

ACTION PLAN – NEW ACTIONS

December 2024

Acronyms:

- RAD: Research Administration Department
- QUAT: Quality Assurance Team
- VRR: Vice-Rector for Research
- HRD: Human Resources Department
- DSEM: Direction de la Sécurité, l'Environnement et la Mobilité
- IPA : Insertion professionnelle et Alumni
- DSI : Direction des Services Informatiques
- PSS: Parliament of the Scientific Staff
- SC: Scientific Council
- IRD: International Relations Department
- WG: Working group
- MUMONS : Department for Scientific dissemination to the public
- DI : Department Infrastructure
- CRECH : Conseil de Recherche

	Title action	Timing	Resp. Unit.	Remarks	Current status	Indicators
1 (28)	Enhancing Research Project Management: Continuous Development of the "Module Projets" within the "Espace Recherche" App	2025-2026	RAD, DSI	<ul style="list-style-type: none"> ▪ Streamline Project Management: Provide heads of research units with an efficient tool to monitor project timelines, financials, staffing, and management. ▪ Improve Data Accessibility: Centralize project information to ensure real-time access for stakeholders. ▪ Make it inclusive: the interface will be available in French and English. <p>*Espace Recherche is an application launched on April 26, 2024, aimed at centralizing research-related data. The application is intended for UMONS academics and researchers.</p>	New	<ul style="list-style-type: none"> - Extend the access to all project supervisors - Release notes - Usage logs - User adoption rate: Percentage of heads of research units using the module (target: 60% within the first year after updates) - User Feedback and Satisfaction: Positive qualitative feedback from users regarding module usability and features

2 (29)	Development of a "Module Doctorat" to manage the administrative aspects of Ph.D. Students in the "Espace Recherche" App	2025-2026	RAD, DSI	<ul style="list-style-type: none"> ▪ Streamline administrative processes. Facilitate and centralize the management of Ph.D. student records, progress tracking, and administrative requirements. ▪ Ensure all stakeholders have real-time access to relevant administrative information. ▪ Make it inclusive: the interface will be available in French and English. <p>The work was done closely with the IT department, faculty secretariats, and the enrollment services to ensure the module meets operational needs and institutional standards.</p>	New	<ul style="list-style-type: none"> - Module Development and Launch - User Adoption Rate: Percentage of access of Ph.D. students and supervisors using the module within 6 months of launch (target: 60%). - User Feedback and Satisfaction: Positive qualitative feedback from users regarding module usability - Release notes - Usage logs
3 (30)	Promoting research partnerships within the UMONS Innovation Network	2025-2026	RAD VRR	<p>Strengthening collaborations among researchers and external partners to boost innovation and interdisciplinary research through the UMONS Innovation Network</p> <p>Implementation:</p> <ul style="list-style-type: none"> ▪ Dissemination of a newsletter highlighting research opportunities, internships, and more; organization of networking and matchmaking events to help researchers establish new partnerships. ▪ Organization of the second edition of the UMONS Innovation Network Event (April 2025): This edition will specifically aim to showcase UMONS' cutting-edge equipment and technological platforms. ▪ Launch of the UMONS Innovation Network newsletter: External communication specifically targeting our partners. 	New	<ul style="list-style-type: none"> - Number of newsletters (target : 3/year) - Number of researchers and external partners actively engaged in the network's activities (target: 100 participants per year). - Events organized: Number of workshops, networking events, or collaborative sessions hosted to foster connections (target: 2 events per year). -Number of participants in events. - Feedback from participants: Positive feedback rate on network initiatives and events

