



Title Action	Timing	Responsible Unit	Indicator(s) / Target	Current Status / Update
<b>Ethical and professional aspects</b>				
1.1. Improving or updating of Regulations on scientific research laboratories operation	Q2, 2015	Director of the Research and Innovation Institute of the MSU, heads of the research laboratories	100% complete	The Regulations on scientific research laboratories were updated and published on the MSU's web site ( <a href="http://usm.md/?page_id=76&amp;lang=ro">http://usm.md/?page_id=76&amp;lang=ro</a> )
1.2. Supervision of compliance of practices, standards and fundamental principles of ethics	Quarterly	Ethics Commission of the MSU Senate, the minutes no. 7 dated on 28.02.2012	100% complete (ongoing)	The Ethic Code of MSU is available on the web page: <a href="http://usm.md/wp-content/uploads/2012/08/CODUL-DE-ETICA-al-USM.pdf">http://usm.md/wp-content/uploads/2012/08/CODUL-DE-ETICA-al-USM.pdf</a> The Ethic Commission is committed to ensuring the highest standards of integrity in all aspects of our research.
1.3. Introduction in the employment contracts of the researchers of copyright clauses on use and exploitation of intellectual property objects	Q1, 2016	Research and Innovation Institute, Office of Human Resources	100% complete (ongoing)	The employment contracts of the researchers have been updated with copyright clauses.
1.4. Contracts/agreements of the MSU Doctoral Schools	Q4, 2015	Councils of Doctoral Schools	100% complete (ongoing)	The agreements of the MSU Doctoral Schools have been done. The templates can be downloaded from the link: <a href="http://usm.md/wp-content/uploads/Contract_doctorat_buget_USM.pdf">http://usm.md/wp-content/uploads/Contract_doctorat_buget_USM.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Contract_doctorat_taxa_USM.pdf">http://usm.md/wp-content/uploads/Contract_doctorat_taxa_USM.pdf</a>
1.5. Individual employment contracts	Q1, 2016	Vice-rector for social issues, Office of Human Resources	100% complete	The IEC have been done annually.
1.6. Publication of the research results in scientific journals, monographs, collections and their presentation at scientific forums	Regularly	Project Directors	100% complete (ongoing)	One of the most important duties of the researcher is to publish the scientific results in the scientific journals, monographs, conferences, etc. Publications are one of the indicators, the importance of which counts much on the estimation of the research performance of each researcher.
1.7. Completing self-assessment / evaluation form of research performance	Q4, annually	MSU Senate, Research and Innovation Institute, project directors	100% complete (ongoing)	Annually, the researchers complete self-assessment/evaluation form in order to measure the research performance of each of them. <a href="http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf">http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf</a>
1.8. Development and approval of the report on research and innovative activity	Q4, annually	MSU Senate, Research and Innovation Institute, project directors	100% complete (ongoing)	The research and innovative report is discussed and approved by the MSU Senate annually. <a href="http://usm.md/?page_id=11178&amp;lang=ro">http://usm.md/?page_id=11178&amp;lang=ro</a>
1.9 Preparation/concluding of project financial contracts	Q1, annually	Research and Innovation Institute, project directors	100% complete (ongoing)	The projects financial contracts are prepared annually.
1.10. Internal audit	Quarterly	Research and Innovation Institute, project directors	100% complete (ongoing)	The RII performs internal audits of the ongoing projects quarterly in order to monitor the project activities.
1.11. Monitoring compliance measures required to protect the health and safety	Q1, annually	Department of Institutional Development, Trade Union, labour protection engineer	100% complete (ongoing)	The Department of Institutional Development, the Trade Union and the labour protection engineer ensure the examination of complaints regarding health and safety.
