HR Excellence in Research Award- Action plan 2026-2029

EN : english - FAQ : Frequently Asked Questions - HDR : qualification to supervise research - ISSO : International students and scholars office - GAM : Grenoble Alpes Métropole - Nb : number - HR : human resources - **IR : international relations - RIS : Research Integrity Officer -** VP R : vice-presidency for research - VP HR : vice-presidency for human resources

Getting started | Implementation | Available | Continuous improvement

Nb	Actions	Status	Principles*	Responsibility	Indicators	Deadline	2026	2027	2028	2029
Pillar 1 - Ethics, Integrity, Gender and Open Science										
31	Raise awareness of the role and activities of the Ethics and Professional Conduct Committee	New	1-2-6-7	Scientific Integrity Officer + Chair of the Ethics and Prof. Conduct Committee	•Distributing Charter to researchers joining UGA • Summary of actions taken • Nb of presentations	2029				
32	Raise awareness and train staff in addressing sexual and gender-based violence, discrimination and harassment	New	14-15-19-22-29	VP for Equality, Gender Parity and Non-Discrimination	• Nb awareness-raising sessions/year • Nb people informed/year • Delivery of the online module	2028				
33	Prevent gender inequalities in recruitment, pay and career progression	New	13-14-15-18-19	VP for Human Resources and VP for Equality, Gender Parity and Non-Discrimination	• Guide on non-discrimination • Nb people informed each year • Breakdown of those receiving promotions	2028				
34	Measure open access dissemination of scientific output, including publications, theses, data and code	New	6-7-8	Libraries and Open Science Support	• Results of the local open science survey	2027				
35	Incorporate open science into training in documentary research within the teaching frameworks of certain Master's programmes	New	6-7-8-13-22	Libraries and Open Science Support	• Number of Master's programmes affected • Number of students informed	2029				
36	Raise awareness among laboratories of the importance of open science	New	6-7-8-12-22	Libraries and Open Science Support	• Nb of awareness-raising initiatives in laboratories • Nb of staff informed	2029				
37	Provide individual support to researchers in making their research output available via open access	New	6-7-8-12-15-22	Libraries and Open Science Support	• Nb and types of individual support measures • Nb and diversity of subject-matter experts involved	2029				
Pillar 2 - Researchers' Assessment, Recruitment and Progression										
38	Continue the quality assurance process for OTM-R recruitment procedures	In progress	12-13-14-15-19-31-**32-33-34-35**	Human Resources	• Guide to best practice • Survey results • FAQ and/or factsheets • Guide to drafting lecturer-researcher job profiles	2029				
39	Improve the quality of PhD student recruitment	New	7-11-12-13-14-15-19-31-**32-33-34-35**	Doctoral College	• Number of dedicated training courses • Number of recruiters trained	2029				
40	Implement the COARA commitments - Coalition for Advancing Research Assessment	New	12-13-15-28- **37-38-39**	VP for Human Resources and VP for Research	• Have a UGA guide setting out assessment procedures that comply with COARA principles	2029				
Pillar 3 - Working Conditions and Practices										
41	Promote the integration and retention of UGA staff	New	13-14-15-16- 17-22	Human Resources	• Availability of reception and integration schemes • Number of joint events	2029				
42	Improve access to information for international audiences	New	16-21-23-**37**	Human Resources and Communication	• English translation module for website • English version of the doctoral contract • Initiatives to promote ISSO and the partnership with GAM	2029				
43	Continue to roll out schemes designed to promote a healthy work-life balance	In progress	15-16-18	Human Resources	• Nb communication and support groups • Nb carers benefiting • Crèche opened + provision of breastfeeding rooms • Nb initiatives women's health • List of financial assistance schemes	2028				
44	Define indicators for identifying and monitoring psychosocial risks	New	13-15-16	Human Resources	• Use reliable, concrete indicators	2027				
45	Establish forums for discussion about work	New	14-15-29	Human Resources	• Number of spaces set up • Number of coordinators	2029				
46	Expand the use of internal mediation	New	15-29	Human Resources	• Revamped scheme in place • Nb mediation cases handled • Nb of mediators recruited and trained	2027				
47	Introduce and standardise mission briefing letters for unit management, in accordance with internal regulations	New	6-11-12-13	Research	• Mission briefing letter for each unit management team	2027				
48	Improve living conditions for PhD students	New	11-13-14-15-16-19	Doctoral College	• Mapping of support measures in place for PhD students • List of actionable levers and potential measures	2029				
49	Strengthen the capacity of Individual Monitoring Committees (CSI) to identify difficulties during the PhD thesis	New	7-10-11-12-13-14-16-29	Doctoral College	• Number of dedicated events • Number of communication materials	2029				

