



The Human Resources Strategy for Researchers (HRS4R) in the Bucharest University of Economic Studies

Initial Action Plan - 2020/2021



HR EXCELLENCE IN RESEARCH

<i>Proposed ACTIONS</i>	<i>GAP Principle(s)</i>	<i>Timing (at least by year's quarter/semester)</i>	<i>Indicator(s) / Target(s)</i>
Updating recruitment and internal evaluation criteria to incorporate aspects related to: mobility, atypical career path, doctorate outside the University, career development	P18, P19, P20, P28, P29	Q2 2020	- revision of the alignment in the HR policies and recruitment criteria with the rule of law in force
Increasing the number of researchers post PhD. students	P21	Q3 2021	- Information sessions on postdoctoral opened positions and funding opportunities
Ensuring continuity and simplifying the library endowment process (semi-annual / annual)	P23, P24	Q1 2021	-Extending the mobile access option (from home) to 70% of the databases accessible on campus in the next 2 years; -Increasing the number of publications accessible directly online by 10 % in the next 2 years.

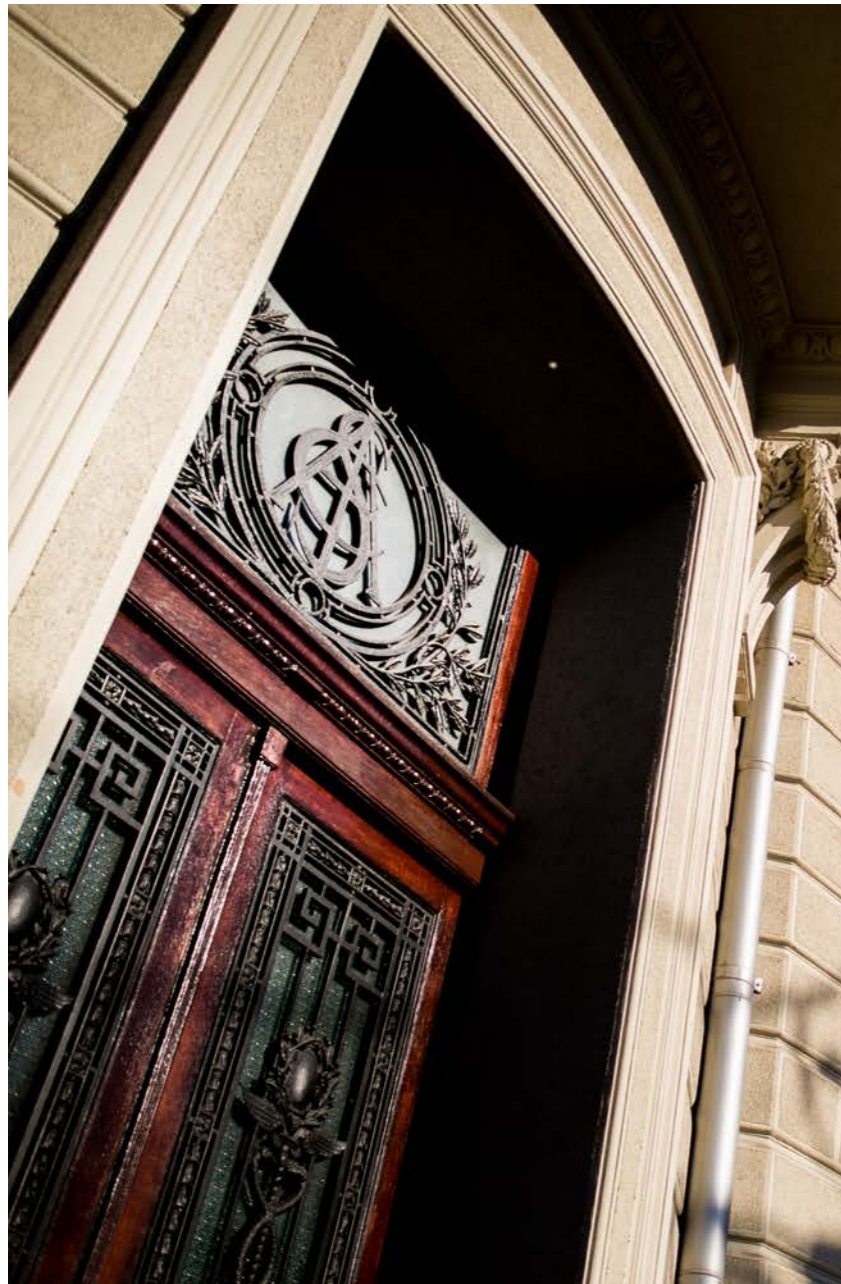
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Increasing the number and accessibility (flexible program) for counselling programs in the academic career and management of research activities	P23, P29, P30	Q1 2021	- Increasing by 15% the number of employees benefiting from the programs of continuous professional
Improving the communication regarding the programs of continuous professional training and counselling that BUES offers to the employees.	P23	Q3 2020	-3 annual information sessions - increasing by 10% the number of participants in information sessions
Formulating realistic criteria for awarding the sabbatical year, taking into account the incidence of funding through research contracts at the University level.	P24	Q4 2020	- revision of the procedure for awarding the sabbatical year in line with the applicable law, as the case may be

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Ensuring alternative ways for the access of disabled researchers to research areas,	P23, P24	Q4 2021	-2 routes verified -2 routes adapted
Strategy for Research, Development and Innovation - 2020 - 2030	P36, P39	Q2 2020	- A strategy for Research, Development and Innovation - 2020 - 2030
Developing a Guide to good practices in research	P3, P4, P5, P6, P7, P8, P31, P32	Q2 2021	- A guide to good practices in research

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Actions on information security, data protection and free access.	P3, P7	Q2 2021	- Revision of the internal specific procedures with specific provisions regarding information security and protection of research data as well as the
Employment of at least 10 researchers at the beginning of the career (in the next 3 years) and reducing the number of hours on the assistant level (according with Law no. 288/2004 regarding the organization of university studies)	P33	Q3 2021	-at least 10 teachers will advance in career in the next three years - reduction of the number of hours on the assistant level by 5% in the next 2 years.
Updating the procedure for solving the requests or individual complaints of employees with provisions regarding negotiation, reconciliation/mediation a conflicts.	P34	Q2 2020	- One procedure updated

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Intensifying the presence of BUES researchers at European Researchers' Night.	P9	Q3 2020	- 10% increase in number of researchers involved in BUES actions at European Researchers' Night
Organizing actions to promote the research results to the general public at the Researcher's Day.	P9	Q4 2020	-2 actions to promote the research results to the general public at the Researcher's Day or other events.
Increasing the visibility of websites of research centres and Research and Innovation Management Division	P9	Q4 2020	- 2 actions to promote the websites in Q4 2020.

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Updating the recruitment and selection criteria in research projects	P13, P14, P15, P16, P27	Q4 2020	Updating the Internal Operational Procedure-12 of the Research and
Completion of the Regulation on the organization, operation and funding of scientific research with articles on monitoring the progress of research projects and with provisions regarding the continuous professional development of researchers	P6, P8, P36, P38, P39	Q4 2020	- One regulation updated
Improve the visibility of the recruitment process, including introducing jobs section on the university website.	P13, P14, P15,	Q3 2021	- A jobs section on the main page of BUES website



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