QUIZ

HR EXCELLENCE IN RESEARCH

Quiz Objectives

- To gauge researchers' level of awareness regarding the award.
- To prioritize future actions.
- To maintain the mobilization of the scientific community.

2019

Université Grenoble Alpes (UGA) committed to the "Human Resources Strategy for Researchers" (HRS4R) European process, which aims to improve research careers.

2021

UGA was awarded the HR Excellence in Research award.

2023

The European Commission validated UGA's first internal evaluation.
The new European Charter for Researchers was published.

2026

Renewal year for the award (for a period of 3 years). Implementation of the new 2026-2029 action plan.

The European Charter for Researchers

The Charter defines the principles aimed at making research careers more attractive and strengthening research and innovation excellence in Europe.

It is based on 20 key principles grouped into four pillars:

- Ethics, integrity, gender equality, and Open Science.
- Evaluation, recruitment, and career progression.
- Working conditions and practices.
- Career and talent development.

The Charter is intended for all researchers across all disciplines and research sectors, as well as for research and funding organizations. Its objective is to promote best practices in recruitment, employment, and working conditions, in order to harmonize practices within the European Union, foster researcher mobility, and enhance the attractiveness of scientific careers.

Organizations that adopt the Charter commit to evolving their human resources policies and practices in accordance with the recommendations, principles, and values championed by the European Commission.

