

N° thematic	Thématiques	N° action	Proposed actions	Concerned articles	2023		2024				2025				2026				2027				2028				Unit responsible	Involved units	Target indicators			
					T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3				T4		
AXE 1 : Ethical and professional aspects (15 thematics divided into 44 actions)																																
1	Ethics	1	• Establish the Local Research Ethics Committee (CLER) at the institutional level	1-1, 1-2, 1-6,																						DGS/DRI		•Appointment of members • Number of opinions issued by CLER/year				
		2	•Integration of the CLER with the Scientific Integrity Coordinator and other relevant bodies or coordinators																								DGS/VP recherche		•Number of coordination meetings/year			
2	Deontology-Ethics	3	•Promote awareness of the national charter of ethics for research professions (2015), which was ratified by the university in 2017: Disseminate the charter to all individuals involved in research	1-1, 1-3, 1-4, 1-5, 1-6, 3-31, 3-32																						RIS/ référent déontologie		•% of research players familiar with the charter (2022 survey: 23%; target: 35% in 2024; 50% in 2025)				
		4	•Translate the national charter of ethics for research professions (2015) into English																								RIS/ Référent déontologie	Carré international	•% of foreign research players familiar with the charter (2024 target: 40%; 2025 target: 60%)			
		5	•Enhance the role of the ethics officer at the institutional level by establishing a clear mission statement (letter of engagement, scope of responsibilities, connections with other relevant bodies or ethics officers, particularly CLER and Scientific Integrity Coordinator)																									DGS / DRH	VP RH / VP recherche / DAJ	•Appointment of a compliance officer •redaction of a Letter of Engagement •Number of cases handled annually		
3	Scientific integrity (SI)	6	•Establishing a network of experts in collaboration with the Scientific Integrity Officer (RIS).	1-3, 1-5, 1-6, 3-31, 3-32																							VP recherche /RIS	DRI	•Appointment of experts			
		7	•Promoting the MOOC "Scientific Integrity in Research Professions" (MOOC Bordeaux)																									RIS	ED	•Promotional actions •% of researchers familiar with the MOOC (2024 target: 25%; 2025 target: 40%; 2026 target: 60%)		
		8	•Promoting the adoption and utilization of laboratory notebooks.																										DRI	structures de recherche	•Organise 1 promotional event per year •% of research units using laboratory notebooks (if relevant)	
4	Raise awareness and provide tools in data security/protection	9	•Produce a video on data protection (GDPR) in both French and English	1-7, 4-39																								CEMU	DAPAC/ CEMU	•Creation of the video capsule and distribution to the community •% of researchers receiving the video (target 2025: 100%) •% of researchers aware of the video (target 2025: 30%; 2026: 40%; 2027: 60%)		
		10	•Develop a practical sheet on the GDPR approach (in both French and English).																										DAPAC (DPO)	Dircom	•Creation of the RGPD practical sheet •% of researchers who have received the practical sheet (2025 target: 100%)	
		11	•Create a video on computer encryption																										CEMU	RSSI/ CEMU	•Creation of the video clip •% of researchers receiving the video (target 2025: 100%) •% of researchers aware of the video (target 2025: 30%; 2026: 45%; 2027: 70%)	
		12	•Develop a best practice sheet on data security (in both French and English).																											RSSI	Dircom	•Creation of best practice sheets •% of researchers receiving the best practice guidelines (target 2025: 100%) •% of researchers aware of the existence of the best practice guidelines (target 2025: 30%; 2026: 45%; 2027: 60%)
		13	•Appoint an Information System Security Officer (ISSO) in all Research Units (RUs).																											RSSI	laboratoires	•Number of ISSOs appointed in laboratories (2024 target: 70% of UMRs; 40% of URs)
5	Promote a culture of "good practice", raise awareness, and provide training for various actors in ethical and responsible research (ethics, professional conduct, scientific integrity).	14	•Students: Conduct awareness-raising sessions on ethics, information security (IS), and GDPR issues at the Master's level (and in subsequent courses).	1-2, 1-3, 1-4, 1-5, 1-6, 1-7, 3-31, 3-32, 4-38, 4-39																								VP CFVU / VP recherche	DEVE/ UFR	•Number of research masters offering an awareness campaign		
		15	•Make training in research ethics and open science a mandatory component of doctoral students' training program (as per article 3 of the Decree of 25 May 2016).																										VP-recherche DRI-ED		•Number of doctoral students who have taken the course(s) (targets 2024 : 50% ; 2025 : 75% ; 2026 : 100%)	
		16	•Propose awareness-raising/training initiatives (RGPD, scientific integrity, data management plan, open science, etc.) for those involved in research.																											VP recherche	SCD/DPO/RIS/CSSI	•Number of training courses offered per year •Number of researchers trained per year

