

External evaluation report for the establishment of a doctoral university study field in Business Administration

Introduction

This report was drafted during the evaluation visit of the doctoral program **Business Administration** at the University of Bucharest. The visit took place between 21-23.05.2025.

The Doctoral Program **in Business Administration** to be established will be part of the Doctoral School of Administrative Sciences of the University of Bucharest. In perspective, the Doctoral School will change its name to Doctoral School of Economics and Administrative Sciences, as decided in the Board of Directors meeting on December 2, 2024, subsequently approved by the Senate and submitted to the Ministry of Education and Research for further modification.

The University of Bucharest (UB) is a public higher education institution, with legal personality, part of the Romanian state education system, autonomous and open. Doctoral studies are a traditional component of the educational and research activity of the University of Bucharest.

At present, the University of Bucharest operates 24 doctoral schools in which 21 fields are managed. Doctoral studies represent a leading activity in the realization of the triple mission of the University of Bucharest, which is to contribute to the advancement of scientific knowledge, to train highly qualified graduates and to participate in the identification and implementation of useful solutions for the general development of society. Through the quality of doctoral studies, doctoral theses and the professional and personal training of doctoral graduates, the University of Bucharest has the ambition to be at the forefront of higher education in Romania and to be competitive at a global level.

The Faculty of Administration and Business and the Doctoral School of Administrative Sciences propose the establishment of the Doctoral program **in Business Administration** at the University of Bucharest, as an added field to the Doctoral School of Administrative Sciences (in perspective Doctoral School of Economic and Administrative Sciences). The proposal was approved at the Council Meeting of the Faculty of Administration and Business on October 28, 2024. Within this Doctoral School there will be a number of 3 scientific supervisors in the doctoral field of Business Administration, all 3 of them being tenured in the institution.

Business Administration is a field of research within the social sciences, distinct in its themes, theoretical orientations, and specific relationships with other fields, such as sociology, administrative sciences, or behavioral sciences. Business Administration forms a wide variety of competences, which are codified in the RNCIS register; also, the field of Business Administration offers a wide variety of professional outlets, such as economist in different departments of the firm (human resources, finance, accounting, supply, sales); economist in auditing; economist - responsible for stock management, organization and coordination of economic flows; responsible for contract management in the business market; consultant in business analysis and planning; manager for small and medium-sized enterprises.

Methods used

The following methods and tools were used in the external evaluation process, before and during the evaluation visit:

- ✧ Analysis of the Internal Evaluation Report of the PhD program **Business Administration** to be established;

- ✧ Analysis of documents, data and information available on the IOSUD-UB website;
- ✧ Visit to the buildings of the institution's patrimony, including classrooms, laboratories, the institution's library, research center.
- ✧ Meeting/discussions with the UB IOSUD management where the PhD program **Business Administration** will operate;
- ✧ Meeting/discussions with the person in charge of the evaluated doctoral program and with the team that carried out the internal evaluation report;
- ✧ Meeting/discussions with PhD supervisors from the PhD program Business Administration;
- ✧ Meetings/discussions with the teaching staff related to the evaluated domain;
- ✧ Meetings/discussions with the directors and coordinators related to the doctoral program **Business Administration**;
- ✧ Meetings/discussions with representatives of the evaluated institution and of the various UB structures in which the doctoral program in **Business Administration** will operate:
 - Dean of the Faculty of Business and Administration;
 - Quality Management Department;
 - Quality Assessment and Assurance Commission;
 - Doctoral School Council;
 - Ethics and Professional Conduct Commission.

Analysis of ARACIS performance indicators

Area A. INSTITUTIONAL CAPACITY

IOSUD of the University of Bucharest and the Doctoral School of Administrative Sciences, part of IOSUD-UB, have a good institutional capacity, which allows doctoral studies to be carried out in adequate quality conditions.

Criterion A.1. Administrative and managerial institutional structures and financial resources

Standard A.1.1. The organizing institution of doctoral studies (IOSUD) has implemented the mechanisms for effective functioning provided for in the specific legislation on the organization of doctoral studies.

IOSUD of the University of Bucharest has approved and implemented the regulations stipulated in the specific legislation on the organization of doctoral studies.

Performance indicator A.1.1.1.1.

The existence of specific regulations and their application at the level of the doctoral school to which the doctoral program will belong:

- a) *Doctoral School Regulations.*
- b) *Methodology for the elections for the position of Director of the Doctoral School Council (DSC), as well as for the election of the student representative to the DSC, and evidence of their conduct.*
- c) *Methodologies for the organization and conduct of doctoral studies (admission of doctoral students, completion of doctoral studies).*
- d) *The existence of mechanisms for the recognition of the quality of doctoral supervisor and the equivalence of doctorates obtained in other countries.*
- e) *Functional governing structures (Doctoral School Council), including proof of regularity*

in convening meetings.

f) *Doctoral studies contract.*

g) *Internal procedures for the review and approval of proposals for the Advanced University Studies-based training program.*

The Doctoral School of Administrative Sciences within which the creation of the doctoral field of Business Administration is requested was established in 2023.