Find out more

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HR EXCELLENCE IN RESEARCH

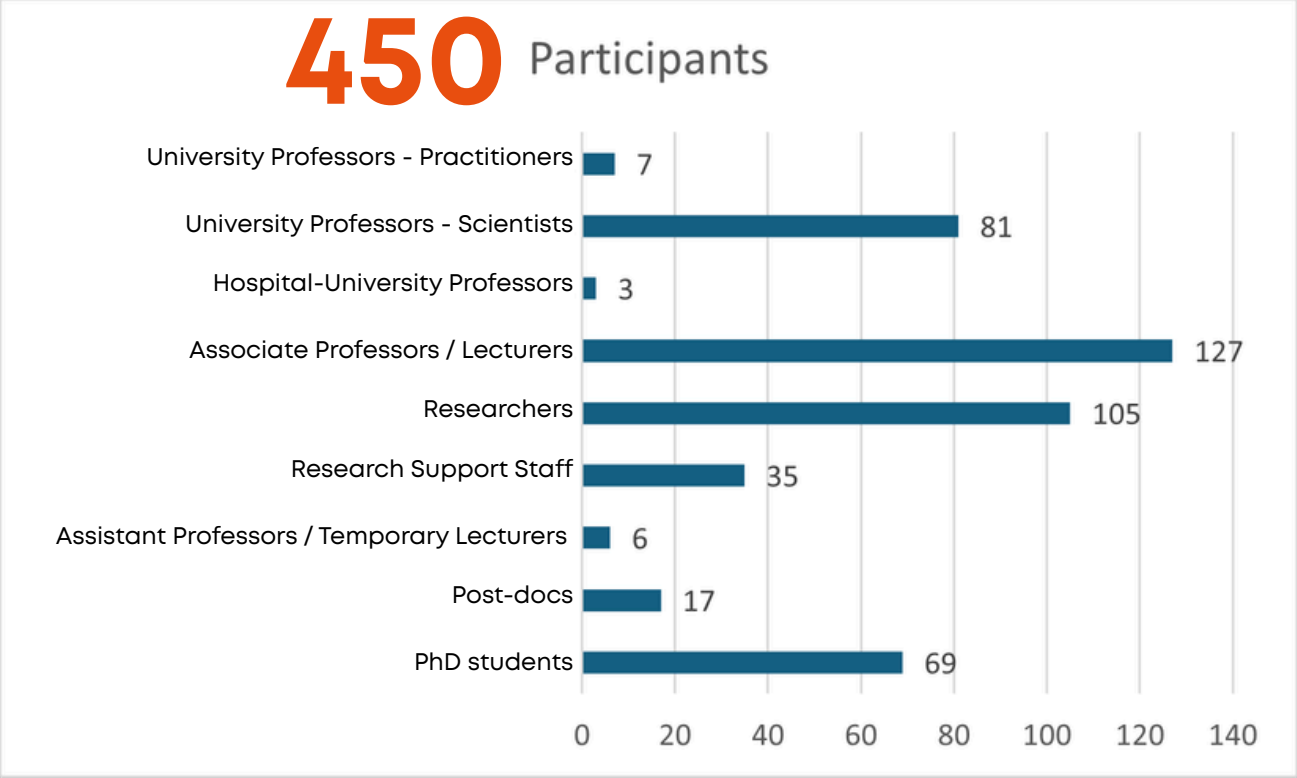
Assessment

The quiz results reveal a solid appropriation of the HR Excellence in Research process by the scientific community. Mechanisms related to recruitment, ethics, scientific integrity, professional equality, and career support are widely recognized.

The respondents also helped identify priority areas for action: strengthening awareness of the European Charter for Researchers, support mechanisms for projects and Open Science, as well as the competency framework for early-career researchers.

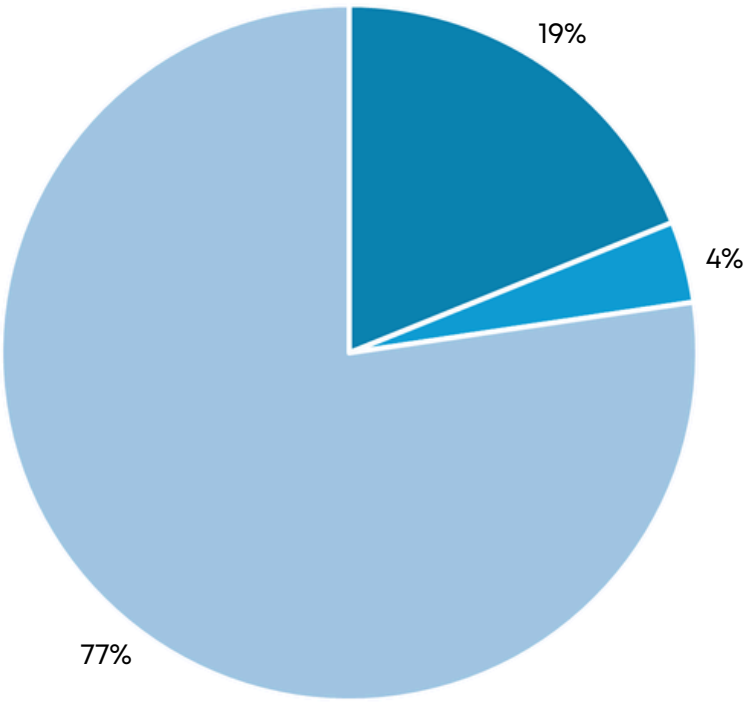
These insights directly inform the next action plan and demonstrate UGA's determination to pursue its commitment to excellence in research practices.

Quiz distributed to UGA researchers from March 5 to June 1, 2026



Results marked with an asterisk (*) do not apply to ENSAG-UGA.

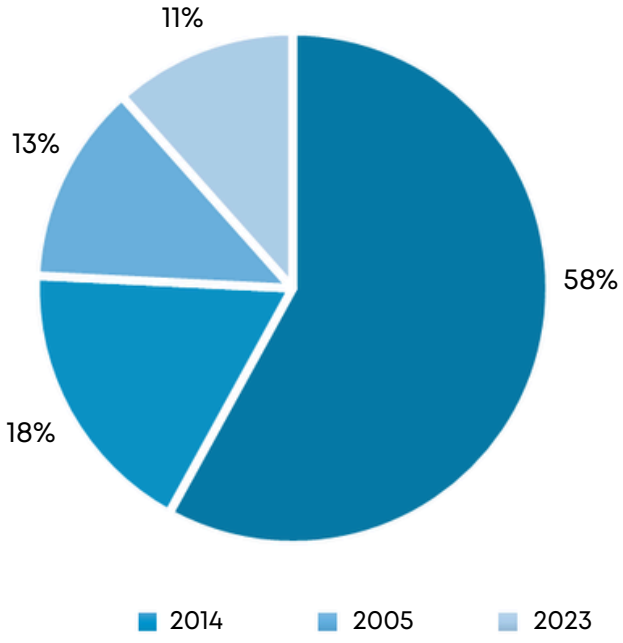
What does the acronym HRS4R stand for?



