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RECTOR & CEO

**DANUBIUS
INTERNATIONAL
UNIVERSITY**

STATE OF THE UNIVERSITY

REPORT

**2023-2024
ACADEMIC YEAR**

Steve O. MICHAEL

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INTRODUCTION

With a name changed in 2023, Danubius International University has embraced the vision of an international university of excellence with an agenda to further humanity and contribution toward the transformation of Europe and the whole world.

Subsequently, the mission of Danubius International University is to become a leader in providing educational activities and an academic environment aimed at student success, community transformation through the unrelenting search for enduring truth, lifelong personal growth and development, and the expanding meaningful services to all spheres of society.

In the academic year 2023-2024, Danubius International University developed a new Strategic Plan for the period of 2023-2030. The Plan provides a new vision statement, mission statement and a set of values aimed at transforming the institutional culture and direction toward a strategic internationalization. To this effect, the University's name changed from Danubius University to Danubius International University.

The new values aptly dubbed as Danubius DELITE are defined below:

DIVERSITY – Commitment to global diversity and inclusive institution where human differences are cherished, and diverse talents are empowered to enhance humanity.

EXCELLENCE – Commitment to relentless critiquing of human civilization for the purpose of personal, professional, and societal transformation.

LEADERSHIP – Commitment to service that makes a difference in the life of individuals, organization, and local and global communities.

INNOVATION – Commitment to new ideas and approaches that improve the planet, human cohabitation, and life in general.

TRUTH – Commitment to transparent, tested, and enduring knowledge worthy of transmission from generation to generation.

ETHICS—Commitment to proven practices that promote personal and organizational effectiveness, wellbeing, continuing success.

Guided by these values and vision, Danubius International University is building on its legacy of about 30 years to continue to invest in its community and the region using the latest artificial intelligence technology to support educational activities. The University continues to participate in and lead efforts to foster the integration of Galati and Braila knowing too well that such integration is essential for a greater dynamic regional economy.

The indicators of excellence in the teaching-learning-research process, as mentioned in the Strategic Plan, continue to guide the University educational activities. The pursuit of excellence individually and collectively and by departments and units is expected to continue to propel the institution into greatness.

The permanent collaboration of the faculties with the representatives of the business environment in the design and establishment of the objectives of the study programs, as well

as the establishment in collaboration with them of the transversal skills that the Danube graduates must accumulate has led to the obtaining of valuable professional experiences for students and graduates, the beneficiaries practice partnerships that the university encourages every year.

The growing involvement of Danubius International University representatives; students, trainees, graduates and employees in the events and activities initiated by the business environment is an excellent barometer of the spirit and entrepreneurial university culture, which Danubius International University implements.

Innovation and entrepreneurship provide the bridge between educational institutions, the public institutional environment and the entrepreneurial community both nationally and internationally. As a provider of professional training, the Center for Continuous Training and Technological Information runs training programs, postgraduate courses, which meet the current requirements of civil society, through professional conversion/reconversion/re-specialization programs, training courses or professional specialization, workshops, summer schools. Through the Student Entrepreneurial Society, we support and encourage the spirit, but also the entrepreneurial skills of our students, master's students and graduates.

Also in the 2023-2024 academic year, we continued to stand out through an open, transparent, flexible approach, thus encouraging students to become and remain our partners, assuring graduates of our total collaboration, attributing strong credibility to the Danubius brand for the community of the business environment and for the beneficiaries of the educational services of our university.

Promoting our values through everything we do in our academic activities: innovation, diversity, excellence, truth, leadership, ethics, we have managed to consolidate, especially for the success and benefit of our students and graduates, numerous collaborations with representatives of the business environment. A decisive role in this direction was precisely the transparent and open attitude that we uphold in the partnership relations with our collaborators.

The digitalized world, the re-technological and increasingly important digitalization, the hybrid system of education that we have adopted since the past years, all these have led the Danubius International University education towards new methods of teaching and interaction with our students and trainees, adapting to new technologies with a lot of flexibility, offering everyone who accesses our study platform, Danubius Sakai, new opportunities to explore the benefits of digitalization.

The virtual space long ago became for our University a complementary teaching-learning-research environment, an environment that facilitates education regardless of time, place, space, ensuring, without discounting the rigors and principles of higher education, the quality of the didactic, pedagogical and research.

Also, the growth of our University is also due to the possibility to communicate in real time through the system of video conferences, chats, conferences through the On Line Sakai Platform, part of the Danubius ONLINE Project.

We have invested in this regard and continue to implement digitalization projects (e.g. the European-funded project UDiGi - Digital transformation and innovative learning methods in Galați higher education) and continue to pay special attention to the development of e-learning

support for educational programs at distance, continuing education and lifelong learning as well as the infrastructure of information and communication technology, which we provide permanent maintenance for the extended accessibility of ICT services, the optimal maintenance of network accounts and IT systems for the entire Danubius academic community.

The online promotion of all our study programs is one of the priorities for increasing the visibility of our University (an increase in the ranking of the univ-danubius.ro domain in the webmetrics hierarchies is also noted; the electronic promotion of all study and research programs of the university, digital marketing , etc.).

Member of strong international associations such as: Association of Universities in Asia and the Pacific, partner of prestigious universities and scientific research institutes, our university represented, also in the previous academic year, higher education in Romania at numerous scientific events around the world (China, USA, Thailand, Pakistan, etc.), debating aspects of global education. Starting from 2023-24, Danubius International University becomes the headquarters of the AGAUC—the Association for the Global Advancement of Universities and Colleges with a conference planned for October 2025 in China.

At the same time, Danubius International University continues to invest in the development of the international professional experience of teaching staff, students and all staff. Motivating students to live the life of an international student, through ERASMUS + grants, is a priority of the internationalization strategy we implement.

The participation of representatives of the university leadership in the events of the international agenda of educational leaders continues to open new opportunities for collaboration between the university and prestigious university institutions around the world.

Danubius International University is proud to present a summary of its accomplishments and progress over the past year in this document. Our renewed energy is palpable on campus and our collective refocusing of vision and mission toward the globe is making a difference in what we offer and opportunities for our students.

In this Report, we outline the strengths recorded in the activity of the various institutional structures, as well as the aspects that encountered difficulties in achieving the proposed performance indicators, thus, we present the entire activities of all departments and faculties in the academic year 2023-2024.

1. QUALITY ASSURANCE

1.1. The situation of ensuring the quality of the activities within the university

In the academic year **2023-2024**, the quality assurance of the activities within the Danubius International University was carried out through the Department of institutional Research and quality Assurance. Being convinced that **education** is the gateway to the future, the university has as its priority objective the observance of the stages/ deadlines for the periodic evaluation of study programs according to the external evaluation methodology, the reference standards and the ARACIS performance indicators.

The quality objectives for the academic year 2023-2024 were:

1. External evaluation of the quality of education for **the periodical evaluation of the Master's field of Accounting, with the master's program "public and private audit and control" FTL**;
2. External evaluation of the quality of education for **the periodical evaluation of the Master's field of Finance, with the master's programs "Public and Private Financial Management" FTL and "Finance and Digital Technology" FTL**;
3. External evaluation of the quality of education for **the purpose of periodic evaluation of the master's field of law, the master's programs "European Law and public Administration FTL", European Law and public Administration PTL and "Criminal Sciences FTL"**;
4. External evaluation of the quality of education for the periodical evaluation of **the field of master studies "Business Administration", with the study programs: "International Business and Economy FTL" (interdisciplinary with the field: Communication Sciences) and "Business Management in Trade and Tourism" FTL**;
5. External evaluation of the quality of education for the periodical evaluation of **the bachelor program "Finance and banks" FTL**;
6. External evaluation of the quality of education for the periodical evaluation of the Department for the **training of the teaching staff for the "Program of psycho-pedagogical training for the certification of competences for the teaching profession" FTL**;
7. External evaluation of the quality of education for the periodical evaluation of **the bachelor program "International Relations and European Studies" FTL**.

The field of Accounting and the psycho-pedagogical training program for the certification of competences for the teaching profession received the qualification "maintaining accreditation" following the decisions of the ARACIS Council, for the next 5 years.

The other bachelor and master programs mentioned above follow ARACIS visits, in the

academic year 2024-2025.

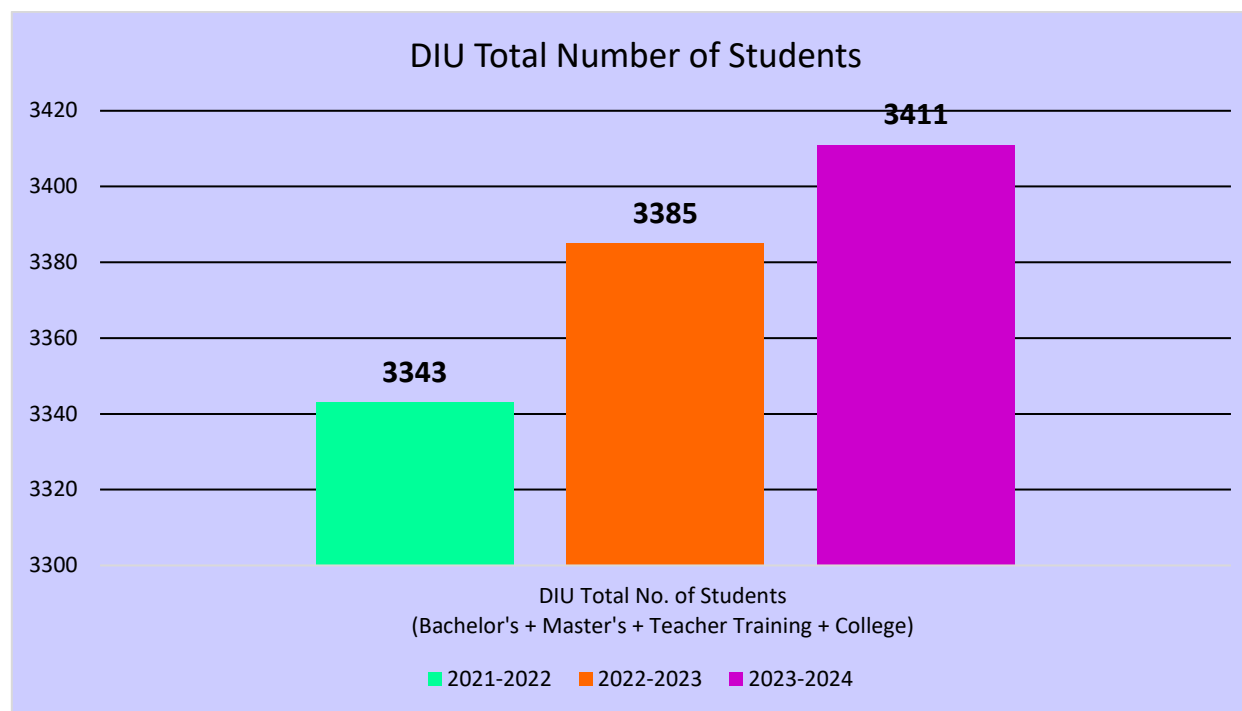
The development of a ***culture of quality*** among the Danubian community is rigorously pursued by:

- ↳ ensuring the necessary skills for graduates to integrate into the labor market;
- ↳ promoting the image of the university at national and international level, in the socio-economic environment and developing inter-university cooperation;
- ↳ using experiences, good practices, as a source of learning;
- ↳ engaging employees at all levels in quality improvement;
- ↳ participation of all staff in at least one course and/or training session in the field of professional and quality management.

2. THE STATUS OF EACH STUDY PROGRAM

The total number of students of the university

ACADEMIC YEAR	2021-2022	2022-2023	2023-2024
DIU Total No. of Students (Bachelor's + Master's + Teacher Training + College)	3343	3385	3411



2.1. The number of students per each study program, at all levels (bachelor programs, master programs, DPPD, conversion programs, College), all forms of education (full-time education, part-time education, distance learning) - comparative tables and charts for the past 3 academic years (2021-2022 vs. 2022-2023 vs. 2023-2024)

SCHOOL OF LAW

a. Bachelor studies

SPECIALIZATION	2021-2022					2022-2023					2023-2024				
	I st YEAR	II nd YEAR	III rd YEAR	IV th YEAR	TOTAL	I st YEAR	II nd YEAR	III rd YEAR	IV th YEAR	TOTAL	I st YEAR	II nd YEAR	III rd YEAR	IV th YEAR	TOTAL
Law/ Bachelor's degree, full-time studies	180	152	178	130	640	180	157	149	166	652	180	168	149	141	638
Law/ Bachelor's degree, part-time studies	75	67	58	59	259	75	68	57	50	250	90	74	68	58	290
Law/ Bachelor's degree, distance learning	100	97	90	83	370	100	98	96	87	381	100	98	99	93	390

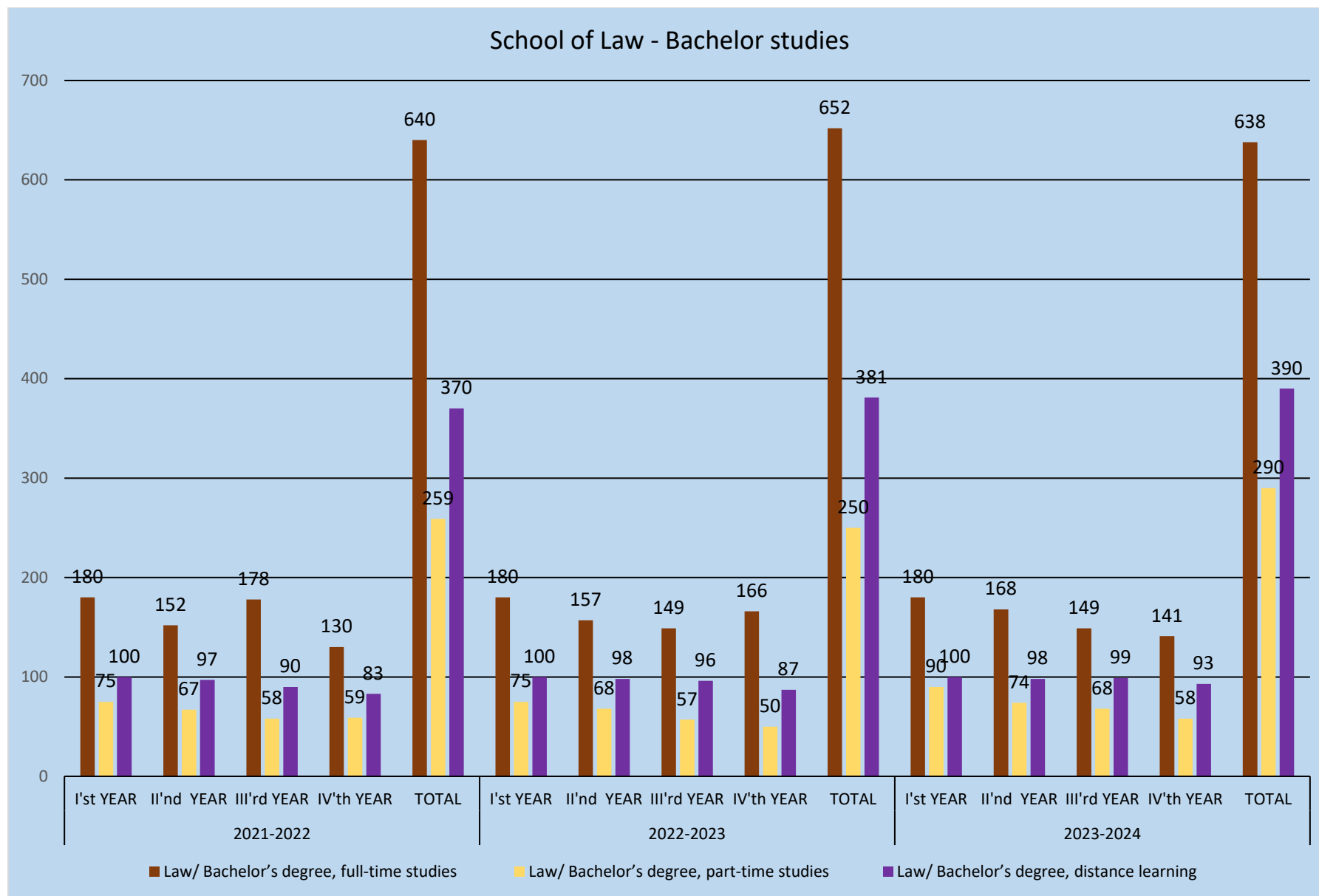


Chart no. 1: Looking at the number of students on each bachelor degree program at the School of Law

b. Master studies

SPECIALIZATION	2021-2022			2022-2023			2023-2024		
	I'st YEAR	II'nd YEAR	TOTAL	I'st YEAR	II'nd YEAR	TOTAL	I'st YEAR	II'nd YEAR	TOTAL
European law and public administration/Master, full-time studies	45	41	86	49	41	90	39	43	82
European law and public administration/Master, part-time studies	37	42	79	40	33	73	25	33	58
Criminal sciences/Master, full-time studies	46	34	80	35	41	76	19	31	50
European Union Law/Master, full-time studies	0	0	0	—	—	—	—	—	—
Law of Virtual communities/Master, full-time studies	0	0	0	—	—	—	—	—	—

