

RDI STRATEGY 2025-2029 - Excellence in RDI
Implementation Action Plan

Actions	Responsible entity	Entities involved in the implementation	Implementation deadline	Evaluation
S01: To support and develop RDI activity in both traditional and inter/trans-disciplinary subject areas				
so1.1: Boosting the scientific performance of the academic community				
A1. Facilitating the research activity of teachers with outstanding performance in research-innovation	Vice-rector in charge of RDI	Scientific Council	2026	Evaluation at the end of the implementation period
A2. Providing grants, awards for outstanding RDI activity, focusing more on young researchers and under-represented groups	Vice-rector in charge of RDI	Vice-rector in charge of funding General Administrative Directorate Management of Scientific Research Directorate	Ongoing	Annual evaluation
A3. Providing unrestricted online access to specialized literature	Vice-rector in charge of RDI	Scientific Council Management of Scientific Research Directorate	Annual	Annual evaluation
A4. Organising workshops around academic writing, grant/project writing, including sessions exploring collaboration between seemingly disparate fields that can generate new perspectives.	Scientific Council (SC)	Management of Scientific Research Directorate	Recurring	Annual evaluation
A5. Recruiting leading national and international scientists in parallel with increasing the number and securing the tenure/retention of RDI staff, including experts and research project managers	Vice-rector in charge of competitiveness Vice-rector in charge of scientific research	Vice-rector in charge of human resources Scientific Council Management of Scientific Research Directorate	2029	Mid-term evaluation in 2027 Final evaluation in 2029
A6. Confirmation of the EU Commission's Human Resources Award for Excellence.	Vice-rector in charge of competitiveness	Vice-rector in charge of RDI Vice-rector in charge of human resources Vice-rector in charge of quality assurance	2025, 2028	Evaluation at the end of the implementation period Final evaluation in 2029

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		Qualitas Centre		
A7. Development of a teaching/learning system based on research-based learning and guided research in all academic sectors of UBB (including distance education and continuing education by employing modern teaching/learning technologies, e.g. EON-XR); UBB should actively support the inclusion in the university curriculum of courses based on recent/ongoing RDI projects. Rewarding teachers and students/groups of students who develop such “research training” activities.	Vice-rector in charge of education-curriculum	Vice-rector in charge of RDI Vice-rector in charge of funding Scientific Council Teaching Council Centre for Continuing Education, Distance Learning and Part Time Education	2027	Evaluation at the end of the implementation period Final evaluation in 2029
A8. Implementation of modern administrative systems within UBB in order to position it as a world-class university. Redesigning the UBB administration accordingly, using institutional and national expertise in the field, so that academic performance is stimulated by the administrative component;	Vice-rector in charge of administration	Vice-rector in charge of RDI Vice-rector in charge of human resources Vice-rector in charge of funding Scientific Council	2029	Mid-term evaluation in 2027 Final evaluation in 2029
A9. Establishing inter- and trans-disciplinary subject areas of significant potential to strengthen UBB’s international/national competitiveness, exploiting the collaborative framework provided by UBB’s Academic Schools of Science; Encouraging inter-institutional and international collaboration to build epistemic communities, which are becoming increasingly important in trans-disciplinary initiatives by bridging various approaches to generating scientific knowledge. Science with citizens is essential as it involves non-academic actors in the process of knowledge production, drawing on local perspectives, practical contributions and deeper societal engagement in research	Vice-rector in charge of competitiveness	Vice-rector in charge of RDI Scientific Council Qualitas Centre	2026	Evaluation at the end of the implementation period

