

TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: 2019RO400569

Name Organisation under review: University POLITEHNICA of Bucharest

Organisation contact details: Tudor PRISECARU, Vice-rector for Scientific Research at UPB; Dana Violeta GHEORGHE – Director, E-mail: dana.gheorghe@upb.ro; Phone: +40 21-402 96 92, Fax: + 40 21-310 77 55, Splaiul Independenței no. 313, Bucharest – RO-060042, ROMÂNIA

SUBMISSION DATE: 28 APRIL 2020

DATE ENDORSEMENT CHARTER AND CODE: 14 MAY 2019

GAP ANALYSIS

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

Abbreviation list:

Competitiveness Operational Program – POC

Department for Management of Scientific Research Activities - DMACS

Department of European Funds - DFE

Department of Human Resources and Information Technology – DIRU

Ethics and Academic Integrity Commission - CEIA

European Social Fund – ESF

General Regulation on Data Protection – GDPR

Government Decision - HG
Government Emergency Ordinance – OUG
Government Ordinance - OG
Human Capital Operational Program - POCU
Human Resource Development Sectorial Operational Program - POSDRU
Innovation and Technological Transfer Office – SITT
Institutional Development Fund – FDI
Law of National Education – LEN
Ministry of Education and Scientific Research – MECS
Ministry of Labour and Social Protection – MMPS
Ministry of National Education and Scientific Research – MENCS
Ministry of Public Finances – MFP
Ministry of Research and Innovation – MCI
National Council for the Certification of University Titles, Diplomas and Certificates – CNATDCU
National Council for the Financing of Higher Education – CNFIS
Romanian Alliance of Technical Universities – ARUT
Romanian Network for Education and Research – ROEDUNET
University POLITEHNICA of Bucharest - UPB

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers: GAP analysis overview			
Status: to what extent does this organisation meet the following principles?	Implementation: ++ = fully implemented +/- = almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented	In case of --, -/+, or +/-, please indicate the actual "gap" between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation.	Initiatives undertaken and/or suggestions for improvement:
Ethical and Professional Aspects			
1. Research freedom		Free text 200 words maximum	Free text 300 words maximum
	+/-	<p>The academic staff of the University POLITEHNICA of Bucharest (UPB) has the complete freedom to carry out research activities, to develop and submit research projects, to choose the research programs and competitions in which they would like to participate. The institutional framework consists of the procedures and the administrative structures responsible for the management of the research activities: the Department for Management of Scientific Research Activities (DMACS), the Department of European Funds (DFE), research centers (entities without legal personality).</p> <p>The management of research activities and the specific research practices are not prescribed</p>	<p>Current practice:</p> <p>UPB organizes training sessions in the field of research ethics, addressed to doctoral students and young researchers.</p> <p>The UPB regulation on the elaboration of doctoral theses contains guidelines regarding the ethics of research and the avoidance of plagiarism.</p> <p>UPB is an active member of the Magna Charta Observatory Association, participating as a pilot university in the <i>Living Values</i> project.</p>

		<p>within a unitary framework nor widely disseminated so that young researchers could be guided and, first and foremost, assisted in the correct understanding and approach of the research freedom.</p>	<p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 319/2003 regarding the status of the research and development staff, art. 1, paragraph (1). <p>Internal regulations:</p> <ul style="list-style-type: none"> ● The University Charter and the Code of ethics and university professional deontology (art. 44, letter b) ● The Ethics and Academic Integrity Commission (CEIA) with its own organization and functioning regulations. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) Creating a dedicated space on the UPB website – <i>Research</i> section, with relevant information on the freedoms, limitations and opportunities for the research activity.
2. Ethical principles			
	+/+	<p>At UPB, researchers show proper respect to the acknowledged ethical practices and principles corresponding to the fields in which the research activity is performed, in accordance with the Code of ethics and university professional deontology.</p> <p>Their implementation is supervised by the Ethics and Academic Integrity Commission (CEIA), which is an internal advisory structure.</p> <p>Although documents regarding the principles of ethics and professional conduct are disseminated</p>	<p>Current practice:</p> <p>UPB master’s and doctoral students attend compulsory courses in ethics and academic integrity. Courses are optional for undergraduate students.</p> <p>The UPB regulation that concerns the elaboration of doctoral theses includes guidelines regarding the research ethics and the avoidance of plagiarism.</p>