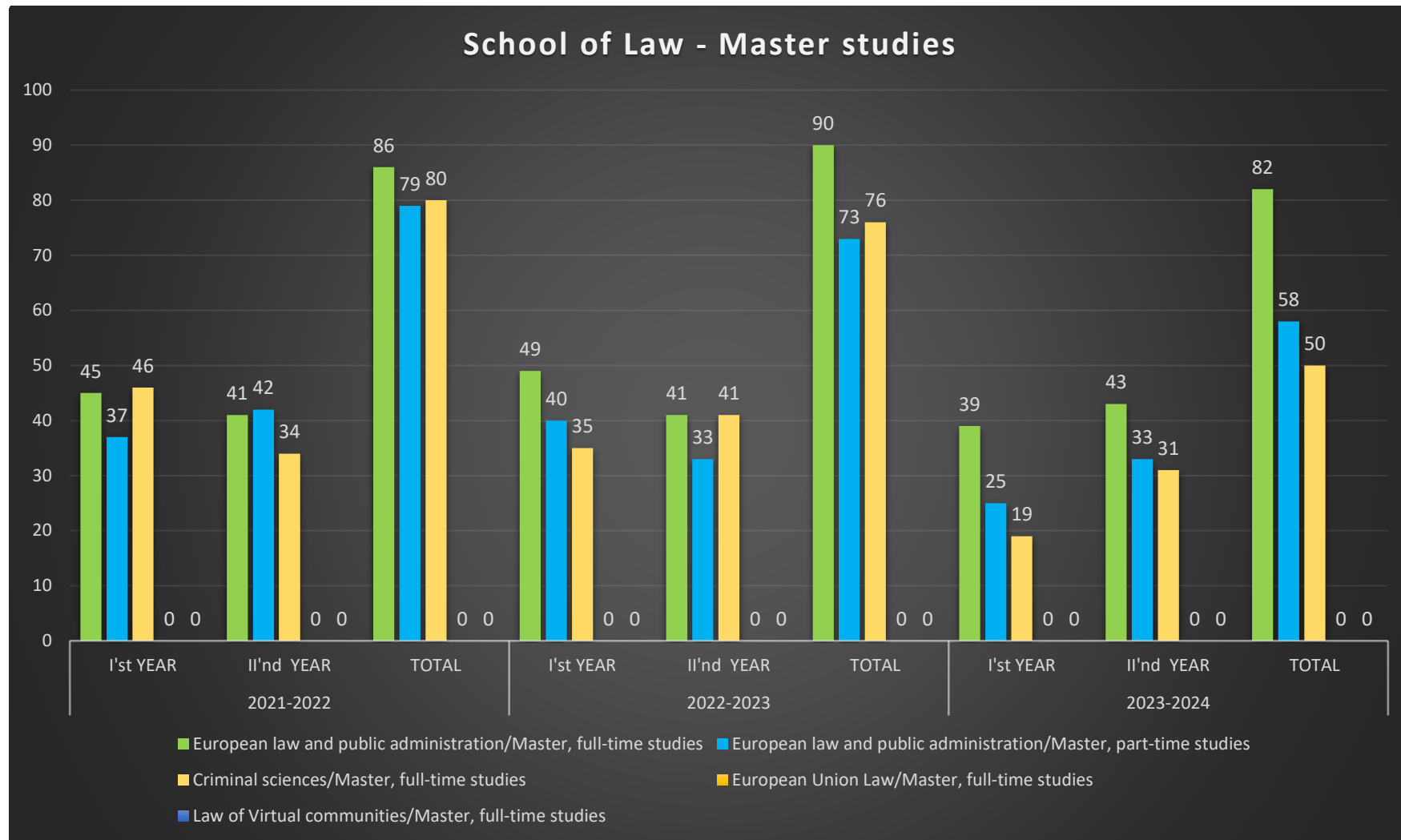


Chart no. 2: Looking at the number of students on each master degree program at the School of Law

SCHOOL OF ECONOMICAL SCIENCES AND BUSINESS ADMINISTRATION

a. Bachelor studies

SPECIALIZATION	2021-2022				2022-2023				2023-2024			
	I'st YEAR	II'nd YEAR	III'rd YEAR	TOTAL	I'st YEAR	II'nd YEAR	III'rd YEAR	TOTAL	I'st YEAR	II'nd YEAR	III'rd YEAR	TOTAL
Finance and banking/Bachelor's, FT	15	7	10	32	26	15	7	48	22	22	12	56
Finance and banking/Bachelor's, DL	23	18	12	53	—	12	17	29	—	—	10	10
Economy of commerce, tourism and services/Bachelor's, FT	24	20	16	60	33	18	14	65	16	16	20	52
Economy of commerce, tourism and services/Bachelor's, DL	48	39	34	121	26	29	30	85	37	22	29	88
Accounting and administrative data processing/Bachelor's, FT	46	37	39	122	25	39	32	96	40	25	38	103
Accounting and administrative data processing/Bachelor's, part-time studies	73	48	55	176	48	66	43	157	59	43	61	163

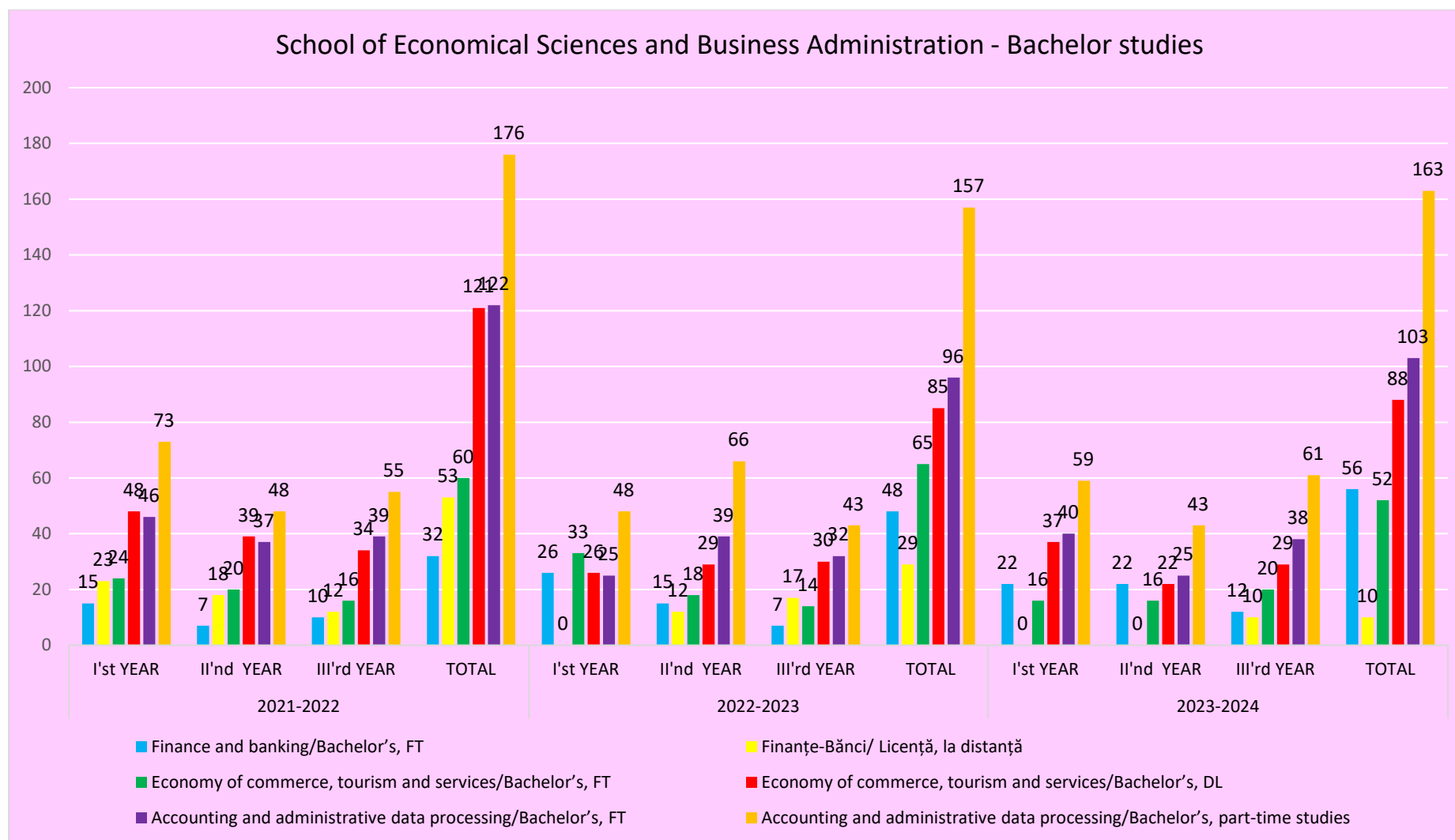


Chart no. 3: Looking at the number of students on each bachelor degree program at the School of Economical Sciences and Business Administration

b. Master studies

SPECIALIZATION	2021-2022			2022-2023			2023-2024		
	I'st YEAR	II'nd YEAR	TOTAL	I'st YEAR	II'nd YEAR	TOTAL	I'st YEAR	II'nd YEAR	TOTAL
Public and private audit and control/Master, FT	25	22	47	22	21	43	10	18	28
Public and private financial management/Master, FT	42	40	82	39	37	76	39	36	75
Management in Business, Commerce and Tourism/Master, FT	0	0	0	0	0	0	0	0	0
FINTECH/Master, full-time studies	—	—	—	0	0	0	0	0	0
Financial Management of Businesses in the European Space/ Master, full-time studies	0	11	11	—	—	—	—	—	—

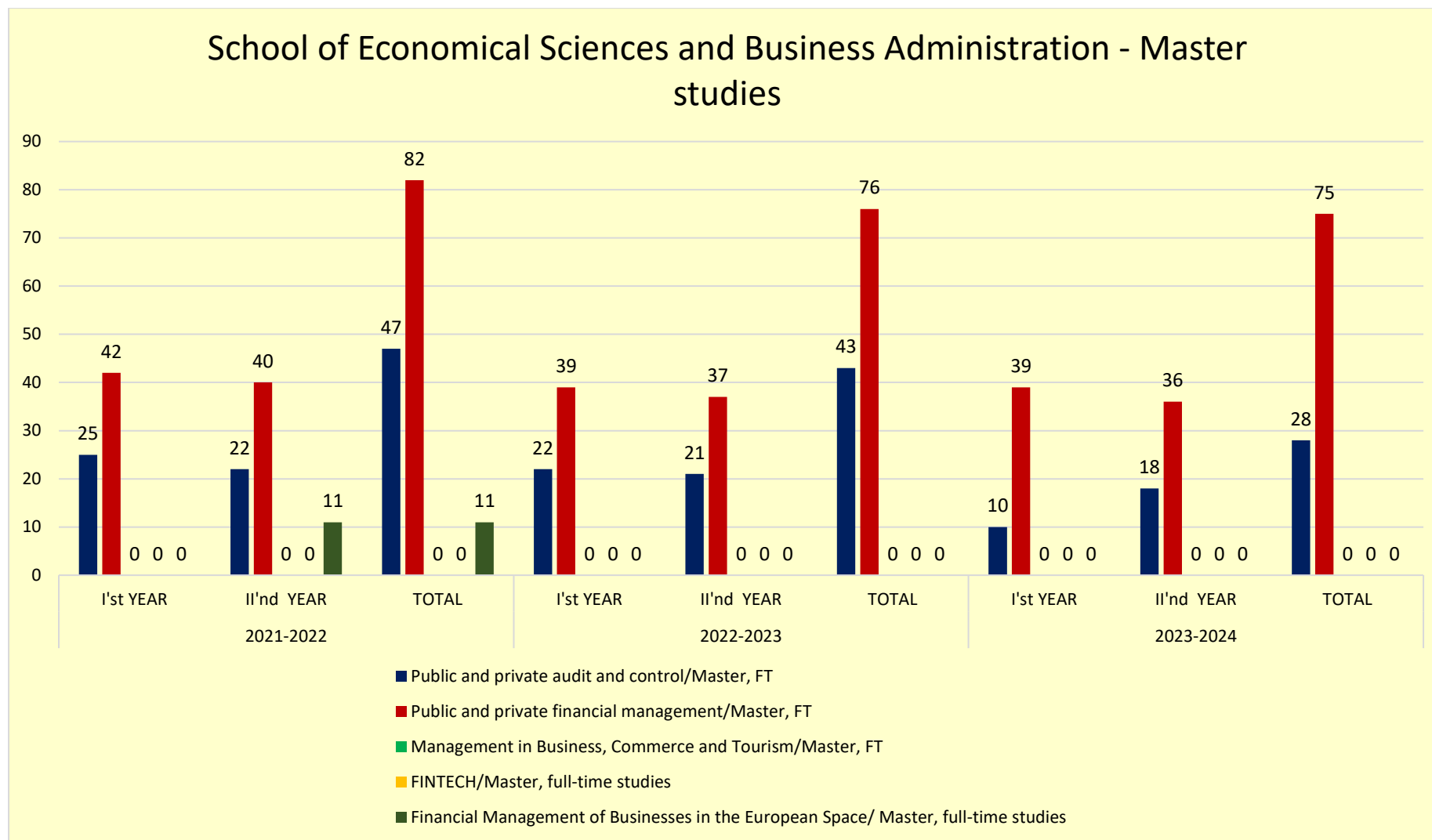


Chart no. 4: Looking at the number of students on each master degree program at the School of Economical Sciences and Business Administration

SCHOOL OF COMMUNICATION AND INTERNATIONAL RELATIONS

a. Bachelor studies

SPECIALIZATION	2021-2022				2022-2023				2023-2024			
	I'st YEAR	II'nd YEAR	III'rd YEAR	TOTAL	I'st YEAR	II'nd YEAR	III'rd YEAR	TOTAL	I'st YEAR	II'nd YEAR	III'rd YEAR	TOTAL
Communication and public relations/Bachelor's, FT	60	58	52	170	57	46	48	151	51	40	45	136
Communication and public relations/Bachelor's, DL	74	62	43	179	55	65	53	173	48	38	63	149
International Relations and European Studies/Bachelor's, FT	30	26	25	81	36	23	20	79	30	27	21	78
International Relations and European Studies/Bachelor's, DL	44	29	13	86	24	31	24	79	30	17	25	72
Digital Media//Bachelor's, FT	—	—	—	—	19	—	—	19	0	13	—	13

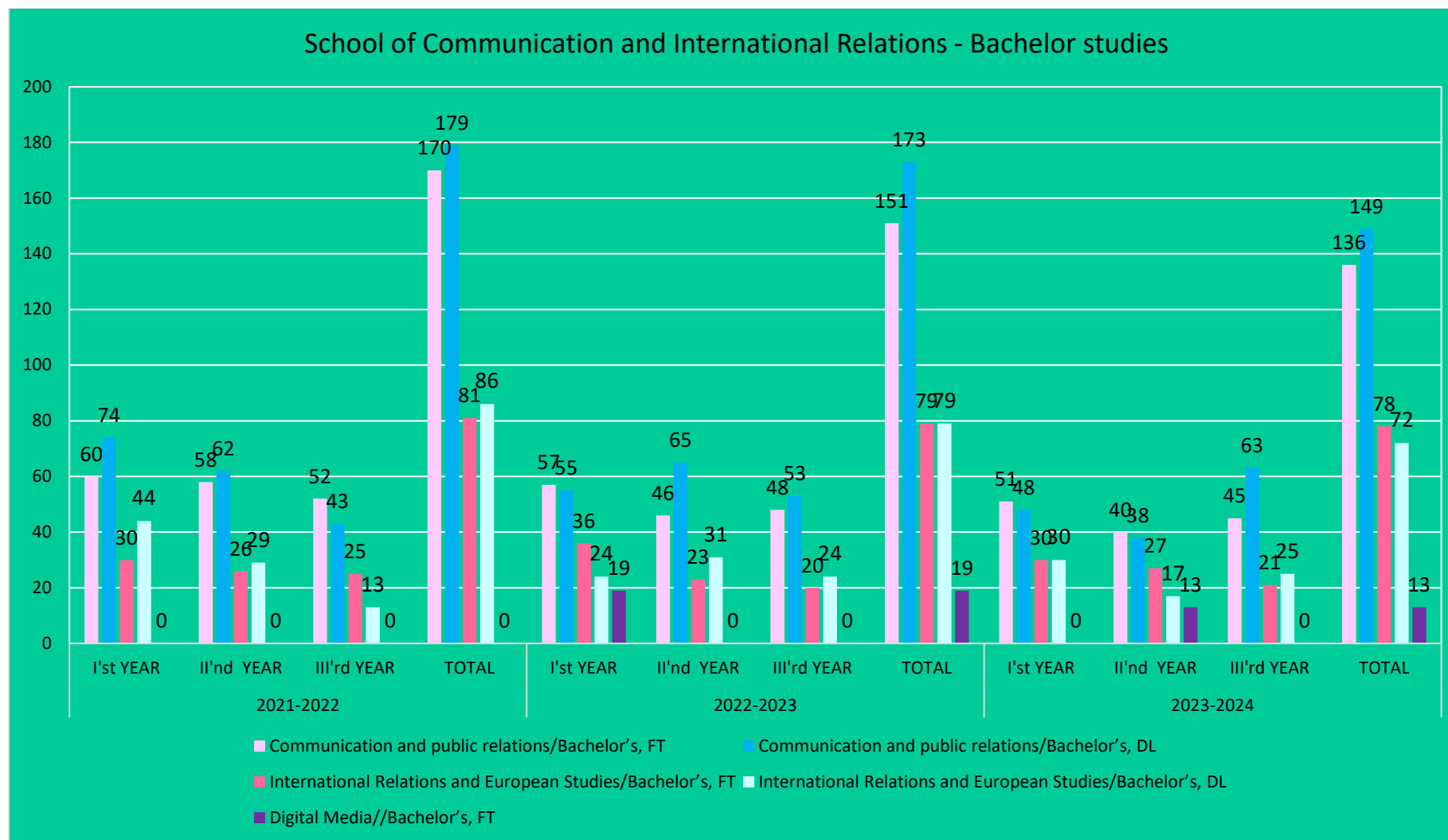


Chart no. 5: Looking at the number of students on each bachelor degree program at the School of Communication and International Relations

b. Master studies

SPECIALIZATION	2021-2022			2022-2023			2023-2024		
	I'st YEAR	II'nd YEAR	TOTAL	I'st YEAR	II'nd YEAR	TOTAL	I'st YEAR	II'nd YEAR	TOTAL
International economics and business /Master, FT	17	21	38	22	10	32	16	20	36
Security management in international relations/Master, FT	19	21	40	25	16	41	22	26	48

