

HRS4R QUESTIONNAIRE

TO BE COMPLETED BY 12/02/25 AT THE LATEST

STRUCTURE OF THE DOCUMENT

OBJECTIVE OF THE SURVEY:

To make the label known to staff at the University of Artois and to identify the themes considered to be priorities by our community.

The questionnaire includes 4 series of questions:

- The 1st allows us to identify the profile of the respondents;
- The 2nd aims to assess your knowledge of the HRS4R label
- The 3rd allows us to identify the priority themes to be addressed for our establishment following the self-assessment (GAP A)
- A final question collects your suggestions for improvements

6 In order to facilitate its use, this questionnaire can be interrupted at any time and resumed later.

YOUR PROFILE

1/ WHO ARE YOU?

Please select one of the following options:

- ☐ Man
- ☐ Woman
- ☐ Does not wish to answer

2/ WHAT IS YOUR STATUS?

- ☐ Non-teaching staff
- ☐ PhD student
- ☐ Lecturer
- ☐ PRAG/PRCE
- ☐ University professor
- ☐ Postdoctoral student/ATER
- ☐ Other

3/ WHAT TYPE OF CAREER DO YOU HAVE?

Please select one of the following options:

- ☐ Permanent civil servant
- ☐ Permanent contract
- ☐ Fixed-term
- ☐ Other

4/ WHAT IS YOUR LAST DIPLOMA OBTAINED?

Please select one of the following options:

- ☐ Baccalaureate (French baccalaureat)
- ☐ Bachelor
- ☐ Master's degree
- ☐ Doctorate
- ☐ Accreditation to supervise research
- ☐ Other

5/ HOW LONG HAVE YOU BEEN WORKING IN THE FIELD OF RESEARCH?

Please select one of the following options:

- ☐ Less than 5 years
- ☐ For 5 to 10 years
- ☐ More than 10 years
- ☐ Not applicable

6/ FOR DOCTORAL STUDENTS, TO WHICH DOCTORAL SCHOOL ARE YOU AFFILIATED? (FILTER IF DOCTORAL STUDENTS Q2)

Please select one of the following options:

- ☐ Human and Social Sciences
- ☐ Science, Technology and Health

7/ WHICH DOMAIN OF MAJOR INTEREST (DIM) ARE YOU AFFILIATED TO ? (MULTIPLE ANSWERS POSSIBLE)

Select all that apply :

- ☐ DIM 1: Energy eco-efficiency: Housing, Logistics, Electrical systems
- ☐ DIM 2: Heritage, territories and transculturalities
- ☐ DIM 3: Social links and vulnerabilities
- ☐ DIM 4: Artificial intelligence
- ☐ Not applicable
- ☐ Don't know

8/ WHICH DEPARTMENT ARE YOU AFFILIATED TO?

Please select one of the following options:

- | | |
|------------------------------------------------------|----------------------------------------------------------|
| <input type="checkbox"/> Faculty of Sciences | <input type="checkbox"/> Law |
| <input type="checkbox"/> Applied Sciences Faculty | <input type="checkbox"/> Sports |
| <input type="checkbox"/> Letters and Arts | <input type="checkbox"/> Lens Institute of Technology |
| <input type="checkbox"/> Foreign Languages | <input type="checkbox"/> Béthune Institute of Technology |
| <input type="checkbox"/> History-Geography-Heritages | <input type="checkbox"/> Engineering School of Artois |
| <input type="checkbox"/> Economics | <input type="checkbox"/> Not applicable |

9/ WHAT IS YOUR PRIMARY RESEARCH LABORATORY OR CENTER AFFILIATION?

