HRS4R ACTION PLAN 2022-2024

Action description	Timing	Responsible Unit	Indicators/ targets
Action 1 Promoting quality assurance culture to enhance the quality of academic work. *All researchers will formally assume the responsibility that any submitted papers/articles are out of plagiarism*	Continuous -*each AP will benefit from this Action*	*Ethics Committee Central Research Institute*	*Deliverable* –Yearly Communication Plan – *Target*: entire personnel involved in research activities to be aware of the culture of quality (CoQ) I2.1. = level of CoQ awareness = % of researchers able to identify CoQ actions from total number of interviewed researchers I2.2.= number of cases reported as professional responsibility misconduct I2.3 =percentage of confirmed cases from total registered cases. To calculate I2 indicators we use data produced by an annual survey and from the records of the Commission of Ethics

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Action 2 Assess the constraints that researchers face and their impact on researchers' work *The action will be inserted in all APs*	*June-Dec. 2022* *June-Dec.2023* *June – Dec.2024*	*Directors of the research Departments Director of ICCS*	Survey Annual report; Survey to identify constraints; I1 - % of solved constraints
Action 3 Making the research reports public and notify the research grantgivers Purpose: increase the visibility of the research outcomes	*June-Aug.2022* *June –Aug 2023* *June – Aug.2024*	*Director of ICCS Quality Assurance Department Project Managers IT department*	*Deliverable :* Study on USH research visibility *Target:* raise research results' visibility I3 = number of science communications (articles, press releases, conferences etc.) compared with the number of projects
Action 4 Making available IPR training sessions	*April-July 2022* *April- July 2023*	*HR Department Legal Office*	*I4 = number of attendees compared with total research staff*

April-July 2024			
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Action 5 Funding Opportunities - updates	*Permanent*	*ICCS*	*Latest updates visible on http://cercetare.spiruharet.ro*
Action 6 Performing QA and financial audit. Ensure transparency in managing research public funding	*Annually Jan-March2022 Jan-March2023 Jan-March2024*	*QA and Accounting Departments*	*Delivrable: Internal Audit Report I7 = % of expenses reimbursed from total grant amount*
Action 7 Annual training program – courses offer to meet researchers needs	*Permanent*	*ICCS QA Department Legal office*	*Delivrable : CPD training courses catalogue I8=percentage of attendees from total number of research staff*
Action 9 Assess the effectiveness of dissemination and exploitation results	*Oct.-Dec.2022 Oct-Dec 2023 Oct-Dec.2024*	*Legal Office Committee for Scientific Research ICCS*	*Yearly report included in the Annual Research Report I9.1.= number of article/researcher/year I9.2.= citation number per USH/pers/article*

Action description	Timing	Responsible units	Targets/indicators
Action 10 Improving scientific communication and enhance inter-disciplinarity	yearly	ICCS Research Departments	Social impact assessment
Action 12 Non-discrimination good practices	yearly	ICCS	Annual Report
Action 13 SAPIC – system impact	yearly	ICCS	I13= % articles published in peer-reviewed journals
Action 14 Working conditions survey	Jan-April 2022, 2023,2024	ICCS	Survey report – analysis based on collected data
Action15 Advertising job vacancies on EURAXESS and Romanian Official Gazette	Permanent	HR Department, ICCS	Targeted audience national and international
Action 17 Drafting and printing leaflets (in RO and English)providing detailed information to potential candidates	Permanent	HR Department	none
Action 19 Promoting ERASMUS mobility scheme - publish the existing bilateral agreements with EU and non-EU universities and places available	permanent	USH Erasmus Office	https://www.spiruharet.ro/erasmus.html
Action 20 Offering career advice to young researchers	permanent	Career Development Center	https://ccoc.spiruharet.ro/ I20= number of staff benefiting of consultancy

Action description	Timing	Responsible Unit	Indicators/ targets
Action 22 Stimulating partnership in co-authorship, project proposal drafting, project implementation, organizing scientific events etc	Oct-Dec 2022 Oct-Dec 2023 Oct-Dec 2024	Directors of Research Centers, ICCS	I22.1 =number of papers published having at least two authors, of which one is from USH I22.2 Success Rate = % of project proposals approved from total number of project proposals submitted
Action 23 Build partnerships - attract business representatives to invest in research & innovation partnership	Oct-Dec 2022 Oct-Dec 2023 Oct-dec 2024	USH Probusiness Directors of Research Centers	https://ushprobusiness.ro/en/home/
Action 24 WG7 - coordinating a mechanism of attracting research funds on regular basis to ensure work environment stability	Permanent	ICCS, Academic Departments	Report on the success rate

Action description	Timing	Responsible Unit	Indicators/Targets
Action 25 Introducing a reward scheme for exceptional results in research	*End of 2025 (extended)*	*Board of Trustees*	*none*
Action 27 Further developments on ERASMUS mobility	*July –Sept 2022, 2023, 2024*	*Vice Rector of International Relationships Erasmus Office*	*I27=number of new ERASMUS agreements signed per year*
Action 28 Short-term qualifications programs design to meet staff needs in term of skills and competencies	*permanent*	*ICCS, HR Department, IT Department Vice Rector of Research Vice Rector of Education and Training DPPD Depart.*	I28.1.=number of Short-Term qualification programs available I28.2.= % of attendees from total number of research staff
Action 30 Promoting more intensive cooperation in publishing	*permanent*	*ICCS*	I30 =number of publications in co-authorship
Action 32 Analysing the relationship with supervisors from the perspective of early-stage career researchers	*annually*	*ICCS, Directors of Academic Departments*	Yearly online Survey
Action 33Training for Senior researchers in supervision and managerial duties (replicated on demand)	*Nov-Dec 2022, 2024*	*ICCS, Vice Rector of Research*	I33= number of attendees

Action description	Timing	Responsible Unit	Indicators/Targets
Action 35 Establishing clear rules, procedures, methodologies to regulate supervision at the Doctoral School (extended)	Ongoing	Doctoral School Steering Committee	Not yet approved
Action 36 Setting up regular training sessions for newcomers(researchers recently employed) to raise awareness concerning the rights and obligations	Jan, June, Oct. 2023, Jan, June, Oct. 2024	HR Department Legal Office	I4 = number of attendees research staff
Action 37 Establishing a framework for promoting Open Science	Dec.2024	ICCS	I37 = number of informative sessions
Action 38 Open Science - raise awareness and establish a pathway to embrace OS practices	Permanent Starting with AP 2022-2024	Research Management Department	I38 = Number of Initiatives took place yearly
Action 39 Reward Open Scientists - developing an OS rewarding system to be applied yearly as part of the Staff Evaluation System(SAPIC**)**	End of 2024	Research Management Department	Open Science Reward System
Action 40 DIGITAL University –improving working conditions	Jan-March 2024 Sept-Nov 2024	IT Department Research Management Department	Number of new equipments per category
Action 41 DIGITAL University –new training opportunities	March, May, Oct 2024	IT Department	Number of attendees