

CY Cergy Paris University Receives EU Award An Important Step and the Beginning of the Implementation Phase

Almost two years ago CY Cergy Paris University started the Human Resources Strategy for Researchers (HRS4R) process to apply for the HR Excellence in Research award from the European Commission. The proposal was submitted last May, and the verdict was announced in October: CY Cergy Paris University won the award.

Return to a Process which Makes Researchers Central to the Process

After instituting a specific governing structure, the institution began a vast consultation via a questionnaire to its community of researchers. The objective was to place the quality of our practices in the context of the objectives set by the European Commission. At the same time, the related administrative services began an analysis of their practices.

Several months ago, the thematic consultation groups, made up of researchers, worked to determine the actions needed to improve recruitment and welcome procedures for researchers in our institution. Their work was based on the results of the questionnaire, on the observation of administrative practices and on their own experiences within CY Cergy Paris University.

An ambitious and engaged action plan

Representing all disciplines, all categories of researchers, and with as many women as men in the working groups, 11 objectives were designated, divided into 69 actions to be put in place in the coming years.

The 11 objectives of the action plan are to:

- **Develop expertise and improve communication in ethics, scientific integrity, and professional conduct;**
- **Ensure better information about security for researchers at CY Cergy Paris University;**
- **Develop and structure the dissemination of scientific culture in the institution's laboratories;**
- **Facilitate the integration of researchers as soon as they arrive at CY Cergy Paris University and improve their access to information;**

- Improve the welcome and framework for all doctoral students, taking into account QVT (Quality of Life at Work);
- Make information available to non-French speakers;
- Develop Open, Transparent and Merit-Based (OTM-R) recruitment practices through training and adapted processes;
- Move from non-discrimination to inclusion;
- Adapt training opportunities to the real needs of researchers;
- Simplify administrative paperwork for incoming visiting researchers;
- Improve access to and preservation of research data.

Discover the details of the action plan here: <https://www.cyu.fr/human-resources-strategy-for-researchers>

The proposed action plan is the result of close consultation with researchers and the active involvement of the administrative services which will participate in the implementation of the actions. This collaboration was very important to the success of the process.

AND BEYOND?

The award is a step, an important one, and is the beginning of the implementation phase of the activities described in the action plan. The Steering Committee will continue to oversee the deployment of the HRS4R process in the institution through an appropriate methodology. The Project Group will ensure the deployment of the process within CY Cergy Paris University administration, together with those responsible for the activities, and will ensure the information flow about benchmarks.

The Consultation Groups will be replaced by Oversight Groups, composed of researchers, with an equal number of men and women. They will ensure the implementation of the process and will verify that the actions correspond to the needs of researchers. They will re-evaluate the needs and may propose supplementary or corrective actions. They may also propose methodological adjustments or complementary initiatives to the Steering Committee.

In two years, the institution will undertake a first review of the actions undertaken, before the arrival of experts who will visit us to evaluate the implementation of the HRS4R process and confirm the Excellence in Research award.

The HRS4R adventure continues!

A word from President François Germinet

The implementation of the HRS4R process fits into the institution's strategy to increase our visibility and to become more attractive internationally. This award is proof that CY Cergy Paris University is resolutely committed to the European research world and enables our researchers to lead a rich professional experience within our institution.

This process has made it possible to rethink the experience of researchers and fully integrate them in the reflections on the human resource strategies, and to plan our practices in the world of tomorrow.

I would like to thank all the researchers and personnel mobilized in this project for their commitment and the quality of their work. They make up CY and today, thanks to them, CY has been recognized amongst the institutions granted this award



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