

HRS4R Action Plan ULST

Proposed ACTIONS

Action 1

Organizing mandatory training and workshops on ethics and integrity for researchers and academics
Objective (O): Enhancing competences in ethics and academic integrity

x

GAP Principle(s)

(+/-) 1. ETHICS AND RESEARCH INTEGRITY

Timing (at least by year's quarter/semester)

S1 2026



Responsible Unit

Pro-CITT, DPPD, Ethics Commission

Indicator(s) / Target(s)

Indicator: Number of sessions organized and active participation/
Target: Minimum 2 sessions/year;



Action 2

Developing and disseminating an updated Code of Ethics and clear procedures for co-authorship, anti-plagiarism and conflicts of interest

x

O.: Clarifying ethical norms and procedures

GAP Principle(s)

(+/-) 1. ETHICS AND RESEARCH INTEGRITY

Timing (at least by year's quarter/semester)

S1 2026



Responsible Unit

Rectorate, Ethics Commission, Legal Office

Indicator(s) / Target(s)

Code available and applicable institutionally/ Code reviewed



Proposed ACTIONS

Action 3

Encouraging and recognizing ethical behavior; policies to prevent discrimination
 O: Creating an academic climate based on ethics and equity

x

GAP Principle(s)

(+/-) 1. ETHICS AND RESEARCH INTEGRITY

Timing (at least by year's quarter/semester)

S2 2026



Responsible Unit

HR, Ethics Commission, Pro-CITT, CCOC, DPPD

Indicator(s) / Target(s)

Number of policies and initiatives implemented/ Minimum 2



Action 4

Organizing training sessions on academic freedom and researchers' rights
 O: Strengthening the autonomy and freedom of researchers

x

GAP Principle(s)

(+/-) 2. FREEDOM OF SCIENTIFIC RESEARCH

Timing (at least by year's quarter/semester)

S2 2026



Responsible Unit

Pro-CITT, Ethics Commission

Indicator(s) / Target(s)

Number of sessions and degree of participation/ Minimum 2



Proposed ACTIONS

Action 5

Creating a mentoring network for young researchers and continuing education internships
 O: Improving the mentoring and training process

GAP Principle(s)

(+/-) 2. FREEDOM OF SCIENTIFIC RESEARCH

Timing (at least by year's quarter/semester)

S1 2027



x



Responsible Unit

LG-ULST, Pro-ASS, IOSUD-ULST (PhD students from CSUD and doctoral school councils), HR

Indicator(s) / Target(s)

Number of mentors and mentees involved/Minimum 8 mentors/year;



Action 6

Organizing courses and workshops on open access publishing
 O: Enhancing researchers' competences on open science

GAP Principle(s)

(+/-) 3. OPEN SCIENCE

Timing (at least by year's quarter/semester)

S1 2027



x



Responsible Unit

DPPD, CCOC, Library, Pro-CITT

Indicator(s) / Target(s)

Number of courses organized and participation rate/ Minimum 1



Proposed ACTIONS

Action 7

Developing an institutional policy on open science, with clear rules on data sharing and open access publications
 O: Institutionalizing open science practices

x

GAP Principle(s)

(+/-) 3. OPEN SCIENCE

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

Rectorate, Legal Office, Pro-CITT



Indicator(s) / Target(s)

Policy approved and applied in projects/
 100% new projects compliant with policy



Action 8

FAIR data sharing and the use of open software
 O: Enhancing researchers' competences on open science

x

GAP Principle(s)

(+/-) 3. OPEN SCIENCE

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

DPPD, CCOC, Library, Pro-CITT



Indicator(s) / Target(s)

Number of courses organized and participation rate/ Minimum 1



Proposed ACTIONS

Action 9

Organizing information sessions and workshops on gender issues, combating stereotypes and discrimination
 O: Raising awareness of gender equality

x

GAP Principle(s)

(+/-) 4. GENDER EQUALITY

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

Gender Equality Commission, DPPD, CCOC



Indicator(s) / Target(s)