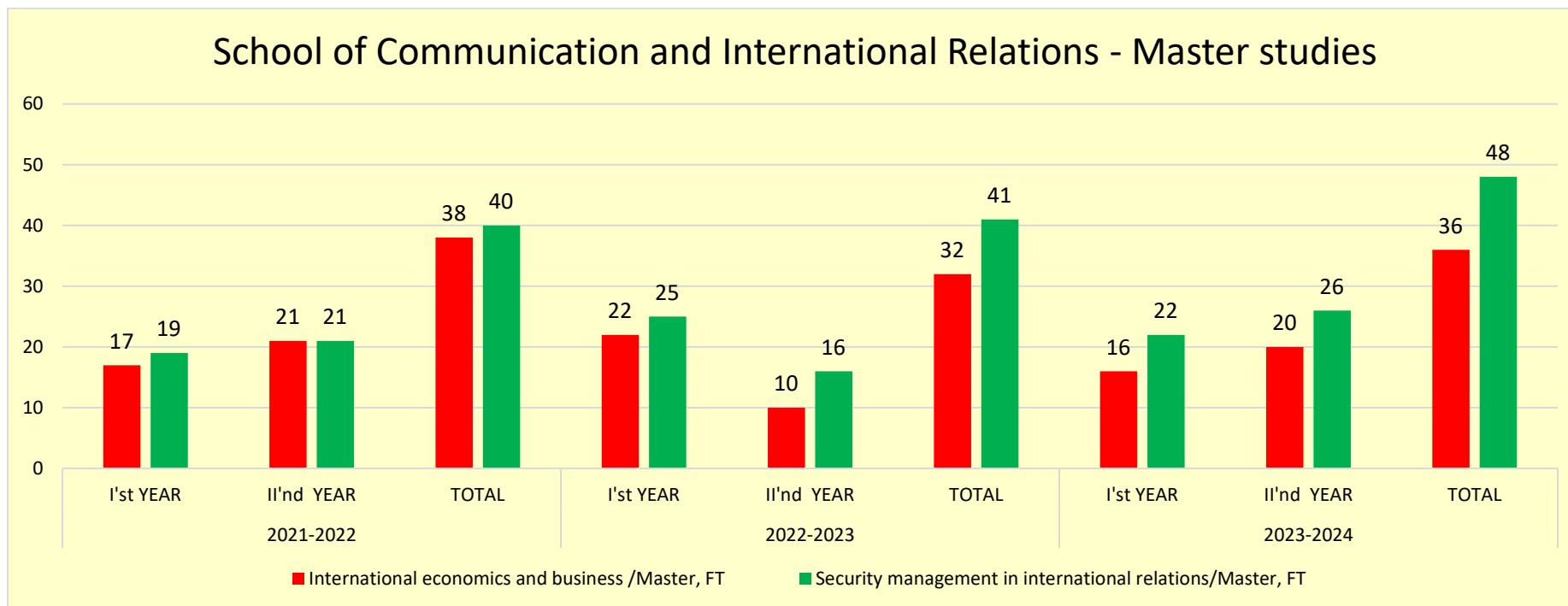


Chart no. 6: Looking at the number of students on each master degree program at the School of Communication and International Relations

SCHOOL OF BEHAVIORAL AND APPLIED SCIENCES

SPECIALIZATION	2021-2022				2022-2023				2023-2024			
	I'st YEAR	II'nd YEAR	III'rd YEAR	TOTAL	I'st YEAR	II'nd YEAR	III'rd YEAR	TOTAL	I'st YEAR	II'nd YEAR	III'rd YEAR	TOTAL
Informatics/Bachelor's, FT	22	14	—	36	30	11	12	53	26	23	13	62
Psychology/Bachelor's, FT	50	46	47	143	50	46	43	139	50	44	42	136
Social Assistance/Bachelor's, FT	—	—	—	—	50	—	—	50	50	38	—	88

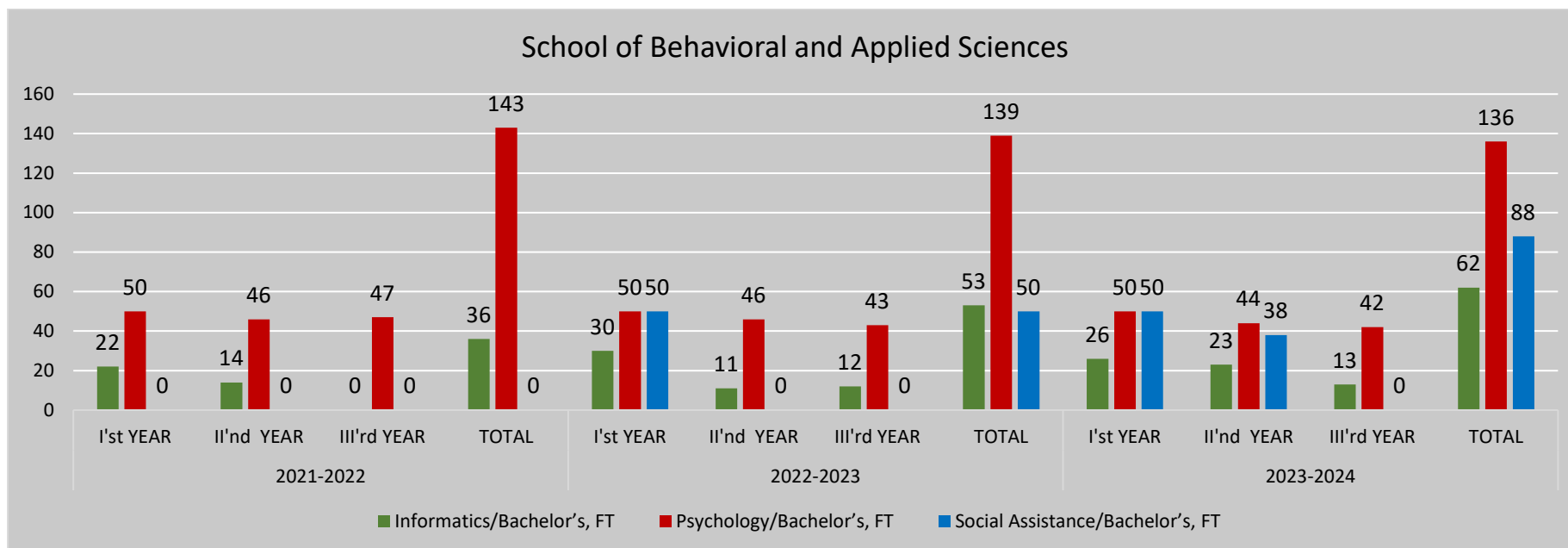


Chart no. 7: Looking at the number of students on each bachelor degree program at the School of Behavioral and Applied Sciences

DANUBIUS COLLEGE

SPECIALIZATION	2021-2022			2022-2023			2023-2024		
	I'st YEAR	II'nd YEAR	TOTAL	I'st YEAR	II'nd YEAR	TOTAL	I'st YEAR	II'nd YEAR	TOTAL
Analyst Programmer/College, FT	17	54	71	16	17	33	25	14	39
Local area network and communications administrator/College, FT	15	53	68	20	15	35	19	14	33
Cameraman-Photojournalist /College, FT	15	26	41	0	14	14	0	0	0

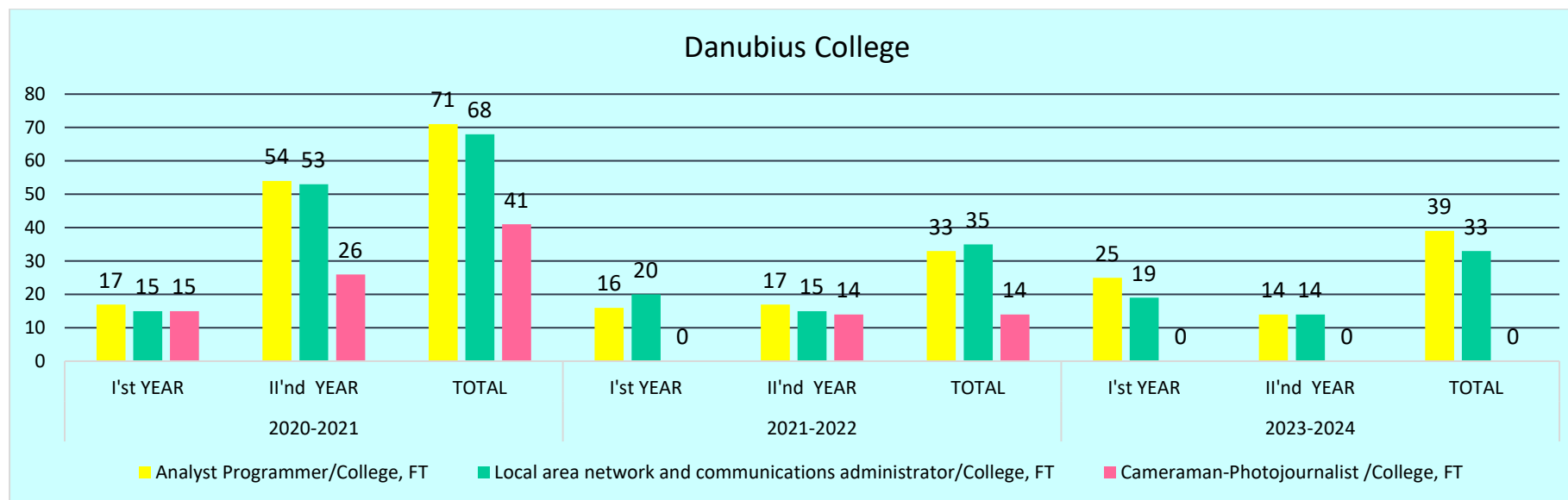


Chart no. 8: Looking at the number of students on each program at Danubius College

TEACHER TRAINING DEPARTMENT

SPECIALIZATION	2021-2022					2022-2023					2023-2024				
	I'st YEA R	II'nd YEA R	III'rd YEA R	IV'th YEA R	TOTAL	I'st YEA R	II'nd YEA R	III'rd YEA R	IV'th YEA R	TOTAL	I'st YEA R	II'nd YEA R	III'rd YEA R	IV'th YEA R	TOTAL
Level 1 – /Undergraduated - Bachelor, full-time studies, 1-3 years	44	20	7	–	71	38	39	15	–	92	40	33	30	–	103
Level 1 – /Undergraduated - Bachelor, full-time studies, 1-4 years	11	3	4	–	18	6	6	3	4	19	9	5	5	3	22
Level 2 – /Undergraduated - Master, full-time studies, 1.5 years	1	–	–	–	1	0	0	0	0	0	0	0	0	0	0
Level 2 – /Undergraduated - Master, full-time studies, 2 years	5	2	–	–	7	0	4	0	0	4	0	0	0	0	0
Level 1 – /Postgraduated - Bachelor, full-time studies	56	–	–	–	56	81	–	–	–	81	117	–	–	–	117
Level 2 – /Postgraduated -	19	–	–	–	19	50	–	–	–	50	31	–	–	–	31

Master, full-time studies														
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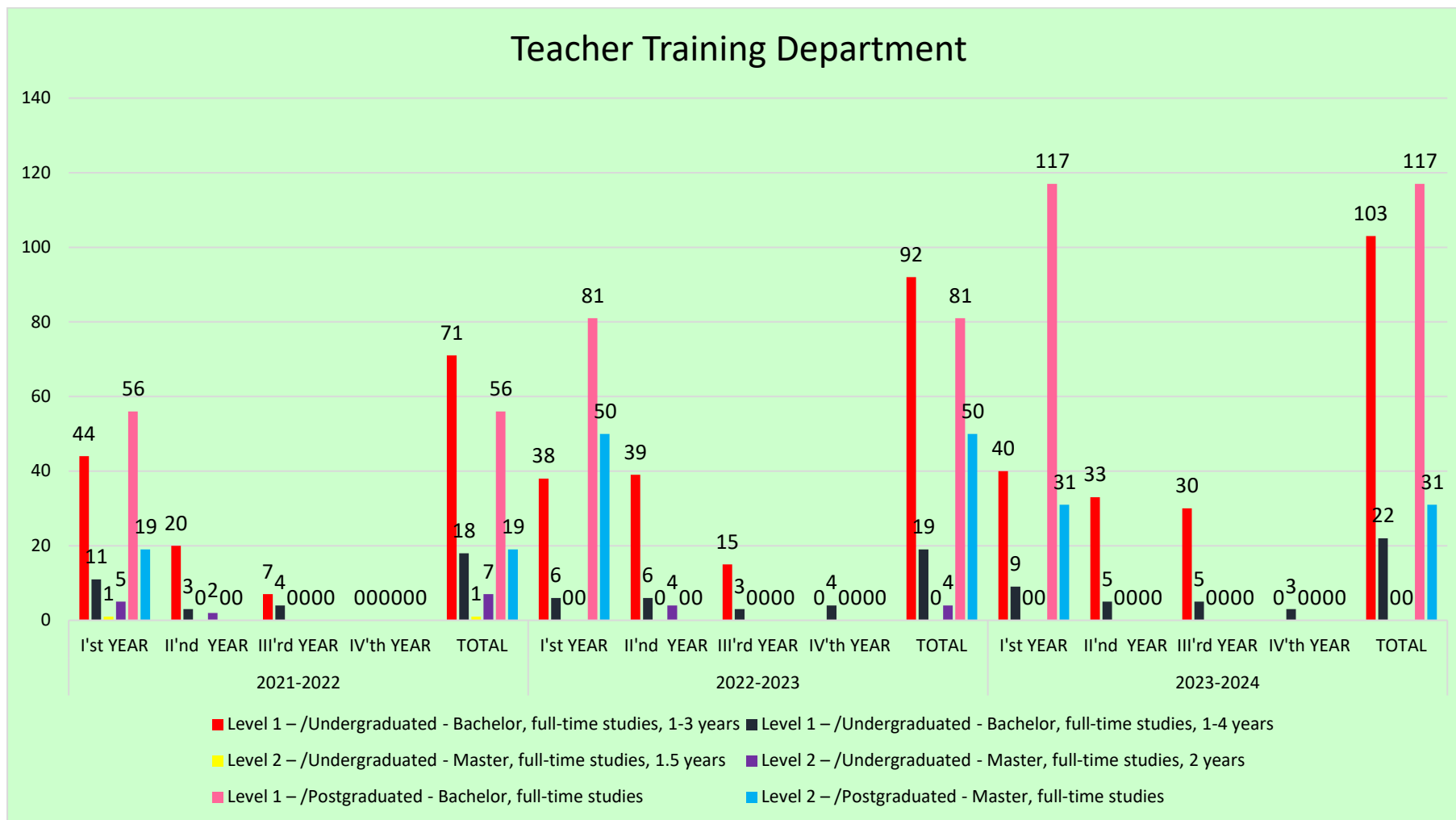


Chart no. 9: Looking at the number of students on each program at Teacher Training Department

CONVERSION PROGRAMS

SPECIALIZATION	2021-2022			2022-2023			2023-2024		
	I'st YEAR	II'nd YEAR	TOTAL	I'st YEAR	II'nd YEAR	TOTAL	I'st YEAR	II'nd YEAR	TOTAL
Conversion School of Law	0	0	0	45	0	45	—	45	45
Conversion School of Economics and Business Administration	0	0	0	75	0	75	—	73	73
School of Behavioral and Applied Sciences	0	0	0	0	0	0	47	—	47

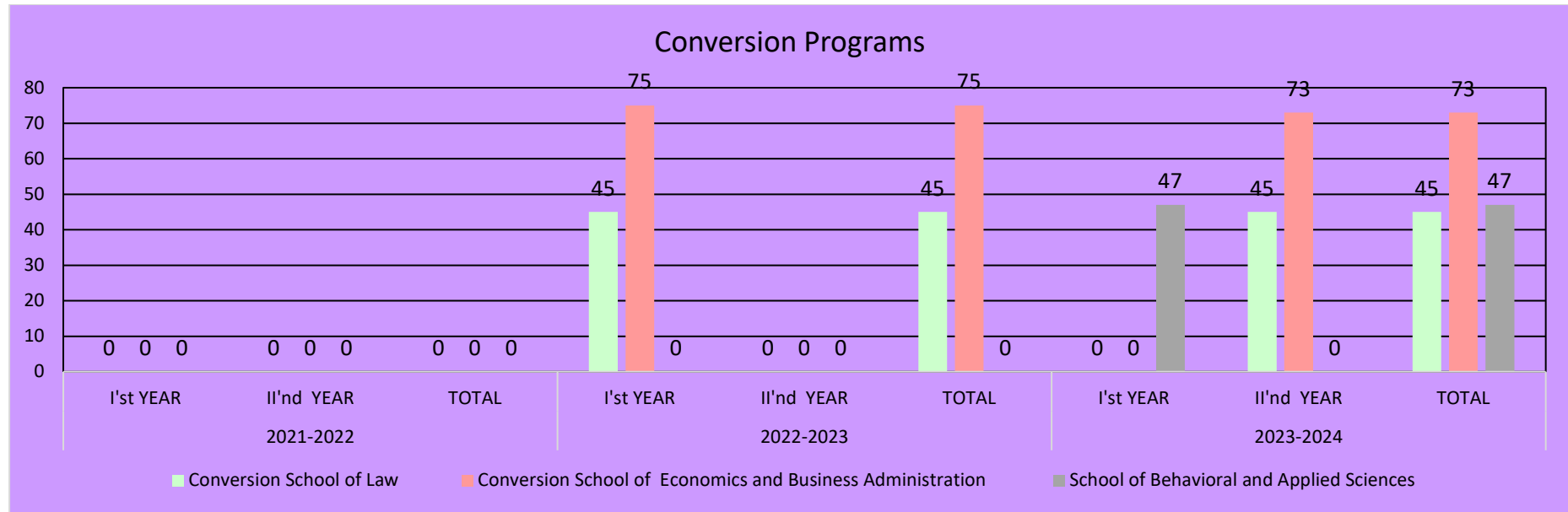


Chart no. 10: Looking at the number of students on each program at Conversion Programs

2.2. The programs developed by the Center of Lifelong Learning

The **Lifelong Learning and Technological Information department** is the unit that ensures knowledge production, transmission, and valorization in various specialized fields. Its primary role is to identify and organize short-term continuous training activities, both formally and informally.

