

TEMPLATE 3: INTERNAL REVIEW

Name Organisation under review: **Moldova State University**

Organisation's contact details: **60, Al.Mateevici str., MD 2009, Chisinau, Republic of Moldova**

Web-link to published version of organisation's HR Strategy and Action Plan:
http://usm.md/wp-content/uploads/2015/04/USM_Euraxess_Action_Plan.pdf

Web-link to organisational recruitment policy (OTM-R principles):⁴⁵ http://usm.md/wp-content/uploads/OTM-R-policy-MSU_2017.pdf

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1. ORGANISATIONAL INFORMATION

*Please provide an update of the key figures for your organisation. Figures marked * are compulsory.*

STAFF & STUDENTS	FTE
<i>Total researchers = staff, fellowship holders, bursary holders, PhD. students either full-time or part-time involved in research</i>	*264
<i>Of whom are international (i.e. foreign nationality)</i>	* 4
<i>Of whom are externally funded (i.e. for whom the organisation is host organisation)</i>	*4
<i>Of whom are women</i>	*576
<i>Of whom are stage R3 or R4¹ = Researchers with a large degree of autonomy, typically holding the status of Principal Investigator or Professor.</i>	*75
<i>Of whom are stage R2 = in most organisations corresponding with postdoctoral level</i>	*263
<i>Of whom are stage R1 = in most organisations corresponding with doctoral level</i>	*41
<i>Total number of students (if relevant)</i>	11094
<i>Total number of staff (including management, administrative, teaching and research staff)</i>	*1090
RESEARCH FUNDING (figures for most recent fiscal year)	€
<i>Total annual organisational budget</i>	5 852 420
<i>Annual organisational direct government funding (block funding, used for teaching, research, infrastructure)</i>	5 452 447

¹ http://ec.europa.eu/euraxess/pdf/research_policies/Towards_a_European_Framework_for_Research_Careers_final.pdf

<i>Annual competitive government-sourced funding (designated for research, obtained in competition with other organisations – including EU funding)</i>	645 575,00
<i>Annual funding from private, non-government sources, designated for research</i>	-
ORGANISATIONAL PROFILE (a very brief description of your organisation, max. 100 words)	
<p>The Moldova State University is one of the oldest and the biggest universities in the Republic of Moldova with full range of curricula and research areas. The MSU nowadays comprises 12 faculties and the academic offer consists of 60 specialties of BSc. degree studies, 76 MSc. programmes and 66 specialties of Ph.D. programs. The research process at the MSU is the fundamental component of the academic process and the MSU is placed among the top spots in the national ranking. University scientific research is a complex activity as the objectives training of future researches, development of creativity, support of innovation, establishment of international cooperation. Presently, the research at the MSU is carried out in the framework of 10 accredited research profiles: theoretical and applied mathematics; current issues of applied computer science; physics and technology of materials, structures, semiconducting optoelectronic devices; technologies and new materials with properties useful for the national economy; biological security and rational use of the natural resources; theoretical and applied linguistics, history and theory of literature; archaeology, interethnic and international relations; contemporary legal issues in the Republic of Moldova; modernization of higher education in the Republic of Moldova in the context of European integration etc. Today, the research in the MSU is conducted in the 36 departments, and 21 research laboratories. The research potential of the MSU is about 1090 teaching and research staff, including 75 doctors habil. and 263 doctors of sciences, more than 213 Ph.D. students, and about 11094 undergraduate and Master's degree students.</p>	

2. NARRATIVE)

This Self-Assessment Review (2 year Internal Review), reports on the progress of the objectives outlined in the [Action Plan](#) and [HRS4R GAP Analysis](#) submitted in 2015. The Report also outlines the structural transformation of the University through recent mergers and its impact.

Identifying gaps in researcher support and development against the Charter and Code, implementing actions, and monitoring progress are integral steps in the HRS4R. Since the original MSU Action Plan in 2015, MSU has also sought to embed the HRS4R in governance structures of the university, across a number of management units and amongst researchers. This has been enhanced by widely spreading the information about the HRS4R among the university's researchers and at the same time, the decision body – the Senate of the MSU. In addition, the original Action Plan suffers two updates: in April 2016 and in April 2017, being upgraded and reinforced by a few strategic actions (<http://usm.md/wp->

[content/uploads/Approved-activities-for-the-Moldova-State-University-HRS4R-updated-Action-Plan-in-2017.pdf](#).

Research and Innovation Strategy of Moldova State University for 2015-2020 - Research, Innovate and Go to the Industry

The Senate of Moldova State University approved the Strategy of Research and Innovation for 2015-2020 years. The main idea of this document is the strengthening the research and innovation processes at the university through the knowledge and technology transfer. The implementation plan for the HRS4R will play an important role in delivering both the HR and Research and Innovation strategies. Thus several key actions were possible to achieve: in 2016 MSU established the Technology Transfer Office <http://ott.usm.md/> and approved the regulation for it http://usm.md/wp-content/uploads/Regulament_OTT.pdf; the Internal Policy of Intellectual Property and Technology Transfer <http://usm.md/wp-content/uploads/regulamentul-cu-privire-la-proiectele-de-transfer-tehologic.pdf> was approved, and in 2017 the Senate of MSU approved the Regulation on supporting the Technology Transfer Projects http://usm.md/wp-content/uploads/Regulament_PTT.pdf. All these actions improve the innovation capabilities of MSU and, in the same time, the working conditions of the researchers.

