

ROMANIA  
ROMANIAN INTELLIGENCE SERVICE  
"MIHAI VITEAZUL"  
NATIONAL INTELLIGENCE ACADEMY  
NO. 214934 from 23.03.2025

UNCLASSIFIED  
Single Copy

**RECTOR'S REPORT  
ON THE STATUS OF "MIHAI VITEAZUL"  
NATIONAL INTELLIGENCE ACADEMY'S  
IN 2024**

**CUPRINS**

Introduction.....3  
I. Financial Status ..... 4  
II. Status of the study programs..... 5  
    1. Admission to study programs ..... 7  
    2. Organization and running of study programs ..... 7  
    3. The content of Study Programs..... 9  
III. Scientific Research within ANIMV ..... 10  
IV. International relations, Cooperation and Public Communication..... 11  
V. Staff status ..... 13  
VI. Status of vacant positions ..... 13  
VII. Graduates’ employability..... 14  
VIII. Quality Assurance of the university activities..... 14  
    1. Infrastructure and logistics ..... 14  
    2. Education and research ..... 15  
    3. Student Life ..... 17  
IX. Status of compliance with academic ethics and research activities  
ethics.....19  
X. Analysis of the annual operational plan implementation for 2024 ..... 19

## Introduction

The “Mihai Viteazul” National Intelligence Academy (hereinafter ANIMV) is a public military higher education institution, part of the national higher education system, providing education, accredited under the law, which operates on the basis of the national normative framework in this field and the orders issued by the Director of the Romanian Intelligence Service (hereinafter SRI), as well on the basis of the University Charter.

The ANIMV mission, undertaken in the 2024 University Charter, is to ensure education and researching for (1) training and developing military and civilian officers, (2) organizing and carrying out university scientific research, and (3) promoting the security culture in civil society, in the scientific fields of *Military Science, Intelligence and Public Order and Political Sciences*.

In October 2024, ANIMV completed a comprehensive external evaluation process for institutional re-accreditation, as a result of which it was recertified as a university with *High confidence*, and all study programs in the ANIMV portfolio are currently accredited/re-accredited or, where appropriate, provisionally allowed to function.

ANIMV’s challenge is to align its initial and continuing training requirements with the occupational standards (graduate’s optimal profile both in terms of skills and learning outcomes), and also to ensure an objective evaluation and feedback process to measure training performance, in the short, medium and long term, involving all participants in the process (trainees, trainers, SRI, other beneficiary institutions).

As an institution of education and scientific research, ANIMV organizes and conducts Bachelor’s, Master’s (professional Master for the training of intelligence officers and professional master for the promotion of security culture in civil society), postgraduate studies of adult professional training, postdoctoral studies and non-academic training programs.

Currently, the organizational structure of ANIMV includes two faculties (Faculty of Intelligence and Faculty of Intelligence Studies), the National Institute of Intelligence Studies and the Doctoral School in the field of *Intelligence and Security*, through which the initial and continuing training of intelligence officers is provided, promoting security culture in civil society and intelligence and national security fundamental research, supporting the educational process included.

Within ANIMV, foreign citizens may also be trained, on the basis of partnerships concluded in this purpose between SRI and similar intelligence bodies of the states to which they belong, with the approval of the Supreme Council of National Defense, as well as part of externally funded grants.

Both nationally and internationally, ANIMV collaborates with military and civilian higher education institutions, based on partnership agreements, having created the conditions for (1) mobility of teaching staff and students in professional master’s degree programs for the promotion of security culture in civil society and PhD study programs, (2) publishing activities, (3) identifying areas of joint research, (4) organizing and participating in international scientific events, as well as (5) other activities related to education and research.

## I. Financial Status

During 2024, ANIMV was fully financed from its own revenues, according to Government Emergency Ordinance no. 27/28.08.2014.

ANIMV, whose Commandant (Rector) is a third-party authorizing officer, has its own income and expenditure budget as part of the SRI's budget, being financed from budget chapter 65.10.06 *Higher Education* (source F).

ANIMV's own income may consist of: revenue from providing education, research and development services, fees, funds provided on the basis of international partnerships for the organization of education and training programs, revenue from providing services, the sale of goods, amounts allocated from the state budget, through the budgets of the institutions under which it operates, non-reimbursable external funds.

In 2024, the budget approved for ANIMV was established at amount of 78,900,00 lei by the Budget Law for 2024, according to the following:

| Title of expenditures (RON) | Initial budget allocations (RON) | Final budget allocations (RON) | Net cash payments (RON) |
|-----------------------------|----------------------------------|--------------------------------|-------------------------|
| Source F                    |                                  |                                |                         |
| Title I                     | 52,929,000.00                    | 61,529,000.00                  | 60,730,400.46           |
| Title II                    | 12,887,000.00                    | 14,393,000.00                  | 13,799,607.27           |
| Title VIII                  |                                  | 309,000.00                     | 37,714.73               |
| Title IX                    | 143,000.00                       | 20,000.00                      | 19,449.44               |
| Title X                     | 451,000.00                       | 356,000.00                     | 177,884.80              |
| Title XI                    | 700,000.00                       | 766,000.00                     | 765,797.00              |
| Title XIII                  | 11,648,000.00                    | 0                              | 0                       |
| Title XV                    | 1,356,000.00                     | 1,527,000.00                   | 1,521,668.71            |
| Title XXI                   | 0                                | 0                              | -17,088.00              |
| <b>TOTAL CHAPTER 65.10</b>  | <b>80,114,000.00</b>             | <b>78,900,000.00</b>           | <b>77,035,434.41</b>    |

