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Euraxe share	no. ITEM N°	Actions STATUS AND SUPPORT FOR DOCTORAL AI	Manager	Operational Manager	Deliverables	Indicators	OTIME	CoARA link	Start date	Initial deadli ne	Action status	Comments	T1 T2 T3 T4 T1 T2 T3 T4	T1 T2 T3	T4 T1 T2	T3 T4 T1	T2 T3 T4
		Supporting doctoral and post-doctoral students in			<del></del>												
1	1.11	Map doctoral and post-doctoral students according to geographical origin and funding	VP Doctoral Strategy VP Human Resources	Research and Development Department Human Resources Department	a) Doctoral Mapping b) Post-Doctoral Mapping	Percentage of Europeans Percentage of French  → Target: 10% Europeans by 2026  Percentage breakdown of financing methods  → target≥ to the national average for dedicated funding: doctoral contracts, CIFRE, foreign government or French government grants for foreign students coming to France to do a doctorate.  Post-docs: By type of contract (Post-doc, ATER 2.3 and 2.6, senior researchers), by type of funding and geographical origin  → target: increase the number of post-doctoral fellows/ to all situations			janv-17	a) November 2018 b) December 2019	a) END b) END	doc: completion November 2018 Post-doc: completion October 2021 (2 maps attached)					
2	1.1.2	Identify, harmonize and generalize best practices in the administrative management of doctoral and post-doctoral students throughout their stay at UL.	VP Doctoral Strategy	Research and Development Department	a) Doctorate Management Regulations     b) Post-Doctorate Management Regulations	Not applicable			01/06/2017 b) December 2021	a) December 2019 b) December 2021	a) END b) END	Action OIIMR  a) Doctoral management regulations = Doctoral Charter, Individual Follow-up Committee and Individual Training Agreement. b) research management regulations apply to post-docs					
3	1.13	Revise the doctoral charter in accordance with the decree of May 26, 2016 (doctoral charter), incorporating elements relating to the HR dimension and generalize its application	VP Doctoral Strategy	Research and Development Department	Doctoral Charter		х	х	Jul-16	June-17	COMPLETED	Attached documents					
4	1.14	Organize and implement cross-disciplinary training initiatives to prepare for / build the doctoral student's professional project	VP Doctoral Strategy	Research and Development Department	a) Updating the training offer     b) Individual training agreement	Number of training courses Doctoral students' participation rate -> target: 100% of doctoral students who validate that they have obtained 5 credits in the post-thesis preparation component.			july-05	December 2018 (a) and December 2018 (b)	COMPLETED	Link to the Doctorat website: http://doctorat.univ- lorraine.fr/en/etre-doctorant/formation Tutorial: https://youtu.be/GO2n1NxpHs M Indicators/training file	Σ.				
5	1. 1.5	Improve the professional follow-up of doctoral students throughout their career, within the framework of the thesis follow-up committee, enabling a joint approach to the supervision of doctoral students and their work.  scientific	VP Doctoral Strategy	Research and Development Department		Number of CSIs for doctoral students in year N			January 2018	December 2020	COMPLETED	CSI Indicators file  The action is no longer relevant as it has become mandatory by decree.					
6	1.1.6	Encouraging doctoral student mobility	VP Doctoral Strategy	Research and Development Department	List of partner universities and companies	Number of DREAM mobilities during thesis (≥ 2 months)  Number of mobility months (≥ 2 months) awarded/funded  -> target: 100% of funds used for mobility			janv-18	Feb-19	COMPLETED	DREAM Indicators file this action will be moved toAxis IV Mobility					
7	1.17	Generalize the use of a doctoral student folio port	VP Doctoral Strategy	Research and Development Department	port folio: Include a question on the portfolio in the doctor follow-up questionnaire proposed by the observatory. "Did you use the portfolio and competency-based approach to apply?	Number of doctoral students actually using the portfolio (where identified "key" boxes are completed)  -> target: to be determined after initial survey (point 0)  Participation rate in training sessions dedicated to the use of portfolios  -> target: +10% per year from 2023 to 2026			janv-18	a) September 2018 to b) December 2021		CoARA commitment plan  Tool available to doctoral students via ADUM ADUM figures  Awareness-rasing for generalisation to working with doctoral students  Add a question to the doctoral student follow-up survey (cf. observatory for 2024-2025					
8	1.18	Define the status of post-docs and set up a training account for each post-doc.	VP Research VP Human Resources	Research and Development Department Human Resources Department	a) status of post-docs at the Université de Lorraine b) Post-doctoral training account	Number of training accounts opened per year or Number of requests to use the training account or utilization rate Percentage of post-docs informed of training offer -> target: 100% of post-docs informed			march-18	a) June 2018 b) December 2018 c) December 2021		Publication of the Law for Research - LPR and its implementing decrees HRD training catalog					
9	1.19	Increase the number of spaces dedicated to doctoral students in the social sciences and humanities	VP Doctoral Strategy	Research and Development Department	Inventory of dedicated rooms/spaces	Percentage of doctoral students informed of the existence of these declicated spaces for SHS> target: 100% of doctoral students informed (survey to be carried out at the end of 2024, after the opening of the Espace Robelas)			janv-18	Dec. 21	In progress	A 74 m² room available to CLSH Doctoral students welcome at Libération's 3rd floor (2 offices) and Research hous on street Baron Louis and Espace Rabelais in Metz					

