

Action Plan 2017-2020 - Provisional Chronogram

| Action Plan 2017-2020 | Title | C&C group of principles | Status 2016 | Status 10/2017 | Starting date | Expected achievement date | Comment | 2017/2 | 2018/1 | 2018/2 | 2019/1 | 2019/2 | 2020/1 | 2020/2 | Indicators | Responsible for the implementation |
|-----------------------|-------|-------------------------|-------------|----------------|---------------|---------------------------|---------|--------|--------|--------|--------|--------|--------|--------|------------|------------------------------------|
|-----------------------|-------|-------------------------|-------------|----------------|---------------|---------------------------|---------|--------|--------|--------|--------|--------|--------|--------|------------|------------------------------------|

ETHICS

| | | | | | | | | | | | | | | | | |
|---|--|------------|-----------|-----------|------------|--|--|---|---|---|---|---|---|---|------------------------|------------|
| 1 | 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 | I | Ongoing | Completed | 01-09-2015 | | | | | | | | | | | |
| 2 | Information about CEIS, regulation and procedures + trainings | I, III, IV | Ongoing | Running | 01-09-2015 | 01-06-2018 | | x | x | | | | | | PTT, Website, meetings | CEIS + ARD |
| 3 | Seminars, courses and white papers on Ethics, Quality, Professional attitude in research | I, IV | Ongoing | Running | 01-09-2015 | In the training catalog + HR excellent project | | x | x | x | x | x | x | x | # stats participation | CEIS + ARD |
| 4 | ULiège-Annual day on ethics in research | I, IV | Initiated | Running | 01-02-2016 | Annual | | | x | | x | | x | | # participants | CEIS + ARD |

GENDER AND DIVERSITY

| | | | | | | | | | | | | | | | | |
|---|--|-------|-----------|-----------|------------|--|-------------------|---|---|---|---|---|---|---|------------------------------|--------------------------|
| 5 | ULiège Gender and Diversity Action Plan for researchers | I,III | Initiated | Initiated | | | | | | | | | | | See Gender Actions | |
| | 5.1. Sensitisation to stereotypes and behaviors creating discrimination and bias | | | Initiated | 01-01-2017 | periodic at the beginning of the acad year | | x | | x | | x | | x | #actions, participants | Sub-group Gender (Ernst) |
| | 5.2. Promotion of female researchers as models, especially for the youngest | | | Initiated | 08-03-2017 | Annual on March 8th | | | x | | x | | x | | #witness, participants, docs | Sub-group Gender (Ernst) |
| | 5.3. Specific advices to international female, especially mothers in mobility | | | Ongoing | 01-01-2015 | Permanent | | x | x | x | x | x | x | x | doc, #Euraxess clients | Sub-group Gender (Ernst) |
| | 5.4. Promotion of female researchers' participation in governance boards and in OTM-R committees | | | New | 01-01-2018 | 01-09-2018 | Link to Action 26 | | x | x | | | | | doc, #rate male-female | Sub-group Gender (Ernst) |
| | 5.5. Recommendation on working hours taking into account work-life balance | | | New | 01-08-2017 | 01-09-2018 | Link to Action 26 | x | x | x | | | | | doc | Sub-group Gender (Ernst) |
| | 5.6. Encouragement to do research on gender | | | Initiated | 01-10-2017 | Annual call | | x | | x | | x | | x | #projects, #budget | Sub-group Gender (Ernst) |
| | 5.7. ULiège-Annual day on Gender and Diversity | I,III | New | Initiated | 01-03-2018 | Annual | | | x | | x | | x | | # participants | Sub-group Gender (Ernst) |
| | 5.8. Practical guide for the good development of the researcher's work/life balance | III | New | New | 01-06-2018 | 01-06-2019 | | | | x | x | | | | doc | Sub-group Gender (Ernst) |

SUPERVISION OF DOCTORAL CANDIDATES

| | | | | | | | | | | | | | | | | |
|---|---|-------|-----------|---------|------------|---------------------------|-------------------|---|---|---|---|---|---|---|---------------|--------------|
| 6 | Development and promotion of trainings for supervisors | IV | Initiated | Ongoing | 01-01-2016 | periodic | | | x | | x | | x | | report, # | ARD (Favart) |
| 7 | Development and promotion of an induction seminary (3 days) for new doctoral candidates + English session | I, IV | Initiated | Running | 01-01-2015 | 1/y French 1/y English | | x | x | x | x | x | x | x | #participants | ARD (Favart) |
| 8 | Development of roadmaps and communication tools for supervisors and doctoral candidates | I,IV | Initiated | Ongoing | 01-05-2015 | 01-09-2019 | Link to Action 27 | x | x | x | x | x | | | # college | ARD (Favart) |

