

FROM AP 2011-2015 (C1) TO AP 2015-2018 (C2) and AP 2017-2020 (C3)

Action Plan 2011-2015	Action Plan 2015-2018 & 2017-2020	Title	C&C group of principles	C&C Principles	C1 2011-2015	C2 2015-2018	C3 2017-2020	Indicator C3	Comments
P6		Creation of ethical and appeal bodies for all the researchers (such as it already exists for academic staff and students)	I, III	2,3,4,34	Ongoing				
(P6)	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	2,3,4,34		Ongoing	Completed		
(P6)	2	Information about CEIS, regulation and procedures + trainings	I, III, IV	2,34,38,39		Ongoing	Running	Ppt et site web	Improve appropriation and increase participation
C2		Systematic information for professors, researchers and doctoral students on the ethical and professional aspects for their profession	I	2, 3, 4	Ongoing				
(C2)	3	Seminaries, courses and white papers on Ethics, Quality, Professional attitude in research	I, IV	2,3,4,7, 38,39		Running	Running	# stats participation	Increase participation
(C2)	4	ULiege-Annual day on ethics in research	I, IV	2,3,4,7,8, 38		Initiated	Running	# participants	Increase participation

GENDER AND DIVERSITY

P9		Definition of actions aiming at eliminating discrimination, notably in terms of gender	I,III	10,27	Ongoing	Ongoing			
M9		Integration of the recommendations of various groups working on questions linked to the Charter and Code (e.g. Women and Science)	I,III	10,24	Ongoing	Ongoing			
(P9)	5	ULiege Gender and Diversity Action Plan for researchers	I,III	10,24,27		Initiated	Initiated	See Gender Actions	Under the supervision by the HRS4R Steering Committee sub-group
(P9, M9)		5.1. Sensitisation to stereotypes and behaviors creating discrimination and bias				Initiated		#actions, participants	
(P9, M9)		5.2. Promotion of female researchers as models, especially for the youngest				Initiated		#witness, participants, docs	
(P9, M9)		5.3. Specific advices to international female, especially mothers in mobility				Ongoing		doc, #Euraxess clients	
(P9, M9)		5.4. Promotion of female researchers' participation in governance boards and in OTM-R committees				New		doc, #rate male-female	first collect initial data per jury, board, etc.
(P9, M9)		5.5. Recommendation on working hours taking into account work-life balance				New		doc	
(P9, M9)		5.6. Encouragement to do research on gender				Initiated		#projects, #budget	Launch calls for proposals
(P9)		5.7. ULiege-Annual day on Gender and Diversity	I,III	10,27		New	Initiated	# participants	Increase (male) participation
M8		Flexible working conditions, part-time contracts or temporary reclassification for researchers during difficult or sensitive periods (illness, incompatibility linked to health, pregnancy, etc.)	III	16, 31	Ongoing	Ongoing			
(M8)		5.8. Practical guide for the good development of the researcher's work/live balance	III	24, 26,27,28		New	New	doc	

SUPERVISION OF DOCTORAL CANDIDATES

P7		Support for the recently created DC - Council of Doctoral Studies (CA 19 Oct. 2010) through a specially dedicated administrative unit for Doctoral Studies	III	37	Completed				
(M3)	6	Development and promotion of trainings for doctoral candidate supervisors	IV	36,37,40		Initiated	Ongoing	report, #	Part of the DC AP
M12		Setting up of a "research" training module for all new researchers, and particularly for the doctoral students	IV	23	Ongoing	Completed			
(M12)	7	Development and promotion of an induction seminary (3 days) for new doctoral candidates + English session	I, IV	36,37,39,40		Initiated	Running	#participants	Increase participation
(C1)	8	Development of roadmaps and communication tools for supervisors and doctoral candidates	I,IV	36,37,39,40		Initiated	Ongoing	# college	Part of the DC AP

