

HRS4R survey 2023

Revision of the action plan

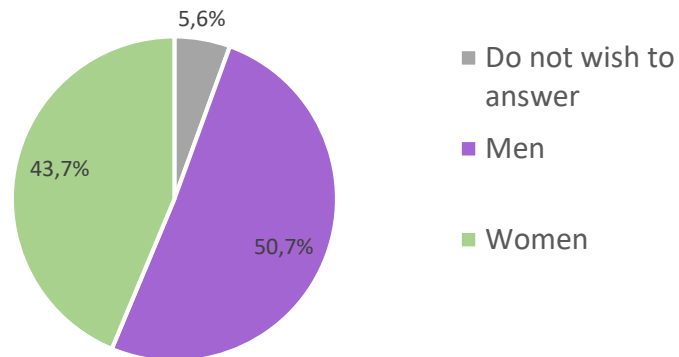
This survey was open to the whole research staff community from February 7 to March 31, 2023



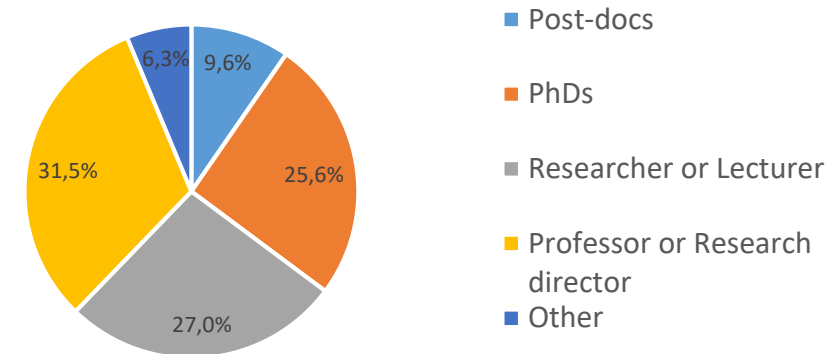
Document confidentiel –
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de Sorbonne Université.