Number of sessions and staff participation/ Minimum 2



Action 10

Reviewing recruitment and promotion procedures to integrate the principles of gender equity
 O: Ensuring equal access to career opportunities

x

GAP Principle(s)

(+/-) 4. GENDER EQUALITY

Timing (at least by year's quarter/semester)

S2 2026



Responsible Unit

HR, Faculties Councils



Indicator(s) / Target(s)

Number of procedures adapted and applied/ 100% procedures



Proposed ACTIONS

Action 11

Creating mentoring programs and supporting women's participation in decision-making structures
 O: Promoting female leadership in research and administration

x

GAP Principle(s)

(+/-) 4. GENDER EQUALITY

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit



Rectorate, HR, Pro-ASS, LG-ULST, IOSUD-ULST (PhD students from CSUD and doctoral school councils)



Indicator(s) / Target(s)

Number of programs and participants/ Minimum 1



Action 12

Establishing flexible programs and family care support policies
 O: Supporting work-life balance with family-friendly policies and flexibility

x

GAP Principle(s)

(+/-) 4. GENDER EQUALITY

Timing (at least by year's quarter/semester)

S1 2026



Responsible Unit



HR, Pro-AD



Indicator(s) / Target(s)

Number of policies applied and feedback/ Minimum 1/year



Proposed ACTIONS

Action 13

Awareness campaigns, training sessions and workshops on stereotypes, discrimination and prejudice
 O: Raising awareness of diversity and inclusion

x

GAP Principle(s)

(+/-) 5. EMBRACING DIVERSITY

Timing (at least by year's quarter/semester)

S1 2027



Responsible Unit

Gender Equality Commission, DPPD



Indicator(s) / Target(s)

Number of sessions organized; degree of participation/ Minimum 2



Action 14

Developing and implementing a clear policy on diversity and inclusion, disseminated to all employees
 O: Strengthening the institutional framework for diversity

x

GAP Principle(s)

(+/-) 5. EMBRACING DIVERSITY

Timing (at least by year's quarter/semester)

S2 2026



Responsible Unit

Rectorate, HR, Legal Office



Indicator(s) / Target(s)

Policy approved and applicable/



Proposed ACTIONS

Action 15

Reviewing procedures to eliminate bias and ensure fairness in selection and promotion
 O: Eliminating discrimination in recruitment and promotion processes

x

GAP Principle(s)

(+/-) 5. EMBRACING DIVERSITY

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

HR, CEAC, DPPD



Indicator(s) / Target(s)

Number of procedures reviewed/



Action 16

Developing an official document on the role, rights and obligations of researchers
 O: Clarifying researchers' roles and responsibilities while developing critical and analytical thinking

x

GAP Principle(s)

(+/-) 6. THE RESEARCHER

Timing (at least by year's quarter/semester)

S1 2027



Responsible Unit

Pro-CITT, HR, Legal Office



Indicator(s) / Target(s)

- Document developed and disseminated/ 100% informed staff and document available online
- Number of sessions organized;



Proposed ACTIONS

Action 17

Implementing a standard annual evaluation procedure with constructive feedback
 O: Establishing transparent evaluation and feedback mechanisms for researchers

x

GAP Principle(s)

(+/-) 6. THE RESEARCHER

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

HR, CEAC



Indicator(s) / Target(s)

Procedure applied; degree of satisfaction of researchers/ 100%



Action 18

Establishing a program of awards and micro-grants for high-performing researchers
 O: Recognizing excellence in research

x

GAP Principle(s)

(+/-) 6. THE RESEARCHER

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

Pro-CITT, DGA



Indicator(s) / Target(s)

Number of awards and grants awarded/ Minimum 6 awards/year;



Proposed ACTIONS

Action 19

Extending agreements through Erasmus+ and integrating researchers at all stages of their careers/ Broadening the Erasmus+ programme and strengthening global collaborations through funding for mobility

x

GAP Principle(s)

