

No.	Action	Targeted recommendation	GAP Principle(s)	Timing	Responsible Unit	Indicator(s) / Target(s)
1	<p>Creation of a working group to draft a Charter on the Ethics and Scientific Integrity of Research at UTT and define the values and purposes of the science developed at UTT, followed by the basic principles of the scientific integrity of our researchers.</p> <p>Decision to be made on the advisability of creating an Ethics Committee</p> <p>Drafting of a Charter on the Ethics and Scientific Integrity of Research at UTT</p> <p>Around the Deputy Director of Research and the scientific integrity referent of the institution, the work will be based on a consultation of a group of researchers (HRS4R consultation committee) to be submitted to the UTT for final validation to the UTT Governing Board. The aim will be to clarify the values of the UTT in line with its commitments to be respected in the context of the Sustainable Development and Social Responsibility Label (DD&RS Label) and act, for sustainable research and responsible behaviour. One of the objectives of the EU+ Alliance is for the research results of EU+ projects to be matched with the SDGs.</p>	1,2,3,4, 32	(++) 1. Research freedom	Q4 - 2025	Research Directorate Reference Scientific Integrity	<p>Production of a Charter of Ethics and Scientific Integrity for Research validated by the Governing Board</p> <p>Decision made regarding the creation of an Ethics Committee: Yes or No</p> <p>At least 50% of the research results of EU+ projects will be matched with the SDGs.</p>
2	Mandate the signing of the Ethical Charter and the Scientific Integrity of Research by all UTT researchers	1,2,3,4	(-/+) 2. Ethical principles	Q1 - 2026	Research Directorate	<p>Signing of the Ethical Charter by all researchers</p> <p>Dissemination of the Charter on the UTT website</p> <p>One information session per year per Research Unit</p>
3	Creation of an international and European project unit	4, 5,6	(++) 4. Professional attitude	Q3 - 2025	International Relations Department Delegated Directorate for European University of Technology Research administration	<p>Drafting of a report to be submitted to the Directorate for the establishment of such a service (identification of support processes at all phases of the project: Information on opportunities (Benchmark), Feasibility study / Validation (Criterion for approving the submission of the project), Set-up, Preparation, Follow-up, and Assessment (Guide to the conduct of an European project); Identification of the resources available for setting up the unit (human, material and financial);</p> <p>Clarification of the division of responsibilities: Articulation between the Research Directorate, the Directorate delegated to the European University of Technology and the Department of International Relations, more generally.</p> <p>Drafting a guide for the conduct of an European project</p> <p>Organisation of information sessions for researchers (2 per year)</p>
4	Renewal of the Ethics Committee: Define its composition (existing ethical referents – see Order No 23-504), its role and tasks.	5, 31	(+/-) 5. Contractual and legal obligations	Q1 - 2025	General Directorate	Publication of a new order of the Director on the renewal of the Deontology Committee
5	<p>Creation of an international and European project unit (see Art. 4 Action)</p> <p>(Improvement of contract monitoring processes)</p> <p>Sensitization of researchers to project management (Development of skills in Project Management Methodology -PM2)</p>	6, 35	(-/+) 6. Accountability	Q2 - 2026	DRI – DD EU+	<p>Formalisation of contract monitoring processes – Trim2 2025</p> <p>Management Board deliberation on EU project management rules and incentives for researchers</p> <p>Choice of project monitoring software compatible with the institution’s budget and accounting management tools. (Pléiade?) – Trim 2 – 2025</p> <p>Set-up and deployment of the tool - Trim 4 - 2025</p> <p>Training of 5 administrative staff on PM2 methodology - Trim 3 – 2025</p> <p>Organization of awareness sessions on Project Management Methodology (PM2) for 10 researchers per year.</p>

6	Appointment of a minimum Prevention Assistant per Research Unit. Maintain a rythm of 9 visits per year from our Prevention Advisor and our Fire Safety Officer to our research platform on our Offshore Antenna.	7, 23	(+/-) 7. Good practice in research	Q2 - 2025	General Directorate Prevention adviser	100% of the 5 research units covered by at least 1 prevention assistant. 9 visits per year to the Nogent Site by the Prevention Advisor.
