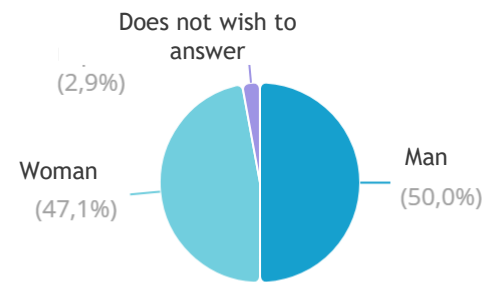


*Studied population: Respondents;  
Sample size: 244 responses*

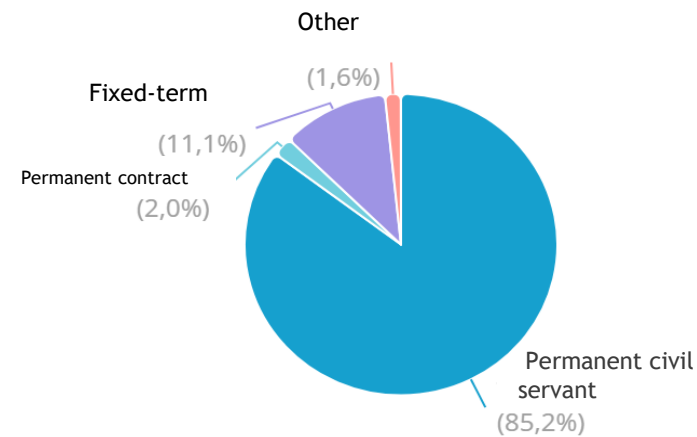
# Results of the HRS4R Survey at the University of Artois

# Profile of Respondents

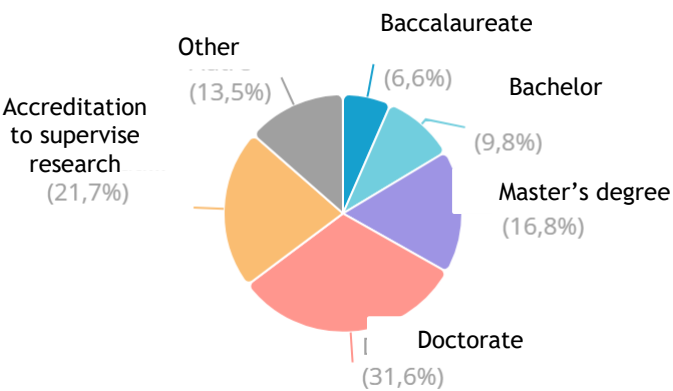
Who are you?



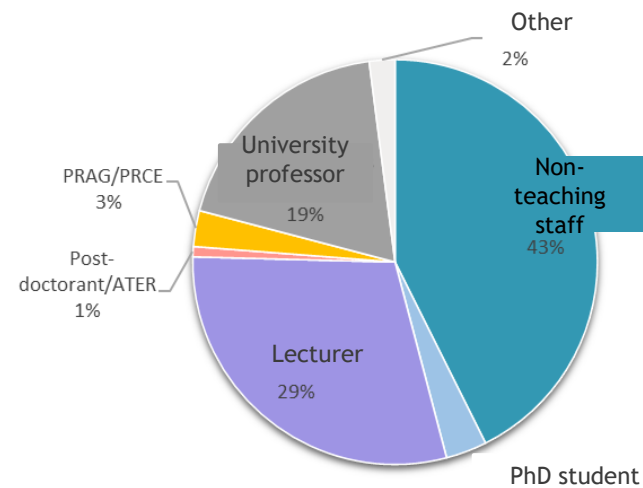
What type of career do you have?



What is your last diploma obtained?

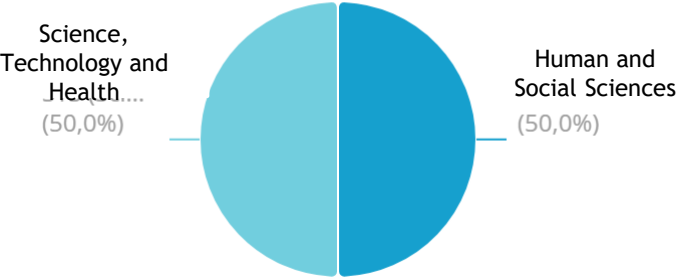


What is your status?