(+/-) 7. FREE CIRCULATION OF RESEARCHERS

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

CRin, UMP, DiEu

Indicator(s) / Target(s)

- Number of agreements and mobilities carried out/ 20% increase in international mobilities in 2 years
- Number of mobilities and awards offered/ Minimum 2 mobilities/year +



Action 20

Developing an operational guide and organizing sessions for the exchange of good practices

O: Optimizing administrative processes for international mobility

x

GAP Principle(s)

(+/-) 7. FREE CIRCULATION OF RESEARCHERS

Timing (at least by year's quarter/semester)

S2 2026



Responsible Unit

DGA, CRin, Pro- RMA

Indicator(s) / Target(s)

Existence of the guide; positive feedback from users/



Proposed ACTIONS

Action 21

Establishing an institutional framework for assessing the impact of research on the environment and society
 O: Promoting sustainable research across economic, ecological, and social dimensions

x

GAP Principle(s)

(+/-) 8. SUSTAINABILITY OF RESEARCH

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

Pro-CITT, Ethics Commission, CEAC

Indicator(s) / Target(s)

Approved and applied evaluation standard/ Minimum 2 evaluation



Action 22

Creating interdisciplinary consortia and public-private partnerships; developing a digital platform for collaboration
 O: Building research networks focused on sustainability

x

GAP Principle(s)

(+/-) 8. SUSTAINABILITY OF RESEARCH

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

Pro-CITT, Pro- RMA

Indicator(s) / Target(s)

Number of functional networks and partnerships/ Minimum 1 active



Proposed ACTIONS

Action 23

Annual awarding of researchers and teams with impact in achieving sustainable development goals
 O: Rewarding outstanding contributions to sustainable research

x

GAP Principle(s)

(+/-) 8. SUSTAINABILITY OF RESEARCH

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

Rectorate, Pro-CITT

Indicator(s) / Target(s)

Number of awards granted and recipients/ Minimum 2



Action 24

Adopt a set of diversified criteria that includes mentoring, training, collaborations and societal impact
 O: Guaranteeing fair and inclusive evaluation of researchers

x

GAP Principle(s)

(+/-) 9. RESEARCHERS' ASSESSMENT

Timing (at least by year's quarter/semester)

S1 2027



Responsible Unit

CEAC, Pro-AD, Pro-CITT

Indicator(s) / Target(s)

Criteria approved and applied in the evaluation process/ 100% staff



Proposed ACTIONS

Action 25

Develop a career guide for researchers and teachers, with clear performance indicators
 O: Setting transparent expectations for career development

x

GAP Principle(s)

(+/-) 9. RESEARCHERS' ASSESSMENT

Timing (at least by year's quarter/semester)

S1 2026



Responsible Unit

HR, DPPD, CCOC, Pro-AD

Indicator(s) / Target(s)

Guide published and disseminated/
 100% accessibility guide for



Action 26

Create a set of objective criteria and publish evaluation procedures
 O: Establishing a standardized and transparent evaluation process

x

GAP Principle(s)

(+/-) 9. RESEARCHERS' ASSESSMENT

Timing (at least by year's quarter/semester)

S2 2026



Responsible Unit

Rectorate, CEAC, Legal Office

Indicator(s) / Target(s)

Evaluation documents publicly available/
 100% standardized and



Proposed ACTIONS

Action 27

Create a ULST policy for Open, Merit-Based, Transparent Recruitment (OTM-R)
 Develop a clear methodology with public selection criteria and communicate expectations from candidates
 O: Open, Merit-Based, Transparent Recruitment (OTM-R); Ensuring clear and transparent recruitment with constructive feedback for candidates



x

GAP Principle(s)

(+/-) 10. RECRUITMENT

Timing (at least by year's quarter/semester)

S1 2026



Responsible Unit

Rectorate, HR, Legal Office

Indicator(s) / Target(s)

Methodology published and used in all competitions/ 100% competitions conducted based on the methodology



Action 28

Revise evaluation criteria to include hybrid careers, training periods or personal development
 O: Recognizing the benefits of career breaks in professional growth

x

GAP Principle(s)

