HRS4R AP 2022-2024(updated) Implementation Indicators

Actions	Indicators	Calculation formula	Interpretation			Outcome
			bad	average	good	
Action 1	I1	% of solved constraints of total constraints	<50%	50-60%	>60%	
Action 2	I2.1. Culture of Quality(CoQ) awarness	% of researchers able to identify CoQ actions from total number of interviewed researchers	< 40%	40-50%	>50%	value
	I2.2.	number of cases reported as professional responsibility misconduct,	*the annual trend will be examined*			graph
	I2.3.	% of confirmed cases from total registered cases	>30%	11-30%	<10%	
Action3	I3	number of science communications(articles, press release, conferences etc.) of total number of projects implemented	*the annual trend will be examined*			graph
Action 4	I4 -IPR training	number of attendees of total number of research staff (%)	*the annual trend will be examined*			graph
Action 5	Funding opportunities Awareness	number of hits calculated monthly on the website page dedicated to funding opportunities	*the annual trend will be examined*			
		% of total number of researchers	>30%	20-30%	<20%	value
Action 7	I7	% of expenses reimbursed from the total grant amount	<80%	80-90 %	>90%	value
Action 8	I8 Annual training	% of participants from the total number of research staff	<60%	60-70%	>70%	value
Action 9 (SAPIC evaluation)	I9.1.	number of article/papers published per year per person;	*the annual trend will be examined*			graph
	I9.2.	total number of citations per USH/author/article;	*the annual trend will be examined*			graph
	I9.3.	number of conferences' participation	*the annual trend will be examined*			graph
Action 10	I10 Social impact	annual report - social impact of research results	*the annual trend will be examined*			graph
Action 11	I11	Non-discrimination- annual report + Gender Plan	*the annual trends will be examined*			graph
Action 12	I12	% of confirmed cases of discrimination of total of complaints registered	>30%	10-20%	<10%	value
Action 13 (SAPIC impact)	I13	% of articles in international, peer-reviewed journals from total articles published	<40%	50-60%	>70%	value
Action 14	I14	Working condition Annual Survey	*the annual trend will be examined*			graphs
Action 15 New	I15	Job vacancies - increse international visibility	*new tools usage*			value
Action 19	I19.1	number of outgoing	*the annual trend will be examined*			graph
	I19.2	number of incoming	*the annual trend will be examined*			graph
Action 19	I19.3	% of staff benefiting of STSM (short-term scientific mission) from total number of staff	<10%	10-20%	>20%	value
Action 20	I20	% of beneficiaries of career advice - given by USH -Coach team	> 30%	10-20%	<10%	value
Action 21	I22.1	number of papers published having at least 2 authors, minimum 1 from USH	*the annual trend will be examined*			graph
	I22.2 Success Rate	% of project proposal approved from total project proposals submitted	<50%	50-60%	>60%	
Action 22	I22	number of partnerships with businesses per year	*the annual trend will be examined*			graph
Action 23	I23	Create a mechanism to actract funding on regular basis % of new funds attracted of annual funds	*the annual trend will be examined*			graph
Action 24	End of 2025	New rward scheme in place	*extended*			
Action 25	I25	number of ERASMUS agreements signed yearly	*the annual trend will be examined*			graph
Action 26	I26.1	number of Short-Term qualification programs available	*the annual trend will be examined*			graph
	I26.2	% of attendees from the total number of research staff	*>50%*	*40-50%*	*<30%*	value
Action 27	I27	annual number of publications with international co-authors	*the past 5 years trend*			graph
Action 28		Report on the relationship with supervisors	*the annual trend will be examined*			document
	I28	Successful disertations rate	<50%	60-80%	>80%	value
Action 29	I29.1	number of attendees	*the annual trend will be examined*			graph
	I29.2.	% of attendees from total research staff	<40%	40-60%	>60%	value
Action 30	I30	PhD regulations & procedures	*extended*			document
Action 31	I31	% of newcommers participants	*annual evaluation*			graph
Action 32	I32	Framework for Open Science -raise awareness	*document*			
Action 33	I33	number of initiatives/events on Open Science yearly	*the annual trend will be examined*			graph
Action 34	I34	Rewarding Open Scientists - update the SAPIC system	*the annual trend will be examined*			graph
Action 35	I35	Number of new equipments per categories/ Total value of investments	*the annual trend will be examined*			graph
Action 36	I36	Number of attendees at training courses in digital competencies	*the annual trend will be examined*			graph
Action 37		COARA -membership	*completed signed on 4oct.2024*			
Action 43	I43	Number of new research labs - DIGITAL USH project indicator	*22 labs & 22 digital systems in place*			value
Action 44	I44	Enhance multidisciplinarity - workshop	*number of attendees*			value
Action 45	I45	Number of new English certifications yearly	*annual evaluation*			value
Action 46		Improving working conditions -survey	*annual survey*			document
Action 47		Making all HRS4R relevant documents available in English	*end of 2024*			website
Action 48		Redesign the website https://cercetare.spiruharet.ro	*number of hits - monthly*			website
Action 49		Enhance transparency in recruitment - new online form	*done*			
Action 50	I50	CPD training - number of participants yearly				