



# ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

HRS4R in UAIC  
2024  
Site visit – HRS4R  
Iasi, Romania



# **HRS<sub>4</sub>R in UAIC**

## **Institutional benefits**

# HSR4R. Institutional benefits



ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

[www.uaic.ro](http://www.uaic.ro)

**Most of the required principles described in the Charter and Code are already practiced at UAIC and also implemented in Romanian legislation.**

1st benefit, **achieving UAIC's high academic ambitions** and improving the quality of both education and research and framing UAIC as an attractive place to work for mobile researchers and other academics.

2nd benefit, implementing HRS4R help us to ensure that our **regulations are aligned with European regulations.**

3rd reason, National Strategy for Research, Innovation and Smart Specialization require **the alignment of Romanian research organizations with internationally recognized standards, principles, codes of conduct and values in research.**

4th reason National Recovery and Resilience Plan require the endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers .



# **HRS<sub>4</sub>R in UAIC**

## **The process**

# HRS4R in UAIC. The process



ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

[www.uaic.ro](http://www.uaic.ro)

## **UAIC's STRATEGIC INSTITUTIONAL DEVELOPMENT PLAN 2021-2024**

Chapter 5 RESEARCH refers to the implementation of C&C:

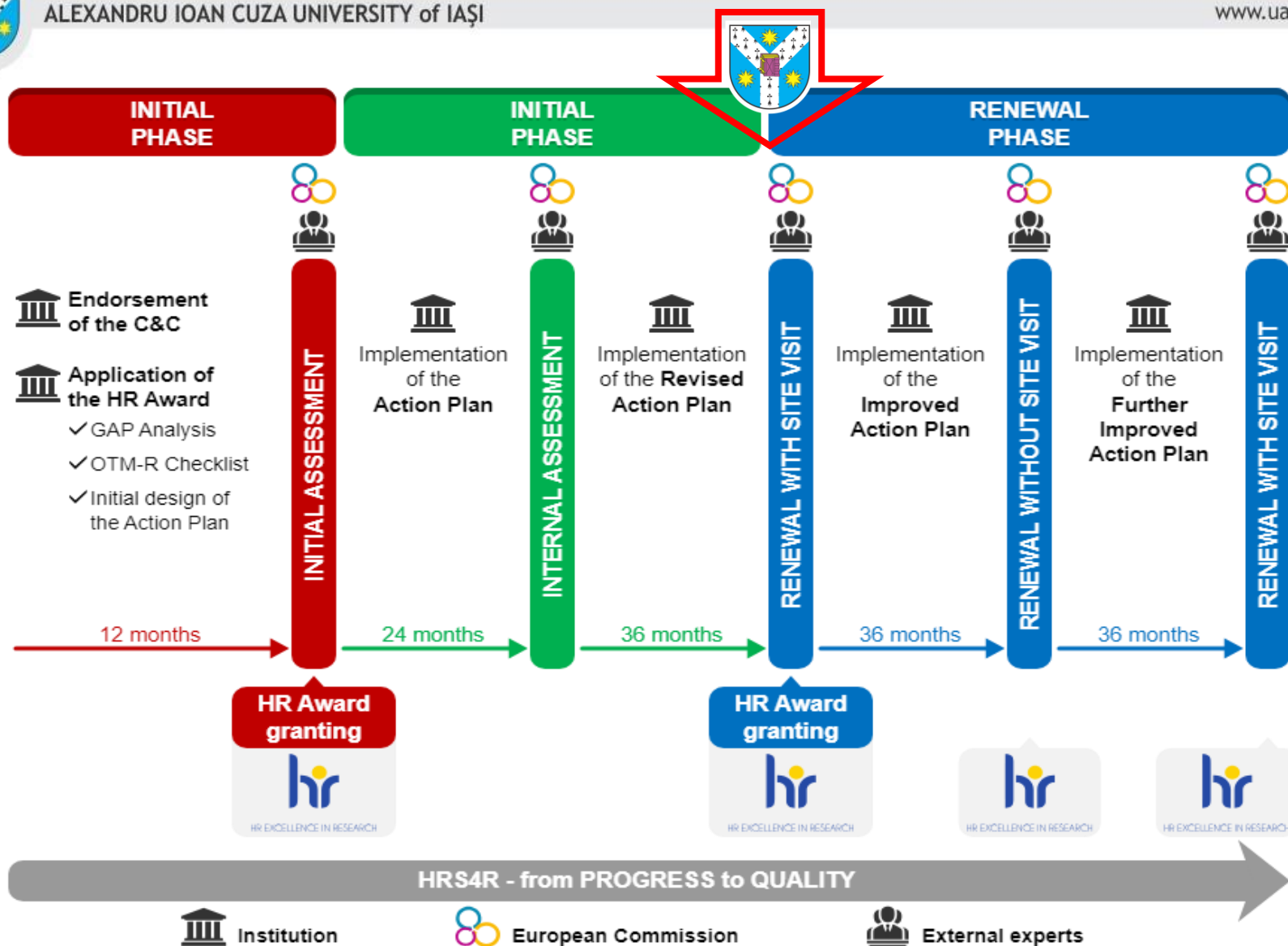
*“Continue the process of implementing the principles of the Charter and Code of the European Researcher (HR Excellence in research).”*