(+/-) 10. RECRUITMENT

Timing (at least by year's quarter/semester)

S1 2027



Responsible Unit

HR, CEAC, DPPD

Indicator(s) / Target(s)

Criteria revised and communicated to candidates/ 100% candidates



Proposed ACTIONS

Action 29

Publish detailed selection criteria and competition stages in recruitment announcements
 O: Enhancing transparency and clarity in the selection process

x

GAP Principle(s)

(+/-) 11. SELECTION

Timing (at least by year's quarter/semester)

S1 2026



Responsible Unit

Rectorate, HR, CCOC, DPPD



Indicator(s) / Target(s)

Number of announcements updated according to the new standards/



Action 30

Update regulations to include external, international and multidisciplinary members in selection committees
 O: Enhancing selection committees: integrating external, international, and multidisciplinary experts

x

GAP Principle(s)

(+/-) 11. SELECTION

Timing (at least by year's quarter/semester)

S1 2026



Responsible Unit

Rectorate, HR, Legal Office



Indicator(s) / Target(s)

Number of committees formed according to the new structure/



Proposed ACTIONS

Action 31

Develop a standard feedback form for candidates, including those who are rejected
 O: Ensuring objective and constructive feedback for all candidates

x

GAP Principle(s)

(+/-) 11. SELECTION

Timing (at least by year's quarter/semester)

S1 2027



Responsible Unit

HR, CEAC



Indicator(s) / Target(s)

Percentage of candidates receiving written feedback/ 100%



Action 32

Develop a formal policy to include non-linear and hybrid pathways
 O: Supporting and recognizing diverse career development paths

x

GAP Principle(s)

(+/-) 12. CAREER PROGRESSION

Timing (at least by year's quarter/semester)

S1 2026



Responsible Unit

HR, Pro-AD



Indicator(s) / Target(s)

Policy approved and applied in evaluation/ 100% evaluations



Proposed ACTIONS

Action 33

Funding for publication fees; co-authoring guide and training sessions
 O: Supporting autonomy in publishing and promoting co-authorship

x

GAP Principle(s)

(+/-) 12. CAREER PROGRESSION

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

Pro-CITT, Library, HR



Indicator(s) / Target(s)

Number of independent publications and sessions organized/ Minimum 2



Action 34

Fostering growth and support for early-career researchers
 Implement a formal mentoring program and paid internships

x

GAP Principle(s)

(+/-) 12. CAREER PROGRESSION

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

HR, Pro-ASS, LG-ULST, IOSUD-ULST (PhD students from CSUD and doctoral school councils)



Indicator(s) / Target(s)

Number of active mentors and mentees/ Minimum 10



Proposed ACTIONS

Action 35

Adapting infrastructure for accessibility and promoting work flexibility (teleworking, reduced hours, sabbaticals)
 O: Creating better working conditions for researchers across all career stages

x

GAP Principle(s)

Timing (at least by year's quarter/semester)

(+/-) 13. WORKING CONDITIONS, FUNDING AND SALARIES

S1 2027



Responsible Unit

Indicator(s) / Target(s)

Rectorate, DGA, HR

Number of adapted spaces and flexible working policies



Action 36

Creating relaxation areas, free psychological counseling, wellbeing sessions/ Fostering health and well-being for research and academic staff

x

GAP Principle(s)

Timing (at least by year's quarter/semester)

(+/-) 13. WORKING CONDITIONS, FUNDING AND SALARIES

S1 2027



Responsible Unit

Indicator(s) / Target(s)

HR, Medical Service, Health and Safety Commission

Number of services available and degree of use/ Minimum 2 initiatives



Proposed ACTIONS

Action 37

Implementing and promoting procedures against harassment and gender-based violence
 O: Creating a safe and ethical working environment for researchers

x

GAP Principle(s)

(+/-) 13. WORKING CONDITIONS, FUNDING AND SALARIES

Timing (at least by year's quarter/semester)

