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**THE DOCTORAL SCHOOL OF
ECONOMIC AND HUMANITIES SCIENCES
THE DOCTORAL STUDY DOMAIN: MANAGEMENT**

INTERNAL EVALUATION REPORT



July 2021

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INTERNAL EVALUATION REPORT

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The data contained in this Report are complete, correct and in accordance with the principles of professional ethics

LIST OF ABBREVIATIONS

ARACIS - Romanian Agency for Quality Assurance in Higher Education
CEAC – Quality Assessment and Assurance Commission
CA – Board of Directors
CC – Research Centres
CMSCM – Center for Research and Studies in Management and Marketing
CCSCB – Center for Accounting and Finance Research and Studies
CEAC - Commission for Quality Assessment and Assurance
CNATDCU - National Council for the Certification of University Titles, Diplomas and Certificates
CNCS - National Council for Scientific Research
CSUD - Council for University Doctoral Studies
CSD - Doctoral School Council
CSDSEU - Council of the Doctoral School of Economics and Humanities
DE - Economic Directorate
DGA - Directorate-General for Administration
DMG - Field of University Ph.D. Studies in Management
EUA – European Universities Association
FSE – Faculty of Economic Sciences
ICSTM - Institute of Multidisciplinary Scientific and Technological Research
ME - Ministry of Education
POS DRU - Sectoral Operational Program Human Resources Development
POR - Regional Operational Programme
POS CCE - Sectoral Operational Programme Increasing Economic Competitiveness
ROF - Regulation of organization and operation
ROI - Inner Order Regulation
SDSEU – Doctoral School of Economics and Humanities
SDSI – Doctoral School of Engineering Sciences
SMC – Quality Management System
EU – European Union
VUT - "Valahia" University of Targoviste

Agencies

AGER-General Association of Romanian Economists
AOSR- Romanian Academy of Scientists
CEDIMES - Centre d'Etudes du Développement International et Mouvement Economiques et Sociaux Paris
AIELF – International Association of French-language economists
AFER – Association of Romanian Faculty of Economics
SAMRO – Academic Management Society of Romania

CONTENT

I. General information	4
1.1 Legal framework for the organization and functioning of the higher education institution	4
1.1.1 Mission, values and strategic objectives	4
1.1.2 Institution management, management structures	7
1.2 Institutional capacity of IOSUD – "Valahia" University of Targoviste	8
1.2.1. Legal organization framework and the structure of the IOSUD – "Valahia" University of Targoviste	8
1.2.2 Management and administration at the CSUD and IOSUD levels	10
1.2.3 Mission, objectives and level of quality certification at IOSUD level	10
1.2.4. Ability to support scientific research activities within IOSUD	12
1.3. Doctoral School of Economic and Humanities – overview	13
1.3.1. Establishment, evolution, structure	13
1.3.2 Specific quality management measures and level of quality certification	14
1.3.3 Specific measures to promote professional ethics and ethics	16
1.3.4 Presentation of existing research infrastructure at doctoral school level	17
1.3.5 Educational effectiveness at SDSEU level	19
1.4. The field of doctoral studies Management	22
1.4.1 Mission and objectives	22
1.4.2 Presentation of human resources	23
1.4.3 Presentation of the research infrastructure for the doctoral university field	29
1.5 Operation of the internal quality assurance system at SDSEU level	31
II. Presentation of the information necessary to assess the extent to which the specific standards, indicators and criteria mentioned in art. 14 of Annex no. 2 to the Order of the Minister of National Education no. 3,651 of April 12, 2021 on the approval of the Methodology for evaluating doctoral studies and the systems of criteria, standards and performance indicators used in evaluation	33
A. INSTITUTIONAL CAPACITY	33
A.1. The administrative, managerial institutional structures and the financial resources	33
A.2. – Research infrastructure	40
A.3. – Quality of Human Resources	44
B. EDUCATIONAL EFFECTIVENESS	52
B.1. – The number, quality and diversity of candidates enrolled for the admission contest	52
B.2. The content of doctoral programs	54
B.3. – The results of doctoral studies and procedures for their evaluation	56
C. QUALITY MANAGEMENT	61
C.1. – Existence and periodic implementation of the internal quality assurance system	61
C.2. – Transparency of information and accessibility of learning resources	64
C.3. – Internationalization	66
3. Strategies and procedures implemented at SDSEU level, as measures to continuously improve the quality of doctoral programs	69
CONCLUSIONS	72
MEETING OF THE INDICATORS	73
STRENGTHS, WEAKNESSES, OPPORTUNITIES, AND THREATS	74
Description of the annexes	77
Part I - General presentation of IOSUD "Valahia" University of Târgoviște and of the Doctoral School of Economic and Humanities	77
Part II - Self-evaluation of the field of PhD studies in Management based on the system of indicators	78

I. General information

1.1 Legal framework for the organization and functioning of the higher education institution

The University of Targoviste was established by the Government Decision No. 288/1992 ([Annex 1.1](#)), as a state higher education institution, initially having in its structure two faculties - *Faculty of Technical and Technological Sciences* and *Faculty of Economic and Humanities Sciences*, with 14 specializations and 700 students. By the Government Decision (hereinafter, HG) No. 458/1994 ([Annex 1.2](#)), the name was changed to the University "Valachia" in Targoviste, and since 2002, according to Government Decision No. 410/2002 ([Annex 1.3](#)), the denomination of the institution is University "Valahia" of Targoviste (VUT).

The current structure of the VUT is regulated by the HG No. 739/2020, for the amendment of Annexes No.1-6 to HG No. 299/2020 on the approval of the Nomenclature of Fields and Specialisations/University Programmes and the Structure of Higher Education Institutions for the academic year 2020-2021, respectively by the HG No. 738/2020, for the amendment of Annexes 1 and 2 to HG No. 297/2020, on the fields and programmes of accredited master's studies and the maximum number of students who can be enrolled in the academic year 2020-2021. ([Annex 1.4](#)).

Currently, the VUT structure comprises 10 faculties, the Department for The Training of Didactic Personnel (DPPD), the Department of Distance Education and Continuing Education (DIDFC), the Department of Foreign Language Studies (DSLS) and the Doctoral Schools (SDSEU, SDSI), which directly contribute to the realization of its mission ([Annex 1.5](#)). VUT is the only state university in the South-Muntenia region, which has an extension in which the Faculty of Science and Engineering operates, in the municipality of Alexandria, Teleorman County.

1.1.1 Mission, values and strategic objectives

According to the University Charter ([Annex 1.6](#)), the VUT **mission** consist in:

(a) *teaching* and *scientific research*, reflected in:

- *organization of bachelor's, master's, doctoral and postgraduate studies for the training of highly qualified specialists, for education, science, technique, economics, public administration, theology, socio-cultural and legal activities;*
- *the permanent education of adults, aiming their personal development, the professional integration of the individuals and the satisfaction of the need for competence of the socio-economic and cultural environment;*
- *fundamental and applied scientific research activities, development, innovation and technological transfer, individual and collective creation in the fields of education, law, theology, economic and administrative sciences, engineering sciences, arts, letters, ensuring performance and physical and sporting development, and harnessing and disseminating their results.*

*(b) **social and cultural**, through the active involvement in local, regional, national and European sustainable development, from the social, economically and cultural points of view, through the promotion of universal cultural values, in accordance with the requirements of a knowledge-based society.*

As a sustainable university, VUT creates, through education, the man aware of the necessary changes for a new way of life, acting on the economic, social, cultural and informational environment, aiming to create a human society capable of developing in the long term. Proving its openness to the world, VUT is involved in the realization of a multicultural Europe and contributes to the affirmation of its humanistic and democratic values.

In order to achieve the mission undertaken by the VUT, the strategic plan for the period 2020-2024 ([Annex 1.7a](#)) includes strategic objectives, specific actions and performance measurement indicators for the following priority areas: *education, scientific research, institutional development, students, national and international cooperation, administrative management*. Operational plans are drawn up annually ([Annex 1.7b](#)).

Values. Every individual must be able to train at the higher level according to his or her needs. As a university belonging to the European Higher Education Area (EHEA), VUT promotes core values such as: *excellence and sustainability of processes; freedom of thought and expression; innovation and dynamism in education, research and artistic creation; justice and equity; merit and professionalism; honesty and fairness; respect, tolerance and non-discrimination; transparency and accountability.*

The strategic objectives (OSs) of VUT are the following:

a) in the field of education:

OS 1: Strengthening academic quality culture in university;

OS 2: Promote an institutional policy to boost the performance, originality and creativity of all members of the academic community.

b) *in scientific research* :

OS 1 - Positioning the university in a higher category, following the process of grading universities, and placing within the leading positions of the curricula in the educational offer of VUT, in the framework of the ranking process of the Romanian study programs.

c) *with respect to the students*:

OS 1: Involvement and consultation of students in the decision-making process at all institutional hierarchical levels;

OS 2: Developing and diversifying student services

d) *in the activity of national and international cooperation* :

OS 1: Development of cooperation at national level;

OS 2: Internationalization of the university.

e) *in the activity of administrative management*:

OS 1: Improving human capital management by ensuring a transparent process based on performance criteria, promotion of teachers, researchers and teaching-auxiliary and administrative staff;

OS 2: Continued construction and equipping of university campuses in Targoviste and Alexandria;

OS 3: Develop a marketing strategy and tools that allow the university to communicate effectively with relevant higher education and research institutions and associations. Promoting entrepreneurship and educational services in the field

At the VUT level, is applied the internal *Code of Ethics and Professional Deontology*, drawn up in accordance with the National Education Act No. 1 of 2011 ([Annex 1.8](#)). For the application of the provisions of this code, there has been established the university Ethics Commission, of whose members are validated by the university senate. ([Annex 1.9](#)) This commission operates based on the *VUT Ethics Commission Regulation* (approved by the University Senate) which provides clear mechanisms for the application of the Code and provides for ways to control its application ([Annex 1.10](#)).

The VUT Charter, approved by the University Senate, is the document governing the life of the university community and specifying the rights and obligations of employees, as well as the rules of operation of the university ([Annex 1.6](#)).

As well, within the university operates the Quality Assessment and Assurance Commission – CEAC ([Annex 1.11](#)), which promotes a quality culture ([Annex 1.12](#)), based on the quality assurance code. ([Annex 1.13](#)). At the level of the higher education institution, there are established internal audit practices for the main areas of activity, in order to ensure that the institutional commitments are rigorously respected, under conditions of public transparency ([Annex 1.14](#)).

1.1.2 Institution management, management structures

The academic leadership structures in VUT are as follows:

- the university senate and the board of directors (CA), at university level;
- the faculty councils;
- the department boards.

The academic leadership functions of VUT are as follows:

- the rector, the vice-rectors, at the university level;
- dean, the vice-deans, at the faculty level;
- the department director, at the level of department.

The VUT Senate is the highest decision-making and deliberation forum at the university level, provided the attributions as specified within the University Charter. The activities of the Senate are carried out in plenary and on specialized committees, headed by presidents. ([Annex 1.15](#))

The board of directors consists of the rector, the vice-rectors, the deans, the administrative director general and a representative of the students ([Annex 1.16](#)). The university rector heads the board of directors. The CA attributions are listed in the University Charter and its own Regulations of organisation and operation.

The rector legally represents the VUT in relations with third parties, carries out the executive management of the VUT, and exercises the status of authorising officer.

The vice-rector represents a leading position at the university level, being appointed by the rector based on consultation with the university senate.

The Council of University Doctoral Studies (CSUD) is the governing structure of IOSUD, provided the attributions as specified within the University Charter and in internal Regulations of organisation and operation ([Annex 1.17](#)).

The *faculty councils* represent the driving structures within the faculties. The Dean conducts the meetings of the faculty council and applies the decisions of the rector, the board of directors, and of the university senate. The vice-deans exercise competences and perform functions, as specified by the faculty councils or by the dean, within the job description. The vice-deans may replace the dean, under the approval of the latter, by signing current documents. The vice-deans are accountable for their actions to the faculty council and the dean.

The department director carries out the operational management of the department, provided the assistance of the department board, in the exercise of this function.

The collaboration between the academic structures and the ICSTM is carried out through the researches conducted by the teaching staff in the research centres of the ICSTM structure. The composition of the institute comprises 15 research centers, within work more than 200 teachers, 21 researchers, as well as the PhD students of the university.

The Administrative General Director ensures the management of the entire administrative structure of the university ([Annex 1.5](#)).

1.2 Institutional capacity of IOSUD – "Valahia" University of Targoviste

1.2.1. Legal organization framework and the structure of the IOSUD – "Valahia" University of Targoviste

The "Valahia" University of Targoviste (VUT) is appointed by the Education Ministry as an Organizing Institution of Doctoral University Studies (IOSUD) ([Annex 1.6](#)), a structure under the leadership of the Council for Doctoral University Studies (CSUD). The doctoral studies represent the third cycle of university studies and allow the acquisition of a level 8 qualification from the European Qualifications Framework (EQF) and the National Qualifications Framework.

The establishment of the IOSUD-VUT structure is by the VUT Senate Decision No. 105D of 9 March 2012 ([Annex 1.18](#)), as organised and functioning as a distinct structure within the VUT, without legal personality, based on the following Acts and provisions:

- the National Education Act No. 1/2011 with subsequent amendments and additions,
- the Code of doctoral studies, approved by HG 681/2011,
- the VUT Charter,
- the internal regulations of the IOSUD – VUT.

The "Valahia" University of Targoviste is the institution that legally represents IOSUD-VUT, having as leader the rector of the university. The internal organization and operation of the IOSUD-VUT is stipulated within the *Regulations of Organization and Operation of the IOSUD* ([Annex 1.17](#)), available on the VUT website, approved by the Senate decision No. 47D / January 31, 2019. ([Annex 1.19](#))

The IOSUD-VUT structure comprises two doctoral schools:

- Doctoral School of Economic and Humanities (hereinafter, SDSEU), with the following fields: *Management, Accounting, and History*;
- Doctoral School of Engineering (hereinafter SDSI) with fields: *Electrical Engineering, Materials Engineering and Mechanical Engineering*.

Within the Doctoral School of Economic and Humanities there are five doctoral advisors in the field of *Accounting*, seven in the field *Management*, and eleven in *History*. With regards to the the Doctoral School of Engineering there are four PhD doctoral advisors in the field of *Electrical Engineering*, five in the field of *Materials Engineering* and three in *Mechanical Engineering*.

Within the structure of IOSUD - VUT, the doctoral schools have the rank of department and may organize research centres or laboratories that function as revenue and expenditure units within the framework of the VUT, in accordance with the provisions of Article 131, 133 para. (4), and Article 134 of the Law on National Education No. 1/2011.

The leader of the Doctoral School is the Director, provided the assistance of the Doctoral School Council (CSD). The Doctoral School director is a function assimilated to the department director, deploying didactic and research activities. All managerial decisions of the Doctoral School director aim at improving the teaching and research activity. The CSD is assimilated to the board of the department. The Director of the Doctoral School is appointed by the Director of the CSUD and is a member of the CSD and of the CSUD. The Director of the Doctoral School exercises competences and performs tasks decided by the CSUD or established by the Director of the CSUD, ensuring the management and operational administration of the Doctoral School.

The activity of the Doctoral Schools within the VUT is carried out in accordance with the provisions of the specific legislation in force: Law on National Education No. 1/2011, with subsequent amendments and additions, and the HG no. 681/2011 on the approval of the Code of Doctoral University Studies. *The Institutional regulation of the organization and conduct of the programs of doctoral studies in VUT, The Regulation of the organization and functioning of IOSUD, The Regulation of the Doctoral School of Engineering, and the*

Regulation of the Doctoral School of Economic and Humanities of the Valahia University of Targoviste, respectively, were validated by the VUT Senate decision No. 47D as of 31 January 2019. ([Annex 1.19](#))

1.2.2 Management and administration at the CSUD and IOSUD levels

At the level of CSUD, there have been developed the necessary documents in order to regulate the activities of IOSUD, among there can be mentioned: Methodology for appointment of the CSUD members, Methodology of conducting the public competition for the position of director of the CSUD, Methodology for appointment of the Doctoral School Director and the members of the CSD, the Regulation of Organization and Functioning of IOSUD, Regulations of the Doctoral Schools, Institutional Regulation of organization and conduct of doctoral degree programs within VUT, Methodology of organization and conducting the admission for PhD studies, Methodology of organization and conduct of the process of obtaining the certificate of doctoral advisor, Institutional regulation of organization and conduct of the process of doctoral advisory for doctoral supervising within the VUT, Methodology on self-assessment of IOSUD activity, etc.

The University ensures transparent management, by publishing on the institution website all the above documents, as well as the Decisions of the CA, the VUT Senate Decisions, the Annual Reports on the VUT status, the Annual internal evaluation reports on the quality of the education, the Annual reports on scientific research, the Reports of the Ethics And Professional Ethics Committee, the Annual revenue and expenditure budgets, Budget executions, of the Collection of university regulations, etc.

1.2.3 Mission, objectives and level of quality certification at IOSUD level

The mission of the IOSUD is to organize doctoral studies within the VUT, in the fundamental fields of economics, humanities and engineering, and to ensure the training and **development of the human resource competent in the realization of scientific** research, capable of insertion into the highly qualified labour market.

The objectives of the IOSUD are the following:

- 1) promoting procedures and principles to guarantee quality in the organisation and conduct of doctoral programmes;

- 2) ensuring and organising research programmes on topics of national and international interest;
- 3) integration of PhD students into national and international research projects;
- 4) accumulation of knowledge and practical skills indispensable for the conduct of high-performance scientific research, through the organisation and development of a specific and quality educational process;
- 5) continuous guidance of doctoral students and advice for publication of the original results of their research;
- 6) supporting the participation of PhD students at prestigious scientific events and training courses in universities abroad;
- 7) guidance and advice to doctoral students for the development and completion of high-level doctoral thesis;
- 8) organizing of PhDs in co-supervision with prestigious universities in the country and abroad;
- 9) training of young researchers in the fields of economics, humanities and engineering sciences;
- 10) training for the development of the necessary skills for elaboration and management of scientific research projects;
- 11) the formation of the critical spirit to enable the objective evaluation of own research and of that carried out by other researchers.
- 12) ensuring a adequate candidates selection.

With respect to internal audit in the institution, there has been elaborated the Internal Audit Plan for 2020; the document has been approved by the Ministry of Education – Internal Public Audit Service with no. 2.773/03.06.2020. The annual audit programme is part of the Annual Internal Assessment Report on the Quality of Education and approved by the Senate Decision. The audit methods practices were the following: verification and analysis of documents and records, observation of processes, interviewing of audited persons and collection of objective evidence. The internal audits have been carried out within VUT structures. Internal audit reports did not contain any non-conformity.

The internal audit process was completed with the management analysis of the SMC in VUT of 11 November 2020. This analysis was attended by: the president of the CEAC, the chairman of the specialized committee of the university senate, the deans, the coordinator of the Quality Assessment and Assurance Department, the administrative director general, the

department/direction directors and the external consultant, representative of the S.C. EDGE CONSULT S.R.L.

The quality management system of the IOSUD includes *the IOSUD Self-Assessment Methodology* ([Annex 1.20](#)), developed by the CSUD, and evaluation procedures for PhD students and PhD advisers, which are available on the university website, and are systematically applied. The VUT quality management system was assessed in 2013 by the EUA with a positive report.

The internal audit of the quality management system within IOSUD is carried out by the internal auditors, under the coordination of the Quality Assessment and Assurance Commission, on the basis of the annual audit program approved by the University Senate.

