

## Action plan for the 2027 interim assessment by the European Commission

Priority	Action	Gap Principles
<b>PRIORITY 1</b> Enhancing both the professionalization of OTM-R monitoring and management of funded research projects	<b>ACTION 1</b> Creating a specific handbook for the recruitment of permanent faculty	Recruitment Selection Transparency
	<b>ACTION 2</b> Professionalizing the OTM-R quality control system	Recruitment (OTM-R quality control system)
	<b>ACTION 3</b> Having a team dedicated to funded research projects	Research environment
<b>PRIORITY 2</b> Research spaces on emlyon's new campus	<b>ACTION 4</b> Ensuring dedicated spaces for research activities and researchers on emlyon's new campus	Research environment
<b>PRIORITY 3</b> The balance between teaching and research	<b>ACTION 5</b> Improving the balance between teaching and research	Teaching Working conditions
<b>PRIORITY 4</b> Monitoring researchers' satisfaction and addressing sources of dissatisfaction	<b>ACTION 6</b> Implementing a satisfaction barometer for each researcher category (PhD and doctoral students, post-doctoral researchers, permanent professors)	Working conditions Funding and salaries Complaints Relations with supervisors
	<b>ACTION 7</b> Improving French training for non-French-speaking researchers	Working conditions
	<b>ACTION 8</b> Extending employment contracts for PhD and doctoral students on maternity leave	Gender balance Working conditions Funding and salaries
	<b>ACTION 9</b> Increasing PhD and doctoral students' annual compensation	Funding and salaries
	<b>ACTION 10</b> Improving PhD students' annual assessment process in Years 3 to 5	Relation with Supervisors Complaints/Appeals
	<b>ACTION 11</b> Creating a specific handbook for the management of Post-doctoral researchers	Evaluation Relation with Supervisors

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	<b>ACTION 12</b> Ensuring researchers know intellectual property rights	Intellectual Property Rights
<b>PRIORITY 5</b> Aligning researchers' evaluation with the 2023 European Charter's new principles	<b>ACTION 13</b> Reflecting on three intertwined issues in emlyon's permanent faculty: 1. Family responsibility and performance on the job 2. Open Science 3. Valuing diverse research careers	Evaluation  Updated principles in the 2023 charter: Gender Equality Open Science Embracing diversity Valuing diverse research careers
	<b>ACTION 14</b> Revising emlyon's professors' categories with professors' personal and professional development opportunities, programs' needs, and accreditation requirements (AACSB and French Ministry of Higher Education and Research)	Valuing diverse research careers