S2 2026



Responsible Unit

Ethics Commission, HR, Legal Office

Indicator(s) / Target(s)

Number of complaints handled and preventive sessions/ 100%



Action 38

Establishing a maximum threshold for fixed-term contracts and recommending the use of permanent contracts for recurring tasks
 O: Supporting job stability and career security across all levels

x

GAP Principle(s)

(+/-) 14. STABILITY OF EMPLOYMENT

Timing (at least by year's quarter/semester)

S2 2026



Responsible Unit

Rectorate, HR, Legal Office

Indicator(s) / Target(s)

Annual report on contract distribution/ Maximum 2 fixed-term contracts/year



Proposed ACTIONS

Action 39	GAP Principle(s)	Timing (at least by year's quarter/semester)
Elaborating a guide to specific tasks for researchers at levels R1-R4 O: Clarifying responsibilities and minimizing administrative workload	(+/-) 14. STABILITY OF EMPLOYMENT	S1 2026
x	//	Indicator(s) / Target(s)
Responsible Unit	HR, Pro-CITT, CDI	Guide approved and disseminated/
//	//	//
Action 40	GAP Principle(s)	Timing (at least by year's quarter/semester)
Organizing coaching, training and career information sessions in and outside academia O: Creating centers for guidance and professional training for researchers	(+/-) 14. STABILITY OF EMPLOYMENT	S2 2027
x	//	Indicator(s) / Target(s)
Responsible Unit	CCOC, DPPD	Number of sessions and participants/ Minimum 2
//	//	//

Proposed ACTIONS

Action 41

Organizing annual training on legal requirements applicable to researchers (including data protection and copyright)
 O: Enhancing knowledge of legal and contractual rights and obligations

x

GAP Principle(s)

(+/-) 15. CONTRACTUAL AND LEGAL OBLIGATIONS

Timing (at least by year's quarter/semester)

S2 2026



Responsible Unit

HR, Legal Office, Ethics Commission

Indicator(s) / Target(s)

Number of training sessions and participants/ Minimum 1



Action 42

Sending monthly information on legislative changes applicable to the field of research
 O: Consistent review and communication of relevant legislation for researchers

x

GAP Principle(s)

(+/-) 15. CONTRACTUAL AND LEGAL OBLIGATIONS

Timing (at least by year's quarter/semester)

S1 2026



Responsible Unit

Rectorate, Legal Office, HR

Indicator(s) / Target(s)

Number of emails sent/ 12



Proposed ACTIONS

Action 43

Introducing modules on contractual obligations in continuing education programs
 O: Embedding legal knowledge in continuous researcher development

x

GAP Principle(s)

(+/-) 15. CONTRACTUAL AND LEGAL OBLIGATIONS

Timing (at least by year's quarter/semester)

S1 2026



Responsible Unit

DPPD, HR

Indicator(s) / Target(s)

Number of modules developed and participants/ Minimum 2



Action 44

Organizing scientific events and scientific communication sessions for the general public
 O: Enhancing the visibility and impact of research results

x

GAP Principle(s)

(+/-) 16. DISSEMINATION AND EXPLOITATION OF RESULTS

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

Pro-CITT, CCOC, Faculties

Indicator(s) / Target(s)

Number of events and participants/ Minimum 2 events/year and 75



Proposed ACTIONS

Action 45	GAP Principle(s)	Timing (at least by year's quarter/semester)
Reviewing and disseminating the strategy on the protection and use of research results O: Optimizing the strategy for intellectual property and asset management	(+/-) 16. DISSEMINATION AND EXPLOITATION OF RESULTS	S2 2026
x	Responsible Unit	Indicator(s) / Target(s)
//	Rectorate, Pro-CITT, Legal Office	Strategy approved and applicable/ 100% projects integrated into the strategy
Action 46	GAP Principle(s)	Timing (at least by year's quarter/semester)
Elaborating a mechanism for rewarding and recognizing capitalized contributions O: Strengthening compensation strategies for the exploitation of research results	(+/-) 16. DISSEMINATION AND EXPLOITATION OF RESULTS	S2 2027
x	Responsible Unit	Indicator(s) / Target(s)
//	DGA, HR, Pro-CITT	Regulation approved and implemented/ Minimum 6 researchers rewarded/year