1.12. Institutional regulation on personal data protection	Q2, 2015	Vice-rector for Social Issues, Office of Human Resources	100% complete	The regulation on personal data protection has been approved by the MSU Senate <a href="http://usm.md/wp-content/uploads/POLITICA-DE-SECURITATE.pdf">http://usm.md/wp-content/uploads/POLITICA-DE-SECURITATE.pdf</a>
1.13. Development of a guide on dissemination of the research results, which would facilitate the presentation, communication etc	Q1, 2016	Research and Innovation Institute	100% complete	As a practical guide on the dissemination of research results and in order to orient them to the market, the Research and Innovation Institute team suggests the following template: <a href="http://ott.usm.md/tehnologii">http://ott.usm.md/tehnologii</a>
1.14 Organizing seminars on writing articles, relevant scientific materials for scientific journals with the impact factor	Q2&Q4, annually	Research and Innovation Institute, MSU Central Library	100% complete (ongoing)	Relevant seminars and webinars have been organised during the period 2015-2017. <a href="http://usm.md/?p=15345&amp;lang=ro">http://usm.md/?p=15345&amp;lang=ro</a> ; <a href="http://usm.md/?p=15974&amp;lang=ro">http://usm.md/?p=15974&amp;lang=ro</a> ; <a href="http://usm.md/?p=15387&amp;lang=ro">http://usm.md/?p=15387&amp;lang=ro</a> ; <a href="http://usm.md/?p=15186&amp;lang=ro">http://usm.md/?p=15186&amp;lang=ro</a> ; <a href="http://usm.md/?p=12630&amp;lang=ro">http://usm.md/?p=12630&amp;lang=ro</a>

1.15. Update of the MSU website devoted to the research issues	Regularly	Research and Innovation Institute, directors of research laboratories and doctoral schools	100% complete (ongoing)	The MSU website devoted to research issues is updated regularly. All information about events, ongoing projects, and vacancies are on the website <a href="http://usm.md/?page_id=72&amp;lang=ro">http://usm.md/?page_id=72&amp;lang=ro</a>
1.16. Development and policies approval of Open Access of the MSU and of the scientific journal "Studia Universitatis Moldaviae"	Q1, 2016	Research and Innovation Institute, MSU Central Library	100% complete	<a href="http://studiamsu.eu/informatii-pentru-autori/politica-de-acces-deschis/">http://studiamsu.eu/informatii-pentru-autori/politica-de-acces-deschis/</a>
1.17. Stimulation of interdisciplinary research	Regularly	Research and Innovation Institute	100% complete (ongoing)	The stimulation of interdisciplinary research is an objective that the MSU leadership has been pursuing in recent years. Researchers have provided various resources (installations, laboratories) for this purpose.
1.18. Popularization of scientific research results in the media (publications, TV and radio programs)	Regularly	Public Relations Office, MSU newspaper, TV and radio	100% complete (ongoing)	Research results always have media exposure in articles, radio, and TV programs. This aspect is described annually in the report for research and innovation <a href="http://usm.md/wp-content/uploads/Raport-2016-fin.pdf">http://usm.md/wp-content/uploads/Raport-2016-fin.pdf</a> (p.263-284)
1.19. Organization of public lectures and thematic round-tables in order to inform the public about scientific achievements of the university	Regularly	Research and Innovation Institute, MSU 13 Faculties	100% complete (ongoing)	<a href="http://usm.md/?p=16471&amp;lang=ro">http://usm.md/?p=16471&amp;lang=ro</a> ; <a href="http://usm.md/?p=16268&amp;lang=ro">http://usm.md/?p=16268&amp;lang=ro</a> ; <a href="http://usm.md/?p=15551&amp;lang=ro">http://usm.md/?p=15551&amp;lang=ro</a> ; <a href="http://usm.md/?p=15545&amp;lang=ro">http://usm.md/?p=15545&amp;lang=ro</a>
1.20. Promoting cooperation between the university and the community: organization of volunteering activities with the participation of staff and students of the university, voluntary involvement of researchers and other employees of the university in humanitarian activities and similar civil society activities etc.	Regularly	MSU Faculties, Research and Innovation Institute	100% complete (ongoing)	MSU students and staff organize volunteering activities. Some of them are described in the following links: <a href="http://asum.usm.md/ofera-viata-doneaza-sange/">http://asum.usm.md/ofera-viata-doneaza-sange/</a> ; <a href="http://asum.usm.md/gala-asum-tempori-parce/">http://asum.usm.md/gala-asum-tempori-parce/</a> ; <a href="http://asum.usm.md/ziua-tineretului-usm/">http://asum.usm.md/ziua-tineretului-usm/</a> ; <a href="http://asum.usm.md/caravana-de-craciun/">http://asum.usm.md/caravana-de-craciun/</a>
1.21. Promotion of impartiality and fairness by eliminating all forms of discrimination	Regularly	Rector's Office, Human Resources Office, Independent Assessment Committee	100% complete (ongoing)	The Rector's Office, the Human Resources Office, and the Independent Assessment Committee ensure and promote impartiality and fairness by eliminating all forms of discrimination.