Subsidies from the state budget allocated in 2024:

| Title of expenditures (RON) | Initial budget allocations (RON) | Final budget allocations (RON) | Net cash payments (RON) |
|-----------------------------|----------------------------------|--------------------------------|-------------------------|
| Title I                     | 51,500,000.00                    | 60,100,000.00                  | 60,098,174.46           |
| Title II                    | 12,586,000.00                    | 13,457,000.00                  | 13,450,840.70           |
| Title VIII                  |                                  | 36,000.00                      | 35,532.00               |

|                                |                      |                      |                      |
|--------------------------------|----------------------|----------------------|----------------------|
| Title IX                       | 143,000.00           | 20,000.00            | 19,449.44            |
| Title X                        |                      |                      |                      |
| Title XI                       | 700,000.00           | 766,000.00           | 765,797.00           |
| Title XIII                     | 1,065,000.00         | 1,065,000.00         | 1,062,477.17         |
| <b>TOTAL CHAPTER<br/>65.10</b> | <b>65,994,000.00</b> | <b>75,444,000.00</b> | <b>75,432,270.77</b> |

The budget execution shown at the level of allocated subsidies was of 99.62%. During 2024, ANIMV has earned its own incomes as follows:

| Classification |                 | Indicators   | 2024                 |
|----------------|-----------------|--|----------------------|
| Chpt./subchpt. | Title/Art./Par. |  |                      |
| 3310           | 05              | Fees and other incomes from education  | 454,300.00           |
| 3310           | 08              | Income from services provided  | 204,760.18           |
| 3310           | 20              | Income from research   | 55,476.36            |
| 3610           | 50              | Other incomes  | 463,110.24           |
| 4210           |                 | Revenue from special-purpose budgetary allowances  | 75,641,040.60        |
| 4510           |                 | Amounts received from EU/other donors in the account of payments made and pre-financing              | 267,645.07           |
| 4810           |                 | Amounts received from the EU for payments made and pre-financing related to the 2014-2020 framework. | 395,827.42           |
|                |                 | <b>TOTAL SOURCE F</b>  | <b>77,482,159.87</b> |

## II. Status of the study programs

The study programs offered by ANIMV are in line with the training needs of SRI and of the beneficiary institutions of the national defense, public order and national security system (hereinafter SNAOPSN), as well as with the educational and scientific research objectives set during the period of analysis. At the same time, they respect the principle of quality and student/learner centered education in terms of planning and organization of teaching, learning and research processes (in terms of content, methods and techniques).

ANIMV owns the necessary institutional capacity to organize and conduct Bachelor's, Master's and PhD studies, postgraduate advanced research programs and continuing education programs, as well as non-university training programs, having created the necessary administrative and managerial structures and the material base to ensure unity of conception and coherence in the design, conduct, evaluation and logistics of the educational process.

Study programs are being designed and developed according to the education outcomes leading to a university qualification. The qualifications are validated by the National Authority for Qualifications. Bachelor's and Master's study programs conducted by ANIMV are enrolled in the National Register of Qualifications within Higher Education, and the postgraduate programs are enrolled in the National Register of Postgraduate Programs.

The fields of study in which the study and training programs in ANIMV's portfolio are accredited - the Bachelor's degree in *Military Sciences, Intelligence, and Public Order*, the PhD/Master's degree in *Intelligence and National Security* and the PhD/Master's degree in *International Relations and European Studies* - are in line with ANIMV's mission and contain elements of specificity and opportunity, consistent with the needs of the labor market.

ANIMV organizes undergraduate studies in the field of Bachelor's degree *Military Sciences, Intelligence, and Public Order* for the specialization of *Psychology – Intelligence* (in process of liquidation), *Security and Intelligence Studies* (re-accredited in 2024) and *Intelligence operations* (provisionally accredited).

In October 2024 ANIMV completed the process of institutional external periodical evaluation which was conducted for the first time in a *joint* format by the Romanian Agency for Quality Assurance in Higher Education (ARACIS) and a foreign agency (Le Haut Conseil de l'évaluation de la recherche et de l'enseignement supérieur- HCERES), when the bachelor's studies program *Studies of Security and Intelligence* and the field of Master's degree studies *International Relations and European Studies* which the Faculty of Intelligence manages were re-accredited.

Furthermore, through a partnership agreement with the University of Economic Studies in Bucharest, in the academic year 2022-2023 started a new program of Master's studies, *Information for Business / Competitive and Business Intelligence* (in English).

At the same time, during 2022-2024, ANIMV conducted a project to create an integrated program of international master's degree studies *Critical Studies in Intelligence, Technologies, and Security Governance* (INSET), in collaboration with the University of Malta and Rey Juan Carlos University in Spain, after which the qualification accreditation was obtained (registered in the National Register of Qualifications in Higher Education).

On the other hand, for training and professional development of SRI employees and of other institutions in SNAOPSN, ANIMV organizes initial and continuing non-university training programs, based on Government Emergency Ordinance no.129/2000 (republished) on adult professional training.