Proposed ACTIONS

Action 47

Training and mentoring sessions to develop communication and capitalization skills
 O: Strengthening training programs for research dissemination and exploitation

x

GAP Principle(s)

Timing (at least by year's quarter/semester)

(+/-) 16. DISSEMINATION AND EXPLOITATION OF RESULTS

S2 2026



Responsible Unit

Indicator(s) / Target(s)

DPPD, Pro-ASS, LG-ULST, IOSUD-ULST (PhD students from CSUD and doctoral school councils)

Number of sessions and participants/ Minimum 1



Action 48

Develop an institutional strategy that integrates career diversification into university policies and practices
 O: Fostering career diversity in research across the institution

x

GAP Principle(s)

Timing (at least by year's quarter/semester)

(+/-) 17. VALUING DIVERSE RESEARCH CAREERS

S 2026



Responsible Unit

Indicator(s) / Target(s)

Pro-AD, CCOC, HR

Strategy developed and communicated/ 100% informed



Proposed ACTIONS

Action 49

Implement a feedback system to share diverse professional experiences of researchers
 O: Fostering collaborative exchanges on career development and paths

x

GAP Principle(s)

(+/-) 17. VALUING DIVERSE RESEARCH CAREERS

Timing (at least by year's quarter/semester)

S1 2027



Responsible Unit

CDI, CCOC

Indicator(s) / Target(s)

Number of testimonials published and views/ Minimum 2



Action 50

Establish partnerships with industrial organizations, NGOs and government institutions for internships and training
 O: Fostering external collaborations for multidisciplinary career development

x

GAP Principle(s)

(+/-) 17. VALUING DIVERSE RESEARCH CAREERS

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

Rectorate, Pro- RMA, UMP, CRin

Indicator(s) / Target(s)

Number of partnerships and internships carried out/ Minimum 2



Proposed ACTIONS

Action 51

Communication campaigns and presentation sessions on institutional strategy and professional development services
 O: Boosting awareness and access to career development opportunities

x

GAP Principle(s)

(+/-) 18. CAREER DEVELOPMENT AND ADVICE

Timing (at least by year's quarter/semester)

S1 2026



Responsible Unit

Pro-AD, CCOC,

Indicator(s) / Target(s)

Number of sessions organized and participation/ Minimum 2



Action 52

Develop a written and digital guide to support individual career planning
 O: Building and promoting a customized career guide for researchers

x

GAP Principle(s)

(+/-) 18. CAREER DEVELOPMENT AND ADVICE

Timing (at least by year's quarter/semester)

S2 2026



Responsible Unit

HR , DPPD, IT

Indicator(s) / Target(s)

Guide developed and distributed/ 100% researchers with access to the guide



Proposed ACTIONS

Action 53

Implement periodic surveys and adjust strategies based on results

O: Assessing the effectiveness of career development strategies

x

GAP Principle(s)

(+/-) 18. CAREER DEVELOPMENT AND ADVICE

Timing (at least by year's quarter/semester)

Number of surveys and implemented changes/ 1 survey/year; 100%



Responsible Unit

Pro-AD, CEAC

Indicator(s) / Target(s)



Action 54

Create and adopt a standard Professional Development Plan template for researchers and teaching staff

O: Developing an institutional professional development strategy

x

GAP Principle(s)

(+/-) 19. CONTINUOUS PROFESSIONAL DEVELOPMENT

Timing (at least by year's quarter/semester)

S2 2026



Responsible Unit

HR, DPPD, CDI

Indicator(s) / Target(s)



Plan approved and applicable at institutional level/ 100% informed



Proposed ACTIONS

Action 55

Organize training sessions, workshops, interdisciplinary courses, including access to statistical analysis platforms
 O: Providing tailored continuing education for professional growth

x

GAP Principle(s)

