

#### Note – Building the new HRS4R action plan

The new action plan, as developed during the workshop held on May 23, is based on a structured approach aligned with the pillars of the European Charter for Researchers.

At this stage, the document mainly centralizes the strategic objectives identified for each pillar.

🔗 It does not yet constitute an operationally detailed action plan, but rather a shared and consolidated working foundation, built on contributions from stakeholders and already ongoing initiatives.

In a second phase, these objectives will be divided into concrete actions in September 2025, in order to:

- provide the necessary detail for their implementation,
- clarify responsibilities,
- and structure a clear and readable monitoring system.

This supporting work will be carried out in close collaboration with the relevant teams, including the researchers involved in the process and the identified action leaders.

# Action plan for 2025-2028

Action No.	Associated pillar	Actions	Responsible's position	Responsible	Contributors	Deliverables	Indicators	Target	Start date	End date
1	A. Ethics, Integrity, Gender and Open Science	Implementing the data protection policy	Vice-President for Digitalization	EXBRAYAT Matthieu	GUYOT Alexandre NEUHAUS Julienne GIRAULT Céline LUCAS Carine SOLON Pascale TURCU Camélia	Data Protection Policy			H2 2025	H2 2026
2	A. Ethics, Integrity, Gender and Open Science	Encouraging the dissemination of scientific results through the "Science with and for Society" program	The Science with and for Society Officer	DUMASY Juliette		Annual assessment of the actions	Number of organized events Number of participants per event	2 events per year	H2 2025	H2 2028
3	A. Ethics, Integrity, Gender and Open Science	Rolling out the institution's Open Science policy	Open Science Officer	LUCAS Carine		Open Science roadmap and assessment of the actions	Number of Open Access publications Number of Open Access publications that are well referenced		H2 2025	H2 2028
4	A. Ethics, Integrity, Gender and Open Science	Provide ethics guidelines aligned with disciplinary contexts (e.g., animal experimentation)	Vice-President of the Research Commission	TURCU Camélia	LEONARD Géraldine	Reference documents			H1 2026	H2 2026
5	A. Ethics, Integrity, Gender and Open Science	Ensuring that researchers understand and adopt a clear procedure for handling reports related to ethics and research integrity	Scientific Integrity Advisor	MAROIS William	WEST Caroline DION Nathalie RIBEAU Nathalie	Formalized procedure, available on the Intranet Assessment of the procedure	Number of awareness-raising actions	Ex. 2 communications / year 2 meetings / year	H2 2025	H2 2026
6	A. Ethics, Integrity, Gender and Open Science	Sustain efforts towards equality, diversity and inclusion throughout the implementation of the HRS4R action plan	Vice-President for Equality, Diversity and Inclusion (EDI)	CHAVRIER Didier	TCHARA Isaac	Annual assessment of the actions	Cf. EDI indicators	Cf. objective of EDI indicators	H2 2025	H2 2028
7	A. Ethics, Integrity, Gender and Open Science	Rolling out the Sustainable Development and Social Responsibility (DDRS) strategic roadmap	Vice-President for Sustainable Development	ROY Vincent	Amélie ROIGNOT	Annual assessment of the actions	Cf. DDRS indicators	Cf. objective of DDRS indicators	H2 2025	H2 2028
8	B. Assessment, recruitment and career advancement of researchers	Aligning HR processes by updating researcher assessment practices in line with principles from the CoARA initiative	President of the Academic Council	ABRAHAM Romain	Human Resources Office Open Science Officer	Annual assessment of the actions CoARA action plan Updating of recruitment templates			H2 2025	H2 2026
9	B. Assessment, recruitment and career advancement of researchers	Enhancing the visibility of job openings, ensuring equal access, and monitoring the quality of applications, particularly for positions with low applicant numbers	President of the Academic Council	ABRAHAM Romain	Human Resources Office	Document for the OTM-R best practices at the faculty and laboratory levels	Number of activated communication channels Number of external applicants per position Cf. OTM-R indicators	At least 3 communication channels activated	H1 2026	H2 2028
10	B. Assessment, recruitment and career advancement of researchers	Building sustainable recruitment, assessment and monitoring processes of doctoral students, including their professional integration	Vice-President of the Research Commission	TURCU Camélia	LEONARD Géraldine CHAMPION Blandine Heads of Doctoral Schools		Percentage of thesis supervisors who have attended a training course Cf. OTM-R indicators	Mandatory training for at least one person from the supervizing team (thesis supervisor)	H2 2025	H1 2027