ANIMV is also accredited as a PhD study certified institution through the Doctoral School in the field of *Intelligence and Security*, within which the accredited field of doctoral studies *Intelligence and National Security* and a postdoctoral study program for advanced research have been running starting with 2022.

In 2024, the activity of the Doctoral School *Intelligence and Security* was conducted in accordance with *the Strategy of ensuring and developing doctoral studies programs and advanced post-doctoral research programs in the Doctoral School of Intelligence and National Security, for 2021-2025*. The Doctoral School increased the number of doctoral supervisors from 4 to 5.

ANIMV also implemented the measures stipulated by *The National Strategy for Preventing and Combatting Anti-Semitism, Xenophobia, Radicalization and Hate Speech for 2024-2027*, approved by Government Decision No. 540/2024, both by including in the curricula of the Bachelor's, Master's and Post-Graduate Study Programs subjects relevant for the topics of the strategy, and by organizing dedicated post-graduate adult Professional Training Programs (*Democracy and Totalitarianism and Holocaust*).

## 1. Admission to study programs

In 2024 the Academy transparently organized admission competitions for its study programs. The admission policy was based on strict compliance with all applicable regulations and the methodologies for the organization and conduct of admission to each study cycle, ANIMV assuming the qualitative increase of admission policies.

University marketing promoted true and accurate information, indicating possibilities for verification and confirmation, and admissions to ANIMV's degree programs based solely on the applicant's academic skills. Data on admission programs, subjects and bibliography, conditions for participation in the exam and other necessary data for candidates were also posted on the university's website, [www.animv.ro](http://www.animv.ro).

The admission criteria within the ANIMV university study programs complied with the requirements of fairness, transparency, non-discrimination and equal opportunities, in order to ensure learning opportunities for a diversity of students.

Following the competitions organized in 2024, a total of 273 students were admitted to the university study programs, out of which 100 students to Bachelor's Studies, 86 students to Master's Studies, 7 students to PhD university studies and 80 students to the postgraduate programs training intelligence officers.

Candidates' admission to the doctoral studies program was carried out under a new admission methodology, and the number of candidates highlighted the interest for the Doctoral School of *Intelligence and Security* (14 candidates for the 8 positions).

At the postdoctoral program of advanced research, no candidates were registered for the 2 positions which were up for the admission.

## 2. Organization and running of study programs

The programs of studies in ANIMV's public offer are initial training - cycles I-III and continuing training - post-graduate studies of professional training, post-doctoral studies and non-university training programs, carried out under the law. They relate to the training necessities of SRI and of the beneficiary institutions in SNAOPSN.

ANIMV organizes and carries out the following Bachelor's, Master's and PhD degree programs:

a) Within the Faculty of Intelligence:

a1) Bachelor's studies in the field of *Military Science, Intelligence and Public Order* and *Political Sciences* for specialization of *Psychology – Intelligence* (in the process of liquidation), *Intelligence Operations* (provisionally accredited since 2023);

a2) Master's university studies in the field of PhD/master's studies of *Intelligence and National Security: Intelligence and National Security* (professional master's degree intended for training SRI officers), *Management of Intelligence in Counter-Terrorism* (professional master's degree promoting security culture in civil society) and *Management of National Security Intelligence* (professional master's degree promoting security culture in civil society);

b) Within the Faculty of Intelligence Studies:

b1) Bachelor's studies in the field of *Military Sciences, Intelligence, and Public Order*, majoring in *Security and Intelligence Studies*;

b2) Master's university studies in the field of PhD/master's studies of *Intelligence and National Security: Intelligence analysis* (professional Master's degree for the training of SRI's officers);

b3) Master's studies in the field of PhD/Master's studies of *International Relations and European Studies: International Relations and Intelligence Studies* (professional Master's degree for the promotion of security culture in civil society);

c) Within the Doctoral School *Intelligence and Security*:

c1) PhD university studies and postdoctoral studies for advanced research in the field of PhD/Master's studies of *Intelligence and National Security*.

At the same time, ANIMV organized postgraduate programs of adult professional training and non-university development to meet the training needs of the SRI and the SNAOPSN partner institutions, through which training or specialization in the profession in the field of *Military Sciences, Information and Public Order* was provided.

In 2024, ANIMV trained a total of 2,885 students and trainees, out of which 684 students in university studies of Bachelor's degree, professional Master's degree, Master's degree in Security Culture and PhD studies, 333 students in postgraduate adult professional training and 1,868 students at non-university training programs.

Also, in 2024, a number of 3 doctoral theses were presented, with good and very good results. At the end of the academic year 2023-2024, two doctoral students were expelled and one (1) post-doctoral researcher at request. The academic year 2024-2025 started with 13 enrolled doctoral students.

The activity of mentoring doctoral students and postdoctoral researchers was carried out in such a way that the legal conditions and requirements of operation were ensured. There were no doctoral theses declared suspicious of plagiarism, nor did the doctoral theses rejected by the CNATDCU. There were no instances of deviations from good scientific conduct.

At the international level, the Doctoral School registered 3 international support doctoral theses.

### 3. The content of Study Programs

The university study programs were conducted according to the education plans, which set the professional and transversal skills that are ensured in the education process, learning results as well as the way to manage the human, material and time resources allocated to the teaching process. The education plans include ECTS study credits, established in accordance with the provisions of the Order of Ministry of National Education no. 5146/2019 on the European system of transferable credits and the Order of Ministry of Education no. 6768/2023 on approving the methodology of granting the transferable study credits in lifelong learning, with subsequent amendments and additions.

