

ROMANIA
ROMANIAN INTELLIGENCE SERVICE
„MIHAI VITEAZUL”
NATIONAL INTELLIGENCE ACADEMY

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Introduction

As a pillar of the national education system, the National Intelligence Academy "Mihai Viteazul" (hereinafter referred to as ANIMV) is an accredited public institution of higher education, whose activity is regulated by national legislation and the orders issued by the director of the Romanian Intelligence Service (hereinafter referred to as SRI). Its operation is guided by the principles of the University Charter, providing a rigorous framework for elite professional training.

Within this regulatory framework, 2025 was for ANIMV the year of digitalization, as the main solutions developed/tested in recent years were rolled out, particularly the "LOGIOS" university management platform, which the academy has begun to use.

As a main objective, the strategic planning framework of ANIMV 2025-2029 was ensured through the elaboration of the *Multiannual Strategic Institutional Development Plan of ANIMV for the period 2025-2029*, which sets out the vision of strengthening the position of ANIMV as a performing military and research higher education institution, a digitalized, flexible, innovative, sustainable institution, that develops competences adapted to the security, social and technological challenges of the future.

A strategic priority of the ANIMV remains the harmonization of initial and continuing training programs with professional standards. This objective aims to define an optimal graduate portfolio, structured on clearly quantifiable skills and learning outcomes. Equally, the institution focuses on strengthening an objective evaluation and feedback system capable of monitoring the performance of the training process in the short, medium and long term, through the active involvement of all relevant actors (trainable, trainers, SRI, other beneficiary institutions).

ANIMV, as an educational and research institution, organizes and carries out Bachelor's programs, Master's (professional Master's for the training of intelligence officers and professional Master's in promoting a culture of security in civil society), postgraduate professional training for adults, Doctoral and postdoctoral studies of advanced research, as well as non-university training programs.

Foreign citizens can also be trained through ANIMV, based on partnerships concluded for this purpose between the 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 in the framework of grants with external financing.

Both nationally and internationally, the ANIMV collaborates with military and civil higher education institutions, based on partnership agreements, having conditions created for (1) mobility programs for faculty and students in Master's degree programs aimed at promoting a culture of security in civil society, as well as Doctoral study programs, (2) publicity activities, (3) identification of areas of joint research, (4) organization and participation in international scientific events, as well as for (5) others activities related to education and research.

Currently, ANIMV includes in the organizational structure two faculties (the Faculty of Intelligence and the Faculty of Intelligence Studies), the National Institute for Intelligence Studies and the "Intelligence and Security" Doctoral School, through which the initial and continuing education for intelligence officers is provided, a culture of security in the civil society is

promoted, and fundamental research is conducted in the field of intelligence and national security, including support for the educational process.

2025 marked 10 years of activity for the Faculty of Intelligence Studies symbolizing the transition from a visionary project to a consolidated academic reality. In this decade, the faculty established itself as an essential pillar in the national security architecture, continuously adapting its curricula to meet the challenges of a global environment undergoing an accelerated technological and geopolitical transformation.

I. Financial situation

During 2025, the ANIMV was financed entirely from its own revenues, according to Government Ordinance no.27/2014, with subsequent amendments and completions.

The ANIMV, whose Commandant (Rector) serves as tertiary authorizing officer, has its own revenue and expenditure budget as part of the SRI budget, being financed from the budget chapter 65.10.06 "Higher Education" (source F).

The ANIMV's own revenues may consist of: revenue from the provision of educational services, research and development, taxes, funds provided under international partnerships for the organization of education and training programs, revenue from other services, asset disposals, funds allocated from the state budget, through the budgets of the institutions under which it operates, non-repayable external funds.

In 2025, the budget approved at the level of the ANIMV was established by the Budget Law for 2025, amounting to a total of 99.092.000 lei, as follows:

Expenditure title	Initial budget allocations	Final budget allocations	Net Cash Payments
SOURCE F			
Title I	74.256.000,00	70.956.000,00	70.469.665,05
Title II	16.817.000,00	14.249.000,00	13.938.480,71
Title VIII	385.000,00	430.000,00	181.844,48
Title IX	140.000,00	65.000,00	64.012,27
Title X	207.000,00	207.000,00	19.636,41
Title XI	896.000,00	925.000,00	917.052,58
Title XII		10.758.000,00	7.075.735,32
Title XIII	9.319.000,00		
Title XV	350.000,00	1.502.000,00	1.404.560,19
Title XXI	0	0	
TOTAL CAP. 65.10	102.370.000,00	99.092.000,00	94.070.987,01

State budget subsidies allocated in 2025:

Title of expenditure	Initial budgetary allocations	Final budgetary allocations	Net Cash Payments
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Title I	73.330.000,00	70.030.000,00	70.028.225,05
Title II	16.287.000,00	13.807.000,00	13.801.711,21
Title VIII	107.000,00	107.000,00	84,470.00
Title IX	140.000,00	65.000,00	64.012,27
Title XI	896.000,00	917.000,00	915.880,09
Title XII		2.439.000,00	1.666.716,17
Title XIII		982.000,00	981.059,40
TOTAL CAP. 65,10	90.760.000,00	88.347.000,00	87.542.074, 19

The budget implementation as reflected in allocated subsidies was 99.09%.