		<p>at UPB level, communication must be improved in order to raise awareness and facilitate the understanding of both C&C and the aforementioned principles.</p>	<p>UPB uses a software program (<i>Turnitin</i>) designed to effectively detect and prevent plagiarism.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 206/2004 (updated) on good conduct in scientific research, technological development and innovation; ● GO no. 57/2002 regarding scientific research and technological development, art. 5, paragraph (3); ● Law no. 477/2004 regarding the Code of conduct of contract staff from public authorities and institutions. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● The University Charter and the Code of ethics and university professional deontology; ● The regulation of organization and functioning of CEIA <p>Suggestions for improvement:</p> <p>1) Creating a dedicated page on the UPB website, with relevant information about the ethics principles and practices and the CEIA activity.</p>
3. Professional responsibility			
	+/-	<p>Plagiarism and self-plagiarism are strictly prohibited by the UPB Charter.</p> <p>UPB monitors regularly the flow of publications at institution level, which helps it to analyse the</p>	<p>Current practice:</p> <p>The Innovation and Technological Transfer Office (SITT) offers supervision / guidance to the faculties and research centres regarding</p>

		<p>intensity and originality of the scientific production.</p> <p>The guidelines regarding the compliance with the principles of intellectual property rights and how to use research data and results shall be collected in a common section of the UPB website in order to be accessed by the whole UPB community.</p>	<p>the valorisation of the research results in the socio-economic environment.</p> <p>UPB has implemented a number of 15 projects funded through the Human Resource Development Sectorial Operational Program (POSDRU) for doctoral and postdoctoral researchers regarding the development of skills and attitudes towards research (approx. 500 participants to courses in research ethics, equal opportunities, intellectual property rights).</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 319/2003, art. 23; ● Law no. 64/1991 regarding the patents of invention, republished, art. 31; ● Law no. 84/1998 regarding trademarks and geographical indications, republished, art. 1, art. 36; ● Law no. 8/1996 on copyright and related rights, republished, art. 13, art. 181, art. 190. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● The UPB Charter and the Code of ethics and professional ethics. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) To develop the UPB electronic platform and the UPB research repository for open access information, data and results - CRESCDI.
--	--	--	---

4. Professional attitude			
	+/-	<p>The UPB Strategy and the Rector's Management Plan 2020-2024 have established strategic objectives concerning the human resources that represent the academic staff of UPB.</p> <p>Although there are system procedures that address the project implementation process, at UPB level it was identified the need to continuously inform the researchers about their responsibilities regarding the project development and implementation phases, as well as the use of the research results for the benefit of society / economy.</p>	<p>Current practice:</p> <p>Information on the funding of the research activities is provided by the DMACS / the Innovation and Technology Transfer Service and the DFE.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● OG no. 57/2002; ● HG no. 1265/2004 for the approval of the methodological norms regarding the contracting, financing, monitoring and evaluation of the programs, research-development and innovation projects and of the actions included in the national plan of research-development and innovation; ● OG no. 119/1999 regarding internal / managerial control and preventive financial control, republished; ● Order MFP no. 923/2014 for the approval of the General methodological norms regarding the exercise of the preventive financial control and of the Specific Code of professional norms for the persons who carry out the activity of self-preventive financial control, republished; ● Law no. 69/2010 on fiscal-budgetary responsibility, republished. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● Rector's decision regarding employment;

			<ul style="list-style-type: none"> ● The Rector's Management Plan 2020-2024; ● The procedure of the Internal Public Audit Service regarding the conduct of internal public audit missions; <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) Creating a dedicated page on the UPB website with relevant information on the research funding process and the management of research projects.
5. Contractual and legal obligations			
	+/-	<p>Each member of the UPB academic staff has an employment contract for the standard/basis workload and / or several employment contracts of a definite period for the research activity. These employment contracts do not contain provisions regarding the <i>know-how</i> created at the level of the university and its constituent parts. These provisions are established in the research contracts / grant agreements concluded between the research funders and UPB.</p> <p>Internal guidelines shall be provided in order to define the rights and responsibilities of the researcher/institution/funder regarding the project outputs and results, depending on the type of funding contract / service contract.</p>	<p>Current practice:</p> <p>SITT offers supervision / guidance to faculties and research centers regarding the valorisation of research results in the socio-economic environment.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 544/2001 regarding the free access to the information of public interest, updated; ● OG no. 57/2002, art. 29, art. 30, art. 31, paragraph (1) and (2); ● Law no. 64/1991; ● Law no. 84/1998; ● Law no. 8/1996, republished; ● The MMPS Order no. 64/2003 regarding the approval of the framework model of the

