

ACTION PLAN HRS4R

2022-2026

Targets	N° Action	Shared actions with UCA	Actions	Deadline
Promote respect for research ethics and scientific	1	*	Create an Ethics Committee with referents in each research unit of OCA and work on the articulation with the multidisciplinary Research Ethics Committee (CER) of Université Côte d'Azur	Q-4-2022
	2		Join and participate to the network of ethics committees with the partners of Côte d'Azur site	Q-1 2024
	3		Create and update a website dedicated to ethical and professional conduct in the field of Earth and Universe Sciences	Q-2-2023
	4	*	Promote participation in training and workshops organised by Université Côte d'Azur on the theme of research ethics (such as intellectual property, ethical and professional conduct, data ownership, partnerships and research dissemination)	Q-2-2026
	5	*	Disseminate the guide presenting the principles of ethics, scientific integrity and professional conduct created by Université Côte d'Azur	Q-3-2023
	6		Contribute, for the field of Earth and Universe Sciences, to the drafting of the Université Côte d'Azur charter that defines each discipline's criteria for contributing to a publication as an author	Q-2 2023
Increase support for researchers	7	*	Join and participate to the common network (CNRS-UCA-OCA) of coordinators in charge of knowledge transfer, innovation and partnership to assist researchers	Q-4 2022
	8	*	List and disseminate calls for proposals in the field of Earth and Universe Sciences, and contribute to the platform created by the Université Côte d'Azur which gives access to all open calls for proposals and allows keyword searches	Q-4 2025
Improve our recruitment process	9	*	Provide a recruitment toolkit that complies OTMR criteria	Q-4 2022
	10	*	Use ATS (Assistant Tracking System) recruitment software to improve compliance with OTMR criteria	Q-4 2023
	11		Advertise more teaching and research job openings and job profiles in English (academic networks, social networks, Euraxess...)	Q-4 2025
	12		Raise awareness of the implementation of the OTM-R criteria among recruitment committees	Q-4 2023
Provide better support for professional development	13		Establish a system of reception, advice and support at key moments in the career of a researcher.	Q-2 2024
	14		Create an online guide to explain the pay system (public service pay scales)	Q-4 2025
Emphasize inclusive staff policy	15		Systematically feminize job descriptions and job offers and mention the possibility for disabled candidates to apply	Q-1 2022
	16		Deploy the actions of the gender equality action plan	Q-4 2023
	17		Appoint a disability advisor and work with UCA to create initiatives to support staff members with disabilities	Q-3-2022
	18		Educate recruitment committees about method of recruitment without discrimination and unconscious bias	Q-4 2022
Prevent occupational risks	19	*	Integrate the occupational health and safety protection centre created by UCA in order to optimise and carry out joint actions on the site	Q-4 2022
	20	*	Organise, structure and develop the missions of the OCA's PSR(Psycho-social Risks) unit, and coordinate them with our local partners (UCA, CNRS) carry out joint actions on the site	Q-2-2023
	21	*	Appoint a mediation correspondent with the UCA mediation center and offer conflict management training to managers	Q-4 2024

Improving the working environment and conditions for researchers	22	*	Make an inventory of the scientific equipment of the different platforms and use a common database of equipment and associated skills created by UCA	Q-4 2023
	23		Systematically provide workstations that meet the specific needs of researchers in their institution or for remote work	Q-2 2023
	24		Improve access to digital resources for researchers especially for researchers with a disability	Q-2-2023
	25	*	Extend access to remote work to third places or coworking spaces with our local partners	Q-2-2023
	26	*	Create spaces where the researcher community can meet and share practices linked with their profession	Q-4 2023
	27		Establish a right-to-disconnect charter and propose support tools	Q-2-2023
	28	*	Reflect with our local partners on childcare proposals for OCA staff	Q-4 2024
improve the quality of doctoral supervision	29	*	Strengthen the training and exchange of doctoral supervisors in coordination with UCA	Q-4 2023
	30	*	Train doctoral supervisors in charge of doctoral students with disabilities	Q-4 2024
	31		Communicate more about available resources to doctoral students and create listening units with trained correspondents in each research unit	Q-2 2023
Strengthening the training of doctoral students and researchers	32	*	Organize a campaign to motivate researchers to acquire more training and develop their skills	Q-4 2024
	33	*	Offer more academic and scientific training programs that increase employability and develop skills	Q-4 2025
	34	*	Offer more academic and scientific training programs via doctoral schools	Q-4 2023
Strengthen the dissemination of research to the public	35		Make major research advances more visible within the OCA	Q-4 2022
	36		Strengthen mediation actions with schools	Q-2 2022
	37		Strengthen the dissemination of research to the public	Q-2 2022
	38		Obtain the science with and for society label	Q-4 2022
	39		Offer training in scientific mediation and astronomy for teachers	Q-1 2022