



Knowledge for a better world

## Implementation of the CoARA commitments at NTNU

- *CoARA Action Plan*
- *Competence matrix (NOR-CAM)*
- *Staff regulations for employment and promotion*
- *Guidelines for assessment committees*
- *Sabbatical policy*
- *Wage policy*

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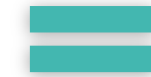


# NTNU CoARA Action Plan


- I. Cultural change on the agenda
- II. Revision of internal guidelines
- III. Implementation
- IV. Evaluation



# A cultural change we must relate to



NTNU regulations for appointment and promotion

EU Research Charter & Code 

Research Council of Norway

# NTNU competence matrix

- Build on CoARA, NOR-CAM, UiO-KVM
- Examples of results, competencies and documentation
- **Reflection on:**
  - **own results (quality and impact)**
  - **own practice, development, and contribution to the academic community**
- What's relevant will depend on the academic area and position



## a) Research competence / artistic competence

- Scientific / artistic work
- Contributions to the research process
- Peer review work

## b) Educational competence

- Basic educational competence
- Teaching and supervision
- Development of education quality in the academic community

## c) Application of knowledge

- Academic dissemination – public and user-oriented
- Knowledge-based innovation and collaboration with working life
- Interaction with society – politics, administration, and voluntary sector

## d) Academic leadership and other posts

- Management and administration – education and practice
- Academic posts – nationally and internationally
- Elected posts / employee representative

## e) Other competence

- Norwegian/Scandinavian language competence
- Professional competence and practice

# Recognition of a wider set of competencies and activities for the appointment/promotion to professor



## Scientific competence

- Research results and contributions to the research process
- Artistic activities
- Research and development work within a professional field

National staff regulations

## Educational competence

### Acknowledge other competencies?

- Interaction with society, dissemination, and innovation
- Leadership in academia and society
- Other experience (Norwegian skills, practical experience)

Internal guidelines

# NTNU Guidelines for Assessment Committees on Responsible Research Assessment

- Assessment of research results for their **quality, originality, and impact**
- Responsible use of quantitative indicators
- Indicators relating to publications and institutions should not be misused as expressions of quality
- Recognize a wider set of research **results beyond publications**
- Recognize quality regardless of **publication language or channel**
- Recognize contributions to all parts of the **research process**
- Recognize contributions to the **application of knowledge**
- Take into consideration a plurality of careers and academic profiles



# CoARA and the wider institutional culture?

## Revision of NTNU guidelines for sabbatical leave?

### Widen the scope of sabbaticals?

- Today - primarily research activities
- Education
- Innovation
- Dissemination



### Widen where the sabbatical may be spent?

- Today – priority to sabbatical abroad
- Industry and public institutions
- At the home institution



# CoARA and the wider institutional culture?

## What is valued in wage negotiations?

Revision of wage policy: Reference to the NTNU competence matrix?

- a) Research and research process
- b) Education
- c) Innovation, dissemination, and interaction with society
- d) Leadership and employee representatives' duties
- e) Language skills, professional experience

