

### Operational Plan 2012-2016

The plan is generally correlated with the mission of higher education in Romania and especially with the mission of the Department of Engineering and Management of Technological Systems - IMST, University of Craiova.

#### **1.Educational strategy: achieving of a high level of academic education integrated in the higher education system at national, European and global level**

##### **1.1 Academic offer**

- Expanding and adapting the educational offer to meet the society challenges;
- Develop and increase the share of Master and Doctoral education.

Responsible: Prof. Gabriel Benga, PhD

##### **1.2 Recruitment of new students**

-It is necessary to correlate the number of students with the social demand and the possibilities of the department,  
without  
compromising  
the  
quality of education  
;

-Improving the admission process for the purposes of retaining the most capable young people;

- It will enhance the process of attracting the best students in the area and across the country through  
better advertising  
the  
opportunities  
and the achievements of  
the department.

Responsible: Assoc. Prof. Mihai Demian, PhD

### **1.3 The educational process**

- Completing the transition to the new form of organization of higher education;

- Improvement and continuous correlation of curricula, introduction of new courses, reviewing the  
objectives  
,  
existing courses  
, introduction  
of optional courses;

- Emphasizing the research side through the provision in the curriculum of research activities for students;
- Improving teaching methods and evaluation using ICT;
- Stimulating the individual study of the students;
- The introduction of continuous assessment where possible;
- Support the organization of student professional competitions growing concerns for achieving good results;

Responsible: Prof. Gabriel Benga, PhD and Prof. Ion Ciupitu, PhD

## **2. Research strategy: conducting a high level scientific research work integrated the exchange of values at national, European and global level**

### **□□□□□□□□□□ 2.1Enhancing the role of scientific research**

- Moving the center of gravity of academic staff activities from teaching to scientific research;

- Creating centers of competence in research nationally and internationally recognized;
- Orientation to a greater extent of master and doctoral studies towards research activity;
- Use to a larger extent of the doctoral and master students' potential in carrying out the research work;

□□□□□□□□□□ Responsible: Prof. Ion Ciupitu, PhD and Assoc. Prof Danut Savu, PhD

## **2.2 Supporting research activity**

- Supporting research teams in terms of facilities, academic and research staff, PhD, MA students;
- Identification and popularization of research funding resources;
- Supporting participation in national and international competitions for grants;
- Supporting cooperation with similar departments from abroad;
- Establish strategic partnerships with companies interested in cooperation with the department in research work;

□□□□□□□□□□ Responsible: Assoc. Prof Danut Savu, PhD

### **3. Financial strategy: attracting financial resources and their judicious utilization**

#### **3.1 Attracting financial resources:**

- Distribution of university income according to the contribution to their formation;
- Attracting additional resources through teaching activity;
- Attracting other financial resources

Responsible: Prof. Gabriel Benga, PhD and Assoc. Prof Danut Savu, PhD

#### **3.2 Application of the principle of funding per student**

Responsible: Prof. Gabriel Benga and Assoc. Prof Danut Savu, PhD

#### **3.3 Estimated annual revenues and realistic planning activities at department level**

Responsible: Prof. Gabriel Benga, PhD

#### **3.4 The strict observance of the use of allocated funds**

□□□□□□□□□□ Responsible: Prof. Gabriel Benga, PhD

#### **4. Human Resources Management Strategy: the importance of the human factor in achieving the goals of IMST Department**

##### **4.1 Employment, Promotion**

- Recruitment of highly qualified staff;
- Sustainable and responsible promotion strategy

Responsible: Prof. Ion Ciupitu, PhD and Assoc. Prof Danut Savu, PhD

##### □□□□□□□□□□ **4.2 Evaluation**

- Establish clear responsibilities for the department staff and continuous monitoring of them;
- Periodic evaluation of teaching, research, administrative and department representation activities;

□□□□□□□□□□ Responsible: Prof. Gabriel Benga, PhD and Prof. Ion Ciupitu, PhD

□□□□□□□□□□ **4.3 Ensuring appropriate and differentiated wage levels, closer to the labor market**

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- By claiming and partial use of department revenue to increase the wages;
- Supporting additional academic activities better remunerated such as international research grants ;
- Differentiated remuneration system based on performance and degree of staff involvement in administrative work

□□□□□□□□□□ Responsible: Prof. Gabriel Benga, PhD and Prof. Ion Ciupitu, PhD

□□□□□□□□□□ **4.4 Supporting the increase of professional level**

- Participation in internships abroad;
- International cooperation with similar foreign departments;
- Cooperation with leading companies at both international and national level;

Responsible: Prof. Gabriel Benga, PhD

**5. Material resources management strategy: effective management of material resources to support education and research activities and the creation of adequate working conditions**

**5.1 Extension and arrangement of teaching classes, research spaces, offices, provision of equipment, software and facilities for research:**

- Obtaining new premises for teaching and research through investment or acquisition from university funds;

-Renovation and improving of existing teaching and research premises;

-Further stimulate the establishment of strategic relationships with companies at national and international level interested in equipping laboratories in the department ;

-Designing and materialization of infrastructure for master's and doctoral education;



- Providing adequate premises for academic and research staff;
- Ensuring work rooms equipped with computers with permanent access for students.

Responsible: Prof. Gabriel Benga, PhD

## **6. Image, communication and cooperation department strategy: improving the image of the department nationally and internationally**

### **6.1 The image of the department**

- Promoting with more insistence of visual identity card of the department;
- Permanent update of department webpage;
- Developing brochures and flyers of the department in Romanian and English

Responsible: Prof. Gabriel Benga, PhD and Assoc. Prof. Mihai Demian, PhD

### **6.2 Active participation in national and international scientific associations in the field**

Responsible: Assoc. Prof. Mihai Demian, PhD

### **6.3 Establish cooperative relationships with departments, universities and companies working in the field**

□□□□□□□□□□ Responsible: Prof. Ion Ciupitu, PhD and Assoc. Prof. Mihai Demian, PhD

### **6.4 Liaison with the local community**

- Involvement of the department in local community programs;
- Institutionalization of the links with socio-economic environment for the identification of requirements and expectations of the labor market

Responsible: Assoc. Prof. Mihai Demian, PhD

## **7. Managerial strategy**

### **7.1 Improving the administrative structure**

- Analysis and redistribution of academic and administrative tasks. Moving administrative tasks

especially in  
power of  
TESA personnel;

Responsible: Prof. Gabriel Benga, PhD

## 7.2 Improving the institutional framework

- Reassessment and rebuilding the institutional framework of the department in correlation with the restoration of the university institutional framework ;

- The extension of the department IT system to cope with the teaching and research activities;

Responsible: Prof. Ion Ciupitu, PhD

## 7.3 Promoting university strategic management at all levels

- Planning and decision making by the members of the Department Council in a transparent way involving active participation of academic and administrative staff ;

- Exercising control at all levels concerning achievement of the objectives;

- Decentralization of management;
- Stimulating initiative and personal responsibility

Responsible: Prof. Gabriel Benga, PhD

### **7.4 Evaluation and Quality Assurance**

- Improved methods of assessing teaching, research and university management;
- Improving and expanding the criteria and the assessment strategies for quality assurance process of education
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Responsible: Assoc. Prof Danut Savu, PhD

Head of the IMST Department

Prof. Gabriel Benga, PhD