51	1. 1. 10	Draw up a "Doctoral Student Guide" containing all the information and tools needed to complete a doctorate, and	VP Doctoral Strategy	Research and Development Maison du	Guide - Production of documents to complement the site (Dec 2024)	Number of back-to-school guides  Number of site visits per month over one year  -> target: increase in the number of connections following the		janv-22	Dec-24	Initiate (priority 1)	The doctoral website: http://doctorat.univ-lorraine.fr is a permanent resource. Paper files will						
		distribute the paper guide by 2025.		doctorat		implementation and distribution of the complementary paper document  Number of modules online			1		complete the information existing		$\coprod$		Ш	$\coprod$	Ш
52	1.1.11	Develop cross-disciplinary e-learning courses, in particular for salaried doctoral students	VP Doctoral Strategy	Research and Development Department Doctoral House	E-learning modules	-> target: each section must have at least one online training course (module)  Occupancy rate  -> target: 100% of places offered occupied (on modules where places are limited)		janv-23	Dec-26	TO DO (priority 2)	Particularly for salaried doctoral students outside Lorraine COVID lever						
53	1.1.12	Generalize the use of doctoral student portfolios by raising awareness and providing support for doctoral students - work in conjunction with the skills to be displayed on the RNCP - raise awareness among thesis supervisors	VP Doctoral Strategy	Research and Development Department Doctoral House	Awareness campaigns/Training	Number of doctoral students actually using the portfolio (where identified "key" boxes are completed)  -> target: to be determined after initial survey (point 0 - year 2023)  Participation rate in training sessions dedicated to the use of portfolios  -> target: +10% per year from 2023 to 2026		X janv-22	Dec-26	In progress	See CoARA Commitment Plan online portfolio, setting up training courses Continuation of action 1.1.7 Raising awareness among doctoral students with a view to widespread use Question on the portfolio and its use to be included in the questionnaire for monitoring the integration of doctoral students (cf. observatory)			Œ			
54	1.1.13	Analyze and understand UL's post-doctorate map	VP Research VP Human Resources	Research and Development Department Human Resources Department	Scientific Council/G10/EU Action Plan	Percentage of Europeans  Percentage of French  -> target: 10% Europeans by 2026  Percentage breakdown of financing methods > target≥to the national average for dedicated funding: doctoral contracts, CIFRE, foreign government or French government grants for foreign students coming to France to do a doctorate.  Post-docs: By type of contract (Post-doc, ATER 2.3 and 2.6, senior researchers), by type of funding and geographical origin > target: increase the number of post-doctoral fellows/ to all studios		jarv-22	Dec-23	initiate (priority 1)	Continuation of action 1.1.1	Œ					
55	1. 1. 14	Set up a post-doctoral status in application of the LPR	VP Research VP Human Resources	Research and Development Department Human Resources Department	Post-Doc management regulations (Board of Directors March 13, 22) + Guide to best practices in recruiting contract researchers	Number of training accounts opened per year or  Number of requests to use the training account or usage r a t e > target: to be defined later  Percentage of post-docs informed of training offer > target: 100% of post-docs informed	х	janv-22	Dec-23	Initiate (priority 1)	Continuation of actions 1.1.2 and 1.1.8	Œ					
56	1. 1. 15	Consolidating the welcome policy and integration of post-docs on the Lorraine site in conjunction with the EPSTs, particularly for international PhDs	VP Research VP Human Resources VP International Relations CCOSL	Research and Development Department Human Resources Department International and European Relations Department HARMOLOR/CORIS	Action planfor the Lorraine site joint welcome guide with EPST			Jan-24	Dec-26	TO DO (priority 2)	Work with EPST on a common welcome guide,						
57	1. 1. 16	Offer cross-disciplinary training courses for post-docs	VP Research VP Human Resources VP Doctoral Strategy	Research and Development Department Human Resources Department	Training modules deployed  Research-oriented training courses for post-docs in English  (competition, research project, post-doc, etc.).	Number of post-docs who completed the modules		Jan-24	Dec-26	TO DO (priority 2)	In addition to the UL training catalogue«> Posting Offer post-docs waiting/LPR						
58	1. 1. 17	Supporting post-docs in their academic/non-academic/ professional integration during their post-doctoral contract	VP Research VP Human Resources	Research and Development Department Human Resources Department	Management regulations voted Training courses UL programs (innovation and business creation and Polaris)	Number of post-docs supported		janv-23	Dec-26	Initiate (priority 1)							
	1.2	Best practices in recruitment								_							
10	1. 2.1	Identify and affirm existing best practices and those that should be perpetuated according to the specificities of each discipline, and deploy a "best practices" approach. quality approach to recruitment (including posting)	VP Doctoral Strategy	Research and Development Department	Best practice guide Implicit bias video (included in the guide)	Recruitment procedure only for CD établissement ==> Recruitment process to be extended to other doctoral contracts.  First % of CDs financed that follow the procedure  -> target: 80% in 3 years	x	June-15	Dec. 21	COMPLETED	Identification and communication of EDs' CLED practices. Need for continuous improvement						
11	1. 2.2	Systematize international recruitment calls for doctoral and post- doctoral students (when relevant to the research unit).	VP Doctoral Strategy	Research and Development Department	Digital platform for publishing thesis topics	Percentage of publications on ADUM with extended publication on ABG-Euraxess and campus France -> target: 100% of publications on ADUM with extension of publication on ABG-Euraxess and Campus France	х	June-16	June-20	COMPLETED	Doctoral student= offer of thesis on UL website, Campus France (facilitated + recommended) and Euraxess (recommended) Provided for by LPR for post-docs						