# Profile of Respondents

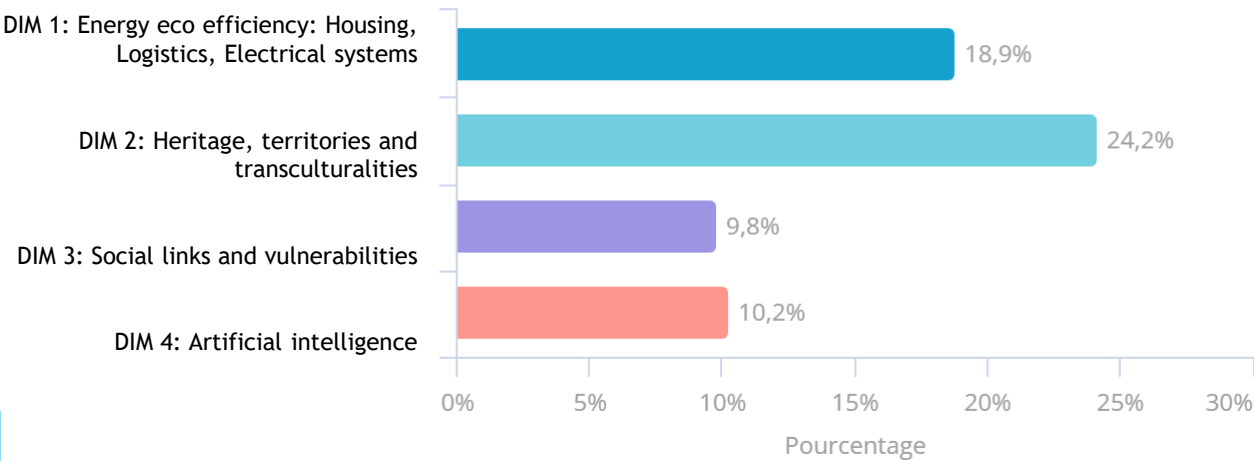
For doctoral students, to which doctoral school are you affiliated?



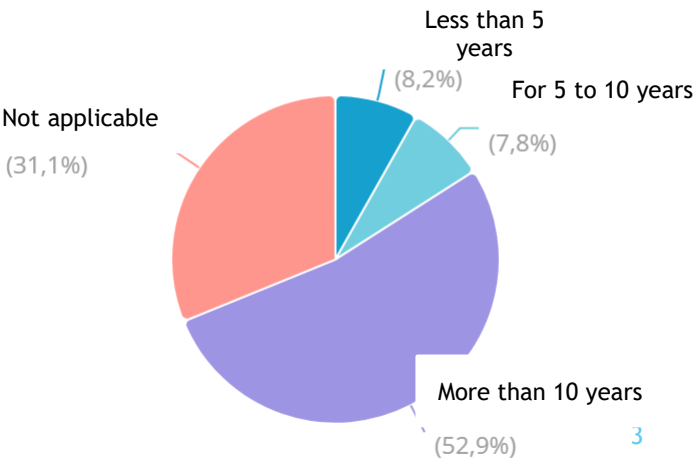
Which Department are you affiliated to?

<input type="checkbox"/> Faculty of Sciences 15 %	<input type="checkbox"/> Law 6,1%
<input type="checkbox"/> Applied Sciences Faculty 10,2 %	<input type="checkbox"/> Sports 3,7 %
<input type="checkbox"/> Letters and Arts 7 %	<input type="checkbox"/> Lens Institute of Technology 3,3 %
<input type="checkbox"/> Foreign Languages 6,1 %	<input type="checkbox"/> Béthune Institute of Technology 11,5 %
<input type="checkbox"/> History-Geography-Heritages 7,8 %	<input type="checkbox"/> Engineering School of Artois 0,8 %
<input type="checkbox"/> Economics 1,6 %	<input type="checkbox"/> Not applicable 26,6%

Which Domain of Major Interest (DIM) are you affiliated to ?



How long have you been working in the field of research?



