

No. 4125623/28.03.2022



**INTERNAL EVALUATION REPORT ON
THE QUALITY OF EDUCATION WITHIN
„MIHAI VITEAZUL”
NATIONAL INTELLIGENCE ACADEMY
for the 2020-2021 academic year**

-Bucharest, 2022-

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1. INSTITUTIONAL CAPACITY

“Mihai Viteazul” National Intelligence Academy (ANIMV), a higher education military institution, one of the essential components of the Romanian Intelligence Service and part of the national higher education system, organizes and manages bachelor’s, master’s and doctoral studies, as well as postgraduate and training programs, in addition to scientific research activity.

ANIMV continues the traditions of the Higher Intelligence Institute founded in 1992 by Government Decision no. 427/1992. Nowadays the organizational structure of ANIMV incorporates two faculties (The Faculty of Intelligence and The Faculty of Intelligence Studies), a research institute and a Doctoral School, by means of which it ensures the initial and the continuing training of the intelligence officers, as well as the promotion of the security culture amongst the civil society.

As a result of the evaluation process performed by experts from Romanian Agency for Quality Assurance in Higher Education (ARACIS), The Academy was awarded the “High Degree of Trust” according to the ARACIS Council’s *Report on the external evaluation of the academic quality* of October 30th, 2015. Against the background of the pandemic evolution, the re-accreditation of the institution and of the study programs was rescheduled for 2022, when ANIMV is to go through the steps of the ARACIS re-accreditation.

The report on the internal evaluation of the academic quality in “Mihai Viteazul” National Intelligence Academy is completed under the provisions of art. 12, para. b) of the *Government’s Emergency Ordinance no. 75/2005 on education quality assurance, with subsequent amendments and additions*.

1.1. MANAGERIAL, INSTITUTIONAL AND ADMINISTRATIVE STRUCTURES

From the organizational point of view ANIMV comprises four managerial structures, education and research structures and administrative structures.

Managerial structures

The ANIMV Board of Trustees – ensures the operational management of the Academy and enforces the strategic decisions of the Academy Senate for the performance of legal duties. It is comprised of Commandant (Rector), vice-rector, deans, the general administrative director and students’ representative.

The Academy Senate - represents the highest decision-making and deliberative forum in ANIMV, which ensures the implementation of the educational strategy based on the academic autonomy principles. The Academy Senate members are teaching and research staff representatives and students’ representatives, according to law;

The Doctoral Studies Council – ensures the coordination of the Doctoral School from IOSUD;

The Faculty Council – represents the decision-making and deliberative body of the faculty;

The Department Council – represents the decision-making and deliberative body of the department, in scientific terms;

The Doctoral School Council - the decision-making and deliberative body of the Doctoral School;

The Scientific Council – is the decision-making and advisory body, which guides, coordinates and monitors the scientific research activity within the Academy;

Educational, scientific research and administrative structures

-*The Faculty of Intelligence* – is the operational entity which elaborates and manages the program studies for the training of the operations officers;

-*The Faculty of Intelligence Studies* – is the functional entity which elaborates and manages the program studies for the training of the analyst officers;

-*The Doctoral School* – is organized and functions as a department comprising doctoral coordinators who gained this right according to the legal provisions and perform their activity on the basis of a contract with IOSUD – “Mihai Viteazul” National Intelligence Academy,

-*The National Intelligence College* – its activity is currently suspended;

-*The Distance Education Department* - its mission is to conduct ANIMV distance learning;

-*The National Institute for Intelligence Studies* – conducts fundamental and applied scientific research activities in reference fields, in order to support the educational process of “Mihai Viteazul” National Intelligence Academy and to capitalize on the results of the national and European development-research programs or of the partnership programs. It provides consultancy and know-how in the intelligence-related field, organizes and fosters scientific manifestations of national and international attendance;

-*The National Center for Modeling and Simulation in Intelligence* – meets the need for enhancing the role that the interdisciplinary scientific research and the use of the information technologies play in understanding the current security environment;

-*The Academy Secretariat* – conducts secretariat activities specific to the undergraduate and postgraduate educational process;

-*The Quality Assurance Office* – supports the internal evaluation, control and quality assurance activity within ANIMV.

1.2.

MISSION, OBJECTIVES AND ACADEMIC DEONTOLOGY

The **mission** of “Mihai Viteazul” National Intelligence Academy is to ensure the training, specialization and professional development of the active or retired military intelligence staff, according to the needs of the Romanian Intelligence Service or of other public authorities performing duties in the national security field.

Tightly related in evolution with that of the Romanian Intelligence Service itself, ANIMV provides an educational offer based on study programs primarily oriented towards the initial and continuing training of the intelligence officers, and complementarily towards promoting the security culture amongst the civil society.

The mission of ANIMV is provided in the *Government Decision no. 206/1995 on the Organization of “Mihai Viteazul” National Intelligence Academy* with subsequent amendments and additions, as well as in the University Charter.

“Mihai Viteazul” National Intelligence Academy has the following *main objectives*:

- a) Training the students in order to fill the first position within the National Defense System, Public Order and National Security (SAOPSN);
- b) The improvement of the staff's training recruited from SAOPSN structures so as to be able to fill management and expertise positions in the intelligence and national security fields.
- c) The improvement of the students' training so as to be able to fill expertise positions both within SAOPSN, as well as within the civil environment;
- d) The conceptual development of the security and intelligence studies in order to shape the identity of a Romanian thinking school in this field;
- e) The performing of research activities in national and international partnerships for the benefit of the educational activity;
- f) The projection of the didactic logistics according to the personal needs, as well as to other beneficiaries' needs.

With the view to accomplish the Academy mission the Rectorate elaborates **the Strategic Plan** and **the Operational Plans**. *The Strategic Plan* expresses the overall view of the university management with regard to the evolution of the institution against the national and European academic background, taking into account the potential challenges and opportunities generated by the dynamics of the labor market and of the economic, financial, social, cultural, educational, scientific and military environment. *The Operational Plan* comprises the main annual action lines, for each field, resulted from the action lines set up in the Strategic Plan.

The modern didactic processes, the acquiring and use of the latest technological innovations in education, the superior knowledge by means of advanced research, the teachers' passion and insight are the instruments for training honest, self-confident, performant, decisions-making intelligence officers.

Furthermore, the master's programs for the promotion of the security culture amongst the civil society aim at increasing the level of the security education and of the intelligence culture horizon within the public space.

As part of "Mihai Viteazul" National Intelligence Academy there is **the University Ethics Commission** whose main role is to analyze and solve the violations of the university ethics commission by the members of ANIMV community. The ethics commission implements the provisions of the Code of Ethics of "Mihai Viteazul" National Intelligence Academy, which comprises a set of principles and conduct rules that should govern the activity of the academic community within the Academy.

1.3.

PUBLIC RESPONSIBILITY AND ACCOUNTABILITY

"Mihai Viteazul" National Intelligence Academy displays audit practices, regulated at institution level in compliance with the national legislation and SRI legislation. *The financial control activity* within "Mihai Viteazul" National Intelligence Academy is conducted in two directions: the internal preventive audit and the internal accounting audit. Moreover, *The Academic Audit Committee* performed the internal academic audit for the 2020-2021 period, completed with *the Report on the internal academic audit*.

Each academic year and for each study program, the performance of the class activities according to the plan and of the themes foreseen in the curriculum and in the outlines for the subjects, as well as in the schedule, is being monitored, alongside the compliance of the evaluation of the students as stipulated in the analytical programs with the way it is actually performed.

In March 2021, the Commandant (Rector) of ANIMV submitted *The Report on ANIMV status in 2020*, with *The Report on ANIMV status in 2021* being in progress.

1.4.