During 2025, the ANIMV generated its own revenues as follows:

Classification		Indicator name	2025
Cap./ Subcap.	Title/ Art./ Para.		
3310	05	Fees and other revenues from education	488.800,00
3310	08	Revenues from services rendered	80.520,01
3310	20	Revenues from research	72.733,96
3610	50	Other revenue	63.393,73
4210		Revenue from special-purpose budget allocations	93.723.155,84
4510		Amounts received from EU/other donors on account of payments made and pre-financing	26.895,23
4810		Amounts received from EU on account of payments made and pre-financing related to the 2014-2020	-85.484,51
		TOTAL SOURCE F	94.370.014,26

II. Overview of study programs

The study programs offered by ANIMV are aligned with the training needs of the SRI and the beneficiary institutions within the national defense, public order, and national security system (hereinafter SNAOPSN), being connected to the educational and scientific research objectives established for the period under review and comply with the principles of quality and focus of education on student/learner in the design and organization of teaching, learning and research processes (in terms of content, teaching strategies, and techniques).

ANIMV has the necessary institutional resources to manage and implement a wide range of educational programs, including Bachelor's, Master's, and Doctoral degree programs, postdoctoral advanced research programs, postgraduate professional training for adults, as well as non-university training programs. Their operation is supported by an appropriate administrative and managerial framework, as well as by adequate physical infrastructure,

ensuring conceptual unity and coherence in the design, implementation, evaluation, and logistics of the educational process.

The study programs are designed and updated based on the expected learning outcomes, so as to lead to the acquisition of a university qualification.

The Bachelor's and Master's degree programs offered by ANIMV are registered in the National Register of Higher Education Qualifications, and the postgraduate programs are registered in the National Register of Postgraduate Programs.

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

ANIMV offers Bachelor's programs in the field of "*Military Sciences, Intelligence and Public Order*" for the specializations "*Security and Intelligence Studies*" (reaccredited in 2024) and "*Intelligence Operations*" (provisionally authorized).

In partnership with ESDC (European Security and Defense College) and ICE (Intelligence College in Europe), of which it is a founding member, ANIMV has organized a series of postgraduate and executive training programs as follows:

- the ESDC program "*Security in the Black Sea Region*" - addressed to employees with leadership potential, from institutions such as foreign ministries, defense ministries, intelligence services, and European institutions;
- the ESDC program "*Foreign Information Manipulation and Interference*" - organized in Brussels with the participation of the European External Action Service (EEAS), the European Union Agency for Cybersecurity (ENISA), and NATO;
- the ESDC-ICE program "*Strategic Leadership, Intelligence and Security Culture*" - an interactive and practical training program dedicated to junior managers in intelligence and security organizations. The program is designed to develop leadership and management skills, focusing on the specific challenges of the transformation processes of intelligence organizations in the 21st century;
- the "*Advanced Research into Hybrid Threats*" program - organized in partnership with the European Doctoral School on CSDP within the ESDC and dedicated to Doctoral students affiliated with the European Doctoral School and to representatives of Member States from institutions with responsibilities in this field;
- the ICE executive course "*Cyber Intelligence Analysis*" and the ICE thematic seminar "*Social Network Analysis*";
- two courses on the topics of "*European Security Awareness*" and "*Structured Analysis Techniques*" - in partnership with universities in Spain, Italy, and France, which are members of the ICE academic network.

At the same time, through a partnership agreement between the Bucharest Academy of Economic Studies (ASE) and ANIMV, the professional MBA program - "*MBA In Business Intelligence (MBA)*" is carried out in English at the Bucharest Business School (ASE) Faculty.

Regarding the training and education of SRI employees and other institutions within the SNAOPSN, ANIMV organizes initial and continuing non-university training programs, pursuant to Government Ordinance No.129/2000 on postgraduate professional training programs for adults, as republished, with subsequent amendments and additions.

Furthermore, ANIMV is also accredited as an institution offering Doctoral studies through the "Intelligence and Security" Doctoral School, which includes the accredited Doctoral program "Intelligence and National Security" and a postdoctoral program in advanced research, beginning in 2022. In 2025, the activities of the "Intelligence and Security" Doctoral School were carried out in accordance with the *Strategy for the Assurance and Development of Doctoral Programs and Advanced Postdoctoral Research Programs at the Intelligence and National Security Doctoral School for the period 2021-2025*.

ANIMV also implemented the measures set forth by the *Actions Plan for the National Strategy for Preventing and Combating Anti-Semitism, Xenophobia, Radicalization and Hate Speech for the period 2024-2027*, approved by Government Decision No. 540/2024, both by including in the curricula of Bachelor's, Master's and postgraduate programs courses relevant to the strategy's themes, and by organizing dedicated postgraduate adult education programs ("*Democracy and Totalitarianism*" and "*The Holocaust*").

II.1. Admission to study programs

In 2025, the ANIMV conducted the admission process for all study programs with full transparency. The admission policy was developed in accordance with the normative framework in force and with the methodologies specific to the organization and conduct of the contest for each academic cycle. At the same time, the institution is committed to the continuous improvement of the quality of its admission policies and procedures.

Institutional promotion activities were carried out by providing accurate and verifiable information, giving candidates the opportunity to confirm it through official sources. The admission process for the ANIMV's study programs was based exclusively on the evaluation of candidates' academic competencies. Thus, details regarding admission, including the structure of the entrance exam, the exam topics and bibliography, application requirements, and other relevant information, have also been published on the academy's website, www.animv.ro.

