HRS4R ACTION PLAN - UNIVERSITE PSL

A/ Strengths and weaknesses of the current HRS4R practice:

1/ ETHICAL AND PROFESSIONAL ASPECTS

Integrity and professional attitude

French legislation provides a protective framework for
intellectual property. As an invested and well-known French research and higher education
institution, Université PSL wanted to make a strong commitment to taking action to encourage
integrity and ethics in scientific research.

It therefore adopted the PSL Scientific Integrity Charter, which covers most of the ethical points
contained in the European Research Charter. Two advisors were appointed to coordinate joint
discussions with their counterparts in the components on the rights and duties of researchers in
this area and develop actions to raise awareness of the issue. Training and workshops on ethics
and scientific integrity are already regularly offered to doctoral students and researchers
at Université PSL.

With regard to professional aspects, Université PSL provides all researchers with access to its
research and graduate education support department, in addition to the departments and services
within the components, as well as a shared service dedicated to supporting partnership activities
(SAAP). These all help raise awareness among researchers with regard to matters concerning
professional attitude, and provide them with support through discussion workshops, training and
personalized assistance with calls for proposals.

That said, researchers in PSL component schools are still largely unfamiliar with the legislation on
these issues and the various mechanisms in place. Efforts must be made to improve accessibility
to this information within the university community.

Almost all researchers at Université PSL are employed directly by its component schools or partner organizations, which are

component schools, coordinated by Université

Nevertheless, Université PSL, which manages a number of major joint projects in the field of research (COFUND, Laboratory of Excellence, etc.), guarantees compliance with national and European standards in terms of the recruitment and career management of the scientific personnel funded through its credits and, more generally, of all researchers. The human resources strategy of Université PSL clearly reflects this aim, jointly pursued with the component schools, to set up common guidelines and actions to ensure open, transparent recruitment based on merit, in accordance with the specific characteristics of each institution.

Young researchers (R1) can already benefit from the PSL Doctoral College which, since 2015,

which it confers accreditation or joint accreditation.

Recruitment by the component schools is also carried out in compliance with the procedures set out in the bylaws applicable to them. These bylaws seek to prevent any form of discrimination based on the age, citizenship, language or ethnic origin of candidates.

However, the gap analysis revealed certain weaknesses often applicable to both Université PSL and its components with regard to recruitment procedures.

A lack of visibility regarding   academic job offers was noted, as well as the fact that they were not systematically published on the Euraxess Job platform. The creation of a joint recruitment platform at the end of the first semester of 2020 addresses this.

Work is still required regarding the formalization of selection criteria and awareness-raising among potential recruiters, particular in terms of cognitive bias.

Lastly, there are not yet any formal documents or set of measures that make it possible to verify compliance with all OTM-R principles, such as candidate mobility and the chronological variation of their CV, etc. The PSL academic recruitment charter adopted in 2020 will address this, but specific monitoring systems must also be put in place7 434.59 Tm0 g0 G[t)-4(hei)6(0.01d)1y

committees, the combating of harassment and sexism, and the professional equality plan) and draw on its equality charter in order to go further still in terms of raising awareness and levels of vigilance on these issues, at each stage in recruitment.

recruitment. This job description would present more details about the terms and condition of the job, as well as respect of the principles of the Code of Conduct for the Recruitment of action is common to all PSL University institutions and will be implemented in each action plan.			*PSL, HR working group (HRWG),*	and English including the HRS4R dimension yes/no
Implementation of a device/a page on the PSL website centralizing the publication of all calls for applications for contractual researcher positions within PSL institutions (Doctoral fellows already benefit from a centralized tool				

Proposed ACTIONS	GAP Principle(s)	Timing (at least quarter/semester)	Responsible Unit	Indicator(s) / Target(s)
psychosocial risks and risk prevention for researchers and engineers in management positions				
Implement delayed evaluations for career management workshops, in order to assess the medium/long term impact. This action will be steered and internal school.	29, 30, 39	S1 2021	PSL Internal School	Number of feedback forms received Delayed feedback for each training session yes/no
Set up training courses in supervision (doctoral supervision, research team management) and management tasks (budget and requests for resources, legal risks...) via the Internal School.	40	S2 2020	PSL Internal School	Number of supervision ang management tasks training courses Number of participants
Proposed ACTIONS	**GAP Principle(s)**	**Timing (at least quarter/semester)**	**Responsible Unit**	**Indicator(s) / Target(s)**
Conduct an inventory of formal and informal mentoring practices in order to establish a common framework for PSL University	28, 40	S2 2020	PSL's CSR VP / Research VP, PSL Internal School	Presence of the inventory: yes/no
Ensure a better communication of existing mentoring and supervision training courses and workshops through a synthetic communication document.	30, 39	S2 2021	PSL Internal School	Communication material
Constitution of a pool of PSL mentors	28, 37	S2 2021	PSL's CSR VP / Research VP, PSL Internal School	Number of mentors in the PSL pool
Encourage researchers to follow training seminars on teaching techniques for research professors and assistant professors	40	S2 2020	PSL Internal School	Number of participants in teaching techniques courses

If your organisation already has a recruitment strategy which implements the principles of Open, Transparent and Merit-Based Recruitment, please provide the web link where this strategy can be found on your organisation's website:

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URL :
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4. IMPLEMENTATION

General overview of the expected implementation process:

Make sure you also cover all the aspects highlighted in the checklist below, which you will need to describe in detail:

Checklist	*Detailed description and duly justification
How will the implementation committee and/or steering group regularly oversee progress?	free text 500 words maximum
How do you intend to involve the research community, your main stakeholders, in the implementation process?	free text 500 words maximum
How do you proceed with the alignment of organisational policies with the HRS4R? Make sure the HRS4R is recognized as the overarching HR policy.	free text 500 words maximum

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