



Strategy on Scientific Research, Development and Innovation of Transilvania University of Braşov for 2024-2029

Scientific research within Transilvania University of Braşov in a national and global context

Transilvania University of Braşov (UNITBV) is a comprehensive university that has marked a continuous and accelerated development of the scientific research performance in the last decade. This fact is certified by the praiseworthy positions in the national rankings (e.g. the sixth place in the last two editions, corresponding to the years 2022 and 2023, of the national metaranking made by the Ministry of Education) and in the world rankings (e.g. QS World University Rankings – position 1201-1400, THE – Times Higher Education – position 1201-1500, CWUR – position 1458, etc.). If, in 2011 UNITBV occupied the 15th position in the national classification of the universities, in 2024 its placement on a leading position nationally and its ranking first among the comprehensive Romanian universities confirms the effectiveness of UNITBV's strategy, policy and programmes on the development and boost of the scientific research, applied since 2012.

The research, development and innovation activity (CDI) within Transilvania University of Braşov is conducted by the teaching and research personnel, being located and managed in the 30 research centres and laboratories of the University's Research and Development Institute, in the Interdisciplinary Doctoral School, Technological and Business Incubator, as well as in the laboratories or research groups under the faculties and departments. The administrative support for CDI is predominantly offered by the Compartment for Project Management and the Compartment for Intellectual Property.

The main feature of the research within UNITBV is interdisciplinarity and transdisciplinarity, a natural reflection of the university's comprehensive structure (which integrates engineering, social, humanistic, artistic, medical, mathematical, sports and physical education branches of science), as well as a strategic direction for affirming the institution on a regional and international level. Sustainable development is the theme and framework direction that governs the activity of the research centres under the Research and Development Institute (ICDT) of UNITBV, creating the premise of collaboration and partnership between research centres.

The main strategic measures that led to the development of the research activity within UNITBV are:

- (1) consistent, predictable and transparent implementation of an integrated set of measures for boosting and rewarding performance, with two components: performance-based wage differentiation (e.g. additional pay for articles in prestigious journals or for very good results in project competitions) and performance reward with amounts available to the employees who achieved outstanding research results (e.g. "ISI Award" programme, 30% of the national project overhead available to the project managers etc.);
- (2) support for the internationalization of research through internal programmes and measures, by financing the teaching and research personnel's participation in international scientific events, fully allotting the international project overhead to the project managers for result dissemination, and initiating new collaborations, paying the publication fees in open access journals, through Transilvania Fellowship programme for visiting professors and young research scientists, etc.;
- (3) promotion of freedom and autonomy in scientific research, including through the decentralization of



the financial decisions, so that the researchers and research teams conduct their activity in a stable and predictable institutional setting, with consistently applied rules and assumption of individual responsibility;

- (4) application of a rigorous selection for the human resource recruited from external sources, increasingly better working conditions and support for career development in research.

The recent years' accelerated growth of scientific production and performance has also been accompanied by a series of challenges, opportunities, as well as by the need to define strategic directions for consolidation and development in the coming period. The lower interest for participating in national research grant and project competitions (caused to a large extent by the continuously diminishing national budget allocated to these competitions and accordingly lower success rate), the orientation towards certain open-access publishing houses which offer a very brief article review process, but which raise questions on its quality, the difficulties in recruiting high-performing human resource, especially early-career researchers, fewer research contracts with the industrial environment, and in general the concentration of the collaboration with the private companies especially on the university's provision of human resource and to a lesser extent on applied research are some of the challenges for which the identification of viable solutions in the short, medium and long term is required.

Strategic directions for the activity of research, development and innovation within Transilvania University of Braşov

The CDI activity within UNITBV will focus on the following six priority directions, set in accordance with the Strategic Plan of Transilvania University of Braşov for 2024-2029 and with the guidelines provided for in the European, national and regional strategic documents.

1. Consolidation and growth of UNITBV's competitiveness in the CDI field, by:

- maintaining and amending the internal boost and reward programmes for scientific research performance, in order to ensure their transparency, predictability and attractiveness (e.g. pay rise for publications and very good results in project competitions, pay rise for the doctoral supervisors, award for publication in prestigious journals, etc.);
- developing the research infrastructure and especially the digital infrastructure, by supporting the research centres of ICDT in their approach to access external funds, through institutional projects and internal programmes; by improving the way of jointly sharing and exploiting the existing infrastructure;
- ensuring access to the specialised scientific literature and documentation resources in line with the specific needs of the university's science majors;
- fostering the participation in grant and project competitions funded by national and international bodies through training and information sessions on project calls;
- attracting high-performing human resource in research (including doctoral supervisors to the Interdisciplinary Doctoral School) and strengthening the institutional setting for career development in research;
- developing and professionalizing the administrative structures that provide support for the CDI activity (including the process of procurement, financial management of contracts and projects, legal counselling, human resource management, and more); as well as creating the framework for the exercise of the role of research manager.