The admission criteria for ANIMV's Bachelor's programs adhered to the principles of fairness, transparency, non-discrimination, and equal opportunity, ensuring learning opportunities for a variety of students.

Following the competitions held in 2025, a total of 184 students were admitted to the university degree programs, including 100 Bachelor's students and 84 Master's students.

The admission of candidates to the Doctoral degree programs was carried out according to the new admission methodology, and the number of candidates enrolled in the admission session for Doctoral studies in September 2025 highlighted the interest for the Doctoral School in

ANIMV - 22 candidates for the 10 places that were put up for competition. In the academic year 2025-2026, a modest interest from the candidates for the postdoctoral advanced research program was shown, with a single candidate for 3 places put up for competition.

Following the admission contest of the September 2025 session, 8 Doctoral students and 1 postdoctoral researcher were registered. The academic year 2025-2026 started with 17 Doctoral students registered: 6 in full-time education, with scholarship; 7 in part-time education, without a scholarship, tuition-free; 4 in part-time education, with tuition fee; and 1 postdoctoral researcher registered in part-time education, without a scholarship, tuition-free.

II.2. Organizing and running study programs

The study programs offered by the ANIMV include initial education - cycles I-III and continuing education - postgraduate professional training for adults, postdoctoral studies, and non-university training programs, carried out in accordance with the law and tailored to the training needs of the SRI and the beneficiary institutions in SNAOPSN.

ANIMV organizes and conducts the following Bachelor's, Master's and Doctoral study programs:

a) within the Faculty of Intelligence;

a1) Bachelor's degree studies, *"Military Science, Intelligence and Public Order"* Bachelor's degree, specialization *"Intelligence Operations"* (provisionally authorized since 2023);

a2) Master's degree studies, Master's degree field *"Intelligence and National Security": "Intelligence and National Security"* (professional Master's degree program for training SRI Officers) and *"Management of National Security Intelligence"* (professional Master's degree for promoting a culture of security in civil society).

b) within the Faculty of Intelligence Studies:

b1) Bachelor's degree studies, Bachelor's degree field *"Military Science, Intelligence and Public Order"*, specialization *"Security and Intelligence Studies"*;

b2) Master's degree studies, Master's degree field *"Intelligence and National Security": "Intelligence Analysis"* (professional Master's degree program);

b3) Master's degree studies, Master's degree field, *International Relations and European Studies": "International Relations and European Studies"* (professional Master's degree for promoting a culture of security in civil society).

c) within the Doctoral School *"Intelligence and Security"*:

c1) Doctoral studies and postdoctoral studies of advanced research in Doctoral studies field *"Intelligence and National Security"*.

The ANIMV shall provide at least 50% of the required internship placements, of which at least 75% are outside the Academy, based on agreements with partners. For students in Bachelor's and Master's degree programs, ANMV provides 100% of the internship placements.

The curricula of the Bachelor's and Master's studies specify the duration and the interval of the internships, as well as the number of related credits, which are designed according to the current ARACIS standards.

At the same time, the ANIMV organized postgraduate professional training programs for

adults and non-university training programs to meet the training needs of SRI and partner institutions within the SNAOPSN, thereby ensuring professional training or specialization in the field of *"Military Sciences, Intelligence and Public Order"*.

In 2025, the ANIMV enrolled a total of 3.172 students and trainees, of which 3.172 students in undergraduate programs – Bachelor's, professional Master's, Master's in security studies, and Doctoral programs, 374 trainees in postgraduate professional training for adults programs and 2.127 trainees in non-university training programs.

The Doctoral School (SD) has operated in 2025 with a number of 5 Doctoral supervisors, of which: 4 tenured supervisors from the ANIMV, 1 tenures supervisor from the "Henri Coanda" Air Force Academy in Brasov, and 13 Doctoral students until September 30, and from October 1, there were 17 Doctoral students and one postdoctoral researcher.

In 2025, two Doctoral students successfully defended their dissertations, in accordance with the new procedure that includes a public consultation period. Three Doctoral dissertations underwent public consultation. The Doctoral School recorded one international Doctoral dissertation defense.

II.3. Content of study programs

The university study programs were carried out based of the curricula, which set out the professional and cross-disciplinary competencies provided through the educational process, the learning outcomes, as well as the management of resources, materials and time allocated to the teaching process. The curricula include ECTS credits established in accordance with the provisions of OMEN no.5146/2019 regarding the approval of the general application of the European Credit Transfer System, and OMEN no.6768/2023 regarding the approval of the Methodology for awarding transferable credits in lifelong learning, as subsequently amended and supplemented.

The student-centered approach to teaching methods has been a constant priority, reflected in (1) encouraging the use of interactive teaching methods over unidirectional ones, (2) creating educational contexts in which students are engaged in problem-solving and the practice of critical thinking, (3) learning through simulation and role-playing, (4) providing students with opportunities to learn both in teams and independently, and (5) the appropriate and tailored design of the workload for each individual course. These methods are reflected in the educational activity planning documents.

Also, the successful implementation of Erasmus+ university mobility projects was ensured: drafting the application form and securing funding for the Erasmus mobility project KA131_2025, preparing and submitting the evaluation and final report for project KA131_2023, organizing selection sessions for students and staff interested in participating in mobility programs (1 teaching mobility – at the FI level, 1 training mobility - at FSI level, 1 study mobility and 1 internship mobility - Doctoral School students).

