## HRS4R strategy University of Lorraine Action plan



New axis, group of actions and/or action

7.0			
initiation	implementation	deliverable	continuous improvement
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					<b>e</b>						2016		2017	20	18	2019	2	020	2021		2022	202	3	2024	202	15
Euraxess share number	ITEM N°	Actions	Responsible for	Operational Manager	Deliverable s	Indicators	Start date	Dead line initial	Status of the action	Comments	T1 T2 T3	T4 T	1 т2 т3	4 T1 T2	тз т4	T1 T2 T3	T4 T1 T2	: тз т4	T1 T2 T3	T4 T1 1	2 T3 T4	T1 T2	T3 T4 T1	T2 T3 T4	T1 T2	тз т4
		STATUS AND SUPPORT FOR DOCTORA																								
	1. 1.1	Supporting doctoral and post-doctoral st Mapping of doctoral and post-doctoral students according to their geographical origin and funding		Director of Research	a) Mapping Doctoral students b) Post-Doctoral Mapping	Y/N	Jan-17	a) November 2018 b) December 2019	a) END b) END	doc: completion November 2018 Post-doc: completion October 2021 (2 maps attached)					P				e							
2	1. 1.2	Identify, harmonise and generalise good practice in the administrative management of doctoral students and postgraduates doctoral students throughout their time at UL	VP Doctoral Strategy	Director of Research and Development	a) Management regulations Doctorate b) Post-Doctorate Management Regulations	Y/N	01/06/2017 b) December 2021	a) December 2019 b) December 2021	a) END b) END	a) Doctoral Management Regulations = Doctoral Charter, Individual Monitoring Committee and Individual Agreement for training b) the researcher management rules apply to post-docs										P						
3	1. 1.3	Revise the thesis charter in accordance with the decree of 26 May 2016 (doctoral charter) by integrating elements relating to the HR dimension and generalise its application	VP Doctoral Strategy	Director of Research and Development	Doctoral Charter	Y/N	Jul-16	June-17	COMPLETED	Action OTM-R Attached documents			e						e							
4	1. 1.4	Organise and implement cross-disciplinary training actions for the preparation/construction of the doctoral student's professional project	VP Doctoral Strategy	Director of Research and Development	a) Update of the training offer     b) Individual training agreement	Number of training events; Participation rate of PhD students	Jul-05	December 2018 (a) and December 2018 (b)	COMPLETED	Link to PhD website for training offer:  http://doctorat.univ- lorraine.fr/en/etre- doctorant/formations_Tutorial: https://youtu.be/GO2n1NxpHs M Indicators/Training File						( <u>A</u>										
5	1. 1.5	Improve the professional follow-up of the doctoral student, throughout his or her career, within the framework of the thesis follow-up committee, allowing to jointly address the supervision of the PhD student and his/her scientific work	VP Doctoral Strategy	Director of Research and Development		Number of ISCs conducted in year N for PhD students	January 2018	December 2020	COMPLETED	CSI Indicator File					P											
6	1. 1.6	Promoting the mobility of doctoral students	VP Doctoral Strategy	Director Research and Development Directorate Valuation	a) List of partner universities and companies	b) Number of mobilities	Jan 18	Feb-19	COMPLETED	DREAM Indicators File this action will be moved toAxis IV Mobility						e										
7	1. 1.7	Generalise the use of a doctoral student folio port	VP Doctoral Strategy	Director of Research and Valorisation	a) folio port	b) Number of portfolios created each year	Jan 18	a) September 2018 to b) December 2021	In progress	a) tool made available to doctoral students via ADUM ADUM figures b) awareness raising for generalisation to doctoral students				P												
8	1. 1.8	Define the status of the post-doctoral student and provide each post-doctoral student with a training account	VP Research	Director of Research and Development	a) status of the post-doctoral student at the     University of Lorraine     b) Post-doctoral training account	c) Number of training accounts opened per year Number of requests touse the training account or rate of use	March 18	a) June 2018 b) December 2018 c) December 2021	Initiate	Publication of the Law for Research - LPR and its implementing decrees HRD catalogue training see Ms Girardelli																
9	1. 1.9	Increase the number of spaces dedicated to the reception of doctoral students in SHS	VP Doctoral Strategy	Director of Research and Development	Inventory of rooms / dedicated spaces	Number of m <sup>2</sup> allocated	Jan 18	Dec-21	In progress	Inventory in progress at MDD A 74 m² room made available CLSH Doctoral student reception project on the 3rd floor of Libération and Maison de la Recherche on rue Baron Louis - Espace Rabelais to come									e							
