

Strengths and weaknesses: renewal award

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ETHICAL AND PROFESSIONAL ASPECTS

Strengths:

Open science:

"Open science is a key way of making research more accessible and democratising knowledge, which is our top priority."

From 2023 and throughout the year, a number of actions have been introduced to encourage all researchers to participate in open science:

New open science and editorial quality requirements have been introduced in the publication support applications submitted by researchers to the Research Commission. An **"open science bonus"** has been introduced to supplement the annual financial allocations distributed to research units. It is based on the open science implementation criteria applied in the units' publication practices and has contributed to incentivising this aspect for researchers.

To raise the profile of these measures, a CanalU channel (higher education and research audiovisual platform for open science) has been opened and, to extend accessibility, a model has been created for readers with disabilities.

An initial discussion on changes to the way research is assessed was organised with a view to joining CoARA.

We obtained funding from the FNSO 3 for the Coopères project (coordinated by the REPERES network, a network of incubators for open access scientific journals).

A structures database including the ROR IDs and an author database, after alignment of the author identifiers, have been finalised. The software data model has been implemented.

A V.0 version of the tool including the back-end and the user interface, with a dashboard of quantitative and qualitative indicators, preceded the roll-out of a beta version of the tool.

In 2023-2024, the CADOR unit (research data management support unit) and its members contributed to the site's application to the Data Workshop (DataLyStE).

During the same period, we transferred all the CADOR resource pages to the University's external website and created a Frequently Asked Questions section with new open resources. We subsequently recruited an IGE (in-house administrative and support manager) to coordinate the CADOR unit and to integrate two new members (Digital Department/Information Systems Security Manager and the Data Advisor for the research laboratories).

As part of the development of the **BIBLIOREF** platform, the ULs have collected, validated, cleaned and enriched the persistent identifiers relating to research actors and structures (IdHAL, ORCID, etc.).

A campaign to make research units aware of the issues involved in creating and managing their identifiers was conducted with the Research and Doctoral Studies Department, whose members now have access to BiblioRef.

An agreement has been signed with UGA Editions.

The six themes of the 2020-2024 Open Science Roadmap and the development of the future axes of the 2025-2029 Charter and Roadmap were assessed and the results were presented to the University's Research Commission in July 2024.

After a period of consultation and work on the new themes, objectives and indicators with the members of this Commission, the Charter and the 2025-2029 Roadmap are scheduled to be validated by the Commission in December 2024 and then submitted to the Board of Governors for its approval (by early 2025 at the latest).

Open science indicators and dashboards are scheduled to be implemented for the Charter and the bonus scheme in the “BiblioRef” publication management tool for the period **2025-2026**. The inter-institutional agreement that forms the basis of the **PRAIRIAL** open access journal platform will be renewed and general terms and conditions of use will be put in place on the platform.

The development of a strategic focus on legal journals and the implementation of an assessment and self-assessment process for journals have also been planned for the same period.

Research ethics and integrity:

The University of **Lyon’s doctoral charter**, signed by the doctoral student, the thesis supervisor, the director of the doctoral school and the director of the research centre, commits the signatories to **scientific integrity**. It should be complemented by a global reflection on the dissemination of data, including research ethics. This practice has been in place since 2023.

A working group was set up in 2024 to combine the use of **artificial intelligence** with the respect for **ethical principles**. Made up of researchers and librarians, it has issued a number of recommendations and has proposed actions to be implemented. It began by pointing out that “**AI is a tool**, and its use is not in itself illegal, subject to the applicable legal or regulatory provisions. However, the use of AI must be transparent, and not mentioning its use in a research footnote or appendix is a breach of scientific integrity.” The working group recommends that researchers should be made aware of these issues, by raising awareness, providing tools and, where appropriate, imposing sanctions.

Research dissemination and participation in society:

“Defending the principles of the HRER award also requires concrete action and a historic, multi-year effort to make research more attractive and to improve the quality of working life. Launched in 2023, the [2025 research ambition plan](#) will give researchers time, substantial financial resources (a 60% increase in laboratory funding), space and the means to raise their profile in a strengthened dialogue between science and society.” The University has significantly strengthened the dissemination and participation of research in society, particularly through scientific mediation and popularisation, expert contributions and partnerships. The President appointed a Scientific Communication and Dissemination Officer in 2024, and a Science and Society section has been created on the University’s website. It identifies all the scientific events and research that are accessible to everyone, with a link to social issues.

Equality and the fight against discrimination:

By definition, there are many different types of disability. The vision of an inclusive university needs to be applied in equally diverse areas, sometimes through actions that may seem modest, but which affect the day-to-day lives of people with disabilities.

[The Disability Masterplan](#) was adopted at the beginning of 2023. Both a steering and communication document, it strives to combine ambition and realism. It is broken down into 65 specific actions. The methods for implementing and monitoring these actions have been thought through and discussed.