1) Ethical and Professional Aspects

Over the last two years, MSU has been successful in ensuring that existing policies have been updated in order to improve the ethical and professional aspects of working conditions at the university. In this period we updated the Regulations on scientific research laboratories (Action 1.1.), introduced in the employment contracts of the researchers of copyright clauses on use and exploitation of intellectual property objects (Action 1.3.), developed policies of Open Access of the MSU and of the scientific journal “Studia Universitatis Moldaviae” (Action 1.16). Was done a range of improving in the documents related to the doctoral studies (contracts, regulations, etc.) (Action 1.4., Action 3.30., Action 3.31.).

2) Recruitment

Prior to its submission in 2015, MSU had made considerable progress in relation to the Charter’s recruitment and selection principles. Notwithstanding this, the university is committed to the full implementation of the 23 points included in the [OTM-R checklist](#) by 2018.

At the same time, it should be mentioned that the restructuring of the Republican regulatory framework on research (Code of Science and Innovation) will allow to update the regulations on the recruitment of researchers, introducing the principles of OTM-r and respecting them.

The MSU's regulations on the recruitment procedure of candidates were updated (Action 2.2., Action 2.3., Action 2.4., Action 2.5.) in order to be closer to the best European practices in this area.

3) Working Conditions and Social Security

Since 2015, DCU has improved its practices and enhanced its structures to ensure that the research community is supported in their professional development and have similar working conditions to other categories of university staff. Particular success has been achieved in the development of a research infrastructure (Action 3.1.) that enables easy access to research equipment and facilities, to ensure the norms and rules of labour protection (Action 3.4.), to support research mobility (3.3), to approve the regulation on the working program of didactic-scientific staff employed in research (Action 3.6.), to provide favourable conditions for research employees, encouraging creation and free research (Action 3.7.), to introduce in the employment contracts of the researchers of copyright clauses on use and exploitation of intellectual property objects (Action 3.21, 1.3.). Annually, MSU applies financial stimulus in order to encourage the development of skills and competences according to the Institutional Regulations: http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf, <http://usm.md/wp-content/uploads/2014/05/2012-Regulamentul-concursul-profesorul-anului-si-cel-mai-reusit-debut-didactic-USM.pdf> (Action 3.11., Action 3.12., Action 3.16).

4) Training.

One of the key objectives to assure success to the MSU is the continuing institutional development. In this context, the MSU Senate approved [Institutional Regulation of organization and functioning of the doctoral studies programs](#) within the framework of the Moldova State University (24.02.2015) and the [Regulation on the continuing professional formation of the didactic staff from the Moldova State University](#) (28.08.2012).

3. ACTIONS

The revised Action Plan (2017) is available [here](#).

OPEN RECRUITMENT POLICY (OTM-R)

The OTM-R policy of MSU is available [here](#)

Moldova State University is committed to the implementation of the Open, Transparent and Merit base Recruitment practices for researchers in conjunction with the European Charter for Researchers and Code of Conduct for Recruitment of Researchers.

The University has always tried to ensure it recruits the best person for the job and this principle is enshrined in our [Charter of Moldova State University](#) and by extension the [University Recruitment and Selection Regulations](#).

Further to that the University will work to filling gaps identified in the OTM-R checklist and this will be done through the HSR4R working group structure already established in the University.

4. IMPLEMENTATION

The Terms of Reference for the *Interdisciplinary Working group for the implementation of the HRS4R* includes responsibility for the implementation of the HRS4R. In addition, the four thematic areas of the Charter and Code (Ethical and Professional aspects, Recruitment, Working Conditions & Social Security, Training) act as a framework for the *Interdisciplinary Working group* to progress its work. As such HRS4R and the Charter and Code are firmly embedded in the appropriate structure in MSU.

The group, comprised of staff from Research and Innovation, HR, the International Relations Department, Doctoral Studies, the Senate, met regularly to discuss the implementation of actions contained in this review and discuss best practice, opportunities and challenges related to researcher support.

The University established the MSU's Senate Research Commission to support the *Interdisciplinary Working group for the implementation of the HRS4R* in successful embedding of the principles into the University's organisational culture and the effective implementation of the actions arising from the GAP Analysis and the Self Assessment Review.

Consultation with stakeholders is an important component of implementing the action plan. This consultation comprises a variety of methods including 1:1 conversations, focus groups and university wide initiatives.

Many of the principles of the HRS4R are already reflected in the following University policies, regulations and internal acts: [University Recruitment and Selection Regulations](#), [Internal Policy on Intellectual Property and Technology Transfer](#), [Moldova State University Regulation on academic mobility](#), [Institutional Policy of Moldova State University on Open Access to Information](#). It is envisaged that these policies will be enhanced to further align to HRS4R and make this alignment explicit.

The existing *Interdisciplinary Working group for the implementation of the HRS4R* and the MSU's Senate Research Commission will remain in place during the next phase of the implementation process as they have proven very effective. The focus in the upcoming phase will be in meeting the objectives as set out in the action plan and closing the gaps included in the OTM-R checklist.