



HRS4R Action Plan for 2025-2027 - proposal

<i>Action description</i>	<i>Timing</i>	<i>Responsible Unit</i>	<i>Indicators/ targets</i>
Action 1. Raise awareness of the Agreement on Reforming Research Assessment.	Q3 2025	ICCS	<ul style="list-style-type: none"> No. of attendees per event Impact indicator : attendee perception of event usefulness Delivrables : video & promo materials; interviews
Action 2 Improving work environment- Identifying the researchers' needs and their perception of job satisfaction	Q3 2025 Q3 2026 Q3 2027	ICCS and Faculty of Psychology	<ul style="list-style-type: none"> Survey report % of respondents of total staff
Action 3. Improving work environment- Establishing an equitable teaching-research workload	Q3 2025	Board of Trustee USH Senate ICCS Department of Quality Assurance HR Department	<ul style="list-style-type: none"> Upgraded Research Methodology (Quality Handbook)
Action 4. Academic freedom - Organizing events to promote academic freedom	Q4 2025	Vice-Rector of Research	<ul style="list-style-type: none"> Declaration on Research Academic Freedom
Action 5. Reforming Research Assessment - Upgrade the OTM-R Policy – incorporating the provisions of the Agreement on Reforming Research Assessment.	Q2 2025	Vice-Rector of Research USH Senate Department of Quality Assurance ICCS	<ul style="list-style-type: none"> New OTM-R policy publicly available on USH website
Action 6. Reforming Research Assessment - Introducing qualitative criteria in USH – SAPIC – ex. altmetrics	Q2 2026	Vice Rector of Research	<ul style="list-style-type: none"> New set of qualitative criteria Research community consultations - Percentage of acceptance

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Action 7. Gender Equality - Promoting gender equality in all research fields	Q4 2025	Rector Vice-Rector of Education Vice-Rector of Research	<ul style="list-style-type: none"> Annual Gender Plan
Action 8. Career development and training- Promoting partnerships with doctoral schools, national and international	Q2 2027	Rector USH Senate Board of Trustee	<ul style="list-style-type: none"> No. of agreements signed No of PhD students accepted
Action 9 Career development and training - Support and reward the researchers' mobility abroad	Q3 2027	Rector Vice-Rector of Research ICCS	<ul style="list-style-type: none"> Updated set of selection and evaluation criteria No of participants annually
Action 10. Open Science- Raise awareness and establish a pathway to adopt OS practices	permanent	Vice Rector of Research ICCS	<ul style="list-style-type: none"> No of initiatives
Action 11. Open Science - Raise awareness on cooperation opportunities for open scientists	Q3 2025 Q3 2026 Q3 2027	Vice Rector of Research ICCS Faculties Departments	<ul style="list-style-type: none"> No. of events No. attendees Deliverables: Leaflets , Video interviews with participants
Action 12. Open Science Reward Open Scientists - developing an OS rewarding system to be applied yearly as part of the Staff Evaluation System(SAPIC) Extended action	Q4 2025	Vice Rector of Research HR Department IT Department ICCS &Faculties	<ul style="list-style-type: none"> Consultation on the OC Rewardin System OS rewarding system
Action 13. Open Science - Create the OS Ambassadors framework – open scientists designated to promote OS practices inside the USH	Q4 2026	Faculties ICCS Senior researchers	<ul style="list-style-type: none"> Selection criteria and appointment procedure to designate OS Ambassadors (1 for each research field) USH Senate decision to nominate OS ambassador (honorific position)

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Action 14. Citizen Science - <i>Training researchers to understand how citizen science projects work</i>	Q4 2026	ICCS Research Departments	<ul style="list-style-type: none"> • Deliverables: Workshop series on Citizen Science • No. of attendees Percentage from total number of researchers
Action 15. Citizen Science <i>Teach research ethics for citizens willing to engage in science</i>	Q2 2027	ICCS Committee of Ethics Senior Researchers from USH various research fields	<ul style="list-style-type: none"> • Deliverables: Youtube series of videos • No. of vizualizations
Action 16. Training - <i>Continuous Professional Development (CPD) – enhance participation and make attendance compulsory and rewarded in the SAPIC evaluation system.</i>	Q4 2025	<i>Vice-Rector of Research Research Departments</i>	<ul style="list-style-type: none"> • <i>Updated SAPIC evaluation form</i> • No. of participants yearly
Action 17. Training - <i>Short-term qualifications programs design to meet staff needs in terms of skills and competencies.</i>	Q3 2025 Q3 2026 Q3 2027	<i>Vice-Rector of Research Research Departments</i>	<ul style="list-style-type: none"> • <i>List of courses available</i> • <i>No of participants per research field</i>
Action 18. Training - <i>Organizing at least one seminar yearly on Intellectual Property Rights, copyright and Open access policies</i>	Q2 2025 Q2 2026 Q3 2027	<i>USH Legal Office ICCS</i>	<ul style="list-style-type: none"> • <i>Training seminars scheduled once a year</i> • % participants of total researchers
			<ul style="list-style-type: none"> •