

The anonymous "HRS4R" Survey _ Initial phase

Dear Colleagues,

The Human Resources Strategy for Researchers (HRS4R) is a quality improvement process that spans 12 years overall, 11 of which are used to implement concrete measures into place to fill the gaps between the Charter and the Code and what is being done at the University of Lille.

Since January 26th, 2023, the University of Lille has been officially involved in this process. Your input is crucial at this critical stage (the setting up of the action plan). We encourage all individuals working on a research unit (BIATSS, Ph.D. students, teacher-researchers, and postdoctoral researchers) to complete this questionnaire to help us in prioritizing actions. Its availability will last until midnight on July 2nd, 2023, and its completion time cannot exceed 10 minutes).

From March to November 2022, the gap analysis was conducted with the administrators (from every department that had direct or indirect contact with researchers) and four working groups made up of BIATSS, professorial researchers, PhD students, and postdoctoral researchers. The gap analysis highlighted the following significant areas :

- Lack of awareness among researchers of ethical, intellectual property and General Data Protection Regulation principles.
- Adherence to researchers' ethical practices is implied.
- Lack of knowledge of researchers of the whole range of academic offer of the University of Lille (support, training, ethical aspects...)
- For non-French-speaking people, the lack of information in English can lead to discrimination.
- There is a lack of uniformity in the hiring of contract workers (research engineers, postdocs) supported by research funds.
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- Contract researchers have little guidance when it comes to career development
- Supervisors' management of human resources must be improved.

This anonymous survey is part of HRS4R and intends to gather feedback from the broader scientific community on the actions that the University of Lille wants to take between 2024 and 2028 to begin filling the aforementioned gaps.

We appreciate your time and help in completing the questionnaire below.

Information to be requested from questionnaire participants:

| Question | Options |
|--------------------------------------|--|
| What is your position ? | <input type="checkbox"/> Doctoral student <input type="checkbox"/> BIATSS <input type="checkbox"/> Associate Professor <input type="checkbox"/> Professor <input type="checkbox"/> Researcher |
| What type of contract do you have? | <input type="checkbox"/> Public service holder <input type="checkbox"/> Contract of indefinite duration <input type="checkbox"/> Temporary contract |
| Which degree did you last hold? | <input type="checkbox"/> High school diploma <input type="checkbox"/> Bachelor's degree <input type="checkbox"/> Master's degree <input type="checkbox"/> Ph.D. <input type="checkbox"/> Accreditation to supervise research |
| How long have you been in research? | <input type="checkbox"/> <4 years <input type="checkbox"/> >4 years |
| What is your field of research area? | <input type="checkbox"/> Humanities and Social Sciences <input type="checkbox"/> Science and technologies <input type="checkbox"/> Law, Economics, Management <input type="checkbox"/> Life sciences and health |
| What gender are you? | <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Non-binary <input type="checkbox"/> I decline to respond |

Possible answers: 😄 Totally agree 😊 Agree 😐 Neutral 😞 Disagree 😡 Totally disagree

| Ethical and Professional Aspects | | | |
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| Objectives (with associated principles) | Action | Opinion | Comments |
| Promote respect for ethical principles 1. Freedom of Research 2. Ethical Principles 3. Professional Responsibility | 1. The creation of a single window "ethics" in the university of Lille's department of research. The "ethics" single window interfaces with the various stakeholders involved in ethics: Ethics Committee, scientific integrity referent and deontologist. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 2. Include clauses on ethical principles in the "rules of procedure for research laboratories" (rules of procedure to be signed by all researchers) | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 3. Create a repository on respecting intellectual property (auto-plagiarism, plagiarism, etc.) on the intranet. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 4. Evolve the university's signature charter to incorporate ethical integrity criteria (such as defining the authors of a publication) | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| Ensure compliance with regulatory obligations | 5. Schedule General Data Protection Regulation (GDPR) workshops for researchers in research units as part of the training program. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral | |

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| 4. Professional attitude 5. Contractual and legal obligations 6. Accountability 7. Good practice in research | | <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 6. Integrating the concept of intellectual property into the host agreement for researchers | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 7. Set up quarterly meetings with the administrative managers of the research units to inform them of regulations and good professional practices. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 8. As part of a training plan: develop the budgetary and financial management skills of the administrative and financial managers of the research units. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| Promotion of Research: Continue to encourage and facilitate the exploitation of research results 8. Dissemination, exploitation of results 9. Public engagement | 9. Improved visibility of open science support schemes. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 10. Sensitization of high school students to the profession of researcher | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 11. Develop awareness-raising activities for researchers and Ph.D. students on technology and knowledge transfer issues. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral | |

