

Issue VII

July 2023

Summary:

- Activities carried out
- Partners about the project

*Moldova Higher Education
Leadership and Management*



Co-funded by the
Erasmus+ Programme
of the European Union



Newsletter



<https://mhelm.utm.md>

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TUM participated in the cluster meeting dedicated to the impact at the national level of the structural projects for capacity building in higher education



In the context of promoting the results of the Erasmus+ Program and on the occasion of the celebration of Europe Days, the Erasmus+ National Office, in cooperation with the Delegation of the European Union to the Republic of Moldova and the Ministry of Education and Research, organized the „Cluster meeting dedicated to the national impact of structural projects for capacity building in higher education” (Capacity Building in Higher Education - CBHE), implemented in the Republic of Moldova.

The purpose of the event was to highlight the impact at a systemic level in the reform of higher education as a result of the implementation of eight CBHE structural projects, which pursue the objective of promoting the reform in very diverse areas of higher education: internationalization (the ELEVATE project), the development of the lifelong learning model (COMPASS), research management capabilities and open science (MINERVA), quality assurance (QFORTE), higher education leadership and management (MHELM), dual education (COOPERA), work-based studies (WBL4JOB) and online education quality (MEDIA), with a total budget of over 7.2 million euros.

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„The EU assistance is very visible in the Republic of Moldova, we must all be aware that this European path will contribute to the development of the university system and its integration in the European area of knowledge”, said Ms. Daniela POJAR, vice-rector for Finance and International Relations, TUM.

During the event, Mrs. Pojar presented the MHELM (Moldova Higher Education Leadership and Management) project, whose aim is to strengthen governance, strategic planning and management in Moldovan universities, to support reforms in the sector by enhancing leadership and management capacities and capabilities.

Looking back on the project, initiated in 2019, Ms. Daniela POJAR listed the trials it went through: pandemic situation, war, also presenting the benefits, because many things were learned from practice, Ms. vice-rector mentioned.

The project comes as support in the continuation of the reform of the higher education sector in the Republic of Moldova, by strengthening the capacity of leaders and managers to negotiate, plan and provide the changes necessary for the transformation of the sector, the vice-rector highlighted.

With gratitude, Ms. Daniela POJAR mentioned the plenary involvement of Ms. Larisa BUGAIAN, the head of the Erasmus+ center and the project coordinator, and thanked the MER for the support given to ensure the achievement of the project’s objectives.

The event brought together specialists from the academic and administrative environment, managers of institutions, beneficiaries of the Erasmus+ Program, representatives of the state authorities and the Delegation of the European Union to the Republic of Moldova.

The officials present: the Minister of Education and Research, Anatolie Topală, the deputy Virgiliu Pâslariuc and the rector of SUM, Igor Șarov, encouraged the academic environment to be actively involved in the elaboration of the structural projects necessary for the large-scale reforms started, mentioning the value of the mobility of the Erasmus+ Program, which offers unique experiences.

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Activities to achieve the sustainability of the Erasmus+ project „Moldova Higher Education Leadership and Management” (MHELM)



Accepting the financing of an international Erasmus+ project is of course a success, but its implementation requires a good team, which through effective and efficient collaboration carries out the activities proposed in the project. In particular, it requires a lot of cooperation and understanding within an international team, a lot of perseverance in carrying out the activities and achieving the results promised in the project. But what happens after the completion of a project, how is it continued, what kind of activities support the sustainability of the results achieved in the project?

These discussions were the main theme of the study visit to the city of Regensburg, Germany, carried out within the Erasmus+ project „Moldova Higher Education Leadership and Management” / MHELM, no. reference number 609656-EPP-1-2019-1-MD-EPPKA2-CBHE-SP (www.mhelm.utm.md). The team was a large one, 20 people, composed of rectors, vice-rectors, managers of different university levels, university professors.

The agenda of the visit was full of academic and cultural activities and news. The visit started with getting to know the city, a city on the UNESCO World Heritage list, a city in eastern

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Bavaria, located at the confluence of the Danube, Naab and Regen rivers. It is the capital of the Upper Palatinate subregion of the southern German state. With over 150,000 inhabitants, tourist city.

