

MANAGERIAL PROGRAM for the term 2008 – 2012

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Premises

- 1. The mission of *Spiru Haret* University** – a private institution for higher education, established by and functioning within *România de Mâine* Foundation – is explicitly stated in the Statute of the *România de Mâine* Foundation and in the Chart of *Spiru Haret* University.

Spiru Haret University was established according to the provisions of Article no. 7 of the Statutes of *România de Mâine* Foundation – a social and humanistic institution of culture, science and education, having no political or patrimonial purposes. *Spiru Haret* University is operating within the frame and under the auspices of the Foundation, with the aim to contribute to the “*development of education, science and culture*”.

According to the provisions of *Act no. 480/2006* for the amendment and annotation to the *Education Act no. 84/1995*, as republished, the provisions of *Act no. 443/2002* referring to the establishment of *Spiru Haret* University and the stipulations of its own Chart, *Spiru Haret* University is “a free, open higher education institution with academic, financial and economic autonomy, established on the basis of private property, a right guaranteed by the Constitution”, “a legal entity of private law and public utility, part of the National Education System.” *Spiru Haret* University states its full autonomy and as signatory of the *Magna Charta Universitatum* takes action in translating the values, norms and regulations promoted by the Bologna Process, in the European sphere of higher education and scientific research.

- 2. The short and long term strategic objectives**, established by *România de Mâine* Foundation and *Spiru Haret* University are meant to add new dimensions and aspects to our academic community: a permanent increase of the quality of the educational process and continuous implementation of a

quality-based culture in all fields and at all levels of activity. The focus is on essential aspects: modernity and competitiveness, flexibility and dynamism, performance and efficiency; amplification, diversification and a high level of scientific research, a stronger capitalization of the whole creative potential of the University, the efficient use of the research results, the University's accession to the hierarchy of the top higher education institutions; consolidation of institutional framework and climate; professional development, promotion and motivation of human resources; promoting the University's image in the academic, economic and social environment, nationally and internationally; strengthening and developing its own infrastructure; expanding and diversifying international relationships; providing a highly professional management.

3. **The findings resulted from research and analyses** highlight the strengths and weaknesses of the University, the opportunities and risks present in its external environment.

Objectives and priority lines for the term 2008 – 2012

1. Permanent improvement of the educational process quality and further implementation of a quality-based culture in all fields and at all levels of activity:
 - a continuous process of self-evaluation and external evaluation of the University by a prestigious European quality assurance agency;
 - improving the academic curriculum and achieving a strong and optimal correlation between the three cycles of university studies;
 - updating and constantly improving the content of the courses and other teaching materials;
 - enhancing and diversifying major subjects offered to graduates of university cycles by means of a varied and comprehensive offer of Master degree programs, doctoral programs and postgraduate studies;
 - diversifying styles and modern methods of teaching – seminar work – evaluation and the use of new technologies in the training and educational process;

- a stronger orientation of the content of the educational process towards practice and application and a better organization of the students' specialized practical works.

2. Enhancement, diversification and high level of scientific research activities:

- setting up centers, units and teams of excellence in the field of scientific research;
- interdisciplinary cooperation within the institution and with other institutions active in cutting-edge research areas;
- involvement, full and responsible participation of all teaching staff in scientific research projects and programs financed from internal, European or international sources;
- attracting and capitalizing the creative potential of students, Master's degree candidates, Ph.D. candidates;
- conducting counseling activities;
- intensifying publicity efforts on national and international level;
- attending scientific events within the University, in Romania and abroad;
- practicing a differentiated system of incentives for the teaching staff, students, Master's degree candidates, Ph.D. candidates, according to their involvement and contribution to scientific research activity.

3. Consolidation of institutional framework and climate:

- stimulating and permanently promoting cooperative attitudes, teamwork and work in mixed teams;
- promoting pluralism of opinions, debate and constructive confrontation of ideas on high interest theoretical, methodological and practical issues;
- achieving better communication between various structures, on institutional and managerial level and also between teaching staff and students;
- conducting and promoting cultural, educational and sport events;
- strengthening solidarity among members of the academic community, build up their capacity to act united towards achieving common goals/objectives, to promote interests, image and prestige gained by the University, to guarantee continuity of generations in order to build a tradition specific to *Spiru Haret* University.

4. Permanent professional improvement, promotion and motivation of human resources:

- stimulating the activity of professional self – improvement;
- improving the evaluation methods of individual performances of the teaching staff and their differentiated motivation;
- continuing the policies of attracting, keeping and stimulating the young, valuable teaching staff;
- professional promotion depending on the performance obtained in the teaching process and research activity.

5. Promoting the University's image in the academic, economic and social environment, both locally and abroad:

- diversifying the range of methods for promoting the University's image
- more active presence of the teaching staff in pre-university units;
- attracting graduates and students in the activity of promotion of the University's image;
- setting up a system of inter-institutional communication capable of maintaining a close contact between the University and the economic and social environment;
- maintaining close relationships with mass media institutions;
- attending local and international scientific, educational, cultural, artistic and sport events.

6. Consolidating and developing the University's own infrastructure:

- enlarging the premises dedicated to educational process and scientific research;
- acquiring devices, equipment, advanced and competitive technology in order to increase the quality of teaching and research activity.

7. Amplifying and diversifying international relations:

- establishing more contacts with international academic environments and building partnerships, agreements and contracts of cooperation in various fields;
- identifying and participating in projects and programs financed by public and private international institutions;
- offering support to improve the mobility of the teaching staff, researchers, students, Master degree candidates and Ph.D. candidates;

- attending highly relevant international events and actions.

8. Providing a highly-efficient management:

- selecting or appointing competent managerial teams at various levels of institutional structure;
- creating a climate of mutual respect and cooperation between managerial structures;
- setting up clear tasks, skills and responsibilities for the managerial structures;
- assessing managerial activity based on previous performance

