

# FROM AP 2011-2015 (C1) TO AP 2015-2018 (C2)

Status 1/2015


## Acknowledgment by the EU

R1			Ask for acknowledgment by the EU	Completed
----	--	--	----------------------------------	-----------











## 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	Completed
P2			Policy of systematic publication of job offers and open-minded approach to the recruitment of foreign researchers	Completed
P3			Transparent policy concerning offers to, and selection and recruitment of, researchers and professors	Completed
P4	see 9		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	Ongoing
P5			Policies and terms of development and promotion of all forms of mobility, in particular trans-sector mobility and mixed careers	Completed
P6			Creation of ethical and appeal bodies for all researchers (such as they already exist for academic staff and students)	Ongoing
	1	Ethics	Extension of the mission of the Board of Ethics and Scientific Integrity (CEIS) et Creation of a Committee for Ethics in Human and Social Sciences	↓
	2	Ethics	Information about CEIS, regulation and procedures + trainings	↓
P7			Support for the recently created Council of Doctoral Studies (CA 19 Oct. 2010) through a specially dedicated administrative unit for Doctoral Studies	Completed
	6	Supervision of doctoral candidates	Development and promotion of trainings for doctoral candidate supervisors	↓ New
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	Completed
P9			Definition of actions aiming at eliminating discrimination, notably in terms of gender	Ongoing
	5	Gender and Diversity	ULiege Gender and Diversity Action Plan for researchers	↓
	5'	Gender and Diversity	ULiege-Annual day on Gender and Diversity	↓

## FROM AP 2011-2015 (C1) TO AP 2015-2018 (C2)

				Status 1/2015
P10			Improvement of the research environment by a clear strategic policy concerning investment in research infrastructures (movable and immovable)	Completed
P11			Policies and methods for self-assessment and external assessment of results, tools and institutional research funding and mobility programmes	Completed
P12			Enhance of the national and international participation of research-specific working groups	Ongoing
	13	Support to researchers	Increase participation to (inter)national working groups on research and <u>career development</u>	












### **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	Ongoing
	9	Researcher's development	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	Ongoing
	3	Ethics	Seminaries, courses and white papers on Ethics, Quality, Professional attitude in research	
	4	Ethics	ULiege-Annual day on ethics in research	
C3			Access to the training modules run by the institution and development of specific professional modules	Ongoing
	C4		Access to information related to researchers' rights and their obligations to ULg	Ongoing
	10	Researcher's development	Development and sustainability of the training programme (entrepreneurship, leadership, networking) with an amplification of the offer in English	 







## FROM AP 2011-2015 (C1) TO AP 2015-2018 (C2)

Status 1/2015



### **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	Ongoing
	11	Researcher's development	Support to the career development and the integration of researchers in the non-academic world - focus on the doctoral candidates and post-docs in mobility	
	12	Researcher's development	Support to the career development and the integration of researchers in the non-academic world - focus on the non-permanent researchers	
M2			Systematic publication of job offers for researchers, integrated into Euraxess Jobs	Ongoing
	M2	Institutional action	Systematic publication of job offers for researchers, integrated into Euraxess Jobs	
M3	see 10		Strengthening of Life long Learning for researchers, with a particular emphasis on the development of soft skills	Ongoing
M4			Application of the pay-scale "Doctor" recognising those holding a PhD, for all university jobs	Completed
M5			Strengthening of the services for the management of research projects (R&D Administration)	Ongoing
	15	Support to researchers	New structure R&I and actions for the optimisation of the support to researchers (funding, networking)	
M6			Development of Euraxess Services for all of ULg's campuses	Completed
	14	Support to researchers	Integration actions for new researchers	
M7			Creation of an appendix to the work contract that includes institutional rules and the rights and responsibilities of the researcher	Completed
M8			Flexible working conditions, part-time contracts or temporary reclassification for researchers during difficult or sensitive periods (illness, incompatibility linked to health, pregnancy, etc.)	Completed
	5"	Gender and Diversity	Practical guide for the good development of the researcher's work/live balance	
M9	see 5		Integration of the recommendations of various groups working on questions linked to the Charter and Code (e.g. Women and Science)	Ongoing

## FROM AP 2011-2015 (C1) TO AP 2015-2018 (C2)

				Status 1/2015
M10			Development of and increase in access to information on individual funding for researchers (positions, mobility, various grants)	Completed
M11			Information on procedures concerning job offers and the selection and recruitment of the researchers at all levels	Ongoing 
	M11	Institutional action	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	Completed
	7	Supervision of doctoral candidates	Development and promotion of an induction seminary (3 days) for new doctoral candidates + English session	
	8	Supervision of doctoral candidates	Development of roadmaps and communication tools for supervisors and doctoral candidates	

### ***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	Completed
M14			Practical support for the organisation of congresses and conferences	Frozen
	16	Support to researchers	Practical support for the organisation of congresses and conferences	

### ***Assessment actions :***

E1			Self-assessment after 2 years	Completed
E2			External assessment after 4 years	Waiting for