HR Excellence in Research

GAP Analysis (Charter and Code Checklist)

GAP Analysis (Charter and Code Checklist)

Case number

2022RO768013

Name Organisation under review

UNIVERSITATEA DE MEDICINA SI FARMACIE IULIU HATIEGANU

Organisation’s contact details

8 VICTOR BABES, CLUJ-NAPOCA, CLUJ, 400012, Romania

Date endorsement charter and code

07/04/2022

Submission date to the European Commission

11/10/2024

GAP Analysis overview

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. In order to help the organisation’s recruitment strategy, a specific self-assessment checklist is provided for Open, Transparent and Merit-Based Recruitment.

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

- **GAP** : In case of --, -/+, or +/-, please **indicate the actual “gap”** between the principle and the current practice in your organisation.
- **Implementation impediments** : If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation.
- **Initiatives undertaken/new proposals** : If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

Status

Ethical and Professional Aspects

1. Research freedom

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	• Relevant national legislation Higher Education Law No 199/2023 (art. 11, 12, 137, 216) Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf • Institutional regulations UMPhIH Charter https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Regulations for conducting scientific research https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-conducting-scientific-research.pdf Institutional Regulations for organising and conducting doctoral studies https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-organising-and-conducting-doctoral-studies-2023.pdf Technology Transfer Centre https://cdn.umfcluj.ro/uploads/2024/03/Regulation-of-organization-and-functioning-of-the-Technology-Transfer-Centre.pdf In Romania, the university autonomy is guaranteed by the Constitution. The UMPhIH Charter provides for academic freedom for members of the university community, according to the national legislation in force (art. 8, 22, 188, 199-201). UMPhIH supports and encourages the policy of open science and open access, with a permanent update from the Department of Research, Development, and Innovation organized according to the provisions of the Regulations for conducting scientific research. Freedom of research in UMPhIH is facilitated by free access for everyone to the Valeriu Bologa Library's electronic bibliographic resources, current university subscriptions, and open access resources, including the ANELIS Plus national research consortium subscription: https://umfcluj.ro/en/university/about/facilities/library-valeriu-bologa/electronic-resources/ PhD candidates learn about the boundaries of academic freedom and participate in classes on the ethics of scientific research during their first year of graduate school (protection of intellectual property), following the provisions of the Institutional Regulations for organising and conducting doctoral studies. The UMPhIH regularly organises courses and workshops on intellectual property protection for researchers through the Technology Transfer Centre. Based on the survey's results, the respondents' opinions were that UMPhIH supports the autonomy of research (92.8%) and provides the information needed to conduct research (88.7%). Both items were rated by respondents as important in terms of assessing academic ethics and professionalism (weighted means 33.22 and 24.93 respectively). Respondents judged that UMPhIH informs researchers correctly and completely about the regulations governing research (87.1%), and that research work in UMPhIH is conducted with professional responsibility (89.7%).	Based on the responses received in the s UMPhIH supports the conduct of research autonomous conditions, this being an item high average and a high level of importan However, a better awareness among the a community of the opportunities for free res but also of the limitations imposed by the rules, is welcome. To this end, the Action include the organisation of annual training workshops for researchers and academics professional ethics rules, informing resear about research regulations. A large variety sources of electronic resources are availa https://umfcluj.ro/en/university/about/facili valeriu-bologa/electronic-resources/

Status		
2. Ethical principles		
Implementation	**GAP / Implementation impediments**	**Initiatives undertak proposal**
++ fully implemented	• Relevant national legislation Higher Education Law No 199/2023 Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf Law no. 319/2003 Law No 206/2004, as amended Higher Education Law No 199/2023 lays down the rules of academic ethics and deontology that must be observed in all teaching and research activities (Chapter XX), supplemented by the Framework Code of Academic Ethics and Deontology approved by the Government Decision. Law no. 319/2003 on the status of research and development personnel "constitutes the framework through which continuous training, development, and motivation of human resources are promoted, to ensure professional competence and ethics in research and development activities, freedom of scientific approaches" (art.1). Good conduct in scientific research, technological development, and innovation is regulated by Law No 206/2004, as amended. • Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Regulations for conducting scientific research https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-conducting-scientific-research.pdf Regulations for the Ethics of Scientific Research https://cdn.umfcluj.ro/uploads/2024/03/Regulation-for-the-Ethics-of-Scientific-Research.pdf Research strategy 2024-2029 https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf UMPhIH applies the principles of academic ethics, following national legislation, stipulated in the University Code of Ethics and Professional Conduct (Title X of the UMPhIH Charter). The University Ethics Commission carries out its work following the provisions of the Regulations of the University Ethics Commission (Title XI of the UMPhIH Charter). The staff engaged in research complies with the Regulations for Conducting Scientific Research, following the Research Strategy approved by the Senate. The Scientific Research Ethics Committee operates based on the Regulation of the Scientific Research Ethics Committee. All these principles are well-defined and fully implemented in UMPhIH for the researchers, and the university provides the necessary support for the application of these principles.	Although principles implemen levels of r and acad activity in annual tra workshop organised researche academic professio standards document various na sectoral, institution of Ethics document

Status		
3. Professional responsibility		
Implementation	**GAP / Implementation impediments**	**Initiatives undertaken/new propo**
++ fully implemented	• Relevant national legislation National Law on Higher Education No. 199/2023 Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf Law no. 319/2003 on the status of research and development personnel Professional responsibility, prevention of plagiarism, and protection of intellectual property rights on research results are the main objectives of UMPhIH, following the National Law on Higher Education No. 199/2023. Law no. 319/2003 on the status of research and development personnel requires:" a) to respect the ethics and deontology of research and development activity; b) to respect intellectual property rights and confidentiality agreed with collaborators and research funders" (art. 24). • Institutional regulations Institutional regulation on the organisation and conduct of Doctoral degree programs - https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-organising-and-conducting-doctoral-studies-2023.pdf Technology Transfer Centre - https://cdn.umfcluj.ro/uploads/2024/03/Regulation-of-organization-and-functioning-of-the-Technology-Transfer-Centre.pdf UMPhIH is accredited as a Doctoral Studies Organizing Institution. The Institutional regulation on the organisation and conduct of Doctoral degree programs provides for the teaching of the principles of ethics of scientific research by doctoral students through mandatory courses organized in the first year of studies, including the avoidance of plagiarism, respect for intellectual property rights, personal responsibility for the research work performed. Verification of doctoral theses, habilitation thesis, and other teaching and scientific materials in terms of the degree of similarity and compliance with quality or professional ethics standards, including the existence of plagiarism, is carried out in UMPhIH within the Doctoral School, through the Valeriu Bologa Library and various online anti-plagiarism websites (e.g. https://sistemantiplagiat.ro). UMPhIH also supports researchers and the entire academic community in respecting and protecting intellectual property rights through the Technology Transfer Centre. In the UMPhIH, the participants in the survey considered that the research work was carried out with professional responsibility (89.7%).	We appreciate that the principle of professional responsibility is well implemented in UMPhIH. However awareness among the academic co of professional responsibility is wel this end, the Action Plan will includ organisation of annual training wor researchers and academics on pro ethics rules, informing researchers their professional responsibility. UM provides antiplagiarism and intellec property protection. https://sistemantiplagiat.ro/en/iuliu-university-of-medicine-and-pharma napoca/ https://umfcluj.ro/universitate/nouta workshop-pentru-cercetatori-propri intelectuala/

Status		
4. Professional attitude		
Implementation	**GAP / Implementation impediments**	**Initiatives undertaken/new proposals**
+/- almost but not fully imple…	• Relevant national legislation Updated Law No 206/2004 on good conduct in scientific research, technological development and innovation Government Ordinance No 57/2002 on scientific research and technological development Government Decision No 1265/2004 approved the methodological rules for contracting, financing, monitoring, and evaluating research and development and innovation programs, projects, and actions included in the National Research and Development and Innovation Plan. https://oportunitati-ue.gov.ro/en/program/planul-national-de-cercetare-dezvoltare-si-inovare-2022-2027-pncdi-iv/#:~:text=Summary%20Plan,-The%20Executive%20approved&text=2022%20the%20National%20Research%2C%20Development,2022%2D2027%20(SNCISI) • Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Regulations For Conducting Scientific Research https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-conducting-scientific-research.pdf Institutional Regulations for organizing and conducting doctoral studies - https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-organising-and-conducting-doctoral-studies-2023.pdf According to the Charter, the fundamental values assumed by UMPhIH are professionalism, honesty, and responsibility. Scientific research programs are carried out at the UMPhIH following the funding contracts concluded, respecting the deadlines, the reports stipulated in the contract, and the responsibility of the project director and the entire team, following the Regulations for conducting scientific research (art. 13, 26). The Code of ethics and university deontology is an integral part of the University Charter (Title X) and provides for all aspects related to good conduct in scientific activity and deviations from these norms. Scientific research carried out on human subjects or animals can only be carried out after obtaining the approval of the Research Ethics Commission, whose main mission is to ensure compliance with special ethical norms in research activity (as laid down in the UMPhIH Charter, Title XI). In the Doctoral School program, young researchers are trained and educated in the spirit of responsibility, ethics, and professional attitude, including their relationship with the doctoral supervisor and the supervising committee. High-level, interdisciplinary research conducted within university departments or with abroad partners on a national or international scale, as well as the professional outcomes of research conducted by university community members, demonstrate their professionalism and capacity for responsible, teamwork that complies with research ethics norms (See the University Report 2023, pages 155-159): https://cdn.umfcluj.ro/uploads/2024/03/REPORT-UMF-2022-2023-en.pdf One aspect that needs to be improved is that of making the Scientific Research Ethics Committee more efficient in granting opinions for research projects involving pre-clinical or clinical studies, to ensure that research is carried out within the allotted periods and that contractual conditions are respected. According to the survey respondents' answers, statements regarding the effectiveness of the Scientific Research Ethics Committee in granting opinions for research projects had a higher proportion of disagreement (total partial disagreement and disagreement of 15.3%). Some of the reasons why, in some cases, the opinion is obtained after a long period would be: 1) the heavy workload (sometimes in relatively short periods; there are up to 300 requests per year) and the responsibility of the members of the committee, whose work is in no way rewarded at present; 2) incomplete files or files which, after comments have been made, return to the committee without all the required additions having been made.	Although the prof attitude is well im in UMPhIH, there room for improve Action Plan will in organisation of ar training workshop researchers and a on professional e informing researc professional attitu principles. Consic will be given to st the work of the Sc Research Ethics in dealing with ap for approval of sc projects involving trials or pre-clinic on laboratory ani inclusion in the ar professional evalu of the evaluation the committee me reward them for t and their professi responsibility, 2) s an integrated univ platform with a de area for the Scier Research Ethics to evaluate applic communicate bet committee memb applicants.

