Action Plan

Case number: 2018TR355789
Name Organisation under review: Middle East Technical University
Organisation's contact details: ODTÜ Üniversiteler Mah. Dumlupınar Bul. No:1, Ankara, Cankaya, 06800
Submission date: 16/12/2019

1. Organisational Information

*Please provide a limited number of key figures for your organisation. Figures marked * are compulsory.*

STAFF & STUDENTS	FTE
Total researchers = staff, fellowship holders, bursary holders, PhD. students either full-time or part-time involved in research *	1735
Of whom are international (i.e. foreign nationality) *	47
Of whom are externally funded (i.e. for whom the organisation is host organisation) *	75
Of whom are women *	979
Of whom are stage R3 or R4 = Researchers with a large degree of autonomy, typically holding the status of Principal Investigator or Professor. *	555
Of whom are stage R2 = in most organisations corresponding with postdoctoral level *	218
Of whom are stage R1 = in most organisations corresponding with doctoral level *	840
Total number of students (if relevant) *	27582
Total number of staff (including management, administrative, teaching and research staff) *	4367

RESEARCH FUNDING (figures for most recent fiscal year)	**€**
Total annual organisational budget	110636182,7
Annual organisational direct government funding (designated for research)	76326635,5
Annual competitive government-sourced funding (designated for research, obtained in competition with other organisations – including EU funding)	30396243,5
Annual funding from private, non-government sources, designated for research	3913303,7

ORGANISATIONAL PROFILE (a very brief description of your organisation, max. 100 words)

Founded in 1956, METU is a state-owned international research university located in Ankara, Turkey. It is the first and only university in Turkey to enter the top 100 in The Times Higher Education World University Rankings 2014 list. Its reputation is a reflection of the leading position among Turkish universities with respect to the share of research funds accounting for 20% of all its expenditures annually. METU is the first Turkish state university being awarded by Horizon 2020 ERC and Twining project, and ranked the first university in the Entrepreneurial and Innovative University Index 2018. METU has 41 undergraduate programs in 5 faculties, 5 Graduate Schools with 105 masters and 70 doctorate programs.

2. Strengths and weaknesses of the current practice

Please provide an overview of the organisation in terms of the current strengths and weaknesses of the current practice under the four thematic headings of the Charter and Code at your organization.

Note: Click on the name of each of the four thematic headings of the Charter and Code to open the editor and provide your answer.

Ethical and professional aspects*   ⌄

Strengths and Weaknesses (max. 800 words)

Strengths:

- METU obtained "Research University Status" from Turkish Higher Education Council. This status is given to institutions who are producing high-quality knowledge, having visibility and recognition in international academic rankings, conducting research on regional and global grand challenges, seeking excellence not only for research but also for education, knowledge production, transfer and sharing, and contributing to common values of humanity. After granted the status moreover, METU has been selected as the most successful research university in the 2017-2018 monitoring process.
- METU researchers have a positive perception regarding their research freedom and current regulations and practices aligned with the C&C.
- Appropriate instruments (i.e. compulsory use of anti-plagiarism software) exist to ensure the quality of the research and avoid ethical problems in the behaviour of research personnel.
- The existence of the Scientific Research and Publication Ethics Committee.
- Transparent accountability.
- The existence of a well-established Quality Assurance Policy.
- The embeddedness of ethical and professional aspects in METU Strategic Plan.
- The existence of different units to ensure non-discrimination and to deal with ethical violations and mobbing.

Weaknesses:

- Low level of knowledge of the ethical and good professional practice C&C principles among R1 researchers.
- Not all the researchers are familiar with the existing mechanisms as regards to contractual and legal obligations.
- Despite the existence of multitude of outreach activities, the awareness on these activities needs to be increased among METU researchers.
- Ethical principles are scattered in several documents.

