

AXIS	N°	Action	Deadline for implementation	Deliverables	Indicators
1. Ethics and professionalism	1	Strengthening support for setting up and coordinating projects, in particular by drawing on EU-Conexus and the funding obtained to strengthen the project engineering team (ExcelLR'H project).	S2 2024	Specific training courses	Number of projects submitted and obtained in one year / N-1
	2	Create a "Project Sponsor's Guide" for setting up a project, financial monitoring of a research project, Open Sciences issues, RGPD and the Data Management Plan.	S1 2025	Written and online procedure	Visits to the dedicated page
	3	Enhance the intranet with a research page centralising all procedures; support materials (European charter for researchers); contacts; calendar of calls for projects, etc.	S2 2024	Intranet page with links to updated procedures	Visits to the dedicated page
	4	Drawing up internal regulations for the entire institution: covering all types of university staff, including the scientific community	S2 2025	Internal regulations document published in French and English	
	5	Communicating and promoting the role of ethics and scientific integrity officer	Multiannual	Communication; annual activity report	Number of communication media used
	6	Drawing up a charter for responsible research (principle of confidentiality, conflicts of interest, rules of ethics and integrity)	S2 2024	Ethics, scientific integrity and mediation charter	Consultation rates
	7	Training new recruits in property rights, co-authorship, ethics and the research environment in general (<i>via the actions of the Research Skills and Talent Unit</i>)	S2 2025	Participant satisfaction questionnaire	Number of people enrolled in training courses / Number of events per year
	8	Strengthen initiatives to raise awareness of disability in research, for example by obtaining disability doctoral grants as part of the annual ministerial campaign	Multiannual		Number of actions and events per year
2. Recruitment and selection	9	Complete the recruitment process with the specifics of research to encourage OTM-R recruitment (open, transparent, merit-based)	S1 2025	Written procedure	Number of job offers published in the research activity of the University
	10	Publish job advertisements for research projects on the LRUniv website and on Euraxess	S2 2024	Standardised job description	Number of advertisements published compared with the number of contracts signed / Number of applications received per advertisement N / N-1
	11	Provide recruiters with useful tools: researchers' recruitment charter; model job description in French and English; recruitment application; cost simulator; astonishment report, etc.	S1 2025	Creation of an intranet page	Viewing/downloading rate
	12	Developing a recruitment training programme (Principles of the Researchers' Recruitment Charter; conducting an interview; unconscious bias; non-discrimination; PPST awareness; integrating new staff)	S2 2025	Results of satisfaction questionnaire	Number of people enrolled in the training programme

2. Recruitment and selection	13	Set up LPR contractual arrangements: post-doctorate contract; scientific mission contract	S2 2024	Template for drafting standard contracts	Number of contracts of this type signed per year
	14	Initiate a "Working at the University" communication plan with target audiences: young people, women, internationals, disabled people, etc.	S2 2026	Communication plan drawn up	Rate of applications received Percentage of international / national applications
	15	Communicating career opportunities within the EU-CONEXUS alliance	S1 2026	Dedicated area on the Conexus website to the recruitment of partner establishments	Number of ads published on the network; consultation rate of ads on the Conexus site
3. Working conditions and social security	16	Create an induction programme (induction checklist; induction booklet; induction meeting; interview with site contacts; training programme (including safety training); induction report, etc.).	S1 2025	Welcome booklet, integration schedule, surprise report to be completed	Attendance at welcome meetings
	17	Translate institutional materials and communications into English (welcome booklet; doctoral charter; employment contract; job description; professional equality plan, etc.).	S2 2025	Every document referred to institutional communication written in english	Number of institutional documents translated
	18	Raising awareness of the PPST policy: training; procedure	S2 2025	Satisfaction questionnaire	Number of registrations
	19	Update the professional equality action plan adopted in 2021 by integrating the professional equality index with indicators on pay and job applications.	S2 2024	Publication of the index via the Workplace equality plan 2024-2027	Indicators in the social balance sheet
	20	Promote Euraxess activities and news and communicate more effectively on mobility schemes for researchers	S2 2025	Intranet page	Number of incoming and outgoing research projects
	21	Define the tasks and scope of activity for laboratory management and team/research area management functions	S2 2025	Mapping of DU missions by laboratory	Involvement of DUs in the mission definition process
	22	Leading a think tank on GPEEC for young researchers and teacher-researchers	S1 2026	Published report	Number of R1s and R2s year after year
4. Training and professional development	23	Communicate and promote the RPS prevention initiatives underway in research laboratories (managers' course; booklet on the role and responsibilities of supervisors; booklet on well-being and safety at work).	S2 2024	booklet on the role and responsibilities of managers; booklet on well-being and safety at work	Number of media produced
	24	Map out training courses for researchers - including those run by the Doctoral School - within the institution, involving all the departments concerned	S1 2025	Map of departments offering training	Number of training courses posted on the dedicated page
	25	Define all the career support systems (training; HDR; CPP; CRCT; career monitoring, etc.) to better communicate them and offer them to researchers (internal newsletter; awareness-raising; individual meetings; thematic meetings, etc.).	S2 2025	Definition document for each system; communication	Number of times these devices are used
	26	Consider and define the scope for setting up a sponsorship/mentoring system in line with EU-CONEXUS schemes.	S2 2026	Creating a sponsorship file	Number of declared sponsors

4. Training and professional development

27	Communicating and promoting the Doctoral School's activities, in particular using ADUM indicators (currently being rolled out)	S2 2025	Deployment of ADUM software	Successful completion rates; employability of doctoral students; academic careers, etc.
28	Promote the HDR and offer a training programme for thesis supervisors	S2 2025	Thesis management training course	Number of registrations / Number of HDR defences
29	Formalise monitoring tools for thesis supervisors and doctoral students: guide for thesis supervisors; checklist for monitoring doctoral students; management chart; monitoring and interview sheets, etc.	S1 2025	Making tools available to the scientific community	Rate of use of tools dedicated to doctoral students
30	Develop events to bring doctoral students and young researchers together with the socio-economic world, in conjunction with EU-CONEXUS and CampusInnov initiatives.	S2 2026	Satisfaction questionnaire	Number of registrations
31	Set up the doctoral training agreement and skills portfolio for doctoral students	S1 2025	Doctoral training agreement	Number of training certificates for doctoral students