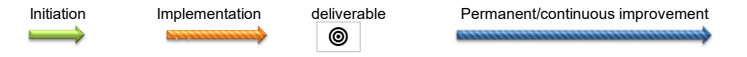


**UM HRS4R Strategy 2024-2027 action plan**


# action plan 2024- 2027	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. Variations in the chronological order of CVs (Code); 18. Recognition of mobility experience (Code); 19. Recognition of qualifications (Code); 20. Seniority (Code); 21. Postdoctoral appointments (Code); 22. Recognition of the profession; 23. Research environment; 24. Working conditions; 25. Stability and permanence of employment; 26. Funding and salaries; 27. Gender balance; 28. Career development; 29. Value of mobility; 30. Access to career advice; 31. Intellectual Property Rights; 32. Co-authorship; 33. Teaching; 34. Complaints/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	Status as of 06/2024 [A: Achieved; OG: On-going; TBA: To be achieved; NEW]	C&C principles involved	Leading dept	Indicators	Target date	2024				2025				2026				2027			
							Q1	Q2	Q3	Q4	Q1	Q2	Q3	T4	Q1	Q2	Q3	T4	Q1	Q2	Q3	Q4
							<div style="display: flex; justify-content: space-between;"> <span>Initiation</span> <span>Implementation</span> <span>deliverable</span> <span>Permanent/continuous improvement</span> </div>															
<b>Actions under PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE</b>																						
1	Facilitate access to information on academic and scientific activities at UM (deployment of an on-line researchers' directory)	EC	8; 9	DPS	Temporary delivery of on-line researchers' directory Permanent delivery of on-line researchers' directory	Q4 2025	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→
2	Raise awareness on Ecological Transition in the research community by including environmental criteria in calls for projects (calculation of carbon impact, ...).	New	2; 3; 4; 6; 7; 9; 23; 24	DRED	Nbr of calls for projects with Ecological Transition Master Plan criteria Nbr of awareness-raising actions (round tables...) carried out	Q4 2025									→	→	→	→	→	→	→	→
3	Use Researchers' ORCID numbers as unique identifiers to simplify referencing of their scientific output	New	7; 8; 9	DRED	Nbr of UM research-professors with an ORCID ID Nbr of UM research-professors with an Affiliation Manager certified ORCID ID	Q4 2025									→	→	→	→	→	→	→	→
4	Raise awareness of the new European Charter for Researchers (including DU meetings, articles, etc.)	New	all	DRED	Nbr of awareness-raising actions carried out	Q1 2026									→	→	→	→	→	→	→	→
5	Expand the system for reporting acts of violence, discrimination, harassment and sexual harassment by seeking external partnerships to collect reports	New	10	DVC	Partnership implemented	Q4 2025	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→
6	Include in the induction guide for new staff a reference on UM's commitment to diversity, gender equality, and the fight against sexist and sexual violence	New	10; 27	DVC	Nbr of induction guides distributed during the annual Welcome day for new recruits	Q3 2024		→			→	→	→	→	→	→	→	→	→	→	→	→
7	Complete the ALLIANCE certification process	New	10; 27	DPIL	Certification received	Q4 2024			→		→	→	→	→	→	→	→	→	→	→	→	→
8	Raise awareness among the research community (PhD, E and EC) on gender-based and sexual violence	New	10; 27	DVC	Workshop / webinar for PhD students Nbr of people reached / year	Q4 2025	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→
9	Renew the action plan for gender equality in the workplace for 2026-2028	New	10; 27	DVC	Elaboration and deployment of the New Action Plan	Q4 2026	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→
10	Raise awareness of communication managers on gender stereotypes	New	10; 27	DVC	Nbr of participants at the training session	Q4 2025	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→
11	Analyze the results of the ACADISCR survey on discrimination and develop future action plans accordingly	New	10	DVC	New actions or revised action plans based on analysis	Q4 2027	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→
12	Implement a partnership with the French Fulbright Commission (co-financing of cross-mobility of doctoral students)	New	18; 29	DRI	Target: 2 mobility actions / year over 4 years	Q4 2026	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→
<b>Actions under PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION</b>																						
13	Develop and implement a Human Resources Master Plan	New	12; 13; 14; 15; 16; 17; 18; 19; 20; 21; 38; 39	DRH	Implementation of the Human Resources Master Plan (HRMP) Nbr of actions planned in HRMP Communication actions related to HRMP	Q4 2025					→	→	→	→	→	→	→	→	→	→	→	→