			<p>individual employment contract (for permanent and temporary periods on publicly funded projects and with third parties), updated.</p> <p>Internal regulations:</p> <ul style="list-style-type: none"> ● Collective work contract at branch level (2019); ● Rector's decision to empower each project director to submit a project proposal; ● The regulation regarding the habilitation and eligibility of a doctoral supervisor. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) Creating a dedicated space on the UPB website with relevant information on the research funding process and the management of research projects.
6. Accountability			
	+/-	<p>UPB, as a publicly funded institution, respects the transparency and budget oversight rules of public finances.</p> <p>UPB publishes information on the budget and financial management on the web page.</p> <p>It is necessary to review the system procedures concerning the research, innovation and marketing activities, in order to specify / highlight the researcher's responsibilities regarding the cost efficiency – output ratio.</p>	<p>Current practice:</p> <p>The internal system of quality assurance for the educational, research and innovation activities outlines the way internal regulations can corroborate with additional documents relevant to UPB.</p> <p>The Financial-Accounting Department verifies the compliance and correctness of the expenditure at each stage of the project implementation.</p>

		<p>Insufficient awareness of staff regarding social responsibility.</p>	<p>The reports on the implementation of the projects (both at management and at technical level) together with the internal audit report are sent to the funding authorities at the stages specified in the project, and to DMACS at the end of the year.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● OG no. 119/1999, republished; ● Law no. 69/2010, republished; ● OUG no. 34/2017 regarding the financial management of the non-reimbursable external funds related to the Financial Mechanism European Economic Area 2014-2021 and to the Norwegian Financial Mechanism 2014-2021. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● Code of ethics and professional ethics of the university; ● PS-06-DMACS-01 Management of research activities; ● PS-06-DMACS-03 Payment of the Partners for research contracts; ● PS-06-DMACS-04 Recording the research results. <p>Suggestions for improvement:</p> <p>1) Updating the electronic project / program management system;</p>
--	--	---	--

			2) Training sessions on the topic of social responsibility.
7. Good practice in research			
	+/-	<p>UPB ensures optimum working conditions, with the contribution of deans and heads of departments, who benefit from the support provided by the Department for Work Safety and the Department of Internal Control.</p> <p>The IT department is responsible for the protection of the employees' personal data.</p> <p>UPB is in the process of making available to researchers a backup system for storing research data.</p> <p>At the UPB level, it is still necessary to write some guidelines regarding the provisions of the General Regulation on data protection - GDPR.</p>	<p>Current practice:</p> <p>Annual report on updating the risk inventory. Annual risk management report. Consultancy in the field of IT and personal data protection.</p> <p>UPB is registered as a personal data operator under number 3291, in accordance with Law 677/2001.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 319/2006 on occupational safety and health, updated by Law no. 198/2018; ● HG no. 1425/2006 for the approval of the methodological Norms to apply the provisions of the Law on occupational safety and health no. 319/2006; ● Updated Labor Code 2019; ● Law no. 53/2003 - Labor Code, updated by Law no. 64/2018, republished; ● OUG no. 96/2003 regarding the protection of motherhood in the workplace, updated; ● HG no. 955/2010 for amending and supplementing the Methodological Norms for applying the provisions of Law no. 319/2006;

			<ul style="list-style-type: none"> ● General Regulation on Data Protection (GDPR). <p>Internal regulations:</p> <ul style="list-style-type: none"> ● PO-14-BPMSSSU-01PS-14-BPMSS-06 Granting and use by UPB workers of the personal safety equipment and hygienic and sanitary materials; ● PO-14-BPMSSSU-01 Organization of the occupational health and safety activity of UPB; ● PO-05-DIRU-17 Security plan Use of UPB's information and communication resources. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) To develop a backup system for storing research data; 2) To create guidelines regarding GDPR; 3) To register and publish the training sessions on the conditions of occupational safety and the prevention of the existing risks in the catalogue on the training activities offered by UPB; 4) Creating a dedicated space on the UPB website with relevant information on the research funding process and the management of research projects.
--	--	--	---