51	1. 1. 10	Draw up a "Guide for doctoral students" containing all the information and tools needed to ensure that the doctoral programme runs smoothly. PhD	VP Doctoral Strategy	DRV/MDD	Guide	Editing and putting the Guide online + updating	Jan-22	Dec-23	TO DO (priority 1)																	
52	1. 1. 11	Develop the offer of transversal e-learning training courses, in particular for salaried doctoral students	VP Doctoral Strategy	DRV/MDD	E-learning modules	Number of modules put online	Jan-23	Dec-26	TO DO (priority 2)	(in particular for salaried doctoral students and outside Lorraine) COVID lever																
53	1. 1. 12	Generalise the use of the doctoral student's portfolio by raising awareness and supporting doctoral students - work in conjunction with the competences to be displayed on the RNCP raise awareness among thesis supervisors	VP Doctoral Strategy	DRV/MDD	Awareness raising/training activities	Number of training courses, number of PhD students trained/year	Jan-22	Dec-24	TO DO (priority 1)															e	**	
54	1. 1. 13	Analysing and appropriating the mapping of post-doctoral studies at UL	VP Research /VP Human Resources	DRV/DRH	CS/G10/EU Action Plan		Jan-22	Dec-23	Initiated (priority 1)														e			
55	1. 1. 14	Establish a statute for Post-doctoral fellow under the LPR	VP Research/ VP Resources Human	DRV/DRH	Post-Doc Management Regulations (CA) + Good Practice Guide for the recruitment of contract researchers		Jan-22	Dec-23	Initiated (priority 1)	Action OTM-R													e			
56	1. 1. 15	Consolidating the reception policy and integration of post-doctoral fellows on the Lorraine site in conjunction with the EPSTs, in particular for international PhDs	VP Research/ VP Human Resources/ VP IR	DRV/DRH/DRIE/ HARMOLOR/CCOSL	Action plan for the Lorraine site		Jan-24	Dec-26	TO DO (priority 2)																	

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			/CCOSL																					
57	1. 1. 16	To offer cross-disciplinary training to post-doctoral students	VP Research/ VP Doctoral Strategy/VP Human Resources	DRV/DRH	Training modules deployed	Number of post-docs who have taken the modules	Jan-24	Dec-26	TO DO (priority 2)	In addition to the UL training catalogue=> Posting Post- doc vacancy waiting/LPR														
		Supporting post-doctoral								watering/ ET iX		++	111	+++	++	++	++		+++					+
58	1. 1. 17	students in their academic/non- academic professional integration in the	VP Research/ VP Human Resources	DRV/DRH		Number of post-doctoral fellows supported	Jan-23	Dec-26	TO DO (priority 1)	Implementation from 2022														
		during their post-doctoral contract		ļ								$\perp \perp$	$\Box \Box \Box$	$\perp \perp \perp$	$\perp \perp$	Ш				$\perp \perp \perp$	ш		ШШ	
	1.2	Good practice in recruitment																						
10	1. 2.1	Identify and affirm existing good practices and those to be perpetuated according to the specificities of each discipline, and deploy a quality approach in the long term for the recruitment (including posting)	VP Doctoral Strategy	Director of Research and Development	Good practice guide	Y/N	June 15	Dec-21	In progress	Action OTM-R  Identification and communication of EDs' practices in CLED. Need for continuous improvement										e				
11	1. 2.2	Systematise open international recruitment calls for doctoral and post-doctoral students (when relevant for the research unit)	VP Doctoral Strategy	Director of Research and Development	Digital platform for the publication of thesis topics	Number of external applications	June 16	June 20	COMPLETED	Action OTM-R  Doctoral student part = thesis offer on UL website, Campus France (facilitated + recommended) and Euraxess (recommended)							P							
12	1. 2.3	Informing candidates about employment opportunities and procedures within the institution and in partner institutions	VP Doctoral Strategy	Director of Research and Development	Guide to scientific employment at UL	Y/N	Sep-19	Sept-20	COMPLETED	Provided by LPR for post-docs  Action OTM-R  Doctoral student = Doctoral skills (within the academic system)  IGR and EC job vacancies on the UL + website  HRD Newsletter														
13	1. 2.4	Increase the use of the Doctoral Contract in the recruitment of doctoral students	VP Doctoral Strategy	Director of Research and Development	Doctoral contract	of doctoral contracts signed per year	2015	Dec-21	COMPLETED	Action OTM-R  Management rules for contractual researchers, HR procedures agreed with HRD for contractual doctoral students (missions/vacations, dismissal)									(	( <u>b</u> )				