Profile of the 270 respondents

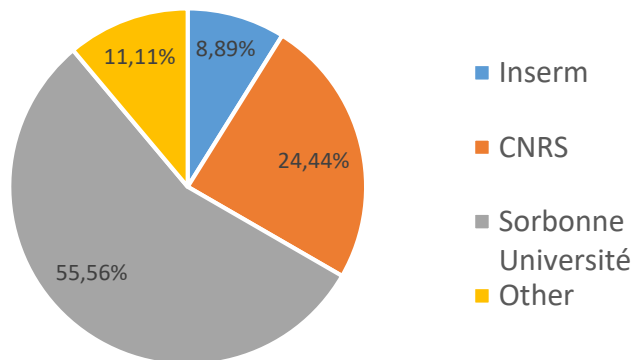
Gender



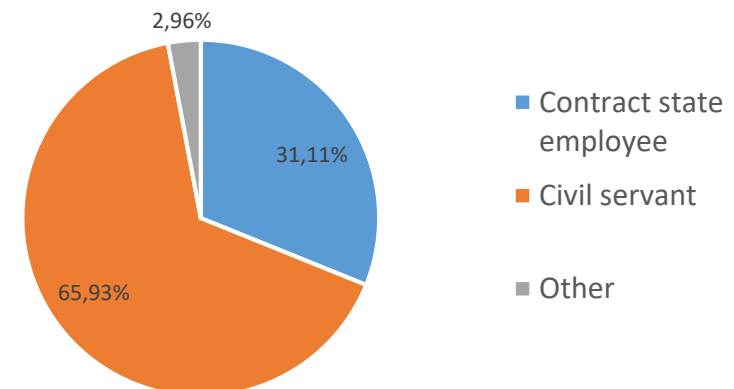
Type of position



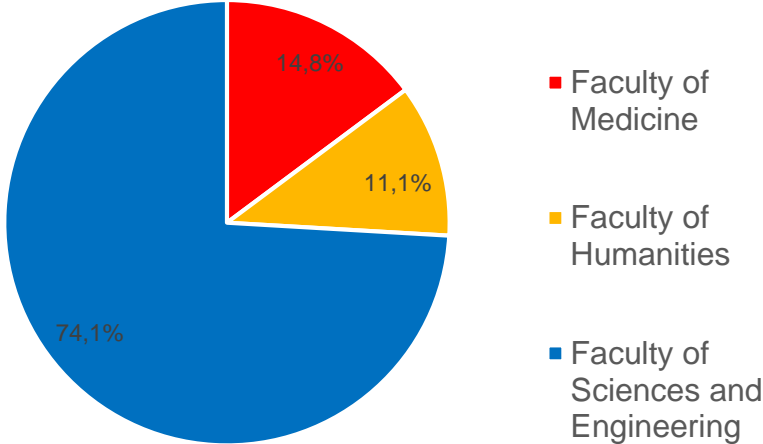
Employer



Status

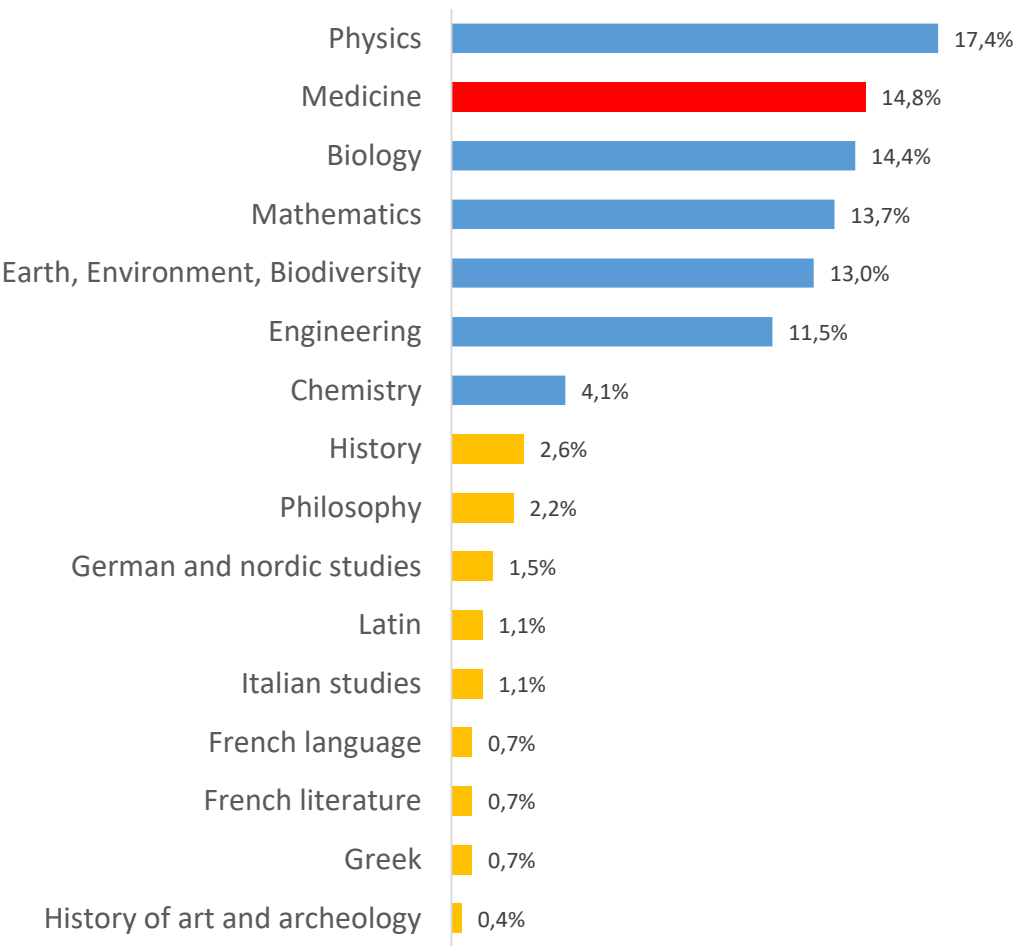


Profile of the 270 respondents