Recruitment and selection* ⌄

Strengths and Weaknesses (max. 800 words)

Strengths:

- As a public university, METU offers permanent positions for R2, R3 and R4 researchers for Turkish citizens.
- Mobility experience is considered as a must.
- Merit-based selection and hiring policy and procedure.
- All announcements of available positions contain a clear indication of the entry requirements which are set by Higher Education Law, No.2547, Personnel Law of Higher Education No. 2914 and METU Recruitment Policy.
- The academic divisions and departments are free to set their own research priorities and select candidates accordingly.
- The introduction of new post-doctoral (BAP-DOSAP) programme.

Weaknesses:

- The positions to be offered and number of positions are subject to the approval of Turkish Higher Education Council.
- As a public university, METU cannot hire international researchers for permanent positions.
- The level of awareness about OTM-R and C&C should be improved.
- More efficient use of EURAXESS platform to increase post-doctoral appointments is needed.

Working conditions* ⌄

Strengths and Weaknesses (max. 800 words)

Strengths:

- METU recognizes all research staff as professionals and treats them accordingly at all stages of their careers.
- METU sustains a stimulating and professional research environment.
- METU has appropriate IPR regulations and services.
- METU encourages its researchers to share their opinions through many channels and to participate in the decision-making process at different levels.
- While providing support to the career development of staff, METU prioritizes gender equality along with research and teaching skills, funding opportunities, publication prospects, etc.
- With its strong mobility policy for its staff and students, METU contributes to maintain strong relations with the national and international professional and academic institutions.
- METU has a system that balances the teaching load with research activities.

Weaknesses:

- Although METU gives importance to provide appropriate working conditions to its employees and students for successful research performance, it is challenging for METU to promote work-family balance for both women and men due to national regulations.
- METU faces with difficulty to establish permanent contracts for all R1 researchers due to strict legal framework of the state.
- Career development and advice strategies of METU need to be reviewed and updated. It needs to be fully in line with the EU Charter and Code for Researchers and is furthered to include designing new career development strategies for all types of researchers from R1 to R4.
- In spite of the fact that METU has developed some measures to stimulate co-authorship, it is necessary for METU to find new strategies to create more interdisciplinary and diverse ties between researchers.

Training and development* ⌄

Strengths and Weaknesses (max. 800 words)

Strengths:

- METU has appropriate rules and regulations for relations with supervisors.
- METU assures that proposed supervisors are sufficiently experts in supervising research, have the time, knowledge, expertise, and commitment to be able to offer the research trainee appropriate support and provide necessary progress

Weaknesses:

- METU needs to develop some incentives to encourage its senior researchers to mentor early-career researchers at the beginning of their career.
- METU adheres to the principles for providing access to research training and professional development. However, access to research training and continuing professional development require further implementations and improvements. Revision and update of professional development strategies and access to it along with the EU Charter and Code for Researchers have to be fulfilled.

3. Actions

The Action Plan and HRS4R strategy must be published on an easily accessible location of the organisation's website.

Please provide the web link to the organization's Action Plan/HR Strategy dedicated webpage(s):

http://pdo.metu.edu.tr/node/192

Please fill in the list of all individual actions to be undertaken in your organisation's HRS4R to address the weaknesses or strengths identified in the Gap-Analysis. The listed actions should be concise, but detailed enough for the assessors to evaluate the level of ambition, engagement and the expected implementation process. The institution should strive to provide a detailed plan, not just an enumeration of actions.

Note: Choose one or more of the principles automatically retrieved from the GAP Analysis with their implementation ratings.

Proposed ACTIONS

Proposed ACTIONS

Action 1

Action 1	GAP Principle(s)	Timing (at least by year's quarter/semester)
Action 1: Maximizing the use of EURAXESS Service Centre and portal Task 1: Making METU EURAXESS Service Centre more visible by placing it on an easily accessible place on the institution's website Task 2: Revising Welcome Package provided to new comers Task 3: Raising the number of job advertisements including external funding for both researchers and students on Euraxess jobs portal Task 4: Increasing the number of international researchers through Marie Sklodowska Curie Actions (MSCA) fellowships, European Research Council (ERC) funding, and Erasmus + programmes Task 5: Regular updating the METU staff about HRS4R process through Euraxess webpage and e-mails	(++) 4. Professional attitude (+/-) 19. Recognition of qualifications (Code) (+/-) 21. Postdoctoral appointments (Code) (+/-) 28. Career development (++) 29. Value of mobility (+/-) 30. Access to career advice	T1: 1st quarter of first year T2: 2nd quarter of first year T3:4th quarter of second year T4: 4th quarter of second year T5: All quarters of first and second year