Against this background, in October 2025, ANIMV hosted a monitoring visit by the National Agency for Community Programs in the field of Education and Vocational Training to

assess compliance with the provisions of the Erasmus+ Charter, following which the sound organization and implementation of the program at ANIMV were confirmed.

In 2025, ANIMV provided, through a curriculum tailored to the specific needs of military organizations, managerial training (postgraduate programs in *"Management"*, *"Senior Leadership"* and *"Strategic Leadership and Intelligence Culture"*), as well as the strengthening of education on the components of democratic culture and the fight against discrimination for SRI officers (the postgraduate study programs *"Democracy and Totalitarianism"* and *"The Holocaust"*).

III. Research-development-innovation within the ANIMV

In line with its mission, ANIMV places constant emphasis on integrating the results of scientific research results into the educational process. Research activities is carried out through the National Institute for Intelligence Studies, the academic departments within the faculties, as well as within the "Intelligence and Security" Doctoral School, through the involvement of Doctoral students and their advisors.

Given the need for he integrated use of available resources to effectively implement the undertaken projects, the working method based on matrix collaboration was strengthened. Within this framework, interdepartmental teams carried out activities coordinated by project managers, in close cooperation with beneficiaries.

At the same time, the resulting outputs underwent a cross-functional validation process aimed at increasing the relevance and effectiveness of research results for the benefit of the SRI. In particular, these were validated and promoted within national and international cooperation contexts of strategic relevance to the institution.

Against this background, ANIMV has succeeded in strengthening its profile as a provider of academic knowledge, including within the European intelligence community.

The year 2025 was marked by the winning of the project (PN-IV-P6-6.1-CoEx-2024-0084), which aims to fund a Center of Excellence in Security and Social Resilience, thereby increasing the international visibility of Romanian research in the fields of crime, terrorism, critical infrastructure, and resilience, as well as strengthening connections with administrative - governmental structures and civil society. The project is part of the largest investment in the history of Romanian research - the establishment of 20 centers of excellence in research (CoEx-2024) - to build the critical mass of researchers and the interdisciplinarity collaboration necessary to address the challenges outlined in Romania's Strategic Research Agenda.

Specifically, in 2025, ANIMV coordinated research activities and actively contributed to the delivery of outputs in three projects:

- the *"EU Knowledge Hub on the Prevention of Radicalization (EUKH)"* project, the European Commission's main initiative in the field of preventing and combating radicalization, in which ANIMV, through INSI, is a partner. Within this project, in 2025, ANIMV, through INSI, was involved in the implementation of WP6 *"Management of Foreign Terrorist Fighters, Volunteers, and Their Families"*, as well as in the delivery of the *"Tailor Made Support Service in Strategic Communications"* (TMSS) in Romania;

- the project "*Glossary of Intelligence and Security Terms and Expressions*" (June 2025 - March 2026);

- the project "*POWER - Prevention of Weaponization and Enhancing Resilience against Security-Related Disinformation on Clean Energy*".

In addition, two projects were successfully completed:

- the "*EU-HYBNET - Empowering a Pan-European Network to Counter Hybrid Threats*" project, funded through the HORIZON program, carried out between 2020 and 2025. The project enabled the monitoring and steering of innovation, tracking developments in research and innovation activities addressing hybrid threats, adopting innovations, and setting priorities for standardization to enhance the efficiency of the pan-European network;

- the project "*IS32A_001 – Preventing Radicalization and Violent Extremism in the Pre-University Education System – PREVISIO*," funded through the *2021–2027 National Internal Security Program*. The main objective of the project was to equip pre-university teachers and Ministry of Internal Affairs (MAI) staff with the necessary skills to identify, manage, and prevent radicalization and violent extremism among young people and to facilitate access to continuing education in this field.

Currently, there are three new research project proposals dedicated to preventing and combating FIMI (EU-ANTIFIMI – HORIZON-CL2-2025-01), as well as preventing and combating cross-border organized crime, including from a financial perspective (FINTRACK-EU and Afusia – HORIZON-CL3-2025-02), which are currently under evaluation by the funding authority.

With regard to the dissemination of research findings, INSI researchers have published articles in prestigious national and international periodicals (such as the "*International Journal of Intelligence and Counterintelligence*" and "*Intelligence and National Security*"), as well as chapters and specialized works in the field of security and intelligence studies.

In terms of periodicals, ANIMV Publishing House notably publishes the "*Bulletin of Linguistic and Intercultural Studies*" (a publication additionally indexed in three international databases—DOAJ, ERIH Plus, and the ICI Masters Journal List) and the magazine "*Romanian Intelligence Studies Review*" (a scientific publication with recognized prestige by the National Council for the Accreditation of Academic Titles, Diplomas, and Certificates (CNATDCU), indexed in international databases such as ERIH Plus, CEEOL, DOAJ, EBSCO, HEINONLINE, ASCI, DRJI, EZB, ZDB, ROAD, and SUDOCFR).

Research utilization:

- the historical project aimed at compiling a history of the counterterrorism profile within the Service (*Monograph of the Counterterrorism Brigade 1974–2022*): following the completion last year of the first volume (1974–1989), in 2025 the project continued with the research necessary to produce the second volume, covering the period 1990–2022;
- the elaboration and publication of a "*Short Glossary of Terminology in the Field of Military Higher Education*" by ANIMV Publishing House, in order to harmonize and standardize terminology specific to military higher education.