AEROQ Bucharest has carried out the external audit of the quality management system on contractual basis, with nationally and internationally recognized experts. The Quality Management System (hereinafter, SMC) is ISO 9001:2015 certified. On 28 November 2019 the supervisory audit of the SMC was carried out.

1.2.4. Ability to support scientific research activities within IOSUD

The objectives of VUT are: to be involved in advanced scientific research, to get remarkable scientific results, to address interdisciplinary and multidisciplinary topics, to integrate through the research results into the exchange of national and international values, to increase own national and international visibility, as well as to attract and to create a highly qualified human resource. The achievement of these objectives has ensured the strengthening of the position and recognition of VUT, as an important partner in scientific research, with social and economic impact in the local, national, and international community.

The scientific research activity developed and supported by VUT is one of the most important methods of training teaching and research staff, of educating university students for innovation, regardless the form of studies. Therefore, the integration of research represents a central component of VUT's research strategy, as the basic factor in the preparation of students, in order to become efficient and performing in a knowledge-based society.

The research areas are specified in the statutes and annual research plan documents of the Research Centres of the VUT, covering an extremely wide spectrum from humanities to engineering sciences. Additional information in this respect can be found on the ICSTM website (<https://www.icstm.ro/content/Research-Centers>), or on the research centre websites (e.g. <http://ccieeti.valahia.ro/despre.html>).

Scientific research represents an important source of income and image, both for the university as a whole and for each professor and researcher. Since 2012, a program has been launched aimed at increasing the prestige and visibility of VUT, by monthly inviting prominent personalities of Romanian culture, sciences and arts ([Annex 1.21](#)).

VUT supported the process of institutional recognition of research centres and also the process of their merger and interdisciplinary collaboration, as a clearly demonstrated necessity, of creating poles of excellence in areas of major impact for the socio-economic environment ([Annex 1.22](#)). VUT has its own research institute – *ICSTM* – in whose framework, there are organized 17 research centres (CCs) ([Annex 1.23](#)). Every CC has to prepare annually an internal research plan covering research topics, the research teams and the ways to capitalize the results of the research.

Research is carried out in projects funded by UEFISCDI, sectoral plan, Horizont 2020 or through the contracts with various national companies or research institutes (e.g. Dubna).

The dissemination of the results of the researches deployed within the VUT is organized within the framework of the scientific events in the university, by publication of an important number of articles in VUT journals (indexed BDI – De Gruyter), in ISI-listed/indexed journals, as well as by the participation of the professors and researchers in national and international scientific conferences. The Research Symposium (annually held in VUT) represents the framework of presentation of the research report for the previous year and of highlighting VUT researches achievements. For the monitoring and reporting of research activity, there has been established the *scientific research platform*.

1.3. Doctoral School of Economic and Humanities – overview

1.3.1. Establishment, evolution, structure

The Doctoral School of Economics and Humanities (SDSEU) was established as a structure within IOSUD-VUT, by decision of the VUT Senate No. 105D/9 March 2012 ([Annex 1.18](#)),

Valahia University of Targoviste acquired the status of Doctorate Organizing Institution (I.O.D.) according to the Order of the Minister of the Education and Research no. 4227/02.08.2001. The first doctoral field established was *History*, achieved by the transfer (Order of the Minister of Education and Research Order No. 4230/02.08.2001) of the professor Marin Carciumaru doctoral advisory (Order of the Minister of National Education

no. 4741/21.10.1999) from the University of Craiova to the *Valahia* University of Targoviste. Concomitant, the status of doctoral supervisors has been granted to professors Ionel Calafeteanu and Ioan Opris from VUT (Order of the Minister of Education and Research no. 4228/02.08.2001). The development of this superior form of training of young historians came as result of the emergence of a true School of prehistoric archaeology, of medieval, modern, and contemporary history, given to the outstanding dynamics of the University of this City, full of history, cultural and spiritual load.

In addition to the field "*History*", the SDSEU is currently organized doctoral programs in the fields of "*Management*" and in "*Accounting*".

Within the framework of the advanced training program, the educational offer of SDSEU includes the courses common to the three fields, namely "*Methodology of Scientific Research*" and "*Ethics and Academic Integrity*", as well as the following courses:

- ☐ For the field of *Management*: Management Communication; Management concepts, methods and techniques used in modern management systems; Econometric and statistical methods used in scientific research; Information management.
- ☐ For the field of *Accounting*: Computerized research techniques and tools, applied in accounting; Computerized management accounting of the company; Cost analysis and management; Econometric modeling.
- ☐ For the field of *History*: Academic writing: applications in the field of history and archaeology; Qualitative and quantitative methods of historical research; Theory and method in contemporary historical and archaeological research; Methods of study, conservation and recovery of heritage.

SDSEU follows the research mission of IOSUD and aligns with the latter's objectives, namely in the field of quality management system, continuing education/training, scientific research activities, as well as in the field of national and international cooperation.

1.3.2 Specific quality management measures and level of quality certification

The fundamental objective of VUT management in the field of quality assurance is to increase the quality of all processes in the university. To achieve this objective, the CA of VUT ensures:

- allocating the necessary human, financial, and material resources for the continuous implementation and improvement of an effective management system;

- the periodic analysis of the level of development of the quality management system, of the study programs and of the processes in the university;
- the dissemination of the results of deployed audits and monitoring;
- proposing of the appropriate preventive and corrective measures;
- impact assessment of the considered measures.

At the VUT level, is developed and promoted a *quality policy* ([Annex 1.12](#)), which finds its correspondence in the strategies, objectives and implementation measures set out in the strategic plan. The quality assurance policy is annually reviewed, based on management analysis, and on internal and external audits. Each policy corresponds to implementation strategies with concrete provisions and deadlines. In order to achieve the strategic quality objectives, VUT continues its efforts to improve the quality assurance and evaluation system by creating new tools and their efficient use at the level of each study program, at the level of university structures and at the institutional level. At IOSUD level, an annual quality assurance program is developed and implemented with objectives in support of achievement the institutional objectives settled. The quality objective system focuses on quality management, continuing education/training, scientific research and university creation, national and international cooperation. Actions, deadlines, responsibilities, performance indicators, and resources for each objective are specified accordingly. The system of quality objectives set at IOSUD level is reviewed annually ([Annex 1.24](#))

In order to evaluate the degree of achievement of the proposed objectives, every year is prepared the Report on the analysis of the SMC within the IOSUD. The degree of achievement of the proposed objectives is evaluated based on the analysis of the performance indicators. The document also specifies the outstanding achievements achieved, as well as the promotion of the IOSUD image ([Annex 1.25](#))

The annual quality training program within the IOSUD is established as well. The document outlines the topics to be the subject of the planned training, the period of deployment, the participants, and the managers. ([Annex 1.26](#))

The internal audit of the quality management system within IOSUD is deployed annually, based on the program approved by the university senate and the audit plan, and is carried out by the internal auditors, under the coordination of the Quality Assessment and Assurance Commission, and results are recorded in the form of a Report ([Annex 1.27](#)).

The quality policy, applied on the basis of the *Quality Assurance Code* ([Annex 1.13](#)) at the level of the entire higher education and research institution, proves that the quality

occupies the central place within the strategy of the university and the total involvement of management towards the achievement of quality objectives. The considered quality objectives are namely: the development of effective License-Master-Doctorate (LMD) and continuous training type structures compatible with the homologous ones in the EU, the research excellence, the development of the infrastructure, the improvement of learning conditions, of social services, and of the institutional quality management.

The quality management system of the Doctoral School includes *the IOSUD Self-Assessment Methodology*, ([Annex 1.20](#)) developed by the CSUD, as well the evaluation procedures for PhD students and PhD advisors, available on the website of the university, and systematically applied. The quality management system of VUT, has been evaluated by the European Universities Association in 2013 with a positive report ([Annex 1.28](#)).

The VUT quality management system is ISO 9001:2015 certified. The external supervisory audit of the SMC took place on 17 November 2020, being carried out by AEROQ Bucharest, as a certification body, with nationally and internationally recognized experts ([Annex 1.29](#)).

1.3.3 Specific measures to promote professional ethics and ethics

At the institutional level, the provisions of the *Code of Ethics and Professional Ethics* ([Annex 1.8](#)) apply within the VUT. For the application of the provisions of this *Code*, has been established Ethics Commission, of whose activity is carried out in accordance with its own Regulation ([Annex 1.10](#)); *The Commission* has clear practices and mechanisms in place for the application of the *Code*, and provides for ways to monitor its application.

The provisions of the University Charter and the Code of Ethics and Professional Deontology are notified to members of the university community, being displayed on the university website. The University, through the Senate, controls how the Code of Ethics and Professional Ethics is complied with, and can prove its application by the decisions taken, following the proposals from the Ethics Commission, and in accordance with legal procedures and provisions. The results of this review are publicly, by displaying the reports of the Ethics Commission on the website of the university <http://www.valahia.ro/ro/comisia-de-etica>.

The operational records of the Ethics Committee record deviations from the Code of Ethics and Professional Ethics and the internal rules, which are the basis for taking measures to prevent and eliminate those deviations. Less serious deviations are discussed in private

with each person, and more serious violations and measures taken are therefore public (<http://www.valahia.ro/ro/comisia-de-etica>).

VUT has an operational procedure on antiplagiarism verification, approved by the University Senate ([https://www.valahia.ro/images/documente/PO%2007.27-anti-plagiarism verification.pdf](https://www.valahia.ro/images/documente/PO%2007.27-anti-plagiarism%20verification.pdf)) and an annual subscription for the *sistemantiplagiat.ro*, which is used to identify plagiarized works. University or research professionals in IOSUD are obliged to inform PhD students about scientific, professional, and academic ethics and to verify its compliance, including the compliance with the ethical provisions, during university doctoral studies. Doctoral schools within IOSUD–VUT take measures to prevent and penalize deviations from the norms of scientific, professional and university ethics, according to the Code of ethics and professional deontology of VUT.

1.3.4 Presentation of existing research infrastructure at doctoral school level

The VUT strategy aimed to organize several research centers within the ICSTM, targeting to easy access of PhD students to specific equipments and facilities, as well as constant contact with the researchers and members of these centers.

The studies carried out within the research facilities of the university structure aim at objectives relating to:

- ensuring an effective response to the offer of research and studies, launched by the central and local authorities, or the international bodies;
- integration of teachers and researchers into a European scientific collective that creates a spirit of cooperation, ensures greater effectiveness and action, a particular interest in confronting ideas and reflection (crystallization and identification of an international scientific community);
- launching themes of reflection and dialogue for the advancement of joint scientific research portfolios, through association within consortia and inter-university partnerships.

The educational spaces for teaching and research activities are either owned by the university, or in use, under contracts of convenience ([Annex 1.30a](#)). All the spaces are suitable for carrying out teaching activities. The spaces for teaching activities comply to the standards required by the ARACIS, the number of places in the classrooms, seminary and laboratory being correlated with the size of the study formations.

In October 2014, the new home site of ICSTM, developed in the University Campus from the Sinaia Alley No. 13, built in the framework of the project POS-CCE O221/ID916/SMIS 14687/ contract financing no. 250/28.09.2010.

In February 2015, the A Corps, home to the Faculty of Electrical Engineering, Electronics and Information Technology, the Faculty of Environmental Engineering and Food Science, and the Faculty of Materials Engineering and Mechanics, was inaugurated on the university campus. The building is located on Sinaia Alley, No. 13, has an area of over 9600 sqm and is the first investment inaugurated after the revolution in a new university campus. Construction work began in 1998 and was financed with government funds and from own budget. The educational spaces comply to the highest quality standards and are adapted to the educational process, comprising 5 amphitheatres, 40 classrooms, seminary and other teaching activities, 50 laboratories and a library. Approximately 2000 students and 150 teachers and auxiliary staff work here.

In May 2016, it was inaugurated on the university campus, Corps B, which hosts the Faculty of Economic Sciences, the Faculty of Political Sciences, Letters and Communication, and the Faculty of Law and Administrative Sciences. The new educational spaces have been organized and equipped at the highest quality standards, comprising, on an area of over 8000 sqm, two amphitheatres, 18 classrooms, seminary and other didactic activities, seven laboratories, a book warehouse and a library. Approximately 1600 students and 80 teachers and auxiliary staff work in this building corps.

The situation of educational spaces at VUT level is set out in [Annex 1.30b](#).

The university library is organized in 5 locations ([Annex 1.31](#)), equipped with computer network, and holds loan rooms in university microcampuses. The librarians have specialized higher education, they generally graduated the specialization in library.

All computer users within VUT have access to the Internet. At the VUT level, operates an Intranet network, served by a specialized compartment with its own staff. In 2020, VUT signed a new contract with Microsoft for 8,000 M365 licenses covering the current institution needs and in future development. Since the early days of Pandemic, VUT has been able to provide students and teachers with a feasible technical solution to enable them to carry out a quality educational act. The tools used targeted Moodle + Microsoft Teams. The development and maintenance of hardware equipment and resources was also possible by the financial involvement of companies that have worked very well with VUT for many years, students being recruited into the Internship and graduates becoming their employees.

1.3.5 Educational effectiveness at SDSEU level

Ability to support learning within SDSEU

VUT has the adequate institutional capacity that allows it to function properly and to provide high quality educational services. The VUT has its own policy for recruitment and admission of the students, and applies it transparently and rigorously, respecting the principle of equal opportunities for all candidates, without any discrimination.

The selection of candidates aspiring to student status is deployed in the framework of the admission competition. The competition for admission to IOSUD-VUT is conducted in accordance with *the Methodology of organization and conduct of the competition for admission to doctoral studies* ([Annex 1.32a](#)), *Operational Procedure* (PO 07.28) *regarding the Organization and conduct of admission to the cycle of doctoral studies* ([Annex 1.32b](#)), and the *Methodology of admission of Romanians from everywhere* ([Annex 1.33](#)), both developed in accordance with the framework methodology of the Ministry of Education. Information on admission as well as educational offer is made public on the VUT website (<http://www.valahia.ro/ro/admitere-ro>), in the local press and in advertising materials (posters, leaflets and the candidate's guide). By these means, the prospective students have access to information at least six months before the start of the admission process.

VUT has a policy of informing the public about all relevant data on admission, curricula and the graduate's relationship with the labour market. In this respect, within the VUT, there are organized public information events, as "Open Days" and "Job Scholarships".

The content of the educational process

Each study / specialization program within VUT is based on the correspondence between the results in learning, respectively research in the case of master's or doctorate, and the university qualification. A study program is presented in the form of a package of documents that includes: the general and specific objectives of the program; the curriculum with the weights of the subjects expressed through study credits (ECTS), and with the subjects ordered successively during the schooling; the files of the disciplines included in the curriculum, respectively the learning outcomes expressed in the form of the cognitive, technical or professional and affective-value competences that are achieved by a discipline; the way of examination and evaluation for each discipline, provided the planned results; the organization

and contents of the final exam, as a summative exam that certifies the assimilation of cognitive and professional skills that correspond to the university qualification. The quality of study programs for each doctoral field is ensured, among others, by the content of the curriculum structured both on advanced knowledge disciplines (imposed, optional or optional) completed in the first year of study and completed with exams, and by the content of subjects for the complementary training, respectively the scientific research activity from the second and third year of study.

The subject sheets reflect the concerns of teachers and management structures at the Doctoral School level to focus the educational approach on learning outcomes. The courses address theoretical and especially methodological aspects, but focus on their applicability in scientific papers prepared by the PhD students. The subject sheets include, among others, the following sections: the objectives of the discipline (general objective of the discipline and specific ones), the contents of courses and seminars, teaching methods and means used, a section aimed at corroborating the contents of the discipline with the expectations of epistemic community, professional associations representative employers in the field of the program and an evaluation section. The subject sheets explicitly provide the professional and transversal competencies (based on the grid of specific competencies accumulated) that doctoral students must acquire after completing each discipline. The content of the discipline sheet covers all the requirements mentioned by this indicator. The discipline sheets are drawn up according to a standard form within the Quality Management System.

For the disciplines in the training program based on advanced university studies, doctoral students take exams for verification of the acquired knowledge. The curriculum also provides three Reports presenting the progress of the research, which ends with a colloquium held before the Guidance Commission. Based on these report, the progress of the doctoral research activity is strictly monitored, facilitating the adoption of measures to boost or correct the doctoral path, when it is considered necessary.

CSD-SDSEU recommends the inclusion of doctoral students' publications in progress reports, which allows the guidance commission to analyze the doctoral student's evolution with respect to the way of formulating problems and hypotheses, analytical capacity, handling the mathematical apparatus (if necessary), writing and presentation.

The quality of the study program of the doctoral field is ensured, among others, by the content of the curriculum structured both on advanced knowledge disciplines (imposed, optional or optional) completed in the first year of study and completed with exam, and by the

content of subjects for the complementary training, respectively the scientific research activity from the second and third years of study.

The content of the educational process within IOSUD is regulated by the Institutional Regulation for the organization and development of doctoral university study programs. ([Annex 1.34](#)).

Results acquired in the framework of the scientific research activity

The scientific research activity developed and supported by VUT is one of the most important methods of training for the didactic and research personnel, by education for innovation of students regardless of the form of studies. Thus, within the Strategic Plan in force ([Annex 1.7a](#)), the integration of research is considered as a central component in the process of preparing students, both as a future efficient and performing human resource, able of insertion on the labor market in a knowledge based society, as well as in their preparation for a higher level of study.

The assessments of the research results carried out by the VUT staff at national and international level also result from the citations of the articles authored by the doctoral students, researchers, and teachers from the university.

For the monitoring and reporting of research activity, there has been established the *scientific research platform*. The platform collects the entire scientific production, respecting the research indicators required both in the reports of the research activity and in the minimum standards for promotion on teaching and research positions.

The dissemination of the results of the researches deployed within the VUT is organized within the framework of the scientific events in the university, by publication of an important number of articles in VUT journals (indexed BDI – De Gruyter), in ISI-listed/indexed journals, as well as by the participation of the professors and researchers in national and international scientific conferences. Also the Research Symposium (annually held in VUT) has become an event, attended by research and training staff, PhD students, as the traditional framework for dissemination of the results of the researches carried out. The results of the scientific research activity are also criteria for assessing the activity of both doctoral students and all didactic staff, researchers and students which activate within the higher education institution.

1.4. The field of doctoral studies Management

The field of doctoral studies in Management was established by MECT Order no. 1436 / 02.07.2007 ([Annex 1.35](#)); it is one of the three doctoral fields within SDSEU, a school created in 2012 through the reorganization of the VUT Doctoral School in IOSUD, in accordance with Law 1/2011, and according to the VUT Senate Decision no. 105D/March 9, 2012 ([Annex 1.18](#)). The coordinates of documents for awarding the quality of doctoral supervisor to the professors within the doctoral field are the following: prof. Marius Petrescu, PhD, and prof. Ion Stegaroiu, PhD (OM 2400/15.10.2007); prof. Delia Mioara Popescu, PhD (OM 3292/26.02.2008); prof. Ion Pârgaru, PhD (OM 4697/14.08.2009), prof. Constanța Popescu, PhD, and prof. Mohammad Jaradat, PhD (OM 4631/11.08.2010), and prof. Mihai Mieilă, PhD (OMEN 5789/27.12.2017). Nationwide, doctoral studies in Management are also organized in nine university centers: Bucharest Academy of Economic Studies, Babeș-Bolyai University in Cluj-Napoca, West University of Timișoara, Alexandru Ioan Cuza University of Iași, Dunărea de Jos University of Galați, University of Craiova, Lucian Blaga University of Sibiu, Transilvania University of Brașov and University of Oradea; provided that, within the last two mentioned institutions, there are organized studies in the field of *Engineering and Management*.