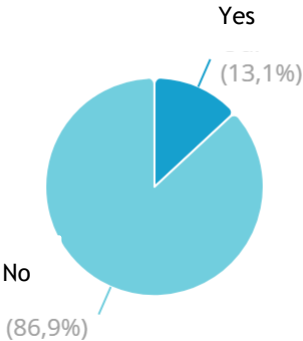
## Profile of Respondents

What is your primary research laboratory or center affiliation?	%
BioEcoAgro (UMRT 1158)	0,8%
Lens Computer Science Research Center - CRIL (UMR CNRS 8188)	3,3%
Research center in French linguistics and French teaching - GRAMMATICA (UR 4521)	1,2%
Research and Study Center - History and Societies - CREHS (UR 4027)	5,7%
Center for Law, Ethics and Procedures - CDEP (UR 2471)	4,1%
Civil Engineering and Geo-Environment Laboratory - LGCgE (ULR 4515)	5,7%
Artois Computer Engineering and Automation Laboratory - LGI2A (UR 3926)	2,5%
Blood-Brain Barrier Laboratory - LBHE (UR 2465)	2,9%

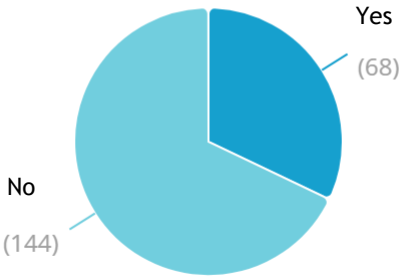
What is your primary research laboratory or center affiliation?	%
Lens Mathematics Laboratory - LML (UR 2462)	2,5%
Electrotechnical Systems and Environment Laboratory - LSEE (UR 4025)	4,1%
Lille Economics and Management - Artois Team (UMR CNRS 9221)	0,8%
Texts and Cultures (UR 4028)	13,9%
Catalysis and Solid State Chemistry Unit - UCCS (UMR CNRS 8181)	6,1%
Multidisciplinary Research Unit Sport Health Society - URePSSS (ULR 7369)	2,5%
Transformations & Agroresources Unit (ULR 7519)	0,8%
Non concerné	40,2%
Othre	2,9%
Not applicable	100,0%

# About HRS4R

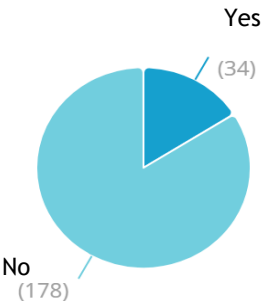
HAVE YOU PARTICIPATED IN AN HRS4R WORKING GROUP?



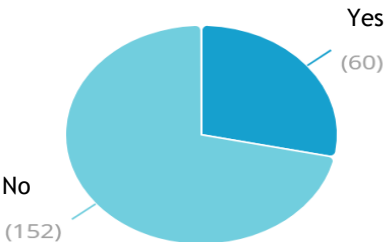
IF NO TO QUESTION 10, ARE YOU AWARE OF THE EXISTENCE OF THE EUROPEAN RESEARCHER’S CHARTER?



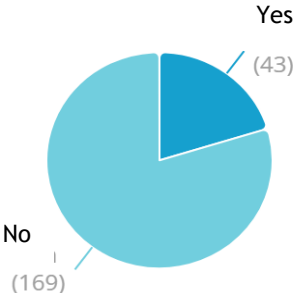
IF NO TO QUESTION 10, ARE YOU AWARE OF THE EXISTENCE OF THE The Code of Conduct for the Recruitment of Researchers ?



If no to question 10, ARE YOU AWARE OF THE HRS4R Label ?



If no to question 10, are you aware of the European Commission website on HR issues (Euraxess) ?



What is your status? / Have you participated in an hrs4r working group?

What is your status ?	HAVE YOU PARTICIPATED IN AN HRS4R WORKING GROUP?		
	Yes	No	TOTAL
BIATSS	13,5%	86,5%	100,0%
Doctorant	0,0%	100,0%	100,0%
Maître de conférences	12,5%	87,5%	100,0%
Post-doctorant/ATER	0,0%	100,0%	100,0%
PRAG/PRCE	0,0%	100,0%	100,0%
Professeur des universités	19,6%	80,4%	100,0%
Autre	0,0%	100,0%	100,0%
TOTAL	13,1%	86,9%	

## Important Themes

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Which of the following themes do you consider to be the most important?

