

Articles of the Charter	Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals	Action number (cf. Action plan)
ETHICAL AND PROFESSIONAL ASPECTS				
1. Research freedom	-/+	The principal regulations applied to civil servants, and more specifically teaching and non-teaching academic staff, as regards fundamental guarantees (full independence and freedom of speech, especially while carrying out their duties as teachers and researchers), are defined at the state level, in the Constitution, the Civil Service Statutes and the Education Code. They should be reiterated at the local level to ensure that they are thoroughly understood by all relevant members of staff.	A teaching researchers' guidebook is currently in preparation, and it will feature a preamble that explains these fundamental regulations. Once approved by the administrative board, it will be published on the university website and distributed through all the necessary channels (mailing lists, publication of a paper version to be handed out to new personnel on their induction).	1 - 2 - 3
2. Ethical principles	-/+	The principal regulations applied to civil servants, and more specifically to teaching and non-teaching academic staff, as regards ensuring both ethical recruitment rules and ethical standards for research, are defined at the state level, in the Constitution, the Civil Service Statutes and the Education Code. They should be reiterated at the local level to ensure that they are thoroughly understood by all relevant members of staff. Even though a Deontology and Ethics Committee was set up for the University in 2015, there is insufficient awareness of its existence.	A teaching researchers' guidebook is currently in preparation, and it will feature a preamble that reiterates these fundamental regulations. Once approved by the administrative board, it will be published on the university website and distributed through all the necessary channels (mailing lists, publication of a paper version to be handed out to new personnel on their induction). In particular, it will describe the Deontology and Ethics Committee and its missions.	33
3. Professional responsibility	+/-	The University Paris 1 Panthéon-Sorbonne monitors the legal environment of research, specifically when it comes to research contracts, and all matters pertaining to copyright and intellectual property. Thanks to an extremely concise attribution of signing authority, it also guarantees a framework for legal action for the heads of its research units.	In order to improve the quality of the legal support provided to its researchers, and to provide additional support to the Department for Research and Technology Transfer, in 2019 the University created the position of Research Officer, and the latter is currently preparing a report of the actions accomplished. In addition, the signing authority attributed to each of the heads of the different research units is freely available for consultation on the website of the Department for Legal Affairs.	24 - 30
4. Professional attitude	-/+	The principal regulations applied to civil servants, and more specifically to teaching and non-teaching academic staff, as regards ensuring both ethical recruitment rules and ethical standards for research, are defined at the state level, in the Constitution, the Civil Service Statutes and the Education Code. They should be reiterated at the local level to ensure that they are thoroughly understood by all relevant members of staff. Even though a Deontology and Ethics Committee was set up for the University in 2015, there is insufficient awareness of its existence. Finally, provisions in the state regulations allow for the short-term recruitment of PhD students for expert assignments. The University aims to expand this largely unexplored opportunity.	A teaching researchers' guidebook is currently in preparation, and it will feature a preamble that explains these fundamental regulations. Once approved by the administrative board, it will be published on the university website and distributed through all the necessary channels (mailing lists, publication of a paper version to be handed out to new personnel on their induction). In particular, it will describe the Deontology and Ethics Committee and its missions. Finally, the expert assignments entrusted to doctoral students will be regularly monitored.	5 - 33

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5. Contractual and legal obligations	-/+	The University Paris 1 Panthéon-Sorbonne monitors the legal environment of research, specifically when it comes to research contracts, and all matters pertaining to copyright and intellectual property. However, the profit-sharing program is currently only implemented piecemeal. The procedure needs to be better explained and publicised amongst university personnel.	In order to improve the quality of the legal support provided to its researchers, and to provide additional support to the Department for Research and Technology Transfer, in 2019 the University created the position of Research Officer. Once a clear description has been finalised, the procedure for joining the profit-sharing program will be published online.	13 - 30