As a provider of professional training, this department collaborates with all the faculties and entities of Danubius University to authorize, organize, and promote training programs that meet the current requirements of civil society, like professional conversion/reconversion, specialization, professional development courses, workshops, etc.

Currently, the department has in its portfolio:

- Formal courses¹ authorized by the National Qualifications Agency,
- Short informal courses²,
- Courses developed in partnership with a participation fee,
- Courses for internal staff training,
- Free partnership courses.

During the **2023-2024 academic year**, the following training activities were carried out within this department:

Type	Name	Period
Formal	Information Security Manager	6 November - 15 December 2023
Courses developed in partnership with a participation fee	The importance of the family context in addiction therapy	27 January 2024
	Identifying and disabling dysfunctional emotional buttons	28 October 2023
	Course P1- Projective tests and mental imaging techniques	6 April 2024
	Course P2- Psychometric tests and projective techniques necessary for personality assessment	15 June 2024
	Removing the mask and integrating the shadow of the self	28 September 2024
	Course P3 - Personality in colors	19 October 2023

¹ Authorized by the National Qualifications Agency (ANC), a certificate issued by the Ministry of National Education is offered.

² It is carried out only under the auspices of the Danubius University from Galati (UDG), and a diploma of participation is issued.

Free partnership courses	Series of 3 webinars with entrepreneurial themes and business plan competition (Discovering the Entrepreneurial Mindset 'How do Entrepreneurs think?')	November 2023- December 2023
Courses for internal staff training	UDG staff internal training (improvement of English language skills)	March- June 2024
Submitting and winning the "Danubius International Entrepreneurial Hub" mini grant that will be implemented in the academic year 2024-2025.		

2.3. The status of the authorization/accreditation of the study programs, academic year 2023 – 2024

Table 1 Faculty of Law – 3 Bachelor programs (1_FTL, 1_PTL, 1_DL); 3 master programs (2_FTL, 1_PTL)

Domain	Specialization and level of study	Form of education	Number of credits	Number of students approved by ARACIS at the last evaluation	Authorized/ accredited	ARACIS Rating	Official operating document	Report ARACIS No/date	Validity of ARACIS opinion - 5 years from the date of the ARACIS Council meeting for the approval of the report
Law	Law - License	FTL	240	200	Accredited	Trust	GD No 1030/21.08. 2024	6714/18.1 1.2019	19.02.2025
Law	Law - License	DI	240	100	Accredited	Trust	GD No 1030/21.08. 2024	4420/29.0 6.2023	29.06.2028
Law	Law - License	PTL	240	90	Accredited	Trust	GD No 1030/21.08. 2024	794/22.12 .2022	22.12.2027
Law	European Union Law - Master	FTL	90	200	Accredited	Trust	GD No 1031/21.08. 2024	4858/18.0 7.2019	27.05.2024 file submitted to ARACIS – the external visit is expected
	European Law and public Administration - Master	FTL	90						
	European Law and public Administration - Master	PTL	90						

Table 2 Faculty of Economic Sciences – 5 Bachelor programs (3_FTL, 1_PTL, 1_DL); 4 master programs (4_FTL)

Domain	Specialization and level of study	Form of education	Number of credits	Number of students approved by ARACIS at the last evaluation	Authorized/ accredited	ARACIS Rating	Official operating document	Report ARACIS No/date	Validity of ARACIS opinion - 5 years from the date of the ARACIS Council meeting for the approval of the report
Finance	Finance and Banking - License	FTL	180	50	Accredited	Trust	GD No 1030/21.08.2024	6003/07.10.2019	25.07.2024 - file submitted to ARACIS - waiting for the visit
Business administration	Economics of Trade, Tourism and Services – License	FTL	180	50	Accredited	Trust	GD No 1030/21.08.2024	2585/27.04.2023	27.04.2028
Business administration	Economics of trade, tourism and services - license	DL	180	50	Accredited	Trust	GD No 1030/21.08.2024	4219/29.06.2023	26.06.2028
Accounting	Accounting and Management Informatics - Bachelor	FTL	180	50	Accredited	Trust	GD No 1030/21.08.2024	4622/11.08.2022	11.08.2027
Accounting	Accounting and Management Informatics - Bachelor	PTL	180	75	Accredited	Trust	GD No 1030/21.08.2024	793/22.12.2022	22.12.2027
Finance	Public and Private Financial Management - Master	FTL	120	100	Accredited	Trust	GD No 1031/21.08.2024	4859/18.07.2019	27.05.2024 File submitted to ARACIS – waiting for the visit
	Finance and Digital Technology (FINTECH) - Master	FTL							
Accounting	Public and private audit and control - Master's degree	FTL	120	50	Accredited	Trust	GD No 1031/21.08.2024	4344/06.08.2024	06.05.2029
Business administration	Business management in trade and tourism	FTL	120	125	Accredited	Trust	GD No 1031/21.08.2024	2589//27.04.2023	27.05.2024 file submitted to ARACIS – waiting for the visit

Table1 of Communication and International Relations – 5 Bachelor programs (3_FTL, 2_DL); 2 master programs (2_FTL)

Domain	Specialization and level of study	Form of education	Number of credits	Number of students approved by ARACIS at the last evaluation	Authorized/ accredited	ARACIS Rating	Official operating document	Report ARACIS No/date	Validity of ARACIS opinion - 5 years from the date of the ARACIS Council meeting for the approval of the report
Science of Communication	Communication and public Relations – License	FTL	180	75	Accredited	Trust	GD No 1030/21.08.2024	808/22.12.2022	22.12.2027
Science of Communication	Communication and public Relations – License	DL	180	75	Accredited	Trust	GD No 1030/21.08.2024	3711/29.06.2022	29.06.2027

Communication sciences	Digital Media – License	FTL	180	50	Authorized	Trust	GD No 1030/21.08.2024	737/09.02.2022	09.02.2027
International Relations and European Studies	International Relations and European Studies – Bachelor's degree	FTL	180	50	Accredited	Trust	GD No 1030/21.08.2024	6714/18.11.2019	18.11.2024 file submitted to ARACIS – waiting for the visit
International Relations and European Studies	International Relations and European Studies – Bachelor's degree	DL	180	50	Accredited	Trust	GD No 1030/21.08.2024	3711/29.06.2022	29.06.2027
Business Administration, Communication Sciences (interdisciplinary)	International business and economy (Interdisciplinary with field: Communication Sciences) – master	FTL	120	100	Accredited	Trust	GD 1031/21.08.2024	6048/07.10.2019	07.10.2024 file submitted to ARACIS – waiting for the visit
International Relations and European Studies	Security Management in International Relations-Masters	FTL	120	50	Accredited	Trust	GD 1031/21.08.2024	2522/13.05.2024	13.02.2029

Table2 of Behavioral and applied Sciences - 3 Bachelor programs (3_FTL)

Domain	Specialization and level of study	Form of education	Number of credits	Number of students approved by ARACIS at the last evaluation	Authorized/ accredited	ARACIS Rating	Official operating document	Report ARACIS No/date	Validity of ARACIS opinion - 5 years from the date of the ARACIS Council meeting for the approval of the report
Psychology	Psychology - license	FTL	180	50	Accredited	Trust	GD No 1030/21.08.2024	678/06.02.2023	25.11.2027
Psychology	Social Assistance – License	FTL	180	50	Provisionally authorized	Trust	GD No 1030/21.08.2024	736/09.02.2022	09.02.2027
Informatics	Informatics - license	FTL	180	30	Provisionally authorized	Trust	GD No 1030/21.08.2024	7053/09.12.2019	30.03.2025

Table 5. Department for the training of teaching staff

Specialization and level of study	Form of education	Number of credits	Number of students approved by ARACIS at the last evaluation	Authorized/ accredited	ARACIS Rating	Official operating document	Report ARACIS No/date	Validity of ARACIS opinion - 5 years from the date of the ARACIS Council meeting for the approval of the report
The psycho-pedagogical training program to certify the competences for the didactic profession	FTL	60	60	Accredited	Trust	Order OF MEN no. 5191/18.09.2019	4349/06.08.2024	06.05.2029

Table 6. Non-University Tertiary Level: DANUBIUS College

Field/professional qualification	Form of education	Number of classes/students	Number of students approved by ARACIP	Authorized/ accredited	ARACIP rating	Official operating document	Report ARACIP No/date	ARACIP Notice validity
Media production Cameraman- Photojournalist	FTL	1/28	28	Accredited	Trust	Order of MEC 5851/ 29.08.2023	Decision No. 07/13.06.2023	29.08.2028
Computer Science/Analyst Programmer	FTL	2/28	56	Accredited	Trust	Order of MEC 5851/ 29.08.2023	Decision No. 07/13.06.2023	29.08.2028
Computer Science Administrator local networks and Communication	FTL	2/28	56	Accredited	Trust	Order of MEC 5851/ 29.08.2023	Decision No. 07/13.06.2023	29.08.2028

3. THE RESULTS OF THE RESEARCH ACTIVITIES

3. THE RESULTS OF THE RESEARCH ACTIVITIES

	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Papers in „ISI” journals	3	5	5	24	17
„ISI” proceedings	-	1	-	1	-
Papers in other internationally indexed journals	69	51	42	58	66
International conferences participation – abroad	2	3	3	7	8
International conferences participation – national	61	64	53	63	88
Other published papers	7	3	17	23	21
Books/chapters	18	9	21	22	26
Conference participation and papers published – students	10	27	11	20	30

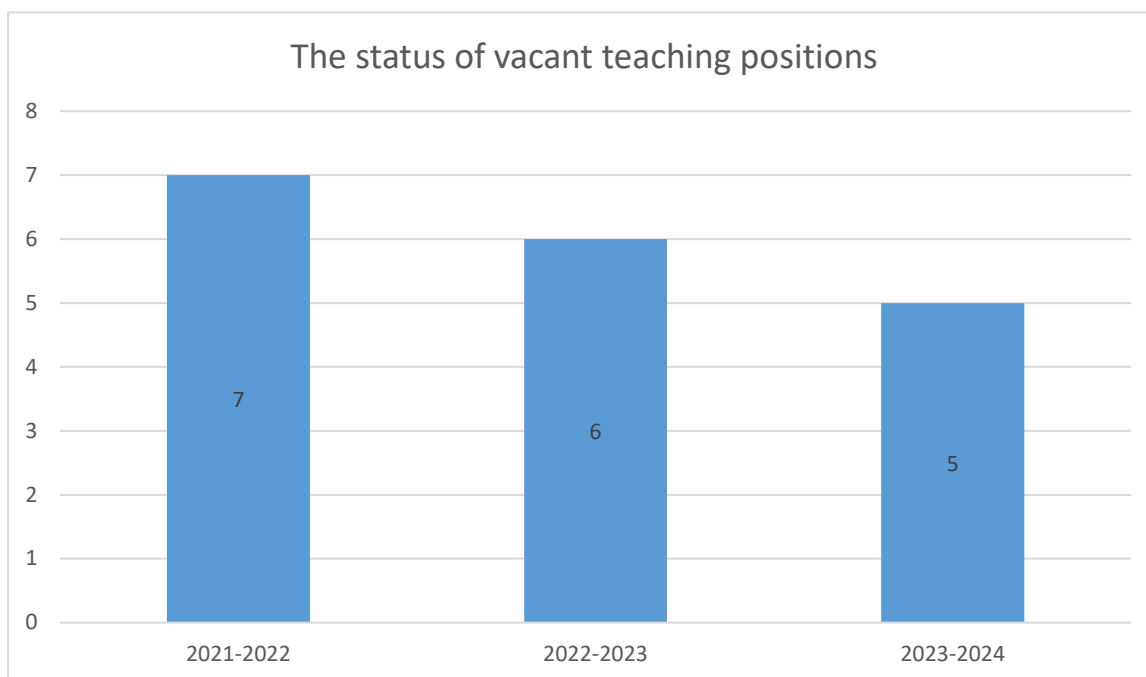
4. HUMAN RESOURCES ASPECTS

4.1. The status of vacancies (comparative tables and charts for the past 3 academic years: 2021-2022 vs. 2022-2023 vs. 2023-2024)

STATUS OF VACANCIES - TEACHING STAFF

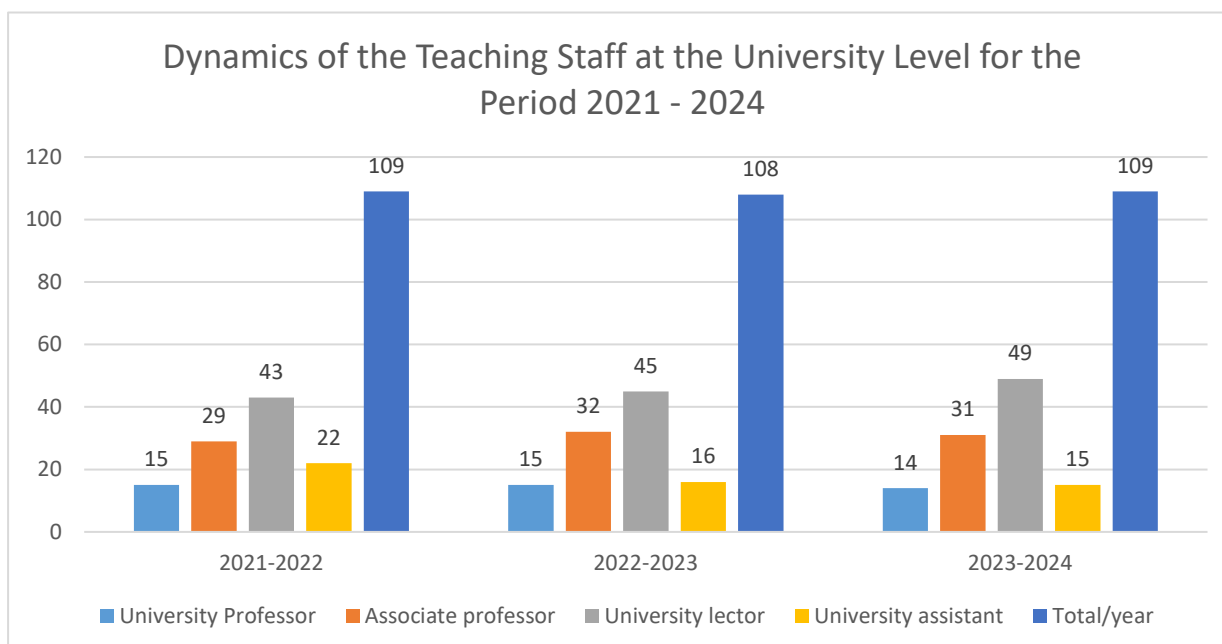
Item no.	Job title	Job position in the Academic List	Faculty	University year/Semester
1	University professor	5	Law	2021/2022/II
2	University lector	19	Law	2021/2022/II
3	University assistant	32	Law	2021/2022/II
4	University professor	2	Communication and public relations	2021/2022/II
5	University professor	3	Economics and Business Administration	2021/2022/II
6	University professor	4	Economics and Business Administration	2021/2022/II
7	Associate professor	4	Applied and Behavioural Sciences	2021/2022/II
Total positions				7
1	University professor	5	Law	2022/2023/II
2	University lector	19	Law	2022/2023/II
3	University assistant	32	Law	2022/2023/II
4	University professor	2	Communication and public relations	2022/2023/II
5	University professor	3	Economics and Business Administration	2022/2023/II
6	Associate professor	4	Applied and Behavioural Sciences	2022/2023/II
Total positions				6
1	University lector	27	Law	2023/2024/II
2	University lector	4	Applied and Behavioural Sciences	2023/2024/II
3	University lector	6	Applied and Behavioural Sciences	2023/2024/II
4	Associate professor	3	Communication and public relations	2023/2024/II
5	Associate professor	11	Economics and Business Administration	2023/2024/II
Total positions				5
TOTAL				18