- o Ethical principles 61.1 %
- o Freedom of research 58.2 %
- o Professional responsibilities 24.6 %
- o Recruitment 27.5 %
- o Career development 43.9 %
- o Intellectual property 22.1 %
- o Mobility (internal and international) 26.6 %
- o Working conditions and safety 59.4 %
- o Professional environment 44.3 %
- o Non-discrimination and Disability 29.9%
- o Training 30.7 %
- o Other 1.6 %

# Actions validated by the Steering Committee

The 39 actions identified by the working groups were submitted to our university community through a questionnaire, with the aim of establishing priorities.

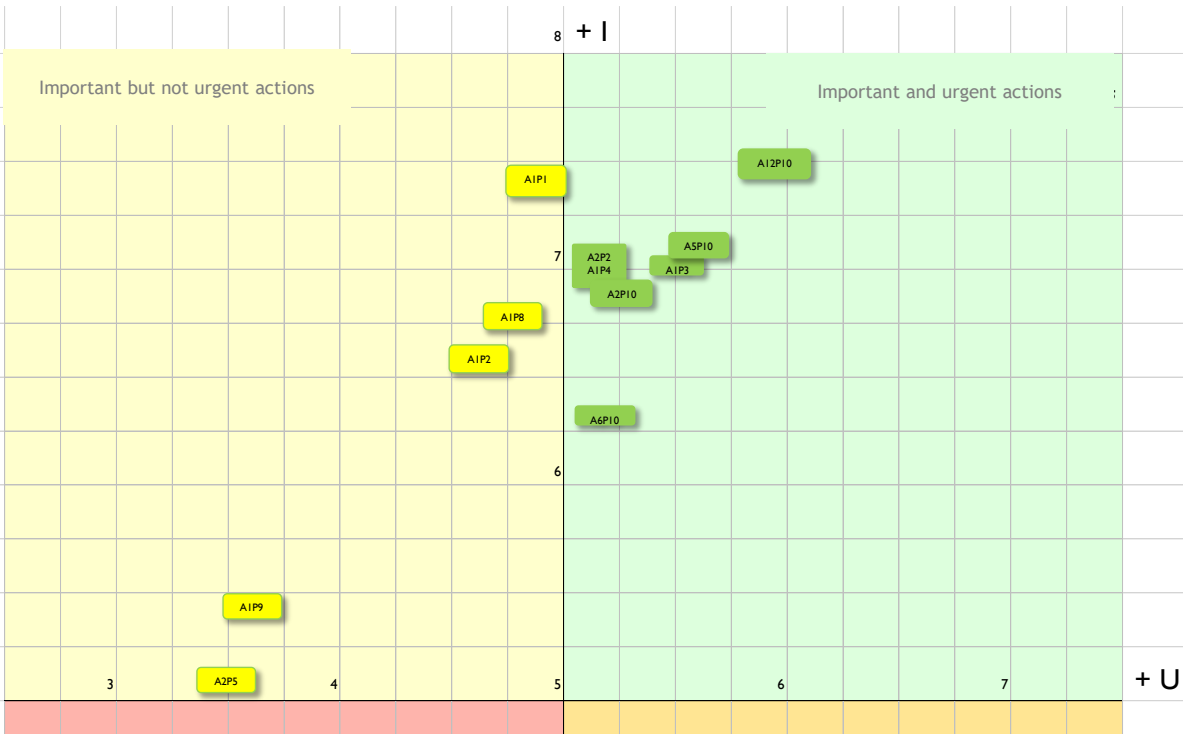
Following this survey, the steering committee met to finalize the action plan, under the constraint of selecting only around 24 actions. As a result, some actions with similar themes were grouped together.

The following slides present the preparatory work carried out in view of finalizing our action plan.

