

UL OTM-R policy

In February 2017, the University of Lorraine (UL) was awarded the HR Excellence in Research (HRS4R) label, which rewards its ongoing commitment to improving its practices and the conditions of welcome for all its staff. Adhering to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, the UL aims to develop an open, transparent and merit-based recruitment policy, in line with its Charter of Values adopted in 1206, the effectiveness of which it has now reinforced. The OTM-R policy (Openness, Transparency and Merit in Recruitment) of the UL intends to inscribe its researcher recruitment strategy in the respect of the five values which constitute its identity:

- Universality
- Creativity
- Reflexivity
- Solidarity
- Responsibility

An OTM-R policy respecting the universality of applications

Our current policy aims to attract the best candidates (M), including foreign researchers and under-represented groups (O), and to offer them attractive working conditions and career prospects (M). As a member of the Euraxess network, the UL encourages the recruitment of foreign staff and informs them of their rights (job descriptions posted on Galaxie). The UL also raises awareness among the presidents of selection committees and juries of the risks of discrimination and gender equality (official bulletin n°27 of 2-7-2020, annex 1). More generally, a professional equality plan, which is currently being drawn up, provides for numerous actions guaranteeing open, transparent and merit-based access to all those who wish to join the UL's scientific activities and projects. Each year, when the recruitment procedure is launched, the chairpersons of the selection committees are, for example, made aware of the issues of bias and respect for the rules of ethics, as well as the equal treatment of candidates, paying particular attention to stereotypes. Finally, in the framework of a long-term trajectory, UL encourages the definition of job profiles (T) likely to attract the best candidates (O), in France as well as abroad, in particular in the sectors identified as strategic for a research-intensive university (M).

A creative OTM-R policy

The UL has developed guides setting out procedures (T) and good practices (O, M) for all types of posts. A management regulation has been drafted for contract researchers ([available here](#)) and managers have been trained to apply it. UL also aims to define the status of post-doctoral researcher in order to guarantee a common base for all recruitment (O, T, M), within the framework set by the Law on Research Programming (LPR). Finally, UL has long been attentive to the constitution of joint juries and selection committees (O), particularly in the context of the recruitment of ECs, where the composition of juries is verified by the HRD and validated by the University authorities. Finally, the UL encourages all its research and training structures to adopt a multi-year recruitment dynamic with advance posting of the profiles sought (T) and to adopt a proactive approach to identifying a recruitment pool (O) to increase the chances of attracting the best in a given speciality (M). This strategy is perfectly in line with the LPR and the new recruitment channels it allows (in particular junior professorships).

A reflective OTM-R policy

The UL regularly reviews its recruitment practices. For example, the UL issues, every year, an updated guide for the functioning of the selection committees approved by the restricted board of directors

([available here](#)) and organises a meeting with the committee chairmen ([available here](#)), allowing the exchange of good practices (T) and a continuous improvement of the procedures (O, M), in compliance with the national texts. On request, applicants can also obtain the reports and opinions concerning them (T). For doctoral students, more transparent procedures have also been defined by each doctoral school for the recruitment of contractual doctoral students (O, T, M), depending on the funder (MESRI, ANR, Region). Work is in progress on contractual researchers and in particular post-doctoral students for whom the UL wishes to specify the expectations of the posts and the recruitment procedures.

A supportive OTM-R policy

The recruitment and installation of foreign professors is supported by the International and European Relations Department (DRIE). Similarly, foreign doctoral students receive specific and attentive support from the Maison du Doctorat and the DRIE. Particular attention is also paid to the reception of foreign researchers from countries where academic freedom is threatened, notably through the PAUSE programme (Programme national d'Accueil en Urgence des Scientifiques en Exil) or other actions that UL has developed (notably with Lebanon).

A responsible OTM-R policy

At the individual level, all the people involved in the various recruitment phases (definition of the job profile, advertising, selection, recruitment and appointment) are trained in the procedures and practices of the University of Lorraine. Each person is therefore given responsibility (O, T). At a more collective level, the UL intends, through part of its recruitment, to respond to major societal issues and thus seek to attract the best researchers (M), in fields where its expertise is recognised ([I-Site LUE](#)). For example, UL has asked its research units to include at least one of the UN's sustainable development objectives in their 202-20273 project, a policy which may result in the recruitment of doctoral and post-doctoral students on innovative subjects. To attract the best researchers (M), UL is particularly attentive to the working conditions offered to young researchers (training package for supervisors, ED directors and unit directors, actions against harassment) and to all its research or research support staff (gender equality plan; support for professional careers, GPEC analysis) (O, T, M).