

PRIORITY AREA	No.	Action	Implementation deadline	Deliverables	Indicators	Euraxess progress report
1. Ethics and professionalisation	2	Create a 'Project Leader's Guide' covering project set-up, financial monitoring of a research project, Open Science issues, the GDPR and the Data Management Plan	S2 2026	Written procedure and online publication	Number of downloads of the project leader's guide	In Progress
	4	Draft institution-wide internal regulations: covering all categories of university staff, including the academic community	S2 2027	Internal regulations published in French and English		In Progress
	7	Provide training for new staff on issues relating to intellectual property rights, co-authorship, ethics and the research environment in general (<i>through initiatives organised by the Talent Management Center</i>).	First semester 2028	Satisfaction survey for participants	Number of people enrolled on training courses / Number of events per year	Extended
	8	Strengthen initiatives to raise awareness of disability in research, for example by securing doctoral grants for disabled students as part of the annual ministerial campaign	Multi-annual		Number of initiatives and events per year	In Progress
	32	Encourage the submission of research outputs via the UCLR catalogue	S1 2029	Datasets	Number of deposits on the platform	New
	33	Supporting researchers in managing their data and research outputs	First semester 2028	Data Management Plan workshop	Number of researchers with an ORCID identifier; number of research data sets deposited	New
	38	Implementing the regulations governing associate researchers and visiting researchers in line with the activities of the Euraxess unit for international researchers.	S2 2026	Regulations on affiliation and invitations	Number of agreements signed	New
2. Recruitment and selection	9	Adapt the recruitment process to the specific requirements of research to encourage OTM-R (open, transparent, merit-based recruitment) practices.	S1 2027	Written procedure	Number of research vacancies advertised	In Progress

2. Recruitment and selection	10	Publish job advertisements for research projects on the LRUUniv website and on Euraxess	S1 2029	Standardised job description	Number of vacancies published compared to the number of contracts signed / Number of applications received per vacancy N / N-1	In Progress
	12	Develop a recruitment training programme (Principles of the Researchers' Recruitment Charter; conducting an interview; unconscious bias; non-discrimination; policy on safeguarding scientific potential awareness; staff onboarding)	S2 2027	Results of the satisfaction survey	Number of people enrolled on the training programme	In Progress
	14	Launch a communication plan to promote La Rochelle University's research activities and help make research posts more attractive	S1 2029	Communication plan drafted	Rate of applications received Proportion of international / national applications	Extended
	15	Communicating about career opportunities within the EU-CONEXUS alliance	S2 2029	Network	Number of vacancies advertised via the EU-CONEXUS network	Extended
	34	Improve the recruitment of PhD students on fixed-term contracts by systematically publishing the research topics funded by the institution on the LRUUniv website in French and English and on Euraxess	S1 2027	Sample advertisement	Number of job advertisements published	New
	35	Create an FAQ on the management of research contract staff: regulatory application of contract renewals; justification; funding system; types of contract; rights and obligations	S1 2027	FAQ published	Viewing rate	New
3. Working conditions and social security	16	Create a comprehensive onboarding programme for permanent and contract research staff	S1 2027	Welcome booklet, induction schedule, document outlining the induction programme	Attendance at induction meetings	In Progress
	17	Translate institutional materials and communications into English (welcome booklet; PhD charter; employment contract; job description; professional equality plan, etc.)	S2 2028	Documents referred to in the subject line	Number of institutional materials translated	In Progress

3. Working conditions and social security	18	Raising awareness of the policy on safeguarding scientific potential policy: training; procedure	S2 2028	Satisfaction survey	Number of registrants	Extended
	20	Promoting Euraxess activities and news and improving communication on mobility schemes for researchers	First semester 2028	Intranet page	Number of incoming and outgoing research mobility placements	In Progress
	21	Define the roles and scope of work for laboratory management and team/research area leadership positions	S2 2027	Drafting of terms of reference	Number of mission statements signed	Extended
	22	Lead a working group on the career planning and development of early-career researchers and lecturer-researchers	S1 2027	Minutes published	Number of R1 and R2 positions year on year	Extended
	23	Communicate and promote ongoing initiatives to prevent psychosocial risks in research laboratories (management training programmes; booklet on the roles and responsibilities of supervisors; booklet on wellbeing and safety at work)	S2 2028	booklet on the roles and responsibilities of supervisors; booklet on wellbeing and safety at work	Number of resources produced	In Progress
	36	Roll out the measures set out in the new gender equality plan	S1 2029	Action plan	Project follow-up meeting	New
	37	Roll out the internal call for proposals ' <i>International Research Collaboration</i> : Starting and Consolidating' to promote mobility and international research collaborations	S2 2026	Communication about the scheme	Number of times the scheme has been used	New
4. Training and professional development	25	Define all career support schemes (training; HDR; CPP; CRCT; career support, etc.) to better communicate them and offer them to researchers (internal newsletter; awareness-raising; one-to-one meetings; themed meetings, etc.)	S2 2026	Document outlining each scheme; communication	Number of times these schemes are used	In Progress

4. Training and professional development	26	Consider and define the scope for implementing a mentoring scheme consistent with the EU-CONEXUS schemes	S1 2029	Creation of a mentoring dossier	Number of registered mentors	Extended
	27	Communicate and promote the Doctoral School's activities, using in particular the ADUM indicators (currently being rolled out)	S2 2027	Roll-out of the ADUM software	Thesis defence rates; employability of PhD students; progression to an academic career, etc.	In Progress
	28	Promoting the HDR and offering a training programme for thesis supervisors	S2 2028	Training programme in thesis supervision in French and English	Number of HDR registrations and defences	In Progress
	29	Developing monitoring tools for thesis supervisors and PhD students: a guide to thesis supervision; a checklist for monitoring a PhD student; a dashboard; monitoring and interview forms, etc.	S2 2027	Making these tools available to the academic community	Viewing rate of the intranet page centralising all resources	Extended
	31	Implement the doctoral training agreement and the skills portfolio for PhD students	S2 2027	Doctoral training agreement	Number of doctoral training agreements, co-supervision and joint supervision agreements signed	In Progress