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12	1. 2.3	Inform candidates about employment opportunities and procedures within the company and in partner establishments	VP Doctoral Strategy	Research and Development Department	Guide to scientific employment at UL Systematize the distribution of EC, ATER and BIATSS recruitment campaigns to doctoral students via a mailing list.	Number of doctoral students following the "compétences docteur" program  -> target: 90 doctoral students taking part in "compétences docteur" (70 in 2023)	х		sept-19	sept-20	COMPLETED	Doctoral student= Doctoral skills (Within the academic system) IGR and EC job offers on the UL site + HR Newsletter							
13	1. 2.4	Expand the use of the Contrat Doctoral when recruiting doctoral students	VP Doctoral Strategy	Research and Development Department	Doctoral contract	% of doctoral contracts signed per year  -> target: 90% of UL paid doctoral students	х		2015	Dec. 21	COMPLETED	Management rules for contract researchers, HR procedures agreed with HRD for contract PhD students (missions/vacations, dismissals)							
59	1. 2.5	Mapping out (listing existing and potential) sources of funding in the SHS field to enable transition imposed by the LPR to reduce job insecurity among SHS doctoral students	VP Doctoral Strategy	Doctoral house CLED Scientific Council	Action plan to be coordinated with DEPAS (CIFRE, AAP Région docteur en entreprise, private doc contracts)	Percentage of doctoral students financed by a contract dedicated to research and initial training  -> target: +20% over 3 years (from 2023)			janv-23	Dec-26	TO DO (priority 2)	actions to be carried out subject to resources approaches to companies (e.g. CIFRE day)							Ī
60	1. 2.6	Consolidate Lorraine's hosting policy in conjunction with the EPSTs, particularly in the international arena.	VP Doctoral Strategy VP Research	Doctoral house International and European Relations Department HARMOLOR WG International/CORIS	Action planto be validated on the CORIS site in Lorraine, setting up the Feel Français platform for international doctoral students	Number of joint actions carried out after 3 years -> target: at least one action per year			Jan-24	Dec-26	In progress								
	1.3	Training thesis supervisors				<u> </u>													
14	1.3.1	Increase the potential for doctoral supervision by encouraging young researchers to work towards an HDR.	VP Research	Research and Development Department	Training plan	Number of HDRs defended at UL per year  → target: 70 HDR/year (by 2023, 60 HDR)  Number of ACTs per year  -> target: 160 ACT/year (by 2023, 173 ACT)			Jan-15	Dec. 21	COMPLETED	Modification of the ACT regulations to encourage the pursuit of HDR (SC meeting of May 28, 2019) SDAR Indicators file							
15	1.3.2	Enhance the quality of doctoral supervision by thesis supervisors, giving priority to joint training initiatives with partner EPSTs, and promote this participation.	VP Doctoral Strategy	Research and Development Department	Doctoral supervision training	Number of people trained each year> target: 100% of ACTs trained			sept-16	Dec. 21	COMPLETED	Systematic information on doctoral supervision training during the 1st ACT Work remains to be done on adding value							
61	1.3.3	Draw up a "Supervisor's Guide" containing all the information and tools needed to ensure that the thesis runs smoothly.	VP Doctoral Strategy	Doctoral house  Lorrain council of doctoral schools	Updated manager's guide (paper and online)	Number of guides distributed  Number of trained supervisors receiving the guide,  -> target: 100% of trained supervisors receive the guide			Jan-24	dec-25	In progress	In connection with the PhD action plan "Mentors" section on the PhD website: http://doctorat.univ- lorraine.fr/en/encadrer-un-doctorant - Paper files will supplement existing information				Œ			
62	1.3.4	Improve information and training for supervisors as part of a Doctorate Network set up within laboratories.	VP Research VP Doctoral Strategy	Doctoral house Science hubs	Creation of a network of Doctorate referents in URs	Number of doctoral referents> target: at least one referent per laboratory			janv-23	Dec-26	In progress	In connection with the PhD action plan: Doc Tour pilot interviews in labs (14 units), Bid'UL mailing Training on ARCHE, resources for disposition							
63	1. 3.5	Supporting supervisors in the prevention and detection of potential psychosocial risks among doctoral students	VP Human Resources VP doctoral strategy	Doctoral house Human Resources Department		Number of supervisors trained -> target: 100% of annual ACTs and HDRs			janv-22	Dec-26	TO DO (priority 1)	In line with the PhD action plan, a MOOC on Arche							
	1.4	Promoting doctorates												 					÷
64	1.4.1	Promote post-doctorate professional integration suses and the ALUMNI Docteurs network	VP Doctoral Strategy	Doctoral house  Delegation for steering, assessment and quality support	1-year and 3-year surveys, with situation analysis	Number of doctoral schools reporting on post-doctoral integration> target: 100% of doctoral schools to report on post-doctoral integration			janv-22	Dec-26	TO DO (priority 1)	Coordinate with DAPEQ							
65	1.4.2	Develop doctoral student activities to help students "live their doctorate to the full".	VP Doctoral Strategy	Doctoral house CLED	List of activities	Number of activities and doctoral students taking part in them -> target: 100% of requests satisfied			janv-22	Dec-26	In progress (priority 1)	setting up discovery tours, running a networking page dedicated to doctoral students, [contract student]							
66	1.4.3	Valuing and recognizing doctoral students' involvement in research as part of non-finalized theses	VP Research VP Doctoral Strategy	Doctoral house Training Department	Introduction of a DU (university diploma) for involvement in research, in the form of recognition of acquired doctoral experience.	Number of unsuccessful theses validating the DU  -> target: to be defined as we make progress on the subject (in particular when the DU is open).			Jan-24	Dec-26	TO DO (priority 2)								