1.22. Encouraging participation in various competitions for young scientists/researchers	Regularly	MSU Senate, Research and Innovation Institute	100% complete (ongoing)	Young researchers are encouraged to participate in various competitions: <a href="http://usm.md/?p=14725&amp;lang=ro">http://usm.md/?p=14725&amp;lang=ro</a> <a href="http://usm.md/?p=12982&amp;lang=ro">http://usm.md/?p=12982&amp;lang=ro</a> <a href="http://usm.md/?p=12802&amp;lang=ro">http://usm.md/?p=12802&amp;lang=ro</a> <a href="http://usm.md/?p=16615&amp;lang=ro">http://usm.md/?p=16615&amp;lang=ro</a>
1.23. Formation of the Independent Assessment Committee	Q4, 2015	Rector's Office, Vice-rector for research, Director of the Research and Innovation Institute	100% complete	The Independent Assessment Committee is approved by the MSU's Senate ( <a href="http://usm.md/wp-content/uploads/COMISIA_Concurs.pdf">http://usm.md/wp-content/uploads/COMISIA_Concurs.pdf</a> )
1.24. Updating of evaluation form for the research performance of researchers	Q1, annually	Vice-rector for research, Director of the Research and Innovation Institute, Heads of	100% complete (ongoing)	The evaluation form for the research performance of researchers is updated regularly. The last update was in 2016 <a href="http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf">http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf</a>
<b>Recruitment</b>				
2.1. Respecting legal principles and requirements in force of researchers. Ensuring favourable conditions of employment in research and supporting disadvantaged people	Regularly	Rector's Office, Directorate of the Institute of Research and Innovation, Human Resources Office	100% complete (ongoing)	The principles of OTM recruitment are respected: the information on employment in research is published on the website of MSU and in the local newspapers <a href="http://usm.md/?page_id=11110&amp;lang=ro">http://usm.md/?page_id=11110&amp;lang=ro</a> ; <a href="http://usm.md/wp-content/uploads/PIC.png">http://usm.md/wp-content/uploads/PIC.png</a>
2.2. Ensuring transparency and openness of the recruitment procedures of candidates. Monitoring procedures for job vacancy announcement	Q4, annually	Vice-rector for social issues, Human Resources Office, Research and Innovation Institute	100% complete (ongoing)	The principles of OTM recruitment are respected: the information on employment in research is published on the website of MSU and in the local newspapers <a href="http://usm.md/?page_id=11110&amp;lang=ro">http://usm.md/?page_id=11110&amp;lang=ro</a> ; <a href="http://usm.md/wp-content/uploads/PIC.png">http://usm.md/wp-content/uploads/PIC.png</a> .
2.3. Updating and improving of norms and recruitment rules	Q4, 2015	Vice-rector for social issues, Human Resources Office, Research and Innovation Institute	100% complete	The norms and recruitment rules are updated <a href="http://usm.md/wp-content/uploads/Regulament-de-alegere-a-organelor-de-conducere-si-de-ocupare-a-posturilor-de-conducere-in-cadrul-facultatilor-USM.pdf">http://usm.md/wp-content/uploads/Regulament-de-alegere-a-organelor-de-conducere-si-de-ocupare-a-posturilor-de-conducere-in-cadrul-facultatilor-USM.pdf</a> ; <a href="http://usm.md/wp-content/uploads/regulament-privind-organizarea-si-desfasurarea-concursului-pentru-">http://usm.md/wp-content/uploads/regulament-privind-organizarea-si-desfasurarea-concursului-pentru-</a>

2.4. Development and diversification of the evaluation criteria of researchers. Developing criteria for selecting candidates involving representatives with experience in the field. Preparing and updating practice of selection for assessing candidates	Q4, 2015	Rector's Office, Research and Innovation Institute, Human Resources Office	100% complete	The evaluation criteria are updated <a href="http://usm.md/wp-content/uploads/Regulament-de-alegere-a-organelor-de-conducere-si-de-ocupare-a-posturilor-de-conducere-in-cadrul-facultatilor-USM.pdf">http://usm.md/wp-content/uploads/Regulament-de-alegere-a-organelor-de-conducere-si-de-ocupare-a-posturilor-de-conducere-in-cadrul-facultatilor-USM.pdf</a> ; <a href="http://usm.md/wp-content/uploads/regulament-privind-organizarea-si-desfasurarea-concursului-pentru-ocuparea-stiintifico-didactice.pdf">http://usm.md/wp-content/uploads/regulament-privind-organizarea-si-desfasurarea-concursului-pentru-ocuparea-stiintifico-didactice.pdf</a>
2.5. Providing free access of researchers to the information about the recruitment process and the criteria for selection of candidates, respecting transparency principles and ensuring the confidentiality of data and information required by law in force	Regularly	Research and Innovation Institute, Human Resources Office	100% complete (ongoing)	The information about the recruitment process and the criteria for selection of candidates are available on the MSU's site <a href="http://usm.md/wp-content/uploads/Regulament-de-alegere-a-organelor-de-conducere-si-de-ocupare-a-posturilor-de-conducere-in-cadrul-facultatilor-USM.pdf">http://usm.md/wp-content/uploads/Regulament-de-alegere-a-organelor-de-conducere-si-de-ocupare-a-posturilor-de-conducere-in-cadrul-facultatilor-USM.pdf</a> ; <a href="http://usm.md/wp-content/uploads/regulament-privind-organizarea-si-desfasurarea-concursului-pentru-ocuparea-stiintifico-didactice.pdf">http://usm.md/wp-content/uploads/regulament-privind-organizarea-si-desfasurarea-concursului-pentru-ocuparea-stiintifico-didactice.pdf</a> and <a href="http://usm.md/?page_id=11110&amp;lang=ro">http://usm.md/?page_id=11110&amp;lang=ro</a> ; <a href="http://usm.md/wp-content/uploads/PIC.png">http://usm.md/wp-content/uploads/PIC.png</a> .
