

## HRS4R ACTION PLAN - 2022-2025 - NANTES UNIVERSITY

Area of work	N°	Actions	Timing	Deliverable / Indicators
<b>1 - Support the assumption of duties for researchers</b>	<b>1.1</b>	Implement a training module dedicated to PhD students aiming at professional integration after the PhD studies (identification of skills, consolidation of knowledge and use of IT tools and social networks, job search and applications, preparation of an interview, etc.)	3rd trim. 2022	Training module % of doctoral students trained in professional integration every year
	<b>1.2</b>	Organise an information meeting at University level and give information on job search strategies (identification of opportunities in terms of research, knowledge of the job market, testimonies of new researchers in office, etc.)	3rd trim. 2023	Number of PhDs attending each information meeting
	<b>2.1</b>	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
	<b>2.2</b>	Increase support towards PhD students associations	3rd trim. 2023	Number of modules or other actions that support the creation of networks
	<b>3.1</b>	Simplify the role of PhD supervisors (French postdoctoral degree allowing its holder to supervise research - HDR)	3rd trim. 2022	Number and % of doctoral students trained in pedagogy
	<b>3.2</b>	Inform PhD students on existing training module dedicated to them in order to improve the number of doctoral students trained	3rd trim. 2022	
	<b>4.1</b>	Create and set up a mentoring system at the beginning of researcher's career to inform, discuss, coach them in their early career development (search for mentors, mentoring guide, mentor network animation, mentor/mentee day animation inspired from a regional initiative named "Pulsar")	3rd trim. 2023	Number and % of new researchers benefiting from mentoring
	<b>4.2</b>	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
	<b>5</b>	Limit the duties of new lecturers in their first three years after nomination leaving researchers dedicate to their research activities and not to the management of administrative/training activities in the lab (Head of unit, Head of research team, Responsibilities in the Faculty, nor presiding over directorial committee boards)	3rd trim. 2024	Proportion of new lecturers who only have teaching and research duties

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<b>2 - Promote a "responsible research" culture</b>	<b>6.1</b>	Improve dissemination on the existing policy and tools in terms of gender equality, discrimination and inclusion (to all researchers and staff)	3rd trim. 2023	Number of early-stage/young researchers attending these training modules
	<b>6.2</b>	Implement a training module dedicated to PhD students and aiming at raising awareness on discrimination and gender equality (gender equality, disabilities, intercultural working environment, LGBT community)	3rd trim. 2023	Visibility of communications and participation rate of the research population in awareness and training activities
	<b>6.3</b>	Implement a training module for staff assisting people with disabilities	3rd trim. 2023	Share of reports from the research population
	<b>6.4</b>	Communicate on prevention and treatment mechanisms against discrimination, sexual violence and sexual acts and moral or sexual harassment	3rd trim. 2023	Number of views on page dedicated to this subject
	<b>7</b>	Definition and roll-out of governance and strategy for data protection	3rd trim. 2023	Number of people targeted by this communication Number of requests received by the integrity and ethics contact persons
	<b>8.1</b>	Improve dissemination of the existing measures already implemented on research integrity and ethics	3rd trim. 2022	Committee created Number of requests received by this Committee
	<b>8.2</b>	Implement a committee dedicated to integrity matters when conducting research in order to give advice on the ethical aspects of research protocols	3rd trim. 2022	Number and % of people trained in scientific integrity and ethics
	<b>8.3</b>	Implement a training module on research integrity dedicated to all staff (including early stage researchers) aiming the appropriation of research ethics in all its dimensions and personal/data protection	3rd trim. 2022	Number of views of the dedicated page Number of people trained DUER share provided according to methodology
	<b>9.1</b>	Prevention of psycho social risks (specific information on the internal harassment listening system, training of managers in the prevention of PSR, training of teams in the prevention of PSR, implementation of a participatory evaluation of PSRs to be integrated into the DUER)	3rd trim. 2023	Safety at work prevention of chemical, biological and physical risks
	<b>9.2</b>	Safety at work prevention of chemical, biological and physical risks	3rd trim. 2023	
<b>3 - Make HR processes readable and transparent</b>	<b>10</b>	Make the recruitment policy more visible through a clear, permanent and accessible publication of recruitment schedules and methods (type of competitive exam and contracts)	2nd trim. 2022	Number of views on page dedicated to this subject
	<b>28.1</b>	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. 2023	OTM-R Policy