Responsible Unit   **Indicator(s) / Target(s)**

Proposed ACTIONS

	Responsible Unit	Indicator(s) / Target(s)
	• Research Coordination Office • Advisor to the President for Directorate of Computing Services • Computing Centre • International Cooperation Office • Vice-President Responsible for Research • Directorate of Personnel Affairs	• Placement of EURAXESS Service Centre to an easily accessible place on the METU's website • Completion and revision of Welcome Package • Number of job advertisements via EURAXESS jobs portal • Number of incoming international researchers • Number of MSCA, ERC, RISE and Erasmus + projects • Number e-mails and posts regarding HRS4R process

Action 2		**Timing (at least by year's quarter/semester)**
	GAP Principle(s)	

Proposed ACTIONS

Action 2

Action 2: More effective dissemination and consolidation of the Code of Ethics Task 1: Publication of Charter and Code for Researchers at the website of The Scientific Research and Publication Ethics Committee Task 2: Collecting scattered regulations and principles under one document Task 3: Updating already existing training modules for researchers on ethical principles in line with the Code and Charter for Researchers Task 4: Dissemination of ethical principles through welcome package, trainings for R1 researchers, academic development programme conducted at METU

GAP Principle(s)	Timing (at least by year's quarter/semester)
(++) 1. Research freedom	
(++) 2. Ethical principles	
(++) 3. Professional responsibility	
(++) 4. Professional attitude	
(+/-) 5. Contractual and legal obligations	
(++) 6. Accountability	T1: 1st quarter of first year T2: 4rd quarter of the first year T3: 1st quarter of the second year T4: 2nd quarter of the second year
(++) 7. Good practice in research	
(++) 8. Dissemination, exploitation of results	
(++) 9. Public engagement	
(+/-) 28. Career development	
(+/-) 30. Access to career advice	
(+/-) 39. Access to research training and continuous development	

Responsible Unit	Indicator(s) / Target(s)
• Vice-President	• Online publication of C&C on the website of The Scientific Research and Publication Ethics Committee. • Preparation

Proposed ACTIONS

	Responsible Unit	Indicator(s) / Target(s)
	responsible for Research • Research Coordination Office • Scientific Research and Publication Ethics Committee • Graduate School of Applied Mathematics • Graduate School of Informatics • Graduate School of Marine Sciences • Graduate School of Natural and Applied Sciences • Graduate School of Social Sciences	of the one single document that clearly identifies rules and regulations of ethical principles in line with C&C and national laws and regulations • Updated training modules • Updated welcome package • Updated training for R1 researchers

Proposed ACTIONS

Action 3

Action 3: Reviewing and updating career development strategies and documents Task 1: Gathering the scattered induction programme modules for R1 in the Graduate Schools under one roof and update them Task 2: Updating and revising the guideline for international projects Task 3: Dissemination of guideline for international projects Task 4: Increasing the number of trainings and awareness- raising activities for career development and professional development through faculty visits and use of e-mails and social media

GAP Principle(s)

(++) 2. Ethical principles

(++) 8. Dissemination, exploitation of results

(++) 9. Public engagement

(++) 18. Recognition of mobility experience (Code)

(+/-) 28. Career development

(++) 29. Value of mobility

(+/-) 30. Access to career advice

(+/-) 38. Continuing Professional Development

(+/-) 39. Access to research training and continuous development

Timing (at least by year's quarter/semester)

T1: 3rd quarter of the first year T2: 1st quarter of the second year T3: 2nd quarter of the second year T4: from 1st to 4th quarter of the second year

