

## HRS4R - Consultation of "researchers" - Prioritisation of improvement actions - June 2023 -

Score: it is calculated according to the ranking rank (R) and the number of answers to be classified.

For a question proposing to rank 7 answers, Score=R1\*7+ R2\*6+R3\*5+R4\*4+R5\*3+R6\*2+R7\*1

For a question proposing to rank 4 answers: Score= R1 \*4+ R2\*3+ R3\*2+ R4\*1

Example line 8: 38 people ranked the action "propose an awareness of ethics, IS and deontology from the master" in 1st position, 36 people in 2nd position, 20 people in 3rd position....

			RANGS							SCORE
			1	2	3	4	5	6	7	
			Number of respondents							
<b>Axis 1 : Ethical and professional aspects</b>										
<b>ETHICS, SCIENTIFIC INTEGRITY, DEONTOLOGY</b>										
Respondents	168	Conduct awareness-raising sessions on ethics, information security (IS), and GDPR issues at the Master's level (and in subsequent courses).	38	36	20	18	15	13	3	728
		Propose transversal awareness-raising actions (scientific integrity, data protection and security, open science, etc.) in research structures	31	31	18	25	14	10	8	663
		Propose guides (Research Structure Director's Guide, CE Guide and BIATSS Research Guide) that include aspects of an honest and accountable approach	26	26	27	25	18	13	8	661
		Offer training modules adapted to research around ethics, scientific integrity, deontology, the GDPR ...	16	28	37	21	17	12	5	629
		Offer tools (video capsules, practical sheets, checklists) on data protection (GDPR) and data security (encryption, preventing data loss, etc.). Offering these tools in FR/EN	18	19	23	21	20	15	10	539
		Promote the use of laboratory notebooks	23	8	12	12	15	21	35	439
		Disseminate the French charter of ethics for research professions (2015) ratified in 2017 by the university and translate it into English	16	12	9	11	17	29	37	419
<b>OPEN SCIENCE</b>										
Respondents	162	Promote the opening of scientific publications by diamond means, i.e. in open access without payment of publication fees (APC)	57	31	21	14	21			521
		Systematize the support of project leaders in compliance with the open science obligations (opening of publications, opening of data) required by funders	32	50	27	15	14			485
		researchers in writing Data Management Plans (DMPs)	23	31	39	27	11			421
		the training offer for open science	26	17	21	26	36			349
		Establish a single point of entry for research data at the institutional level	24	19	20	31	25			343

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<b>Axis 2 - Recruitment</b>										
<b>IMPROVING TRANSPARENCY IN TEACHERS-RESEARCHERS RECRUITMENT</b>										
Respondents	152	Improve communication regarding the recruitment process for tenured Teachers-researchers (Ecs).	46	34	25	11	11			474
		Publish recruitment procedures and practices in electronic format (and translate them into English)	39	29	20	30	15			446
		Clarify the organisation and scope of the Sectional Consultative Assemblies (ACS)	24	30	30	21	23			395
		Propose an evaluation grid for each COS section (differentiating between MCFs and PRs)	29	24	27	20	24			386
		Organise awareness-raising campaigns for selection boards and selection committee (regarding discrimination, CV discrepancies, recognition of mobility experience, and assessment of merit).	14	28	31	25	24			349
<b>IMPROVING TRANSPARENCY IN BIATSS RECRUITMENT</b>										
Respondents	155	Publish recruitment procedures and practices (across all categories) in an electronic format.	50	34	30	23				385
		Juries : Encourage a diverse range of selection panels to ensure a variety of recruitment approaches	41	37	33	26				367
		Juries : Publish the composition orders of the ITRF juries for contractual positions or vacant posts	33	39	38	24				349
		Organise awareness-raising campaigns for selection boards and selection committee (regarding discrimination, CV discrepancies, recognition of mobility experience, and assessment of merit).	31	31	29	38				313
<b>OPEN THE RECRUITMENT PROCESS</b>										
Respondents	152	Set up an online recruitment platform for the recruitment of contract staff (publication of posts, submission of applications, etc.).	97	32	14					369
		Initiate an institution-wide reflection on the reserved recruitment of beneficiaries of the employment obligation (disability)	31	46	48					233
		Publish job/job offers on Euraxess	24	47	47					213

