

Appendix 2 - Summary of 2017-2024 indicators

European HR in research label - HRS4R 2017-2024

N°	Planned action	Status	Perennial	When	Principles	Department concerned	Indicators	2018	2019	2020	2021	2022	2023	2024
1	Development of a cross-cutting network between different services involved in the watch and protection against discrimination and harassment.	Completed	P	Winter 2018	10, 27, 34	DRD - DRH - SAJ - SVU - VP Equality/Parity - CANAUS - Psychologist	Creation of cross-functional network V/N Network activity indicators : - No. of agents received per year - No. of cases handled per year - Nb of training sessions organized			- no training year covid		Creation in 2021 of the Equality-Parity Diversity Vice-presidency 1 forum theater for doctoral college - 20 participants		2 training courses for doctoral students (forum theater + international doctoral program colloquium) - 60 participants
2	Writing of an online guide fitted with a search engine and aimed at the university scientific community, describing various administrative and technical aspects of research careers at the University of Strasbourg. Translation of the guide into English.	Completed		Fall 2017	1, 5, 7, 8, 10, 11, 12, 15, 22, 23, 24, 26, 27, 28, 29, 30, 31, 32, 33	DRH - DRD - DNUM	- Guide V/N - No. of guide consultations per year							Currently being updated in conjunction with the guide for research unit directors, the guide for foreign researchers and the HR guide.
3	Translation of all job descriptions into English, addition of the language of instruction, and publication on the EURAXESS portal.	Completed	P	Fall 2017	13, 15	DRH	- % of job descriptions translated into English - language of instruction added to job description template V/N - % of job descriptions posted on EURAXESS				Translation of job descriptions and posting on EURAXESS			
4	Elaboration of an assessment grid for selection committees to replace the "fiche rapporteur"	Completed	P	Fall 2017	16, 17, 18, 19, 20, 32	DRH	- Creation of a grid V/N - % of selection committees having used the grid				Creation of an evaluation grid in 2021 100% selection committees use it	100% selection committees use it		
5	Elaboration of a standardized procedure, specific to Unistra, for the recruitment and follow-up of postdoctoral and foreign researchers.	Completed	P	Summer 2019	12, 21, 22, 25, 28, 30	EURAXESS CDE HRD	- Procedure V/N - Average duration of research projects - Average length of postdoctoral contracts - Organization of postdoctoral V/N - No. of applicants - % of registrants compared to total number of postdocs (Indicator available once postdoc procedure in place)					Harmonized procedure implemented since February 2022 and creation of a real status for post-doctorates with the post-doctoral contract (LPR law).		
6	Improvement of the attractiveness of research conducted at the University of Strasbourg by offering contractual researchers more adequate salaries with regard to their skills and which include seniority, recognition and progression.	Completed	P	Summer 2019	21, 22, 26	DRD HRD	- Drafting of an attractiveness procedure V/N - Creation of a specific grid V/N					Post-doc status governed by the LPR law to be introduced at Unistra in 2022 Salary scale for contract researchers, with increments based on seniority		
7	Development of an open recruitment process, transparent, based on merit (DTM-R), functional and compliant with recommendations.	Completed	P	Summer 2019	12 & 21	HRD Espace Avenir	- DTM-R policy in place V/N - Checklist completed V/N							DTM-R finalized: awaiting Unistra's new website
8	Display of the composition of selection committees on the audition-room doors for the recruitment of teacher-researchers.	Completed	P	Fall 2018	2	Aline ANCEL	- % of selection committees posted on rooms - % of selection committees whose members have conflicts of interest with a candidate	100% of selection committees displayed on the halls	100% of selection committees displayed on the halls	100% of selection committees displayed on the halls	100% of selection committees displayed on the halls	100% of selection committees displayed on the halls	100% of selection committees displayed on the halls	100% of selection committees displayed on the halls
9	Lightening of justification procedures at the Financial Justification Office (Research department) and at the Audit Office (Accounting agency).	Completed	P	In progress	6	Alain Muller AGC	- Simplification of procedures V/N - Nb of files handled by the Justification Department - Nb of files handled by the Audit Office	As a result, the procedure has been simplified and controls streamlined for amounts under 400 k€, for which the accounting agency does not carry out an audit						
10	Promotion of the open access platform: univOAK.eu	Completed	P	In progress	8	DRH Library Services	- No. of references available - Nb of publications submitted - H2020 projects - Training sessions at UnivOAK - Participants per session - No. of communication actions	- / - / - 33 training courses - 378 participants (11/session) - 1 reception desk / month	- / - / - 25 training sessions - 322 participants (13/session) - 1 reception desk / month	- / - / - 12 training sessions - 133 participants (11/session) - no welcome desk (studium construction)	- / - / - 7 training sessions - 51 participants (7/session) - no welcome desk (studium construction)	- / - / - 10 training courses - 143 participants (14/session) - 1 reception desk / week	- 84357 (16667 pdf texts) - 604 - 10 courses - 137 participants (14/session) - 1 reception desk / week	
Achievements 2018-2024: 3 video tutorials; creation of the "scienceouverte.unistra.fr" website; annual "Open Access Month" event.														