8. Dissemination, exploitation of results			
	+/-	<p>At UPB, the knowledge dissemination represents one of most important responsibilities of the academic staff. This activity is evaluated within the annual performance appraisal.</p> <p>UPB holds a television station (Sigma TV) and has its own publishing house (POLI Press). In addition, the Scientific Bulletin of UPB contributes to the dissemination of research results.</p> <p>UPB does not have a particular strategy that targets the valorization and dissemination of the research results, including the commercialization steps from ideas until innovative technologies and specialized marketing.</p>	<p>Current practice:</p> <p>The research projects implemented by UPB researchers disseminate the results through their own web pages, the UPB website or other communication channels.</p> <p>UPB organizes scientific and educational events and constantly participates in scientific, technical and innovation events, at national and international levels.</p> <p>In some POSDRU projects, doctoral students and postdoctoral researchers (approx. 500) participated in courses on training and developing the skills necessary for the research activity, in particular, the elaboration and publication of scientific publications, the exploitation of the research results and so on.</p> <p>Through funding for institutional development, UPB stimulates the participation of researchers in various scientific events (e.g. conferences, workshops etc.) and the publication of scientific articles under Open Access.</p> <p>SITT offers support to all UPB researchers in the process of the valorisation of research results, based on the transfer of innovative technologies.</p>

			<p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 319/2003, art. 24, letter i). <p>Internal regulations:</p> <ul style="list-style-type: none"> ● PO-06-DMACS-02 Regulation regarding the use of the results obtained from the research and technological development activity. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) To create a framework strategy for the dissemination and valorisation of the research results; 2) To encourage UPB partnerships and integration in innovation clusters and thematic networks for capitalizing on research results; 3) To support the young researchers and inventive students to develop new products and services; 4) To create a dedicated space on the UPB website for the dissemination and the valorization of the research results.
9. Public engagement			
	+/-	<p>The UPB Strategy and the Rector’s Management Plan for the period 2020-2024 provides specific objectives and measures for the dissemination and communication of research, innovation, education (see point 8).</p> <p>It is necessary to elaborate a catalogue listing UPB year / semester events on topics of interest,</p>	<p>Current practice:</p> <p>The Marketing Department, with its own marketing and branding services, the Sigma television, Public Relations Service / Communication Office, International Relations Department ensure the popularization of scientific activities and</p>

		published on the UPB website and updated in real time.	<p>results at UPB level and faculties. UPB representatives participate in public events.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● OG 57/2002 art. 7; ● Law no. 319/2003, art. 24, letter i). <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) Publication of a catalogue with the UPB semester / year events, updated in real time; 2) Development of an interface on the UPB site to support the commercialization of results/ ideas.
10. Non discrimination			
	+/+	As mentioned above at point 1, acknowledging the fundamental values stipulated in the UPB Charter and in the Code of ethics and university professional deontology, UPB does not allow and does not encourage any form of discrimination.	<p>Current practice:</p> <p>Support for students with disabilities;</p> <p>Kindergarten and Primary school for UPB employees' children;</p> <p>Possibility to work part time;</p> <p>Non-discriminatory criteria in the selection process.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 53/2003, chapter II, art. 5, republished; ● Law no. 202/2002 on equal opportunities and treatment between women and men, republished;

			<ul style="list-style-type: none"> ● HG no. 457/2011 regarding the approval of the Competition Framework Methodology for vacant teaching and research positions in higher education. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● The UPB Charter and the Code of ethics and university professional deontology; ● Methodology for teaching and research vacancies: Art. 5, paragraph (3).
11. Evaluation/ appraisal systems			
	+/-	<p>According to the national legislation (which stipulates the autonomy of the faculties in the HR policy), the system of evaluation of the teaching and research staff mainly belongs to the department and it is then centralized in the performance evaluation report at the faculty level. The self-assessment and individual evaluation system does not detect the lack of skills and knowledge that should be taken into account for the career development.</p> <p>To report the individual performance, the researchers have to fill in several evaluation forms / reports annually; hence, there may be overlaps / redundancies.</p> <p>UPB does not have a computerized system to fill in the self-assessment report and additional individual evaluation reports.</p>	<p>Current practice:</p> <p>The internal system of quality assurance for the educational, research and innovation activities outlines the way internal regulations can corroborate with additional documents relevant to UPB.</p> <p>The annual staff performance appraisal reports prepared at faculty level are integrated into the annual quality report at UPB level by the Quality Assurance Office.</p> <p>The following self-assessment and performance reporting tools are used:</p> <ul style="list-style-type: none"> - the self-assessment report, with common template elaborated at UPB level; - the minimum-standards compliance checklist approved by Ministerial Order Nr. 6129/2016, corresponding to the respective

			<p>scientific field [the corresponding CNATDCU commission];</p> <ul style="list-style-type: none"> - the individual list of publications and patents (template of CNFIS reporting); - the individual annual job description (FIAP). <p>National legislation:</p> <ul style="list-style-type: none"> ● The Labor Code, art. 17, paragraph (3), letter e) and paragraph (4); ● Order no. 6143/2011 regarding the approval of the Methodology for annual evaluation of teaching and auxiliary teaching staff activity, updated; ● The Law of National Education (LEN) no. 1/2011, art. 213, pt. (12); ● HG 789/2011 regarding the approval of the Evaluation Methodology for the purpose of classifying universities and ranking of study programs, art 3. and art 6, in conjunction with art. 193, paragraph (4) of LEN no. 1/2011. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● Rector's decisions regarding employment requirements; ● University Charter; ● PO-05-DIRU-27 Internal procedure for staff performance evaluation
--	--	--	--

