

HR Excellence in Research

Process Description

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Case number

2025RO297888

Name Organisation under review

Universitatea "Valahia" din Târgoviște

Organisation's contact details

Aleea Sinaia no.13, Targoviste, Dambovita, 130004, Romania

Date endorsement charter and code

30/01/2025

Submission date to the European Commission

29/01/2026

Process

The HR Excellence in Research strategy should be developed in consultation with stakeholders and involve a diverse group of researchers (from R1 to R4). It should also include the appointment of a committee to oversee the process and a working group to carry out the implementation.

Please provide the name, the position, and the management line / department of the persons who are directly or indirectly engaged in the HR Excellence in Research process in your organisation:

| Name | Position | Steering Committee | Working Group | Management line/ Department |
|------------------------------|--|-------------------------------------|-------------------------------------|--|
| Ioan Corneliu SALISTEANU | Rector | <input checked="" type="checkbox"/> | <input type="checkbox"/> | - |
| Daniel Emil Constantin DUNEA | Vice-Rector in charge of Research and Academic Creativity | <input checked="" type="checkbox"/> | <input type="checkbox"/> | - |
| Henri George COANDA | Vice-Rector in charge of Education and Quality Assurance | <input checked="" type="checkbox"/> | <input type="checkbox"/> | - |
| Florin RADU | Vice-rector in charge of Institutional Development and International Relations | <input checked="" type="checkbox"/> | <input type="checkbox"/> | - |
| Marian VILCIU | Vice-Rector in charge of Social and Student Problems | <input checked="" type="checkbox"/> | <input type="checkbox"/> | - |
| Rodica Mariana ION | Director of the Council for University Doctoral Studies | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Doctoral School |
| Iulian Nicolae UDROIU | General Administrative Director | <input checked="" type="checkbox"/> | <input type="checkbox"/> | University Administration |
| Aurora DIACONEASA | Financial Director | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Financial Department |
| Ofelia ROBESCU | Human Resources Director | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Human Resources Bureau |
| Mihaela ARDELEANU | Director of the Institute of Multidisciplinary Research | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Institute of Multidisciplinary Research ICSTM |
| Cristina NICOLESCU | Scientific Director of the Institute of Multidisciplinary Research | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Institute of Multidisciplinary Research ICSTM |
| Cristina STEFAN | Dean of the Faculty of Economic Sciences | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Faculty of Economic Sciences |
| Constanta MATUSESCU | Dean of the Faculty of Law and Administration | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Faculty of Law and Administration |
| Daniela ALEXANDRESCU | Dean of the Faculty of Environmental Engineering and Food Sciences | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Faculty of Environmental Engineering and Food Sciences |

| Name | Position | Steering Committee | Working Group | Management line/ Department |
|--------------------|---|--------------------------|-------------------------------------|---|
| Nicoleta ANGELESCU | Dean of the Faculty of Electrical Engineering, Electronics and Information Technology | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Faculty of Electrical Engineering, Electronics and Information Technology |
| Ana-Maria HOSSU | Dean of the Faculty of Sciences and Arts | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Faculty of Sciences and Arts |
| Florea STEFAN | Dean of the Faculty of Orthodox Theology and Educational Science | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Faculty of Orthodox Theology and Educational Science |
| Tomita CIULEI | Dean of the Faculty of Political Sciences, Letters and Communication | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Faculty of Political Sciences, Letters and Communication |
| Ion Florin POPA | Dean of the Faculty of Materials Engineering and Mechanics | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Faculty of Materials Engineering and Mechanics |
| Adrian BALTALUNGA | Vice-Dean of the Faculty of Humanities | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Faculty of Humanities |
| Dragos PANAGORET | Dean of the Faculty of Science and Engineering, Alexandria | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Faculty of Science and Engineering, Alexandria |

Your organisation must consult its stakeholders and involve a representative community of researchers ranging from R1 to R4, as well as appoint a committee overseeing the process and a working group responsible for the implementation of the HR Excellence in Research process.

Provide information on how the researcher groups were involved in the gap analysis.

| Stakeholder group | Consultation format | Contributions |
|--|----------------------------------|--|
| Steering Committee (SW) + Working Group (WG) | Hybrid meeting, 10 February 2025 | Official VUT's HRS4R Kick-off. The institutional process for obtaining the HR Excellence in Research Award was officially launched. The governance structure of the HRS4R process (Steering Committee and Working Group), as well as their roles and responsibilities, was formally confirmed. The overall working timetable and the methodology for conducting the GAP Analysis – Process were agreed. A phased approach to the process was established, including desk-based document analysis and internal consultation in the final stage. |
| Working Group (WG) | Hybrid meeting, 3 March 2025 | Analysis of the Institutional Framework (Desk Research). A systematic inventory of policies, procedures, and regulations relevant to research activities and human resources was carried out. Existing institutional documents were mapped against the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. Initial regulatory gaps and areas where practices are not yet formalised or documented were identified. |

