



SPIRU HARET UNIVERSITY
Central Research Institute

INTERNAL ANALYSIS

**Concerning the practical application of the principles of the European Charter for Researchers
and the Code of Conduct for their Recruitment (C&C)**



In December 2011, Spiru Haret University signed the *Declaration of Commitment to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*.

In September 2012, Spiru Haret University decided to join *the 4th Cohort Institutional Human Resources Strategy Group* following the invitation of the European Commission.

As a result Spiru Haret University followed a 5-step process that is designed to help the actors concerned in integrating the Charter & Code at institutional level – the "Human Resources Strategy for Researchers incorporating the Charter & Code."

In 2013 Spiru Haret University perform the first internal analysis at institutional level concerning the practical application of the principles of the European Charter for Researchers and the Code of Conduct for their Recruitment (C&C).

In October 2013, *Spiru Haret University* has been the recipient of the "Human Resources Excellence in Research" logo, awarded by DG Research & Innovation of the European Commission.

In December 2015 the logo was confirmed after a review of the progress in implementing the Human Resources Strategy for Researchers (HRS4R).

Between January and March 2016 Spiru Haret University performed a second internal analysis at institutional level.

Between March and April 2018 Spiru Haret University performed a third internal analysis at institutional level.

In order to perform the analysis, a survey was conducted by the [Central Research Institute](#) of Spiru Haret University using LimeSurvey - software tool. The questionnaire was administered on line, in a controlled environment.¹

¹ USH staff had access to survey based on their personal ID/email



The analysis is based on 4 indicators to assess the degree of application of C&C principles in the Spiru Haret University

Dimension 1- Open recruitment and portability of grants

Dimension 2- Meeting the social security and supplementary pensions needs of mobile researchers

Dimension 3- Attractive employment and working conditions

Dimension 4- Enhancing training, skills and experience of European researchers

We have proposed 32 statements divided into 4 dimensions.

The possible answers were registered using a 5 steps scale, as follows:

total agreement; agreement; disagreement; total disagreement; don't know/don't answer

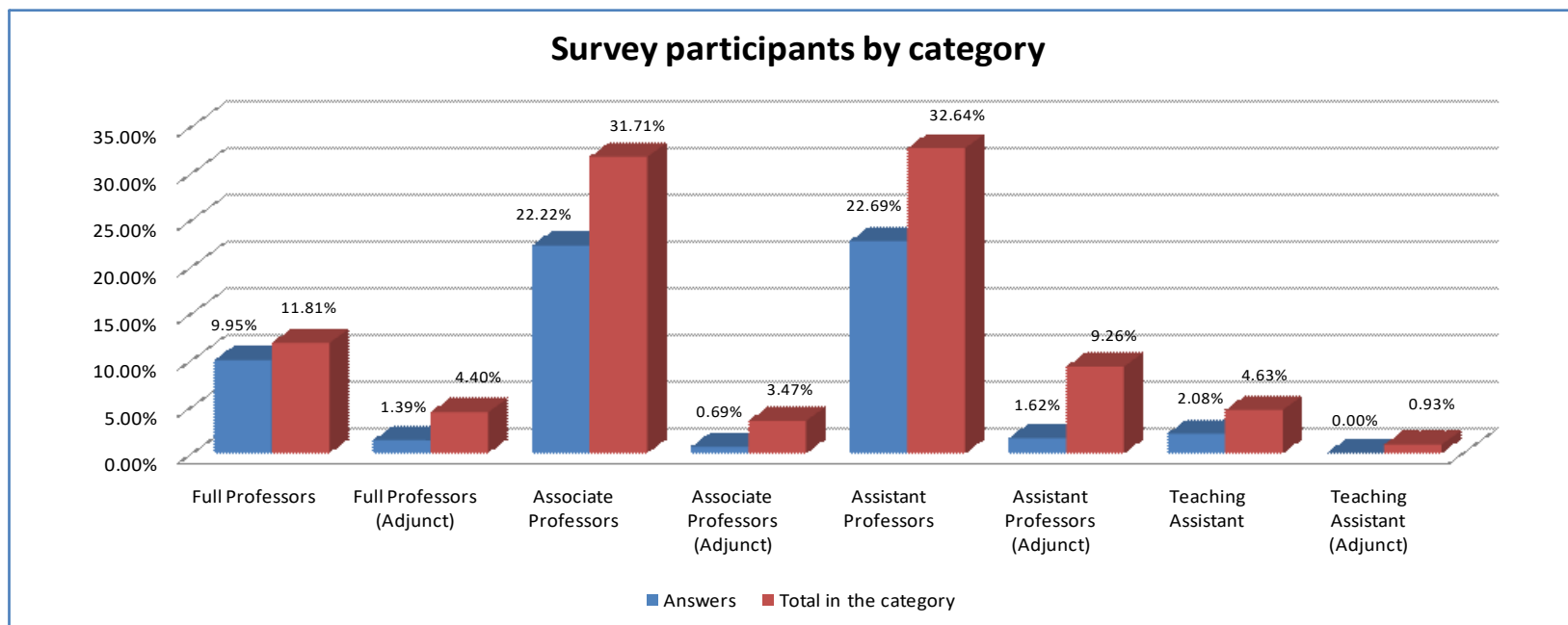


Who answered?*

	Answers	Total in the category	%
Full Professors	43	51	84,31
Full Professors (Adjunct)	6	19	31,57
Associate Professors	96	137	70,07
Associate Professors (Adjunct)	3	15	20,00
Assistant Professors	98	141	69,50
Assistant Professors (Adjunct)	7	40	17,50
Teaching Assistants	9	20	45,00
Teaching Assistants (Adjunct)	0	4	0
Total	262	432	60,64

*According to art. 287 al. 1 from the Law of National Education 1/2011 university workload includes teaching load and **research load**. Teaching load is between 7 conventional hours/week for Full Professors and 11 conventional hours for Teaching Assistants. The difference up to the total amount of working hours represents **research load**. The total amount of working hours (teaching load and **research load**) is of 40 hours/week (art.287 al. 22). To be a Teaching Assistant you have to be at least a **PhD Candidate**. Researchers include all academic personnel, starting with **Teaching Assistant**.

Spiru Haret University does not currently running Doctoral Schools.



We have analyzed data provided by all researchers.

Separately we have analyzed results obtained subsamples from the following categories:

Subsample 1: experienced researchers; Subsample 2: female researchers; Subsample 3: early stage & early career researchers.