59	1. 2.5	Mapping the sources of funding in the SHS field allowing the transition imposed by the LPR to reduce the precariousness of SHS doctoral students	VP Doctoral Strategy	MDD/CLED/CS	Action plan to be framed with DEPAS (CIFRE, AAP Région docteur en entreprise, private law doc contracts)		Jan-23	Dec-26	TO DO (priority 2)	actions to be carried out subject to resources : approaches to business														
60	1. 2.6	To consolidate the policy of reception on the Lorraine site in connection with the EPSTs, in particular at international level	Dictoral Strategy/VP Search   Director of Research   Director of Res																					
	1.3	Training of supervisors / thesis directors	onal level  Ing of supervisors / thesis directors  The potential for doctoral supervision by WP Research and Director of Research and Davelopment and Davelopm																					
14	1. 3.1	Increase the potential for doctoral supervision by encouraging young researchers to undertake the HDR	VP Research		Training plan	Number of annual HDRs and ACTs	Jan 15	Dec-21	COMPLETED											( <u>P</u> )				
15	1. 3.2	To increase the quality of doctoral supervision of thesis directors by favouring joint training actions with partner EPSTs and to enhance this participation	VP Doctoral Strategy	Director of Research and Development	Training for doctoral supervision	Number of people trained each year	Sep 16	Dec-21	COMPLETED	Systematic information on doctoral supervision training during the 1st ACT Work still needs to be done on valorisation									(	( <u>P</u> )				
61	1. 3.3	Draw up a "Supervisor's Guide" containing the information and tools necessary for the smooth running of the thesis	VP Doctoral Strategy	MDD/CLED	Supervisor's Guide	Editing and uploading + updating	Jan-24	Dec-25	TO DO (priority 2)	In connection with the PhD plan There is already a "supervisors" section on the doctoral site: http://doctorat.univ- lorraine.fr/en/supervisor														e
62	1. 3.4	Improving information and training for supervisors in the framework of the animation of a Doctoral Network set up by the European Commission in place within the laboratories	VP Research/VP Doctoral Strategy	PRIVATE LABEL/PS	Creation of a network of doctoral referents in RUS	Number of network-oriented meetings and trainings	Jan-23	Dec-26	TO DO (priority 2)	In connection with the PhD action plan														
63		Supporting managers in the prevention and detection of potential psycho-social risks among employees PhD students  Valuation of the doctorate	VP Human Resources/ VP doctoral strategy	MDD/HRD		Number of trained supervisors	Jan-22	Dec-26	TO DO (priority 1)	In connection with the PhD action plan			Ш					Ш						Ш
<b> </b>	1.4		1	I	1-year and 2-year curveys with anchois of	1			TO DO	ı	11	11	<del>                                      </del>	1 1 1		1		1 1	111			1 1		
64	1. 4.1	Enhancing the value of post-graduation suveys and the ALUMNI Doctors network  To develop the animation of doctoral student life	VP Doctoral Strategy	MDD/DAPEQ	1-year and 3-year surveys, with analysis of situations	Communication via different channels + ALUMNI	Jan-22	Dec-26	TO DO (priority 1) TO DO			+	$\coprod$	$\coprod$	+		$+\!\!\!+$					+		+
65	1. 4.2	allowing of "Living Well with your PhD".	VP Doctoral Strategy	MDD/CLED	List of activities implemented  Establishment of a DU Involvement in	Number of new activities	Jan-22	Dec-26	(priority 1)		$\Box$	$\coprod$	$\coprod$	$\coprod$	$\bot \bot$		$+\!\!\!\!+$				+++			$\coprod$
66	1. 4.3	Valuing and recognising the research involvement of doctoral students in the context of non-finalised theses	VP Research/VP Doctoral Strategy	MDD/DIFOR	research in the form of the valorisation of acquired experience in doctoral studies.		Jan-24	Dec-26	TO DO (priority 2)					$\coprod$							$\coprod  $			
		ECRUITMENT AND CAREER OF RESEARCH																						
	2.1	Organising and implementing support for	or new recruits																					

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							Acti	ion plan																/
16	2.1.1	Propose a support plan for new researchers from the year of their training  Implementing career monitoring, in term	VP Human Resources VP Pedagogical Innovation	charge of EC	PWP distributed at the welcome meeting for new MCFs	Number of researchers who benefited from the support plan, per year Number of hours of assessment training	Jan-17	Dec-18	COMPLETED				•											
