

THEME	PROPOSED ACTIONS	DATE	RESPONSIBLE PARTY	INDICATOR(S) / OBJECTIVE(S)
ETHICS				
Dissemination of knowledge on ethics and scientific integrity	Improve communication and dissemination on ethics, deontology and scientific integrity.	S2 2021	Mission for Scientific Integrity Communication Department Research Ethics Committee Legal Advisor for Deontology Directors of research units/ / UFRs / researcher referees	Target: <ul style="list-style-type: none"> • Creation of communication materials in 2021 • Dissemination of communication materials in 2021 • At least 2 communication actions in 2021/22
	Train 30 Scientific Integrity Ambassadors, who will be able to deploy awareness-raising actions in the 3 faculties of the University.	S2 2022	Mission for Scientific Integrity	Target: <ul style="list-style-type: none"> • 30 ambassadors trained and ready to intervene in 2022
Coordination of the entities in charge of Ethics, Scientific Integrity and Deontology	Animation of the coordination of the different initiatives and the work of the Scientific Integrity and Ethics referents as well as the legal advisor specialized in Deontology. A person in charge of coordinating said initiatives was appointed in September 2020.	S2 2022	Mission for Scientific Integrity Legal Advisor for Deontology Research Ethics Committee	Target: At least 1 coordination meeting per year starting from 2021
Dissemination of knowledge on professional liability	Improve communication and dissemination around legislative provisions on professional liability, for example in the form of a document common to the 3 faculties on the fight against plagiarism, which will be disseminated to all researchers.	S1 2022	Mission for Scientific Integrity Communication Department Directorate for Training Directors of research units/ / UFRs / researcher referees	Target: <ul style="list-style-type: none"> • Creation of communication materials in 2022 • Dissemination of communication materials in 2022 • 100% of newly recruited personnel trained on this topic in 2022
Data protection awareness	Create a guide on data protection and data management for all researchers (R1 to R4)	S2 2022	Directorate of Information Systems Security Communication department	Target: <ul style="list-style-type: none"> • Creation of data protection and data management guide in 2022 • Dissemination of data protection and data management guide in 2022 • At least, 1 communication action based on data protection and data management in 2021/2022

	<p>As a prerequisite for the creation of data backup strategies, carry out a census of the entire computer park.</p>	S2 2022	<p>Directorate of Information Systems Security <i>Data Protection Officer</i> <i>Information Systems Security Correspondents</i> <i>Directors of research units/ / UFRs / researcher referees</i></p>	<p>Target:</p> <ul style="list-style-type: none"> • Mapping of the computer park for S2 2022
<p>Creation of a data backup strategy</p>	<p>With regard to data encryption, create of a guide presenting all best practices to researchers and dissemination of this guide. This action is part of (and a necessary step towards) the university's ambition of creating a global data protection and backup strategy by 2025.</p>	S2 2022	<p>Directorate of Information Systems Security <i>Data Protection Officer</i> <i>Information Systems Security Correspondents</i> <i>Directors of research units/ / UFRs / researcher referees</i> <i>Communication department</i></p>	<p>Target:</p> <ul style="list-style-type: none"> • Creation of an encryption best practices guide in 2022 • Dissemination of this guide in 2022
<p>Dissemination around the Open Science policy</p>	<p>Implement dissemination and communication actions around the institution's Open Science policy and the related Charter. Online/remote events have already been organized in S2 2020, given the sanitary conditions.</p>	S2 2021	<p>Sorbonne University Library (BSU) <i>Directorate for Research and Innovation (DR&I)</i> <i>Directorate of Relations between Science, Culture and Society (DRSCS)</i> <i>Directors of research units/ / UFRs / researcher referees</i> <i>Communication department</i></p>	<p>Target:</p> <ul style="list-style-type: none"> • Creation of a MOOC around the Open Science policy in 2021 • Dissemination of the MOOC to all PhD researchers in 2022 • Implementation of a training and sensitization program for all researchers of SU in 2021 • At least 1 event dedicated to SU researchers in 2021 • At least 2 events per year for the general public starting in 2021
<p>Accompaniment of post-docs and contracted researchers</p>	<p>Improve knowledge on the population of post-doctoral researcher (number of years of presence, career following the Sorbonne Université post-doctorate...) via a job insertion survey within pilot research units in the first instance.</p>	S2 2021	<p>Directorate for Research and Innovation (DR&I) <i>Faculty Research and Development Departments (DRVs)</i> <i>Directors of research units/ / UFRs / researcher referees</i></p>	<p>Target:</p> <ul style="list-style-type: none"> • Between 5 to 10 research laboratories (different sizes, budgets, faculties, ...) identified in 2021 • Creation and online publication of a questionnaire related to post-doctoral researchers in 2021 • Analysis of the job insertion survey for these pilot laboratories in 2021

