



ACTION PLAN
of the implementation of the Quality Assurance Strategy
of the University of European Political and Economic Studies "Constantin Stere"
for the period 2022 – 2027

| No. | Actions | Monitoring indicators | Deadline | Responsible | Reference documents |
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| <p>Objective no. 1 Modernizing academic programs and enhancing the instructive-educational process in compliance with national and international standards will lead to the development and unification of undergraduate, master, doctoral, postgraduate, and continuing education.</p> | | | | | |
| <p><u>Risks:</u></p> <ul style="list-style-type: none"> - Negative demographic growth, - The migration of young people abroad and the increase in the option of high school graduates for training in foreign universities; - Decreased interest in university studies; - Discrediting and diminishing the social prestige of the teaching staff; - The unpredictable dynamics of the labor market, with excessive emphasis on employability in the evaluation of study programs; - The constant emergence of new technologies, which leads to significant reconfiguration of many areas in a very short period of time. | | | | | |
| 1.1. | Institutional evaluation of the University | Dossier at ANACEC, submitted | Academic year 2023-2024 | The rector, vice-rectors, directors of Doctoral Schools, | Education Code of the Republic of Moldova No. 152 from 17.07.2014. |

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| | | | | deans, director of the Continuing Education Center, heads of departments | External evaluation guide of higher education institutions, approved by the ANACIP Management Council, minutes no. 9 of 23.06.2016. Nomenclature of professional training fields and specialties regarding the training of specialists in higher education, cycle I, Approved by Government Decision no. 482 of June 28, 2017. Framework plan for bachelor's (cycle I), master's (cycle II) and integrated higher studies, approved by MECC order of the Republic of Moldova, no. 120 of February 10, 2020 Guide for the external evaluation of undergraduate higher education programs (cycle I) and integrated higher education, approved by the ANACEC Board of Directors, minutes no. 27 of 25.09.2020 USPEE Charter "Constantin Stere" USPEE's institutional development strategy for the period 2020-2025. |
| | <p>Periodic evaluation of undergraduate study programs:</p> <ul style="list-style-type: none"> - specialty – 0312.2 International Relations; - specialty – 0421.1 Law; - specialty – 0413.1 Business and administration; - specialty – 0412.1 Finance and banks; - specialty – 0414.1 Marketing and logistics; - specialty – 0410.2 World economy and international economic relations; - specialty – 100.1 Physiotherapy and occupational therapy; - specialty – 0319.1 Social assistance. | Dossier at ANACEC, submitted | September 2022 | The rector, the vice-rectors, deans, heads of departments, program managers | |
| | Periodic evaluation of master's study programs: Public Law; Business right; Judicial Expertise and Product Certification; Criminal law. | Dossier at ANACEC, submitted | September 2022 | | |
| | Accreditation of doctoral study programs in the specialties: 551. <i>General theory of law</i> ; 552. <i>Public law</i> ; 553. <i>Private law</i> ; 554. <i>Criminal law</i> ; 561. <i>Political science</i> ; 562. <i>International relations</i> 521.03. <i>Economy and management in the field of activity</i> ; 161. 01. <i>Ecology</i> | Dossier at ANACEC, submitted | September 2023 | The rector, vice-rectors, directors of Doctoral Schools, | |

