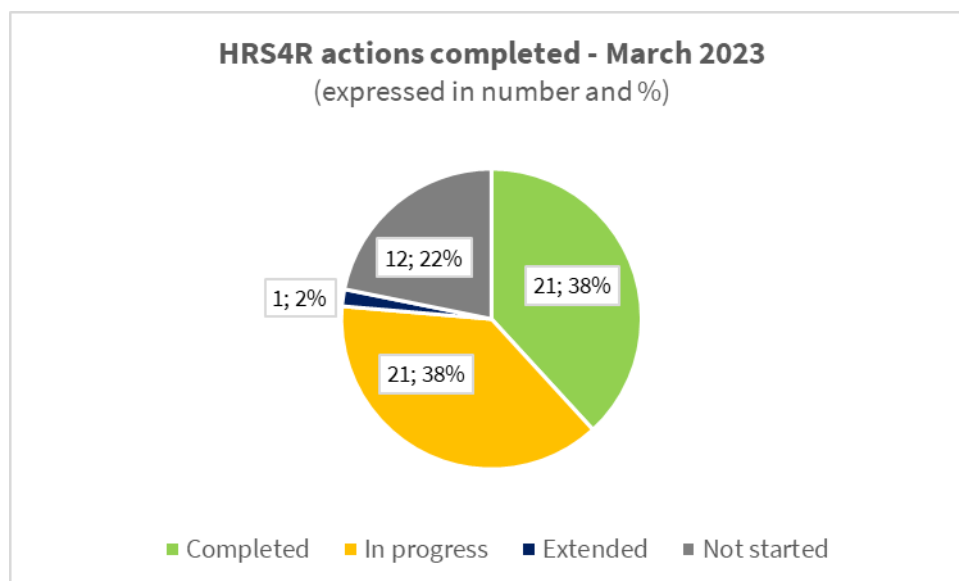


→ Department of Human Resources and Social Dialogue (*Direction des Ressources Humaines et du Dialogue Social*)

One year after being awarded the HR Excellence in Research label, Nantes Université has implemented 38% of its [HRS4R action plan](#). These actions cover a wide range of areas, from training doctoral students on professional integration to raising awareness on gender equality. Here is an overview of this year’s achievements.

Nantes Université* was awarded the HR Excellence in Research label in March 2022 and has committed to rolling out its action plan, comprising 55 actions, over the 2022-2025 period. The institution’s approach is part of the European HRS4R framework ([Human Resources Strategy for Researchers](#)) and aims to improve the practices and working conditions of researchers and lecturer-researchers, in line with the [European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers](#).

*excluding member institutions



NB: actions with “extended” status are those that cannot be started before the self-assessment due in March 2024.

As of March 2023, 38% of the actions in the action plan have been completed, 38% are in the process of being rolled out and 22% have not yet been initiated. All actions scheduled to be launched in 2022 have been initiated by the teams involved in the HRS4R initiative, with the exception of action 24.1 on setting up research support units, due to a lack of funding. To ensure that the initiative progresses smoothly, actions that have not yet started have been incorporated into the work plans of the various departments.

Area 1 - Supporting the integration of researchers and young researchers (9 actions - 1 action completed)

We have developed training modules at doctoral college level to support doctoral students in their professional integration (action 1.1). These courses have been added to the [catalogue of courses for doctoral students](#), which can be accessed via their personal account on the AMETHIS platform.

Area 2 - Promoting a responsible research culture (10 actions - 6 actions completed)

In line with [Nantes Université's gender equality plan](#), which was adopted in 2021, actions in the fields of communication (action 6.1) and training (action 6.2) have been implemented to help mobilise the university community and raise awareness of this issue. In addition, the mechanisms and procedures for reporting and dealing with sexist and violent behaviour are described on the [support and report unit web page](#) (action 6.4), which will shortly be available in English, to ensure that this information is accessible to international students, doctoral students and staff.

Several actions contribute to scientific integrity and research ethics, including a [dedicated information area](#) and the appointment of a scientific integrity officer (contact: referent-integrite-scientifique@univ-nantes.fr). The Ethics, Professional Conduct and Scientific Integrity Committee (*Comité d'éthique, de déontologie et d'intégrité scientifique*), set up by the Board of Directors (*Conseil d'Administration*) on 27 January 2023, issues opinions on the following topics: ethical aspects of research protocols, scientific integrity violations, and any problems relating to professional conduct.

Area 3 - Ensuring transparency and clarity in HR practices (7 actions - 2 actions completed)

All potential candidates are guaranteed access to current job offers, as well as to recruitment timetables and methods, on a [specific Nantes Université recruitment space](#). In addition, to ensure access to promotions information, annual information campaigns have been set up as part of the French compensation package for teaching and research staff (RIPEC) and more specifically on *composante C3* (an individual bonus linked to the quality of activities and the professional commitment of staff regarding all of their duties and responsibilities). Regular work on these procedures and the related communication methods will be carried out to ensure that the information is up to date.

Area 4 - Recognising and valuing the diversity of career paths (12 actions - 3 actions completed)

The development of awareness-raising and training actions for recruiters, and the provision of tools for jury and selection committee members, help to enhance the diversity of career paths. Furthermore, career development support is offered to all members of staff through the various mechanisms presented in the mobility management guidelines.

Area 5 - Developing a facilitating and open working environment (17 actions - 9 actions completed)

Numerous training actions have been carried out in a variety of fields to improve the working environment and working conditions of researchers and lecturer-researchers (thesis supervision, English Medium Instruction (EMI) – a training module run by Oxford University, open science, scientific and technical culture). Certain Nantes Université courses are open to partner institutions and this contributes to the creation of a community of researchers and lecturer-researchers at Nantes Université.

Nantes Université continues to roll out its action plan, and is preparing its self-assessment, which will lead to the drafting of a report and a revised action plan for the 2024-2027 period.

→ Find out more about the [HRS4R initiative](#) at Nantes Université