

UM HRS4R Strategy 2020-2023 action plan Initiation Implementation Deliverable Permanent/continuous improvement 0 Items of the Charter and Code 1 Research freedom; 2. Ethical principles; 3. Professional responsibility; 4. Professional attitude; 5. Contractual and legal obligations; 6. Accountability; 7. Good practice in research; 8. Dissemination, exploitation of results; 9. Public engagement; 10. Non discrimination; 11. Evaluation/ appraisal systems; 12. Recruitment; 13. Recruitment (Code); 14. Selection (Code); 15. Transparency (Code); 16. Judging merit (Code); 17. Old Permanent # action : On-going action i Variations in the chronological order of CVs (Code); 18. Recognition of mobility experience (Code); 19. Recognition of qualifications (Code); 20. Seniority Target Leading TRA: To be C&C principles 2023 lan 202 Action/continuous Indicators 2020 2021 2022 (Code): 21. Postdoctoral appointments (Code): 22. Recognition of the profession: 23. Research environment: 24. Working conditions: 25. Stability and dept 2023 permanence of employment; 26. Funding and salaries; 27. Gender balance; 28. Career development; 29. Value of mobility; 30. Access to career advice; improvement 2019 pla 31. Intellectual Property Rights; 32. Co-authorship; 33. Teaching; 34. Complains/appeals; 35. Participation in decision-making bodies; 36. Relation with supervisors; 37. Supervision and managerial duties; 38. Continuing Professional Development; 39. Access to research training and continuous development: 40. Supervision Q1 Q2 Q3 Q4 Actions under Ethical and Professional Aspects Part Access rate as IS user (265 users, over period) Deliver an Information System to collect and share Intellectual Property data 5 - 6 - 8 - 31 Q1 2021 DIPA Access rate as IS consultative user (170 users) Nbr of external subscribers (2,103) to monthly newsletter (7 topics/newsletter), in addition to internal circulation to 5K UM staff Nbr of new channels of communication: 65 A Q4 2023 DCOM /'UM la science, 44 LUM lu, 45 PhD student Facilitate access to information on academic and scientific activities at UM (promote successes with internal and 2.1 NEW 8-9 Permanent Nbr subscribers to UM social networks: LinkedIn 140K; X: 17.8K; Fb: 50K; Instagram: 15K; Youtube: 5.1K Nbr of portraits published in Hall of Fame: 54 Temporary delivery of on-line researchers Facilitate access to information on academic and scientific activities at UM (deployment of a on-line researchers' directory 2.2 OG Q4 2023 DCOM NEW 8-9 Permanent delivery of on-line researchers directory). directory Translation rate into English of identified 3 I-10.1 Complete the offer of English-language information and documents (for internal and external use) 10 Q1 2021 DRI Α Permanent documents and contents: 100% Production of a census of structures requiring Continuous language skills in central administration 4 I-10.2 Identify main administration departments and offices requiring foreign language skills Α 10 Q2 2021 DRH departments and services: 70 offices out of 204 improvement consulted (34%) Nbr meetings: 3 Facilitate dialogue, exchange and sharing on best practice among UM staff categories (Create a work group on the - 22 - 25 - 28 Q4 2021 DRED Collection of themes discussed by reflection 5 Permanent specific needs of early stage researchers (R1-R2)) -36-37 groups: PhD survey; administrative streamlining DSIN/D Progress report on the administrative Continue to implement paperless procedures and administrative streamlining efforts: decentralized management 6.1 NEW Α 24 Permanent Q3 2021 streamlining efforts of staff salary costs (2023-2024 period) PIL New tools deployed Progress report on the adm Continue to implement paperless procedures and administrative streamlining efforts: digitalized process for DSIN/D 6.2 NEW OG 24 Q3 2021 streamlining efforts missions (2024-2027 period) AF New tools deployed Nbr of meetings/year: 37 over period, 8,75 Create a committee to work on harmonizing procedures and liaising with research organizations (on aspects that DRED/ overage/year 7 7 - 23 - 35 Permanent Q3 2021 may be treated locally) VPR Participation of member NROs in the committee Actions under Recruitment Part 10 - 13 - 14 -15 - 16 - 17 Compliance of published OTM-R content with II-13.4 Publication of the OTM-R charter (procedure for Open, Transparent, Merit-based Recruitment) O4 2020 DRH 8 Α Permanent current regulations: 100% (annual revision) 18 - 19 - 20 21 Nbr of HR correspondants trained on OTMR: 40 Disseminate, enforce OTM-R principles through training sessions (via UM's HR officers network) and track staff for "successful recruitment trainings"; 170 9 NEW 12-13 Permanent Q2 2021 DRH participants in CRH workshops on UM HR indicators from the annual social report regulations Nbr of doctoral contrats published according to 10 Extend OTM-R principles to UM doctoral employment contracts 13 - 14 - 15 Permanent Q2 2021 DRED OTM-R principles: will start with 2025 campaig Produce a specific Post-doc recruitment guide with selection criteria that include the diversity of a researcher's 13 - 14 - 15 11 missions (team, project or laboratory management; mobility; mentoring and supervision; training and more) for 16 - 17 - 18 Q3 2020 DRH Permanent Regulation published and updated annually hiring, bonus granting, and staff promoting purposes 19 - 20 - 21

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NEW

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Permanent

Q4 2021 DRH

Nbr staff trained on management: 1,036 over

the period

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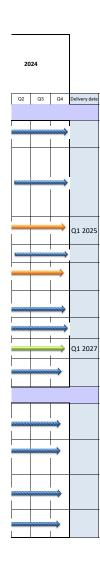
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Training sessions on managerial skills development extended to all heads of structures (departments, offices,

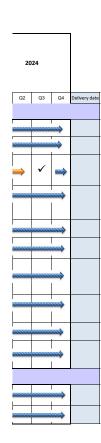
research structures, educational structures, institutes, schools...)





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