# HRS4R in UAIC. The process



ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

www.uaic.ro



# HRS4R in UAIC. The process



## INITIAL ASSESSMENT

**29th March, 2011**

UAIC signs the Declaration  
of commitment to Charter  
and Code

**2011-2012**

GAP Analysis  
Initial design of Action Plan

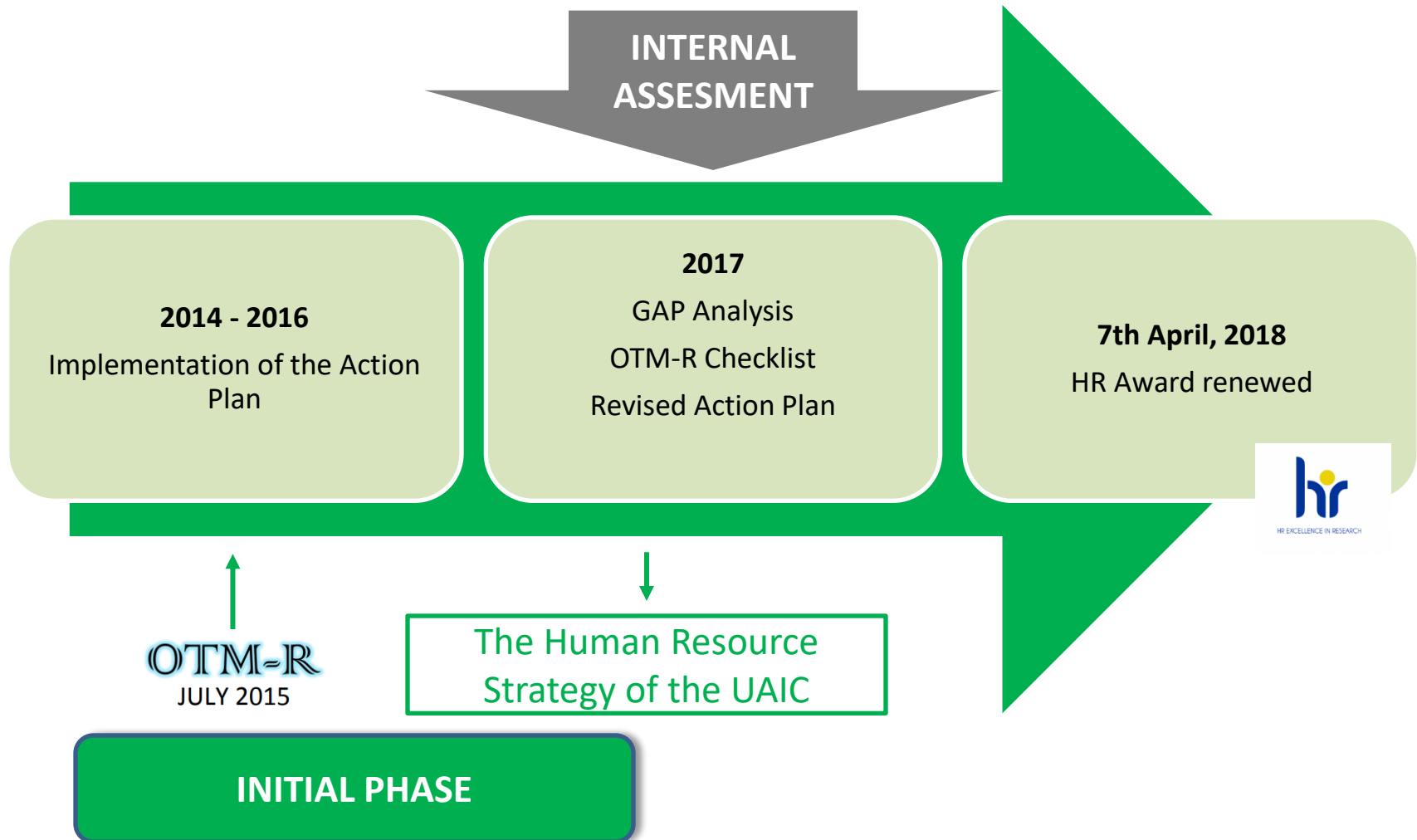
**10th April, 2014**

HR Award granted to UAIC



**INITIAL PHASE**

# HRS4R in UAIC. The process





# HRS4R in UAIC. The process



ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

www.uaic.ro

INTERNAL  
ASSESSMENT

**2018 - 2022**

Implementation of the Revised  
Action Plan

**2022**

GAP Analysis  
OTM-R Checklist  
*Proposed Action Plan*

**3rd September, 2024**

*Site Visit*

“Research & Innovation For Cities & Citizens –  
RI4C2” project, submitted by the EC2U Alliance\*

**INITIAL PHASE**

Gender Equality Plan  
of UAIC (2022-2025)

\* *Strengthening human capital, enabling balanced  
brain circulation & gender balance*



# **HRS4R in UAIC**

## **The Steering Committee**

# The Steering Committee



ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

[www.uaic.ro](http://www.uaic.ro)

- ✓ The steering committee has been active since 2011;
- ✓ The steering committee is lead by the Vice-Rector for scientific research;
- ✓ The steering committee is supported by the Vice-Rector for human resources management and by the Vice-Rector for international relations;
- ✓ The steering committee is supported by the Scientific Research Activities Management Service (SMACS);

# The Steering Committee



## The steering committee in place

Dr. Conțiu Tiberiu ȘOITU [R4],  
Vice-Rector for human resources  
management

Dr. Romeo OLARIU [R4], Vice-  
Rector for scientific research

Dr. Nicoleta POPA [R4], Vice-  
Rector for international relations

Dr. Romeo ASIMINEI [R3]  
Dr. Ionel MANGALAGIU [R4]  