Responsible Unit

Indicator(s) / Target(s)

Proposed ACTIONS

	Responsible Unit	Indicator(s) / Target(s)
	• Research Coordination Office • Advisor to the President for Directorate of Computing Services • Computing Services • International Cooperation Office • Corporate Communication Office • Scientific Research Projects • Technology Transfer Office • Technopark Project Office • Representatives from Graduate Schools and Dean's Offices	• Gathering of induction programmes under an umbrella and update the information • Revision of international projects guideline • Dissemination of international projects guideline • Number of trainings • Number of awareness-raising activities

Action 4

Proposed ACTIONS

Action 4

Action 4: Promotion of Work-life Balance 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 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

GAP Principle(s)

(++) 12. Recruitment

(++) 13. Recruitment (Code)

(++) 14. Selection (Code)

(++) 15. Transparency (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)

(++) 20. Seniority (Code)

(+/-) 21. Postdoctoral appointments (Code)

Timing (at least by year's quarter/semester)

T1: 3rd quarter of the first year T2: 3rd and 4th quarters of the first year

Responsible Unit	Indicator(s) / Target(s)

Proposed ACTIONS

	Responsible Unit	Indicator(s) / Target(s)
	• Vice-president • University Senate • University Administrative Board • Research Coordination Office • Representatives from Graduate Schools and Dean's Offices	• Number of meetings with administrative/departmental managerial level • Designating space for breastfeeding room in related units.

Action 5	GAP Principle(s)	Timing (at least by year's quarter/semester)
Action 5: Raising awareness about the Code of Conduct for the Recruitment of Researchers and OTM-R principles Task 1: Raising awareness about Code of Conduct for the Recruitment of Researchers and OTM-R principles at the senior management level Task 2: Reviewing the existing recruitment policy within the limits of national law and regulations Task 3: Dissemination of OTM-R principles to Faculties and Graduate Schools		

Proposed ACTIONS

	GAP Principle(s)	Timing (at least by year's quarter/semester)
	(++) 12. Recruitment	
	(++) 13. Recruitment (Code)	
	(++) 14. Selection (Code)	
	(++) 15. Transparency (Code)	
	(++) 16. Judging merit (Code)	T1: From 1st to 3rd quarter of the first year T2: by the end of 4th quarter of the second year T3: From 1st to 4th quarter of the second year
	(++) 17. Variations in the chronological order of CVs (Code)	
	(++) 18. Recognition of mobility experience (Code)	
	(+/-) 19. Recognition of qualifications (Code)	
	(++) 20. Seniority (Code)	
	(+/-) 21. Postdoctoral appointments (Code)	

Responsible Unit	Indicator(s) / Target(s)

Proposed ACTIONS

	Responsible Unit	Indicator(s) / Target(s)
	• University Administrative Board • University Senate • Vice-President responsible for Directorate of Personnel Affairs (Academic) • Directorate of Personnel Affairs • Research Coordination Office	• Number of meetings with senior management about Code of Conduct for the Recruitment of Researchers and OTM-R principles • Number of visits to faculties and graduate schools

Proposed ACTIONS

Action 6

Action 6: Supporting co-authorship Task 1: Raising awareness about the value of co-authorship at the senior management level and exploring incentives to support co-authorship Task 2: Inclusion of co-authorship into the next strategic plan

GAP Principle(s)	Timing (at least by year's quarter/semester)
(+/-) 32. Co-authorship	T1: From 1st to 3rd quarter of the first year T2: 2nd quarter of the second year

Responsible Unit	Indicator(s) / Target(s)
• Vice-President responsible for Directorate of Personnel Affairs (Academic) • Vice-President responsible for Research • Research Coordination Office • University Senate	• Number of meetings with senior management • Inclusion of co-authorship in the performance assessment criteria of R2, R3, R4