Centering the learning methods on the student has been a constant concern that resulted in: (1) encouraging the use of interactive teaching methods instead of unidirectional ones, (2) creating educational contexts for students to be involved in solving problems and using critical thinking skills, (3) learning through simulation and role play, (4) providing opportunities for students to learn both in teams and independently and (5) planning the workload for each subject appropriately and in an adaptive manner. These methods are part of the planning of educational activity.

Study programs include internships 100% provided by the beneficiaries for the students in the officers' professional training programs. At the same time, ANIMV is constantly identifying solutions for developing academic study programs dedicated to the master's degree programs for promoting the security culture in civil society. The Bachelor' and Master's University Study Program Curricula state the duration and the timeline of internships, as well as the number of associated credits, in compliance with the ARACIS current standards.

The effective implementation of Erasmus+ university mobility projects has also been ensured. To this end, the application form was drafted and the funding for the Erasmus KA131\_2024 mobility project was obtained, the evaluation and closing report of the KA131\_2022 project was elaborated and submitted, selection sessions were organized for students and staff interested in participating in mobility (an outgoing teaching mobility granted at the level of the Faculty of Intelligence Studies, an incoming teaching mobility - teacher of Jagiellone University in Poland, two situations of practical mobility - students of the Doctoral School at the University of Malta).

In 2024, ANIMV provided managerial training through curriculum content appropriate and adapted to the specifics of military organizations, (postgraduate

programs of *Management, Senior Leadership and Strategic Leadership and Intelligence Culture*), as well as strengthening education on the components of democratic culture and combating discrimination for SRI officers (postgraduate programs of *Democracy and Totalitarianism and Holocaust*).

### III. Scientific Research within ANIMV

In line with its undertaken mission, ANIMV is constantly concerned with the integration of the scientific research results in the educational activity. The scientific research is carried out through the National Institute for Intelligence Studies, the education departments within the faculties, as well as doctoral students and doctoral supervisors, through the Doctoral School *Intelligence and Security*, starting from the premise of an integrated approach of the available resources for the successful implementation of the undertaken research projects.

Cooperation was conducted in a matrix manner, with the inter-departmental project teams conducting tasks assigned by the project manager, in close collaboration with the beneficiaries. The transversal valorization of the resulting products has also gone forward, with the aim to optimize the research results for SRI's benefit. Specifically, the research products achieved in projects have been exploited both in national and international cooperation formats of strategic interest for SRI.

Thus, ANIMV managed to strengthen its profile as an academic knowledge provider at the level of the European intelligence community also.

Specifically, in 2024 ANIMV coordinated its research activity and actively contributed to accomplishing deliverables in 3 projects with European funding:

a) DOMINOES Project - *Digital Competences Information Ecosystem - Erasmus + KA 220-HED - Cooperation Partnerships in Higher Education*; completed - the project benefited both SRI and the national intelligence community, as well as the European Intelligence Community - College of Intelligence in Europe/ICE (about 400 beneficiaries);

(b) *EU-HYBNET Project (Fostering European Network against Hybrid Threats)* - ORIZONT;

(c) *Preventing Radicalization and Violent Extremism in the Secondary Education System (PREVISIO)* Project - Internal Security Fund 2021-2027/EU.

ANIMV also won two projects in European competitions, as follows:

a) *EUKH Project - EU Knowledge Hub on Radicalization* - dedicated to the development of an expert hub on countering radicalization and extremism, to replace the Radicalization Awareness Network;

b) *POWER Project - Prevention of Weaponization and Enhancing Resilience against Security - Related Disinformation on Clean Energy* - Erasmus +.

Four new proposals for research projects in European competitions were also submitted under the HORIZON framework program:

1) Identifying and counteracting hybrid threats using artificial intelligence instruments - HYBRES Project;

2) Detecting and counteracting hate speech with the support of artificial intelligence tools - NO2HATE project;

3) Creating immersive training environments for intelligence analysts in the field of economic crime - ARCADE project;

4) Analysis of gender roles in the process of radicalization and of support programs for its prevention - ENGRAVE project.

In terms of disseminating research results, members of the ANIMV academic community published over 40 articles, studies and volumes at well-known publishing houses at national and international level (*The Routledge Handbook of Disinformation and National Security*, *Intelligence and National Security*, *Journal of Intelligence and Counterintelligence*), along with chapters and specialized works in the field of security and intelligence studies, including the publication of the book *The Routledge Handbook of Disinformation and National Security* and the editing of the monograph of SRI's Counter-Terrorism Brigade, published at the Academy Publishing House.

In terms of development and innovation, the steps undertaken in 2024 were in line with the *Digital Transition, Innovation and Sustainable Development Strategy of ANIMV in 2023-2027*, aimed to increase the level of digitalization and automation of teaching and research activities.

Specifically, a total of 9 university and postgraduate course subjects were digitized (with other 3 in progress) and 36 videos, 8 audio recordings and 8 interactive courses were made. In the same context of teaching activity digitalization and automation, a total of 207 tablets were set up and handed over for use for the 1<sup>st</sup> and 3<sup>rd</sup> study year students in Bachelor's study programs.

