

NOR-CAM

Funding source
National, institutional

In-kind value
< €100k

Timeframe
2021–2026

Target group
Researchers

Scale
Regional

Year of reporting
2025

Good practice

The Norwegian Career Assessment Matrix (NOR-CAM)

is an evaluation framework and toolbox developed by Universities Norway to improve the recognition and assessment of academic careers in the context of Open Science. The framework supports institutions in recruitment and career development, balancing qualitative and quantitative metrics. It can be customised to suit various disciplines and national contexts. The matrix is aligned with the principles of the Coalition for Advancing Research Assessment (CoARA).

Universities Norway

Collaborators:

- All member institutions of Universities Norway
- The Research Council of Norway
- The Young Academy of Norway
- Norwegian Directorate for Higher Education and Skills
- Norwegian Association of Researchers

**FORSKER
FORBUNDET**

**Norwegian Directorate
for Higher Education
and Skills**

**The Research
Council of Norway**



Added value

- Enhancing **transparency and fairness in academic assessments** by ensuring clear evaluation criteria for researchers, institutions and funders.
- Supporting **diverse career paths** by recognising a broad range of competencies beyond traditional metrics.
- Promoting Open Science, international collaboration, and a balanced approach to **qualitative and quantitative research evaluation**.

Problem addressed

Traditional academic assessments rely heavily on bibliometric indicators, limiting recognition of diverse competencies and contributions. **NOR-CAM** addresses this by promoting a holistic and transparent evaluation system that values multiple skills, Open Science, and academic leadership. It ensures fair and predictable assessments, supports institutional goals, and fosters international collaboration for improved research evaluation practices in alignment with, for example, CoARA.

20



Norwegian institutions

The number of institutions of higher education in Norway that have adopted the NOR-CAM framework

2



Associations

The number of associations in other countries that have created similar tools inspired by NOR-CAM. The Finnish Federation of Learned Societies has developed FIN-CAM and the Association of Swedish Higher Education Institutions is developing SWE-CAM

3



Academic areas

The number of other academic areas that have developed customised Career Assessment Matrixes based on the NOR-CAM model, including the Norwegian Artistic Research Assessment Matrix (KU-CAM), Career Assessment Matrix for Oslo University Hospital (OUS-CAM), and the Norwegian Matrix for Academic Work in Professions

SRIA General Objective

G02: Enable the definition of standards, and the development of tools and services, to allow researchers to find, access, reuse and combine results

Research areas



Social Sciences



Humanities



Natural Sciences



Agricultural Sciences



Medical and Health Sciences



Engineering and Technology

Type of result



Toolkit