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A10. Continuation and improvement of the in-house award scheme for internationally and nationally acknowledged results through publication in scientific journals or reputable publishers. Establishing awards for artistic and cultural creation and outstanding sports achievements.	Vice-rector in charge of RDI	Vice-rector in charge of funding Scientific Council Management of Scientific Research Directorate	Ongoing	Annual evaluation
A11. Encouraging UBB scientific publications that contribute to internationalisation and to the emergence/development of internationally competitive schools of science, by maintaining the UBB programme of supporting its own WoS indexed or listed publications	Vice-rector in charge of RDI	Vice-rector in charge of funding Scientific Council Management of Scientific Research Directorate	Ongoing	Annual evaluation
A12. Further developing the Presa Universitară Clujeană (PUC) publishing house to become a leading publishing house for Romanian academic publications, following the western model of university publishing (with titles accessible in national/international book stores and libraries, in relevant online systems, etc.).	Vice-rector in charge of RDI	Vice-rector in charge of funding Scientific Council PUC Publishing House	Ongoing	Annual evaluation
A13. Further encouraging the employment of researchers on a fixed-term basis, funded by extra-budgetary resources obtained from own grants or other sources	Vice-rector in charge of RDI	Vice-rector in charge of funding Vice-rector in charge of human resources Scientific Council	Ongoing	Annual evaluation
A14. Implementation of the Code of Ethics and monitoring mechanisms in the RDI activity	Vice-rector in charge of RDI	Scientific Council Ethics Committee	2026	Evaluation at the end of the implementation period
A15. Reducing bureaucracy and streamlining the administration through continuous upgrading and further training of administrative staff and by extending the criteria of assessment in terms of efficiency and professionalism of administrative staff supporting the RDI activity.	Vice-rector in charge of human resources	Vice-rector in charge of scientific research Vice-rector in charge of administration Vice-rector in charge of funding Scientific Council	Ongoing	Annual evaluation
A16. Ensuring the quality of research activity by specialist technical staff: laboratory technicians,	Vice-rector in charge of human resources	Vice-rector in charge of scientific research	Ongoing	Annual evaluation

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research engineers. Selection and development of human resources in the technical field or outsourcing to technical firms		Scientific Council		
so1.2: Developing infrastructure to support scientific performance				
A1. Level and matrix based organisation of the UBB RDI units; by level based organisation we refer to organisation in: (1) research laboratories/collectives; (2) research centres (which must include one or more laboratories); and (3) research institutes (which incorporate one or more research centres); by matrix based organisation we refer to the establishment of strategic research institutes at UBB level, which will integrate across disciplines several research centres and the resources of the 23 faculties within UBB	Vice-rector in charge of RDI	Scientific Council Faculties	2027	Evaluation at the end of the implementation period
A2. Internal, national and/or international accreditation of the RDI units within UBB	Vice-rector in charge of RDI	Scientific Council Management of Scientific Research Directorate	Recurring	Evaluation at the end of the implementation period
A3. Emphasizing in EERTIS the strategic infrastructure of UBB	Vice-rector in charge of RDI	Scientific Council Management of Scientific Research Directorate	Ongoing	Annual evaluation
A4. Establishment of strategic RDI units for UBB, to be funded directly from UBB extra-budgetary resources	Vice-rector in charge of RDI	Scientific Council Management of Scientific Research Directorate	2025	Evaluation at the end of the implementation period
A5. Development, with the support of the Centre for Entrepreneurship, of start-ups, spin-offs and business incubators, including their internal regulations (e.g. ownership), which can creatively and efficiently use UBB's innovative ideas from a financial perspective	Vice-rector in charge of entrepreneurship	Vice-rector in charge of RDI Vice-rector in charge of fundraising Scientific Council Centre for Technological and Cognitive Transfer and Management	Ongoing	Annual evaluation
A6. Implementation of innovative projects	Vice-rector in charge of RDI	Vice-rector in charge of funding Scientific Council Management of Scientific Research Directorate	Recurring	Evaluation at the end of the implementation period

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		Centre for Technological and Cognitive Transfer and Management		
A7. Accessing non-refundable funds to develop infrastructure and support scientific performance	Vice-rector in charge of RDI	Vice-rector in charge of funding Scientific Council Management of Scientific Research Directorate Centre for Technological and Cognitive Transfer and Management Faculties Research Units	Ongoing	Annual evaluation
A8. Supporting, through maintenance services, RDI units and strategic research infrastructure: dedicated maintenance staff and maintenance protocols	Vice-rector in charge of RDI	Vice-rector in charge of human resources Scientific Council Faculties Research Units	Ongoing	Annual evaluation
A9. Training of experts/managers in research and in writing major institutional projects in the EU research funding framework programmes, but also in structural funds by using the framework provided by the Support Centre 2020 - UBB	Vice-rector in charge of RDI	Scientific Council Management of Scientific Research Directorate Centre for Technological and Cognitive Transfer and Management	Recurring	Evaluation at the end of the implementation period
so1.3: Research evaluation guided by CoARA principles				
A1. Analysis of the evaluation criteria/tools processes in use at UBB	Vice-rector in charge of quality assurance	Vice-rector in charge of RDI Scientific Council Management of Scientific Research Directorate Qualitas Centre	2025	Evaluation at the end of the implementation period
A2. Development of new criteria/tools/processes/methods for research evaluation in line with CoARA principles and commitments (or revise/improve existing ones), including considering the introduction of an evaluation framework allowing for self-reflection	Vice-rector in charge of competitiveness	Vice-rector in charge of quality assurance Vice-rector in charge of competitiveness Vice-rector in charge of RDI Scientific Council	2026	Evaluation at the end of the implementation period