			<p>Suggestions for improvement:</p> <p>1) To develop an online platform for filling in and handling the self-assessment report and other evaluation forms;</p> <p>2) To develop the UPB research repository CRESCDI.</p>
Recruitment and Selection			
12. Recruitment			
	+/-	<p>All vacant positions are filled through competition procedures, applying the UPB internal regulations in accordance with the national legislation. They are meeting the principles of transparency, non-discrimination, equal opportunities and the quality standards requested for the position. According to the national legislation (which stipulates the autonomy of the faculties in the HR policy), the management actions at the central level of the university are limited, but they are partially offset by managerial and methodological measures.</p> <p>The Department of Human Resources and Information Technology (DIRU) carries out administrative activities addressing the process of staff promotion, selection and recruitment, but not HR policies.</p> <p>Concerning research projects carried out within UPB, the recruitment and selection procedures</p>	<p>Current practice:</p> <p>The UPB Chancellor Office is responsible with the guidance of competitions as well as the supervision of the selection, recruitment and promotion of the academic staff. The recruitment and selection process depends on the type of position and the function associated to the position, as shown in the organizational chart:</p> <ul style="list-style-type: none"> ● academic staff employed for an indefinite / definite period; ● auxiliary personnel (technicians, lab employees performing research activities) and other staff supporting the research activities employed for an indefinite / definite period; ● For doctoral and post-doctoral students and other job vacancies on research projects.

		<p>comply with the requirements specified in the funding work programmes / guides for applicants.</p> <p>It is necessary to review the promotion, selection and recruitment procedures and practices for all types of job vacancies, in accordance with the requirements of OTM-R policy.</p> <p>It is necessary to revise the DIRU administrative tasks corresponding to OTM-R requirements.</p>	<p>National legislation:</p> <ul style="list-style-type: none"> ● LEN no. 1/2011, art. 213; ● Law no. 319/2003; ● GD no. 883/2018 regarding the modification and completion of the Competition Framework Methodology for vacant teaching and research positions in higher education, approved by HG no. 457/2011; ● OMENCS no. 6129/2016 regarding the approval of the necessary and obligatory minimum standards to confer didactic titles in higher education, professional research-development degrees, doctoral habilitation and the attestation of qualification; ● HG no. 286/2011 for the approval of the Framework Regulation regarding the establishment of general principles for a vacant or temporary vacant position in accordance with employment obligations and promotion criteria for higher professional positions for the state personnel remunerated from public funds; ● HG no. 325/2018 for the approval of the Framework Regulation on establishing the conditions for setting up positions additional
--	--	---	---

			<p>to the employment organisation chart and on payment criteria that regulate the percentage of salary increase for the activity performed for projects financed with non-reimbursable European funds;</p> <ul style="list-style-type: none"> ● OG no. 57/2002, art. 31, paragraph (4); ● LEN 1/2011, art. 285, para. (7). <p>Internal regulations:</p> <ul style="list-style-type: none"> ● UPB methodology regarding vacant teaching and research positions, approved by decision no. 383 / 22.11.2018 of the UPB Senate; ● PO-05-DIRU-28 Recruitment, selection, hiring of auxiliary and non-teaching staff - Operational procedure; ● Framework regulation regarding competitions for vacant or temporary vacant positions corresponding to the auxiliary and non-teaching didactic employment requirements, approved by decision of the UPB Senate no. 383 / 11.22.2018; ● System procedure PS-17-DFE-03 regarding the recruitment and selection of personnel for positions additional to the employment organization chart for projects financed with
--	--	--	--