Status

5. Contractual and legal obligations

Implementation	GAP / Implementation impediments	Initiatives undertaken proposals
++ fully implemented	• Relevant national legislation National Law on Higher Education No. 199/2023 Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf Law no. 319/2003 on the status of research and development personnel Law no. 53/2003 - Labor Code • Institutional regulations UMPhIH Charter 2022 - https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Internal regulation https://cdn.umfcluj.ro/uploads/2024/03/Internal-regulations-Regulament-intern-2022.pdf The contractual and legal obligations of the members of the university community are established by the national legislation in force, by the Charter, by the internal regulations of the University, and by the contract concluded with the University or with the founder of the research project. By signing the employment contract or the research contract with the private or public sector, each researcher undertakes to comply with the conditions and terms stipulated in the contract. The Department of Research, Development and Innovation supports and provides support to researchers at all stages of the development of research projects and controls compliance with the obligations assumed by the funding contracts. Work contracts and research contracts are updated constantly following national legislation. Every member of the academic community is aware of the terms of the individual work contracts and the research contracts, and they all sign and assume responsibility for complying with them. In the survey, respondents consider that the UMPhIH correctly and fully informs researchers about the regulations governing research (89.7%), this principle is considered important in academic ethics and professionalism (relative mean 23.56).	We appreci principle of and legal ob well implem UMPhIH. Th Plan will incl organisation training work researchers academics professional rules, inform researchers contractual obligations. Employment and researc agreements updated to t framework r and UMPhI code compli national reg

Status

6. Accountability

Implementation	GAP / Implementation impediments	Initiatives undertak proposal
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No. 199/2023 provides for "the monitoring of managerial efficiency, equity and labour market relevance of higher education by the bodies of the Ministry of Education [...], linked to the systems of European reference statistical indicators in the field" (art. 263). Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf Government Ordinance No 119/1999 updated, regulates internal control, internal audit and preventive financial control in public institutions and on the use of public funds and the management of public assets (art. 1). Law No 69/2010 republished, on fiscal-budgetary responsibility, applies to public authorities, institutions and entities and establishes the framework for efficient management of public finances (art. 1). • Institutional regulations Research strategy 2024-2029 https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf Strategic Plan 2024-2029 https://cdn.umfcluj.ro/uploads/2024/05/UMF-PLAN-STRATEGIC-2024-2029-en2.pdf The responsibility of teaching staff and researchers to fulfill their contractual commitments is periodically evaluated by the university by monitoring some performance indicators, according to the Research Strategy Directive from the Ministry of Administration and Internal Affairs. In research projects, the director or project manager is responsible for achieving the proposed objectives, but each member of the research team is responsible for the involvement and completion of the assigned activities. Each grant or research project funded by public or private funds is audited annually or at the end of the implementation period. The evaluation of the research activity in the university is carried out annually through the digital platform managed by the Quality Assurance Department, based on the self-assessment carried out by each teaching staff, researcher and doctoral student at the university, according to the self-assessment guide: https://cdn.umfcluj.ro/uploads/2024/03/USER-GUIDE-Annual-self-evalaution-of-faculty-and-researchers-2022.pdf The Science Monitoring Department regularly centralizes and evaluates publicly verifiable research results (articles, especially in Q1 and Q2, books, patents, etc.) and their impact (Research Strategy 2020-2024). Also, every two years it reports the centralized research activity at an institutional level to the bodies of the Ministry of Education - ANS, CNFIS, which monitor higher education institutions based on specific indicator systems (Law on Higher Education No 199/2023, art. 263). The Research, Development and Innovation Department ensures the financial management of research projects carried out in the university, and its activity is supervised by the Internal Audit Office of UMPhIH. Periodically, UMPhIH is externally audited at the national level by ARACIS, the Court of Accounts, and by various international professional organizations (EUA, CIDMEF, AMSE, ASIIN, CIDPHARMEF). The survey participants consider that the evaluation of teaching and research work is carried out regularly and transparently in UMPhIH (91.9%), the criteria for the evaluation of research work being comprehensive (86.7%). Both items had the lowest weighting in the assessment of importance for aspects of academic ethics and professionalism (relative mean 16.80 for the evaluation criteria and 15.76 for the evaluation of activity, respectively).	Accountal researche funders fo financial f used is a implemen principle i UMPhIH. the Action include th organisati yearly trai workshop researche academic such as professior rules, info researche accountal of social responsib responsib research t developin procedure collection processin storage.

Status

7. Good practice in research

Implementation	GAP / Implementation impediments	Initiatives undertaken/n proposals
+/- almost but not fully imple…	• Relevant national legislation Law 307/2006 extended and Law 481/2004, revised in 2008 on civil protection Order from the Ministry of Administration and Internal Affairs (OMAI) 786/2005 amending and supplementing OMAI 712/2005 on the training of employees in emergency situations Act No 319/2006 on health and safety at work, updated Emergency Ordinance No 96/2003 on maternal protection at work, as amended and supplemented REGULATION (EU) No 679 of 27 April 2016 on the protection of individuals regarding the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation, namely GDPR Regulation) Law 190/2018 on measures implementing the GDPR Regulation • Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Internal regulations (Chapter X - Protection, hygiene, safety and health at work. Fire prevention and extinguishing) https://cdn.umfcluj.ro/uploads/2024/03/Internal-regulations-Regulament-intern-2022.pdf Regulations for conducting scientific research - https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-conducting-scientific-research.pdf The Prevention and Protection Service (SSM Office) provides occupational safety and health activities (OSH) to ensure that employees and students work in safe and healthy workplaces. It oversees organising, coordinating, and directing occupational safety and health activities. It organises regular training sessions on occupational safety and risk prevention conditions (for Fire Prevention and Fire Fighting - Emergency Situations and OSH) and provides specialist advice (through the Safety and Health at Work Office): UMPhiH falls under the scope of the legislation regarding the protection of personal data, both European and national, in accordance with Regulation 679/2016, which became mandatory in 2018, as well as Law 363/2018, which transposes the regulation, regarding the protection of personal data. The protection of personal data is ensured by the GDPR Regulation in all activities carried out in the university, including scientific research activities. The Communications Centre manages and maintains the entire IT infrastructure in the university, ensuring the storage of electronic information and its backup. UMPhIH is recognized at the national and European levels as an advanced scientific research institution. According to the Regulations for conducting scientific research, the ethical rules approved by the Scientific Research Ethics Commission must be respected based on the research protocol, following the Rules of Good Clinical Practice, the Rules of Good Laboratory Practice and the Rules of working with animals 'laboratory in force in Romania. Research centers that carry out high-level research in the university and provide research services to other institutions, private companies and universities: Research Center for Functional Genomic, Biomedicine and Translational Medicine; MedFuture - Research Center for Advanced Medicine - https://medfuture.ro In the survey, 88.7% of respondents fully and partially agreed with the criterion of providing the optimal framework in UMPhIH for conducting research according to good practice, being considered the third most important, with a weighted average of 24.93.The participation of UMPhIH in international research projects, the large number of scientific articles published in ISI journals from the Q1 quartile, the classifications in high positions in the rankings of Romanian and international universities (see the Report on the state of the university 2022-2023 - https://cdn.umfcluj.ro/uploads/2024/03/REPORT-UMF-2022-2023-en.pdf) certify the implementation of good research practices in university.	In the survey, one respon referred to "the exposure academics to pollutants a noxious substances and t (they) should be paid corr according to the law and classified in the work grou Action Plan will include th organisation of annual tra workshops for researcher academics on professiona rules informing researche good practices in researcl legislation on the rights of exposed to pollutants and substances. UMPhIH aim optimize the use of huma material, and operational while coordinating efforts the intended outcome.

Status

8. Dissemination, exploitation of results

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No. 199/2023 provides for "ensuring, at the level of higher education institutions, the necessary conditions for scientific research, development, innovation, and technology transfer, by [...] exploiting and disseminating their results to produce, transmit and exploit knowledge". (art. 131, k). https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf • Institutional regulations Research strategy 2024-2029 - https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf Regulations for conducting scientific research (art. 8) - https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-conducting-scientific-research.pdf Increasing the dissemination capacity of researchers and the exploitation of research results is a constant concern of the university. UMPhIH runs an institutional policy of open access and supports the dissemination of research results at national and international high-level scientific events and their publication in ISI Web of Science journals with an impact factor. Starting September 2021, UMPhIH provides partial reimbursement from the university's income of the publication fee in ISI journals of the first and second quartiles for all university researchers (academics, researchers, PhD students). Through the Progres project (no. 40PFE/30.12.2021), UMPhIH supports research by offering grants to support publication in first quartile open access ISI journals. In the annual self-evaluation grid, which is the basis for awarding additional salaries or merit grading, both research results disseminated through the publication of scientific papers and patents are scored. The intense activity of dissemination and exploitation of research results by the members of the UMPhIH is reflected in the annual reports of the Rector (Clarivate indexed articles, projects won, and prizes obtained by UMPhIH members at various scientific events or invention fairs). Report 2022-2023 - https://cdn.umfcluj.ro/uploads/2024/03/REPORT-UMF-2022-2023-en.pdf Report 2021-2022 - https://cdn.umfcluj.ro/uploads/2024/03/Raport-privind-starea-universitatii-2021-2022-en.pdf Report 2020-2021 - https://cdn.umfcluj.ro/uploads/2024/03/Raport-privind-starea-universitatii-2020-2021_-en.pdf The Technology Transfer Center within the DepCDI offers consultancy and support to university researchers for the technological transfer of research results and intellectual property management, facilitating internal and external interdisciplinary collaborations, and encouraging and supporting the creation of new companies (start-ups and spin-offs). On 14-15 May 2024, UMPhIH organised the 3rd edition of Tech Transfer Days and aims to make this event permanent by organising it annually to promote and disseminate research results. https://umfcluj.ro/universitate/noutati/technology-transfer-days-2024/ (in Romanian)	The principle of Dissemination and exploitation o well implemented in UMPhIH. However, one area is to improve the self-assessment grid by includir indicator (and/or revising the score allocated) cor and scientific papers disseminated at internationa national scientific events. Stimulating this type of dissemination will also increase the visibility of th carried out in the UMPhIH and the potential to de international research collaborations and network proposed actions: Organizing meetings for disser science including public presentations. Publishing newsletters and websites to make scientific findir accessible to a wider audience. This strategy wo the research's visibility among audiences beyonc academic community in addition to increasing its the community. Promote membership in internati networks, organizations, or cooperative research findings used in educational initiatives or employ developing of innovative curriculum or training w Considering this a visible goal could promote knc transfer to upcoming generations of professionals scientists. Communication of research results, co events and public lectures, training for researche