Considering HG 412/23.04.2024 regarding the approval of the Nomenclature of fields and specializations / programs of university studies and the structure of higher education institutions for the academic year 2024-2025, in which "Business Administration" appears as a distinct doctoral field within the branch of science Business Administration, the Faculty of Business Administration and the Doctoral School of Administrative Sciences propose the establishment of the doctoral field of studies in Business Administration at the University of Bucharest, as an added field of activity of the Doctoral School of Administrative Sciences (in perspective Doctoral School of Administrative Sciences).

At the level of IOSUD - University of Bucharest, therefore also within the Doctoral School of Administrative Sciences, according to the legal provisions in force, doctoral studies are conducted on the basis of its own regulation, adopted by the Senate of the University of Bucharest, HS 201/12.05.2023. Thus, for the establishment of the Doctoral School, the following regulations were applied at IOSUD-UB level:

- ✧ Institutional regulation of organization and functioning of doctoral studies;
- ✧ Rules of organization and functioning of the Doctoral School of Business Administration;
- ✧ Rules for awarding grants from own funds.

The Methodology for the constitution of the Doctoral Studies Council (CSUD) and of the Doctoral School Council (CSD) and for the competitions for the positions of director of the CSUD and of the CSD of the Doctoral Studies Institute of the University of Bucharest is found in the Methodology for the constitution of the Doctoral Studies Council (CSUD) and of the Doctoral School Council (CSD)

and for the competitions for the positions of director of the CSUD and the CS of the Institute of Doctoral Studies of the University of Bucharest as well as on the university website.

Managerial positions within UB IOSUD are filled by open competition - for the position of CSUD Director, respectively by appointment - for the position of CSD Director.

<https://doctorat.unibuc.ro/consiliul-studiilor-universitare-de-doctorat/alegeri-csud-2016-2020/>

On the basis of university autonomy and with the assumption of public responsibility, the University of Bucharest organizes admission competitions by doctoral fields, within the doctoral schools, in order to test the knowledge and cognitive abilities of the candidates.

The methodology for admission to doctoral studies within the Doctoral School of Administrative Sciences for the 2025 sessions was approved by the C.S.U.D. on January 31, 2025 and is available on the doctoral school website (https://faa.ro/index.php/studii/doctorat/860-proceduri-si-regulamente-ale-scolii_doctorale-destiinte-administrative) and the university website <https://doctorat.unibuc.ro/>)

As regards the completion of doctoral studies, there are specific provisions in the Procedure for the completion of doctoral studies at the University of Bucharest, through the public defense of the doctoral thesis, within the University of Bucharest, entered into force by HS 495/24.07.2024. In order to complete and clarify the issues of this regulation, the University of Bucharest also has the *Regulation on the organization and conduct of doctoral degree programs at the University of Bucharest.*

The Council for Doctoral Studies ensures the operational management of the organizing institution of doctoral studies (IOSUD) and operates on the basis of the provisions of the Code

of Doctoral Studies and of the Methodology for the establishment of the Council for Doctoral Studies (CSUD) and of the Doctoral School Council (CSD) and for the competitions for the positions of director of the CSUD and of the CSD within the Institute of Doctoral Studies of the University of Bucharest.

The CSUD has 16 members and 1 CSUD director, and is composed of PhD supervisors of the University of Bucharest and PhD students. The CSUD members' election methodology is approved by the Senate of the University of Bucharest.

<https://doctorat.unibuc.ro/consiliul-studiilor-universitare-de-doctorat/membrii-csud/>

According to the legal provisions, a doctoral studies contract is concluded between IOSUD - University of Bucharest and each doctoral student registered at this higher education institution. The purpose of the contract is the carrying out by the doctoral student, under the authority of IOSUD and the Doctoral School, of the activities specific to doctoral studies, regulating the relations between IOSUD, the doctoral supervisor and the doctoral student during the doctoral studies program, specifying the rights and obligations of the signatory parties in accordance with the legislation in force, the Orders of the Minister of Education and the provisions of the University Charter.

The contract also includes details on the duration of the contract, the language in which the doctoral thesis is written and defended, the chosen research topic, the rights and obligations of the IOSUD-UB doctoral student and the doctoral supervisor, the conditions for the extension and termination of the study contract, conflicts between the doctoral student and the doctoral school and how they are mediated or resolved, as well as a special clause on intellectual property rights over the results obtained during the doctoral studies. This study contract shall be accompanied by additional acts regulating certain contractual clauses, if necessary.