On the way to the first destination included in the agenda – the MINT center, we got to know the city center, the old town, full of beautiful buildings, preserved with great care. The MINT study center stands for Mathematics, Computer Science, Natural Sciences and Technology. In MINT-Labs Regensburg, students as young as 8 years old can experience and try interesting things that allow them to better understand the world around them. The focus is on fun and enjoyment of all MINT related subjects, be it technology, electronics, crafts, mathematics, pharmacy, physics, programming, chemistry, biology or art. The halls were full of young scholars of various ages.

The first university meeting was with Lisa Unger Fischer (Managing Director, University of Regensburg): Europaeum Center – East-West at the University of Regensburg. This meeting allowed the team to get acquainted with the University’s Strategic Plan in the field of internationalization, the process of university collaboration in order to develop this plan.

The agenda, of course, was full of activities, which had the goal - the formation of a vision and a sustainability plan of the Continuing Professional Training Program „Leadership and Management” developed within the MHELM project. First of all, the main results of the project were presented: the development and teaching of the continuing professional training course „Leadership and Management”, which was attended by 258 university managers from the universities of the Republic of Moldova. The theme of the project is currently in international vogue. Thus, our team got to know the results of the activities of the analogous project „Sustaining HE Leadership Development in Morocco: A National School for HE Leadership” through the presentations made by Karim Moustaghfir from Al Akhawayn University.

Other academics from Slovenia, Andrej Koren and Nada Trunk presented „Education Development in Slovenia: The National School for Educational Leadership”. Stephen Marston and David Dawson spoke about supporting leadership

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development in UK higher education by the Leadership Foundation for Higher Education. Ilya Fadjar Maharika from Universiti Islam Indonesia and Ika Agustina from Pemimpin organization presented to the team about supporting leadership development in Indonesia.

The realization of the agenda of the study visit to the Social Science Consulting Institute in Germany, one of the partners of the MHELM project, formed the conditions and atmosphere for discussions and the elaboration of a process regarding the sustainability of the results of the MHELM project. The team work, led by the colleague from UOG, David Dawson, was full of information and experiences, discussions and activities that allowed the team to get to a series of proposals, the realization of which will lead to the sustainability of training in the field of Leadership and management for higher education institutions from the Republic of Moldova.

Our big team from Moldova gives big and cordial thanks to the EU team for organizing the study visit to Regensburg!!! Special thanks to colleagues from ISOB, Alice Buzdugan and Alexander Krauss for a very useful agenda and conducting university activities dedicated to the MHELM project, but of course also for other meetings held during the study visit, especially the meeting with the Mayor of Regensburg and the visit at BMW Center.

The Leadership and Management continuing professional training program has been accredited

An occasion of joy and pride for the Technical University of Moldova and the MHELM University Consortium for the accreditation of the continuing professional training program Leadership and Management, developed within the MHELM – MOLDOVA HIGHER EDUCATION LEADERSHIP AND MANAGEMENT project, project code: 609656-EPP-1-2019- 1-MD-EPPKA2-CBHE-SP, financed with the support of the European Commission through the Erasmus+ program.

The conscientious work, responsible attitude and joint efforts of the MHELM University Consortium were confirmed today by the ANACEC Governing Board.

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Based on the legal powers it holds, the Governing Board of the National Agency for Quality Assurance in Education and Research (ANACEC) decided on 07.07.2023 the accreditation for a period of 5 years of the continuing professional training program Leadership and Management , as follows:

- the field of professional training – 0413 Business and administration,
- specialty – 0413.2 Human resource management,
- NQF level – 6,
- ECTS – 40,
- language of instruction – Romanian,
- form of organization – full-time education, the Technical University of Moldova within the MHELM University Consortium (TUM – coordinator, AESM, SAUM, SUARB, SUM, SUCH, SUMPH).

IMPRESSIONS OF TRAINEES within the Leadership and Management training program

TUM team: „The Leadership and Management training program provided us with an excellent opportunity to develop our strategic planning skills”



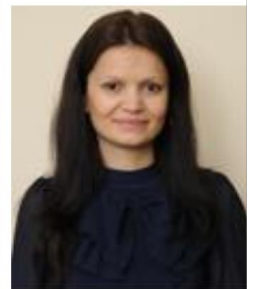
Liliana Popescu
dr., conf.univ



Artur Macari
dr. conf.univ.



