Appendix 3 - HRS4R 2025-2028 action plan

HRS4R 2025-2028 action plan

Initiation In progress Continuous improvement

© : deliverable

							2024	2	025		2026		2027		2028	
	Planned action	Status	When	Principles (2024 charter)	Department concerned	Indicators	T3 T4	T1 T2	T3 T4	T1 T	2 T3	T4 T1	T2 T3	T4 T1	T2 T3	T4
PILLAR I ETHICS - INTEGRITY - GENDER - OPEN SCIENCE																
32	Finalisation and distribution of the new ethics guide: "Code of ethics for research professions"	In progress	T4 2026	1, 2, 13, 19, 20	SAJI DRD	Charter distributed: Y/N English translation: Y/N Number of training courses				$\overline{+}$	→	@ =				-
33	On-demand, "à la carte" training courses on open science in French and English, tailored to disciplines (presentation of services, current context and issues for researchers)	New	T1 2025	2, 3, 6, 9, 16, 17,	SBU ADR Center DNUM Adele Network	Training follow-up: theme, duration, language, number of participants, breakdown by panel R1-R4		@ =				_				+
34	Building an Open Science credited training program for doctoral students	New	T3 2026	3, 19	SBU Doctoral College	Number of participants			\vdash		-	@ -	\vdash	+		1
35	Optimise knowledge of the support provided to project leaders to meet the open science obligations of their funder (ANR, Horizon Europe) in partnership with URFIST and the on-demand training catalog (URFIST = Regional training unit for scientific and technical information)	New	T4 2028	2, 3, 6, 9, 16, 17,	SBU ADR Center DRD-PUI	Number of requests Number of individual appointments Number of training courses Drafting/updating of fact sheets Y/N Number of publications on funded projects										•
36	Develop equality referents within research units, in collaboration with the network of other supervisory bodies (CNRS, Inserm)	New	T4 2028	4, 5, 12, 13, 19	VP Equality & Equity	Percentages from 2025 to 2028		\vdash	+	+	+	+	+	\vdash	\vdash	•
37	Raising awareness of psychological violence among research staff and researchers	New	T4 2028	4, 13	DRH	Annual number of actions to raise awareness of situations of psychological violence Annual number of new reports		@	$\overline{+}$	$\overline{+}$	$\overline{+}$	+	\vdash	$oxed{\top}$	\blacksquare	-
38	Continuing to raise awareness of the disability and work network and optimising communication on recruitment conditions and career support	In progress	T4 2028	4, 5, 11, 12, 13, 14, 19	DRH	Number of awareness-raising initiatives (DU, RAURA, Euraxess, Doctoral College conferences) Number of researchers declared		+	\vdash	$\overline{+}$	$\overline{+}$	+	\vdash	\vdash	\vdash	-
39	Continuing to raise the profile of the many partnerships and funding programs, to encourage researchers of all categories and research support staff to make use of these mobility and intercultural opportunities	In progress	T4 2028	7, 10, 12, 17, 19	DRI	Number of information meetings Number of training sessions Number of participants from the scientific community			+	$\overline{+}$	$\overline{+}$	+	\vdash	\vdash	H	-
40	Boosting the network of CORIR (International Research Relations Correspondents) within research units	New	T4 2028	7	DRI	Number of meetings Number of referents		+	\vdash	+	$\overline{+}$	+	\vdash	\vdash	H	-
41	Extensive courses in French as a foreign language to help doctoral students and researchers better integrate into their new research and living environment	In progress	T4 2028	7, 19	DRI DRD	Number of participating doctoral students Number of participating researchers			igg	+	\pm	\pm	\vdash	\perp	\vdash	•
42	Initiate a socio-ecological transformation plan specific to each research unit (based on its carbon footprint)	New	T4 2028	7, 8, 19	DDRS	Percentages of research units having submitted and adopted a socio- ecological transformation plan		+	\vdash	+	\forall	+	\vdash			•
43	Encourage, disseminate and create peer-to-peer experience-sharing forums	New	T4 2028	7, 8, 19	DDRS	Annual number of meetings with research unit DDRS referents		+	\pm	\pm	\pm	\pm			世	•
PILLAR	II ASSESSMENT - RECRUITMENT - CAREER DEVELOPMENT															
44	Updating of the guide for researchers, describing entry standards and career options for each type of population, with translation of the guide into English and possibly German - Fully compatible with OTM-R principles	New	T4 2026	9, 10, 11, 12, 17, 18, 19	DRH	Yes / No				H	+	@ =		\vdash	\Box	•
45	Strengthening support for teacher-researchers by implementing new initiatives to improve the quality of the welcome for newly appointed lecturers (MCFs)	In progress	T4 2028	20	DRH	Number of dedicated reception routes Number of MCFs accompanied by a mentor Annual number of MCF/mentor training courses Number of training registrations						_				•
46	Mid-career monitoring of teacher-researcher staff by the new careers office created in 2024	New	T4 2028	4, 10, 12, 17, 18, 19	DRH	Number of teacher-researchers interviewed in the past year		@ -			\pm					•
PILLAR	III WORKING CONDITIONS & METHODS															
47	Supporting research units and research support services in their "continuous improvement" process	New	T4 2028	13, 19	DPAC	Number of research units with a continuous improvement coordinator		+	H	$\overline{+}$	$\overline{+}$	+			H	-

