

UM HRS4R Strategy 2020-2023 action plan



# action plan 2020-2023	Old action # 2017-2019 plan	Items of the Charter and Code 1. Research freedom; 2. Ethical principles; 3. Professional responsibility; 4. Professional attitude; 5. Contractual and legal obligations; 6. Accountability; 7. Good practice in research; 8. Dissemination, exploitation of results; 9. Public engagement; 10. Non discrimination; 11. Evaluation/appraisal systems; 12. Recruitment; 13. Recruitment (Code); 14. Selection (Code); 15. Transparency (Code); 16. Judging merit (Code); 17. Variations in the chronological order of CVs (Code); 18. Recognition of mobility experience (Code); 19. Recognition of qualifications (Code); 20. Seniority (Code); 21. Postdoctoral appointments (Code); 22. Recognition of the profession; 23. Research environment; 24. Working conditions; 25. Stability and permanence of employment; 26. Funding and salaries; 27. Gender balance; 28. Career development; 29. Value of mobility; 30. Access to career advice; 31. Intellectual Property Rights; 32. Co-authorship; 33. Teaching; 34. Complaints/appeals; 35. Participation in decision-making bodies; 36. Relation with supervisors; 37. Supervision and managerial duties; 38. Continuing Professional Development; 39. Access to research training and continuous development; 40. Supervision	Status as of 03/2020 (A: Achieved; OG: On-going; TBA: To be achieved; NEW)	C&C principles	Permanent Action/continuous improvement	Target date	Leading dept	Indicators	2020				2021				2022				2023			
									Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Actions under Ethical and Professional Aspects Part																								
1	I-5.2	Deliver an Information System to collect and share Intellectual Property data	A	5 - 6 - 8 - 31	Permanent	Q1 2021	DIPA	Access rate as IS user (265 users over period) Access rate as IS consultative user (170 users)	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			
2.1	NEW	Facilitate access to information on academic and scientific activities at UM (promote successes with internal and external dissemination).	A	8-9	Permanent	Q4 2023	DCOM	Nbr of external subscribers (2,103) to monthly newsletter (7 topics/newsletter), in addition to internal circulation to 5K UM staff Nbr of new channels of communication: 65 A l'UM la science, 44 LUM lu, 45 PhD student portraits Nbr subscribers to UM social networks: LinkedIn: 140K; X: 17.8K; Fb: 50K; Instagram: 15K; Youtube: 5.1K Nbr of portraits published in Hall of Fame: 54	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			
2.2	NEW	Facilitate access to information on academic and scientific activities at UM (deployment of a on-line researchers' directory).	OG	8-9	Permanent	Q4 2023	DCOM	Temporary delivery of on-line researchers' directory Permanent delivery of on-line researchers' directory	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			
3	I-10.1	Complete the offer of English-language information and documents (for internal and external use)	A	10	Permanent	Q1 2021	DRI	Translation rate into English of identified documents and contents: 100%	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			
4	I-10.2	Identify main administration departments and offices requiring foreign language skills	A	10	Continuous improvement	Q2 2021	DRH	Production of a census of structures requiring language skills in central administration departments and services: 70 offices out of 204 consulted (34%)	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			
5	NEW	Facilitate dialogue, exchange and sharing on best practice among UM staff categories (Create a work group on the specific needs of early stage researchers (R1-R2))	A	5 - 22 - 25 - 28 -36-37	Permanent	Q4 2021	DRED	Nbr meetings: 3 Collection of themes discussed by reflection groups: PhD survey; administrative streamlining	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			
6.1	NEW	Continue to implement paperless procedures and administrative streamlining efforts: decentralized management of staff salary costs (2023-2024 period)	A	24	Permanent	Q3 2021	DSIN/D PIL	Progress report on the administrative streamlining efforts New tools deployed	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			
6.2	NEW	Continue to implement paperless procedures and administrative streamlining efforts: digitalized process for missions (2024-2027 period)	OG	24	Permanent	Q3 2021	DSIN/D AF	Progress report on the administrative streamlining efforts New tools deployed	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			
7	NEW	Create a committee to work on harmonizing procedures and liaising with research organizations (on aspects that may be treated locally)	A	7 - 23 - 35	Permanent	Q3 2021	DRED/ VPR	Nbr of meetings/year: 37 over period, 8,75 average/year Participation of member NROs in the committee: 8	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			
Actions under Recruitment Part																								
8	II-13.4	Publication of the OTM-R charter (procedure for Open, Transparent, Merit-based Recruitment)	A	10 - 13 - 14 - 15 - 16 - 17 - 18 - 19 - 20 - 21	Permanent	Q4 2020	DRH	Compliance of published OTM-R content with current regulations: 100% (annual revision)	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			
9	NEW	Disseminate, enforce OTM-R principles through training sessions (via UM's HR officers network) and track indicators from the annual social report	A	12-13	Permanent	Q2 2021	DRH	Nbr of HR correspondants trained on OTMR: 40 staff for "successful recruitment trainings"; 170 participants in CRH workshops on UM HR regulations	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			
10	NEW	Extend OTM-R principles to UM doctoral employment contracts	A	13 - 14 - 15	Permanent	Q2 2021	DRED	Nbr of doctoral contrats published according to OTM-R principles: will start with 2025 campaign	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			
11	II-16	Produce a specific Post-doc recruitment guide with selection criteria that include the diversity of a researcher's missions (team, project or laboratory management; mobility; mentoring and supervision; training and more) for hiring, bonus granting, and staff promoting purposes	A	13 - 14 - 15 - 16 - 17 - 18 - 19 - 20 - 21	Permanent	Q3 2020	DRH	Regulation published and updated annually	[Progress bar]				[Progress bar]				[Progress bar]				[Progress bar]			