# THEME 1: ETHICAL PRINCIPLES AND PROFESSIONAL RESPONSIBILITIES



THEME 1: ETHICAL PRINCIPLES AND PROFESSIONAL RESPONSIBILITIES

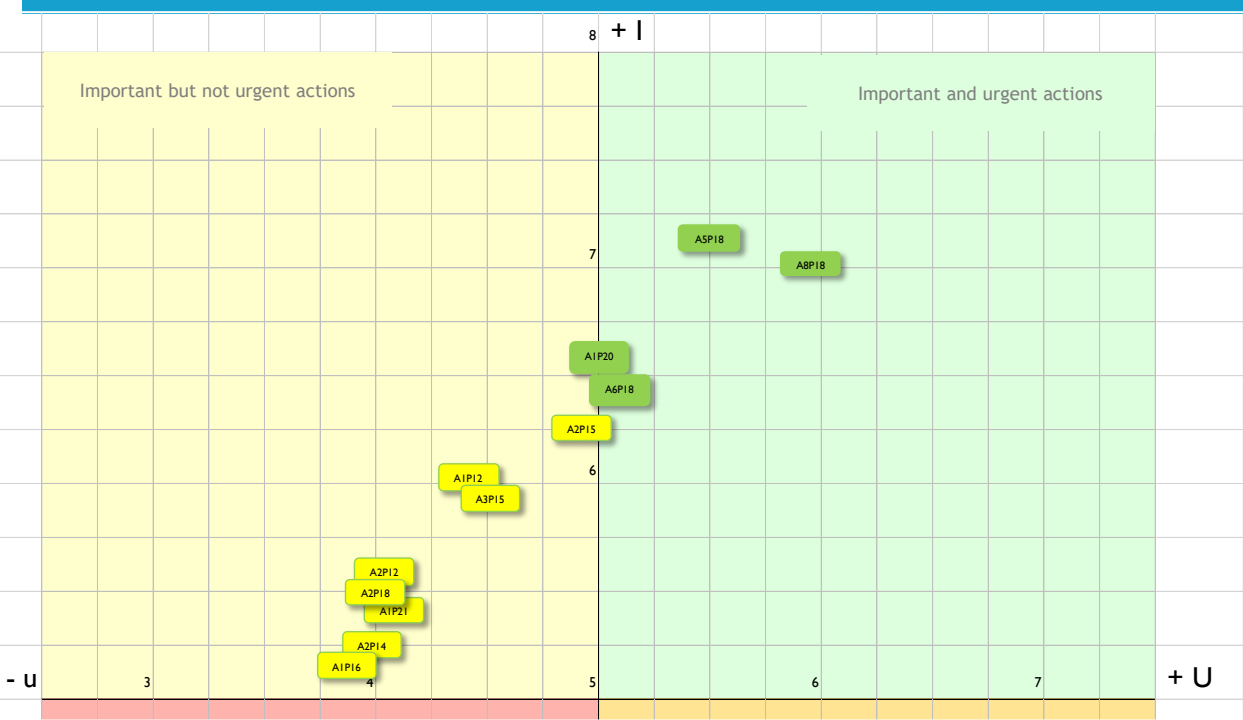


Deliberation by the Steering Committee  
7 actions approved

	Code	I	U	Action title
1	A12P10	7,5	5,9	Raising awareness among students and teacher-researchers about the issue of continuing studies for students with disabilities
2	A5P10	7,1	5,6	Raising awareness among members of teacher recruitment committees (contractual, ATER, PAST/MAST, guests) and non-teaching contract staff about cognitive biases in recruitment
	A2P10	6,3	5,3	Developing a university culture around professional equality between women and men (website, organization of events, training, etc.)
	A6P10	6,3	5,2	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
3	AIP3	7	5,5	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
4	AIP4	7	5,2	Create a framework document to explain funding methods, recurring schedules, resource contacts and integrate it into the researcher's kit
	AIP8	6,7	4,8	List research partners at the University of Artois to facilitate contact for new researchers
	A2P4	7	5,2	implement a training course on research project development
5	AIP1	7,4	4,8	Create a section “Integrity, Ethics, Deontology” on the university website
	AIP2	6,6	4,6	Promoting the “Scientific Integrity” correspondent network
	AIP32	6,9	5,4	Raise awareness of the University's ethics charter
6	AIP9	5,4	3,6	Create a section on the UA website “Our Research Teachers in the Media”
7	A2P5	5,1	3,5	Improve the dissemination of the "News' Valo"