| Stakeholder group | Consultation format | Contributions |
|--|----------------------------------|---|
| Working Group (WG) | Hybrid meeting, 14 April 2025 | GAP Analysis – Preliminary Self-Assessment. A preliminary self-assessment of the VUT was conducted based on the desk-based document analysis. Key strengths and the main gaps in relation to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers were identified. The first draft of the GAP Analysis document was prepared without integrating the results of the internal consultation. |
| Steering Committee (SW) + Working Group (WG) | Hybrid meeting, 13 May 2025 | Intermediate Strategic Validation. The findings of the preliminary GAP Analysis were presented and discussed at strategic level. Sensitive areas and institutional priorities for the next stage were clarified. The Steering Committee provided strategic guidance for the revision and further development of the GAP Analysis. |
| Working Group (WG) | Hybrid meeting, 21 July 2025 | Advanced GAP Analysis & Preparation of OTM-R. The GAP Analysis was revised and consolidated based on the feedback received from the Steering Committee. Links between the outcomes of the GAP Analysis and the requirements of the Open, Transparent and Merit-Based Recruitment Strategy (OTM-R) were identified. The preliminary structure of the HRS4R Action Plan was outlined. |
| Steering Committee (SW) + Working Group (WG) | Hybrid meeting, 13 October 2025 | Consolidation of the GAP Analysis & Action Plan. The near-final version of the GAP Analysis was reviewed. The measures proposed in the HRS4R Action Plan were discussed and validated. A formal decision was taken to carry out an internal consultation through a questionnaire on the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. |
| Working Group (WG) | Hybrid meeting, 15 December 2025 | Launch of the Internal Questionnaire. The internal questionnaire on the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers was finalized and launched. The categories of internal stakeholders involved in the consultation were defined. The data collection process necessary for validating the conclusions of the GAP Analysis was initiated. |
| Steering Committee (SW) + Working Group (WG) | Hybrid meeting, 28 January 2026 | Questionnaire Report, Final Integration & Endorsement. The feedback collected through the internal questionnaire was analyzed. The report on the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers was prepared. The conclusions of the report were integrated into the final versions of the GAP Analysis and the HRS4R Action Plan. The final documents were validated for endorsement by the Administrative Council (January 28, 2026) and approval by the Senate (January 29, 2026), in preparation for submission through the HR Award e-tool. |

Please describe how the committee overseeing the process was appointed and how it worked (meetings, decisions, etc.).

The Steering Committee, coordinated by the Rector of Valahia University of Targoviste (VUT), was established to bring together the key institutional leaders essential for developing the HRS4R strategy. The Vice-Rector for Research and Academic Creativity was designated as the technical coordinator of the committee, working closely with the other members: the Vice-Rector for Education and Quality Assurance, the Vice-Rector for Institutional Development and International Relations, the Vice-Rector for Social and Student Affairs, the Director of the Council for University Doctoral Studies, the General Administrative Manager, the Financial Director, and the Human Resources Director.

The Steering Committee met regularly with the Working Group, approved the design of the initial phase of the HRS4R process, and actively participated in meetings. The Working Groups, which included key members of the Administrative Council—such as faculty leaders and the directors of VUT's Scientific and Technological Multidisciplinary Research Institute (ICSTM)—played a direct role in conducting the GAP Analysis, elaborating the Action Plan, completing the checklist, and providing systematic feedback on draft documents. Additionally, the Steering Committee endorsed the measures proposed in the Action Plan and oversaw the implementation of the entire process.

The delay in finalizing the required elements of the initial phase was determined by the modifications of the University Chart in June 2025 due to the requirements of the Ministry of Education and Research for declaring the University's mission. After consulting its academic community, VUT has selected the mission of education and advanced research as the most appropriate. Following the modification of the Chart, many other regulations and procedures, especially related to research and researchers' status, have been updated according to the new context.

Please describe how the working group doing the gap analysis was appointed.

The HRS4R process was launched within the project *"Networking and Career Development Center for Research in the South-Muntenia Region (CNDCSM)"* – code 5/16.11.2022, implemented by Valahia University of Targoviste. The project aims to finance, establish, and operationalize the Networking and Career Development Center for Research in the South-Muntenia Region (CNDCSM), in line with the requirements of PNRR-III-C9-2022-110, including the development of its dedicated portal, the ERA Talent Platform.

The Working Group responsible for implementing the HRS4R activities was formed on the principle of broad institutional representation. It included members from all ten faculties and the university's research institute—the Scientific and Technological Multidisciplinary Research Institute of VUT (ICSTM). The Deans and ICSTM Directors were tasked with contributing to the Working Group by collecting and relaying feedback from researchers within their respective structures, based on consultations carried out in faculty and institute councils. This ensured active involvement in shaping research policy and supporting the continuous professional development of researchers.

Throughout the HRS4R process, the Working Group maintained comprehensive representation from all ten faculties (including departments and affiliated research centers) and from all research structures (ICSTM and the 18 accredited research centers). Transparency was ensured through regular consultations, surveys, and interviews, allowing for input from diverse disciplines, career stages, and institutional roles. This inclusive methodology ensured that both the Gap Analysis and the Action Plan accurately reflected the varied perspectives, expectations, and needs of the entire academic community.

Approved for external dissemination
Vice-Rector in charge of Research and Academic Creativity
Valahia University of Targoviste