- 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

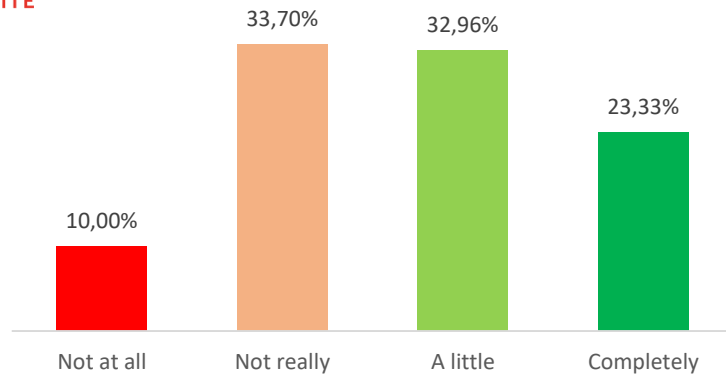
Disciplines



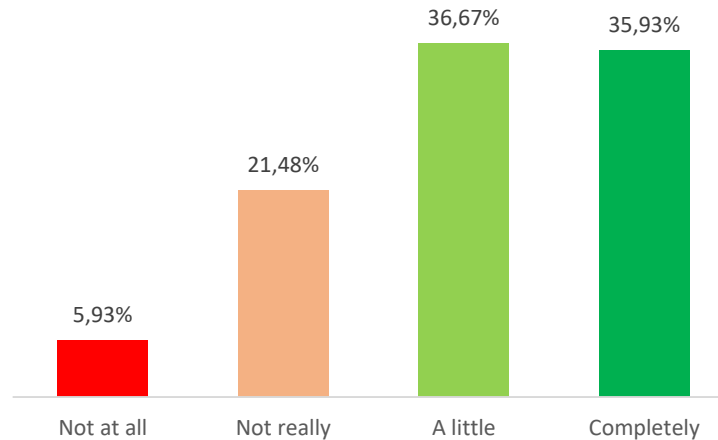
Do you feel sufficiently informed of the actions of Sorbonne University about...



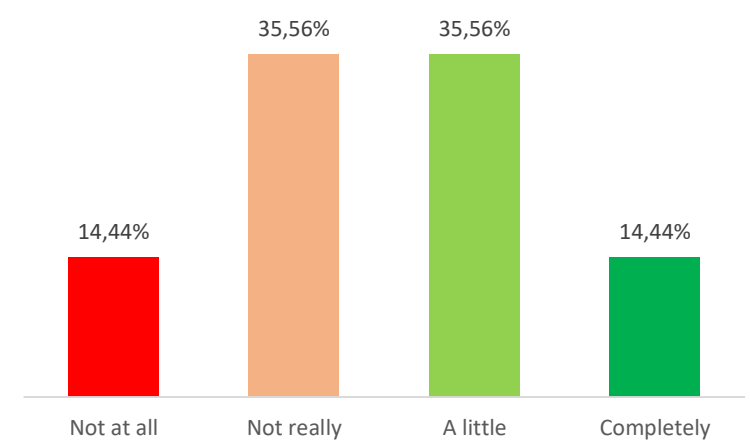
Ethics, deontology and scientific integrity