RESEARCHER'S DEVELOPMENT

| | | | | | | | | | | | | | | | | |
|----|---|----|-----------|--------------------------------|------------|------------|------------------------------|---|---|---|---|---|---|--|------------------------|----------------|
| 9 | Definition and setting up of a periodic evaluation of researchers, incorporating the different aspects of the profession | I | Ongoing | Generalisation phase Initiated | 01-02-2013 | 01-09-2020 | Link to Action 27 | x | x | x | x | x | x | | #researchers evaluated | ARH |
| 10 | Development and sustainability of the training programme (entrepreneurship, leadership, networking) with an amplification of the offer in English | IV | Ongoing | Running | 01-09-2015 | 31-12-2018 | Link to HR Excellent project | x | x | x | | | | | #English courses | ARD (Delcourt) |
| 11 | 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 | IV | Ongoing | Ongoing | 01-09-2015 | 01-09-2019 | Link to doctorat.be project | x | x | x | x | | | | #supported | ARD (Delcourt) |
| 12 | Support to the career development and the integration of researchers in the non-academic world - focus on the non-permanent researchers | IV | Initiated | Ongoing | 01-09-2013 | 01-09-2019 | Link to contract Cofund | x | x | x | x | | | | # supported | ARD (Delcourt) |

SUPPORT TO RESEARCHERS

| | | | | | | | | | | | | | | | | |
|----|---|------------|-----------|-----------|------------|------------|---------|---|---|---|---|---|---|--|------------------------------------|---------------|
| 13 | Increase participation to (inter)national working groups on research and career development | III | Ongoing | Ongoing | 01-01-2016 | 01-06-2019 | | x | x | x | x | | | | # participation & projects | ARD (Halleux) |
| 14 | Integration actions for new researchers | III, IV | Ongoing | Running | 01-09-2015 | permanent | | x | x | x | x | x | x | | #participants | ARD (Halleux) |
| 15 | New structure R&I and actions for the optimisation of the support to researchers (funding, networking) | I, III, IV | Initiated | Ongoing | 01-01-2016 | 01-06-2018 | ARD-ITF | x | x | | | | | | doc structure and responsibilities | ARD (Halleux) |
| 16 | Practical support for the organisation of congresses and conferences | III, IV | Initiated | Ongoing | 01-01-2017 | 01-09-2018 | | x | x | x | | | | | # events | ARD (Halleux) |
| 17 | English version of the platforms myULiège Doctorat and Modus | I, III | Requested | Requested | 01-01-2015 | 31-12-2018 | | x | x | x | | | | | Y/N | ARD (Halleux) |
| 18 | Access to support and facilities for the doctoral candidates (incl. Unique and recognise user account) and Alumni researchers | I, III | Requested | Requested | 01-01-2015 | 01-03-2018 | | x | x | | | | | | Y/N | ARD (Halleux) |
| 19 | OTM-R policy | II | | Completed | 01-01-2017 | 15-11-2017 | | | | | | | | | doc | |
| 20 | Systematic publication of job offers for researchers, integrated into Euraxess Jobs | II | Initiated | Ongoing | 01-01-2015 | 01-03-2019 | | x | x | x | x | | | | #advertised positions | ARH |
| 21 | Update and disseminate the Advertising forms according to the EU OTM-R group recommendations | II | | Initiated | 01-06-2017 | 01-06-2018 | | x | x | | | | | | doc | ARH |

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| 22 | Compile and disseminate a "Good recruiting practices guide" including the actual rules and procedures for the recruitment of all researcher positions. | | | New | 01-06-2018 | 01-06-2020 | Link to Action 26 | | | x | x | x | x | | doc | ARH |
| 23 | Organise training and awareness raising of all the new academics who are involved in the recruitment processes (see OTM-R policy) | II | | New | 01-06-2018 | 01-06-2020 | | | | x | x | x | x | | #sessions, #participants | ARH |
| 24 | Study of the possibility of e-recruitment (application, selection) for avoiding discrimination against applicants who are to be interviewed (see OTM-R policy) | II | | New | 01-01-2018 | 31-12-2018 | | | x | x | | | | | report | ARH |
| 25 | Establish quality control mechanisms of the OTM-R combined with the internal assessment of the HRS4R | II | | New | 01-01-2018 | 31-12-2018 | | | x | x | | | | | description | ARH + Smaq |