The status of vacant teaching positions		
2021-2022	2022-2023	2023-2024
7	6	5



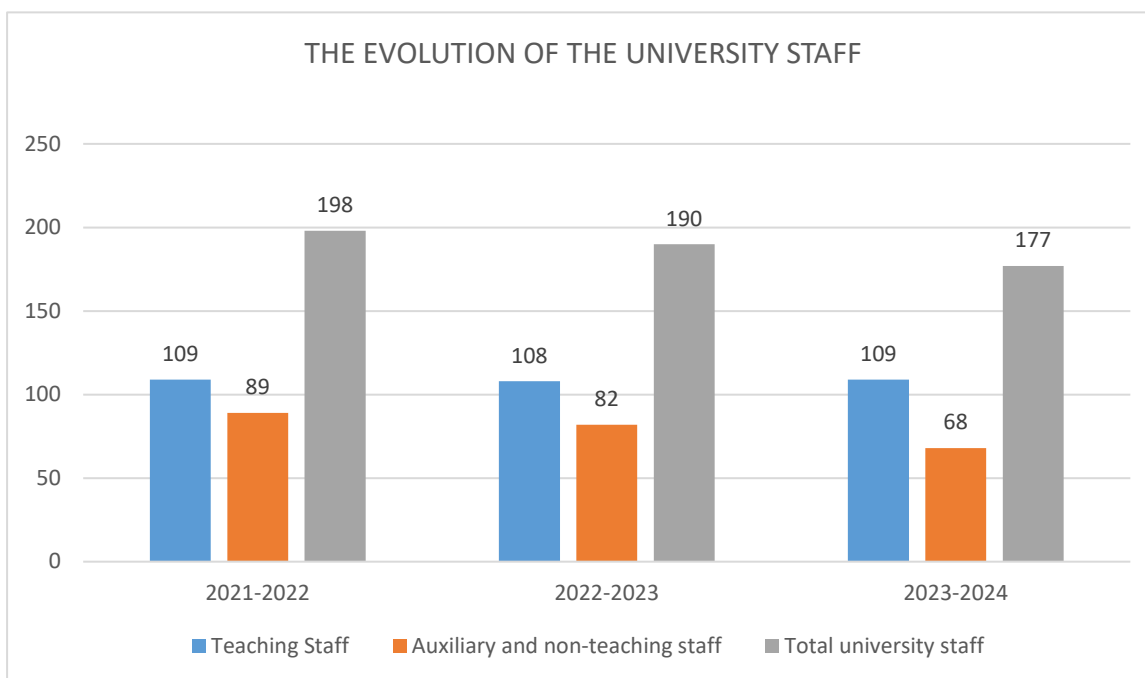
DYNAMICS OF TEACHING STAFF AT UNIVERSITY LEVEL IN THE PERIOD 2020 -2023

Academic year	Professors	Associate professors	Lecturers	Assistants	Total / year
2021 - 2022	15	29	43	22	109
2022 - 2023	15	32	45	16	108
2023 - 2024	14	31	49	15	109
Total / didactic rank	44	93	128	60	



4.2. The status of the institution's staff (comparative tables and charts for the past 3 academic years: 2021-2022 vs. 2022-2023 vs. 2023-2024)

The status of the staff of the higher education institution			
	2021-2022	2022-2023	2023-2024
Teaching staff	109	108	109
Auxiliary and non-teaching staff	89	82	68
Total university staff	198	190	177



5. THE FINANCIAL STATE OF THE UNIVERSITY, BY FUNDING SOURCES AND TYPES OF EXPENDITURES

In this chapter we will present the financial situation of Danubius International University at 30 september 2024 for:

*Calendar period : 01.01.2022-31.12.2022 and 01.01.2023-30.09.2023

*Academic period : 01.10.2023-30.09.2024

Tabel 5.1. Revenue structure

-RON-

Income categories	Calendar Year 2022 (01.01.2022-31.12.2022)	% în total revenue	Calendar Year 2023 01.01.2023-30.09.2024 (9 months)	% în total revenue	Academic Year 01.10.2023-30.09.2024 (12 months)	% în total revenue	Total period 21 months (01.01.2023-30.09.2024)
0	1	2	3	4	5	6	7=(3+5)
A.Total income	18.161.079,00	100,00	15.004.766,22	100,00	15.332.671,15	100,00	30.337.437,37
1.Basic activities of which:	15.457.881,00	85,12	13.601.396,77	90,65	13.652.492,87	89,04	27.253.889,64
- Tax revenues	15.276.916,00	98,83	13.460.660,94	98,97	13.391.493,28	98,09	26.852.154,22
- Interest income	4.187,00	0,03	932,90	0,01	28.922,22	0,21	29.855,12
- Income from exchange rate differences	37.245,00	0,24	8.225,55	0,06	32.316,13	0,24	40.541,68
- Income from sponsorships	11.500,00	0,07	34.240,00	0,25	5.000,00	0,04	39.240,00
- Income from donations	10.492,00	0,07	0,00	0,00	5.000,00	0,04	5.000,00
- Other incomes	116.884,00	0,76	97.337,38	0,72	189.761,24	1,39	287.098,62
- Income from the sale of assets	657,00	0,00	0,00	0,00	0,00	00,00	0,00
2.Income from projects	2.636.569,00	14,52	1.362.089,45	9,08	1.598.418,28	10,42	2.960.507,73
3.Income from economic activities	66.629,00	0,37	41.280,00	0,28	81.760,00	0,53	123.040,00

Tabel 5.2. Expenditure structure

-RON-

Categories of expenses	Calendar Year 2022 (01.01.2022-31.12.2022)	% în total expenses	Calendar Year 2023 01.01.2023-30.09.2024 (9 months)	% în total expenses	Academic Year 01.10.2023-30.09.2024 (12 months)	% în total expenses	Total period 21 months (01.01.2023-30.09.2024)
0	1	2	3	4	5	6	7=(3+5)
B. Total expenses	19.063.553,00	100,00	12.853.567,06	100,00	17.501.236,85	100,00	30.354.803,91
1. Basic activities of which:	16.438.337,00	86,23	11.491.477,61	89,40	15.902.818,57	90,87	27.394.296,18
- Staff costs	13.327.682,00	81,08	9.143.032,00	79,56	12.363.536,00	77,74	21.506.568,00
- Material expenses	739.144,00	4,50	461.823,52	4,02	717.528,22	4,51	1.179.351,74
- Expenses for works and services performed by third parties	1.097.808,00	6,68	1.015.591,71	8,84	1.657.668,72	10,42	2.673.260,43
- Expenses with taxes and fees	195.524,00	1,19	338.883,57	2,95	471.993,11	2,97	810.876,68
- Other operating expenses	288.888,00	1,76	136.350,30	1,19	322.935,68	2,03	459.285,98
- Financial expenses	263.922,00	1,61	146.289,41	1,27	47.171,50	0,30	193.460,91
- Capital expenditure	525.369,00	3,20	249.507,10	2,17	321.985,34	2,02	571.492,44
2. Project expenses	2.625.216,00	13,77	1.362.089,45	10,60	1.598.418,28	9,13	2.960.507,73
3. Expenses of economic	0,00	0,00	0,00	0,00	0,00	0,00	0,00

0	1	2	3	4	5	6	7=(3+5)
	Calendar Year 2022 (01.01.2022- 31.12.2022))		Calendar Year 2023 01.01.2023- 30.09.2024 (9 months)		Academic Year 01.10.2023- 30.09.2024 (12 months)		Total period 21 months (01.01.2023- 30.09.2024)
UDG- PROFIT/LOSS	-980.456,00		2.109.919,16		-2.250.325,70		-140.406,54
PROFIT / LOSS OF PROJECTS	11.353,00		0,00		0,00		0,00
ACTIV.EC.- PROFIT/LOSS	66.629,00		41.280,00		81.760,00		123.040,00
TOTAL - PROFIT/LOSS	-902.474,00		2.151.199,16		-2.168.565,70		-17.366,54
0	1	2	3	4	5	6	7
NO.STUDENTS MASTER, S DEGREE	2.937,00				2.901,00		
NO. STUDENTS- COLLEGE	82,00				72,00		
NO.STUDENTS- DPPD	246,00				273,00		
CONVERSION PSYCHOLOGY	0,00				47,00		
CONVERSION ROSE	120,00				118,00		
TOTAL NO.STUDENTS	3.385,00				3.411,00		
AVERAGE TUITION FEE	5.100,00				6.000,00		

6. THE STATUS OF RESPECTING THE UNIVERSITY ETHICS AND THE ETHICS OF RESEARCH ACTIVITIES

The university's ethics and deontology committee carried out its activities based on national regulations in the field of university ethics and deontology. In drafting the Code of Ethics and University Deontology and the Rules of Organization and Operation of the Ethics Committee, the following were considered: Higher Education Law no. 199/2023, the Framework Code of University Ethics and Deontology from April 4, 2024, and the Framework Regulation on the organization and functioning of university ethics committees from September 30, 2024.

On May 17, the President of the Ethics Committee participated in the workshop „Good practices in the work of University Ethics Committees in light of the new regulations of Law 199 of 2023” at the „International Conference Ethical Values in Nowadays Society - Individual Professional and Institutional Ethical Spheres Connections” held from May 16 to 18, 2024, at Transilvania University, Braşov.

The Code of Ethics and University Deontology and the Rules of Organization and Operation of the Ethics Committee were adopted in the Senate meeting on September 25, 2024. Additionally, in the Senate meeting on November 6, 2024, the revised form of the Rules of Organization and Operation of the Ethics Committee was adopted based on the new provisions of the Framework Regulation for the organization and functioning of university ethics committees (Order of the Ministry of Education no. 6869 from September 30, 2024).

In 2024, at Danubius International University, no cases were reported involving breaches of ethical conduct or academic integrity, or cases of sexual harassment /similar acts.

At the beginning of October, the entire university community was informed about the Open Letter from the Global Academic Integrity Network, encouraging major social networks and online platforms to take a stand against academic dishonesty.

On October 30, 2024, the Ethics Committee held the workshop „Ethics Between Theory and Practice” to promote the role and importance of academic ethics and integrity as solid foundations of a strong organizational culture, thus moving beyond approaches limited to merely identifying and sanctioning deviations from the principles and norms of university ethics and deontology.

7. THE PROFESSIONAL INSERTION OF THE GRADUATES FROM THE PREVIOUS COHORTS

Comparative tables and charts for the past 3 cohorts: 2022 vs. 2023 vs. 2024

Danubius International University community of graduates is more than **25493** graduates of undergraduate, master, college or postgraduate studies, whose degree of professional insertion on the labor market and educational path are supported and monitored by the university by all possible means.

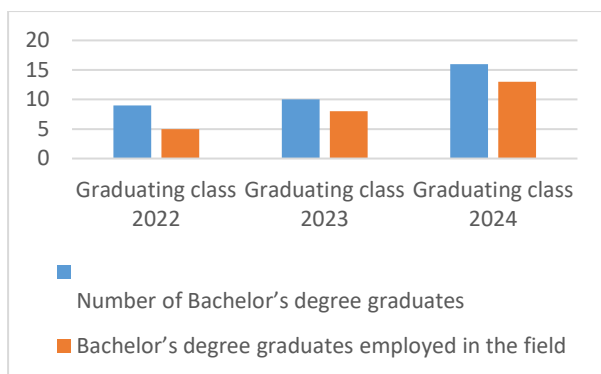
The report on the insertion of Danubius International University graduates on the labor market was made using internal procedures, combining data collected by using the following attached forms: Register of employed Bachelor's degree graduates (code: RG-39-F5), Register of employed Master's graduates (code: RG-39-F8), Nominal list for issuing the graduation certificate (code: PO-55-F1), Declaration of employed Bachelor's degree graduates (code: PO-55-F2), Declaration of employed Master graduates (code: PO-55 -F2), as well as by contacting graduates on phone number.

For the **Faculty of Economics, the undergraduate programs**, the situation of Bachelor's degree graduates who were employed within two years from the date of graduation, for the 2022-2024 graduating classes, with the mention that, for the 2023 and 2024 graduating classes, it has not been two years since graduation, you can see the tables and graphs below:

PROGRAM: ECONOMY OF TRADE, TOURISM AND SERVICES FULL-TIME STUDIES

Duration studies: 3 years

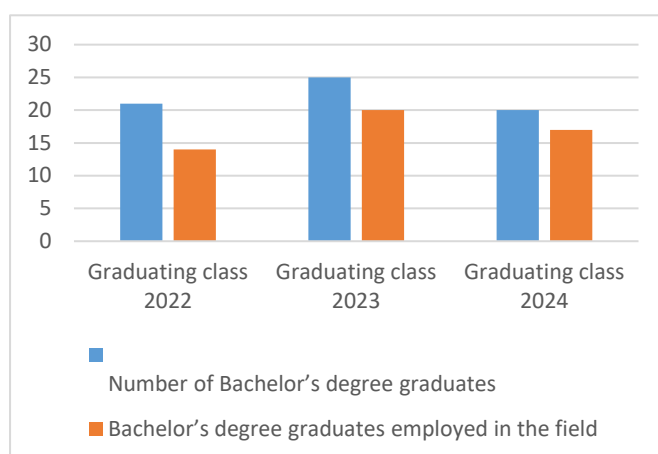
Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	9	5	55,55%
Graduating class 2023	10	8	80%
Graduating class 2024	16	13	81,25%



**PROGRAM: ECONOMY OF TRADE, TOURISM AND SERVICES
DISTANCE LEARNING**

Duration studies: 3 years

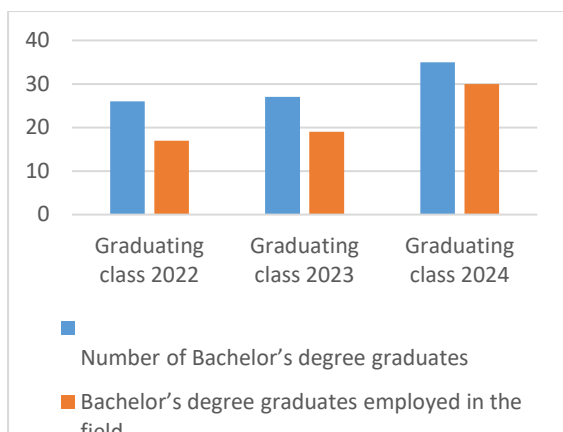
Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	21	14	66,66%
Graduating class 2023	25	20	80%
Graduating class 2024	20	17	85%



**PROGRAM: ACCOUNTING AND ADMINISTRATIVE DATA
PROCESSING FULL-TIME STUDIES**

Duration studies: 3 years

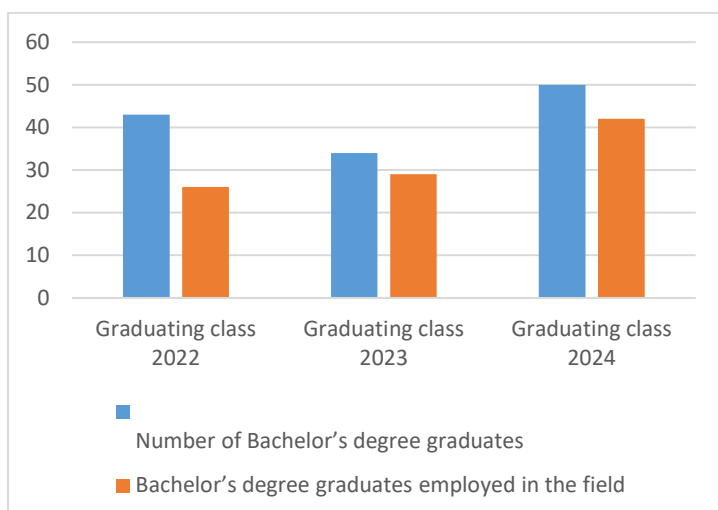
Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	26	17	65,38%
Graduating class 2023	27	19	70,37%
Graduating class 2024	35	30	85,71%



PROGRAM: ACCOUNTING AND ADMINISTRATIVE DATA PROCESSING PART-TIME STUDIES

Duration studies: 3 years

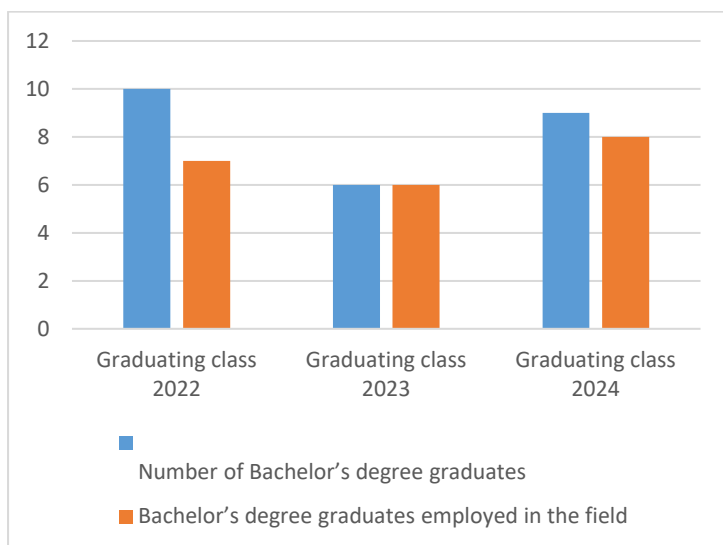
Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	43	26	60,46%
Graduating class 2023	34	29	85,29%
Graduating class 2024	50	42	84%



