



Archive case no.:
2024/332

Document date:
20.01.2024

Matter of the Board:
12/24

Meeting date:
01.02.2024

The University Board

HR in Research – Renewal of the Status “HR Excellence in Research”

Reference to background documents

- [The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers](#)
- [Matter for the Board 137/21, HR in Research \(HREiR\) - Interim Assessment /Revised Action Plan](#)
- [Matter for the Board 46/19, HR for researchers - Affiliation to the EU principles in Charter & Code](#)
- [Matter for the Board 39/17, HR for Researchers – Endorsement of the EU's principles in the Charter & Code \(in Norwegian\)](#)
- [HR in Research – report 2019](#)

The case concerns:

The matter concerns the work on following up the status of [HR Excellence in Research](#)' (HREiR), which UiB was awarded in 2019. The process follows the EU Commission's 'enhanced' HRS4R procedure (HR Strategy for Researchers). This includes a checklist to ensure open, transparent, and merit-based recruitment processes (OTM-R). UiB will prepare for a recertification of the HREiR status by April 7, 2025. The Board will be kept informed about the work and will be presented with the documents prepared before submission to the Commission in 2025.

Background

In December 2019, the European Commission awarded the University of Bergen the status of 'HR Excellence in Research'. The basis for the award was an application in which UiB assessed its own practices against the 40 principles in the 'European Charter & Code for Researchers' and established Actions to offer better HR in research. The Actions were compiled into an action plan with 15 points, targeting the five areas of career development, recruitment, the role of supervisors, equality and diversity, and administrative support for R&D staff. In 2021, the plan was expanded with a new point on the development of an Action Plan for equality and diversity.

The awarding of the 'HR Excellence in Research' status highlights internationally that UiB meets the principles of the Charter & Code and is committed to developing quality in 'HR in research'. This will be significant for the University's ability to compete in recruiting the best researchers, facilitating researcher mobility, and when working on applications to the EU's framework program.

Award renewal process

The EU Commission's HRS4R procedure is based on continuous improvement, with ongoing updates to the action plan. The previous milestone was an interim evaluation in 2021 with feedback from the EU Commission in April 2022. The feedback is used in UiB's continuous work on HR in research.

The next milestone comes after 3 years. By April 7, 2025, UiB will submit a new status report and an updated Action Plan. Together with a 'site visit', likely in the fall of 2025, this will form the main basis for a recertification process for the 'HR Excellence in Research (HREiR)' status.

A new version of 'the European Charter & Code for Researchers', called 'the [European Charter for Researcher](#)', has been developed. The existing 40 principles will be replaced by 20 in a restructured document. Most of the content has been retained, with some new points added. The document was approved by the EU Commission on December 8, 2023. Work is now underway to update the implementation tool (HRS4R) according to the new Charter. This will be ready by mid-2024.

Comments from the University Director

The work on following up the existing Action Plan is carried out in the departments and in the organization as part of the daily improvement work for HR in research.

The Commission places great emphasis on ensuring that the work on a new Action Plan has a solid knowledge base, is anchored in the target group (the academic staff) and the university community and is linked to the overall strategy. Therefore, it will be important to update and reactivate the project organization for HR in research. A new Steering Group and Project Group will be established. The categories of PhD candidates, postdoctoral researchers, associate professors, and professors will be represented.

Decision proposal:

The University Board takes note of the matter and requests to be presented with a case when the Steering Group and the Project Group have completed their work on preparing for the recertification.

Tore Tungodden
University Director

20.01.2024/Heidi Annette Espedal/Kathrine B. Thorsen (HR Director)