<u> </u>		RECRUITMENT AND CAREERS OF RESEARCHERS																	
$\vdash$		Career path	VP Resources	Human Resources													TT	П	Ŧ
17	2. 1.1	Set up a career tracking system for teacher-researchers	Human	Department	Procedure	Number of popula received by the VID LID A limiter of popular received by the VID A limiter of popular received	$\dashv$		janv-17	June-17	COMPLETED			$\blacksquare$	$\mathbf{H}$		$+\!\!+$	₩	+
18	2. 1.2	Define and set up support measures for teacher-researchers in response to CNU opinions on their dossiers	VP Human Resources	Human Resources Department	Support plan Assessment	Number of people received by the VP HR/ Number of people wishing to be received X 100  -> 100% of people wishing to be seen are seen by the VP HR		х	June-17	a) Dec-18 b) Dec-19	COMPLETED	See CoARA Commitment Plan							
19	2. 1.3	Strengthen the training plan for researchers in areas related to their activities (management, languages, project management, etc.) and align it with needs.	VP Human Resources	Human Resources Department	Training plan SU2IP report	Satisfaction rate -> 80% target			Jan-15	nov-17	COMPLETED								
20	2.1.4	Improve the practices of selection committees and recruitment boards, in particular by raising awareness of the importance of geographic and professional mobility.	VP Human Resources	Human Resources Department	Updated guide Presentation given at the meeting for selection committee chairmen and vice-chairmen Best practice guide for recruitment committees for contract teachers and/or researchers Film to combat bias CoARA commitment plan	Endo-recruitment rate Feminization rate> Targets National rates	x	x	June-15	june-19	COMPLETED	Best practice guide for contract EC recruitment boards							

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21	2. 1.5	Preparation process for foreign recruitment, assistance in preparing applications	VP Human Resources	Human Resources Department	Guide to recruiting people from outside UL,link to recruitment form Post-recruitment satisfaction questionnaire sent with file tenure and 3 years	Number of people accompanied Number of guide downloads			june-19	Dec-23	In progress								
49	2. 1.6	Open, Transparent and Merit-based Recruitment Policy	VP Human Resources	Human Resources Department	OTM-R Policy integrating CoARA Communication: Factuel Article + mail and letter to central council members	Not applicable	х	х	Jan-19	Dec-20	COMPLETED	Integrating CoARA into the OTM-R policy							
90	2.1.7	Development of evaluation criteria for teacher-researchers' files for recruitment and promotion in conjunction with CoARA	VP Human Resources VP Research VP Open Science	Human Resources Department	Inclusion of specific mentions in job descriptions Training of Selection Committees in CoARA Post-recruitment satisfaction questionnaire sent with tenure file and after 3 years. CoARA commitment plan	Rate of access to training  Training rate for rapporteurs, selection committee chairmen and candidates  Satisfaction rate  -> 80%target	x	x	janv-23	dec-25	In progress (priority 3)								
	2.2	Supporting researchers in their scientific activities									•								 -
67	2. 2.1	Supporting and encouraging research throughout a researcher's career	VP Human Resources and VP Research	Research and Development Department Human Resources Department	Support plan (to prevent and combat dropping out)	Number of files monitored> target: 10% increase between 2023 and 2026		x	janv-23	dec-25	TO DO	See CoARA Commitment Plan						Œ	$\prod$
68	2. 2.2	Promoting scientific autonomy	VP Research and VP PhD	Research and Development Department	Information document (ACT, HDR, funding opportunities, CRCT, EPST delegation) Training (project management, scientific animation)	Annual number of ADRs, ACTs, CRCTs (applications, priorities).  EPST delegations  -> targets:  CRCT: Grant 100% CRCT  ACT: max 2 per person simultaneously and max 3 per person before  HDR  HDR: 10% increase Number of  people trained  Number of ANR "young researchers" projects submitted annually		x	janv-22	Dec-23	то во	See CoARA Commitment Plan		Œ					
	2.3	Detecting and supporting talent	•									•							
69	2. 3.1	Identify talent (in research, but also in governance and leadership)	VP Human Resources	Human Resources Department	Identification and support plan	Number of people supported and trained in project management and European projects  -> Target: 10% increase in the number of people over 3 years supported and trained			janv-22	Dec-24	TO DO			П	$\prod$	Œ	П		
70	2. 3.2	Improve HR support through better knowledge of existing schemes (scholarships, professorships, etc.).  Juniors)	VP Human Resources	Human Resources Department	HR agent training	Number of people trained> target: 100% in training			janv-22	march-23	TO DO	Link with LPR	Œ						
71	2. 3.3	Define a coherent repyramidage policy (MCF to Professors) over the next five years (LPR)	VP Human Resources	Human Resources Department	Reprofiling policy: Procedure and tables	Number of teacher-researchers promoted in targeted CNU sections> target: 100% of sections targeted by the Ministry and UL	х		janv-22	Dec-23	In progress	Link with LPR			Ш				
72	2. 3.4	Take advantage of all the opportunities for recruiting research support staff and researchers offered by new regulations.	VP Human Resources	Human Resources Department	Junior professorship (CPJ) management regulations	Number of Junior Professorships > target: 4 CPJ/year  Number of CDIs for scientific missions > no target as it depends on the project	х		June-21	dec-25	In progress	Link with LPR							
73	2. 3.5	Prepare for new appointments and departures fromkey positions (training or research component, vice-presidency) and supporting researchers at the end of their contract or career	VP Human Resources	Human Resources Department	Dedicated training	Number of participants> target 80% of trainees	х		June-21	Dec-23	End of functions COMPLETED	Remainder end-of-contract and end-of- career accompaniment OTM-R seniority							
	AXIS III.	QUALITY OF LIFE AT WORK																	