11	Formalization of the follow-up of meetings between pupils () and teacher- researchers in order to promote the university and research (possibly in relation with the local education authority Rectorat).	Completed	P	In progress	9	Espace Avenir Science garden	- Number of presentations in secondary schools - No. of middle and high school students hosted at the university	- 17 interventions - 1736 students	- 23 interventions - 2406 students	- 14 interventions (Covid) - 218 students	- 15 interventions - 263 students	- 23 interventions - 2449 students	- 36 interventions - 4007 students	- 48 interventions - 4686 students
12	Raising of PhD awareness on issues regarding professional gender equity, and communicating those in the guide. Similar action towards members of the selection committees.	Completed	P	In progress	10, 27	VP equality - parity DRH	- No. of training sessions on the theme organized for doctoral students per year. - Number of participants and fill rate for doctoral sessions. - No. of training sessions for selection committee members - No. of participants and fill rate for committee sessions.	From 2019, coordination meeting for all selection committee chairmen, accompanied by distribution of a vademecum with rules to be held and respected, including M/F parity. Training for chairmen and vice-chairmen on the subject of "gender bias" - "unconscious bias". Note: M / F balance in thesis defense juries since 2016			Forum theater in F 6 A for PhD which also deals with equality issues Number of participants: 20 (2022) - 60 (2024)			
13	Generalization of laboratory notebooks in the relevant research units, presentation of results to members of the laboratory.	Extended		Summer 2019	2		- of doctoral students using laboratory notebooks	Laboratory notebooks are used wherever they are needed. Young researchers present their results to research teams						
14	Generalization of data and equipment (USB key, laptop, etc.) encryption. Run awareness campaign in the research units.	In progress		During 2018	7	DNUM FSD	- No. of ciphers performed - No. of backups performed			Number of encrypted mobiles: 662			Number of encrypted mobiles: 2858 Note: strong increase following Covid	Number of encrypted mobiles: 3366 FSD supported 9 research units 4 research units in 2018, 2 in progress, 10 under appraisal

15	Addition of the economic intelligence training session to the staff training session list on top of the one offered to PhD students in order to make it available to members of the scientific community.	Extended		Fall 2018	7	DRH	- No. of training registrations by population - Number of training sessions offered								
16	Dematerialization of the Temporary Lecturer and Research Assistant (ATER) recruitment procedure: possibility to upload application directly to an online platform.	Completed	P	During 2021	13	DRD HRD	- Dematerialization of the ATER recruitment procedure yes/no		Setting up the dematerialization platform						
17	Feasibility study and experimentation of the role- play included in the recruitment process for teacher-researchers.	Completed	P	Summer 2019	14, 16	DRH	- No. of recruitment scenarios	- 31% MCF - 6.5% Prof	- 16% MCF - 6.5% Prof	- 51.5% MCF - 0% Prof	- 60.5% MCF - 17.5% Prof	- 68% MCF - 40% Prof	- 73% MCF - 27.5% Prof		
18	Promotion of the Tenure track model for idex chair holders.	Completed		Fall 2018	23	HRD DRD	- of projects continued after idex Chair expires	Info days: 4-5 per year with 40 participants per session					7 IUP 13 USIAS 3 CPJ	2 IUP 13 USIAS 3 CPJ	10 IUP 16 USIAS 4 CPJ
19	Offering of training sessions in English: Risk prevention, health and safety and the training sessions offered by the Project Engineering Centre (PUE). Promotion of the training sessions organised with the partners of the University (CNRS, UHA Inserm, etc.).	Extended		Fall 2018	23	DRH	- Number of training sessions offered in English - No. of training participants	Doctoral students - 10 sessions in 2018 - around 400 participants		Doctoral students -15 sessions - 500 participants		Doctoral students - 20 sessions - 600 participants		Doctoral students - 22 sessions - 960 participants	
20	Development of social action (ie. Reserved places in local nurseries).	In progress / On hold		Summer 2019	23, 24	SPACS	- Depending on the social actions defined.	Note: crèche places reserved via SMIAS (Innovative and regional, collective and individual social actions in catering, housing, children and leisure) Région Grand Est							