2.6. Updating Regulation on merit gradation of the MSU, and Regulation on stimulating authors who published articles in research journals with impact factor. Stimulating and supporting the experience and creativity of the candidates	Q4, 2016	Rector's Office, Research and Innovation Institute, Deans of the Faculties	100% complete (ongoing)	The Regulation on stimulating performance in research has been updated <a href="http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf">http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf</a> . The criteria on merit gradation of the MSU are in the process of being updated.
2.7. Valuing abilities and skills of the researchers, acquired during mobility, in the university activity	Regularly	Research and Innovation Institute, Human Resources Office	100% complete (ongoing)	The abilities and skills of the researchers acquired during mobility are applied in university activities such as seminars, round tables, conferences, etc. <a href="http://usm.md/?p=17297&amp;lang=ro">http://usm.md/?p=17297&amp;lang=ro</a> ; <a href="http://usm.md/?p=17249&amp;lang=ro">http://usm.md/?p=17249&amp;lang=ro</a> ; <a href="http://usm.md/?p=17361&amp;lang=ro">http://usm.md/?p=17361&amp;lang=ro</a> ;
2.8. Stimulating and supporting academic mobility and appreciating accumulated experience through researchers' mobility	Q2, 2016	Research and Innovation Institute, Department of International Relations, Study Office, Department of Quality Management	100% complete	The methodology of recognition of mobility results has been approved <a href="http://usm.md/wp-content/uploads/Regulament-Mobilitatea-Academica-USM.pdf">http://usm.md/wp-content/uploads/Regulament-Mobilitatea-Academica-USM.pdf</a> ; <a href="http://usm.md/wp-content/uploads/2010/09/Regulament-Cadru-cu-privire-la-mobilitatea-academic%C4%83-%C3%AEn-%C3%AEn%C4%83%C5%A3%C4%83m%C3%AEntul-superior-Hot%C4%83r%C3%A2rea-Guvernului-nr.-56-din-27-ianuarie-2014.pdf">http://usm.md/wp-content/uploads/2010/09/Regulament-Cadru-cu-privire-la-mobilitatea-academic%C4%83-%C3%AEn-%C3%AEn%C4%83%C5%A3%C4%83m%C3%AEntul-superior-Hot%C4%83r%C3%A2rea-Guvernului-nr.-56-din-27-ianuarie-2014.pdf</a>
2.9. Development of the institutional regulation that describes the participation of students (cycles I, II, doctoral studies), researchers and didactic personnel in the academic mobility programs and methodology of the fulfilled mobility results recognition	Q2, 2016	Research and Innovation Institute, Department of International Relations, Study Office, Department of Quality Management	100% complete	<a href="http://usm.md/wp-content/uploads/Regulament-Mobilitatea-Academica-USM.pdf">http://usm.md/wp-content/uploads/Regulament-Mobilitatea-Academica-USM.pdf</a>
2.10. The MSU offers requalification or training/education of some professional competencies through continuing education	Regularly	Rector's Office, Continuing Education Department	100% complete (ongoing)	The MSU offers requalification or training/education of some professional competencies through continuing education <a href="http://usm.md/?page_id=107&amp;lang=ro">http://usm.md/?page_id=107&amp;lang=ro</a>
2.11. Making managers responsible for correct evaluation and appreciation of the candidates for the positions according to the gained professional qualifications	Q4, annually	Rector's Office, Human Resources Office	100% complete (ongoing)	In order to evaluate and appreciate the candidates fairly, they are requested to attach to their application not only the CV, but also the list of publications and a short presentation of the main scientific results achieved in the last 5 years, according to the Regulation <a href="http://usm.md/wp-content/uploads/2015/03/Regulament.pdf">http://usm.md/wp-content/uploads/2015/03/Regulament.pdf</a>
2.12. Establishing presentation and evaluation criteria of the annual postdoctoral reports	Q4, 2015	Vice-rector for research, President of the Scientific Council, Directors of Doctoral Schools		<a href="http://usm.md/wp-content/uploads/Regulament_doctorat_USM-1.pdf">http://usm.md/wp-content/uploads/Regulament_doctorat_USM-1.pdf</a>
2.13. Development of the framework agreement/contract for postdoctoral studies	Q2, 2015	Vice-rector for research, Doctoral Studies Office		<a href="http://usm.md/?page_id=608&amp;lang=ro">http://usm.md/?page_id=608&amp;lang=ro</a>

2.14. Improving Regulation on occupation of research positions	Q4, 2015	Research and Innovation Institute, Human Resources Office	100% complete (ongoing)	<a href="http://usm.md/wp-content/uploads/regulament-privind-organizarea-si-desfasurarea-concursului-pentru-ocuparea-stiintifico-didactice.pdf">http://usm.md/wp-content/uploads/regulament-privind-organizarea-si-desfasurarea-concursului-pentru-ocuparea-stiintifico-didactice.pdf</a> Some other documents on this area will be improving after the Code of Science and Innovation of the Republic of Moldova will be updated (Q1 2018)
2.15. Ensuring juridical protection of researchers at the level of master's and doctoral university studies, professional advancement through national and international internships, as well as the possibility of the advancement at all levels of the research career, depending on the gained experience, participation and recognition as author of the research products obtained through such activity	Regularly	Research and Innovation Institute	100% complete (ongoing)	Researchers are encouraged to continue their studies both in the country and abroad. Mobility stages for doctoral students and master students are always available. In addition, young researchers are encouraged to publish as authors articles, abstracts at conferences, etc.