	3.1	Improving quality of life at work																	
22	3.1.1	Define and deploy actions to prevent psychosocial risks	VP Human Resources	Human Resources Department	psychosocial risks training psychosocial risks WG Function survey System for handling reports of internal violence	People trained/awareness-raising  Number of referrals to GLSW (Groupe de Liaison des Situations de Violences Internes)  Number of referrals involving at least one teacher-researcher  Number of disciplinary sanctions, mediations and accompaniments resulting from these referrals  -> target: increase in the number of files in the first few years (community awareness of the system)			janv-17	Dec. 21	COMPLETED								
74	3. 1. 1.bis	Develop integrated internal and external professional mediation	VP Resources	Human Resources	- Request for mediation procedure	Number of mediations			Dec. 21	Dec-23	In progress								$\Box\Box\Box$
23	3. 1. 1.bis	as part of a plan to change the relationship with work  Improve support systems for staff in their professional/personal projects, and set up listening systems in the event of difficulties.	Human VP Human Resources	Department  Human Resources Department	- Service offer  Fiyer of help and support for UL staff Sexual harassment and dicrimination fiyer  Disability brochure  On-site display of warning systems	Number of agents trained  Well-being at work survey  -> target 30% of respondents (every 2 years)			janv-17	Dec-23	In progress  COMPLETED								
					Occupational health brochure  Recruitment of an occupational psychologist (see job description) since january 2018														

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24	3.1.3.	Promote cultural and sports activities for staff, whether dedicated or not	VP University Life	University Life and Culture Department	List of cultural and sports activities offered annually to employees University life project OR code integrated into welcome booklet Set up a satisfaction survey	Number of hours dedicated to sports activities  -> target: maintain the number  Number of cultural events by sector  -> target: Balance the supply of events in the region  Number of new cultural activities over 3 years  -> target: as many activities created as abandoned  Sports attendance rate (1X/year)  -> Target: 5% increase in annual attendance at cultural and  sports activities for UL staff.		jā	ianv-18	Dec-19	COMPLETED	Modification of action title, deliverable and indicator - Validated by COS on 5/11/2018  A satisfaction survey could be carried out to identify needs.					
25	3.14	Respect the different levels of information required to facilitate and simplify access to information. Clarify internal information flows	VP Human Resources	Human Resources Department	HR information flow plan	Number of HRD cafés  Number of publications in factual  Number of thematic workshops  Participation rates by guest list  -> target: 50% participation (as RAand Director are invited to participate, offero only once)		1	Jul-16	Dec. 21	COMPLETED						
26	3. 1.5	Develop a vade-mecum for UL staff (rights and duties) according to their respective status, and draw up thematic fact sheets.	VP Human Resources	Human Resources Department	List of files	Number of sheets made available on the intranet Number of annual consultations		jā	anv-16	Dec-19	COMPLETED		Œ				
	3. 1.6	Opening up the "stafflife" offer, sports challenges and campus life projects to doctoral students	VP University Life	University Life and Culture Department		Number of doctoral students taking part in "staff life" activities  -> target: at least 50% of doctoral students having participated in at least one staff life activity during the academic year.			Apr-24		TO DO	RMN2PAM, End-of-year party, InterCEA			$\prod$		
	3.2	Develop actions to promote equality, diversity and	d inclusion at the	Université de Lor	raine, strengthen anti-discrimination tools												
27	3. 2.1	Implement communication and promotional initiatives for equality, diversity and inclusion	VP Equality, Diversity, Inclusion	Delegate for Equality - Diversity - Inclusion	Communication plan Communication media	Rate of implementation of communication plan> target: 30% completion  Number of people trained per year	х	jē	anv-16	Dec-19	COMPLETED						
28	3. 2.2	Raising awareness, communicating and providing training on the various forms of discrimination	VP Equality, Diversity, Inclusion	Delegate for Equality - Diversity - Inclusion	Training plan - implicit bias video	Number of training sessions on anti-discrimination issues  → target: 20 training courses per year  Number of trainees per year	x	X ja	anv-16	Dec-19	COMPLETED						
29	3. 2.3	Set up networks of discrimination referents, with a view to organizational development and a warning system	VP Equality, Diversity, Inclusion	Delegate for Equality - Diversity - Inclusion	Referral list	EDI cell coverage rate > target: all training components to have a cell by 2027 and 50% of research components by 2026	х	ja	anv-16	Dec-19	COMPLETED			П			
50	3. 2.4	Implementation of the Gender Equality Plan, including a gendered approach to human resources management	VP Equality, Diversity, Inclusion	Delegate for Equality - Diversity - Inclusion	annual document of analyses and recommendations (single social report) ->Extract gendered data section  RSU 10-year anniversary supplement Gender equality plan (21-24, 24-27) Gender equality plan review every 3 years (21-24, 24-27) EDImaster plan	indicators and targets identified under HRS4R actions in PAEFH		X m	narch-21	Dec-24	In progress	In line with European policy on the subject PAEFH					
75	3. 2.5	Implementation of the harassment prevention plan at doctoral students	VP Equality, Diversity, inclusion	Equality delegate - Diversity - Inclusion	annual analysis and recommendations document	Indicators and targets for the EDI doctorate report		jā	anv-22	Dec-27	In progress	Part of the PhD action plan, but also part of the PAEFH and EDI Master Plan					
