

## Action Plan

### GAP list:

#### Ethical and professional aspects

2. Ethical principles
5. Contractual and legal obligations
7. Good practice in research
8. Dissemination, exploitation of results
9. Public engagement

#### Recruitment & Selection

14. Selection (Code)
16. Judging merit (Code)
17. Variations in the chronological order of CVs (Code)
18. Recognition of mobility experience (Code)
19. Recognition of qualifications (Code)

#### Working conditions

23. Research environment
28. Career development
30. Access to career advice
31. Intellectual Property Rights
32. Co-authorship

#### Training & Development

37. Supervision and managerial duties
38. Continuing Professional Development
39. Access to research training and continuous development

Proposed ACTIONS	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicators/Target(s)
<p><b>ACTION 1</b> <b>Support for researchers</b></p> <p>Linköping University offers extensive support to researchers, both at a central level and at the departmental levels. To enhance the quality and make this support more efficient and easily accessible, we need to develop the processes and organise wider support for more financiers. We have also recognised the challenge of effectively communicating to researchers about the available support and how to access it. In interviews and discussions with researchers on all levels it's been evident that it is hard to navigate among the support available. Especially the R1 and R2 researchers need a clearer and more uniform introduction. Central research support is organised according to different areas and departments. As the researchers' questions often span more than one area, this requires increased cooperation from the various actors within the support activities. Informal groups have begun to form within the support activities, but there is still room for further improvement.</p>	5, 7, 8, 23, 31, 32, 38,39	<p><b>Target 1.1:</b> Q4 2025</p> <p><b>Target 1.2:</b> Q2 2026</p> <p><b>Target 1.3:</b> Q2 2026</p> <p><b>Target 1.4:</b> Q4 2026</p>	<p><b>Target 1.1:</b> The University Director</p> <p><b>Target 1.2:</b> Research Support Division</p> <p><b>Target 1.3:</b> Research Support Division in collaboration with International Office, Plannings and Finance Division, Legal Office, Digitalisation Division, University Library</p> <p><b>Target 1.4:</b> The University Director</p>	<p><b>Target 1.1:</b> Investigation on how we work with support for researchers on different levels</p> <p><b>Indicator: 1.1:</b> Report on the result of the investigation and, if relevant, suggestions for improvements.</p> <p><b>Target 1.2:</b> Investigation on how to organise a wider support for grant application writing from more financiers</p> <p><b>Indicator 1.2:</b> Suggestion on how to organise a wider support for grant application writing from more financiers</p> <p><b>Target 1.3</b> Easy accessible competence development for researchers, including an introduction package for newly employed researchers, with modules from different divisions within the University administration and the University Library</p> <p><b>Indicator 1.3:</b> A majority of newly employed researchers are taking part of a central introduction package</p> <p><b>Target 1.4</b> Investigate how to organise cross-functional support for researchers</p> <p><b>Indicator 1.4:</b> Solution on how to organise cross-functional support for researchers has been presented</p>

<p><b>ACTION 2</b>  <b>New organisation for research infrastructure</b>                  Linköping University has neither had any stated strategy for research infrastructure nor any particular organisation specifically responsible for such matters. Therefore, in October 2023, the Vice-Chancellor decided to appoint an investigation with the task of taking forward proposals for the organisation and financing of research infrastructure at LiU. The proposal from the investigators is to establish a collegial council and a coordinator at LiU for research infrastructure issues.</p>	<p>7,23</p>	<p><b>Target 2:</b> Q2 2027</p>	<p>University Management</p>	<p><b>Target 2:</b> A new organisation for research infrastructure is up and running and used by researchers.</p> <p><b>Target 2.1:</b> Decision made, and an acting coordinator is appointed.</p> <p><b>Target 2.2-2.3</b> The Research Infrastructure Council is established</p> <p><b>Target 2.4</b> Inventory of LiU's research infrastructure is completed.</p> <p><b>Target 2.5:</b> Refence groups and Working groups are appointed</p> <p><b>Indicator 2:</b> A new organisation for research infrastructure is up and running and used by researchers. Information is published on the intranet and the external website.</p>
<p><b>ACTION 3</b>  <b>Research ethics support</b>                  Interviews with researchers at all levels and representatives from the support organisation highlighted the need for training and assistance in navigating ethical issues and the ethical review application process.                  There is also a need for competence development focusing on AI and research as well as a need for ethical support in external funding applications                  3.1 More training and developed support on how to navigate ethical issues and in the process of ethical review application.                  3.2 Competence development for researchers focusing on AI and research ethics.                  3.3 Ethical support in external funding applications.</p>	<p>2, 5, 7, 39</p>	<p><b>Target 3:</b> Q4 2026  <b>Target 3.1:</b> Q1 2026  <b>Target 3.2:</b> Q1 2026.  <b>Target 3.3:</b> Q4 2026</p>	<p>Research support division</p>	<p><b>Target 3:</b> Organised training and support are available and further developed according to needs.</p> <p><b>Target 3.1:</b> More training and developed support on how to navigate ethical issues and in the process of ethical review application.</p> <p><b>Target 3.2:</b> Competence development for researchers focusing on AI and research ethics.  <b>Target 3.3:</b> Ethical support in external funding applications.</p> <p><b>Indicator 3.1-3:</b>                  Information on the intranet. Training on how to navigate ethical issues and Competence development for researchers on AI research ethics has been implemented.</p>