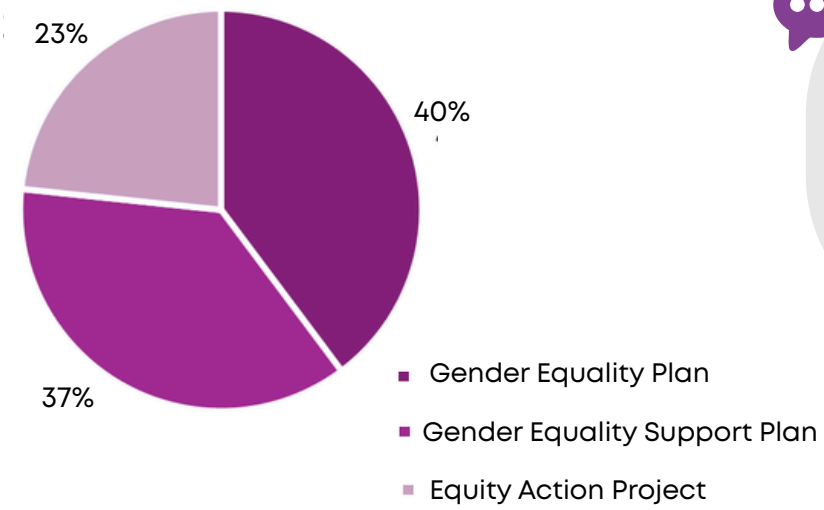
HRS4R stands for "Human Resources Strategy for Researchers." It is a European process aimed at improving research careers, which UGA committed to in 2019.

In which year was the European Charter for Researchers first drafted?

First drafted in 2005 and revised in 2023, the Charter now brings together 20 principles to improve research careers in order to support research and innovation excellence across Europe.



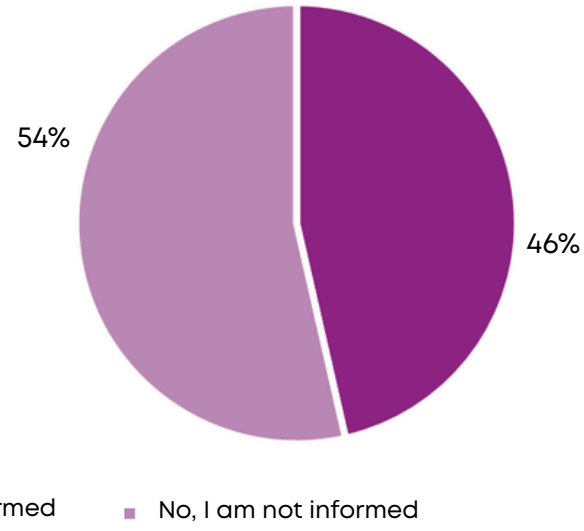
UGA is committed through its GEP to equality, diversity, and inclusion. But what does the acronym GEP stand for?



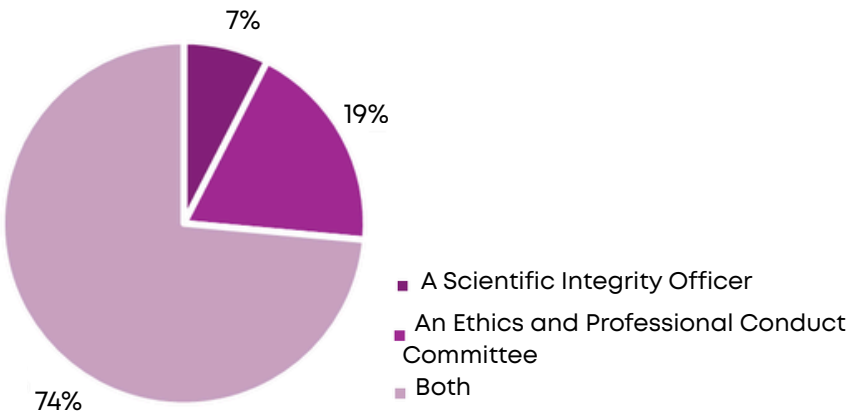
GEP stands for Gender Equality Plan. Following the initial 2021-2024 plans, a new Gender Equality Plan for 2025-2028 was adopted in the summer of 2025.

