



UM HRS4R strategy: Updated action plan (2017-2019)

Reminder on actions color-coding (2nd column): white = initial action plan; green = not-initially planned achieved action; blue = addition to action plan 2017-2019



		Status (A: Achieved; OG: On Going; TBA: To Be Achieved)	2017				2018				2019			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Actions relative to part I - Ethical and Professional Aspects (items 1 to 11)														
I-2.1	Extend the use of Internal rules and regulations to all Research Units and offer assistance in writing them for further harmonization	TBA												
I-2.2	Extend the use of Thesis Assessment Committees to all Doctoral schools	A/TBA												
I-2.3	Suggest the creation of an Ethical Committee for consultation	A/OG	☒											
I-3.1	Encourage doctoral students to adopt this attitude (production of a guidebook, with Charter and Code as annexes, is programmed, including an English version)	OG												
I-3.2	Increase researchers' awareness with regards to plagiarism and self-plagiarism (convey this message early as part of curriculum)	A/TBA	☒											
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/OG												
I-5.2	Develop an Information System for saving and sharing IP data	OG/TBA/A												
I-6.2	Continue efforts undertaken to secure the financial management of funding for research	A/OG												
I-8.1	Via a memorandum, remind researchers of their obligations (respect rules and ethical principles, obligation to train, to supervise, results dissemination, security, IP protection)	A/OG												
I-10.1	Offer an English-language version of some administrative documents and forms	OG/A												
I-10.2	Create a reference list of university staff with language skills	A/OG/TBA												
I-11	Make course evaluation systematic	A/TBA												
Actions relative to part II – Recruitment (items 12 to 21)														
II-12	Establish specific guidelines for the recruitment of non-permanent researchers (i.e., post-docs)	A/TBA												
II-13.1	Refer to the Charter and Code in the Vade-Mecum for recruitment at UM	OG												
II-13.4	Include the OTM-R check list into the institution's HR guidelines to ensure Open, Transparent, Merit-based recruitments	TBA												
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 the researchers' missions (management of teams, projects, research units; sectorial and geographical mobility; acting as supervisor and/or mentor; teaching)	A/OG												



UM HRS4R strategy: Updated action plan (2017-2019)

Reminder on actions color-coding (2nd column): white = initial action plan; green = not-initially planned achieved action;
blue = addition to action plan 2017-2019

			Initiation	Implementation	Deliverable	Extension	Status (A: Achieved; OG: On Going; TBA: To Be Achieved)	2017				2018				2019			
								Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Actions relative to part III – Working conditions and social security (items 22 to 35)																			
III-23.2	Deployment of digital tools seeking to improve transfer, sharing and storage of data	A/OG/TBA																	
III-23.3	Attractive package for high-potential post-docs and recognized researchers (MUSE project)	TBA																	
III-24	Further develop the support system that has been implemented for students and staff (including disabled ones)	A/TBA																	
III-26.1	Introduction of tenure-track positions for high-potential young assistant professors/researchers (MUSE project)	TBA																	
III-26.2	Granting of 2 annual awards: “Inspiring Educator” and “Leading Innovator” awards (MUSE project)	TBA																	
III-31	Guidebook on IP good practice to be produced	OG																	
III-32.2	Introduction of a “Researcher-Professor” status to acknowledge the contribution to training of national Research Organizations’ research staff	TBA																	
Actions relative to part IV – Training (items 36 to 40)																			
IV-39	Digitizing training modules via open data, open access, MOOCs, SPOCs (MUSE project)	TBA																	
IV-40	Reinforce administrative means for doctoral schools	A/OG																	
Assessment actions																			
E2	External assessment at +5 years	TBA																	