

Context and explanation on the new action Plan 2024-2027

While the previous plan focused on campus and laboratory security and home-working policies and procedures, this new action plan aims at strengthening the training offers proposed by the UNamur to its researchers from all stages on time management, project management, PhD pathway, team management. These actions were directly expressed by the research community. Indeed, to design this new plan and to have actions that meet researchers' needs, two brainstorming sessions were organized in 2023 with different profiles of researchers to get their opinions on what could be improved and what could be the new actions of the next Euraxess action plan. On top of that, a psycho-social risks survey was conducted among PhD students by the Prevention cell in 2023 and released its results in 2024. The ideas of the brainstorming workshops and the results of the survey pointed a need for more trainings, for PhD students, but also supervisors to make them more fit for supervision and therefore, increase the well-being of the research community and increase the success rates and decrease the rate of PhD students drop-outs.

Knowing that, the Euraxess steering committee wanted to make trainings for PhD students as well as supervisors a priority, what explains the large amount of actions related to trainings in the new action plan.

As mentioned in the HRSUR UNamur's strategy, the five university of the Wallonia-Brussels Federation have worked together to submit an interuniversity project on the topic of the Research Assessment Agreement (CoARA). This plan consists in five different projects, one led by each university and each on a different subject, going from ethics, integrity, Open Access, training on needed soft-skills, career development and on supervisors' trainings. The UNamur will oversee the two last aspects by gathering all available trainings from the 5 universities in a shared catalogue, organizing trainings for supervisors and finally hosting a conference with famous guests to promote the skills of PhDs on the job market and explain why training the supervisors is the key of the PhD's success. The UNamur will of course take this opportunity to rebuild its own training catalogue and to repatriate all trainings in one place.

To sum up, to be in line not only with the conclusions of the brainstormings organized to design new actions, the results of the survey on PhD psycho-social risks and also with the CoARA agreement and the new European Researcher Charter, the UNamur has designed a new action plans that main focus is on developing its training offers in order to help researchers develop soft skills and encourage career interoperability. Finally, a big long-term project is also ongoing and aims at better welcoming international researchers at their arrival, but also during their stay and their departure. This project follows completely the Euraxess principles by enlightening the questions of well-being, working conditions, housing, accompanying and entertaining researchers staying at our university.

Nbr	Priority 1 = high 2 = medium 3 = low	Official Action	Explanation of the action	Deadline	Responsible Service	Actor	Targets	Statut	Commentaires	Indicateur +	Evidence proved
Networking for Researchers											
1	3	Offer networking opportunities to researchers by hosting/organizing events	Brainstorming workshops were organized with researchers of all stages (R1 up to R4) to get ideas of new actions that would meet researchers' needs. They asked for more networking opportunities. It could be job fairs, gatherings, afterworks... that enable researchers from different domains to meet one another.	Continuously 1x/year	PAQ + SRH	PAQ + SRH + Instituts + écoles doctorales	R1 up to R4	TO REDO		Participants	https://terranostra.unamur.be/agenda/lupevent.2023-01-30.8586400366
Trainings											
2	1	Training on PhD Education Path for PhD Students	Brainstorming workshops were organized with researchers of all stages (R1 up to R4) to get ideas of new actions that would meet researchers' needs. Also a psycho-social risks survey was conducted by the PhD students and it showed that PhD Students weren't really aware of all the different steps of their doctorate pathway. PhD trainings for PhD students as well as Supervisors are also objectives from the new European Researcher Charter and are at the heart of the CoARA agreement. Two trainings will be organized per year, one in the beginning of the Academic year, another around Spring.	Min.2x/year	PAQ	PAQ	R1	COMPLETED		Participants and number of trainings organized	https://terranostra.unamur.be/agenda/lupevent.2023-09-29.7767826362/view

3	1	Training on PhD Education Path for PhD supervisors	Brainstorming workshops were organized with researchers of all stages (R1 up to R4) to get ideas of new actions that would meet researchers' needs. Also a psycho-social risks survey was conducted by the PhD students and it showed that PhD Students weren't really aware of all the different steps of their doctorate pathway. PhD trainings for PhD students as well as Supervisors are also objectives from the new European Researcher Charter and are at the heart of the CoARA agreement. Two trainings will be organized per year, one in the beginning of the Academic year, another around Spring.	Min.2x/year	PAQ	PAQ	R4	COMPLETED		Participants and number of trainings organized	https://terranostra.unamur.be/agenda/lupevent.2023-09-29.9515722845/?searchterm=Midi%20de%20%27ADRE%20-%20le%20parcours%20doctoral
4	1	Training on time management	Trainings are also objectives from the new European Researcher Charter and are at the heart of the CoARA agreement, they allow to develop soft skills and ease the career interoperability of researchers. Our objective is to help researchers to better manage time in order to be more successful in their research and teaching missions.	Min.1/year	SRH	SRH	R1 up to R4	IN PROGRESS		Participants and number of trainings organized	
5	1	Training on project management	Trainings are also objectives from the new European Researcher Charter and are at the heart of the CoARA agreement, they allow to develop soft skills and ease the career interoperability of researchers. This training is really important, in particular for R1 to help them learn to manage their research and different projects, with different timelines and objectives at the same time.	Min.1/year	SRH	SRH	R1, but open to other levels as well	IN PROGRESS		Participants and number of trainings organized	
6	2	Gather all training opportunities on a common unique website	The Human Resources Service has created a new website page gathering all available trainings on one single place.	2024	PAQ + ADRE + Adcom	CoARA + Adcom	R1 up to R4, but also for administrative and technical staff	TO DO		Existence of the online catalogue	
7	1	Organize leadership and team management trainings for supervisors	One of the priorities of the new Vice-Rector to Academic Affairs is to better equip the supervisors to manage teams in order to improve the success rates among PhD students, but also all the laboratories and departments.	Min 1x/year	SRH	SRH	R4	TO DO		Participants	
8	3	Provide master students and BAC students with information on career in research.	The Unamur wishes to increase its number of PhD students and one way to achieve this goal is by making the master students and bac students aware of the possibilities of research careers at UNamur. (We target also bac students, as we don't offer master programs in all the study domains, as Law, and they are forced to study elsewhere)	Min 1x/year	PAQ + ADRE	PAQ + ADRE	R1	TO DO		Number of Students reached	
9	2	Increase the number of career counseling sessions.	Currently, there is one career counselor for all the students and employees. Therefore, the career counseling sessions are organized on voluntary basis. The UNamur would like to broaden the offer and make it more regular.	Continuously	SRH	SRH	R1, but open to other levels as well	TO DO		Nbr of meetings organized	
10	1	Propose a list of highly recommended trainings for newly recruited researchers	The possibility that a package of recommended trainings is offered to researchers of all stages is being developed before beginning their research, like training in time management, project management, science popularization, ...	2027	ADRE + SRH	SRH + DPO + Serp + Sertic + CDS + PAQ	R1 up to R4	TO DO		List of proposed trainings by public	

