

METU HRS4R REVISED ACTION PLAN AUGUST 2022 – AUGUST 2025

ACTIONS AND TASKS	STATUS	TIMING
ACTION 1: Maximizing the use of EURAXESS Service Centre and portal	EXTENDED	
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	Extended	3rd quarter of year 4
Task 3: Raising the number of job advertisements including external funding for both researchers and students on EURAXESS jobs portal	Extended	All quarters of year 3, 4 and 5
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	Extended	All quarters of year 3, 4 and 5
Task 6: Updating rules and regulations for post-doctoral researchers	New	4th quarter of year 3
ACTION 2: More effective dissemination and consolidation of the Code of Ethics	EXTENDED	
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	Extended	All quarters of year 3, 4 and 5
ACTION 3: Reviewing and updating career development strategies and documents	EXTENDED	
Task 1: Gathering the scattered induction programme modules for R1 in the Graduate Schools under one roof and update them	Extended	3rd quarter of the year 3
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	Extended	From the 1st quarter of the year 3 to the 4th quarter of year 5
Task 6: Creating further funds to STEM empowerment-talent pipeline	New	1st quarter of year 5
ACTION 4: Promotion of work-life balance	IN PROGRESS	
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	In progress	3rd quarter year 3
Task 2: Raising the awareness on work-life balance throughout the 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	EXTENDED	
Task 1: Raising awareness about Code of Conduct for the Recruitment of Researchers and OTM-R principles at the senior management level	Extended	From 1st to 4th quarters of 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	-
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 to 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	In progress	4th quarter of year 3
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.	New	By the 4th quarter of year 3
ACTION 8: Implementation and monitoring of action plan	CANCELLED BY THE CONSENSUS REPORT	
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	New	3rd quarter of year 5