TRANSPARENCY OF THE PUBLIC INTEREST INFORMATION

During the period under review, "Mihai Viteazul" National Intelligence Academy published on its official websites (*www.animv.ro*, *www.sbsr.ro* și *www.iksconference.ro*) updated information on the activity conducted and constantly evaluated new ways of enhancing the public communication effectiveness.

1.5.

ACADEMIC ETHICS

"Mihai Viteazul" National Intelligence Academy implements **The Code of Academic Ethics and Deontology**, which is a moral contract between the academic community and its members, contributing to the building of mutual confidence, to the enhancement of a professional climate based on cooperation and competitiveness, to raising the academic reputation.

The code regulates and promotes moral values such as individual and institutional autonomy, responsibility, professionalism, honesty, intellectual fairness, respect, tolerance, transparency.

The university management relates with the teaching, research, auxiliary and administrative staff, as well as with the students, according to the regulations issued by the Romanian Intelligence Service, respecting the academic freedom, the right to freedom of opinion and expression and assuring responsiveness to all the students and employees' suggestions, ideas, initiatives or complaints.

The provisions of the Code of Academic Ethics and Deontology apply to both the students/trainees and the Academy teachers and aim at enhancing an organizational culture based on innovation and competitiveness, as well as raising the individual responsibility, assuring a climate of cooperation and empathetic communication within the academic community and the conduct background for the compliance with the internal regulations.

According to the provisions of the *Ministry of Education and Research Order no. 4492/2005 on the promotion of the professional ethics in universities*, there functions within ANIMV **the University Ethics Commission**, whose main role is to analyze and solve the violations of the university ethics commission by the members of ANIMV community.

University Ethics Commission (CEU) enforces the provisions of the **Ethics Code**, which comprises a set of principles and rules governing the academic community, and which is a moral contract between the academic community and its members, contributing to the

building of mutual confidence, to the enhancement of a professional climate based on cooperation and competitiveness, as well as to raising the academic prestige.

During 2021 there were submitted 3 complaints regarding deeds of academic ethics violations or possible deviations from the academic conduct rules:

- no. 31591 on January 24th, 2021 – it was disposed the suspension of the verifying measures of the complaints until the settlement of the case no. 7975/2/2018 pending before the High Court of Cassation and Justice (HCE no. 64653 on March 5, 2021);
- no. 70378 on March 3rd, 2021 – settled by applying the sanctions under para. 111 of Regulation no. 206/27.05.2004 (with subsequent amendments and additions), respectively by written warning (HCE no. 93331 on March 31st, 2021);
- no. 116110 on April 22nd, 2021 on a possible deviation from the academic ethics commission by a master's student was rejected as it was established that the deed did not fall under the competence of The Ethics Commission.

The CEU also participated in the elaboration of a point of view submitted by “Mihai Viteazul” National Intelligence Academy to the University Management and Ethics Council with regard to the CEMU addresses no. 133 on June 18th, 2021 and no. 176 on July 26th, 2021.

1.6.

MATERIAL BASIS. PATRIMONY, ENDOWMENT

The material basis of the Academy is made up of immovable assets (*land and buildings*), with all the facilities, patrimony owned by the Romanian Intelligence Service, which manages it according to law.

During the period under review, with regard to the logistic and material support, there has been continued the performance of the execution contract for the establishment of a new building for improved research-development-innovation infrastructure, implemented through the project “*Building performant research-development-innovation infrastructure in the field of intelligent security systems - INTELLIGENT*”, co-financed through the Competitiveness Operational Program 2014-2020. At the same time, there has been continued the implementation of the execution contract for the rehabilitation of the existing building designed for the cooking and serving of the meals, as well as for performing activities in support of the educational process (*Building for nutrition spaces* project) and the contract for the design and execution of the didactic swimming pool. There has been elaborated the endorsement documentation for the intervention works (DALI) to the Heating Station and there have been conducted works for the maintenance and restoration of the buildings, tools, facilities and the related installations, as well as of the green areas.

ANIMV Central Library manages a total area of 369,35 square meters, and the book stock meets the actual needs of the university education and scientific research. For an updated informing on the national and international political, social, military, economic events, as well as on the latest researches in areas of interest, subscriptions to Romanian and foreign on-line periodicals have been made.

At the Academy teachers and scientists express request subscriptions to foreign on-line periodicals have been made. At the same time, ANIMV Library will get access, through the *Anelis Plus* Association, to the PROQUEST CENTRAL – the largest scientific full-text database.

ANIMV Publishing House is a notorious publishing house in the field of military science, intelligence and public order and plays a crucial role in supporting the educational and research process, greatly contributing to the security education, by means of the thematic it offers to the readers, interfacing ANIMV and the civil society.

The IT laboratories assure the performance of the planned didactic activities, which require the use of the computer technology and of the specific tools it entails, even during the individual learning conducted by the students and by other personnel involved in teaching activities. The laboratories are endowed with everything needed for high-standard didactic activity: projection, sound and video conference systems, access to the classified and unclassified information resources according to the classification level of the documents circulated, flipchart, interactive board.

The amphitheatres are endowed with video-projectors, interactive projection systems, computers connected to different classified and unclassified information systems, the latter being used by the trainers in the teaching process.

At the same time, there are operationalized video-conference systems in the amphitheatres, which allow the trainers to deliver their presentations, even remotely, both in one hall and simultaneously in all the halls fitted with video-conference equipment.

The entire staff's **healthcare** is provided by the own medical facility.

1.7.

FINANCIAL ACTIVITY. BUDGETING AND ACCOUNTING

During the analyzed period (the 2020-2021 academic year), "Mihai Viteazul" National Intelligence Academy was entirely self-funded, according to the *Government Decision no. 27/2014 on the Funding of the military intelligence, public order and national security academic institutions*. With a view to implementing applicative and fundamental research programs as well as for enhancing the specialists' qualification and for the modernization of the owned material basis, the Academy prepared, during the analyzed period, documentations for the accession of non-reimbursable funds from national and international competitions, according to law and to the Service's internal regulations, and according to the calendar of calls for projects.

1.8.

INCOME AND EXPENSE BUDGET

ANIMV, whose Commandant(Rector) is tertiary authorizing officer, displays its own income and expense budget, as part of the Romanian Intelligence Service budget, being funded under the budget chapter 65.10.06 "*Academic education*" (source F) and under chapter 65.08.06 "*Academic education*" (source D).

The own Academy incomes are a result of: collections from the performance of educational services, research-development activities, fees, international partnerships

funds for the organization of educational and professional training programs, the capitalization of the patrimony, sums from the state budget, the budgets of the institutions under which it functions, external non-reimbursable funds.

ANIMV budget approved for 2021 was established according to the 2021 Budget Law to a total amount of 92,004 thousand lei.

With regard to the budgetary implementation approved for 2021, the financial-accounting structure has undergone the specific steps to assure the entire funding of the educational and research programs, of the logistic and organizational activities, as well as of the non-reimbursable projects.

The planning, organization and performing of the financial-accounting activity were conducted according to the internal regulations in force, in compliance with the legal and regular requirements, as well as with the institution planning documentation. Compliance with the cost-effectiveness and efficiency principles was rigorously pursued when assigning funds for the accomplishment of the objectives at adequate quality level, by reducing the costs of the resources and maximizing the results of the activities in relation with the resources involved. During the referred period, ANIMV had an income and expense budget approved by the ANIMV Board of Trustees and by Academy Senate, which provided the necessary sums for the adequate performance of the educational activity.

1.9.

SYSTEM FOR THE AWARDING OF SCHOLARSHIPS AND OTHER FORMS OF MATERIAL SUPPORT TO STUDENTS

The scholarships are awarded within ANIMV according to the provisions of the *Regulations no. 368122/10.12.2019 on the awarding of scholarships and other forms of material support to students* and represents a form of material support aiming both at social protection and at encouraging the students that obtain very good results.