Please select one of the following options:

- ☐ Texts and Cultures (UR 4028)
- ☐ Research center in French linguistics and French teaching - GRAMMATICA (UR 4521)
- ☐ Research and Study Center - History and Societies - CREHS (UR 4027)
- ☐ Center for Law, Ethics and Procedures - CDEP (UR 2471)

- ☐ Multidisciplinary Research Unit Sport Health Society - URePSSS (ULR 7369)
- ☐ Lille Economics and Management - Artois Team (UMR CNRS 9221)
- ☐ Civil Engineering and Geo-Environment Laboratory - LGCgE (ULR 4515)
- ☐ Electrotechnical Systems and Environment Laboratory - LSEE (UR 4025)
- ☐ Artois Computer Engineering and Automation Laboratory - LGI2A (UR 3926)
- ☐ Lens Computer Science Research Center - CRIL (UMR CNRS 8188)
- ☐ Lens Mathematics Laboratory - LML (UR 2462)
- ☐ Blood-Brain Barrier Laboratory - LBHE (UR 2465)
- ☐ Catalysis and Solid State Chemistry Unit - UCCS (UMR CNRS 8181)L
- ☐ BioEcoAgro (UMRT 1158)
- ☐ Transformations & Agroresources Unit (ULR 7519)
- ☐ Other
- ☐ Not applicable

ABOUT THE HRS4R AWARD

10/ HAVE YOU PARTICIPATED IN AN HRS4R WORKING GROUP?

Please select one of the following options:

- ☐ Yes
- ☐ No

11/ IF NO TO QUESTION 10, ARE YOU AWARE OF THE EXISTENCE OF THE EUROPEAN RESEARCHER'S CHARTER?

Please select one of the following options:

- ☐ Yes
- ☐ No

12/ IF NO TO QUESTION 10, ARE YOU AWARE OF THE EXISTENCE OF THE THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS ?

Please select one of the following options:

- ☐ Yes
- ☐ No

13/ IF NO TO QUESTION 10, ARE YOU AWARE OF THE HRS4R LABEL ?

Please select one of the following options:

- ☐ Yes
- ☐ No

14/ IF NO TO QUESTION 10, ARE YOU AWARE OF THE EUROPEAN COMMISSION WEBSITE ON HR ISSUES (EURAXESS) ?

Please select one of the following options:

- ☐ Yes
- ☐ No

15/ WHICH OF THE FOLLOWING THEMES DO YOU CONSIDER TO BE THE MOST IMPORTANT?

Please choose a maximum of 5 themes :

<input type="checkbox"/> Ethical principles <input type="checkbox"/> Freedom of research <input type="checkbox"/> Professional responsibilities <input type="checkbox"/> Recruitment <input type="checkbox"/> Career development <input type="checkbox"/> Intellectual property	<input type="checkbox"/> Mobility (internal and international) <input type="checkbox"/> Working conditions and safety <input type="checkbox"/> Professional environment <input type="checkbox"/> Non-discrimination and Disability <input type="checkbox"/> Training <input type="checkbox"/> Other
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PROPOSALS FROM GAP A

PLEASE COMPLETE THE DEGREE OF IMPORTANCE AND URGENCY FOR EACH ACTION:

THEME 1: ETHICAL PRINCIPLES AND PROFESSIONAL RESPONSIBILITIES

16/ PRINCIPLE 1: FREEDOM OF RESEARCH

DESCRIPTION OF THE ACTION:

A1-P1: Create a section "Integrity, Ethics, Deontology" on the university website

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

17/ PRINCIPLE 2 : ETHICAL PRINCIPLES

DESCRIPTION OF THE ACTION:

A1-P2: PROMOTING THE "SCIENTIFIC INTEGRITY" CORRESPONDENT NETWORK

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

18/ PRINCIPLE 3 : PROFESSIONAL RESPONSIBILITY

DESCRIPTION OF THE ACTION :

A1-P3: Offer the "legal framework of egal framework of Artificial Intelligence" module (18 hours) of the "AI Use Responsibility" DU to all university staff via the Skills Development Plan

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

19/ PRINCIPLE 4 : PROFESSIONAL ATTITUDE

DESCRIPTION OF THE ACTION :

A1-P4: Create a framework document to explain funding methods, recurring schedules, resource contacts and integrate it into the researcher's kit

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

20/ PRINCIPLE 4 : PROFESSIONAL ATTITUDE

DESCRIPTION OF THE ACTION :

A2-P4 : implement a training course on research project development

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

21/ PRINCIPLE 5 : CONTRACTUAL AND LEGAL OBLIGATIONS

DESCRIPTION OF THE ACTION :

A2-P5: Improve the dissemination of the "News' Valo"

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

22/ PRINCIPLE 8 : DISSEMINATION, PROMOTION OF RESULTS

DESCRIPTION OF THE ACTION :

A1-P8: List research partners at the University of Artois to facilitate contact for new researchers

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

23/ PRINCIPLE 9 : COMMITMENT TO SOCIETY

DESCRIPTION OF THE ACTION :

A1-P9 : Create a section on the UA website "Our Research Teachers in the Media"

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

24/ PRINCIPLE 10 : NON-DISCRIMINATION

DESCRIPTION OF THE ACTION :

A2-P10 : Developing a university culture around professional equality between women and men (website, organization of events, training, etc.)