Status

9. Public engagement

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/ proposals
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No. 199/2023 Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf • Institutional regulations University Charter 2022 (art. 4) https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Research strategy 2024-2029 https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf The purpose of research at UMPhIH is to serve the public by ensuring progress in the field of medico-pharmaceutical sciences, improving the quality of life, and providing patients with the highest level of treatment. There is a constant concern to make the research results of the academic community known to the public through publishing in scientific journals, obtaining patents, successfully participating in invention salons and through technology transfer, and offering advanced medical services (see annual reports). Each year, UMPhIH organizes an event entitled "UMPhIH Days", a scientific event where all researchers belonging to the academic community can public their research results. The scientific papers are then published as abstracts in Medicine and Pharmacy Reports, the university journal (indexed in databases such as Scopus, PubMed). This year, 2024, UMPhIH is organising the 3rd edition of Tech Transfer Days, an event supported by the PROGRES project for "increasing scientific research performance, supporting research excellence and innovation in medicine" to promote and disseminate research results. Exhibition booths will be organised to facilitate meetings between professionals and researchers to encourage the creation of new collaborations between the private sector and academia in the medical field. The results of the research carried out at UMPhIH will be presented, as well as the infrastructure and services offered by some of the university's research centers. Advanced research services are offered by the research centers of UMPhIH: Genomics Center and MedFuture Center: https://medfuture.ro/services/ . UMPhIH is also involved in supporting the community through professional services with social engagement and responsibility: e.g. RT-PCR tests and production of disinfectants during the COVID-19 pandemic or METABOMS Extended Newborn Screening Project - https://medfuture.ro/metabo_en/	The university's adhere public responsibility prir outlined in its charter is by the multitude of scier articles it publishes, its participation in national international research p and the advanced resea facilities that it provides community. Research a aims to develop and inr accomplish objectives tl the general population a adequately notify societ regarding such. Propos The Action Plan will incl organisation of annual T Transfer Days in the fut are proposals from the s organise annual Center Days or Demonstration visits to the university's centers, presentations c centers, and demonstra presentations. The ever encourage multidisciplir collaboration among UM faculties, research cent departments, and awar education on participati public health research. projects that enable the population to actively pa in scientific research. TI public involvement in sc promotes increased kno control, and comprehen scientific research. A fe examples of success in could be the number of initiated projects, the ra public engagement and from participants. Orgar of student groups from Napoca and other coun research centres. Includ

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/ proposals
		plan for the next years t development of a sectic website for communication/promoti scientific results to the g public through short pos (announcements/news)

10. Non discrimination

Implementation	GAP / Implementation impediments	Initiatives undertake proposals
+/- almost but not fully imple…	• Relevant national legislation Law No. 53/2003 regarding the Labor Code, with subsequent amendments and additions, republished National Law No. 199/2023 of higher education (art. 4, 126) Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf Law No. 202/2002 regarding equal opportunities and treatment of people, with subsequent amendments and additions, republished Decision No. 457/2011 on the approval of the Competition Framework Methodology for filling teaching and research vacancies in higher education • Institutional regulations UMPhIH Charter 2022 (art. 6, 12) https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Internal regulations https://cdn.umfcluj.ro/uploads/2024/03/Internal-regulations-Regulament-intern-2022.pdf Policy on equal opportunities https://cdn.umfcluj.ro/uploads/2024/03/Policy-on-Equal-Opportunities-and-Treatment-of-People.pdf Regulations for organizing and conducting undergraduate teaching and learning activities https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-organising-and-conducting-undergraduate-teaching-and-learning-activities-2023.pdf UMPhIH University's charter proclaims that the academic community "is open to all persons, without any discrimination based on age, citizenship, race, ethnicity, gender, sexual orientation, social origin, political or religious orientation, or other types of discrimination, except the affirmative measures provided for by law." All areas of university life uphold this principle. The internal regulation of UMPhIH refers in detail to the rules regarding compliance with the principle of non-discrimination and the removal of any form of violation of dignity. UMPhIH has developed and implemented a policy on equal opportunities, respecting the principles of equality ”for both women, men, and people with any other gender identity, for any form of education, degree or level of training, regardless belonging to a certain race, nationality, ethnicity, religion, social category or disadvantaged social category, in all phases or stages of the educational system”. ” The policy on equal opportunities of people document applies to all members of the academic community.” Most respondents who took part in the survey believe that sufficient attention is paid to the prevention of discrimination in UMPhIH (93%). In the order of priorities in the category of ethics and academic professionalism, this item had a relative weight of 23.13 (median position).	From the ir carried out survey, the need to tra regulations procedures with the va cases of discriminat may arise. Workshops encouraged promote ar the implem these equa opportunity discriminat among mer the acaden community addition, pr compliance these guide through pe meetings a supervising implementa

Status
11. Evaluation/ appraisal systems

Status

Implementation	GAP / Implementation impediments	Initiatives undertaken/n proposals
+/- almost but not fully imple…	• Relevant national legislation National Law No. 199/2023 of higher education Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf Order No. 6129/2016 approves the minimum necessary and mandatory standards for the award of teaching titles in higher education, professional degrees in research and development, the quality of PhD supervisor, and the habilitation certificate Labour Code - Law 53/2003, republished (Art. 3, 4) • Institutional regulations UMPhIH Charter 2022 (art. 6, 12) https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Internal regulations https://cdn.umfcluj.ro/uploads/2024/03/Internal-regulations-Regulament-intern-2022.pdf Regulations for conducting scientific research - https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-conducting-scientific-research.pdf Regulations for organizing and conducting doctoral studies https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-organising-and-conducting-doctoral-studies-2023.pdf USER GUIDE Annual self-evaluation of faculty and researchers 2022 - https://cdn.umfcluj.ro/uploads/2024/03/USER-GUIDE-Annual-self-evalaution-of-faculty-and-researchers-2022.pdf UMPhIH Cluj-Napoca has developed and perfected a complex system of academic evaluation, which uses multiple sources of feedback. Academic staff are regularly assessed for academic performance, integrity and accountability. Researchers are periodically evaluated for the quality and impact of their research and their involvement in institutional activities. The Quality Assurance Department manages a digital platform for the self-evaluation/reporting of annual activity by teaching staff, researchers and doctoral students (including publications, patents, participation in scientific events, involvement in national and international scientific projects, teaching and editorial activity, involvement in committees and professional or scientific organizations, administrative tasks - according to the User Guide - Annual self-evaluation). Annually, based on the self-evaluation of each teaching and research staff and the collegial evaluation, the best grades of merit or salary increases are awarded. This self-assessment is complemented by regular peer and line manager evaluations. The scientific research activity at the university level is periodically evaluated by the Scientific Vice-Rectorate and the Scientific Activity Monitoring Department following the national minimum standards (approved by OMENCS No. 6129/2016), which correspond to the field of the post, and reported to the competent authorities (ANS, CNFIS). UMPhIH has internal auditing practices for all areas of academic activity. Annually the University enters the SCMI audit process, through internal bodies, and after three years the recertification audit is carried out regarding the quality standards, audit carried out by external and independent entities (CERTIND). UMPhIH obtained institutional certification from CERTIND and applies a quality management system following the requirements of the SR EN ISO 9001:2008 standard. UMPhIH undergoes periodic external audits at the national level by the Court of Accounts, ARACIS, and several international professional organizations (EUA, CIDMEF, AMSE, ASIIN, CIDPHARMEF). The reports of the evaluation commissions have significantly contributed to the development of the university through comparative analysis (benchmarking).	Several types assessments a out each year require commo Several sugge improving the system at the institutional lev noted in the in and focus grou meetings of th Thus, one con 1)The develop improvement o evaluation plat the inclusion o data as possib allowing to effi quickly obtain and complete information for types of intern external evalu ANS, CNFIS). Revision of the scores for prof activity (used f awarding meri salary increme including indic modifying the existing indica as disseminati research resul international a scientific even various activiti to research tra the medical an pharmaceutica (workshops, st congresses), a the work of the of the Scientifi Research Ethi

Status		
Implementation	**GAP / Implementation impediments**	**Initiatives undertaken/n proposals**
		Committee in t evaluation of c the approval o and laboratory studies (they c very heavy wo with responsib is currently not in any way). 3) introduction of minimum grids/threshold assessment of activity of teac researchers.

Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Re included in a separate section, which focuses on the operationalization of these principles.