#### IV. International relations, cooperation and public communication

The year 2024 was the year of confirmations and reconfirmations for ANIMV: national confirmation in terms of re-accreditation, as well as international reconfirmation, when it came to contribution in the European academic community in the field of intelligence.

Thus, the periodic external institutional evaluation process, conducted for the first time in a *joint* format by the Romanian agency ARACIS and the representatives of HCERES from France, was completed by reaccreditation of ANIMV as a university with a *high degree of confidence*, the highest qualification that can be awarded to a higher education institution in Romania, and all the study programs in ANIMV's portfolio are accredited / re-accredited or, as the case may be, authorized to function at this time.

At the same time, ANIMV continued to support the educational programs undertaken as holder of the rotating Presidency of the Intelligence College in Europe (ICE), until March 1<sup>st</sup> 2024, and then as a member of the ICE Troika.

The ICE is a cooperation forum for the European intelligence communities, aimed at strengthening the principles of a common intelligence education at European level and facilitating the creation of a common strategic thinking, based also on the adoption of the academic perspective, and providing tools to cover the communication gap with public policy makers at national and European levels.

Under the ICE aegis, ANIMV co-organized a new iteration of the non-university course module *Social Network Analysis* (February 2024), with international participation, respectively 15 students from 11 EU countries.

It's worth noting the fact that ANIMV is also a member of the Executive Academic Board of the European Security and Defense College, respectively in the managing structure of the European Doctoral School of the College, with 3 PhD students admitted as fellows to the Doctoral School.

In this context, organizing the doctoral course *Advanced Research into Hybrid Threats* of the Network of Doctoral Schools in European Security Policy (October 2024) is to be noted, as well as the course with international participation *Strategic Leadership in Security and Intelligence Culture Program/SLSIC* (March 2024).

In terms of cooperation, 2 new protocols of cooperation were concluded with (1) University of Medicine and Pharmacy *Carol Davila* in Bucharest and (2) University of Medicine, Pharmacy, Science and Technology *George Emil Palade* in Târgu Mureș (February 2024).

In 2024, from the public communication perspective, a significant number of ANIMV specific events (25) was registered, among which we mention the session of student scientific communications, *ANISTUD 2024 - Intelligence and Security in the 21<sup>st</sup> century. Trends and challenges* (May 2024), the student scientific conference, *Intelligence and Security Culture* (June 2024) and the fourth edition of Summer School *Strategic communication, digitalization and security* (September 2024). Organized during the sustainability period of the Jean Monnet EUSEGOV Module project, the Summer School was meant to present the research results and debate in the field of security studies and strategic communication, attended by 53 students (at the university cycles of Bachelor's, Master's and PhD) from 10 civilian and military university centers in the country.

Moreover, as for the promotion activities, 2 sessions were conducted to inform young high school students and 4 sessions for students who want a career in SRI, which focused on presenting facilities on the ANIMV campus and the study offer.

In 2024 it was noted the number of posts on the Academy's website - [www.animv.ro](http://www.animv.ro) and on the attached websites - [project-intelligent.ro](http://project-intelligent.ro) and [sbsr.ro](http://sbsr.ro), respectively over 70 interventions and updates (methodologies, announcements, results of admission to the programs of bachelor's, master's, postgraduate studies, vacant positions, events, calls for contributions).

At the same time, it is worth noting the consistent number of responses to citizens' requests about ANIMV activity in 2024, 153 petitions were registered in PR area, which largely concerned ANIMV's educational activity and educational offer, 9 requests registered under Law no. 544/2001 on free access to information of public interest, as well as over 110 different requests from citizens (graduates, partners, collaborators, etc.), mostly related to the issuance of study documents and performing internships.

A notable achievement is the design page redefinition for *Bachelor's Admission, Professional Master's Admission and Postgraduate Studies Admission*,

updating the *Quality Management* section and reorganizing the *Regulatory Framework* section. These activities involved a considerable effort of structuring and analyzing the content, as well as updating the list of *Frequently Asked Questions*, to make the users' experience easier.

It should be noted that academic events with international and domestic participation carried out in 2024 were also promoted at SRI level, when the internal communication is a constant concern for ANIMV's specialized structure.

## V. Staff status

Teaching, auxiliary and administrative staff carry out their activity in ANIMV, based on the legislation of higher education and the human resources in SRI.

The ANIMV teaching staff fulfills the legal requirements for filling the teaching positions according to the *Methodology for the organization and conduct the competitions for filling the teaching positions in "Mihai Viteazul" National Intelligence Academy* and is made up of military and civilian personnel, in accordance with the provisions of the law. The teaching staff of ANIMV also includes intelligence instructors who, according to the provisions of art. 83 of the Higher Education Law (no. 199/2023 with subsequent amendments and additions) are assimilated teaching staff who comply with the conditions stipulated in the *Methodology of organizing and conducting competitions for filling the intelligence instructor positions in "Mihai Viteazul" National Intelligence Academy*.

The ANIMV research staff is employed in compliance with the normative provisions applicable to this category, specific to higher education institutions, according to the dedicated internal methodology.

ANIMV made effective use of the human resource from the educational structures in terms of legality, compliance and functionality.

The education activities related to the subjects managed at the faculty departments were carried out, with the involvement of some SRI specialists, as associated teaching staff.

When evaluating the teaching staff, the results of the students' feedback reports on the study subjects and the individual scores for each teaching staff were taken into consideration.