The scholarship fund is made up of the budgetary allocations to this purpose, proportionally to the total number of the students enrolled in full-time, tax-free, university programs, for the bachelor's and master's study cycles, distributed on specializations and years of study by the Academy Senate, at the ANIMV Board of Trustees proposition.

The information regarding the accessing and the awarding of scholarships are published on the internet page of the Academy and posted on the faculties notice board and on the internal partition dedicated to students.

According to the provisions of the *Law of National Education no. 1/2011*, with the subsequent amendments and additions and of the *MEN Order no. 3392/2017 on the establishing of the General criteria for the awarding of scholarships and other forms of material support to public full-time higher education students and trainees*, with subsequent amendments and additions, as well as according to the specific criteria set by the specific regulation approved by the Academy Senate, there are three types of scholarships: *merit-based scholarships* and *performance scholarships* – for the academic performance stimulation; *need-based scholarships* and/or *occasionally need-based scholarships* - for the financial support of the students; *special scholarships*, which, in their turn, divide into three categories - special scholarships for scientific activity (excellency),

special scholarships for the sport activity, special scholarships for the artistic-cultural activity; *scholarships for undergraduate and postgraduate stages*.

The need-based scholarships and the occasionally need-based scholarships are being awarded with the view to support the students with small incomes, in the case of the students originating from poor socio-economical environments, from unprivileged families and of those for which a foster measure was settled so that they could undergo the university study programs, or of those displaying medical conditions.

The awarding of scholarship within “Mihai Viteazul” National Intelligence Academy is assigned, by Academy Senate decision, to the Scholarship Awarding Committee. The members of this Committee are: the vice-rector - as president, the deans of the faculties, designated person on behalf of the Academy Secretariat, the chief of the Financial-Accounting Department, the legal advisor, three students’ representatives - as members, as well as other persons designated by the Academy Senate.

2.

EDUCATIONAL EFFECTIVENESS

2.1.

THE QUALITY OF THE STUDY PROGRAMS

For the preserving and continuous improving of the study programs quality, ANIMV monitors the educational results and the factors influencing them. The monitorization is systematically performed, according to a plan and it implies verifying the way the activity is performed, in order to identify the shortcomings in time and to undertake corrective and preventive measures. The responsibility for the monitorization and for the continuous improving of the study programs is assigned to the coordinators of the study programs.

The teachers and the management of the departments and of the faculties participate in the monitorization, together with members of the Commission for Evaluation and *Quality Assurance* of “Mihai Viteazul” National Intelligence Academy.

The Report on the internal evaluation of the study programs falls under the responsibility of the study program coordinator, with support from the departments, and is submitted to the Commission for Evaluation and *Quality Assurance* from “Mihai Viteazul” National Intelligence Academy, with a view to capitalizing the conclusions.

The periodic evaluation of the study programs is based on the external evaluation procedures and on the ARACIS standards and it is performed in view of the accreditation and of the periodic certification of the study programs quality. The process is completed with the Report on internal evaluation of the study programs, which presents under various forms the quality of the educational services and of the employed resources.

2.1.1.

THE CONTENT OF THE BACHELOR’S AND MASTER’S DEGREE PROGRAMS

The curriculum for the university study programs organized by “Mihai Viteazul” National Intelligence Academy are being elaborated and approved according to the internal procedures and to the legislation in force, considering the ARACIS standards. The bachelor’s study programs allow the acquiring of a level 6 qualification in EQF/CEC and in The National Qualification Framework.

The student-centered learning methods represented a permanent focus, reflected in: implementation of the transferable credit system ECTS, learning based on outcomes and on the related work volume, fostering the use of interactive teaching methods against the one-sided ones, setting up educational contexts in which students are involved in solving problems and practicing critical thinking, learning by means of simulation and role playing, providing opportunities for individual and team learning. These methods are reflected by the planning documents of the educational activities.

During the interval under review, the certifying process for the occupational standard (SO) *open sources expert* and for acknowledging ANIMV as provider of professional training for adults on this standard has been initiated.

2.1.2. ADMISSION PRACTICES

The admission policy meets the requirements regarding the documents transparency and accessibility, the Academy using its best efforts to create a certain degree of predictability in what concerns the organization and conduct of admission, so that all the students be informed on the recruitment and admission policies at least 6 months before.

The admission policy is a transparent one, based on the rigorous compliance with all the enforceable legal provisions and with the *Methodology for the organization and conduct of admission* for each cycle, ANIMV taking responsibility for enhancing the quality of the admission policies. For the study programs dedicated to the training of the officers, ANIMV is recruiting students based on the candidate’s profile approved by the beneficiaries of the National Defense System, public order and national security. The selection also implies following other steps and tests, prior to the admission exam itself.

The university marketing promotes real and correct information indicating related means to verify and confirm the information, and the admission is exclusively based on the candidate’s academic competences and does not use any other discriminatory criteria.

The information regarding the admission programs, themes and bibliography, the participation criteria in the admission exam and any other information necessary to the candidate are published on the university site, animv.ro.

2.1.3. STUDY CREDIT SYSTEM

In the evaluation and planning of the students’ activity, “Mihai Viteazul” National Intelligence Academy applies the *European Credit Accumulation and Transfer System* (ECTS) which aims at realistic assessment, in terms of workload, of the educational plan load for each subject, at achieving compliance between the educational curriculum of “Mihai Viteazul” National Intelligence Academy and the other educational institutions in the country and abroad, as well as enhancing students’ interest in study and professional training.

Measuring the educational activity by means of the transferable credit system allows: the recognition of the study periods; diploma recognition; students' mobility; diversification of students' range of options; a more flexible curriculum and study program; integration into the norms of European education; the integration of new subjects in the syllabus; the recognition and validation of the subjects promoted by other higher education institutions. The credit transfer may be operated only within the same study cycle, and the credits, once obtained, are irrevocable. The credits are recognized throughout the entire schooling stage, and their recognition is not affected by the amendments of the curriculum. The transferable credits are distributed to each subject in the curriculum (compulsory, elective, optional), including the practice stages.

2.1.4. TEACHING AND RESEARCH STAFF

ANIMV has academic teaching staff (military and civil), according to the provisions of the Law of National Education no.1/2011 and staff from the intelligence instructors' body, according to art.177, para. (4) and (5) of the Law of National Education no. 1/2011, with subsequent amendments and additions.

The Academy teaching staff meets the legal requirements for filling the teaching positions, according to the Methodology for the organization and conduct of the competitions for filling of the teaching positions in "Mihai Viteazul" National Intelligence Academy.

The teaching positions for the research and teaching staff of ANIMV have been established before the beginning of the 2021-2022 academic year and have foreseen the set up of university rules endorsed by the councils of the faculties, namely by the council of the Doctoral School and approved by the Academy Senate. All the teachers included in the job title list – professors, associate professors and lecturers have the scientific title of doctor and are certified by the Ministry of Education and Research or by the Academy Senate, according to the legislation in force.

2.1.5. GRADUATION AND DIPLOMAS

ANIMV awards bachelor's, master's and doctoral diplomas, according to the type and the level of the graduated program studies and according to the legal provisions in force. The diplomas are awarded according to the qualifications obtained in the graduated specializations, in case of bachelor's and master's study programs, namely with the study domains in case of doctoral studies. The institution also awards graduation certificates for the study programs in the continuing study programs.

