TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: **2022RO782646**

Name Organisation under review: Universitatea de Vest din Timișoara (West University of Timișoara)

Organisation's contact details: Bd. Vasile Pârvan no. 4, 300223, Timișoara, Timiș, Romania

SUBMISSION DATE:

DATE ENDORSEMENT CHARTER AND CODE:

GAP ANALYSIS

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview

Status: to what extent does this organisation meet the following principles?	Implementation: ++ = **fully implemented** +/- = **almost but not fully implemented** -/+ = **partially implemented** -- = **insufficiently implemented**	In case of --, -/+, or +/-, please **indicate the actual "gap"** between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation	Initiatives undertaken and/or suggestions for improvement:
		Free text 300 words maximum	Free text 200 words maximum
Ethical and Professional Aspects			
1. Research freedom	++	Academic freedom is a core institutional value, explicitly stated in art. 2, 9 and 10 of the Charter of West University of Timisoara (UVT), in line with national legislation. UVT's teaching / research staff have the freedom to undertake research, to choose research topics, to develop / submit research projects, to decide on the research programmes / competitions they participate in. The research freedom is promoted / guaranteed by administrative structures responsible for research management (Research centers, Department for Scientific Research and Academic Creation, the Project Management	**Current practice:** Prior to signing the individual work contracts, prospective researchers must read, acknowledge and accept the research principles supported by each doctoral school from UVT through various regulations and methodologies. Furthermore, UVT organises compulsory training on research principles, techniques and methods (field specific) for PhD students / young researchers. **Internal regulations:** • UVT Charter (Art. 2, 9, 10): https://www.uvt.ro/wp-content/uploads/2021/01/Carta-Universitatii-de-Vest-din-Timisoara.-HS-din-26.01.2012..pdf

		Department, and the Scientific Council) and is supported by operational procedures.	• Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027 and the Regulation of Scientific Research and Academic Creation Both found here: https://www.uvt.ro/cercetare/strategie-si-impact/strategia-uvt-privind-cercetarea/ • Scientific Research and Academic Creation Council: https://www.uvt.ro/cercetare/strategie-si-impact/consiliul-stiintific/ • UVT's Regulation regarding scientific research and academic creation: https://www.uvt.ro/wp-content/uploads/2020/12/Regulamentul-Cercetarii-stiintifice-si-Creatiei-universitare-editia-a-II-a.-HS-52-din-20.02.2018-..pdf **Suggestions for imrovement:** 1) Based on previous experience in regards to OSIM (national patent agency), to prove the existence of conditions to recognise work inventions, it is recommended that individual work contracts should include the mention regarding the „inventive mission".
2. Ethical principles	+/-	All UVT researchers follow the official ethical practices and ethical principles (specific for each field), in line with the UVT Code of Ethics and Deontology. UVT, in line with the Order of the Minister of Education Order No. 5255 / 10.09.2021, has adopted a dedicated strategy regarding plagiarism prevention. Furthermore, according to national legislation (Minister of Education Order No. 3131/2018), all undergraduate university programs must include compulsory Ethics and Academic integrity courses, as stated in the UVT Regulation for elaborating study programs.	**Current practice** UVT masters and doctoral students / young researchers have compulsory courses regarding ethics and academic integrity. Guidelines on research ethics, plagiarism avoidance and academic integrity are included within the regulations / procedures for doctoral theses. The undergraduate, masters and doctoral students also have compulsory courses regarding academic writing. Dedicated plagiarism detection software (Turnitin, Ithenticate) is available to all students and staff (teaching and research). **Internal regulations**

		Raising awareness remains a pressing need, regardless of the online availability of UVT regulations, guidelines and methodologies, particularly among early-stage career researchers.	• The UVT Charter https://www.uvt.ro/wp-content/uploads/2021/01/Carta-Universitatii-de-Vest-din-Timisoara.-HS-din-26.01.2012..pdf • The UVT Code of Ethics and Deontology https://www.uvt.ro/wp-content/uploads/2021/01/Cod-de-Etica-si-Deontologie-Universitara-din-UVT-votat-Senat-UVT-7-iunie-2018..pdf • UVT Strategy for Preventing and Combating Plagiarism https://www.uvt.ro/wp-content/uploads/2021/12/Anexa-2-Strategia-de-prevenire-si-combatere-a-fenomenului-de-plagiat-1.pdf • UVT Regulation for elaborating study programs: http://www.uvt.ro/wp-content/uploads/sites/3/2022/08/Regulament-elaborare-planuri-de-invatamant-iulie-2022.pdf • Academic Ethics and Deontology Commission: https://www.uvt.ro/wp-content/uploads/2021/03/Regulament-de-Organizare-si-Functionare-CEDU-din-UVT-HS-nr.-22-din-08.10.2020.pdf • Ethics and Academic Integrity Office: https://www.uvt.ro/wp-content/uploads/sites/2/2022/03/ROF-Biroul-de-Etica-si-Integritate-Academica-UVT.pdf **Suggestions for improvement** 1) Increasing events pertaining to sharing best practices in each field, especially related to ethical issues (where applicable).
3.Professional responsibility	+/-	The principle of professional responsibility is included in UVT's Code of Ethics and Deontology (Art. 9). UVT's Charter explicitly prohibits plagiarism and UVT, in line with the Order of the	**Current practice** The Technology Transfer and Innovation Centre provides support for researchers regarding technological transfer, intellectual property rights and patents. Issues regarding plagiarism and

		Minister of Education Order No. 5255 / 10.09.2021, has adopted a dedicated strategy regarding plagiarism prevention. Plagiarism is also banned by internal procedures related to research (including the Doctoral School regulation, access to plagiarism detection software, etc.). UVT's Technology Transfer and Innovation Centre offers support for researchers regarding research regulations and for patenting research results. Besides the need for training and awareness raising in regards to professional responsibilities for new researchers, the documents related to these topics are not grouped in a single, easy to find location on UVT's website.	other ethical issues related to professional responsibilities are systematically taught at all levels of education (Doctoral / master / bachelor studies), and all teaching and research staff have access to plagiarism detection software. Furthermore, any new member of the teaching or research staff, upon signing their individual contract, is required to acknowledge and acquiesce to all UVT's commitments regarding ethical and professional principles. **Internal regulations** • The UVT Charter https://www.uvt.ro/wp-content/uploads/2021/01/Carta-Universitatii-de-Vest-din-Timisoara.-HS-din-26.01.2012..pdf • The UVT Code of Ethics and Deontology https://www.uvt.ro/wp-content/uploads/2021/01/Cod-de-Etica-si-Deontologie-Universitara-din-UVT-votat-Senat-UVT-7-iunie-2018..pdf • UVT Strategy for Preventing and Combating Plagiarism https://www.uvt.ro/wp-content/uploads/2021/12/Anexa-2-Strategia-de-prevenire-si-combatere-a-fenomenului-de-plagiat-1.pdf • UVT Regulation for elaborating study programs: http://www.uvt.ro/wp-content/uploads/sites/3/2022/08/Regulament-elaborare-planuri-de-invatamant-iulie-2022.pdf • Academic Ethics and Deontology Commission: https://www.uvt.ro/wp-content/uploads/2021/03/Regulament-de-Organizare-si-Functionare-CEDU-din-UVT-HS-nr.-22-din-08.10.2020.pdf • Ethics and Academic Integrity Office: https://www.uvt.ro/wp-content/uploads/sites/2/2022/03/ROF-Biroul-de-Etica-si-Integritate-Academica-UVT.pdf