6. Accountability	-/+	A research-specific section has been added to the University's digital financial management tool in order to better take account of the complexity of research structures. Financial management training programs should be developed for research unit administrators. A Deontology and Ethics Committee was set up for the University in 2015. In 2019, a Research Data Working Group, renamed the Open Science Working Group, was created in order to help researchers understand and use Open Data.	Training programs specifically designed for the financial administrators of research units should be elaborated and implemented. The Deontology and Ethics Committee operates on a regular basis, however it is indispensable to increase awareness of its action. A progress report on the actions of the Open Science Working Group (listing suggested and/or completed actions) will be drawn up.	23 - 31 - 33
7. Good practice in research	-/+	In 2018, a dedicated position was created to implement and raise awareness about the GDPR (General Data Protection Regulation). Researchers need to be better informed about the role of the different bodies that organise and run the university (the Technical Committee, and the Health, Safety and Working Conditions Committee, as well as the university medical centre). Even though a Deontology and Ethics Committee was set up for the University in 2015, there is insufficient awareness of its existence.	The University should increase awareness regarding the existence, role and missions of the GDPR Officer, and establish a progress report. Information should be made more readily available, through a yearly report, of the purpose of the different bodies that organise and run the university, as well as the role of the Deontology and Ethics Committee.	17 - 32 - 33
8. Dissemination, exploitation of results	+/-	The University is well aware of the need to better inform about and promote research results, and aims to continue the actions it has undertaken (policy of signing publications, and of continuing to upload publications to the Paris 1 HAL Open Archive).	In 2019, two dedicated positions were created for research development within the Department for Research and Technology Transfer. One of their tasks will be the preparation of an assessment and action proposal. In addition, the Research Data Working Group, renamed the Open Science Working Group, will continue its efforts to help researchers understand and use Open Data, and learn how to use digital tools.	29 - 31

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9. Public engagement	+/-	The actions undertaken by the University to promote its scientific achievements should continue to be pursued (for example, the university's yearly Research Convention "Assises de la recherche", publication of the magazine #1257). In 2019, a Research Data Working Group, renamed the Open Science Working Group, was created in order to help researchers understand and use Open Data	A progress report on the actions of the Open Science Working Group (listing suggested and/or completed actions) will be drawn up.	31 - 33
10. Non-discrimination	+/-	The principal regulations applied to civil servants, and more specifically teaching and non-teaching academic staff, as regards fundamental guarantees (full independence and freedom of speech, especially while carrying out their duties as teachers and researchers), are defined at the state level, in the Constitution, the Civil Service Statutes and the Education Code. They should be reiterated at the local level to ensure that they are thoroughly understood by all relevant members of staff, especially when it comes to anti-discrimination policies. These provisions include complying with and implementing parity rules in the composition of the university bodies and selection committees, implementing the disability inclusion blueprint, as well as organising mediation and the mediation committee.	A teaching researchers' guidebook is currently in preparation, and it will feature a preamble that explains these fundamental regulations. Once approved by the administrative board, it will be published on the university website and distributed through all the necessary channels (mailing lists, publication of a paper version to be handed out to new personnel on their induction). As regards parity, an assessment will need to be made of the current system's efficacy, as well as of communication within the university community. Information about the implementation of the disability inclusion blueprint should also be made more readily available, as well as the proper channels for requesting mediation and contacting the mediation committee.	2 - 18 - 34
11. Evaluation/ appraisal systems	+/-	The University is committed to implementing the HCERES recommendations, an organisation that carries out evaluations of all of the University's activities every five years.	Halfway through the five-year contract between the University and its supervisory ministry, a list of recommendations is drawn up.	41
RECRUITMENT				
12. Recruitment	-/+	The degree of clarity regarding recruitment conditions and procedures varies greatly, depending on the different personnel categories (teaching researchers, post-doctoral students, non-academic staff) and whether they are permanent or non-permanent staff. The University aims to provide more accurate and more accessible documentation.	The teaching researchers' guidebook will provide details on the different recruitment channels, depending on status and possible career paths. The guidebook for science and research careers will also adopt this approach. Thanks to a redesign of the website focused on improving access to information, these two guides will be made more readily available. In addition, a Human Resources Advisor will be recruited as a complementary measure. The university will continue to advertise job postings online (Emploi Public, Euraxess).	2 - 21 - 22