		Implementing career monitoring for teachers-	VP Resources	Deputy HR Director in	T .						ТТ	Т												
17	2. 2.1	researchers	Human	burden of the EC	Procedure		Jan-17	June-17	COMPLETED		Ш		(F	Ш	Ш		Ш							
18	2. 2.2	Define and build support actions for teacher- researchers after the CNU has given its opinion on their records	VP Human Resources	Deputy HR Director in charge of EC	Support plan	Balance sheets  Number of people received by the VP HR	June-17	a) Dec-18 b) Dec-19	COMPLETED							e								
19	2. 2.3	Strengthen the training plan for researchers in areas related to their activities (management, languages,	VP Human	Deputy HR Director in	Training plan	Participation rate of ECs in the actions proposed by the training plan	Jan 15	Nov-17	COMPLETED		П	Ш		e										
		project management, etc.) and implement the consistency with needs	Resources	charge of EC		SU2IP review						Ш												
20	2. 2.4	Improve the practices of selection committees and recruitment commissions, in particular by making them aware of the importance of geographical and professional mobility	VP Human Resources	Deputy HR Director in charge of EC	Updated guide  Presentation given at the meeting dedicated to the chairs and vice-chairs of the selection committees	Endo-recruitment rate Feminisation rate Good practice guide for recruitment committees for contract teachers and/or researchers	June 15	June 19	COMPLETED	Action OTM-R  Good Practice Guide for  Contractual EC Recruitment Boards			P											
21	2. 2.5	Foreign recruitment preparation process, assistance in the preparation of a file	VP Resources Human	Deputy HR Director in burden of the EC	Support plan	Number of people supported	June 19	Dec-23	In progress															
49	2. 2.6	Open, Transparent and Merit-based Recruitment Policy		Deputy HR Director in charge of EC	OTM-R Policy Communication: Article Factual + mail and letter to central council members	Not applicable	Jan 19	Dec-20	COMPLETED	Action OTM-R					$\parallel$			e						
	2.3	Supporting researchers in the conduct o	f their scientific																					
67	2. 3.1	Supporting and encouraging research throughout the researcher's career	VP Human Resources and VP research	Deputy HR Director in charge of EC And Director DRV	Support plan (preventing and combating drop-out)	Number of cases monitored	Jan-23	Dec-25	TO DO															e
68	2. 3.2	Fostering scientific autonomy	VP Research and VP PhD	Director DRV	Information document (ACT, HDR, funding opportunities, CRCT, EPST delegation) Training (project development, scientific animation)	Annual number ofHDR, ACT, CRCT (applications, priorities), of ETH delegations Number of people trained Number of ANR "young researchers" projects deposited annually	Jan-22	Dec-23	то ро													<b>©</b>		
	2.4	Detecting and supporting talent																						
69	2. 4.1	Identify talent (in research but also in the governance/animation)	VP Resources Human	Deputy HR Director in burden of the EC	Identification and support plan	Number of people detected, accompanied and trained	Jan-22	Dec-24	TO DO		$  \uparrow  $	T		$  \   \  $						$   \uparrow  $			P	
70	2. 4.2	Improve support by HR departments through better knowledge of existing schemes (Scholarships, Junior Professorships)	VP Human Resources	Deputy HR Director in charge of EC	Training for HR officers	Number of people trained	Jan-22	March 23	TO DO	Link to the LPR											e			
71	2. 4.3	Define a coherent policy of repyramidisation (MCF to Teachers) for the next five years (LPR)	VP Resources Human	Deputy HR Director in burden of the EC	Reprofiling policy	Number of teachers-researchers promoted in the targeted CNU sections	Jan-22	Dec-23	In progress	Link to LPR - OTM-R										e				
72	2. 4.4	Make use of all recruitment channels for research support staff or researchers allowed by the regulatory changes	VP Human Resources	Deputy HR Director in charge of EC	Management regulations	Number of Junior Professorships - Number of CDIs for scientific missions	June-21	Dec-25	In progress	Link to LPR - OTM-R									e					
73	2. 4.5	Prepare for new appointments and major departures (training or transfer component) research, vice-presidency) and accompany the researchers at the end of their contract or career	VP Human Resources	Deputy HR Director in charge of EC	Dedicated training courses	Number of participants	June-21	Dec-23	Completed on outgoing VP training component															
	AXIS III.	QUALITY OF LIFE AT WORK	!														 							
