

**ROMANIAN SOCIETY FOR ENGLISH AND AMERICAN STUDIES
(RSEAS)
MANAGEMENT PLAN
2021-2025**

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1. Setting the scene – retrospective views

Over its 31 years of existence, The Romanian Society for English and American Studies (RSEAS) has steadily grown in importance and visibility as indicated by the number of affiliated members - currently, RSEAS counts 18 local branches (with 311 members - by comparison, in 2017 when I was elected President of RSEAS, the association comprised 18 local branches and 231 members), the number of international conferences organised under the patronage of RSEAS (more than 20 for the past 4 years - <https://rseas.ro/#>), as well as the number of peer-reviewed academic journals (18 journals – please visit <http://rseas.ro/academic-journals/>) at different universities across Romania (2 of which which are identified as journals of The Romanian Society for English and American Studies, namely, *B.A.S./ British and American Studies* and *RJES / Romanian Journal of English Studies*), promoting research-based findings in the fields of literatures in English, English language sciences, cultural studies in English speaking countries and interdisciplinary landscapes. RSEAS is equally committed to disseminate timely information about the conferences organised by the corresponding local branches via its website (<http://rseas.ro/category/rseas-conferences/>) or other communication channels.

Furthermore, The Romanian Society for English and American Studies (RSEAS) has sought to boost the comparative studies of Romanian language, literature and culture with a view to branding Romanian scholars' research and making a specific contribution to the development of British, American and other Anglophone spaces.

The Romanian Society for English and American Studies (RSEAS) is affiliated with The European Society for the Study of English (ESSE), showing harmonisation of policies and efforts to achieve the strategic goals at the European level. In this respect, it is worth mentioning that, in my position of ESSE Board Member, I have constantly sought to enhance the visibility of our national association by being actively involved in ESSE policy making and by undertaking responsibilities in different committees for research and support at the European

level, such as Member of the ESSE Bursary Committee (2018), President of the ESSE Bursary Committee (2019), President of the ESSE Book Grants Committee (2019), Member of the ESSE Book Awards Committee (2020).

2. Vision and mission statement – prospective views

To my mind, the vested interests and shared values of the RSEAS members run as follows:

- Ⓢ boosting the visibility and impact of the Romanian research-based scholarly disciplines in relation to the study of British and American language, literature and culture, from a comparative perspective, too;
- Ⓢ knowledge generation and transfer;
- Ⓢ openness to innovation;
- Ⓢ enhancement of an environment allowing for the capitalisation of expertise, focus on creativity and increase of productivity, alongside development of synergies;
- Ⓢ timely response to challenges, and flexibility;
- Ⓢ efficiency and effectiveness;
- Ⓢ sustainability.