			<p>non-reimbursable European funds, approved by Ministerial Order (MEC) no.4346 / 28.06.2019;</p> <p>The personnel carrying out postgraduate studies at UPB can be classified according to LEN no. 1/2011, art.17.1 during the period of studies, without having the status of UPB employee.</p> <p>Suggestions for improvement:</p> <p>1) To elaborate the OTM-R Strategy;</p> <p>2) To revise the DIRU administrative tasks to meet the mandatory OTM-R requirements.</p>
13. Recruitment (Code)			
	-/+	<p>Although the existing regulations provide for advertising conditions that respect transparency and openness, they do not ensure efficiency, as the announcements are not available in specific publishing environments accessible to an interested national and international public. It is necessary to ensure an increased visibility for academic-staff vacancies.</p> <p>The Euraxess website is not used.</p> <p>The job vacancy announcements do not describe the working conditions and the career development opportunities.</p>	<p>Current practice:</p> <p>According to chapter II, art. 1.4 of the UPB Methodology regarding the job vacancies for the academic staff, the announcements shall be published as follows: (a) in visible locations, on the first page of the UPB website; (b) on a specialized website, managed by MEN; (c) in the Official Gazette of Romania, Part III (for indefinite-period positions).</p> <p>UPB and MEN can announce job vacancies by any additional means, such as mass media, national and international scientific publications, websites specialized in publishing job announcements.</p>

			<p>For certain research projects carried out by UPB, recruitment is also made by publication on the specialized sites requested through the Work programmes / Guides for Applicants (including Euraxess), where both the eligibility conditions (e.g. compulsory PhD degree) as well as other specific criteria are listed.</p> <p>National legislation: See point 12</p> <p>Internal regulations: See point 12</p> <p>Suggestions for improvement: See point 12</p>
14. Selection (Code)			
	+/-	<p>The members of the selection committee are appointed in accordance with the UPB <i>“Methodology regarding the filling of vacant teaching and research positions”</i> that meets all requirements. The selection committee assesses whether the scientific activity (which met eligibility standards) has relevance for the respective position. The members of the selection committee write individual reports and the Chairman of the committee consolidates the final appraisal report.</p> <p>The selection committees are established based on scientific merit and academic recognition criteria as stipulated in the <i>“Methodology</i></p>	<p>Current practice:</p> <p>Depending on the type of vacancy, the internal regulations set different selection practices and different rules for selection. The selection rules are grouped in the following major categories: selection of academic staff for tenured teaching and/or research positions; selection of doctoral and post-doctoral researchers for teaching and/or research positions for a definite or indefinite duration; selection of auxiliary research and teaching staff, selection of administrative staff.</p>

		<p><i>regarding the filling of vacant teaching and research positions”.</i></p> <p>Prior participation in a training program for members of the selection committees is not mandatory.</p> <p>The members of the selection committees should be adequately trained.</p>	<p>National legislation: See point 12.</p> <p>Internal regulations: See point 12.</p> <p>Suggestions for improvement: See point 12.</p>
15. Transparency (Code)			
	+/-	<p>The procedures applied at the UPB level for the recruitment of candidates for vacant positions provide, to a significant extent, recommendations on the necessary information for the candidates. The career and professional development opportunities are not specified in the job vacancy announcement.</p>	<p>Current practice: The candidates are given all the necessary information about the vacancy posts and the requirements they have to meet before the selection process. After the selection process, each candidate is informed about the results of the selection process by e-mail, telephone and the UPB website.</p> <p>National legislation: See point 12.</p> <p>Internal regulations: See point 12.</p> <p>Suggestions for improvement: See point 12.</p>
16. Judging merit (Code)			
	+/+	<p>The job requirements for academic staff comply with the legislation in force regarding the evaluation and recognition of academic merits and performances and with the level of academic qualification required for the respective vacancy.</p>	<p>Current practice: The internal regulations applied to fill the job vacancies state, for each category of academic staff, different conditions for enrolment in the competition and different evaluation criteria.</p>

		<p>UPB <i>methodology for filling the vacant teaching and research positions</i> states differentiated criteria in relation to the vacancy level (R1-R4). Quantitative evaluation criteria are used to comply with the national legislation. In addition, qualitative criteria are also provided to target the candidate's professional and personal profile.</p>	<p>Thus, as the career progresses, potential candidates must meet criteria that reflect the qualitative dimension of the research profile, such as the impact of scientific production, funds attracted through projects in which they hold the position of project manager / coordinator, the valorisation of the research outputs/results in the socio-economic environment.</p> <p>UPB can establish its own criteria for the selection of candidates, complementary to those indicated by the national legislation / project founder.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● HG no. 551/2007 for the approval of the Criteria and standards, as well as for the Methodology of evaluation and attestation of the capacity to carry out research and development activities by units and institutions that deal with the activity of research-development and accreditation of the component units of research and development system of national interest. ● LEN no. 1/2011. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● See points 12, 13 and 15; ● The UPB methodology for vacant teaching and research positions.
--	--	---	---