			• Regulations regarding UVT's Technology Transfer and Innovation Centre: https://www.uvt.ro/cercetare/cercetare-si-inovare/inovare-si-transfer-tehnologic/documente-utile/interne/ • Regulations regarding the protection of intellectual property: https://www.uvt.ro/wp-content/uploads/sites/2/2023/03/Anexa-2.-Regulamentul-privind-protejarea-proprietatii-intelectuale-i%CC%82n-UVT.pdf • UVT's regulations concerning doctoral / postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/studii-universitare-de-doctorat/ **Suggestions for improvement** 1) Updating UVT's website with a specific page containing all links and documents pertaining to national legislation and internal documents and regulation, to facilitate ease of access for all researchers. 2) Creating toolkits/guides on professional responsibility provisions, both on the national and European level
4. Professional attitude	+/-	The Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027 and the Rector's Management Plan 2020-2024 cover the strategic goals regarding UVT's research environment. The Department for Scientific Research and Academic Creation (DSRAC) provides guidance and supervision in accessing and implementing research projects, grants, and UVT's Technology Transfer and Innovation Centre facilitates contacts with the industry. All administrative and financial issues for projects / grants / contracts financed by national and international funding are monitored by DSRAC.	**Current practice** Information on major research calls (mostly national and Horizon Europe calls) is disseminated by email to the entire academic community by DSRAC. Specific information on certain calls is also disseminated by vice-deans for research and by research centers director (by email). DSRAC also provides technical counselling and support regarding project calls and support regarding financial guidelines and manages obtaining approvals. **Internal regulations** • Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027: https://www.uvt.ro/cercetare/strategie-si-impact/strategia-uvt-privind-cercetarea/ • Regulations concerning UVT's DCSCU https://www.uvt.ro/cercetare/cercetare/regulament-dcscu/

		Applications for calls funded by the European Commission require no internal approval. Applications for calls financed by the national funding agency for research (The Executive Agency for Higher Education, Research, and Innovation Funding - UEFISCDI), also do not require, if the financing rate is 100%. However, all national calls require the host institution agreement for implementation in case of a successful application, thus internal approval is still required prior to applying. Approval is required in case of co-financing. Periodical training sessions are required in regards to steps for applications for grants and administrative / technical regulations (i.e. overhead or indirect costs rate, co-financing, national and internal regulations on costs reimbursements, etc.). UVT's Technology Transfer and Innovation Centre offers support for researchers regarding valorisation of research results specific regulations, IPR and patenting research results, as well as creating legal instruments such as framework contracts with significance for research activities.	• Regulations concerning UVT's Internal Public Audit Office https://www.uvt.ro/wp-content/uploads/2020/09/desc%C4%83rcare.pdf **Suggestions for improvement** 1) Implementing training sessions regarding technical and administrative aspects of research projects development (budget estimation, national and internal rules for researchers' salaries, reimbursement procedures, indirect costs rates, etc.). 2) Restarting training sessions on tools for identifying funding tenders and the best calls.
5. Contractual and legal obligations	+/-	UVT offers standard contracts for teaching and research staff, with standard employment rights / obligations in line with national legislation (Romanian Labour Regulations-Law No. 51/2003, National Law of Education-Law No. 1/2011, Law on the Status of Research and Development Personnel-Law No. 319/2003) and internal regulations. All work contracts are financed either through UVT's budget (for tenure and/or	**Current practice** The rights / obligations, alongside a researchers' contractual and legal obligations are explicit in their employment contracts and their job descriptions, including expected results (according to grants/contracts/projects, or to internal key performance indicators, respectively). General employment rights / obligations are covered by UVT's internal regulations, in line with national legislation. UVT, through its Technology Transfer and Innovation Centre, offers support, including training/counselling

		fixed-term employment) or through funding provided by research projects (fixed-term positions). Tasks / duties / responsibilities are stipulated in their job descriptions, in line with expected results (according to grants/contracts/projects indicators or to UVT's performance indicators). UVT's Technology Transfer and Innovation Centre offers support for researchers regarding research regulations and for patenting research results.	(on demand) in regards to intellectual property and patent submissions. Furthermore, new teaching / research staff are required to acknowledge and acquiesce to all UVT's commitments regarding ethical and professional principles, prior to signing their contract. **Internal regulations** • UVT internal regulations https://www.uvt.ro/organizare/regulamente-de-organizare/regulamente/ • Regulations regarding UVT's Technology Transfer and Innovation Centre: https://www.uvt.ro/cercetare/cercetare-si-inovare/inovare-si-transfer-tehnologic/documente-utile/interne/ **Suggestions for improvement** 1) English translation of the relevant internal regulations 2) Raising awareness, through direct information (email) regarding the services provided by the UVT's Technology Transfer and Innovation Centre.
6. Accountability	+/-	UVT operates in accordance with all national regulations regarding budgetary oversight of public funded institutions. The budget and annual expenditures are public information, as required by law, and are available in detail, on a national online platform and on the university website. Research expenditures require internal approvals, as well as internal and/or external audits, in line with grants agreements / contractual provisions. All research results financed by public bodies (national or international) are publicly available (project website, repositories / other channels), depending on contractual provisions and intellectual property agreements.	**Current practice** All expenditures related to a research project are subject to internal approvals, and UVT's Finance-Accounting Department verifies whether each expenditure complies with national legislation. Periodic and final project implementation reports (technical and financial), alongside financial audits (internal or external) are submitted to the funding authority, as required by each funding contract. **Internal regulations** • Public documents regarding UVT's financial situation: https://www.uvt.ro/documente-publice/ (under the Budget section) • Regulations concerning UVT's Internal Public Audit Office https://www.uvt.ro/wp-content/uploads/2020/09/desc%C4%83rcare.pdf **Suggestions for improvement**

		Beyond the internal procedures regarding the financial management of research budgets (regardless of funding), all researchers have the obligation to use their respective budgets in an efficient and socially responsible way. The current awareness of researchers regarding their social responsibility is not sufficient.	1) Training sessions to raise awareness on social responsibility
7. Good practice in research	+/-	UVT's Office for Occupational Safety and Health, part of the Human Resources Department, manages the implementation of national legislation and internal guidelines / procedures for safe working practices. The office also trains all staff members on safe working procedures and specific measures. The IT Department is responsible for implementing the General Data Protection Regulation (GDPR), in accordance with national and international regulations, thus managing and securing all personal data stored on digital devices. The strategy regarding backups should be extended / updated to include all storage devices used for research. Current backup services cover the data on servers managed by the IT Department. Increasing accessibility to recorded, available online, work safety lectures should be a priority.	**Current practice** UVT's Office for Occupational Safety and Health manages work safety, employee's health and occupational risk issues. The GDPR provisions are implemented by UVT in its entirety, and each of its departments and faculties, and security procedures and technical support for GDRP implementation are managed by the IT Department. **Internal regulations** • The Human Resources Department/Office for Occupational Safety and Health and the IT Department: https://www.uvt.ro/organizare/departamente-administrative/ • Regulations regarding work safety are found in Chapter II of the UVT General Interior Regulation: https://www.uvt.ro/wp-content/uploads/2020/12/Regulamentul-de-ordine-interioara-al-Universitatii-de-Vest-din-Timisoara-editia-a-II-a.-HS-63-din-27.07.2018..pdf • UVT Regulations, methodologies and procedures regarding GPDR: https://www.uvt.ro/gdpr/ **Suggestions for improvement** 1) Extending the backup services to cover all research storage devices. 2) Recorded work safety and risk prevention lectures to be made available online, as part of UVT's training services. 3) Employing more technicians in labs where handling various equipment and software requires a high level of expertise.

| 8. Dissemination, exploitation of results | +/- | The dissemination of research results is one of the responsibilities of UVT's teaching and research staff. Dissemination is also part of the annual individual performance evaluations, with data being collected internally. Reported data includes publications, conferences, events, patents, etc.

The UVT Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027, section 3.4 Dissemination and Outreach, covers the objectives and required actions regarding UVT's large scale implementation of the Open Science policy, as well as expanding UVT's dissemination of research results, innovation achievements and activities.

There are internal programmes to support and promote dissemination (mostly financial support for publishing in top-ranked journals). Fees for publishing in open access journals are supported by the university (fully or partially), alongside participation fees and travel costs for attending international scientific events.

Most UVT grants / projects have dedicated websites, either hosted on the university's servers, or external (depending on project coordinator), where research results can be freely accessed.

Dedicated procedures for commercial exploitation of the research results are in place, under the purview of UVT's Technology Transfer and Innovation Centre.