7	Engage in all aspects of Open Science and seek the Science With and For Society (SAPS) Label Training for researchers on copyright awareness: Improved support for newcomers (or beginners) on issues related to intellectual property (in research contracts, patents, etc.). Intervention in the integration days of new researchers from each research unit on the role of the service dedicated to partnerships and the valorisation of research (in all its forms).	8,31, 35	(-/+) 8. Dissemination, exploitation of results	Q4 - 2026	Research Directorate University Library Partnerships and Research Valorization Service	Deposit rate in HAL (% of open access publications) Action label DD&RS: % of open access publications 53% then 70% then 80% at 5 years Action label DD&RS: % of open access databases -- >> 20 >> 45% at 5 years Training for researchers on copyright awareness: Presentation of the main principles for newcomers 5 UR / 5 presentations target public R1, R2 and R3. ==> Understand the basic concepts of data ownership rules applied to one's own research Production of a 12-hour module for researchers
8	Maintenance of activities for the dissemination of scientific culture: Organization of Research Cafes Cycle of scientific popularization conferences "Tech and Science in Sharing," Animations during the "Feast of Science"	9	(++) 9. Public engagement	Q1 - 2025	Research Directorate Directorate for Communication	Organisation of 8 "Research Cafés" per year Organization of 5 Conferences per year for the general public Participation in 100% Science Festivals (one per year)
9	Obtaining the DD&RS Label Application of the DD&RS Master Plan Adoption of a new Gender Equality Plan 2025-2028 Translate the Equality Diversity Inclusiveness Plan into English Make available these two plans translated into English on the UTT HRS4R webpage to present our actions to candidates applying to UTT	9, 10, 23, 27	(+/-) 10. Non-discrimination	Q2 - 2025	Deputy Directorate of UTT	Obtaining the DD&RS Label Gender Equality Plans and EDI translated and made accessible to foreign candidates
10	Definition of a regular, fair and transparent evaluation system for contracted teacher-researchers by an independent committee throughout the career in new statutes for contracted teacher-researchers.	11, 15, 17, 26, 27	(++) 11. Evaluation/appraisal systems	Q2 - 2026	Human Resources Department	Validation by the Governing Board of new statutes (regulations) for contract professors-researchers
11	Application of the OTM-R policy validated by the Board of Directors on 22 June 2023: Reminder of the principles of the OTM-R policy with each new job campaign Transmission of the OTM-R policy to all selection committee members	12, 17	(+/-) 12. Recruitment	Q1 - 2025	Human Resources Department	Dissemination of the OTM-R policy on the UTT website. Attach the OTM-R policy to all members of the selection committee when they are summoned

12	<p>Broaden the communication of job offers and ensure wider dissemination of UTT job offers</p> <p>Train HRD staff to publish posts on the Euraxess platform</p> <p>Review the format of job postings so that it is consistent with the publication of offers on the Euraxess platform;</p> <p>Publication of job offers on the platform (including those of high-responsibility administrative management positions).</p>	13	(-/+) 13. Recruitment (Code)	Q2 - 2025	Human Resources Department	<p>Produce a user guide for the dissemination of offers on the Euraxess platform</p> <p>Review job description accordingly (according to Euraxess platform requirements)</p> <p>Disseminate 100% of tenured or contracted teaching-researcher posts, and in general, all posts, validated by the employment campaign voted by the Administrative Council, including offers of doctoral contracts</p> <p>And over the course of the University's executives, disseminate 100% of the job offers of researchers as well as those of high-level administrative executives.</p>
13	<p>Maintains dissemination of videos to raise awareness of selection biases (see EDI plan)</p> <p>Provide the gendered data to the chairs of the selection committees with the recruitment history within the Research Unit, the candidatures received (See EDI plan)</p> <p>Extend the distribution of the impartiality grid to the recruitment of contract staff</p>	10, 14, 17	(+/-) 14. Selection (Code)	Q1 - 2025	Human Resources Department	<p>Disseminate video of selection biases and provide gendered data to 100% of selection committee members</p> <p>Dissemination of the impartiality grid to 100% of the members of the selection committees, whether for the recruitment of permanent or contract staff</p>
14	<p>Provide a hyperlink on 100% of the contract R3 and R4 job offers referring to the (new) regulations for contractual teacher-researchers, a version of which has been translated into English</p>	15	(++) 15. Transparency (Code)	Q2 - 2026	Human Resources Department	<p>100% of the R3 and R4 job offers published refer to the regulations governing the post open for recruitment.</p>