Recommendations:

It is recommended that all decisions of the Doctoral School Council be posted on the Doctoral School's website and that the Doctoral School's website be permanently updated so that both doctoral supervisors, doctoral students and candidates for admission have access to all the necessary information.

It is recommended that IOSUD should be based on a system of regulations, procedures and tools covering the whole doctoral study process.

The indicator is met.

Performance Indicator A.1.1.2.

The doctoral school regulation includes mandatory criteria, procedures and standards for the aspects specified in Art. 17 para. (5) of the Code of Doctoral Studies, approved by Government Decision no. 681/2011, with subsequent amendments and additions.

The Regulations of the Doctoral School cover all the aspects specified in the Code of Doctoral Studies, namely:

- a) the acceptance of new doctoral supervisors, as well as regulations on how a doctoral supervisor can be removed from the doctoral school;
- b) the mechanisms by which decisions are taken as to the appropriateness, structure and content of the training program based on advanced university studies;
- c) the procedures for changing the supervisor of a particular doctoral student and the procedures for conflict mediation;
- d) the conditions under which the doctoral program may be interrupted;
- e) how to prevent fraud in scientific research, including plagiarism;

- f) ensuring access to research resources;
- g) attendance obligations of doctoral students, according to a methodology developed by the Ministry of Education.

Recommendations:

Continuous updating of the Doctoral School regulations in line with existing legislation. Regular discussion of quality issues with the Doctoral School Council and the members of the Doctoral School in Business Administration in order to regularly update the rules of operation with specific issues.

Continuously update mandatory criteria, procedures and specific standards in the Doctoral School regulations and ensure their transparency by publishing them.

The indicator is met.

Standard A.1.2. The IOSUD has the necessary logistical resources to fulfill the mission of doctoral studies.

IOSUD of the University of Bucharest has the necessary software resources to fulfill the mission of doctoral studies.

Performance indicator A.1.2.1. Existence and effectiveness of an appropriate IT system for the registration of doctoral students and their academic progress.

The University of Bucharest has a computerized system for admissions management (<https://doctorat.unibuc.ro/admitere/>) and a computerized system for doctoral students and their academic career (intranet-UB).

Recommendation:

Generate an annual report with relevant performance and quality information related to the doctoral program and publish them on the doctoral school website.

The indicator is met.

Performance indicator A.1.2.2. Existence and use of an appropriate computer program and evidence of its use for checking the percentage of similarity in all doctoral theses.

At the University of Bucharest, IOSUD uses two software programs certified by O.M 3485/2016, Turnitin and SistemAntiplagiat.ro. The University of Bucharest has been checking the percentage of similarity of doctoral theses since 2013. In addition to the checks expressly requested by the doctoral supervisor, in 2014 a random check of 10% of the doctoral theses to be defended in public was implemented, and since 2016 all doctoral theses are checked, according to the provisions of national legislation. All doctoral theses elaborated in the Doctoral School of Administrative Sciences, Business Administration field will be checked before submission, at IOSUD level, through Turnitin.

Recommendations:

Keep strict records of the use of the IT platform so that the results can be easily made available to applicants.

Continue to use the anti-plagiarism software and update it to increase the database of verifiable sources to improve the level of originality of doctoral theses and research papers.

The indicator is met.

Criterion A.2. Research infrastructure

Standard A.2.1. IOSUD has a modern research infrastructure, which supports the development of activities specific to doctoral studies.

The Doctoral School of Administrative Sciences of the University of Bucharest has a high quality research infrastructure that can adequately support the specific activities of doctoral studies.

Performance indicator A.2.1.1. The doctoral school's premises and equipment allow the realization of research activities in the evaluated field, in accordance with the mission and objectives (computers, specific software, apparatus, laboratory equipment, library, access to international databases, etc.). The research infrastructure and the offer of research services are publicly presented through a profile platform. The research infrastructure described above, acquired and developed in the last 5 years, will be highlighted separately.

The Doctoral School of Administrative Sciences benefits from an endowment appropriate to the field evaluated and in line with the mission and objectives.

The Faculty of Business and Administration offers doctoral students access to specialized software for document editing, statistical analysis (R, Gretl, JASP, Statistica etc), qualitative analysis (NVivo) and text similarity checking (Turnitin).

Thus, the doctoral students in the field of Business Administration will benefit from the logistical support and equipment provided by the existing research center within the Faculty of Business and Administration (Center for Research in Applied Behavioral Economics) and the Doctoral School of Administrative Sciences (<https://faa.ro/index.php/studii/doctorat/doctorat-stiinte-administrative>). The field of research in Business Administration is validated by prestigious international journals, indexed by Web of Science and Scopus in the Business category. Thus, according to the classification of journals in the Science Citation Index Expanded (SCIE), Social Sciences Citation Index (SSCI) and Arts Humanities Citation Index (AHCI), by subdomains and quartiles (Q), according to AIS, as per the JCR 2022 edition of June 28, 2023, there are 155 publications classified in the Business domain and 111 publications classified in the Business & Finance domain. We note the journals in Q1, as important targets for the doctoral school in guiding research interests: Business and Society, Journal of Management, Journal of Consumer Research, Marketing Science, Journal of Organizational Behavior, Family Business Review, Journal of Consumer Psychology, Journal of Business and Psychology, Business & Society, Journal of Public Policy and Marketing, Journal of Business Research, Technological Forecasting and Social Change.