A concern is the absence of an updated internal platform used to collect research results data online. A concern is the absence of a dedicated | **Current practice**
Research results are disseminated during scientific events (conferences, workshops, meetings, etc.) and published on the project website (if developed under the framework of a grant or project), and in scientific journals.
A list of past and present projects are available at https://www.uvt.ro/cercetare/cercetare-si-inovare/proiecte-page/. A list of past and present ISI publications is available at https://www.uvt.ro/cercetare/cercetare-si-inovare/publicatii/.
UVT's internal resources offering support for dissemination consist of the START grant, the Develop Grant, as well as the funds available to each faculty.
Internal regulations
• Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027 and the Regulation of Scientific Research and Academic Creation Both found here:
https://www.uvt.ro/cercetare/strategie-si-impact/strategia-uvt-privind-cercetarea/
• Internal resources/programmes in support of dissemination: https://www.uvt.ro/cercetare/cercetare-si-inovare/anunturi-si-resurse-pentru-cercetatorii-din-uvt/
• Regulations regarding UVT's Technology Transfer and Innovation Centre:
https://www.uvt.ro/cercetare/cercetare-si-inovare/inovare-si-transfer-tehnologic/documente-utile/interne/
• Research themes/results form:
https://docs.google.com/forms/d/1fboma-khtODtxNW7KUTanSdpyfhMoKtAV-lXiWDuRzI/edit

Suggestions for improvement
1) Creating an updated version of the internal intranet to facilitate better internal collection of data regarding research results within the annual individual performance evaluations. |

		framework regarding dissemination of the instruments put in place to collect research results within the University.	2) Increasing the visibility of the support services provided by UVT's Technology Transfer and Innovation Centre. 3) Creating a framework regarding dissemination and exploitation of research results. 4) Increasing the number of partnerships to better integrate UVT in innovation clusters and research networks. 5) Increasing the internal support resources by introducing more grants for young researchers and excelling and innovative students.
9. Public engagement	+/-	The UVT Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027, section 3.4 Dissemination and Outreach, covers the objectives and required actions regarding UVT's large scale implementation of the Open Science policy, as well as expanding UVT's dissemination of research results, innovation achievements and activities. A daily newsletter informs the academic community and the public regarding events within UVT. A further increase of events pertaining to strengthening contact between UVT and the local community is still required to improve outreach.	**Current practice** UVT, through all its faculties and departments, organises and hosts events pertaining to public outreach, including events such as Researchers Night, open days for high schools, meetings with industry and public administration liaisons. All of UVT's events, scientific or otherwise, are published on the university's website: https://avizier.uvt.ro/ **Internal regulations** • Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027 and the Regulation of Scientific Research and Academic Creation Both found here: https://www.uvt.ro/cercetare/strategie-si-impact/strategia-uvt-privind-cercetarea/ **Suggestions for improvement** 1) Increasing the number of outreach events to improve feedback between researchers and citizens.
10. Non discrimination	+/-	National legislation forms the basis for UVT's approach to non-discrimination. As such, in line with the UVT Charter and the Code of Ethics and Deontology all forms of discrimination are banned and discouraged. Disadvantaged and vulnerable students / staff are supported through several internal regulations and policies.	**Current practice** UVT does not tolerate any form of discrimination, in accordance with national legislation and internal regulation. **Internal regulations** • The UVT Charter

		Raising awareness remains a pressing need in regards to discrimination risks and inclusiveness.	https://www.uvt.ro/wp-content/uploads/2021/01/Carta-Universitatii-de-Vest-din-Timisoara.-HS-din-26.01.2012..pdf • The UVT Code of Ethics and Deontology https://www.uvt.ro/wp-content/uploads/2021/01/Cod-de-Etica-si-Deontologie-Universitara-din-UVT-votat-Senat-UVT-7-iunie-2018..pdf • Gender Equality Plan https://www.uvt.ro/wp-content/uploads/2022/01/Anexa-2-Planul-de-Egalitate-de-Gen-al-UVT.pdf • UVT internal regulations https://www.uvt.ro/organizare/regulamente-de-organizare/regulamente/ **Suggestions for improvement** 1) Further events regarding raising awareness regarding inclusiveness and non-discrimination are necessary.
11. Evaluation/ appraisal systems	+/-	The annual performance appraisal in research is based on the Annual result and professional performance results of UVT's teaching and research staff Methodology, approved each year by the University Senate, which includes 41 key performance indicators. All staff report annually, with the evaluation consisting of a self-evaluation of results, a peer evaluation and a department analysis. The evaluation is also according to the minimum requirements for teaching / research staff set by the national institution dealing with academic titles (CNADTCU) in each field. The methodology is currently in its trial phase, and is scheduled to be fully in effect starting on January 1st 2024. The indicators used are quantitative, as such, qualitative indicators need to be included.	**Current practice** The teaching and research staff annual evaluation regarding research results contains 41 performance indicators (publications, grants, patents, awards, etc.), as detailed by the methodology by the University Senate. All researchers report their results alongside a self-evaluation. Some results (teaching performance) are also evaluated by their peers (three-person commission). The overall results (not nominal) of the evaluations are discussed in department meetings. **Internal regulations** • Senate decision No. 45/2021, Pont 4- on Indicators for Reporting the Scientific Research Activity https://www.uvt.ro/wp-content/uploads/2021/08/Anexa-4.-Metodologie-evaluare-performante-cadre-didactice-ed.-I.pdf **Suggestions for improvement** 1) Expand the methodology to include qualitative criteria and metrics, as well as a series of measures that facilitate career development. The latter should include personalized feedback,

				and a post-assessment action plan. Likewise, a tighter link could be made between these results and the financial bonuses.

Recruitment and Selection				
12. Recruitment	+/-	The filling of all positions, including those of researchers and teaching staff with research duties, is done through open competition. This process follows UVT's internal regulations that align with national legislation and prioritise transparency, non-discrimination, equal opportunities, and quality standards. All those details are publicly posted on the official UVT webpage, in dedicated sections, for each type of domain and position. Unfortunately, information related to the position's competencies, work conditions, further opportunities and gender equality are not immediately available. Those aspects are deducted/derived from internal or national regulations or procedures, an additional effort to find them being necessary. The university has some autonomy in its human resources policy, as per the national legislation, but the central management's actions are limited and are compensated by methodological management. The HR Department and Research centers handles administrative activities related to the recruitment and selection of fixed-term positions, while the Teaching Departments and Research centers manage the recruitment and selection for tenure contracts at any level. All required documents are sent and archived in electronic versions, the originals being presented onside only for legal validation but doubled by	**Current practice** The recruitment and selection process for UVT staff is differentiated based on the type of vacancy, including *research and teaching staff, *non-teaching staff *doctoral students and post-doctoral fellows. Internal regulations and methodologies promote open, transparent, and merit-based recruitment for all types of research jobs. **Suggestions for improvement** include updating internal regulations and methodologies to align with the OTM-R policy, translating administrative documents and procedures into English for the recruitment process, and using European or international online platforms to advertise vacancies. **National legislation** • HG 286/2011 Government of Romania Decision for the approval of the Framework Regulation on the establishment of the general principles for filling a vacant or temporarily vacant position corresponding to contractual positions and the criteria for promotion to the higher grades or professional levels of contractual staff in the budgetary sector paid from public funds. • Law 319/2003 Research and development staff statute •HG 457/2012 - Government of Romania Decision regarding approval of the framework contest Methodology for filling vacant teaching and research positions in higher education • LEN 1/2011 - National Law of Education **Internal regulations** • Methodology on filling the teaching and research vacant positions https://www.uvt.ro/wp-content/uploads/2022/10/Anexa-2.-Metodologia-privind-org.-