From the perspective of development and innovation, the initiatives taken in 2025 were incorporated into strategic documents regarding the digital transition, aiming to increase the level of digitization and automation of teaching and research activities.

In concrete terms, there was an increase in the production of mock-ups, templates, and course outlines for e-learning courses, as well as teaching and research materials that can be utilized to benefit various training programs.

IV. International relations, cooperation and public communication

ANIMV continued to support the educational programs undertaken within the Intelligence College in Europe (ICE). ICE is a cooperation forum for European intelligence communities, aiming to consolidate the principles of a common intelligence education at the European level and to facilitate the development of a common strategic mindset, based also on an academic perspective, and to provide tools to address the communication gap with public policy decision-makers at the national and European levels.

Under the auspices of ICE, in partnership with member universities in Spain, Italy, and France, courses were organized on the topics of “*European Security Awareness*” and “*Structured Analysis Techniques*,” designed for representatives of the European Commission and the European Parliament, as well as experts and analysts from EU Intcen. Also, in partnership with ICE, we participated in organizing events, roundtables, and panel discussions as part of the annual “*La Fabrique Defense*” event (2025).

In terms of cooperation, we note the signing of a protocol on cooperation with the *National University of Physical Education and Sport in Bucharest* (June 2025) and the renewal of protocols with (1) the *Academy of Economic Studies in Bucharest* (July 2025) and (2) the *University of Bucharest* (July 2025).

In 2025, similar to the previous year, ANIMV was involved in organizing, jointly with the Ministry of National Defense’s “General Nicolae Condeescu” Defense Intelligence Training Center, a mobilization exercise, as well as a session organized by the NATO Center of Excellence for HUMINT in Oradea, during which it coordinated a panel.

Furthermore, as part of its outreach activities, two public information sessions were held in connection with ANIMV’s presence at the SRI booth during the “*Open House*” event at Cotroceni Palace (March and May 2025).

The year 2025 was also notable for the number of posts published on the Academy’s website—www.animv.ro—namely over 70 updates and interventions (methodologies, notices, admission results for Bachelor’s, Master’s, and postgraduate programs, job openings, events, and calls for contributions).

At the same time, it is worth noting the substantial number of responses to requests made by citizens regarding ANIMV’s activities; in 2025, the public relations department recorded 142 petitions, which largely concerned ANIMV’s educational activities and offerings, 9 requests were registered under Law No. 544/2001 on free access to information of public interest, as well as over 190 various requests from citizens (graduates, partners, collaborators, etc.), mostly regarding the issuance of academic transcripts and the completion of internships.

It should be noted that academic events with international and domestic participation held in 2025 were also promoted at the SRI level, as internal communication is a constant concern of ANIMV's specialized structure.

V. Status of the Institution's Staff

ANIMV employs teaching, support, and administrative staff, hired in accordance with higher education legislation and the human resources regulations of the SRI.

The teaching staff of ANIMV meets the legal requirements for filling teaching positions in accordance with the *Methodology for Organizing and Conducting Competitions for Filling Teaching Positions at the "Mihai Viteazul" National Intelligence Academy* and consists of military and civilian personnel, in accordance with the provisions of the law. The teaching staff of ANIMV also includes the category of intelligence instructors who, in accordance with the provisions of Article 83 of the *Higher Education Law No. 199/2023, with subsequent amendments and completions*, are considered equivalent teaching staff who meet the conditions set forth in the *Methodology for the Organization and Conduct of Competitions for the Filling of Intelligence Instructor Positions at the "Mihai Viteazul" National Intelligence Academy*.

Research staff at ANIMV are employed in compliance with the regulatory provisions applicable to this category, specific to higher education institutions, in accordance with the dedicated internal methodology.

ANIMV has effectively utilized human resources within its educational structures under conditions of legality, compliance, and functionality.

For the disciplines coordinated at the faculty department level, teaching activities were also carried out with the participation of specialists from the SRI, who were involved in the educational process as visiting professor.

The evaluation of faculty members took into account the results of student feedback surveys on course subjects and the individual scores for each faculty member.

VI. Status of Vacant Positions

During the 2024–2025 academic year, all organizational steps were taken to announce, in a timely manner, a competition for 3 vacant teaching positions and 3 vacant research positions in the second semester of the 2024–2025 academic year, as well as for a promotion exam in the teaching career, scheduled for the second semester of the 2025-2026 academic year.

It should be noted that, for the 2025-2026 academic year, the competitive recruitment of vacant positions in higher education has been suspended¹.

VII. Status of graduates' employment

The professional competencies, specialized knowledge, and skills developed by students

¹ by reference to the provisions of art.XXII of Law no.141/2025 on some fiscal-budgetary measures, as subsequently amended and supplemented.

during their Bachelor's and Master's degree programs, in accordance with the learning outcomes specified in the curricula, reach a level corresponding with the institution's specific requirements. This level of training enables graduates both to integrate effectively and successfully into the structures of the SRI or other institutions benefiting from the SNAOPSN, and to continue their educational journey by pursuing a higher level of study.

Graduates of Master's degree programs designed to promote a culture of security can apply the skills they have acquired in specialized roles within the SNAOPSN. Graduates of Bachelor's degree programs are employed by the SRI or other institutions benefiting from SNAOPSN and may continue their education through Master's degree programs and, subsequently, Doctoral programs in the field of "Intelligence and National Security" or other related fields subsequently, Doctoral studies in the field of "Intelligence and National Security" or in other related fields.