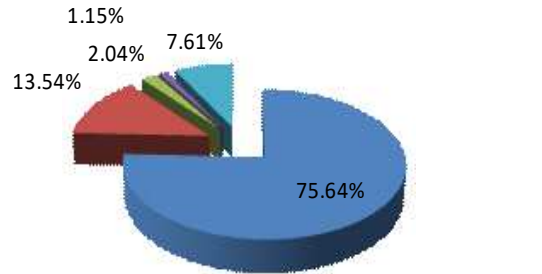


HR EXCELLENCE IN RESEARCH
ALL RESEARCHERS



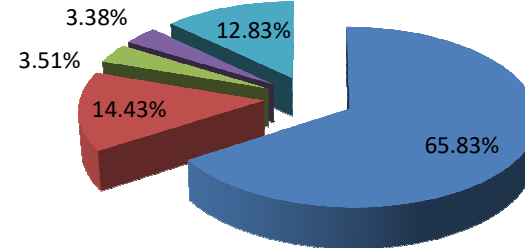
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Dimension 1- Open recruitment and portability of grants



■ Full agreement ■ Agreement ■ Disagreement
■ Total disagreement ■ Don't know/don't answer

Dimension 2- Meeting the social security and supplementary pensions needs of mobile researchers



■ Full agreement ■ Agreement
■ Disagreement ■ Total disagreement
■ Don't know/don't answer



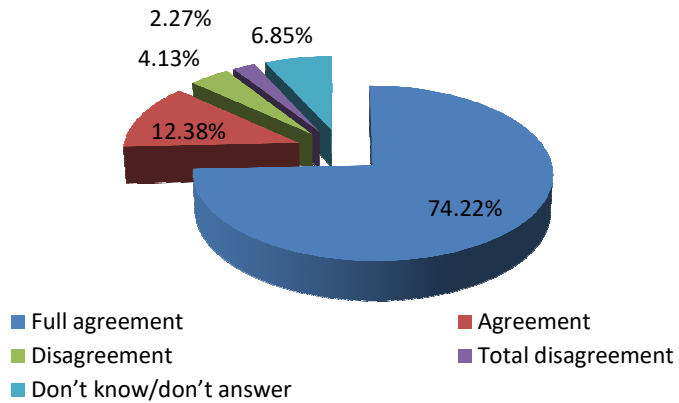
HR EXCELLENCE IN RESEARCH



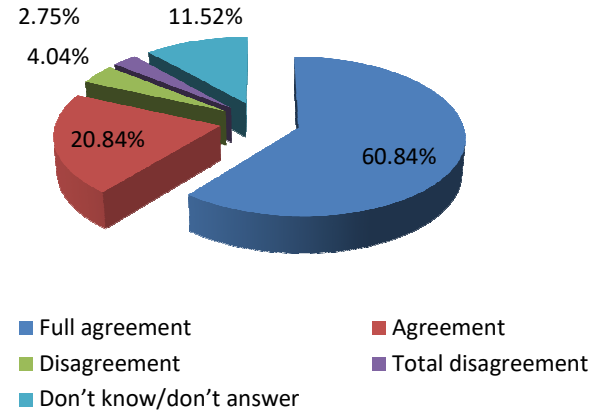
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ALL RESEARCHERS

Dimension 3- Attractive employment and working conditions



Dimension 4- Enhancing training, skills and experience of European researchers



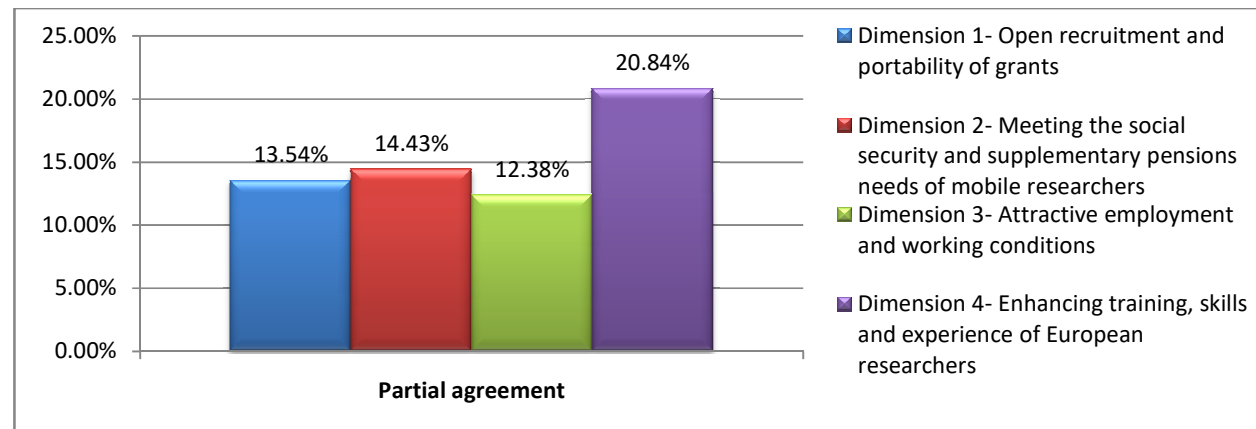
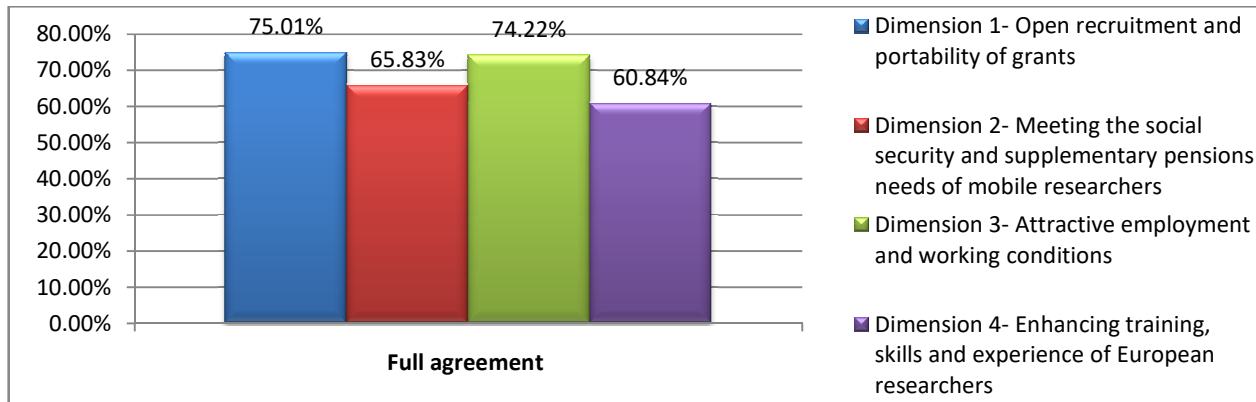


