

HRS4R ACTION PLAN - 2022-2025

Goal	N°	Actions	Deadline	Deliverable / Indicators
1 - Support the assumption of duties for researchers	1.1	Implement a training module dedicated to PhD students and aiming at professional integration after the PhD studies	3rd trim. 2022	Training module % of doctoral students trained in professional integration every year
	1.2	Organize an information meeting at University level and give information on job search strategies	3rd trim. 2023	Number of PhDs attending each information meeting
	2.1	Implement a training module dedicated to PhD students and aiming at professional network opportunities and development for early stage researchers	3rd trim. 2023	Number and % of doctoral students attending these specific modules
	2.2	Increase support towards student associations	3rd trim. 2023	Number of modules or other actions that support the creation of networks
	3.1	Simplify the role of PhD supervisors (French postdoctoral degree allowing its holder to supervise research - HDR)	3rd trim. 2022	
	3.2	Inform PhD students on existing training module dedicated to HDR in order to improve the number of doctoral students trained	3rd trim. 2022	Number and % of doctoral students trained in pedagogy
	4.1	Create and set up a mentoring system at the beginning of researcher's career	3rd trim. 2023	Number and % of new researchers benefiting from mentoring
	4.2	Set up an information meeting (webinar) and an information note for new researchers with the objective of raising awareness about the existing measures for supporting researchers at their early career start	3rd trim. 2023	Webinar Number of early-stage/young researchers attending this information meeting
	5	Limit the duties of new lecturers in their first three years after nomination leaving researchers dedicate to their research activities	3rd trim. 2024	Proportion of new lecturers who only have teaching and research duties
2 - Promote a "responsible research" culture	6.1	Improve dissemination on the existing policy and tools in terms of gender equality, discrimination and inclusion	3rd trim. 2023	Number of early-stage/young researchers attending these training modules
	6.2	Implement a training module dedicated to PhD students and aiming at raising awareness on discrimination and gender equality	3rd trim. 2023	Visibility of communications and participation rate of the research population in awareness and training activities
	6.3	Implement a training module for staff assisting people with disabilities	3rd trim. 2023	Share of reports from the research population + share of feedbacks from the questionnaire
	6.4	Communicate on prevention and treatment mechanisms against discrimination, sexual violence and sexual acts and moral or sexual harassment	3rd trim. 2023	
	7	Definition and roll-out of governance and strategy for data protection	3rd trim. 2023	Number of views on page dedicated to this subject

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2 - Promote a "responsible research" culture	8.1	Improve dissemination of the existing measures already implemented on research integrity and ethics	3rd trim. 2022	Number of people targeted by this communication Number of requests received by the integrity and ethics contact persons
	8.2	Implement a committee dedicated to integrity matters when conducting research	3rd trim. 2022	Committee created Number of requests received by this Committee
	8.3	Implement a training module on research integrity dedicated to all staff	3rd trim. 2022	Number and % of people trained in scientific integrity and ethics
	9.1	Prevention of psycho social risks (specific information, training of managers, training of teams, implementation of a participatory evaluation of PSRs)	3rd trim. 2023	Number of views of the dedicated page Number of people trained DUER share provided according to methodology
	9.2	Safety at work prevention of chemical, biological and physical risks	3rd trim. 2023	
3 - Make HR processes readable and transparent	10	Make the recruitment policy more visible through a clear, permanent and accessible publication of recruitment schedules and methods	2nd trim. 2022	Number of views on page dedicated to this subject
	28.1	Set up a working group (webinar) with researchers and staff members in order to confirm/redefine the priority axis of the OTM-R Policy	4th trim. 2022	OTM-R Policy
	28.2	Consolidate these priorities and existing procedures in order to write the OTM-R Policy in coordination with the Steering group of the HRS4R	4th trim. 2023	
	28.3	Disseminate the OTM-R Policy to researchers and personnel of the University	4th trim. 2023	
	28.4	Establish a quality control mechanism of the OTM-R	4th trim. 2023	
	11	Clarify the distribution circuits and promotion measures and give support to researchers wishing to progress through specific communication	3rd trim. 2023	Number of views on page dedicated to this subject Number of people targeted by the information (participants of webinars for example)
	12	Improve the communication about the criteria for the allocation of bonuses for managing doctoral students and research, through the clear display of criteria and a communication plan dedicated to the campaign	1st trim. 2022	Number of ex gratia appeals/per member of staff who has applied (candidate)

