

## UiS Action Plan

SUBMISSION DATE TO THE EUROPEAN COMMISSION 11<sup>TH</sup> JANUARY 2023.

Title Action	Timing	Responsible Unit	Indicator/ Target	Current Status
<b>Ethical &amp; Professional Aspects</b>				
1. <b>Appoint ombudsperson for research ethics</b>	Q4 2018 Q1 2020 Adopted by University Board	Research Director	Start a process where the aim is to appoint a Research ombudsman cf. pt. 2. Describe role & responsibility Q2 17 International hearing & UiS Board decision 4Q17 Announcement 1Q18 Enrolment Q218 Finalized Q1 19.	Completed
2. <b>Research ethics awareness</b>	Q4 2024	Research Director	Completed two research ethics seminars	New
3. <b>Increase activities for Scientific Ombudsperson</b>	Q4 2024	Research Director	By Q4 2024, the ombudsperson will have held presentations on more than 8 talks in different arenas for new and senior employees and will be widely known among academic staff within our organisation.	New
4. <b>Enhance introductory programme for new researchers</b>	Q4 2024	Research Director	Internal regulations and practice regarding project management at UiS shall be part of the introductory program for newly appointed researchers, cg. section 4. Description of introduction program SQ 2017. Implemented Q1 2018 Extended Q4 2022	Completed but extended
<b>Recruitment &amp; selections</b>				
5. <b>Improve marketing of UiS and information about working conditions at UiS</b>	Q1 2023 Q2 2023	HR Director	The HR -Department, together with Marketing department (AKS): "How to make a marketing boost?" Q1 2023. Examine which channels works best within various positions/professional areas-active marketing. The UiS management is also focused on improving the marketing of UiS as an attractive workplace based on the reputation survey in 2022.	Extended
6. <b>Professionalisation of the recruitment processes in order to increase recruitment of international researchers.</b>	Q4 2023	HR Director	Make the recruitment processes more professional and efficient with the aim of increased international recruitment  NEW indicator: Increase the number of foreign nationals from 34,5% to 36% by Q4 2023	Extended

7.	Assessment of applicants in accordance with DORA; NOR-CAM and Agreement on Reforming Research Assessments	Q2 2023	HR Director	Within Q2 2023- implement new rules for assessment to a greater extent.	New and in progress
8.	Increase the quality of introduction and inclusion of new employees.	Q2 2024	HR Director	Indicator of employee satisfaction, ref. Strategy UiS.	NEW and In Progress
Working conditions					
9.	Increase mobility and internationalisation for PhD-fellows.	Q4 2024	Research Director	<p>Raise awareness of the importance of internationalisation and mobility in the organisation. This includes inter- and trans-disciplinary and virtual mobility, international collaboration, networking, as well as mobility between the public and the private sector.</p> <p>Implement a focus on mobility from the onset of the researcher career, from the introduction program Get Started to the Career Development Program for early-stage researchers. This is about building a culture over time.</p>	Extended
10.	Increase the number of female full professors	Q4 2025	HR Director	<p>In 2015, the proposition was 21%. Target for 2018 was 28%, the result was 30,19% Status 2021 was 36,78%.</p> <p>New target Q4 2025 - 39% female full professors.</p>	Completed but extended
11.	Reduce temporary appointments/increase permanent positions	Q4 2024	HR Director	This action is extended, and the goal for Q4 2024 is to reduce this number to 10%	Extended
12.	Increase awareness of support for competence development for all employees. Increase active personnel management (by improving and facilitating conditions for institution and center management).	Q2 2023 Q2 2025	HR Director	<p>All employees should be encouraged to develop their competence. Department and center managers should be able to exercise active personnel management for all employees, including research fellows, cf. pt. 36.</p> <p>Indicator: The "employee survey" is carried out every second year, career development will be measured in order to see effect over time.</p>	Extended
13.	Introduce Q&A in developmental reviews	Completed	HR Director	Completed and will be implemented in the comprehensive career policy plan, Action 17	Completed
14.	Develop a Career Centre	Q2 2023	HR Director / Research director	Coordination between the Research Department and HR Department	New

15. Implementation of NOR-CAM	Q42023	HR Director	To be implemented according to deadline Q4 2023	New
16. A comprehensive HR career policy plan	Q4 2023	HR Director	To be implemented according to deadline Q4 2023	New
<b>Research training &amp; career development</b>				
17. Increase the number of international employees who can acquire the ability to teach in Norwegian	Q1 2023 Q2 2023	HR Director	University shall focus on facilitating and monitoring progress. Existing courses must be examined	Extended
18. Enhance support to researchers during the grant process	Q3 2024	Research Director	The Research Department has developed a grant application process. This was rolled out in Q1 of 2019 and was further improved and adapted for each of the main national funding calls (at least once each year). Variations of this process also exist for popular EU calls, where we see a lot of interest from researchers.  We continue to fine-tune and run these coordinated processes for each of the big national funding calls, also where relevant for international calls.	Completed but extended
19. Improve research leadership skills of research staff	Completed	HR Director	This programme has been a success and is completed, although the programme will be considered facilitated on demand	Completed
20. Raise awareness of EU-funded projects	Q4 2024	Research Director	Two seminars every year in conjunction with the Research Council of Norway, to increase knowledge of understanding of EU funding. By Q4 2024, we will have completed two seminars each year	New
21. Strategic Career Development Programme	Q4 2024	Research Director	By Q4 2024, the first class of the Career Development Programme will have graduated, and the second cohort will have completed two modules.	New