		certified copies to comply with the national legal rules. In research projects carried out through UVT, recruitment and selection procedures comply with the funding guidelines and are managed by the HR Department and the project manager. Applications for international candidates are limited due to the fact that most job ads and contest documentation are in Romanian. However, project-based positions funded by UEFISCDI are advertised on Euraxess, as it is a mandatory contractual obligation. Vacant positions funded by UVT are occasionally advertised on Euraxess as well. For better understanding, an integrated guide with all recruitment details should be an important target in the future.	concursurilor-de-ocupare-a-posturilor-did-si-de-cercetare-vacante-din-UVT.pdf • Procedure on filling an open position for non-teaching staff https://www.uvt.ro/wp-content/uploads/2020/12/Procedura-operationala-privind-promovarea-in-grade-sau-trepte-profesionale-a-personalului-didactic-auxiliar-si-nedidactic.pdf • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/
13. Recruitment (Code)	+/-	As per Romanian regulations, when advertising vacant job positions, various communication channels are used to propagate all needed recruitment information, such as the university website, the Official Gazette of Romania, dedicated national platforms, national newspapers, and the Euraxess platform. Despite meeting the requirements of the vacancy and ensuring transparency, the communication channels mandated by law are not entirely effective. Moreover, the format in which the job advertisements are published, which is also imposed by law or national online platforms, does not always allow for a clear presentation of the job's working conditions and career development prospects.	**Current practice** Depending on the type of position to be filled (e.g., researcher with permanent contract, researcher with tenure contract, support staff for research) the following posting channels will be used: the university's website (https://www.uvt.ro/cariere/), Official Gazette of Romania, Euraxess platform, LinkedIn institutional account, dedicated national platforms (such as http://jobs.edu.ro/ and https://jobs.research.gov.ro/) national newspapers. **Internal regulations** • Methodology on filling the teaching and research vacant positions https://www.uvt.ro/wp-content/uploads/2022/10/Anexa-2.-Metodologia-privind-org.-concursurilor-de-ocupare-a-posturilor-did-si-de-cercetare-vacante-din-UVT.pdf

		Limitation in sharing information for recruitment is observed through dedicated academic platforms or related professional associations.	• Procedure on filling an open position for non-teaching staff https://www.uvt.ro/wp-content/uploads/2020/12/Procedura-operationala-privind-promovarea-in-grade-sau-trepte-profesionale-a-personalului-didactic-auxiliar-si-nedidactic.pdf • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/ **Suggestions for improvement** 1) To advertise job openings effectively, it is recommended to use online platforms at the European or international level. These platforms should provide detailed information about the job's conditions and potential for career advancement. Additionally, social media platforms like LinkedIn can be used to promote research vacancies. 2) Not least, several dedicated academic recruitment platforms are also more than welcome to be used, such as Akadeus, Academic Positions, Faculty Jobs, Academic Transfer, Inomics, Chronicle etc.
14. Selection (Code)	+/-	The selection committee members are chosen based on their expertise, in compliance with national and internal regulations. Approval is required from both the Executive Board and the University Senate, for researchers with tenure contracts. The selection process follows national guidelines and involves specific examination tests. However, there are no explicit provisions in the internal regulations pertaining to gender balance, while a lack of foreign committee members is also observed (i.e. Romania has an extended academic diaspora not well considered, being marginally exploited).	**Current practice** The members of the selection committee are chosen based on their expertise, with national regulations requiring specific conditions to be met. For example, for R4 positions, at least three out of five members must be external, and all members must hold an R4 position or a comparable teaching position. International members may also be appointed, typically for R3 and R4 positions. The selection committee goes through an internal approval process, which involves approval from the faculty or research centre, the Executive Board, and, for R3 and R4 tenure contracts, the University Senate. The selection committee for R3 and R4 tenure contracts is published in the Official Gazette of Romania. Additionally, all recruitment and selection documents, including administrative documents and scientific dossiers of candidates, are sent to the National Council for Attesting Titles, Diplomas and Certificates (CNATDCU) for final verification and approval for R3 and R4 positions. There are

			also internal postdoctoral fellowships available. Both national and international postdoctoral researchers could receive a scholarship under the Internal Fellowship program, based on a competitive based program. **Internal regulations** • Methodology on filling the teaching and research vacant positions https://www.uvt.ro/wp-content/uploads/2022/10/Anexa-2.-Metodologia-privind-org.-concursurilor-de-ocupare-a-posturilor-did-si-de-cercetare-vacante-din-UVT.pdf • Procedure on filling an open position for non-teaching staff https://www.uvt.ro/wp-content/uploads/2020/12/Procedura-operationala-privind-promovarea-in-grade-sau-trepte-profesionale-a-personalului-didactic-auxiliar-si-nedidactic.pdf • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/ **Suggestions for improvement** 1) Revising the internal regulations and methodologies to ensure a sufficient representation of both genders in the selection committee. 2)Delivering both formal and informal training sessions to equip selection committee members with the necessary skills and knowledge. 3) Foreign committee members from diaspora are more than welcomed.
15. Transparency (Code)	+/-	The advertisements for available positions provide information regarding the recruitment process, selection criteria, and the number of positions available. However, due to most advertisements being posted on national platforms, they lack specific details regarding career advancement opportunities. Once the selection process is complete, unsuccessful	**Current practice** All recruitment advertisements provide comprehensive information on the recruitment and selection process, including submission deadlines, required documents, selection criteria, evaluation procedures, result deadlines, and appeal processes. Results are available on the university's website, specifically on the career section, as well as on the national platform for tenure contracts. All applicants have the right to appeal.

		candidates receive notification of the committee's decision and their scores, with the option to appeal. Only selected candidates receive extensive feedback during the induction process. No additional benefits or long-run career opportunities are clearly specified in advertising vacant job positions.	**Internal regulations** • Methodology on filling the teaching and research vacant positions https://www.uvt.ro/wp-content/uploads/2022/10/Anexa-2.-Metodologia-privind-org.-concursurilor-de-ocupare-a-posturilor-did-si-de-cercetare-vacante-din-UVT.pdf • Procedure on filling an open position for non-teaching staff https://www.uvt.ro/wp-content/uploads/2020/12/Procedura-operationala-privind-promovarea-in-grade-sau-trepte-profesionale-a-personalului-didactic-auxiliar-si-nedidactic.pdf • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/ • UVT Young Researchers/Postdoctoral Research Information Package https://www.uvt.ro/en/cercetare/doctorat/studii-universitare-post-doctorat/ **Suggestions for improvement** Update internal regulations and methodologies to provide feedback to unsuccessful candidates, where permitted by national regulations, and to incorporate information about additional benefits and career prospects in selection advertisements.
16. Judging merit (Code)	+/-	UVT follows national regulations while selecting candidates and considers their entire range of experience. They use both quantitative and qualitative criteria to evaluate the candidates' professional and personal qualities. For superior academic positions, no additional quality criteria are widely found across domains, a major part of them fulfilling the national regulations. Noteworthy is that, at the level of UVT, the habilitation is mandatory condition for such positions although the national regulations do not impose such a restriction.	**Current practice** The current selection process is based on merit, determined by the level of the vacant position. The selection committee at UVT considers bibliometric indices, as well as qualitative criteria such as teaching, research management, public awareness activities, patents, and research funds. **Internal regulations** • Methodology on filling the teaching and research vacant positions https://www.uvt.ro/wp-content/uploads/2022/10/Anexa-2.-Metodologia-privind-org.-concursurilor-de-ocupare-a-posturilor-did-si-de-cercetare-vacante-din-UVT.pdf