14	Further streamlining and dematerializing of UM's entire recruitment process	New	12; 13; 14; 15; 16; 17; 18; 19; 20; 23	DRH	Evolution of the recruitment process for the "recruitment request part" to be integrated in a tool	Q4 2025					→	→	→	→	→	→	→	→	→	→	→	→
15	Extend the use of Beetween to recruit non-permanent teaching staff and researchers	New	12; 13; 14; 15; 16; 17; 18; 19; 20; 22	DRH	Development of the Beetween application and recruitment website for the recruitment of non permanent teaching staff, and related communication initiatives	Q4 2025					→	→	→	→	→	→	→	→	→	→	→	→
16	Review UM's internal procedure for publishing research job offers on Euraxess	New	12; 13; 14; 15; 16; 17; 18; 19; 20; 21	DRH	Implementation of the new system	Q4 2025					→	→	→	→	→	→	→	→	→	→	→	→
17	Internationalize the post-publication phase of the E/EC/C recruitment process (propose an English version of related documents)	New	5; 10; 24	DRH	English version of UM recruitment documents	Q4 2025	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→
18	Value the diversity of atypical study and career paths during recruitment and assessment processes	New	10; 11; 12; 13; 14; 15; 16; 17; 19	DRH	Implementation of initiatives to promote the diversity of atypical studies and careers in recruitment and assessment processes	Q1 2026					→	→	→	→	→	→	→	→	→	→	→	→
19	Implement the I-Site excellence program attractiveness program	New	12; 13; 14; 15; 16; 17; 18; 19; 23; 25; 26; 28; 12; 13; 14; 15;	DPS	1 to 2 recruited researchers / year	Q1 2025	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→
20	Implement EXPOSUM's attractiveness program	New	16; 17; 18; 19; 23; 25; 26; 28;	DPS	2 to 3 recruited researchers / year	Q4 2026	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→	→

**UM HRS4R Strategy 2024-2027 action plan**


# action plan 2024-2027	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. Variations in the chronological order of CVs (Code); 18. Recognition of mobility experience (Code); 19. Recognition of qualifications (Code); 20. Seniority (Code); 21. Postdoctoral appointments (Code); 22. Recognition of the profession; 23. Research environment; 24. Working conditions; 25. Stability and permanence of employment; 26. Funding and salaries; 27. Gender balance; 28. Career development; 29. Value of mobility; 30. Access to career advice; 31. Intellectual Property Rights; 32. Co-authorship; 33. Teaching; 34. Complaints/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	Status as of 06/2024 [A: Achieved; [O: On-going; [TBA: To be achieved; NEW]	C&C principles involved	Leading dept	Indicators	Target date	Timeline (Q1-Q4 for each year)																											
							2024				2025				2026				2027															
							Q1	Q2	Q3	Q4	Q1	Q2	Q3	T4	Q1	Q2	Q3	T4	Q1	Q2	Q3	Q4												
<b>Actions under PILLAR 3 - WORKING CONDITIONS AND PRACTICES</b>																																		
21	Draw up and provide a model of internal regulations for research units	New	2; 3; 4; 5; 6; 7; 9; 24;	DRED	Nbr of research units that adopted the internal regulations model Nbr of internal regulations validated by the Research Council	Q4 2025																⊙												
22	Improve the visibility of digital services for researchers and ECs through communication initiatives (via dedicated digital website)	New	24	DSIN	Annual attendance rate Nbr of offered services	Q4 2025																	⊙											
23	Extend ERC-type incentives to MSCA holders	New	22; 23; 24; 26	DRH	Published regulation and nbr of beneficiaries	Q4 2025																	⊙											
24	Raise awareness of research-professors and researchers on innovation	New	8	DIPA	Nbr of awareness-raising actions	Q4 2025																	⊙											
25	Implement the University Innovation Cluster to create a single entry point for research-professors and researchers	New	8	DPS	Creation of a dedicated website	Q1 2026																	⊙											
26	Process innovation projects collectively through operational and governance meetings	New	8	DPS	Operational committee: once / month Governing committee: once / year	Q4 2024																	⊙											
27	Continue to deploy OCAPI application towards UM's research community	New	24; 31;	DIPA	Nbr of OCAPI users in research units	Q4 2025																	⊙											
28	Develop a module to manage invention declarations in the OCAPI application	New	24; 31;	DIPA	Nbr of invention declarations registered in the module	Q4 2025																	⊙											