Status		
12. Recruitment		
Implementation	**GAP / Implementation impediments**	**Initiatives undertaken/ proposals**
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No. 199/2023. (art. 134, 139, 226) Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf • Institutional regulations https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf https://umfcluj.ro/en/research/department-research-development-innovation/ Strategic Plan https://cdn.umfcluj.ro/uploads/2024/05/UMF-PLAN-STRATEGIC-2024-2029-en2.pdf http://jobs.edu.ro/ Research strategy 2024-2029 https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf The rules and principles of recruitment are mentioned in the UMPhIH Charter and are based on Law no 199 from 2023 of National Education and present the conditions that must be met for each vacant position in the academic or research field, the salary level in correlation with the grade, following specific legislation. The recruitment of personnel is coordinated by the human resources department which establishes the procedure of recruitment, starting with job announcement, the selection stages, and candidates and ending with the actual hiring and providing all information necessary for a future candidate. Every step is carried out very professionally, respecting the current legislation (92,3%), based on transparency (90,9%), communication, accessibility (90,2%), and fairness, and containing correct and complete information (93%) according to the survey results. UMPhIH tried to reduce employment bureaucracy by applying measures to simplify this process: the possibility to submission online the necessary documents for participating in the competition of internal grants offered by the university, for Erasmus mobilities, the creation of self-evaluation platforms where the entire didactic and scientific activity of the candidate from university can be uploaded. The recruitment and selection commissions for academic positions are established by the Department Council, approved by the Dean, the Faculty Council, and the Senate, and include associate professors/professors and 3 external university members. The employment process can be difficult sometimes due to some bureaucratic constraints imposed by the national legal framework. Additionally, the internal survey mentions impediments to the permissive selection criteria of candidates for a job (17,5%) and the clarity of the criteria regarding the appointment of the selection commissions (16,8%).	The recruitme selection of s teaching and activities in U done through competition a based on the methodology occupying ac and research established b regulations a the university with permane updating acc the current le respecting th principles of professional e non-discrimin increase the transparency recruitment w useful some r 1. Permanent improvement selection crite candidates fo the clarity of t regarding the appointment selection com 2. The update UMPhIH Metl regarding occ teaching posi research vac answer OTM mandatory requirements

Status

13. Recruitment (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/ne proposals
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No. 199/2023. (art. 134, 139, 226) Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf • Institutional regulations https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf https://umfcluj.ro/en/research/department-research-development-innovation/ http://jobs.edu.ro/ Research strategy 2024-2029 https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf The recruitment respects the right to equal opportunities for all candidates, and most of them consider that it is a transparent (30,84%) and open process (33,82%) for all candidates, according to the survey results, without any discrimination, under the law and rules (33,82%), like in the European community. The announcement regarding the recruitment is published at least two months before the competition in a visible place, on the main page of the website of the UMPhIH a specialized website managed by the Ministry of National Education and in the Official Monitor of Romania, part III. The announcement must contain a description of the position for which they are applying, the attributions/activities related to this position, the minimum salary, the competition calendar, a bibliography of the competition, a description of the recruitment procedure, and the list of necessary documents. Programs and requests for research projects have limitations on recruiting employees who understand and communicate in the Romanian language. Based on results of the internal consultation process, researchers within UMPhIH ranked the quality of publications, teaching performance, and number of scientific publication as the top 3 criteria in the recruitment and selection processes (quality of publications, score 37.58; teaching performance, score 31.84; number of scientific publications, score 30.73). Candidates' previous experience in research projects of candidates (score 30.24) was also deemed important. On the other hand, previous experience of transferring research results into practice met the lowest level of priority (score 10.07).	The recruitmer personnel is co by the human r department wh establishes the procedure of re starting with jol announcement selection stage ending with the hiring and prov necessary infor future candidat step is carried professionally, the current legi based on trans communicatior accessibility, ar fairness. Howe advertisements describe workir conditions and development p Advertisements refrain from go detail about the environment or opportunities fo professional advancement, training, resear opportunities collaborative re projects that in multiple disciplı Conferences a workshops will organized to al better training, mentoring prog courses.

Status

14. Selection (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new pro
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No. 199/2023 (art. 134, 135, 139, 143, 157, 202, 224) Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf http://jobs.edu.ro/ • Institutional regulations https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf https://umfcluj.ro/en/research/department-research-development-innovation/ Research strategy 2024-2029 https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf Strategic Plan https://cdn.umfcluj.ro/uploads/2024/05/UMF-PLAN-STRATEGIC-2024-2029-en2.pdf Both at the level of academics and research, the selection is made based on skills and experience, competitiveness, and each candidate benefits from equal opportunities in the recruitment, without discrimination. The recruitment committee is proposed by the Department Council, and approved by the Dean, by the Faculty Council, and by the Senate and consists of people with experience in the field of the job, with expert status, and must comply with the competition methodology and regulations, following the national legislation, the University Charter and internal regulations. The competition committee evaluates the candidate according to some well-defined criteria, including qualifications, experience, and potential for future research contributions that respects gender and age equality, without discrimination. Academic positions are advertised by UMPhIH on the main page of the university website: https://umfcluj.ro/en/university/scientific-prorectorate/resources-strategy-hrs4r/hrs4r-process-umphih/ and on a specialized website managed by the Ministry of National Education: http://jobs.edu.ro/ and in the Official Monitor of Romania, part III. Researcher positions are advertised by UMPhIH on the university website: https://umfcluj.ro/en/research/department-research-development-innovation/ and are provided in the Strategic Plan.	Any person who meets the comp entry criteria may take part in the competition without discriminatio internal and external. See the Re of the competition for academic promotion in the teaching career research positions of UMPhIH: https://umfcluj.ro/en/research/de research-development-innovatio increase the transparency of sel would be useful some measures Interview panels with members f diverse backgrounds to ensure a assessment of candidates. 2. Im of selection criteria and the clarit criteria regarding the appointmer selection commissions.

Status

15. Transparency (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaker proposals
++ fully implemented	• Relevant national legislation National Law on Higher Education No. 199/2023 (art. 3, 12, 126, 131, 193, 194, 226) – Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf http://jobs.edu.ro/ • Institutional regulations https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf https://umfcluj.ro/en/research/department-research-development-innovation/ Strategic Plan https://cdn.umfcluj.ro/uploads/2024/05/UMF-PLAN-STRATEGIC-2024-2029-en2.pdf Every step of the recruitment and selection process is carried out provisionally, respecting the current legislation, based on transparency, communication, accessibility, and fairness. Both at the level of academics and research, selection is made based on skills and experience, competitiveness, and each candidate benefits from equal opportunities in the recruitment, without discrimination. The selection results are communicated immediately to the candidate and posted to the public immediately on the UMPhIH website allowing filing appeals. The announcement is posted at least two months before the competition in a visible place, on the main page of the website of UMPhIH, on a specialized website managed by the Ministry of National Education, and in the Official Monitor of Romania, part III. The announcement must contain a description of the position for which they are applying, the attributions/activities related to this position, the minimum salary, the competition calendar, a bibliography of the competition, a description of the recruitment procedure, and the list of documents necessary website, allowing filing appeals.	The recruitr respects the equal oppor all candidat transparent for all candi without any discriminati respecting t academic p stipulated ir University C open, transp and merit-b competition According t survey resu principle of transparenc implemente UMPhIH.

Status

16. Judging merit (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/ proposals
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No. 199/2023 Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf http://jobs.edu.ro/ • Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf https://cdn.umfcluj.ro/uploads/2024/03/USER-GUIDE-Annual-self-evalaution-of-faculty-and-researchers-2022.pdf https://cdn.umfcluj.ro/uploads/2024/03/Policy-on-Equal-Opportunities-and-Treatment-of-People.pdf https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-organising-and-conducting-undergraduate-teaching-and-learning-activities-2023.pdf Strategic Plan 2024-2029 https://cdn.umfcluj.ro/uploads/2024/05/UMF-PLAN-STRATEGIC-2024-2029-en2.pdf Research strategy 2024-2029 https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-the-Organisation-and-Conduct-of-the-Competition-for-Teaching-Positions-and-Promotion.pdf The competition committee evaluates the candidate according to some well-defined criteria, starting with experience in the job field and continuing to the relevance and impact of the candidate's scientific results, the ability to guide students or young researchers and work in a team as well as didactic skills, the capacity to lead research and development projects. Any person who meets the competition entry criteria may take part in the competition without discrimination, both internal and external. The research-academic activity ratio may vary, but this does not create instability because the UMPhIH creates research facilities, providing the possibility to access funds for the development of postdoctoral programs by national and internal projects or at the initiative of the economic environment. UMPhIH encouraged the young researchers to work in the research centers to improve their skills and to become independent investigators, able to conduct research activities in small or larger interdisciplinary teams. Each researcher must fulfill the minimum requirements imposed by the position of the senior researcher (equivalent to associate or full professor) following national and internal standards approved by UMPhIH, especially regarding the quality of the project director.	Current Pract is defined by candidate's q and qualitativ achievement allow him to high-quality professional, and research develop and added value community o is a part. Alth principles of competitiven quality, and professionali implemented levels of rese academic act UMPhIH, the room for impr 1. Establishin system to ma career resea experienced based on inte expertise, an with regular r can improve of young rese 2. The recruit panel membe attend uncon bias training.

Status

17. Variations in the chronological order of CVs (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/r proposals
++ fully implemented	• Relevant national legislation National Law on Higher Education No. 199/2023 Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf http://jobs.edu.ro/ • Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf https://umfcluj.ro/en/research/department-research-development-innovation/ UMPhIH has an open attitude regarding the interruption of the activity of researchers either to work in another university or for personal reasons and allows them to return to the same position or the same area of activity. The experience gained abroad, in another university or hospital, can be useful for academic and research careers because it can offer the possibility of training work teams made up of young people. This re-employment cannot be achieved without the employee fulfilling the minimum requirements of the academic position.	The researche interrupt their they want and the same pos same area of depending on reason. All sta recruitment pa expected to h attended a re and selection course. Accor survey results principle is ful implemented UMPhIH.

18. Recognition of mobility experience (Code)

Implementation	GAP / Implementation impediments	Initiatives undertake proposals
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No. 199/2023 (art. 30, 35, 83, 111, 118, 121, 129) - https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf http://jobs.edu.ro/ • Institutional regulations UMPhIH Charter 2022 - https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Research strategy 2024-2029 - https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf Internal regulation - https://cdn.umfcluj.ro/uploads/2024/03/Internal-regulations-Regulament-intern-2022.pdf https://cdn.umfcluj.ro/uploads/2024/03/Regulation-for-the-Erasmus-Mobilities-of-UMFIH-Students.pdf https://cdn.umfcluj.ro/uploads/2024/03/Rules-of-Organisation-and-Functioning-of-the-International-Relations-Department.pdf UMPhIH creates an excellent environment for collaboration and cooperation, connecting with relevant European and international initiatives, and sustains professional recognition and innovation capacity through the University Charter, Strategic Plan, and Research Strategy. The University encourages the mobility and collaboration of teaching and research staff, the internships/experience exchanges of academic and research staff incoming and outgoing, and the participation in various conferences and events to identify partners and promote mutually beneficial collaborations. European and International training is highly encouraged, and the university provides financial support for mobilities. Selection of students' mobility is made in collaboration with the Department of International Relations based on objective criteria, known by candidates from registration. The University supports staff mobilities through institutional development grants like FDI and PROGRESS or various other programs (CEEPUS, AUF, Eugen Ionescu, SEE).	UMPhIH promotes th exchange of experier cooperation with othe universities, centers/personalities/ with expertise in the international medical survey results showe UMPhIH is dedicated neuroscientific resear innovation, participati European Neurotechl The university will lau training program lead certification, mastery, doctorate degrees.

