

Le Président de l'université

à

**Direction de la Recherche et de la
Valorisation**

European Commission
DG Research & Innovation
Open Innovation and Open Science
B-1049 Brussels
BELGIUM

Objet : Renewed Endorsement Letter Aix Marseille University - HRS4R

N/Réf. : EB/DY/20-020791

Dossier suivi par : Céline Damon

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Copie à : DRH

Pièce(s) jointe(s) : 2 documents and 1 reference document :

- First Letter of commitment of AMU, 28 May 2019
- Election of the new Governing Board
- Profession de foi détaillant le programme de la nouvelle équipe élue: <https://www.univ-amu.fr/system/files/2020-01/DIRCOM%20-%20Profession%20de%20foi.pdf>

Date: 14/02/2020

**Aix Marseille Université // Change of President.
Confirmation of the Commitment to the European Charter for Researchers and the Code
of Conduct for the Recruitment of Researchers (Charter and Code) for Aix Marseille
University and its affiliate Protisvalor Méditerranée. Launch of the HRS4R process.**

The former President of Aix Marseille Université (AMU), Yvon Berland, engaged the university and its affiliate company Protisvalor Méditerranée on May, the 28th 2019 in the HRS4R process.

Since then, a extensive analysis of the implementation of the 40 principles of the Charter and Code at AMU and its affiliate has been internally performed. We launched a vast information and consultation campaign about these principles and their application in our university. Five working groups have been set up and met four times between November and December to work on the gap analysis, propositions for actions and implementation measures. The conclusions of these groups will soon be summarised.

All this process is publicly available and regularly updated on our website and through our internal newsletter. It can be consulted at this page: <https://www.univ-amu.fr/fr/public/hrs4r>

In December 2019, the university renewed its three governing boards. I have been elected President of Aix Marseille University on 6 January 2020, with a large majority of votes. My programme put forward Human Resources and Quality of Life at work as one of the main priorities of my candidacy.

Therefore, as new President of Aix Marseille University, I confirm the engagement and endorsement of my predecessor in the HRS4R and I reaffirm our will to engage both AMU and its affiliate in the HRS4R process. I am convinced that this process will be beneficial to implement a supportive working environment for AMU researchers.

As part of my programme for AMU presidency, I put a strong emphasis on a proactive strategy for Human Resources and for a high quality of life at work for the coming 4 years of my mandate. I also nominated a Vice President for Quality of Life at AMU and a new Vice President for Human Wealth will be appointed in April.

My programme stemmed from large debates and inputs with the community during my one-year campaign and is defining the strategy I want to implement.

As part of the HRS4R process, I asked the project team to consider this programme, as I am convinced that it will positively feed the current HRS4R process.

Considering this change of governance – which also impacts the overall HRS4R process deployment and the fact that the new programme of the AMU Board needs to be considered in the HRS4R process – I therefore ask the European Commission an extension of delay to submit our final action plan, even though we commit to submit it as soon as possible.

Yours faithfully,



Eric Berton
President



Annex 1 : First Letter of commitment of AMU, 28 May 2019



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Objet : Endorsement Letter - HRS4R

N/Réf. : YB/LS/CD-19-67

Dossier suivi par : Céline Damon

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Pièce(s) jointe(s) : 2 documents :

- Statuts de Protisvalor
- Convention Cadre AMU et Protisvalor

Date: 28 May 2019

Commitment to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code) for Aix Marseille University and its affiliate Protisvalor Méditerranée. Launch of the HRS4R process on June, 1st 2019.

Aix Marseille University (AMU) welcomes and backs up the initiative of the European Commission to ensure a supportive working environment for its researchers.

As one of the leading research universities in France, this endorsement is coherent with AMU strategy towards internationalisation and attractiveness and is consistent with our engagement for continuous improvement of internal procedures to upgrade working conditions of our researchers and to maintain the high quality of research and education in general.

Further, we are convinced that this initiative contributes to support researchers' mobility and strengthen Higher Education Establishments in Europe, in line with the objective of achievement of the European Research Area.