		Hence, no criteria of assessment including fundraising, social implications, international exchange with prominent universities, foreign teaching and independence in research proved via solo author papers are widely considered. Many such additional criteria are more than welcomed to improve the quality of recruitment process.	• Procedure on filling an open position for non-teaching staff https://www.uvt.ro/wp-content/uploads/2020/12/Procedura-operationala-privind-promovarea-in-grade-sau-trepte-profesionale-a-personalului-didactic-auxiliar-si-nedidactic.pdf • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/ • UVT Young Researchers/Postdoctoral Research Information Package https://www.uvt.ro/en/cercetare/doctorat/studii-universitare-post-doctorat/ **Suggestions for improvement** Introduction of additional criteria for superior positions, targeting the fundraising, social implications, international exchange with prominent universities, foreign teaching and independence in research.
17. Variations in the chronological order of CVs (Code)	+/-	The professional activity variations in candidates are not viewed as a disadvantage during the selection process at UVT. The candidates are required to provide supporting documents like employment contracts, seniority certificates, and decisions to verify the information provided in their CV. Moreover, including such additional aspects in the assessment can be a plus for the recruitment process.	**Current practice** At UVT, candidates are selected based on their merit, and career breaks or variations in the chronological order of their CVs are not penalised during the selection process. **Internal regulations** • Methodology on filling the teaching and research vacant positions https://www.uvt.ro/wp-content/uploads/2022/10/Anexa-2.-Metodologia-privind-org.-concursurilor-de-ocupare-a-posturilor-did-si-de-cercetare-vacante-din-UVT.pdf • Procedure on filling an open position for non-teaching staff https://www.uvt.ro/wp-content/uploads/2020/12/Procedura-operationala-privind-promovarea-in-grade-sau-trepte-profesionale-a-personalului-didactic-auxiliar-si-nedidactic.pdf • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/ • UVT Young Researchers/Postdoctoral Research Information Package

			https://www.uvt.ro/en/cercetare/doctorat/studii-universitare-post-doctorat/ **Suggestions for improvement** Professional activity variations of candidates can be inserted as criteria of assessment.
18. Recognition of mobility experience (Code)	+/-		UVT considers fostering internationalisation activities as a strategic priority to encourage the university staff to participate in international teaching, learning, scientific, or educational events. This approach serves as a basis for improving international cooperation, enhancing the university's visibility, and ensuring quality improvement No specific criteria regarding the activities within prominent international institutions are taken into account.	**Current practice** At present, UVT supports academic staff by providing financial assistance for their participation in at least one scientific event overseas and finances international mobility for students and PhD candidates. This mobility experience is viewed as a beneficial aspect of career development for teaching and research staff. The university strongly encourages teaching and training under the Erasmus+ program, considering it a positive achievement in candidates' experience. In addition, other funding opportunities are available, such as research funds. **Internal regulations** • UVT Internationalisation Strategy https://www.uvt.ro/wp-content/uploads/2021/02/Anexa-11.-Strategia-de-internationalizare-si-cooperare-globala-UVT.pdf • UVT scholarship for international mobility for staff https://ri.uvt.ro/programul-de-mobilitati-erasmus/erasmus-outgoing-mobilitati-de-predare-si-formare/ • UVT's regulations concerning doctoral / postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/studii-universitare-de-doctorat/ • Procedure for granting ERASMUS+ mobility to UVT staff https://ri.uvt.ro/programul-de-mobilitati-erasmus/erasmus-outgoing-mobilitati-de-predare-si-formare/ **Suggestions for improvement** Specific criteria regarding the activities within prominent international institutions can be additionally taken into account.
19. Recognition of qualifications (Code)	+/-		Each candidate's professional qualification is assessed individually, according to the national legal framework. The evaluation criteria for	**Current practice** UVT adheres to the national legal framework and national scientific standards for the recognition of qualifications.

		career advancement consider various scientific achievements specific to each scientific field, such as editing in journals, serving as a reviewer, presenting keynote speeches at conferences, being a member of professional associations, and other professional qualifications. The academic staff's scientific activity in the annual assessment is also considered using these criteria. Unfortunately, those criteria are not uniformly applied because of heterogeneity in national regulations across domains. In this spite, many of the aforementioned aspects are not considered as additional criteria over all UVT domains.	According to Orders 5921, 5922, and 5923/2016, the university recognizes doctoral diplomas and degrees in sciences or professional fields obtained abroad. The selection committee considers various relevant qualifications for the position during the selection process. The annual assessment of academic staff activities is based on a list of criteria in the scientific research activity report. The report is reviewed and approved each year by the university's Scientific Council and the University Senate (Indicators for Reporting the Scientific Research Activity). **Suggestions for improvement** Extension of candidate's professional qualification over all UVT domains.
20. Seniority (Code)	++	With the exception of researcher positions, which have a national requirement for a minimum length of service in higher education or research, academic positions do not have age restrictions or service requirements. The Law on the Status of Research and Development Personnel (319/2003) specifies the length of service required for different researcher levels (e.g., R1 requires at least 2 years in higher education or research). Noteworthy is that the UVT pays special attention to retired academics, the seniors with outstanding results being involved in both teaching activities and senior conferences as Emeritus professors.	**Current practice** Permanent teaching and research staff have a retirement age of 65, but may continue working if they meet both national and UVT requirements. National legislation • Law on the Status of Research and Development Personnel (Law No. 319/2003) Internal regulations • National Law of Education (Law No. 1/2011) **Internal regulations** • Methodology regarding the relation between UVT and the teaching and research staff after retirement age https://www.uvt.ro/wp-content/uploads/2020/12/Metodologia-cu-privire-la-stabilirea-raporturilor-UVT-cu-personalul-didactic-avand-varsta-de-pensionare.-HS-09-din-10.07.2012.-HS-13-din-25.10.2012..pdf • Methodology on filling the teaching and research vacant positions https://www.uvt.ro/wp-content/uploads/2022/10/Anexa-2.-Metodologia-privind-org.-concursurilor-de-ocupare-a-posturilor-did-si-de-cercetare-vacante-din-UVT.pdf

21. Postdoctoral appointments (Code)	+/-	Clear rules and regulations govern the appointment of postdoctoral researchers, with the duration of their work contract or fellowship stated by internal regulations and selection methodologies. For Romanian postdoctoral researchers, the duration of the work contract is determined by internal regulations, while international postdoctoral fellowships have a specified duration. A slight lack in promoting postdoc recruitments at the international level is observed, although this process strongly supports the internationalisation and visibility of UVT.	**Current practice** The selection of postdoctoral researchers follows UVT Regulations for doctoral and postdoctoral studies and the Methodology for admission to postdoctoral programs of advanced research. Postdoctoral researchers with co funded salaries from UVT have a minimum work contract duration of one year, while those funded from grants' budgets may have a duration of 6 months to 2 years. International postdoctoral fellowships have a minimum duration of two months and a maximum duration of one year. **Internal regulations** Regulations concerning doctoral and postdoctoral studies https: https://www.uvt.ro/wp-content/uploads/2020/12/Regulamentul-institutional-privind-organizarea-si-desfasurarea-studiilor-universitare-de-doctorat-in-cadrul-IOSUD-editia-.pdf Methodology for admission to postdoctoral programs of advanced research: http://www.uvt.ro/wp-content/uploads/sites/2/2022/03/Metodologie-admitere-programe-postdoctorale-2021-2022.pdf **Suggestions for improvement** Intensification of promoting the UVT postdoc positions at international level.
Working Conditions and Social Security			
22. Recognition of the profession	+/-	Researchers are recognized as having their own profession, according to relevant national legislation. The academic profession has, as main activities, teaching and research. Each activity has equal recognition and professional status. Furthermore, young researchers and PhD students have access to UVT's services and resources on par with UVT's academic staff.	**Current practice** UVT's researchers (from R1 to R4) are recognized as professionals and active members of the academic community. Most of the internal regulations include both teaching and research staff, the only difference being the job content (i.e., lack of compulsory teaching activities for researchers). Institutional resources are also similarly available to young researchers and PhD students (rights of access to IT services, databases, subscriptions, as well as internal rewards for research results).