Open Science



Research data management

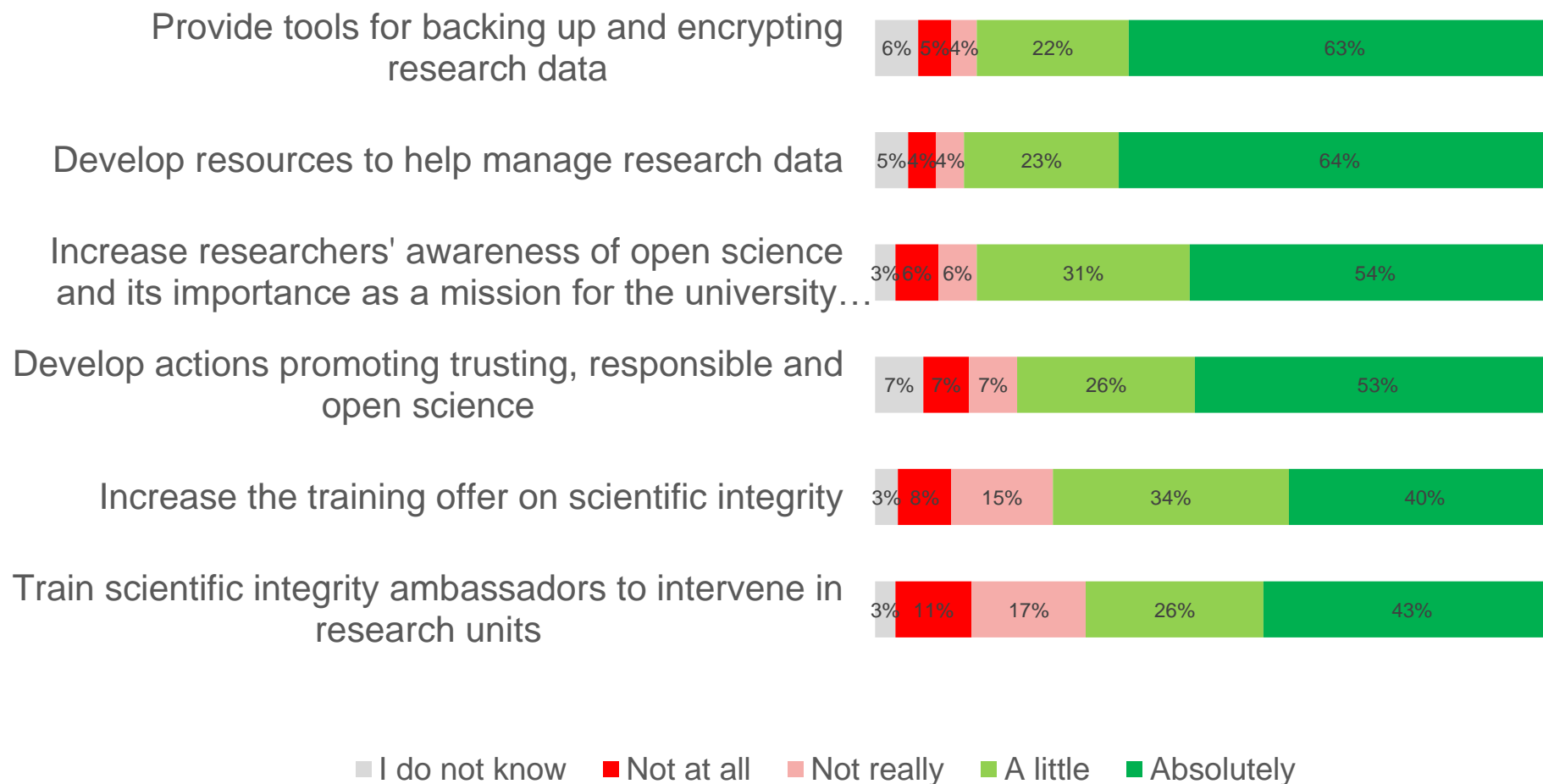


Rate of little and completely informed by staff categories

	Ethics, deontology and scientific integrity	Open science	Research data management
PhDs	71,01%	81,16%	46,38%
Post-docs	42,31%	57,69%	26,92%
Lecturers	49,32%	61,64%	50,68%
Professors	57,65%	78,82%	56,47%

Do you think that the following actions are important?

- Ethics & Open Science -



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



Create a welcome office for international staff and students



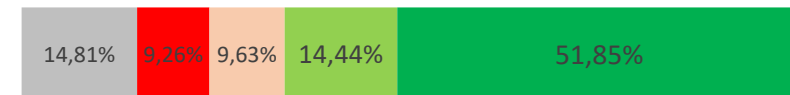
Generalize the double french and english version of University useful documents



Offer more accomodation for housing international researchers



Obtenir la labellisation « Bienvenue en France »