At the national level, the Faculty of Business and Administration publishes the journal Manager (<https://manager.faa.ro/>), in open access format, indexed/listed in EBSCO-CEEAS, CEEOL, RePec, Index Copernicus, Proquest, Ulrich, Doaj, Google Scholar. At the same time, together with the Carlo Bo University of Urbino, co-edits the International Journal of Economic Behavior (<https://journals.uniurb.it/index.php/ijmeb/index>), with increased international visibility.

The Library of the Faculty of Business and Administration allows students to document in all areas of interest, the volumes covering the wide range of disciplines existing in each specialization.

Also, both students and teachers benefit from access to current literature databases such as ProQuest Central, Science Direct Journals, Wiley Journals, Web of Science, Emerald Management E-Journals, MatSciNet, Nature Journals, Scopus, SpringerLink Journals. through the E-nformation platform: <https://www.enformation.ro/>

Recommendations:

It is recommended to continue investing in hardware, software packages for data processing, databases with particular focus on the infrastructure of the Research Centers.

Develop a mechanism to attract private resources / funds.

The indicator is met.

Criterion A.3. Quality of human resources

Standard A.3.1. At the level of each field there are qualified staff with the necessary experience to carry out the doctoral program.

The field of Business Administration to be established within the Doctoral School of Administrative Sciences of the University of Bucharest has qualified and experienced staff for the implementation of the doctoral program.

Performance indicator A.3.1.1. At least 3 doctoral supervisors are working in the doctoral field and at least 50% of them (but not less than 3) meet the minimum standards of the National Council for the Attestation of University Degrees, Diplomas and Certificates (CNATDCU) in force at the time of the evaluation, necessary and mandatory for obtaining the habilitation certificate.

There are 3 PhD supervisors in the doctoral program **Business Administration**. According to the documents provided, all doctoral supervisors meet the minimum CNATDCU standards in force.

There is financial support implemented at the level of the University of Bucharest in the form of a "universal entitlement" for funds to support the annual participation of academics in prestigious international conferences: 1000 € for travel within the EU and 1400 € for travel outside the EU. These funds can alternatively be used for open access fees for Q1 or Q2 journals, there is openness from the FAA management to support these activities through additional allocations from the faculty budget.

Recommendations:

Continuous identification of empowerment capacity for members of the academic community and encouraging them to take the necessary steps to obtain the empowerment certificate.

Identification of possible foreign PhD supervisors who could be affiliated to the Business Administration domain.

The indicator is met.

Performance Indicator A.3.1.2. At least 50% of the doctoral supervisors in the evaluated doctoral field are tenured within the IOSUD, employed on a permanent contract.*

There are three doctoral supervisors within the PhD program **Business Administration** to be established. All three doctoral supervisors have full tenure at the University of Bucharest, i.e. 100%. The doctoral supervisors of the **Business Administration** doctoral program are university professors, with 15 to 30 years of tenure in higher education.

Recommendations:

Continuous identification of empowerment capacity for members of the academic community and encouraging them to take the necessary steps to obtain the empowerment certificate.

Identification of potential PhD supervisors from the diaspora to be affiliated to the Business Administration doctoral program.

The indicator is met.

Performance Indicator A.3.1.3. The subjects of the advanced university studies-based training program related to the field are taught by teachers or researchers who have the quality of PhD supervisor/qualified, professor/CS I or university lecturer/CS II with proven expertise in the field of the subjects taught or other specialists in the field who meet the standards set by the institution for the above-mentioned teaching and research positions, under the conditions of the law.

The training program based on advanced doctoral studies will be carried out on the basis of the curriculum and an individual plan, which will be drawn up by the doctoral supervisor together with the doctoral student's guidance committee for each doctoral student. The disciplines in the advanced graduate studies-based training program will be covered by professors with research experience, both within the FAA and the Doctoral School, and - in the future - by visiting professors from international universities. The evaluation of students in the subjects foreseen in the curriculum will be done by ADMISSION/RESPIN.