17. Chronological variations in the CVs (Code)			
	+/-	<p>Career breaks and chronological variations in the professional career path of the candidates are not penalized; the candidates are proving the information in their CVs with supporting documents (employment contracts, seniority certificates, decisions, etc.).</p>	<p>Current practice:</p> <p>If a person fulfils the conditions to promote, for example from teaching assistant to lecturer, he/she will not be legally restricted in exercising this right, if he/she has had variations in the professional career path.</p> <p>National legislation:</p> <p>See point 12.</p> <p>Internal regulations:</p> <p>See point 12.</p> <p>Suggestions for improvement:</p> <p>See point 12.</p>
18. Recognition of mobility experience (Code)			
	+/-	<p>The UPB Strategy and the Rector's Management Plan (2020-2024) support mobility in order to promote the career development of the academic staff. They also support internationalization as a horizontal direction of the UPB's mission.</p> <p>The use of Euraxess is limited.</p> <p>Although there are procedures and initiatives regarding access to mobility, they are not harmonized in a common framework that will</p>	<p>Current practice:</p> <p>Within the annual individual appraisal, based on the individual self-assessment report, there are criteria for scoring mobility activities.</p> <p>Professors, researchers and students use all the internal and external facilities and funding that support various mobility programs / projects:</p> <ul style="list-style-type: none"> ● Erasmus + ● Doctoral and post-doctoral scholarships for the preparation of internships, including

		allow staff to access electronically the mobility opportunities.	<p>access to the international infrastructure / libraries / archives / databases:</p> <ul style="list-style-type: none"> ● Bilateral agreements ● ESF funded projects ● Mobility projects H2020, SEE. <p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 319/2003; ● LEN no. 1/2011. <p>Internal regulations:</p> <p>Mobility regulation at Romanian Alliance of Technical Universities) ARUT level</p> <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) To elaborate the OTM-R Strategy; 2) To develop an electronic platform for mobility activities.
19. Recognition of qualifications (Code)			
	+/-	As mentioned at point 12, there is a national framework for the selection and recruitment of permanent academic staff and for auxiliary staff. This framework does not provide for the recognition of non-formal qualifications. It does include criteria regarding mobility activities.	<p>Current practice:</p> <p>For the recruitment of temporary staff on research projects, the employer applies internal procedures, specific to the type of programme / project and respecting the requirements and recruitment criteria established in the programme / project funding guidelines.</p> <p>Researchers and auxiliary personnel carrying out specific research and management</p>

			<p>activities are employed on temporary/project employment contracts.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● LEN no. 1/2011, art. 231, 245, 285, 302, 303; ● Order no. 6143/2011, updated; ● HG no. 325/2018; ● Law no. 200/2004 regarding the recognition of professional diplomas and qualifications for the regulated professions in Romania; ● Order 5921/2016 for the approval of the Methodology regarding the automatic recognition by the higher education institutions, respectively the institutions organizing doctoral university studies in Romania, of doctoral habilitation awarded by higher education institutions from abroad; ● Order 5922/2016 for the approval of the Methodology regarding the automatic recognition by the higher education institutions of the academic ranks typical of university education obtained in higher education institutions from abroad; ● Order 5923/2016 for the approval of the Methodology regarding the recognition of the doctoral diploma and the doctoral degree in sciences or in a professional field, obtained abroad; ● Order 6121/2016 regarding the approval of the Methodology for the recognition of the
--	--	--	--

			<p>degree, master or postgraduate studies documents issued by accredited institutions of higher education from abroad.</p> <p>Internal regulations:</p> <p>PS-17-DFE-03 - System procedure regarding the recruitment and selection of personnel for positions additional to the employment organization chart, for projects financed with non-reimbursable European funds.</p>
20. Seniority (Code)			
	+/+	<p>UPB has a flexible approach regarding work experience and age as prerequisites for a position.</p> <p>There is no age discrimination. The retired personnel can apply for a position for a definite period in compliance with the recruitment regulations.</p>	<p>Current practice:</p> <p>The retirement age for permanent professors is 65 years. Prolongation of activity is possible provided the person meets the criteria set out in the scientific field of competence (CNATDCU criteria).</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 53/2003, republished; ● LEN no. 1/2011. <p>Internal regulations:</p> <p>Methodology for the academic tenure of the academic staff at the age of 65 in 2018-2019 (Senate Decision no. 315 / 07.05.2018).</p>
21. Postdoctoral appointments (Code)			
	+/+	<p>The term “postdoctoral researchers” mainly refers to doctoral graduates. UPB, like any other Romanian HEIs, hire postdoctoral researchers for</p>	<p>Current practice:</p> <p>Depending on the type of the employment contract, the postdoctoral researchers will</p>