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13. Recruitment (Code)	-/+	The degree of clarity regarding recruitment conditions and procedures varies greatly, depending on the different personnel categories (teaching researchers, post-doctoral students, non-academic staff) and whether they are permanent or non-permanent staff. The University aims to provide more accurate and more accessible documentation.	The teaching researchers' guidebook will provide details on the different recruitment channels, depending on status and possible career paths. The guidebook for science and research careers will also adopt this approach. Thanks to a redesign of the website focused on improving access to information, these two guides will be made more readily available. In addition, a Human Resources Advisor will be recruited as a complementary measure. The university will continue to advertise job postings online (Emploi Public, Euraxess).	2 - 22
14. Selection (Code)	-/+	The university complies with national regulations as regards recruitment, and organising competitive examinations for the recruitment both of academic and administrative staff. However, personnel should be better informed about these regulations.	The teaching researchers' guidebook will provide details on the different recruitment channels depending on status. The jury reports should be made more readily available.	2
15. Transparency (Code)	-/+	The University complies with its obligations as regards transparency in all aspects of the recruitment procedure. Nevertheless, steps should be taken to improve the quality of the information available.	The teaching researcher guidebook should provide precise information in order to ensure that candidates are fully informed about the recruitment processes.	2
16. Judging merit (Code)	-/+	The faculty's academic and administrative permanent staff is hired through the organisation of competitive examinations, a system that guarantees that recruitment is based on merit. On the other hand, the procedure for recruiting non-permanent staff should be better supervised.	The teaching researcher guidebook will describe the recruitment conditions that guarantee merit-based selection of candidates. The guidebook of science and research careers will provide details regarding conformity with the European Charter for Researchers in this area.	2 - 28
17. Variations in the chronological order of CVs (Code)	-/+	The University takes work experience into account when selecting candidates. It could however look into evaluating how this procedure is applied according to profession and status, and suggest improvements.	The teaching researchers' guidebook will describe the recruitment conditions that guarantee that mobility experience is taken account. The guidebook of science and research careers will provide details regarding conformity with the European Charter for Researchers in this area. The qualifications of temporary staff can thus be better taken into account, thanks to a new salary scale adopted by the University board.	2 - 8
18. Recognition of mobility experience (Code)	+/-	The University takes work experience into account when selecting candidates. It could however look into evaluating how this procedure is applied according to profession and status, and suggest improvements.	The teaching researchers' guidebook will describe the recruitment conditions that guarantee that mobility experience is taken account. The guidebook of science and research careers will provide details regarding conformity with the European Charter for Researchers in this area. The qualifications of temporary staff can thus better be taken into account thanks to a new salary scale adopted by the University board.	2

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19. Reconnaissance des qualifications	+/-	The University takes qualifications into account when selecting candidates. It could however look into evaluating how this procedure is applied according to profession and status, and suggest improvements.	The teaching researchers' guidebook will describe the recruitment conditions that guarantee that qualifications are taken account. The guidebook of science and research careers will provide details regarding conformity with the European Charter for Researchers in this area. The qualifications of temporary staff can thus be better taken into account, thanks to a new salary scale adopted by the University board.	9
20. Seniority (Code)	+/-	National regulations require seniority to be taken into consideration for all permanent staff. As for non-permanent staff, seniority can be taken into account by using a salary scale closely based on the scale applied to ITRF staff (university and research institute personnel).	The teaching researchers' guidebook will describe the recruitment conditions that guarantee that the impact of seniority on career paths (reassignment, promotions) is taken account. The guidebook of science and research careers will provide details regarding conformity with the European Charter for Researchers in this area. The seniority of temporary staff can thus be better taken into account, thanks to a new salary scale adopted by the University board.	2
