



HRS4R Process



Phase 1: Self-assessment and action plan

Start date:
5 July 2016

Commitment to the HRS4R process

Appoint a team to run the process

Set up 4 Working Groups

Perform self-assessment

Conduct a survey of researchers

Summarise the work of the 4 WGs and the survey

24 October 2017

Adoption of action plan by the Board of Governors

End date:
30 November 2017

Application for award + publish the strategy on the website



President



Strategic Committee



Steering Team



4 Working Groups



Steering Team



Strategic Committee



President

- Working Groups
1. Ethical and professional aspects
 2. Recruitment
 3. Working conditions and social security
 4. Training and development



Questionnaire circulated to all Lyon 3 researchers



Self-assessment



Strategy: strengths and weaknesses + action plan



Strategy

- Analyse **strengths and weaknesses**.
- Action plan: **36 actions** spread over **3 years** and divided into **6 semesters**.
- Actions relate to:
 - **Communication**
 - **Training**
 - **Support**



Change in actors between phases

Phase 1: Self-assessment and action plan



Strategic Committee



Steering Team



4 Working Groups

Becomes

Becomes

Become

Phase 2: Implementation of action plan



Implementation Monitoring Committee



Implementation Unit



3 Implementation Working Groups
(groups 3 & 4 merged)

Phase 2: Implementation of action plan from 1st semester 2018