HR EXCELLENCE IN RESEARCH



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ALL RESEARCHERS



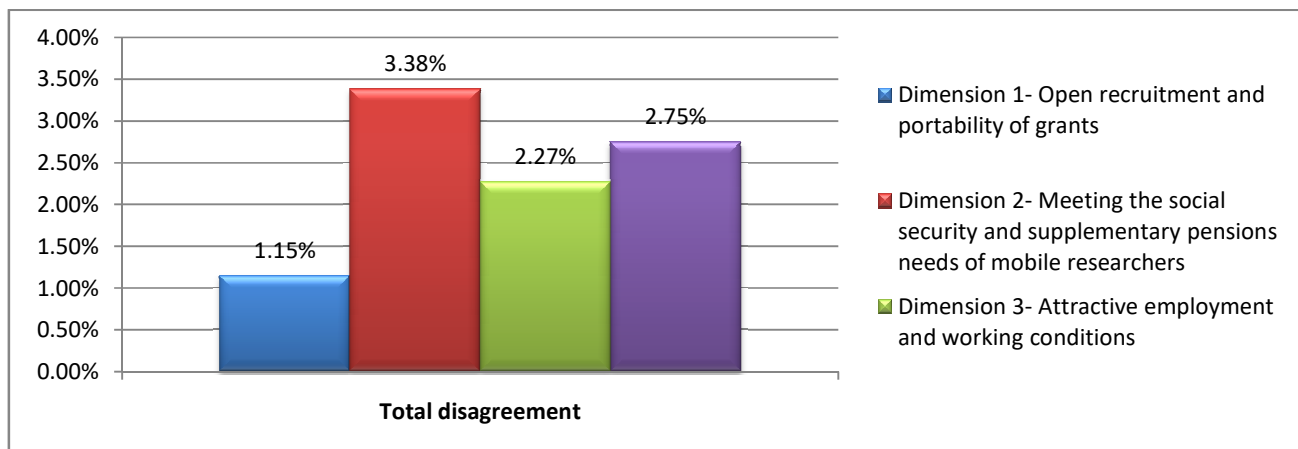
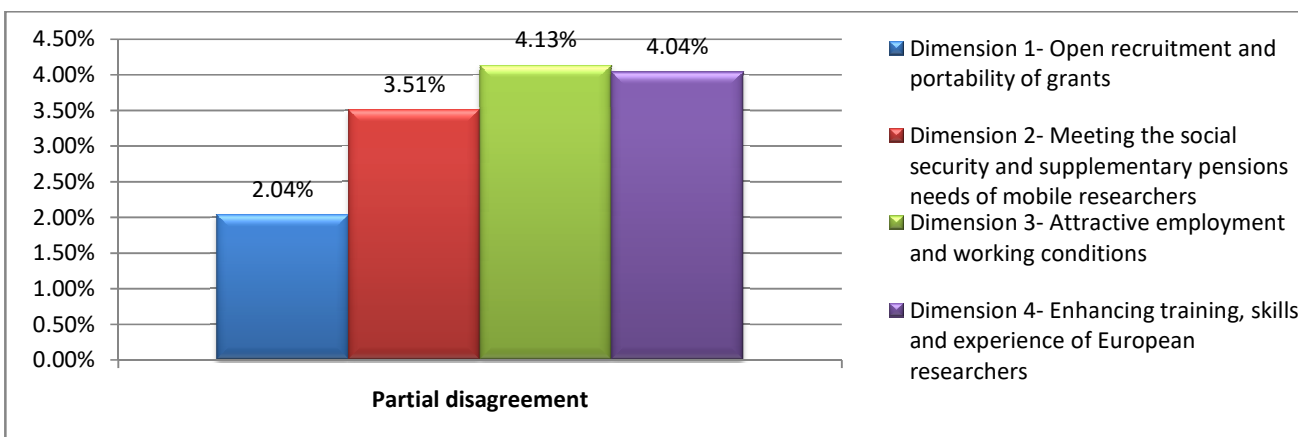


HR EXCELLENCE IN RESEARCH



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DE STATISTICA

ALL RESEARCHERS





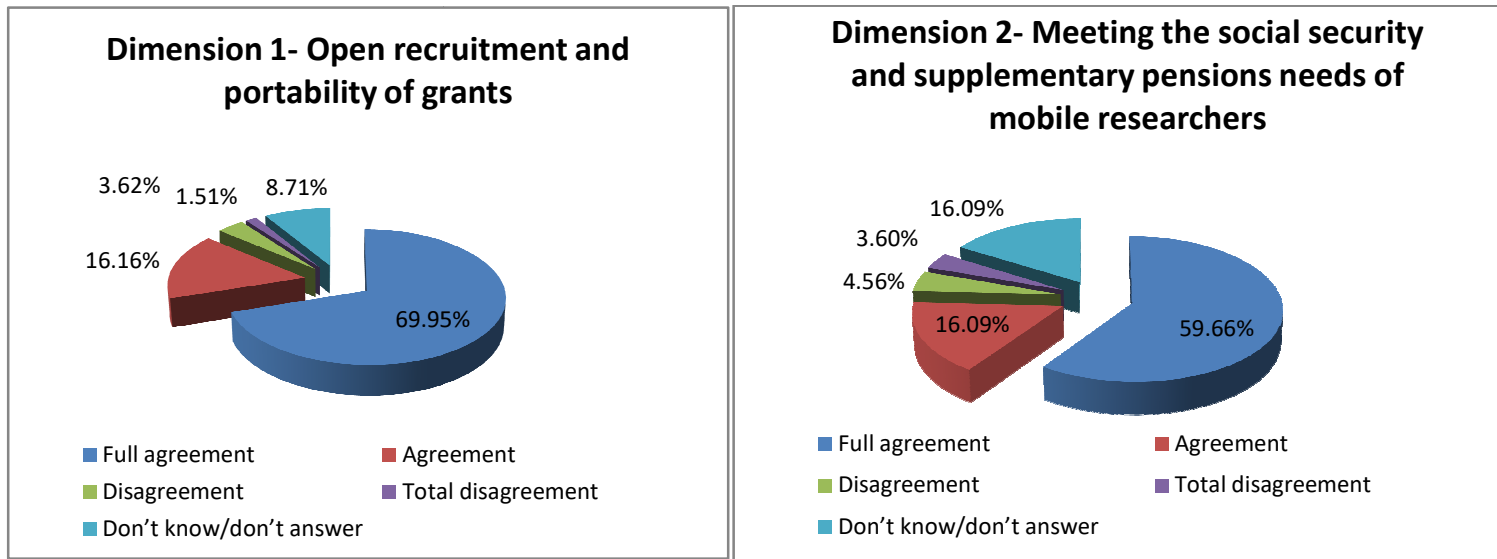
HR EXCELLENCE IN RESEARCH



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SUBSAMPLE 1: EXPERIENCED RESEARCHERS > 20 years

(Full Professors, Associate Professors, Assistant Professors representing 33, 97 % of all respondents)