Having endorsed the 40 principles of Charter and Code in 2012¹ soon after the merger of the three universities of Aix-Marseille to create AMU, I, Yvon Berland, President of Aix Marseille University, notify our commitment to implement these principles in AMU and in our affiliate entity Protisvalor Méditerranée (PVM), via the Human Resources Strategy for Researchers (HRS4R).

This engagement in the HRS4R process to grant the European "HR" Award is specifically outlined in our institutional development contract for the period 2018-2022.

AMU Steering Committee formally adopted this engagement in March 2019 that has been then presented to AMU Governing Board.

¹¹ Cf. https://euraxess.ec.europa.eu/sites/default/files/cc-declarations/fr_univ_amu.pdf

This commitment is coherent with AMU overall strategy, in which a continuous enhancement of, amongst others, working conditions, recruiting procedures, career opportunities, training for researchers, and design of management support functions for Researchers and Research units is one of our priority. This can be for instance illustrated by several key action plans currently implemented internally : AMU HR master plan (Schéma Directeur des Ressources Humaines), AMU quality life at work charter (Charte de Qualité de Vie au Travail, Charte d'équilibre des temps de vie personnels et professionnels, Charte du management responsable), integration of a gender overview in the yearly social audit report and deployment of information campaign to promote quality and fight against discrimination (Charte LGBTI), appointment of an Ethics Advisor and a Deontology adviser (Référént Ethique et Référént Déontologie), Doctoral education Charter (Charte de la Formation Doctorale), implementing through the MSCA DOC2AMU Cofund programme the principles of the European Innovative Doctoral training and the OTM-R procedures, etc.).

It is also coherent with the Protisvalor efforts towards improving its internal procedures, as highlighted by its certification under ISO 9001 in 2018 for its management system.

We therefore today take the opportunity of the ongoing internal analysis of our human resources practices with respect to the 40 principles of the European Charter for Researchers and its Code of Conduct and to the 23 principles of the OTM-R principles to move forward to the next step aiming to integrate this HRS4R process into the wide range of activities underway in AMU's human resources policy.

Further, taking the opportunity of this internal assessment and work, I also confirm that AMU affiliate entity, Protisvalor Méditerranée (PVM) will be associated to this process. AMU, that I represent, is the supervisory authority of PVM. As such, I therefore also confirm PVM commitment to endorse the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers via the Human Resources Strategy for Researchers to be implemented in AMU.

The engagement of AMU and its affiliate in the HRS4R process is particularly relevant as I am convinced that the staff of AMU and PVM, who are the record hired on behalf of AMU, should benefit from the advances and progress provided by the HRS4R.

We want to avoid imbalance in treatment between staff working for AMU within the limit of the legal framework.

Yours faithfully,


Yvon Berland
President



Annex 2 : Election of the new Governing Board



CONSEIL D'ADMINISTRATION D'AIX-MARSEILLE UNIVERSITE

DÉLIBÉRATION n° 2020/01/06-1

Le **conseil d'administration**, en sa séance du 06 janvier 2020, sous la présidence de Madame Sophie BOUFFIER, doyenne d'âge du conseil,

Vu le code de l'Éducation,
Vu les statuts modifiés d'Aix-Marseille Université,
Vu la délibération du Conseil d'Administration d'Aix-Marseille Université n° 2019/11/26-19 relative aux modalités de l'élection du Président de l'Université, en sa séance du 26 novembre 2019,

DÉCIDE :

Objet : Election du Président d'Aix-Marseille Université

Monsieur Eric BERTON et Monsieur Philippe BLACHE, candidats à la présidence de l'université, se présentent devant le Conseil d'Administration.

A l'issue d'un vote à l'urne,
M. Eric BERTON recueille 28 voix
M. Philippe BLACHE recueille 05 voix
3 votes blancs sont exprimés.

Monsieur Eric BERTON est élu Président d'Aix-Marseille Université.

Membres en exercice : 36
Quorum : 18
Présents et représentés : 36

Fait à Marseille, le 06 janvier 2020

Sophie BOUFFIER