Dr. Ruxandra CIULU [R3]  
Elena FELICE [SMACS]

## The permanent specialized committees of the Senate

Comm. no. 3 – For scientific  
research programs and knowledge  
transfer

Comm. no. 4 – For human resources  
management and activity  
evaluation

Comm. no. 5 – For international  
relations and study and research  
partnerships

## The steering committee extension (RI4C2 project)

Dr. Ionel Mangalagiu [R4] – Ethical and professional aspects  
Dr. Romeo Asiminei [R3] – Ethical and professional aspects  
Dr. Ruxandra Ciulu [R3] – Recruitment  
Dr. Dorina Mantu [R2] – Working conditions and social security  
Dr. Roxana Vasiliu [R2] – Working conditions and social security  
Dr. Alin Andrieș [R4] – Training



# **HRS4R in UAIC**

## **The Carter & Code Survey**

# The Carter & Code Survey



ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

[www.uaic.ro](http://www.uaic.ro)

- ✓ The Charter & Code survey was design back in 2011
- ✓ 3 waves of Charter & Code survey in UAIC (2012, 2017, 2022)

## **The research tool**

In order to carry out the internal analysis, a questionnaire was built based on the 40 principles of the Charter and the Code distributed on four dimensions: (1) Ethical and professional aspects; (2) Recruitment; (3) Working conditions and social security; (4) Training. Each principle has been transformed into an affirmation. Respondents rated these statements from 1 (total disagreement) to 10 (total agreement).

## **The target group and the sample**

The target population was represented by the staff of the UAIC involved in research activities (teaching staff, researchers, doctoral students and post-doctoral students). A non-probability sample (random selection) was constructed by reporting to each faculty/research institute. The questionnaires was filled online, was completely anonymized, and the subjects voluntarily participated in the study.