[An equalities action plan](#) is scheduled for the period 2024-2027, designed to promote professional equality between women and men and to propose actions to remedy any inequalities in treatment

within Jean Moulin Lyon 3 University. It was submitted and approved by the governing bodies on September 10th 2024. It also aims to prevent and, if necessary, deal with situations of violence, discrimination or harassment (VDH). It is a continuation of the 2021-2024 plan, which was the first for our university and which allowed us to set objectives, identify key services and choose indicators in accordance with the French ministerial framework (unchanged since 2020), which defines four areas in which actions must be taken. The new plan is based on the results of the previous plan (presented to the CSAE (the institution's local administrative social committee) and the Board of Governors). Some actions have been continued, either because they had not been completed successfully or because it was necessary to renew them. New actions that were not included in the previous plan will enable us to go further.

This new plan was developed jointly during meetings with volunteer members of the unions represented on the CSAE, the equality officers and members of the various University departments, as well as users (elected representatives and members of the student associations office particularly concerned by these issues). It was then validated by the University's governing bodies and demonstrates its desire to extend and intensify its commitment to professional equality and the fight against violence, discrimination and harassment. The University's governance bodies also wanted this plan to be supplemented by a specific plan to combat sexual and gender-based violence, which encompasses the entire university community. These two plans are designed to resonate with the Disability Masterplan, the Quality of Life and Working Conditions Masterplan, the Sustainable Development-Corporate Social Responsibility Masterplan and the institutional project.

Weaknesses:

Universities specialising in the humanities and social sciences cannot match the economic development offered by scientific universities. However, our institution is a member of the University of Lyon, which is a shareholder in SATT Pulsalys, and we therefore benefit from the services that this company offers to researchers, particularly in terms of setting up companies.

Remarks

Since 2024, the institution's scientific policy has been focused on the support, commitment and promotion of research.

"We support multidisciplinary, demanding and high-quality research, from the most fundamental to the most community-facing. In line with our institutional project and our focus on accessibility, Jean Moulin University is committed to the major scientific and ethical principles of the European Research Area: the transparency and openness of science, freedom of research, scientific integrity and the social responsibility of research."

The University continues to develop and deploy initiatives to support open science, which has been adopted by its researchers. The research and university library services have joined forces to achieve this objective. Numerous actions have made this project a success.

In order to strengthen the dissemination of research, the University has focused on developing the way this research is used while ensuring that it secures the results obtained by researchers.

By validating the [ecological transition ambition plan 2025](#) , and with its application for the **SD&SER label**, the University has assumed its role in committing to social responsibility.

The construction of equality, which is at the heart of the institution's contract, is aimed at everyone, particularly **people with disabilities**. The development and approval of a new **Disability Masterplan** guarantees this aim.

The fight against **discrimination**, to which the University has been committed for several years, has been consolidated. The University participated in the ACADISCR survey, which analyses working and study conditions, unequal treatment and discrimination in higher education. We have also adopted a plan to **combat sexual and gender-based violence and a professional gender equality plan**.

RECRUITMENT AND SELECTION

Strengths:

An evaluation grid incorporating all of the OTM-R principles is currently being drafted and distributed to recruiters.

To ensure compliance with OTM-R principles when recruiting visiting researchers, a committee of experts has been in place since 2024.

Training in recruitment techniques for expert panels is underway for Selection Committee chairs.

Weaknesses:

The sustained actions and efforts within the institution have been very effective, but we still need to make progress in the area of atypical recruitment.

Remarks:

The **OTM-R principles** are now applied for the recruitment of all researchers.

We are going one step further by extending this rule to all staff involved in research (research laboratory managers), whether they are employed on a permanent or temporary basis (doctoral contracts, visiting professors, etc.).

Compliance with the OTM-R principles is particularly relevant for **disadvantaged groups** (people with disabilities, women, etc.).

WORKING CONDITIONS AND SOCIAL SECURITY

Strengths:

Several initiatives have been launched to improve **working conditions and the research environment** in which researchers develop:

To improve visibility and accessibility for all researchers, the space devoted to research has been extended and improved. The **organisation of research has been simplified** by reorganising it into Research and Doctoral Studies Departments, giving researchers easier and more direct access to the appropriate contacts for the service they require. At the same time, the architecture and content of the research section of the university's website have been completely overhauled, and research

laboratories wishing to review their **communication** are offered support to help them promote their work.

Encouraging **mobility for researchers**, accompanied by financial measures for doctoral students, should prove fruitful.

Researchers' mobility must not damage the organisation of teaching after their return. Formalising the principles for organising teaching duties is the first step in drafting and distributing a best practice Charter for allocating teaching duties, particularly after mobility or taking on research responsibilities. The same applies to a return from family leave for access to reduced teaching hours.

Improving the **quality of the digital services** offered to the institution's students, professors and staff and strengthening scientific security are the objectives of the €10 million [digital ambition plan](#), which is based on four pillars: **security, simplicity, accessibility and sustainability**.