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| | | | | <p>External evaluation guide for master's higher education programs (cycle ii), approved by the ANACEC Board of Directors, decision no. 27 of 25.09.2020.</p> <p>The code regarding science and innovation of the Republic of Moldova, no. 259 of 15-07-2004</p> <p>Regulation on the organization of higher doctoral studies cycle III, approved by GD no. 1007 of December 10, 2014.</p> <p>Framework plan for higher doctoral studies, cycle III, approved by MECC order no. 1036 of 28.09.2020</p> |
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| 1.2. | <p>Diversification of educational opportunities</p> <p>Education plans must be adapted and modernized in accordance with national and international experience and practice.</p> <p>The subject files are being updated.</p> | <p>New, developed education plans.</p> <p>Modernized education plans.</p> <p>Course sheets, updated.</p> <p>The level of student satisfaction in relation to the professional and personal development provided by the university > 70%</p> | <p>Periodic</p> <p>Periodic</p> <p>Annual</p> <p>Permanent</p> | <p>The vice-rector for didactic activity and the quality of studies, deans, heads of departments, program managers</p> | <p>The regulation on the organization of higher undergraduate (cycle i) and integrated studies, approved by MECC order no. 1625 of 12.12.2019</p> |
| 1.3. | <p>Modern didactic techniques and methods of teaching and training, particularly those based on multimedia tools and interactive ones between teacher and student, are being developed.</p> <p>Enhancing and updating the e-learning platform</p> | <p>Annual promotion rate > 80% II-IV years and 70% I year.</p> <p>Annual average > 8, minimum 30% of students.</p> <p>Final exam eligibility > 90%.</p> <p>Reduction of school dropouts in the first year of studies by 5%.</p> <p>Development and updating of teaching materials necessary for the study process - over 95% of subjects have online and/or printed course notes</p> | <p>Annual</p> <p>Annual</p> <p>Annual</p> <p>Annual</p> <p>Permanent</p> | <p>The vice-rector for didactic activity and the quality of studies, CEAC, deans, heads of departments, program managers</p> | <p>USPEE's institutional development strategy for the period 2020-2025</p> |
| 1.4. | <p>Active involvement of students in the quality assurance process within the university</p> | <p>No. of students involved in university structures.</p> <p>No. of university structures with involved students.</p> | <p>Annual</p> <p>Annual</p> | <p>The vice-rector for didactic activity and the quality of studies,</p> | |

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| | | The level of satisfaction of students in relation to the professional and personal development provided by the university > 70%. | Permanent | CEAC, deans, heads of departments, program managers | |
| 1.5. | <p>Modernization of the university institutional base, including within the QFORTE project</p> <p>Completing, renewing the material base with laboratory devices, modern computing techniques in order to carry out didactic activities in the specialized disciplines at the standards required by the current level of development of technological processes.</p> <p>Acquisition of specialized publications (books, magazines) and facilitating access to international scientific databases</p> | <p>The volume of annual purchases increased by 5%, at the level of each faculty.</p> <p>5% increase in bilateral inter-institutional agreements (per library line).</p> <p>University subdivisions, equipped with high-performance equipment.</p> <p>Clinics and university centers (Legal, Neoclinic, 4 centers) equipped with high-performance equipment</p> | <p>Periodic</p> <p>2024-2025</p> <p>November 2022</p> <p>Permanent</p> | <p>The rector, the vice-chancellors, board of directors, Financial Section</p> | <p>USPEE's institutional development strategy for the period 2020-2025</p> |

Objective no. 2: Development of scientific research

Risks:

- Intervention of force majeure situations
- Failure to obtain the expected funding, allocated to the research
- Emigration of highly qualified human resources
- Decrease in young people's interest in university careers
- The relatively low degree of motivation of human resources for scientific research activity
- Unpredictability of the evolution of relations with partners in research projects, etc.

