

HR Excellence in Research Award — IPC Process Roadmap

Sequence of actions for joining the Charter and obtaining the HR Excellence in Research award at the "Ilie Murgulescu" Institute of Physical Chemistry (IPC).

Phases

- Assessment & commitment
- Institutional preparation
- Internal consultation
- Application submission

1	Comparative analysis Comparative analysis of IPC practices and Charter recommendations.
2	Decision Decision on joining the Charter.
3	Signing Signing of the Letter of endorsement by the ICF Director.
4	HR documentation inventory Carrying out an inventory of documentation regarding human resources in research at the institutional level, at the Romanian Academy level, and at the national level.
5	IPC staff training Training of IPC staff from the Economic Department (Offices: Human Resources, Projects and Grants, and as appropriate other offices) on the procedure for obtaining the HR Excellence in Research award.
6	Online participation Online participation in the Conference on Research Careers 2025 and the Conference on Freedom of Scientific Research.
7	Anonymous internal consultations Anonymous consultations within the IPC on the opportunity to implement the 20 principles of the Charter in the IPC.
8	Anonymous questionnaire Anonymous questionnaire sent to all IPC employees regarding their opinion on the Charter's recommendations.
9	Institutional seminar Institutional seminar to analyse the opinions expressed in the questionnaire on the principles of the Charter.
10	Complete the e-tool Filling in the data in the HR Award e-tool and submitting the application.