## VI. Status of vacant positions

In 2024, the process of organizing new competitions to fill vacant teaching positions went on, and the competition details were made public by the Ministry of Education, on the website [www.jobs.edu.ro](http://www.jobs.edu.ro) and by publishing in the Official Monitor, as well as by ANIMV, on its own website [www.animv.ro](http://www.animv.ro).

Thus, all the organizational steps to announce vacancy competition for the 10 teaching positions and 3 research positions were carried out on time, of which 7 teaching positions and 1 research position were filled (1 single teaching position announced for vacancy competition in the semester 2024-2025).

At the same time, based on the *Methodology of organizing and conducting competitions for filling the intelligence instructor positions in "Mihai Viteazul" National Intelligence Academy (2023)*, 33 vacant teaching positions of intelligence instructors were announced, of which 29 were declared passed, and 24 were actually filled.

## VII. Graduates' employability

The knowledge, skills and abilities acquired during Bachelor's and Master's university studies depending on the learning outcomes as projected in the teaching plans are at an optimal level, considering the specifics of the institution, so that graduates can brilliantly cope with the requirements of employees in SRI or in other institutions of SNAOPSN or for them to continue their doctoral university studies.

Graduates of Master's degree programs for the promotion of security culture use the acquired skills in specific positions of SNAPOPSN experts. Graduates of Bachelor's studies are hired in SRI or in other beneficiary structures of SNAPOPSN and can continue their training through university master's and doctorate studies in the field of intelligence and national security and then through PhD studies in the field of doctor's/master's studies *Intelligence and National Security* or in other related fields.

## VIII. Quality Assurance of the university activities

### 1. Infrastructure and logistics

Continuing the trend of previous years, the infrastructure development aimed to upgrade the spaces used in the education process, as well as to create optimal conditions for the academic community life, both from its own budget and through projects from external funds, nonrefundable or with national financing from the National Investment Company.

In 2024, 7 investment objectives were ongoing at different stages, among which the completion of the project ANIMV's Swimming Pool of the Central Campus stands out.

In 2024, ANIMV also implemented a total of 10 projects financed by non-reimbursable external funds, which fully contributed to ensuring the quality of university activities, on all the components mentioned.

The Academy Library and Publishing House deserve a special mention. The Academy Central Library, which is a university public library, managed to provide its users with diversified info-documentary services, in online format - library databases, e-books and other publications.

Library collections were developed in line with the needs of the educational and research process, by purchasing from various suppliers, transfers from the Academy Publishing House, as well as by donations from various institutions and

teachers. At the same time, subscriptions to foreign online periodicals, specifically requested by the teachers and researchers of ANIMV, were concluded.

In terms of its own publications, the Academy Publishing House published two numbers (no. 6 and no. 7) of *The Bulletin of Linguistic and Intercultural Studies* (an additional indexed publication in three international databases - DOAJ, Erih Plus, ICI Masters Journal List) and two numbers (no. 31 and no. 32) of the *Romanian Intelligence Studies Review* (the magazine was additionally included in two other international databases - SUDOC FR and ASCI).

## 2. Education and research

The quality assurance of education in ANIMV is achieved through a set of actions that develop the institutional capacity for elaboration, planning and implementation of study programs, through which the beneficiaries' trust is built in the idea that the organization providing education meets the quality standards according to the legislation in force, mainly focused on results.

Scientific research is conducted on the basis of existing national legal rules and those drafted to be applied in SRI, as well as the *Research Strategy within ANIMV for 2023-2027*. The established research directions are aimed to converge with the teaching activities and with the activity carried out in the national security field.

Quality in the educational process provided by ANIMV is assured through planning and the effective achievement of the expected learning outcomes, the internal and external evaluations of the results in the three areas: institutional capacity, educational effectiveness and quality management.

The Central Commission for Evaluation and Quality Assurance of Educational Services (hereinafter CEAC), a central quality assurance commission, operates in ANIMV, as well as commissions organized at faculty level and on programs work in an integrated manner. CEAC operates under its own *Regulations on the Organization and Functioning*, approved by the Academy Senate. These bodies are administratively supported by the Office for Quality Assurance as the relevant structure in the field within ANIMV.

The organizational structure, criteria and the set of rules and principles regarding the ANIMV quality management are described in *the Quality Assurance System for Educational Services of the "Mihai Viteazul" National Intelligence Academy*, based on *the Strategy regarding the Evaluation and Quality Assurance in Education within ANIMV*.

Every year, CEAC endorses a *Report on Evaluation and Quality Assurance in Education within ANIMV*, which includes information and findings on institutional capacity, management and administrative structures, public responsibility and accountability, transparency of public interest information, university ethics, material basis, financial activity, scholarship system, quality and content of study programs, admission practices, implementation of ECTS transferable credit system, evaluation of teachers, students' feedback .

Its own regulations, methodologies and procedures for the organization and functioning of the educational activity were implemented and upgraded for each of the three academic cycles and for the postgraduate programs organized within ANIMV, legislation approved by the Academy Senate, in line with the quality standards, according to the applicable normative framework, in the context of the entry into force of the new law on higher education and the subsequent legislation, as well as the new legislation on research.