## Theme 2: Recruitment, Career Development, and Mobility

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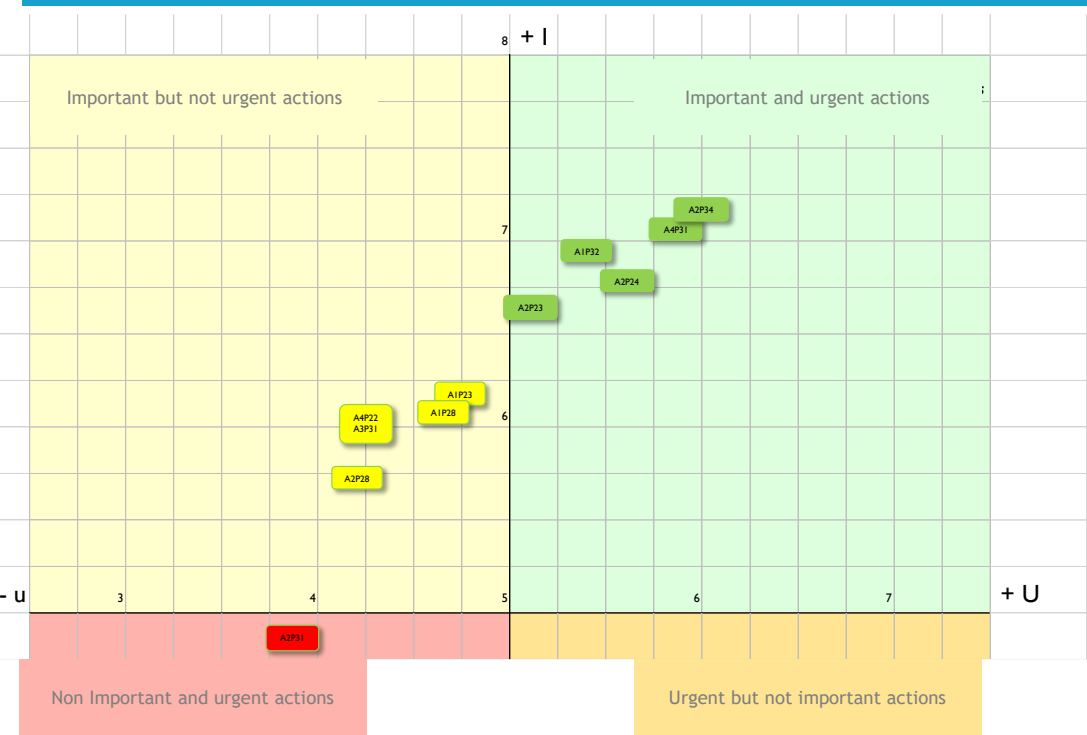


Deliberation by the Steering Committee  
8 actions approved

	Code	I	U	Action title
1	A5P18	7,2	5,5	Further encourage English training for French-speaking staff and French for English-speaking staff
2	A8P18	7	5,8	Develop a partnership specific to the UA for accommodation for joint PhD supervision students
	A6P18	6,4	5,1	Draft a procedure for welcoming students in joint PhD supervision
3	AIP20	6,6	5	Valoriser les acquis professionnels antérieurs dans le cadre du recrutement des personnels contractuels pour pallier l'absence de diplômes requis
4	A2P15	6,3	4,9	Create a collection of points of vigilance to be assessed during recruitment for the attention of COS members
	A3P15	5,9	4,5	Design a framework for writing jury reports
	A2P14	5,3	4	Encourage role-playing during recruitment interviews for teacher-researchers
5	AIP12	6	4,4	Publish on Euraxess the job profiles of teacher-researchers for better international visibility
6	A2P12	5,6	4,1	Present to the Academic Council the detailed profiles of the research professor positions to be published
Later	A2P18	5,5	4	Greater value for international mobility in career management (promotion, RIPEC, etc.)
7	AIP21	5,4	4,1	Develop the support measures for post-doctoral students provided for by decree no. 2021-1450 of November 4, 2021: <a href="https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000044293306#:~:text=Le%20d%C3%A9cret%20fixe%20les%20modalit%C3%A9s,legifrance.gouv.fr">https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000044293306#:~:text=Le%20d%C3%A9cret%20fixe%20les%20modalit%C3%A9s,legifrance.gouv.fr</a>
8	AIP16	5,2	3,8	Organise an immersion campaign in a professional environment (administrations, companies, associations, etc.), for research staff