# The Carter & Code Survey



## Methodology

- ✓ The Charter & Code survey was design back in 2011
- ✓ 3 waves of Charter & Code survey in UAIC: 2012, 2017, 2022
  
- ✓ **The research tool**
  - ✓ The questionnaire was built based on the 40 principles of the Charter and the Code distributed on four dimensions: (1) Ethical and professional aspects; (2) Recruitment; (3) Working conditions and social security; (4) Training
  - ✓ Each principle has been transformed into an affirmation
  - ✓ Respondents rated these statements from 1 (total disagreement) to 10 (total agreement)

# The Carter & Code Survey



ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

www.uaic.ro

## ✓ **The target group and the sample**

- ✓ The target population: the staff of the UAIC involved in research activities (teaching staff, researchers, doctoral students and post-doctoral students).
  - ✓ All Faculties and Institute of Interdisciplinary Research
  - ✓ All type of researchers (R1-R4)
- ✓ A non-probability sample was constructed looking at each faculty/research institute.
- ✓ The questionnaire was filled online
- ✓ The questionnaire was completely anonymized
- ✓ The subjects voluntarily participated in the study

| Wave        | 2012            | 2017            | 2022            |
|-------------|-----------------|-----------------|-----------------|
| Sample size | 253 respondents | 249 respondents | 206 respondents |



