

HR Strategy for Researchers: Action Plan

Action 1

Implementing the principles of the DORA declaration for assessments of research and career development for researchers.

GAP Principle(s): *19. Recognition of qualifications (Code)*

Timing: 2022-2024

Responsible Unit: HR/Research and Innovation/Faculty

Indicator(s) / Target(s): DORA principles implemented at UiA

Current Status:

Remarks: From the university's plan for research, artistic development work and innovation

Action 2

Preparing individual development plans for all postdoctoral researchers

GAP Principle(s): *21. Postdoctoral appointments (Code)*

Timing: 2022-2024

Responsible Unit: HR/Research and Innovation

Indicator(s) / Target(s): All postdocs have their own development plan

Current Status:

Remarks: Follows the Ministry's Strategy for researcher recruitment and career development

Action 3

Training in research management for Heads of Departments

GAP Principle(s): *40. Supervision*

Timing: 2022-2024

Responsible Unit: HR/Research and Innovation

Indicator(s) / Target(s): All Heads of Dep with increased competence in Research Management

Current Status:

Remarks:

Action 4

Establishing a more extensive offer of career sessions to PhDs

GAP Principle(s): *28. Career development*

Timing: Autumn 2022-2024

Responsible Unit: HR/Research and Innovation

Indicator(s) / Target(s): All PhDs receive guidance and information on career development

Current Status:

Remarks:

Action 5

Offer programs in English and Norwegian to employees who wish to apply for promotion to professor

GAP Principle(s): *38. Continuing Professional Development*

Timing: 2022-2024

Responsible Unit: HR/Research and Innovation

Indicator(s) / Target(s): Increased number of academic employees applying for professorships

Current Status:

Remarks:

Action 6

Use researcher mobility actively as a career development measure

GAP Principle(s): *29. Value of mobility*

Timing: 2022-2024

Responsible Unit: HR/UA

Indicator(s) / Target(s): Strengthened networks and international relations

Current Status:

Remarks:

Action 7

Map existing use and funding of international guest researchers

GAP Principle(s): *29. Value of mobility*

Timing: 2022-2024

Responsible Unit: HR/Research and Innovation

Indicator(s) / Target(s): More efficient and targeted use of this scheme

Current Status:

Remarks:

Action 8

Preparing a knowledge-based plan for recruiting the underrepresented gender (Faculties and departments)

GAP Principle(s): *27. Gender balance*

Timing: 2022-2024

Responsible Unit: HR/Faculties

Indicator(s) / Target(s): Gender balance in faculties and departments

Current Status:

Remarks:

Action 9

Offer leave of absence with pay for the underrepresented gender when participating in career development programmes

GAP Principle(s): *27. Gender balance*

Timing: 2022-2024

Responsible Unit: HR/LiU

Indicator(s) / Target(s): Increased participation in career development programmes by the underrepresented gender

Current Status:

Remarks:

Action 10

Implement 'search and find' committees in units which have less than 20% of the underrepresented gender

GAP Principle(s): *27. Gender balance*

Timing: 2022-2024

Responsible Unit: faculties/dep

Indicator(s) / Target(s): More than 20% of the underrepresented gender in all units

Current Status:

Remarks:

Action 11

Prepare information about the university's guidelines concerning equality and diversity for use in the recruitment process (assessment committees, appointment committee)

GAP Principle(s): *27. Gender balance*

Timing: 2022-2024

Responsible Unit: HR

Indicator(s) / Target(s): Information completed and disseminated

Current Status:

Remarks:

Action 12

Review HRS4R webpages and update information

GAP Principle(s): *12. Recruitment*

Timing: Autumn 2022

Responsible Unit: HR/Communications

Indicator(s) / Target(s): Web pages updated

Current Status:

Remarks:

Action 13

Develop a website for career services (Euraxess basic level)

GAP Principle(s): *30. Access to career advice*

Timing: 2023

Responsible Unit: HR/Communications

Indicator(s) / Target(s): Career portal developed

Current Status:

Remarks:

Action 14

Produce a video for information purposes and for stimulating network development

GAP Principle(s): *30. Access to career advice*

Timing: Autumn 2022

Responsible Unit: HR/Media Centre

Indicator(s) / Target(s): Video completed

Current Status: Remarks