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Pillar 4 - Research Careers and Talent Development										
50	Offer lecturers and researchers optional interviews at various key stages of their careers	In progress	12-13-14-15-19-20-23	VP for Human Resources	• Nb optional interviews conducted • Nb of laboratories & departments involved in the initiative	2027				
51	Ensure the long-term sustainability of the “career support” mentoring programme	New	12-13-14-15-19-20	VP for Equality, Gender Parity and Non-Discrimination	• Nb of annual beneficiaries • Career progression at N+2 • Nb of laboratories and doctoral schools that have developed a mentoring programme	2028				
52	Support lecturer-researchers in obtaining their accreditation to direct research (HDR)	New	1-11-12-13-14-15-19-20	VP for Human Resources and Doctoral College	• Nb HDR accreditations awarded, including proportion of women • Nb participants in the annual information sessions on preparing for the HDR	2029				
53	Support women’s access to positions of responsibility	New	12-13-14-15-19-20	VP for HR and VP for Equality, Gender Parity and Non-Discrimination	• Nb training courses and initiatives organised/year • Nb people trained each year • Nb of people who have taken part in the engagement programme	2028				
54	Support the career development of contract researchers	In progress	12-13-14-15-20-23-40	Human Resources	• Annual webinar on a career-related topic• Nb of beneficiaries • Nb Postdoc contract	2029				
55	Help postdocs to identify the research skills required	New	12-13-14-15-20-23	Human Resources	• Number of dedicated communication initiatives	2028				
56	Set up an advisory service to organise mobility plans for staff	In progress	12-13-16-20-21-	International Relations	• dissemination of existing financial support schemes • establishment and launch of advisory service • Nb of enquiries received • Satisfaction survey	2029				
57	Roll out a training programme specifically for lecturers-researchers	In progress	12-13-14-15-20-22	Human Resources	• Number of participants	2029				
58	Develop and propose a training programme specifically for those leading research projects	New	1-4-7-8-12-13-15-20-22-24	Research	• Number and titles of training courses, number of participants	2027				
59	Create a web page listing all calls for research projects	New	4-7-8-15	Research	• Nb of visits to the pages dedicated	2027				
60	Roll out a range of language training courses tailored to the needs of researchers	New	12-13-15-20-22	Human Resources	• Annual nb of active researchers using GoFluent	2028				
61	Help PhD students to identify their skills	New	7-10-11-12-13-14-20	Doctoral College	• Nb of communication initiatives and consultations via the skills guide and portfolio web page • Nb of participants in career workshops	2029				
62	Develop and roll out a training programme specifically for senior management and managers of research units	New	4-5-11-12-13-14-15-20-22	Research and Human Resources	• Completion of the dedicated training programme • Nb of participants • Nb of research units involved	2027				
63	Support PhD supervisors in their work	New	7-10-11-12-13-14-20-22-26	Doctoral College	•Nb training courses dedicated to PhD supervision + nb of supervisors trained • Nb HDR preparation programmes linked to PhD supervision training course • Nb participants induction programme	2029				
64	Develop a range of formats for the “joining the research community” training programmes aimed at PhD students	New	6-7-8-12-13-20-22	Libraries and Open Science Support	• Asynchronous training available * Multi-year trend nb participants face-to-face vs asynchronous training	2028				
65	Promote the development of data management plans among researchers, and in particular PhD students	New	6-7-8-11-12-22	Libraries and Open Science Support	• Nb of training courses • Nb of researchers trained • Nb of completed data management plans	2029				
66	Develop awareness-raising and training initiatives on innovation and the valorisation of research	New	1-3-5-6-7-8-9-12-13-15-22-24	Research	• Nb awareness-raising sessions • Nb participants	2027				

*** CHARTER PRINCIPLES** : 1. Research Freedom ; 2. Ethical principles ; 3. Professional responsibility ; 4. Professional attitude ; 5. Contractual and legal obligations ; 6. Accountability ; 7. Good practice in research ; 8. Dissemination, exploitation of results ; 9. Public engagement ; 10. Relation with supervisors ; 11. Supervision and managerial duties ; 12. Continuing professional development ; 13. Recognition of the profession ; 14. Non-discrimination ; 15. Research environment ; 16. Working conditions ; 17. Stability and permanence of employment ; 18. Funding and salaries ; 19. Gender balance ; 20. Career development ; 21. Value of mobility ; 22. Access to research training and continuous development ; 23. Access to cereer advice ; 24. Intellectual property rights ; 26. Supervision ; 28. Evaluation / appraisal systems ; 29. Complaints / Appeals 31 ; Recruitment.
CODE OF CONDUCT : 32. Recruitment ; 33. Selection ; 34. Transparency ; 35. Judging merit ; 37. Recognition of mobility experience ; 38. Recognition of qualifications ; 39. Seniority ; 40. Postdoctoral appointments.