



Office of the President

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Organisation for Stockholm University's Implementation of the HR Excellence in Research Award

Background

Stockholm University (SU) has revised its organisational structure to implement the HR Excellence in Research Award, following the European Commission's initial assessment and recommendations from 2025-03-19. The revised structure strengthens governance, increases representation across all research career stages (R1–R4), and expands the involvement of all faculties and researcher communities, therefore addressing several necessary modifications identified by the European Commission, including broader participation, clearer implementation responsibilities, and improved monitoring structures.

The purpose of this document is to outline Stockholm University's approach to implementing the HR Excellence in Research Award and to describe the organisational structure supporting this work. It clarifies roles, responsibilities, and decision-making processes, and sets out how the University will ensure a coordinated, evidence-based, and researcher-inclusive implementation aligned with the relevant requirements and recommendations.

How Stockholm University is governed

Stockholm University offers a broad range of educational programmes closely integrated with research. With more than 30,000 full-time equivalent students, around 1,300 doctoral candidates, and 5,400 employees, the university conducts education and research in the humanities, social sciences, natural sciences, and law.

The organisational structure of Stockholm University is outlined as follows.

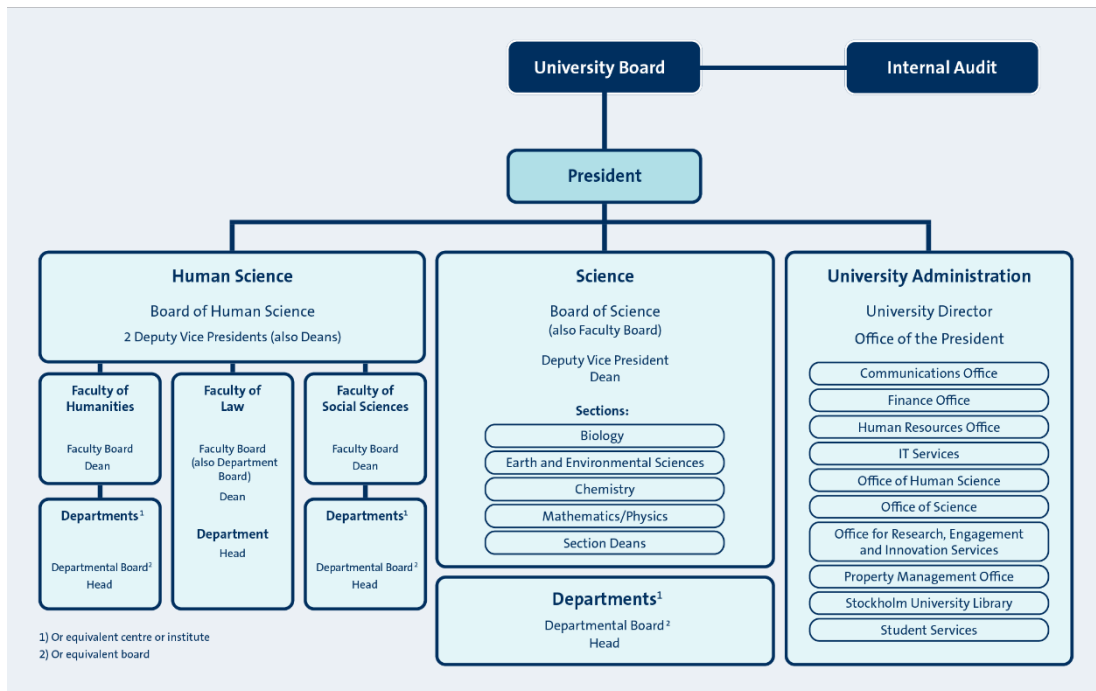


Figure 1: Presentation of the organisational structure at Stockholm University.

Stockholm University is a national public authority governed by laws, ordinances, and decisions issued by the Swedish Parliament and Government.

The University Board is the highest decision-making body, responsible for the overall direction of the University, including its budget, organisational structure, and annual report. The University Board is also supported by an independent Internal Audit function that reports directly to the Board and reviews the University’s internal governance and controls in accordance with national regulations.

The University is led by the President, who serves as the head of the institution, together with the Vice President, three Deputy Vice Presidents, and the University Director. In addition to the formal organisational chart, the President is supported by a number of advisory bodies not depicted above, which prepare decision-making across research, education and general operations.

Education and research are organised within internal organisations, known as *academic areas*. They consist of the *Human Science academic area* and the *The Science academic area*. Although the academic areas are very different by nature, they are both governed by a domain board. Furthermore, the Human Science Domain comprises three faculties (Humanities, Law, and Social Sciences), while the Science Domain functions as both a domain and a faculty.

In total, research and education are conducted across 51 departments, centres, and institutes led by Heads of Departments (or directors in the case of centres and institutes).

Administrative support is provided by the University Administration, comprising 11 divisions under the leadership of the University Director, ensuring the University can effectively deliver its core missions of education, research, and societal engagement.

Organisation for the Implementation of the HR Excellence in Research Award

The organisational structure for implementing the HR Excellence in Research Award at Stockholm University is outlined as follows.

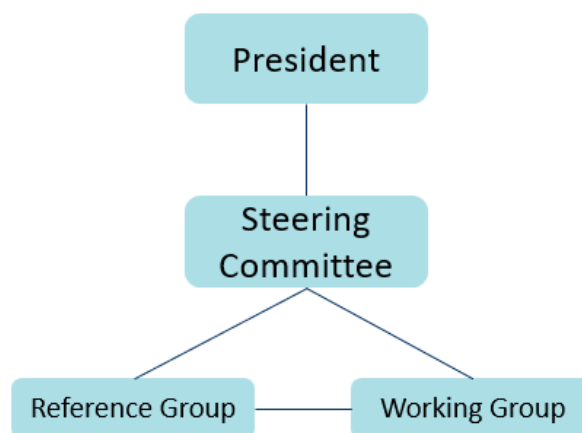


Figure 2: Presentation of the organisation for implementing the HR Excellence in Research Award at Stockholm University.

Steering Committee

The Steering Committee, constituted through *Rufus*, which is the committee for research evaluation and quality assurance, includes representatives from all faculties as well as the University's leadership. Members are appointed to ensure coverage across the full R1–R4 career spectrum. As the body overseeing strategic research matters and quality assurance at Stockholm University, *Rufus* also functions as the Steering Committee for the HR Excellence in Research Award. It provides strategic oversight, ensures alignment with university goals, and secures the conditions necessary for implementation across the institution. The Vice President has been appointed by the President to take strategic responsibility for leading work with HR Excellence in Research Award.

Working Group

The Working Group is responsible for coordinating and driving the operational implementation of the HR Excellence in Research Award. The group consists of two researchers (one from each scientific domain) and two administrative staff members from the University Administration who provide secretariat and organisational support. The Working Group monitors progress, coordinates projects across units within the University Administration, and ensures that actions are advanced in line with the revised Action Plan.

Additionally, the Working Group is responsible for monitoring defined KPIs and tracking progress across the University to ensure consistent implementation progress.

Reference Group

Linked to the Working Group is a Reference Group comprising eight academic members (four from each scientific domain) representing R2–R4, along with two doctoral student representatives (R1). The group contributes researcher perspectives, provides feedback, and supports both strategic and operational work. When needed, the Reference Group may also advise the Steering Committee on matters that require stronger research-community input.

Finally, the implementation structure of the HR Excellence in Research Award will work in close cooperation with departments and their leadership as they play a central organisational role. Effective progress depends on continuous interaction between the implementation organisation and departments.