Are you aware of the support mechanisms for the open science publication of scientific research at UGA?

The UGA HAL team and the Grenoble Alpes Code and Data Unit (CDGA) offer the community various concrete services tailored to researchers' needs throughout the entire lifecycle of research projects.



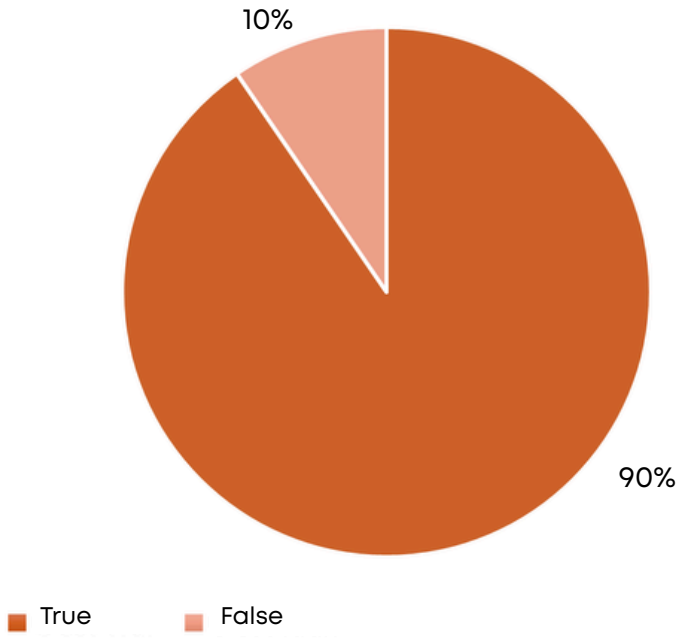
Does UGA have an Ethics and Professional Conduct Committee or a Scientific Integrity Officer?



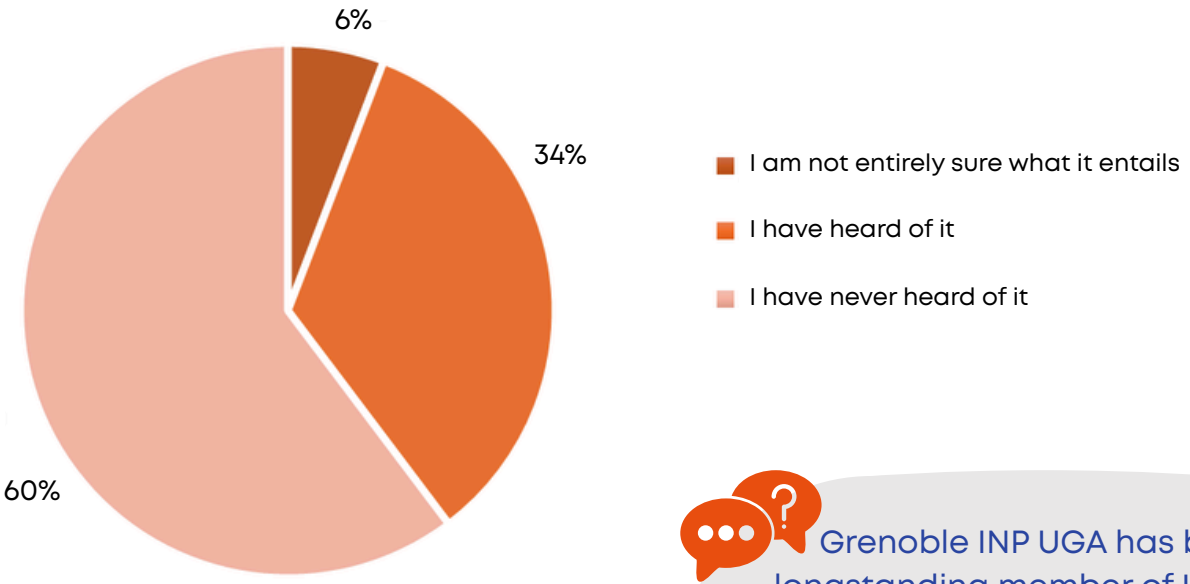
UGA has established both an Ethics and Professional Conduct Committee and a Scientific Integrity Officer.

