

Date : 2024/03/18		2022	2023	2024	2025	2026	
Themes	Actions	01/01/2022 01/02/2022 01/03/2022 01/04/2022 01/05/2022 01/06/2022 01/07/2022 01/08/2022 01/09/2022 01/10/2022 01/11/2022 01/12/2022 01/01/2023 01/02/2023 01/03/2023 01/04/2023 01/05/2023 01/06/2023 01/07/2023 01/08/2023 01/09/2023 01/10/2023 01/11/2023 01/12/2023 01/01/2024 01/02/2024 01/03/2024 01/04/2024 01/05/2024 01/06/2024 01/07/2024 01/08/2024 01/09/2024 01/10/2024 01/11/2024 01/12/2024 01/01/2025 01/02/2025 01/03/2025 01/04/2025 01/05/2025 01/06/2025 01/07/2025 01/08/2025 01/09/2025 01/10/2025 01/11/2025 01/12/2025 01/01/2026	2022	2023	2024	2025	2026
Integrity/Ethics	1. Identify tools to evaluate staff and student knowledge	Yellow					
	2. Training in ethics and scientific integrity		Yellow				
	3. Develop and distribute the institution's deontology charter		Yellow				
	4. Implement recourse procedure for breaches of ethics, integrity and deontology		Yellow				
Data Management	5. Make researchers aware and train them in open science and the distribution of publications on open-access platforms	Green					
	6. Design a programme of information actions concerning research data management and protection	Green	Yellow				
Recruitment	7. Draw up a recruitment guide based on the OTM-R policy covering all the procedures in the recruitment process	Blue	Blue	Blue	Blue		
	8. Mettre en place des formations pour accompagner les personnes en position de recruteur	Blue	Blue	Blue	Blue		
	9. Mettre en place une stratégie de communication ciblée pour les groupes sous représentés	Blue	Blue	Blue	Blue		
	10. Offer training for supervisors (in partnership with joint research units and PhD programmes)	Blue	Blue	Blue	Blue		
International openness	11. Develop the use of EURAXESS for posting vacancies		Pink				
	12. Develop the use of English in HR documents		Pink				
	13. Provide English courses for recruiters and teams		Pink	Pink	Pink		
	14. Foster better integration and information access for new arrivals		Pink	Pink	Pink		
Training/working conditions	15. Think of a way to set up career meetings for lecturers			Light Green	Light Green		
	16. Widen training options and optimise the collection and processing of requests			Blue	Blue		
Human Resource Management	17. Design a tutoring tool for recently hired lecturers				Orange	Orange	
	18. Adapt the service guidelines to systematically lighten the teaching load for all recently hired lecturers				Orange	Orange	
	19. Implement a guidance programme for lecturers working on obtaining the accreditation to supervise research				Light Green	Light Green	
Working conditions	20. Organise regular group meetings to communicate about strategic directions and ongoing projects	Red	Blue				
	21. Reflect on ways to optimise information sharing and communication channels	Red	Blue	Red	Blue		

Key

- Yellow Integrity advisor
- Light Green HR/Research Departments
- Pink HR/International Relations Departments
- Red Senior Management
- Green Central Documentation Department
- Blue HR Department
- Orange Senior Management/Student Services/HR Department

★ Completed action

➡ Continuation of the action over time