PROGRAM: FINANCE AND BANKING
FULL-TIME STUDIES

Duration studies: 3 years

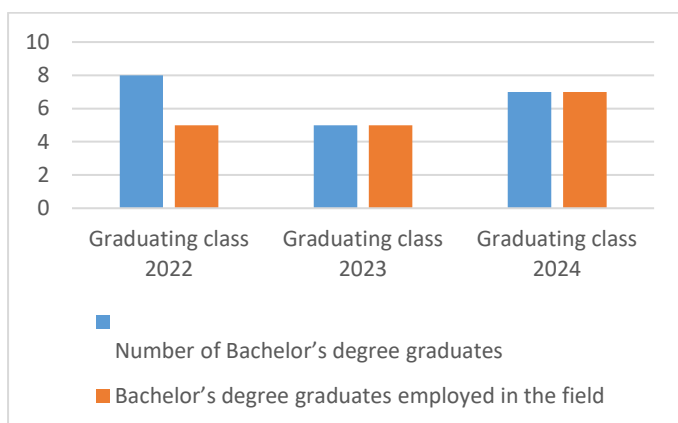
Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	10	7	70%
Graduating class 2023	6	6	100%
Graduating class 2024	9	8	88,88%



**PROGRAM: FINANCE AND BANKING
DISTANCE LEARNING**

Duration studies: 3 years

Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	8	5	62,50%
Graduating class 2023	5	5	100%
Graduating class 2024	7	7	100%

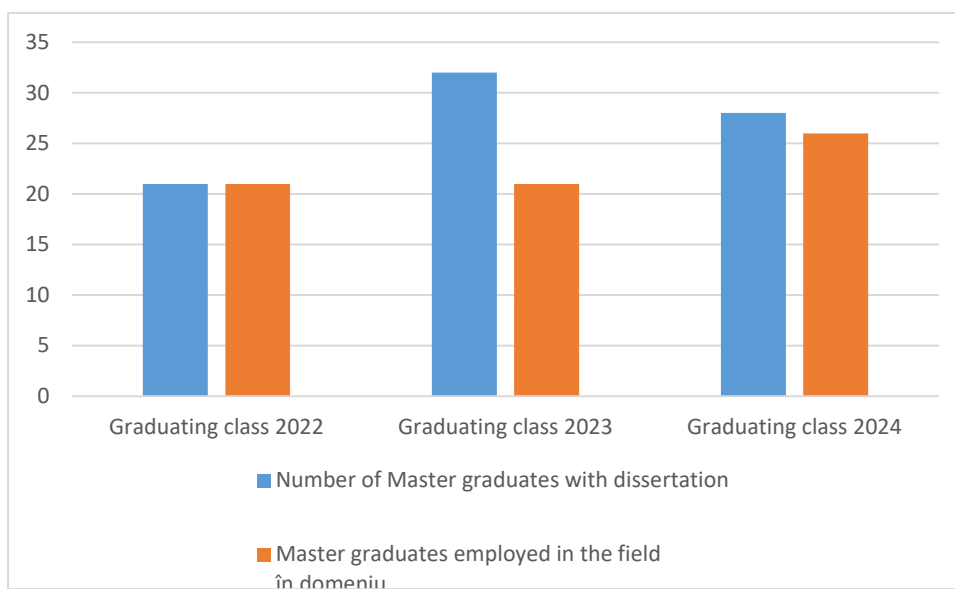


For the **Faculty of Economics, Master programs**, the situation of Master graduates who were employed within two years from the date of graduation, for the 2022-2024 graduating classes, with the mention that, for the 2023 and 2024 graduating classes, it has not been two years since graduation, you can see the tables and graphs below:

**PROGRAM: PUBLIC AND PRIVATE FINANCIAL
MANAGEMENT FULL-TIME STUDIES**

Duration studies: 2 years

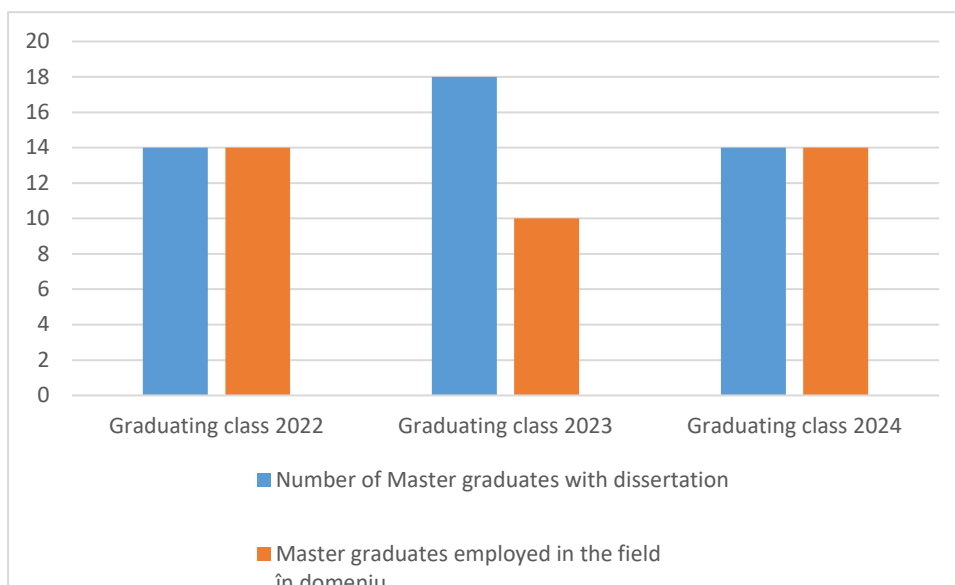
Graduating class	Number of Master graduates with dissertation	Master graduates employed in the field	
		Number	Percentage
Graduating class 2022	21	21	100%
Graduating class 2023	32	21	65,62%
Graduating class 2024	28	26	100%



**PROGRAM: AUDIT AND PUBLIC AND PRIVATE
CONTROL FULL-TIME STUDIES**

Duration studies: 2 years

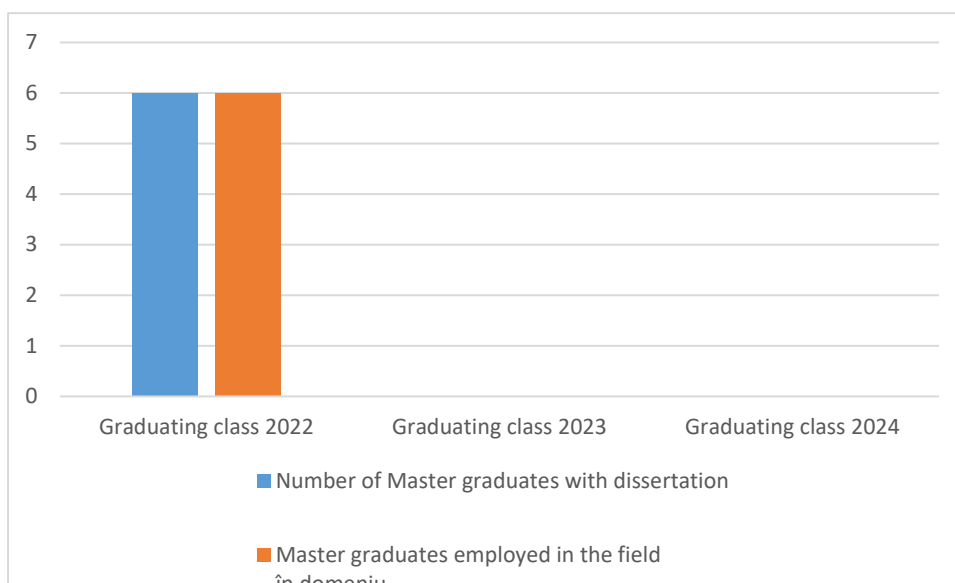
Graduating class	Number of Master graduates with dissertation	Master graduates employed in the field	
		Number	Percentage
Graduating class 2022	14	14	100%
Graduating class 2023	18	10	55,55%
Graduating class 2024	14	14	100%



PROGRAM: FINANCIAL BUSINESS MANAGEMENT IN THE EUROPEAN AREA FULL-TIME STUDIES

Duration studies: 2 years

Graduating class	Number of Master graduates with dissertation	Master graduates employed in the field	
		Number	Percentage
Graduating class 2022	6	6	100%
Graduating class 2023	0	0	0
Graduating class 2024	0	0	0

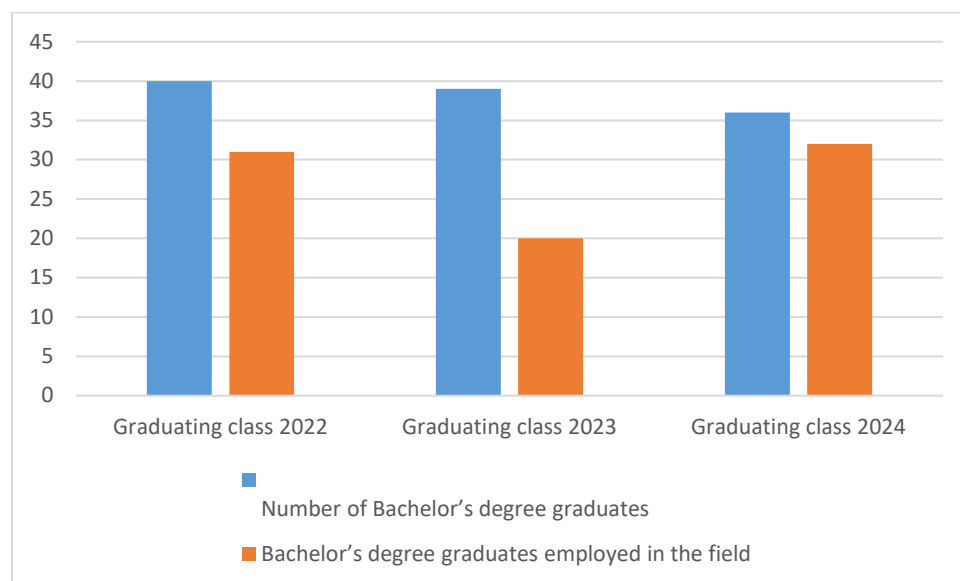


For the **Faculty of Communication and International Relations, Bachelor programs**, the situation of Bachelor's degree graduates who were employed within two years from the date of graduation, for the 2022-2024 graduating classes, with the mention that, for the 2023 and 2024 graduating classes, it has not been two years since graduation, you can see the tables and graphs below:

PROGRAM: COMMUNICATION AND PUBLIC RELATION FULL-TIME STUDIES

Duration studies: 3 years

Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	40	31	75,50%
Graduating class 2023	39	20	51,28%
Graduating class 2024	36	32	88,88%



PROGRAM: COMMUNICATION AND PUBLIC RELATION DISTANCE LEARNING

Duration studies: 3 years

Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	28	25	89,28%

Graduating class 2023	40	21	52,50%
Graduating class 2024	46	45	97,82%



PROGRAM: INTERNATIONAL RELATIONS AND EUROPEAN STUDIES FULL-TIME STUDIES

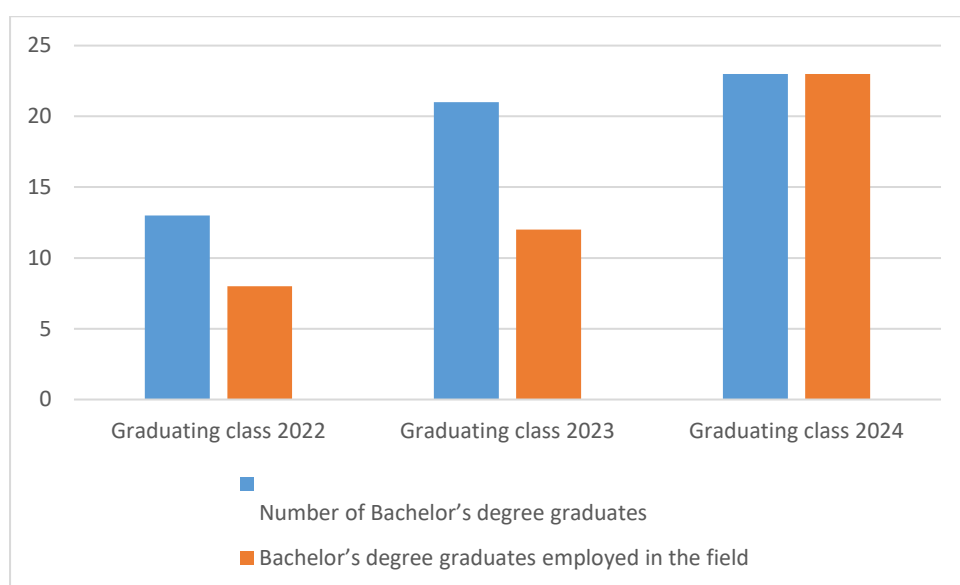
Duration studies: 3 years

Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	25	12	48%
Graduating class 2023	18	9	50%
Graduating class 2024	16	12	75%

PROGRAM: INTERNATIONAL RELATIONS AND EUROPEAN STUDIES DISTANCE LEARNING

Duration studies: 3 years

Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	13	8	61,53%
Graduating class 2023	21	12	57,14%
Graduating class 2024	23	23	100%



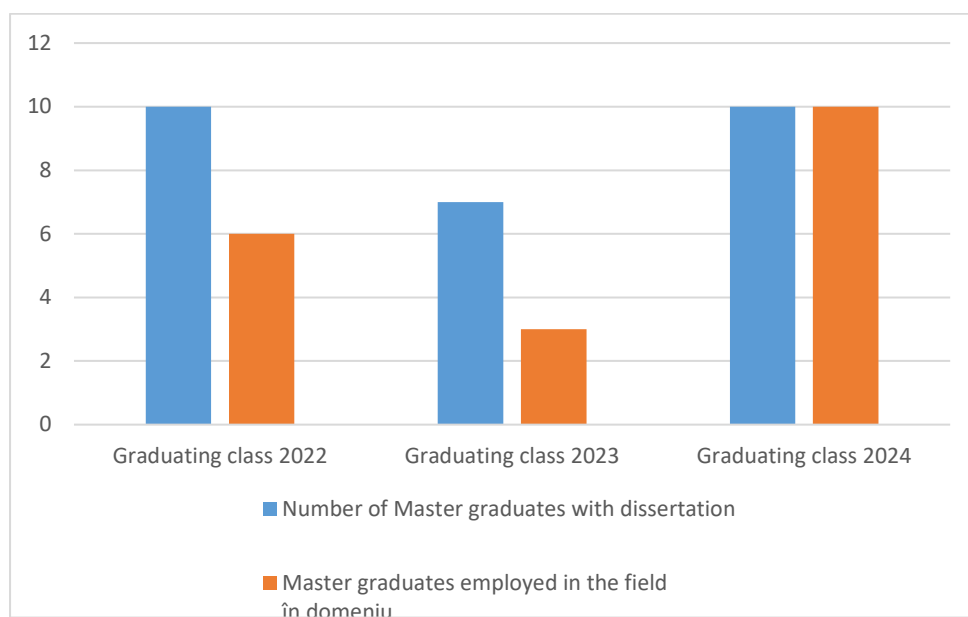
For the **Faculty of Communication and International Relations, Master programs**, the situation of Master graduates who were employed within two years from the date of graduation, for the 2021-2023 graduating classes, with the mention that, for the 2022 and 2023 graduating classes, it has not passed two years since graduation, according to the tables and graphs below:

PROGRAM: BUSINESS AND INTERNATIONAL ECONOMY (interdisciplinary with the field of Communication Sciences)

FULL-TIME STUDIES

Duration studies: 2 years

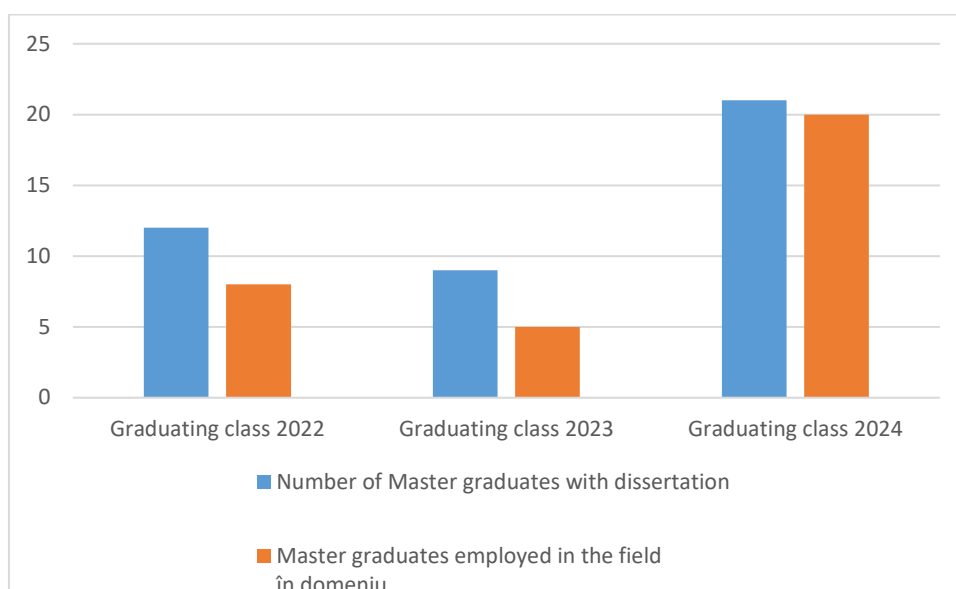
Graduating class	Number of Master graduates with dissertation	Master graduates employed in the field	
		Number	Percentage
Graduating class 2022	10	6	60%
Graduating class 2023	7	3	42,85%
Graduating class 2024	10	10	100%