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<b>Axis 3 : Organization and working conditions</b>										
<b>RESEARCH SUPPORT</b>										
Respondents	157	Strengthen the services offered by the Directorate for Research and Innovation (DRI) to better support the research community on the various calls for projects (national and European) and the promotion of research work	69	20	10	16	5	4	7	747
		Write guides (guide for the director of research structure, guide for the UE, BIATSS guide assigned to research) gathering all the information concerning the research (working conditions, recruitment, career, training,...)	38	24	20	10	13	8	6	611
		Consolidating IT support for research	13	31	29	19	9	17	6	565
		Better information on the services offered by the university's information system	11	22	21	30	19	8	7	514
		Restructuring the Research intranet and internet to better meet the needs of researchers	14	22	25	12	21	9	9	493
		Facilitate access to "institution" tools for non-institutional researchers to facilitate collaborations (double counting)	6	21	14	17	13	15	25	400
		Improve the functionality of OSCAR (Research Contract Management Platform)	6	11	16	8	16	23	21	335
<b>HEALTH AND SAFETY AT WORK</b>										
Respondents	144	Appoint a prevention assistant in all research structures and consolidate the network of prevention assistants	37	33	22	16	8	6		545
		Redefine the role and tasks of the prevention assistant and improve the recognition of this function	35	30	21	15	14	5		522
		Develop a reference system of risks common to all research structures	29	22	21	14	16	8		450
		Recommend to research structures to present (1 time per year) the single document for the assessment of occupational risks (DUERP) and the occupational health and safety register (OHSR) to all members of the research structure	17	18	24	20	23	8		402
		Raise awareness among research structures of the legal obligation to update the Single Occupational Risk Assessment Document (DUERP) annually	15	17	19	27	21	10		384
		Translate into English all regulatory documents concerning health and safety at work	11	9	8	11	12	48		248
<b>QUALITY OF LIFE AT WORK</b>										
Respondents	150	Engage in reflection on the levers available to improve the feeling of recognition and better value everyone's work	77	40	20					331
		Engage in reflection with the directors of research structures to fight against the isolation of certain young researchers	41	43	44					253
		Write a quality of life and working conditions plan (QVCT) that will propose measures to reconcile family life and professional life	32	47	49					239
<b>EQUALITY</b>										
Respondents	144	Promote F/H pairs at the level of responsibilities (management of structures ...)	50	29	25	10				347
		Define the representative F/H balances at all levels (ED, services, directorates, research structures, etc.) when updating the comparative situation report of women and men at the University of Caen Normandy	31	42	30	15				325
		Take advantage of the repyramiding to get closer to the representative F/H balances by 2025 in the PU body (currently only 25% of PU women in UNICAEN)	31	33	31	17				302
		Update the equality charter and transform it into a diversity charter	32	13	17	43				244
<b>DISABILITY and DISABILITIES (beneficiaries of the employment obligation)</b>										
Respondents	149	Initiate institution-wide reflection on the reserved recruitment of beneficiaries of the employment obligation (disability)	58	52	25					303
		Raise awareness among CBS about disability and workplace accommodation procedures	67	35	21					292
		Update the disability master plan	24	29	52					182
<b>RECOURS ET GESTION DES CONFLITS</b>										
Respondents	152	Establish an independent conflict management unit	60	30	25	14				394
		Raise awareness and train directors of research structures in management and conflict management (training course for the director of research structure)	34	43	44	16				369
		Extending the scope of the Sexist and Sexual Violence Unit (SGBV) to situations of harassment and discrimination	30	32	29	28				302
		Establish a mapping of the various mechanisms for recourse and conflict management and draft a framework document to better communicate	28	35	23	39				302

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<b>Axis 4: Career Development, Training, Mobility, Supervision</b>										
<b>CONTINUOUS PROFESSIONAL DEVELOPMENT</b>										
Respondents	138	Offer training (adapted to research) in project management, languages (business) and responses to AAP	33	25	26	11	6	8		480
		Offer a training course to deputy directors and deputy directors of research structures and to any supervisor (management, missions of the directors, management of a structure, recruitment ...)	40	22	11	16	10	11		473
		Improve the offer of training for the professional integration of post-doctoral and doctoral students.	25	14	28	20	17	5		431
		Create a support path in the profession for new entrants (research part)	18	23	20	14	16	14		391
		Provide training in scientific integrity, ethics and professional conduct in research laboratories	10	26	19	19	22	15		382
		Better communicate about the university's training plan	12	22	10	14	13	25		315
<b>INTERNATIONAL MOBILITY</b>										
Respondents	134	Intervene in meetings of services (components and directorates) or meetings of research structures to present existing devices	55	30	16	8				350
		Diversify international mobility models (mobility to French-speaking countries, mobility in pairs, etc.)	41	36	30	4				336
		Organize feedback, testimonials	22	27	32	19				252
		Create an open mobility badge or any other action to promote international mobility	16	16	15	49				191
<b>CAREER DEVELOPMENT AND APPRAISAL OF PERMANENT BIATSS</b>										
Respondents	133	Valuing the involvement of BIATSS in the research activity of laboratories and participation in collective activities	43	45	18					237
		Train/sensitize the directors of research structures to the career development of BIATSS so that they can support them in their promotion	44	23	25					203
		Offer a webinar for BIATSS that presents the criteria for progress, explains the management guidelines (MDG) and the schedule deployed	28	16	25					141
		Support BIATSS assigned to research for the writing of the scientific component of their activity report	8	32	33					121
		Improve communication on management guidelines (MDG)	10	12	8					62
<b>CAREER DEVELOPMENT OF PERMANENT TEACHERS-RESEARCHERS</b>										
Respondents	130	Establish an annual calendar of progress periods (and circulars)	67	54						188
		Improve communication on the careers of teacher-researchers	63	56						182
<b>SUPPORT FOR YOUNG RESEARCHERS - SUPERVISION</b>										
Respondents	131	Create a support path in the profession (training modules adapted to research) for new entrants	45	28	18	12				312
		Propose awareness-raising actions to any supervisor (deputy directors of research structures, thesis directors) on management, supervision, etc.	28	39	19	22				289
		Set up mentoring for new incoming "researchers" (volunteering)	34	26	25	20				284
		Establish an inventory of supervisory practices and organize an institution-wide reflection on what supervision means	24	21	30	23				242