HR EXCELLENCE IN RESEARCH

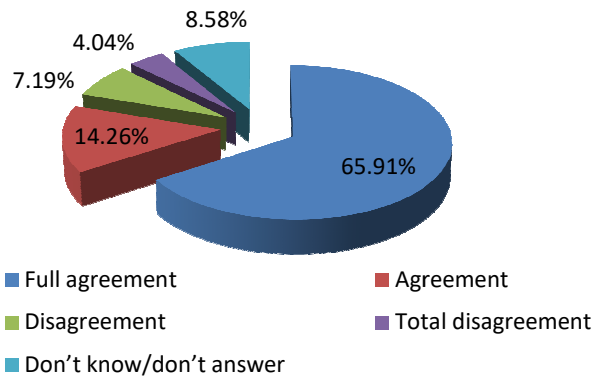


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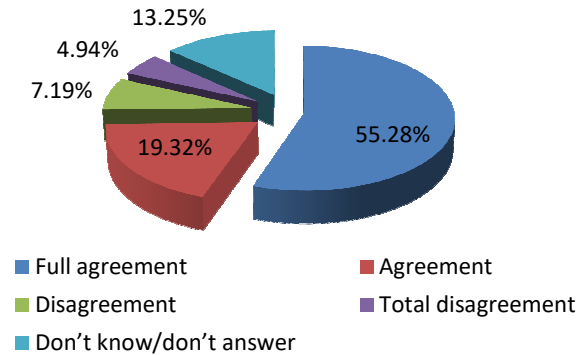
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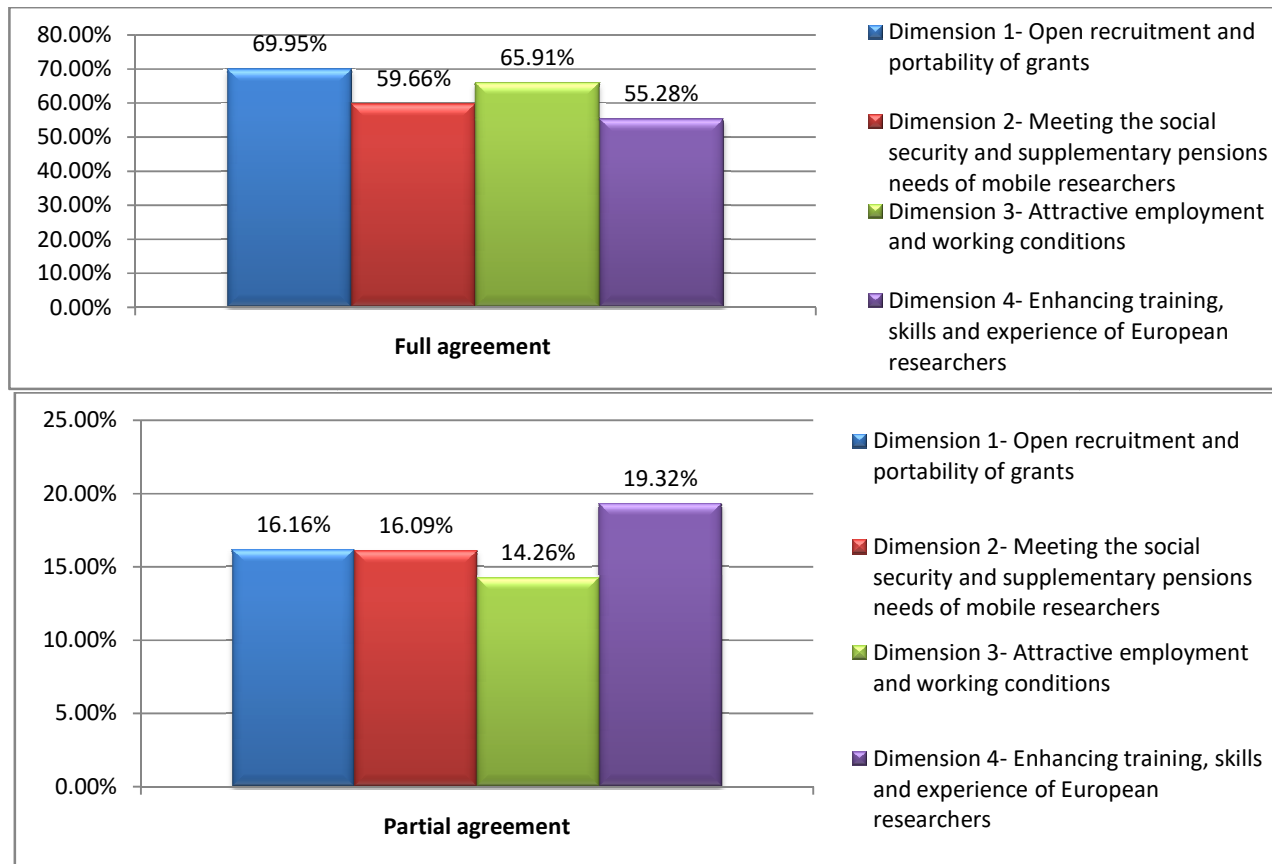
Dimension 4- Enhancing training, skills and experience of European researchers





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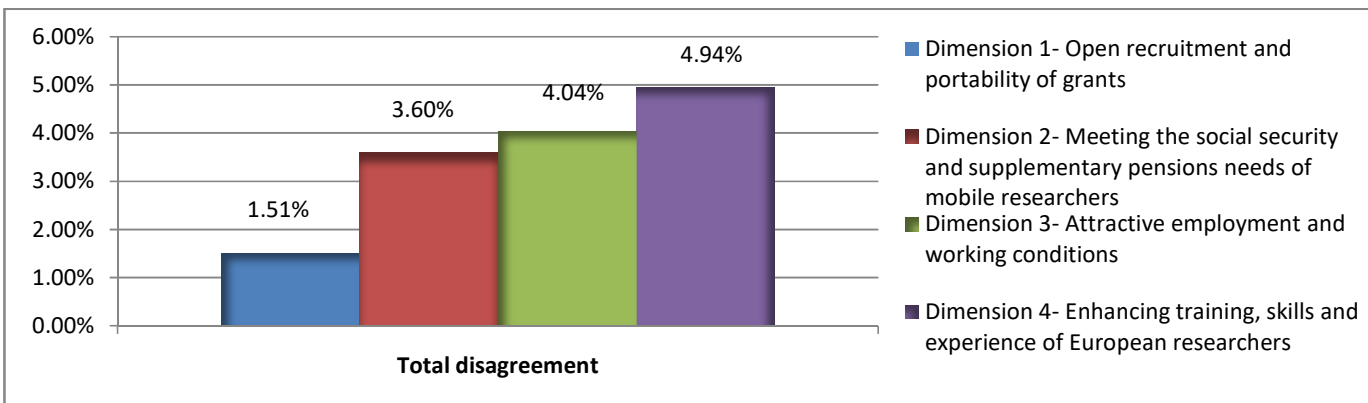
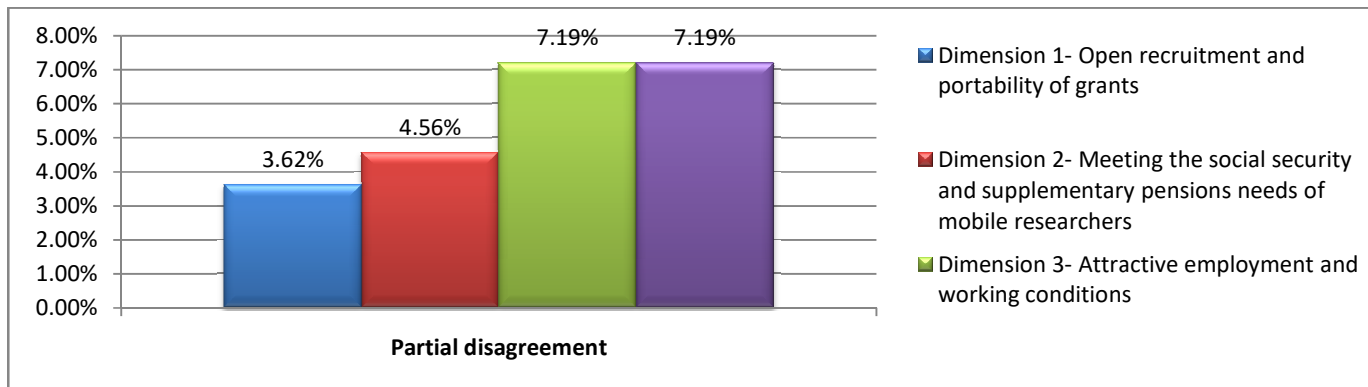
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INSTITUTUL CENTRAL
DE STATISTICA