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| 2.1. | Efficiency of the research process | <p>The areas of research within the research centers, reviewed and concretized.</p> <p>The evaluation criteria of the scientific research activity, updated.</p> <p>National and international research partnerships concluded/renewed.</p> <p>Number of research projects submitted/won.</p> | <p>Annual</p> <p>Annual</p> <p>Permanent</p> <p>Annual</p> | <p>The vice-rector for didactic activity and the quality of studies, The vice-rector for scientific activity, Directors of research centers, CEAC, deans, heads of departments</p> | <p>Institutional strategic plan of USPEE "C.Stere" for the period 2020-2025. USPEE "C.Stere" internationalization strategy for the period 2021-2025. Guide for drafting the doctoral thesis / habilitation doctor, ANACEC, 19.12.2028. INSTRUCTIONS FOR AUTHORS regarding writing articles for publication in the scientific journals of the University of European Political and Economic Studies "Constantin Stere" - www.uspee.md</p> |
| 2.2. | Active involvement of teaching staff in the research process | <p>Evaluation criteria for teaching staff regarding scientific research activity, updated.</p> <p>Access for publication in university scientific journals, secured and free for USPEE staff.</p> <p>Number of publications in USPEE's scientific journals – total per university.</p> <p>At least one scientific article in USPEE journals per teaching staff</p> | <p>Annual</p> <p>Permanent</p> <p>Annual</p> <p>Annual</p> | | |
| 2.3. | Increasing student involvement in the research process | <p>Attracting students to research activity, total number of students involved per university.</p> <p>At least 2 students involved in research, per department.</p> | <p>Annual</p> <p>Annual</p> | | |

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| 2.4. | Increasing the number of research projects won in national and international competitions | <p>The specialized project center, created.</p> <p>Research project proposals - national and international, submitted/won.</p> <p>At least 1 research topic per PhD supervisor</p> | <p>2026-2027</p> <p>Annual</p> <p>Annual</p> | | |
| 2.5. | Promotion and motivation of scientific research activity | <p>Website www.uspee.md with reference to the research activity, improved/updated.</p> <p>The results obtained as a result of research, promoted by the publication of scientific journals on the site www.uspee.md.</p> <p>Number of publications in USPEE's scientific journals - total per university/ faculties/ per chairs.</p> <p>At least one scientific article in USPEE journals per teaching staff, published.</p> <p>Compliance with the methodology of editing scientific publications, monitored.</p> <p>Editorial center, created.</p> | <p>Permanent</p> <p>Permanent</p> <p>Annual</p> <p>Annual</p> <p>Permanent</p> <p>2026-2027</p> | <p>The rector, vice-rectors, directors of research centers, heads of departments</p> | <p>Institutional strategic plan of USPEE "C.Stere" for the period 2020-2025. USPEE "C.Stere" internationalization strategy for the period 2021-2025.</p> |
| Objective no. 3: Development and continuous improvement of human resource quality | | | | | |

Risks:

- The imperfection of the legislative framework
- The increased degree of competition in the educational services market
- Emigration of highly qualified human resources
- The decline of young people's interest in university careers
- Aging academic staff
- The relatively low degree of motivation of human resources in the academic field, etc.

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| 3.1. | Strengthening the university organizational culture, based on a new culture of the quality of academic life and the satisfaction of all actors involved - students, teaching and non-teaching staff | Code of ethics, reviewed and approved. Student and staff satisfaction survey conducted. | November 2023 Annual | Vice-rector for didactic activity and the quality of studies, CEAC, Human resources department | Education Code of the Republic of Moldova, no. 152 of 17.07.2014; USPEE Quality Manual, Revised. USPEE's institutional development strategy for the period 2020-2025. USPEE's human resources development strategy for the period 2020-2025. |
| 3.2. | Increasing the performance of human resources through the process of recruitment, selection, integration in the university environment | The USPEE regulation for the occupation of didactic and scientific-didactic positions, revised and approved. The competition for teaching and scientific-didactic positions, organized. More than 70% of the number of teaching staff who ensure the completion of the study program represent full-time/internal staff. More than 90% of the number of teachers have qualifications | September 2022 Annual Permanent | Vice-rector for didactic activity and the quality of studies, CEAC, Human resources department | Education Code of the Republic of Moldova, no. 152 of 17.07.2014; Labor Code of the Republic of Moldova, no. 154 of 28.03.2003. USPEE Quality Manual, Revised. USPEE's institutional development strategy for the period 2020-2025. Framework regulation for the organization, conduct of the competition and the occupation of teaching and scientific-didactic positions in higher |