VIII. Quality assurance of University activities

VIII.1. Infrastructure and logistics

In line with developments in previous years, investments in infrastructure have been directed towards both the modernization of spaces used for educational activities and the improvement of living conditions for the academic community. These efforts were supported by the university's own budgetary resources, as well as through projects funded by non-repayable external grants or through national funding from the National Investment Company.

From a strictly logistical perspective, in 2025 the necessary procedures were initiated and carried out to launch or continue projects aimed at modernizing training and technological infrastructure across all ANIMV campuses, including the renovation and modernization of the main building (the Rector's Office) on the ANIMV central campus.

An important element on the organization and conduct of administrative support activities was the drafting and approval of the Regulations regarding the organization and operation of accommodation facilities on university campuses administered by ANIMV (March 2025).

As of 2025, two investment projects were underway at various stages. In addition, in 2025 ANIMV implemented six projects funded by non-repayable external funds, which made a significant contribution to ensuring the quality of academic activities across all the components mentioned.

ANIMV reaffirmed its status as a hub for organizing large-scale, high-level events within the Intelligence Service: in 2025, numerous activities were carried out on ANIMV campuses (60 events organized or hosted, compared to 48 in 2024) and various (international events, including those with high-level representation, visits by foreign delegations, conferences, competitions, celebrations, meetings, etc.), with approximately 5.160 guests and participants (compared to over 3.000 in 2024), requiring constant adaptation on the part of the Academy's entire logistics pillar.

VIII.2. Education and research

At ANIMV level, educational quality management is carried out through a series of

measures aimed at strengthening the institution's capacity to design, plan, and implement academic programs. These measures aim to ensure compliance with the quality standards established by the legislation in force and to strengthen beneficiaries' trust in the educational institution by emphasizing results and performance.

Scientific research is conducted in accordance with existing national legal regulations and those developed for their implementation within the Intelligence Research System (SRI), as well as the ANIMV Strategy for Scientific Research, Development and Innovation 2023-2027. The established research directions aim for convergence with teaching activities and with activities carried out within the national security field.

The quality of the educational process offered by ANIMV is ensured through the planning and effective achievement of expected learning outcomes, internal evaluation of results, and external evaluation of results in three areas: institutional capacity, educational effectiveness, and quality management.

ANIMV has a central quality assurance committee – the Commission for Evaluation and Quality Assurance (hereinafter CEAC), as well as committees organized at the faculty and program levels, which work in an integrated manner. The CEAC operates in accordance with its own *Regulations on the organization and functioning*, approved by the University Senate. These bodies receive administrative support from the Quality Assurance Office, which serves as the designated unit within ANIMV responsible for this area.

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

Annually, the CEAC endorses a *Report on the Evaluation and Quality Assurance of Educational within ANIMV*, which includes information and findings regarding institutional capacity, managerial and administrative structures, public accountability and responsibility, transparency of information of public interest, academic ethics, material resources, financial activity, the scholarship system, the quality and content of study programs, admission practices, the application of the ECTS credit transfer system, faculty evaluation, and student feedback.

For each of the three university cycles and for the postgraduate programs organized at ANIMV level, specific regulations, methodologies, and procedures for the organization and functioning of educational activities have been implemented and updated, approved by the University Senate, in accordance with quality standards, according to the applicable regulatory framework, in the context of the entry into force of the new law of national higher education and subsequent legislation, as well as the new legislation on research. In this end, in 2025, draft projects were prepared for the *Strategy regarding Quality Assurance of Education within the "Mihai Viteazul" National Intelligence Academy, 2025-2029*, the *Manual on the Quality of Education and Research at the "Mihai Viteazul" Intelligence Academy*, as well as the *Methodology for evaluating the individual performance of the teaching staff within "Mihai Viteazul" National Intelligence Academy*.

At ANIMV, a culture of quality in education is actively promoted at all levels; initiatives are

carried out to promote mutual respect in the student-faculty relationship, and students are partners in the university community, with elected representatives in the CEAC, as well as in all of the university's governing and decision-making bodies, in accordance with the provisions of the *University Charter* and the *Code of Student Rights and Obligations within ANIMV*, updated in line with the new regulatory framework for higher education.

Curricula are endorsed by the faculty councils and approved by the University Senate. As part of the internal endorsement process, the Quality Assurance Office also endorses the curricula and course descriptions, ensuring compliance, legality, and regularity with the regulatory framework and ARACIS standards, regarding the method of awarding transferable credits.

The curricula for all Bachelor's and Master's university degree programs (designed both to train operational officers and to promote a culture of security in civil society) have been revised and aligned with ARACIS's specific standards regarding learning outcomes and with the European Classification of Skills, qualifications, and occupations (ESCO), with regard to the competencies targeted by each study program, and the forms for updating the resulting information were submitted to the National Qualifications Authority (ANC) to be recorded in the National Register of Postgraduate Programs (RNPP) and the National Register of Qualifications in Higher Education (RNCIS), respectively.

In this process, in accordance with ANC requirements, academic qualifications were aligned with relevant ESCO occupations, and these were revised in light of the qualifications specified in the curricula for student cohorts prior to 2025.

Student examination and grading are conducted based on rigorously and consistently applied criteria, in accordance with the provisions of the *Methodology for the Evaluation of Students/Trainees at the "Mihai Viteazul" National Intelligence Academy*.