1.4.1 Mission and objectives

Deriving from the mission assumed at the level of the higher education institution of which it is part, SDSEU has a double mission, didactic and scientific research.

The **didactic mission** aims as main objectives: the training of doctoral students in order to acquire and improve the knowledge and skills, necessary for research in the field of managerial sciences; acquiring and improving the competencies of doctoral students, in order to develop and manage scientific research projects in the field of Management; educating doctoral students in the spirit of scientific research ethics; training the critical spirit in the objective evaluation of research results; training of specialists in the field of Management, in order to enter the highly qualified labor market: higher education, research and development.

The **scientific research** mission aims primarily at: supporting the participation of doctoral students in national and international research competitions and programs; production of new knowledge in the field of Management; promoting scientific research from

an inter-disciplinary and multi-disciplinary perspective; supporting the dissemination of knowledge, by participating in national and international scientific events, publishing scientific articles; supporting research in areas of interest to the economy and society; initiating scientific collaboration relations with universities and research institutions from the country and abroad in order to carry out joint scientific papers, joint research, etc.

The curriculum in the field of doctoral studies Management is presented in [Annex 1.36](#).

In the evaluated period (academic years from 2015-2016 to 2019-2020, inclusive), the evolution of the number of doctoral students and the number of doctors is presented in table 1.1.

The evolution of the number of doctoral students and the number of doctors within the field of doctoral studies in Management in the academic years from 2013-2014 to 2017-2018, including

Table 1.1.

University year	Number of PhD students ^(*) (of which, in the period of extension and grace)	Number of PhD certificates granted (theses defended and confirmed)
2015-2016	206 (68)	25
2016-2017	175 (68)	16
2017-2018	154 (50)	12
2018-2019	161 (36)	20
2019-2020	185 (38)	15

^(*) on October 1 - the beginning of the academic year.

According to the Decision of the Senate of the "Valahia" University of Târgoviște no. 130 F / September 10, 2013, "The maximum number of doctoral students approved during the three years of doctoral studies is approved, which can be coordinated simultaneously by a doctoral supervisor as follows: Doctoral School of Economic Sciences and Humanities - 32 PhD students; Doctoral School of Engineering Sciences - 18 doctoral students". ([Annex 1.37](#))

1.4.2 Presentation of human resources

Currently, within the field of doctoral studies Management (SDSEU-VUT), activate seven doctoral supervisors, of which four as holders: prof. Marius Petrescu, PhD; prof. Delia Popescu, PhD; prof. Constanța Popescu, PhD; and prof. Mihai Mieilă, PhD; to which are added three associated teachers, respectively: prof. Ion Stegăroiu, PhD; prof. Ion Pârgaru, PhD; and prof. Mohammad Jaradat, PhD. The orders of the Minister of Education and Scientific Research, for conferring the title of doctoral supervisor, for the teachers named above, are presented in [Annex 1.35](#).

Professor Marius PETRESCU, PhD is currently the Romanian specialist with the most extensive and valuable expertise in the field of Information Management, Security Management, Risk Management and Crisis and Conflict Management, accumulated in the approximately 30 years of experience in decision positions in those fields.

Author or co-author of over 50 books, collections and guidance, and over 115 articles and scientific communications, doctoral supervisor with 25 doctoral theses successfully completed and recognized by the ministry.

A career diplomat and dignitary for over 20 years, he has been permanently representing Romania since 2002 within the decision-making structures in the field of NATO and EU security policies:

- NATO Security Committee;
- EU Council Security Committee;
- European External Action Service Security Committee.

Corresponding member of the Romanian Academy of Scientists, prof. Marius Petrescu, PhD is a member of several prestigious organizations such as CEDIMES, EURAM, SAMRO, IPA etc. and was rewarded with the National Order "For Merit" in the rank of Knight, awarded by the President of Romania (2004), "Order of the Holy Martyrs of Brâncoveni", awarded by the Patriarch of the Romanian Orthodox Church (2014) and dozens of diplomas of excellence or merit.

Delia Mioara POPESCU is PhD supervisor in the field of Management, with area of expertise bound to the subjects of Management, General, Entrepreneurship and SMEs Management, Communication and Business Negotiation. She has published 11 books and 185 articles (of which 40 articles indexed by ISI Proceedings and ISI, over 48 articles in indexed volumes BDI, over 50 articles volumes of international conferences, over 40 articles in specialized magazines in the country). She has participated in international events and received academic internships at prestigious universities in Europe and North Africa, and contributed as reviewer for Amfiteatru Economic (ISI Indexed – Q3).

She has given lectures, as a visiting professor, at 10 European universities, within the Erasmus program and some internships, and activates as member of domestic professional organizations (e.g., SAMRO - Romanian Academic Society of Management) and international ones (e.g., CEDIMES - Center for Studies on International Development and Economic and Social Movements; AIELF - The International Association of French-speaking Economists; EURAM - European Academy of Management.). She has initiated and

coordinated the adhesion of the VUT Economic Research Center to European Management Association, and is a member of the scientific board of the Valahian Journal of Economic Studies and Revue Valaque d'Etudes Economiques, BDI indexed journals and scientific referent of the Bibliotheca Publishing House, for the collection "Universitaria".

She has coordinated, so far, 30 PhD students who have successfully completed their doctoral theses, confirmed by the ministry.

Constanta POPESCU is a specialist in general management, human resources management, economics and enterprise management, modern management systems, service management, public service management, research methodology, macroeconomic strategies and policies. Constanta Popescu is a professor at the Valahia University of Târgoviște (since 1995), director of INDE – Târgoviște Branch (2000-2004), director of the management department of the Faculty of Economic Sciences (FSE) - VUT (2005-2008), vice-dean at the FSE of VUT (2008 -2016), director of the Department of Studies in Foreign Languages (2017 - 2021), CSUD member (2017 – 2021), CSD-SDSEU member (2012 – 2021). She was invited professor at CNAM Paris, France (2001) and at ASEM Chisinau, Republic of Moldova. She is a researcher at the Center de Developpement International et des Mouvements Economiques et Sociaux - CEDIMES - France (2003 - present) and at the Center for Research and Studies in Management and Marketing of the University "Valahia" in Târgoviște, Faculty of Economics.

She is also a member of the Editorial Board of the Bibliotheca Publishing House, Târgoviște, the "Economica" Collection; the Editorial Board of the Revue Valaque D'Etudes Economiques; and of the Valahian Journal of Economic Studies (edited by the Faculty of Economic Sciences - VUT), as well as in within the Scientific Committee (CSR) of the La Revue Internationale des Economistes de Langue Française (RIELF)

Member of the evaluation committees of the VUT Economic and Humanities Research Centers. Since 2010 she was granted as ARACIS evaluator - Management Commission. Constanta Popescu is the author and co-author of: 18 books, over 170 published papers (25 in ISI-listed journals and ISI Proceedings), over 145 papers presented at international (130 articles) and national scientific events, and has 2 awarded ISI articles (UEFISCDI Competition 2015, 2018 on awarding research results).

Coordinated doctoral theses: 30. Member of doctoral committees: over 40 (Valahia University of Târgoviște, Bucharest Academy of Economic Studies, "Dunărea de Jos" University of Galați)

Ion STEGAROIU is a PhD supervisor in management, having a career as a professor at the Valahia University of Targoviste since 1992, an institution in which he has developed and continues to pursue a prodigious career: director of the Center for Research and Studies in Management and Marketing (since 2016), Vice-rector for education issues (2012-2016), Dean of the Faculty of Economics (2008-2012). Member of international scientific organizations: AIELF (Association Internationale des Economistes de Langue Francaise) since 1999, CEDIMES (Center d'Etudes du Developpment et des Mouvements Economiques et Sociaux) since 2001, European Academy of Management (EURAM) since 2010, European Management Association (EMA) since 2008, Comité Independent de Vieille Internationale stratégique (CIVIS) since 2009, Institut Catholique de Hautes Etude Commerciales (ICHEC), Brussels, Belgium since 2002, Hellenic Quality Assurance Agency (HQAA) since 2010. Stegaroiu Ion has obtained numerous awards: Excellence Award for the entire activity – AFER, 2017, Professor EMERIT, Valahia University of Targoviste, 2017, *Paul Bran* Diploma of Gratitude and Medal – ASEM Chisinau 2017, OMNIA Award of the Valahia University of Targoviste - 2014, Honorary Citizen of Thessaloniki, Greece - 2011, First Prize for the management book "Management Strategies" - 2015, AFER mention for the specialized literature "Marketing chrestomathy", Romania, Timișoara, 2006, 2nd AFER Prize for the specialized literature: "Romanian enterprises in transition", Harmattan Publishing House, Romania, Timișoara, 2006; Diploma of meritorious participation, International Economic Conference, „Lucian Blaga” University Sibiu, Sibiu, Romania, 2000; Diploma for the entire professional activity and for the contribution to the increase of the prestige of the „Valahia” University of Târgoviște, Romania, Targoviste, 2002; Certificate of Participation, ARA - CWRU –BEE - 0013, Cleveland, USA, 2000; Honorary diploma of CRD Romania, Bucharest, Romania, 1997, AGER Medal, Bucharest, Romania, 1997. Patents: Founding member of AFER (Patent no. 31). His publishing activity is over 60 specialized books and over 130 specialized articles.

Ion PARGARU is a PhD supervisor in the field of Management, member of CNATDU, having an area of expertise bounded to the subjects: trade and customs policies, industrial legislation, international trade negotiations, international transport and shipping, business ethics, international relations, European economy, international marketing. Ion Pargaru is a professor at the Polytechnic University of Bucharest - Faculty of Entrepreneurship, Engineering and Business Management (since 2009), with a rich teaching and managerial experience in higher education: dean at the Faculty of International Relations and

Communication, "Titu Maiorescu" University of Bucharest (2011-2012), dean (1999-2006; 2008-2011) and scientific secretary (2007-2008) at the Faculty of Economic Sciences of the same higher education institution, diplomatic advisor from the MFA at the Ministry of Education and Research (2001-2003). During the lectures, Professor Pargaru seeks to transfer to students a rich practical experience, carried out to the rank of Minister of State and Minister of Commerce. In recognition of his merits, he was awarded the title of Professor Emeritus of the Polytechnic University of Bucharest and Doctor Honoris Causa of the "Titu Maiorescu" University of Bucharest. Also, along with teaching, he performed a prodigious activity as: president of the Association The Romanian Tourism Marketing Organization, of the Romanian Commercial Foundation and of the Association for the Promotion of Tourism in Oltenia, as vice-president of the Romanian Association for Foreign Policy, as well as honorary president of the Institute for the Promotion of Relations with Asian Countries. He is a founding member of the "General Association of Romanian Economists", of the "Romanian Association for Democratic Education" and of the "Foundation for Foreign Investments in Romania". So far, he has coordinated over 20 doctoral theses and participated as a referent in defending over 60 doctoral theses at the University of Valahia in Targoviste, the Academy of Economic Studies in Bucharest, the Transylvania University in Brasov, the University of Craiova. His publishing activity, as author and co-author includes 12 books and over 100 articles and papers presented at national and international scientific events; in total over 200 titles, of which ten works in the field of national and international tourism awarded by AGER and AJSTP.

Mohammad H. JARADAT is a PhD supervisor in the field of Management, having an area of expertise limited to the disciplines: general management, human resources management, health facilities management, modern management systems, public services management. Mohammad Jaradat works as a professor at the "Bogdan Vodă" University of Cluj-Napoca, of which he is rector (since 2012), following the experience gained as president (in the period 2005-2012) and general director (1994-2005) within the same higher education institutions, as well as as general manager (1992-2002) at the "Bogdan Vodă" University of Baia Mare. Within his professional training, the two doctoral theses stand out: in medicine and in cybernetics and economic statistics, respectively. He is an ARACIS evaluator and holds certifications in the following fields: project manager, trainer, internal evaluator for quality management systems. For his merits, he was awarded two Doctor Honoris Causa degrees: from the University of Pecs (Hungary) and the University of Medicine in Taipei,

Taiwan. His publishing activity, as author and co-author, includes over 20 books and more than 100 articles and papers presented at national and international scientific events. He has coordinated so far, over 20 doctoral theses and has participated as a referent in defending over 40 doctoral theses at the University of Valahia in Targoviste, Academy of Economic Studies in Bucharest, Transylvania University in Brasov, University of Craiova.

Mihai MIEILĂ is a PhD supervisor in the field of Management, with expertise in the fields of disciplines: Management and financing of direct investments, Econometrics and Quantitative Methods used in economic activity. The research carried out in the last ten years as well as his habilitation thesis aims at topics bounded to the thematic area of sustainable economic development, by evaluation of efficiency and optimizing the use of productive potential (especially agricultural and energy). He is the sole author, first author, publisher or co-author of seven national and international books and book chapters, co-author of seven ISI indexed articles with Absolute Influence Score (AIS), of which three in the red zone and one in yellow area; over 20 articles published in journals indexed by at least two of the recognized international databases (BDI) and in the volumes of international conferences held in the country or abroad (with ISSN or ISBN); sole author of two articles published in ISI (Social Sciences and Humanities Edition) indexed conference volumes. He is also a reviewer of: Plos One (2015-2106) and The Services Industries Journal (2017) - both ISI-indexed journals in Q1; member of the International Editorial Review Board of Economics of Agriculture (2014 - present) - Clarivate Analytics indexed journal in the Emerging Sources Citation Index category; member of the Editorial Board of BDI indexed journals: International Journal of Sustainable Economies Management (2012 - present); Revue Valaque D'Etudes Economiques (2012 - present) and the Valahian Journal of Economic Studies (2012 - 2016) (the last two publications published by the Faculty of Economics - VUT). Prof. Mihai Mieilă has activated as a member of several international associations: founding member of the Balkan Scientific Association of Agricultural Economists - Republic of Serbia (2007 – present); The Econometric Society; DAAAM International Vienna (2017); International Association of French-Language Economists - AIELF - France (2012 - present) ;. Scientific visibility: over 400 citations, Hirsch index: 8.

The main achievements of the doctoral supervisors are presented in the Curriculum Vitae and their lists of works ([Annex 1.38a](#) and [Annex 1.38b](#).)

1.4.3 Presentation of the research infrastructure for the doctoral university field

SDSEU-DMG doctoral students have free access to the ESF laboratories (out of hours - bachelor/master), within the Center for Research and Studies in Management and Marketing (CCSMM), as well as to the other research facilities within the ICSTM structure, to the extent they can facilitate the development of experiments, access to certain computer technology resources (hardware and / or software), in order to obtain results that the research they carry out (especially in the area of information technology, with the related sub-domains, but not limiting).

The university laboratories facilitate the free access of doctoral students to resources, technical assistance, endowment with equipment and software, with national and international recognition, with metrological checks in time and complete documentation on how to use, how to maintain and how to work for using the maximum capacities to capitalize on the technical possibilities. PhD students of SDSEU - DMG have free access (outside the schedule - bachelor / master) to ESF research laboratories, as the main research infrastructure at their disposal ([Annex 1.39](#)).

VUT has supported the process of institutional recognition of research centers and also the process of their fusion and inter-disciplinary collaboration, as a clearly demonstrated need to create poles of excellence in areas of major impact for the socio-economic environment. The research capacity of the institution is also highlighted by the possibilities offered to research institutes, researchers from the country and abroad to use in collaboration, the existing modern infrastructure within ICSTM, through the ERRIS platform (Engage in the Romanian Research Infrastructure System - www.eriss.gov.ro).

Since 2015, VUT has become the host institution for the Marie Curie Program and there has been an increase in the number of databases accessible to researchers and PhD students within the institution: Thomson Reuters, Science Direct, Scopus, ProQuest.

SDSEU - DMG doctoral students carry out individual research projects or participate, together with teachers and researchers, in research projects in multidisciplinary teams in areas that cover mainly: product and service design, marketing systems, consulting, assistance and managerial, financial-accounting, commercial expertise, technological transfer (through continuous and postgraduate training, sales of patents, conferences, exhibitions, publications).

Research teams enjoy the freedom to choose research and institutional topics, to support VUT's vision to become a pole of excellence in several areas of research. The multi-disciplinary areas reflected in global, European and national trends are supported (Horizon 2020).

A permanent priority for the research activity carried out at the level of the Management Doctoral Studies field is represented by attracting, together with the university doctoral students, as many students, master students and specialists from other institutions from the country and abroad in the research scientific activity by:

- stimulating the involvement of students in the master's and bachelor's cycles, together with doctoral students, in the research activity through their participation as members of the research centers within ICSTM;
- Participation of doctoral students, master's and bachelor students, together with teaching and research staff in various events and scientific competitions (awards obtained by students: award for innovative products at the First Fair of Simulated Enterprises in Bucharest - February 2015; first and second prize at the Romanian Business Challenge competition - April 2015 and the first prize for the best advertising spot - Simulated Enterprises Fair, Ploiești - April 2015);
- Inauguration of the Business Incubator and the Technology Transfer Center in the Priboiu Industrial Park (May 2014), represents the activity location for the CCSMM;
- Participation in national/European projects to stimulate research activities (example: together with the two projects implemented at the level of the Doctoral School and completed the previous year, in this academic year, there is an ongoing project aimed at providing support for doctoral students);
- Stimulating the participation of its own teaching and research staff in national, European and international research programs (example: submission and approval of applications for the Young Researchers competition, submission and approval of FP7 projects);
- Promotion of the *Student Entrepreneurship Center and business management* and the annual organization of the *Fair of young entrepreneurs in the virtual environment*.

The results of the scientific research activities carried out by doctoral students are capitalized by publications in ISI listed or indexed journals, ISI indexed Proceeding paper, in journals from the main stream of BDI indexed publications, published in international / national conference volumes, in CNCS category B published in prestigious national and international publishing houses. The dissemination of research results of PhD students in the field of Management is presented in the [Annex 1.40](#).

For the monitoring and reporting of the research activity, there has established the scientific research platform. Within this platform is collected the entire scientific production, with respect to the research indicators required both in the reports of the research activity and in the minimum standards for promotion on teaching and research positions.

The results of the research carried out by SDSEU-DMG PhD students took place during scientific events held at VUT, by publishing an important number of articles in specialized journals as well as in the two journals published under the auspices of the Faculty of Economics, both indexed BDI (Valahian Journal of Economic Studies - in English, respectively Revue Valaque d'Etudes Economiques - in French). The high-quality contributions presented in those journals mean that the English-language publication is currently being evaluated for inclusion in Clarivate Analytics (for French-language publications, such a procedure is not yet available).

It has also become a tradition of the "Research Symposium", an event in which teachers, researchers and students constantly participate and present research results, together with PhD students. The results of the scientific research activity are also criteria for assessing the activity of all teachers, doctoral students, researchers and students in VUT.

1.5 Operation of the internal quality assurance system at SDSEU level

Objectives, the general structure, and coherence of the internal quality assurance system

The objectives in the field of quality are established at the level of IOSUD, and target with priority the following fields: quality management, education/continuous training, scientific research and university creation, national and international cooperation. For each objective, actions, deadlines, responsibilities, performance indicators, and resources are specified. The system of quality objectives set at IOSUD is reviewed annually ([Annex 1.24](#)).

In order to evaluate the degree of achievement of the proposed objectives, in each year, the Report on SMC analysis at IOSUD level is prepared. The degree of achievement of the proposed objectives is evaluated, based on the analysis of performance indicators. As well, the document specifies the outstanding achievements and the promotion of the IOSUD image ([Annex 1.25](#)).