# The Carter & Code Survey

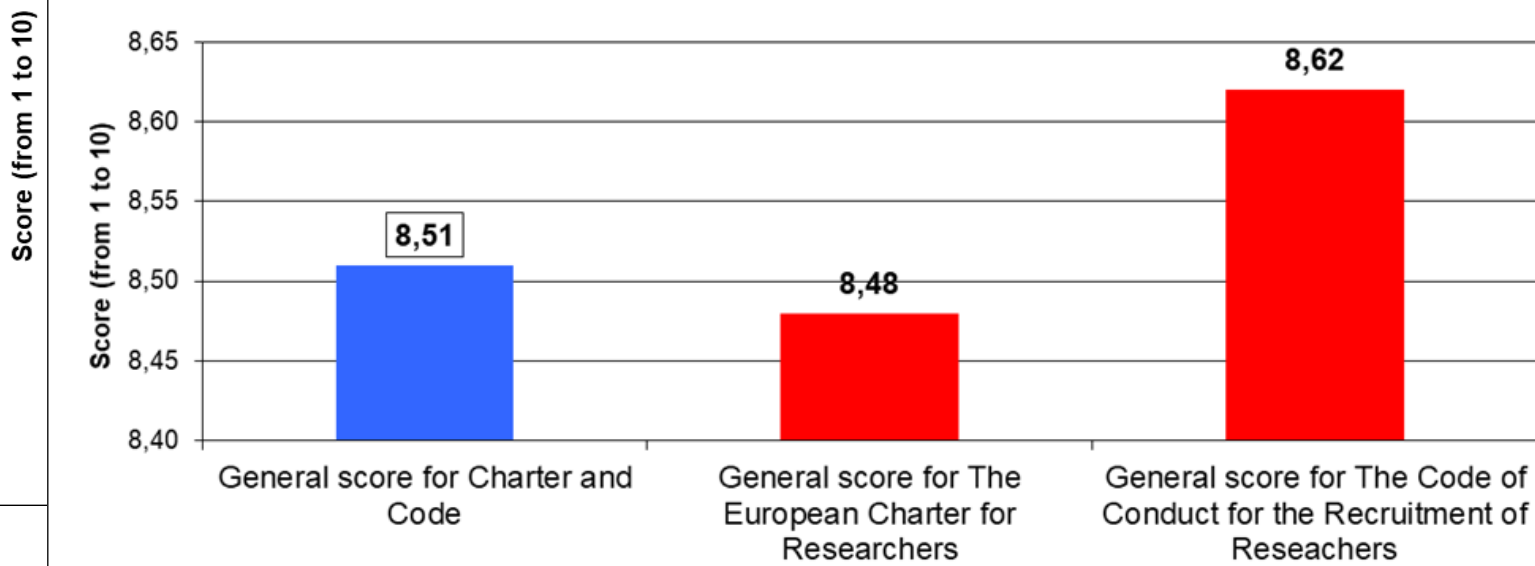


## The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers 2012

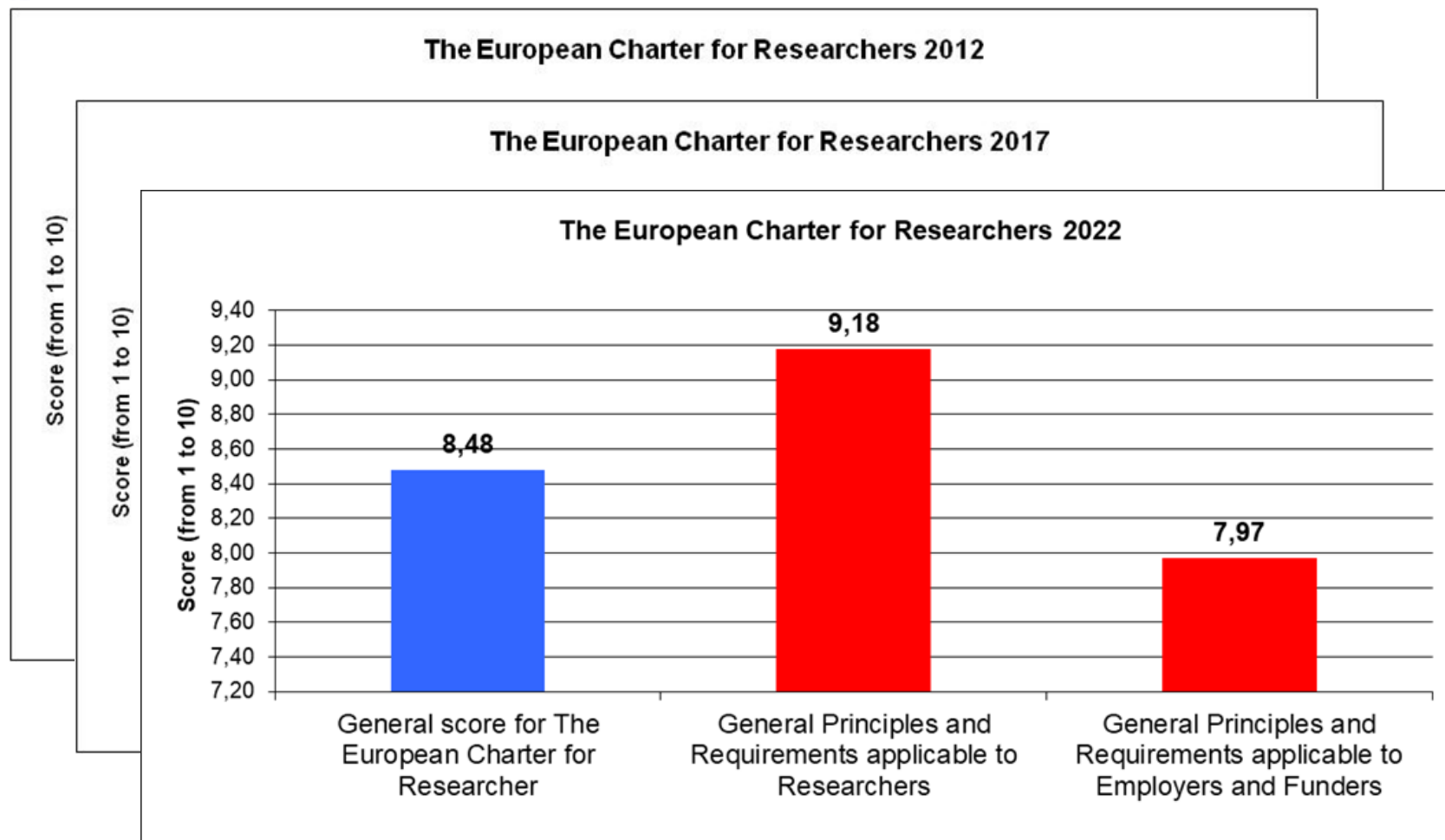
## The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers 2017

## The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers 2022

Score (from 1 to 10)