76	3. 2.6	Developing the university community's commitment to equality, diversity and inclusion	VP Equality, Diversity, Inclusion	Delegate for Equality - Diversity - Inclusion	EDI master plan	EDI cell coverage rate  -> target: all training components to have a cell by 2027 and 50% of research components by 2026 Number of people involved		jā	anv-22	Dec-26	In progress	continuation of action 3.2.3					
L	3.3	Improving working conditions for people with disa	abilities														
30	3.3.1	Deploying UL's disability master plan	VP University Life VP Equality, Diversity, Inclusion	Disability officer	Master plan included in EDI master plan	Indicators and targets identified for actions that could fit into HRS4R and the inclusive university action plan  Percentage of researchers recognized as disabled  > target: 1.5% by 2026	х	X ja	ianv-17	Dec-19	COMPLETED	Progress report on V2 completion in December 2022 - Continuation of the deployment including version 3 period 2023 - 2026					
		INTERNATIONAL MOBILITY															
	4.1	Stimulating the international mobility of junior an	nd experienced re	search staff													
31	4.1.1	Expand and balance geographical mobility schemes to fund both incoming and outgoing mobility (including with LUE) - i.e. minimum 2 months	VP European and International Strategy	International and European Relations Department	Dashboard	Percentage of doctoral students on mobility programs (DREAM and others)  -> target: 20% increase over 3 years (2023-2026)  Percentage of professors leaving with CRCT, CPP, or delegation  -> target: 15% increase for research professors over 3 years years (2023-2026)		c	oct-16	Dec-19	COMPLETED						
32	4. 1.2	Develop financing mechanisms for international mobility, in conjunction with the EPSTs.	VP European and International Strategy	International and European Relations Department	Widen Horizons Program DrEAM Program	Budget for Widen Horizons, DREAM, ERASMUS+ and Eurecapro  -> target: 20% increase in budget over 3 years (2023-2026)		4	Apr-17	dev-20	COMPLETED	Long-term task					

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						Lorraine Action plan											
33	4.13	Revise criteria for awarding CRCTs and EPST delegations to encourage international mobility	VP Research	Research and Development Department Human Resources Department	Political decision	Percentage of CRCTs granted with a request for international mobility  -> target:+ 20% over 3 years of CRCTs and CPPs	х	X janv-18	Oct-18	COMPLETED							
34	4.1.4	Give international publicity to the recruitment of doctoral students in all doctoral schools (to be linked with action 1.2.2).	VP Doctoral Strategy	Research and Development Department	Process	Same indicators as 1.2.2: Percentage of publications on ADUM with publication extension to ABG-Euraxess and Campus France -> target: 100% of publications on ADUM with extension of publication on ABG-Euraxess and Campus France	х	June-16	June-20	COMPLETED	Long-term task. See how to post thesis offers on Euraxess.						
	4.2	On the basis of our Euraxess system, and in conju	nction with the E	PSTs, develop a re	ception and support service for all researchers in to	erms of logistics and administration.		•			•						
35	4. 2.1	Develop personalized welcome services for incoming researchers	VP European and International Strategy	International and European Relations Department Research and Development Department	Welcome@Lorraine program Euraxess activities	Rate of incoming researchers who have benefited from the hosting service out of the number of incoming foreign researchers  -> target: percentage equal to or greater than that of 2023  Number of Euraxess activities developed for researchers and PhD students (MDD link with complementary actions) / year and rate participation  -> target: 10-15% increase in participation in activities and 10-15% increase in the range offered over 3 years.		Apr-17	Dec-18	COMPLETED	Include doctoral students: not covered by welcome@lorraine=> see MDD						
	4.3	International welcome - focus on international do	rtoral students														$\dashv$
77	4.3.1	Set up a network of "international welcome" correspondents in laboratories		International and European Relations Department Research and Development Department	Network roadmap List of Accueil International correspondents in the laboratories	Number of laboratories represented in the network  -> 70% target in 3 years  Number of international correspondents trained in international reception for laboratories  -> target: 100% of internal correspondents trained		janv-22	dec-25	TO DO (priority 1)	Long-term task a discussion is underway: Should there be several CRICs for each component? based on programs (European and international)?				П		
78	4. 3.2	Internationalize central services and services in components and laboratories	VP international	International and European Relations Department and directions	Training and information modules (language courses, business modules), designate a specialist / DO who speaks at least English?	Number of services correctly covered  -> target: 100% of services able to respond in English within 3 years  Percentage of Erasmus+ mobility for BIATSS staff  -> target: 10% increase in ERASMUS+ mobility for BIATSS staff		janv-22	dec-25	TO DO (priority 1)	Long-term task						
79	4. 3.3	Welcome guide for international researchers	VP international	International and European Relations Department	Guide	Publication of a guide to welcoming international researchers to UL		janv-22	Dec-23	COMPLETED	Creation of a practical guide to setting up (2021): https://welcome.univ- lorraine.fr/en/research/						
	4.4	Work on the status of visiting professors															
80	4. 4.1	Formalize the arrival of a guest teacher with an official letter and a job description.	VP Human Resources	Human Resources Department Direction de la Recherche et de la Department Training Department	Job description (or research residency agreement?) + official letter of $f$ invitation	Create a standard letter and detailed job description		janv-22	Dec-23	Initiate (priority 1)	The job description for guests and other staff is currently being revised (May 2023).						