<b>Working conditions and Social Security</b>				
3.1. Modernization of the equipment infrastructure for education and research, including through ensuring the funding from the MSU budget	Annually, according to the MSU Senate schedule	Rector's Office, Vice-rector for research, Study Office, Research and Innovation Institute	100% complete (ongoing)	Recently at the MSU has been established the Interdisciplinary Scientific-Educational Regional Center for the Study of Advanced Materials CaRISMA.
3.2. Development and application of the evaluation criteria of the scientific activity for its stimulation	Annually, according to the MSU Senate schedule	Vice-rector for research, Research and Innovation Institute	100% complete (ongoing)	The evaluation criteria of the scientific activity for its stimulation have been developed <a href="http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf">http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf</a>
3.3. Extension of the research partnerships, supporting research mobility	Annually, according to the MSU Senate schedule	Rector's Office, Research and Innovation Institute	100% complete, ongoing	MSU's researchers are involved in projects that support mobilities: Erasmus+, Bilateral projects, AUF projects, Horizon 2020, etc.
3.4. Ensuring the norms and rules of labour protection	Annually, according to the MSU Senate schedule	Rector's Office, Research and Innovation Institute	100% complete, ongoing	In 2016 the norms and rules of labour protection have been updated in order to ensure favourable conditions for researchers.
3.5. Establishing compensations for the employees if working in services in harmful conditions	Annually, according to the MSU Senate schedule	Research and Innovation Institute, Trade Union	100% complete, ongoing	According to the labour legislation, compensations were fixed for employees working in services in harmful conditions.
3.6. Flexible working program of didactic-scientific staff employed in research	Regularly	Project Directors	100% complete, ongoing	The flexible working program of didactic-scientific staff employed in research is established according to the Institutional regulation in this field <a href="http://usm.md/wp-content/uploads/3.-Regulament-normare-USM-2016-1.pdf">http://usm.md/wp-content/uploads/3.-Regulament-normare-USM-2016-1.pdf</a>
3.7. Providing favourable conditions for research employees, encouraging creation and free research	Regularly	Rector's Office, the MSU subdivisions	100% complete, ongoing	The conditions for research employees have been improved in recent years. The creation and free research are encouraged, inviting researchers to present some public lectures or conferences.
3.8. Ensuring connection between education, research, business media, labour market	Regularly	Rector's Office, the MSU subdivisions	100% complete, ongoing	Students involved in the research projects in 2016 – 36, in 2015 – 34.
3.9. Ensuring continuity of the research schools and successful bridging the research with doctoral studies within the framework of Doctoral Schools	Regularly	Rector's Office, Research and Innovation Institute, Doctoral Schools	100% complete, ongoing	The doctoral schools have always been the starting point for many doctoral studies. MSU ensures the continuity of doctoral schools by supporting them.
3.10. Preparation of the projects financial agreements	Q1, annually	Research and Innovation Institute, Project Directors	100% complete, ongoing	Annually, about 50 financial agreements are prepared.
3.11. Remuneration based on research performance evaluation	Q1, annually	Research and Innovation Institute, Human Resources	100% complete, ongoing	Researchers complete self-assessment/evaluation forms annually in order to measure the research performance of each of them. <a href="http://usm.md/wp-">http://usm.md/wp-</a>

3.12. Application of financial stimulus to encourage the development of skills and competences	Regularly	Research and Innovation Institute, Accountancy Office, Planning and Finance Office	100% complete, ongoing	Annually, MSU applies financial stimulus in order to encourage the development of skills and competences according to the Institutional Regulations: <a href="http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf">http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf</a> ; <a href="http://usm.md/wp-content/uploads/2014/05/2012-Regulamentul-concursul-profesorul-anului-si-cel-mai-reusit-debut-didactic-USM.pdf">http://usm.md/wp-content/uploads/2014/05/2012-Regulamentul-concursul-profesorul-anului-si-cel-mai-reusit-debut-didactic-USM.pdf</a>
3.13. Promoting and respecting the criteria and requirements to ensure equal opportunities for candidates based on their research merits	Q4, annually	Human Resources Office, Research and Innovation Institute	100% complete, ongoing	In order to evaluate and appreciate correctly the candidates, and then promote them, they attach to their paper not only the CV, but also the list of publications and a short presentation of the main scientific results achieved in the last 5 years, according to the Regulation <a href="http://usm.md/wp-content/uploads/2015/03/Regulament.pdf">http://usm.md/wp-content/uploads/2015/03/Regulament.pdf</a>
3.14. Identifying the master students with high performance and promoting them to doctoral studies	Q2, annually	Dean's Offices	100% complete, ongoing	Annually, the master students with high performance have been identified and encouraged to apply for doctoral studies. More than that, the best master theses are published annually in a collection of articles.
