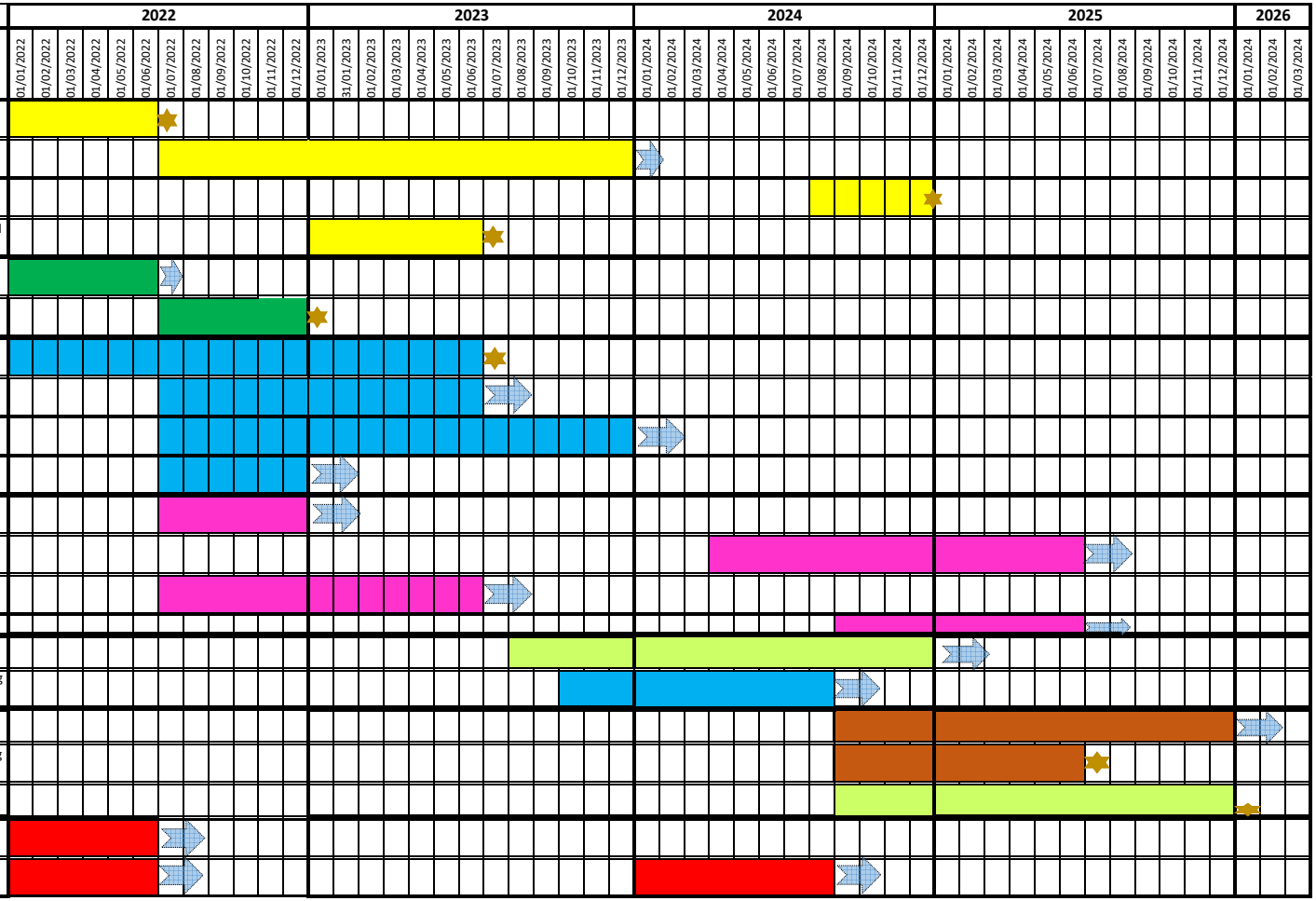
Date : 2024/03/18

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



Key
- Integrity advisor
- HR/Research Departments
- HR/International Relations Departments
- Senior Management
- Central Documentation Department
- HR Department
- Senior Management/Student Services/HR Department

Completed action

Continuation of the action over time

RÉPUBLIQUE FRANÇAISE
Liberté
Égalité
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L'INSTITUT agro Rennes Angers