










European Human Resources Excellence in Research Award
2024-2026 improved action plan

OPEN, ETHICAL AND SOCIALLY RESPONSIBLE SCIENCE									
Action N°	Principle N°	Action	Timeline			Responsible person or unit	Indicators	Situation	Status
			2024	2025	2026				
75	8	Update the Open Science Charter adopted in 2020 (many changes)				Research and Doctoral Studies Department/UL	OS indicators in the dashboard for the Charter and for the Bonus	T	P
76	8	Implement an "open science package" separate from the Charter that is accepted by the research community (based on international texts)				Research and Doctoral Studies Department/UL	number of dossiers assessed number of laboratories involved	T	P
77	8	Develop the Prarial editorial platform (library referencing) Specific actions: legal review, scientific committee meeting, etc.				UL	number of journals hosted		
78	8, 9	Appoint a Scientific Communication and Dissemination Officer				President	yes/no	T	C

79	3, 6, 8, 9	Create a "Science and Society" section in the research section of the University website (level 1) Involve research in society: scientific mediation, expertise, socio-economic partnerships, participatory science, etc.		Scientific Communication and Dissemination Officer Research and Doctoral Studies Department/Professors/UL, Webmaster, Culture Department	yes/no	T	P
80	6, 7	Develop the CADOR network (research data management)		UL	number of researcher visits	T	P
81	7, 8	Develop the Biblioref tool (publication referencing)		UL/Research and Doctoral Studies Department	indicators in the datavisualisation dashboard	T	P
82	2, 3	Set up a working group to complete the Scientific Integrity Charter		VP Training/ UL/Research and Doctoral Studies Department	yes/no	T	C
83	2, 3, 4	Organise a monthly meeting between the research unit directors, doctoral school directors and other institutional staff (occupational psychologist, department heads, etc.).		Research and Doctoral Studies Department/Institutional departments	meeting dates	T	P

84	6, 12	Recruit a dedicated "science and society" ecology officer				Research and Doctoral Studies Department	yes/no	IN PROGRESS	
85	7, 23	Free, long-term loans of computers to students from the first year of undergraduate studies through to doctoral studies				VP for digital strategy/ Digital Department	yes/no		
86	1, 7, 23	Create a new Data Centre				VP for digital strategy/ Digital Department	yes/no	T	C
87	7, 23	Create a "one-stop shop" for IT equipment maintenance				VP for digital strategy/ Digital Department	yes/no		
88	23	Implement a sustainable mobility plan				Department for Ecological Transition/Property and Logistics Department	yes/no		
89	6, 23	Adopt a Professional Travel Charter for professors, administrative support staff and students travelling for a project				Governance	yes/no		
90	6, 23	Adopt an Ecoresponsible Research Charter				Research and Doctoral Studies Department	yes/no		
91	6, 23	Train professors in ecological transition for sustainable development				Department for Ecological Transition	number of training courses number of researchers trained		

92	9, 12	Create a doctoral contract focusing on ecology				Research and Doctoral Studies Department	yes/no	T	P
RESEARCH MOBILITY, VALORISATION AND INTERNATIONALISATION									
93	29	Encourage researchers to take part in the staff week				International Relations Department	measures taken		
94	29	Pay the tuition fees for Erasmus Plus doctoral students				Doctoral Schools/Research and Doctoral Studies Department	yes/no		
95	12, 14, 15, 16, 19	Set up an expert committee to recruit visiting professors				International Relations Department/HR Department	yes/no		
96	23, 25	Set up a working group of professors to define the distribution key for funding research laboratories				Research and Doctoral Studies Department/Professors	yes/no	T	C
97	23, 36	Develop the research support centre to provide better assistance to researchers, doctoral school directors and research unit directors in their funding applications (French national research agency, Europe, etc.)				Research and Doctoral Studies Department	yes/no		
98	23	Reorganise research into Research and Doctoral Studies Departments and Research Laboratories				Governance/Board of Governors	yes/no	T	C