All of the institution's researchers, including doctoral students, now have **access** to all of the institution's resources.

A [QWL plan](#) has been adopted to provide researchers with working conditions that enable them to develop in a high-quality environment. This masterplan is built around four key areas.

Forthcoming innovations include the creation of a quality of university life laboratory and an annual barometer of well-being in the workplace.

A new space for dialogue and experimentation: a veritable **laboratory for the quality** of university life (LabQVU) will be set up at Jean Moulin Lyon 3 University to provide long-term support for the QWL action plan and to ensure that the quality of university life is constructed collaboratively. Its remit will be to receive and encourage suggestions for QWL, to discuss them and then to translate them into concrete actions, so that they can then be validated and deployed in accordance with the applicable legal and administrative processes.

This new grouping is intended to be open to all, staff and students alike, so that every member of the university community, including administrative, technical, library, social and health staff, professors and student users, can participate in this collective dynamic and in the institution's (quality of) life.

As part of its policy to continuously improve QWL, Jean Moulin Lyon 3 University is planning to set up an annual **barometer of well-being in the workplace**. This tool will enable it to question the relevance and effectiveness of the various actions implemented to support QWL. The University will then have a diagnostic tool to complement its action plan, enabling it to identify areas in which it can improve working conditions and to identify and disseminate good practices, which will feed into the actions proposed as part of the plan.

[Weaknesses:](#)

Scattered actions have been carried out over the last few years without any real planning. As a result, the various initiatives have not always had the impact that was intended, due to a lack of visibility. It had become essential to structure and raise the profile of initiatives to improve working conditions for researchers. The University's strategy of promoting a number of plans to improve staff working conditions has proved to be the answer.

Remarks:

Lyon 3 University is firmly committed to improving the quality of life and working conditions of its staff. To this end, a detailed action plan has been put in place, targeting various aspects of the professional environment. The plan is divided into four areas, each with a specific aim.

A great deal of attention is devoted to occupational healthcare and prevention, which already has a solid foundation within the institution. The main thrust of these initiatives is to build on what has already been achieved and to broaden the range of tools available to employees to ensure colleagues' health on a day-to-day basis.

Quality of life and working conditions also include the environment. Environmental issues are global, touching not only on the issue of workspaces located in a building, but also on the issue of deteriorating climate conditions. The environment is also understood in a broader social sense, linked to each individual's personal life. Some of the actions proposed in the plan aim to achieve a better work-life balance. To conclude, Lyon 3 University's implementation of its quality of life and working conditions plan demonstrates the institution's desire to promote a work organisation that is conducive to the health and well-being of its staff.

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TRAINING AND DEVELOPMENT

Strengths:

Regular meetings between department heads and research unit directors have been set up. It is important that the managers who provide support functions at the University meet with researchers to help them understand the institution's organisational and operational rules.

The research support centre has been developed in order to better assist researchers, doctoral school directors and research unit directors with their funding applications (French National Research Agency, Europe, etc.)

Weaknesses:

Overall, researchers have been reluctant to put in place pedagogical mentoring within the institution. Even within the framework of an alliance of European universities (Arqus), mentoring has not been as successful as had been hoped. As a result, both the University project and that of the European alliance were abandoned.

Remarks:

The training of researchers remains a difficult issue for us. It does not seem to be unique to our university. As we have mentioned, it appears that researchers prefer to train themselves, and very few of them take up the training courses on offer.

ACRONYMS AND ABBREVIATIONS

2IF	International Institute for Francophonie
AI	Artificial Intelligence
ANR	French national research agency
ATER	Temporary university lecturers
BIATSS	Library, engineering, administrative, technical, social and health personnel
CA	Board of Governors
CAC	Academic Council
CADOR	Support unit for research data management
COARA	Coalition for Advancing Research Assessment
COS	Selection Committees
CSAE	The institution's Works Council
DDF	Francophone dictionary
DIL	Property and Logistics Department
DNUM	Digital Department
DRED	Research and Doctoral Studies Department
DRI	International Relations Department
EC	Associate and full professors
ED	Doctoral school
EOI	Call for Expressions of Interest
FNSO	French National Fund for Open Science
FTE	Full Time Equivalent
HRD	Human Resources Department
IGE	Research engineer
ISSM	Information Systems Security Manager
PAPN	Digital Pedagogy Support Centre
QWL	Quality of Work Life
ROR ID	Research Organization Registry ID
SATT	Technology transfer acceleration company
SD&SER	Sustainable Development and Social and Environmental Responsibility
SGTE	Department for Ecological Transition
T&CU	Terms and conditions of use
TEDS	Ecological transition for sustainable development
UGA Editions	Université Grenoble Alpes Editions (university press)
UL	University libraries
UR	Research Unit
V.0	Version 0
VP	Vice-President
VSS	Sexual and gender-based violence