



ORU2025 self-assessment template - Unit of Assessment (UoA)

This self-assessment is intended to provide an overview of the research environment, the quality of research, progress since ORU2020 and the developmental plans for each Unit of Assessment (UoA).

The goal of ORU2025 is to evaluate research quality and, through the UoA's reflections and self-assessment, identify possible development opportunities for the individual UoA, including any subunits. ORU2025 will not result in any form of grading, nor is it intended to directly affect resource allocation. Comparison between different environments is not the purpose – particularly since research environments vary in terms of their traditions, cultures and preconditions.

Although comparisons between different UoA at Örebro University will not be done, the UoA is recommended to identify a research group or research environment (national and/or international) of similar size and focus to use as a benchmark when filling out the assessment. The idea is to identify a comparable research group/environment and to use this benchmark to compare for example: activities, organisation, networks, funding situation, publication patterns, competence profile etc. The benchmark may be a research environment that UoA has been or is in contact with, has collaborated with, or without such historical ties. It is preferable that it is a research group/environment of high research quality that the UoA aspire to develop in line with. Using a self-chosen benchmark for comparing activities and outcome can hopefully help the UoA to mirror the UoA and concretize what another high performance research groups/environments do to achieve high research quality. It is up to the UoA to decide if a benchmark is useful and whether rather a few different benchmarks would be useful for reflecting the UoA. The recommendation is to use the benchmark were applicable and useful in the self assessment.

Each UoA should identify its own strengths, weaknesses and areas for development by analysing the current research environment and quality. This self-assessment should involve both researchers and PhD students. While some data on bibliometrics, research funding, and personnel is provided, other data will need to be collected by the UoA.

This self-assessment is a key document in ORU2025 and the developmental plan for the UoA is a very important part. A panel of external reviewers assigned to each UoA will examine the self-assessment and the materials provided by ORU (bibliometrics, resources and personnel) in order to provide feedback. This feedback (from external peers) is intended to contribute to the further development of quality enhancement and quality assurance procedures at all levels of the university.

The self-assessment has the following main sections:

1. The unit's research environment
2. Quality of the research

3. Progress since ORU2020

4. Development plan

Each UoA is asked to complete all sections. It is the responsibility of the UoA coordinator to lead and document the strategic discussion needed to complete sections 1 - 4 of this document and to submit the entire self-assessment by Januari 31st of 2026 via mejl to ORU2025@oru.se

Please note that this document will not be included in the final report of the research evaluation ORU2025 but it should be seen as a public document.

The self-assessment document should be concise. The total number of words is expected to vary depending on the size of the UoA and the number of potential subunits, but it should not exceed the total number of words indicated for a particular section.

The self-assessment may refer to, rather than duplicate, relevant information in the self assessment of the Faculty, Center or the University-level.

Name of the UoA	
Appointed UoA coordinator	
Coordinator's e-mail	
Briefly describe who has been involved and how the self-assessment process has been conducted	

1. The unit's research environment, resources, and output

1.1 Describe how the UoA is organised in terms of:

- Subunits, links to external organisations, etc.
- Formal leadership (board, head(s), director(s), etc.)
- The extent of teaching responsibilities at both undergraduate and graduate levels.
- The description may refer to rather than duplicate relevant information in the self assessment of the Faculty or University-level center (if applicable).

Not more than 500 words

1.2 List the UoA's main area(s) of research

1.3 Reflective analysis of the unit's research environment, resources and output

Structures and processes are key to creating a good environment for high-quality research. You are therefore asked to consider several important factors listed below.

The section (1.3.1 - 1.3.7) should not be more than 2 500 words in total.

1.3.1 *Personnel and recruitment*

- How are you currently working to ensure that your personnel and recruitment contribute to high quality research?
- What strengths and weaknesses do you see in your current personnel and recruitment strategy?
- How are equal opportunities, with regard to gender, ethnicity and age, ensured in personnel and recruitment issues?
- Include reflections on career support and competence development.
- The description may refer to rather than duplicate relevant information in the self assessment of the Faculty

1.3.2 *Leadership*

- How are you currently ensuring that the leadership of your UoA contributes to high-quality research? Describe how the academic research leadership and the formal leadership (head of unit (enhetschef) and head of school (prefekt) influence this work.
- What strengths and weaknesses do you see in your current leadership strategy?
- How are equal opportunities, with regard to gender, ethnicity and age, considered in relation to leadership matters?

1.3.3 Academic culture

- How are you currently working to nurture a culture that is conducive to high quality research? (e.g. with regard to open and respectful intellectual interaction, internal and external peer review, collegiality, creativity, ambition, freedom to define your research area etc.?)
- What strengths and weaknesses do you see in your current strategy with regard to academic culture?
- How are equal opportunities, with regard to gender, ethnicity and age, taken into account in relation to issues of academic culture?