Status

19. Recognition of qualifications (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	• Relevant national legislation National Law on Higher Education No. 199/2023 (art. 40, 52, 54, 57,188) Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf http://jobs.edu.ro/ • Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-the-Organisation-and-Conduct-of-the-Competition-for-Teaching-Positions-and-Promotion.pdf Qualification and specialization in a certain area represent essential conditions for recruitment and selection for academic positions, criteria that must be met by each member of the university. Regulation of the competition for academic positions, promotion in the teaching career, and research positions of UMPhIH are established by national and institutional rules. The university has adhered to the conditions of the European Union regarding qualifications which are sectorial regulated. The programs are periodically evaluated by the National Qualification Authority. The competences, namely knowledge, and skills, acquired by university graduates are mentioned in the graduation Diploma Supplement.	Rules governing the UMPhIH competitio research opportunities, teaching career advancement, and academic positions: https://cdn.umfcluj.ro/uploads/2024/03/R for-the-Organisation-and-Conduct-of-the Competition-for-Teaching-Positions-and-Promotion.pdf

20. Seniority (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/ proposals
++ fully implemented	• Relevant national legislation National Law on Higher Education No. 199/2023 (art. 95, 204, 206, 216) Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf http://jobs.edu.ro/ • Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf https://umfcluj.ro/en/university/scientific-prorectorate/resources-strategy-hrs4r/about-hrs4r/ https://www.edu.ro/ordinul-ministrului-educa%C8%9Biei-na%C8%9Bionale-%C8%99i-cercet%C4%83rii-%C8%99tiin%C8%9Bifice-nr-61292016-privind-aprobarea (in Romanian) Seniority, professional achievements in the career, and the contribution to the university's prestige and visibility by didactic and research activities are essential in recruitment and the promotion of human resources. UMPhIH promotes all its employees based on well-known, clear, merit-based professional criteria, as associate and emeritus professors in the Doctoral School, in compliance with the national and institutional standards for each academic and research position according to the competition methodology, respecting the academic principles stipulated in the University Charter Retired staff can apply to employment contests, with contracts on fixed period, concerning legal provisions.	According to results, the pr seniority is ful implemented UMPhIH. UM promotes and its profession members. Se researchers r a minimum st established b institutional a rules (associa professor/pro equivalent).

Status

21. Postdoctoral appointments (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/ne proposals
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No. 199/2023 (art. 72, 73, 75, 174) Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf http://jobs.edu.ro/ • Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf https://umfcluj.ro/en/research/department-research-development-innovation/ https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-conducting-scientific-research.pdf UMPhIH creates research facilities, providing the possibility to access funds for the development of postdoctoral programs by national and internal projects or at the initiative of the economic environment, and encourages young researchers to work in research centers to improve their skills and to become independent investigators. This activity will be monitored during the implementation phase to improve scientific research capacity and realize the quality indicators of research. Moreover, new researchers are permanently trained in this environment from the undergraduate to the PhD and postgraduate levels to limit the brain drain of the new generation of physician-scientists abroad and bring back the best Romanian scientists, offering facilities, infrastructures, scientific facilities, and equipment. Annually several prizes for research excellence for young investigators under 45 years old and PhD students are granted, also embracing excellent publications in high-impact journals ranked Q1, awarding the scholarship based on projects to graduates preparing their bachelor's thesis or dissertation. Permanent positions are open as often as the legislation allows for researchers, assuring as much security of tenure as possible and growing the number of accredited researchers in CCMA and MedFuture. The limitation of access to the grants, and the need for more transparency in the evaluation process, represent a highly disputed problem among the researchers. Regarding the results of the survey, UMPhIH ensures access to training and development in the field of research (86.4%), and the relationship between seniors and beginners is effective (86.4%). However, for 19.7% of people, especially beginners, the didactic activity does not allow the research activity to be carried out in optimal conditions.	UMPhIH create research faciliti providing the p to access funds development o postdoctoral pr national and in projects or at th of the economi environment. H the conditions establishing th maximum dura activity on such missing, excep established by programs/proje increase the pc appointments v useful some m 1. Increasing a to funding rese through grants promoting trans in the evaluatic projects 2. Dev regulatory fram supplement the employment pr as a postdocto 3. Optimizing th of didactic and activities, espe during the doct young teaching period

Working Conditions and Social Security

Status

22. Recognition of the profession

Implementation	GAP / Implementation impediments	Initiative undertak proposa
++ fully implemented	• Relevant national legislation National Law on Higher Education No. 199/2023 Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf http://jobs.edu.ro/ Order No. 6129/2016 approving the minimum necessary and mandatory standards for the award of teaching titles in higher education, professional degrees in research and development, the quality of PhD supervisor and the habilitation certificate • Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Strategic Plan 2024-2029 https://cdn.umfcluj.ro/uploads/2024/05/UMF-PLAN-STRATEGIC-2024-2029-en2.pdf Research Strategy 2024-2029 https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf UMPhIH has its own Strategic and Operational Plan to promote high-quality education and research services. Research plays a significant role in this strategy, along with the Research strategy and development of the research facilities that will attract more national and internationally renowned scientists from abroad and Romanian scientists from the diaspora. UMPhIH develops and promotes all types of research, from fundamental to translational and clinical, attracting students from early enrollment to be involved in different scientific training, internships, volunteering actions, and grants. All these activities ensure future human resources development for the university's academic and research fields. The research strategy aims to encourage creativity and innovation at the multidisciplinary level to achieve outstanding scientific achievements permanently. Researchers are encouraged to disseminate their results through open-access institutional policy, institutional support for publication fees, and broad participation in scientific meetings, conferences, and contests. The researchers (academic or scientists) are evaluated annually based on their involvement and impact on research and institutional activities. The academic staff is also assessed for their academic performance, integrity, and responsibility. The recruitment of academic and research staff in UMPhIH is done through public competition and is based on a methodology established by regulations approved by the university Senate with permanent updating according to the current legislation.	The recru academi research UMPhIH through p competiti based on methodol establish regulatio approved university with perm updating to the cu legislatio

Status

23. Research environment

Status

Implementation	GAP / Implementation impediments	Initiatives under proposals
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No. 199/2023 (art. 162) Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf http://jobs.edu.ro/ • Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Regulations for conducting scientific research https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-conducting-scientific-research.pdf Strategic Plan 2024-2029 https://cdn.umfcluj.ro/uploads/2024/05/UMF-PLAN-STRATEGIC-2024-2029-en2.pdf At the research level, UMPhIH ranks first in preclinical, fundamental, and translational research. In the last 10 years, it developed two large infrastructures using the operativity-competitivity program POSCCE for infrastructure and research: Research Center for Functional Genomics, Biomedicine and Translational Medicine and The Research Center for Advanced Medicine – MedFuture. The centers offer an excellent scientific environment capable of attracting and retaining young scientists from various fields like medicine, biology, chemistry, physics, and informatics. UMPhIH offers excellent working conditions and a suitable environment in terms of health and safety conditions and promotes fundamental rights and principles at work, with collective bargaining and social dialogue. Courses and workshops are periodically organized for researchers training in writing grants and articles. Some limitations related to working conditions are given by the national legislation, especially in the salary range, and a limited number of new positions approved by the ministry. The limitation of access to the grants, and the need for more transparency in the evaluation process, represent a major concern of the university regarding the optimal research activity. European and International training is highly encouraged indoors at the university, providing financial support for mobilities. Several mobilities are also supported by institutional development grants like FDI and PROGRES. According to the consultation participants, UMPhIH provides access to training and development in the field of research (86.4%), and the relationship between seniors and beginners is effective (86.4%). A high proportion of respondents considered that the university offers access to training in the didactic field (85.5%), as well as that the entire academic body has access to information regarding professional development opportunities (85%). There are differences regarding working conditions and access to research infrastructure according to the career level (total partial disagreement and disagreement, 20.9% and 19.7%, respectively).	The university is permanently conc ensuring its staff a high-quality inform access to technol through institution subscriptions to m bibliographic reso through the oppor offered to student students, and pos staff to research i centers. Some me are needed for the improvement of w conditions: 1. Incr number of researc attracting addition of research fundir (economic activity example). 2. The of the centers and services on the ur website (scientific rector), 3. More fr organization of open/demonstrati the organization c consultations betv representatives o research centers doctoral supervisc stimulate interdep collaboration 4. Th development of a statistical analysis introduction of the to follow targeted the upper doctora More precise plan the research activ university; investm planning research infrastructure for p endowments so th research remains

Status

Implementation	GAP / Implementation impediments	Initiatives under proposals
		and competitive. E Development of re infrastructure to a cloud to host the c remote research.