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

25/ PRINCIPLE 10 : NON-DISCRIMINATION

DESCRIPTION OF THE ACTION :

A5-P10 : Raising awareness among members of teacher recruitment committees (contractual, ATER, PAST/MAST, guests) and non-teaching contract staff about cognitive biases in recruitment

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

26/ PRINCIPLE 10 : NON-DISCRIMINATION

DESCRIPTION OF THE ACTION :

A6-P10 : Experiment with mentoring to support the careers of teacher-researchers and researchers to encourage more and/or more quickly women to present their files during key periods in their careers (HDR, promotions) or following an absence for maternity leave

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

27/ PRINCIPLE 10 : NON-DISCRIMINATION

DESCRIPTION OF THE ACTION :

A12-P10 : *Raising awareness among students and teacher-researchers about the issue of continuing studies for students with disabilities*

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

28/ PRINCIPLE 12 : RECRUITMENT

DESCRIPTION OF THE ACTION :

A1-P12 : *Publish on Euraxess the job profiles of teacher-researchers for better international visibility*

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

29/ PRINCIPLE 12 : RECRUITMENT

DESCRIPTION OF THE ACTION :

A2-P12 : *Present to the Academic Council the detailed profiles of the research professor positions to be published*

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

30/ PRINCIPLE 14 : SÉLECTION

DESCRIPTION OF THE ACTION :

A2-P14 : *Encourage role-playing during recruitment interviews for teacher-researchers*

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

31/ PRINCIPLE 15 : TRANSPARENCY

DESCRIPTION OF THE ACTION :

A2-P14 : Create a collection of points of vigilance to be assessed during recruitment for the attention of COS members

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

32/ PRINCIPLE 15 : TRANSPARENCY

DESCRIPTION OF THE ACTION :

A3-P15 : Design a framework for writing jury reports

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

33/ PRINCIPLE 16: JUDGING MERIT

DESCRIPTION OF THE ACTION :

A1-P16 : Organise an immersion campaign in a professional environment (administrations, companies, associations, etc.), for research staff

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

34/ PRINCIPLE 18 : RECOGNITION OF MOBILITY EXPERIENCE

DESCRIPTION OF THE ACTION :

A2-P18 : Greater value for international mobility in career management (promotion, RIPEC, etc.)

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

35/ PRINCIPLE 18 : RECOGNITION OF MOBILITY EXPERIENCE

DESCRIPTION OF THE ACTION :

A5-P18 : Further encourage English training for French-speaking staff and French for English-speaking staff

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

36/ PRINCIPLE 18 : RECOGNITION OF MOBILITY EXPERIENCE

DESCRIPTION OF THE ACTION :

A6-P18 : Draft a procedure for welcoming students in joint PhD supervision

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

37/ PRINCIPLE 18 : RECOGNITION OF MOBILITY EXPERIENCE

DESCRIPTION OF THE ACTION :

A8-P18 : Develop a partnership specific to the UA for accommodation for joint PhD supervision students

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

38/ PRINCIPLE 20 : SENIORITY

DESCRIPTION OF THE ACTION :

A1-P20 : Promoting previous professional skills when recruiting contract staff to compensate for the lack of required diplomas

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

39/ PRINCIPLE 21 : POST DOCTORAL APPOINTMENTS

DESCRIPTION OF THE ACTION :

A1-P21 : Develop the support measures for post-doctoral students provided for by decree no. 2021-1450 of November 4, 2021:

<https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000044293306#:~:text=Le%20d%C3%A9cret%20fixe%20les%20modalit%C3%A9s,legifrance.gouv.fr>