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									Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Actions under Working conditions and Social security Part																								
12	NEW	Continue efforts to achieve gender balance: implementing a gender equality plan	A	13 - 24 - 27	Permanent	Q1 2021	DVC	% of initiated actions: 87% average % women / total UM staff: 50,33% average	→	→	→	✓	→	→	→	→	→	→	→	→				
13	III-23.2	Deployment of a series of digital services to improve exchanges, communication and data storage	A	23	Permanent	Q2 2020	DSIN	% of researchers with validated account: 71%	→	→	→	✓	→	→	→	→	→	→	→	→				
14	NEW	Develop a profit-sharing and/or value-creation scheme (individual and collective) for staff involved in UM-managed research contracts that contribute to the reputation of the University	A	26	Permanent	Q3 2022	DRH	Implementation of profit-sharing or value-creation scheme at UM: Over 2022-2023 : 91 bonuses ; 87,348€					→	→	→	→	→	→	→	→				
15	III-24	Implement HR welcoming services for researchers, including specific consideration for staff with disabilities	A	10-24	Permanent	Q4 2021	DRH	Nbr staff who benefited from adapted welcoming services: 24 staff declared their handicap to HR; 672 / 909 staff with disability benefited from adapted welcoming services or workstation adaptation = 73.9%	→	→	→	→	→	→	→	→	→	→	→	→				
16	III-26.1	Implement a policy to attract and retain promising young researchers, post-docs and senior researchers (Chairs, tenure-tracks, arrival package)	A	26	Permanent	Q3 2022	DRH	Nbr of Tenure-track positions published / year: 10 over period (average 2.5)	→	→	→	→	→	→	→	→	→	→	→	→				
17	III-26.2	Continue promoting education: award annual prizes for education	A	11 - 19 - 33	Permanent	Q1 2021	MUSE	Existing schemes were deemed satisfactory and the creation of a specific prize was not pursued		→	→	→	→	→	→	→	→	→	→	→				
18	NEW	Communicate on career advancement/tenure calendars and procedures	A	13 - 15 - 28 - 39 - 40	Permanent	Q3 2021	DRH	Nbr of communication actions toward research structures on the topic of career advancement and tenured positions for Research Professors and non-permanent researchers: 2		→	→	→	→	→	→	→	→	→	→	→				
19	III-30	Raise awareness for all staff members (PhD, Professor, Research-Professor, Researcher, and Admin.) to work towards a personalized career plan (with the support of the "Career Support and Monitoring" team in HR department)	A	28 - 29 - 30	Permanent	Q1 2021	DRH	Nbr of staff who benefited from career guidance by the office of Career guidance of HR: 281 over the period		→	→	→	→	→	→	→	→	→	→	→				
20	III-31	IP good practice: Provide a shared and consolidated view on research projects and call-for-projects; optimize the monitoring, management and control of the patent portfolio	A	5 - 6 - 8 - 31	Permanent	Q2 2021	DIPA	Implementation of OCARI IS	→	→	→	→	→	→	→	→	→	→	→	→				
21	III-33.2	Monitoring researchers employed by research organizations to recognize their contribution to training (MUSE project: liaising with research organizations to share/harmonize practices)	A	11 - 19 - 33	Permanent	Q1 2021	DRH	Nbr researchers who completed teaching hours at UM: over the period, 1,548 staff delivered 29,538 hours of hands-on exercise equivalent		→	→	→	→	→	→	→	→	→	→	→				
Actions under Education Part																								
22	IV-39	Offer training sessions in line with the institution's strategic goals (Open Data, Green Plan, nutrition plan, and more)	A	38-39	Permanent	Q4 2021	DRH	Nbr participants to training sessions on open science, sustainable development, Nagoya protocol: 228 over period		→	→	→	→	→	→	→	→	→	→	→				
23	NEW	Training sessions on managerial skills development extended to all heads of structures (departments, offices, research structures, educational structures, institutes, schools...)	A	37 - 38 - 39 - 40	Permanent	Q4 2021	DRH	Nbr staff trained on management: 1,036 over the period		→	→	→	→	→	→	→	→	→	→	→				

2024				Delivery date
Q2	Q3	Q4		
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