The institution has appropriate procedures in place to resolve student complaints and/or appeals. The procedure for students to appeal assessments at ANIMV describes the process by which students may appeal the results of a written assessment. For each course in the curriculum, the form of assessment is specified and communicated to students by the course instructor.

Study programs are continuously monitored, and based on information and data obtained from students, they are periodically evaluated—at least annually—to ensure compliance with academic standards. The bodies responsible for monitoring and evaluating study programs are: CEAC, the committees organized at the faculty level, and those for each study program. These bodies receive administrative support from the Quality Assurance Office.

ANIMV awards Bachelor's degrees, Master's degrees, and Doctoral degrees based on the specific nature and level of the completed study programs, in accordance with current legal provisions. For university study programs, the degrees awarded correspond to the qualifications obtained within the completed specializations. The institution also awards certificates of professional competence to graduates of postgraduate professional training programs for adults.

The faculty quality assessment process includes (1) evaluation by management, (2) peer review, (3) student evaluation, and (4) self-evaluation.

For Bachelor's and Master's degree programs, the collection of student feedback aims to (1) evaluate each faculty member to assess their teaching performance as perceived by students participating in instructional activities such as lectures, seminars, laboratories, and projects, (2) to evaluate the study programs in order to analyze how knowledge is transmitted and assimilated by students, the changes occurring in the fields of activity, and their impact on the organization of the study program; and (3) to assess students' satisfaction with the services provided by the university.

Between January-October 2025, an objective evaluation and feedback process was implemented to measure training performance in the short, medium, and long term, involving all participants in the process (the department, the beneficiary, the trainers, and the trainees) for Bachelor's, Master's, and postgraduate degree programs, as well as for non-university training programs.

At the same time, evaluation and feedback questionnaires on the quality of the educational process were administered, with the target group being, on the one hand, graduates of the Bachelor's, Master's, and postgraduate degree programs for the training of operational officers from the class of 2023, and, on the other hand, their professional supervisors.

Annually, ANIMV asks graduates and employers to share their views on the quality of the study programs, their effectiveness, their level of satisfaction, and any suggestions for improvement.

Regarding Master's degree programs aimed at promoting a culture of security in civil society, as well as Doctoral studies, ANIMV ensures academic mobility by recognizing transferable credits earned by students—in accordance with the applicable regulatory framework—at other accredited or authorized higher education institutions in Romania or abroad.

In the area of Doctoral studies, ANIMV has signed mobility agreements with universities abroad that facilitate the exchange of Doctoral students and faculty members.

In fact, the entire quality assurance and evaluation system was reviewed and revalidated as part of ANIMV's periodic institutional evaluation process.

VIII.3. Student life

Overall, ANIMV instructors have contributed to the training of enrolled military students, as well as those identified from among military students studying at civilian universities for the needs of the SRI, in the areas of military training, security culture, and organizational culture, and have organized training camps and sports competitions.

Student satisfaction with the professional and personal development provided by ANIMV is measured through study program evaluation questionnaires that students complete upon graduation, as well as during their studies, and through the university administration's analysis of feedback regarding the quality of the faculty.

For the 2024–2025 academic year, an analysis of responses to the Teaching Evaluation and Feedback Questionnaire administered to students or course participants in Bachelor's,

Master's, and postgraduate programs revealed a weighted average satisfaction rate of 75.9% and an average participation rate of 90%. Mechanisms for collecting feedback on the educational process, with the aim of ensuring the quality of educational processes at ANIMV, have been implemented on the "Google WorkSpace for Education" platform.

In addition, students have been granted free access to scientific databases provided by the "ANELIS".

During meetings of the Board of Directors, the University Senate, and the faculty councils, students, through representatives elected in accordance with the applicable regulations, have the opportunity to propose improvements to the methods and procedures applied within the institution regarding their professional development.

Similar to previous years, ANIMV (co)organized a series of extracurricular events that provided added value to both trainees and beneficiaries from the Service and other internal or external partner institutions:

- The ANISTUD 2025 student scientific conference (May 2025), with the theme *"Intelligence and security in an era of transformation: trends and challenges"*;
- The Student Scientific Conference "Intelligence and Security Culture" - ICS 2025 (June 2025), an annual manifestation promoting the research activities of students in the „Intelligence and Security" Doctoral School;
- The Summer School *"Strategic Communication, Digitization and Security"* (5th edition - September 2025) organized by ANIMV during the sustainability period of the Jean Monnet module project - EUSEGOV, in partnership with the Jean Monnet module - Quo Vadis Europe, aimed at presenting research results and fostering debate in the fields of security studies and strategic communication;
- activities marking the 10th anniversary of the founding of the Faculty of Intelligence Studies (the *"Dialog between generations"* alumni reunion - October 2025 and the *"Octagon of security studies"* competition - November 2025);
- publishing the first issue of the student magazine *"Intellstud"* (July 2025).

As for the Career Counseling and Guidance Center, two workshops were organized in the first half of the year for students in Bachelor's and Master's degree programs, as well as in postgraduate programs leading to employment, and a workshop for first-year students was organized in the second half of the year.

Of particular note is the organization of the first edition (December 2025) of ANIMV's *"Career Fair"*, a project dedicated to professional opportunities and dialogue between ANIMV students and beneficiaries, aimed at 2nd and 3rd year-students from the Bachelor's degree study programs.

Medical care for students, as well as for all staff, is provided through the university's own medical office.