<p><b>ACTION 4</b> <b>Open Science</b> Further develop a researcher-centered support around open access publishing and licensing as well as around making open data available and choosing appropriate research data repositories. Provide training and competence-enhancing initiatives in matters relating to open science.</p>	<p>2, 8, 9, 31</p>	<p><b>Target 4.1:</b> Q1 2025 <b>Target 4.2:</b> Q4 2025 <b>Target 4.3:</b> Q4 2025 <b>Target 4.4:</b> Q1 2026</p>	<p>University Library</p>	<p><b>Target 4.1:</b> Adopt a policy on open science <b>Target 4.2:</b> Further develop a researcher-centered support around open access publishing and licensing <b>Target 4.3:</b> Develop a researcher-centered support around making open data available and choosing appropriate research data repositories <b>Target 4.4:</b> Offer training and competence-enhancing initiatives in matters relating to open science</p> <p><b>Indicator 4.1:</b> Policy on Open Science in place and communicated <b>Indicator 4.2:</b> Support around open access publishing and licensing in place and information published on the intranet. <b>Indicator 4.3:</b> Researcher-centered support around making open data available and choosing appropriate research data repositories developed and information published on the intranet.</p>
<p><b>ACTION 5</b> <b>Language</b> Interviews with researchers and support staff revealed that international employees find it challenging to participate in meetings and boards due to the predominant use of Swedish. Some information is only available in Swedish, making it difficult for non-Swedish speakers to understand and absorb. Investigating opportunities to work more in English could better include international researchers and utilize everyone's skills.</p>	<p>7, 23, 38</p>	<p><b>Target 5.1:</b> Q4 2027 <b>Target 5.2:</b> Q4 2027 <b>Target 5.3:</b> Q1 2026</p>	<p><b>Target 5.1:</b> University Management <b>Target 5.2:</b> Communications and Marketing Division <b>Target 5.3:</b> Department of Culture and Society (IKOS)</p>	<p><b>Target 5.1:</b> Investigate what opportunities we have to work more in English to better include international researchers and make use of everyone's skills <b>Target 5.2:</b> Review of the overall communication to ensure that we provide relevant information in both Swedish and English. (Websites, written communication, spoken communication, information screens) <b>Target 5.3:</b> Adapt Swedish language course to make it more accessible in terms of cost, time and speed</p> <p><b>Indicator 5.1</b> Policy proposal presented <b>Indicator 5.3</b> First group of participants have started the course</p>
<p><b>ACTION 6 (COARA)</b> <b>The recruitment process</b> The GAP analysis identified a need for the different governing documents and templates, including information on the website, for the recruitment process to be reviewed and aligned to make sure they are in sync. Members of the appointment boards could benefit from a more structured introduction and training. Providing more comprehensive training on recruitment processes, evaluation criteria, and best practices would enhance the effectiveness and consistency of the appointment boards.</p>	<p>14, 16, 17, 18, 19 OTM-R 3 OTM-R 8</p>	<p><b>Target 6.1:</b> Q1 2027 <b>Target 6.2:</b> Q1 2027 <b>Target 6.3:</b> Q1 2027</p>	<p><b>Target 6:</b> Human Resources Division and the Deans</p>	<p><b>Target 6.1:</b> Introduction/training for members of the Appointment boards <b>Indicator 6.1:</b> Members of the Appointment boards have been trained and introduced to the recruitment rules and process</p> <p><b>Target 6.2:</b> Revise and restructure (interview) templates and update the website accordingly <b>Indicator 6.2:</b> New templates have been adopted and the website updated.</p> <p><b>Target 6.3:</b> Align the Rules of Appointment, the CV-template and the Instruction for external assessors to remove inconsistencies. <b>Indicator 6.3:</b> The above documents are aligned.</p>

<p><b>ACTION 7</b>  <b>Career support</b>                  The Doctoral Student Survey and meetings with doctoral students and postdocs indicate that early-stage researchers need more career support and advice. 36% of responding doctoral students reported insufficient support or were unsure if they received enough support for an academic career. For careers outside academia, this figure was 65%. There is a need for investigating which career support measure may be relevant for LiU and possible to implement.</p>	<p>28, 30, 37, 39</p>	<p><b>Target 7:</b> Q4 2026  <b>Target 7.1:</b> Q4 2025  <b>Target 7.2:</b> Q2 2026  <b>Target 7.3:</b> Q4 2025</p>	<p><b>Target 7:</b>                  International Affairs and Collaboration Division in collaboration with Human Resources Division?    <b>Target 7.1:</b>                  International Affairs and Collaboration Division in collaboration with Human Resources Division    <b>Target 7.2:</b>                  International Affairs and Collaboration Division in collaboration with Human Resources Division?    <b>Target 7.3:</b> Human Resources Division</p>	<p><b>Target 7:</b> Suggestion for career support at LiU    <b>Target 7.1:</b> Investigate opportunities for starting a program for junior researchers for a career outside academia, like the Swedish Euraxess Network pilot in 2027/2025. If feasible carry out a pilot.    <b>Target 7.2:</b> Investigate which other career support measures may be relevant for LiU. Produce proposal for support activities.    <b>Target 7.3:</b> Pilot project: Leadership program for junior research leaders at LiU in English    <b>Indicator 7:</b> Decision on Career support functions at LiU. Information on the intranet.  <b>Indicator 7.1:</b> Implemented pilot project if feasible.  <b>Indicator 7.2:</b> A proposal for a decision on which career support LiU should offer is produced.  <b>Indicator 7.3:</b> Pilot project for Leadership program for junior research leaders at LiU in English has been implemented and evaluated.</p>
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