# The Carter & Code Survey



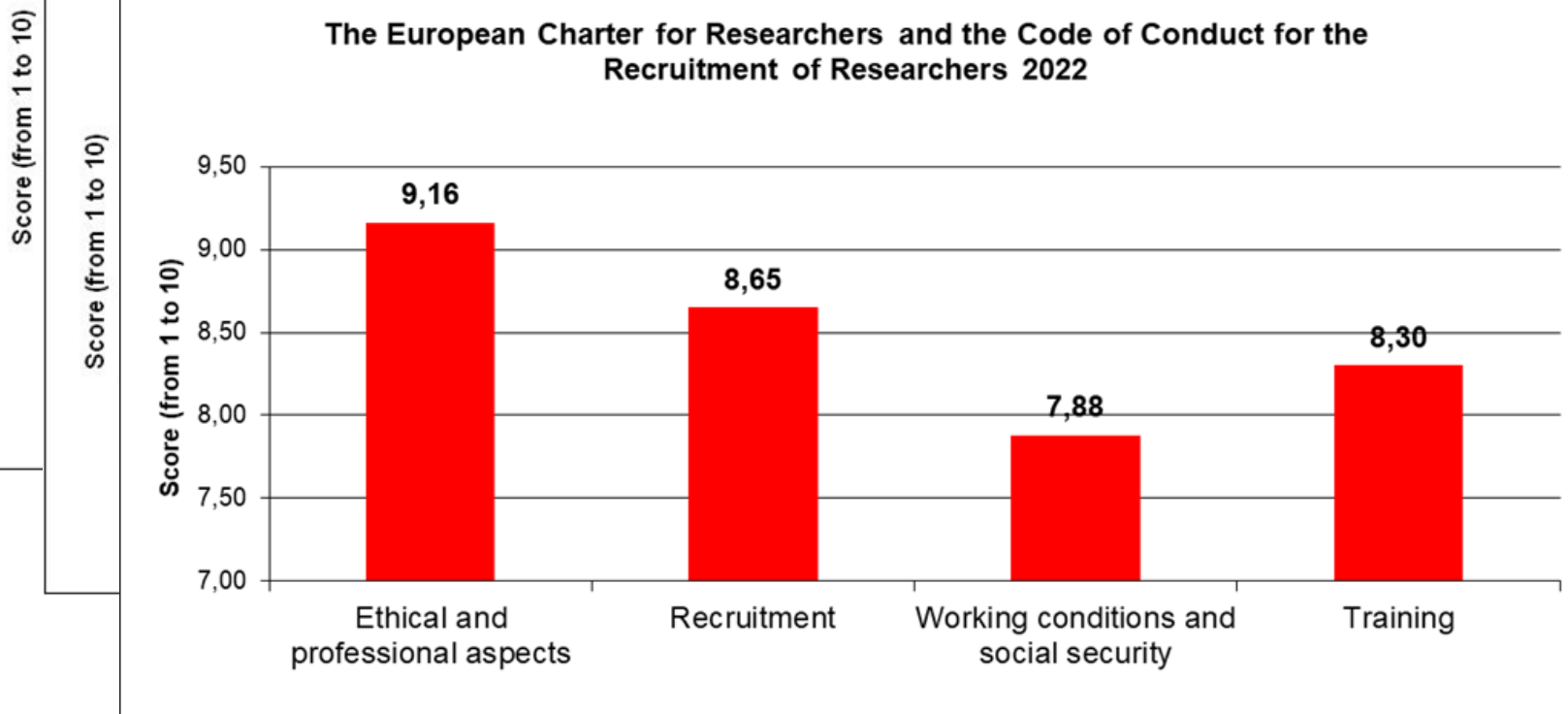
# The Carter & Code Survey



## The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers 2012

## The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers 2017

## The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers 2022



# The Carter & Code Survey



ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

www.uaic.ro

| Wave 2022                                      | Score       |
|--|-------------|
| <b>I. Ethical and profesional aspects</b>      | <b>9,16</b> |
| Research freedom                               | 9,29        |
| <b>Ethical principles</b>                      | <b>9,82</b> |
| Professional responsibility                    | 9,63        |
| Professional attitude                          | 9,00        |
| Contractual and legal obligations              | 8,88        |
| Accountability                                 | 9,58        |
| Good practice in research                      | 9,45        |
| Dissemination, <u>exploitation</u> and results | 9,15        |
| Public engagement                              | 8,75        |
| Non-discrimination                             | 8,82        |
| <b>Evaluation / appraisal systems</b>          | <b>8,12</b> |

# I. Ethical and Professional Aspects



ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

[www.uaic.ro](http://www.uaic.ro)

The UAIC has adopted strategic thematic research priorities and its research institute and research centers / units are structured accordingly

The strategic directions pursued are in line with the actions of the National Plan for Research, Development and Innovation 2022-2027 and in line with the European Objectives and the United Nations Sustainable Development Goals (SDGs) to reduce inequalities of all kinds and combat social exclusion, but UAIC also considers supporting its own research fields (e.g. Cucuteni culture; Innovative solutions and application strategies in the field of Digital Humanities; Valorisation and preservation of the written culture from the ancient and pre-modern period; Female Voices: Life Stories and the Communist Past, other)

Academic freedom is guaranteed by law. Both the National Education Law (2023) and the UAIC Charter (2024) guarantee academic freedom.