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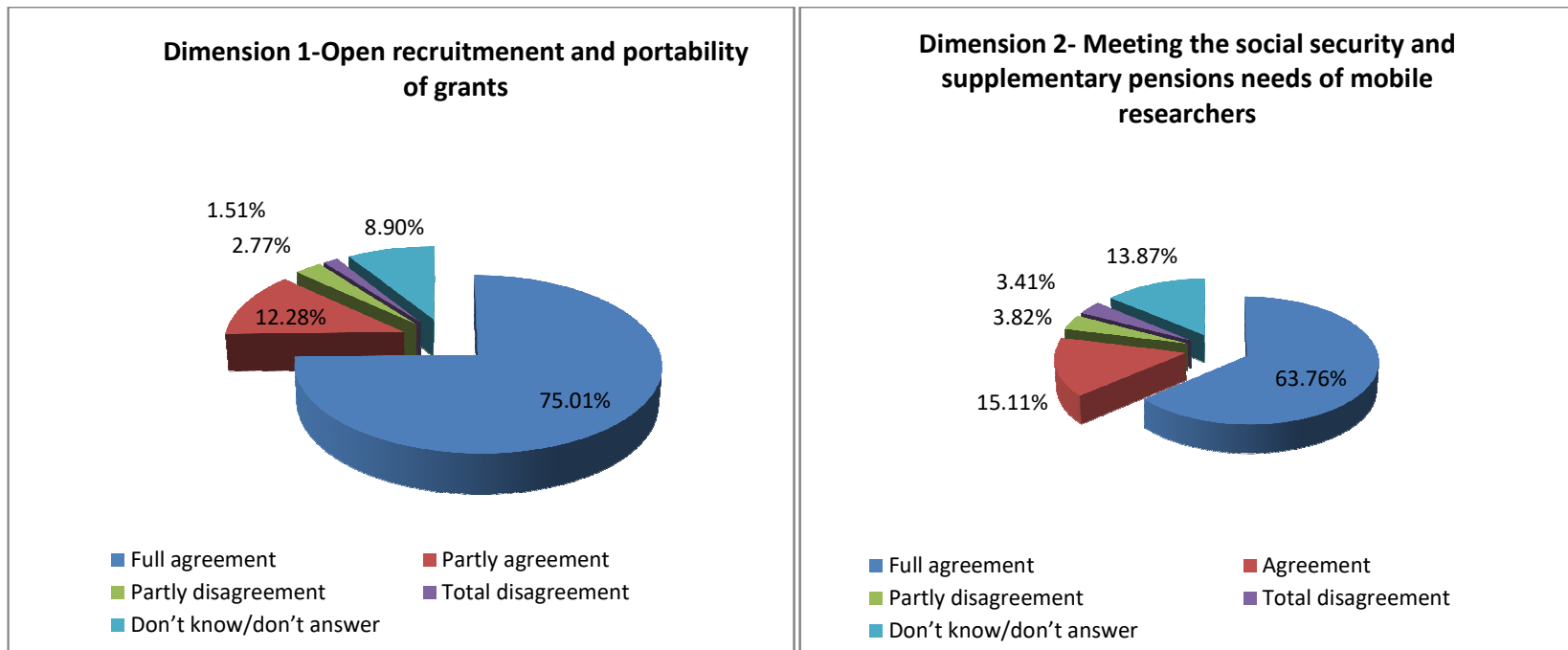
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SUBSAMPLE 2: FEMALE RESEARCHERS

(Full Professors, Associate Professors, Assistant Professors, Teaching Assistants representing 61,83% of all respondents)

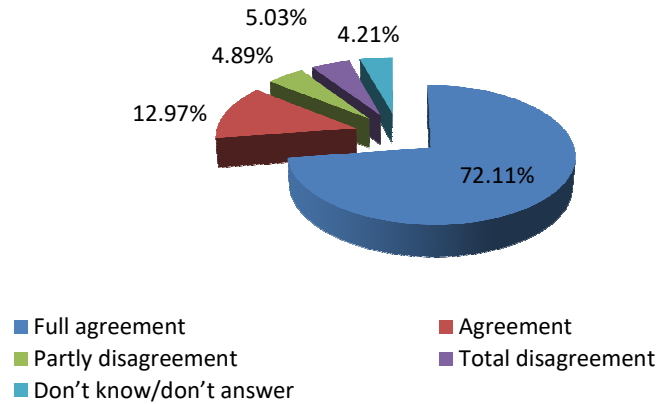




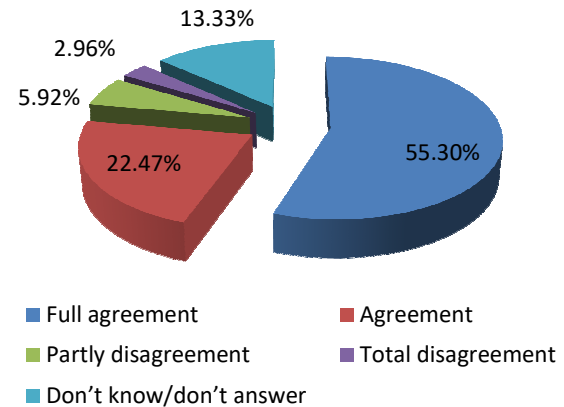
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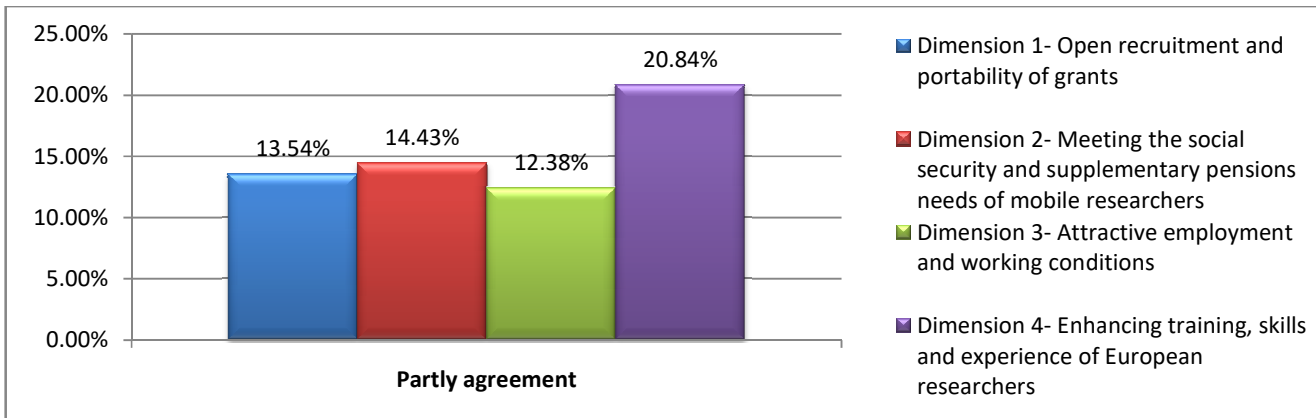
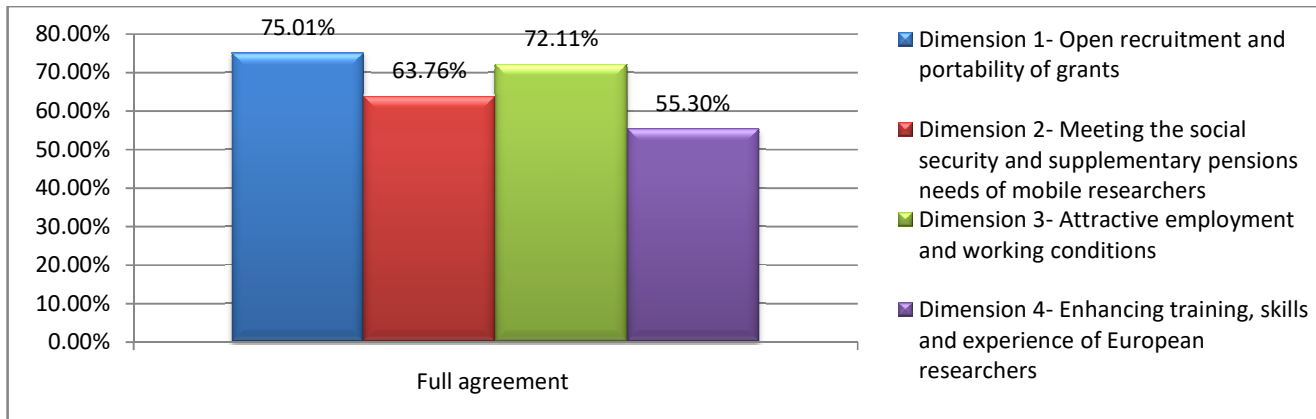
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INSTITUTUL CENTRAL DE STATISTICA

