



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

## Action Plan - 2024



HR EXCELLENCE IN RESEARCH

<b>Objectives (proposed in the initial application)</b>	<b>Indicator to be met</b> ( <i>presented as proposed when submitting application for HRS4R</i> )	<b>Initially assumed deadline</b>
The formulation of realistic criteria for awarding the sabbatical year, taking into account the incidence of funding through research contracts at the University level.	- revision of the procedure for granting the sabbatical year in accordance with the applicable law, as the case may be	Q4 2020

Objectives	Indicator to be met <i>(presented as proposed when submitting application for HRS4R, where the case)</i>	Internal proposed deadline
<i>(Proposed in the initial application)</i> Updating recruitment and selection criteria in research projects	Update of the Internal Operational Procedure-12 of the Research and Innovation Management Directorate - Recruitment and selection of personnel	Q4 2024
<i>(Proposed in the initial application)</i> Completing the Regulation on the organization, operation and financing of scientific research with articles on monitoring the progress of research projects and with provisions on the continuous professional development of researchers	- An updated regulation with articles on monitoring the progress of research projects and with provisions on the continuous professional development of researchers	Q4 2024 for entering the debate at the ASE level
<i>(NEW)</i> Improving researcher-level data analysis processes to adopt measures to increase research impact	- revision of the <a href="https://research.ase.ro">research.ase.ro</a> platform with the inclusion of a section in the research platform, in order to be able to visualize and more easily identify the performance at the researcher level and to facilitate the selection of the necessary data for various reports	Q4 2024
<i>(NEW)</i> Integrating aspects related to the New European Charter for Researchers into internal procedures and regulations	- identifying the elements of difference in the New Charter compared to what is already implemented	Q4 2024

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1. Strategy for Research, Development and Innovation - 2020 - 2030	A strategy for research, development and innovation - 2020 - 2030	Strategy approved  The strategy published on the website in Romanian	To be disseminated in English. To be published on the site in English.  To be translated into English and the Code of Ethics.	Q2 2024

**2 annual information sessions are proposed for all HRS4R events mentioned in this action plan (1 each per semester, during the Researcher's Day and ASE Days).**

All actions that mentioned "dissemination" will be presented within these events managed by DMCI.

*A report on the number of participants will be made for each event.*

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2. Elaboration of a Guide to best practices in research	A Guide to Good Practice in Research	A Best Practices Guide created in Romanian and English open to all users	To be disseminated through information sessions and newsletter with HR4E logo	Q2 2024
3. Actions on information security, data protection and free access.	Revision of specific internal procedures with specific provisions on information security and research data protection, as well as Open Access publishing rules and facilities.	The shift to online activities caused by the lockdown period and pandemic has led to the need to redesign information security and data protection procedures. All procedures governing these matters have been reviewed in 2020 – 2021.	To be disseminated through information sessions and newsletter with HR4E logo.  Emphasis should be placed on <i>Open Access in research</i> .	Q2 2024

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4. Organizing actions to promote research results to the general public on Researcher's Day.	-2 actions to promote research results to the general public on Researcher's Day or other events.	4 online actions / seminars for the promotion of research results during the 2020 European Researchers' Night, 3 online actions / online seminars for the promotion of research results during the 2021 European Researchers' Night, 2 offline actions (workshops) for the promotion of research results during the European Researchers' Night in 2021.	To disseminate information about NCE through information sessions and newsletter with HR4E logo	Q2 2024

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5. Increasing the visibility of the websites of the research centers and the Research and Innovation Management Division	-2 promotional actions	<p>Modernization of the site cercetare.ase.ro and the creation of an English version</p> <p>Promotion of the website through the Newsletter</p> <p>Promotion of the website and platform at the Universitaria Consortium</p>	To be disseminated through information sessions and newsletter with HR4E logo	Q2 2024