15	<p>Produce a new application evaluation grid and open the possibility to apply different weightings to each of the selection criteria. Building on the European Competence Framework for Researchers.</p>	16, 17, 36	(++) 16. Judging merit (Code)	Q2 - 2026	Research Directorate Directorate of Education and Pedagogy	<p>100% of job offers are accompanied by a weighted evaluation grid, adapted to the profile of the job sought</p>
16	<p>Task of the EUt+ initiative to foster systemic staff engagement for the development of EUt+. The role of this task is to develop and integrate a common human resources strategy that takes into account the diversity of career paths, staff mobility, language training, equity, diversity and inclusion.</p> <p>One of the main objectives is also to promote and encourage the mobility of staff irrespective of their status.</p>	10, 17, 18, 23, 28, 29	(+/-) 18. Recognition of mobility experience (Code)	Q4 - 2026	Human Resources Department	<p>As a first step, and for all EUt+ members, the indicator chosen is to observe the staff mobility satisfaction rate. The objective is to reach a rate of 80 % or more.</p>
17	<p>Explore the opportunity to be part of the 'Coalition on Advancing Research Assessment (CoARA)' approach</p>	19, 20	(++) 19. Recognition of qualifications (Code)	Q3 - 2026	Research Directorate	<p>Outcome of the study on whether or not to register for the 'Coalition on Advancing Research Assessment (CoARA)' procedure.</p> <p>If Yes, set up the expected impacts.</p>

18	Establish a career support system that takes into account young researchers in category R2, which generally corresponds to post-doctoral staff ==> Definition of support arrangements (What? Who? When?)	21, 25, 28, 30	(-- 21. Postdoctoral appointments (Code)	Q3 - 2025	Scientific Council	Accompany 100% of post-doctorates who have accepted the device
19	Search for systematic funding to involve doctoral students in conferences during their thesis and publish their first article or promote international mobility	22	(+/-) 22. Recognition of the profession	Q3 - 2025	PhD School Research Directorate	Increase the number of doctoral students who benefit from an accompanying budget. (Provide statistics for each academic year)
20	Recall in all management position sheets the social responsibility of the institution and the role of the holders of these positions to ensure that these commitments are met. Training teacher-researchers in DD-RS issues (See UTT DD&RS Master Plan) ==> Reference to the "Working with others" competence of the European repository of researchers' skills Produce a Quality of Life and Working Conditions action plan for all staff, including academic and scientific staff.	23, 34, 37, 39	(++) 23. Research environment	Q2 - 2025	Directorate- General Directorate- General for Services Human Resources Department Research Directorate	100% of the management job descriptions that emphasize the institution's societal responsibility and the role of the holders of these positions in ensuring the fulfillment of these commitments. 50% of teacher-researchers will have received training on DD&RS issues within 2 years, 100% within 5 years (see Objectives of the DD&RS Master Plan) Validation of a Quality of Life and Working Conditions action plan by the "Comité Social d'Administration" (i.e. staff representatives)
21	Creation of a barometer on quality of life and working conditions Improving the accessibility of buildings for people with motor and sensory disabilities Develop measures to facilitate the reconciliation of personal and professional life: Creation of breastfeeding spaces, facilitating access to childcare ("crèche")	7, 10, 24, 27	(++) 24. Working conditions	Q3 - 2026	Deputy directorate	Create the Barometer and set the target after performing a first measurement % of buildings accessible to people with motor/sensory disabilities (100%/60% at 2 years / 100% at 5 years) Have 3 breastfeeding rooms
22	Facilitate access to training for non-permanent contractual staff.	21, 25, 28, 37, 38	(+/-) 25. Stability and permanence of employment	Q2 - 2025	Human Resources Department Scientific Council	5 non-permanent researchers enrolled in at least one competency training session of the European Competency Framework for Researchers
23	Write new regulations for contractual teacher-researchers who supervise their careers, recruitment conditions, career development, salary scale, definition of duties and obligations, etc.). Actions link to Articles 11, 15, 17, 26, 27	11, 15, 17, 26, 27	(+/-) 26. Funding and salaries	Q4 - 2025	Human Resources Department	Validation of the new regulations for contractual teacher-researchers by the Governing Board after consulting the advisory bodies. And determine the number (Target) of potential new beneficiaries.