The curriculum contains subjects and individual training activities and will be approved by the Doctoral School Council. This plan contains 3 compulsory subjects in semester 1, namely: *Entrepreneurial Theory and Practice* (11 credits); *Statistical Data Analysis for Business Administration* (11 credits); *Ethics and Academic Integrity in Scientific Research* (8 credits), and 3 compulsory subjects in semester 2: *Contemporary Perspectives and Advanced Approaches in Marketing* (12 credits), *Qualitative Research for Business Administration* (10 credits), *Methodology of Scientific Research for Business Administration* (8 credits). There are no optional subjects at the time of the visit, but at the university level CSUD organizes the course "Fundamentals of Statistics and Data Research Methods" open to all UB PhD students.

The set of disciplines will provide interdisciplinary training with a broad profile, based on a balanced ratio between fundamental and specialized training, economic, in concordance with the objectives of the program, with the aim of obtaining research skills. **Ethics and Academic Integrity in Scientific Research** is also included in the package of compulsory subjects.

Recommendations:

The choice of disciplines for each doctoral student should take into account the specificities of the Business Administration field, the chosen research topic and the knowledge useful for the elaboration of the doctoral thesis.

The indicator is met.

Standard A.3.2. Doctoral supervisors in the field carry out internationally visible scholarly activity.

Doctoral program **Business Administration** to be established within the Doctoral School of Administrative Sciences The University of Bucharest has doctoral supervisors with an internationally visible scientific activity.

Performance indicator A.3.2.1. At least 50% of the PhD supervisors in the field under evaluation present at least 5 Web of Science or ERIH indexed publications in journals with impact factor or other relevant achievements in the field, which include contributions of international level that reveal progress in scientific research-development-innovation for the field under evaluation. The PhD supervisors mentioned have international visibility in the last 5 years, consisting of: membership in scientific committees of international publications and conferences; membership in the boards of international professional associations; invited membership in conferences or expert groups held abroad or membership in committees for doctoral theses at universities abroad or in cotutelle with a foreign university. For Arts and Sport and Physical Education Sciences, doctoral supervisors will prove international visibility in the last 5 years through membership in the boards of professional associations, membership in the organizing committees of international artistic events and competitions, or membership in juries or refereeing teams for international artistic events or competitions.

In the **Business Administration** doctoral program, the three doctoral supervisors have demonstrated international visibility **in the last five years** through their membership in the scientific committees of international publications and conferences, their invited participation in conferences or expert groups held abroad, their international awards, their high number of citations in articles indexed in reference databases and their participation as visiting professors in teaching activities in universities abroad.

The doctoral supervisors of the **Business Administration** domain submit a selection of at least 5 relevant papers in the field: articles in Web of Science ranked journals in quartile Q1, Q2 and chapters in books published by renowned international publishers.

Recommendations:

Continuous identification of performance achievements for doctoral supervisors, but also for doctoral candidates with international visibility.

To make further efforts to increase the international visibility of PhD supervisors and to attract internationally visible PhD supervisors to the field of Business Administration.

The indicator is met.

Performance indicator A.3.2.2. At least 50% of the doctoral supervisors assigned to a doctoral study area continue to be scientifically active, obtaining at least 25% of the score required by the CNATDCU minimum standards in force at the time of the evaluation, necessary and mandatory for obtaining the habilitation certificate, based on the scientific results of the last 5 years.*

All doctoral supervisors assigned to the **Business Administration** doctoral program continue to be scientifically active, obtaining at least 25% of the score required by the CNATDCU minimum standards.

Recommendations:

Continuous monitoring of the fulfillment of the CNATDCU minimum standards in force for each PhD supervisor.

The indicator is met.

Area B. EDUCATIONAL EFFECTIVENESS

IOSUD of the University of Bucharest and the Doctoral School of Administrative Sciences included in this IOSUD, prove a good educational effectiveness, which allows doctoral studies to be carried out in adequate quality conditions.

Criterion B.1. The number, quality and diversity of candidates who sat the admission competition

Standard B.1.2. Candidates admitted to doctoral studies demonstrate academic, research and professional performance.

B.1.2.1. Admission to doctoral study programs is based on selection criteria that include: the academic, research and professional performance of the candidates, an interest in scientific or artistic/sporting research, publications in the field and a proposed research topic. An interview with the applicant is a mandatory part of the admission procedure.

The competitive examination for admission to the doctoral program consists of an oral presentation of one's own scientific research interests, the bibliography studied and a direction in which the doctoral thesis should be developed and finalized. This presentation is followed by a clarifying discussion with the members of the admissions committee for doctoral studies in the field in question. During the competitive examination, candidates are assessed in relation to their level of training and information in the field, their ability to emphasize the major research orientations and their ability to formulate solutions and ways of solving (theoretical and experimental) a research topic. According to the regulation " Preliminary proposal of the research project (in writing) in accordance with the specialization of the supervisor and in line with the topics of interest announced by the supervisor (proposal prepared and signed by the candidate). The research project must include information on each of the following points:

- Formulation of the research question;
- The ability to place the research question in a theoretical context and explain its practical relevance;
- The ability to formulate the original contribution;
- Formulation of initial research hypotheses (with theoretical support);
- Proposed methodology: data (including potential already existing data sources), measurement (including potential already validated tools), data analysis methods.

