

NOR-CAM



Funding source National, institutional	In-kind value < €100k	Timeframe 2021–2026	Target group Researchers	Scale Regional	Year of reporting 2025
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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).



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



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), Carreer Assessment Matrix for Oslo University Hospital (OUS-CAM), and the Norwegian Matrix for Academic Work in Professions

SRIA General Objective

GO2: 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	 Natural Sciences	 Medical and Health Sciences
 Humanities	 Agricultural Sciences	 Engineering and Technology

Type of result

 Toolkit