The UAIC Charter also includes the *Code of University Ethics and Deontology*

# I. Ethical and Professional Aspects



UAIC organizes a research ethics courses / seminar at PhD schools, but also for all employees.

UAIC pursues a consistent policy to promote the research results.

UAIC did not face cases of discrimination.

UAIC pursues the policy of discrimination-free working environment, in accordance with the Romanian Labour Code, National Education Law, and the laws on protection against discrimination.

UAIC applies regular attestation of the academic staff, in accordance with the Higher Education Law and the Regulations for attestation.

# The Carter & Code Survey



ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

www.uaic.ro

| Wave 2022   | Score       |
|---|-------------|
| <b>II. Recruitment</b>                              | <b>8,65</b> |
| Recruitment   | 8,90        |
| Recruitment (Code)                                  | 8,76        |
| Selection (Code)                                    | 8,85        |
| Transparency (Code)                                 | 9,01        |
| Judging merit (Code)                                | 8,06        |
| Variation in the chronological order of CV's (Code) | 8,39        |
| Recognition of mobility experience (Code)           | 8,49        |
| Recognition of qualifications (Code)                | 8,50        |
| Seniority (Code)                                    | 8,82        |
| Postdoctoral appointments (Code)                    | 8,68        |

# II. Selections and Recruitment



UAIC is committed to recruiting talented employees.

Both permanent and fixed-term positions are published in the Official Gazette of Romania. As a main rule, all positions are advertised publicly on different web sites: 1st on UAIC website; 2nd on Ministry of Education site for teaching and research positions. For research positions within the research projects, these are published 1st on UAIC website; 2nd EURAXESS; 3rd MCID - Ministry of Research, Innovation and Digitalization.

The new management team has initiated an HR transformation process with focus on development, simplification and improvement of the entire recruitment process.

Researcher mobility is valued in recruitment to UAIC. (Romanian language courses are offered by UAIC for foreign researchers)

The postdoctoral study programs are carried out within a doctoral school, based on the research plan proposed by the postdoctoral researcher and approved by the doctoral school council.

Postdoctoral programs can also be organized within research and development units or within research projects.



# The Carter & Code Survey



ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

www.uaic.ro

| Wave 2022  | Score       |
|--|-------------|
| <b>III. Working conditions and social security</b> | <b>7,88</b> |
| Recognition of the profession                      | 8,52        |
| Research environment                               | 7,37        |
| Working conditions                                 | 7,33        |
| Stability and permanence of employment             | 8,48        |
| Funding and salaries                               | 7,62        |
| <b>Gender balance</b>                              | <b>8,49</b> |
| Career development                                 | 7,38        |
| Value of mobility                                  | 8,22        |
| Acces to career advice                             | 7,22        |
| Intellectual Property Rights                       | 8,38        |
| Co-autorship                                       | 8,12        |
| <b>Teaching</b>                                    | <b>6,59</b> |
| Complains / appeals                                | 8,01        |
| Participation in decision-making bodies            | 8,59        |

# III. Working conditions



UAIC is committed to offer employees good wages and working conditions. University leaders are committed to creating a good working environment, gender balance and good working conditions for the employees. Infrastructure, administrative and technical services, and general conditions are to support professional activities and the learning environment.

Recognition of the profession is ensured by the National Education Law no. 199/2023, which includes the Statute of the staff in higher education, as well as by the Law 183/2024 regarding the status of the research, development and innovation staff.

# The Carter & Code Survey



ALEXANDRU IOAN CUZA UNIVERSITY of IAȘI

www.uaic.ro

| Wave 2022  | Score       |
|--|-------------|
| <b>IV. Training</b>                                    | <b>8,30</b> |
| Relation with supervisors                              | 8,34        |
| Supervision and managerial duties                      | 8,40        |
| Continuing professional development                    | <b>9,53</b> |
| Access to research training and continuous development | 7,85        |
| <b>Supervision</b>                                     | <b>7,39</b> |



Thank you for your attention!

<http://www.uaic.ro/en/cercetare/>

