

Action Plan 2022-2024 for the implementation of the Charter & Code (HRS4R)

Adopted by Rector Anne Borg, 20 May 2022

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ACTIONS <i>(No in Commission e-tool)</i> <i>(Embedding in institutional strategies)</i>	GAP Principle	Timing <i>(by year's semester)</i>	Responsible Unit	Indicator(s) / Target(s)
Ethical and professional aspects				
37) Revision of NTNU research integrity guidelines and procedures to comply with national and international standards	2 ethical principles	Autumn 2023	Pro-Rector for Research NTNU Applied Ethics	Renewed Ethics Portal website with updated online information in Norwegian and English. Revised institutional quality procedures for research integrity are in place.
38) Open Science Development Plan 2023-2025 with a focus on open access, open data, open-source, and open research integrated into research assessments.	8 dissemination	2022-2025	Pro-Rector Research	New Open Science development plan adopted autumn 2022 with concrete measures. Draft target: From 70 % to 100 % Open Access Publications by 2025
39) Inclusion of staff with diverse backgrounds (such as gender, ethnicity, sexual orientation, and disability). To be advanced through suitable facilitation and by visualizing diversity in university communication, the recruitment process, and events at NTNU. (NTNU Action Plan for Gender Equality and Diversity 2023-2025)	10 non-discrimination	2023-2025	HR Director	Next Gender Equality and Diversity development plan adopted autumn of 2022. Draft target: From 27,23 % to 30 % female professors by 2025. A new co-funding scheme for local diversity measures is to be launched in conjunction with the consultation process for the development plan in June 2022.
40) Linguistic inclusion of international academic staff. Increased capacity in Norwegian language courses and more parallel language usage (NO-ENG) are key to the inclusion of international staff. (NTNU Development Plan for Gender Equality and Diversity 2023-2025, NTNU International Development Plan 2022-2025, and NTNU Norwegian language guidelines)	10 non-discrimination	2022-2025	Pro-Rector Research	Revision of NTNU Norwegian language guidelines 2022. To be adopted by Spring 2023. Increased capacity of language courses 2022-2025: 2021-22: 1530 study places 2022-23: 1625 study places

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Recruitment and selection				
<p>41) Consider how the European reform of research assessment and recommendations from Universities Norway (NOR-CAM), including open science, can be integrated into the recruitment, competence, and career development processes at NTNU.</p> <p>(NTNU Open Science development Plan 2023-2025)</p>	16 Judging merit	Autumn 2023	Pro-Rector Research and HR Director	Plan for implementation in NTNU guidelines and procedures in place.
<p>42) Implementation of the NTNU policy for Postdocs which was adopted in 2022 (incl. career plan, supervisor and mentor, experience from international research and research leadership, pedagogical competence, and teaching, if possible 3-/4-year contracts)</p>	21 postdoc appointments	2022-2025	HR Director	<p>An increase in the average length of postdoc contracts in accordance with policy intentions.</p> <p>Status December 2021: Of the 422 postdocs at NTNU, 111 had been employed for more than 2 years, 40 had been employed for more than 3 years.</p>
<p>43) Increase the portfolio of Marie Skłodowska-Curie Actions (MSCA) through systematic quality work in the application phase.</p> <p>(NTNU International Development Plan 2022-2025)</p>	21 postdoc appointments	2022-2025	Pro-Rector research	<p>Increase the portfolio of Marie Skłodowska-Curie Actions at NTNU</p> <p>Status of total NTNU projects in the Horizon 2020 program (2021): 70 MSCA projects granted (9,38 % success rate)</p>
Working conditions				
<p>44) NTNU researcher policy and measures to reduce temporary employment. Ongoing action: Ensure transparency and fair treatment within available funding and legal framework pertaining to OTM-R, career planning, advancement, and termination of externally funded employment. Faculty and Department targets and measures to reduce temporary employment. Next step in 2022: Develop an NTNU researcher policy to address strategic matters.</p>	25 employment	Annual report to the NTNU board	Faculties and Departments	<p>Reduction of temporary employed researchers.</p> <p>The number of researchers (man-years) at NTNU and the percentage of temporary employed.</p> <p>2019: 351 (48 %) 2020: 368 (41,3 %) 2021: 364 (37,4 %)</p>

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Training and Development				
45) PhD and supervisor relationship – clarification of mutual expectations (incl. responsibility for work progress and ownership of research) - career planning for PhD candidates acknowledging that many will find work outside academia	36 and 37 on supervision	Spring 2023	Pro-Rector Research	Develop a discussion guide for clarification of mutual expectations at the start of the supervision relationship. Develop a career planning guide adapted for PhDs (like the one for Postdocs).
46) Comprehensive Competence Development Framework at NTNU Working group to describe ambitions and expectations, roles and responsibilities, map current measures and user needs, and consider organizational and economic implications.	39 skills and competence development	End 2022	HR Director	The Working group has delivered its report and recommendations to the Rector. See Action 14.
47) ENHANCE services for Early-Career Researchers. NTNU contributes to and benefits from the transferable skills course exchange as a member of the ENHANCE Alliance of seven technical universities (ERASMUS+ European Network). The increased mobility of early-stage researchers is a longer-term ambition within the Alliance.	39 access to skills and competence development	2022-2025	Pro-Rector Research	Early-stage researchers make use of the new skills development and mobility opportunities launched in January 2022.