Action plan 2022-2025

	GAP to the Principle(s)	Timing (at least by year's quarter/ semester)	Responsible unit	Indicators/Target(s)	Remarks
ACTION 1 Assisting researchers in detecting plagiarism (research promotion) **I-3.1**	Principle 3: professional responsibility	Semester 2 2023	DAJ/DSIN	Provision of software available online. Statistics on the use of the software. Provision of a reflex card: procedure in case of plagiarism. Indicator: number of times this procedure has been triggered.	A software is available on the ENT, but is not efficient enough. Look for possible purchase in the framework of the DSG
ACTION 2 Providing a specific training program : SSI (IT safety) and RGPD within the 2022-2024 training offer Webinar format to think about **I-7.1**	Principle 7 : Good practices in the research field	Semester 2 2024	DSIN/DRH	Training: census of the participants in the training Satisfaction indicators.	Training program to be announced at newcomers
ACTION 3 For the HAL national platform: action of reinforced awareness raising for the deposit of notice. **I-8.1**	Principle 8: Dissemination and exploitation of the results	Semester 2 2024	SCD (Research support mission): DSIN	Adoption of the Open Science Charter Percentage of the HAL referents trained to the management of their structure and collection in HAL (objective 100%). Objective 2021-2024, 60% of articles in HAL that can be in open access and are really in open access.	Rk: other consideration: for the newcomers, to include the possession of an HAL identifier in the tenure ('titularization') procedure - idem for the doctoral students: to integrate it in the elements to verify before the thesis defense?
ACTION 4 Promote scientific dissemination actions towards socio-economic stakeholders and the general public.	Principle 9 : Commitment to society	Semester 2 2024	Science, Arts and Culture Department / Communication Department (in support)	Annual census of the number of scientific dissemination actions by department (cultural relations index, social network tag, statistics, etc.). Training of doctoral students in the challenges of promoting scientific	DRV / SCD / UO / laboratories etc. Other actors of valorization and scientific dissemination actions. .

				dissemination activities (number of doctoral students trained).	
I-9.1					
ACTION 5 Setting up a system of prevention, reporting and processing of discriminations. **I-10.1**	Principle 10: Non-discrimination	Semester 2 2023	DRH / Direction Communication / DSIN / SOS Unit and Project Manager for social transformation support.	Indicator: statistics on the use of the system. Impact: number of training sessions and prevention.	
ACTION 6 Promote the recruitment of people with disabilities **I-10.2**	Principle 10: Non-discrimination	Semester 2 2024	DRH / DSIN / disability referent	Statistics on disabled staff. Rate of employment of people with disabilities. Number of job descriptions and profiles offered.	Joint work with the HRD
ACTION 7 Creation of a section in the job descriptions and recruitment profiles on working conditions (ZRR: rural revitalization zone, exposure to risks, teaching/research on several sites). **II-13.1**	Principle 13: Recruitment (code)	Semester 1 2024	DRH	Number of job descriptions created with the addition of a specificity Return on the conformity of the job description after 1 year. Mention of the Charter for the use of digital services in contracts when recruiting.	Lists to be finalized. List of specific elements to be mentioned: ZRR, multi sites, scientific equipment Explain the characteristics of the institution
ACTION 8 Definition of a process for writing profiles of EC (Teacher-Researcher) positions and for discussion within the faculties, institutes, schools and collegiums **II-13.2**	Principle 13: Recruitment (code)	Semester 1 2023	DRH/ Collegiums Councils (VP Collegiums) / Quality department	Production and distribution of the procedure for writing job profiles. Review of the form by the quality control department.	

ACTION 9 Raising awareness of career breaks among selection committees **II-17.1**	Principle 17: Variations in CV Timeline	Semester 1 2023	DRH/VP RH	Orientation letter 2022, 2023, 2024, 2025 Minutes of annual selection committee chair meetings	
ACTION 10 Development of a charter on working conditions and remuneration for contractual researchers with a PhD (set up a working group on this issue). Evolution of the potential action: question on the status of ATER (Temporary Teaching and Research Associate) - (reflection and working group). **II-21.1**	Principle 21: Post-doctoral appointments	Semester 2 2024	DRH / DAJ	Drafting of the Charter and validation pending (to be determined)	Verification of the UFC as an employer for post-docs
ACTION 11 Appoint career development advisors in the laboratories **III-28.1**	Principle 28: Career Development	Semester 1 2024	Collegiums Councils / DRH	Document listing these referents. Statistics on EC without research assignment.	See FEMTO-ST (system of tables and referents)
ACTION 12 Adoption of a Charter for Open Science at the UFC. **III-31.1**	Principle 31: Intellectual property rights	Semester 1 2022	SCD / Open Science: UFC Open Science mission officer	Drafting and validation of the Charter. Follow-up on the objectives of the Open Science steering committee (minutes of meetings). Convergent with action 3.	Comment: reappoint an IP referent following the departure of the legal advisor for research. See SCD research support mission (UFC open science barometer + open science referent).

ACTION 13 Monitoring of the implementation of a centralization tool for publications and productions: HAL UFC **III-32.1**	Principle 32: Co-authors	Semester 1 2024	SCD / laboratories referents (action 3)	Percentage of articles reported in HAL uFC compared to the reporting in the Web Of Science	
ACTION 14 Adaptation of the reference system to the supervision activities of Master's and doctoral students. **III-33.1**	Principle 33: Teaching	Semester 2 2024	DRH (VP RH)	Modification and validation of this reference system by the Administrative Board. Quantitative indicator: number of hours completed under the reference system.	Phase 1: (January 2022) Thinking about integrating the hours of supervision in EVE application (doctoral students / Masters) Phase 2: implementation
ACTION 15 Appoint a conflict management mediator **III-34.1**	Principe 34: Complaints and Appeals	Semester 2 2024	DRH (VP RH)	Appointment of one or more mediators	