24. Working conditions

Implementation	GAP / Implementation impediments	Initiatives undertaken/new prop
+/- almost but not fully imple…	• Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Regulations for conducting scientific research https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-conducting-scientific-research.pdf Strategic Plan 2024-2029 https://cdn.umfcluj.ro/uploads/2024/05/UMF-PLAN-STRATEGIC-2024-2029-en2.pdf The centers of the UMPhIH offer an excellent scientific environment capable of attracting and retaining young scientists from various fields like medicine, biology, chemistry, physics, and informatics. Offering excellent working conditions and a suitable environment in terms of health and safety conditions, the university promotes fundamental rights and principles at work, with collective bargaining and social dialogue. There are to create conditions according to national law, to support a good equilibrium between family life and career, especially for women researchers who have become mothers simultaneously. They benefit from certain periods off or flexibility in their schedule, but the Labor Code imposes some limitations. Two large research centers were created with all the necessary facilities, and another 17 centers affiliated with the three faculties were added. Infrastructure investment programs were carried out, educational and research spaces were modernized, buildings were renovated (Faculty of Pharmacy, Simulation Center, Department of Anatomy), amphitheaters, laboratories, UMF Biobase, and so on. UMPhIH employees receive holiday vouchers and have access to research databases (ANELIS) and banking facilities through the contracts concluded by the university with the banks. However, sometimes the researchers mentioned that they are at times overburdened with administrative tasks. The members of the UMPhIH know and benefit from their social rights (94.6%), and the university ensures the legitimate right of teaching and research staff to be represented (88.3%). There are differences regarding working conditions and access to research infrastructure according to career level (20.9%).	The university is concerned with t creation of facilities and workspac researchers to improve the work environment. Suggestions for imp In research centers the opening p for technicians to allow researche time for conducting research. Imp administrative support in the acqu materials. Working conditions at a for CDI activities must be regulate students and part-time researche can be solved by expanding the u remote intranet.

Status

25. Stability and permanence of employment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple…	• Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Policy on equality of opportunities and treatment of people inclusion, diversity, and equal opportunity office https://cdn.umfcluj.ro/uploads/2024/03/Policy-on-Equal-Opportunities-and-Treatment-of-People.pdf All academic positions are permanent (if a PhD diploma is available) while the research positions depend on the projects carried out in the university. By accessing projects, including those of institutional development and through contracts with the private sector, the university tries to keep the researchers active in these centers in permanent positions. Additionally, permanent positions are open as often as the legislation allows for researchers, assuring as much security of tenure as possible and growing the number of accredited researchers. The selection process at UMPhIH evaluates and quantifies the candidates' whole experience without penalizing career breaks and discontinuities. The university provides access to academic training (85.5%), as well as information about professional development opportunities (85%). prioritization of certain measures that enable the research activity to be conducted under ideal conditions effectiveness of seniors' relations with beginners, respectively the accessibility of information regarding development opportunities. Legal requirements serve as an essential framework for assuring transparency, equality, and integrity throughout the employment phase. Initiatives that enhance the working environment and make it more pleasurable and captivating for everyone are implemented. Teaching and research positions, auxiliary teaching and research positions, and non-teaching positions at the University shall be filled in by open competition or other forms of employment provided for by law, according to the need and the financial resources, following current legislation and specific methodologies.	Some limitations related to working conditions given by the natic legislation, especially in the salary range, and the limitation of ac the grants, represent weak points regarding the stability and per of employment. Legislative measures are implemented to protec interests of the employees and the university. Although national restrictions represent significant barriers to job stability and perm proactive steps can be taken to overcome these difficulties and more resilient and encouraging work environment. Widely recog academics with specialized backgrounds may be hired by the ur affiliates or temporary academics and/or researchers. The actior fully implement stability and performance of employment related of opportunity and treatment of people in employment relations r non-discriminatory access to freedom to choose a profession or availability to information, expert counsel, and training programs opportunities for employment at all levels of the professional hie equal income for equal work, optimal employment and work con with compliance with occupational health and safety standards, opportunities for public and private social security systems; bene social services provided in conformity with current legislation.

26. Funding and salaries

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple…	• Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf University's Report 2022-2023: https://cdn.umfcluj.ro/uploads/2024/03/REPORT-UMF-2022-2023-en.pdf https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf Wages including those obtained from grants, the working conditions, facilities created, and promotion prospects are factors for attracting human resources to academic and research positions. Unfortunately, the salaries of Romanian academics or research staff are not at the level of salaries in the EU due to the limitations of the Romanian legislation that imposes salary scales for each occupied position, with clear limits that cannot be exceeded. Additional funds can be obtained from additional salaries and merit grades won through competition, based on performance, and are supported by national and international grants. These additional funds are unfortunately limited by legal laws, including the Labor Code, which allows a maximum number of working hours each week and a maximum salary for each occupied position. To ensure equal opportunities for conducting activities and access to the research infrastructure, irrespective of the researchers' career level. Autonomy in human resources policy involves the University's right to make decisions on recruiting its staff, their remuneration, promotion, and dismissal following the law. The university provides financing for research; doctorate students (PCD) and student research grants are funded. The university's financial statement follows the Methodological Rules on the Preparation and Submission of Financial Statements of Public Institutions set by the Ministry of Public Finance. Revenue and expenditure have been recorded chronologically and systematically in analytical and synthetic accounts, following the current budget classification structure.	Through decisions taken inside the university and the legislation in force, UMPhIH offers permanent r support through investment programs in education research infrastructure. The process of acquiring n materials and equipment is often rigid, bureaucrati limits the achievement of competitive results in res often discourages initiatives in this field. Additional can be obtained from merit grades, additional sala research projects but are limited by legal laws, incl Labor Code. Proposals for improvement: 1. creatin human resources framework that outlines professi growth and ongoing researchers' roles 2. employin confirmed researchers and young individuals, whil periodically raising compensation (salary) 3. estab laws allowing teaching staff members with clinical to receive incentives.

Status

27. Gender balance

Implementation	GAP / Implementation impediments	Initiatives undertake proposals
+/- almost but not fully imple…	• Relevant national legislation Law No 202/2002 on equal opportunities and equal treatment between women and men aims to eliminate all forms of discrimination based on sex in the public and private sectors in areas such as work, education, health, culture, information, provision and access to goods and services, etc. Ordinance No 137/2000 on the prevention and punishment of all forms of discrimination Law 210/1999 on paternal leave ensures the effective participation of the father in the care of the newborn child. Law no. 53/2003 regarding the Labor Code, with subsequent amendments and additions, republished Decision No 457 of 4 May 2011 on the approval of the Framework Methodology for Competitive Examinations to fill vacant teaching and research posts in higher education (Art. 5) National Law no. 199/2023 on Higher Education Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf • Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Internal regulations https://cdn.umfcluj.ro/uploads/2024/03/Internal-regulations-Regulament-intern-2022.pdf Policy on equal opportunities https://cdn.umfcluj.ro/uploads/2024/03/Policy-on-Equal-Opportunities-and-Treatment-of-People.pdf Strategic Plan 2024-2029 https://cdn.umfcluj.ro/uploads/2024/05/UMF-PLAN-STRATEGIC-2024-2029-en2.pdf The organization and operation of UMPhIH is based on the principle of non-discrimination, respecting fairness, and equal opportunities, stipulated in the University Charter (art.6). The principle of non-discrimination based on sex or gender is respected both in the elections of the management structures, as well as in recruitment and the conduct of university and research activities. However, the analyses carried out so far show that the female gender predominates in most fields of study and management positions in UMPhIH, a situation also reported by other educational institutions in the country and abroad with fields of study and operation like UMPhIH. The University has developed and adopted a Gender Equality Plan for 2022-2025 following the European Strategy for Gender Equality 2020-2025 and the Horizon Europe Guidelines on Gender Equality Plans, and with the national legislation: https://cdn.umfcluj.ro/uploads/2023/08/Plan-egalitate-de-gen-EN-2022.pdf?_gl=1*1lpa6b3*_ga*NjIxNjA1MjA3LjE3MDQzNjgyNzg.*_ga_NXHP48ZE2N*MTcyNTg4NDU4NS4zNC4xLjE3MjU4ODQ2MTQuMC4wLjA. The University senate approved in Oct. 2022 the Regulation on equality of opportunity and treatment between persons (Annex 7) and Guidelines on the equality of opportunity between persons (Annex 8).	Steps will to raise aw of the impo gender ide equal oppo issues am members university and aware the univers transparer based poli UMPhIH a necessary to guarant concept is and provid chances to individuals pursue car academia research. no discrim whatever t

Status

28. Career development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple…	• Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf UMPhIH supports the career development and training of multidisciplinary teams in research excellence and also the increasing the performance of scientific research, supporting excellence in research and innovation in medicine. UMPhIH is committed to offering research training and continuous development through its Strategic Plan. Several programs are in place to train researchers and create and consolidate a new generation of physicians and pharmacists as competitive scientists, especially for PhD students, postdoctoral researchers, and undergraduate students. The UMPhIH criteria are higher than the national level, trying to attract the best researchers in the country and abroad and encourage researchers through this decision to perform at a European level. Active involvement of researchers for a research career – the use of internal surveys has been implemented. UMPhIH provides access to research-related training and development (86.4% agreement), and the relationship between seniors and beginners is effective. At the University, academic and research positions are obtained through a competition or promotion examination, conducted following the law and the Regulations for Competitions for the occupation of teaching positions, promotion in the teaching career, and employment of academic posts.	UMPhIH promotes performance, professionalism, based on the prestige brought to the institution an in which he works. Career development is constar encouraged by the university through the possibili advancement following the national legislation anc updates approved by the university Senate, deper the seniority and the obtained results. UMPhIH off support for publication for academics and researcl the university or PhD students that publish in the (quartile, provides financial support for mobilities, a for young researchers who publish articles with th impact factor.