	3.1	Improving the quality of life at work	1																					
22	3. 1.1	Define and implement actions for the prevention of psychosocial risks	VP Human Resources	Deputy HR Director in charge of EC	PSR Training Functional Survey PSR WG	People trained/aware	Jan-17	Dec-21	COMPLETED															
74	3. 1. 1.bis	Develop internal and external professional mediation external	VP Resources Human	Deputy HR Director in burden of the EC	Procedure for requesting mediation	Number of mediations Number of staff trained	Dec-21	Dec-23	In progress		П													
23	3. 1.2	Improve the support systems for staff in their professional/personal projects and set up listening systems in case of difficulties.	VP Human Resources	Deputy HR Director in charge of EC	Brochure on assistance and support for UL staff  Sexual harassment and discrimination flyer  Disability brochure  On-site display of warning devices  Occupational health leaflet  Recruitment of an occupational psychologist (see job description) since January 2018	Satisfaction survey	Jan-17	Dec-17	COMPLETED	Modification of the villa of the				e e										
24	3. 1. 3.	Promote cultural and sports activities for staff, whether or not they are dedicated to the organisation	VP University Life	Deputy HR Director in charge of personnel	List of cultural and sports activities offered annually to staff	Number of new cultural and sports activities offered by the university	Jan 18	Dec-19	COMPLETED	Modification of the title of the action, the deliverable and the indicator - Validated by the COS of 5/11/2018						e								
25	3. 1.4	Respect the different levels of information needed to make access to information. Clarify the flow of information by internal	VP Human Resources	Deputy HR Director in charge of EC	HR information flow plan		Jul-16	Dec-21	COMPLETED										9					
26	3. 1.5	Develop the vade-mecum of UL staff (rights and duties) according to their respective status and develop thematic fact sheets	VP Human Resources	Deputy HR Director in charge of EC	List of cards	Number of sheets made available on the intranet	Jan 16	Dec-19	In progress	Deadline extended to end of 2022														

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			II. 1 II. 1		1.6.6.1	Acti	on plan																		
		Develop actions for the promotion of eq Implementing communication and awareness-raising		1																					
27	3. 2.1	actions promotion for equality and diversity	VP Equality and Diversity	Communication plan	Number of actions carried out annually	Jan 16	Dec-19	COMPLETED	Action OTM-R	Ш	Ш		Ш	Ш	P										
28	3. 2.2	Raising awareness, communicating and training in the various forms of discrimination	VP Equality and Diversity	Training plan	Number of training actions on the fight against discrimination	Jan 16	Dec-19	COMPLETED	Action OTM-R	П				Ш	e										
29	3. 2.3	Establishing networks of discrimination referents, with a view to organisational development and warning device	VP Equality and Diversity		List of referents	Jan 16	Dec-19	COMPLETED	Action OTM-R						e										
50	3. 2.4	Implementation of the Gender Equality Plan, including the gender approach in the management of human resources	VP Equality and Diversity	annual report on analysis and recommendations (single social report)		March 21	Dec-24	In progress	In connection with the European policy on the subject																
75	3. 2.5	Implementation of the harassment prevention plan among doctoral students	VP Equality and Diversity	annual report on analysis and recommendations		Jan-22	Dec-23	In progress																	
76	3. 2.6	Developing community engagement academic in the EDI	VP Equality and Diversity		Number of EDI cells	Jan-22	Dec-26	In progress		Ш	Ш							Ш	Ш						
										<u> </u>	<u> </u>	<u> </u>	<u> </u>			<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	Ш		<u> </u>	<u>ш</u>	<u> </u>
	3.3	Improving the working conditions of peo	ple with disabilities																						
30	3. 3.1	Implementing the UL Disability Master Plan	VP University Life Disability Officer	Master plan	Y/N	Jan-17	Dec-19	COMPLETED	Action OTM-R  End of V2 progress report in December 2022 - Continued deployment including version 3 period 2023 - 2026								e	P							
	AXIS IV.	MOBILITY		Į.	•				<u> </u>								<del></del>					 			
		Stimulating the international mobility of	f junior and experienced research	staff																					