				<p><u>Lien Newsletter n°4</u></p> <p><u>https://umons-innovation-network.com/index.php/2023/04/14/200-personnes-au-1er-umons-innovation-network-event/</u></p>		(target: 80% satisfaction rate).
4 (31)	Support for funding co-supervised PhD Theses within the EUNICE Alliance	2025	RAD Eunice Unit	<p>Facilitate and promote co-supervised doctoral theses between UMONS and partner institutions of the EUNICE Alliance by providing financial and logistical support.</p> <p>Implementation : Call for funding for partially funded scholarships Establishment of a partnership Hiring of a researcher.</p>	New	<p>-Number of funded PhD theses: Targeting 2 new co-supervised PhD agreements annually</p> <p>- Number of partner institutions involved: Targeting at least 3 EUNICE partner universities engaged in co-supervised PhD programs</p>
5 (32)	Launch of the "PhDWithoutBorders" series on social media	Launching 2024	RAD (Communication Officer)	<ul style="list-style-type: none"> ▪ Highlight International Collaboration: Showcase UMONS' PhD students involved in co-supervision programs to emphasize the university's global reach. ▪ Promote Diversity in Research: ▪ Enhance Visibility of UMONS: Strengthen UMONS' reputation as a hub for international academic collaboration. 	New	<p>- Number of PhD Profiles Featured: Targeting 10 profiles per year</p> <p>- Engagement Rate: Achieve a 5% engagement rate per post (likes, comments, shares).</p> <p>.</p>
6 (33)	Provision of an Interactive Ebook and E-learning Module to Support Remote Recruitment in Line with OTM-(e)R Standards	2025	HRD	<p>Equip hiring teams with practical tools and training for conducting remote recruitment processes aligned with OTM-R principles.</p> <p>This action was developed as part of an interuniversity project conducted jointly with the</p>	New	<p>- Publication date: Targeting March 2025 for the ebook and module availability + returns of the communication to the university members</p>

				<p>following universities: UNamur, ULB, ULiège, and UCLouvain.</p> <p>A communication will be done to the university members (mailings, newsletters, internal councils...).</p>		<ul style="list-style-type: none"> - Usage metrics: Number of downloads of the ebook . - Number of participants viewing the e-learning module.
7 (34)	Implementation of a Training Program: "How to Overcome Cognitive Biases for More Neutral Recruitment"	2024-2026	HRD	<p>Equip recruitment committees with tools to identify and mitigate cognitive biases, ensuring a fairer and more transparent hiring process.</p> <p>This action was developed as part of the implementation of UMONS' Gender and Diversity Plan (see action 12)</p> <p>This was organized in collaboration with UNIA.</p> <p>A synthetic document will be provided.</p>	New	<ul style="list-style-type: none"> - Number of sessions organized: 3 in 2024-25 and then targeting 1 sessions per year. - Participant metrics: Number of participants trained annually. - Satisfaction rate: Positive feedback from participants on the training's relevance and effectiveness.
8 (35)	Participation in the "Communities of Practice" on Welcome Desks for International Researchers within the EUNICE Alliance	2025	RAD	<p>Collaborate with EUNICE partner institutions to share best practices, develop innovative solutions, and enhance support for international researchers through our Welcome Desks.</p>	New	<ul style="list-style-type: none"> - Frequency of participation: Number of meetings or sessions attended annually (target: 4 per year). - Contributions made: Number of shared best practices or innovative ideas proposed by UMONS. - Implementation of shared solutions: Number of practices or tools adopted at UMONS based on the Communities of

						Practice recommendations.
9 (36)	Revitalization of the PhD House	2025	RAD VRR	<ul style="list-style-type: none"> Reinforce the PhD House as a central hub for doctoral students by renewing leadership, enhancing infrastructure, and defining a shared vision through a "Manifesto." Inauguration of the new premises is scheduled for February 2025. <p>The PhD House was established in 2018. The initiative is based on a participatory approach, has an annual budget allocated for its operation, managed by the board composed of PhD Students. Its primary mission is to focus on community building and well-being.</p>	New	<ul style="list-style-type: none"> Board renewal completed Inauguration event: Number of participants attending the new premises' inauguration (target: 100 attendees, including PhD students, Postdoc, senior researchers, administration). Manifesto publication: Completion and dissemination of the "Manifesto" Engagement metrics: Number of events organized by the new board within the first 2 years (target: 5 events).
10 (37)	Support for a Learning Community within the PhD House	2025-2026	RAD	<ul style="list-style-type: none"> Foster Peer Learning: Create a supportive environment where doctoral students can exchange knowledge, skills, and experiences. Promote Self-Led Initiatives: Empower doctoral students to take an active role in shaping the learning community's activities and focus areas. 	New	<ul style="list-style-type: none"> Number of Activities Organized (As this is a new dynamic, it is difficult to commit to a precise number of training sessions to be offered by the PhD students themselves. Evaluation after 1 year) Participation Rate: Percentage of PhD students actively engaging in community activities