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6. Updating the recruitment and internal assessment criteria to incorporate aspects related to: mobility, atypical career path, doctorate outside the University, career development	- revising the alignment of human resources policies and recruitment criteria with the regulations in force. <i>*According to HR4E, it must be taken into account facilitating mobility, allowing atypical career paths (for example, allowing the return to the career after maternity leave/ sabbatical year/ temporary departure in the industry)</i>	During 2020 and 2021, strategies, policies and procedures were aligned to HRS4R principles and adjusted to the new contexts of the post-pandemic world.	Annual report on the status of procedures from the perspective of HR4E <i>(Are there changes? NO. YES. Which?)</i>	Q2 2024
7. Increasing the number of post-doctoral researchers	- Information sessions on postdoctoral schools and funding opportunities	Information sessions in POCU/ 380/6/13/125245 and POCU/ 380/6/13/125015 Public information about admission to Postdoctoral Schools.	Information sessions and newsletter with HR4E logo	Q2 2024



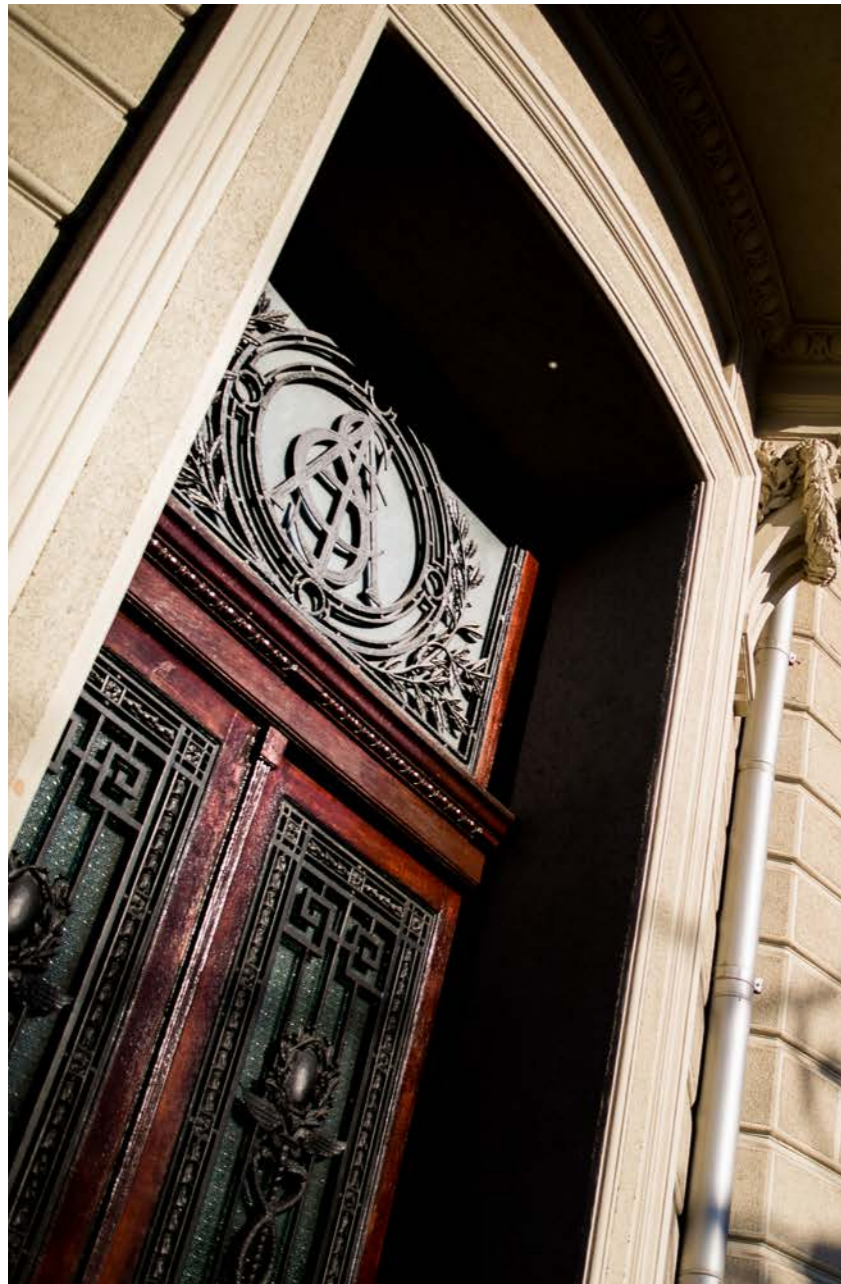
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8. Ensuring continuity and simplifying the process of endowment of the library (semesterly/annually)	<ul style="list-style-type: none"> <li>-Extending the option of mobile access (from home) to 70% of the databases accessible on campus in the next 2 years;</li> <li>-Increasing the number of publications directly accessible online by 10% in the next 2 years.</li> </ul>	<p>More than 90% of electronic resources (not just databases) are available online in 2022. (<i>proposed indicators are met</i>)</p>	Continued remote access to research resources.	Q2 2024
9. Increasing the number and accessibility (flexible schedule) of academic career counseling and research management programs	<ul style="list-style-type: none"> <li>- 15% increase in the number of employees (researchers) benefiting from continuing professional training programs</li> <li>- 2 continuous professional training and counseling programs for employees (researchers)</li> </ul>	<ul style="list-style-type: none"> <li>- 2 programs:               <ol style="list-style-type: none"> <li>1. EDURES</li> <li>2. Annual program dedicated to the training of researchers</li> </ol> </li> <li>- DMCI</li> <li>- tutorials and webinars ASE Library, CCOC</li> <li>- Seminars Doctoral schools</li> <li>- 24% increase in participants at all events in the last three years</li> </ul>	<p>To be disseminated through information sessions and newsletter with HR4E logo</p> <p>To realize counseling programs for PhD students and researchers.</p>	Q2 2024

