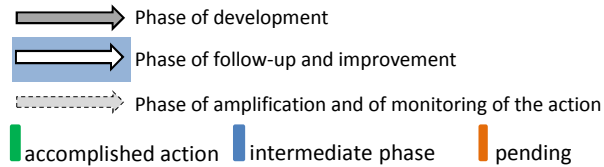


Euraxess Rights at ULg : Action Plan

Legend :



Action to be developed in priority (10/1/2012)



2011	2012	2013	2014	
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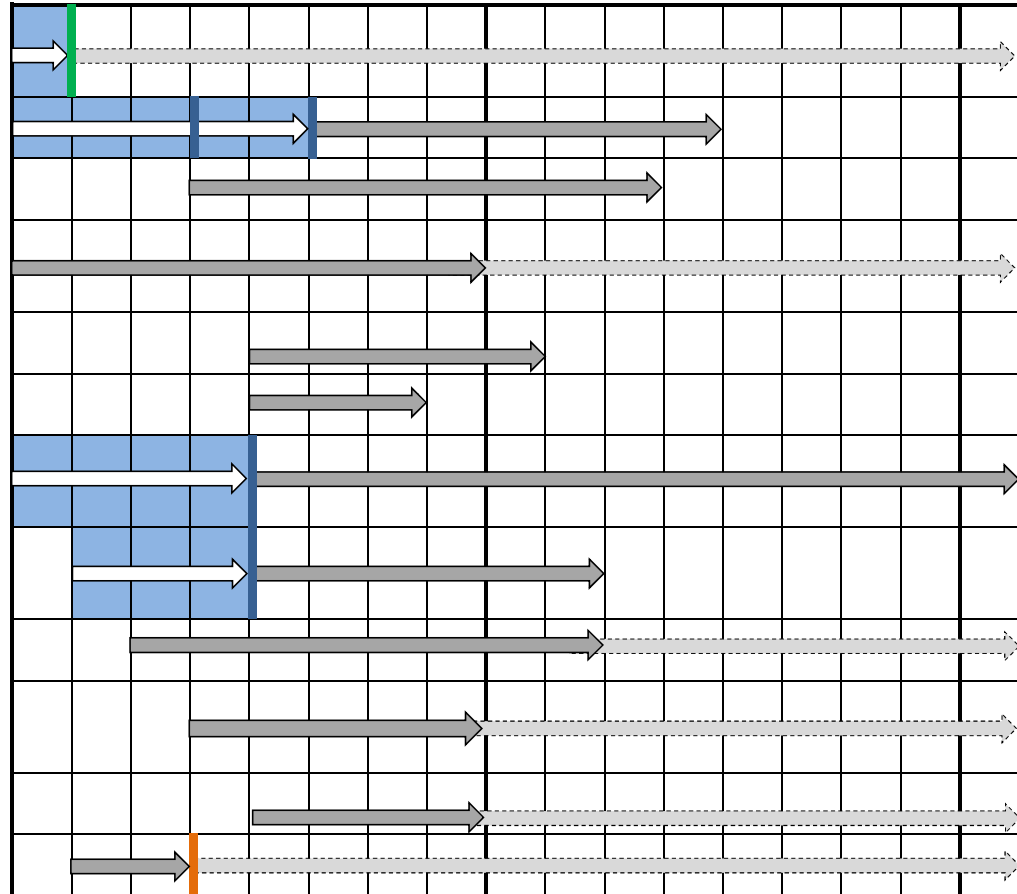
Acknowledgment by the EU

R1	Ask for acknowledgment by the EU
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Political Strategy actions :

P1	Clarification of the internal term of "research staff" who are concerned by this declaration and that of "researcher", following or not the definition of Frascati
P2	Policy of systematic publication of job offers and open-minded approach to the recruitment of foreign researchers
P3	Transparent policy concerning offers to, and selection and recruitment of, researchers and professors
P4	Follow-up of previous work and definition of ways of applying measures relative to the employment and the career of researcher, regardless of his/her status
P5	Policies and terms of development and promotion of all forms of mobility, in particular trans-sector mobility and mixed careers
P6	Creation of ethical and appeal bodies for all researchers (such as they already exist for academic staff and students)
P7	Support for the recently created Council of Doctoral Studies (CA 19 Oct. 2010) through a specially dedicated administrative unit for Doctoral Studies
P8	Declaration of an integration policy for non-EU researchers, with particular attention paid to doctoral students from Developing Countries and to researchers involved in projects with those countries
P9	Definition of actions aiming at eliminating discrimination, notably in terms of gender
P10	Improvement of the research environment by a clear strategic policy concerning investment in research infrastructures (movable and immovable)
P11	Policies and methods for self-assessment and external assessment of results, tools and institutional research funding and mobility programmes
P12	Enhance of the national and international participation of research-specific working groups

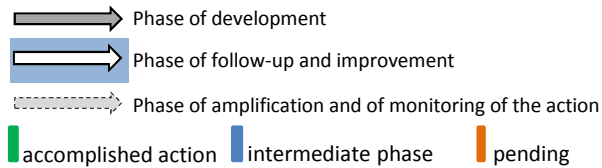


Euraxess Rights at ULg : Action Plan

Legend :