29. Value of mobility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	• Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf UMPhIH creates an excellent environment for collaboration and cooperation, connecting with relevant European and international initiatives, and sustains professional recognition and innovation capacity through the University Charter and Strategic Plan and Research Strategy. Collaboration between academia and the private sector is important but not constant and it depends on the needs existing at a given time. The most significant element of the setting in which research is conducted is that, regardless of the level of a researcher's employment, the requirements in which research is conducted must be fulfilled (score 36,76). This is also true for access to research infrastructure, which should not be dependent on a person's status or level of education (score 34,89). The most crucial factor in this dimension's importance hierarchy is the researchers' knowledge of and implementation of their social rights, with a weighted score of 33,67. Very as important as the conduct of activities in a pleasant and stimulating environment (score 29,78). The university allows national and international mobility for students, teachers, and researchers. The legal rights granted to personnel on missions are extended to members of the university community who engage in activities that promote the interests of the institution, such as research, scientific presentations, or additional responsibilities.	European and International training is highly encouraged indoors at the university, providi financial support for mobilities. Several mobi also supported by institutional development FDI and PROGRES. Scholarships and mobi students, researchers, and teaching staff) ar available at the university. Support for startir scientists through sponsoring their participat international invention fairs, scientific exhibit competitions; developing mobility plans to pr funds for internships in prestigious institutior

Status		

30. Access to career advice

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple…	• Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Policy-on-Equal-Opportunities-and-Treatment-of-People - https://cdn.umfcluj.ro/uploads/2024/03/Policy-on-Equal-Opportunities-and-Treatment-of-People.pdf Access to counseling and career guidance is offered by a specialized department within the university, which aims to solve problems of students' adaptation to the academic environment, relationship problems, and performance anxiety, but also psychological support and career guidance for students. The mentoring activity is also stimulated in the university, both for young students and for PhD students, for young researchers, the mentors offer advice, and information on academic, professional, and research development opportunities as well as support for the development of the skills needed in the future profession. The existence of rules, regulations, and procedures that support research autonomy is the most significant factor concerning ethics and scientific integrity (weighted average 33.22), followed by effectiveness in assessing research projects and providing research-related viewpoints (weighted average score 28.78), respectively notifying the investigators about these matters a way that their investigation is conducted out according to best practices (weighted average score 24,93). By implementing measures to address gender imbalances in decision-making and strengthen the gender dimension in research programs, the University is fully committed to upholding the legislation of the European Union regarding gender equality and committed to creating an environment that supports the recruitment, retention, and career advancement of women involved in didactic teaching-research. UMPhIH aims to develop mutual respect and equitable chances for all employees and provides transparent information about career growth opportunities.	The counseling activity is following the national education law no. 199/2023, with the Charter, with the provisions of the Counselling and Professional Orientation Guide, de within the project POSDRU 189/2.1/G/156565 "Integrated formative practice for medi students". The Center for psychological counseling and career guidance is focused es on counseling students and young graduates and less on counseling researchers and development of a researcher's career. Future consideration will be given to broadenin Centre's activities and including researchers among the Centre's target groups. The u career guidance and psychological counseling department provides equal opportuniti education, and professional growth and provides transparent information about caree opportunities. https://umfcluj.ro/universitate/prorectorate/prorectorat-didactic/centrul-c psihologica-orientare-cariera/ R1 and R2 should be advised on time management. Ri recruitment procedures for teaching staff, will enhance the confidence of youngsters i in academic careers Setting up educational training programs and providing initial gui professionals who desire to pursue occupations in both teaching and academia in ad clinical practice.

31. Intellectual Property Rights

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	• Institutional regulations UMPhIH Charter 2022 (art. 22, 217) https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf https://umfcluj.ro/en/research/department-research-development-innovation/ UMPhIH defends the intellectual property right, all those who participated in the research in its various stages benefit from recognition in the spirit of professional honesty, the benefits and rewards should be granted to all those who are at the origin of the intellectual property. The University's code of ethics and deontology and the university regulations included in the UMPhIH Charter very clearly stipulate the educational, administrative, and technical measures taken at the university level to prevent and sanction plagiarism. Moreover, there is a Technology transfer office in UMPhIH that ensures intellectual property rights and establishes rights management and technology transfer taking into account the strict regulation necessary for human use. This center also aids and training on intellectual property issues. The most important criteria in the recruitment and selection processes are the quality of publications (weighted average 37.58), teaching performance (weighted average 31.84), number of scientific publications (weighted average 30.73), and candidates' previous experience in research projects (weighted average 30.24). Members of the university community have the right to have the guarantee of their intellectual property rights following the legislation in force and the provisions of the University Code of Ethics and Professional Conduct.	Intellectual property rights are respected by the through the permanent information and suppor by the Technology Transfer Office, a structure belongs to the Research Development and Inn Department, which is responsible for the imple of strategies and policies of the university in th education, research, development, and innova the perspective of technological transfer and ir property management. Improvement in the deg knowledge about intellectual property among a personnel, researchers, and master's, and doc students.

Status

32. Co-authorship

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple…	• Institutional regulations UMPhIH Charter 2022 (art. 217) https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Co-authorship is encouraged in the university for people who are in the same department, between departments, between faculties, or with colleagues from other universities or research centers because it adds value to research and confirms collaboration and teamwork. For young people with less experience in research, co-authorship brings real benefits for training and career development and for increasing professional performance. The priority is to improve the efficiency of the Commission of Ethics of the Scientific Assessment in analyzing and providing ethical research recommendations. According to respondents, UMPhIH supports conducting research under autonomous conditions, which is a medium-high item with an elevated level of significance. The University supports the recognition of intellectual property rights for all authors who have made significant contributions to the conduct of research.	Collaboration and co-authorship are enco the university in compliance with the Rule Clinical Practice, the Rules of Good Labo Practice, the Rules for working with labora animals, the Code of Conduct, and the Re of Scientific Research Activity. Implementi guidelines for establishing co-authorship i necessary.

Status

33. Teaching

Implementation	GAP / Implementation impediments	Initiatives undertak proposals
+/- almost but not fully imple…	• Relevant national legislation National Law no. 199/2023 on Higher Education Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf • Institutional regulations UMPhIH Charter 2022 (art. 217) https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf The number of working hours in the academic activity is stipulated by the Education Law 1/2011, with each teaching staff having the opportunity to carry out teaching activity in an hourly payment regime on the vacant positions, for which he is remunerated separately. There is a certain number of working hours provided for each teaching position and a maximum number of hours of teaching and scientific activity possible for each academic or research position, per week. Doctoral students, depending on the contract signed with the university, can carry out teaching activities with the students in addition to the research activity. Also, specialist researchers in a certain field can support courses, practical work or internships with students or residents, on an hourly basis. The teaching activity is based on justice, equity, and intellectual honesty.	The university encou dissemination of the r results resulting from didactic activity, in ad the dissemination of t obtained from the sci research without, hov imposing the obligatio process. Each teachi evaluated by the hea discipline for the dida scientific activity, for t involvement in the life university, and depen the score obtained, th receive an important qualification in the pro promotion in the teac career. Research acti mentoring are not imp the didactic norm. Th norm overload for bot hired teachers and fa members who are en more extensive resea Increasing the degree responsibility in medi education is being im at UMPhIH. The deve of a robust online res promoted at UMPhIH enhance continuing r education. An effort t young scientists into research structures is implemented. Before implemented, profess advised of the evalua criteria for their perfo and the score allocat criterion.

Status

34. Complains/ appeals

Implementation	GAP / Implementation impediments	Initiatives undertaken/new propos
++ fully implemented	• Relevant national legislation Law 53/2003 – Labor Code - http://mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf Law no. 367/2022 on social dialogue https://www.dialogsocial.gov.ro/wp-content/uploads/2023/06/Legea367-2022-privind-dialogul-social.pdf • Institutional regulations UMPhIH Charter 2022 (art. 217) https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Internal regulations https://cdn.umfcluj.ro/uploads/2024/03/Internal-regulations-Regulament-intern-2022.pdf Regulations for organizing and conducting doctoral studies - https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-organising-and-conducting-doctoral-studies-2023.pdf Regulations of the Doctoral School - https://cdn.umfcluj.ro/uploads/2024/05/Regulamentul-Scolii-Doctorale-en.pdf In the individual employment contract of any employee is included a clause that establishes that any individual labor conflict is resolved amicably, through the conciliation procedure (Law 53/2003 – Labor Code) with the help of an external consultant (e.g. lawyer, specialized in labor law) which is neutral, impartial, confidential and with the free consent of the parties. If this procedure fails, any of the parties involved in the conflict can turn to the competent court (according to Law no. 367/2022) for the final resolution of the conflict. The procedure for resolving a labor conflict is detailed in the Internal Regulations of UMPhIH. Any member of the university community who considers himself the victim of an injury may appeal or request an audience with a competent management structure. The results of any contest or exam can be contested by the one who considers himself wronged. Cases of work conflict, conflict of interest, or deviation from the norms of university ethics are reported to the Ethics Commission. The University Ethics Commission conducts its work and resolves complaints/referrals/complaints according to its Operating Regulations and the Code of University Ethics and Deontology (both are an integral part of the University Charter: Titles X and XI). The procedure regarding the prevention and ensuring compliance with the norms of ethics and academic integrity within IOSUD – UMPhIH includes how to resolve complaints regarding cases of harassment, discrimination, favoritism, a.s.o., following the internal regulations of the university and the national legislation in force. The Regulations of the Doctoral School set out mandatory criteria, procedures, and standards for mediating any conflicts between the PhD supervisors and PhD students. In the survey, almost 2 out of 10 people disagreed with the efficiency of the Ethics Committee in dealing with complaints (17.3%). The university charter promotes the prevention of discrimination in many domains.	A better knowledge of the rights and obligations of all members of the aca community, while respecting the prin ethics and deontology, is important t labor conflicts. To this end, the Actio include the organisation of annual tra workshops for researchers and acad professional ethics rules, informing researchers about procedures for re complaints and conflicts arising in th workplace. Implementing a newly es department that provides procedures resolving discrimination and conflicts investigators and researchers at the of a project, increasing understandin significance of concerns related to e and fostering tolerance for diversity i pursuit. Also, the establishment of ar (university) electronic tool (website/p that aims to promote information and education and to enable the reportin discrimination is desired.