3.15. Encouraging young teachers and research staff with high performance, financially and morally	Q4, annually	Rector's Office	100% complete, ongoing	<a href="http://usm.md/wp-content/uploads/2014/05/2012-Regulamentul-concursul-profesorul-anului-si-cel-mai-reusit-debut-didactic-USM.pdf">http://usm.md/wp-content/uploads/2014/05/2012-Regulamentul-concursul-profesorul-anului-si-cel-mai-reusit-debut-didactic-USM.pdf</a>
3.16. Performance evaluation of the academic staff / teachers	Q4, annually	Department of Quality Management, students	ongoing	The teaching/academic staff of MSU has been evaluated annually by the Department of Quality management and students. The questionnaires are available on the Moodle.
3.17. Competition-based employment on the basis of research results and academic performance	Q4, annually	Independent Assessment Committee	100% complete, ongoing	In order to evaluate and appreciate the candidates fairly, they are requested to attach to their application not only the CV, but also the list of publications and a short presentation of the main scientific results achieved in the last 5 years, according to the Regulation <a href="http://usm.md/wp-content/uploads/2015/03/Regulament.pdf">http://usm.md/wp-content/uploads/2015/03/Regulament.pdf</a>
3.18. Development of the Institutional Regulation that describes the mode of participation of students (cycles I, II, and doctoral studies), of the researchers and of the teaching personnel in the academic mobility programs and methodology of the mobility results recognition of the fulfilled mobility	Q2, 2016	Department of International Relations, Study Office, Department of Quality Management	100% complete	<a href="http://usm.md/wp-content/uploads/Regulament-Mobilitatea-Academica-USM.pdf">http://usm.md/wp-content/uploads/Regulament-Mobilitatea-Academica-USM.pdf</a>
3.19. Short-term qualification improvements for the academic staff	Q2&Q4, annually	Continuing Education Department	100% complete, ongoing	Short-term qualification improvements for academic staff are available on Moodle: <a href="http://moodle.usm.md/moodle/course/index.php?categoryid=18">http://moodle.usm.md/moodle/course/index.php?categoryid=18</a>
3.20. Organizing public seminars on intellectual property protection and on copyrights in the research process, reporting and disseminating the scientific results	Q2&Q4, annually	Research and Innovation Institute	100% complete, ongoing	Public seminars on intellectual property protection and on copyrights in the research process, reporting and dissemination of scientific results have been organized regularly: <a href="http://usm.md/?p=15345&amp;lang=ro">http://usm.md/?p=15345&amp;lang=ro</a> ; <a href="http://usm.md/?p=12259&amp;lang=ro">http://usm.md/?p=12259&amp;lang=ro</a> ; <a href="http://usm.md/?p=11159&amp;lang=ro">http://usm.md/?p=11159&amp;lang=ro</a> ; <a href="http://usm.md/?p=9523&amp;lang=ro">http://usm.md/?p=9523&amp;lang=ro</a>
3.21. Introducing in the employment agreements clauses on copyright, using and exploiting of intellectual property objects	Q1, 2016	Research and Innovation Institute, Human Resources Office	100% complete, ongoing	The clauses on copyright, using and exploiting of intellectual property objects have been introduced: <a href="http://ott.usm.md/ott/wp-content/uploads/2016/04/model-contract-OPI-de-serviciu.pdf">http://ott.usm.md/ott/wp-content/uploads/2016/04/model-contract-OPI-de-serviciu.pdf</a>
3.22. Intensifying collaborations in implementing projects offers by interdisciplinary research groups	Q4, annually	Research and Innovation Institute	100% complete, ongoing	Interdisciplinary projects are encouraged by the MSU: the infrastructure has been created.
3.23. Taking part in conferences and the research results publication both in co-authorships and individually	Regularly	Research and Innovation Institute	100% complete, ongoing	Annually, about 300 researchers take part in different scientific events.
3.24. Judicious correlation of the research and teaching components in the didactic load	Q3, annually	Departments' chairs, Study Office	100% complete, ongoing	Correlation of research and teaching components in the didactic load is regulated according to the internal regulation: <a href="http://usm.md/wp-content/uploads/3.-Regulament-normare-USM-2016-1.pdf">http://usm.md/wp-content/uploads/3.-Regulament-normare-USM-2016-1.pdf</a>
3.25. Offering continuing education internships to researchers with the aim of improving teaching skills	Regularly	Continuing Education Department	100% complete, ongoing	Courses are available on the Moodle: <a href="http://moodle.usm.md/moodle/course/index.php?categoryid=18">http://moodle.usm.md/moodle/course/index.php?categoryid=18</a>

3.26. Monitoring and supervision of the compliance procedures for notifications of complaints as required by the law in force and by the internal regulations provisions of the MSU	Regularly	Vice-rector for social issues, Human Resources Office	ongoing	Monitoring and supervision of the compliance procedures for notifications of complaints is carried out in accordance with the legislation in force
3.27. Ensuring confidentiality rules and regulations, and promoting the adequate institutional culture on conflict resolution	Regularly	Vice-rector for social issues, Human Resources Office	ongoing	Adequate institutional culture on conflict resolution is ensured.