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12	Continuing to implement the open science action plan	33	Enhance the training opportunities related to open science																										Number of different modules offered/year •Number of registered researchers /year			
		34	•Facilitate the open access of scientific publications through the open access diamond, which involves open access without payment of publication fees (APC).	1-5, 1-8																								PUC		•Create a resource channel for CEs and staff •Draw up a list of diamond open access publishers •% of publications published via the diamond route		
		35	• Establish an operational committee for open science within the institution																										VP Recherche/référente SO		•Number of annual meetings	
		36	•Establish a centralized entry point for research data at the institutional level																											DRI/SCD		•Number of requests processed/year
		37	Provide consistent support to project leaders in meeting the open science requirements (publication and data openness) imposed by funders (such as PGD).																											DRI/SCD	SCD	•Number of project developers supported •Number of project developers supported/number of projects submitted
		38	•Assist researchers in the creation of data management plans (DMPs).																											DRI/SCD		•Number of data management plans supported/year
13	Public engagement : Continue and enhance the initiatives outlined under the SAPS label (Science with and for society)	39	•Increase participation of researchers and research units in the SAPS approach		1-9																							Cellule SAPS		•Number of researchers involved in the approach •Number of research structures involved in the approach		
		40	•Organize an international conference on SAPS																									Cellule SAPS		•%of foreign participants at the conference		
		41	•Develop SAPS open badges																										Cellule SAPS		•Number of open badges awarded/year	
14	Public engagement : Other action	42	•Strengthen and increase awareness of the university's research services among socio-economic partners	1-9																						VP recherche partenariale		• Completion of communication actions on the establishment's service offering • Number of partnerships formed				
15	Evaluation/ appraisal systems	43	• Promote the participation of researchers in the engineering and technical, research, and training staff (ITRF) categories in laboratory research and encourage their involvement in collective activities.	1-11																							DRH		•Number of BIATSS repyramidised as part of the LPR			
		44	• Provide assistance to researchers in the engineering and technical, research, and training staff (ITRF) categories assigned to research in writing the scientific section of their reports.																									DRH		•Number of workshops/year •Number of ITRF researchers enrolled/year		

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AXE 2 : RECRUITMENT AND SELECTION (9 thematics divided into 12 actions)																															
16	Recruitment and careers of contract staff	45	•Establish a Contract Staff Working Group to propose improvement in the recruitment and career advancement for contract staff.	2-12, 2-13, 2-15,2-16, 2-17, 2-18 2-19, 2-20, 2-21, 3-22, 3-24, 3-25, 3-26, 3-28, 3-29																									DRH		•Setting up the GT •Formalize recruitment and career promotion processes for contract staff".
17	Simplify / secure the recruitment	46	•Establish an online recruitment platform	2-13, 2-19																									DRH	DSI	•Implementation of the platform •Number of recruitments carried out via the platform
18	Enhancing communication and transparency	47	•Publish recruitment procedures and practices (across all categories) in an electronic format.	1-10, 2-12, 2-13, 2-15, 2-21																									DRH		•% of procedures published in electronic format. (2025 target: 100%)
		48	•Translate these procedures into English.																										DRH		•% of procedures published in English. (2025 target: 100%)
		49	•Improve communication regarding the recruitment process for tenured Teachers-researchers (Ecs).																										DRH		•Dedicated communication
19	Raise awareness	50	•Organise awareness-raising campaigns for selection boards and selection committee (regarding discrimination, CV discrepancies, recognition of mobility experience, and assessment of merit).	1-10 ; 2-13, 2-14, 2-16, 2-17, 2-18																									DRH		•Number of awareness campaigns carried out/year •Number of juries and COS trained (2025 target: 100%)
20	Researchers in the engineering and technical, research, and training staff (ITRF) categories Recruitment	51	•Juries : Encourage a diverse range of selection panels to ensure a variety of recruitment approaches	2-14, 2-16, 2-18																									DRH		• Creation of a pool and a doctrine
		52	• Juries : Publish the composition orders of the ITRF juries for contractual positions or vacant posts																										DRH		• %of jury composition decrees published (2024 target: 100%)
21	Improve the recruitment process for teacher-researchers	53	•Clarify the organisation and scope of the Sectional Consultative Assemblies (ACS)	2-14																									VP RH		•Draw up a fact sheet specifying the missions and operation of ACS
22		54	• Propose an evaluation grid for each COS section (differentiating between MCFs and PRs) + Include the diversity of the career path as criteria in the evaluation grid	2-14, 2-16, 2-17, 3-28																									DRI / DRH		•Draw up evaluation grids (PR/MCF) that take into account the richness of the candidate's career path
23	Open / Broaden recruitment	55	•Conduct a comprehensive review of institution-wide reserved recruitment for individuals eligible for "compulsory employment benefits" (BOE-disability)	1-10, 2-12																									DRH		•Setting up a working group •Proposals to broaden the use of reserved recruitment
24		56	• Increase the number of external candidates ==> Advertise job vacancies on Euraxess	2-13, 2-14																									Carré international	DRI/DRH	•Number of job offers published on Euraxess / year