2.1.6. ORGANIZATION OF THE CONTINUING PROFESSIONAL TRAINING

"Mihai Viteazul" National Intelligence Academy organizes and conducts postgraduate programs for continuing professional training and development in order to meet the training needs of the Romanian Intelligence Service and the request of other institutions from the National Defense System, Public Order and National Security, as well as the training needs of the civil society and of the external partners. These are horizontal training

classes for the job or the specialization, which are being conducted in the field of “Military science, intelligence and public order”.

The postgraduate programs for continuing professional training and development can be attended by the graduates that have at least a bachelor’s diploma for undergraduate studies or for their equivalent.

The postgraduate programs for continuing professional training and development may be assigned budgeted places or with a fee, depending on the decision of the Romanian Intelligence Service management at the proposal of “Mihai Viteazul” National Intelligence Academy Senate.

The postgraduate programs for continuing professional training and development represent the educational offer for the updating/development of some new professional/occupational competences in the bachelor’s field graduated by the student and they are classes of specialization in a profession.

The university professional development programs organized by “Mihai Viteazul” National Intelligence Academy aim at consolidating and developing the professional training by means of acquiring knowledge and developing attitudes, skills, abilities or professional competences required for the fulfillment of the job duties.

At the same time, with a view to improving the training of the Romanian Intelligence Service employees and of other institutions in the national defense system, public order and national security, “Mihai Viteazul” National Intelligence Academy is constantly organizing non-university training programs.

2.1.7. TYPES OF KNOWLEDGE AND COMPETENCES EVALUATION

The evaluation of the students’ knowledge and competences is conducted according to the provisions of the *Methodology for the evaluation of the students/trainees in ANIMV*, which comprises distinct evaluation criteria for each study cycle – bachelor, master, doctoral.

The evaluation is conducted during the learning cycle through current and periodic tests, final examination (tests), class papers (projects), colloquiums, exams, and it is performed by the teachers and didactic commissions specially assigned.

The subjects subjected to evaluation and the way it is performed are the ones foreseen in the curriculum and syllabuses of the educational structures. The details on the evaluation procedures are included in the outlines of the subjects, according to the specific of each subject.

The evaluation of the students includes examination and objective marking, based on the criteria and methods established at the beginning of the academic year.

2.1.8. PROMOTION OF TEACHING STAFF AND STUDENTS’ MOBILITY

As accredited higher education institution, ANIMV ensures academic mobility, recognizing to this end the transferable credits obtained by the students, according to law, in other accredited/authorized higher education institutions in the country or abroad. “Mihai Viteazul” National Intelligence Academy runs *the Erasmus+ program* by means of projects developed through the funding lines KA1, mobility projects and KA2, strategic partnerships. The mobility projects ran by the Academy are divided into: training stages for teachers, study stages and practice stages for students. The beneficiaries participating in

these mobilities can acquire key competences and may develop professionally. The strategic partnerships are projects that create “bridges” to connect partners from different countries in order to enhance international cooperation by developing quality and innovative educational products.

The students enrolled in the university programs have the opportunity to participate in the mobility program Erasmus+, without suspending their studies and complying with the obligations undertaken in the study contract, alongside the implementation of the provisions of the transferable credits system. “Mihai Viteazul” National Intelligence Academy, through the management of the faculties in which the students are enrolled, automatically recognizes the study or practice stage under Erasmus+, by equivalencing the total number of transferable credits accumulated during the mobility interval.

The equivalence of the qualificatives and of marks obtained for the subjects attended during the student mobility Erasmus+ is undertaken within ANIMV according to the *Methodology for the equivalation and recognition of the study periods abroad under Erasmus+*, in compliance with the ERASMUS Charter principles.

2.1.9. UPDATING THE STUDY PROGRAMS

The university study programs are periodically reviewed and analyzed as part of the quality management activity, according to the quality standards provided by the ARACIS rules, as well as to the dynamics of the training needs. At the same time, the study programs provide updated teaching and learning resources which ensures educational support to all the students, throughout the schooling stage.

“Mihai Viteazul” National Intelligence Academy disposes of mechanisms for the annual analysis of the educational activity performed. The study programs are being reviewed by the tenured teacher of the subject, at department and faculty levels, together with the students, on the basis of the proposals made by the graduates, by the beneficiaries’ representatives and by high echelons.

2.1.10. MODERN COMMUNICATION PRACTICES IN THE LEARNING PROCESS

The pandemic context determined the teachers to make use of the e-learning platforms in the educational process. A great part of the bibliographic resources has been delivered electronically and the communication practices have tried to foster online debates, change of opinions and work team. There is the Department for Distance Learning (DID) functioning within ANIMV. This provided the e-learning system with technical assistance. Thus, DID contributed to the effectiveness of the continuing training, to the diversification of ANIMV educational programs, but also to facilitating the access of every trainee to real time learning process.

2.1.11. THE RELEVANCE OF THE STUDY PROGRAMS

The study programs provided by ANIMV are being related to the training needs of the Romanian Intelligence Service and of the institutions whose beneficiaries are trained by

the Academy, to the learning and scientific research objectives set up during the analysis period and are following the student-centered education and quality principles when projecting and organizing the teaching, learning and research processes (in terms of content, methods and techniques).

The study domains for which ANIMV initial and continuing training programs are accredited – bachelor's studies in the field of *Military Sciences, Intelligence and Public Order*, the master's and doctoral studies in the field of *Intelligence and national security*, namely the master's studies in the field of *International Relations and European Studies* - are in agreement with the mission of the Academy and comprise specific and opportunity elements, meeting the labor market needs.

These domains, according to the *Government Decision no. 1352/2010 on the approval of the structure of Classification of Occupations in Romania, according to the International Classification of Occupations ISCO 08*, are circumscribed to the occupations specific to the major group 0, named "The Military forces", occupations which are approved in compliance with the legal provisions of the Law no. 182/2022 on Protection of the classified information, with subsequent amendments and additions, by the institutions from the defense, order and public security system.

For the bachelor's studies, there are two accredited specializations within ANIMV: *Psychology - Intelligence* and *Security and Intelligence Studies* - both registered in the National Register of Qualifications in Higher Education, in the field of Military sciences, intelligence and public order.

For the master's studies, there are two accredited fields within ANIMV: the field of *Intelligence and National Security*, with the programs *Intelligence Analysis, Intelligence and national security, Management of national security intelligence, The Intelligence Management in Countering Terrorism*, namely the field of *International Relations and European Studies* with the program *International Relations and Intelligence Studies*. At the same time, ANIMV includes a Doctoral School, in the field of doctoral studies *Intelligence and national security*.

2.2.

THE QUALITY OF THE SCIENTIFIC RESEARCH

2.2.1.

THE OBJECTIVES OF THE SCIENTIFIC RESEARCH

The research activity is being conducted according to the objectives established in ANIMV *Strategy for research, development and scientific innovation*, guiding document that draws the lines for the scientific research proceedings in ANIMV by means of a practical and judicious relation with the national security missions, on the basis of a systematical cost-benefit analysis. The established research guidelines follow the compliance with the teaching activities and with the activity performed in the field of national security.

The research objectives set up for the reference period had in view:

- the excellence level in research and delivering academic knowledge that contribute to enhancing the prediction capacity of the Service at the national security level and to the scientific foundation of the institutional transforming and adjusting proceedings;
- the accomplishment of the education-research-profession triad through the integration of the research constituent within the educational processes and by means of a synergic and integrated relation with the security and intelligence studies for the scientific foundation of the educational contents and for connecting the training programs with the requirements of the Intelligence expert profession.
- the enshrining of “Mihai Viteazul” National Intelligence Academy as a relational platform and knowledge hub for the academic environment and the civil society by means of creating a national and regional climate of creativity and dialogue, at the intelligence and security studies level.

During the period under review, the whole research activity was based on the grounds of an integrated approach – through correlations between the research proceedings and their fall under the *Strategy for research, development and scientific innovation in ANIMV*.