Natalia Netreba
dr., conf.univ.



Viorica Bulgaru
dr., conf.univ

„The „Leadership and Management” training program gave us an excellent opportunity to develop our strategic planning and decision-making skills in the context of current challenges in the academic field, to better understand the organizational structure and to develop

communication and negotiation skills. Through this course, we participated in solving relevant case studies and had the opportunity to share our experiences and perspectives with other professionals in the field. We also benefited from the expertise and guidance of trainers specialized in academic management and leadership.”

The team formed by Liliana POPESCU, Artur MACARI, Natalia NETREBA and Viorica BULGARU, came up with an interesting project proposal – „Opportunities to implement distance education in the study programs in the field of Food Processing”.

The implementation of distance learning in Food Processing study programs is of significant importance in the current context of technology development and changes brought about by the COVID-19 pandemic.

Benefits of implementing this project: increased accessibility, flexibility in learning, constant updating of knowledge, development of digital skills and reduction of environmental impact.

Analyzing the experience of universities abroad in the organization of distance education during the development of the project, it was found that this form of organization of higher education in the field of Food Processing has a higher applicability to master’s degree studies. The implementation of distance education is of particular interest for TUM, in the context of the continuous reduction in the number of students and the massive exodus of the population of the Republic of Moldova abroad.

Currently there is a national legislative and institutional basis that allows the organization of distance education at TUM.

The proposed project aligns with current needs and trends in the food industry and contributes to the training of students for the ever-changing demands of the labor market.

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TUM team: MUNTEANU Silvia, MAFTEI Vitalie, CĂRBUNE Viorel



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"In the Leadership and Management course we studied a wide range of essential topics for leaders and managers in higher education. We had the opportunity to better understand strategic management techniques, institutional planning and curriculum development, working in teams to find applicable solutions to the current challenges in the educational system in Moldova. The teaching methods used in the course were interactive and participatory, and working in teams gave us the opportunity to discuss various case studies and engage in practical exercises.

We had the opportunity to interact with professors, rectors, deans and managers from different higher education institutions in Moldova. The exchange of ideas and experiences between us was extremely valuable, as we were able to learn not only from the trainers, but also from our colleagues in the field. We had the opportunity to explore the specific challenges and solutions that each of us face and found that we have a lot to learn from each other."

The team worked on the project proposal with the theme „Support infrastructure for curricular and extracurricular activities”. The problem addressed in the project consists in the lack of a well-developed infrastructure that would provide the necessary facilities and resources to carry out curricular and extracurricular activities in an efficient way, especially for distance and dual education.

Thus, the purpose of the project is the design and development of an infrastructure for curricular and extracurricular activities of the educational process in higher education.

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The result of the implementation of the project aims at the modernization of the infrastructure and the endowment of the classrooms with modern equipment; increasing the level of professional skills in the use of ICT of both teachers and students; increasing the quality and satisfaction of students with the study process; the training of highly qualified specialists in the field, adapted to the requirements of the labor market; the inclusion of all students in the teaching process; increasing the pass rate of students in study programs.

TUM team: Svetlana ALBU, Ion ALBU, Angela MUNTEANU, Eugen BRAGUȚA



„The involvement in the training courses, developed within the project „Moldova Higher Education Leadership and Management – MHELM”, allowed us to accumulate new knowledge, experiences and practices, which we will apply in the virtue of the positions held.

And the final result was the interaction, just like in class, to work in a team on a project concept necessary and plausible for the institution where we work.”

The team formed by Svetlana ALBU, Ph.D., Prof., Ion Albu, Ph.D., Associate Professor, Angela MUNTEANU, Ph.D., Associate Professor, Eugen BRAGUȚA, came up with a project proposal with the theme: „SMART TUM Library in Botanica University Campus”.

The purpose of the project: Contributions to the development and arrangement of the SMART Library at TUM in the Botanica university campus.