3.28. Better collaboration between the decision-making bodies with the didactical and research subdivisions	Regularly	Rector's Office, Research and Innovation Institute	ongoing	Participation in committees and joint committees for evaluation and decision making in the university is ensured.
3.29. Participating in the commissions, committees, and decision-making bodies at the MSU and nationwide	Regularly	Rector's Office, Research and Innovation Institute	ongoing	Participation in committees and joint committees for evaluation and decision making in the university is ensured.
3.30. Approval of the Doctoral Schools regulations	Q4, 2015	MSU Senate, President of the Scientific Council of the Research and Innovation Institute	100% complete	The doctoral Schools Regulations: <a href="http://usm.md/wp-content/uploads/Regulamentul-%C8%98colii-Doctorale-de-Matematic%C4%83-%C8%99i-%C8%98tiin%C8%9Ba-Infirma%C8%9Biei.pdf">http://usm.md/wp-content/uploads/Regulamentul-%C8%98colii-Doctorale-de-Matematic%C4%83-%C8%99i-%C8%98tiin%C8%9Ba-Infirma%C8%9Biei.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Regulamentul-scolii-doctorale-stiinte-fizice-si-ingineresti1.pdf">http://usm.md/wp-content/uploads/Regulamentul-scolii-doctorale-stiinte-fizice-si-ingineresti1.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Regulamentul-%C8%98colii-Doctorale-de-%C8%98tiin%C8%9Be-Chimice.pdf">http://usm.md/wp-content/uploads/Regulamentul-%C8%98colii-Doctorale-de-%C8%98tiin%C8%9Be-Chimice.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Regulamentul-%C8%98colii-Doctorale-de-%C8%98tiin%C8%9Be-Biologie-%C8%99i-Geonomie.pdf">http://usm.md/wp-content/uploads/Regulamentul-%C8%98colii-Doctorale-de-%C8%98tiin%C8%9Be-Biologie-%C8%99i-Geonomie.pdf</a> .
3.31. Approval of the Doctoral Schools contracts	Q4, 2015	Research and Innovation Institute, Doctoral Schools Councils, Doctoral Schools directors	100% complete, ongoing	<a href="http://usm.md/wp-content/uploads/Contract_doctorat_buget_USM.pdf">http://usm.md/wp-content/uploads/Contract_doctorat_buget_USM.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Contract_doctorat_taxa_USM.pdf">http://usm.md/wp-content/uploads/Contract_doctorat_taxa_USM.pdf</a>
<b>Training</b>				
4.1. Establishing admission requirements for the doctoral studies	Q2, annually	Research and Innovation Institute, Doctoral Schools Councils		<a href="http://usm.md/wp-content/uploads/2015/11/Metodologia_admiterii_doctorat_USM.pdf">http://usm.md/wp-content/uploads/2015/11/Metodologia_admiterii_doctorat_USM.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Metodologia-organiz%C4%83rii-%C8%99i-desf%C4%83%C8%99ur%C4%83rii-concursului-de-admitere-la-studiile-superioare-de-doctorat-%C3%AEn-cadrul-Universit%C4%83%C8%9Bii-de-Stat-din-Moldova-anul-de-studii-2017-2018.pdf">http://usm.md/wp-content/uploads/Metodologia-organiz%C4%83rii-%C8%99i-desf%C4%83%C8%99ur%C4%83rii-concursului-de-admitere-la-studiile-superioare-de-doctorat-%C3%AEn-cadrul-Universit%C4%83%C8%9Bii-de-Stat-din-Moldova-anul-de-studii-2017-2018.pdf</a>
4.2. Ensuring adequate organizational and technical conditions for studies and research. Research, teaching, and ethical guiding of the doctoral students	Regularly	Doctoral Schools Councils, Doctoral Studies Office, Mentoring Committees, doctoral supervisors	100% complete, ongoing	<a href="http://usm.md/wp-content/uploads/Regulament_doctorat_USM-1.pdf">http://usm.md/wp-content/uploads/Regulament_doctorat_USM-1.pdf</a> ; ethical guid - <a href="http://usm.md/wp-content/uploads/2012/08/CODUL-DE-ETICA-al-USM.pdf">http://usm.md/wp-content/uploads/2012/08/CODUL-DE-ETICA-al-USM.pdf</a>
4.3. Encouraging lifelong education of researchers in the highly ranked universities and research institutions abroad, as well as in the MSU	Regularly	Department of International Relations, Continuing Education Department	100% complete, ongoing	<a href="http://usm.md/?p=15701&amp;lang=ro">http://usm.md/?p=15701&amp;lang=ro</a> ; <a href="http://usm.md/?p=9383&amp;lang=ro">http://usm.md/?p=9383&amp;lang=ro</a> ; <a href="http://usm.md/?page_id=15123&amp;lang=ro">http://usm.md/?page_id=15123&amp;lang=ro</a> ; <a href="http://usm.md/?p=17423&amp;lang=ro">http://usm.md/?p=17423&amp;lang=ro</a>
