			PROPOSED ACTIONS		
No.	Principles concerned	Action title	Person or unit responsible	Calendar (at least per quarter/half of the year)	Indicator(s)/Target(s)
1	P10	Raising awareness among students and research and teaching staff of the issue of continuing studies for students with disabilities	DREDV	**2030** On euraxess 1st Sem 2030	-Number of awareness-raising/information actions -Number of students with disabilities enrolled on PhD programmes
2	P34	Developing a psychosocial risks plan	HR/Hygiene and Safety Office.	**2026** On euraxess 2nd Sem 2026	-Existence or otherwise of a psychosocial risk plan (+ indicators defined during the development of the plan)
3	P18 P29 P38	Encouraging more training in English for French-speaking staff and in French for non-French-speaking staff	HR/Language school/Faculty of Letters and Arts	**2027** On euraxess 1st Sem 2027	-Number of trainees per training module
4	P31	Establishing a charter for open science against predatory publishers	DREDV/Open Science project manager	**2027** On euraxess 2nd Sem 2027	-Existence or otherwise of the charter
5	P10 P17 P27	Reinforcing a professional gender equality policy, including: - the organisation of events, training and, in particular, awareness-raising among members of recruitment committees for teaching staff (contract staff, temporary assistant research and teaching staff (ATER), PAST/MAST (part-time assistant university professors/part-time assistant senior lectures), guest lecturers) and contract administrative staff in cognitive bias in the field of recruitment - a mentoring trial to support the careers of teaching and research staff within institutions and organisations, to encourage women to submit their applications in greater numbers and/or more quickly at key periods in their career (accreditation to supervise research, promotions) or following maternity leave	VP and Gender equality officer	**2027** On euraxess 2nd Sem 2027	-Proportion of committees included in awareness-raising initiatives per year -Number of women having benefited from mentoring following their maternity leave -Rate of women applicants for promotions -Number of accreditations to supervise research (HDR) defended by women -Number of events organised per year -Number of training modules delivered per year

6	P3 P1 P2 P6	Proposing the "legal framework for AI" module (18 hours) from the "Responsible use of AI" university programme to all university staff via the skills development plan	HR/DREDV	**2026-2027** On euraxess 1st Sem 2027	- Number of training modules delivered/year - Number of staff (administrative staff + teaching and research staff) trained/year - Proportion of staff (administrative staff + teaching and research staff) trained/total headcount - Number of PhD students trained
7	P4 P8 P6	Supporting staff in setting up projects, including: - the creation of a framework document to explain funding methods, recurring calendars and resource contacts, incorporated in the researcher's kit -the creation of a directory of research partners at Artois University to facilitate contact with new researchers - the implementation of training on research project set-up	DREDV/HR	**2025-2027** On euraxess 1st Sem 2027	- Existence of the framework document - Existence of the directory of partners - Number of training modules delivered/year - Number of staff (administrative staff + teaching and research staff) trained/year - Proportion of research and teaching staff trained/total research lecturer headcount
8	P37 P23 P39 P40	Designing a "new arrival's kit" for newly recruited researchers, including raising awareness of the Research Quality Bonus (BQR) for young researchers among new recruits.	DREDV	**2026-2027** On euraxess 2nd Sem 2027	- Existence of the Kit - Proportion of young researchers seeking a BQR
9	P18 P29 P38	Improving the reception of students under joint supervision by two institutions, including the development of a partnership specific to Artois University for accommodation for such students and the production of a reception procedure for such students	IR/DREDV	**2025-2027** On euraxess 2nd Sem 2027	- Existence of the procedure - Number of accommodation units made available to students under joint supervision by two institutions
10	P24	Envisaging recourse to remote teaching methods in the event of exceptional events (such as strikes, extreme weather events, etc.)	HR/General Management Directorate	**2025-2026** On euraxess 2nd Sem 2026	- Number of special measures implemented per year
11	P20 P10 P17 P19 P22	Recognising previous professional experience when recruiting contract staff to compensate for the lack of required qualifications	HR	**2025** On euraxess 2nd Sem 2025	- Number of beneficiaries of recognition of professional experience out of number of eligible applicants
12	P23	Improving the assessment and prevention of professional risks via GPuC software	Hygiene and Safety Office.	**2025** On euraxess 2nd Sem 2025	- Number of staff having had GPuC training