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| | | <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 12. Writing a document in French and English on the legal framework and the possibilities of economic exploitation of research results, editorial policy. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 13. Write a document to present business partnership processes (in English and French) | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| Continue to improve the professional situation of staff with disabilities. 10. Non-discrimination 24. Conditions de travail | 14. Disability management in research: Offer support for temporary teachers (who have more than 64 hours of teaching) in disabled situations | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 15. Continuous improvement of the annual campaign for staff with the objective of information on the institution's disability policy and the census of BOE staff (Beneficiary of the Obligation of Employment) | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| Acting for Gender Equality 10. Non discrimination 27. Gender balance | 16. Discrimination training and gender biases for service leaders and recruiters | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 17. Accompaniment ("sponsorship") of females in Master's degree to pursue a Ph.D., and females with Ph.D. holders to obtain the accreditation to supervise research | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral | |

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| | | <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 18. Accompaniment ("sponsorship") of females with a position of researcher-teacher to evolve to the professor position or to take more responsibility. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| Continue to work towards preventing the risks of harassment and discrimination | 19. Prevention of risks of harassment and discrimination during the thesis | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| 10. Non discrimination 34. Complains/ appeals | 20. Strengthen the confidentiality of harassment reports in the "Occupational Health and Safety" register | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| Recruitment and Selection | | | |
| Standardize the procedure for recruiting research contracts in laboratories. | 21. look for a tool to publish and manage applications for contract workers paid by research funding | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| 12. Recruitment 13. Recruitment (Code) 14. Selection (Code) 15. Transparency (Code) | 22. Write a "contract on research funding" recruitment guide to unify recruitment practices in research units | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| Increase transparency in the recruitment process | 23. Schematize the recruitment process on the English version of the University of Lille site | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree | |

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| 12. Recruitment 13. Recruitment (Code) 15. Transparency (Code) | | <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| Working Conditions and Social Security | | | |
| Continue health, safety, and security measures 23. Research environment | 24. Establishment of a research and workspace, user-friendliness, exchange, and exhibition of research work for Ph.D. students and researchers. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 25. Strengthen the medical team by recruiting occupational physicians. Train the team in the regulations and procedures of the institution in terms of accompanying individual and collective situations. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 26. Strengthen communication on risk management procedures and their application in laboratories: writing and transmitting procedures | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 27. Train research unit managers in risk prevention | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 28. Define a general organization on the institution to reduce and control isolated work (authorization form, physical devices, etc.) | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |

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| | 29. Implementation of organizational audit and follow-up of recommendations (for example organizational diagnosis of pet stores). | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| Facilitate and improve access to information. 23. Research environment 24. Working conditions | 30. Welcome booklet "researcher" in French and English, given at the time of signing the working contract, with everything the university offers for them ("step by step" of research projects set-up, HR support, the tools made available by the university, etc.) and/or Implementation of a "welcome pack" in English and French | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 31. Creating a single window for research data so that the researcher can be directed to the right person, regardless of the topic. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 32. Merging the digital working environment and the intranet to offer a single platform combining tools and information with customization features and, in perspective, collaborative functionalities. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 33. Development of information days for new teachers as part of the training plan. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| Training and Development | | | |
| Supporting the professional development of researchers | 34. Implementation of the university mentoring system and/or assignment of a "sponsor" to all new researchers | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree | |

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| 28 Career development 30. Access to career advice 38. Continuing Professional Development 39. Access to research training and continuous development | | <input type="checkbox"/> Totally disagree | |
| | 35. Extend the "career development" workshops to all post-docs and researchers at the University of Lille. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 36. Sensitize research unit managers and researchers-teachers with leadership responsibilities and the importance of training in team management and HR culture and the focus will be first on the professional conversation in the careers of incumbents and contractors (with a seniority of more than one year) and the challenge of training accordingly. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| | 37. In the training plan, the training service in association with the "SCD" (common documentation service) will propose a training program for information and scientific documentation: practical methods and tools to appropriate the context of open science | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| Improvement of the supervision of young researchers 36. Relation with supervisors 40. Supervision | 38. Propose as part of the university's training plan "Coaching Training - Empowerment to Lead Research" | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |
| Cross-cutting actions across all themes | | | |
| | 39. Translation in English of: i) the institutional site and main social actions, measures against social discrimination and complaints, and alert and reporting procedures. ii) on the intranet: - content on ethical principles, the role of the integrity referent - Information on research project packages. | <input type="checkbox"/> Totally agree <input type="checkbox"/> Agree <input type="checkbox"/> Neutral <input type="checkbox"/> Disagree <input type="checkbox"/> Totally disagree | |