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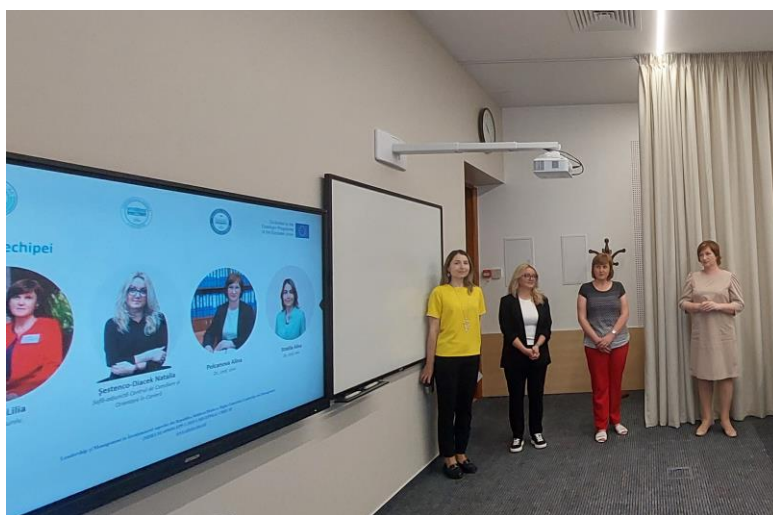
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Results: The expected impact of the project, the partners, the beneficiaries of the project, the action plan, the budget, the deadline.

The SMART TUM Library project study is to change the situation of the current university libraries, by analyzing the activities, the attendance of students, the functional rehabilitation.

Recommendations: Realization of the interior design project for the arrangement and technical endowment of the SMART - TUM library in the Botanica university campus, of multifunctional spaces, completed with comfortable furniture, bright and sustainable materials and finishes, where students will read, have access to volumes of rare books, library resources via the Internet, specialized magazine platforms, will participate and organize various cultural activities: meetings with outstanding personalities in the field, mini conferences, exhibitions, book releases, etc.

TUM team: ȘESTENCO-DIACEK Natalia, CHIRIAC Lilia, POLCANOVA Alina, STRATILA Alina



„We are convinced that the purpose of the ERASMUS+ "MOLDOVA HIGHER EDUCATION LEADERSHIP AND MANAGEMENT-MHELM" project is relevant for the academic environment and

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contributes to the active promotion of reforms in higher education institutions.

The assignments and materials prepared by the team generated increased interest among trainees and found their practical relevance for the development of STRATEGIC PLANNING AND MANAGEMENT IN MOLDOVA UNIVERSITIES skills.

Your support has given academic staff the opportunity to deepen their knowledge in various fields: leadership and management in higher education institutions, personnel management and organizational culture, financial management, university strategic management, etc.”

The team proposed the project with the theme: „Creation of the Business Development Consultancy Center within the Faculty of Economic and Business Engineering”.

The project aimed to foster links between real-sector businesses and academia.

According to the authors of the project, the creation of the Business Development Consultancy Center within FEBE will allow:

- increasing competitiveness and strengthening the image of FEBE and TUM;
- capitalizing on human potential and strengthening the practical skills of teaching staff at TUM, FEBE;
- involvement of engineering specialists from TUM faculties, training and use of the synergy effect;
- stimulation of public-private dialogue.

SUM team: Georgeta STEPANOV, Violeta COTILEVICI, Oxana PALADI, Adelina REVENCO, Daniela ELENCIUC



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„The Management and Leadership professional training program is interesting and useful, as it offers equal opportunities to all university staff and opens new horizons for the continuous development of managerial staff from the domestic academic environment. Trainers came with new theoretical-methodological approaches, cutting-edge experiences and neological tools, which allowed the trainees to expand their previous knowledge, to form new managerial skills and abilities, and without difficulty to capitalize on them in the institutions in which they work. Thanks to this fact, the program has become very popular among university staff, turning into an effective platform for disseminating European strategies, techniques and good practices in the field of academic management, as well as training external relational staff.

We thank the trainers, the colleagues, the European Union!”

SUM team: Maria COJOCARU, Liliana DMITROGLO



„For us, the MHELM project was a wonderful experience and opportunity to improve professional skills in the field of university management. We consider this university manager training program a must, as it addresses the most relevant topics, professionally selected and taught with dedication. At the same time, the trainees interact with representatives both from within the university and from other universities, a fact that contributes to collaborative learning, by sharing good practices, including the participation of experts from other countries.