The quality culture in education is actively promoted at all levels in ANIMV, actions are carried out to promote mutual respect in the student-teacher relationship, and students are partners in the university community, having their representatives in CEAC, as well as in all governing and decision-making forums of the university, in accordance with the provisions of *the University Charter* and *the Code of Rights and Obligations of the Student in ANIMV*, updated according to the new higher education normative framework.

Curricula are endorsed by faculty councils and approved by the University Senate. In the internal endorsing procedure circuit, the Quality Assurance Office also endorses the curricula and subject outlines, ensuring compliance, legality and regularity in relation to the ARACIS normative framework and standards, including on the granting of transferable credits.

Students' examination and grading are performed based on rigorous and consistently applied criteria, in compliance with provisions of *the Methodology for the evaluation of students/trainees in the "Mihai Viteazul" National Intelligence Academy*. The institution has appropriate procedures to solve student complaints and/or appeals. The procedure to appeal the evaluation by students in ANIMV describes the algorithm through which students can appeal the results obtained in a written evaluation. A form of evaluation is mentioned for each subject in the curriculum, which is communicated by the subject holder to the students.

The study programs are continuously monitored and regularly assessed on the basis of the information and the data obtained from the beneficiaries in terms of compliance with academic standards, at least annually. The bodies responsible for monitoring and assessing study programs are: CEAC, the faculty committees and for each study program, and the Internal Audit Committee. These bodies are administratively supported by the Quality Assurance Office.

ANIMV grants bachelor's, master's and PhD diplomas in relation to the specificity and level of the graduated study programs, in line with the legal provisions in force. For university degree programs, the diplomas awarded are in accordance with the qualifications obtained within the graduated specializations. The institution also awards certificates of attestation of professional competence for graduates of post-graduate programs of adult professional training.

The quality evaluation process of the teaching staff consists of (1) a management evaluation, (2) peer evaluation, (3) student evaluation and (4) self-evaluation.

For bachelor's and master's degree programs, feedback collection from students shall aim at (1) each teacher's evaluation, in order to know his/her

teaching performance, as perceived by students attending the course, seminar, laboratory, project, etc., (2) study program evaluation, in order to analyze how knowledge is transmitted and assimilated by students, to analyze changes that occur in the fields and their impact on organizing the study program and (3) evaluation of the satisfaction of students concerning the services provided by the university.

During 2024, the priorities at the level of the quality assurance office consisted of (1) supporting the completion of the external institutional evaluation process, (2) supporting the process of updating the regulations, methodologies, procedures governing the ANIMV activity, with reference to the new law on higher education, as well as subsequent normative legislation, (3) drafting semi-annual student feedback reports of on the educational process delivered by the ANIMV, (4) compiling the scores resulting from students' feedback in order to conduct the evaluation of teachers' activity, (5) enrolling the qualification of the integrated program of international master's studies in international research *Critical Studies in INtelligence, Technologies, and SEcuriTy Governance (INSET)* in the National Register of Qualifications in Higher Education and, last but not least, (6) transmitting the Doctoral School Progress Report in assuring the quality of the doctoral academic field of *Intelligence and National Security* from October 2021 to September 2024.

The feedback reports on the educational process detailed on subjects were drawn up and submitted to the ANIMV management. The summary feedback report was published on the ANIMV website. The score obtained by the teachers from the students' feedback is part of the periodic evaluation of professional performance.

Every year, ANIMV asks graduates and employers to express their views on the study programs quality, their efficiency, the satisfaction degree and possible proposals for improvement.

As for Master's degree programs for the promotion of the security culture in civil society, as well as doctoral studies, ANIMV ensures academic mobility, because it recognizes transferable credits acquired by students, under the current regulatory framework, at other accredited/authorized higher education institutions in the country or abroad. In terms of PhD studies, ANIMV has concluded mobility agreements with universities abroad, with research institutes, with companies that operate activities in study field, regarding doctoral students' and teachers' mobility.

Moreover, the entire evaluation system and quality assurance has been verified and revalidated during the ANIMV periodic institutional assessment process.

### 3. Student Life

Overall, the ANIMV instructors have contributed to the enrolled military students' training, as well as to the registered ones for the training needs of SRI who are educated in civilian universities, on the military training components,

security culture, organizational culture and organized training camps and sports competitions (from SRI's Competition Calendar).

Students' satisfaction level in relation to professional and personal development provided by ANIMV is measured using the evaluation questionnaires on the study programs which they complete after graduation, as well as during the studies and through the analysis carried out by the university management of the evaluation of the teaching staff quality.

For the academic year 2023 - 2024, the balanced average satisfaction rate of 83.4% and the average participation rate of 89% came out of the analysis of the answers to the Evaluation and Feedback Questionnaire on teaching activity applied to students or to bachelor's, master's and postgraduate study program students.

The mechanisms for collecting feedback on the training process with the aim of ensuring the educational process quality within ANIMV were implemented on the *Google WorkSpace for Education* platform, and the students used the documentary resources provided by the Academy Library, on paper and digital formats.

They also benefited from free access to the scientific databases provided by the *ANELIS* platform.

During the meetings of the Board of Trustees, the University Senate and the Faculties' Councils, students, through representatives chosen according to the regulatory framework in force, have the opportunity to express their possible proposals for improving the methods and procedures applied in the institution regarding their professional development.