Criterion B.2. Content of doctoral programs

Standard B.2.1. The training program based on advanced graduate studies is appropriate to improve the research competences of doctoral candidates and to strengthen ethical behavior in science.

The training program based on advanced graduate studies for the field of **Business Administration** is appropriate and is designed with the aim to improve the research skills of doctoral students and to strengthen ethical behavior in science.

Performance Indicator B.2.1.1. The training program based on advanced undergraduate studies shall include a minimum of 3 subjects relevant to the scientific research training of doctoral candidates, of which at least one subject shall be devoted to the in-depth study of research methodology and/or statistical data processing.

The Business Administration doctoral field offers doctoral students a training program based on advanced university studies, consisting of activities carried out in institutionalized study formations, through courses.

According to the IOSUD Regulation and national legislation, the appropriateness of the organization of this advanced training program, as well as its structure and content, are determined by the Doctoral School, based on the proposals of the doctoral supervisors, ensuring free and unrestricted access to the advanced training program to all its doctoral students, or to those from other doctoral schools. The advanced study-based training program shall not adversely affect the doctoral student's time available for the individual doctoral student's scientific research program and shall be relevant to the research topic of the doctoral thesis.

The credits obtained in a research master's programme or previous doctoral internships and/or scientific research internships, carried out in the country or abroad, in prestigious universities or R&D units, are recognized as equivalent to those of the training programme based on advanced university studies. Equivalence is proposed by the doctoral supervisor and approved by the Doctoral School Council.

The participation of a particular doctoral student in the advanced doctoral training

The relevant disciplines for the preparation of doctoral students in scientific research, in accordance with the specificities of the Business Administration field are: *Methodology of scientific research in business administration* (8 credits) and *Statistical Data Analysis for Business Administration* (11 credits).

The discipline *Methodology of Scientific Research in Business Administration* has as a general objective the transmission and acquisition by doctoral students of the basic concepts of scientific research methodology in the field of Business Administration, and the discipline *Statistical Data Analysis for Business Administration* (has as a general objective the multivariate description of an economic phenomenon, using appropriate statistical methods depending on the nature of statistical variables (quantitative and qualitative).

Recommendations:

Adaptation and permanent updating of the content of these subjects relevant for the preparation in scientific research of doctoral students in Business Administration.

The realization of seminars/workshops on research methods (qualitative and quantitative) specific to the field of Business Administration within the subjects of the proposed curriculum.

The indicator is met.

Performance Indicator B.2.1.2. There is at least one subject dedicated to ethics in scientific research and intellectual property or well-defined topics on these subjects within a subject taught in the training program.

According to the self-assessment file of the doctoral program **Business Administration**, within the curriculum there is the discipline *Ethics and Academic Integrity in Scientific Research*, included in the program of advanced academic preparation and documentation, being a general, compulsory subject. According to the subject description on file, this subject contains well-defined topics on ethics in scientific research and intellectual property.

Recommendations:

Regular seminars/workshops on research ethics issues.

The indicator is met.

Performance indicator B.2.1.3. IOSUD has mechanisms in place to ensure that the advanced degree-based training program in the assessed field addresses 'learning outcomes', specifying the knowledge, skills and responsibility and autonomy that doctoral students should acquire after completing each discipline or through research activities .¹

At the level of the University of Bucharest, the *Regulation on the initiation, approval, review, monitoring and evaluation of study programs at the University of Bucharest*, approved by the Senate of the University 2020, is applied <https://unibuc.ro/wp-content/uploads/2020/04/RIARMEPS-final.pdf>

The curricula are structured according to ARACIS standards. When revisions are made, the plans are subject to internal audit by the Quality Management Department.

Recommendations:

Maintaining these mechanisms to ensure that the advanced degree-based training program in the assessed field targets the learning outcomes, specifying the knowledge, skills, responsibility and autonomy that doctoral students should acquire after the completion of each discipline or through research activities.

It is recommended that the learning outcomes of each course should be correlated with the specific learning outcomes of the doctoral program in Business Administration (presentation of specific aspects). This recommendation is necessary to ensure that the mechanisms for establishing and verifying learning outcomes are in line with EU standards.

The indicator is met.

Area C. QUALITY MANAGEMENT

The IOSUD of the University of Bucharest and the Doctoral School of Administrative Sciences included in this IOSUD demonstrate a good quality management, which allows doctoral studies to be carried out under appropriate quality conditions. The degree of internationalization needs to be improved.

Existence and regular operation of the internal quality assurance system

The institutional framework is in place and relevant internal quality assurance policies and procedures are in place.