(+/-) 19. CONTINUOUS PROFESSIONAL DEVELOPMENT

Timing (at least by year's quarter/semester)

S1 2027



Responsible Unit

Pro-CITT, DPPD

Indicator(s) / Target(s)

Number of sessions and level of participation/ Minimum 2



Action 56

Expand partnerships through Erasmus+, Marie Skłodowska-Curie Actions, Fulbright and other professional collaboration networks

x

O: Fostering mobility and intersectoral collaboration

GAP Principle(s)

(+/-) 19. CONTINUOUS PROFESSIONAL DEVELOPMENT

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

Pro- RMA, UMP, CRin

Indicator(s) / Target(s)

Number of partnerships and mobilities carried out/ Minimum 5



Proposed ACTIONS

Action 57

Establish a structured program of monthly meetings between R1-R2 researchers and designated supervisors/mentors
 O: Developing an institutional mentoring and feedback framework

x

GAP Principle(s)

(+/-) 20. SUPERVISION AND MENTORING

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

HR, Pro-CITT, Faculties

Indicator(s) / Target(s)

Number of sessions organized/
 Minimum 2 sessions/semester for



Action 58

Organizing thematic workshops on mentoring, academic leadership, and career support of early-career researchers
 O: Enhancing senior researchers' mentoring skills through continuous training

x

GAP Principle(s)

(+/-) 20. SUPERVISION AND MENTORING

Timing (at least by year's quarter/semester)

S1 2027



Responsible Unit

DPPD, Ethics Commission,
 Pro-AD

Indicator(s) / Target(s)

Number of trainings and participants/
 Minimum 2



Proposed ACTIONS

Action 59

Application of questionnaires and interviews to assess the quality and impact of mentoring activity
 O: Monitoring and improving mentor-researcher relationship effectiveness

x

GAP Principle(s)

(+/-) 20. SUPERVISION AND MENTORING

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

CEAC, HR, CDI

Indicator(s) / Target(s)

Evaluation reports and recommendations applied/

100%



Action 60

Organization of English language courses
 Material available online for independent activities
 O: English language training for administrative staff engaging with international researchers and students

x

GAP Principle(s)

(+/-) 19. CONTINUOUS PROFESSIONAL DEVELOPMENT

Timing (at least by year's quarter/semester)

S2 2026



Responsible Unit

Pro-AD, DPPD

Indicator(s) / Target(s)

Number of courses/ 1 course
 Number of participants/ 15% of



Proposed ACTIONS

Action 61

Gradual translation of the essential regulations of the ULST into English
 O: Providing English versions of ULST regulations for international researchers and students

x

GAP Principle(s)

(+/-) 15. CONTRACTUAL AND LEGAL OBLIGATIONS

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

English Language Discipline, Pro-AD

Indicator(s) / Target(s)

Number/percentage of regulations translated/ 33% of regulations



Note: Use "Add another row" button to add a new "proposed action".

Unselected principles:

The establishment of an Open Recruitment Policy is a key element in the HR Excellence in Research strategy. Please also indicate how your organisation will use the Open, Transparent and Merit-Based Recruitment Toolkit and how you intend to implement/are implementing the principles of Open, Transparent and Merit-Based Recruitment. Although there may be some overlap with a range of actions listed above, please provide a short commentary demonstrating this implementation. If the case, please make the link between the OTM-R checklist and the overall action plan. (max. 1000 words) *

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Proposed ACTIONS

Action 61

Gradual translation of the essential regulations of the ULST into English

O: Providing English versions of ULST regulations for international researchers and students

x

GAP Principle(s)

(+/-) 15. CONTRACTUAL AND LEGAL OBLIGATIONS

Timing (at least by year's quarter/semester)

S2 2027



Responsible Unit

English Language Discipline, Pro-AD

Indicator(s) / Target(s)

Number/percentage of regulations translated/ 33% of regulations



Note: Use "Add another row" button to add a new "proposed action".