2.2.2. RESOURCES FOR ACHIEVING THE OUTCOMES AND THE CAPITALIZATION OF THE RESEARCH PRODUCTS

In accordance with its assumed mission, ANIMV is permanently preoccupied with integrating the scientific research outcomes in the educational activity. The scientific research activity is conducted through *the National Institute for Intelligence Studies (INSI)*, *the National Center for Modelling and Simulation in Intelligence (CNMSI)*, the education departments within the faculties and by the Doctoral students and doctoral coordinating professors, through the *Doctoral School*, starting from the premise of an integrated approach to the available resources, for the successful implementation of the research projects assumed by ANIMV.

ANIMV, in accordance with the priority areas included in ***the Strategy for research, development and scientific innovation within ANIMV***, has made efforts to develop and diversify research resources through a combination of own investments and attracting external financial resources, as a result of implementing research and development projects financed from European funds, on the following components:

- space – continuing the efforts to attract financial resources that allow the necessary facilities for a modern research-development-innovation infrastructure in the field of Intelligence security systems (library, workspaces, laboratories);
- research equipment – maintaining a modern IT infrastructure, which allows the development of the research activity at a high level of performance, the acquisition and use in the research activity of software analysis and interconnection solutions of the research staff by accessing the collaborative work platforms, purchasing and training in the use of software components in the field of security and intelligence studies, allowing the development of research methods specific to this area of study;

- intelligence resources – the expansion of academic resources (book fund and virtual databases) available and their updating, in order to provide the real-time access for researchers to the latest academic developments in the field of security and Intelligence studies;
- technical support – on the background of increasing the offer of technological support solutions existing on the knowledge market, usable for the research activity, the need to integrate the technical and informational components in order to streamline the workflows and connect to national and international research networks, in parallel with the training of the research staff in the use of new technical tools.

Among the results obtained during the reference period are:

- ✓ **The successful completion of two projects with European funding:**
 - CRESCEnt project (Mind the Gap in Media Coverage and Strategic Communication in case of Security Threats);
 - ARMOuR project (A radical model of resilience for young minds);
- ✓ **Implementation of five projects with European funding:**
 - THESEUS project (Connect the disconnections – from disparate data to insightful analysis);
 - EU-HYBNET project (Fostering European Network against Hybrid Threats);
 - ESSENTIAL project (Evolving Security Science through Networked Technologies, Information Policy and Law) - finalized at the end of 2021, now in the process of closing;
 - EUSEGOV project in the Erasmus + Jean Monnet competition;
 - EU-HYBNET project (Fostering European Network Against Hybrid Threats) – Horizon 2020;
- ✓ **Submission of two projects in European and national competitions:**
 - ALETHEIA project – Artificial Intelligence in the service of law enforcement for the exposure of threats from the extensive spread of disinformation – HORIZON – CL3-2021-FCT-01-03;
 - DOMINOES project – Digital Competences Information Ecosystem – Erasmus + KA 220-HED – Cooperation Partnerships in Higher Education (project won, implementation to be initiated in February 2022);
- ✓ **editing of the Romanian Intelligence Studies Review (RISR);**
- ✓ **publication of articles and scientific studies in prestigious national and international scientific journals**, as well as reviews and exercises in the RISR as authors and co-authors;
- ✓ **publication, as coordinating editor, of a special issue of Intelligence and National Security and of a special issue of the International Journal for Intelligence and Counter-Intelligence**, in process of publication;
- ✓ **the publication at ANIMV publishing house of the following volumes:**
 - *From the history of the Romanian stakeout 1918-1948. Guide*, ANIMV Publishing House, Bucharest, 2021;
 - *Romania - France: strategic partnership and cooperation relations between the intelligence services (1918-1939)*, ANIMV Publishing House, Bucharest, 2021;
 - *Ideological extremism, radicalization, terrorism. Study manual*;

- ✓ Publishing scientific articles in national and international journals and volumes on topics of critical intelligence theory, intelligence history, increasing resilience to propaganda and disinformation, security policies, securitization, etc;
- ✓ Organization of **three scientific events** in Romania:
 - *Security in the Black Sea Region. Shared Challenges, Sustainable Future – SBSR, 2021* (on-site, with national participation);
 - *Intelligence in the Knowledge Society 2020* (online – call for papers);
 - *Summer School Strategic Communication, Governance and Security in the European Union*, organized online within the EUSEGOV project with European funding;
- ✓ representation within the **Intelligence College in Europe**, the academic cooperation platform of the European Intelligence communities, which aims to develop and consolidate a common strategic culture in the field of intelligence studies and academic and *outreach* programs at national and European level;
- ✓ conducting research **projects on the history of intelligence services** with the identification of valuable sources of information in the Archives and the development of extensive research reports;
- ✓ a new **interactive online course** (CRESCEnt project) dedicated to strategic communication in the age of disinformation, graduated by students and institutional communicators from Romania, ranked by participants with a very good rating;
- ✓ an **online Train the Trainer course** with techniques to strengthen the resilience of young people to radicalization and violent extremism (ARMOuR project), attended by teachers, school counselors, representatives DGASPC, SRI experts, ANP experts. The course was positively appreciated both in Romania and in the partner countries, where it was integrated into the continuing teacher training curriculum (Greece, Malta, the Netherlands). In Romania, a first favorable response of the Ministry of Education was obtained, the steps to be submitted in 2022 (depending on the evolution of the pandemic conditions);

The research activity in support of education was transposed and organized through **Research Plans** approved by the faculties' councils. According to these, the teachers recorded research activities (participation in scientific events and publication of articles). In 2021, in particular, the mechanisms for creating research teams for capitalizing on the results of scientific research projects were identified. Thus, research projects with practical applicability have also been conducted, by identifying, testing and developing products and software solutions useful in the current activity.

Also on the *tradecraft* research and development component in the field, through the OSINT Excellence Centre, research topics and projects were initiated, in collaboration with other education and research structures of ANIMV, integrating the innovation needs of the Service on this dimension.

In order to promote current topics of interest, the team of the OSINT Excellence Centre (in collaboration with other OSINT specialists from the Service) produces articles on topics relevant to the national security issues under the responsibility of the Romanian Intelligence Service, using techniques that are specific to the analysis

of open sources. They are subsequently published in the form of brochures launched with quarterly frequency and which can be consulted in electronic format on ANIMV website.

2.2.3. MONITORING THE IMPLEMENTATION OF THE SCIENTIFIC RESEARCH PROGRAMS

The organized form of work in the scientific research activity is the “research project”, a tool that allows the increase of performance, the monitoring of the stages taken and of the resources used in the research and development activity. The projects promote the cognitive valences resulting from the integration of academic knowledge with practical expertise.

2.2.4. ASSESSMENT OF THE DOCTORAL SCHOOL

The Doctoral School of Intelligence and National Security of IOSUD ANIMV is founded and functions in the field of Intelligence and National Security doctoral studies, according to OMEN 667/2007, reconfirmed in the GD no.446/2015.

In 2021, the Doctoral School of Intelligence and National Security (SDISN) functioned with a number of 3 doctoral supervisors (the minimum number provided by the Government Decision no.681/2011 on the approval of the Code of Doctoral Studies), of which 2 ANIMV tenured teachers and 1 tenured teacher from AFAHC, Brasov. All the 3 doctoral supervisors of SDISN meet the minimum and mandatory national criteria elaborated by CNATDCU, specified in OMEN no. 6129/2016 and in *the Regulation of the Organization and Functioning of SDISN*, for conferring the quality of doctoral supervisor. During 2021 it was authorized a university professor in the field of Intelligence and National Security.