21	Mapping of existing research platforms and shared equipment.	Completed	P	During 2019	23	DRD	Number of accredited research platforms			48 platforms	57 platforms	63 platforms	65 platforms		
22	Information and communication on recruitment conditions for disabled research staff; Development of teleworking with clear rules.	Completed	P	Fall 2017	24	DRH	- % of disabled research staff - % of staff teleworking	23 researchers	25 researchers 1 telecommuting researcher		37 researchers				
23	Finalization of the "accident of work and/or in service" procedure. Transmission of this procedure to researchers..	Completed	P	In progress	24	DRH	- Distribution of the "work and/or service accident" procedure V/N - Addition of specific chapter for teacher-researchers V/N				A13M procedure finalized and distributed on ISM and ERNETH since 2020				
24	Introduction of compulsory meetings between PhD students and their supervisors.	Completed	P	Fall 2017	36, 37	DRD CDE	- No. of meetings before re-registration - No. of meetings Thesis director / Doctoral student	- SHS / ST/ SV = 1 meeting - SHS quarterly - ST/SV monthly			- SHS / ST/ SV = 1 meeting - SHS monthly - ST/SV weekly		- SHS / ST/ SV = 1 meeting - SHS monthly - ST/SV weekly		
25	Creation of training sessions boosting career development upon completion of the thesis. These training sessions will also be offered in English.	Completed	P	Fall 2017	38	DRD CDE	- Number of doctoral students attending courses - fill rate for these courses - number of courses in English	- 28 doctoral students - 82% - 6 courses in English			- 28 doctoral students - 75% - 6 courses in English		- 28 PhD students - 77% - 7 courses in English		
26	Introduction of a new registration platform for PhD training ("Amethis").	Completed	P	Fall 2018	38	DRD CDE	Implementation of the AMETHIS application for managing doctoral students' files, with installation of additional modules	Management of cross-disciplinary and subject-specific training added		Added management of admission requests				Added management of CSU doctoral research projects	
27	Identification of typical career paths in order to suggest the most appropriate training sessions one PhD students should follow to boost one's career pportunities.	Completed	P	Fall 2017	39	Euraxes CDE	- Creation of a list of typical training courses V/N	/	/	/	/		5 courses to choose from 1. Innovation - Creativity - Entrepreneurship 2. Higher education - Public bodies 3. Professional training - communication - scientific mediation 4. Private R&D - Consulting - Expertise 5. Europe - International (launch 2023)		
28	Support of PhD students in their career plan reflexions and on the procedures to follow: Presentation by PhD students, at mid-term, of their post-thesis plans.	Completed	P	Fall 2017	39	DRD CDE	Each ED proposes a summary document for the ISC on a common basis, validated by the doctoral college council. Summary of training courses with question on career development for each ISC		Yes Note: summary document proposed for each ED for the ISC: common basis validated by the doctoral college council	Yes	Yes	Yes	Yes		
29	Training session on the use of DocPro and follow-up on its contribution to the integration into the world of work of newly qualified doctors.	Completed	P	In progress	39	DRD CDE	- Index of agreement to the question of DocPro's contribution		Every year, the doctoral college offers "Doc Pro" training in French and English. No. of participants / year Still too few doctoral students invest in their portfolio						
30	Display of Internal regulations for each research unit needs to be improved (intranet, working spaces, labs, etc.).	In progress		Fall 2018	2, 35	DRD	- % of research units having published these regulations on their website compared with the number of research units with regulations								
31	ACTION ADDED TO INITIAL ACTION PLAN Creation of training sessions for new research unit directors, in partnership with CNRS and Inserm.	Completed		Fall 2018	2, 35	DRD	- No. of training sessions organized - participants		5 training sessions organized in partnership with Inserm and CNRS: Team management, HR management, Health & Safety prevention and Project management.						