81	4.4.2	A personalized welcome for visiting professors	VP international	International and European Relations Department	Welcome@Lorraine welcome package for Prof. Guest	Number of beneficiaries and type of service used (see above)> target: 100% of visiting professors for stays of more than 3 months		janv-23	Dec-24	COMPLETED (priority 2)	Welcome@Lorraine continued On-site reception, support and information + setting up thematic workshops for international ECs	Œ					
82	4.4.3	Involving visiting professors in the internationalization of the university	VP Research VP Training	Training Department international and european Relations Department	Rights and duties of visiting professors	Percentage of visiting professors who contribute t o internationalization, upstream, defining internationalization actions (foreign language courses, runningworkshops or practical courses, promoting their establishment at UL, etc.).  -> target: to be defined		janv-22	dec-25	TO DO (priority 1)	Long-term task in certain laboratories.						
	4.5	Outgoing mobility								•							البار
83	4. 5.1	Increase the percentage of CRCTs and CPPs dedicated to mobility	VP Research	Research and Development Department Human Resources Department		Percentage of CRCT and CPP granted with a request for international mobility  -> target:+ 20% over 3 years of CRCTs and CPPs		janv-22	dec-25	In progress (priority 2)	Long-term task						
84	4. 5.2	Focusing mobility on key career periods	VP Resources Human	Human Resources Department	Best practices	% mobility of researchers according to key periods in their careers		janv-22	dec-25	In progress (priority 1)	Long-term task					$\prod_{i=1}^{n}$	, H
85	4. 5.3	Proactive policy on staff mobility, including BIATSS staff	VP Human Resources VP International	Human Resources Department International and European Relations Department	Best practices	Monitoring the percentage of EC and BIATSS staff on mobility schemes		janv-22	dec-25	In progress (priority 2)	Long-term task Continuing education with a workshop specific - Eureca Pro						
L		SUPPORTING RESEARCHERS IN SETTING UP PROJEC															
36	5.1.1	Develop a culture of project support, from applica  Produce practical information sheets on the various systems in place at UL to support and facilitate the submission of applications.	VP European and International Strategy	Delegation Project Engineering - SE	Practical information	Number of projects supported/year > target +10% from 2023 to 2026 (starting point in 2023 is 22 European projects selected and funded)		Apr-17	march-18	END							
37	5. 1.2	Enrich project monitoring systems by mobilizing complementary skills as the project progresses.  as the project progresses and requirements change	VP European and International	Delegation Project Engineering - SE	Deployment plan for Europe Unit services	number of requests/number of projects supported by DIPRO  -> 10% over the period 2023 to 2026		June-16	June-18	END							

						Lorraine Action plan														
			Strategy												П				$\prod$	
							4							$\perp$	Н	Щ	4	Ш	#	
38	5.13	Organize project follow-up training	VP European and International Strategy	Delegation Project Engineering - St	Training plan	Number of teacher-researchers participating in training programs>+10% over the 2023-2026 period		c	Oct16	June-18	END									
86	5. 1.4	Improve visibility to facilitate access to project support	VP Research	Project Engineering Delegation Research and Development Department International Relations and European Department	A common tool and a single entry point	cf. action 36 indicator (Number of projects selected (because supported)/year) > target +10% from 2023 to 2026		J	Jan22	Dec .2023	In progress									
91	5. 1.5	Adapt the criteria taken into account when managing internal calls for projects to the commitments made when signing the Sans Francisco declaration (DORA), and COARA.	VP Research VP Open Science	Research and Development Department	CoARA-compatible calls for projects CoARA commitment plan	Rate of internal calls for projects evaluated using qualitative criteria -> Reach 100%.		X j	janv-23	dec-25	TO DO (priority 3)									
	5.2	Developing a culture of value enhancement and to	ransfer	•																П
46	5. 2.1	Offer training in the management and protection of scientific and technical heritage, tailored to the different needs of researchers.	VP Research	Research and Development Department	PPST training plan	Number of researchers participating in training activities  -> target: increase of 10% per year over 3 years (65 researchers in 2023)  Number of doctoral students taking part in training courses  -> target an increase of 30% per year over 3 years (based on PUI figures for entrepreneurship training, in 2023 this would amount to 143 PhD students).		jar	inuary-17	dec-20	COMPLETED	Long-term action								
47	5. 2.2	Amplifying the research partnership policy	VP Promotion VP Partnership	Research and Development Department Socio-economic partnerships Department	Establishing a policy with value-adding partners and the RFP	Number of pairs (pastmership and valo + school partners) created O4/19/21: list of device created > Targets: 30% increase between 2023 and 2026; 85% increase in operating contracts for intellectual property titles.		jar	inuary-18	Dec-27	In progress	Tools: University Innovation Cluster- Polaris, Plug In Labs, Filiale,, Sirius, PeeL, SME Booster								
48	5. 2.3	Encouraging and recognizing individual involvement in knowledge transfer to the socio-economic world.	VP Development VP Human Resources	Research and Development Department	Inclusion in internal assessment criteria	У/М		ji	janv-18	Dec. 21	COMPLETED	Introduction of the PACTE Act measures ACTION TERMINATED, we no longer follow but update with CoARA link								
93	5. 2.4	Encouraging and recognizing individual involvement in knowledge transfer to the socio-economic world in conjunction with CoARA.	VP Development VP Human Resources	Research and Development Department	CoARA commitment plan	Percentage of researchers and teacher-researchers who have created a start-up and obtained a promotion> Target: 10%.  Percentage of doctoral staw who have created a start-up and obtained a promotion> target 1% of PhDs		X	sept-24	Dec-26	то ро	a new action that repeats the completed action (5.2.3) with a CoARA link								
94	5. 2.5	Promoting public->private mobility	VP Valorization	Research and Development Department	UL public> private mobility framework note/letter	Number of transfers from the public to the private sector for start-up creation  -> target: 40% increase over 3 years					то ро								$\prod$	ı