21. Postdoctoral appointments (Code)	-/-	There has been a marked increase in the recruitment of post-doctoral fellows in recent years, particularly as a result of the proliferation of long-term research endowments. The University aims to create a specific status for post-doctoral fellows.	The creation of a post-doctoral fellow status will be proposed (specifying recruitment channels, missions, salary and its relation to the permanent staff's salary scale), and included in the guidebook of science and research careers.	26
WORKING CONDITIONS AND SOCIAL SECURITY				
22. Recognition of the profession	-/+	The Charter calls for researchers to be recognised as such right from the start of their career. The status of PhD students, temporary research and teaching assistants and post-doctoral fellows is consistent with this principle. The University will continue to work toward providing this recognition.	The creation of a post-doctoral fellow status will be proposed (specifying recruitment channels, missions, salary and its relation to the permanent staff's salary scale), and included in the guidebook of science and research careers.	28
23. Research environment	+/-	At the level of the university, the research environment is shaped by the means granted to the Department for Research and Technology Transfer to provide for researchers and PhD students. Researchers have also expressed the need for improved assistance for issues such as online publication and project drafting and submission	The extension of the Department for Research and Technology Transfer's responsibilities was formalised with the unification of doctoral schools and the creation of a Research Development Unit. In addition, an Open Science Work Group was created, and a proposal has been made to create a dedicated translator position.	20 - 29 - 31
24. Working conditions	+/-	The University has for many years been actively involved in restructuring the research landscape in the Île-de-France region (greater Paris), providing its researchers with access to substantially larger workspaces (offices, meeting and conference rooms, multipurpose sites) and libraries.	In September 2019, the new Campus Port-Royal (which belongs to Paris 1 University) was opened, as well as the Campus Condorcet (Cité des Sciences humaines et sociales) which it shares with the 11 founding institutions. Several research units have moved into these new offices.	35

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25. Stability and permanence of employment	-/+	The management of an increasing number of temporary staff has raised new issues that the University has been striving to resolve in order to improve job security.	The guidebook of science and research careers (post-doctoral fellows, PhD students, research contract administrators, temporary staff working for units endowed by the national program for innovative investments, etc.) will include proposals to improve the management of temporary non-academic staff (wages, training, etc.). This includes, for example, the attribution of LRU contracts (a type of contract created under the 2007 university reform in France), and allowing PhD student salaries to be divided into monthly payments.	6 - 25
26. Funding and salaries	+/-	Wage regulations are implemented by the University, which also provides ad hoc solutions in the absence of legal guidelines, however it should ensure that information in this area is made more readily available.	The salary scale of temporary staff should be more freely publicised, as well as the solution that allows PhD students to be paid on a monthly basis. Furthermore, procedures that deal with the accrual of wages and profit-sharing will be updated and better publicised, as well as the standards for working hours that are voted on every year.	6 - 8 - 11 - 12 - 13
27. Gender balance	+/-	The principal regulations applied to civil servants, and more specifically teaching and non-teaching academic staff, as regards fundamental guarantees are defined at the State level. They should be reiterated at the local level especially when it comes to anti-discrimination policies. These provisions include the respect and implementation of parity rules in the composition of the university bodies and selection committees, the blueprint on disability inclusion and the activity of the mediator and mediation committee.	As regards parity, an assessment will need to be made in the teaching researcher guidebook of the current system's efficacy, as well as of communication within the university community. Information about the implementation of the disability inclusion blueprint should also be made more readily available, as well as the proper channels for requesting mediation and contacting the mediation committee.	2 - 18 - 34
28. Career development	+/-	Career development does exist as a priority for Paris 1. For instance, professional interviews are organised every year for civil servants. Staff at the University can choose from a wide range of training courses, which will continue to be expanded. New proposals can be made.	A proposition will be made to hire a Careers Advisor for the Department for Human Resources. Efforts to further expand the development of professional interviews for annual staff and the range of training courses on offer should continue in particular to include newly-recruited lecturers	7 - 14 - 21