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<b>3 - Make HR processes readable and transparent</b>	<b>28.2</b>	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	OTM-R Policy
	<b>28.3</b>	Disseminate the OTM-R Policy to researchers and personnel of the University	4th trim. 2023	
	<b>28.4</b>	Establish a quality control mechanism of the OTM-R	4th trim. 2023	
	<b>11</b>	Clarify the distribution circuits and promotion measures and give support to researchers wishing to progress through specific communication (meeting, webinar, information note, testimonials)	3rd trim. 2023	Number of views on page dedicated to this subject Number of people targeted by the information (participants of webinars for example)
	<b>12</b>	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)
<b>4 - Value and recognize the diversity of career paths</b>	<b>13</b>	Integrate a module about profiles when training the recruiters (about the variety of experiences, in the private sector, abroad, in an association and the personal pathway, maternity and parental leave, gender equality and the promotion of diversity)	3rd trim. 2022	Number of people trained in this module
	<b>14</b>	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)
	<b>15</b>	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.
	<b>16</b>	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
	<b>17.1</b>	Develop incoming researchers mobility by enhancing communication on existing hosting measures and improving procedures for hosting foreign researchers	3rd trim. 2024	Number of people on international mobility coming in
	<b>17.2</b>	Develop both institutional and day-to-day lab communication in English	4th trim. 2023	
	<b>17.3</b>	Implement dedicated incentives to attract researchers from abroad	3rd trim. 2024	
	<b>17.4</b>	(for incoming mobility) Publish job offers at EU/international level	4th trim. 2023	
	<b>17.5</b>	(for incoming mobility) Develop courses available in English at University level and communicate them towards foreign lecturers/researchers	4th trim. 2022	

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<b>4 - Value and recognize the diversity of career paths</b>	<b>18.1</b>	Explain researchers the different ways of becoming internationally mobile and inform them about the various possibilities for international mobility (conferences, seminars, stays, etc.)	3rd trim. 2025	Number of people on international mobility going away
	<b>18.2</b>	Set-up an annual webinar to inform researchers on international mobility opportunities and share feedbacks	3rd trim. 2025	
	<b>18.3</b>	Share (for outgoing mobility) job offers at EU/international level	3rd trim. 2025	
<b>5 - Develop a facilitating and open work environment</b>	<b>19.1</b>	Create a generic job description for head of research units to support female researchers becoming head of research units and encourage researchers to take responsibility, providing a better understanding of what it takes to be a director	3rd trim. 2022	Link to job description Communication on the job description
	<b>19.2</b>	Create a welcome guide for head of research units to support female researchers becoming head of research units and encourage researchers to take responsibility, providing a better understanding of what it takes to be a director	3rd trim. 2022	Welcome guide Communication on the welcome guide
	<b>19.3</b>	Facilitate access to existing training courses for head of research units, particularly the management course provided each year by the university, and similar courses set up by the parent institutions	3rd trim. 2022	Number of people attending the training courses
	<b>20</b>	Set up training for thesis supervisors in order to help them monitor the progress of the doctoral student's research project, to prevent possible difficulties in the student/supervisor relationship and support students in their professional integration	1st trim. 2022	Proportion of thesis supervisors trained.
	<b>21.1</b>	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
	<b>21.2</b>	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
	<b>22.1</b>	Improve doctoral training in the frame of a project called TRITON in order to improve research-training connections by enriching the courses catalogue (including soft skills and interdisciplinarity)	4th trim. 2025	Proportion of master's courses that integrate a module on research
	<b>22.2</b>	Develop scientific animation proposed by Graduate schools (conferences, seminars, talks, events with socio-economic partners, etc.)	4th trim. 2025	
	<b>22.3</b>	Set up a closer follow-up of students by Graduate schools	4th trim. 2025	

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<b>5 - Develop a facilitating and open work environment</b>	<b>23</b>	Ensure access to all researchers to the existing research training offer provided by the University of Nantes and other partners research entities (CNRS, INSERM, INRAE, etc.)	4th trim. 2023	Proportion of requests fulfilled
	<b>24.1</b>	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, to enable researchers to spend more time on their main research activities	4th trim. 2022	Implementation of the Research Support Units
	<b>24.2</b>	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)
	<b>25.1</b>	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
	<b>25.2</b>	Communicate on training opportunities (modules provided by the university or parent institutions/budget dedicated to training for specific expertise)	2nd trim. 2022	
	<b>25.3</b>	Make trainees evaluate training sessions to assess the skills acquired and make sure that it is useful for PhD students and researchers, in order to improve both training modules and the overall offer	2nd trim. 2022	
	<b>26</b>	Implement a training module dedicated to PhD students on open access journals and/or repositories on : - how to give the maximum visibility and impact on research publications by using open access journals and/or repositories - how to differentiate between open access journals, open access repositories, research social networks, blogs, etc. and how to make relevant use of each communication channel	1st trim. 2022	Number and % of doctoral students attending these training modules
	<b>27</b>	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