True or False: Does UGA provide a framework for the recruitment of researchers and faculty members?*

UGA adopted an OTM-R Charter in 2023, ensuring an Open, Transparent, and Merit-based recruitment policy for both researchers and faculty members.



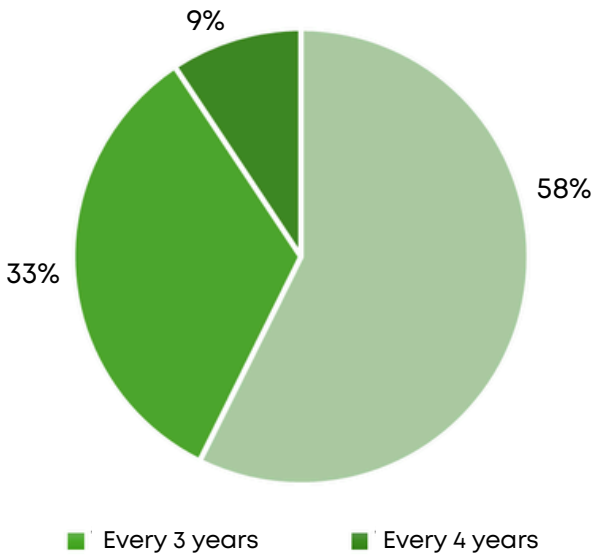
What is your level of awareness regarding the development of a competency framework for early-career researchers?*



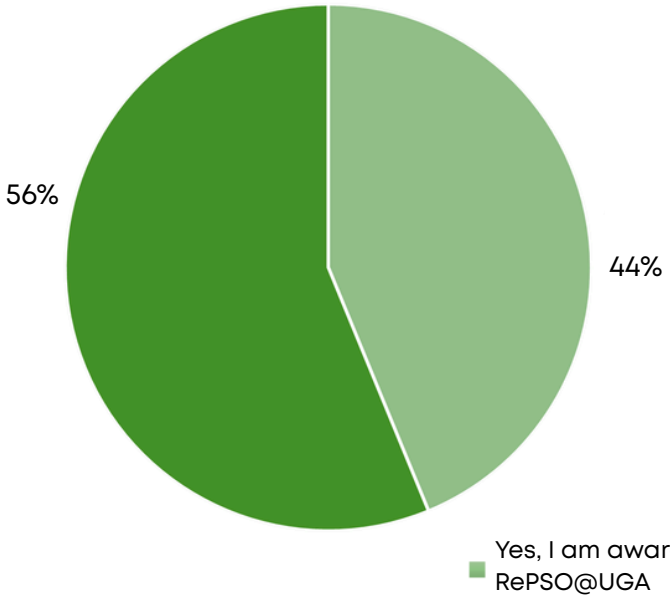
Grenoble INP UGA has been a longstanding member of Unite!, an alliance of nine European universities. For the benefit of the entire UGA community, the institution has actively participated in the development of a dedicated webpage for researchers outlining professional expectations.

Complete the sentence: a survey on quality of life and working conditions will be deployed at UGA...

To take prompt action regarding quality of life and working conditions (QLWC), UGA and each of its member institutions will deploy a QLWC survey annually, starting in 2026.



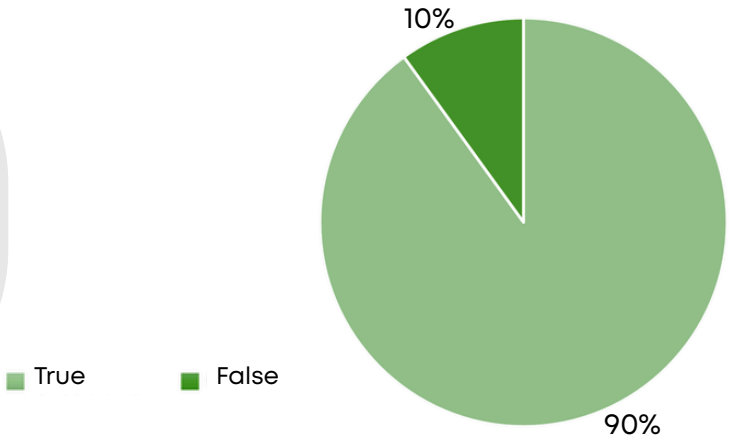
Are you aware of the RePSO@UGA service unit, the Research Project Support Office?