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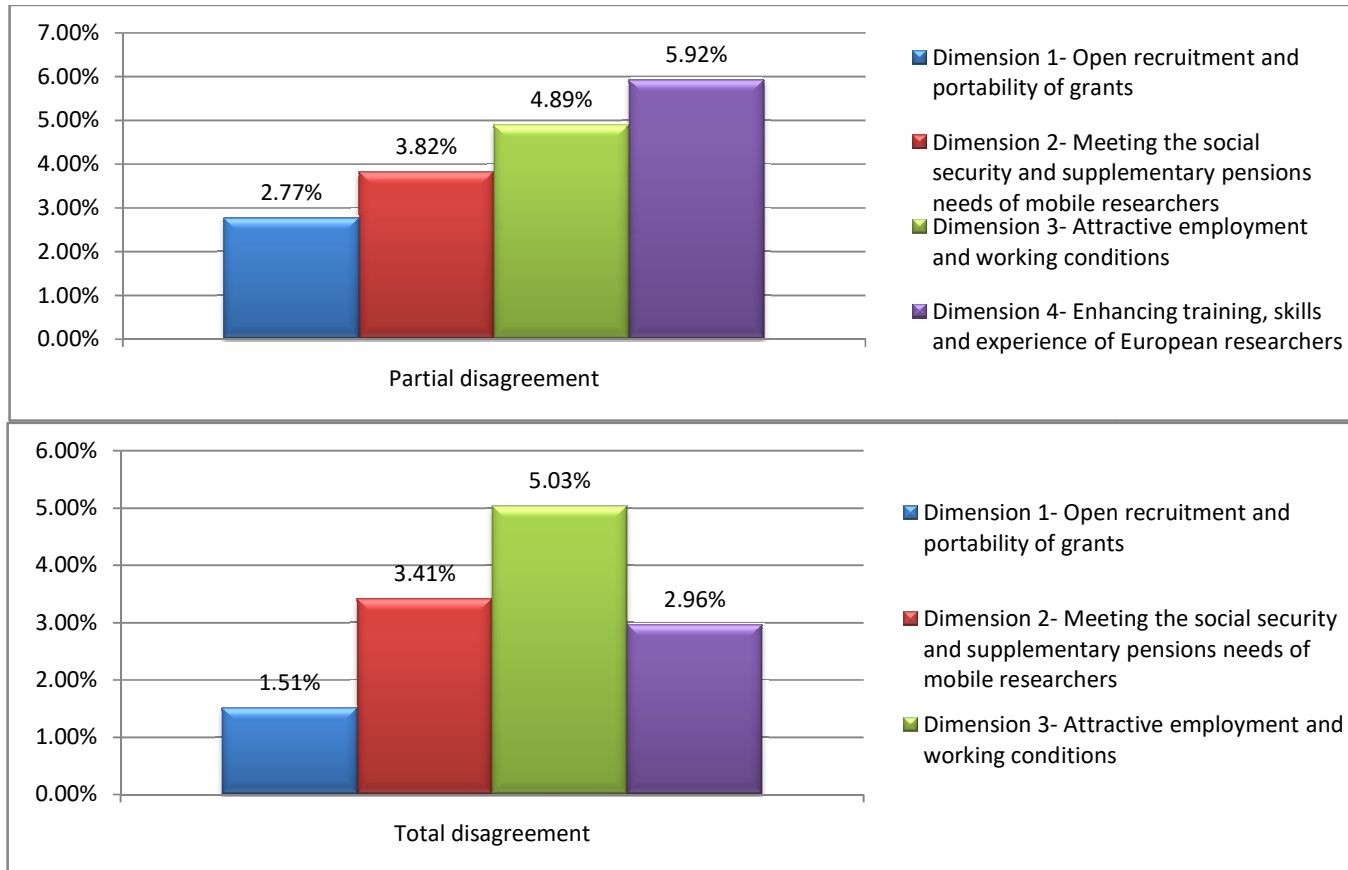
HR EXCELLENCE IN RESEARCH



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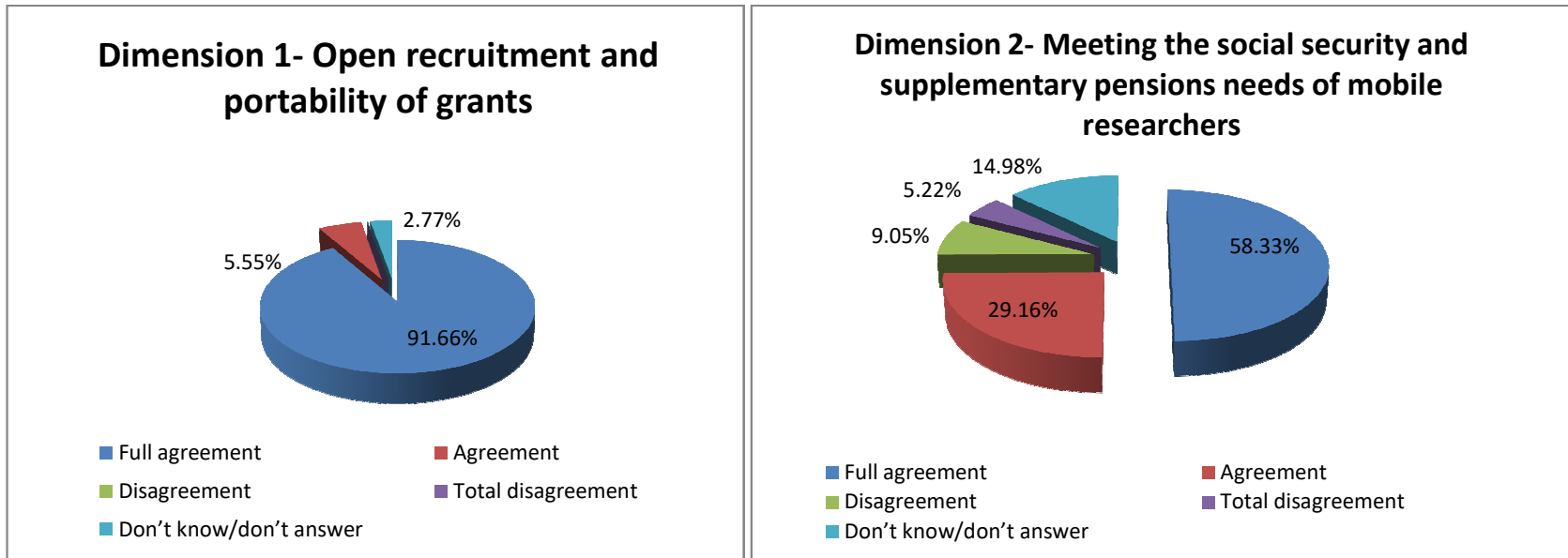
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SUBSAMPLE 3: EARLY STAGE & EARLY CAREER RESEARCHERS < 5 years