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4 - Value and recognize the diversity of career paths	13	Integrate a module about profiles when training the recruiters	3rd trim. 2022	Number of people trained in this module
	14	Support the recruitment of teachers, researchers and research engineers, provide evaluation grids / candidate analysis or other tools to the members of the juries.	1st trim. 2022	Deliverable (evaluation grids, tools)
	15	Be open and support the desire for change in a person's career through an accessible offer of professional development advice and through the support provided to supervisors carrying out the career interview	1st trim. 2022	Intranet page on HR support available Number of individual appointments made.
	16	Take into account the diversity of pathways in the different ways of managing staff and promote it by guaranteeing a representation of women in the graduates equivalent at least to that of women within the establishment's teacher-researchers.	3rd trim. 2023	Modification of procedures for allocation Extended career path
	17.1	Develop incoming researchers mobility by enhancing communication on existing hosting measures	3rd trim. 2024	Number of people on international mobility coming in
	17.2	Develop both institutional and day-to-day lab communication in English	4th trim. 2023	
	17.3	Implement dedicated incentives to attract researchers from abroad	3rd trim. 2024	
	17.4	(for incoming mobility) Publish job offers at EU/international level	4th trim. 2023	
	17.5	(for incoming mobility) Develop courses available in English at University level and communicate them towards foreign lecturers/researchers	4th trim. 2022	
	18.1	Explain researchers the different ways of becoming internationally mobile and inform them about the various possibilities for international mobility	3rd trim. 2025	Number of people on international mobility going away
	18.2	Set-up an annual webinar to inform researchers on international mobility opportunities and share feedbacks	3rd trim. 2025	
18.3	Share (for outgoing mobility) job offers at EU/international level	3rd trim. 2025		
5 - Develop a facilitating and open work environment	19.1	Create a generic job description for head of research units	3rd trim. 2022	Link to job description Communication on the job description
	19.2	Create a welcome guide for head of research units	3rd trim. 2022	Welcome guide Communication on the welcome guide
	19.3	Facilitate access to existing training courses for head of research units	3rd trim. 2022	Number of people attending the training courses
	20	Set up training for thesis supervisors	1st trim. 2022	Proportion of thesis supervisors trained.

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5 - Develop a facilitating and open work environment	21.1	Train English Teachers from the University of Nantes to become EMI trainer (training module provided by Oxford University)	4th trim. 2022	Train 10 more trainers
	21.2	Train teachers of all academic areas to provide courses in English (training module provided by EMI trainers)	4th trim. 2023	Train 30 teachers per year
	22.1	Enrich the courses catalogue (including soft skills and interdisciplinarity)	4th trim. 2025	Proportion of master's courses that integrate a module on research
	22.2	Scientific animation proposed by Graduate schools	4th trim. 2025	
	22.3	Closer follow-up of students by Graduate schools	4th trim. 2025	
	23	Ensure access to all researchers to the existing research training offer provided by the University of Nantes and other partners research entities	4th trim. 2023	Proportion of requests fulfilled
	26	Implement a training module dedicated to PhD students on open access journals and/or repositories	1st trim. 2022	Number and % of doctoral students attending these training modules
	27	Provide training sessions for PhD students aimed at accompanying them to disseminate scientific and technical culture to the socio-economic world and the general public	2nd trim. 2022	Number and % of doctoral students attending this training module
	25.1	Clarify training offer by organizing modules by competency, type or subject and change the tool for better readability	2nd trim. 2022	Number of people targeted by the communication Evaluation of training modules
	25.2	Communicate on training opportunities	2nd trim. 2022	
	25.3	Make trainees evaluate training sessions to assess the skills acquired and make sure that it is useful for PhD students and researchers	2nd trim. 2022	
	24.1	Implement Research Support Units in order to help researchers reduce their daily administrative burden by ensuring pre-award and post-award support in relation to contracts legal, administrative and financial follow-up	4th trim. 2022	Implementation of the Research Support Units
	24.2	Improve research-training connections in the frame of a project called TRITON with the creation of 12 new master-doctorate programmes, called graduate programmes, that will combine a master degree (year 1 and 2) followed for most students by a doctoral degree (year 3 to 5)	3rd trim. 2024	Opening of Graduate Programs (4 in 2023 and 6 in 2024)