99	23	Overhaul the research section (level 1) of the University website			Scientific Communication and Dissemination Officer Research and Doctoral Studies Department/Professors/UL, Webmaster, Culture Department	yes/no	IN PROGRESS	
100	23	Support and assist laboratories with their communications			Scientific Communication and Dissemination Officer Research and Doctoral Studies Department/Professors/UL, Webmaster, Culture Department	number of laboratories assisted		
101	12, 15, 27	Set up a working group to examine the recruitment and tasks of research laboratory managers			Research and Doctoral Studies Department/Research Labs/HR Department	yes/no		

102	9	Participate in the Francophonie summit in October 2024 with a stand run by the International Institute for Francophonie from the International Relations Department			International Relations Department/International Institute for Francophonie	yes/no	IN PROGRESS
103	6, 9	Create a Francophone Dictionary			International Relations Department/International Institute for Francophonie	yes/no	IN PROGRESS
104	6, 9	Recruitment of a Francophone Dictionary project manager			Governance	yes/no	IN PROGRESS
105	6, 9	Francophonie accreditation: participate in the festival by organising "key speakers" conferences			International Relations Department/International Institute for Francophonie	yes/no	IN PROGRESS
106	6, 9, 23	Create a Mediterranean Francophonie alliance			International Relations Department	yes/no	IN PROGRESS
107	4, 23, 29	Set up a Lyon 3 researchers' office in Japan			International Relations Department	yes/no	IN PROGRESS
108	4, 23, 29	Co-organise an annual conference with Japan			International Relations Department	yes/no	IN PROGRESS
109	4, 23, 29	Co-organise an annual conference with Morocco (El Jadida)			International Relations Department	yes/no	IN PROGRESS

110	4, 18, 23, 29	Member of the "Training and Research Consortium in Vietnam" with Sciences Po Lyon				International Relations Department	yes/no	T	P
RESPECTING EQUALITY AND QUALITY OF LIFE AT THE UNIVERSITY									
111	22, 29	Review the travel arrangements for non-contractual doctoral students (who are not entitled to mission orders and therefore to advance expenses)				Governance/ Research and Doctoral Studies Department/Legal affairs	date working group set up		
112	10	Better information on resources for doctoral students with disabilities				Research and Doctoral Studies Department/Disability Services/Disability Officer	measures taken	T	P
113	10, 12, 14, 15, 22	Organise a review of doctoral contract applications for students with disabilities				VP for Research/Disability Officer	yes/no	T	P
114	10, 22, 24	Training and information for doctoral school staff and thesis supervisors on welcoming and supervising PhD students with disabilities				HR Department	training dates number of staff trained		
115	10, 24	Improve the accessibility of chairs for professors and stakeholders				Property and Logistics Department	measures taken		
116	10, 24	Roll out digital and inclusive teaching tools				Digital Pedagogy	measures taken		
117	10, 12, 14, 27	Raise awareness of professional equality issues among selection panel professors				VP for equality and the fight against discrimination	measures taken	T	P

118	10, 12, 14, 27	Extend awareness-raising and self-training initiatives on professional equality to members of the selection committees, academic councils, juries and recruitment panels				HR Department	measures taken		
119	24, 27	Strengthen the separation between the family and professional spheres				HR Department/VP for equality/VP QWL	measures taken		
120	10	Prevent and deal with sexual and gender-based violence, harassment and discrimination				VP for equality and the fight against discrimination	measures taken	T	P
121	6, 7, 10	Participate in the ACADISCRI survey				VP for equality and the fight against discrimination	yes/no	T	C
122	10	Communicate on research activities related to inclusion and the fight against discrimination (Merging project)				VP for equality and the fight against discrimination	number of communication actions	T	P
123	23	Create a quality of university life laboratory				VP QWL	yes/no		
124	23	Create an annual barometer of well-being in the workplace				VP QWL	yes/no		
<p>Situation: T = action taken In progress = action in progress Status: C = action completed P = permanent or continuing action</p>									