31	4. 1.1	with LUE)	VP European and DRIE International Strategy	Dashboard	Evolution of the rate of incoming and outgoing international mobility for (1) doctoral students (2) teacher-researchers (3): Widen Horizons, Personal Erasmus+ Mobility, Dream	Oct-16	Dec-19	COMPLETED								e									
32	4. 1.2	Develop funding schemes for international mobility, in conjunction with the EPST	VP European and DRIE International Strategy	Widen Horizons Programme DrEAM Programme	Budget dedicated to Widen Horizons and DrEAM Number of teachers-researchers who benefited from WH mobilities Number of teachers-researchers who used Erasmus+ in a combined training/research assignment Number of PhD students who benefited from DrEAM mobilities	Apr-17	dev-20	COMPLETED	Long-term task									(P)							
33	4. 1.3	Revise the criteria for awarding CRCTs and EPST delegations to encourage international mobility	VP Research DRV	Political decision	18/10/2018: Restricted Scientific Council: discussion on the criteria for allocating CRCTs and delegations in EPSTs. Validation of the criterion "long-term research assignment abroad" for a minimum of 3 months (long-term criterion).	Jan 18	Oct-18	COMPLETED	Action OTM-R  Note: SC Restricted so no minutes. To have if it is necessary to associate an extract of the debates in attached documents						е										
34	4. 1.4	Give international publicity to the recruitment of doctoral students in all doctoral schools	VP Doctoral Strategy DRV	Process	Evolution of the percentage of international doctoral students recruited, by year	June 16	June 20	COMPLETED	Action OTM-R  Long term task. See how to disseminate thesis offers on Euraxess.								(1)								
	4.2	On the basis of our Euraxess system and	in mutualisation with the EPST, o	levelop a reception and support se	rvice for all researchers in terms of l	ogistics and	administrat	ion																	
		Developing personalised reception services for	VP European Strategy		Number of incoming researchers who				Count also PhD students: not concerned	TT			П												
35	4. 2.1	incoming researchers	and DRIE international	Welcome@Lorraine programme	benefited from the hosting service	Apr-17	Dec-18	COMPLETED	by welcome@lorraine => see PRIVATE LABEL						P										
	4.3	International welcome - focus on interna							/112 0 1022													لكتك			
76	4. 3.1	Set up a network of "international reception" correspondents in the laboratories	VP International and VP Research DRIE	Network roadmap	Number of laboratories represented in the network, list of correspondents International welcome in laboratories, Al training for laboratories	Jan-22	Dec-25	TO DO (priority 1)	Long-term task																
77	4. 3.2	Internationalise central services and services in components and laboratories	VP International DRIE	Training and information modules (language courses, business modules), designate a specialist / OD and speak at least English?	Number of services adequately covered Erasmus+ mobility for BIATSS	Jan-22	Dec-25	TO DO (priority 1)	Long-term task																
78	4. 3.3	Guide for the international researcher	VP International DRIE	Guide	Publication of the guide for international researchers at UL	Jan-22	Dec-23	TO DO (priority 2)	Implementation of a practical guide to the installation process (2021): https://welcome.univ-lorraine.fr/en/research/																
	4.4	Working on a guest teacher status	lunn I	Let a see a see	1						1 1	, ,		, , ,		, ,	1 .								41
79	4. 4.1	Formalise the reception of a visiting professor by means of a letter and a job description	VP Resources Human DRH - DRV - DIFOR	Job description (or residence agreement) research?) + official invitation letter	Setting up a framework	Jan-22	Dec-23	TO DO (priority 1)				$\coprod  $													
80	4. 4.2	Personalising the welcome of visiting professors	VP International DRIE	Welcome@Lorraine welcome package for Guest teacher	Number of beneficiaries and type of service used	Jan-23	Dec-24	TO DO (priority 2)						Ш											$\prod  $
81	4. 4.3	Involving visiting professors in the internationalisation of the university	VP Research DIFOR VP Education DRIE		Percentage of visiting professors who contribute to internationalisation, upstream, defining internationalisation actions (foreign language courses, leadingworkshops or practical work, promoting their institution at the UL, etc.)	Jan-22	Dec-25	TO DO (priority 1)	Long-term task																

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	4.5	Outgoing mobility		T	_			•	1			T 1											 	