The development directions of the scientific research of the doctoral supervisors are: Security studies, Intelligence systems; Intelligence culture, Intelligence analysis; National Identity and Security, Intercultural Communication; Strategic communication, Security culture. In 2021, until September 30, 2021, SDISN functioned with a number of 36 doctoral students, out of which 22 doctoral students in various stages of the doctoral research program and 14 doctoral students who were in the grace period for defending the doctoral thesis.

For each doctoral student there is a training program established, developed, monitored and completed/in the process of completion. During the entire duration of the doctoral studies, the students benefit from the support of the guidance committees, complementary to the one offered by the doctoral supervisor. The committees are approved by the SDISN Council, and the activity of their guidance is recorded in the documents of the scientific research activity of the doctoral students. ANIMV, as IOSUD, provides doctoral students with the necessary infrastructure for completing the training program through advanced studies, as well as for the individual research program.

In this regard, doctoral students have access to the documentary base of the central library of ANIMV, as well as to foreign periodicals, the online version. The program used at the level of IOSUD ANIMV to verify the similarity coefficients is *sistemantiplagiat.ro*, through which the similarity percentages are verified for all the

works elaborated by the doctoral students, validated through *the Ministry of National Education and Scientific Research Order no.3485/2016 on the list of programs recognized by CNATDCU and used at the level of higher education institutions organizing university studies of doctorate*. The SDISN Council has established the minimum permissible values of the similarity coefficients for the doctoral students' papers.

In the 2021 academic year, a number of 7 doctoral students publicly defended their doctoral thesis.

The spaces and the material endowment of IOSUD/Doctorate School allow the realization of research activities, in the assessed field, in accordance with the mission and the objectives assumed (computers, specific software, equipment, laboratory equipment, library, access to the international databases etc.). The research infrastructure and the offer of research services are publicly presented through a specific platform.

IOSUD ANIMV applies the procedure of assessment and periodic monitoring of the Doctoral School, stipulated in the *Regulation on the organization and development of doctoral studies in "Mihai Viteazul" National Intelligence Academy* (chap. V Quality assurance of the doctoral studies). The Doctoral School prepared in April 2021 *the Self-evaluation report of accreditation* and submitted it to ARACIS. The external evaluation of IOSUD and of the Intelligence and National Security doctoral field was conducted by ARACIS in September 2021, and by *the ARACIS Decision on November 25th, 2021*, IOSUD and the doctoral field of Intelligence and National Security were awarded the qualification "MAINTAINING ACCREDITATION".

The Doctoral School is coordinated by CSUD of IOSUD ANIMV and is led by the SDISN Council and the Director of SDISN. The involvement and participation of the doctoral students in the decision-making processes related to doctoral study programs through the representatives of the doctoral students elected in Academy Senate, in the CSUD and the CSD, in accordance with the provisions of the regulations in force in ANIMV.

Information regarding the admission is published on ANIMV website, usually with 6 months before the admission, including the admission calendar, the documents required for registration, the doctoral supervisors and the vacant positions put up for competition, the conditions of registration, the criteria for evaluating the candidates.

On the website on IOSUD ANI are made public data on the collective governing bodies of IOSUD and SDISN, doctoral supervisors, doctoral students, the advanced university study program offered by the Doctoral School, the contract of doctoral studies, the public defense of doctoral theses, the process of authorization of some teachers, as well as on the internal regulations.

During 2021, new regulations governing the activity of doctoral studies were reviewed, debated, analyzed, endorsed and approved: *the Regulations for the organization and functioning of CSUD, the Regulations for the organization and functioning of SDISN, the Regulations for the organization and development of the doctoral study programs*.

The Strategy for the quality assurance and development of the doctoral study programs and the advanced postdoctoral research programs in SDISN for the period 2021-2025 was adopted.

IOSUD has concluded mobility agreements with universities abroad, with research institutes, with companies that conduct activities in the studied field, aiming at the mobility of doctoral students and teachers (for example, ERASMUS agreements for the doctoral study cycle) and at least 5% of the doctoral students have completed a training stage abroad or another form of mobility, such as participation to international scientific conferences.

3. QUALITY MANAGEMENT

As part of the national education system and, implicitly, of the European Higher Education Area, ANIMV is engaged in the process of consolidating a quality culture, first of all at the level of the educational process, by promoting the most appropriate policies and associated procedures for quality assurance, as well as the standards of its own study programs and the awarding of scientific titles.

In the acceptance of ANIMV, the quality of the educational services expresses the level of the university management efforts' result, of the teaching staff and of the administrative structures for the realization of the final product with competences and skills recognized and appreciated by the beneficiaries.

For the internal quality assurance, conducted by the internal actors, respectively academic staff, students, auxiliary teaching staff, administrative staff, employed personnel specialized in quality assurance, external actors are also involved, such as the beneficiary and the graduates.

3.1. INSTITUTIONAL AND STUDY PROGRAMS QUALITY ASSURANCE

Within "Mihai Viteazul" National Intelligence Academy, the assurance of the quality education is achieved through a set of actions to develop the institutional capacity of elaboration, planning and implementation of study programs, which form the trust of the beneficiaries that the organization providing education meets the quality standards according to the legislation in force. The improvement of the quality education within "Mihai Viteazul" National Intelligence Academy involves assessment, analysis and continuous corrective action, based on the selection and adoption of the most appropriate procedures, as well as on the choice and implementation of reference standards.

Within ANIMV functions the *Commission for Evaluation and Quality Assurance* (CEAC) which conducts its activity on the basis of its own *Organization and Functioning Regulation*, approved by the Academy Senate. The organizational structure, the criteria and the set of rules and principles on the quality management of the educational services delivered by ANIMV are provided in *the Quality Assurance System of "Mihai Viteazul" National Intelligence Academy educational services*.

In the academic year 2020-2021, the validation of the qualifications for 6 master's degree programs was obtained, in close collaboration with the Faculty of Intelligence, the Faculty of Intelligence Studies and the Academy Secretariat.

There were updated 30 regulations, methodologies, procedures regulating ANIMV activity, by implementing the legislative provisions and orders of the Ministry of Education – in close collaboration with CEAC, the Faculty of Intelligence (FI), the Faculty of Intelligence Studies (FSI), depending on the specifics of the regulations.

During the reference period, 11 internal normative documents related to the field of quality assurance were drawn up and/or updated: procedures (System procedure PS-01 – Initiation, elaboration, revision and archiving of the documented procedures by activities, Operational procedure for organizing and conducting elections in the electronic system for the students' representative in the Commission for Evaluation and Quality Assurance (CEAC) of "Mihai Viteazul" National Intelligence Academy); methodologies (Methodology for the organization and exercise of the academic internal audit activity within "Mihai Viteazul" National Intelligence Academy, Methodology for organization and conduct the contest for admission to master's degree studies of "Mihai Viteazul" National Intelligence Academy, Methodology for evaluating the individual performance of the teaching staff within "Mihai Viteazul" National Intelligence Academy, Methodology for the organization and conduct the elections for students' representatives in the Academy Senate, ANIMV Board of Trustees, Faculties' Councils, Commission for Evaluation and Quality Assurance (CEAC), respectively the Ethics Commission of "Mihai Viteazul" National Intelligence Academy); regulations (Regulation on the initiation, approval, monitoring and periodic evaluation of study programs in "Mihai Viteazul" National Intelligence Academy, Regulation for the organization and functioning of the Commission for Evaluation and Quality Assurance in "Mihai Viteazul" National Intelligence Academy, the Quality educational services assurance system of "Mihai Viteazul" National Intelligence Academy, Regulation on the application of the European Credit Transfer System (ECTS) in "Mihai Viteazul" National Intelligence Academy) and strategies (Strategy for the evaluation and quality assurance in education in "Mihai Viteazul" National Intelligence Academy).

