

Angers, le 20 décembre 2018

Le président de l'Université d'Angers

Réf : Cabinet – CR/EP – 18/73
Suivi : Le président
Tél : 02 41 96 23 63
Courriel : president@univ-angers.fr

**Commissaire européen en
charge de la Recherche, de la
Science et de l'Innovation**

**Commission européenne
200 rue de la Loi
1049 Bruxelles
Belgique**

Objet : Letter of commitment - European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

Dear Sir,

The University of Angers, which hosts more than 24,000 students, nearly 1110 faculty members and 800 administrative staff in 7 schools and 25 research units, is a recognized multidisciplinary leader in higher education and research in the Angers region.

At the University of Angers, we are convinced that being attached to our territory does not exclude the crossing of borders. Scientific research and knowledge sharing are being considered on a global scale. We promote this internationalization through a policy of welcoming foreign students, partnership co-operation, double-graduation degrees, joint PhD programs, co-owned patents with international partners... Our support of mobility, whether incoming or outgoing, educational or scientific, benefits all our students and staff.

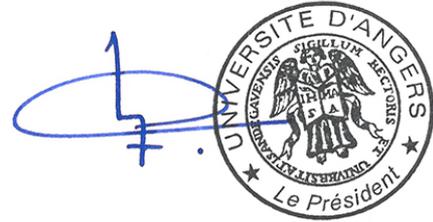
For several years now, as a priority, the University of Angers has fostered the integration of newly hired faculty members (induction meeting, mentoring, personal interview with the 1st vice-president...). The reception desk for foreign researchers was created in 2009 as a result of our proactive policy, whose actions are constantly revised and improved.

Regarding the recommendations of the European Commission adopted on March 11, 2005, the University of Angers:

- is a signatory of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers in 2007;
- recognizes the importance of the recommendations listed in the charter and the code;
- supports the values promoted by the charter and the code;
- affirms its desire to implement HR management in research that is effective and in line with the principles set out in the charter and the code;
- undertakes to submit to the Commission an action plan detailing the strategy adopted by the University of Angers to improve its management of human resources in research in accordance with the recommendations and principles set out in the

charter and the code, at the latest, one year from the date of signature of this document.

The implementation of the recommendations of the charter and code is a new step in the internationalization and modernization of our university. Keeping in mind our goal of continuous improvement, our aim is to develop the recruitment, work and training conditions of our entire scientific community.



Christian ROBLÉDO

Copies :

- Didier Le Gall, 1^{er} vice-président de l'Université d'Angers
- Jacques Fache, chargé de mission HRS4R