82	4. 5.1	Increase the percentage of CRCTs dedicated to mobility	VP Research	DRV		Percentage of CRCTs going on mobility	Jan-22	Dec-25	TO DO (priority 2)	Long-term task														
83	4. 5.2	Focusing mobility on key career periods	VP Resources Human	HRD	Good practice	% mobility of researchers by period keys to their careers	Jan-22	Dec-25	TO DO (priority 1)	Long-term task												Ш		
84	4. 5.3	Proactive policy on staff mobility, including BIATSS	VP Human Resources VP International	HRD DRIE	Good practice	Monitoring the percentage of EC and BIATSS staff going on mobility	Jan-22	Dec-25	TO DO (priority 2)	Long-term task														
	AXIS V. I	THICS, INTEGRITY AND PROFESSIONAL V	ALUES	•	-			•	•	•														
	5.1	Develop a culture of project support, from	m application to	completion																				
36	5. 1.1	existing systems within the UL that promote support	VP European Strategy and	Europe Unit ANR Unit	Factsheets	of projects using these sheets Indicator not appropriate	Apr-17	March 18	END					e										
37	5. 1.2	and the submission of applications  Enriching project monitoring systems, by making it possible to mobilise additional skills as the project	VP European and	Europe Unit	Deployment plan of the Europe Unit services	Y/N	June 16	June 18	END					e								Ш		
		progresses and according to the needs of the project. needs	International Strategy VP European Strategy	y Europe Unit ANR																	+	Ш		
38	5. 1.3	Organise training in project monitoring	and international	Unit	Training plan	Number of training events organised	Oct-16	June 18	END					P										
85	5. 1.4	Improve visibility to facilitate access to project support	VP CS	DIPRO/DRV/DRIE	Common tool and single entry point		Jan-22	Dec .2023	In progress				Ш	Ш	Ш		Ш							
	5.2	Raising awareness of scientific responsib	ility and integri	ty among junior a	nd senior researchers																			
39	5. 2.1	Build a culture of scientific integrity within the UL through the organisation of colloquia and seminars within the communities	VP Research	Director of Research and Development	Seminars / Conferences	Number of seminars/conferences on integrity (or referring to it) organised annually	June-17	Dec-20	In progress	Regular information to doctoral students Intra-community colloquia no completed: to come														
40	5. 2.2	Hosting a national conference on scientific integrity	VP Research	Director of Research and Valuation	Seminars / Conferences	Y/N	Feb-17	Feb-17	COMPLETED			e												
41	5. 2.3	Establish an ethics committee within the UL	VP Partnerships, VP Research, Integrity Officer VP Valorisatio	n Cabinet	Ethics Committee + operating rules	Y/N	Sep-16	Dec-23	in progress	Implementation of the Nagoya Protocol : Responsible research Ethics Commission set up in 2020 Project under consideration Ethics Committee for Non-interventional Health (Jardé Law)		e					P P							
86	5. 2.4	Putting in place operational support for cases	VP CS	DGS/ DRV/DAJ		Y/N	Jan23	dec-2024	TO DO	and also in SHS	+	+					+++	++				Н	ш	
$\  - \ $	5.3	Ethics and Scientific Integrity in Research  Set up a scientific integrity charter and d	lefine its applica	I ation procedures a	I at the University of Lorraine																			
42	5. 3.1	Define the scope of scientific integrity at the University of Lorraine and draw up a charter setting out the procedures for handling cases relating to breaches of responsibility and integrity scientific.	VP Research	Integrity Officer	,	Y/N	Sept17	Dec-19	COMPLETED	Integrity Committee: VP CS, 2 elected + Dir. DAJ, monthly meeting						(	P							
43	5. 3.2	Systematically include the names of doctoral students in publications, remind them in the charter and establish rules for publication and cosignature for all disciplinary fields.	VP Research	Integrity Officer		Y/N	Sept17	Dec-20	COMPLETED	List of obligations of doctoral students in the ED (Publi, seminar, colloquium before defense, .)									e					
	AXIS VI.	ACCESS AND DISSEMINATION OF KNOWL	EDGE		•									• • •			• • •			, , , , ,			 	· · · · · · · · · · · · · · · · · · ·
		Supporting researchers in disseminating		output in the frame	ework of the National Open Science	Plan and adapting research evaluati	on procedu	res accordir	ngly															