IX. Status of compliance with academic ethics and deontology and the ethics of research activities

In accordance with the provisions of Minister Order No.6869/2024, with subsequent amendments and completions, the University Ethics Commission functions within the ANIMV, with the main task of investigating and solving deviations from the academic ethics and professional deontology committed by members of the ANIMV academic community.

During 2025, there was issued a decision regarding acts constituting violations of academic ethics or possible deviations from the academic conduct standards.

X. Analysis of the implementation of the annual operational plan for 2025

The Operational Plan of the “Mihai Viteazul” National Intelligence Academy for 2025 aims to operationalize the *ANIMV Multiannual Strategic Plan for Institutional Development for the period 2025-2029* by establishing actions, programs, and projects on whose fulfillment the achievement of the strategic objectives set for the reference period relies.

The operational plan comprises five sections of analysis — (1) Education and Professional Training, (2) Scientific Research, (3) Quality-Excellence-Ethics, (4) Human Resource, and (5) Administration and Services, sections that include specific objectives, with indicators to assess the degree of their achievement, as well as responsible persons and implementation deadlines for each activity.

In 2025, the ANIMV ensured the full implementation of the objectives undertaken in the field of education and professional training, in full compliance with the needs of the SRI and the beneficiary institutions of SNAOPSN. Study and professional training programs have been constantly provided and adapted to operational requirements through the involvement of specialists, which has helped to increase the relevance of training and to facilitate graduates' employability.

The process of evaluating and revising the curricula for the Bachelor's and Master's degree programs was carried out in consultation with the beneficiaries, and education and professional training policies were updated to ensure alignment with the SRI's institutional priorities. At the same time, the objectives regarding the planning of the educational process, the tracking of military students enrolled to meet SRI needs, and the establishment of the ANIMV university archive were accomplished.

With regard to non-university education, proposals were formulated and evaluated to expand access to programs for employees, including through the use of *e-learning* and *blended-learning* formats, enhancing the educational platform used for this purpose.

Also, research-based education was supported through curriculum development aligned with scientific research in the field and by initiating steps to establish teaching laboratories specific to professional specializations. Doctoral and postdoctoral studies were strengthened through the periodic evaluation of compliance with performance criteria and indicators applicable at the national level.

Regarding the objectives related to section (2) *Scientific Research*, by 2025, ANIMV has strengthened its leadership position in national and European contributions to scientific research in the field of security and intelligence studies, by carrying out the activities set out in the

Operational Plan in a coherent and continuous manner. The upward trend of involvement in national and European research projects with national impact was maintained, alongside increased visibility of scientific research results.

Also, student participation in scientific research and academic events was supported and promoted through the regular publication of research deliverables made by students, correlation of coursework topics with the research projects carried out at ANIMV, the organization of the ANISTUD student conference, and the organization of the international student conference - PhD students in *Intelligence and Security Culture* - ICS, the publication of the printed edition and online posting of the *Romanian Intelligence Studies Review / Revistei Române de Studii de Intelligence (RISR - RRSI)*, and the publication of the printed edition and online posting of *The Bulletin of Linguistic and Intercultural Studies / Buletinul de Studii Lingvistice și Interculturale (BSLI)*.

Section (3) Quality-Excellence-Ethics aims to consolidate and operationalize a coherent system for ensuring quality of education at ANIMV, by strengthening quality management and through a continuous alignment of strategies, regulations, methodologies, and reporting to the provisions of the Higher Education Law No.199/2023, with subsequent amendments and completions, and with SRI's specific internal regulations.

In 2025, a major emphasis was placed on centering the educational process on students' needs by adapting teaching practices to the specific characteristics of new generations, promoting innovative teaching methods, increasing the predictability and efficiency of instructional planning, and respecting students' rights and obligations. At the same time, students' personal development and social integration were supported through extracurricular, and cultural-artistic activities, as well as by leveraging the resources of the library and the Career Counseling and Guidance Center (CCOC).

Emphasis was also placed on ensuring a solid ethical framework, aligned with norms and good practices, by promoting standards of ethics and deontology, providing training on the prevention of academic deviations, and ensuring the effective functioning of the university ethics and research ethics committees.

Regarding the objectives of Section (4) *Human Resource*, the year 2025 focused on the professional development of teaching and research staff, supported by a personalization of career paths, the validation of individual professional development plans, and the regular assessment of competencies in relation to performance indicators and institutional needs. Within this framework, participation in psycho-pedagogical training programs and the enhancement of digital skills were encouraged. At the same time, the aim was to bring together and strengthen teams by developing the managerial skills of decision-making staff, as well as by promoting an organizational culture focused on innovation, sustainable development and collaboration.

Component (5) *Administration and services* provided integrated support for these efforts by ensuring the financial, logistical, and technological resources necessary for ANIMV to function under optimal conditions. Efforts were made to ensure appropriate conditions for training, accommodation, equipment, meals, transportation and work for members of the academic community, as well as to increase job satisfaction. At the same time, there were also specific situations where, due to budgetary constraints, it was

impossible to carry out repair and modernization work on ANIMV's secondary headquarters. In this respect, the work planned for 2025 has been postponed to 2026.

By aligning capital investments with human resources policies, ANIMV aims to create a high/performing, predictable, and excellence-oriented educational environment.

The evaluation of the implementation of the 2025 annual operational plan indicates that the objectives have been largely met, but also highlights the need to optimize educational processes in line with the objectives assumed by the ANIMV and SRI regarding the education-profession-research component in intelligence.

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