Action 7

Proposed ACTIONS

Action 7

		Timing (at least by year's quarter/semester)
Action 7: Translation of academic and administrative units' webpages into English Task 1: Identification and selection of the units serving to internalisation of the university such as student affairs, graduate schools, research coordination office and career development centre Task 2: Translation of the webpages of selected units into English	**GAP Principle(s)**	
	(++) 2. Ethical principles	
	(+/-) 11. Evaluation/ appraisal systems	
	(++) 12. Recruitment	
	(++) 13. Recruitment (Code)	
	(+/-) 21. Postdoctoral appointments (Code)	4th quarter of the second year
	(+/-) 28. Career development	
	(++) 29. Value of mobility	
	(+/-) 30. Access to career advice	
	(+/-) 39. Access to research training and continuous development	

Responsible Unit　　　　　**Indicator(s) / Target(s)**

Proposed ACTIONS

	Responsible Unit	Indicator(s) / Target(s)
	• Advisor to the President • Directorate of Computing Services • Academic Units • Administrative Units	• Number of webpages translated into English • By quarter 4, 2020 more than 50% of the selected websites will be in English.

Action 8

Action 8: Implementation and Monitoring of Action Plan Task 1: Making sure that Action Plan is implemented timely and appropriately in 2 years of implementation phase	GAP Principle(s)	Timing (at least by year's quarter/semester)
	(++) 2. Ethical principles	Workshop 1: 2nd quarter of the first year Workshop 2: 4th quarter of the first year Monitoring Report 1: 4th quarter of the first year Workshop 3: 2nd quarter of the second year Workshop 4: 4th quarter of the second year Monitoring Report 2: 4th quarter of the second year
	(++) 4. Professional attitude	
	(++) 8. Dissemination, exploitation of results	
	(++) 9. Public engagement	
	(++) 12. Recruitment	
	(++) 13. Recruitment (Code)	
	(++) 14. Selection (Code)	
	(++) 15. Transparency (Code)	
	(++) 16. Judging merit (Code)	

Proposed ACTIONS

	GAP Principle(s)	Timing (at least by year's quarter/semester)
	(++) 17. Variations in the chronological order of CVs (Code)	
	(++) 18. Recognition of mobility experience (Code)	
	(+/-) 19. Recognition of qualifications (Code)	
	(++) 20. Seniority (Code)	
	(+/-) 21. Postdoctoral appointments (Code)	
	(+/-) 24. Working conditions	
	(+/-) 28. Career development	
	(++) 29. Value of mobility	
	(+/-) 30. Access to career advice	
	(+/-) 32. Co-authorship	
	(+/-) 38. Continuing Professional Development	
	(+/-) 39. Access to research training and continuous development	

Responsible Unit	Indicator(s) / Target(s)

Proposed ACTIONS

	Responsible Unit	Indicator(s) / Target(s)
	• Vice-president responsible for Research • Vice-president responsible for Directorate of Personnel Affairs (Academic • Implementation team • Steering Committee • Working Group	• Organization of four monitoring workshops in 2 years of implementation period • Preparation of two monitoring reports at the end of the 1st and 2nd year before the Interim Assessment

Unselected principles:

(++) 10. Non discrimination   (++) 22. Recognition of the profession   (++) 23. Research environment

(+/-) 25. Stability and permanence of employment   (++) 26. Funding and salaries   (++) 27. Gender balance   (++) 31. Intellectual Property Rights

(++) 33. Teaching   (++) 34. Complains/ appeals   (++) 35. Participation in decision-making bodies   (++) 36. Relation with supervisors

(+/-) 37. Supervision and managerial duties   (++) 40. Supervision

The establishment of an Open Recruitment Policy is a key element in the HRS4R strategy. Please also indicate how your organisation will use the Open, Transparent and Merit-Based Recruitment Toolkit and how you intend to implement/are implementing the principles of Open, Transparent and Merit-Based Recruitment. Although there may be some overlap with a range of actions listed above, please provide a short commentary demonstrating this

implementation. If the case, please make the link between the OTM-R checklist and the overall action plan. (max. 1000 words) *

As a state-owned university, the entry and admission standards for researchers are set by the Turkish Higher Education Council (YÖK). METU ensure that recruitment and selection practices are carried out according to the regulatory framework. METU Recruitment Policy establish recruitment procedures which are open, efficient, transparent, merit-based, supportive and internationally comparable. As set by the Higher Education Law the offers are first approved by YÖK, and then employment offers are published on the webpages of YÖK, related departments and the Official Gazette of Turkish Republic.