24	Drafting of the new gender equality plan Measure the occupational equality index (DD&RS Masterplan indicator)	10,11,12,14, 27	(+/-) 27. Gender balance	Q3 - 2025	Directorate Human Resources Department Gender Equality Referent	Validation of the new gender equality plan in the Governing Board Procedure for measuring the occupational equality index and definition of indicators/targets
25	Effective deployment of the "Welcome Package" (R3) scheme, which includes the implementation of mentoring, an operating budget, a specific call-for-project schemes dedicated to new comers and the possibility of reducing the load of teaching services.	25, 28, 30, 33	(+/-) 28. <i>Career development</i>	Q2 - 2025	Research Directorate Directorate of Education and Pedagogy Human Resources Department	Application of the "Welcome Package" device to 100% of R3 newcomers
26	Promoting sectoral mobility: Through the various frameworks offered by the law for civil servants and the new statutes of contractual teacher-researchers, offer devices that will make it possible to deploy career plans that will promote the sectoral mobility of researchers R3 to R4. For young researchers R1 and R2, engage in Horizon Europe WIDERA projects Improving the reception conditions for researchers and scientists invited for short- and medium-term stays: Support for housing, administrative procedures and the discovery of local culture (Mobility friendly Plan for researchers)	11, 12, 13, 18, 24, 29	(--) 29. Value of mobility	Q2 - 2026	Human Resources Department Research Directorate International Relations Office	Support 1 mobility project per year by ERI Project filings up to 1 Horizon Europe WIDERA project in the next 4 years Drafting of a Specification for the improvement of the reception qualities of foreign or new researchers in the region. Analysis of existing facilities and search for ways of providing the range of compatible services at a satisfactory level of reception quality (Reference: Become a Euraxess Reception Centre)
27	Inform staff each year about the promotion campaign, the criteria, the drafting of the file and communicate on the list of promoted (EDI Plan) Give each year in amphi, information on the progress of the academic career (EDI PLAN) Study the framework for the establishment of a proposed activity review (at least once every two years) for all researchers' categories (from R2 to R4).	21, 25, 28, 30, 37	(--) 30. <i>Access to career advice</i>	Q2 - 2026	Research Directorate Directorate of Education and Pedagogy Human Resources Department Scientific Council	Dissemination of a systematic information e-mail for each promotion campaign to all eligible researchers 1 information session per year on the progress of the academic career for the entire research community (R1 to R4) Validate the framework for the establishment of a proposed activity review (at least once every two years) for all researchers' categories (from R2 to R4). The framework to be validated after consultation with staff representatives.
28	Drafting and disseminating an institutional policy on Intellectual Property (Guidelines for Internal Intellectual Property Policy)	5, 8, 31	(-/+) 31. Intellectual Property Rights	Q2 - 2026	Partnerships and Research Valorization Service	Validation of the Internal Intellectual Property Policy Guidelines) by Gouverning Board.
29	Application of the provisions of the welcome offer for new UTT teacher-researchers and more particularly the definition of a discharge and a teaching service suitable for taking up duties.	28, 33	(-/+) 33. <i>Teaching</i>	Q2 - 2025	Human Resources Department Directorate of Education and Pedagogy Research Directorate	Number of new teacher-researchers benefiting from a teaching discharge

30	Analysis of reports in the platform and identification of the number of cases whose use of internal or external mediation could be sufficient to manage the situation Figure the proportional number of reports from an anonymous whistleblower (including witnesses)	24, 34	(+/-) 34. <i>Complains/ appeals</i>	Q3 - 2026	Directorate- General Human Resources Department Legal Service	Number of referrals that could be mediated Number of situations in which the complainant, or witness, requests to maintain the confidentiality of his or her identity
31	Recall the role of the thesis directorate to anyone assuming this responsibility	30, 36	(+/-) 36. <i>Relationship with supervisors</i>	Q3 - 2025	PhD School	One information session per year for 100% of new thesis directors
32	Incorporate into the training plan modules designed to develop the skills "Working with others" of the European Competence Framework for Researchers To conduct an activity review, define the role of the individuals who will lead these activity reviews.	28, 30, 36, 37	(+/-) 37. <i>Supervision and managerial duties</i>	Q2 - 2026	Human Resources Department Research Directorate	Offer two training modules per year open to at least 5 researchers each. ==> Number of participants in 'Working with others' training modules Produce a note that defines the role and attitude of the person who would conduct the career interviews.
33	Target the competences of the European competences framework for researchers and propose a training plan adapted to the objectives with the opening of a training program for researchers (Open Sciences, project management methodo PM2, Open access, EU project set-up, Selection procedures according to categories, copyright, ...) in the HR training plan of the year 2026	21, 23, 25, 37, 38	(+/-) 38. <i>Continuing Professional Development</i>	Q4 - 2025	Human Resources Department Research Directorate	Identification of skills to target (Research-comp). Minimum 4 skills Establish a training plan Minimum 4 trainings / year and - 5 Beneficiaries per module
34	Create a procedure for researchers to track their training needs (similar to what is offered to administrative staff)	28, 30, 38, 39	(+/-) 39. <i>Access to research training and continuous development</i>	Q3 - 2025	Human Resources Department	100% of researchers must declare themselves able to share their training needs