■ I do not know ■ Not at all ■ Not really ■ A little ■ Absolutely

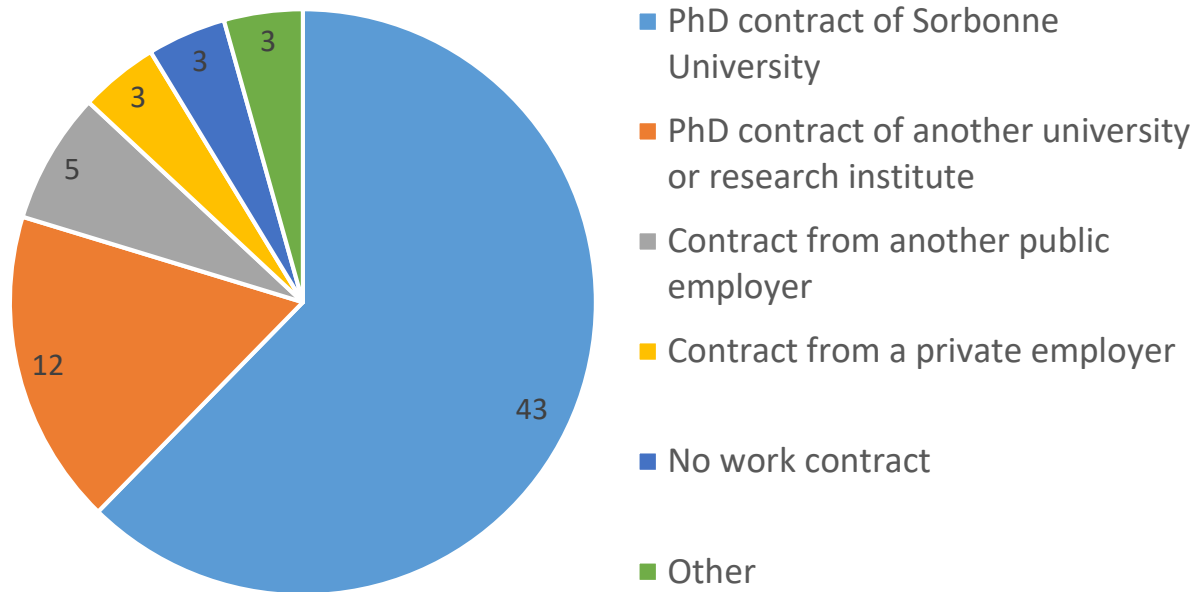
Open comments on international staff

40 comments were formulated for this section :

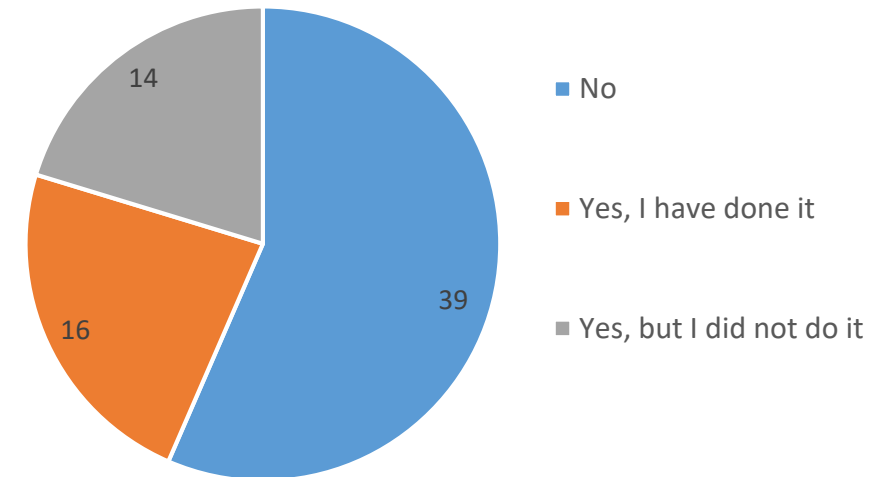
- 2 concerning personal cases
- 26 with suggestions : *include spanish language, use and IA for the translation of all documents, administrative help, more use of english for the administrative staff, reduce delays*
- 7 critics on the pertinence of these actions
- 5 on a more general context: *lack of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