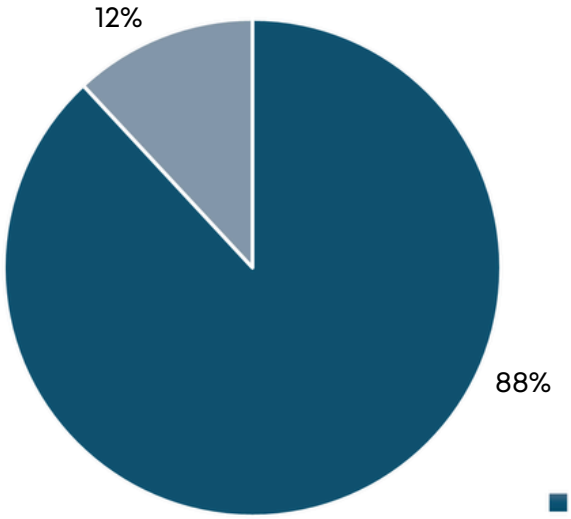
RePSO@UGA brings together a team dedicated to supporting you in the preparation of research projects across all non-scientific aspects: budget planning, technical setup, partner coordination, impact assessment, etc.

True or False: UGA provides support for the arrival of international researchers and their families.

The ISSO (International Students & Scholars Office) is dedicated to international audiences: students, but also PhD students, researchers, and their accompanying families. It provides assistance with relocation and throughout their stay in France, including housing and daily life.



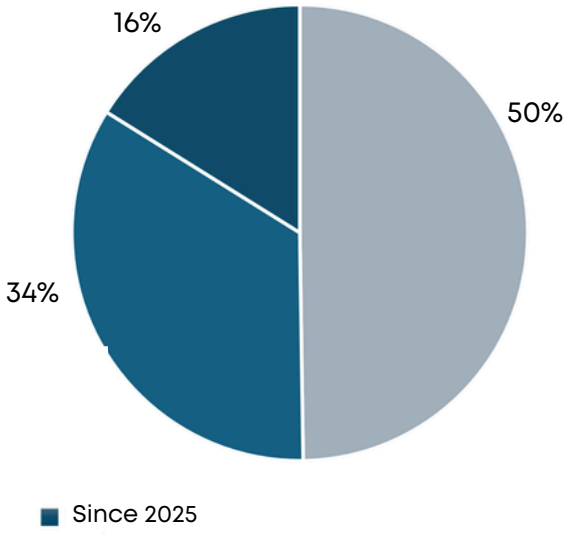
UGA resources are available to support you in changing your disciplinary classification or scientific theme.*



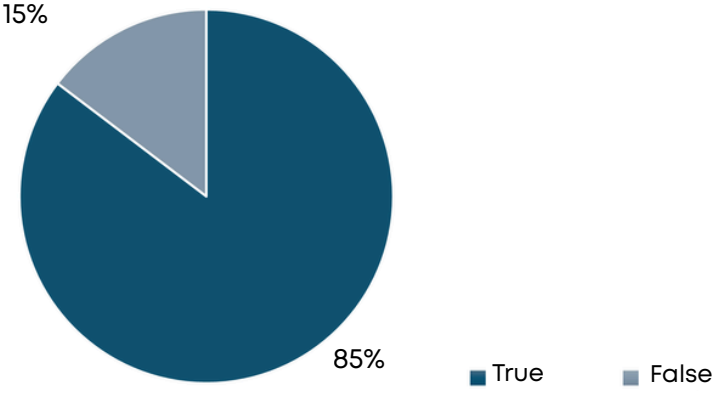
Practical guides to support thematic mobility projects are available on the UGA and member institution intranets.

Since when has the "Career Support" mentoring program for UGA teachers and faculty members existed?*

In 2021, UGA developed a dedicated program allowing staff to reflect on their professional trajectory within a climate of trust, respect, and confidentiality.



L'UGA accompagne les doctorants dans leur poursuite de carrière



The PhD Career Center—a hub for welcome and exchange located at the PhD Center—provides guidance and support in reflecting on professional projects and post-doctoral career paths.