UM HRS4R Strategy Fulfillment status of the 2017-2019 plan (as of 31 March 2020)

Legend: Initiation → | Implementation → | Deliverable ☑ | Permanent/continuous improvement →

Status (A: Achieved; OG: On-going; TBA: To be) | Permanent Action/continuous improvement

CAF rating	Action No.	Text in red: rephrasing of action left to be completed in 2020-2023 HRS4R action plan	Status	Perm.	2017 Q1	2017 Q2	2017 Q3	2017 Q4	2018 Q1	2018 Q2	2018 Q3	2018 Q4	2019 Q1	2019 Q2	2019 Q3	2019 Q4	Target date
		Actions under Part I - Ethical and professional aspects (C&C items 1 to 11)															
B	I-2.1	Extend the use of Internal rules and regulations to all Research Units and offer assistance in writing them for further harmonization	A	permanent											☑		
A+	I-2.2	Extend the use of Thesis Assessment Committees to all Doctoral schools	A	permanent						☑							
A	I-2.3	Suggest the creation of an Ethical Committee for consultation; creation of a Scientific Integrity (SI) commission	A	permanent	☑	☑											
A	I-3.1	Encourage doctoral students to adopt a scientific integrity attitude (reference to SI and C&C in Thesis charter and on internet + training via doctoral schools and doctoral College)	A	permanent			☑										
A+	I-3.2	Increase researchers' awareness with regards to plagiarism and self-plagiarism (convey this message early as part of curriculum: include a reference to plagiarism in Examination charter and Scientific Integrity charter; anti-plagiarism software made available)	A	permanent	☑				☑								
A	I-5.1	Increase researchers' awareness for the interest of sharing IP and patent information with the Contract/Value-generation office of the Innovation and Partnerships department	A	permanent	☑												
C	I-5.2	Develop an Information System for saving and sharing IP data (*Deliver an Information System to collect and share Intellectual Property data*)	OG														Q1 2021
A	I-6.2	Continue efforts undertaken to secure the financial management of funding for research (report on use Research Commission allocated funds: endowment and calls-for-projects)	A	permanent				☑									
B	I-8.1	Via a memorandum, remind researchers of their obligations : respect rules and ethical principles, obligation to train, to supervise, to disseminate results, security, IP protection)	A	permanent				☑									
B	I-10.1	Offer an English-language version of some administrative documents and forms (*Complete the offer of English-language information and documents*)	OG														Q1 2021
A	I-10.2	Create a reference list of university staff with language skills (*Identify main administration departments and offices requiring foreign language skills*)	OG														Q2 2021
A	I-11	Make course evaluation systematic (*training supervisors with outside trainers*)	A	permanent						☑					☑		
		Actions under Part II - Recruitment (C&C items 12 to 21)															
A	II-12	Establish specific guidelines for the recruitment of non-permanent researchers (i.e., post-docs)	A	permanent		☑									☑		
A	II-13.1	Refer to the Charter and Code in the Vade-Mecum for recruitment at UM	A	permanent		☑											
C	II-13.4	Include OTM-R (UM strategy for Open, Transparent, Merit-based recruitment) (*Publication of UM OTM-R charter (procedure for Open, Transparent, Merit-based Recruitment)*)	OG														Q4 2020
C	II-16	Write a guideline document to emphasize the need, when dealing with recruitment, bonus, and promotion of staff, to take into account all of a researcher's missions (management of teams, projects, research units; sectorial and geographical mobility; acting as supervisor and/or mentor; teaching) (*Produce recruitment guidelines for Post-doc including selection criteria*)	A/OG														Q3 2021
		Actions under Part III – Working conditions and Social security (C&C items 22 to 35)															
A	III-23.2	Deployment of digital tools seeking to improve transfer, sharing and storage of data (*Deployment of a series of digital services*)	OG	permanent		☑											Q3 2020

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Legend: Initiation (green arrow) · Implementation (orange arrow) · Deliverable (☑) · Permanent/continuous improvement (blue arrow)

CAF rating	Action No.	Text in red: rephrasing of action left to be completed in 2020-2023 HRS4R action plan	Status (A: Achieved; OG: On-going; TBA: To be	Permanent Action/continuous improvement	2017	2018	2019	Target date
	III-23.3	Attractive package for high-potential post-docs and recognized researchers (MUSE project) *(regrouped with III-26.)*	-		(greyed out)	(greyed out)	(greyed out)	-
A+	III-24	Further develop the support system that has been implemented for students and staff (including disabled ones) *(Implement HR welcoming services for researchers)*	A/OG	permanent	blue arrow → ☑ (Q3 2017) →	blue arrow	blue arrow →	Q4 2020
D:	III-26.1	Introduction of tenure-track positions for high-potential young assistant professors/researchers *(Implement a policy to attract and retain promising young researchers (Master level and up), post-docs and senior researchers (Chairs, tenure-tracks, arrival package) - MUSE*	OG				green arrow (Q3)	Q3 2022
A	III-26.2	Granting of 2 annual awards: "Inspiring Educator" and "Leading Innovator" awards (MUSE project) *(Award annual prizes for education (in addition to annual prizes for Innovation))*	A/OG			green arrow (Q1) → orange arrow →	orange arrow → ☑ (Q1) → blue arrow	Q1 2021
B	III-30	Raise awareness for researchers to consult the "Career Support and Monitoring" team *(Raise awareness for all staff members (from PhD student to Professor, Research-Professor, Researcher, and Administrative personnel) to work towards a personalized career plan (with the support of the "Career Support and Monitoring" team in HR department)*	A/OG	permanent	blue arrow →	blue arrow	blue arrow →	Q1 2021
A	III-31	Best practice on Intellectual Property: *(Provide a shared and consolidated view on research projects and call-for-projects; optimize the monitoring, management and control of the patent portfolio)*	OG	permanent	orange arrow →	orange arrow → ☑ (Q1) → blue arrow	blue arrow →	Q4 2020 or Q2
C	III-33.2	Introduction of a "Research-Professor" status to acknowledge the contribution to training of national Research Organizations' research staff (MUSE Project) *Monitoring researchers employed by research organizations to recognize their contribution to training (MUSE project: liaising with research organizations to share/harmonize practices)*	OG					Q4 2020
Actions under Part IV – Training (C&C items 36 to 40)								
C	IV-39	Digitizing training modules via open data, open access, MOOCs, SPOCs (MUSE project) *(Offer training sessions in line with the institution's strategic goals (Open Data, Green Plan, nutrition plan, and more)*	OG		orange arrow →	orange arrow →	orange arrow →	Q4 2021
A+	IV-40	Reinforce administrative means for doctoral schools (*1 FTE per Doctoral school; increase HDR; strengthen training courses on Doctoral student supervision for HDR researchers (via external providers)*	A	permanent	blue arrow →	blue arrow →	blue arrow →	
Assessment Actions								
N/A	E2	External assessment at +5 years	OG				green arrow → orange arrow (Q3-Q4)	Q4 2020