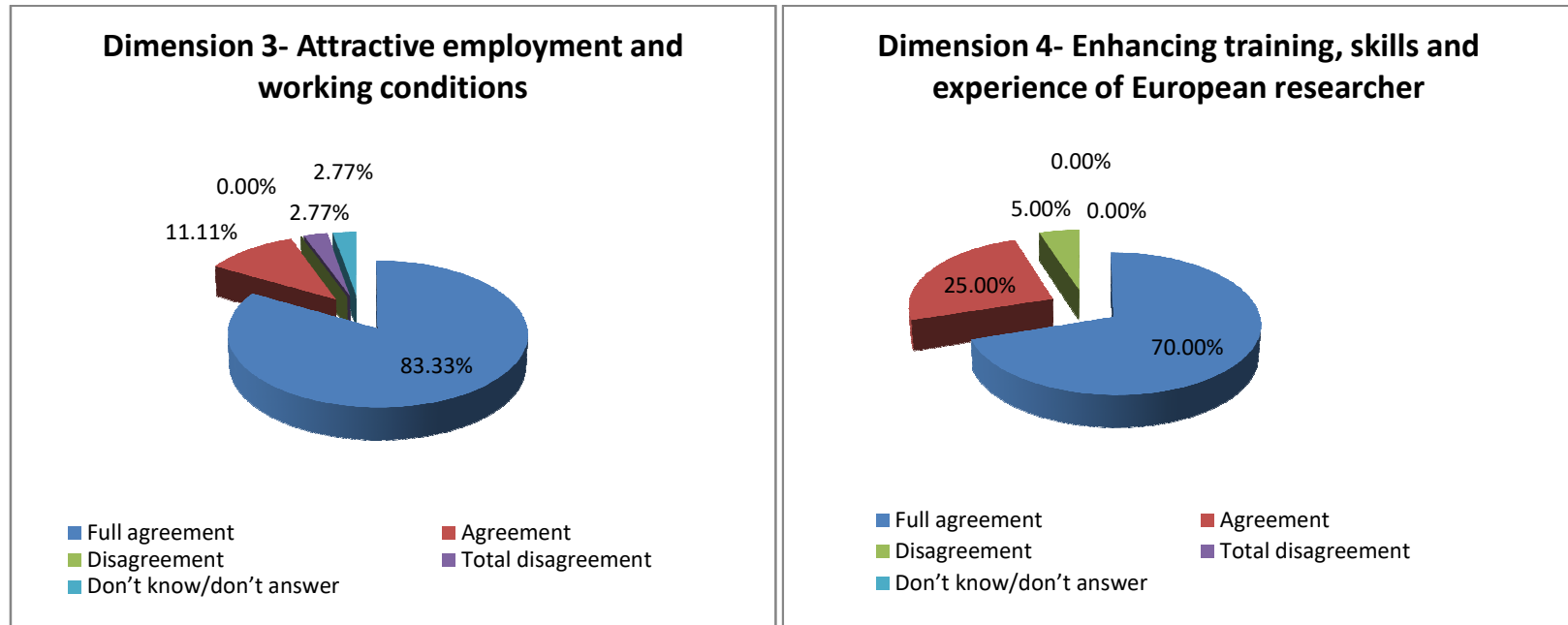
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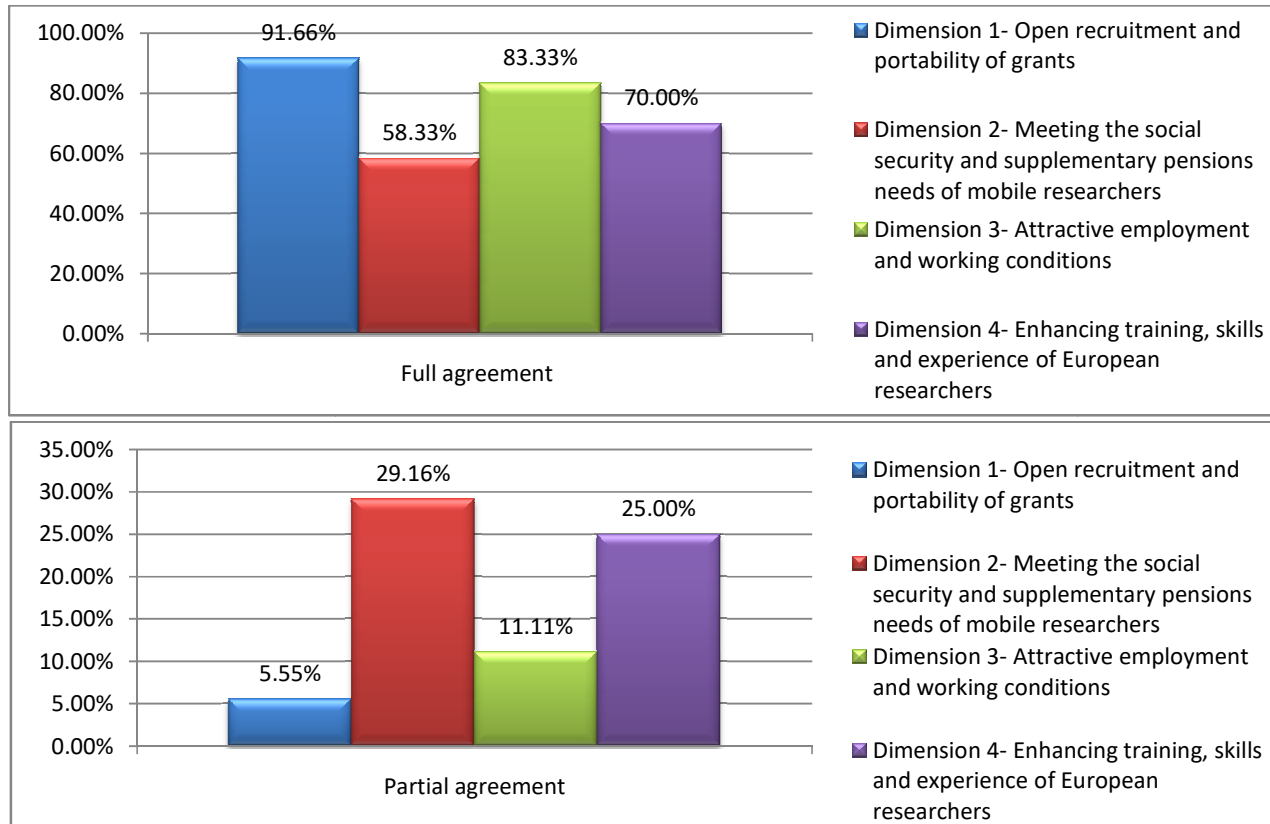