Questions dedicated to PhD students

Contract stauts of the 69 PhDs respondents



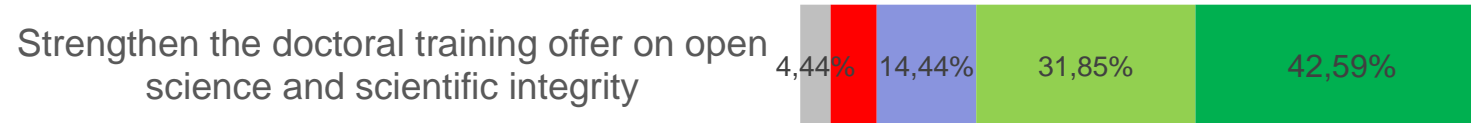
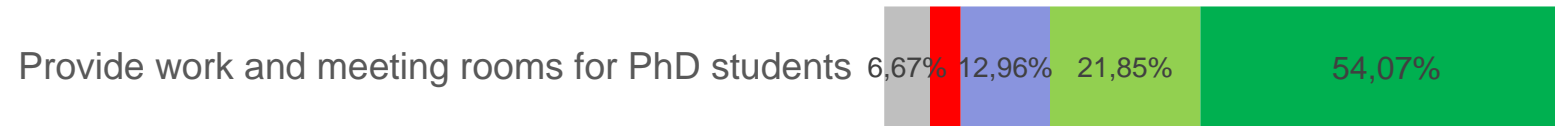
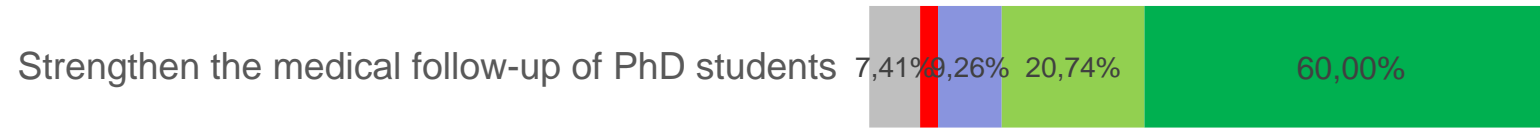
Are you aware of the medical follow-up set up by Sorbonne University for doctoral students?*



** 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 -



■ I do not know ■ Not at all ■ Not really ■ A little ■ Absolutely

Open comments on PhD section

39 comments were formulated in this section:

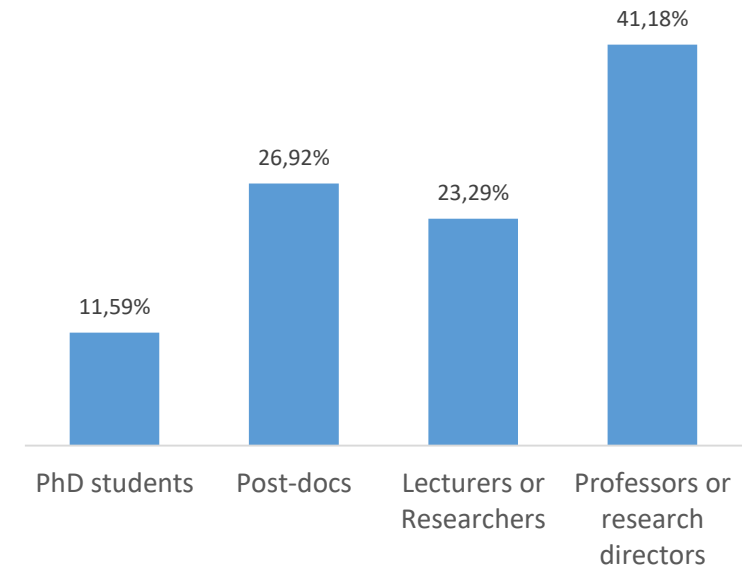
- 2 concerning personal cases
- 21 with suggestions: *plebiscit for a psychological assistanc to PhD students, more communication, trainings, improvements of the PhD committee...*
- 11 critics: not enought time for training of the PhDs, the existing trainings are already too heavy
- 5 on a more general context: *administrative services overwhelmed, working conditions and salaries of PhD students, acknowlwdgement of the doctoral researcher status...*

Do you think that the following actions are important?