11	1	Trainings for teaching assistants : « Possible Mission : a training package to develop my teaching and educative skills". 7 trainings on different subjects.	This programm already exists, but the Unamur invites all assistant to follow it in order to better equip teaching assistants with tools for their teaching missions.	Min 1x/year	PUNCH	PUNCH	R1	IN PROGRESS		Participants and number of trainings organized	https://terranostra.unamur.be/agenda/upevent.2023-07-13_5488446135/upevent_view
12	2	Trainings on basic recurrent HR questions (salaries, taxes, vacation, rights and obligations...)	The Human Ressources services is launching a series of short trainings on recurrent HR questions (salaries, taxes, rights, vacancies, ...) that are relevant to researchers.	Min 1x/year	SRH	SRH	R1, but open to other levels as well	IN PROGRESS		Participants and number of trainings organized	
Recruitment											
13	3	Conduct a reflexion on recruitment criteria to be the most inclusive possible (H/F/X, races, disabled, ie, specific needs...) and implement them if possible.	Conduct a reflexion on recruitment criteria to be the most inclusive possible (H/F/X, races, disabled, ie, specific needs...) and implement them if possible in order to insure that anyone qualified and whatever their disabilities, gender, nationality, sexual orientation will feel welcomed to apply to a job to the UNamur. Policies have been developed on that matter accordingly.	2027	SRH + VRR	SRH	R1 up to R4	TO DO	Nouveau, déjà mis en place : séjour dans une autre université que celle qui a délivré le diplôme. A noter que l'université offre des possibilités de garde (crèche, garderie et stages)	New criteria	
14	2	Communicate and provide trainings on recruitment procedures	Some supervisors and academics (R4) sometimes have to recruit someone and they are not always familiar with the recruitment procedures and the RGPD rules. That's why the Unamur wishes to better equip the researchers with training on recruitment rules and procedures.	2027	SRH	SRH	R4	TO DO		Number of participants and proof of existing procedures	
15	3	Have a recruitment platform	Develop a tool to follow all the recruitment steps.	2027	SRH + SERTIC	SRH + Sertic	All staff	IN PROGRESS		Done/Not done	
Improved support PHD Students and researchers											
17	1	Improvement of welcoming procedures for international researchers	A long-term project aims at welcoming any international researcher equally, whatever their funding, origin, domain, whether they are paid by the Unamur or by another organism ... At the end, procedures, toolkits, brochures should be delivered to better equip the welcoming services, as well as the international publics coming to the UNamur.	2027	VRR + VRET + VRII	PAQ	R1 up to R4	IN PROGRESS		New procedures New Brochures Toolkits	Mail mandantat l'équipe Qualité
18	2	Ease access to information by creating a global organigram	A lot of services are provided within the Unamur, but it is not always clear where to find the informaton or whom to contact. The Unamur wishes to clarify it once and for all.	2025	PAQ	PAQ	R1 up to R4, but also for administrative and technical staff	TO DO		Proof of the organigram	
19	2	Improve communication on the roles of trustworthy people and mediators and on how to contact them.	Improve communication on the roles of trustworthy people and mediators and on how to contact them. Make sure to spread the information on who they are, what they do and how to contact them, in order to create a safer place to work where you can find a person to talk to and be listened to.	2024	VRET	AdCoM	R1 up to R4, but also for administrative and technical staff	COMPLETED		Proof of communications	
Working conditions											

20	3	Analysis of the link between the thesis drop-out rates and excessively long theses and the role of supervisors.		2027	SERP + PAQ + VRR	SERP + PAQ + VRR	R1 and R4	TO DO		Analysis performed and statistics about success rates	
Entertainment											
21	3	Organize informative events for international researchers	The Unamur wishes to organize more events for researchers to make their stay in the university the most interesting and the most unforgettable possible.	Min. 2/year	PAQ + SRH	PAQ + SRH	R1 up to R4	IN PROGRESS		Number of participants and number of events organized	
22	3	Organize entertainment events for (international) researchers	The Unamur wishes to organize more events for researchers to make their stay in the university the most interesting and the most unforgettable possible.	Min. 2/year	SRH + Vécu + SRI	SRH + Vécu + SRI	R1 up to R4	COMPLETED, BUT PROOF NEEDED		Number of participants and number of events organized	Octobre 2023: welcome party : 65 participants