Also, at the level of IOSUD, the annual training program in the field of quality is established. The document highlights the topics to be covered, the period, the participants and those responsible. ([Annex 1.26](#)).

The internal audit of the quality management system within IOSUD is carried out annually based on the program approved by the University Senate and the audit plan, being performed by internal auditors, under the coordination of the Bureau of Evaluation and Quality Assurance, the results being recorded as a Report ([Annex 1.27](#)).

The quality management system within the Doctoral School includes the Methodology for self-evaluation of the IOSUD activity ([Annex 1.20](#)), developed by CSUD and evaluation procedures for doctoral students and doctoral supervisors, which are available on the university website and systematically applied. The quality management system in VUT was evaluated in 2013 by EUA with a positive report ([Annex 1.28](#)).

The quality management system at VUT level is ISO 9001: 2015 certified. The external supervision audit of SMC took place on November 28, 2020, being performed by AEROQ Bucharest, as a certification body, with nationally and internationally recognized experts ([Annex 1.29](#)).

II. Presentation of the information necessary to assess the extent to which the specific standards, indicators and criteria mentioned in art. 14 of Annex no. 2 to the Order of the Minister of National Education no. 3,651 of April 12, 2021 on the approval of the Methodology for evaluating doctoral studies and the systems of criteria, standards and performance indicators used in evaluation

The presentation of the criteria and performance indicators presented below in the self-assessment report refers to the IOSUD-VUT activity in the last five calendar years (period 2016-2020), for the indicators referring to the scientific research activity, respectively the last five academic years (2015-2016 to 2019-2020, inclusive) for the indicators referring to the cohorts of doctoral students. The self-evaluation was performed based on the Methodology for evaluating doctoral studies and the systems of criteria, standards and performance indicators used in the evaluation, established by the Order of the Minister of National Education no. 3651, published in the Official Gazette of Romania, no. 414/20.04.2021, considering the aspects, criteria and performance indicators presented at art. 14 of Annex 2 to the mentioned Act.

A. INSTITUTIONAL CAPACITY

A.1. The administrative, managerial institutional structures and the financial resources

A.1.1. The institution organizing doctoral studies (IOSUD) has implemented the effective functioning mechanisms provided for in the specific legislation on the organization of doctoral studies.

A.1.1.1. The existence of specific regulations and their application at the level of the Doctoral School of the respective university doctoral study domain:

a) the internal regulations of the Doctoral School:

- Regulations of the Doctoral School of Economics and Humanities ([Annex 2.1](#)) (REG 01-SDSEU), in force from the date of approval by the VUT Senate Decision nr. 61E / 29.01.2020.

b) the Methodology for conducting elections for the position of director of the Council of doctoral school (CSD), as well as elections by the students of their representative in CSD and the evidence of their conduct;

- Methodology for electing the members of the board and the director of the Doctoral School (M08) ([Annex 2.2](#)) approved by the VUT Senate Decision (herein after referred to, as SD) nr. 22Q /27.04.2017. The elections for the appointment of the doctoral student member of CSD

took place in two rounds, on 8.04.2021 and 15.04.2021, respectively, elected representative Ms. Roxana Cristina IONESCU. The elections for the appointment of the doctoral student member CSUD member were validated by the VUT Senate, by the Decision nr. 26C at 22.04.2021. ([Annex 2.3](#))

c) the Methodologies for organizing and conducting doctoral studies (for the admission of doctoral students, for the completion of doctoral studies);

- REG 10 - *Institutional Regulation for the organization and development of doctoral university study programs at the Valahia University of Târgoviște* ([Annex 1.34](#)).

- M11 - *Methodology for organizing admission to doctoral studies* (VUT SD nr. 10D/28.05.2020) ([Annex 1.32a](#));

- M21 - *Methodology for evaluating doctoral theses by the guiding committee* (VUT SD nr. 17B/26.10.2020) ([Annex 2.4](#));

- M20 - *Methodology for resolving complaints regarding non-compliance with quality standards or professional ethics in doctoral theses* (VUT SD nr. 17B/26.10.2020) ([Annex 2.5](#));

- PO 07.26 - *Operational Procedure regarding the completion of doctoral studies* ([Annex 2.6a](#));

- PO 07.43 - *Operational Procedure regarding the completion of doctoral studies using alternative didactic methods* ([Annex 2.6b](#)).

These specific documents are completed by express provisions of the Regulations of the Doctoral School of Economics and Humanities ([Annex 2.1](#)), regarding: The structure of doctoral university studies; Training program based on advanced university studies; Individual scientific research program; Selection and admission of doctoral students; Selection and admission of doctoral students; Duration of the doctoral program; Rights and obligations of the doctoral student and of the doctoral supervisor; Financing of doctoral studies; Norms regarding the mobility of doctoral students; Completion of doctoral studies.

d) the existence of mechanisms for recognizing the status of a Doctoral advisor and the equivalence of the doctoral degree obtained abroad;

- *The institutional regulation for organizing and carrying out the habilitation process for doctoral management within VUT* (REG 32), VUT SD nr. 151B / 2.06.2015 ([Annex 2.7a](#));

- *The methodology of organizing and carrying out the process of obtaining the habilitation certificate* (M 22) ([Annex 2.7b](#));

- *The procedure of organizing and carrying out the process of obtaining the habilitation certificate* (PO 07.34) ([Annex 2.8](#));

- PO 07.37 Recognition of the doctoral degree obtained abroad ([Annex 2.9](#));

- PO 07.38 Recognition of the quality of doctoral supervisor obtained abroad ([Annex 2.10](#)).

e) *functional management structures (Council of the doctoral school), giving as well as, the proof of the regularity of meetings;*

CSDSEU is constituted in accordance with the *Methodology for electing the members of the Doctoral School Council and for appointing the director of the doctoral school* ([Annex 2.2](#)) and has the following composition: Delia Mioara Popescu (director, VUT), Mihai Mieilă (VUT), and Roxana Cristina Ionescu (PhD student, VUT).

The management structure of SDSU meets at least twice a year. The minutes of the CSD-SDSEU meetings during the evaluated period are presented in [Annex 2.11](#). From the analysis of the annexed minutes, it is observed that, during the evaluated period, 27 meetings took place at the level of CSD-SDSEU, which results in an average of over five meetings per year (more than one meeting held every quarter).

f) *the contract for doctoral studies.*

The Contract for doctoral studies is presented in [Annex 2.12](#)

g) *internal procedures for the analysis and approval of proposals regarding the training for doctoral study programs based on advanced academic studies.*

The mechanisms through which the decisions are taken regarding the opportunity, structure and content of the training program based on advanced university studies and aim at ensuring the competencies of the study program, provided in art. 8 of the SDSEU Regulation. The structure and the way of establishing the content of the training program are provided in art. 9 - 11 of the Regulations of the Doctoral School ([Annex 2.1](#)).

Based on the above, **the indicator is met.**

A.1.1.2. The doctoral school' Regulation includes mandatory criteria, procedures and standards binding on the aspects specified in Article 17, paragraph (5) of the Government Decision No. 681/2011 on the approval of the Code of Doctoral Studies with subsequent amendments and additions.

Article 17 para. (5) of the Government Decision no. 681/2011 on the approval of the Code of doctoral studies, with subsequent amendments and completions, has the following content:

The regulations of the doctoral school establish obligatory criteria, procedures and standards aiming at least the following aspects:

a) *acceptance of new doctoral supervisor members, as well as regulations regarding*

the ways of revoking the quality as a member of the doctoral school for a doctoral supervisor;

The acceptance of new leading members of the doctorate is provided in art. 7 paragraph (2) of the Regulations of the Doctoral School of Economic and Humanities ([Annex 2.1](#)) (REG 01- SDSEU), and the withdrawal of the right to work within the Doctoral School of a member of it is provided in 7 paragraph (4) of the same Regulation.

b) decision-making mechanisms regarding the opportunity, structure and content of the training program based on advanced university studies;

These mechanisms aim at ensuring the competences of the study program, provided in art. 8 of the SDSEU Regulation. The structure and the way of establishing the content of the training program are provided in art. 9 - 11.

c) the procedures for changing the doctoral supervisor of a certain doctoral student and the procedures for mediating conflicts;

The procedure for changing the doctoral supervisor of a certain doctoral student is provided in art. 13 para. 7-9, and the mediation of conflicts is the object of the provisions of art. 13, paragraphs 5-6 of the SDSEU Regulation. Also, the Methodology for resolving complaints regarding non-compliance with quality standards or professional ethics in doctoral theses (Senate Decision VUT no. 17B of 26.10.2020) includes express references to these issues. ([Annex 2.5](#))

d) the conditions under which the doctoral program may be interrupted;

The conditions under which the doctoral program can be interrupted are specified in art. 14, para. 2-6 of the SDSEU Regulation.

e) ways to prevent fraud in scientific research, including plagiarism;

The ways of preventing fraud in scientific research, including plagiarism are subject to the provisions of art. 13, paragraphs 10-12, as well as art. 20, para. 17 of the SDSEU Regulation.

f) ensuring access to research resources;

Ensuring access to research resources is specified in art. 15, para. 1 lit. (g) of the SDSEU Regulation.

g) attendance obligations of doctoral students, according to a methodology developed by the Ministry of Education, Research, Youth and Sports.

The attendance obligations of doctoral students are provided in art. 10 paragraph (6), art. 17 paragraph (2) and art. 21 paragraph (1) of the SDSEU Regulation. ([Annex 2.1](#))

Based on the above, **the indicator is met.**

A.1.2. The IOSUD has the logistical resources necessary to carry out the doctoral studies' mission.

A.1.2.1. The existence and effectiveness of an appropriate IT system to keep track of doctoral students and their academic background.

The indicator is met - at the level of the Doctoral School, the University Management System (UMS) is implemented, an integrated software product developed by Red Point Software Solutions (https://rpss.ro/ro_RO/products/university-management-system/), as integrated solution for the efficient administration of all existing activities, processes and flows in the university environment, respectively: the admission process; student life cycle management; management of final exams and related study documents; scholarship management; managing and monitoring the accommodation process; generating reports and analyzes at aggregate or detailed level. Thus, at the level of doctoral studies, the record of students and their academic background is integrated in a comprehensive framework, specifically aimed at: management of activities carried out by doctoral students with storage of information on exams and papers (name of the paper, date proposed for support, date of the defense itself, the commission, the grade obtained, the number of credits allocated to each paper, the record of the information regarding the mobilities performed, respectively the period and place where the mobility was made, the record of the information regarding the doctoral thesis, with the storage of data related to: thesis title doctoral degree in Romanian / language of international circulation, the qualifications obtained for the public defense of the thesis, the date of the public defense, the coordinates of the Minister's Order, the record of the financial situation of of contact, address, telephone, e-mail), who have access to the school situation based on personal account and password. ([Annex 2.13](#))

Currently, UMS is used in 24 Romanian universities. The faculties belonging VUT started to use UMS from 2007, and at the level of IOSUD, the system is implemented starting with the academic year 2017-2018.

A.1.2.2. The existence and use of an appropriate software program and evidence of its use to verify the percentage of similarity in all doctoral theses.

At all levels of studies (bachelor's, master's, doctorate) within VUT, the Operational Procedure PO 07.27 regarding the anti-plagiarism verification is applied, approved by the University Senate in 2017 at the third edition. The verification is made on the basis of a subscription to the platform www.sistemantiplagiat.ro, used in order to detect the similarity of the texts. Created in 2002 by the Polish company *Plagiat.pl*, the platform was launched in Romania since 2012, currently having as users of 54 universities (Academy of Economic Studies, University of Bucharest, University of Medicine and Pharmacy "Carol Davila ",

Military Technical Academy, etc.). For the text under analysis, two similarity coefficients are calculated within the platform: for the calculation of the similarity coefficient 1), all the phrases discovered by the system in other documents are taken into account; for the calculation of the similarity coefficient 2), only the sentences whose length exceeds the imposed limit are taken into account. In the case of doctoral theses, the thresholds considered acceptable are: 30% for the similarity coefficient 1) and 5% for the similarity coefficient 2). Within the provisions of the Operational Procedure for Anti-Plagiarism Verification (PO 07.27), it is explicitly specified that “*bachelor's, dissertation and **doctoral** theses to be prepared and presented*” are subject to its provisions. ([Annex 2.14](#))

Starting with 2016, the similarity report is one of the pieces in the doctoral file that is submitted in electronic format, with electronic signature, on the platform for the validation of the thesis by CNATDCU.

The statistical situation regarding the resolution obtained on the similarity coefficients for the doctoral theses defended within the field of doctoral studies Management - SDSEU for the period 2016 - 2020 is presented in [Annex 2.15](#).

Based on the above, **the indicator is met**.

A.1.3. The IOSUD makes sure that financial resources are used optimally, and the revenues obtained from doctoral studies are supplemented through additional funding besides governmental funding.

**A.1.3.1. Existence of at least one research or institutional / human resources development grant under implementation at the time of submission of the internal evaluation file, per doctoral study domain under evaluation, or existence of at least 2 research or institutional development /human resources grant for the doctoral study domain, obtained by doctoral thesis advisors operating in the evaluated domain within the past 5 years. The grants address relevant themes for the respective domain and, as a rule, are engaging doctoral students.*

The indicator is met – thus, starting from the academic year 2018 - 2019, the project “Development of tertiary university education in support of economic growth - PROGRESSIO” is underway, which aims to implement an integrated system of education and training measures to improve entrepreneurial skills for a target group consisting of 102 doctoral / post-doctoral students, in accordance with the requirements of the labor market. ([Annex 2.16](#))

The effective participation of doctoral supervisors and doctoral students in the development of the project can be seen in the distribution of members of the target group and tutors, in the period

starting with 2019 and until now. ([Annex 2.17](#))

Also, in the period 2018 - 2020, at the level of the Doctoral School, the project "Excellence in interdisciplinary doctoral and postdoctoral research, career alternatives through entrepreneurial initiative - EXCIA" was carried out, attended by eleven PhD students from the field of Management, along with nine PhD students in the field of Accounting. The project aimed to support excellence in entrepreneurial training of young researchers at doctoral and postdoctoral level, excellence based on an interdisciplinary approach, designed to increase the European sustainability of a career through innovative research initiatives and a spectrum wide range of lucrative initiatives or by increasing employability.

**A.1.3.2. The percentage of doctoral students active at the time of the evaluation, who for at least six months receive additional funding sources besides government funding, through scholarships awarded by individual persons or by legal entities, or who are financially supported through research or institutional / human resources development grants is not less than 20%.*

Currently, 7 PhD students benefit from the financing of studies conducted by participating in the project "Development of tertiary education in support of economic growth - PROGRESSIO". They are added to the eight doctoral students who benefited from the financing of the studies carried out by participating in the same project in the academic year 2018 - 2019 ([Annex 2.17](#)). The main objective of the project is to implement an integrated system of education and training measures in order to improve entrepreneurial skills for a target group of 102 doctoral / postdoctoral students, in accordance with labor market requirements.

Also, in the years 2018 - 2020, the doctoral school developed the project "Excellence in interdisciplinary doctoral and postdoctoral research, career alternatives through entrepreneurship", which was attended by eleven PhD students in Management, along with nine PhD students within the Accounting field.

Considering the average number of doctoral students in internship in the evaluated period equal to 124 (with the exception of doctoral students in period of interruption, extension or grace), results a ratio of $26/124 = 20.96\%$, **the indicator is met**

**A.1.3.3. At least 10% of the total amount of doctoral grants obtained by the university through institutional contracts and of tuition fees collected from the doctoral students enrolled in the paid tuition system is used to reimburse professional training expenses of doctoral students (attending conferences, summer schools, training, programs abroad, publication of specialty papers or other specific forms of dissemination etc.).*

The indicator is met. IOSUD-VUT facilitates the participation of University PhD students in all scientific events organized within the institution, by exempting the participation fee. Thus, part of the 10% percentage related to the indicator is justified by the tax exemptions granted; in this respect, the Doctoral Research Symposium is a manifestation of tradition organized at the level of IOSUD-VUT ([Annex 1.21](#), [Annex 2.18a](#)).

According to the Senate Decision no. 60C/17.12.2019, there is provided financial support for the publication of ISI articles made by tenured teachers and doctoral students ([Annex 2.18b](#)). From the analysis of centralized data ([Annex 2.18c](#)) it is observed that in 2020 the amount of 8,695 lei was allocated for the settlement of some publishing expenses, corresponding to a weight of 0.33% of the total doctoral grants obtained by the university through institutional contract (RON 1,189,500) and of the tuition fees collected from doctoral students (RON 1,372,721). However, only in the same year, the University made payments amounting to RON 241,258, only for participation in the ANELiS platform, mainly intended for documenting doctoral students, without considering the amounts paid for the use of the anti-plagiarism check, or the 8000 M365 licenses and access to the Microsoft Teams platform. Also, one of the direct implications of the health crisis was the organization of online conferences, some of which are exempt from participation fees. In this context, the situations of requests for reimbursement of expenses in the absence of complete documentation can also be mentioned, reason for which it was not possible to benefit from the reimbursement of expenses. Based on these experiences, PhD students are expected to give due importance to the proper preparation of the necessary documentation to finance training expenses.

Also, as a relevant example of financial support provided to doctoral students for the dissemination of scientific research results is the financing of the fee of 1350 USD (equivalent to 5504 lei at the NBR exchange rate on the day of payment), for publication in the journal PLoS one (red zone), co-authored the article by doctoral student Tudorache Ana-Maria: "Modeling Discrete Choice Variables in Assessment of Teaching Staff Work Satisfaction (2015). PLoS one 10 (4): e0115735, doi: 10.1371 / journal.pone.0115735, ISSN 1932-6203. ISI Article, WOS: 000352477800001, AIS2020 = 0.928. The article was also awarded in the UEFISCDI competition for awarding research results (PN-II-RUPRECISI-2015-9-10278). ([Annex 2.18d](#))

A.2. – Research infrastructure

A.2.1. The IOSUD has a modern research infrastructure to support the conduct of

doctoral studies' specific activities.

A.2.1.1. The venues and the material equipment available to the doctoral school enable the research activities in the evaluated domain to be carried out, in line with the assumed mission and objectives (computers, specific software, equipment, laboratory equipment, library, access to international databases etc.). The research infrastructure and the provision of research services are presented to the public through a specific platform. The research infrastructure described above, which was purchased and developed within the past 5 years will be presented distinctly.

The university provides free learning resources for each study program in libraries in classical or electronic format, and students, from all cycles, benefit from unrestricted access to those resources (<https://biblioteca.valahia.ro/resurse-online>). The university libraries have, in addition to electronic access, an appropriate number of volumes from the country and abroad and subscriptions to the main specialized journals from the country and abroad for each discipline that defines a study program. Each library provides services for 12 hours a day, in two shifts (Monday - Friday between 08.00 - 20.00, and in session and Saturday between 08.00-14.00) and resources for purchasing books and magazines, in several ways of public relations . Each library has a computer program (Softlink Liberty 3) for bibliographic description with OPAC online. Ensuring learning resources is the responsibility of the university, faculties, departments and each teacher. At the institutional level, the library provides resources for learning through: acquisition of university courses and other publications, subscriptions to national and international journals as well as access to scientific databases, donations and national and international interlibrary loan, multiplication of teaching materials in printing or publishing in university publishing house.

The VUT library is located on seven locations, totaling an area of 1634 sqm, to which is added the reading space of research centers and from the student dormitories (1266 sqm), with a number of 133470 publications (October 1, 2017); within the library locations, students have access to 44 computer stations, connected to a server ([Annex 1.31](#)).