29	Develop a module for electronic signature of contracts in the OCAPI application	New	24; 31;	DIPA	Nbr of electronic signatures within the scope of the OCAPI application	Q4 2026																												
30	Following a 2022-23 pilot phase, extend the implementation of electronic laboratory notebooks	New	2; 3; 4; 5; 6; 7; 8; 23; 24; 31;	DIPA	Nbr of electronic laboratory notebooks	Q4 2026																												
31	Continue to implement paperless procedures and administrative streamlining efforts: digitalized process for missions (2024-2027 period)	EC	24	DAF	New implemented tools Rate of tool use	Q3 2025																	⊙											
32	Participate in the French national experiment to facilitate research	EC	24	DRED/VP streamlining	Appointment of a VP dedicated to the issue Nbr of Steering Committee meetings	Q1 2025																	⊙											
33	Develop a new program for the period 2025-2027 to improve the quality of life at work and reduce psychosocial risks	New	24	DVC	New program for quality of life at work and reduce psychosocial risks	Q1 2025																	⊙											
34	Extend quality of life initiatives (well-being workshops, etc.) to all UM sites	New	24	DVC	Nbr of implemented actions Nbr of participants	Q4 2025																	⊙											
35	Create a space for managers to exchange practices (pilot project), led by an occupational psychologist from outside UM	New	7; 23; 24	DVC	Workshop organized (6 to 7 meetings / year) Target: 10 people per year	Q4 2025																	⊙											
36	Meet E-EC-C and research staff's expectations by deploying the Ecological Transition Master Plan (ETMP) to improve working conditions (support for soft mobility, building renovation, tenders with sustainable development clauses)	New	24	DPIL	Fulfillment rate of ETMP	Q4 2025																	⊙											
37	Develop and implement an action plan to improve user reception at the UM's Documentation University Service (Service Public+)	New	24	DPIL	Launch of a formal action plan	Q4 2027																												
38	Apply for renewal of the "Welcome to France" label awarded by Campus France	New	18; 29	DRI	Target: 2 or 3 stars	Q4 2024																	⊙											
39	Initiate discussions on the creation of a one-stop shop to facilitate the arrival of foreign E, E-C, C employees (new recruits, visitors) at UM	New	18; 29	DRH	Creation of a one-stop shop to facilitate the arrival at UM of foreign E, E-C, C employees (new recruits, visitors)	Q4 2026																												
40	Update and translate the mission guide into English in alignment with the revised regulation (reduction and streamlining of supporting documentation requirements)	New	5; 10; 24	DAF	Updated guide English version of the guide	Q4 2025																	⊙											
41	Consult the French Agency on Mutualization for Universities and establishments (AMUE) on the possibility of developing an English version of the student registration tool interface	New	18; 29	DFE	Consultation with French Agency on Mutualization for Universities and establishments (AMUE) on the possibility of developing an English version of the student registration tool interface	Q4 2026																												
<b>Actions under PILLAR 4 - RESEARCH CAREERS AND TALENT DEVELOPMENT</b>																																		
42	Open the "OSER" training program to other staff (women without supervisory responsibilities, PhD students, etc.)	New	27; 28; 37; 38; 39; 40	DVC	Nbr of sessions / year Nbr of female participants without supervisory responsibilities and PhD students	Q4 2025																	⊙											
43	Provide English-language classes for research-professors	New	10; 38; 39;	DRI	Nbr of trained research-professors and nbr of training sessions carried out	Q4 2026																												
44	Communicate about support for the development of a personalized professional project to researchers and research-professors	New	30; 38; 39	DRH	Nbr of communication initiatives carried out	Q4 2026																												
45	Communicate on UM's various training programs (collective and individual training offers)	New	38; 39	DRH	Updated communication emails and related intranet articles Updated communication materials on the various training programs	Q1 2025																	⊙											
46	Organize training sessions to develop talent ecosystems, in line with the European Charter for Research, within the European MERCURY project (WIDERA Pilot project subjected to selection for funding by the EC)	New	all	DRH	# training programs set up to develop talent ecosystems in line with the European Charter for Research	Q4 2026																												