In order to complete the existing principles, create a Post-Doctorate charter, in consultation with the different UFRs and faculties.	S2 2021	Directorate for Research and Innovation (DR&I) Faculty Research and Development Departments (DRVs) Directorate for Social Relations (DGSA) Faculty HR Departments Communication department Directors of research units/ UFRs / researcher referees	Target: <ul style="list-style-type: none"> • Creation of the Post-Doctorate Charter in 2021 • Dissemination of the Charter to all post-doctoral researchers and on SU internet website in 2021
Propose adequate support measures and improve the awareness of research units about career support for post-docs and other contractual researchers.	S2 2022	Directorate for Social Relations (DGSA) Directorate for Research and Innovation (DR&I) Faculty HR Departments Faculty Research and Development Departments (DRVs) Directors of research units/UFRs/researcher referees	Target: <ul style="list-style-type: none"> • Creation of the working group comprising the services and research units on career support for post-doctoral and contractual researchers in 2021 • Propose appropriate measures and make laboratories aware of the need to support the careers of post-doctoral and contractual researchers in 2022. • Formalise career management procedures adapted to post-doctoral and contractual researchers in 2022.

RECRUTEMENT

Accompaniment of PhD researchers	Carry out a mapping of PhD researchers enrolled at Sorbonne University, whatever their status or type of remuneration, in order to best accompany them.	S2 2021	Doctoral College	Target: <ul style="list-style-type: none"> • Census of the population of PhD researchers and their status in 2021
Support for the recruitment of contract researchers	Formalise the recruitment process for short-term contractual researchers (doctoral researchers and post-doctoral researchers, professors).	S2 2021	Directorate for Social Relations (DGSA) Directorate for Research and Innovation (DR&I) Doctoral College Faculty HR Departments Faculty Research and Development Departments (DRVs) Directors of research units/UFRs/or referees	Target: <ul style="list-style-type: none"> • Creation of formalized recruitment process for contractual researchers in 2021

Software platform	Sorbonne University, as part of a project financed by the Fonds pour la Transformation de l'Action Publique (FTAP), is working with several other institutions to design an IT recruitment solution adapted to large institutions. This solution should allow the centralisation of researcher's job advertisements and their systematic publication on EURAXESS, as well as improved data analysis and monitoring features, thus improving SU's ability to monitor the application of OTM-R principles.	S1 2023	Directorate for Social Relations (DGSA) <i>Faculty HR Departments</i>	<i>Target:</i> <ul style="list-style-type: none"> • Software development, installation and configuration in 2023
	Propose a job advertisement template including requirements and a reminder of OTM-R principles so that they are transparent and accessible to the candidates.	S2 2021	DGSA Social Relations + DR&I Directorate for Social Relations (DGSA) Directorate for Research and Innovation (DR&I) <i>Doctoral College</i> <i>Faculty HR Departments</i> <i>Faculty Research and Development Departments (DRVs)</i> <i>Directors of research units/UFRs/ researcher referees</i> <i>Communication department</i>	<i>Target:</i> <ul style="list-style-type: none"> • Creation of job advertisements templates in 2021 • Availability of the job advertisements templates on the Intranet/in the recruitment guide in 2021
Availability of tools to assist in recruitment (good practices and sample documents)	Formalisation of standard answers to be provided to all researchers, in particular when their application has been unsuccessful, which could be managed automatically by the platform.	S1 2023	Directorate for Social Relations (DGSA) Directorate for Research and Innovation (DR&I) <i>Doctoral College</i> <i>Faculty HR Departments</i> <i>Faculty Research and Development Departments (DRVs)</i> <i>Directors of research units/UFRs/ researcher referees</i>	<i>Target:</i> <ul style="list-style-type: none"> • Development of standard feedbacks to be provided to researchers when they apply to a job in 2021 • Integration into the platform of said automatic feedback in 2023
	In order to ensure the respect of the best practices already in place in research units as well as equal treatment for all candidates, a comprehensive guide including procedures and examples will be provided to all associate professors and professors likely to recruit/be involved in a recruitment process.	S2 2021	Directorate for Social Relations (DGSA) Directorate for Research and Innovation (DR&I) <i>Doctoral College</i> <i>Faculty HR Departments</i> <i>Faculty Research and Development Departments (DRVs)</i> <i>Directors of research units/UFRs/ researcher referees</i> <i>Communication department</i>	<i>Target:</i> <ul style="list-style-type: none"> • Creation/improvement of a guide on recruitment best practices in 2021 • Dissemination of this guide to all researchers potentially involved in the recruitment process and publication of this guide on the intranet in 2021