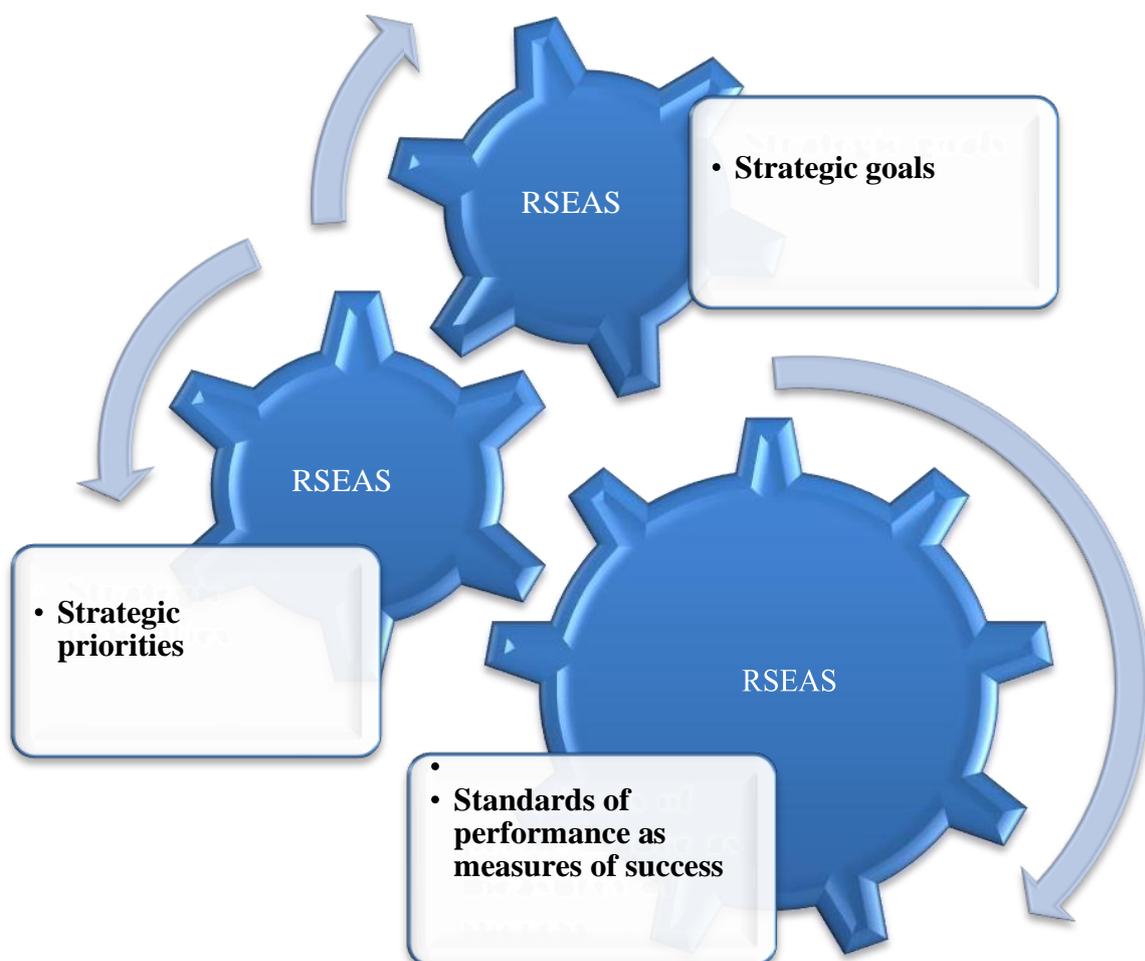
3. Strategic goals

As far as the short- and long-term goals are concerned, the RSEAS management team and members will direct their joint efforts to:

- Ⓢ further assert the identity of RSEAS as a leading organisation in the field, and give a sense of direction towards important outcomes;
- Ⓢ increase the number of RSEAS members and strengthen the community bonds and sense of belonging;
- Ⓢ increase the number of conferences organised under the RSEAS patronage across Romanian universities;
- Ⓢ foster the closer and more focused cooperation of specialists through research networks and work groups;
- Ⓢ disseminate relevant information about the activity of the organisation and about opportunities of cooperation via the website and other channels;
- Ⓢ further develop the website so as to become more interactive and allow RSEAS members to cross-fertilise ideas and share examples of good practice, and to integrate relevant resources for academics (readily accessible to RSEAS members, free of charge);

- Ⓒ continue to articulate RSEAS needs and interests, as well as policies, to those of ESSE;
- Ⓒ further develop resources and optimise the use of resources (membership fees, other attracted funds, etc.);
- Ⓒ extend cooperation with other bodies and the business environment, locally, regionally, nationally and internationally so as to develop projects of short- and long-term impact and generate income;
- Ⓒ show an event-driven planning capacity, too, and timely and adequate response to challenges;
- Ⓒ ensure the active democratic citizenship of RSEAS members with respect to the decision- making process and transparency of decisions.

4. A more action-oriented perspective. Measures of success



Strategic priorities	Strategic goals	Standards of performance
1. Sustainability	1.1. Extensive promotion of the RSEAS role and activities (via the website, large-scale events, etc.)	- Number of RSEAS members and other academics / researchers familiarised with RSEAS role and activities.
	1.2. Accurate identification of the needs, interests and expectations of the RSEAS members, and of cooperation opportunities (surveys, discussion forum, local/regional/national meetings, etc.)	- Degree of satisfaction of the RSEAS members and collaborators, as direct and indirect beneficiaries (feedback); - Retention rate of the RSEAS members and collaborators; - Number of new additions, with respect to the RSEAS members and collaborators.
	1.3. Increase of the volume of activities as paralleled by the increase of efficiency and effectiveness	- Number of activities organised by RSEAS; - Impact of the activities; - Compliance with requirements and standards of quality; - Adequate use of resources.
2. Innovation	Enhancement of innovation and good practice within RSEAS	- Number of innovative ideas and good practices within RSEAS; - Degree of satisfaction of the RSEAS members with respect to innovative ideas and good practices.
	Participation in activities and projects enabling the development of resources and infrastructure	- Number of project proposals; - Number of implemented projects.

<p>3. Strengthening of the RSEAS (institutional) capacity</p>	<p>Exploitation of the expertise of RSEAS members and acquisition of new competencies</p>	<ul style="list-style-type: none"> - Number of events (conferences, training sessions, projects, etc.) in which RSEAS members actively participate and acquire new knowledge and skills; - Number of events organised by RSEAS so as to strengthen the community bonds and promote a culture of quality and co-opetition (cooperation + competition) (discussion forum, sharing of examples of good practice and success stories, (cascade) training sessions, etc);
	<p>Exploitation of the intra- and interinstitutional opportunities for cooperation</p>	<ul style="list-style-type: none"> - Number of events (conferences, training sessions, projects, etc.) attended by RSEAS members, directly or indirectly impacting on the RSEAS visibility; - Number of RSEAS members participating in events directly or indirectly impacting on the RSEAS visibility; - Number of (strategic) partnerships and projects resulting from such events.

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