Within VUT, the ratio between available learning resources and students is established so that each student has free access to any resource, according to the objectives and requirements of the study programs. The University Library offers access to the Internet, Intranet, databases, as well as to the Liberty 3 library software through OPAC - its own database, for a significant number of doctoral students. The number of textbooks, treatises, chronicles, anthologies, other

bibliographical references largely covers the requirements of doctoral university study programs. All VUT computers have an Internet connection. At the VUT level, there is an Intranet network that is served by a specialized department with its own staff: the Information Technology Bureau (BTI).

The VUT library has its own operating procedures, and the quality of the services provided has seen a substantial improvement, both as a result of investments for the development of the infrastructure of some branches and of the permanent increase of the book fund.

The VUT strategy aimed at organizing several research centers within ICSTM, in order to have an easy access of the doctoral students to the specific equipment and endowments, as well as a permanent contact with the researchers and the members of these centers. The research capacity of the institution is also highlighted by the possibilities offered to research institutes, researchers from the country and abroad to use in collaboration, the modern infrastructure existing within ICSTM, through the ERRIS platform. (Engage in the Romanian Research Infrastructure System – www.eriss.gov.ro).

Since 2015, VUT has become the host institution for the Marie Curie Program and there has been an increase in the number of databases accessible to researchers and PhD students within the institution: Thomson Reuters, Science Direct, Scopus, ProQuest.

SDSEU-DMG doctoral students have free access to the research laboratories of the CCSMM, to the ESF laboratories (out of hours - bachelor / master), as well as to the other research facilities within the ICSTM structure, insofar as they can facilitate the development of experiments, access to certain computing technology resources (hardware and / or software), in order to obtain results that the research they carry out (especially in the area of information technology with the related subdomains, but not limiting). The university laboratories facilitate the free access of doctoral students to resources, technical assistance, endowment with equipment and software products, with national and international recognition, with metrological verifications in time and complete documentation on how to use, how to maintain and how to work for using the maximum capacities to capitalize on the technical possibilities.

The educational spaces in which the didactic and research activity takes place are in the property of the university or in use, based on bailment. The situation of educational spaces at the university level is presented in [Annex 1.30b](#). PhD students of SDSEU - DMG have free access (outside the schedule - license / master) to the research laboratories of the Faculty of Economics, as the main research infrastructure at their disposal ([Annex 1.39](#)). The building where the ESF operates is located in a new modern campus, inaugurated in May 2016. The educational spaces

in this building comprise two amphitheatres, 18 classrooms, a seminar and other teaching activities, seven laboratories, a bookstore and a library.

The teaching and research laboratories have equipment and means of operation corresponding to the current stage of development of scientific knowledge and the requirements of the compulsory subjects in the curricula, which have provided, through the subject sheets, laboratory activities, comparable to those used in European universities, and with good international practices.

VUT permanently provides the financial sources necessary for the development of teaching and research activities. The endowment of the lecture / seminar rooms and of the didactic and research laboratories corresponds to the current stage of development of the scientific knowledge and is comparable with the one of the developed universities in Europe and with the good international practices.

The scientific research activity developed and supported within the university, in general, is one of the most important methods of training both PhD students and teaching and research staff, educating university students for innovation regardless of the form of studies. Therefore, a central component of the VUT research strategy ([Annex 1.7a](#)) considers the integration of research as a fundamental factor in the training of students, in becoming efficient and performing in a knowledge-based society as well as in their preparation for a higher level of education.

A permanent priority for the research activity is represented by attracting, together with the university doctoral students, a large number of students, master students and specialists from other institutions in the country and abroad in the scientific research activity through:

- Stimulating the involvement of doctoral students, together with master's and bachelor's students, in the research activity through their participation as members of the research centers within ICSTM;
- Participation of doctoral students, master's and bachelor's students, together with teaching and research staff at various events and scientific competitions (awards obtained by students: award for innovative products at the First Fair of Simulated Enterprises in Bucharest - February 2015; first and second prize at the Romanian Business Challenge competition - April 2015 and the first prize for the best advertising spot - Simulated Enterprises Fair, Ploiești - April 2015);
- The business incubator and the Technology Transfer Center in the Priboiu Industrial Park, inaugurated in May 2014, represents the activity location for the CCSMM;
- Participation in national/European projects to stimulate research activities (e.g., currently,

at the level of IOSUD is being implemented a project aimed at improving entrepreneurial skills for 102 PhD students and postdoctoral researchers, respectively career sustainability through innovative research initiatives, entrepreneurship or by increasing the efficiency of insertion on the labor market) ([Annex 2.17](#));

- Stimulating the participation of its own teaching and research staff in national, European and international research programs (example: submission and approval of applications for the Young Researchers competition, submission and approval of FP7 projects);
- Promotion of the *Student entrepreneurship and business management center* and the annual organization of the *Fair of young entrepreneurs in the virtual environment*.

Based on the above, **the indicator is met.**

A.3. – Quality of Human Resources

A.3.1. At the level of each domain there are sufficient qualified staff to ensure the conduct of doctoral study program.

A.3.1.1. Minimum three doctoral thesis advisors within that doctoral domain, and at least 50% of them (but no less than three) meet the minimum standards of the National Council for Attestation of University Degrees, Diplomas and Certificates (CNATDCU) in force at the time when the evaluation is carried out, which standards are required and mandatory for obtaining the enabling certification.

The field of doctoral studies in Management was established by the MECT Order no. 1436 / 02.07.2007 and is one of the three doctoral fields within SDSEU, a school created in 2012 through the reorganization of the VUT Doctoral School in IOSUD, in accordance with Law 1/2011, according to the VUT Senate Decision no. 105D/March 9, 2012 ([Annex 1.18](#)). The coordinates of documents for awarding the quality of doctoral thesis advisor to the professors within the doctoral field are the following: prof. Marius Petrescu, PhD, and prof. Ion Stegaroiu, PhD (OM 2400/15.10.2007); prof. Delia Mioara Popescu, PhD (OM 3292/26.02.2008); prof. Ion Pârgaru, PhD (OM 4697/14.08.2009), prof. Constanța Popescu, PhD, and prof. Mohammad Jaradat, PhD (OM 4631/11.08.2010), and prof. Mihai Mieilă, PhD (OMEN 5789/27.12.2017). ([Annex 1.35](#)).

According to the score sheets submitted in the appendix, two of the PhD supervisors within the PhD field of Management, meet all the minimum standards CNATDCU in force at the time of evaluation, necessary and mandatory to obtain the certificate of qualification, respectively: prof. Marius Petrescu PhD, and prof. Mihai Mieilă, PhD.

However, it is noticeable that the other advisors also carry out a sustained activity at the academic and research level in the field. Thereby, the score achieved by prof. Constanța Popescu, PhD, according to the criteria in force, totals 19.12 points, of which 10.78 points for publications and 6.09 points for works published in the last five years. That value represents approximately five times the minimum score established by the minimum and mandatory standards for granting the Certificate of Enabling, having one of the two required in the Core Economics category, only that criterion is partially met.

Also, the activity of prof. Delia Popescu, PhD, scores 9.58 points, of which 6.82 points related to publications, consisting entirely of works published in the last five years. The respective value represents over double the minimum score established by the minimum and mandatory standards for granting the Certificate of Enabling; having one of the two items required in the Core Economics category, only that criterion is partially met.

In the case of prof. Ion Stegăroiu, PhD, the score sheet totals 11.05 points, of which 4.55 points related to publications, noting the 3 articles with AIS > 0.15, all in the Core Economics category, along with a prodigious activity carried out as director and member of the teams of 22 national and international grants. Also, the number of works in which he participated as author and co-author is notable, the value of his publications being reflected especially by the large number of citations in journals indexed in the upper areas of the JCR ranking.

The doctoral supervisors' score sheets are presented in [Annex 2.19](#).

Based on the above, **the indicator is met** -

**A.3.1.2 At least 50% of all doctoral advisors have a full-time employment contract for an indefinite period with the IOSUD.*

The indicator is met - At the moment of report, of the seven doctoral supervisors which activate in the field of PhD Management, two are employed with the conclusion of an employment contract for an indefinite period, respectively: prof. Delia Popescu, PhD, and prof. Mihai Mieilă, PhD. However, in the case of Prof. Dr. Marius Petrescu and Prof. Dr. Constanța Popescu, it can be considered that, in the current academic year, they appear as holders in the List of Functions and Teaching Staff of the Doctoral School. As a result, considering a ratio of 4/7, results a value of over 50% of the total number of doctoral supervisors in the evaluated doctoral field.

Also, in this context, it is worth mentioning that several theses and habilitation files in the field of Management are being prepared, to be submitted by colleagues who carry out a sustained scientific activity.

A.3.1.3. The study subjects in the education program based on advanced higher education studies pertaining to the doctoral domain are taught by teaching staff or researchers who are doctoral thesis advisors / certified doctoral thesis advisors, professors / CS I or lecturer / CS II, with proved expertise in the field of the study subjects they teach, or other specialists in the field who meet the standards established by the institution in relation with the aforementioned teaching and research functions, as provided by the law.

The disciplines in the training program based on advanced university studies related to the doctoral field of Management - IOSUD VUT are taught by the following professors:

- the course *Methodology of Scientific Research* is taught by prof. univ. dr. Marius Petrescu, PhD supervisor;
- the course *Ethics and academic integrity* is given by prof. Marius Petrescu, PhD supervisor;
- the course *Information management* is taught by prof. Marius Petrescu, PhD supervisor;
- the course *Managerial Communication* is given by prof. Delia Popescu, PhD supervisor;
- the course *Concepts, Methods and Management Techniques* used in modern management systems is taught by prof. Constanța Popescu, PhD supervisor;
- the course *Econometric and statistical methods used in scientific research* is given by prof. Mihai Mieilă, doctoral supervisor. The experience in the field of the taught discipline is proved by the uninterrupted teaching of Econometrics courses at all bachelor's programs and Econometric Methods at an important part of the master's programs, starting with 2006, with the introduction of those courses in the curricula of the Faculty of Economics. of VUT, as well as the seminars in the discipline of Economic Statistics held in the period 2000-2006. Also, in all ISI articles published, prof. Mihai Mieilă contributed to: research design, methodology establishment, data analysis, supervision and validation of results, as stated in the statements regarding the authors' contribution.

Based on the above, **the indicator is met.** ([Annex 2.20](#), [Annex 2.21](#))

**A.3.1.4. The percentage of doctoral thesis advisors who concomitantly coordinate more than 8 doctoral students, but no more than 12, who are themselves studying in doctoral*

programs^{*1)} does not exceed 20%.

The indicator is partly met, as follows: prof. Marius Petrescu (22 doctoral students + one student in suspension + 2 students outside the term), prof. Delia Popescu (9 doctoral students + 2 students in suspension + 2 students outside the term), prof. Constanța Popescu (22 doctoral students + one student in suspension + 14 students outside the term), prof. Ion Stegăroiu (23 doctoral students + 13 students outside the term), prof. Ion Pârgaru (11 doctoral students + 9 students outside the term), prof. Mohammad Jaradat (23 doctoral students + 4 students in suspension + 5 students outside the term) and prof. Mihai Mieilă (11 doctoral students + 4 students in suspension + 2 students outside the term). However, each doctoral supervisor submitted to the management of the Doctoral School its own program of compliance with the requirements of this indicator, until October 1, 2022.

The Senate Decision of the "Valahia" University of Târgoviște no. 130 F / September 10, 2013, states that: *"the maximum number of doctoral students during the three years of doctoral studies, which can be coordinated simultaneously by a doctoral supervisor is approved, as follows: Doctoral School of Economic Sciences and Humanities - 32 PhD students; Doctoral School of Engineering Sciences - 18 doctoral students"*. ([Annex 1.37](#))

A.3.2. The doctoral advisors within the Doctoral School carry out an internationally visible scientific activity.

A.3.2.1. At least 50% of the doctoral thesis advisors in the evaluated domain have at least 5 Web of Science- or ERIH-indexed publications in magazines of impact, or other achievements of relevant significance for that domain, including international-level contributions that indicate progress in scientific research - development innovation for the evaluated domain. The aforementioned doctoral thesis advisors enjoy international awareness within the past five years, consisting of: membership on scientific boards of international publications and conferences; membership on boards of international professional associations; guests in conferences or expert groups working abroad, or membership on doctoral defense commissions at universities abroad or co-leading with universities abroad. [...]

The indicator is met. Four of the seven PhD supervisors who are part of the evaluated doctoral field team are co-authors of representative publications indexed Web of Science and have international visibility. We list five of their representative publications, as well as elements regarding the international visibility in the evaluated period.

^{*1)} 3 ani pentru programele de studii universitare de doctorat cu durata precizată la art. 159 alin. (3), respectiv 4 ani pentru programele de studii universitare de doctorat cu durata precizată la art. 174 alin. (3) din Legea educației naționale nr. 1/2011, cu modificările și completările ulterioare, la care se adaugă perioadele de prelungire acordate conform art. 39 alin. (3) din Codul studiilor universitare de doctorat, aprobat prin Hotărârea Guvernului nr. 681/2011, cu modificările și completările ulterioare.

PUBLICATIONS INDEXED Web of Science

Prof. univ. dr. MARIUS PETRESCU

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2. Oncioiu I., Petrescu A.G., Grecu E., **Petrescu M.** (2017). Optimizing the Renewable Energy Potential: Myth or Future Trend în Romania. *Energies*, Vol. 10 (6), pp. 759, ISSN 1996-1073, cotată ISI Thompson Reuters Services, Impact Factor 2.262, Article Influence Score 0.564, WOS: 00404384000025.
3. Petrescu A.G., Oncioiu I., **Petrescu M.** (2017) Perception of Organic Food Consumption în Romania. *Foods*, Vol. 6, pp. 42, ISSN 2304-8158, cotată ISI Thompson Reuters Services, Impact Factor 1.077, WOS: 000407336100004.
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Prof. univ. dr. Popescu Constanța

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4. Mihai Mieila, Constanta Popescu, Ana-Maria Tudorache, Valerica Toplicianu, Modelling Discrete Choice Variables în Assessment of Teaching Staff Work Satisfaction. *PLoS ONE* 10(4): e0115735, ISSN: 1932-6203, doi:10.1371/journal.pone.0115735. WOS:000352477800001, <http://journals.plos.org/plosone/article?id=10.1371/journal.pone.0115735> (premiat în competiția UEFISCDI privind rezultatele cercetării Articole: PN-II-RUPRECISI-2015- 9-10278)
5. Constanta Popescu, Ana Maria Tudorache, *Motivating Teachers în the Pre-university Education în Romania-Between Reality and Ideal*". Capitol în Ovidiu Nicolescu, Constantin Oprean, Mihail Aurel Titu (Eds.), „The Best Romanian Management Studies 2013-2014. LAP LAMBERT Academic Publishing, Saarbrücken Germany, 2015, ISBN: 978-3-659-69622-0 , pp. 277-301.

Prof. univ. dr. Popescu Delia

1. Ionica Oncioiu, Anca-Gabriela Petrescu, Florentina-Raluca Bilcan, Marius Petrescu, Delia-Mioara Popescu, Elena Anghel, Corporate Sustainability Reporting and Financial Performance,

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Prof. univ. dr. Mihai Mielă

1. Gheorghe H Popescu, **Mielă Mihai**, Nica Elvira, Andrei Jean-Vasile. (2018). The emergence of the effects and determinants of the energy paradigm changes on European Union economy. *Renewable and Sustainable Energy Reviews*, (81P1) pp. 768-774. ISSN 1364-0321. **Articol ISI**, AIS₂₀₁₇=1.681, IF₂₀₁₇=1.670, SRIR₂₀₁₇=3.127. **WOS:000396318300031** <https://doi.org/10.1016/j.rser.2017.08.055> <http://www.sciencedirect.com/science/article/pii/S1364032117311899> (premiat în competiția UEFISCDI privind rezultatele cercetării Articole: PN-III-P1-1.1-PRECISI-2018-25007)
2. Andrei Jean-Vasile, **Mielă Mihai**, Panait Mirela (2017). Transformations of the Romanian agricultural paradigm under domestic economic policy reforms. An analysis during 1960-2011, *Land Use Policy* (67): 288-297, ISSN 0264-8377. **Articol ISI** AIS₂₀₁₆=0.770, IF₂₀₁₇=1.123, SRIR₂₀₁₆=1.218. **WOS:000413280200025**. <https://doi.org/10.1016/j.landusepol.2017.06.008> <http://www.sciencedirect.com/science/article/pii/S0264837717304155>
3. Mihaela Cristina Drăgoi, Jean Vasile Andrei, Mielă Mihai, Panait Mirela, Carmen Elena Dobrotă, Raluca Georgiana Lădaru (2018). Food Safety and Security in Romania—An Econometric Analysis in the Context of National Agricultural Paradigm Transformation. *Amfiteatru Economic*, 20 (47), pp. 134-150. 1582-9146. **Articol ISI**, AIS₂₀₁₆=0.049. **WOS:000427829800009** http://www.amfiteatruconomic.ro/temp/Article_2699.pdf
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5. Andrei Jean-Vasile, **Mielă Mihai**, Panait Mirela (2017). The impact and determinants of the energy paradigm on economic growth in European Union. *PLoS ONE* 12(3): e0173282, ISSN: 1932-6203, **Articol ISI**, AIS₂₀₁₆=1.053, IF₂₀₁₇=0.569, SRIR₂₀₁₇=1.962. doi:10.1371/journal.pone.0173282. **WOS:000396318300031**. <http://journals.plos.org/plosone/article?id=10.1371/journal.pone.0173282>

INTERNATIONAL VISIBILITY

Prof. univ. dr. MARIUS PETRESCU

- member of the scientific committees of international publications: Valahian Journal of Economic Studies, Revue Valaque d'Etudes Economiques
- member of the scientific committees of international conferences: "Interférences globales de la société de la connaissance / Global Interferences of Knowledge Society", Targoviste, 16-17 nov

2018; "Globalization, Innovation and Development. Trends and Prospects" (G.I.D.T.P.), Alexandria din 16-17 mai 2018; "Globalization, Innovation and Development. Trends and Prospects" (G.I.D.T.P.), Alexandria din 11-13 mai 2017; "Contemporary Challenges for the Society in the Context of the Recent Economic and Social Changes" -2nd Edition, June 23-24 2017, Valahia University of Târgoviște; The 13th International Symposia of Teaching, Creativity, Thinking and Educational Management, Kaloyanova Center, Arbanasi, Bulgaria, 12-13 oct. 2015

