

# **HRS4R** **ACTION PLAN**

Proposed ACTIONS	GAP Principle(s)	Timing (at least by year's quarter/semester)	Responsible Unit	Indicator(s)/Target(s)
<b>ETHICS</b>				
Creation of a unit to report any breaches of scientific integrity requirements.	2, 7, 6, 4, 3	S2 2026	Scientific Council Vice Presidency of Research	Unit created: yes/no Number of reunion of the unit
Development and implementation of a set of documents and procedures relating to scientific ethics and integrity.	9, 8, 2, 6, 40, 7, 5, 3, 4	S1 2027	Scientific Council Vice-Presidency of HR	Charter written: yes/no
Creation of a shared management dashboard. This tool is designed for the governance team and will integrate the indicators of our HRS4R action, to ensure a regular and shared monitoring of the project.	11	S2 2027	General Direction Operational Support Service	Dashboard created and completed: yes/no
Implementation of training on research ethics focused on human issues.	39, 38, 7, 5, 2, 3	S1 2028	Scientific Council Internal School of PSL	Formation implemented: yes/no Number of trainees

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Establish guidelines on AI and its implications for research and training.	39, 9, 5, 2, 3	S2 2027	Scientific Council and working group attached to it	Conclusion of the Working Group  Charter: yes/no
Establish a simplified tool for disseminating researchers' publications.	8, 9, 1	S2 2028	Documentation services	50% of Open publication in the HAL Dauphine portal in 2028
Generalise the use of research identifiers by researchers (ORCID).	8, 9, 1	S1 2027	Operational Support Service  Service of research support  Documentation services	More than 60% of ORCID created for each research center
Provide existing software for the management, curation, and analysis of research data.	8, 9, 1	S1 2028	Documentation services	Creation of an intern communication online with all the tools.
Develop open science training initiatives for researchers and doctoral students.	8, 9, 1	S1 2028	Documentation services	Number of initiatives launched, number of researchers participating

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Assess the possibility of joining the European Coalition for Advancing Research Assessment (COARA) network. Based on 10 commitments, it establishes a common direction for reforming research assessment.	22, 10, 25, 11, 14, 15, 16, 17, 18, 19, 13, 20	S1 2026	Scientific Council Presidency	Network joined: yes/no
RECRUITEMENT				
Review the recruitment procedure for associate professors and Maîtres de conférences (permanent contract professor) to make it match with OTM-R policy of the university.	10, 13, 14, 15, 16, 17, 18, 19, 20	S2 2026	Vice-Presidence of HR Service of human ressources	Action plan from the working group Number of actions realised
Ensure balanced representation of men and women by encouraging applications from the gender under-represented in the job or discipline concerned by the vacancy, as well as when renewing or appointing members of the governance structure.	10, 13, 16, 27, 35	S2 2028	Vice-Presidence of HR Service of human ressources Presidency General Direction	Number of women / number of new professors in each discipline Number of women / number of new member in the governance team

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<p>Ensure balanced representation in the university's promotion policy:</p> <p>Encourage Researchers to apply for Habilitation à Diriger les Recherches (Authorisation to supervise research) and/or promotion.</p> <p>Take gender into account when promoting Researchers to ensure equal representation in the discipline.</p> <p>Finally, carry out an inventory of the Professors leading university's degree.</p>	10, 11, 16, 20, 25, 28, 27, 37	S2 2028	<p>PSL recruitment service</p> <p>Vice-Presidence of HR</p> <p>Referee on professional equality stakes</p> <p>Service of human resources</p> <p>General Direction</p>	<p>Number of women presenting their Authorisation to supervise research</p> <p>Number of women promoted</p>
<p>To consider of gender parity issues among guest lecturers to ensure balance.</p>	10, 27	S2 2027	Vice-Presidence of HR	<p>Number of women / Total number of invited professors</p> <p>Compare through the year the result</p>

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WORKING CONDITIONS				
Enhance career development support for Researchers.	3, 28, 38, 39, 40	S1 2027	Vice-Presidence of HR	Number of review implemented / Number of new researchers arrived in Dauphine
Secure the employment of individuals who have temporarily left their jobs due to maternity or parental leave. This includes allowing for a systematic request to extend the completion period for contract-based research in the event of maternity leave and identifying adjustments that will enable Researchers to maintain their teaching duties and educational responsibilities after parental leave. Overall, this means guaranteeing Researchers access to parental rights.	25, 28, 17, 27, 10	S2 2028	Service of human resources General Direction	New procedure delivered Number of requests to extend the completion period for contract-based research
Compile annual statistics on pay gaps between women and men who are permanent and contract staff. This data must be cross-referenced with other variables, such as working hours, the effect of part-time work, the demographic effect within the different grades and the effect of bonuses for equivalent grades and levels, an indicator of the impact of maternity and adoption.	27, 10, 22, 19, 26	S2 2028	Service of human resources Referee on professional equality stakes Vice-Presidence of RSU	Compared statistics from 2026 to 2029

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Identify the causes of pay gaps between women and men to reduce them, based on gap indicators.	27, 10, 19, 26, 35	S2 2028	Service of human resources Referee on professional equality stakes	Conclusion of the working group
Strengthening measures to combat and prevent psychosocial risks.	23, 24	S2 2026	Vice-Presidence of RSU General Direction Service of human resources Prevention Service	Creation of the unit Number of researchers following the training PSSM
Writing of the Document unique d'évaluation des risques professionnels (Single Document for the Assessment of Occupational Risks) in order to strengthen the prevention of risks faced by Researchers in their activities.	23, 24	S2 2026	Vice-Presidence of HR General Direction Service of human resources Prevention Service	Document delivered: yes/no Number of answering Researcher to the questionnaire
Action plan dedicated to the recruitment and induction of people with disabilities, with a section dedicated to Researchers	10, 24	S2 2028	Referee of handicap policies Service of human resources Vice-Presidence RESU	Number of actions in the plan deployed

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Review the results of the Dauphine Recherche en Management (DRM) laboratory mentoring experiment and consider its extension (to Dauphine).	39, 40	S1 2028	Vice-Presidence of HR	Formal report
Continue efforts to combat discrimination and gender-based violence, by educating new arrivals about these issues and regularly informing Researchers about the existence of the monitoring unit on discrimination and gender-based and sexual violence.	10, 24, 27	S2 2028	Service of human resources Internal School of PSL	Number of new arrivals trained Number of communication actions launched
Train researcher staff in intellectual and scientific property stakes.	4, 5, 31	S1 2026	Internal School of PSL	Number of researchers following the training each year
Supporting researchers for better understanding of the various research funding options.	38, 39	S1 2026	Service of research support Research Support Department	Number of researchers following the trainings each year
Implementation of media training for Researchers for their interventions. Focus will be made on women who are less sought after by the media.	1, 8, 9, 27	S1 2027	Internal School of PSL	Number of women / number of trained Researchers
Strengthen communication about the training offered by the Internal School and the modules available to Researchers. This issue will be addressed by a working group with volunteer staff under the auspices of the Vice-President leading Human-resources stakes.	28, 30, 38, 39	S2 2026	Vice-Presidence of HR Internal School of PSL	Action plan delivered by the Working group

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Strengthen support for Researchers in mastering foreign languages in their teaching and research activities.	38, 39	S1 2027	Internal School of PSL Service of International affairs Langage center of PSL	Number of researchers following the English classes in the Internal school  Number of researchers following the French classes in the Internal School and in the PSL language school