



COARA Action Plan 2023–2027

Norwegian University of Life Sciences - NMBU

About NMBU

The mission of the Norwegian University of Life Sciences is to contribute to the well-being of the planet. Our interdisciplinary research and study programmes generate innovations in food, health, environmental protection, climate and sustainable use of natural resources.

NMBU currently has approximately 7500 students and 2000 employees.

COARA and NOR-CAM

Based on the recommendations in the report *NOR-CAM – A toolbox for recognition and rewards in academic careers* from the Universities Norway (UHR), NMBU initiated in November 2022 an internal revision of the procedures for recruitment and promotion to academic positions at the university.

NMBU signed the Agreement on Reforming Research Assessment in February 2023 and became member of COARA. NMBU plans to implement the COARA commitments primarily through implementing the recommendations of the NOR-CAM report in the recruitment and promotion of academic staff.

Action plan for implementation of COARA commitments

Action	Period
Internal working group (WG) develops recommendations for implementing NOR-CAM at the NMBU, for Associate professors and Professors, including a NMBU-competence assessment matrix.	January-March 2023
Internal consultation process based on the WG recommendations involving individual faculties, research and education standing committees, and unions.	May-August 2023
Revised proposal for NMBU-competence assessment matrix and main principles for use discussed in the research and education standing committees.	November 2023
Approval by the university board of the NMBU competence assessment matrix (NMBU-CAM) and main principles for its use.	March 2024
Revise administrative tools and regulations for recruitment and promotion processes, including guidelines and templates. Revise information and supporting documents for applicants.	July-September 2024
Launch the NMBU competence assessment matrix for recruitment and promotion to Associate professor and Professor-positions.	September 2024
Contribute to revision of national academic field specific guidelines for promotion to professor, where relevant.	2024-2025

Adjust the university career development support, competence building activities, information and tools to the competence assessment matrix.	2024-2025
Consider implementing NMBU competence assessment matrix for other academic positions.	2025
Sharing best practices with the national NOR-CAM network (now COARA national chapter)	2023-2027