

HRS4R			
	Action	New/In progress/ Completed/ Extended	Aim
1	Train in writing non-gendered job descriptions	In progress	Thinking-off on an evolution of the system: work on the cards by qualified staff
2	Improve the information of candidates: provide systematic information on the composition of selection committees, procedures, and in particular for contractors (post-doc, IGR / IGE) on the selection criteria; provide information to candidates hired on contractual positions about their rights and obligations.	In progress	Action already started. Indicators: 30% at 2 years, 60% at 4 years and 100% at 6 years + Effective implementation of a wiki.
3	Implementation of recruitment, promotion and remuneration schemes for contractors.	Completed	
4	Internal and external communication on recruitment issues and procedures.	In progress	Updating depending on the evolution of the regulations or on relevant needs of the targeted devices.
5	Post EC, post-doc and IGR / IGE vacancies on Euraxess.	In progress	Target reached 100% for EC, IGR and IGE
6	Implement a training scheme for members of selection and recruitment committees on gender stereotypes, selection criteria, job interviews ...	In progress	Amendment to the modalities of action: evolution towards self-training with tutorials
7	Incentive to encourage the putting of candidates in actual work situations for the recruitments, at least so for senior lecturers and full professor positions.	In progress	Action already started - 100% of Pr and MCF jobs by 2024.
8	Redefine and promote "post-doc" status, including maximum duration and compensation standards (including all schools/institutions)	Completed	
9	Implement a Human Resources scheme which takes into account the age pyramid, workforce, body, grade, age, gender, figures, etc ... for recruitments, combining the requests of departments and research laboratories to anticipate recruitment needs in the different sectors. This scheme will also include the construction of a repository of valuable experiences during recruitment, consideration of mobility, and qualifications.	In progress	Creation of an organic document + positions concerned: 30% at 2 years, 60% at 4 years and 100% at 6 years

10	Dematerialization of the procedure; digital links which make it easier to fill in the application files for contract workers.	In progress	Effective dematerialization. Documents posted online. Links to standard documents and to sections useful for informing the candidates.
11	Build a “toolbox” integrating indiscernible needs for the University of Angers, based on the needs expressed by the candidates.	Extended	Online tools.
12	Information and communication vis-à-vis the staff on the ethical and deontological devices of our University: training, scientific integrity, ethics committee - Thematic meetings in the labs (medium: Teachers-Researchers skills booklet).	completed	
13	Deontological training in relation to the business world: obligations of officials, scientific assistance, taking shares in a company, consultancy; protection from pressure groups.	completed	
14	Implementation of an ethics mission.	Completed	
15	Define "authorship" internally at our University in compliance with the rules of ethics. Establish rules of good conduct within the University of Angers on authorship and integrate them into the "Scientific Integrity" training programme.	Completed	
16	Define the conditions to be co-author in a signature charter by integrating international standards. The University of Angers signature principles must appear in the internal regulations (IR) of the laboratories which must be available to everyone, for free consultation on the intranet.	completed	
17	Set up a training programme on intellectual property; Make existing optional training compulsory for doctoral students, and open it to research-teachers and post-doctoral students.	In progress	Training effectively open to the staff + number of participants.
18	Provide information on the national and legal framework, and the strategic orientation of the University of Angers on gender and disability issues (guidelines, recruitment charter, selection committee and recruitment committee booklets).	In progress	Production of a selection committee booklet including outlining frame and charter.
19	Training in combating stereotypes and, in particular gender and disability, primarily intended for governance, service directors, middle managers, recruitment committees.	In progress	Full operating training programme + number of participants.

20	Appoint a "gender" adviser to check that at each stage of the process, gender issues are properly dealt with (especially for job descriptions, advancement decisions, equality between men and women in project management, the management of structures ...).	In progress	Inventory carried out; Identifiable "gender" contact person + assessment by ex-post survey
21	Follow-up of young researchers during the first 10 years of their career (integration of mentoring + gender equality markers, and including the work-family balance).	In progress	Identifiable "equality" contact person + career follow-up (regular professional interviews ...) - objective: 100% at 4 years.
22	Offer a training scheme possibly shared locally between "Public Institutions with a Scientific and Technical Vocation (EPST) and the University of Angers, intending to support academics and researchers at each stage of their career and when it comes to taking on scientific responsibility and management (HR, finance, prevention, etc.). Propose a training course for the management of research laboratories.	In progress	Have produced a common training courses list in the field of research with the local EPST institutions + number of training courses attended.
23	Training in research funding, project implementation, management, and effective operating rules for tendering, ethics, intellectual property.	Completed	
24	Training in recruitment operations intended for department directors, research units and presidents of Scientific and Recruitment Council.	In progress	Full operating training programme + number of participants.
25	Training of thesis supervisors: in concrete terms, make HDRiale and scientific integrity training compulsory in order to be able to request authorization to enroll in HDR; for declared supervisors who benefit from thesis funding from the establishment, make this funding conditional on participation in HDRiales and scientific integrity. (i.e. doctoral and HDR graduation day. )	In progress	Define a participation rate in these days / number of potential teacher-researchers (MCF HDR) and PR (70%).
26	Awareness and training of staff in the Open Access system.	In progress	Increase in the% of publications from the University of Angers in Open Access with a target of 100%.
27	Reorganization of Doctoral Schools training courses (and of the current curriculum) with regard to the skill blocks to be acquired, based on a common training scheme for all doctoral students (same skills) during the first 6 months of the doctorate programme.	In progress	Creation of a catalog / training plan + redefinition of training.
28	Individualized doctoral student training plan, established at the start of the doctoral program.	In progress	Verification when registering at the University.
29	Accessibility of academics to the courses listed in the PhD training programme.	Completed	

30	Open to all our academics or newcomers the Mooc on Intellectual Property offered by SATT West (Company for the Acceleration of Technology Transfer).	In progress	Effective operational training + number of people participating.
31	Implementation of a dynamic interface to make resource persons visible (through intranet) in connection with the service concerned or the action (training, management, etc.).	In progress	Record of requests.
32	Deployment of professional interviews for career prospects, definition of training needs, identification of individual problems to integrate into the management of the person and the action of the University of Angers.	In progress	Effective implementation of a coordinated interview schedule between managers (HRD, directors of Research Units and departments, etc.)
33	Allow the professional installation of young academics in good conditions by controlling the use of additional hours during the first three years of practice and by using the hourly discharges possible at the start of their career.	In progress	Reduction in the number of additional hours worked by newly hired academics.
34	English translation of all the strategic documents of the University of Angers and its Research Units.	In progress	Action already started (site in English) - Online documents.
35	Improve information for researchers and other academics regarding their rights and obligations vis-à-vis Research Units. (Point to work out between our University, its Doctoral Schools, Research Units, and partners outside the University such as the National Center for Scientific Research).	Completed	
36	Establishment of a "contact person" within the work unit to support teacher-researchers (with or without tenure) in coping with job requirements over their careers and with integration for newcomers.	New	One contact person identified in each work unit. Number of requests from teacher-researchers (appointments made).
37	Implementation of a career and professional, international and statutory mobility support tool for researchers, integrating information actions on existing opportunities (Sabbatical, delegation, etc.).		Records of page views, participation in information actions, mobilities carried out.
38	Creation of a customizable intranet network allowing everyone to access dedicated sets of tools and information.		Number of custom web pages created.
39	Reinforce the consideration of the investment of staff in their actions of dissemination to the general public for their career progression.		Inclusion of this criterion in the local evaluation charts for career advancement.
40	Training in knowledge of the institution and rules of Public higher education and research in France, in particular for contract employees.		Effective operational training + number of people participating.