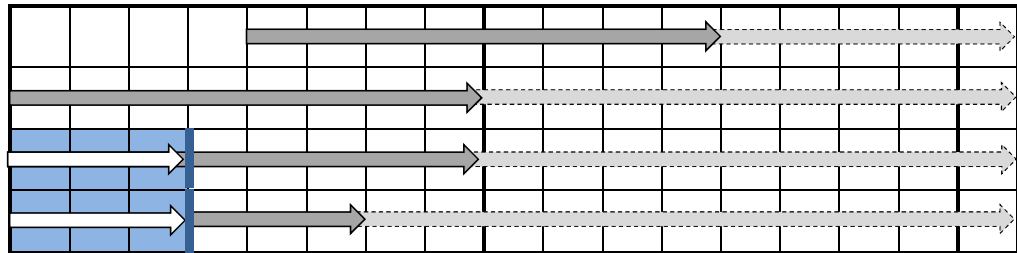
Action to be developed in priority (10/1/2012)



2011	2012	2013	2014	
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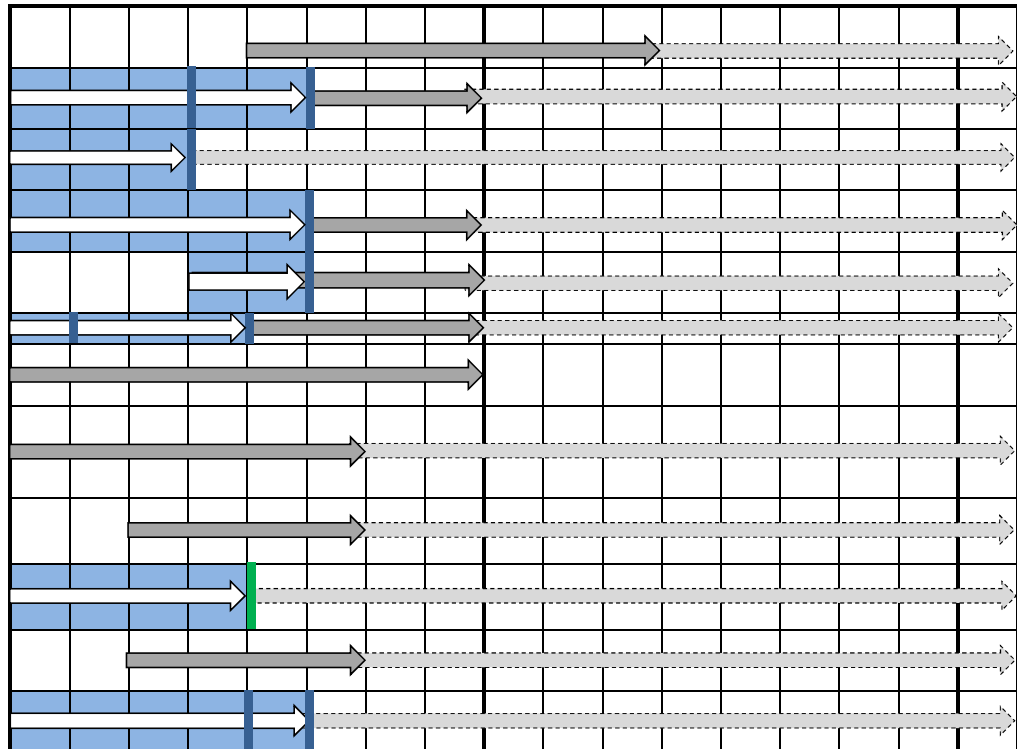
Actions for researchers on an individual level :

C1	Definition and setting up of a periodic evaluation of researchers, incorporating the different aspects of the profession
C2	Systematic information for professors, researchers and doctoral students on the ethical and professional aspects for their profession
C3	Access to the training modules run by the institution and development of specific professional modules
C4	Access to information related to researchers' rights and their obligations to ULg



Actions for the development of priorities (by the administration) :

M1	Specialisation of support units for the orientation and development of researchers' career, in particular for young researchers
M2	Systematic publication of job offers for researchers, integrated into Euraxess Jobs
M3	Strengthening of Life long Learning for researchers, with a particular emphasis on the development of soft skills
M4	Application of the pay-scale "Doctor" recognising those holding a PhD, for all university jobs
M5	Strengthening of the services for the management of research projects (R&D Administration)
M6	Development of Euraxess Services for all of ULg's campuses
M7	Creation of an appendix to the work contract that includes institutional rules and the rights and responsibilities of the researcher
M8	Flexible working conditions, part-time contracts or temporary reclassification for researchers during difficult or sensitive periods (illness, incompatibility linked to health, pregnancy, etc.)
M9	Integration of the recommendations of various groups working on questions linked to the Charter and Code (e.g. Women and Science)
M10	Development of and increase in access to information on individual funding for researchers (positions, mobility, various grants)
M11	Information on procedures concerning job offers and the selection and recruitment of the researchers at all levels
M12	Setting up of a "research" training module for all new researchers, and particularly for the doctoral students









Euraxess Rights at ULg : Action Plan

Legend :



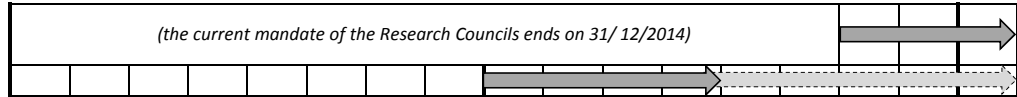
Action to be developed in priority (10/1/2012)

-  Phase of development
-  Phase of follow-up and improvement
-  Phase of amplification and of monitoring of the action
-  accomplished action
-  intermediate phase
-  pending

2011	2012	2013	2014	
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Actions for the development of priorities (by the administration) - cont. :

M13	Specific training for new members of the research councils, concerning the institution's strategic questions on research
M14	Practical support for the organisation of congresses and conferences



Assessment actions :

E1	Self-assessment after 2 years
E2	External assessment after 4 years

