



HR EXCELLENCE IN RESEARCH

N°	HRS4R Action Plan (June 23, 2023)	Timing	Current status	
Ethical and professional aspects				
1	Set up UGA Ethics and Deontology Committee	2021	Completed	100%
2	Revise the Doctoral Charter and the Rules of Procedure of the Doctoral College	2021	Completed	100%
28	Clarify role of the individual monitoring committees	2022	Completed	100%
3	Set up a Service Unit for Knowledge Transfer	2022	Completed	100%
16	Elaborate strategy to increase awareness of scientific results	2022 report 2023	Completed	100%
20	Improve exchange of knowledge between the different services involved in monitoring and protecting against discrimination and bullying	2022 report 2023	Extended	80%
5	Develop actions at Psycho-social Risks Unit	2022 report 2023	Extended	50%
27	Strengthen and ensure procedures linked to non-discrimination are widely known	2023	In progress	40%
4	Ensure that information on project funding is accessible and that the procedure is respected	2023 report 2024	Extended	30%
29	New : Propose a "UGA Ethics and Professional Conduct Charter" and evaluate its implementation	2025	New	
Recruitment and selection				
6	Propose a mentoring scheme	2021 puis 2025	Extended	90%
8	Monitor that Selection Committee members are equipped and aware of all aspects to carry out ethical recruiting	2022 report 2023	Completed	80%
13	Consolidate HR skills in the units and knowledge about career paths for tutors and researchers in the HR services	2022 report 2023	Completed	100%
24	Advise on and devise safeguards for career paths of researchers on contract	2024	In progress	50%
10	Establish Advisory Service to mount mobility plans for departing personnel	2022 report 2025	Extended	20%
21	Encourage collaborative dynamic to produce "A Guide to Good Practice for Recruitment"	2025	Extended	20%
17	Publish systematically employment offers on Euraxess	2025	In Progress	20%
19	Create indicator(s) to measure how much a diverse career path is considered during recruitment	2025	In Progress	10%
9	Create web site for all research career paths	2025	In progress	
30	New : Set up an "Annual Recruitment Process Review"	2025	New	
Working conditions				
15	Draw up action plan for Female/Male equality	2021	Completed	100%
12	Give equal value to teaching and implication of tutor-researchers in pedagogical and collective responsibilities vis-à-vis research	2025	In progress	90%
18	Establish guidelines to reconcile private and professional life	2025	In progress	60%
7	Propose optional career interviews for tutor-researchers	2022 report 2023	Extended	50%
26	Reduce doctoral students' precarity	2025	In progress	40%
25	Start to prepare long-term plan for agreeable and convivial common spaces to improve quality of life at work	2025	In progress	25%
22	Set up advisory service for intersectoral mobility	2023 report 2025	Extended	10%
Training and development				
11	Give English tuition to all staff, with priority for personnel in contact with international partners	2025	In progress	90%
14	Help career development with targeted training courses, tailor-made	2025	In progress	50%
23	Discuss how to acknowledge extracurricular activities of doctoral students	2021 report 2024	Extended	40%