		ETHICS, SCIENTIFIC INTEGRITY AND OPEN SCIENCE		•																
	6.1	Supporting researchers in opening up science			1															Ĺ
44	6.1.1	Create an environment conducive to the open-access dissemination of researchers' publications and works.	VP Open Science	Operational Committee for Open Publications Editions of Université de Lorraine	Continuity of training and support plan EDUL creation Opening Open U Journals and/or supporting journals to open under a diamond business model EDUL's open editorial offering	Via Open Science Barometer: Rate of open access to publications> target: at least equal to the national average  Number of downloads of publications from HAL> Target: Review with Leatitis 10% increase in 3 years HAL> target: 80% (but to be reviewed with Laetitis) For EDUL: Download volume of articles published in scientific journals and scientific books distributed in open access to EDUL:> target: 3,000 downloads in all by the end of 2026. Open U Journals> target: 1,2026: 9 magazines		X jar	inuary-17	Permanen t action	In progress Widening of the perimeter (PRIORITY 1 - highed)	Our support goes beyond the HAL repository. It also concerns open editorial initiatives. We would also like to mention the new Éditions Universitaires de Lorraine (FAIT). Continuity of training and support plane EDUL creation Opening of Open U Journals	Œ							
45	6. 1.2	Provide ongoing support, develop the network of data ambassadors, and ensure the development of the Lorraine DOREL warehouse in conjunction with the national Research Data Gouv platform.	VP Open Science	Operational Committee for Research Data	Appoint a Data, Algorithm and Source Code Administrator (ADAC), in accordance with the National Plan for Open Science Continuity of the training and support plan: Training plan Development of the ambasador network DOREL operations Convergence with RDG ADAC Single DOREL/RDG interface	Number of data ambassadors  -> target of 30 ambassadors by 2026 Number of deposits in DOREL -> target: 10%/year growth Number of people trained in Data Management Plan (DOREL training, data management) -> target: 100 people trained per year in CEO Number of research projects supported -> Target: 30 projects supported per year Proportion of publications with shared data sets -> target at least equal to the national average		jar	inuary-17	Permanent action except for DOREL/RDG merger (2024) and publication of data policy (2023)	In progress Widening of the perimeter (PRIORITY 1 - highest)	Continuity of the training and support plan Developing the ambassador network How DOREL works Convergence with RDG Data policy ADAC	<u>-</u>							

88	6. 1.3	As part of the National Plan for Open Science, develop a policy and support for the commercialization of software produced by researchers.	VP Open Science Operational Committee for Software and source codes	Define	Creation of a dedicated operational body Training plan	rate of publications that mention sharing their code and software> target: match the national average	х	janv-23	dec-25	Initiate d (priority 2)							
	6. 1.4	Develop a facility-wide data policy associated with these resources.	VP Open Science	Operationnal Committee for Research data	Published data policy		х	janv-26	Dec-29							Ш	
	6.2	Raising awareness of responsibility, ethics and scient	entific integrity a	mong junior and s	enior researchers												
39	6.2.1	Build a culture of scientific integrity within UL by organizing symposia and seminars within the communities.	VP Research	Research and Development Department	Seminars / conferences	Number of seminars/conferences on integrity (or referring to it) organized annually -> 1 seminar/3 years  Number of seminar participants> overall representation of different types of participants (BIATSS, EC)		June-17	dec-20	In progress	Regular information for doctoral students Unrealized intra-community symposiums: to come Scientific integrity data sheets in translation (March 2023)						
40	6. 2.2	Hosting a national symposium on scientific integrity	VP Research	Research and Development Department	Seminars / conferences	Action completed		Feb-17	Feb-17	COMPLETED							
41	6. 2.3	Setting up a UL ethics committee	VP Partnerships, VP Research, Integrity Officer VP Valorisation	Cabinet	Ethics Committee+ operating rules	Number of files submitted (processed)/year -> targets: 100% deposited/processed and + 25% of files submitted by 2026 (compared with 2023, when 8 files were submitted)		sept16	Dec-23	COMPLETED	Application of the Nagoya Protocol : Responsible search Ethics commission set up in 2020 Ethics Committee for Non- Interventional Healthcare (Jardé Law) and also in SHS	Œ					
87	6. 2.4	Provide operational support for research ethics and scientific integrity issues	VP Research	General Services Department Research and Development Department Development Jegal		Number of projects supported/number of projects submitted  -> Target: +25% over 3 years  Number of cases handled/year that received support > target: 100% and maintain at 100%.	x	Jan23	dec-2024	COMPLETED							
92	6. 2.5	Ethics, setting up an ethics commission	VP Research	Research and Development Business Legal Affairs Department	Ethics commission	Number of files processed / number of files submitted> target: 100%	х			COMPLETED							
	6.3	Set up a scientific integrity charter and implement	t it at the Univers	ité de Lorraine													
42	6. 3.1	Define the scope of scientific integrity at the Université de Lorraine and draw up a charter setting out the procedures for handling cases involving breaches of responsibility and integrity. scientific.	VP Research	Integrity Officer	Implementation of formalized procedures for the Scientific Integrity Committee	target: 100% traceability of process steps		sept17	Dec-19	COMPLETED	Integrity Committee: VP CS, 2 elected+ Dir. DAJ, monthly meeting						
43	6. 3.2	Systematically include the names of doctoral students in all publications, reiterate this in the doctoral charter and establish rules for publication and co-authorship in all fields. discipline.	VP Research	Integrity Officer		Number of incoming doctoral students attending awareness training/year> target: 100%	x	sept17	dec-20	COMPLETED	List of obligations of doctoral students in the ED (Publi, seminar, pre-defence colloquium, etc)						

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