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AXE 3 : WORKING CONDITIONS (12 thematics divided into 32 actions)																															
25	Support for Research : "Enhance the utilization of digital tools and services to support research."	57	•Enhance information dissemination regarding the capabilities of the university's information system.	3-23																						DSI/Dircom		•Disseminate information about IS possibilities directly to ECs •Presentation to UR directors			
		58	• Strengthen IT support for research activities																									DSI		• Identify needs • propose improvements in the organization of IT support for research	
		59	•Implement the decision support information system (SID) for data warehousing in research.																										DAPAC	DSI	•Provision of indicators and dashboards Research
		60	•Enhance the functionalities of OSCAR (research contract management platform) to meet the management requirements of research teams and their publications																										DRI/DSI		•Implementation of requested functionalities •Number of research contracts filed on OSCAR
		61	•Streamline access to institutional tools for external researchers to facilitate collaboration (dual account system).																										DSI		•Number of ENSICAEN EC with UNICAEN account (cible 2025 : 50%)
26	Improving working conditions	62	•Develop a Quality of Life and Working Conditions (QLWC) plan, and propose measures to promote work-life balance (such as the right to disconnect and regulations regarding night work).	3-24																							DRH		•Drafting of QVCT plan		
		63	Collaborate with research units to address the isolation of young researchers (PhD students, post-docs) and raise awareness about shared spaces available to them																									DRH	DP	•Identify the areas concerned and initiate consultation with the directors concerned. •Reduce the sense of isolation felt by young researchers (consultation)	
27	Disability and employment obligation beneficiaries	64	•Update the disability master plan	1-10, 3-24																							DRH		•Drafting the new disability master plan •%of researchers aware of the new disability master plan		
		65	•Draft an information document to raise awareness among ECs about disability and procedures for workplace accommodations																									DRH		•%of TRs made aware of it.	
		66	•Enter into a contract with the FIPHP (Fund for the Insertion of People with Disabilities in the Public Service)																										DRH		• Signature of agreement with FIPHP
28	Equality Plan	67	• Update and expand the equality charter to become a diversity charter	1-10, 2-12,3-24, 3-27, 3-34																							DRH		•%of researchers aware of the new equality charter		
		68	•Use repyramidage to achieve a balanced representation of male and female PUs (Professors and Associate Professors) by 2025																								DRH		•Performance indicators (2025 target: 35%)		
		69	•Define a representative gender balance at all levels, including doctoral schools and department compositions, when updating the comparative situation report																										DRH		•Performance indicators
		70	•Encourage gender balance in responsibilities by promoting pairs of both male and female individuals.																										DGS/Présidence		•Number of F/H pairs

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36	Workplace recourse and conflict management	85	•Explore the possibility of expanding the VSS (sexual and gender-based violence) helpline to address issues of harassment and discrimination.	1-10, 3-24, 3-34																						DRH		•Working group set up			
		86	Establish an independent conflict resolution body.																									DRH		•Implementation of the body (appointment of members, operating rules) •Number of situations dealt with/year	
		87	•Draw up a map of the various schemes, and draft a framework document and communicate on the various schemes																										DRH		•Drafting of framework document •%of researchers aware of the schemes
		88	•Provide training for UR directors (refer to the DU training path and guide).																										DRH		•Propose a training program (adapted modules) -Number of managers trained -Satisfaction rate" "Communication actions
AXE 4 : TRAINING AND DEVELOPMENT (3 thematics divided into 10 actions)																															
37	Supervision	89	•Draw up an inventory of supervision practices and initiate an institution-wide review of what supervision entails.	4-36, 4-37, 4-40																							DRH		•Formalised inventory of fixtures •Setting up a consultation		
38	New entrants / young researchers	90	•Implement a voluntary tutoring / mentoring program for new researchers	3-24, 3-28, 3-33, 4-36, 4-37, 4-40																							DRH	DRI	•Number of applications to benefit from the mentoring system/year. • Satisfaction rate of beneficiary and mentor		
		91	•Develop an induction program for new recruits																									DRH	DRI	•developping induction program •Number/percentage of new entrants trained •Sastisfaction rate	
39	Continuing professional development	92	• Set up a "training for research missions" working group	4-38, 4-39																							DRH	DRI	•Setting up the WG •Proposing training adapted to research		
		93	•Implementing electronic registration for in-house training courses to enable effective monitoring of these courses																									DRH		•Set up a dematerialised platform • Number of requests for training via the platform	
		94	•Providing a training program for UR directors/deputy directors and all managers																										DRH / DRI		•Presentation of the formalised training programme • Number of UR directors/deputy directors, managers who benefited from and completed the programme •Satisfaction rate
		95	•Enhancing training opportunities for research staff, including administrative support staff, particularly in areas such as project management, languages (business skills), and responding to project calls.																										DRH / DRI		•Presentation of the formalised training programme •Number of registrations for training courses •Satisfaction rate
		96	• Improve the range of training courses for the professional integration of doctoral and post-doctoral students																										VP recherche /DRI		•Presentation of the formalised training pathway •Number of professional integration training courses offered /year •Number of doctoral and postdoctoral students enrolled /year •Satisfaction rate
		97	•Improving communication about existing training courses.																											DRH	
		98	• Introducing the national prevention passport																								DP		•Introduction of the national passport •Number of researchers holding the passport		