Status

35. Participation in decision-making bodies

Implementation	GAP / Implementation impediments	Initiatives undertaken/new prop
+/- almost but not fully imple…	• Institutional regulations UMPhIH Charter 2022 (art. 217) https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf The occupation of management positions at the level of departments, faculties and universities is carried out following the University Charter and the Electoral Regulation (Title IV), drawn up according to the National Law on Higher Education no. 199/2023. The university management promotes openness, and transparency, with the involvement of teaching and research staff in decision-making. Titular research staff can, alongside teaching staff, hold management positions or be members of management bodies (councils, Senate). The decision-making act is based on dialogue and consultation with members of the university community. Depending on the situation, the academic community can be consulted to make decisions at the faculty or institutional level, and in this sense, meetings are organized within the disciplines or departments. The representatives communicate to the decision-making bodies the options of the community members, the possible consensus, or divergences. When short-term decisions are made, community representatives make the decision. They have been elected by the community to represent it and have been invested with trust to defend and promote its interests. In the survey, 88.3% of respondents felt that UMFIH recognizes and ensures the legitimate right of teaching and research staff to be represented. However, the item was rated as having the lowest importance (weighted average of 9.76) within the issues of rights and working conditions. In the focus group discussions with researchers working in the two UMPhIH centers, Genomics and MedFuture, there were proposals that the University Senate should also include representatives from them. Article 3, paragraph 2 of the Senate Rules of Organization and Functioning states: "The Senate is composed of up of 12 student representatives and 31 academics and researchers. The number of tenured teaching and research staff members from university positions determines how many seats each faculty member receives in the Senate. The Senate establishes and approves the standard of representation for each succeeding mandate based on the positions at the beginning of the academic year in which the elections take place."	The request of the researchers wo the two UMPhIH centers, Genomic MedFuture, to have representative University Senate will be taken into In this regard, a proposal has beer modify Article 3 of the Senate's Ru Organization and Functioning, whi with the allocation of Senate seats is to allocate a specific number of researchers who do not hold teach positions. UMPhIH promotes partic decision-making processes by communication and collaboration i atmosphere that is respectful, colla and fair.

Training and Development

Status

36. Relation with supervisors

Implementation	GAP / Implementation impediments	Initiatives undertaken/ proposals
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No 199/2023 (Chapter V, Section 12 - Doctoral studies) Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf • Institutional regulations UMPhIH Charter 2022 (art. 217) https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf Regulations for organizing and conducting doctoral studies - https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-organising-and-conducting-doctoral-studies-2023.pdf Regulations of the Doctoral School - https://cdn.umfcluj.ro/uploads/2024/05/Regulamentul-Scolii-Doctorale-en.pdf Regulations for conducting scientific research https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-conducting-scientific-research.pdf Research Strategy 2024-2029 https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf The relationship between doctoral students and their supervisors is supervised by the Doctoral School within IOSUD. In the Institutional Regulation for the organization and conduct of doctoral university study programs (Code 21-0-18-ROD) and in the Doctoral School Regulations, the relationship between the doctoral student and his doctoral supervisor is specified. The doctoral university studies contract is signed at the beginning of the doctoral studies and stipulates the rights and obligations of each party, as well as the system for monitoring the activity of the doctoral students throughout the doctoral studies (results obtained in the study programs organized within the SD, grades obtained in the submitted papers periodically, the results of own scientific research disseminated at scientific events or by publication in scientific journals). In addition, each doctoral candidate receives guidance and supervision from the doctoral coordinator and the supervising committee, consisting of three researchers with experience in the doctoral thesis field. Undergraduate students interested in a research career can participate through student circles. Each student, doctoral student or post-doctoral student involved in research projects has a mentor/supervisor who guides and supervises him in the activity he carries out. PhD supervisors, experienced researchers and other researchers report to department directors or research center directors (senior researchers), who supervise their work directly or through annual or periodic evaluations carried out at the institutional level. Members of the research teams involved in grants and research projects are subordinate to the directors or project managers (senior or experienced researchers), the relationships between them (rights, obligations) being clearly defined in the research contracts they sign at the beginning of the project. According to the participants in the consultation, the relationship between seniors and junior researchers is effective (86.4%). However, in the interviews, some shortcomings were mentioned by PhD students regarding the lack of involvement of some PhD supervisors in training and advising PhD students and insufficient feedback from the supervisor for the PhD research project.	The quality o courses and in the first ye Doctoral Sch been evaluat the academi 2012-2013 b Department Assurance (D from this yea the evaluatio has been co with a new d the investiga opinions of d students in t years on the progress in d research. To the involvem supervisors i relationship doctoral stud development procedure to the quality of through anor feedback fro students. Ev results can b feedback sou work's perfor and a potenti for improvem Mentoring fo researchers by internal g supervisions experienced researcher (P well as docto PhD student

Status

37. Supervision and managerial duties

Implementation	GAP / Implementation impediments	Initiatives undertaken/r proposals
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No 199/2023 Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf • Institutional regulations Internal regulation https://cdn.umfcluj.ro/uploads/2024/03/Internal-regulations-Regulament-intern-2022.pdf Research Strategy 2024-2029 https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf Regulations of the Doctoral School https://cdn.umfcluj.ro/uploads/2024/05/Regulamentul-Scolii-Doctorale-en.pdf Responsibility, coordination, and supervision are additional criteria evaluated for teaching staff and researchers who occupy leadership positions with managerial attributions (Internal Regulation of UMPhIH). Senior and experienced researchers are evaluated annually in terms of coordinating doctoral students and postdoctoral students, students from scientific circles, grants, and research projects, involvement in managerial activity at the institutional level, etc. UMPhIH supports teaching staff in obtaining the habilitation certificate and managing doctorates, being interested in having coordinators of high professional value, so that as many specialties as possible are covered (2024-2029 Research Strategy). In the regulations of the Doctoral School, the rights and obligations of the doctoral supervisor in the effective and responsible training of doctoral students and young researchers are well specified.	To increase th of mentoring a improve the re between supervisors/m and researche training, cons will be given t developing ar mentoring an supervision c new trainers a strengthening of mentors.

38. Continuing Professional Development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple…	• Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf According to the University's Charter, each academic community member must develop and continuously improve professionally. In research, there is a constant concern and a continuous need for evolution and innovation. All young researchers employed by the university in a temporary or permanent position benefit from personal training from a mentor/advisor who helps them get started in scientific research. According to the University's Charter, the members of the university community can freely choose their subjects of scientific research in their field of competence, following academic freedom, while observing ethical, deontological, and legal rules. They must fulfill their professional obligations and develop and improve professionally. The main responsibilities in the field of postgraduate studies, residency, ambulatory, and hospital activity are: coordinating, guiding and monitoring of the University's residency, postgraduate, continuing medical education and distance education activities; b) implementing the University's strategy, participation in the development and implementation of policies, regulations and procedures in the field of postgraduate studies, residency, ambulatory and hospital activity; c) cooperation with the Ministry of Health, public health departments and professional associations for residency, specialty and primary examinations.	UMPhIH supports excellence by offering the members of university community the necessary tools for continuous improvement and the increase of innovative capacity: the necessary infrastructure and equipment, training and imp courses, training programs, working groups, and electron subscriptions to bibliographic resources accessible onlin Workshops are periodically organized for researchers wh grant and article writing (ongoing projects, certain activiti persist). The University is committed to the following obje basic, specialty, and continuing education in medicine, ph and other health sciences; scientific research aimed at e progress in the medical-pharmaceutical field and other h sciences; high-quality publications, patents, and citations

Status

39. Access to research training and continuous development

Implementation	GAP / Implementation impediments	Initiative undertaken proposa
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No 199/2023 Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf • Institutional regulations UMPhIH Charter 2022 https://cdn.umfcluj.ro/uploads/2023/03/CARTA-flipbook-en2.pdf 2022-2023 State of the University Report https://cdn.umfcluj.ro/uploads/2024/03/REPORT-UMF-2022-2023-en.pdf UMPhIH supports, through various projects it runs, the training of human resources in areas of strategic interest (doctoral students, postdoctoral students, teaching staff, and researchers) through training courses at prestigious universities, interdisciplinary collaborations, and strategic equipment purchases for alignment with international standards. At the national level, very few research calls are opened, in some years there are no competitions so access to grants, including mobility and training, is limited. However, training in European and international institutions is encouraged, with UMPhIH providing financial support for mobilities. Several mobilities are also supported by institutional development grants such as FDI and PROGRES. The University operates according to the following principles: national and international cooperation in research and education, departments are created according to the academic and scientific research programs of a faculty, observing the criteria of financial viability and academic performance. The main responsibilities in the field of scientific research are coordinating, guiding, and monitoring the scientific research and innovation activity of the University and the activity of the Research and Development Department; participating in the support of doctoral activity, specialization, and documentation, concerning the CSUD and the Doctoral School; implementing of the University's research strategy, stimulation of research development and research cooperation at national and international level. The University's scientific research is conducted following the research strategy approved by the Senate and the national and European research strategies. The university encourages the incorporation of research activities into the curriculum of graduates, postgraduate, and bachelor's degree levels of study. Teaching and research staff compliance with performance criteria is a professional evaluation criterion, with associated legal implications. The university's website recently added postgraduate course offerings in a new manner that makes it easier for potential students to find courses that present interest. Postgraduate courses on offer https://umfcluj.ro/en/university/postgraduate-courses/postgraduate-courses-offer/	Revision curriculu spectrun and R2 c are mad access r and cont developr efforts. Professi developr program being pu raise ind skill leve

Status

40. Supervision

Implementation	GAP / Implementation impediments	Initiatives undert… proposals
+/- almost but not fully imple…	• Relevant national legislation National Law on Higher Education No 199/2023 Romanian: https://www.edu.ro/sites/default/files/_fi%C8%99iere/Minister/2023/Legi_educatie_Romania_educata/legi_monitor/Legea_invatamantului_superior_nr_199.pdf English: https://cdn.umfcluj.ro/uploads/2024/03/Higher-Education-Law-nr_199-2023.pdf • Institutional regulations Research Strategy 2024-2029 https://cdn.umfcluj.ro/uploads/2024/03/EN-Strategia-in-domeniul-cercetarii-2024-2029-ENGLEZA.pdf Regulations for organizing and conducting doctoral studies https://cdn.umfcluj.ro/uploads/2024/03/Regulations-for-organising-and-conducting-doctoral-studies-2023.pdf Collegiality and academic integrity are the cornerstones of the relationship between the supervisor of a researcher and their hierarchical superior, doctorate supervisor, or mentor for postdocs or students, respectively. During the doctoral studies, apart from the doctoral supervisor, each doctoral student is guided by a guidance committee made up of three researchers, who are actively involved in the training of the future researcher and who periodically evaluate the research results of the PhD project, providing feedback to the PhD student.	To increase the qu mentoring of young researchers at the level, a mentoring supervision strateg developed, and su be provided to exp researchers throug courses to strengtl mentoring position specific procedure developed for the a evaluation of the m and supervision ac and for obtaining fe from the mentored/supervis researchers, which for continuous imp of the system over