At the same time, for the students and master students' benefit, ANIMV has conducted two other dedicated projects: (1) the *#PLUSVALOARE* project, in order to present the research software acquired in the *INTELLIGENT* project and to facilitate their use in research for graduation works and (2) the *#E-TUTORIAL* project, in order to take advantage of the digital resources for creating multimedia teaching material. In addition, an educational terminology glossary (*ANIMV Glossary – INV/ANIMV - EDU Glossary of Terms*) was updated to homogenize and standardize the military higher education specific terminology.

It's worth noting the organization of the 2024 edition of the student scientific communications session *ANISTUD - Intelligence and Security in the 21<sup>st</sup> century: Trends and Challenges*, an event defined by the tradition of the Romanian intelligence school creating, when over 100 students from the bachelor's study programs of military universities participated, along with students registered on SRI intended places in bachelor's programs in civilian universities.

Moreover, the ANIMV management shows a continuing concern to provide students with the best training and education conditions. The material base supports the current requirements of education, contributing to the fulfilment of educational objectives, constant modernization actions are planned, among which we mention that about building *the ANIMV's Swimming Pool*.

The medical care for the students and the entire staff is provided by its own medical office.

## Status of compliance with academic ethics and research activities ethics

According to the provisions of Order of Ministry of Education no. 6869/2024, the main task of the University Ethics Commission which operates within ANIMV is to analyze and resolve deviations from the academic ethics and professional deontology committed by the members of the ANIMV community.

During 2024, a decision on the violation of academic ethics or possible deviations from the norms of academic conduct was issued.

## Analysis of the annual operational plan implementation for 2024

ANIMV Operational Plan for 2024 (hereinafter the Operational Plan) aimed to operationalize the ANIMV Strategic Plan for 2022-2025 by setting actions, programs and projects whose completion is essential to achieving the general objectives set for the reference period.

The Operational Plan consists of six analysis sections - (1) Institutional Management, (2) Quality Management, (3) Educational Process Management, (4) Research Process Management, (5) Logistic Resource Management and (6) Image, Communication and International Relations, sections containing precise objectives, with indicators of evaluating the degree of their achievement, as well as the responsible persons and implementation deadlines for each activity.

When it comes to (1) the Institutional Management, the projects planned for 2024 were fully implemented and the indicators for evaluating the achievement of the activities were complied with. Thus, they are quantified both by updating regulations and methodologies related to the educational process, in line with the legislation in force and quality standards, as well as by approving specific educational activity documents by the decision-making bodies.

Similarly, the activities related to (2) Quality Management were fully performed, the internal quality evaluation and assurance report, the internal academic audit report, respectively the students' feedback reports on the subjects and the individual scores for each teacher were elaborated and approved. At the same time, the application of the quality evaluation process of the teaching activity was monitored by the students, as well as the analysis of the results of the quality evaluation of the education process and of the ANIMV services, which were summarized in the CEAC meetings.

In terms of objectives concerning (3) the Educational Process Management, the activities carried out in order to fulfill them were fully implemented, both the set deadlines and the indicators for conducting the activities being complied with. Thus, the curricula and the subject records for the ANIMV programs were updated, in line with the training needs of SRI and of the SNAOPSN beneficiary institutions, and new experts in the training fields related to the ANIMV's training activities were also co-opted.

At the same time, in 2024, through the acquisition of books and magazines, it is noted an increase in the specialized publications fund within the Academy

Central Library, for the three collections held: the collections of *Security and Intelligence Studies*, *International Relations* and *Culture and Civilization*.

Together with the other missions undertaken, ANIMV is constantly concerned also about integrating the scientific research results into educational processes. The activities undertaken for (4) the Research Process Management were organized in time, its objectives were fully achieved, in line with the research themes undertaken through *the Research Strategy within ANIMV for 2023-2027*, respectively with the projects included in *the Annual Scientific Research Plan for 2024*.

In terms of (5) the Logistic Resource Management, it is noted that the development of the material base was also a managerial priority in 2024, which concerns both continuing investments and projects started and ongoing, as well as analyzing the opportunity to access new projects, in order to develop the ANIMV infrastructure.

Moreover, the ANIMV management kept its obligation to maintain, develop and modernize the existing infrastructure in order to ensure optimal conditions for students', teachers' and auxiliary teaching staff's activities. Furthermore, the need for modern spaces around existing teaching and research activities has led to a rigorous analysis of its own premises that would have a potential for development through renovation.

Equally, there were also specific situations about the impossibility of carrying out repair and modernization works for the ANIMV secondary headquarters because of budgetary constraints. In this respect, the works planned for 2024 have been postponed to 2025.

The last part of the Operational Plan refers to (6) Image, Communication and International Cooperation, where the implementation of the planned activities is shown. In particular, numerous presentation materials were drawn up about presenting ANIMV in the context of organizing specific educational process events, and there is a permanent interest for promoting on ANIMV website information of interest to the civil society and the university community. At the same time, the ANIMV public communication strategy, subsumed to the SRI public communication process, as well as the procedure on international cooperation activity at ANIMV level were updated.

Assessing the annual operational plan implementation for 2024 shall indicate the achievement of most of the objectives, but also a necessary step in order to optimize educational processes in line with the objectives undertaken by ANIMV and SRI on education, profession, intelligence and research components.

**RECTOR OF "MIHAI VITEAZUL" NATIONAL INTELLIGENCE ACADEMY  
Dragos-Octavian POPESCU**