4.4. Organizing methodological seminars for researchers improving competences and updating knowledge on methodological aspects, better cooperation with the business sector, writing projects offers, projects' financial management etc.	Q2&Q4 annually	Research and Innovation Institute in collaboration with the MSU faculties, Continuing Education Department	100% complete, ongoing	The Research and Innovation Institute organizes various seminars and workshops for researchers: <a href="http://usm.md/?p=17297&amp;lang=ro">http://usm.md/?p=17297&amp;lang=ro</a> ; <a href="http://usm.md/?p=17378&amp;lang=ro">http://usm.md/?p=17378&amp;lang=ro</a> ; <a href="http://usm.md/?p=15974&amp;lang=ro">http://usm.md/?p=15974&amp;lang=ro</a> ; <a href="http://usm.md/?p=15387&amp;lang=ro">http://usm.md/?p=15387&amp;lang=ro</a>
4.5. Supporting the insertion of the new curricula into the lifelong education program	Q4, annually	Continuing Education Department	100% complete, ongoing	New courses for the lifelong education program <a href="http://moodle.usm.md/moodle/course/index.php?categoryid=18">http://moodle.usm.md/moodle/course/index.php?categoryid=18</a>
4.6. Diversifying the activity objectives in the career counselling of researchers	Q4, annually	Center of Career Guidance and Labour Market Relations	100% complete, ongoing	The MSU's researchers can attend the seminars and trainings organized in the university: language courses, various seminars, webinars, etc.

4.7. Stimulating the research staff education in teaching and e-learning activities on the university level	Regularly	Continuing Education Department	100% complete, ongoing	The MSU's researchers are encouraged and stimulated to develop their teaching skills through various activities: seminars, consulting, etc.
4.8. Encouraging continuous improvement of researchers' competences through various activities and practices	Regularly	Research and Innovation Institute	100% complete, ongoing	The Research and Innovation Institute organizes various seminars and workshops for researchers: <a href="http://usm.md/?p=17297&amp;lang=ro">http://usm.md/?p=17297&amp;lang=ro</a> ; <a href="http://usm.md/?p=17378&amp;lang=ro">http://usm.md/?p=17378&amp;lang=ro</a> ; <a href="http://usm.md/?p=15974&amp;lang=ro">http://usm.md/?p=15974&amp;lang=ro</a> ; <a href="http://usm.md/?p=15387&amp;lang=ro">http://usm.md/?p=15387&amp;lang=ro</a>
4.9. Improving financial instruments to encourage the development of skills and competences	Regularly	Research and Innovation Institute	100% complete, ongoing	Annually, the MSU applies financial stimulus in order to encourage the development of skills and competences according to the Institutional Regulations: <a href="http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf">http://usm.md/wp-content/uploads/Regulament_performanta_cercetare.pdf</a> ; <a href="http://usm.md/wp-content/uploads/2014/05/2012-Regulamentul-concursul-profesorul-anului-si-cel-mai-reusit-debut-didactic-ISM.pdf">http://usm.md/wp-content/uploads/2014/05/2012-Regulamentul-concursul-profesorul-anului-si-cel-mai-reusit-debut-didactic-ISM.pdf</a>
4.10. Selection of scientific advisors	Q3, annually	Vice-rector for research, President of Scientific Council of the Research and Innovation Institute, Directors of Doctoral Schools, Doctoral School Councils	100% complete	The approved lists of scientific advisors: <a href="http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile9.pdf">http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile9.pdf</a> , <a href="http://usm.md/wp-content/uploads/Componenta-Scolii-Doctorale-site-1.pdf">http://usm.md/wp-content/uploads/Componenta-Scolii-Doctorale-site-1.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat.pdf">http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile11.pdf">http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile11.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile12.pdf">http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile12.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile13.pdf">http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile13.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile14.pdf">http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile14.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile15.pdf">http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile15.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile16.pdf">http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile16.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile17.pdf">http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile17.pdf</a> ; <a href="http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile18.pdf">http://usm.md/wp-content/uploads/Conduc%C4%83torii-de-doctorat-%C8%99i-temele-de-cercetare-pentru-care-pot-opta-candida%C8%9Bii-la-studiile-de-doctorat-%C3%AEn-func%C8%9Bie-de-locurile-disponibile18.pdf</a>