44	6. 1.1	To create an environment conducive to the open access dissemination of researchers' publications and works.	SO Policy Officer and Director of EDUL	Operational	Continuity of the training and support plan Creation of EDULs Opening	Rate of publications in open access Rate of deposits in HAL EDUL's open editorial offering Journals hosted on Open U Journals	Jan-17	Permane nt action		The support goes beyond the deposit in HAL. It also concerns the open editorial initiatives. Also worth mentioning are the new Éditions Universitaires de Lorraine (FAIT)														
45	6. 1.2	Continue support, develop the network of data ambassadors, ensure the development of the Lorraine DOREL warehouse in conjunction with the national Research Data Gouv platform Appoint a Data, Algorithm and Source Code Administrator (ADAC), in accordance with the National Plan for Open Science Develop a data policy associated with these resources, at the level of the institution.	Policy Officer SO VP Research ADAC	Operational Committee for Research Data	Continuity of the training and support plan Development of the ambassadors' network Operation of DOREL Convergence with RDG Data Policy ADAC	Training plan Network size Number of filings in DOREL and elsewhere Single interface DOREL/RDG Published policy	Jan-17	Permanent action except for the DOREL/RDG merger (2024) and publication of the data policy (2023)	Enlargement of the scope (PRIORITY 1 - the highest)															
87	6. 1.3	As part of the National Open Science Plan, develop a policy and support for the use of software produced by researchers	SO Policy Officer	Define	Definition of a policy on software productions Creation of a dedicated operational body	Policy defined Instance created	Jan-23	Dec-25	TO DO (priority 2)															
88	6. 1.4	Adaptation of the criteria for the promotion of teacher-researchers in the local phase according to the commitments made when signing the Sans Francisco DORA declaration. Consistency with national developments through participation in the national reflections.	VP Human Resources VP Research Officer SO	Define	DOR-compatible report cards during the local promotion phase.  Training of reporters at DORA	Presence or not of incompatible DORAd indicators in the report cards Rate of training of reporters	Jan 21	Dec-25	Initiated (PRIORITY 2)															

HRS4R strategy University of Lorraine

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89	6. 1.5	Adaptation of the recruitment criteria for teacher- researchers in the local phase in accordance with the commitments made when the Sans Francisco DORA declaration was signed. Consistency with national developments through participation in the national reflections.  Adaptation of the criteria taken into account when	VP Human Resources VP Research Officer SO	Define	Inclusion of specific mentions in the job descriptions Training of Selection Committees at DORA	Rate of job descriptions showing DORA compatibility. Rate of CoS formation	Jan-23	Dec-25	TO DO (priority 3)	Action OTM-R									
90	6. 1.6	managing internal calls for projects in the institution according to the commitments made when signing the statement by Sans Francisco DORA.	VP Research Officer SO	Define	DORA compatible calls for projects	Rate of DORA compatible calls for projects	Jan-23	Dec-25	TO DO (priority 3)										
	6.2	Encourage and enhance the dissemination	on of research res	sults to the socio-	-economic world														
46	6. 2.1	To offer training in the management and protection of scientific and technical heritage adapted to the needs of different research audiences	VP Research	Director Research and Development Directorate Valuation	I PPST training plan	Number of researchers participating in training activities	Jan-17	Dec-20	COMPLETED	Continuing long-term action		e							
47	6. 2.2	Amplification of the research partnership policy	VP Valorisation VP Partnership	Director of the Research and Development Department +. Director of the Social Partnerships Department economic	Establishing a policy with valorisation partners and the PD	Number of pairs created 19/04/21: List of devices created	Jan-18	Dec 27	In munouses	Tools: Plug In Labs, Filiale,, Sirius, PeeL, SME Booster									
48	6. 2.3	Encourage and recognise individual involvement in actions to promote knowledge to the world socio-economic.	VP Valorisation VP Resources Human	Director Research and Development Directorate Valuation	Integration into the internal evaluation criteria	Y/N	Jan 18	Dec-21	COMPLETED	Implementation of the PACTE law measures									