1.3.4 National and international collaboration

- Describe the UoA's main collaboration partners, both academic and non-academic, and how these collaborations have contributed to the unit's development.
- How are you currently working to establish and maintain both national and international collaborations and networks that contribute to high quality research?
- What strengths and weaknesses do you see in your current collaboration strategy?
- How are equal opportunities, with regard to gender, ethnicity and age, taken into account in relation to collaborations?
- Identified benchmark environment(s) may be given a brief description under this heading

1.3.5 Research funding

- Please comment on the data provided regarding your current funding situation, including the balance between internal and external funding. Please describe your current strategy for research funding (at the UoA and/or sub-unit level) and how this contributes to high quality research.
- What strengths and weaknesses do you see in your current strategy?
- How are equal opportunities, with regard to gender, ethnicity and age, taken into account in relation to your current strategy for research funding?
- It may be relevant to compare answers to these questions in relevant parts to corresponding information for identified benchmark(s).

1.3.6 Publications

- Comment upon the UoA's research output based on the bibliometric data provided.
- Are there any noticeable changes over time?
- What strengths and weaknesses do you see in the UoA's publication practices?
- How are equal opportunities, with regard to gender, ethnicity and age, taken into account in the UoA's publication practices?
- It may be relevant to compare answers to these questions in relevant parts to corresponding information for identified benchmark(s).

1.3.7 Research productivity

- Comment on data provided for your UoA concerning the number of research hours available and the research output.
- Describe differences between perceived time and actual allocated time for research and how these differences may vary between gender and academic level.
- Describe how the time for competence development is used in general terms for research purposes.

2. Quality of Research

Although quality of research is somewhat difficult to define, this section provides an opportunity for the UoA to reflect on the present status of its research in terms of the following aspects of quality.

This section (2.1 - 2.4) should not be more than 2 200 words in total

2.1 Credibility of the research

- Describe how the UoA works to ensure research credibility (procedures are rigorous, and findings are reliable and valid) and how this is reflected in activities and output during the period 2020-2024 (e.g. publications, external research funding, invited keynote lectures, international commissions of trust, or other measures of credibility in your area).
- Describe how the UoA works to secure that doctoral students develop knowledge and capability to carry out credible research.

- Consider the strengths and weaknesses of the UoA in relation to the above points.

2.2 Contribution to the research field

- Describe the main contributions of the UoA's research during 2020-2024 to the research field.
- Describe how the outreach and impact of the UoA's research are reflected in/through the unit's citations, keynote or expert assignments, and/or other relevant measures.
- Describe other academic contributions (e.g. editorial work, peer review, research assessment, etc.).
- Consider the strengths and weaknesses of the UoA in relation to the above points. This may be done in terms of a comparison with identified benchmark(s).

2.3 Contribution to society

- Describe which societal stakeholders (e.g. public sector, policy makers, professionals, trade and industry, society at large) the UoA aims to reach and impact.
- Describe how the outreach, knowledge transfer, and impact of the UoA's research on society are reflected in the unit's activities (e.g. by communication, use in professional or educational contexts, expert assignments, media presence, or other measures in your field).
- Consider the strengths and weaknesses of the UoA in relation to the above points.

2.4 Regulations, ethics and sustainable practices

- Describe how the UoA ensures that research conducted within the UoA complies with ethical and other regulations and standards.
- Describe how the UoA nurtures sound ethical conduct and ensures that these practices are sustainable over time.
- Describe how the UoA works to secure that doctoral students develop knowledge about ethical and other regulations, and sound ethical conduct.

- Consider the strengths and weaknesses of the UoA in relation to the above points.

3. Progress and outcome since the last research evaluation ORU2020

Please refer to the provided self-assessment, when applicable, from the faculty and the university management when filling out 3.1 and 3.2.

This section (3.1 – 3.2) should not be more than 500 words in total

3.1 Describe how university, faculty or school initiatives have affected the UoA.

3.2 Describe the UoA's initiatives in response to the feedback from the external reviewers of ORU2020 and as part of implementing the development plan in ORU2020.

If the UoA is not the same as in ORU2020, the reflection can be made at the sub-unit level where applicable.

4. Developmental Plan for the UoA

Because future development is a central part of ORU2025, this section provides an opportunity to describe the capacity your UoA has for maintaining and enhancing quality research. While sections 1, 2 and 3 focused on what has been accomplished during the past 5 years and your current situation, this section is concerned with development potential, i.e. what might be accomplished during the next 5 years. Such a plan underscores the UoA's capacity for development by outlining strategies of why and how the plan will lead to advancements. Development is not simply doing "more" research. It involves a vision for using the current situation (for your UoA) as a platform and planning for future activities that will enrich the quality of the research.

This section (4.1 – 4.3) should not be more than 3 000 words in total

Describe your developmental plan for the UoA for the coming 5-year period. This might include specific plans for each sub-unit. Focus on areas in need of development identified in sections 1, 2 and 3 as well as any other areas with potential for further development, underscoring each point's priority. Indicate which support (internal and external) is needed in order to realise the plan. The descriptions may refer to the strategic initiatives taken or planned at the level of the Faculty or the University level, or within the University-level centers.

4.1 The vision

Describe the 5-year vision for the UoA and/or its sub-units.

What would you like to maintain and what would you like to improve/develop?

4.2 The plan

Describe how you plan to realise the vision.

Please use the same structure as in 4.1 above.

4.3 Support needed to realise the plan

Describe the support (internal and/or external) needed to realise the plan.

Please use the same structure as in 4.1 and 4.2 above.