			Internal regulations • Methodology on filling the teaching and research vacant positions https://www.uvt.ro/wp-content/uploads/2022/10/Anexa-2.-Metodologia-privind-org.-concursurilor-de-ocupare-a-posturilor-did-si-de-cercetare-vacante-din-UVT.pdf • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/ **Suggestions for improvement** More office space and more research resources (i.e., particularly for young researchers).
23. Research environment	+/-	UVT adheres to all national / international health and safety regulations. UVT, beyond faculty departments, has multiple research centers subordinated to their respective departments. The faculties, research centers, alongside UVT's Advanced Environment Research Institute comprise the research community and the principal avenue for research / experimentation / testing. The necessary research infrastructure is provided by UVT, however there is a constant need for training (especially for young researchers), as well as updating / developing infrastructure.	**Current practice** West University of Timisoara is currently one of the few universities in Romania to have built its own multidisciplinary research institute. UVT's Advanced Environment Research Institute, financed through the national budget, offers additional infrastructure capacity to supplement UVT's existing research infrastructure, as well as allowing new opportunities for researchers (young and established) to implement their research projects. UVT's current infrastructure pertains to its 42 research facilities, 56 laboratories, 204 equipment items, which allows UVT to offer 38 services in a variety of fields. **Internal regulations** • UVT's research infrastructure: https://eertis.eu/?&ddpN=2354669837&we=d383be9eadfd7f590cf4d8281e3c23cd&wf=dGFCall&wtok=116609afc6e5c92de22a23fdb2a03e2793f7779e&wtkps=VY5dbsMgEITvwntcw4L58UuO0CvYgBMaJyAT6sZV7t7FrSL1bUY78+0MRpjvbMCQHBzpsxHMkLUVeTxfORX2i6u4ntNWuEof8va4OQgPf9LrgVoZZKQH+uk2vZXarVVfBbSGXKMrs2/icmr8soTcDClV917GOdia4oZc4u9XlJwJ8Qc53kk/oMBhFEHV0GpehWAUyP65hx173SkGTAlvDATvOo2ZfQwyUm7+H5qOM5gGxj13gMQnwgTOv1/mvJcqmTJrteSejQomaKllHYyTZFQJrUFh6wc=&wchk=4ce86c43fd4888bb1da880a3a0f93839bf794723

			• Regulations regarding work safety are found in Chapter II of the UVT General Interior Regulation: https://www.uvt.ro/wp-content/uploads/2020/12/Regulamentul-de-ordine-interioara-al-Universitatii-de-Vest-din-Timisoara-editia-a-II-a.-HS-63-din-27.07.2018..pdf • Regulation regarding the organization and functioning of UVT's Advanced Environment Research Institute: https://www.uvt.ro/wp-content/uploads/2021/12/Anexa-5-ROF_Institutul-Cercetari-Avansate-de-Mediu.pdf **Suggestions for improvement** 1) Increasing periodic training for professional development of researchers, according to identified needs (technical and soft skills) 2) Increasing institutional investments, attracting funding for the further development of UVT's R&D research infrastructure.
24. Working conditions	+/-	In accordance with national legislation, UVT's research activity is regulated by collective and individual labor contracts. Employee working hours and work conditions are set by Internal Regulations, publicly available on UVT.s website. Teleworking / remote working / home working conditions are not implemented, as national legislation affecting this type of work was removed following the ending of the restrictions imposed by Covid-19 pandemic.	**Current practice** UVT's researchers have individual working contracts, full or part time, with either fixed or flexible working hours (mostly in grants / contracts / projects). The contracts can be tenured or fixed time (again, mostly in grants / contracts / projects). Access to research infrastructure, scientific resources (databases, e-books), IT services (e-learning platform, video conference; drive for file sharing and transfer, access to software and subscriptions for research purposes, etc.) is available to all academic staff. According to current legislation, at the UVT, the working schedule for researchers and teaching staff is flexible. Employment contracts within research projects include flexible working time, distributed unevenly, and the workload varies depending on the specific position, from a limited number of hours per month to a maximum of 8 hours per day. Additionally, according to national and UVT-level legislation, employees have the following rights: • parental leave;

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• days off granted for family emergencies;
• the option to work remotely (telecommuting and work from home);
• extra leave days for persons with disabilities.
This flexibility allows employees to better organize their work schedule to meet their specific needs, thereby enabling them to better cope with research or teaching activities. The varying workload and flexible working hours allow employees to adjust their schedule according to the specific needs of the project and to work during the most efficient hours for them. Moreover, these benefits contribute to improving the quality of life of employees and increasing their productivity at work.

Internal regulations
• UVT General Interior Regulation:
https://www.uvt.ro/wp-content/uploads/2020/12/Regulamentul-de-ordine-interioara-al-Universitatii-de-Vest-din-Timisoara-editia-a-II-a.-HS-63-din-27.07.2018..pdf
• UVT internal regulations
https://www.uvt.ro/organizare/regulamente-de-organizare/regulamente/
• access to scientific literature
http://www.bcut.ro/

Suggestions for improvement
1) Developing and implementing internal regulations on teleworking/remote working / home working conditions.

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25. Stability and permanence of employment

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In the UVT staff turnover is low. The national legislation is followed by all employees, and access to different academic positions is granted through a process of public selection.

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Current practice
In UVT the work contract for researchers might be a fixed term (new-entries) and tenure contract. The fixed-term contract is for three years and could be prolonged only once or transformed into a tenure position. All researchers, regardless of type of contract have the same employment rights and obligations according to the Romanian Labour Regulations (Law No. 51/2003), Law on the Status of Research and Development

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			Personnel (Law No. 319/2003), National Law of Education (Law No. 1/2011), and in line with the internal regulations (General Internal Regulations). UVT informs the employees with a fixed term on available permanent jobs and supports their applications to enhance stability of employment conditions. **Internal regulations** • Methodology on filling the teaching and research vacant positions https://www.uvt.ro/wp-content/uploads/2022/10/Anexa-2.-Metodologia-privind-org.-concursurilor-de-ocupare-a-posturilor-did-si-de-cercetare-vacante-din-UVT.pdf • General Internal Regulations https://www.uvt.ro/wp-content/uploads/2020/12/Regulamentul-de-ordine-interioara-al-Universitatii-de-Vest-din-Timisoara-editia-a-II-a.-HS-63-din-27.07.2018..pdf
26. Funding and salaries	+/-	The UVT's employees' remuneration is regulated by national legislation. Employment contracts for projects comply with the national regulations and respective grant provisions.	**Current practice** According to each employee's success, UVT funds many kinds of incentives for its teaching and research staff: - additional compensation for participation in grants and research projects; - amounts for expenses associated with the research activity; - reimbursement of expenses for participation in international conferences; - payment of project managers who received at least 80% of the maximum score in the grants competition; - monthly increases to the basic salary for project managers for a year based on the number and type of publications; **Internal regulations** • Internal regulations for stimulating research performances at UVT https://www.uvt.ro/wp-content/uploads/2020/12/Metodologia-cadru-privind-

			stabilirea-de-salarii-diferentiate-pentru-personalul-din-UVT-editia-a-III-a.-HS-75-din-15.02.2019..pdf • Remuneration of teaching and research staff https://www.uvt.ro/wp-content/uploads/2021/10/Lista_functii_pers_angajat_UVT_sept_2021_Lg-153_2021_blurat.pdf
27. Gender balance	+/-	Gender balance is a strategic priority for UVT, according to the Gender Equality Plan. Gender is not an evaluation criterion, and no gender discrimination occurs during recruitment and selection. According to the Plan, specific actions and measures are planned for 2020-2025 to promote, support and monitor actions for gender equality.	UVT promotes, supports and monitors gender equality in scientific research and academic life in general, according to national and European values and principles. Significant differences are recorded in the gender distribution by scientific domain, with a lower number of women in engineering, as compared to the fields of social sciences and humanities. The representation of women in the management structures is slightly lagging, two of the six vice-rectors of the university and four of the 11 deans are women. According to the Gender Equality Plan, strategic objectives and specific actions are planned for 2020-2025 so as to raise awareness and to promote a culture that integrates a gender perspective in UVT's academic life. **Internal regulations** • Gender Equality Plan in Transilvania University of Braşov https://www.uvt.ro/wp-content/uploads/2022/01/Anexa-2-Planul-de-Egalitate-de-Gen-al-UVT.pdf **Suggestions for improvement** 1) Inclusion of gender equality issues in training, internships, events dedicated to research staff. Organising events, information sessions and debates on institutional policies to encourage and sustain the work-life balance. Inclusion of gender equality issues in the content of research projects, grants and contracts and promoting an equal number of women and men in the project teams.
28. Career development	+/-	UVT organises periodical training and career development events.	**Current practice**