Surely the managerial performance of those trained will improve significantly, respectively the performance of higher education in the Republic of Moldova.

We thank the coordinating team, mentors and colleagues, participants in this training session, for this experience!”

The team proposed the following project: Strengthening collaborative learning at the State University of Moldova through the development of informal learning spaces.

The purpose of the project: The transformation of the Reading Room with shelf access in the Central Block (Str. Alexe Mateevici 60) (II floor) into an informal learning space to stimulate collaborative learning at SUM

Existing Problem: The current reading hall does not support student discussion, brainstorming and socializing. There are no spaces for group work or social activities.

Applied methodology: questionnaire method, semi-structured interview on student focus groups, observation, expert method.

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SUMPH team: CASIAN Dumitru, RAEVSCHI Elena, COREȚCHI Ianoș, IURCO Olga, BABUCI Angela



„During the training within the MHELM Project, we accumulated extensive experience in the field of governance, strategic planning and management of Higher Education Institutions in the Republic of Moldova.

The knowledge obtained will allow us to implement new projects and contribute to the reforms of Higher Medical Education, by strengthening the capacities of innovative management and promoting the principles of good governance.

The multi-faceted approach of the MHELM Project and the structuring of the material taught by the project experts was one of the strengths, which added value to the skills and abilities acquired during the training.”

The project proposed by the SUMPH team is related to „Development and implementation of the information system in the field of Research and Innovation at SUMPH „Nicolae Testemițanu”.

The problem addressed: Lack of a digitized tool that would strengthen research management based on the principles of Open Science in SUMPH „Nicolae Testemițanu”.

The purpose of the project: Creation of the University Management Information System in the field of Research and Innovation (SIMU Research) of SUMPH „Nicolae Testemițanu”, centered on the FAIR principles of Open Science.

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Expected results:

- 1) The SIMU software application that provides a virtual environment for SUMPB „Nicolae Testemițanu” employees and students and ensures open access to quality research information according to their role
- 2) University Management Information System in the field of Research and Innovation of SUMPB „Nicolae Testemițanu” implemented according to the FAIR principles of Open Science: retrievable, accessible, interoperable and reusable data
- 3) Increasing Open Science capabilities in SUMPB „Nicolae Testemițanu” .

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SUCh team: POPOVICI Ilona, BUNEA Marina



„The continuous training program „Leadership and Management” was very interesting, useful for our activity and contributed to the enrichment of knowledge in the field of university management. All modules took place in a very pleasant atmosphere, with high quality information and engaging and interesting interactive activities. The trainers demonstrated deep domain knowledge, experience and professionalism. We would like to express our sincere thanks to all the organizers and trainers of this training program for the great experience provided! Equally, we would like to thank the colleagues from the other universities, who participated in this training program, for the exchange of experience and the fruitful collaboration!”

The project proposed by the team formed by Ilona POPOVICI and BUNEA Marina is entitled: Creation of the Center for Research, Innovation and Development in the Food Industry (CCIDIA).

Project summary: In order to optimize scientific research activities within the Faculty of Economics, Engineering and Applied Sciences of the State University „Bogdan Petriceicu Hasdeu” from Cahul and to strengthen relations with economic agents in the food industry, it is proposed to create the Center for Research, Innovation and Development in Food Industry (CCIDIA), to provide consultancy, expertise, training,

experimental investigation and scientific research services from a technical, economic, financial and managerial point of view for food industry enterprises in the Southern region of the Republic of Moldova. The creation of this CCIDIA center is important because it would promote innovation, sustainable development, food quality and safety, as well as collaboration between different stakeholders, which would lead to increased industrial competitiveness and significant benefits for consumers, food industry branches and society, as a whole.

**AESM team: Irina CĂLUGĂREANU,
Lilia COVAȘ, Natalia ȚÎMBALIUC**



„We sincerely thank the MHELM team for the privilege of participating in the series of trainings organized by MHELM (Moldova Higher Education Leadership and Management), with the aim of capacity building in the field of higher education.

