

TITU MAIORESCU UNIVERSITY OF BUCHAREST

ACTION PLAN

Designed to undertake corrections according to the SWOT Analysis outcomes

| IDENTIFIED WEAKNESSES | CORRECTIVE ACTION | COORDINATOR | EXPECTED RESULTS | ESTIMATED DURATION |
|--|---|--|---|--------------------------------------|
| 1. Out of 10 undergraduate study programs ranked on fields in 2011, only 3 are in category B, 4 are in category C and 3 are in category D. | - Revision of the curricula and syllabuses, focusing on the scientific content in order to meet the objectives related to professional skills - Stimulation of the scientific production of the teachers | - Vice-Rector - The Senate Commission - The faculty councils | Accession to the category A of the great majority of the study programs | October 2013, continuing application |
| 2. Many study programmes are not represented in the third cycle of University studies | - Habilitation of new PhD supervisors - Support measures for organization of new doctoral schools at the faculties: <i>Medicine, Law, Psychology, Informatics, Economic Sciences</i> | Director of the Council for Doctoral Studies | - Support for institutional development initiatives in scientific research - Increasing the prestige and attractiveness of the University's potential candidates | October 2015 |
| 3. Relative decrease in the number of students in the last 5 years | - Introduction of new study programmes in <i>Pharmacy</i> and in <i>Applied Modern Languages</i> - Introduction of study programmes (branches) in foreign languages | - Vice-Rector - Director of the Center of Multilingualism | - Increasing the number of students and attract students from EU and other countries | - October 2013 - October 2014 |

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| <p>4. Practical training is still insufficiently developed and updated</p> | <p>Extending internships in companies, as students should become more involved in finding companies for their internship</p> | <p>- Vice-Rector - Deans</p> | <p>Faster integration of students into the labor market</p> | <p>Permanent, beginning with the academic year 2013-2014</p> |
| <p>5. Relatively low interest of students to constitute an association at the University level</p> | <p>- Resumption of the process of establish the Students' Association at the University level, through the students' representatives in the Senate and Faculty Councils</p> | <p>- University Senate - Faculty Councils</p> | <p>Facilitation of communication with the large students' mass, and involvement of the good performing students within the decision making process, and in the process of dissemination these decisions among the students</p> | <p>Beginning with the academic year 2013-2014</p> |
| <p>6. Some deficiencies in the quality management system, particularly the lack of a specialized Department of Quality Management</p> | <p>- Establishing a Quality Assurance Department as part of the Quality Assurance System in TMU - Review and/or elaboration of regulations, methodologies and procedures of TMU</p> | <p>Vice-Rector</p> | <p>Increased quality of educational and research activities</p> | <p>October 2013</p> |

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| <p>7. Limited information on the labor market needs and on the graduates' career; poor involvement of the Alumni Association</p> | <p>Completion of a Database concerning the graduates, their career track, and the companies within our former students are employed</p> | <p>General Secretary of TMU</p> | <p>Using the Database outcomes as input data for the quality improvement of</p> | <p>Permanent</p> |
| <p>8. Lack of full-time research staff and, accordingly, relatively low number of research projects earned through competition</p> | <p>Resumption of the program of hiring through competition of fulltime and part-time scientific researchers in specific fields</p> | <p>- Vice-Rector - Director of the Institute for Studies, Research, Development and Innovation - Director of the Medical Research Institute</p> | <p>Intensifying the University's research potential and capitalization of results of scientific research</p> | <p>Beginning with the academic year 2013-2014</p> |