There were elaborated 15 feedback reports of the students from the bachelor's degree programs (Psychology – Intelligence and Security and Intelligence Studies), master's degree programs for training the officers (Intelligence and Intelligence analysis and National Security) and master's degree programs for promoting the security culture in the civil society (Intelligence Management in Countering Terrorism, Management of National Security Intelligence, International Relations and Intelligence Studies).

There were elaborated the documents provided by the national legislation: Operational Plan, Status Report, Internal self-assessment report on the quality of education in ANIMV.

3.1.1. QUALITY ASSURANCE STRATEGIES AND POLICIES

The Commission for Evaluation and Quality Assurance (CEAC) is part, together with the Commandant (Rector) of the Academy and the Academy Senate, of the

managerial component of the quality assurance system within ANIMV. CEAC has the role of coordinating the activity of internal evaluation, control and continuous improvement of the education quality in ANIMV, of promoting and consolidating the culture of quality in the Academy, of creating the conceptual, normative and internal functional framework, adequate to ensure the quality of education in the Academy. CEAC has the authority to verify the implementation of ANIMV policy in the field of internal evaluation, control and assurance of the education quality, approved by the Service management.

During 2020-2021, CEAC structure suffered changes generated by the institutional dynamics registered at the level of the human resource, context in which elections for the appointment of a student representative in the Commission for Evaluation and Quality Assurance (CEAC) of ANIMV were organized.

Institutionally, the activity of internal evaluation, control and quality assurance is coordinated by CEAC and is conducted with the support of the Quality Assurance Office.

3.1.2. PROCEDURES FOR PERIODIC QUALITY ASSESSMENT OF THE TEACHING AND RESEARCH STAFF

At ANIMV level, the assessment of the teaching staff is conducted, according to the legal framework, on four components: evaluation by students, peer evaluation, evaluation by the management of the institution and self-evaluation.

The way of organizing and conducting the evaluation activity of the teachers by the students of “Mihai Viteazul” National Intelligence Academy is provided in the procedure dedicated to the collection and assessment of feedback in ANIMV. Thus, each teacher is evaluated in order to know his teaching performances, as they are perceived by the students participating in the teaching activities such as course, seminar, laboratory, project etc. The aspects of professional deontology and those regarding the continuous increase of the teaching activity quality of the evaluated person are monitored through the information collected in the process of teachers' evaluation by students and trainees.

3.1.3 ASSESSMENT RESULTS ANALYSIS OF THE TEACHING STAFF

The questionnaire for collecting feedback from the students who went through ANIMV study programs was applied biannually, in a differentiated way, for the course and the seminar, in relation to the related subject. The analyzed elements targeted the ARACIS standards that define the quality of the teaching activity, respectively the formulation of proposals for the improvement of the teaching act.

The questionnaire was applied online and later the statistical interpretation of the quantitative data was performed as well as the interpretation of the collected testimonials.

The resulting conclusions highlighted the fact that all the teachers obtained a high score in terms of: the actuality and novelty of the approached topics; accessible presentation of specialized information; efficient use of time to achieve the teaching objective. It turned out that most students are satisfied with the clarity and coherence

of the teacher's expression, respectively with the amount of useful information transmitted.

The most frequent remark of the students brings into focus the need to put emphasis on the practically applicative side of the teaching act and to pay an increased attention to the assessment activities.

3.1.4. STUDENTS' APPRECIATION RESULTS ANALYSIS OF THE LEARNING ENVIRONMENT

The level of students' satisfaction in relation to the professional and personal development provided by ANIMV is received from the study programs evaluation questionnaires that they complete after graduation, as well as during the studies, through the evaluation analysis conducted by the university management on the quality of the teaching staff. Also, students have the opportunity to express possible proposals to improve the methods and procedures applied in the institution regarding their professional development in the meetings of the Academy Senate and the faculties' councils.

Based on the questionnaires administered at the end of each semester, the university, through the Quality Assurance Office, makes a structured analysis on the educational effectiveness of both each study program and the level of satisfaction it brings to students, over 50% of them positively appreciating the learning environment offered by the university and his/her own learning path.

3.1.5. PEER EVALUATION

Peer evaluation is organized in accordance with the Methodology for evaluating the individual performance of the teaching staff within "Mihai Viteazul" National Intelligence Academy. A component of the activity appreciation system conducted by each teacher, the peer evaluation has entered the current use of each department. The departments directors express a proactive attitude towards the implementation of the Methodology provisions within the structures they coordinate. Each teacher has the obligation to evaluate the activity of his colleagues, to appreciate or formulate recommendations meant to contribute to the increase of the teaching act quality.

3.1.6. UNIVERSITY MANAGEMENT EVALUATION OF THE TEACHING STAFF

According to the internal regulatory framework, the teachers went through the annual processes of self-evaluation, respectively of evaluation by the heads of structures. In this respect, the Academy has self-evaluation and multi-criteria annual evaluation forms of each teacher, which are completed periodically, according to the internal procedures elaborated. In this context, the heads of the structures drew up appreciations for the teaching and research staff, which included recommendations for going through some forms of improvement, granting of rewards/career advancement.

The evaluations conducted by the Academy management produced effects in the promotion and financial reward of the teachers, respectively in the submission of proposals for enrollment in training or specialization courses.

3.1.7. THE RATIO BETWEEN THE NUMBER OF TEACHING STAFF AND THE NUMBER OF STUDENTS

The degree of teachers' employment ensured the coverage of the activities provided in a student training cycle, respecting a ratio of 1/14. In relation to its own academic needs, the Academy Senate approved the invitation to ANIMV of university professors and other specialists with recognized value in the field, in the country and abroad, as invited associates.

3.1.8. RESOURCES FOR QUALITY ASSURANCE OF THE DISTANCE AND REDUCED ATTENDANCE LEARNING

Within ANIMV runs the Distance Education Department (DID), the structure that provides support for the design and development of distance training forms. The pandemic context has determined teachers to use e-learning platforms in the educational process with the support of DID. It provided technical assistance in accessing the e-learning system. Thus, DID has contributed to the efficiency of the continuing training, to the diversification of ANIMV education programs, but also to the real-time educational process.

3.2. THE QUALITY OF THE SUPPORT GIVEN TO STUDENTS – STUDENT-CENTERED LEARNING

3.2.1. NONDISCRIMINATION PROVISIONS

In accordance with the provisions of the Code of Ethics and Deontology, discriminations based on age, ethnicity, sex, social origin, political or religious orientation are not allowed in "Mihai Viteazul" National Intelligence Academy, within the limits established by the military regulations for each study program.

3.2.2. STUDENTS' SCIENTIFIC AND PROFESSIONAL ACTIVITY

The research activity within ANIMV bachelor's and master's programs is also achieved through the students' contribution, a context in which individual initiative and systematic involvement of students in the realization of training programs based on research activities in national and international teams is encouraged. In this regard, the students participated in the research products (specialized studies and scientific articles) as well as in the academic debate formats. Also, ANIMV organizes the annual session of scientific communications addressed to students, and ANIMV students participate in other sessions of student scientific communications.

The professional activity of the students included, during the analyzed period, according to the content of the Educational Plans, the development of internships. These activities had a role including the professional integration of the students, taking place in large part within the structures where they are going to conduct their activity.

3.2.3. STUDENTS' CAREER GUIDANCE

In ANIMV, career guidance is provided through four specific mechanisms:

(1) Evaluation and career orientation pre-admission. For the selected SRI candidates, the employer develops a first mechanism of career guidance with the support of the recruitment structures. It is based on a complex set of assessments specific to the selection of candidates held before the academic tests of the competition. The set aims to identify the congruence between the candidate profile and the activity profiles specific to the employers. This mechanism is used to identify career patterns and to capitalize in maximum percentage the students' qualities and traits.

