAM in career plans and development and performance reviews.	Academic employees, assessment committees, and faculty, department, and unit leaders	2025 onwards	HR Financial and Organization Division
Implement ARRA and UiT-CAM in UiT program for leadership development.	Faculty, department, and unit leaders	2025/2026	HR Financial and Organization Division and Research, and Education and Communication Division
Further develop UiT-CAM with versions tailored to different career paths and levels. Develop and adapt the assessment matrix to different disciplines.	Academic employees, faculty, department, and unit leaders	2026 onwards	HR Financial and Organization Division and Research, and Education and Communication Division
<b>Training in the application of new criteria, processes and tools</b>			
Training in the regulations and methods for selection in accordance with UiT-CAM and ARRA.	All employees, assessment committees, and faculty, department, and unit leaders	2025/2026	HR Financial and Organization Division
<b>Exchange practices and experiences. Communicate progress</b>			
Participate in the Universities Norway (UHR) NOR-CAM/CoARA network. A relevant topic in the YERUN alliance.		2022 onwards	HR Financial and Organization Division and Office of Research and Innovation

Implementation of the principles in UiT-CAM/ARRA is part of complying to the principles in Charter for Researchers.		2024-2027	Rector
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