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RESEARCHER'S DEVELOPMENT

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	III	24,25,26,27	Ongoing	Completed			
(C1)	9	Definition and setting up of a periodic evaluation of researchers, incorporating the different aspects of the profession	I	11		Ongoing	Generalisation phase Initiated	Part of the WG-HRi AP	
C3		Access to the training modules run by the institution and development of specific professional modules	IV	38,39	Ongoing	Completed			
C4		Access to information related to researchers' rights and their obligations to ULiege	I	5	Ongoing	Completed			
M3		Strengthening of Life long Learning for researchers, with a particular emphasis on the development of soft skills	IV	39	Ongoing	Completed			
(C3, C4, M3)	10	Development and sustainability of the training programme (entrepreneurship, leadership, networking) with an amplification of the offer in English	IV	38,39,31		Running	Running	Y/N	
M1		Specialisation of support units for the orientation and development of researchers' career, in particular for young researchers	IV	28,30	Ongoing	Ongoing			
(M1)	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	28,30		Ongoing	Ongoing	#supported	
(M1)	12	Support to the career development and the integration of researchers in the non-academic world - focus on the non-permanent researchers	IV	28,30		Initiated	Ongoing	# supported	

SUPPORT TO RESEARCHERS

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	II	18,19,29,21	Completed				
P10		Improvement of the research environment by a clear strategic policy concerning investment in research infrastructures (movable and immovable)	III	23	Completed				
P11		Policies and methods for self-assessment and external assessment of results, tools and institutional research funding and mobility programmes	I, II, IV	11,22,38,39	Completed				
P12		Enhance of the national and international participation of research-specific working groups	III, IV	35,38	Ongoing	Ongoing			
(P12)	13	Increase participation to (inter)national working groups on research and career development	III	35		Ongoing	Ongoing	# participation & projects	
M6		Development of Euraxess Services for all of ULiege's campuses	III	30	Completed				
(M6)	14	Integration actions for new researchers	III, IV	35,38		Ongoing	Running	#participants	Coordination with actions organised by other admin
M5		Strengthening of the services for the management of research projects (R&D Administration)	I, III, IV	6, 23	Running	Running			
M10		Development of and increase in access to information on individual funding for researchers (positions, mobility, various grants)	III	23,24,26,30	Ongoing	Ongoing	Completed		
(M5)	15	New structure R&I and actions for the optimisation of the support to researchers (funding, networking)	I, III, IV	30		Initiated	Ongoing	doc structure and responsibilities	ARD + ITF
(M14)	16	Practical support for the organisation of congresses and conferences	III, IV	28,38,39	Frozen	Initiated	Ongoing	# events	Mission to be extended (RE)
	17	English version of the platforms myULiege Doctorat and Modus	I, III	5, 24	Requested	Requested	Requested	Y/N	
	18	Access to support and facilities for the doctoral candidates (incl. Unique and recognise user account) and Alumni researchers	I, III	10	Requested	Requested	Requested	Y/N	

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OTM-R

P5		Policies and terms of development and promotion of all forms of mobility, in particular trans-sector mobility and mixed careers	II	29,16,17,18,19	Completed				
P2		Policy of systematic publication of job offers and open-minded approach to the recruitment of foreign researchers	II	12,13,14,15	Initiated	Ongoing			
P3		Transparent policy concerning offers to, and selection and recruitment of, researchers and professors	II	12,13,14,15,16,17,18,18,20,21	Initiated	Ongoing			
	19	OTM-R policy	II				Completed	doc	Mandatory for the renewal
(M2)	20	Systematic publication of job offers for researchers, integrated into Euraxess Jobs	II	12,13,14,15	Initiated	Initiated	Ongoing	#advertised position	To be improve for all positions
(M2)	21	Update and disseminate the Advertising forms according to the EU OTM-R group recommendations	II				Initiated	doc	
(M2)	22	Compile and disseminate a "Good recruiting practices guide" including the actual rules and procedures for the recruitment of all researcher positions.					New	doc	
M11		Information on procedures concerning job offers and the selection and recruitment of the researchers at all levels	II	12,13,14,15,16,17,18,18,20	Initiated	Ongoing			
(M2)	23	Organise training and awareness raising of all the new academics who are involved in the recruitment processes (see OTM-R policy)	II				New	#sessions, #participants	
(M2)	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	report	
M4		Application of the pay-scale "Doctor" recognising those holding a doctoral candidate, for all university jobs	II	19	Completed				
M7		Creation of an appendix to the work contract that includes institutional rules and the rights and responsibilities of the researcher	III	24,26	Completed				
(M2)	25	Establish quality control mechanisms of the OTM-R combined with the internal assessment of the HRS4R	II				New	description	

Other Actions (AP 2011-2015)

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	III	22	Completed				
M13		Specific training for new members of the research councils, concerning the institution's strategic questions on research	II	23,11,35	Completed				
E1		Self-assessment after 2 years			Completed				
E2		External assessment after 4 years			Waiting for				