29. Value of mobility	-/+	Personnel is not made sufficiently aware of mobility opportunities, even though there is an increasing number of them. In addition, improvements should continue to be made as regards hosting visiting scholars.	The teaching researcher guidebook will provide ample information regarding different types of mobility (statutory or European), and on hosting visiting scholars (financial support, accommodation).	2 - 37
30. Access to career advice	-/+	As regards career advice, a "career" module is included in the training courses currently provided by the University for both doctoral students and administrative staff. These training courses should continue to be developed.	A proposition will be made to hire a Careers Advisor for the Department for Human Resources.	21

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31. Intellectual Property Rights	+/-	The University has been actively involved in efforts to improve the legal assistance provided to its researchers (intellectual property and copyright protection, negotiating and preparing research contracts and consortium agreements).	To this end, a legal expert was hired by the Department for Research and Technology Transfer in 2019.	30
32. Co-authorship	+/-	The University has been actively involved in efforts to improve the legal assistance provided to its researchers (intellectual property and copyright protection, negotiating and preparing research contracts and consortium agreements).	To this end, a legal expert was hired by the Department for Research and Technology Transfer in 2019.	30
33. Teaching	-/+	Staff at the University can choose from a wide range of training courses, which will continue to be expanded, in particular to include newly-recruited lecturers, but also a wider audience for fields such as open science.	Efforts to further expand the range of training courses on offer should continue, by clearly identifying the needs linked to evolutions in the different research professions	15 - 16
34. Complain/ appeals	+/-	The legal protection of civil servants is established by law, which also provides public officials with a set of rules that specify the appropriate channels and timeframe for appeals. Information about these procedures should be made more readily available.	Efforts will be made to ascertain and implement the most suitable methods for better informing members of staff.	2 - 10
35. Participation in decision-making bodies	+/-	The University complies with state rules and regulations allowing all permanent and temporary staff to be included in decision-making bodies. To this end, a Temporary Staff Joint Advisory Board has been formed.	The participation of researchers in the Research Committee will be expanded. A report will be issued on the actions of the Temporary Staff Joint Advisory Board.	10 - 36
TRAINING AND DEVELOPMENT				
36. Relation with supervisors	+/-	The University created a College of Doctoral Schools that works with the university management to coordinate the different doctoral schools in their implementation of regulations as regards doctorates.	A performance report of the College of Doctoral Schools will be made public: PhD student training, thesis supervision committee, creation of doctoral programs. These actions will be better publicised.	4 -35 - 38 - 39 - 40
37. Supervision and managerial duties	-/+	The heads of the different research units face increasingly complex challenges as regards management. The University supports them in this task and should provide them with new tools.	One solution is to put together a guidebook of science and research careers that can provide the university community with a centralised source for diverse questions regarding research professions and their environment (publication, management, funding, recruitment, etc.).	27

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38. Continuing Professional Development	-/+	Staff at the University can choose from a wide range of training courses, which will continue to be expanded, in particular to include newly-recruited lecturers, but also a wider audience for fields such as open science.	Efforts to further expand the range of training courses on offer should continue, by clearly identifying the needs linked to evolutions in the different research professions	15 - 16
39. Access to research training and continuous development	-/+	Staff at the University can choose from a wide range of training courses, which will continue to be expanded, in particular to include newly-recruited lecturers, but also a wider audience for fields such as open science.	Efforts to further expand the range of training courses on offer should continue, by clearly identifying the needs linked to evolutions in the different research professions	40
40. Supervision	+/-	The University created a College of Doctoral Schools that works with the university management to coordinate the different doctoral schools in their implementation of regulations as regards doctorates.	A performance report of the College of Doctoral Schools will be made public: PhD student training, thesis supervision committee, creation of doctoral programs. These actions will be better publicised.	38 - 39