The Doctoral School of Administrative Sciences has the institutional framework in place for internal quality assurance, but measures are needed for its effective implementation.

The doctoral school to which the doctoral program belongs demonstrates a constant internal quality assessment and quality assurance process in accordance with a procedure developed and applied at IOSUD level, including mandatory criteria:

- a) scientific activity of doctoral supervisors;*
- b) the infrastructure and logistics necessary for the research activity;*

¹ Or by what the graduate must know, understand and be able to do, in accordance with the provisions of the Methodology for the enrollment and registration of higher education qualifications in the National Register of Higher Education Qualifications (RNCIS), approved by Order of the Minister of National Education 3.475/2017, with subsequent amendments and additions.

- c) regulations and procedures on the basis of which doctoral studies are organized;
- d) the scientific activity of doctoral students;
- e) the program of training based on advanced university studies for doctoral students;
- f) social and academic support services (including participation in various events, publication of articles, etc.) and counseling services available to doctoral students.

The IOSUD-UB carries out an annual internal periodic evaluation of the doctoral schools based on a methodology approved by the University Senate. According to this methodology, in order to continuously increase the quality of the teaching, research and managerial processes, it is necessary to periodically self-evaluate the study programs offered, including the evaluation of IOSUD activity in all its components. The periodic self-evaluation of IOSUD-University of Bucharest aims to identify and quantify the degree of fulfillment of the following objectives:

- a) institutional compliance with legal requirements and good practice in the organization and conduct of doctoral studies;
- b) assessment of human resource issues, research activity, equipment, etc. at IOSUD and doctoral school level;
- c) Qualitative and quantitative assessment of the research results obtained at the level of doctoral schools, the degree of visibility, recognition, professional prestige, etc. of doctoral supervisors and doctoral students;
- d) compliance with quality management, professional ethics and institutional transparency procedures at IOSUD level, etc.

Recommendations:

Continuous monitoring of the quality assurance structure and activities in the university in accordance with the existing regulations to become part of the organizational culture of the institution. Emphasis should be placed on the evolution and development of a true organizational culture of quality assurance at each stage of the undergraduate and doctoral pathway.

The indicator is met.

Performance Indicator C.1.1.1.2 Evaluation mechanisms are implemented during the doctoral training period aimed at identifying the needs, as well as the general level of satisfaction with the doctoral program of doctoral students, in order to continuously improve the academic and administrative processes. Following the analysis of the results obtained, a plan of measures is proven to be developed and implemented.*

Doctoral students in the Business Administration program will have the opportunity to provide feedback by filling in a questionnaire in order to identify various aspects of their doctoral program, namely: training program, collaboration with the PhD supervisor and other members of the mentoring committee, facilities, access to resources, transparency in information, etc. There is a form for assessing the level of satisfaction of doctoral students available at <https://forms.gle/4VGEbpn6mvYA1reu6>.

The strategies and procedures for quality assurance of doctoral programs implement the methodology for internal evaluation of doctoral schools/fields of doctoral studies, analyze and improve the procedures for internal evaluation of doctoral schools, doctoral students and doctoral supervisors, and monitor the compliance with the internal evaluation procedures.

The UB has policies in place to stimulate scientific and academic performance, in line with the Procedure for rewarding research results and scientific performance at the UB, which

aims to stimulate excellence in research, recognize research results and encourage award winners to continue to deepen their research activity.

Recommendations

It is recommended to better operationalize the provisions of this procedure and to draw up a plan of measures for continuous improvement of academic and administrative processes.

The indicator is met.

Criterion C.2. Transparency of information and accessibility of learning resources

The Doctoral School of Administrative Sciences demonstrates transparency in the presentation of information and accessibility to learning resources.

Standard C.2.1. Information of interest to doctoral students, prospective candidates and information of public interest is available for consultation in electronic format.

For the field of **Business Administration** to be established within the Doctoral School of Administrative Sciences, information of interest to doctoral students and future candidates, as well as information of public interest will be available for consultation in electronic format.

Performance Indicator C.2.1.1.1. IOSUD publishes, on the higher education institution's website, in compliance with data protection regulations in force, information such as:

- a) doctoral school regulations;*
- b) admission regulations;*
- c) doctoral studies contract;*
- d) regulations for the completion of studies, including the procedure for public defense of the thesis;*
- e) the content of training programs based on advanced university studies;*
- f) the academic and scientific profile, the thematic areas/themes of research of the doctoral supervisors in the field, as well as their institutional contact details;*
- g) list of PhD students in the field with basic information (year of registration, supervisor);*
- h) information about the standards of doctoral thesis elaboration;*
- i) links to the abstracts of the doctoral theses to be defended in public, as well as the date, time, place where they will be defended, at least 20 days before the defense.*