Prof. univ. dr. Popescu Constanța

- member of the scientific committees of international publications: Comité Scientifique (CSR) de la La Revue Internationale des Economistes de Langue Française (RIELF), Valahian Journal of Economic Studies, Revue Valaque d'Etudes Economiques
- member of the scientific committees of international conferences: Risk in Contemporary Economy Dunărea de Jos University of Galați, România Faculty of Economics and Business Administration, 2016, 2017, 2018, 2019, 2020; Simpozionul Internațional „Spații europene” – Universitatea „Valahia” din Târgoviște, 2016, 2018; Simpozionului Internațional „Impactul formării continue asupra calității în educație” ISJD, CCDD, 2016; AFISC, University Constantin Brancoveanu, of Pitesti, 2017, 2018, 2019, 2020; “Contemporary Challenges for the Society in the Context of the Recent Economic and Social Changes”, AOSR +VUT, 2017, 2018, 2019; „Education and Sustainable Development in E.U.- 28”, UPG, Ploiești, România, 2016; “Competitivitatea și Inovarea în Economia Cunoașterii”, Chișinău, Republica Moldova, 22-23 septembrie 2017; „Procedia of International Conference PDT2017. Professional Development of Teachers. Education between Reality and Challenges”, 2017; „Globalization, Innovation and Development. Trends and Prospects,, (G.I.D.T.P.), VUT – FSI, 2017, 2018, 2019; Procedia of International Multidisciplinary Conference Innovation, Creativity and Management in the 21st Century. Perspectives in Education”, Istanbul, 2018, 2019;
- Member of the commission for public defense of the thesis „Interculturality - Factor influencing organizational performance/ L’interculturalité - Facteur d'influence de la performance organisationnelle”, developed in international co-operation by PhD Student Georgescu Ruxandra; doctoral advisers: Prof. univ. dr. Faouzi BENSEBAA (Université Paris 8) și Prof.univ.dr. Ion STEGĂROIU

prof. univ. dr. Mihai Mielă

- member of the scientific committees of international publications: Economics of Agriculture (Clarivate Analytics indexed); Revue Valaque d'Etudes Economiques and International Journal of Sustainable Economies Management (BDI indexed)
- reviewer for: Plos One (2015-2106) și The Services Industries Journal (2017) – both journals ISI

indexed in Q1;

- member of the scientific committees of international conferences,,Multifunctional Agriculture and Rural development (Serbia); IBIMA International Conference (2015 – 2020);
- - UEFISCDI awards in competitions for research results - Articles:
 - The emergence of the effects and determinants of the energy paradigm changes on European Union economy. *Renewable and Sustainable Energy Reviews*, (81P1) pp. 768-774. ISSN 1364-0321. **Articol ISI**, **AIS**₂₀₁₇=1.681, **IF**₂₀₁₇=1.670, **SRIR**₂₀₁₇=3.127. WOS:000396318300031 (PN-III-P1-1.1-PRECISI-2018-25007)
 - Transformations of the Romanian agricultural paradigm under domestic economic policy reforms: An analysis during 1960-2011. *Land Use Policy* (67): 288-297, ISSN 0264-8377. **Articol ISI** WOS:000413280200025, **AIS**₂₀₁₆=0.770. (PN-III-P1-1.1-PRECISI-2017-20241).
 - The impact and determinants of the energy paradigm on economic growth in European Union (2017) *PLoS ONE* 12(3): e0173282, doi:10.1371/journal.pone.0173282, ISSN: 1932-6203, **Articol ISI**. WOS:000396318300031, **AIS**₂₀₁₆=1.053. (PN-III-P1-1.1-PRECISI-2017-16211)
 - Modelling Discrete Choice Variables in Assessment of Teaching Staff Work Satisfaction (2015). *PLoS one* 10(4): e0115735, doi:10.1371/journal.pone.0115735, ISSN 1932-6203. **Articol ISI**, WOS:000352477800001. **AIS**₂₀₁₅=1.139, (PN-II-RUPRECISI-2015- 9-10278)

Scientific visibility: over 400 citations, Hirsch index: 8.

The doctoral supervisors' score sheets are presented in [Annex 2.19](#)

**A.3.2.2. At least 50% of the doctoral thesis advisors in a specific doctoral study domain continue to be active in their scientific field, and acquire at least 25% of the score requested by the minimal CNATDCU standards in force at the time of the evaluation, which are required and mandatory for acquiring their enabling certificate, based on their scientific results within the past five years.*

For the fundamental field of Economic Sciences, the minimum CNATDCU standards in force at the date of evaluation provide for a minimum score of a total of 4 points, respectively a minimum of 2 points for publications and a minimum of 1.2 points for citations.

The indicator is met – for four of the seven doctoral supervisors, according to the annexed scorecards, *based on the scientific results of the last five years*, the following:

- The score related to the publications related to prof. univ. dr. Marius Petrescu is 10.20 points, the score for citations is 8.5, respectively a total of 18.70 points;
- The score related to the publications related to prof. univ. dr. Constanța Popescu is 5.82 points, the score related to the citations is 8.25, respectively a total of 14.07 points;
- The score related to the publications of prof. univ. dr. Delia Popescu is 6.82 points, the score for citations is 2.75, respectively a total of 8.61 points;
- The score of the activity of prof. univ. dr. Mihai Mieilă totals 27.85 points, of which 19.6 points related to publications and 8.25 points related to citations.

B. EDUCATIONAL EFFECTIVENESS

B.1. – The number, quality and diversity of candidates enrolled for the admission contest

B.1.1 The institution organizing doctoral studies has the capacity to attract candidates from outside the higher education institution or a number of candidates exceeding the number of seats available.

**B.1.1.1. The ratio between the number of graduates of masters' programs of other higher education institutions, national or foreign, who have enrolled for the doctoral admission contest within the past five years and the number of seats funded by the state budget, put out through contest within the doctoral domain is at least 0.2 or the ratio between the number of candidates within the past five years and the number of seats funded by the state budget put out through contest within the doctoral studies domain is at least 1,2.*

The situation of the indicator (Management Domain) is presented in table 2.1

The ratio between the number of candidates in and the number of places financed from the state budget put up for competition within the field of doctoral studies Management - SDSEU, in the years 2016 - 2020

Table 2.1

Nr. crt.	Year	The number of candidates	Number of seats funded by the state budget put out through contest	Ratio of indicator achievement
1.	2016	36	4	9
2.	2017	44	5	8,8
3.	2018	57	4 (+ 1 Romany reserved + 2 scholarships offered by the Romanian state)	14,25 (8,14)
4.	2019	60	4	15
5.	2020	46	3	15,3

The indicator is met – over the entire reporting period, the ratio between the number of candidates in the last five years and the number of places financed from the state budget put up for competition in the field of doctoral studies is at least 8, and follows a general upward trend, exceeding 15 registered candidates to a place financed from the budget in 2020.

B.1.2 Candidates admitted to doctoral studies demonstrate academic, research and professional performance.

**B.1.2.1. Admission to doctoral study programs is based on selection criteria including: previous academic, research, and professional performance, their interest for scientific or arts/sports research, publications in the domain and a proposal for a research subject.*

Interviewing the candidate is compulsory, as part of the admission procedure

The indicator is met. Thus, at art. 12 of the *Methodology for organizing and conducting the competition for admission to doctoral studies* ([Annex 1.32a](#)) the list of scientific papers is provided, as one of the pieces that can be part of the admission file. The mentioned provision is in accordance with the dispositions of section 5.2 in the *Operational Procedure* (07.28) regarding the *Organization and conduct of admission to the cycle of doctoral studies* ([Annex 1.32b](#)).

Also, within the *Institutional Regulation for the organization and development of doctoral university study programs* ([Annex 1.34](#)), title 5, *Admission to doctoral university studies*, art. 22, paragraph (1) provides the following: "Regardless of the field, the competition for admission to doctoral studies consists of an interview in which the candidate's scientific concerns, his research skills and the topic proposed for the doctoral thesis are analyzed". The interview of the candidate before the examination commission is also part of the procedure for admission to doctoral studies is also expressly provided in section 5.3 of the *Operational Procedure* (07.28) regarding the *Organization and conduct of admission to the cycle of doctoral studies* ([Annex 1.32b](#)).

*B.1.2.2. The expelling rate, including renouncement / dropping out of doctoral students 3, respectively 4, years after admission ^{*2)} does not exceed 30%.*

The situation of the indicator (Management Domain) is presented in table 2.2

The expelling rate, including renouncement / dropping out of doctoral students, 3 years after admission

Table 2.2

Univer city year	Number of doctoral students enrolled	Number of doctoral students expelled in the first three years after admission							The expelling rate 3 years after admission
		2014 – 2015	2015 – 2016	2016 – 2017	2017 – 2018	2018 – 2019	2019 – 2020	2020 – 2021	
2014 – 2015	41	1	4	4	–	–	–	–	9/41= 21,95%
2015 – 2016	41	–	5	6	0	–	–	–	11/41= 26,83%
2016 – 2017	35	–	–	3	2	1	–	–	6/35= 17,14%;
2017 – 2018	42	–	–	–	2	3	1	–	6/42= 14,23%;
2018 – 2019	55	–	–	–	–	3	2	1	6/55= 10,91%

^{*2)} 3 ani pentru programele de studii universitare de doctorat cu durata precizată la art. 159 alin. (3), respectiv 4 ani pentru programele de studii universitare de doctorat cu durata precizată la art. 174 alin. (3) din Legea educației naționale nr. 1/2011, cu modificările și completările ulterioare.

The indicator is met. Firstly, there may be noticed the general downward trend of the expelling rates; and, as a global situation, of the 214 doctoral students enrolled in the period 2014 – 2018, 38 PhD students were expelled in the first three years of admission, corresponding to a ratio of $38/214 = 17,75\%$.

B.2. The content of doctoral programs

B..2.1. The training program based on advanced university studies is appropriate to improve doctoral students' research skills and to strengthen ethical behavior in science.

B.2.1.1. The training program based on advanced academic studies includes at least 3 disciplines relevant to the scientific research training of doctoral students; at least one of these disciplines is intended to study in-depth the research methodology and/or the statistical data processing.

The indicator is met – the training program based on advanced university studies includes three disciplines relevant for the training of doctoral students in scientific research, as follows: *Methodology of scientific research, Ethics and academic integrity, and Econometric and statistical methods used in scientific research*. The in-depth study of these disciplines aims at the formation of abilities and skills in the field of statistical data processing, interpretation and presentation of the results obtained simultaneously with the strengthening of ethical behavior in the approach of scientific research. The curriculum of the field is presented in [Annex 1.36](#)

B.2.1.2. At least one discipline is dedicated to Ethics and Intellectual Property in scientific research or there are well-defined topics on these subjects within a discipline taught in the doctoral program..

The indicator is met – the training program based on advanced university studies, in all fields within SDSEU within IOSUD VUT, including Management, includes a distinct discipline dedicated to ethics in scientific research and intellectual property, that is *Ethics and academic integrity* and the learning outcomes are assessed by examination. ([Annex 1.36](#), [Annex 2.21](#))

B.2.1.3. The IOSUD has mechanisms to ensure that the academic training program based on advanced university studies addresses „the learning outcomes”, specifying the knowledge, skills, responsibility and autonomy that doctoral students should acquire after completing each discipline or through the research activities.³.

³) Sau prin ceea ce trebuie să cunoască, să înțeleagă și să fie capabil să facă absolventul, în conformitate cu prevederile Metodologiei de înscriere și înregistrare a calificărilor din învățământul superior în Registrul Național al

Each study / specialization program within VUT is based on the correspondence between the results in learning, respectively research in the case of master's or doctorate, and the university qualification. A study program is presented in the form of a package of documents that includes: the general and specific objectives of the program; the curriculum with the weights of the subjects expressed through ECTS study credits and with the subjects ordered successively during the schooling; the files of the disciplines included in the curriculum, respectively the learning outcomes expressed in the form of the cognitive, technical or professional and affective-value competences that are achieved by a discipline; the way of examination and evaluation in each discipline, taking into account the planned results; the organization and contents of the final exam, as a summative exam that certifies the assimilation of cognitive and professional skills that correspond to the university qualification. The quality of university study programs for each doctoral field is ensured, among others, by the content of the curriculum structured both on advanced knowledge disciplines (imposed, optional or optional) completed in the first year of study and completed with exam, and by the content of subjects for the complementary training, respectively the scientific research activity from the second and third year of study.

The subject sheets reflect the concerns of the staff and management structures at the level of the didactic Doctoral School to focus the educational approach on the learning outcomes. The courses address theoretical and especially methodological aspects, but focus on their applicability in scientific papers written by PhD students. The subject sheets include, among others, the following sections: the objectives of the discipline (general objective of the discipline and specific ones), the contents of courses and seminars, teaching methods and means used, a section aimed at corroborating the contents of the discipline with the expectations of epistemic community, professional associations representative employers in the field of the program and an evaluation section. The subject sheets explicitly provide the professional and transversal competencies (based on the grid of specific competencies accumulated) that doctoral students must acquire after completing each discipline. The content of the discipline sheet covers all the requirements mentioned by this indicator. The subject sheets are drawn up according to a standardized form within the Quality Management System.

For the disciplines in the training program based on advanced university studies, doctoral students take exams in which the acquired knowledge is verified. The curriculum also provides three Reports presenting the progress of the research, which ends with a colloquium held in front

of the steering committee. They allow strict monitoring of the progress of the doctoral research activity and the adoption of measures to boost or correct the doctoral path, when it is considered necessary.

CSDSEU recommends including doctoral student publications in progress reports, which allows the guidance committee to analyze the doctoral student's progress on how to formulate problems, formulate hypotheses, analysis skills, handling the mathematical apparatus (if necessary), writing and presentation.

The subject sheets are presented in [Annex 2.21](#)

Based on the above, **the indicator is met.**

B2.1.4. All along the duration of the doctoral training, doctoral students in the domain receive counselling/guidance from functional guidance commissions, which is reflected in written guidance and feedback or regular meeting.

The indicator is met – the Regulation of the Doctoral School of Economics and Humanities (REG 01 SDSEU) ([Annex 2.1](#)) contains provisions regarding the manner of constitution (art. 13 para. (2), (3)), the activity (art. 13 para. (4)), the attributions of the guiding commission during and completion of doctoral studies (art. 20 para. (10), (11), (16), (18), (19)). The guiding commissions are made up of specialists in the field, teachers in VUT, with whom the doctoral student meets regularly.

B.2.1.5. For a doctoral study domain, the ratio between the number of doctoral students and the number of teaching staff/researchers providing doctoral guidance must not exceed 3:1.

The indicator is met - Within the guidance commissions, together with the seven doctoral supervisors, 16 associate professors are part. Considering the average number of PhD students in term at the moment of report equal to 121 (excluding those in the period of suspension, extension or grace) - results a ratio of 121 PhD students to 23 teachers / researchers who provide guidance, i.e., 5.2:1. However, this is a transitional situation, to be adjusted as the number of doctoral students is reduced and to attract other teachers to the counseling committees.

B.3. – The results of doctoral studies and procedures for their evaluation

B.3.1. Doctoral students capitalize on the research through presentations at scientific conferences, scientific publications, technological transfer, patents, products and service orders.

B.3.1.1. For the evaluated domain, the evaluation commission will be provided with at least one paper or some other relevant contribution per doctoral student who has obtained a doctor's title within the past 5 years. From this list, the members of the evaluation commission shall randomly select 5 such papers / relevant contributions per doctoral study domain for review. At least 3 selected papers must contain significant original contributions in the respective domain.

The scientific research activity developed and supported by VUT is one of the most important methods of teacher training and research, education for innovation of university students regardless of the form of studies. Therefore, a central component of the VUT research strategy considers the integration of research as a fundamental factor in the training of students, in becoming efficient and performing in a knowledge-based society as well as in their preparation for a higher level of study.

A priority for the research activity was to attract a larger number of students, master students (along with the university doctoral students) and specialists from other institutions in the country and abroad in the scientific research activity by:

- Stimulating the involvement of students / master students / doctoral students in the research activity by their participation as members of the research centers from ICSTM;
- Participation of students / master students / doctoral students together with teaching / research staff in various events and scientific competitions (awards obtained by students; award for innovative products at the First Fair of Simulated Enterprises in Bucharest - February 2015; first and second prize in the Romanian Business competition Challenge - April 2015 and the first prize for the best advertising spot - Simulated Enterprises Fair, Ploiești - April 2015);
- Inauguration of the Business Incubator and the Technology Transfer Center in the Priboiu Industrial Park - May 2014;
- Participation in national / European projects to stimulate research activities (example: together with the two projects implemented at the level of the Doctoral School and completed the previous year, in this academic year, there is an ongoing project aimed at providing support for doctoral students;
- Stimulating the participation of its own teaching and research staff in national, European and international research programs (example: submission and approval of applications for the Young Researchers competition, submission and approval of FP7 projects);

- Promotion of the *Student Entrepreneurship Center and business management* and the annual organization of the *Fair of young entrepreneurs in the virtual environment*.

The results of scientific research activities carried out by doctoral students are capitalized by publications in ISI-rated or indexed journals, ISI-indexed Proceeding papers, in journals from the main stream of BDI indexed publications, published in international / national conference volumes, in journals recognized by CNCSIS category B, books published in prestigious national and international publishers.

The assessments of the research results carried out by the VUT staff at national and international level also result from the citations of the articles in which the doctoral students participate as authors and co-authors.

For PhD students IOSUD VUT creates a stimulating environment that is reflected in good and very good results obtained in scientific research.

For the monitoring and reporting of the research activity, the *scientific research platform* was developed. The platform collects the entire scientific production, respecting the research indicators required both in the reports of the research activity and in the minimum standards for promotion on teaching and research positions.

The results of the research carried out by doctoral students were made during scientific events held at the university, by publishing a significant number of articles in specialized journals, including journals published under the auspices of VUT, indexed ISI and BDI (Journal of Sciences and Arts, Valahian Journal of Economic Studies, Revue Valaque des etudes economiques) and non-indexed (Supply Chain Management Journal, Annals of the Academy of Romanian Scientists - ARS - Series on Economy, Law and Sociology), as well as by the participation of doctoral students together with teachers at scientific conferences national and international. The dissemination of the research results of the doctoral students within the field of Management is presented in [Annex 1.40](#).

Also, the Symposium of doctoral research open equally to doctoral students affiliated to VUT, to other higher education institutions in the country and abroad, held annually, is already a manifestation of tradition at the level of the academic institution. The results of the scientific research activity are also criteria for assessing the activity of both doctoral students and all teachers, researchers and students working in the higher education institution.

The centralizing situation of the doctoral theses in the field of Management - SDSEU, by years of studies and doctoral supervisors, publicly defended during 10/1/2015 – 09/30/2020 is presented in [Annex 2.22](#).

The list of papers considered relevant, for each doctoral student who defended the doctoral thesis between 10/1/2015 – 09/30/2020, is presented in [Annex 2.23](#).

Based on the above, **the indicator is met**.

**B.3.1.2. The ratio between the number of presentations of doctoral students who completed their doctoral studies within the evaluated period (past 5 years), including posters, exhibitions made at prestigious international events (organized in the country or abroad) and the number of doctoral students who have completed their doctoral studies within the evaluated period (past 5 years) is at least 1.*

The indicator is met – în [Annex 2.24](#) are presented some of the presentations made at prestigious international events, for doctoral students who completed their doctoral studies between 10/1/2015 – 09/30/2020. Corresponding to a number of 114 papers included in the appendix, compared to 88 doctoral students who completed their doctoral studies in the evaluated period, results a supra-unitary value.

B.3.2. The Doctoral School engages a significant number of external scientific specialists in the commissions for public defense of doctoral theses in the analyzed domain.