The courses, led by national experts, were innovative, informative and practically applicable. We explored a wide range of topics, from leadership and management in higher education, to strategies for improving institutional performance, and from promoting innovation and research, to quality assurance and ethics in education. They gave us a new perspective and useful tools to contribute more effectively to the development of higher education in the Republic of Moldova.

The courses offered within the MHELM project were a true „training manual” for a current or future manager in higher education institutions. Trainers shared their knowledge and tools to develop leadership skills, emotion management, financial forecasting and control, and change management. We had the opportunity to apply in practice the knowledge gained through the development of projects, both during the classes and at the end of the modules. The interesting peer discussions and the beautiful inter-university relations created made the educational process particularly active and fruitful.

For us, participating in these courses was not only a learning opportunity, but also a chance to collaborate with professionals from the entire field of higher education in the Republic of Moldova.

We extend our sincerest thanks for the opportunity to be a part of this process!

Sincerely,

The team of the Department of Management and Entrepreneurship, AESM"

The general objective of the project proposed by the AESM team consists in modernizing the curricula for students of the „Business and administration” specialty, first cycle, bachelor’s degree, by integrating STEAM skills (Science, Technology, Engineering, Arts, Mathematics). STEAM is an educational approach that integrates multiple disciplines to foster students’ critical thinking, creativity, problem solving, and collaborative skills.

The project will facilitate the achievement of transformational changes towards curriculum innovation to the requirements of the 4th Industrial Revolution and the 2030 Agenda for Sustainable Development and will contribute to the promotion of institutional reforms in higher education institutions in the Republic of Moldova.

Within the project, it is expected to create a STEAM skills development center at the Management and Entrepreneurship department; to connect the curriculum to the Business and Administration study program, AESM to STEAM skills; to organize training courses for teachers in order to develop STEAM skills; developing a curriculum that would include new subjects and develop STEAM skills; organization of various activities: meetings, workshops with the involvement of all stakeholders, in order to determine STEAM needs, as well as the involvement of economic agents in didactic activities, co-creation of study programs, practical activities, mentoring, etc.

AESM team: Oxana SAVCIUC, Svetlana MIHAILA, Galina BĂDICU, Lidia CAVCALIUC, Ana GUMOVSKI



„Participation in the MHELM project was a unique and welcome experience for us. Thanks to IT, it was possible to acquire new information on the techniques and strategies of managing an institution, leading a team, increasing leadership capabilities.

During the project, we appreciated the fact that the classes were well organized and the material was coherently structured. Likewise, during the educational process we had unlimited access to relevant learning materials and additional resources that allowed us to deepen the concepts presented in the lessons.

At the same time, we had the chance to work with other participants from different higher education institutions and to collaborate in an interactive learning environment, which allowed us to conceive innovative ideas, share experiences and learn by example from the participants' experiences.

Looking back, the MHELM project was a valuable learning experience that gave us the skills and knowledge to enhance our management capabilities and become better leaders in the future.”

The topic of the project of the AESM team (Oxana SAVCIUC, Svetlana MIHAILA, Galina BĂDICU, Lidia CAVCALIUC, Ana GUMOVSKI) was about: AESM Rebranding from the Perspective of Corporate Image Consolidation.

The problem: Increasing competition on the educational market of the Republic of Moldova and at the regional level, the decrease in the number of students, the migration of young people.

Purpose: Strengthening AESM's corporate image

Beneficiaries: AESM community, students everywhere, teaching staff, the main target audience for admission promotion campaigns are high school graduates, college students, parents of students and future students, and other prescribers: their teachers, friends and circles of acquaintances, experts, etc.

Results / Products:

- ✓ Institutional rebranding/Proposing an updated logo, new slogans, promotional messages;
- ✓ Elaboration of a Brandbook - Visual Identity Manual, part of the AESM Marketing strategy;
- ✓ Elaboration of the Regulation regarding the implementation of the Brandbook in AESM;
- ✓ Updating the AESM website;
- ✓ Improving communication through internal (external) documents in a unified style (standardized models), etc.;
- ✓ Promotional products with the new AESM logo.

