

## UNIVERSITY OF BERGEN

### Steering Group for HR in Research (HREiR)

Elements: 2024/4203

**Protocols** from the meeting 22.11.2024, from 13.00 to 14.00

**Present:** Kari Fuglseth (leader)  
Benedicte Carlsen  
Kathrine B. Thorsen  
Winnifred Jelier

**Secretary:** Heidi A. Espedal

#### 1. Brief information on HR Excellence Award (HREiR)

A brief presentation was given on the background of HREiR, the principles in the new Charter for Researchers, as well as what needs to be delivered by the reporting deadline of April 7, 2025.

#### 2. Status process

The status of existing actions and the process in the project and working groups to identify new actions were reviewed.

The Steering group commended the extensive work that has been put into the process. The HREiR coordinator informed that efforts are now being made to simplify the process in future 3-year cycles in the certification work.

#### 3. Suggested actions

An overall review of the status of the proposed actions was presented.

The Steering group requested that further work be done on quality assurance and clarification of the proposed actions to be presented at the next Steering group meeting. The actions must be seen in conjunction with ongoing processes and action plans in relevant areas.

#### 4. Next steps in the process

The draft actions will now be quality assured against ongoing and planned work. The work will be presented to the deans and the directors, for feedback. The final action plan will be presented to the Steering group in January 2025. Information will also be provided for the University board in the meeting March 13, 2025. The final version (in English) of the action plan will ultimately be sent to the EU by the deadline April 7, 2025.

The date for the Steering group meeting in January will be fixed as soon as possible.

The presentation from the meeting (in Norwegian) is included with the protocol.

22.11.24 HAE