13	P1 P2 P3 P6 P32	Addition of a section on the University's website dedicated to integrity, deontology and ethics, including a presentation of the "Integrity" coordinators network and the dissemination of the University's Ethics Charter	Scientific integrity officer + Ethics officer + DREDV	**2025-2026** On euraxess 2nd Sem 2026	- creation of the cited section - creation of the infographic poster on integrity, deontology and ethics - Number of laboratories having received the information posters/Number of laboratories at Artois University - Number of trained "integrity" coordinators - Number of laboratories included in awareness-raising initiatives/Number of laboratories at Artois University - Number of case study workshops conducted in Human and Social Sciences and in Educational, Technology and Health Sciences
14	P36	Raising staff awareness of the collaborative tools proposed by Artois University	ISD	**2027-2030** On euraxess 1st Sem 2030	Number of staff using collaborative tools (survey to be conducted)
15	P15 P14 P27	Developing tools and methods to improve the recruitment of research and teaching staff, including: - a list of points to watch for members of the selection committee, - a template for drafting the selection panel's report, - a guide for selection committee chairs, - integration, if possible, of the use of role-playing during interviews	HR + Research VP	**2026-2027** On euraxess 2nd Sem 2027	- Existence or otherwise of points to watch for - Number of selection committees incorporating the use of role-playing - Number of selection committees incorporating the use of role-playing/total number of selection committees
16	P12 P13	Publication of research and teaching staff post job descriptions on Euraxess for better international visibility	HR	**2026** On euraxess 2nd Sem 2026	- Number of posts published on Euraxess/total number of posts
17	P31 P7	Continuing to prioritise open source at Artois University, including encouragement for staff to choose an appropriate Creative Commons-CC licence (level of protection) based on the situations for their video and written outputs	Open Science project manager	**2025-2027** On euraxess 2nd Sem 2027	- Number of staff using the Creative Commons-CC licence
18	P37 P23 P29 P40	Integration of "Successful PhD supervision" and "Managing priorities and mental workload in the context of your research" training modules into the skills development plan.	HR	**2026** On euraxess 1st Sem 2026	- Integration of training into the skills development plan - Number of trainees having taken the training
19	P12 P13	Submission (upstream) of detailed job profiles for research lecturer posts to be published to the Academic Board	HR	**2025-2026** On euraxess 2nd Sem 2026	- Number of posts submitted to the Academic Board/total number of posts

20	P21	Development of the post-doctoral researcher support measures provided for in French decree No. 2021-1450 of 04 November 2021: https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000044293306#:~:text=Le%20d%C3%A9cret%20fixe%20les%20modalit%C3%A9s,legifrance.gouv.fr	HR/DREDV	**2026-2027** On euraxess 1st Sem 2027	- Number of training hours attended by post-doctoral researchers - Number of interviews followed up by the career mobility advisor
21	P9	Creation of a section on the Artois University website dedicated to "Our research and teaching staff in the media"	COM/DREDV	**2027** On euraxess 2nd Sem 2027	- Existence of the section on the university website - Number of connections to this section
22	P16	Promotion of an extra-university environment immersion campaign (government departments, companies, associations, etc.), aimed at research staff	"Science with and for society" project manager	**2027** On euraxess 1st Sem 2027	- number of immersions performed per type of structure
23	P38 P18 P29 P30	Encouraging international mobility for new research and teaching staff	VP IR/IR/HR/DREDV	**2025-2030** On euraxess 1st Sem 2030	- Number of international mobility periods in the 5 years following recruitment of research and teaching staff
24	P5 P6 P7 P8	Improving the circulation of the "News' Valo" newsletter	DREDV	**2025-2026** On euraxess 2nd Sem 2026	- DREDV survey on communication dedicated to the research field

Glossary

SHS/HSS	Human and Social Sciences
STS/ETHS	Educational, Technology and Health Sciences
DSI/ISD	Information Systems Department
RH/HR	Human Resources Department
VP	Vice-President
COS	Selection committees
CAC	Academic Board
RI/IR	International Relations
DREDV	Research, Doctoral Studies and Valorisation Office
COM	Communications office
DGS	General Management Directorate
GPuC	Risk management software
ATER	Temporary assistant research and teaching staff
OTM-R checklist	Transparent, open merit-based check-list
PAST	Part-time assistant university professors
MAST	Part-time assistant senior lecturers