- Recruitment of temporary research staff -

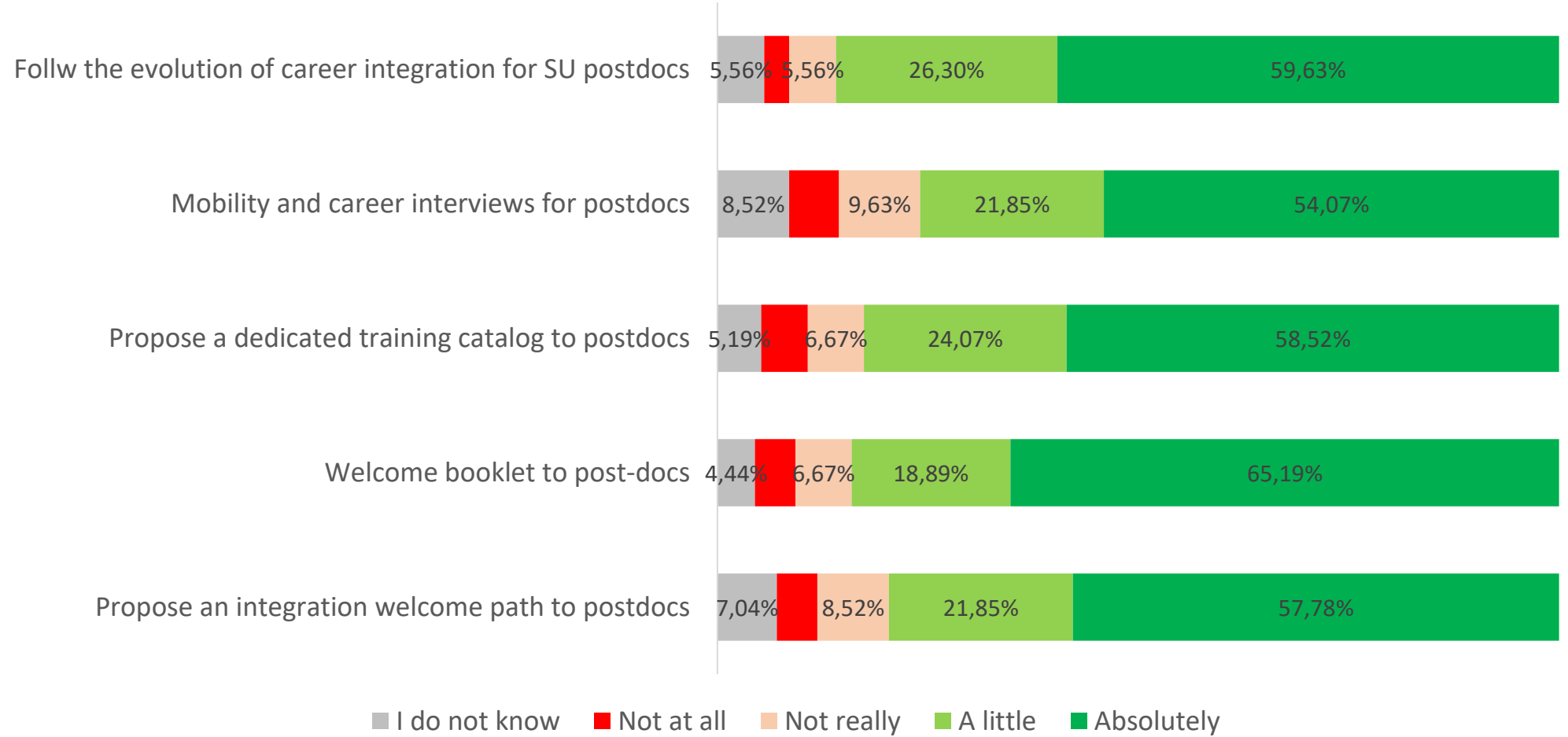


Knowledge of the Euraxess platform



Do you think that the following actions are important?

- Post-docs -



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.*