11	B. Assessment, recruitment and career advancement of researchers	Establishing an HR strategic roadmap aligned with the principles of the European Charter for Researchers	Human Resources Office			The HR strategic roadmap	Indicators defined in the HR strategic roadmap	Cf. objective of the indicators defined in the HR strategic roadmap	H1 2026	H2 2026
12	B. Assessment, recruitment and career advancement of researchers	Developing structured and accessible career development support for researchers at all levels	President of the Academic Council	ABRAHAM Romain	Human Resources Office	Proof of career monitoring			H2 2025	H2 2027
13	B. Assessment, recruitment and career advancement of researchers	Continuing the roll out of HR procedures regarding post-doctoral students	Human Resources Office		ABRAHAM Romain		cf OTM-R indicators		H2 2025	H1 2026
14	C. Working conditions and methods	Strengthening quality of life at work (QVCT) for research staff members through targeted and continuous actions	Human Resources Office			Annual assessment of actions regarding quality of life at work	Results of the survey on well-being	At least 2 quality of life at work actions rolled out	H1 2026	H2 2028
15	C. Working conditions and methods	Generalizing the implementation of internal regulations in research units	Projects, Research and Innovation Center (APRI) Manager	LEONARD Géraldine		Provision of harmonized internal regulations for laboratories	Percentage of laboratories with harmonized internal regulations (objective: 100%)	100% of laboratories	H2 2026	H1 2027
16	C. Working conditions and methods	Formalizing and disseminating an institutional charter on intellectual property in the context of research	Vice-President for Valorization	Jean Marc BAUCHIRE	LEONARD Géraldine	The UO's Charter on Intellectual Property	Results of the HRS4R survey		H2 2025	H1 2027
17	C. Working conditions and methods	Creating a welcome booklet for international researchers (to facilitate their induction)	International Central Office (DRI) Manager	KROUBO DAGNINI Jennifer	LEONARD Géraldine	Welcom kit for international researchers	Number of international researchers who received the kit	100% of international researchers having access to the welcome kit	H1 2026	H2 2026
18	D. Science Careers and Skills Development	Continuing actions to facilitate the induction of researchers	Vice-President of the Research Commission	TURCU Camélia	LEONARD Géraldine KROUBO DAGNINI Jennifer	Annual assessment of events	Number of events organized Participation rates		H2 2025	H2 2028
19	D. Science Careers and Skills Development	Strengthening and sustaining training plans (including mandatory training) within research units	HR Office - Jobs, Recruitment and Mobility Center Manager	En cours de recrutement		Training plan of each laboratory	Number of laboratories having a training plan	100% of laboratories with a training plan	H2 2025	H2 2026
20	D. Science Careers and Skills Development	Recognizing/Promoting various types of mobility (international, national, cross-sectoral) as part of recruitment and career development	President of the Academic Council	ABRAHAM Romain		Procedure to promote mobility	cf mobility indicators		H2 2025	H1 2027
21	E. Communication, support of stakeholders	Establishing a structured communication and awareness-raising strategy to ensure the broad appropriation of the HRS4R approach by all staff members	Communications Office Manager	LAMBERT Caroline	Project Team	Communication strategy Proof of the communication actions	Number of communication actions disseminated per year Number of events carried out per year (workshops, information sessions...)		H2 2025	H2 2028
22	E. Communication, support of stakeholders	Strengthening the visibility of the HRS4R label and the accessibility of key resources (both in French and in English)	Communications Office Manager	LAMBERT Caroline	Project Team	UO's website	Number of translated documents Results of the HRS4R survey		H2 2025	H1 2026
23	F. Organization and steering	Redesigning the internal governance of the HRS4R label to strengthen its steering and ensure its long-term sustainability	General Services Manager	RUIPLIER Manuelle	ABRAHAM Romain	New governance structure approved	Number of meetings per year		H2 2025	H2 2025
24	F. Organization and steering	Creating an internal HRS4R guide, in line with the new European Charter for Researchers	Quality Manager, Management & Continuous Improvement Office (DPPA)	LUONG Maëlys	Project Team	HRS4R internal guide	Number of times the guide has been consulted		H1 2025	H2 2025
25	F. Organization and steering	Implementing an integrated quality approach to structure, monitor, and improve key processes related to the implementation of the HRS4R label	Quality Manager, Management & Continuous Improvement Office (DPPA)	LUONG Maëlys	Project Team	Key procedures formalized	Cf. Quality assurance dashboard		H2 2025	H2 2028