			UVT promotes the professional development of its employees by offering training and career events, by stimulating staff participation in mobilities, training and scientific events. UVT also has structures meant to sustain the researchers' work and the successful implementation of their projects/ grant as well as counselling services concerning the writing process and the implementation of projects. It proposes internal programmes and scholarships to stimulate career development of young researchers. The Career Counselling Centre of UVT offers counselling activities for students (including PhD students) at request. **Internal regulations** • Regulations concerning UVT's Project Management Office https://oldsite.uvt.ro/files/5defd2d9236705763176ca5ba9c85f0f9ab07be7/ • Regulation concerning UVT's Career Counselling Centre https://www.uvt.ro/wp-content/uploads/2020/12/Regulamentul-de-organizare-si-functionare-al-Centrului-de-Consiliere-si-Orientare-in-Cariera-editia-I.-HS-13-din-28.07.2016..pdf **Suggestions for improvement** 1) Developing a career development policy for researchers. 2) More opportunities (i.e., training) for research upskilling.
29. Value of mobility	+/-	International mobilities are highly encouraged for the PhD students and the academic staff of West University of Timisoara, with a particular focus on Erasmus+ mobilities, participation in conferences, and international scientific events, training or other activities undertaken abroad or in international teams.	**Current practice** UVT participates in ERASMUS+ programme and the EEA Grants programme (which supports teacher and student exchanges between Romania, Norway, Iceland and Liechtenstein). The University offers grants of mobility for academic staff to international research organisations or international research training and scholarships for research abroad. **Internal regulations** • UVT Internationalisation Strategy https://www.uvt.ro/wp-content/uploads/2021/02/Anexa-11.-Strategia-de-internationalizare-si-cooperare-globala-UVT.pdf

			• UVT scholarship for international mobility for staff https://ri.uvt.ro/programul-de-mobilitati-erasmus/erasmus-outgoing-mobilitati-de-predare-si-formare/ • UVT's regulations concerning doctoral / postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/studii-universitare-de-doctorat/ • Procedure for granting ERASMUS+ mobility to UVT staff https://ri.uvt.ro/programul-de-mobilitati-erasmus/erasmus-outgoing-mobilitati-de-predare-si-formare/
30. Access to career advice	+/-	Career advice is offered through the Career Counselling Centre, along with information provided by the International Office on scholarships and open positions within UVT's partner institutions or funded under the framework of Romanian cooperation with foreign countries.	**Current practice** The dean of each faculty, the vice-dean for research and the Research centers Coordinators are in charge of providing career advice regarding the research opportunities and career paths. The rectorate, through its specialised centers, offers information about career opportunities, scholarships, fellowships, open positions and grants or other programmes meant to stimulate professional development. **Internal regulations** • Regulations concerning UVT's Project Management Office https://www.uvt.ro/wp-content/uploads/2020/12/Anexa-5.-Regulament-de-organizare-Oficiu-proiecte-SupportTM-1.pdf • Regulation concerning UVT's Career Counselling Centre https://www.uvt.ro/wp-content/uploads/2020/12/Regulamentul-de-organizare-si-functionare-al-Centrului-de-Consiliere-si-Orientare-in-Cariera-editia-I.-HS-13-din-28.07.2016..pdf **Suggestions for improvement** 1) Developing the career development policy for researchers.
31. Intellectual Property Rights	+/-	Dedicated procedures for commercial exploitation of the research results are in place, under the purview of UVT's Technology Transfer and Innovation Centre.	**Current practice** Intellectual property issues within the West University of Timisoara are generally covered by the Technology Transfer and Innovation Centre. **Internal regulations**

			• Regulations regarding UVT's Technology Transfer and Innovation Centre: https://www.uvt.ro/cercetare/cercetare-si-inovare/inovare-si-transfer-tehnologic/documente-utile/interne/ **Suggestions for improvement** 1) Creation of a dedicated Intellectual Property Office.
32. Co-authorship	+/-	The research contributions of each author are acknowledged according to national legislation and international practices, depending on individual contributions and without discrimination of any kind. A clear framework to offer a step-by-step process regarding co-authorship is not implemented, due to the differing author order and main author status across research fields. However, a guideline regarding recognition of each contribution within a research endeavour is in effect.	**Current practice** Co-authorship is decided, on a case-by-case basis, according to individual work / contribution in a research output, by each research team. Individual consent and overall agreement of all authors is required according to the existing UVT guideline, while respecting any relevant ethical regulation (if required). **Internal regulations** • UVT's Regulation regarding scientific research and academic creation: https://www.uvt.ro/wp-content/uploads/2020/12/Regulamentul-Cercetarii-stiintifice-si-Creatiei-universitare-editia-a-II-a.-HS-52-din-20.02.2018-..pdf • The UVT Code of Ethics and Deontology https://www.uvt.ro/wp-content/uploads/2021/01/Cod-de-Etica-si-Deontologie-Universitara-din-UVT-votat-Senat-UVT-7-iunie-2018..pdf • Academic Ethics and Deontology Commission: https://www.uvt.ro/wp-content/uploads/2021/03/Regulament-de-Organizare-si-Functionare-CEDU-din-UVT-HS-nr.-22-din-08.10.2020.pdf
33. Teaching	+/-	The development of teaching skills of the academic staff is an important aspect of the academic life at UVT. The Department of Teacher Training is a structure of UVT involved in this process. Researchers may be involved in teaching activities depending on their working contract (funded by UVT or funded by grants).	**Current practice** UVT supports the development of teaching skills through the Department of Teacher Training. It organises and conducts psycho-pedagogical training programmes for the teaching profession, including two levels, level I to prepare graduates who have the right to hold teaching positions in preschool, primary and secondary education, and level II prepares graduates who

			are certified to hold teaching positions in high school, post-high school and university education. https://dppd.uvt.ro/ https://cda.uvt.ro/ **Internal regulations** • Regulation on filling the teaching and research open positions https://oldsite.uvt.ro/files/4c7ba71b1e62fb4ec208bb403fa25aab598c53ea/ • Methodology for the organisation of the Department of Teacher Training https://www.uvt.ro/wp-content/uploads/2020/12/Regulamentul-de-organizare-si-functionare-a-Departamentului-pentru-Pregatirea-Personalului-Didactic-editia-I.HS-46-din-16.11.2017..pdf • Regulation regarding the Payroll System and Teaching Loads https://www.uvt.ro/wp-content/uploads/2021/06/Anexa-2.-Regulament-state-de-functii-si-norme-universitare.pdf
34. Complains/ appeals	+/-	Complaints are solved in compliance with internal methodologies and regulations, with a key role played by the Commission of University Ethics and Deontology.	**Current practice** Complaints about ethical issues are solved by the Commission of University Ethics and Deontology. The Disciplinary Committees of the faculties may be contacted for other disputes or complaints. There is a mediation process for doctorate students when disagreements or problems with supervisors may occur. **Internal regulations** • Regulation concerning the Commission of University Ethics and Deontology https://www.uvt.ro/wp-content/uploads/2021/03/Regulament-de-Organizare-si-Functionare-CEDU-din-UVT-HS-nr.-22-din-08.10.2020.pdf • Regulation concerning the Commissions for the analysis of misconduct https://www.uvt.ro/wp-content/uploads/2021/10/Anexa-4.-HS-63_ROI-UVT-1.pdf