2. Valorization of the university's comprehensive nature and promotion of interdisciplinarity, by:

- identifying within the faculties and research centres the particular aspects of the CDI activity and the elements of differentiation on a national and international level;
- organising events and facilitating the collaboration between research centres and working groups for the development in partnership of the CDI projects and activities;
- identifying major interdisciplinary research topics and supporting the research teams in the generation of competitive results, which allow for the differentiation on a national and international level;



- supporting the approaches to the digitalization of the CDI activities and processes, as well as developing the advanced digital skills for interdisciplinary research, in line with UNITBV's Digital Transformation Strategy;
- integrating in a responsible way the resources offered by the artificial intelligence into the university's CDI ecosystem, in line with the European and national standards, and continuing the approach to the development of the digital infrastructure and associated services.

3. UNITBV's greater involvement in the local, regional and national research and innovation ecosystem, by:

- the researchers' organising and participating in actions that ensure a better dissemination of the research results to the local community and general public (conferences, seminars, round tables, workshops, etc.);
- initiating programmes and actions based on the citizen-science principles, i.e. the citizens' involvement in CDI projects as active actors, not just as beneficiaries of the result;
- strengthening the cooperation with the institutions of the local public administration, with companies and organizations of the civil society, in order to participate in outlining the local and regional development strategies and to collaborate in projects that meet the needs of the community;
- developing the entrepreneurial culture, oriented towards innovation, through support for the collaboration with the business environment and increasingly better services offered by the Technological and Business Incubator within UNITBV;
- supporting the technology transfer, developing the activity of the Compartment for Intellectual Property and promoting the activity of the Regional Centre Braşov, with a view to promoting industrial property in Romania;
- strengthening the national partnerships and participating in relevant national consortia and networks.

4. Increasing internationalization of the CDI activity, by:

- maintaining and amending the internal boost and reward programmes for international cooperation and enhanced research result visibility: financial support for the participation in international scientific events, provision of the resources for the payment of the publication fees in open-access journals, financial support for the young research scientists' international mobilities and for the early-career personnel's traineeships, improvement of Transilvania Fellowship programme for visiting professors and young research scientists, etc.;
- encouraging the involvement in UNITA-Universitas Montium Alliance's CDI projects, and developing, in partnership with the Alliance members, project proposals and grants in line with the major research topics of the consortium;
- participating at the level of UNITBV in the approaches for the shared use of the research infrastructure within the UNITA Alliance, and initiating collaborations with the 12 partner universities in order to optimise the capitalization on the available resources within the Alliance;
- encouraging the partnerships with prestigious international organizations, and participating at the level of UNITBV in international CDI consortia and networks.

5. Development of the human resource that conducts CDI activity, by:

- consistently applying the principles of the European Charter and Code for Researchers and UNITBV's policy on the open, transparent and merit-based recruitment of researchers (OTM-R);
- cohesively implementing the plan of action related to the HR Strategy for Researchers (HRS4R), in order to preserve the European certification HR Excellence in Research Award;
- gradually implementing the principles of the Coalition for Advancing Research Assessment (COARA) in the evaluation of the scientific research performance, by grading the various types of relevant results and orienting the evaluation on quality, and less on scientometric indicators;
- promoting gender equality in the CDI activity and supporting the consistent implementation of the measures set in the Gender Equality Plan of Transilvania University of Braşov;
- maintaining the standards for the attraction of researchers with outstanding results or potential for professional development to the university, and improving the processes of integration, training and advancement in the research career;
- encouraging a wider range of options for the publication in open access journals, in compliance with the requirements of the review process and the capitalization on the transformative agreements to which there is



institutional access (e.g. transformative agreements available through the Anelis+ project).

6. Advocated application of the Open Science principles, by:

- fostering the application of the Findable, Accessible, Interoperable, and Reusable Data (FAIR) principles in the CDI activity within UNITBV;
- financially supporting the open access publication in prestigious journals, acknowledged for the quality of their review process;
- developing the institutional infrastructure to facilitate the application of the FAIR principles (e.g. repository-type computer information system, digital support systems for research data management, etc.);
- applying the principle of transparency in the internal processes of research result reporting, performance assessment and reward in scientific research.

This Strategy was discussed and approved in the meeting of the Senate of Transilvania University of Braşov on 20.11.2024.

Prof. Eng. Mircea Horia Țierean, PhD
President of the University-Senate

