

List of HR Strategic Objectives embedded in USH strategies

Spiru Haret University received the HRS4R award in Dec.2013 and the strong commitment to incorporate Charter & Code principles in all activities related to human resources was reflected in the strategic approach and the embedment of HRS4R in the institutional relevant strategies (USH Development Strategy 2014 -2020 and 2021 -2027, USH Research Strategy 2014-2020 and 2021-2027, Digitalization Strategy 2022-2027).

Abbreviations:

USH-DS = USH Development Strategy

USH –RS = USH Research Strategy

USH-Digi = USH Digitalization Strategy

USH – QAS= USH Quality Assurance Strategy

Drafting the current documents was supported by the following USH strategic documents

- USH Development Strategy 2014-2020
- USH Strategic Plan for Institutional Development 2021-2021
- USH Research Strategy 2014-2020
- USH Research Strategy 2021-2027
- HRS4R Strategy 2014-2020
- HRS4R Strategy 2021-2027
- USH Digitalization Strategy 2022-2027
- USH Quality Assurance plan
- USH Internationalization Strategy 2021-2027

The strategic orientation for the years to come is presented in Table nr.1

USH Strategic VISION

2014-2020

•General Objectives:

- improving research & education outcomes
- embedding student-centered orientation in all activities
- improving constantly the quality of teaching and research
- raise awareness about internationalization and enhancing cooperation
- capacity building - design and accreditate doctoral schools
- supporting partnerships in research
- disseminate research results nationally and internationally
- attracting funds to better support research

•HR Objectives:

- introducing in the rewarding system the recognition of excellence (excellent researcher status)
- designing and implementing the OTM-R policy at USH
- improving work conditions for all staff categories
- attracting talented researchers
- supporting diversity of opinions and multiculturalism
- creating the continuous professional development (CPD) system and connecting with incentive&rewards system
- enhancing staff motivation and support

2021-2027

•General objectives

- enhance the research & teaching quality through continuous support actions and evaluation (USH – QAS)
- adapt the evaluation criteria to the new research context (USH – QAS)
- build the quality culture among USH staff (USH – QAS)
- enhance inner competitiveness to generate performance and improved quality of all processes (USH – QAS)
- establish a new framework to motivate researchers/teachers better (USH – QAS)
- improve the work environment to become more collaborative (USH – QAS)
- support researchers to reach international recognition through affiliation, cooperation etc. (USH – QAS)

•HR Objectives

- promote the best candidates for permanent position (from internal /external staff)
- ensure the career development predictability for researchers
- continuous evaluation and promote and reward excellence
- maintain the balance between staff structure and USH goals, mission and development strategy
- attract talented researchers -no matter seniority
- develop digital skills of all staff categories
- design continuous development training courses to meet researchers diverse needs
- encourage USH graduates to choose a researcher career
- increase work satisfaction by looking at researchers' needs on regular basis