

METU HR EXCELLENCE IN RESEARCH
ACTION PLAN MARCH 2026 – MARCH 2029

ACTIONS AND TASKS	STATUS	TIMING
ACTION 1: Maximizing the use of EURAXESS Service Centre and portal	COMPLETED	
Task 1: Making METU EURAXESS Service Centre more visible by placing it on an easily accessible place on the institution's website and make EURAXESS Service centre more virtual	Completed	-
Task 2: Revising Welcome Package provided to new comers	Completed	-
Task 3: Raising the number of job advertisements including external funding for both researchers and students on EURAXESS jobs portal	Completed	-
Task 4: Increasing the number of international researchers through Marie Skłodowska-Curie Actions (MSCA) fellowships, European Research Council (ERC) funding, and Erasmus + programmes	Completed	-
Task 5: Regular updating the METU staff about HRS4R process through EURAXESS webpage and e-mails	Completed	-
Task 6: Updating rules and regulations for post-doctoral researchers	Completed	-
ACTION 2: More effective dissemination and consolidation of the Code of Ethics	IN PROGRESS	
Task 1: Publication of Charter and Code for Researchers at the website of The Scientific Research and Publication Ethics Committee	Completed	-
Task 2: Collecting scattered regulations and principles under one document	Completed	-
Task 3: Updating already existing training modules for researchers on ethical principles in line with the Code and Charter for Researchers	Completed	-
Task 4: Dissemination of ethical principles through welcome package, trainings for R1 researchers, academic development programme conducted at METU	Completed	-
Task 5: Development of Institutional AI Guidelines for Research	New	Year 2 Quarter 1
ACTION 3: Reviewing and updating career development strategies and documents	IN PROGRESS	
Task 1: Gathering the scattered induction programme modules for R1 in the Graduate Schools under one roof and update them	Completed	-
Task 2: Updating and revising the guideline for international projects	Completed	-
Task 3: Dissemination of guideline for international projects	Completed	-
Task 4: Increasing the number of awareness- raising activities for career development through faculty visits and use of e-mails and social media	Completed	-
Task 5: Increasing the participation of R1 and R2 to career development programmes for satisfying the tenure track position criteria	Completed	-
Task 6: Creating further funds to STEM empowerment-talent pipeline	Completed	-
Task 7: Research Career Development Programme for R1	New	Year 2 Quarter 3-4, Year 3 Quarter 1-2
ACTION 4: Promotion of work-life balance	EXTENDED	
Task 1: Creating a designated space for breastfeeding at Rectorate building, Culture and Convention Centre and the Departments and developing new adjustments for facilitating it	Extended	Years 1-2-3
Task 2: Raising awareness on work-life balance throughout university and encouraging representatives at the administrative/ departmental managerial level to stay within the limits of working hours	Completed	-

ACTION 5: Raising awareness about the Code of Conduct for the Recruitment of Researchers and OTM-R Principles	IN PROGRESS	
Task 1: Raising awareness about Code of Conduct for the Recruitment of Researchers and OTM-R principles at the senior management level	Extended	Year 5
Task 2: Reviewing the existing recruitment policy within the limits of national law and regulations	Completed	-
Task 3: Dissemination of OTM-R principles to Faculties and Graduate Schools Task	Completed	-
Task 4: Collecting documents regarding job application process in one guideline (English and Turkish)	Completed	-
Task 5: Posting this guideline on the page of Directorate of Personnel Affairs	Completed	-
Task 6: Facilitating easy access to job offers and application process by maximum use of platforms including Higher Education Council, Official Gazette, METU webpage and EURAXESS within the confines of the law	Completed	-
Task 7: Institutionalising OTM-R and HRS4R Principles Through a Structured Managers AGEP Development Programme	New	Year 2
ACTION 6: Supporting co-authorship	COMPLETED	
Task 1: Raising awareness about the value of co-authorship at the senior management level and exploring incentives to support co-authorship	Completed	-
Task 2: Inclusion of co-authorship into the next strategic plan	Completed	-
ACTION 7: Translation of academic and administrative units' webpages into English	EXTENDED	
Task 1: Identification and selection of the units serving internalisation of the university such as student affairs, graduate schools, research coordination office, career development centre	Completed	-
Task 2: Translation of the webpages of selected units into English	Completed	-
Task 3: By the end of the next 36 months, the webpages of all units at the University will be both in Turkish and English	Extended	Years 1-2-3
ACTION 8: Implementation and monitoring of action plan	CANCELLED	
ACTION 9: Supporting mentorship	EXTENDED	
Task 1: Reviewing and revising existing mentoring program employed by the University according to C&C	Completed	-
Task 2: Monitoring the conduction of the mentoring programme via regular feedbacks	Completed	-
Task 3: Exploring incentives to support mentorship e.g. inclusion of mentorship into criteria for promotion	Completed	-
Task 4: Consolidation of mentoring programme specially to strengthen women researchers	Extended	Years 1-2-3
ACTION 10: Gender-Aware Career Development Support Mechanisms	NEW	
Task 1: Faculty-Level Dialogue Mechanisms with Women Academics	New	Years 1-2-3
Task 2: Gender-Aware Training for Recruitment and Hiring Committees	New	Years 1-2-3