35. Participation in decision-making bodies	++	The academic staff, including researchers and PhD students are represented in the University's decision-making bodies (e.g., Institute for Advanced Research in the Environment, the Scientific Council, Senate, Council of University Doctoral Study, etc.)	**Current practice** Researchers within UVT have the same rights to be elected or nominated in decision-making bodies as the teaching staff. Thus, researchers are members of the Board of the Institute for Advanced Research in the Environment, in the Scientific Council, in the University's Senate. **Internal regulations** • Charter of the West University of Timisoara https://www.uvt.ro/wp-content/uploads/2021/01/Carta-Universitatii-de-Vest-din-Timisoara.-HS-86-din-30.05.2019..pdf • Regulation of the Senate Committees https://www.uvt.ro/wp-content/uploads/2020/12/Regulamentul-de-Organizare-si-Functionare-al-Senatului-UVT.-HS-4-din-18.03.2020..pdf • Regulations for the operation of the Institute for Advanced Research in the Environment https://www.uvt.ro/wp-content/uploads/2021/01/Anexa-1.-Regulament-de-organizare-si-functionare-ICAM-editia-a-III-a-1.pdf • Methodology of organisation and conduct of elections at the West University of Timisoara https://www.uvt.ro/wp-content/uploads/2021/11/Metodologie-alegeri.pdf • Scientific Research and Academic Creation Council: https://www.uvt.ro/cercetare/strategie-si-impact/consiliul-stiintific/
Training and Development			
36. Relation with supervisors	+/-	During their doctoral studies, doctoral students receive guidance, feedback and counselling from the doctoral coordinator of the doctoral school in which they are enrolled, as well as from the supervisory committee.	**Current practice:** The curriculum of the doctoral schools in UVT was updated in 2022, including a description of the entire academic progress (courses, mobilities, conference participation). Doctoral students attend, apart from the doctoral training, personal development training, as workshops/webinars or

| | | Also, periodically at the level of the doctoral school or in direct relation with the thesis coordinator, progress reports are periodically presented regarding the implementation stage of the doctoral research. | individual counselling sessions (provided by the Center for Counselling and Career Planning). The workshops are about: developing efficient learning skills, developing socio-emotional skills, developing career planning skills and employment skills. The individual counselling has three types: educational and vocational counselling, career counselling, personal improvement counselling.
Internal regulations
• Regulation regarding Ph.D. studies: https://www.uvt.ro/wp-content/uploads/sites/2/2022/04/Regulament-organizare-si-desfasurare-studii-de-doctorat.pdf
• Methodology for co-supervisors: http://www.uvt.ro/wp-content/uploads/sites/2/2022/06/Metodologie-privind-doctoratul-in-cotutela-si-doctorat-european.pdf
Suggestions for improvement:
For PhD students and early career researchers
Research assistants (PhD students or doctors- research assistants) need a distinct job description file, which can better describe and reflect their specific research status. Research assistants (PhDs and postdoctoral researchers) should avoid reporting the same activity as employed assistant researchers and as PhDs/postdoctoral researchers. Their activity should be assessed in accordance with this principle by the head of the department.
The PhD students needs more clarity on the specific of his/her relationship with the supervisor. Likewise, the supervisor needs specific training in his/her role as well as to develop his or her mentorship abilities. |
| 37. Supervision and managerial duties | +/- | At the university level, training sessions were organized periodically regarding the methods and strategies for accessing financing lines. Thus, experienced people who have managed research projects specific to a certain field or financing lines are invited to share their own experiences | **Internal regulations**
• Regulation regarding Ph.D. studies: https://www.uvt.ro/wp-content/uploads/sites/2/2022/04/Regulament-organizare-si-desfasurare-studii-de-doctorat.pdf |

		with young people or people who will access that type of projects in the future. Also, every year senior researchers are invited to maintain the collaborative relationship with the university, professional and didactic experience allowing a transfer of knowledge to teaching staff and researchers who are at the beginning of their careers.	• Methodology for co-supervisors: http://www.uvt.ro/wp-content/uploads/sites/2/2022/06/Metodologie-privind-doctoratul-in-cotutela-si-doctorat-european.pdf **Suggestions for improvement:** **Trainers' training** The activity of supervisors, members of the advisory boards, postdoctoral mentors can be improved with the help of informative sessions, best practice exchanges, targeted especially at newly affiliated members, which can take a semi-formal character. Each doctoral school will organize such sessions and meetings twice a year. Similar biannual sessions should include presentations by PhD students and postdoctoral researchers to improve their presentation, public speaking skills. The sessions should ideally take an interdisciplinary status.
38. Continuing Professional Development	++ = **fully implemented**	PhD students have the possibility to access resources for professional development programs and for participation in scientific events in accordance with the methodology for accessing by the PhD students of the institutional resources for professional formation. Also, newly hired teaching and research staff benefit from dedicated resources for internal integration by accessing START GRANT type grants in a non-competitive internal competition. UVT, through the expertise of the Academic Development Center, offers teachers and researchers the opportunity to participate in a series of activities aimed at developing professional skills. Thus, a series of workshops dedicated to the development of didactic skills for a student-centred education, seminars dedicated to online teaching, the	**Internal regulations** • Methodology for resources available to Ph.D. students: https://www.uvt.ro/wp-content/uploads/sites/2/2022/03/Metodologie-resurse-institutionale-doctoranzi.pdf • START Grant methodology: https://www.uvt.ro/wp-content/uploads/sites/2/2023/01/Metodologia-privind-implementarea-programului-START-GRANT.pdf • Academic Development Center: http://www.cda.uvt.ro/ **Suggestions for improvement:** **In need of improvement: for PhD students** The activity of PhD students can be integrated on the e-learning platform, which can help young researchers develop ethical and academic integrity skills, but also benefit from packages of elective courses. **In need of improvement: for early career researchers**

		implementation of the UVT Teaching & Learning Brand program:	More informative sessions should be organized, with the participation of the doctoral schools, to inform PhD students, doctors, postdoctoral researchers and research assistants about the financial and training opportunities.
39. Access to research training and continuous development	++ = **fully** implemented	UVT is concerned with the professional development of teaching staff and researchers regardless of their level of expertise and experience. Thus, starting with the year 2022-2023, every teaching staff or researcher from UVT can access a fixed amount to cover expenses related to professional development, participation in scientific or professional training events. The resources available from the "institutional development" type projects allow teaching staff, researchers, and doctoral students to participate in professional development activities and international scientific events that contribute to professional development and the consolidation of existing skills.	For the development of teaching and research skills, as well as for the consolidation of partnerships or research networks, members of the academic community of UVT could participate in ERASMUS + mobility projects. **Internal regulations** • Develop Grant methodology: https://www.uvt.ro/wp-content/uploads/sites/2/2023/01/Metodologia-de-accesare-si-utilizare-a-granturilor-de-tip-Develop.pdf **Suggestions for improvement:** **For early career researchers** When an early-career researcher is employed by UVT or is promoted in UVT, it is recommended that the candidate includes a specific indicator in their Career plan, related to participation in life-long learning programs. The researcher will be encouraged to participate in trainings provided as a package by UVT (with the help of the Academic Development Center and the the Center for Counselling and Career Planning). The head of the department where the researcher is employed will assess in the next two years to what extent these recommendations were followed (these criteria to be included in the assessment of the employees by the head of the department).
40. Supervision	+/-	For each early-stage researcher there is a direct supervisor to provide feedback and guidance. There is a continuous need to improve supervisors' competences to provide personalized and efficient mentoring and to develop their leadership.	**Current practice:** For PhD Students, supervision is a clearly defined activity in the Institutional Regulation regarding doctoral studies at UVT. For postdoctoral researchers, the activity is monitored by a mentor, who assesses the results of the postdoctoral researchers' work annually.

			Internal regulations • Reguluation regarding Ph.D. studies: https://www.uvt.ro/wp-content/uploads/sites/2/2022/04/Regulament-organizare-si-desfasurare-studii-de-doctorat.pdf **Suggestions for improvement:** **For early career researchers** There is no clearly defined entity in UVT regulations to supervise and assess the activity of early career researchers, in order to increase their research potential. Research assistants will be assigned a mentor by the head of the academic/research department. This mentoring activity will be included in the individual job description, each mentor monitoring no more than three early career researchers/ assistants. The early career researcher will write an annual report or will submit the self-evaluation. This will be assessed by the mentor, who will make due recommendations, following the model provided by the methodology of assessing the activity of the teaching staff in UVT.