IOSUD of the University of Bucharest has its own page (<https://doctorat.unibuc.ro/>) on the portal of the higher education institution where information such as:

- ✧ doctoral school regulations;
- ✧ admission rules;
- ✧ doctoral studies contract;
- ✧ the regulations for the completion of studies, including the procedure for public defense of the thesis;
- ✧ the content of training programs based on advanced university studies;
- ✧ the scientific profile and the thematic areas/research topics of the doctoral supervisors in the field, as well as their institutional contact details;
- ✧ list of PhD students in the field with basic information (year of registration, PhD supervisor) https://drive.google.com/drive/u/0/folders/1GT8gFIAsO2tITL2WXcrBD3NR_x3A-wZo;
- ✧ information about the standards for preparing a doctoral thesis;
- ✧ links to the abstracts of the doctoral theses to be defended in public, as well as the date, time and place where they will be defended, at least 20 days before the defense.

Recommendations:

Continuous updating of the IOSUD-UB website, including the English version.

The information available is mostly in Romanian. If the internationalization of the doctoral school on different fields is a priority in the future, it is recommended to develop the content in English.

The indicator is met.

Standard C.2.2. The IOSUD/doctoral school shall provide doctoral students with access to the resources necessary for doctoral studies.

Doctoral students have access to the resources necessary for the successful completion of their doctoral studies.

Performance indicator C.2.2.1. All doctoral students have free access to a platform with academic databases relevant to the doctoral field of study analyzed.

The entire academic community (students, master students, doctoral students, researchers) has access to publications, periodicals in the field, book collections, international databases, through ANELIS + program that provides access to the latest information from around the world on issues related to the field of study program.

Representation of the fields of doctoral studies organized by the University of Bucharest is ensured by providing access for doctoral students to both general and integrative databases. The complete list of electronic resources to which the University of Bucharest currently subscribes includes the following databases: American Chemical Society, CEEOL, Cambridge Journals, Emerald Management Journals 200, JSTOR, MathSciNet, Nature Journals, PROQUEST Central, SAGE HSS Collection, ScienceDirect Freedom Collection - Elsevier, Scopus - Elsevier, SpringerLink Journals - Springer, Web of Science - Core Collection, InCites Journal Citation Reports, Derwent Innovations Index - Clarivate Analytics, Wiley Journals.

Recommendations:

Regular information, especially for newly admitted doctoral students, on free access to academic database platforms relevant to the field of Business Administration.

Providing access for doctoral students to databases adapted to the specific needs of the Business Administration domain.

The indicator is met.

Performance Indicator C.2.2.2.2. Each doctoral student has access, on request, to an electronic system for checking the degree of similarity with other existing scientific or artistic creations.

Doctoral students can benefit from assessing the similarity of their own texts with other texts in two ways:

- With the consent of the supervisor, requesting the evaluation of the thesis through the Turnitin program, according to the Regulations of the Doctoral School of Business Administration and the Procedure for the Electronic Anti-Plagiarism Control of PhD Theses, University of Bucharest: <https://doctorat.unibuc.ro/studii-universitare-dedoctorat/>

- Through evaluation with the program used in the Faculty of Business and Administration and available in the Faculty of Business and Administration, the ASASR lab: Plagiarism Detector.

Recommendations:

Facilitating access for doctoral students and for checking the scientific work done during doctoral studies (scientific articles, research reports).

The indicator is met.

Performance Indicator C.2.2.2.3. All doctoral students have access to scientific research laboratories or other facilities, depending on the specific field/fields within the doctoral school, according to internal regulations.

PhD students in Business Administration will benefit from the logistical support and equipment provided by the Faculty of Business Administration. The rules of organization and functioning of the Faculty of Business Administration give students the right of access to the learning and research resources of the Faculty, as members of the academic community of the Faculty. Doctoral students will have access to all specified research and learning infrastructure.

The management of the University of Bucharest supports, including financially, the organization of PhDs in international cotutelle, as evidenced by the international cotutelle theses defended within IOSUD - UB, an advantage that will also benefit the PhD students of the Business Administration study program.

Recommendations:

Presentation of how to access the existing research infrastructure for newly admitted PhD students.

Ensure permanent access of doctoral students to the research infrastructure of the university.

The indicator is met.

General recommendations:

- Inclusion in the information flow of the Doctoral School of Business Administration of scientific events from the community of researchers and professionals in Business Administration (both through official channels and social media networks);
- Attracting doctoral students to Business Administration by presenting in detail the doctoral study program and the academic path in the Doctoral School community, as well as by documenting the advantages of this educational path;
- Encouraging top-performing academics and researchers to obtain a bachelor's degree in Business Administration and a PhD in Business Administration;
- Collaboration with other doctoral schools in relevant fields within the University of Bucharest.

Professor dr. Isabel Maria Novo Corti

Expert member,