The recruitment procedure consists of two steps: Candidates should satisfy appointment criteria and, qualitative evaluation by a jury of faculty members, from both METU and other respectable universities. METU appointment and promotion criteria is accessible at http://pdb.metu.edu.tr/ogretim-uyesiatama-ve-yukselme-kriterleri (for Turkish citizens) https://pdb.metu.edu.tr/tr/criteria-promotion-andappointment (for international staff).

METU Recruitment Policy embraces open, efficient, transparent, merit-based recruitment and selection process. The selection process ensures equity, fairness, flexibility and equal opportunity principles. The academic divisions and departments are responsible for setting their own research priorities and managing their resources with support provided by the University and selecting the best candidates according to their needs and priorities.

Due to the status of METU as a state-owned university, the OTM-R principles can be implemented within the limits of the related national laws (Public Officials Law, No. 657; Labour Law, No. 4857; Higher Education Law, No.2547; Personnel Law of Higher Education No. 2914). Permanent faculty positions are only open to Turkish nationals which appoints successful candidates as civil servants of the Turkish Republic. Such a position brings job security, fixed salary and social security and pension rights. The existing national laws and regulations set standards for METU that are in line with the OTM-R toolkit. Additionally, as having the status of research university granted by YÖK, METU is audited internally and externally which will positively contribute the implementation of OTM-R principles.

However, because of the national limitations this type of faculty positions cannot be advertised on EURAXESS portal. METU is required to obtain permits from the Higher Education Council of Turkey to employ international academic staff on contract. For international researchers there is a manual with the procedures to be followed.

The employment procedure for temporary positions most of which are externally funded including different project schemes (EU FP, TÜBİTAK etc.) are different. The temporary positions have been published on EURAXESS portal.

In order to provide maximum compliance with the C&C and OTM-R principles within the limits of the national law, an action is included in the METU Action Plan.

Action 5: Raising awareness about the Code of Conduct for the Recruitment of Researchers and OTM-R principles

Task 1: Raising awareness about Code of Conduct for the Recruitment of Researchers and OTM-R principles at the senior management level

Task 2: Reviewing the existing recruitment policy within the limits of national law and regulations

Task 3: Dissemination of OTM-R principles to Faculties and Graduate Schools

With this action, METU aims to make sure that the current policy is reviewed and implemented considering the OTM-R Toolkit. Trainings and awareness-raising activities both at senior management and research community levels will be provided to all those who are involved in the recruitment process.

If your organisation already has a recruitment strategy which implements the principles of Open, Transparent and Merit-Based Recruitment, please provide the web link where this strategy can be found on your organisation's website:

URL:

https://pdb.metu.edu.tr/tr/criteria-promotion-andappointment

4. Implementation

General overview of the expected overall implementation process of the action plan: (max. 1000 words)

There are 8 main actions identified for the two-year period. One of the actions is dedicated to the implementation and monitoring of the actions in order to ensure a timely and appropriate realization of the actions. The Action Plan (AP) will start immediately upon the acceptance of the AP by the European Commission. Research Coordination Office along with related unit will form an implementation team to accomplish the proposed actions. The implementation team will be responsible a smooth conduct of the HRS4R process through actively involving researchers, working group and steering committee. In doing so, implementation team will organize 4 workshops to monitor the progress, assess the implementation, and provide adjustments where necessary. In order to measure progress, the team will also draft monitoring report at the end of each year.

Make sure you also cover all the aspects highlighted in the checklist below, which you will need to describe in detail:

Note: Click on each question of the checklist to open the editor.