**B.3.2.1. The number of doctoral theses allocated to one specialist coming from a higher education institution, other than the evaluated IOSUD should not exceed two (2) in a year for the theses coordinated by the same doctoral thesis advisor.*

From the analysis of the data presented in [Annex 2.22](#) and [Annex 2.25](#), it is observed that **the indicator is partly met**, as follows:

- In the academic year 2015 - 2016, it is found the bounding within the specified limit, except for three situations in which a referent from a higher education institution other than IOSUD evaluated was assigned three doctoral theses coordinated by the same doctoral supervisor and four situations in which a referent from a higher education institution other than the IOSUD evaluated was assigned four doctoral theses coordinated by the same doctoral supervisor;

- In the academic year 2016 - 2017, it is found the bounding within the specified limit, except for two situations in which a referent from a higher education institution, other than IOSUD evaluated, was assigned three doctoral theses coordinated by the same doctoral supervisor;

- In the academic year 2017 - 2018, it is found the bounding within the specified limit,

except for two situations in which a referent from a higher education institution, other than IOSUD evaluated, was assigned three doctoral theses coordinated by the same doctoral supervisor;

- In academic year 2018 - 2019, it is found the bounding within the specified limit, with the following exceptions: three situations in which a referent from a higher education institution other than IOSUD evaluated was assigned three doctoral theses coordinated by the same doctoral supervisor; a situation in which a referent from a higher education institution other than the IOSUD evaluated was assigned four doctoral theses coordinated by the same doctoral supervisor; and two situations in which a referent from a higher education institution other than the evaluated IOSUD was assigned five doctoral theses coordinated by the same doctoral supervisor;

- In the academic year 2019 - 2020, it is found the bounding within the specified limit, except for two situations in which a referent from a higher education institution other than the evaluated IOSUD was assigned four doctoral theses coordinated by the same doctoral supervisor and a situation in which a referent from a higher education institution other than the IOSUD evaluated was assigned three doctoral theses coordinated by the same doctoral supervisor.

**B.3.2.2. The ratio between the doctoral theses allocated to one scientific specialist coming from a higher education institution, other than the institution where the defense on the doctoral thesis is organized, and the number of doctoral theses presented in the same doctoral study domain in the doctoral school should not exceed 0.3, considering the past five years. Only those doctoral study domains in which minimum ten doctoral theses have been presented within the past five years should be analyzed.*

In the last five academic years, starting with the year 2015-2016 and ending respectively with the year 2019-2020, 88 doctoral theses have been defended within the doctoral field of Management within IOSUD VUT. The centralized situation regarding the number of doctoral theses allocated to scientific referents coming from educational institutions other than IOSUD VUT and the reporting to the total number of doctoral theses defended in the doctoral field Management within the Doctoral School of Economic and Humanities, defended in the last five years, is presented in [Annex 2.22](#) and in [Annex 2.26](#).

From the analysis of the presented data it is observed that the **indicator is partly met**, in the sense that the ratio between the number of doctoral theses assigned to a certain scientific referent coming from other educational institutions and the number of doctoral theses defended in the

doctoral field Management within the Doctoral School of Sciences Economics and Humanities defended in the last five years fall within the specified limit of 0.3, except for the situation of two scientific references who come from other educational institutions.

C. QUALITY MANAGEMENT

C.1. – Existence and periodic implementation of the internal quality assurance system

C.1.1. The institutional framework exists, as well as policies and procedures are applied to ensure the relevant internal quality..

C.1.1.1. The Doctoral school in the respective university study domain shall demonstrate the continuous development of the evaluation process and its internal quality assurance following a procedure developed and applied at the level of the IOSUD, the following assessed criteria being mandatory:

- a) the scientific work of Doctoral advisors;*
- b) the infrastructure and logistics necessary to carry out the research activity;*
- c) the procedures and subsequent rules based on which doctoral studies are organized;*
- d) the scientific activity of doctoral students;*
- e) the training program based on advanced academic studies of doctoral students;*
- f) social and academic services (including for participation at different events, publishing papers etc.) and counselling made available to doctoral students.*

The indicator is met. IOSUD and SDSEU follow the education quality assurance policy implemented at the University of Valahia. The objectives of IOSUD are in line with the objectives of the institution in the field of quality management system, continuing education / training, scientific research activities and in the field of national and international cooperation. Every year, IOSUD doctoral schools are audited and objectives are monitored. Within IOSUD there is a commission of its own quality, which also includes a doctoral student, a commission that works closely with CSUD.

- a) the scientific work of Doctoral advisors:*

For the monitoring of the scientific activity of doctoral supervisors, IOSUD introduced the procedure PO 06.14 which allows the quantification of the annual activity of doctoral supervisors ([Annex 2.27](#)). The procedure takes into account and scores only those results or

activities recognized by CNATDCU (according to Order no. 6129 of December 20, 2016). By standardizing to the minimum score required for habilitation corresponding to each field, the procedure allows a unitary evaluation of doctoral supervisors from different fields. Also, through art. 18 para. (3) of the Doctoral School Regulation provides for the periodic evaluation of doctoral supervisors once every 5 years according to the legislation in force ([Annex 2.1](#)).

b) the infrastructure and logistics necessary to carry out the research activity:

PhD students in the field of Management - SDSEU have access to ICSTM research laboratories, CSCMM, ESF laboratories (out of hours - bachelor / master), as well as other research facilities within the ICSTM structure, as they can facilitate the conduct of experiments, access to certain computing technology resources (hardware and / or software), in order to obtain results that the research they carry out (especially in the area of information technology, with the related subdomains, but not limiting). The university laboratories facilitate the free access of doctoral students to resources, technical assistance, endowment with equipment and software, with national and international recognition, with metrological checks in time and complete documentation on how to use, how to maintain and how to work for using the maximum capacities to capitalize on the technical possibilities ([Annex 1.30b](#), [Annex 1.31](#), [Annex 1.39](#)).

Within the SDSEU Regulation ([Annex 2.1](#)), the art. 15 para. 1, within the rights of the doctoral student, letter g) states: „to benefit from logistics, documentation centers, libraries, VUT equipment, for its preparation and for the elaboration of the doctoral thesis ”

c) the procedures and subsequent rules based on which doctoral studies are organized:

The Regulation of the Doctoral School ([Annex 2.1](#)), contains comprehensive provisions regarding the organization of doctoral studies, as follows:

- Title 3, *The doctoral university study program*, includes provisions regarding: *The competencies provided by the doctoral university study program* (art. 8), and *The structure of the doctoral university studies* (art. 9);
- Title 5 refers to the *Guidance of doctoral students* (art. 13);
- Title 6 refers to the *Duration of the doctoral program* (art. 14);
- Title 7 includes the rights and obligations of the doctoral student and of the doctoral supervisor (art. 15, 16);
- Title 10 includes *Norms regarding the mobility of doctoral students* (art. 19);
- Title 11 refers to *Completion of doctoral studies* (art. 20).

There is also a *Methodology for evaluating doctoral theses by the guiding committee* ([Annex 2.4](#)), as well as a *Methodology for resolving complaints regarding non-compliance with quality*

standards ([Annex 2.5](#)).

d) the scientific activity of doctoral students is regulated in art. 11, within the thesis *The individual scientific research program* from the SDSEU Regulation ([Annex 2.1](#))

e) the training program based on advanced academic studies of doctoral students, is regulated in art. 10, within the thesis *The training program based on advanced university studies* from the SDSEU Regulation ([Annex 2.1](#))

f) social and academic services (including for participation at different events, publishing papers etc.) and counselling made available to doctoral students.

Art. 19 para. 2 of the Doctoral School Regulation, states that "The University, through the Doctoral School, may provide financial support to doctoral students for conducting research internships in the country or abroad [...]" ([Annex 2.1](#)).

We also mention that the updating and elaboration of regulations, methodologies, procedures is one of the objectives in the field of quality in IOSUD and is monitored not only by the IOSUD quality commission, but also by CEAC - VUT Quality Assessment and Assurance Commission and the auditor extern, AEROQ SA.

The objectives in the field of quality are established at the level of IOSUD and target with priority the fields: quality management, education / continuous training, scientific research and university creation, national and international cooperation. For each objective, actions, deadlines, responsibilities, performance indicators and resources are specified. The system of quality objectives set at the IOSUD level is reviewed annually ([Annex 1.24](#)).

In order to evaluate the degree of achievement of the proposed objectives, in each academic year, the Report on SMC analysis at IOSUD level is prepared. The degree of achievement of the proposed objectives is evaluated based on the analysis of performance indicators. Also, the document specifies the outstanding achievements and the promotion the image of the IOSUD ([Annex 1.25](#))

The internal audit of the quality management system within IOSUD is carried out annually based on the program approved by the University Senate and the audit plan, being performed by internal auditors, under the coordination of the Bureau of Evaluation and Quality Assurance, the results being recorded as a Report ([Annex 1.27](#)).

The quality management system within the Doctoral School includes the *Methodology for self-evaluation of the IOSUD activity* ([Annex 1.20](#)), developed by CSUD and evaluation procedures for doctoral students and doctoral supervisors, which are available on the university website and are applied systematically. The quality management system in VUT was evaluated

in 2013 by EUA with a positive report ([Annex 1.28](#)).

The quality management system at VUT level is ISO 9001:2015 certified. The external supervision audit of SMC took place on November 28, 2019, being performed by AEROQ Bucharest, as a certification body, with nationally and internationally recognized experts ([Annex 1.29](#)).

**C1.1.2. Mechanisms are implemented during the stage of the doctoral study program to enable feedback from doctoral students allowing to identify their needs, as well as their overall level of satisfaction with the doctoral study program in order to ensure continuous improvement of the academic and administrative processes. Following the analysis of the results, there is evidence that an action plan was drafted and implemented.*

The indicator is met. PhD students are represented in CSD and CSUD through which they can communicate with the management of the doctoral school or IOSUD or they can address directly, for any problem, to the director of SDSEU, CSD or CSUD. The SDSEU Regulation ([Annex 2.1](#)) expressly provides the rights of the doctoral student (art. 15 para. (1)) to:

- participate in the elaboration of the individual plan of the doctoral university studies (letter b));
- participate in the meetings or seminars of the research department / team of which his / her doctoral supervisor is a member, when relevant topics for doctoral university studies are under discussion (letter e));
- be represented in the decision-making forums of the doctoral school, in the CSUD and in the VUT Senate (letter f)).

Also, in order to identify as clearly as possible the needs of doctoral students, their level of satisfaction with the advanced study program, the research program, the steering committee and the doctoral supervisor are assessed on a questionnaire basis. ([Annex 2.28](#))

C.2. – Transparency of information and accessibility of learning resources

C.2.1. Information of interest to doctoral students, future candidates and public interest information is available for consultation in electronic format.

C.2.1.1.. The IOSUD publishes on the website of the organizing institution, in compliance with the general regulations on data protection, information such as:

- (a) the Doctoral School regulation;*
- (b) the admission regulation;*

- (c) *the doctoral studies contract;*
- (d) *the study completion regulation including the procedure for the public presentation of the thesis;*
- (e) *the content of training program based on advanced academic studies;*
- (f) *the academic and scientific profile, thematic areas/research themes of the Doctoral advisors within the domain, as well as their institutional contact data;*
- (g) *the list of doctoral students within the domain with necessary information (year of registration; advisor);*
- (h) *information on the standards for developing the doctoral thesis;*
- (i) *links to the doctoral theses' summaries to be publicly presented and the date, time, place where they will be presented; this information will be communicated at least twenty days before the presentation.*

The indicator is met – all the information are available on the website. (<https://www.scoaladoctorala.valahia.ro/>).

C. 2.2. The IOSUD/The Doctoral School provides doctoral students with access to the resources needed for conducting doctoral studies.

C.2.2.1. All doctoral students have free access to one platform providing academic databases relevant to the doctoral studies domain of their thesis.

The indicator is met - PhD students have access to the following databases: Thomson Reuters – ISI Web of Knowledge (Clarivate Analytics), ANELiS - National Access to Scientific Research Literature (Science Direct, Ebsco, Scopus, ProQuest Central, IEEE, Wiley Journals, Nature Journals, etc), EOLSS.

Access is available to all users within the institution, inside its headquarters, based on IP addresses. Also, on the university portal there is a detailed description of the facilities of free access to electronic resources relevant to the fields of organized doctoral studies. (<https://www.valahia.ro/ro/noutati/778-acces-gratuit-la-baze-de-date-ebSCO>; <https://www.valahia.ro/ro/noutati/820-invitatie>).

C.2.2.2. Each doctoral student shall have access, upon request, to an electronic system for verifying the degree of similarity with other existing scientific or artistic works.

The indicator is met - PhD students, through doctoral supervisors, have access to the similarity verification platform www.sistemantiplagiat.ro ([Annex 2.14](#))

C.2.2.3. All doctoral students have access to scientific research laboratories or other

facilities depending on the specific domain/domains within the Doctoral School, according to internal order procedures.

The indicator is met - SDSEU-DMG PhD students have free access to ESF laboratories (out of hours - bachelor's / master's), to CSCMM research laboratories, as well as to all research facilities within the ICSTM structure, insofar as they have access to research relevant to the topics studied.

Thus, the SDSEU Regulation ([Annex 2.1](#)), art. 15 para (1) states that: *"During the doctoral study program, the doctoral student has the right: [...] to benefit from logistics, documentation centers, libraries, VUT equipment, for his preparation and for the elaboration of the doctoral thesis"*

C.3. – Internationalization

C.3.1. There is a strategy in place and it is applied to enhance the internationalization of doctoral studies.

**C.3.1.1. IOSUD, for every evaluated domain, has concluded mobility agreements with universities abroad, with research institutes, with companies working in the field of study, aimed at the mobility of doctoral students and academic staff (e.g., ERASMUS agreements for the doctoral studies). At least 35% of the doctoral students have completed a training course abroad or other mobility forms such as attending international scientific conferences. IOSUD drafts and applies policies and measures aiming at increasing the number of doctoral students participating at mobility periods abroad, up to at least 20%, which is the target at the level of the European Higher Education Area.*

The internationalization activity of SDSEU is based on the principles defined in OP 07 46 - International marketing of VUT ([Annex 2.29](#)), which is an integrative document of the institutional internationalization strategy.

For the financial cycle the University has concluded Erasmus partnership agreements, which provide for annual reciprocal mobility for four students in the third cycle (PhD) in Business (Management), with the University of Paris Est Creteil, the University of Castilla La Mancha, Dimitar Tsenov Academy (Bulgaria), National University of Ostroh Academy (Ukraine) and Polotsk University (Belarus). The University is also part of the European University Consortium project, to be submitted in February 2022. According to it, 50% of our students (including PhD students) will carry out mobility physical, online and mixed within the consortium ([Annex 2.30](#)). Also, based on the partial review of the Annexed documents in order to defend the doctoral

theses from the reporting period, there were 25 participations of doctoral students in conferences held (respectively, in 2020, initially scheduled to take place) abroad ([Annex 2.31](#)), to which is added a doctorate developed in co-supervision (Georgescu I. Ruxandra) and an Erasmus mobility of six months, in 2016-2017 (Chiper Anca – married Neculau).

Also, in the period 2016 - 2018, at the level of the Doctoral School, took place. the project of international mobilities "Evolutions, trends and factors influencing the RDI process in the context of globalization and increasing economic competitiveness" ([Annex 2.32](#)).

According to [Annex 2.31](#), in 2015, fifteen PhD students in Management performed international mobilities at various partner universities, within three projects carried out by SDSEU.

Considering a ratio of $42/88 = 47,72\%$, **the indicator is met.**

C.3.1.2. In the evaluated doctoral study domain, support is granted, including financial support, to the organization of doctoral studies in international co-tutelage or invitation of leading experts to deliver courses/lectures for doctoral students.

The indicator is met - after the evaluation of VUT by EUA, the internationalization of IOSUD VUT activities has become a priority of VUT management. The specific actions aiming at the internationalization of the activity materialized in the number of co-supervised doctorates ([Annex 2.33](#)), the mobilities deployed by the doctoral students for research activity at foreign universities ([Annex 2.30](#)), as well as by inviting top experts to hold courses / lectures for doctoral students ([Annex 2.34](#)).

Also, the approach of internationalization of the higher education institution can be observed from the affiliation of the university to important educational and (academic) managerial bodies from outside the national borders (bodies of the European Union and other states) ([Annex 1.14](#))

C.3.1.3. The internationalization of activities carried out during the doctoral studies is supported by IOSUD through concrete measures (e.g., by participating in educational fairs to attract international doctoral students; by including international experts in guidance committees or doctoral committees etc.).

The indicator is met – in the doctoral field are enrolled six doctoral students, citizens from other states; the situation is presented in [Annex 2.35](#). At this indicator, it is worth mentioning the presence of prof. Univ. dr. Ouidade SABRI (University of Paris 1) and associate professor dr. Thierry LEVY (University of Paris 8) in the commission for the thesis of doctoral student

Georgescu I. Ruxandra (co-supervision with the University of Paris 8). Prof. Ion Stegăroiu also participated in several guiding committees held at the Doctoral School "Espace Européen Contemporain" - Université Paris III, Sorbonne Nouvelle, as well as at the Doctoral School "Energy, Climate Change and Sustainable Development" - Université of Tunis. Internationalization works in the other direction as well. Thus, within the project "Evolutions, trends and factors influencing the RDI process in the context of globalization and increasing economic competitiveness" ([Annex 2.32](#)), Prof. Constanța Popescu conferenced to PhD students at the Academy of Economic Studies of Moldova in Chisinau ([Annex 2.36](#))

3. Strategies and procedures implemented at SDSEU level, as measures to continuously improve the quality of doctoral programs

IOSUD VUT has good cooperation relations with a series of local / regional state institutions (Târgoviște City Hall, Dâmbovița County Council), with decentralized state institutions (Dâmbovița County School Inspectorate, Dâmbovița County Employment Agency, Dâmbovița Public Employment).

VUT is also a member of the Muntenia Auto Competitiveness Pole, together with SC Automobile DACIA SA, SC Renault Tehnologie Roumanie SRL, SC Matrite Dacia SRL, SC Proconsult SRL, SC AQUA FINANCIAL CONSULTING SRL, SC ICPE ACTEL SA and the University of Pitesti. These relationships can be the basis for future partnerships for joint projects with an impact on the socio-economic environment.

In addition to the projects financed in national and international competitions, the teachers within IOSUD VUT concluded, between 2013 and 2018, partnership agreements with local economic agents. ([Annex 2.37](#)).

Currently, seven PhD students in internship benefit from the funding of studies conducted by participating in the project "*Development of tertiary university education in support of economic growth - PROGRESSIO*". They are added to the eight doctoral students who benefited from the financing of the studies carried out by participating in the same project in the academic year 2018-2019 ([Annex 2.17](#)). The main objective of the project is to implement an integrated system of education and training measures in order to improve entrepreneurial skills for a target group of 102 doctoral / postdoctoral students, in accordance with labor market requirements. Also, in the years 2018-2020, the doctoral school developed the project "Excellence in interdisciplinary doctoral and postdoctoral research, career alternatives through entrepreneurship", which was attended by eleven PhD students in Management, along with nine PhD students in Accounting. In 2015, at the level of IOSUD VUT, there were awarded scholarships for 50 doctoral students, from non-reimbursable funds, in the amount of 580,200 lei, within the project POSDRU 187/1.5/S155450 *European Quality Doctorate - EURODOC*. Of these scholarships, fifteen were awarded to doctoral students in Management. In the project POSDRU 187/1.5/S155463 *Supporting excellence in interdisciplinary doctoral scientific research in the economic, medical and social sciences*, there were awarded scholarships for 20 doctoral students in the amount of 235,200 lei, and in the project POSDRU 187/1.5/S155425 *Interdisciplinary excellence in research doctoral degree*

in Romania - *EXCELLENCE*, scholarships were awarded for 15 PhD students in Management in the amount of 159,000 lei. To these are added the fifteen doctoral students in Management, which benefited from the financing of the studies carried out through the project POSDRU ID 77497, *Doctoral training of excellence for the knowledge society - PREDEX*. ([Annex 2.31](#)).