48	Strengthening the PUI (engineering centre of the DRD department) to develop funding for researchers' national, European and international projects	New	T3 2026	6, 13, 15	DRD - PUI	Number of information/awareness-raising sessions Number of training sessions Number of researchers supported		0	
49	Support for research units lacking administrative support (SHS & others research domains) with the creation of clusters or the pooling of best practices	New	T3 2026	13	DRD	Number of research units organized into clusters Number of research units sharing best practices		0	
50	Institutionalization of the network of research unit administrative managers (RAURA), to provide a forum for the exchange of information and best practices, in the spirit of joint working with central services, in close collaboration with research unit directors	New	T4 2028	13	DRD	Number of RAURA meetings Number of videoconferences to present services/tools			
51	Opening up business intelligence training to the institution's entire scientific community	In progress	T4 2028	15, 19	FSD DRD (PUI-A) DRH	Number of account managers trained (PUI-A) Number of training courses Number of participants			
52	Support for research units in the PPST (Protection of scientific and technical potential and intelligence) field, in liaison with the DGSI (General Department of Internal Security)	New	T4 2028	15, 19	FSD RSSI	Number of research units supported	_	@ -	
53	Captation - The institution's capacity to raise awareness and train researchers and doctoral students as part of its strategy to open up to society	New	T4 2028	2, 3, 6, 9, 13, 16, 17, 18	DGSA MRS	Number of MRS events Number of researchers and PhD students sensitized or trained	\rightarrow	@	
54	Commitment - The institution's ability to mobilise and engage researchers and doctoral students as part of its strategy to open up to society	New	T4 2028	2, 3, 6, 9, 13, 16, 17, 18	DGSA MRS	Number of actions and projects with the research community Number of researchers involved in actions and projects with society	\rightarrow	@	
55	Optimising the information provided to researchers: updated researcher's guide (with translation into English) in full compatibility with OTM-R principles; international foreign researcher platform; "Rendez-vous avec la recherche" newsletter	New	T4 2028	10, 13, 15, 16, 19	DRD - Euraxess DRI	Researcher's guide Y/N Number of connections on the international platform Number of newsletters sent	-		
PILLAR	IV SCIENTIFIC CAREERS & TALENT DEVELOPMENT								
56	Euraxess career program for foreign researchers, with the creation of workshops and individual support for career development	New	T4 2028	13, 18, 19	DRD - Euraxess	Number of workshops and training courses Number of one-to-one interviews	-	@	
57	Production of a guide for research unit's director	New	T4 2025	19	DRD	Production of the guide Y/N		@ -	
58	Aim to offer an English version of every training course proposed in French as part of the doctoral training program	New	T4 2025	3, 6, 16, 19, 20	Doctoral College	Number of training courses Number of participants in each course / rate of increase	-	@	
59	Supporting PhD students in their professional project, in skill blocks: training pathways (innovation, entrepreneurship, private sector)	New	T4 2028	16, 19, 20	Doctoral College	Number of participants in each pathway		@	
60	Specific post-doctoral training courses outside the HRD catalog (in English) and based on existing training offers for doctoral students	New	T4 2028	6, 16, 19, 20	Doctoral College	Number of courses Number of participants in each course Satisfaction rate		@ -	++-
61	Organisation of a residential seminar ("Doctoriales" type, open to post-docs) to support young researchers in their career orientation on targeted themes: "innovation" in 2026	New	T1 2026	6, 16, 19	Doctoral College MRS	Number of participants Satisfaction rate	_	@	
62	Access to the range of services and initiatives offered by the Alumni Relations Department, focusing on professional networking, mentoring and broader knowledge sharing	New	T4 2028	18, 19, 20	Alumni DRD Euraxess	Number of Knowledge sharing events Number of Career events Number of doctoral students and researchers featured in portraits and pod casts		@	
63	Deployment of the "Ecole des cadres" (executives school) to support managers and project managers in taking ownership of their missions through skills enhancement in key areas	New	T4 2028	19	DRH	Number of training sessions held Number of participants from a research unit in training sessions		@	

Adele network Alsace Helpdesk Data Workshop ADR Center Support for research dissemination (library services) Alumni Association of graduates or of former students DDRS Sustainable development and social responsibility Deputy General Services Manager DGSA Digital management DPAC Management and Continuous Improvement Department DRD Research and Doctoral Training Department DRH Human Resources Department DRI International Relations Department FSD Security and defense officer Mission Relations with Society MRS PUI-A (DRD) Alsace University Innovation Center Research engineering center PUI (DRD) RSSI Information Systems Security Manager Legal and Institutional Affairs Department SAGI SBU University of Strasbourg Library Service PUI (DRD) Research engineering center