

FINAL REPORT

I	The Name of the Institution to be evaluated	National Institute of Research and Development in Mechatronics and Measurement Technique – (INCDMTM Bucharest)
II	Evaluation Period	12 – 13 September 2013
III	Members of the Team	
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I. CONCLUSIONS AND RECOMMENDATIONS

The evaluation panel has assessed the qualifications of the National Institute of Research and Development in Mechatronics and Measurement Technique (INCDMTM, Bucharest) during 12-13 September 2013. The panel received oral presentations from the management body and team leaders, discussed with the management, team leaders, PhD students, etc. as well as examined the various research facilities and other infra-structures. The following appraisal presents the overall strengths and problem areas of the institute as agreed and concluded by the panel.

The quality of R&D activities and their results

The overall quality estimated to be standing at a medium level if evaluated in the international context, whilst definitely is at a very good level if considered at the local Romanian level, to the best perception of the team.

The Institute members and management have all the pre-conditions to become quickly relevant internationally. This process may however be challenged by the limited experience in publishing and patenting at an international level and the limited communication and presentation ability of senior staff.

Recommendations: strong incentives for patenting and publishing at international level should be enforced. As for Technology Transfer, the current TT-Manager (young, smart but inexperienced) should be supported by people with specific experience. Virtual internal spin-off could be considered, but they need support from experienced person (i.e. an academic business manager, probably hired for a semester from outside to set the new climate, together with a local outbreaking committee) to endeavour in implementing such.

Human resources Quality

The quality level of personnel is, on average, high, but not uniform.

High flexibility and high motivation demonstrated by most of the team members, especially by younger researcher. English and communication skills are however still a problem, especially for senior researchers; this can significantly slow-down the development process. Also business-skills seem to be almost totally lacking.

Recommendations: facilitate a quick generation renovation especially on senior staff; strongly enforce high-level English knowledge. Support and better develop the Technology-Transfer Department. Improve business capabilities.

Quality infrastructure and its rate of exploitation

The Institute has very respectable facilities and infrastructures (especially in the measurement of dimensional quantities), updated and very well maintained. In some cases these seemed to be somehow under-exploited.

Recommendations: increase the infrastructure utilization for scientifically-relevant and economically-relevant purposes in order to produce international visibility and additional income for the Institute.

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Management efficiency and quality of the research environment

Overall the management appears to work properly, with a strong personal involvement of the General Director. A cooperative and efficient behaviour has been demonstrated for both scientific and administrative management. However, a limited involvement of young researchers in the decision-making process has been noted.

Recommendations: increase the presence and relevance of talented young people in the decision-making and strategic positioning (also for long term strategies). Promote benchmarking at international level.

Quality and credibility of the institutional development plan

The Institute has presented a development plan which is well-designed and demonstrates awareness of the main weaknesses. The plan is detailed and contains important quantification of KPIs.

There is a lot of underexploited potential in the Institution (mostly in the infrastructure). The plans for the infrastructure exploitation are somehow fuzzy and not fully-detailed.

Recommendations: Concentrate and focus on few major research streams; on these research streams try to be internationally relevant; make a plan to fully exploit the potential of the infrastructures.

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