The quality management system within the Doctoral School includes the *Methodology for self-evaluation of the IOSUD* ([Annex 1.20](#)), developed by CSUD and evaluation procedures for doctoral students and doctoral supervisors, which are available on the university website and are applied systematically. The quality management system at VUT level is ISO 9001: 2015 certified, one of the strategic objectives assumed within the strategic plan 2016 - 2020 being that of implementing an integrated management system at VUT level. The external supervision audit of SMC took place on November 17, 2020, being performed by AEROQ Bucharest, as a certification body, with nationally and internationally recognized experts ([Annex 1.29](#)). In the context of the institutional efforts for continuous quality improvement, beyond the minimum requirements imposed by the regulations in force, there is also the evaluation from the Institutional Evaluation Program of the European University Agency, carried out in 2013 and concluded with a positive report. ([Annex 1.28](#)).

In order to improve the visibility of research results, in 2016 there was implemented the project: CNFIS-FDI-0078 - *Internationalization of scientific journals and indexing in databases recognized by international publishing platforms*. As a result of the activities undertaken, among other publications published within VUT and indexed in international databases, there was also the Valahian Journal of Economic Studies, edited by the Faculty of Economics. The quality of the contributions presented in the journal - of which those belonging to SDSEU-VUT PhD students have an important share - means that the publication is currently being evaluated for inclusion in Clarivate Analytics.

Also, in the context of institutional actions aimed at strengthening an academic climate characterized by the concern for high-level scientific research and improving visibility, the higher education institution organizes events that provide a platform for debating ideas and results obtained in within the research activities undertaken by doctoral students; Among them, the Symposium of Doctoral Research, open equally to doctoral students affiliated to VUT, to those of other higher education institutions in the country and abroad, held annually, is already a manifestation of tradition at the level of the academic institution. ([Annex 1.21](#), [Annex 2.18a](#)).

Another notable concern, which is constantly manifesting itself, is to ensure quality human resources. Thus, a number of doctoral supervisors of the Doctoral School are members of professional associations and governmental organizations such as: General Association of



Romanian Economists (AGER), Romanian Academy of Scientists (AOSR), Dâmbovița Territorial Center of ANEVAR, National Council Director of ANEVAR (National Association of Authorized Evaluators in Romania), Romanian Academic Management Society (SAMRO), AMSE (Association for the Advancement of Modeling and Simulation techniques in Enterprises), WSEAS (World Scientific and Engineering Academy and Society), CNATDCU and ARACIS.

CONCLUSIONS

The Doctoral School of Economics and Humanities aims to become a pole of education and research for the field of Management, able to increase the level of knowledge and train researchers capable of performance in this field. The results obtained so far are promising. The self-assessment report shows that SDSEU has a valuable team of PhD supervisors with extensive research experience, deserving doctoral students / graduates and an appropriate material base. In five years, with a team of seven doctoral supervisors, 88 theses were defended, all confirmed, stating that all doctoral theses defended in the field of Management received confirmation of approval from the first submission. The average of over seventeen theses in management per year, with seven doctoral supervisors is a commendable result.

The scientific production of doctoral students in the evaluated period consists of over 600 articles, mainly in BDI indexed publications. Reporting the situation to the minimum national standards for granting the doctorate (OM no. 5110/2018) where, for the management field, six articles are specified, one of which as first author or corresponding author, the results of PhD students in Management can be considered good. We consider it possible to increase the emphasis on publishing in ISI indexed journals, so that the defended theses can obtain the excellent grade.

It should be noted the existence of notable results obtained by PhD students in management (over 80 of the 88 theses defended received the grade very well as well as an article published in the ISI journal in the red zone and awarded in the UEFISCDI competition in 2015). Obtaining these results is a proof that the doctoral school fulfills its mission, has a recognized contribution in increasing the level of knowledge in the field and prepares specialists for high level research in the field of management. The results are also explained by the effort of the school and the leaders to integrate the doctoral students in research teams and of course, by the continuous interaction between the doctoral supervisors, the guidance commissions and the doctoral students.

MEETING OF THE INDICATORS

Of the 36 indicators of the methodology, 33 are fully met, and three are partially met. The partially fulfilled indicators are *A.3.1.4, *B.3.2.1, *B.3.2.2. We detail the degree of fulfillment of each of these indicators.

- Indicator *A.3.1.4 assumes that the share of doctoral supervisors who coordinate at the same time more than 8 doctoral students, but not more than 12, during their doctoral studies (3 years, in the case of Management) should not exceed 20%. From the analysis of the presented data, it is observed that, at the time of reporting, three of the seven advisors fall within the provisions of the indicator. The situation has an objective determination, given the increased attractiveness of the doctorate in the field. Also, the Decision of the Senate of the "Valahia" University of Târgoviște no. 130 F, dated September 10, 2013 provides as follows: *"The maximum number of doctoral students, under the internship of the three years of doctoral studies, which can be coordinated simultaneously by a doctoral supervisor is approved as follows: Doctoral School of Economic and Humanities - 32 PhD students; Doctoral School of Engineering Sciences - 18 doctoral students"*. (Annex 1.37). However, each doctoral supervisor submitted to the management of the Doctoral School its own program of compliance with the requirements of this indicator, until October 1, 2022.

- The indicator *B.3.2.1 assumes that the number of doctoral theses allocated to one scientific reviewer affiliated to a higher education institution, other than the evaluated IOSUD, should not exceed two, in one year, for the theses coordinated by the same doctoral supervisor. From the presentation made to the analysis of the indicator it may be observed that, during the analyzed period, there were only a few specific exceptions, representing situations in which a scientific reviewer affiliated to a higher education institution, other than the evaluated IOSUD, was assigned more than two doctoral theses coordinated by the same doctoral advisor.

- Indicator *B.3.2.2 assumes that the ratio between the number of doctoral theses allocated to one scientific reviewer affiliated to a higher education institution, other than the institution where the defense on the doctoral thesis is organized, and the number of doctoral theses presented in the same doctoral study domain in the doctoral school should not exceed 0.3, considering the past five years. Analyzing the data presented in [Annex 2.22](#) and in [Annex 2.26](#), there may be found that the ratio between the number of doctoral theses assigned to one reviewer affiliated to a higher education institution, other than IOSUD – VUT and the number of

doctoral theses defended in the doctoral field Management within the Doctoral School of Economic Sciences and Humanities defended in the last five years fit to the specified limit of 0.3 except for the situation of two scientific reviewers affiliated to another higher education institution.

STRENGTHS, WEAKNESSES, OPPORTUNITIES, AND THREATS

The report shows that the field of doctoral studies in Management within SDSEU fully meets the criteria of the accreditation methodology.

Strengths:

- competence of doctoral supervisors;
- engaging in research activity of the PhD students;
- the existence of ICSTM and related equipment;
- the endowments accessible to PhD students from SDSEU – DMG;
- promoting a quality management system (QMS) structured on three areas - institutional capacity, educational effectiveness and quality management - and certification of this system according to S.R. ISO 9001: 2015, by AEROQ Bucharest;
- implementation of a participative academic management, focused on efficiency and effectiveness. The quality management system in VUT was evaluated in 2013 by EUA with a positive report;
- the high quality of the didactic process and the involvement of the doctoral students within IOSUD VUT in research activities, highlighted by the special results obtained by the doctoral students;
- VUT is the local EURAXESS contact point (<http://www.euraxess.gov.ro/servicii-euraxess/centre-de-servicii.html>);
- VUT demonstrates the research capacity and enables research institutes, researchers from the country and abroad to use, in collaboration, the existing modern infrastructure within ICSTM, through the ERRIS platform (Engage in the Romanian Research Infrastructure System - www.eriss.gov.ro);
- PhD students have free access to a variety of international databases (Thomson Reuters - Web of Knowledge, Science Direct, Scopus, ProQuest Central, EOLSS) - the University is a member of ANELIS;
- VUT is a member of the Academica Plus consortium, together with the following institutions: University of Pitești, "Ștefan cel Mare" University of Suceava, "Lucian Blaga" University of Sibiu, "Petrol-Gaze" University of Ploiești, "1 Decembrie 1918" University from Alba Iulia and the University of Oradea;

- the existence of a special material base: the only university campus built entirely after 1990, with appropriate facilities; a multidisciplinary scientific and technological research institute (15 research centers) built and equipped to the highest standards from European funds (approx. 14 million Euros);
- VUT has collaborative relations with most prestigious universities in the country, over 130 universities abroad and 47 national and international research and development institutes;
- VUT is a member of the Muntenia Auto Competitiveness Pole, together with SC Automobile DACIA SA, SC Renault Tehnologie Roumanie SRL, SC Matrițe Dacia SRL, SC Proconsult SRL, SC Aqua Financial Consulting SRL, SC Iepe Actel SA and the University of Pitești;
- VUT has good cooperation relations with a series of local and regional state institutions (Târgoviște City Hall, Dâmbovița County Council), with decentralized state institutions (Dâmbovița County School Inspectorate, Dâmbovița County Agency for Employment, Dâmbovița Public Directorate).

Weaknesses:

- the reduced number of ongoing research projects;
- the reduced number of international projects;
- low number of foreign doctoral students;
- low number of doctoral advisors, compared to the number of doctoral students;
- the reduced number of foreign doctoral theses organized in international co-supervision;
- lack of sufficient funds for the participation of IOSUD teachers in international conferences and for the publication of articles in ISI journals;
- low number of researchers and professors attracted from abroad for scientific research or teaching activities.

Threats:

- enhancing national and international competition in higher education as an effect of globalization;
- insufficient motivation of graduates with a master's degree to enroll in PhD study programs;
- underfunding of higher education in Romania;
- lack of constancy of research project competitions at national level;
- insufficient funding for research and development activities to be carried out sustainably;
- low employment power specific to the economic and social environment in the county;
- the unbalances between low salaries in education and those in other fields determine valuable young graduates to choose better paid professional careers compared to teaching

or research;

- the manifestation of an alarming downward trend of innovative enterprises, both at national level and in the South Muntenia region;
- lack of a stable legislative package that stimulates and enhances the activities of RDI, technology transfer and public-private partnerships.

Opportunities:

- the increased attractiveness of the PhD in the field of management;
- the labor market confirms the good training of the specialists trained in the university, in all fields, enjoying a real prestige;
- increasing the intention of some prestigious European universities to conclude collaboration contracts and partnerships with VUT;
- widening the expected geographical horizon of the future PhD students of VUT, as a result of the recognition of diplomas and the transfer of credits;
- the existence of a very good collaboration of the university with the local, regional and national public administration, with the economic and business environment, as well as with various professional associations, which offers the possibility of concluding strategic partnerships for centers of excellence, business incubators, technological parks, etc;
- increasing the number of post-university and post-doctoral programs in directions consistent to the labor market requirements;
- the geographical location of VUT makes it financially attractive for students from neighboring counties.

The above analysis highlights that the field of doctoral studies in Management within SDSEU presents strengths and opportunities that allow the continuation with good results of the activity carried out so far. There is a need to intensify efforts to eliminate weaknesses, namely to submit projects to national competitions and, in particular, to build consortia with existing partners, both in academia and economics, to facilitate successful participation in international competitions. In this respect, the national and international visibility of SDSEU-DMG PhD supervisors represents a good opportunity that needs to be further exploited. Regarding the threats, the attention must be paid to increasing the number of PhD supervisors. In this sense, a valuable internal resource is represented by teachers specialized in the field, especially those within the Faculty of Economics of VUT.

In conclusion, there may be considered that the field of doctoral studies in Management within SDSEU presents the viability necessary to continue the activity and achieve superior performance to those above presented.

Description of the annexes

Part I - General presentation of IOSUD "Valahia" University of Târgoviște and of the Doctoral School of Economic and Humanities

- Annex 1.1** – Romanian Government Decision nr. 288/01.06.1992
- Annex 1.2** – Romanian Government Decision nr. 458/1994
- Annex 1.3** – Romanian Government Decision nr. 410/25.04.2002
- Annex 1.4** – Romanian Government Decisions nr. 738/2020 and nr. 739/2020
- Annex 1.5** - VUT Organization Chart
- Annex 1.6** - University charter
- Annex 1.7a** – Strategic Plan 2020 – 2024
- Annex 1.7b** – Operational Plan 2021
- Annex 1.8** – Code of professional ethics and deontology
- Annex 1.9** – Composition of the University Ethics Commission
- Annex 1.10** – Regulation on the organization and functioning of the VUT Ethics Commission
- Annex 1.11** – Commission for quality assessment and assurance – Composition and Regulation on the organization and functioning
- Annex 1.12** - Quality policy
- Annex 1.13** - Quality assurance code
- Annex 1.14** - The annual report on the internal public audit activity and the annual report on the analysis of the Quality Management System in VUT
- Annex 1.15** – The Senate of the VUT – Composition and Regulation of organization and functioning
- Annex 1.16** – Composition of the board of directors
- Annex 1.17** – The composition of the CSUD and the Regulation on the organization and functioning of IOSUD VUT
- Annex 1.18** – VUT Senate Decision nr. 105D/09.03.2012, on the establishment of IOSUD within the "Valahia" University of Târgoviște
- Annex 1.19** - VUT Senate Decision nr. 126D/23.04.2013 on the validation of the Regulations for the organization and functioning of IOSUD, SDSEU, SDSI and of the doctoral study programs in VUT
- Annex 1.20** - The methodology regarding the elaboration of the self-evaluation report of the IOSUD activity
- Annex 1.21** – Conferences, scientific events, symposia organized by VUT
- Annex 1.22** – The methodology of evaluation of the research activity in view of the institutional recognition of the research centers
- Annex 1.23** - List of institutionally recognized research centers
- Annex 1.24** - Quality objectives at IOSUD level
- Annex 1.25** - Report on QMS analysis at IOSUD level
- Annex 1.26**- Annual quality training program
- Annex 1.27** – QMS – IOSUD Internal Audit Plan and Report
- Annex 1.28** – EUA Evaluation report
- Annex 1.29** – ISO 9001:2015 VUT Certificate and External audit plan
- Annex 1.30a** – The situation of real estate VUT
- Annex 1.30b** – The situation of VUT educational spaces
- Annex 1.31** – VUT Library locations

Annex 1.32a – Methodology for admission to doctoral studies (M10)

Annex 1.32b – Operational Procedure regarding the Organization and conduct of admission to the cycle of doctoral studies (PO 07.28)

Annex 1.33 – Methodology for admission to doctoral studies of Romanians from everywhere (M11)

Annex 1.34 – Institutional regulation for the organization and development of doctoral university study programs

Annex 1.35 – Orders of the Ministry of Education for the field of university studies and doctoral supervisors in the field of Management

Annex 1.36 - SDSEU curriculum - Management field

Annex 1.37 – VUT Senate Decision nr. 1305F/10.09.2013

Annex 1.38a – CV doctoral supervisors in the field of Management

Annex 1.38b – Lists of works of doctoral supervisors in the field of Management

Annex 1.39 – The educational and research spaces of the Faculty of Economic Sciences

Annex 1.40 – Lists of works PhD students in Management

Part II - Self-evaluation of the field of PhD studies in Management based on the system of indicators

Annex 2.1 - Regulation of organization and functioning of SDSEU

Annex 2.2 - Methodology for electing the members of the board of the Doctoral School and for appointing the director of the Doctoral School

Annex 2.3 – VUT Senate Decision nr. nr. 26C din 22.04.2021 on the validation of the results of the by-elections for the appointment of the students represented in the Council of the Doctoral School of Economics and Humanities

Annex 2.4 - Methodology for evaluating doctoral theses by the guidance committee (M21)

Annex 2.5 - Methodology for resolving complaints regarding non-compliance with quality standards or professional ethics in doctoral theses (M22)

Annex 2.6a - Operational Procedure regarding the completion of doctoral studies (PO 07.26);

Annex 2.6b - Operational Procedure regarding the completion of doctoral studies using alternative didactic methods (PO 07.43)

Annex 2.7a - The institutional regulation for organizing and carrying out the habilitation process for doctoral supervision in VUT (REG 32)

Annex 2.7b - Methodology for organizing and carrying out the process of grading the doctoral supervision certificate (M 22)

Annex 2.8 - Procedure for organizing and carrying out the process of grading the doctoral supervision certificate (PO 07.34)

Annex 2.9 - Operational procedure for the recognition of the PhD degree granted abroad (PO 07.37)

Annex 2.10 - Operational procedure regarding the recognition of the quality of doctoral supervisor granted abroad (PO 07.38)

Annex 2.11 - Minutes of the meetings of the Council of the Doctoral School of Economic and Humanities, held in the evaluated period (01.10.2015 - 30.09.2020)

Annex 2.12 - Contract for doctoral studies

Annex 2.13 - Description of the UMS computer system

Annex 2.14 - Operational procedure for anti-plagiarism verification (PO 07.27)

Annex 2.15 - Statistical situation of similarity reports of doctoral theses defended in the field of Management, during the period under evaluation (01.10.2015 - 30.09.2020)

- Annex 2.16** - Interim list of projects approved after the technical-financial stage OIPOCU – *PROGRESSIO* project description
- Annex 2.17** - Distribution of PhD students and tutors within the *PROGRESSIO* project
- Annex 2.18a** - Detailed programs of doctoral symposia 2017, 2018, 2019
- Annex 2.18b** - VUT Senate Decision no. HS no. 60C of 2019 regarding the allocation of the amount of 200 euro, per professor or researcher, per year, for the publication of ISI articles
- Annex 2.18c** - Statement of amounts settled for training expenses
- Annex 2.18d** - Payment order and invoice for the article published in PLoS ONE
- Annex 2.19** - Minimum standards fulfillment sheets - PhD advisors in the field of Management
- Annex 2.20** - Schedule of teaching activities deployed within the field of doctoral studies Management, in the first semester
- Annex 2.21** - The subjects sheets for the didactic activities developed within the field of doctoral studies Management, in the first semester
- Annex 2.22** - Table of doctoral dissertations in the field of doctoral studies Management, during 01.10.2015 - 30.09.2020
- Annex 2.23** - Lists of relevant papers of doctors in the field of doctoral studies Management, who defended the thesis between 01.10.2015 - 30.09.2020
- Annex 2.24** - The situation of the presentations made at scientific events of the doctors within the field of doctoral studies Management, who defended the thesis in the period 01.10.2015 - 30.09.2020
- Annex 2.25** – The situation of the number of doctoral theses allocated to one scientific reviewer coming from other higher education institutions, taking into account the theses coordinated by the same doctoral supervisor, per academic year
- Annex 2.26** - The situation regarding the number of doctoral theses assigned to scientific reviewer coming from higher institutions, other than IOSUD UVT, and the ratio to the total number of doctoral theses defended in the doctoral field Management, defended in last 5 academic years (2015-2016 - 2019-2020)
- external references to the doctoral theses defended in the field of Management
- Annex 2.27** - Operational procedure regarding the evaluation of the scientific activity of doctoral advisors (PO 06.14)
- Annex 2.28** - Questionnaire on the degree of satisfaction of doctoral students
- Annex 2.29** - Operational Procedure for International Marketing VUT (PO 07.46)
- Annex 2.30** - Situation of places put up for competition for Erasmus Scholarships - PhD students, and the Agreements for international mobility - doctoral level
- Annex 2.31** - International mobility performed by doctoral students - Management field
- Annex 2.32** - Financing contract PN3-P3-215_16-09-2016
- Annex 2.33** - The situation of co-supervised doctorates
- Annex 2.34** - International experts invited to lecture for PhD students
- Annex 2.35** - Foreign PhD students
- Annex 2.36** - Letter of appreciation for the doctoral advisor Constanța Popescu
- Annex 2.37** - Partnership agreements with the economic environment and NGOs