

AXIS	N°	Action	Deadline for implementation	Deliverables / Indicators
1. Ethics and professionalization	1	Strengthen 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	<i>Number of projects submitted and approved</i>
	2	Create a "Guide for project sponsors" for setting up a project, financial monitoring of a research project, Open Sciences issues, RGPD and the Data Management Plan.	S1 2025	Procedure
	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
	4	Drawing up school-wide internal rules	S2 2025	Rules of procedure
	5	Communicating and promoting the role of ethics and scientific integrity officer	Multiannual	Communication; annual activity report
	6	Drawing up a charter for responsible research (principle of confidentiality, conflicts of interest, rules of ethics and integrity)	S1 2026	Charter
	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	<i>Satisfaction survey; number of registrations</i>
	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	<i>Number of actions and events</i>
2. Recruitment and selection	9	Complete the recruitment process with the specifics of research to encourage OTM-R recruitment (open, transparent, merit-based)	S2 2024	Written procedure
	10	Publish job advertisements on the LRUUniv website and on Euraxess	S2 2024	<i>Number of advertisements published compared to the number of contracts signed</i>

	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 ; <i>Consultation/download rate</i>
	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 2024	Satisfaction survey ; <i>Number of registrations</i>
	13	Set up LPR contractual arrangements : post-doctorate contract; scientific mission contract	S2 2024	<i>Number of contracts signed per year</i>
	14	Initiate a "Working at the University" communication plan with target audiences: young people, women, internationals, disabled people, etc.	S2 2026	<i>Rate of applications received Percentage of applications from women/men Percentage of international/national applications</i>
	15	Communicating career opportunities within the EU-CONEXUS alliance	S1 2026	<i>Number of advertisements published on the network; application rate source EU-CONEXUS</i>
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	<i>Number of surprise reports received; attendance at welcome meetings</i>
	17	Translate institutional materials and communications into English (welcome booklet; doctoral charter; employment contract; job description; professional equality plan, etc.).	S2 2026	<i>Number of media translated</i>
	18	Raising awareness of the PPST policy: training; procedure	S2 2025	Satisfaction survey; <i>Number of registrations</i>
	19	Update the professional equality action plan adopted in 2021 by incorporating the professional equality index with indicators on pay and job applications.	S2 2024	Publication of the index; <i>indicators in the social report</i>
	20	Promote Euraxess activities and news and communicate more effectively on mobility schemes for researchers	S2 2025	<i>Number of incoming and outgoing research projects</i>

	21	Define the tasks and scope of activity for laboratory management and team/research area management functions	S2 2025	Job description
	22	Leading a think tank on GPEEC for young researchers and teacher-researchers	S1 2026	Published report
	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	<i>Number of research staff affected</i>
4. Training and professional development	24	Map out training courses for researchers - including those run by the Doctoral School - within the institution, involving all the departments concerned	S2 2024	Mapping
	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	Mapping ; communication
	26	Consider and define the scope for setting up a sponsorship/mentoring system in line with EU-CONEXUS schemes	S2 2026	<i>Number of declared sponsors</i>
	27	Communicating and promoting the Doctoral School's activities, in particular using ADUM indicators (currently being rolled out)	S2 2025	<i>Communication of indicators : defence rates; employability of doctoral students; academic careers, etc.</i>
	28	Promote the HDR and offer a training programme for thesis supervisors	S2 2025	<i>Satisfaction survey ; Number of registrations</i>
	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	Procedure
	30	Develop events to bring doctoral students and young researchers together with the socio-economic world, in connection with EU-CONEXUS and CampusInnov initiatives.	S2 2026	<i>Satisfaction survey ; Number of registrations</i>
	31	Set up the doctoral training agreement and skills portfolio for doctoral students	S1 2025	Procedure