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and basing on this the adjustment/revision of research directions		Management of Scientific Research Directorate Qualitas Centre		
A3. Developing tools and services for the transparent collection and processing of data on research evaluation practices	Vice-rector in charge of RDI	Vice-rector in charge of quality assurance Vice-rector in charge of digitalization Scientific Council Information and Communications Technology Department Management of Scientific Research Directorate	2027	Evaluation at the end of the implementation period
A4. Developing a guide on the new criteria/indicators/processes and how to implement them and disseminate it to the academic community	Vice-rector in charge of competitiveness	Vice-rector in charge of RDI Vice-rector in charge of quality assurance Scientific Council Management of Scientific Research Directorate Qualitas Centre	2027	Evaluation at the end of the implementation period
A5. Implementation of new research evaluation processes, criteria and tools.	Vice-rector in charge of RDI	Scientific Council Management of Scientific Research Directorate Faculties Research Units	2028	Evaluation at the end of the implementation period Final evaluation in 2029
so1.4: Development of doctoral schools and post-doctoral studies				
A6. Development of the European Doctorate - through more effective outreach, recruitment and sourcing of funding/support	CSUD Director	Vice-rector in charge of RDI Scientific Council Institute for Doctoral Studies	Ongoing	Annual evaluation
A7. Increasing the number of joint doctorates (both within EUTOPIA and with other high-profile academic partners)	CSUD Director	Vice-rector in charge of RDI Scientific Council Institute for Doctoral Studies Centre for International Cooperation	Ongoing	Annual evaluation

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A8. Increasing the number of postdoctoral programmes and postdoctoral researchers	CSUD Director	Vice-rector in charge of RDI Scientific Council Institute for Doctoral Studies	Ongoing	Annual evaluation
A9. Increasing the number of doctoral supervisors and teaching/research staff with habilitation certification	CSUD Director	Vice-rector in charge of RDI Institute for Doctoral Studies	Ongoing	Annual evaluation
S02: Making the Transition to Open Science				
so2.1: Organisation of administrative resources for the transition to OS				
A1. Establishment of a multi-level network within UBB	Director of Open Science Office	Open Science Office Faculties Research Units	2025	Evaluation at the end of the implementation period
A2. Implementation of UBB repositories, handled through the Open Science Office;	Director of Open Science Office	Open Science Office Information and Communications Technology Department	2025	Evaluation at the end of the implementation period
A3. Stocking the new UBB repositories with publications and datasets	Director of Open Science Office	Open Science Office Information and Communications Technology Department Faculties Research Units	Ongoing	Annual evaluation
A4. Promotion and development of the Science with Citizens Platform	Director of Open Science Office	Open Science Office	Ongoing	Annual evaluation
A5. Holding awareness, training, and debate events	Director of Open Science Office	Open Science Office	Ongoing	Annual evaluation
A6. Advancing research topics that are reflective of the cultural, ethnic and socio-economic diversity of the academic community and society.	Director of Open Science Office	Open Science Office	Ongoing	Annual evaluation
A7. Creating a UBB think-tank to engage academic research with public policies and national, regional, and global challenges	Director of Open Science Office	Open Science Office	Ongoing	Annual evaluation
so2.2: Dissemination of science within the UBB community and beyond				
A1. Dissemination of scientific events organised by UBB	Director of Open Science Office	Open Science Office Faculties Research Units	Ongoing	Annual evaluation

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A2. Conducting science popularization activities	Director of Open Science Office	Vice-rector in charge of RDI STAR UBB Institute Scientific Council Open Science Office Faculties Research Units	Ongoing	Annual evaluation