# Theme 3: Working Conditions, Safety, and Professional Environment

### Theme 3: Working Conditions, Safety, and Professional Environment

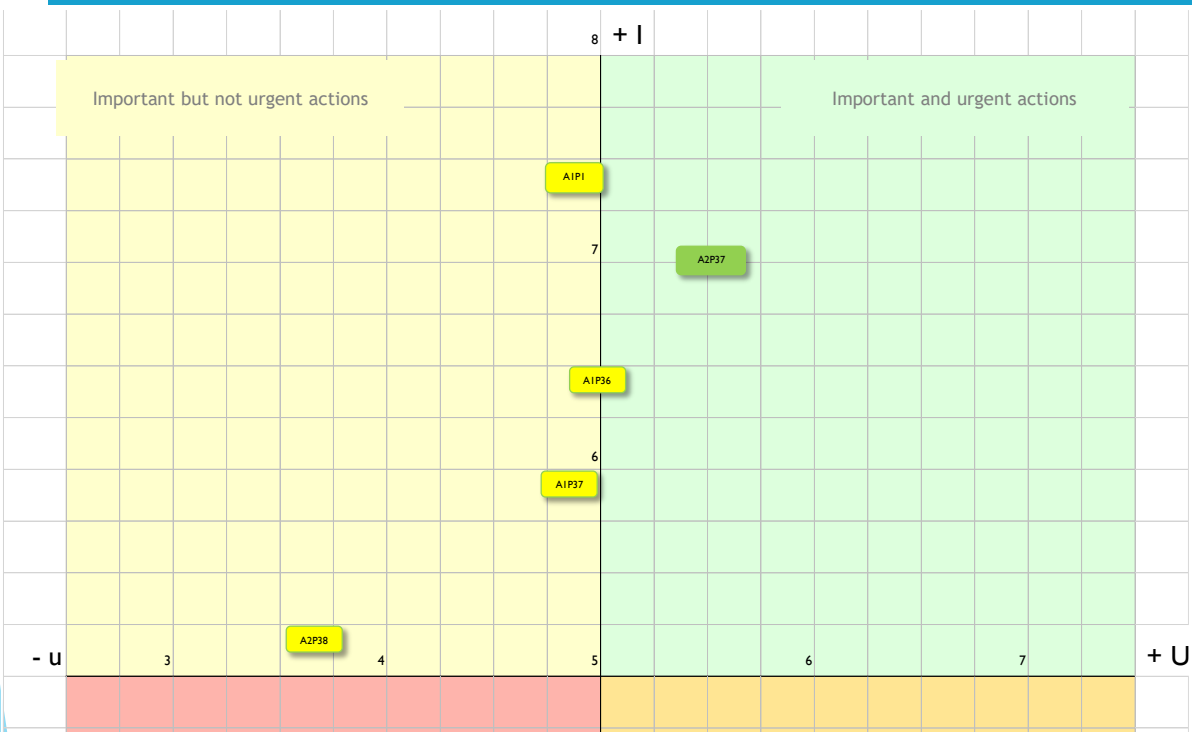


Deliberation by the Steering Committee  
5 actions approved

6	Code	I	U	Action title
1	A2P34	7,2	6	Develop a psychosocial risk plan
2	A4P31	7,1	5,8	Establish a charter for open science against predatory publishers
3	A2P24	6,7	5,6	Consider, in the event of exceptional events (strikes, bad weather, etc.), the use of distance learning
4	A2P23	6,6	5,1	Improving the assessment and prevention of occupational risks (GPuC)
Later	A1P28	6,1	4,6	Communicate on the role of the career mobility advisor
5	A3P31	6	4,3	Continue open source prioritization at the University of Artois
	A2P31	4,8	3,8	Encourage staff to choose the creative commons CC license (protection level) appropriate for the situation for their video productions, writings
Later	A4P22	6	4,3	Raising awareness of the “Erasmus +” programme within laboratories
Later	A2P28	5,7	4,2	Encourage mentoring for junior researchers (provide training for mentors to frame and define their role and missions)

# Theme 4: Training

# Theme 4: Training



	Code	I	U	Action title
1	A2P37	7	5,5	Design a “newcomer kit” for newly recruited researchers
	AIP23	6,2	4,7	Raising awareness of the Research Quality Bonus - junior researchers among new recruits
2	AIP36	6,4	5	Promote the collaborative tools available to staff at the University of Artois
3	AIP37	5,9	4,8	Integrate the « Succeeding in doctoral supervision » and « Managing priorities and mental load in research » training courses into the skill development plan
4	A2P38	5,2	3,6	Encourage international mobility for new teacher-researchers

Deliberation by the Steering Committee  
4 actions approved