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

40/ PRINCIPLE 22 : RECOGNITION OF THE PROFESSION

DESCRIPTION OF THE ACTION :

A4-P22 : Raising awareness of the "Erasmus +" programme within laboratories

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

41/ PRINCIPLE 23 : RESEARCH ENVIRONMENT

DESCRIPTION OF THE ACTION :

A1-P23 : Raising awareness of the Research Quality Bonus - junior researchers among new recruits

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

42/ PRINCIPLE 23 : RESEARCH ENVIRONMENT

DESCRIPTION OF THE ACTION :

A2-P23 : *Improving the assessment and prevention of occupational risks (GPuC)*

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

43/ PRINCIPLE 24: WORKING CONDITIONS

DESCRIPTION OF THE ACTION :

A2-P24 : *Consider, in the event of exceptional events (strikes, bad weather, etc.), the use of distance learning*

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

44/ PRINCIPLE 28: CAREER DEVELOPMENT

DESCRIPTION OF THE ACTION :

A1-P28 : *Communicate on the role of the career mobility advisor*

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

45/ PRINCIPLE 28: CAREER DEVELOPMENT

DESCRIPTION OF THE ACTION :

A2-P28 : *Encourage mentoring for junior researchers (provide training for mentors to frame and define their role and missions)*

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

- ☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

46/ PRINCIPLE 31: INTELLECTUAL PROPERTY RIGHTS

DESCRIPTION OF THE ACTION :

A2-P31 : Encourage staff to choose the creative commons CC license (protection level) appropriate for the situation for their video productions, writings

Importance/urgency matrix:

Importance :

- ☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

- ☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

47/ PRINCIPLE 31: INTELLECTUAL PROPERTY RIGHTS

DESCRIPTION OF THE ACTION :

A3-P31 : Continue open source prioritization at the University of Artois

Importance/urgency matrix:

Importance :

- ☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

- ☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

48/ PRINCIPLE 31: INTELLECTUAL PROPERTY RIGHTS

DESCRIPTION OF THE ACTION :

A4-P31 : Establish a charter for open science against predatory publishers

Importance/urgency matrix:

Importance :

- ☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

- ☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

49/ PRINCIPLE 32 : CO-AUTHORS

DESCRIPTION OF THE ACTION :

A1-P32 : Raise awareness of the University's ethics charter

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

50/ PRINCIPLE 34: COMPLAINTS/APPEALS

DESCRIPTION OF THE ACTION :

A2-P34 : Develop a psychosocial risk plan

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

51/ PRINCIPLE 36: RELATIONSHIPS WITH SUPERVISORS (THESIS/INTERNSHIP ADVISORS)

DESCRIPTION OF THE ACTION :

A1-P36 : Promote the collaborative tools available to staff at the University of Artois

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

52/ PRINCIPLE 37: SUPERVISORY ROLES AND MANAGEMENT TASKS

DESCRIPTION OF THE ACTION :

A1-P37 : Integrate the « Succeeding in doctoral supervision » and « Managing priorities and mental load in research » training courses into the skill development plan

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

53/ PRINCIPLE 37: SUPERVISORY ROLES AND MANAGEMENT TASKS

DESCRIPTION OF THE ACTION :

A2-P37 : Design a “newcomer kit” for newly recruited researchers

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

54/ PRINCIPLE 38 : CONTINUING PROFESSIONAL DEVELOPMENT

DESCRIPTION OF THE ACTION :

A2-P38 : *Encourage international mobility for new teacher-researchers*

Importance/urgency matrix:

Importance :

☐ Not important ☐ Slightly important ☐ Important ☐ Very important
☐ No opinion

Urgency :

☐ Not urgent ☐ Slightly urgent ☐ Urgent ☐ Very urgent
☐ No opinion

YOUR SUGGESTIONS FOR IMPROVEMENT

DO YOU HAVE ANY SUGGESTIONS OR IMPROVEMENT ACTIONS TO PROPOSE THAT HAVE NOT BEEN CONSIDERED IN THIS QUESTIONNAIRE?

THANK YOU FOR COMPLETING THIS QUESTIONNAIRE AND FOR
YOUR PARTICIPATION