SUARB team: Vitalie RUSU, Lucia BALANICI, Veronica RUSOV, Cătălina CIORICI



Vitalie Rusu, associate professor, Ph.D., dean, Faculty of Law and Social Sciences

"I am grateful and feel honored to be part of the professional training program developed with the support of the MHELM project (Moldova Higher Education Leadership and Management) whose mission is to strengthen governance, strategic planning and innovative management in Moldovan universities, in order to support reforms in the sector by enhancing leadership and management capacities. The activities within the program had a positive impact and boosted the acceptance and implementation of university reforms. I recommend the respective program to all teaching staff, but especially to staff with management positions within higher education institutions.

The experts involved in the teaching skillfully specified the areas where the best practices of EU partner universities can be applied in the design and delivery of development programs to increase the leadership and management capacities of Moldovan universities."



**Lucia BALANICI, deputy dean,
Faculty of Letters**

"Participation in the Moldova Higher Education Leadership and Management (MHELM) project represented a favorable opportunity to develop various managerial and professional skills necessary for effective management at the institutional level. I had the wonderful opportunity to exchange good practices and share managerial experience with numerous colleagues from other universities in the Republic of Moldova, I gained new knowledge, managerial skills and attitudinal approaches in relation to other fellow managers from SUARB. I am firmly convinced that these knowledge and capabilities will contribute to the improvement and efficiency of my work as a manager."

**Veronica RUSOV, deputy dean,
Faculty of Educational Sciences,
Psychology and Arts**



"Involvement in the MHELM project gave me the opportunity to learn about the latest theories and practices in the field of leadership and management, explore current trends and develop a deep understanding of the specific challenges and opportunities in the management of higher education institutions. I have gained a solid knowledge base that gives me the foundation to effectively and strategically address complex issues in higher education.

Through the exchange of ideas, good practices and experiences, we learned from each other and gained more confidence in our personal contribution to increasing the level of quality and innovation in higher education. Practical activities contributed to the improvement of planning, organizing, decision-making, communication and team development skills.

The experts managed to encourage the adoption of a mindset open to innovation and change, oriented to results and to promote a culture of continuous learning and improvement of permanent managerial processes. The positive and progressive attitudes shown by both experts and participants were essential to increase the motivation to face the challenges in the field of education and to ensure sustainable development and continuous improvement of higher education institutions."



Cătălina CIORICI, deputy dean, Faculty of Law and Social Sciences

"My sincere thanks to the entire MHELM team of experts. The experience and knowledge from the course greatly influenced my development at the beginning of my managerial career. I experienced a different way of learning, and the good organization and open cooperation of the MHELM team throughout the training period fully contributed to the development of motivation and an individual change in the organizational culture. An experience at the highest level!

The experts managed to captivate the trainees through advanced skills, original approaches to the topics discussed, supportive attitude and perseverance in involving the participants in the process of generating solutions to overcome the challenges faced by the higher education system."

The project team (Vitalie RUSU, Veronica RUSOV, Lucia BALANICI, Cătălina CIORICI) presented the project: Developing the resilience competence to global and local challenges in students through the internal partnership of the institutional subdivisions.

The purpose of the project is to ensure the conditions for developing the competence of resilience to global challenges through the integrated approach of education for democracy, human rights, the culture of peace and nonviolence, and the acceptance of cultural diversity by the institutional subdivisions of SUARB.

Targeted problem: The low level of resilience competence to the challenges of the contemporary world (global warming, crises, pandemics, military conflicts) in students.

Target group: First cycle students, bachelor's degree studies

Beneficiaries: Students, teachers, employers

The national context and the institutional context were specified, which highlights the actuality of the elaborated project.

Client requirements:

- MER, through the „Education 2023” Development Strategy, requests actions from higher education institutions in order to achieve specific development objectives.

- Specific objective 5.12. Ensuring the education of pupils, students and adults on resilience to global and local challenges, so that by 2025 at least 60% of actors possess this competence.
- Specific objective 5.13. Promoting sustainable development through education for democracy, human rights, culture of peace and non-violence, global citizenship and acceptance of cultural diversity.

The elaborated project is a finished one, accompanied by planning and implementation activities, budget, expected outcomes and suggestions for ensuring sustainability.