						- Satisfaction Rate: Positive feedback rate from participants on the relevance and usefulness of the activities (target: 75%).
11 (38)	Implementation of a PhD Supervisor- Doctoral Student Charter	2025-2026	RAD VRR	<ul style="list-style-type: none"> ▪ Establish the charter as an institutional document to clearly define the scientific, relational, and professional expectations between PhD students and their supervisors. ▪ Enhance Communication: foster mutual understanding and communication throughout the entire doctoral journey. ▪ Promote Best Practices: encourage a structured and transparent approach to the supervisor-PhD student relationship. ▪ Support Institutional Standards: align with UMONS' broader efforts to improve doctoral education quality and collaboration. <p>This action is part of the COARA* inter-university project. (*Coalition for Advancing Research Assessment)</p>	New	<ul style="list-style-type: none"> - Charter Implementation: official adoption and dissemination of the charter by 16th of December 2024 - Awareness Rate: Percentage of new PhD students and supervisors who acknowledge having read the charter at the start of their thesis (target: 90%). - Feedback on Clarity and Utility: positive feedback rate from PhD students and supervisors about the relevance and clarity of the charter (target: 75%).
12 (39)	Development of a Chatbot Dedicated to Scientific Integrity (SI)	2025-2026	RAD	<ul style="list-style-type: none"> ▪ Enhance Accessibility: provide a user-friendly tool to quickly answer questions related to scientific integrity and guide users towards appropriate resources. ▪ Facilitate Problem-Solving: help researchers identify and address potential integrity issues efficiently. 	New	<ul style="list-style-type: none"> - Launch of the chatbot by the second quarter of 2025. - User Adoption Rate: number of researchers using the chatbot within the first year (target: 200 users). - Response Accuracy: Percentage of users

				<ul style="list-style-type: none"> Promote Awareness: advocate for scientific integrity through proactive engagement and instant access to information. <p>This action is part of the COARA inter-university project.</p>		<p>reporting that the chatbot provided relevant and useful answers (target: 80%).</p> <ul style="list-style-type: none"> Feedback and Improvement: collection of feedback from users for continuous enhancement of the chatbot (target: 75% positive feedback).
13 (40)	Introduction of a (mandatory) scientific integrity training program	2025-2026	RAD	<ul style="list-style-type: none"> Standardize Knowledge: establish a unified framework of scientific integrity principles tailored for researchers at all levels, with a particular emphasis on post-doctoral researchers. Promote Awareness: ensure widespread understanding of ethical practices and common pitfalls in research through mandatory training. Inspire Best Practices: foster a culture of integrity and ethical responsibility across the research community. <p>This action is part of the COARA inter-university project.</p>	New	<ul style="list-style-type: none"> Training Implementation: launch of the training by the start of the 2025-2026 academic year. Participation Rate: Percentage of post-doctoral researchers and other targeted audiences completing the certified training, enabling effective tracking of participation (target: 80% within the first year). Feedback Metrics: positive feedback rate from participants regarding the training's relevance and effectiveness (target: 75%).
14 (41)	Organization of ERC Training Sessions	Launch 2023	RAD (Cellule Europe)	<ul style="list-style-type: none"> Support Excellence in Research Funding: Equip researchers with the knowledge and skills 	New	<ul style="list-style-type: none"> Number of Training Sessions Held: Organize at least one session annually.

				<p>needed to successfully apply for European Research Council (ERC) grants.</p> <ul style="list-style-type: none"> ▪ Enhance Proposal Quality: Provide targeted training on crafting competitive research proposals, focusing on excellence, impact, and implementation. ▪ Foster Ambition: Encourage researchers to aim for high-impact funding opportunities, reinforcing UMONS' reputation in cutting-edge research. 		<ul style="list-style-type: none"> - Participant Metrics: Number of researchers attending the training sessions (target: 25 participants per year). - Satisfaction Rate: Positive feedback from participants on the usefulness and clarity of the training (target: 80%). - Grant Submission Rate: Percentage of participants who submit an ERC application within two years of attending the training (target: 30%).
15 (42)	Fellowship Program for Researchers from Conflict-Affected Countries	2025-2027	IRD, RAD (CRECH)	<ul style="list-style-type: none"> ▪ Support Researchers at Risk: Provide opportunities for researchers from conflict-affected regions to continue their work in a safe and supportive environment. ▪ Promote Academic Collaboration: Foster international partnerships and enrich UMONS' research environment through diverse perspectives and expertise. ▪ Enhance UMONS' Commitment to Global Responsibility: Align with UMONS' values of inclusion, support, and academic freedom. <p>Applications will be received on a case-by-case basis and to make a possible funding proposal after analysis by the BCRECH, while ensuring that it is in accordance with the university policy decided Continuous call until the available budget is completed (100 k€)</p>	New	<ul style="list-style-type: none"> - Number of Fellowships Granted. - Satisfaction Metrics: Positive feedback rate from fellows regarding the program's support and impact (target: 75%).