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| | | <p>according to the study program.</p> <p>More than 90% of the number of teaching staff who provide the teaching of theoretical courses in the study program hold scientific/scientific-didactic titles.</p> <p>All 100% of the teaching staff, who require it, have studied the psycho-pedagogical module.</p> | <p>Permanent</p> <p>Permanent</p> <p>Permanent</p> | | <p>education (ME order no. 126 of 10.02.2021) . ANACEC guide for external assessment of Bachelor's/Master's study programs from 25.09.2020</p> |
| 3.3. | Ensuring optimal conditions for activity, development and motivation of human resources, based on meritocracy criteria | <p>Decent working conditions for university staff, created.</p> <p>Thematic continuing education courses for university staff, no. courses organized total/annually.</p> <p>Academic mobility for staff, organized.</p> <p>At least 5 people trained in mobility internships</p> <p>Access for publication in university scientific journals, secured and free for USPEE staff</p> <p>At least one scientific article in USPEE journals per teaching staff</p> | <p>Permanent</p> <p>Annual</p> <p>Permanent</p> <p>Annual</p> <p>Permanent</p> <p>Annual</p> | <p>Vice-rector for didactic activity and the quality of studies, CEAC, Human resources department</p> | <p>Education Code of the Republic of Moldova, no. 152 of 17.07.2014; Labor Code of the Republic of Moldova, no. 154 of 28.03.2003. USPEE Quality Manual, Revised. USPEE's institutional development strategy for the period 2020-2025.</p> |

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| | | Number of scientific publications in USPEE's scientific journals – total/per faculty/per department/per professor. | Annual | | |
| | | Health services for USPEE staff within the University Clinic, granted. | Permanent | | |
| 3.4. | Periodic internal evaluation of human resources performance, based on criteria of quality, meritocracy and transparency | Staff performance evaluation regulation, elaborated; Student satisfaction survey regarding the teaching staff, carried out | March 2025 Annual | Vice-rector for didactic activity and the quality of studies, CEAC, Human resources department | Education Code of the Republic of Moldova, no. 152 of 17.07.2014; USPEE Quality Manual, Revised. USPEE's institutional development strategy for the period 2020-2025. |
| Objective no. 4: Transparency, internationalization and communication regarding quality assurance | | | | | |
| <u>Risks:</u> | | | | | |
| <ul style="list-style-type: none"> ● The loss, through migration, of an important human capital resource ● Loss of cultural identity ● Weakening of the bond with some partners due to force majeure situations ● Inexperienced personnel in the promotion and communication activity | | | | | |
| 4.1. | Ensuring open access to quality information for the entire academic community | USPEE website "C. Stere", perfected. USPEE website "C. Stere", updated. Internet network access, secured and monitored. | December 2022 Permanent Permanent | Vice-Chancellors, CEAC, research center directors, deans, heads of departments | Institutional strategic plan of USPEE "C.Stere" for the period 2020-2025. USPEE "C.Stere" internationalization strategy for the period 2021-2025. |
| 4.2. | Expanding the degree of cooperation at the regional / national / international level | Existing cooperation agreements, updated. | Permanent | | |

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| | | <p>New agreements concluded, at least 1 per year.</p> <p>Regulation on the mobility of students and teaching staff, perfected and approved.</p> <p>New mobility agreements concluded, minimum 1 per year.</p> <p>Erasmus+ projects, submitted/won.</p> | <p>Annual</p> <p>June 2023</p> <p>Annual</p> <p>Annual</p> | | |
| 4.3. | Periodically updating and publishing information about the educational offer and other services for the community | <p>Dissemination of information regarding:</p> <ul style="list-style-type: none"> - the educational offer: <ul style="list-style-type: none"> - Flyers in Ro/Ru/Eng - 500 pcs. x 3 languages; - Calendars; - Other promotional materials. - academic activity: <ul style="list-style-type: none"> - on the website ww.uspee.md | Annual | | |

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