

## UL's OTM-R policy

The Université de Lorraine (UL) has been awarded the HR Excellence in Research (HRS4R) label since 2017 (renewal granted in 2023). This label rewards its ongoing commitment to improving its practices and reception conditions for all its staff. Adhering to the principles developed by the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, UL aims to develop an open, transparent and merit-based recruitment policy, in line with its Charter of Values adopted in 2016, the effectiveness of which it reinforces here. UL's OTM-R (Openness, Transparency and Merit in Recruitment) policy therefore aims to that its strategy for recruiting male and female researchers respects the five values that make up its identity:

- Universality
- Creativity
- Reflexivity
- Solidarity
- Responsibility

### An OTM-R policy respecting universal candidacy

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 *Coalition on Advancing Research Assessment (CoARA)*, UL is committed to recognizing the diversity of careers and scientific contributions. UL intends to move away from the inappropriate use of journal and publication-based indicators (impact factors, h-index) in the evaluation of applications. As a member of the Euraxess network, UL also encourages the recruitment of foreign staff and informs them of their rights. More generally, a professional equality plan provides for numerous actions guaranteeing open, transparent and merit-based access to all those to join UL's scientific activities and projects. Each year, when the recruitment procedure is launched, the chairmen and chairwomen of the selection committees are made aware of the issues of bias and compliance with the rules of professional ethics, as well as equal treatment of candidates, with particular attention paid to stereotypes. Finally, as part of a long-term trajectory, UL encourages the definition of job profiles (T) likely to attract the best candidates (O, M), both in France and abroad, particularly in sectors identified as strategic for our university recognized as research-intensive (member of UDICE since 2024).

### A creative OTM-R policy

UL has drawn up guides setting out procedures (T) and best practices (O, M) for all types of positions. Management regulations have been drawn up for researchers on contract ([available on ENT](#)), and managers are trained to apply them. UL has also defined 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). Lastly, UL has long paid close attention to the creation of joint juries and selection committees (O), particularly for the recruitment of teaching and research staff, where the composition of juries is verified by the Human Resources Department and validated by UL's governing bodies ([available on ENT](#)). Finally, UL encourages all its research and training structures to adopt a multi-year recruitment dynamic, with early 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 profiles in a given specialty (M). This strategy fits in perfectly with the framework of the LPR and the new recruitment channels it enables (in particular junior professorships). Finally, UL is committed to basing the evaluation of careers and researchers on less prescriptive qualitative criteria that are more favorable to the diversity of profiles, while using quantitative criteria in a complementary and reasoned manner (member of CoARA).

### **A reflective OTM-R policy**

UL regularly reviews its recruitment practices. For example, through its involvement in the international CoARA and its national version (French Chapter), as well as in the resulting working groups. Each year, UL also issues an updated guide to the operation of selection committees, approved by the restricted Board of Directors ([available on ENT](#)), and organizes a meeting with selection committee chairmen and chairwomen, enabling the exchange of best practices (T) and the continuous improvement of procedures (O, M), in compliance with national texts. Candidates can also obtain their own reports and opinions on request (T). For doctoral students, more transparent procedures have also been defined by each doctoral school for the recruitment of contract doctoral students (O, T, M), depending on the funder (MESRI, ANR, Region). Work is currently underway on contract researchers, and in particular post-docs, for whom UL would like to specify job expectations and recruitment procedures.

### **A supportive OTM-R policy**

The International and European Relations Department (DRIE) assists with the recruitment and installation of foreign teaching and research staff. Similarly, the Maison du Doctorat and the DRIE provide special, attentive support for foreign doctoral students. Particular care is also taken to welcome foreign researchers from countries where academic freedom is under threat, notably through the PAUSE program (Programme national d'Accueil en Urgence des Scientifiques en Exil) and other initiatives that UL has developed (notably with Lebanon)

### **A responsible OTM-R policy**

At the individual level, all those involved in the various recruitment phases (defining the job profile, advertising, selection, recruitment and appointment) are trained in UL procedures and practices. As a result, everyone is accountable (O, T). On a more collective level, UL intends, through some of its recruitment, to respond to major societal challenges ([I-Site Lorraine](#)) and thus seek to attract the best researchers (M), in fields where its expertise is recognized. For example, UL has asked its research units to include at least one of the UN's Sustainable Development Goals (SDGs) in their 2023-2027 projects, a policy that can be translated into the recruitment of PhD and post-docs working on innovative subjects. To attract the best researchers (M), UL is particularly attentive to the working conditions offered to young researchers (training packages for supervisors, directors doctoral schools and research departments, anti-harassment actions) and to all its research and research support staff (gender equality plans, career path support, GPEC analysis) (O, T, M). UL believes that its social responsibility also lies in recognizing the diversity of its researchers' profiles and careers. To this end, UL is committed to a reasoned and reasonable use of international rankings of research organizations in recruitment and career assessment.