SUARB team: Ina ODINOKAIA, Dumitru DUMITRAȘCU, Valeria BORȘ, Stanislav STADNIC



Ina ODINOKAIA, associate professor, Ph.D. of law, Head of the Law Department, Faculty of Law and Social Sciences

"The training within the continuing professional training program Moldova Higher Education Leadership and Management (MHELM) was a good opportunity to self-evaluate myself as a manager, to relate the contents presented to my professional experience and to develop new skills and qualities necessary for effective management.

The structure and content of the course, the didactic strategies in line with the professional training of adults, the professional competences of the trainers, reveal the organizational rigor and its usefulness for the continuous development of higher education staff.

MHELM also offered us that dialogue platform where representatives from different higher education institutions shared their professional experience and good institutional practices.

I believe that the MHELM continuous professional training program is an effective tool for university synergy, for strengthening inter-university collaboration and developing new university partnerships, for training a new generation of university managers, visionaries and open to change."



Dumitru DUMITRAŞCU, Ph.D, jurist

"The MHELM project gave me the opportunity to discover the particularities of management and leadership in higher education. During four months I learned not only about trends and practices in the field of management and leadership, but also to meet colleagues from other universities and create an inter-university collaboration. Thanks to this project, I had the opportunity to strengthen my skills of analysis, synthesis and teamwork.

The training within the MHELM project allows for the formation of management and leadership skills, develops organizational culture, training, as an outcome, managers and leaders able to respond promptly and adequately to all the contemporary challenges existing in higher education."

Valeria BORŞ, Head of the Continuing Professional Training Center

"Participating in the Leadership and Management training program was an excellent opportunity for personal and professional development.

Being at the beginning of my career, through the MHELM program I developed my leadership skills such as decision-making, effective communication, delegation of responsibilities, etc. I have also gained confidence in my own leadership skills and feel that I can become more effective in leadership roles.

Participating in the project allowed a better understanding of SUARB as an institution by becoming familiar with the management strategies and processes used.

I can say with certainty that participation in the Leadership and Management training program can strengthen the reputation of each trainee as a leader and will bring recognition in the university. This can open doors to new career advancement opportunities and serve as a solid foundation for future projects and responsibilities.

I believe it is important to invest time and effort in such a project for continuous learning and personal growth."





**Stanislav STADNIC, Head of Department,
Department of Natural Sciences and
Agroecology**

"Participating in the Leadership and Management training program was a unique experience from the perspective of training leadership and management skills in higher education, focused on governance, strategic planning and management, suitable for application in Moldovan universities. Each participant in the training program benefited from a better understanding of their capacity, a better knowledge of good leadership/governance practices and the experience of applying knowledge and skills in governance, strategic planning and management processes in the higher education institution."

The project team (Ina ODINOKAIA, Dumitru DUMITRAȘCU, Valeria BORȘ, Stanislav STADNIC) presented the project entitled „Foundation and development of the Legal Consultancy Center”.

The purpose of the project is to found and develop the Legal Consultancy Center as a new structure within the university to provide legal consultancy

Targeted problems:

1. The impossibility of some categories of citizens to apply for legal advice due to the lack of financial resources
2. The lack of experience of the various subdivisions to develop institutional acts (regulations, instructions, etc.) in accordance with the legislative technique
3. The low degree of legal culture of the people

Target groups:

- Students from the Faculty of Law and Social Sciences, specialties 0421.1 Law and 0400.1 Public Administration; students of the Pedagogical College „Ion Creangă”, Jurisprudence specialty
- Teaching and non-teaching staff;
- unemployed; mono-parental families; families with many children; juveniles; persons with disabilities; elderly people, migrants, foreign citizens, refugees, etc.

Newsletter

The MHELM project

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**More information about the project
activities can be found on the project's
official website**

www.mhelm.utm.md

**As well as on the project pages of the
Partner Universities:**

- <https://ase.md/proiecte-internationale/mhelm.html>
- <https://proiecte.usch.md/despre-proiect/>
- <https://usarb.md/mhelm/>
- <https://usmf.md/ro/relatii-externe/proiecte/lidershipul-si-managementul-invatamantului-superior-din-moldova-mhelm>
- http://international.usm.md/?page_id=525

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