HRS4R survey 2023
Revision of the action plan

This survey was open to the whole research staff community from February 7 to March 31, 2023
Profile of the 270 respondents

**Gender**
- 43.7% Women
- 50.7% Men
- 5.6% Do not wish to answer

**Type of position**
- 31.5% PhDs
- 25.6% Researcher or Lecturer
- 27.0% Professor or Research director
- 6.3% Other

**Employer**
- 55.56% Sorbonne Université
- 24.44% CNRS
- 11.11% Inserm
- 8.89% Other

**Status**
- 65.93% Contract state employee
- 31.11% Civil servant
- 2.96% Other
Profile of the 270 respondents

Rate of participation to the survey:
- 4.2 % in the Faculty of Medicine
- 2.5 % in the Faculty of Humanities
- 7.6 % in the Faculty of Sciences & Engineering

Disciplines

- Physics: 17.4%
- Medicine: 14.8%
- Biology: 14.4%
- Mathematics: 13.7%
- Earth, Environment, Biodiversity: 13.0%
- Engineering: 11.5%
- Chemistry: 4.1%
- History: 2.6%
- Philosophy: 2.2%
- German and nordic studies: 1.5%
- Latin: 1.1%
- Italian studies: 1.1%
- French language: 0.7%
- French literature: 0.7%
- Greek: 0.7%
- History of art and archeology: 0.4%
Do you feel sufficiently informed of the actions of Sorbonne University about...

Rate of little and completely informed by staff categories

<table>
<thead>
<tr>
<th></th>
<th>Ethics, deontology and scientific integrity</th>
<th>Open science</th>
<th>Research data management</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhDs</td>
<td>71,01%</td>
<td>81,16%</td>
<td>46,38%</td>
</tr>
<tr>
<td>Post-docs</td>
<td>42,31%</td>
<td>57,69%</td>
<td>26,92%</td>
</tr>
<tr>
<td>Lecturers</td>
<td>49,32%</td>
<td>61,64%</td>
<td>50,68%</td>
</tr>
<tr>
<td>Professors</td>
<td>57,65%</td>
<td>78,82%</td>
<td>56,47%</td>
</tr>
</tbody>
</table>
Do you think that the following actions are important?  
- Ethics & Open Science -

<table>
<thead>
<tr>
<th>Action</th>
<th>I do not know</th>
<th>Not at all</th>
<th>Not really</th>
<th>A little</th>
<th>Absolutely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide tools for backing up and encrypting research data</td>
<td>6%</td>
<td>5%</td>
<td>4%</td>
<td>22%</td>
<td>63%</td>
</tr>
<tr>
<td>Develop resources to help manage research data</td>
<td>5%</td>
<td>4%</td>
<td>3%</td>
<td>23%</td>
<td>64%</td>
</tr>
<tr>
<td>Increase researchers’ awareness of open science and its importance as a mission for the university…</td>
<td>3%</td>
<td>3%</td>
<td>6%</td>
<td>31%</td>
<td>54%</td>
</tr>
<tr>
<td>Develop actions promoting trusting, responsible and open science</td>
<td>7%</td>
<td>7%</td>
<td>7%</td>
<td>26%</td>
<td>53%</td>
</tr>
<tr>
<td>Increase the training offer on scientific integrity</td>
<td>3%</td>
<td>4%</td>
<td>15%</td>
<td>34%</td>
<td>40%</td>
</tr>
<tr>
<td>Train scientific integrity ambassadors to intervene in research units</td>
<td>3%</td>
<td>11%</td>
<td>17%</td>
<td>26%</td>
<td>43%</td>
</tr>
</tbody>
</table>
Open comments on Ethics and Open science

43 comments were formulated in this section:

- 3 concerning personal cases
- 19 with suggestions: include management ethics, incentive measures, policy vis-à-vis publishers, methods of training young researchers, etc
- 10 critics on the pertinence of these actions in the plan
- 11 on a more general context: mainly concerning the lack of staff, lack of resources, low salaries and time of the researchers
Do you think that the following actions are important?  
- International staff -

Create online resources for international staff with practical information on settling in France

<table>
<thead>
<tr>
<th>Absolutely</th>
<th>A little</th>
<th>Not really</th>
<th>Not at all</th>
<th>I do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>88,52%</td>
<td>8,15%</td>
<td>14,81%</td>
<td>9,26%</td>
<td>2,22%</td>
</tr>
</tbody>
</table>

Create a welcome office for international staff and students

<table>
<thead>
<tr>
<th>Absolutely</th>
<th>A little</th>
<th>Not really</th>
<th>Not at all</th>
<th>I do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>82,22%</td>
<td>9,26%</td>
<td>10,74%</td>
<td>4,07%</td>
<td>2,22%</td>
</tr>
</tbody>
</table>