WORKING CONDITIONS

Premises	Identify the needs of common workplaces and meeting places for researchers.	S2 2022	Directorate for Research and Innovation (DR&I) Faculty Research and Development Departments (DRVs) Directorate General for Services Faculty logistics services	Target: <ul style="list-style-type: none"> Via each faculty, create an inventory of all available workspaces in 2022 and identify the researchers' needs in common workplaces and meeting places.
Medical monitoring of doctoral researchers' mental health	Creation and implementation of reinforced medical monitoring and prevention measures concerning the psychosocial risks of doctoral students. This follow-up may be formalized by an annual medical interview.	S2 2021	Directorate for Social Relations (DGSA) Doctoral College Medical department	Target: <ul style="list-style-type: none"> Establishment of regular medical appointments for doctoral and researchers.
Reception of incoming mobilities	For incoming mobility, complete the reception system for foreign researchers by grouping together all the support initiatives for their installation, under the form of an International House.	S2 2022	Directorate General for Services Directorate for Training Directorate for Research and innovation Directorate for Social Relations (DGSA) Faculty HR Departments International faculty relations	Target: <ul style="list-style-type: none"> Creation and animation of a Working group on the creation of an International House Creation of the International House by S2 2022 At least 1 annual meeting starting from 2021
Actions to combat gender inequalities and discrimination	Improve communication, awareness-raising and dissemination around gender equality and the fight against all types of discrimination.	S2 2021	Mission for Equality Mission against racial, anti-semitic and LGBTQ+ discrimination Directorate for Social Relations (DGSA) Faculty HR Departments Communication Department	Target: <ul style="list-style-type: none"> Communication actions for all SU employees around the Equality Charter (fight against all type of discrimination) in 2021 Creation and implementation of a gender equality plan in 2021 Communication actions for all SU employee around the gender equality plan in 2021
Dissemination of information on outgoing mobility	Promote information on mobility schemes and define procedures to formalise the status of associate professors and professors in mobility.	S2 2021	Directorate for Social Relations (DGSA) Faculty HR Departments Directorate of Legal Affairs DR&I (PI Office) Communication department	Target: <ul style="list-style-type: none"> Creation of communication materials on all available mechanisms for researchers' mobility in 2021 Publication of said materials on the intranet in 2021

FORMATION

Follow-up of training courses for thesis supervisors

Develop follow-up training for researchers supervising theses.

S1 2023

Doctoral College
Directorate for Social Relations (DGSA)
Directors of research units/UFRs/
researcher referees

Target:

- Addition of a new training course on the recruitment of PhD researchers in addition to the initial 5-day training course already in place in 2022
- Development of processes to encourage young researchers to follow courses relative to PhD supervision in 2023

Communication about the Personal Training Account

Develop and disseminate communication materials on the Personal Training Account and its use, particularly given the specific features of this system for public service employees.

S2 2021

Directorate for Social Relations (DGSA)
Communication department

Target:

- Development of information materials about the Personal Training Account for researchers in 2021 (particularly on the creation of the personal CPF online account)
- Dissemination of these information materials on SU intranet in 2021

OVERALL

Identify and ensure the proper dissemination of all documents and charters already developed by SU, and their translation into English. Ensure complete English translation of SU's website.

S2 2022

Communication Department

Target:

- Creation of HRS4R SU website in 2021
- Availability of charters list on HRS4R SU website and link to the documents in 2021
- Availability of guide list on HRS4R SU website and link to the documents in 2021
- Translation of : recruitment guide, calls for application templates, equality charter, open science charter, doctorate + post-doctorate charters in 2021