



University Director's Office
Division of Human Resources
University Museum of Bergen
Division of Research and Innovation
Faculty of Social Sciences
Faculty of Humanities
Faculty of Psychology

Reference

2024/332-HEES

Date

12.03.2024

Appointment of a Steering Group – HR in Research/European Charter for Researchers

Being awarded the European Commission's status *HR Excellence in Research (HREiR)* demonstrates internationally that UiB complies with specific principles set out in the *European Charter & Code for Researchers*, and that UiB has committed itself to developing quality in [HR in research](#). This is significant for competitiveness in recruiting the best researchers, facilitating researcher mobility, and when working on applications to the EU Framework Programme.

Following an interim evaluation in 2021–22, UiB is now entering a phase of re-certification every three years. The Commission expects continuous improvement efforts, with a focus on implementing existing measures in the UiB action plan and establishing new actions. These are aligned with the four pillars in the new version of the *European Charter for Researchers*:

- *Ethics, Integrity, Gender and Open Science*
- *Researchers Assessment, Recruitment and Progression (including OTM-R)*
- *Working Conditions and Practices*
- *Research Careers and Talent Development.*

In this context, there is a need to update the organization of the work.

Steering Group

Mandate:

The Steering Group shall oversee the implementation of the measures set out in UiB's action plan and the further development of UiB's practices in relation to the principles of the *European Charter for Researchers* (responsibility for practical implementation rests with line management). The Steering Group appoints the Project Group. It shall provide advice to the University Board and other decision-makers on matters of significance for the implementation of the measures.

This document is approved electronically in ephorte

The Steering Group leads the cyclical re-certification processes (three-year cycle), while the HR Director acts as process lead and holds overall administrative responsibility for the work. The Steering Group shall hold at least one meeting per half-year to follow up on the work.

Composition

Kari Fuglseth, assistant university director (leader)

Benedicte Carlsen, viserektor for research

Kathrine B. Thorsen, HR-director

Alette G. Mykkeltvedt, Research director

Arthur Nilsson, professor, Faculty of Psychology

Hanneke Meijer, assistant professor, University Museum of Bergen

Anne Blanchard, researcher, Faculty of Humanities

Winnifred Jelier, PhD-student, Faculty of Social Sciences

HREiR-coordinator Heidi A. Espedal will serve as secretary to the Steering Group. A kick-off meeting is planned for the first half of April, and an invitation will be sent out shortly.

Kind regards

Tore Tungodden
University Director

Kathrine B. Thorsen
HR-director

Copy
Faculty of Science and
Technology
Faculty of Medicine
Faculty of Law
University of Bergen Library
Faculty of Fine Art, Music and
Design