Generalize the double french and english version of University useful documents

<table>
<thead>
<tr>
<th>Absolutely</th>
<th>A little</th>
<th>Not really</th>
<th>Not at all</th>
<th>I do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>80,74%</td>
<td>75,93%</td>
<td>80,74%</td>
<td>82,22%</td>
<td>8,15%</td>
</tr>
</tbody>
</table>

Offer more accommodation for housing international researchers

<table>
<thead>
<tr>
<th>Absolutely</th>
<th>A little</th>
<th>Not really</th>
<th>Not at all</th>
<th>I do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>75,93%</td>
<td>80,74%</td>
<td>82,22%</td>
<td>8,15%</td>
<td>2,22%</td>
</tr>
</tbody>
</table>

Obtenir la labellisation « Bienvenue en France »

<table>
<thead>
<tr>
<th>Absolutely</th>
<th>A little</th>
<th>Not really</th>
<th>Not at all</th>
<th>I do not know</th>
</tr>
</thead>
<tbody>
<tr>
<td>51,85%</td>
<td>14,44%</td>
<td>9,39%</td>
<td>9,63%</td>
<td>14,81%</td>
</tr>
</tbody>
</table>
Open comments on international staff

40 comments were formulated for this section:

- 2 concerning personal cases
- 26 with suggestions: include Spanish language, use and IA for the translation of all documents, administrative help, more use of English for the administrative staff, reduce delays
- 7 critics on the pertinence of these actions
- 5 on a more general context: lack of staff in general, lack of office space and resources, low salaries.
Questions dedicated to PhD students

Contract status of the 69 PhDs respondents
- PhD contract of Sorbonne University
- PhD contract of another university or research institute
- Contract from another public employer
- Contract from a private employer
- No work contract
- Other

Are you aware of the medical follow-up set up by Sorbonne University for doctoral students?*
- No
- Yes, I have done it
- Yes, but I did not do it

* Only the PhD students with a Sorbonne University contract were eligible for the medical follow-up (other employers have their own medical processes)
Do you think that the following actions are important?
- Doctorate -

Strengthen the medical follow-up of PhD students

- 4,44% I do not know
- 14,44% Not at all
- 31,85% Not really
- 4,44% A little
- 60,00% Absolutely

Provide work and meeting rooms for PhD students

- 6,67% I do not know
- 12,96% Not at all
- 21,85% Not really
- 54,07% Absolutely

Strengthen the doctoral training offer on open science and scientific integrity

- 4,44% I do not know
- 14,44% Not at all
- 31,85% Not really
- 14,44% A little
- 42,59% Absolutely
Open comments on PhD section

39 comments were formulated in this section:

- 2 concerning personal cases
- 21 with suggestions: plebiscit for a psychological assistance to PhD students, more communication, trainings, improvements of the PhD committee…
- 11 critics: not enough time for training of the PhDs, the existing trainings are already too heavy
- 5 on a more general context: administrative services overwhelmed, working conditions and salaries of PhD students, acknowledgment of the doctoral researcher status…
Do you think that the following actions are important? - Recruitment of temporary research staff -

- Recruitment of temporary research staff
- Publish annual indicators on the recruitment of temporary research staff
- Propose an internet tool to assist in the recruitment of contractual research staff

Knowledge of the Euraxess platform

- PhD students: 11.59%
- Post-docs: 26.92%
- Lecturers or Researchers: 23.29%
- Professors or research directors: 41.18%
Do you think that the following actions are important?
- Post-docs -

<table>
<thead>
<tr>
<th>Action</th>
<th>I do not know</th>
<th>Not at all</th>
<th>Not really</th>
<th>A little</th>
<th>Absolutely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Follow the evolution of career integration for SU postdocs</td>
<td>5.56%</td>
<td>6.56%</td>
<td>26.30%</td>
<td>59.63%</td>
<td></td>
</tr>
<tr>
<td>Mobility and career interviews for postdocs</td>
<td>8.52%</td>
<td>9.63%</td>
<td>21.85%</td>
<td>54.07%</td>
<td></td>
</tr>
<tr>
<td>Propose a dedicated training catalog to postdocs</td>
<td>5.19%</td>
<td>6.67%</td>
<td>24.07%</td>
<td>58.52%</td>
<td></td>
</tr>
<tr>
<td>Welcome booklet to post-docs</td>
<td>4.44%</td>
<td>6.67%</td>
<td>18.89%</td>
<td>65.19%</td>
<td></td>
</tr>
<tr>
<td>Propose an integration welcome path to postdocs</td>
<td>7.04%</td>
<td>8.52%</td>
<td>21.85%</td>
<td>57.78%</td>
<td></td>
</tr>
</tbody>
</table>
Comments on recruitment and post-docs career

31 comments were formulated for this section:

- 4 concerning personal cases
- 21 with suggestions: mentoring of post-docs, more follow-up in the research units, dedicated platform for post-doc funding, training for supervisors etc.
- 11 critics: too much HR duties at the research unit level, precariousness of post-doc positions
- 5 on the general context: lack of resources and staff, lack of permanent positions etc.