

Dear members of the scientific staff,

On December 8, 9, and 10, all members of the scientific body will be called upon to vote electronically at the departmental, faculty, and central levels. As candidates to the plenary assembly, our role will be to defend the interests of the scientific staff in its disparities and its globality. We therefore wanted to introduce ourselves by outlining the themes that will constitute the core of our commitment during the next two years.

1) Well-being of doctoral students and workload of the scientific staff

It seems paramount to us that concrete actions be taken in order to **improve the quality of the doctoral experience and the well-being of doctoral students**, including their mental health, throughout the thesis. One of our ambitions is to define measures that can be put in place as soon as they enroll in order to help them better integrate into our university and **better walk them through the confusion at the beginning of the thesis**. We also believe that supervision must be rethought to offer resources, support, and assistance to doctoral students encountering **difficulties with their accompanying committee or promotor**. Other measures targeting the end of the doctorate should also **tackle the problem of low completion rates**, especially among assistants. This last element is linked to **the disproportion between the time dedicated to teaching and that dedicated to research**, a theme that will therefore also be one of our priorities.

2) Funding of (post)doctoral students and impact of Covid-19

Issues related to funding are also at the heart of our concerns, and particularly that of the **extension of the contracts of (post)doctoral researchers impacted by the current health crisis**. As this crisis has taken hold over time, so do its deleterious effects on research. A perpetuation of this extension and an opening to all temporary researchers seems essential to us.

3) Towards the standardization of statuses

In addition, we consider it crucial to address **the issue of the different statuses within the scientific staff**. We will militate for the clarification of certain statuses (unfinanced doctoral students, who are currently excluded from the scientific body, ...) and for an **end to the almost systematic recourse to precarious contracts of AEX**.

4) Better communication with your representatives

Finally, we plan to establish **clearer and more direct communication channels**, for example via a website that will host resources and information about ongoing work. We will work on **better coordination with faculty representations** both to communicate information and to ensure better representation.

To conclude this letter, we remind you that **reaching a quorum is a major issue of this election**. For our interests as a scientific body to be defended, each vote is fundamental!

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