(2) Evaluation and career counseling through the tutor's institution. Tutoring has a high consistency and efficiency in career counseling activities. Students favorably appreciate the importance of the tutor in their professional activity, including in terms of career guidance.

(3) Career evaluation and counseling through consulting. Another way of ensuring students' career orientation is through the consultancy classes organized at the level of each faculty, these being established either by mutual agreement, through the dialogue held with the students by each teacher, or by posting them on the internal network of ANIMV, to which all students and trainees have access.

(4) Career evaluation and counseling through the career counseling and guidance center. In ANIMV there is a center for career counseling and guidance, employed with specialized personnel in sufficient numbers, established in accordance with the number of students in the institution. The Center benefits from the adequate resources for conducting its activities. The Center for Career Counseling and Guidance maintains the connection with the employers and the graduates of ANIMV in order to streamline the transition between the tuition stage and the one of effective employment of a position, either within an institution belonging to the national system of defense, public order and national security, or in other institutions.

3.2.4. EXTRACURRICULAR ACTIVITIES

Due to the pandemic situation, no extracurricular activities were organized during the referenced period.

3.2.5. INFORMING STUDENTS ABOUT THE EDUCATIONAL ACTIVITY

In the central campus of ANIMV, students are permanently informed about various organizational aspects (daily schedule of courses, daily menu etc.), activities of general interest (such as organizing the elections for the appointment of a students' member in the Academy structures), events that are organized in the Academy (conferences), as well as other aspects regarding the educational activity.

In this regard, at the level of the Academy there are two communication channels, namely the electronic bulletin board and the electronic partition dedicated to students, through which each student can view data and information of interest. The structure holding the communication mission within the Academy manages the electronic bulletin board instrument found within five buildings of the central campus (the D, K, B, C, Library).

3.2.6. TUTORING TEACHING ACTIVITIES

Within ANIMV, the tutoring activities that are conducted have the role of contributing to the improvement of the poor results and to the increase of the educational effectiveness. Tutoring activities are ways of support and counseling through which the integration of the student in the academic university environment is facilitated.

At the beginning of the academic year, the Academy publishes a list of the staff designated as tutor for each group, and the Faculties' Councils appoints a year coordinator, a teacher, responsible for maintaining the connection with/ between tutors and for managing the entire tutoring issue.

The tutoring system in the Academy stimulates the achievement of a good inter-relation between teachers and students and has as objective the optimization of the formative process, inclusively through extra-curricular activities. At the same time, it aims to increase the professional and, implicitly, personal responsibility of the student and to develop the capacity of self-direction in academic and campus life.

The tutor provides counseling designed to develop the student's capacity for evaluation and self-evaluation, so that he can clarify the option for future studies and professional perspective, to weigh the decisions that impact the status of a military student. Thus, a distinct model of organizational behavior is imprinted by adopting military performance, moral attire and counterintelligence conduct. Equally, the tutor provides support in conducting the study activity and in situations aimed at integrating/ accommodating the student on campus, so that the quality of life in the Academy and the degree of student's satisfaction to be continuously improved.

3.2.7. STUDENTS' REPRESENTATIVE BODIES

Students are represented in the consultative, decision-making and executive structures of the Academy, according to the provisions of Law no.1/2011, with subsequent amendments and additions and the University Charter.

Students participate in the decision-making within the Academy having the right to elect and be elected, to be represented in the Academy Senate and in the Faculties' Committees in a proportion of at least 25%, to be represented and informed in the Academy Structures that manage the social services and can be consulted by the students' representatives about the decisions voted in the management structures of the institution to which they belong.

Students' representatives are part of the Faculties' Councils, the Academy Senate, the ANIMV Board of Trustees, the CEAC and are elected by direct vote of the students.

The process of appointing the member students in any other consultative, deliberative and executive structures than those provided by Law no. 1/2011, with subsequent amendments and additions, can be conducted on the basis of university autonomy.

3.2.8. OPPORTUNITIES ON THE EDUCATIONAL NEEDS

For the graduates of its own bachelor's degree studies, the Academy ensures the possibility of continuing their studies in the higher cycle through master's degree programs. Furthermore, in order to continue the studies, for those who meet the legal conditions, "Mihai Viteazul" National Intelligence Academy holds doctoral studies in the field of Intelligence and National Security.

Depending on the chosen career path, ANIMV graduates can attend the postgraduate or professional training courses offered by ANIMV in order to acquire the knowledge and competences necessary to fulfill the duties of the service, both in the form of distance and full-time education.

3.2.9. MEANS OF ENCOURAGING THE STUDENTS' HIGH PERFORMANCE

In order to stimulate the students' performance scholarships are granted, according to the specific criteria provided by its own methodology. This is granted in relation to the scholarship fund allocated and depending on the established amount of scholarships, for each of the specializations of the full-time and without tuition fee university study program, bachelor's and master's degree cycles.

In relation to the performance obtained and to the university study program, the forms of stimulation are materialized including in the co-option of funded research programs or in the granting of study facilities.

3.2.10. TEACHING STAFF EVALUATION BY STUDENTS

In ANIMV, the evaluation process of teachers by students is mandatory, the centralization of the evaluation results being conducted at the level of the department, under the coordination of the head of department and with the approval of the faculty dean and the president of CEAC.

Through the information collected in the process of the teaching staff evaluation by the students, the aspects of the professional deontology and those regarding the continuous increase of the teaching activity quality of the evaluated person are monitored. Any actions that could manipulate, condition or influence, directly or indirectly, students in the free expression of their opinion are prohibited.

Each teacher is informed by the department director about the evaluation's outcomes of each subject, in order to improve the performance specific to each evaluation criterion, thus following a continuous increase of the teaching act. The evaluation outcomes are also used by the faculty management to substantiate decisions on the management of teachers' performance.

4. Conclusions

ANIMV has the institutional capacity to organize and conduct study programs, for the university cycles, for the professional continuing training programs requested by the beneficiaries, at a high level of quality, according to the reference standards.

The educational efficiency is ensured both by achieving the competences and skills established for students through the educational plans and analytical programs, according to the requirements formulated by the beneficiaries, as well as by the absorption of the graduates on the labor market immediately after the completion of the studies.

Quality management is organized and works according to clear rules and allows to ensure a very good quality education. The quality assurance system, described in the Quality Management Manual, is well organized and flexible.

Scientific research is an important component of all the activities conducted by the teaching staff, researchers, students, master's students and doctoral students. The volume of time allocated to scientific research is in accordance with the specifics and level of study programs, having an increasing share from the bachelor to the master's cycle, recording the highest value at the doctoral cycle.

5. Recommendations

In order to improve the quality of education in ANIMV, we propose the execution of the following priority activities in 2022:

- a) Reaccreditation of the master's degree study fields;
- b) Reaccreditation of the bachelor's program Security and Intelligence Studies;
- c) Provisional authorization of the bachelor's program "Intelligence Operations" in order to replace the study program "Psychology-Intelligence";
- d) Going through the process of institutional reaccreditation on ANIMV and obtaining the rating "high degree of trust";
- e) Obtaining a constant feedback from the beneficiaries in the context of the practice activities organized, as well as during the period of professional integration of the Academy graduates;
- f) Continuing the university benchmarking process in the field of intelligence education;
- g) Correlating the conclusions of the feedback reports with the adaptation of the educational plans;
- h) Popularization of the activities and terms of the operational plan;
- i) Development of mechanisms for monitoring the professional evolution to allow a better correlation of the training programs with the requirements and expectations of the beneficiaries of the educational activities.