PROGRAM: SECURITY MANAGEMENT IN INTERNATIONAL RELATIONS FULL-TIME STUDIES

Duration studies: 2 years

Graduating class	Number of Master graduates with dissertation	Master graduates employed in the field	
		Number	Percentage
Graduating class 2022	12	8	66,66%
Graduating class 2023	9	5	55,55%
Graduating class 2024	21	20	95,23%

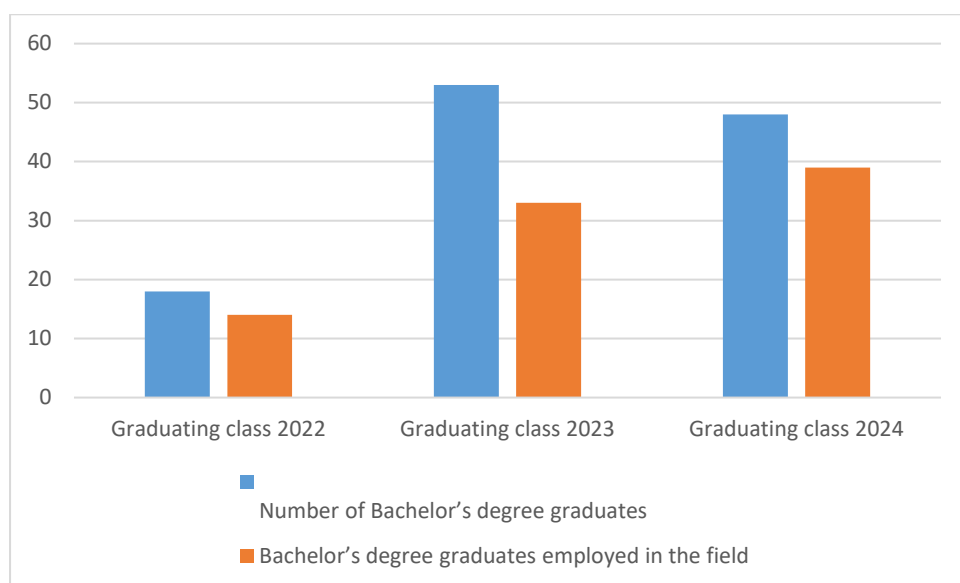


For the **Behavioral & Applied Sciences Faculty, undergraduate programs**, the situation of Bachelor's degree graduates who were employed within two years from the date of graduation, for the 2021-2023 graduating classes, with the mention that, for the 2022 and 2023 graduating classes, it has not been two years since graduation, you can see the tables and graphs below:

PROGRAM: PSYCHOLOGY
FULL-TIME STUDIES

Duration studies: 3 years

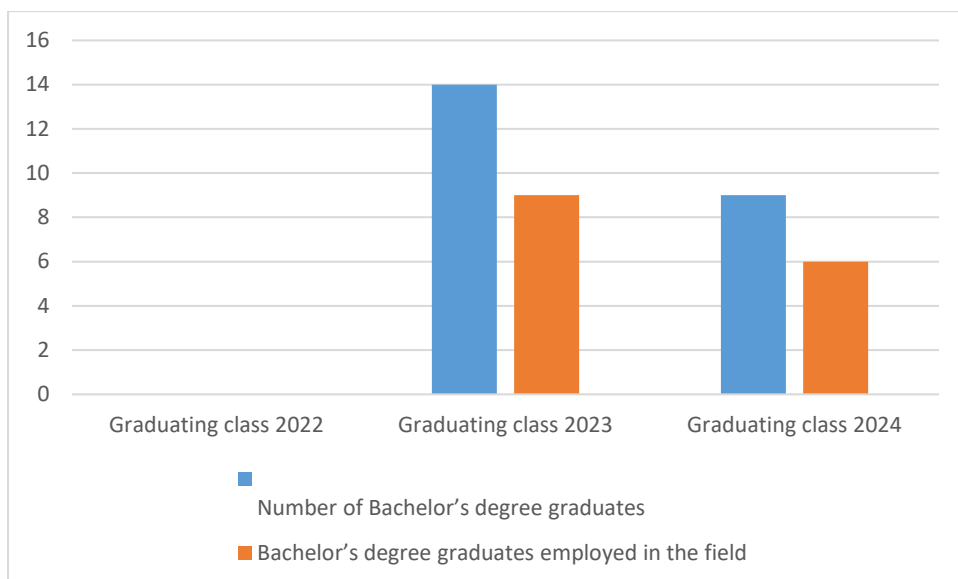
Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	18	14	77,77%
Graduating class 2023	53	33	62,26%
Graduating class 2024	48	39	81,25%



PROGRAM: INFORMATICS
FULL-TIME STUDIES

Duration studies: 3 years

Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2023	14	9	64,28%
Graduating class 2024	9	6	66,66%

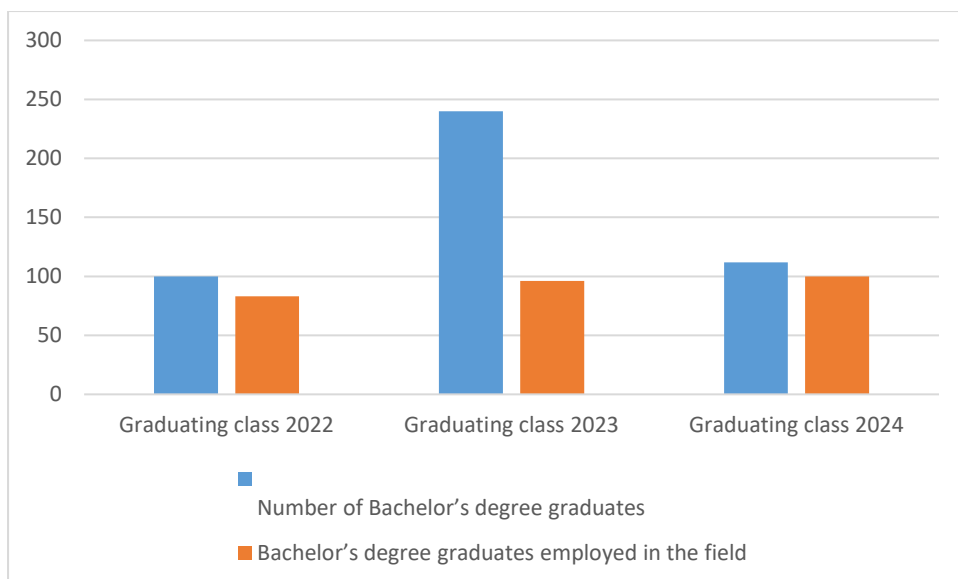


For the **Law Faculty, undergraduate programs**, the situation of Bachelor's degree graduates who were employed within two years from the date of graduation, for the 2021-2023 graduating classes, with the mention that, for the 2022 and 2023 graduating classes, it has not been two years since graduation, you can see the tables and graphs below:

PROGRAM: LAW FULL-TIME STUDIES

Duration studies: 4 years

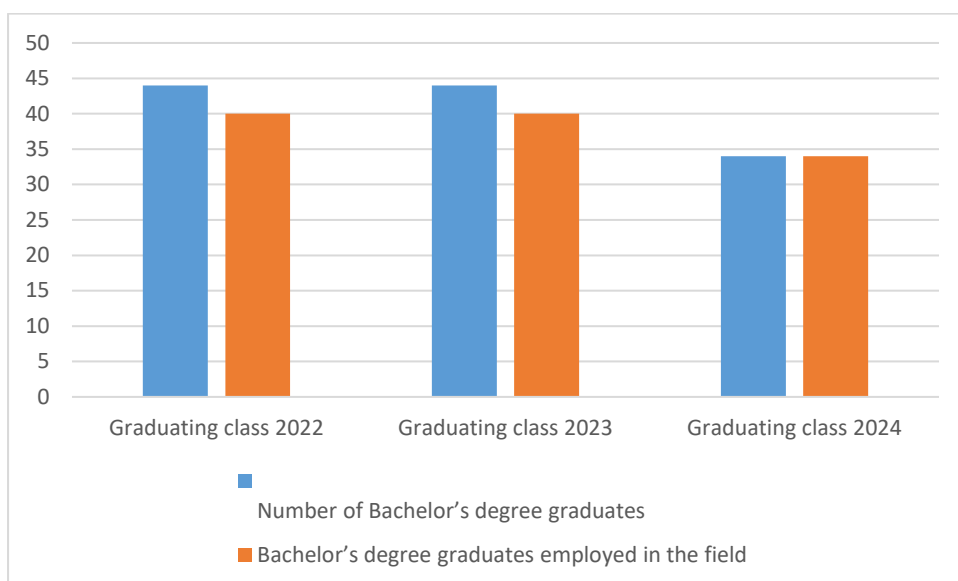
Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	100	83	83%
Graduating class 2023	140	96	68,57%
Graduating class 2024	112	100	89,28%



PROGRAM: LAW PART-TIME STUDIES

Duration studies: 4 years

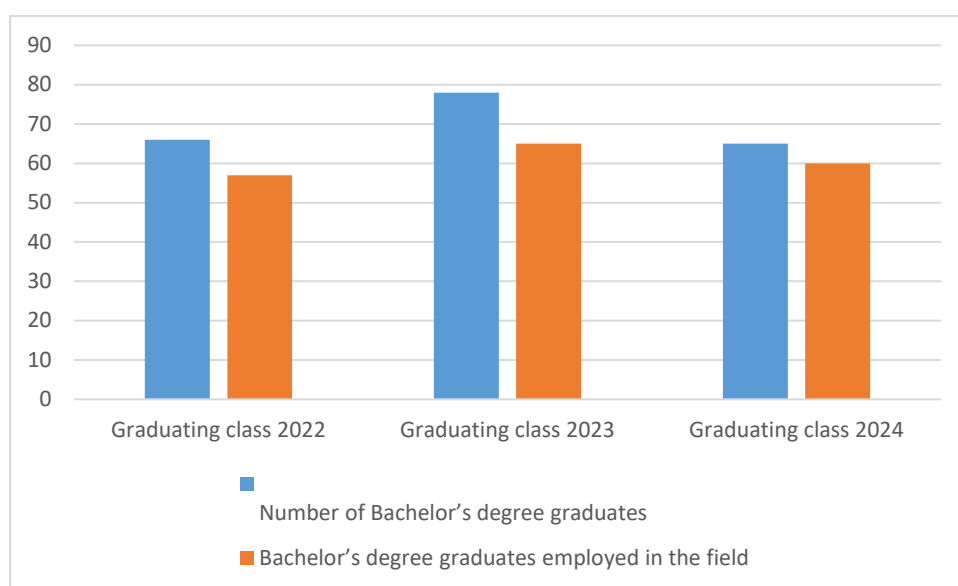
Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	44	40	90,90%
Graduating class 2023	44	40	90,90%
Graduating class 2024	34	34	100%



PROGRAM: LAW DISTANCE LEARNING

Duration studies: 4 years

Graduating class	Number of Bachelor's degree graduates	Bachelor's degree graduates employed in the field	
		Number	Percentage
Graduating class 2022	66	57	86,36%
Graduating class 2023	78	65	83,33%
Graduating class 2024	65	60	91,94%

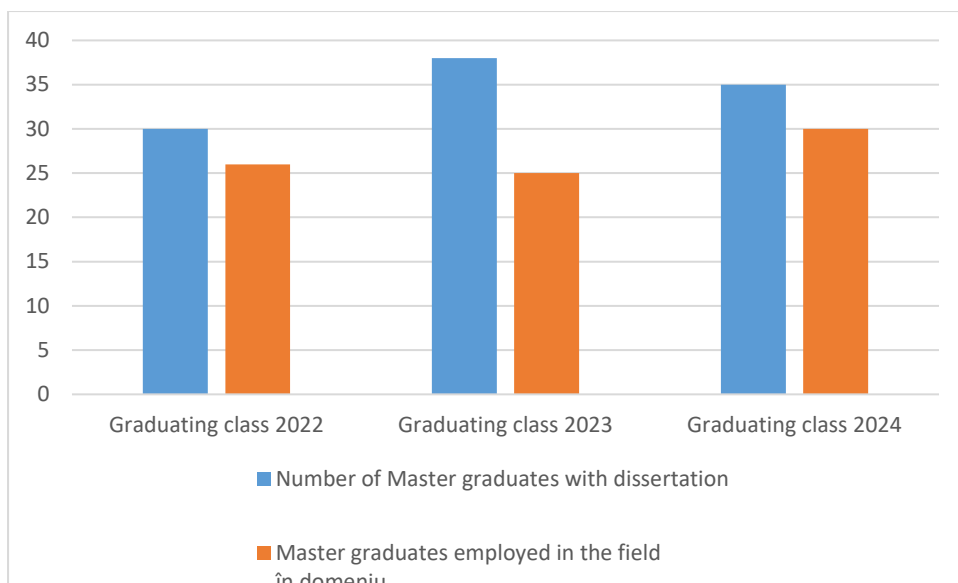


For the **Law Faculty, Master programs**, the situation of Master graduates who passed their dissertation exam and were employed within two years from the date of graduation, for the 2021-2023 graduating classes, with the mention that, for the 2022 and 2023 graduating classes, it has not been two years since graduation, you can see the tables and graphs below:

PROGRAM: LAW AND EUROPEAN PUBLIC ADMINISTRATION FULL-TIME STUDIES

Duration studies: 1,5 years

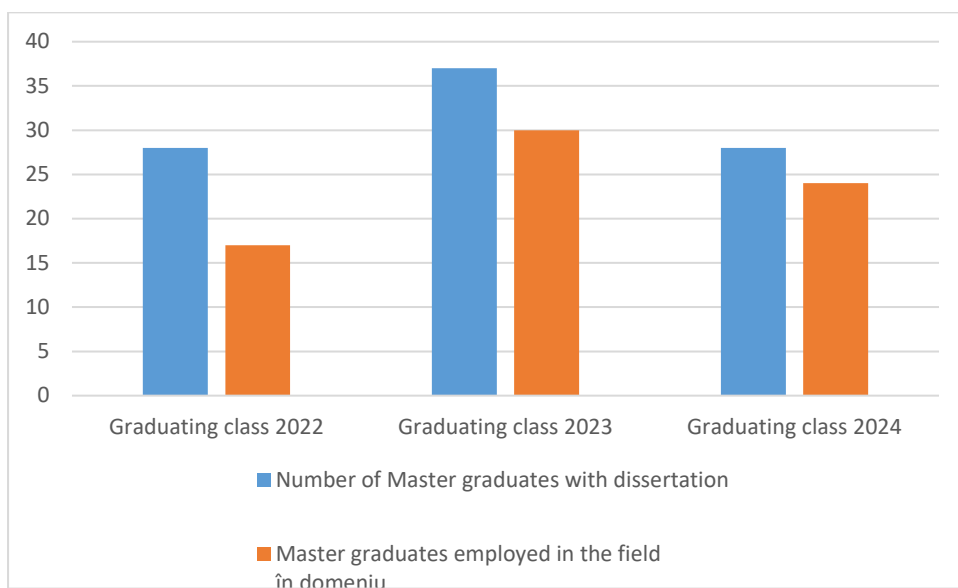
Graduating class	Number of Master graduates with dissertation	Master graduates employed in the field	
		Number	Percentage
Graduating class 2022	30	26	86,66%
Graduating class 2023	38	25	65,78%
Graduating class 2024	35	30	85,71%



PROGRAM: LAW AND EUROPEAN PUBLIC ADMINISTRATION PART-TIME STUDIES

Duration studies: 1,5 years

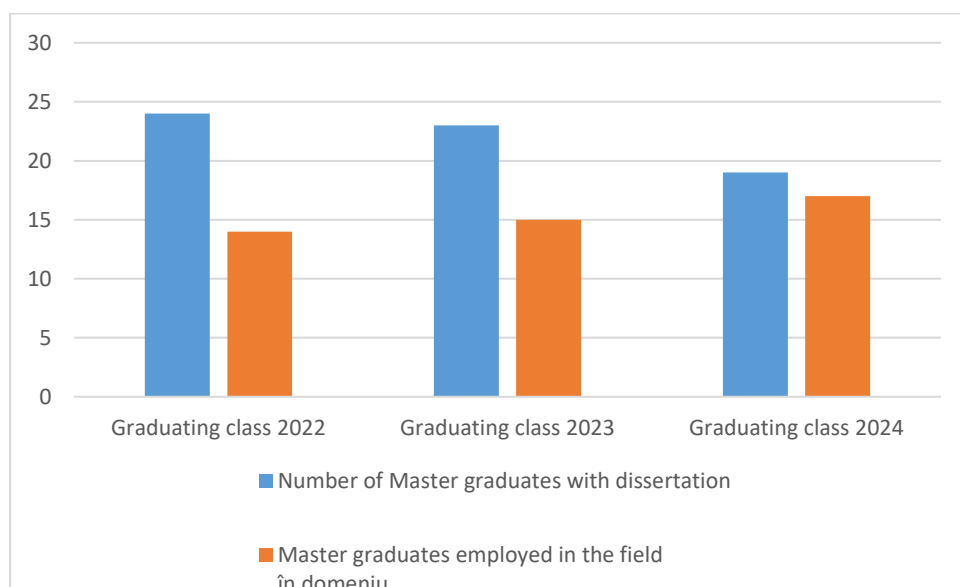
Graduating class	Number of Master graduates with dissertation	Master graduates employed in the field	
		Number	Percentage
Graduating class 2022	28	17	60,71%
Graduating class 2023	37	30	81,08%
Graduating class 2024	28	24	85,71%



PROGRAM: CRIMINAL SCIENCES FULL-TIME STUDIES

Duration studies: 1,5 years

Graduating class	Number of Master graduates with dissertation	Master graduates employed in the field	
		Number	Percentage
Graduating class 2022	24	14	58,33%
Graduating class 2023	23	15	65,21%
Graduating class 2024	19	17	89,47%



8. THE IMPLEMENTATION OF THE ANNUAL OPERATIONAL PLAN

The analysis of the implementation of the 2023-2024 operational plan was carried out in the REPORT ON THE ACCOMPLISHMENT OF THE 2023–2024 OPERATIONAL PLAN OF DANUBIUS INTERNATIONAL UNIVERSITY, hereby attached, which was approved by the Decision of the Senate of Danubius University no. 218 from 06.11.2024.