How will the implementation committee and/or steering group regularly oversee progress?*   ⌄

Detailed description and duly justification (max. 500 words)

> Implementation Committee (IC) will report to Steering Committee established for monitoring the HRS4R process twice a year through workshops and monitoring reports. The reports will be the basis of the Revised Action Plan.

How do you intend to involve the research community, your main stakeholders, in the implementation process?*   ⌄

Detailed description and duly justification (max. 500 words)

> HRS4R process involves multitude of academic and administrative units through Working Groups, Steering Committee and Implementation Committee. Actions planned for the first two requires the inclusion of active participation of Faculties, Graduate Schools and Divisions of University Administration. Moreover, the process will be presented to research community through trainings, meetings, faculty visits as well as e-mails, announcements etc.

How do you proceed with the alignment of organisational policies with the HRS4R? Make sure the HRS4R is recognized in the organisation's research strategy, as the overarching HR policy.   * ⌄

Detailed description and duly justification (max. 500 words)

> After the interim progress report, METU will revise and update the Action Plan which will be integrated to the next strategic plan of 2023-2027.

How will you ensure that the proposed actions are implemented?* ∨

Detailed description and duly justification (max. 500 words)

Steering Committee and Vice-President responsible for Research will supervise the implementation of the Action Plan. The Director of Research Coordination Office together with the Implementation Committee will ensure the timely and proper implementation of the actions.

How will you monitor progress (timeline)?* ∨

Detailed description and duly justification (max. 500 words)

All actions are broken down into tasks in order to closely assess scheduling of the actions. Additionally, the timing of the actions is identified according to the tasks to facilitate not only realization but also monitoring and implementation of the actions. The Steering Committee will supervise the process.

How will you measure progress (indicators) in view of the next assessment?* ∨

Detailed description and duly justification (max. 500 words)

The progress will be measured according to the indicators clearly specified in each action. The workshops will serve as a venue to evaluate whether the actions are carried on according to the timeline provided in the Action Plan. The Steering Committee will be in charge of taking initiative and proposing adjustments for delays and obstacles.

Additional remarks/comments about the proposed implementation process: (max. 1000 words)

METU has a leading position in terms of international scientific publications and share of research funds from national scientific research funding agencies, primarily The Scientific and Technological Research Council of Turkey (TÜBİTAK), among the most prominent universities of Turkey. Moreover, ODTÜ – as an international research-intensive university – is among the leading universities in Turkey in terms of depth and breadth of international research projects and the amount of funds generated from research activities.

ODTÜ has actively taken part in and managed various projects under the Instrument for Pre-Accession Assistance (IPA), especially the Framework Programmes (FP) as well as other international projects, such as COST, Erasmus, Newton-Katip Çelebi Fund, etc. In this context, as of September, 2019, ODTÜ has 354 international projects (either signed or in Grant Agreement phase) with a total budget of 765 M€ and ODTÜ's share of 54 M€. Among these projects, 316 are completed with a total budget of 760M€ and ODTÜ's share of 50M€, while 158 of these completed projects are supported by the EU Framework Programmes with a total budget of 680 M€ within which ODTÜ's share of 39,5 M€.

Middle East Technical University is committed to intensify and accelerate the alignment of the European Research Area (ERA) and Turkish Research Area (TARAL) based on the five ERA priorities. It is currently focusing on An Open Labour Market for Researchers and Gender Equality and Gender Mainstreaming in Research. Accordingly, it has adopted the Antwerp Charter on Gender-Sensitive Communication in and by Academic Institutions in 2015. On the other hand, it has been a service centre under the EURAXESS Network since 2015 and its senior management respects and acknowledges the principles of the European Charter for Researchers and the European Code of Conduct for the Recruitment of Researchers and is committed to completing its HRS4R Action Plan. The gap analysis revealed twelve areas that needs to be addressed. Based on these gaps, eight actions with multiple tasks have been developed to cover the identified twelve gaps.