HR EXCELLENCE IN RESEARCH



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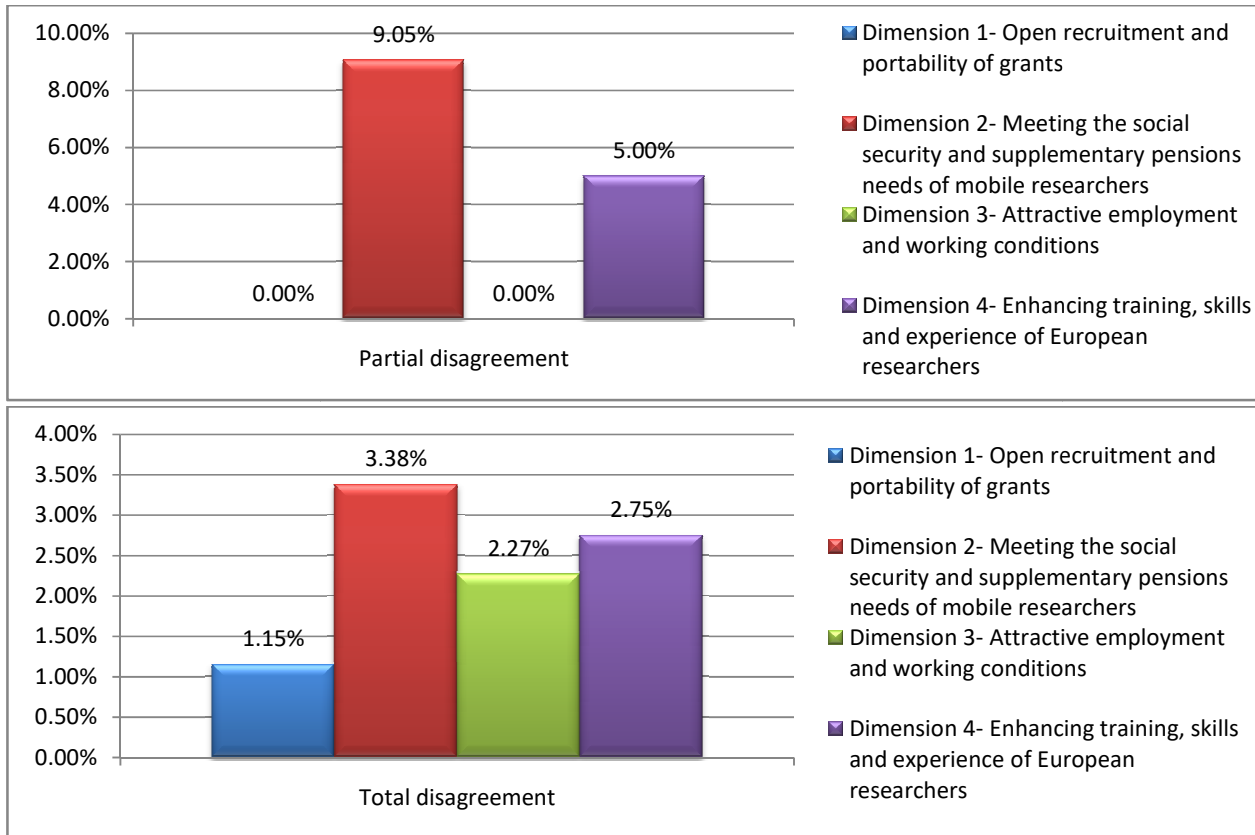
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In Summary

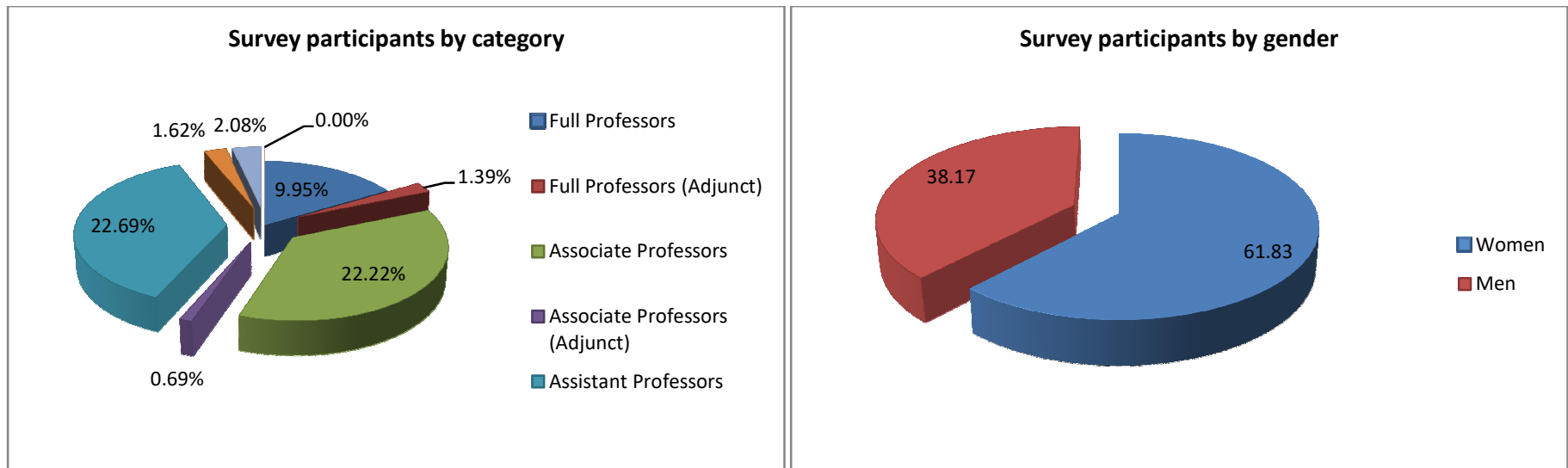
According to Act 443 of July 5, 2002, Spiru Haret University is a “higher *education institution of private right and public utility, part of the national education system.*” Spiru Haret University states its academic autonomy and private property as guaranteed by the Romanian Constitution.

Being a signatory of the *Magna Charta Universitatum*, Spiru Haret University organizes Bachelor’s degree and Master degree programmes in accordance with the provisions of **Bologna Charta** and with the study programmes of the European space of higher education. Spiru Haret University currently has 14 faculties with 48 accredited or majors authorized for temporary operation, 34 Master Programmes (Bologna Cycle II) and 94 Postgraduate Programmes.

Since October 2013, Spiru Haret University has been the recipient of the Human Resources Excellence in Research” logo, awarded by DG Research & Innovation of the European Commission. In January 2016 the logo was confirmed after a review of the progress in implementing the Human Resources Strategy for Researchers (HRS4R).



- Spiru Haret University has a number of 432 of teaching and research staff (349 full time-83 associates), out of which **54,86 %** are women.
- 60,64 % of the staff of Spiru Haret University has answered to the questionnaire.
- The highest feedback (44,91 %) was from Assistant Professors and Associate Professors.
- From the total number of respondents **61, 83%** are women.





- Most of the answers fall in the category “full agreement” and “agreement” regardless of dimensions or interviewed categories.
- On the basis of this analysis Spiru Haret University will adapt the *Human Resources Strategy for Researchers* in order to better respond to the needs of researchers.

Involved in preparing this document and in the public opinion survey and elaboration of the statistical results:

Cătălin Marius Radu, MSc

Research Consultant
Central Research Institute, Spiru Haret University

Acknowledgments

We wish to express our gratitude to all the researchers of Spiru Haret University who answer to this survey, helping us identifying their needs in order to create a Human Resources Strategy for Researchers incorporating the Charter and Code.

<http://www.spiruharet.ro/en/>

<http://cercetare.spiruharet.ro/en/index.php>