RECTOR,

Prof. univ. dr. Steve O. Michael





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Senatul Universității Internaționale Danubius

HOTĂRÂRE

Nr. 218 din 06.11.2024

privind

aprobarea Raportului la Planul Operațional al Universității Internaționale Danubius, pentru anul universitar 2023-2024

Senatul Universității Internaționale Danubius întrunit în ședința din data 06.11.2024,

Având în vedere Raportul la Planul Operațional al Universității Internaționale Danubius, pentru anul universitar 2023-2024 discutat în ședința de Senat,

Având în vedere prevederile art. 137, lit. d) din Legea nr.199/2023 a învățământului superior, cu modificările și completările ulterioare,

Având în vedere prevederile art. 24 lit. c) din Carta Universității „Danubius” din Galați,

În temeiul art. 28 din Carta Universității „Danubius” din Galați,

HOTĂRĂȘTE:

Art. 1. Se aprobă Raportul la Planul Operațional al Universității Internaționale Danubius, pentru anul universitar 2023-2024.

Art. 2. În vederea îndeplinirii prezentei hotărâri se însărcinează Rectorul Universității Internaționale Danubius.

**Președintele Senatului Universității Internaționale Danubius,
Prof. univ. dr. Georgeta Modiga**

Aviz juridic,



DANUBIUS INTERNATIONAL UNIVERSITY
YEARLY IMPLEMENTATION PLAN OF THE 2023-2030 STRATEGIC PLAN

**EVALUATION REPORT OF THE
2023-2024 BROAD OVERALL OPERATIONAL PLAN
OF DANUBIUS INTERNATIONAL UNIVERSITY**

**APPROVED BY THE SENATE
ON 06.11.2024**

**PRESIDENT OF THE SENATE,
Prof. dr. Georgeta MODIGA**

**APPROVED BY THE BOARD OF
ADMINISTRATION
ON 22.10.2024**

**PRESIDENT OF THE BOARD,
Assoc. prof. dr. Andy PUȘCĂ**

**APPROVED BY THE RECTOR
ON 15.10.2024**

**RECTOR,
Prof. dr. Steve O MICHAEL**



Danubius International University

A vero ad illuminationem

Evaluation of the Broad Overall Operational Plan of 2023-24 (Additional Cost: 850,000 lei)

Strategic Theme, Goals, & Objectives	Actions Plan	Time Frame	COMMENTARY
Conclusion and completion of the University Strategic Plan	<ul style="list-style-type: none"> Complete the draft Present draft at the University Annual Retreat. Present Plan for Senate adoption Present Plan for Board approval 	<p>August to September, 2023</p> <p>August to September, 2023</p> <p>August to September, 2023</p> <p>August to September, 2023</p>	All actions were completed timely. The Strategic Plan was completed, and document distributed

<p>Theme 1: Embark on Institutional Growth to a Midsize Institution</p> <p>Strategic Objective 1: Rebuild the Student Enrollment Department with full time professional recruiters and ensure continuing professional development to meet their yearly goal.</p> <p>Strategic Objective 2: Set and monitor enrollment goals for each academic program.</p> <p>Strategic Objective 3: Establish new academic programs based on cost-benefit criteria double the number of existing programs.</p> <p>Strategic Objective 4: Establish international student enrollment goal of 40% (or even higher) of total enrollment and begin active recruitment to achieve the goal.</p> <p>Strategic Objective 5: Establish technical-oriented programs.</p>	<ul style="list-style-type: none"> • Personnel changes in the Enrollment Division. • Reorganize remote coordinator's positions. • Integrate Media, Student Affairs, and Enrollment operationally. • Approve enrollment plan for 2024-25. • Develop new academic program proposals: <ul style="list-style-type: none"> ■ See List of proposed programs • Develop new English instructional academic program proposals: <ul style="list-style-type: none"> ■ Se List of proposed programs 	<p>October to December 2023</p> <p>November 2023 to March 2024</p> <p>2023-24</p> <p>November 2023</p> <p>October to December 2023</p> <p>October to December 2023</p>	<p>*Changes in leadership occurred in the directorship of the Student Enrollment Department. The current director is doing a good job. Enrollment data this fall will provide additional information.</p> <p>*Enrollment monitoring continues almost weekly.</p> <p>*The campus failed to establish new academic programs. The psychology program was declined Ministry approval.</p> <p>*International students cannot be recruited until English programs are established, residential provision is made.</p> <p>*The first technical program, Bachelor's degree in Biochemistry was not completed. I need someone else to take over</p>
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<p>Strategic Objective 6: Convert all academic programs addressing international students to bilingual (English and Romanian) starting from 2023-2024 academic year.</p>	<ul style="list-style-type: none"> • Develop joint degree proposals starting with Israel • Develop science oriented program. • Reorganize Student Affairs to focus on student satisfaction and retention. 	<p>October to December 2023</p> <p>October to February 2024</p> <p>October to March 2024</p>	<p>*Lack of faculty members with English proficiency prevented the achievement of this goal.</p>
<p>Theme 2: Adopt and commit to ethical standards and quality assurance in all aspects of institutional operations.</p> <p>Strategic Objective 1: Review, Revise, and adopt ethical international academic standards and assess DU's standing with the goal of surpassing standards that are relevant to the mission of the institution.</p> <p>Strategic Objective 2: Establish ethical framework to guide recruitment, marketing, and promotional activities.</p>	<ul style="list-style-type: none"> • Appoint the new Committee on Ethics members. • Charge the new Committee with the strategic objectives 1-5 	<p>October to December 2023</p> <p>2023-24</p>	<p>*Ethics Committee was formed and constituted as required by law</p> <p>*Continuing efforts are made to ensure recruitment and marketing provide accurate information to prospective students.</p>

<p>Strategic Objective 3: Establish ethical standards to govern personnel conducts and activities.</p> <p>Strategic Objective 4: Establish ethical standards to govern academic operations, especially student conducts and faculty works.</p> <p>Strategic Objective 5: Establish ethical framework to guide university data and external relations.</p>			<p>*Professional development emphasizes required ethical considerations in hiring and personnel conducts.</p>
<p>Theme 3: Rebrand, reform the Image and Improve the Reputation of Danubius University</p> <p>Strategic Objective 1: Set the standard and promote DU as a truly international university.</p> <p>Strategic Objective 2: Encourage community development activities and be known as a leader of social responsibility in Galati-Braila community.</p> <p>Strategic Objective 3: Create a new university logo and adopt a motto that reflects mature and well-established global university.</p>	<ul style="list-style-type: none"> • Change DU's name to include International • Get approval from the Ministry of Education • Develop new logos • Produce and procure new paraphernalia 	<p>October to December 2023</p> <p>October to December 2023</p> <p>October to December 2023</p> <p>October to December 2023</p>	<p>*The Media Department began work in promoting the new brand.</p> <p>*Lack of student on campus and engaged Student Affairs prevent organized student voluntary services</p> <p>*Objective accomplished. New logo and motto developed.</p>

<p>Strategic Objective 4: Strive to achieve ranking of top three private university in Romania.</p> <p>Strategic Objective 5: Create and push favorable news items through all media outlets.</p> <p>Create news worthy social media</p> <p>Strategic Objective 6: Monitor, manage, and improve public comments about the University.</p>	<ul style="list-style-type: none"> Set up a team to develop plan for improving on ranking criteria Work with media to develop favorable news items and push in social media Identify and collate news about DU for management review. 	<p>October to December 2023</p> <p>2023-2024</p> <p>2023-24</p>	<p>*Ranking couldn't have been accomplished this year.</p> <p>*DIU is not mentioned in the news as should be.</p> <p>*No current ways to assess public opinions regarding the institution</p>
<p>Theme Four: Expand the resource base to sustain growth and financially healthy institution.</p> <p>Strategic Objective 1: Adopt a comprehensive financial management practice and accounting system. Expand financial reports and reporting</p> <p>Strategic Objective 2: Ensure net revenue annually and build financial reserves for the University.</p>	<ul style="list-style-type: none"> Restructure the accounting and train accounting staff. Ensure the production of timely and accurate financial reports. Develop break-even point for each program. 	<p>2023-24</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p>	<p>*Objective accomplished. Comprehensive financial practices and accounting system with required reports are now available.</p> <p>*Great deal of progress is made this year. Unforeseen contingencies prevented complete elimination of the debts, but it was reduced by 50%.</p>

<p>Strategic Objective 3: Train program managers to manage each academic program based on cost-benefit analysis. Empower program leaders with unit level budget (personnel budget)</p> <p>Strategic Objective 4: Ensure academic and operational staffing to support growth in all areas of the University.</p> <p>Strategic Objective 5: Seek for resources to complete the residential building under construction.</p> <p>Strategic Objective 6: Adopt entrepreneurial approach by diversifying sources of revenue beyond student tuition and fees.</p>	<ul style="list-style-type: none"> • Push personnel budget to unit leaders (deans and heads of departments). • Control and reduce spending in all categories. • Eliminate ANAF debts. • Eliminate salary arrears. • Hire staff to important functions where there are critical shortages. • Set up an entrepreneurial committee to look into development of viable revenue generating programs. • Begin the sale of paraphernalia • Restructure and repopulate the Administrative Board so as to make it a proper governance board that supports the institution with resources. 	<p>2023-24</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p>	<p>*Training is ongoing and the accounts office is much better today than ever.</p> <p>*Personnel replacement is taking place where critically needed.</p> <p>*Completing the 4th building is a major goal. Serious efforts couldn't have been made last year when the university was taking in more water.</p> <p>*The only alternative to tuition revenue is grant. The university continues to make a meager progress on that.</p>
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<p>Theme Five: Enhance Campus Infrastructure and Management</p> <p>Strategic Objective 1: Seek funds to complete the fourth building and develop the whole campus.</p> <p>Strategic Objective 2: Engage in annual planning of campus maintenance and reduce delayed maintenance.</p> <p>Strategic Objective 3: Audit campus IT and invest in IT modernization with the goal of becoming a leader in AI integrated education.</p> <p>Strategic Objective 4: Hire and retain competent and trainable academic administrators and empower them to serve as executives of their units.</p> <p>Strategic Objective 5: Hold academic administrators accountable for performance and reward progress accordingly.</p> <p>Strategic Objective 6: Adopt compensation packages above</p>	<ul style="list-style-type: none"> • Consolidate critical maintenance projects. • Plan and Prioritize maintenance. • External painting and facelift. • Mount billboard for DIU • Audit IT and modernize internet system and security. • Develop annual Professional Development Workshop and Training Plan for the campus. • Adopt a professional hiring system and ensure regular orientation for new staff members. 	<p>2023-24</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p>	<p>*With the poor state of the balance sheet, the amount of debts carried, it was not realistic to approach anyone to seek loans to complete the building.</p> <p>For this reason, all efforts in building a better financial report were deemed necessary.</p> <p>*There has been improvement in the IT upgrading infrastructure.</p> <p>*Changed the ineffective annual evaluation that gave everyone the highest mark irrespective of performance.</p> <p>*No salary adjustment was made this year. Hope is high</p>
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<p>the average available at Romanian Universities. Review salaries with the goal of improving salaries for 2023-24</p> <p>Strategic Objective 7: Adopt programs that bring students and staff back to the campus and provide campus services to support this goal. Promote activities that bring students back to the campus</p>	<ul style="list-style-type: none"> • Use unit level operational plans for administrator's annual evaluation. • Review, revise, and upgrade compensation for staff and professors. • Incentivize programs that bring students back to the campus. • Open campus cafeteria 	<p>2023-24</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p>	<p>for next year depending on the enrollment size.</p> <p>*A few programs made efforts to bring students to the campus for a full day programming.</p>
<p>Theme Six: Transform Danubius University into an International Institution</p> <p>Strategic Objective 1: Continue to expand the number of MOU's signed with prominent institutions across the globe. Expand MOUs to developing countries</p> <p>Strategic Objective 2: Become a bilingual campus by adopting both English and Romanian languages for instructional and management purposes.</p>	<ul style="list-style-type: none"> • Continue to expand MOUs with international institutions. • Work toward joint international degree programs. • Use Erasmus funds for internationalization of programs. 	<p>2023-24</p> <p>2023-24</p> <p>2023-24</p>	<p>*Signed several MOUs and continued expansion of international relationships.</p> <p>*Yet to become a bilingual institution</p>

<p>Strategic Objective 3: Recruit international students up to 40% of the total student enrollment.</p> <p>Strategic Objective 4: Recruit foreign professors up to 10% of the total faculty population at DU.</p> <p>Strategic Objective 5: Incorporate international experience for students through curricular and study abroad experiences.</p> <p>Strategic Objective 6: Seek international grants, publish in international journals, and increase international conference attendees.</p>	<ul style="list-style-type: none"> • Convert some academic programs into English instructional program. • Attend international student recruitment fairs. • Target African, Asian, and Middle Eastern student markets. • Explore international grants to support. • Explore Fulbright for 2024-25 • Promote study abroad programs. 	<p>2023-24</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p> <p>2023-24</p>	<p>*Recruitment of international has not begun. Contingent upon other factors.</p> <p>*Recruiting foreign professors will be need in technical areas. Salary is currently a deterrent.</p> <p>*Students are not taking advantage of international funded travels.</p> <p>*Led a team of DIU professors to China for an international conference.</p>
<p>Theme Seven: Become an economic engine for the Galati, Braila, and the Southeast region of Romania.</p> <p>Strategic Objective 1: Sponsor, promote, and celebrate joint government, business, and non-profit activities between Galati and Braila.</p>	<ul style="list-style-type: none"> • Encourage the President of the Board to develop a comprehensive cluster plan to achieve strategic objectives 1 to 6. 	<p>2023-24</p>	<p>*Held several meetings with local organizers to promote Galati-Braila integration.</p>

<p>Strategic Objective 2: Participate actively in promoting the economic cluster in existence and encourage DU activities in support of the goals of the cluster.</p> <p>Strategic Objective 3: Participate actively in promoting the Naval cluster in existence and encourage DU activities in support of the goals of the cluster.</p> <p>Strategic Objective 4: Participate actively in promoting the health cluster in existence and encourage DU activities in support of the goals of the cluster.</p> <p>Strategic Objective 5 Participate actively in promoting the IT cluster in existence and encourage DU activities in support of the goals of the cluster.</p> <p>Strategic Objective 6 To have strong study programs addressing the main businesses in the area, according to the market needs.</p>			<p>*The clusters continue to meet and deliberate on common interests under the leadership of Dr. Andy Pusca and Dr. Alina Raileanu.</p>
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GRADING THE SUMMARY OF THE 21 CARDINAL GOALS FOR 2023-24

SP = SIGNIFICANT PROGRESS, MP=MODERATE PROGRESS, NP= NO PROGRESS, U=UNDECIDED

Students

- Increase student enrollment -- **U**
- Decrease student attrition -- **MP**
- Increase student engagement and satisfaction -- **NP**

Programs

- Increase academic programs -- **NP**
- Establish real business school -- **NP**
- Establish science programs -- **NP**
- Establish joint degree -- **MP**
- Establish English instructional programs -- **NP**

Rebrand

- Change image -- **SP**
- Change reputation -- **MP**
- Perform facelift & critical maintenance -- **NP**

Personnel

- Change personnel where necessary -- **MP**
- Professional development culture -- **MP**
- Accountability and reward -- **MP**
- Compensation reform -- **NP**

Governance

- Board reform to support university -- **NP**
- Review Foundation for functionality -- **MP**

Finance

- Control spending -- **SP**
- Eliminate debts -- **SP**
- Reinvest in the institution -- **NP**
- Produce accurate and timely reports -- **SP**

In the first year (2023-24) of the implementation of the Strategic Plan;

- 4 Significant Progress
- 7 Moderate Progress
- 9 No Progress Yet
- 1 Undecided