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10. Improving communication regarding the continuing professional training and counseling programs that BUES offers to employees.	-3 annual information sessions - 10% increase in the number of participants <u>in the information sessions</u>	ASE Library information sessions – increase by 21% participants (online)  DMCI Newsletter, ASE Library  Promotion of the offer – EDURES and postdoctoral programs	To be disseminated through information sessions and newsletter with HR4E logo	Q2 2024

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11. Ensuring alternative ways of access for researchers with disabilities to research areas	-2 verified access paths -2 access roads / adapted routes	Online access to resources (in the context of WFH – pandemic)  Offline and on-site, checked and adapted 2 routes (in the Research Center building - located in Piața Romană - Al Macedonski Entrance).	To continue the development of alternative paths and accessibility for people with disabilities.  Continued remote access to research resources.	Q2 2024
12. Hiring a minimum of 10 researchers at the beginning of their career (in the next 3 years) and reducing the number of hours at assistant level (according to Law no. 288/2004 on the organization of university studies)	-at least 10 teachers will advance in their career in the next three years  - reducing the number of hours at assistant level by 5% in the next 2 years.	At least 15 researchers advanced their careers in the period 2019-2022.  <b>* Reference reduction in assistant hours: it was explained in the HR4E interim report as being related to legislative regulations / Education Law.</b>	This is not the case.	Q2 2024 only for the career advancement of at least 5 researchers.

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13. Updating the procedure for resolving individual requests or complaints of employees with provisions regarding the negotiation and mediation of conflicts.	- An updated procedure	The PO-BRP01 Grievance Procedure was reviewed and approved on 23 February 2022, covering matters related to negotiation, conciliation/ mediation and disputes.	Annual report on the status of procedures for resolving individual requests or complaints of employees from the perspective of HR4E.	Q2 2024
14. Intensification of the presence of ASE researchers at the Night of European Researchers.	- 10% increase in the number of researchers involved in ASE actions at the Night of European Researchers	The number of researchers involved has increased by 50% in the last 2 years (online).	To disseminate information about NCE through information sessions and newsletter with HR4E logo.	Q2 2024
15. Improving the visibility of the recruitment process, including the introduction of the jobs section on the university website.	A jobs section on the main page of the ASE website	Places open for competition published on the DRU website, on <a href="https://jobs.research.gov.ro/">https://jobs.research.gov.ro/</a> and on EURAXESS.	Dissemination of jobs also in English on the ASE website.	Q2 2024

# 12 Details on HRS4R in ASE



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