		<p>a definite period and for a specific research project. If the postdoctoral candidate applies for an academic position, he / she will become a member of the UPB faculty staff (assistant, lecturer, etc.) or an UPB researcher and will benefit from the rights and obligations of this position according to the regulations in force.</p> <p>Due to their funding coming from different sources (projects, programs, scholarships) there are no unitary criteria for selecting postdoctoral researchers.</p> <p>There are no prerequisites for the maximum length of the employment/activity for such a position except those established by programmes / projects.</p>	<p>benefit from the provisions of the UPB regulations in force addressing the permanent and temporary academic staff.</p> <p>Through the post-doctoral scholarship programs funded by the ESF (POCU programme) 100 postdoctoral researchers receive training for developing entrepreneurial skills.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● LEN no. 1/2011, art. 171, 172, 173. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● Internal grant programs for young researchers who have obtained the doctoral degree: GEX, ARUT. <p>Suggestions for improvement:</p> <ul style="list-style-type: none"> ● To create a mobility programme for research and innovation and / or for other complementary skills dedicated to young researchers holding a PhD degree and to doctoral students.
Working Conditions and Social Security			
22. Recognition of the profession			
	+/-	<p>Research is a mandatory activity in the standard workload of the academic staff in all Romanian HEIs.</p> <p>UPB has been classified as a university of advanced research and education by the national institutional evaluation. Based on this classification the research is recognized and</p>	<p>Current practice:</p> <p>The research activities are included in the academic workload in the following proportions: 33% for the masters programs and 90% for the doctoral programs.</p>

		<p>funded supplementary based on the CNFIS annual evaluation of the research performance.</p> <p>Additional activities (such as research and the management of the research projects, reporting and document drafting) could result in an increased workload, especially for early career academic staff.</p>	<p>National legislation:</p> <ul style="list-style-type: none"> ● LEN no. 1/2011, art. 285, para. (2) ● Law 319/2003, art. 3, para. (1) and (2) ● OG no. 57/2002, art. 1, art. 7 ● See point 11 regarding the academic evaluation system <p>Internal regulations:</p> <ul style="list-style-type: none"> ● The internal quality assurance system (research activity) and the annual reports on the research component. ● see section 11. <p>Suggestions for improvement:</p> <p>1) To Increase the number of researchers by attracting additional funding sources for research (e.g. contractual research for the benefit of economic actors or by attracting other internal and external funding).</p>
23. Research environment			
	+/-	<p>The UPB Strategy and the Rector's Management Plan 2020-2024 define research, innovation and the human resources as strategic objectives, each with specific objectives and dedicated actions aiming to create an excellent working environment for research and innovation activities.</p>	<p>Current practice:</p> <p>Each employee has a personal email account and the UPB intranet can be used remotely.</p> <p>The University is a member of ANELIS + and co-finances access to scientific publications with 90,000 Euro per year, having 38,000 visits from UPB and 175,000 from abroad in 2018.</p> <p>The UPB research projects funded from external sources are supported by the</p>

		<p>UPB has an advanced research infrastructure (the new CAMPUS and PRECIS research centres), laboratories, state-of-the-art equipment as well as ongoing new investments for the research activity.</p> <p>UPB ensures remote collaboration within the research community through ROEDUNET, the national research and education network, a member of GEANT.</p> <p>There is no an internal roadmap for the development of the research infrastructure with measures and procedures likely to ensure the medium- and long-term sustainability of the research infrastructure as well as the access mechanisms (internal and external).</p> <p>There are no internal rules regarding remote working using the Internet facilities and possibly the UPB Intranet (not even for PhD students and part-time researchers with contracts of definite duration).</p>	<p>university from its own sources until the expenditure is reimbursement by the funders.</p> <p>UPB supports young postdoctoral researchers through internal grants (from own funds) to carry out research activities (GEX 2016, GEX 2017, GnaC 2018 within ARUT).</p> <p>At the national level, the researchers have fiscal facilities for the R&D activities performed on projects.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● Order MFP-MCI no. 2326/2855/2017 regarding the establishment of the procedure for granting the fiscal facility provided in art. 60, point 3 of Law no. 227/2015 regarding the Fiscal Code; ● Law no. 319/2006; ● Law no. 53/2003, Title V, Occupational health and safety. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● Internal regulations on occupational health and safety (see section 7); ● Collective labour agreement at UPB level (in force in 2019); ● The individual employment contracts concluded with each individual employee; ● Order no. 5387/2016 regarding the Methodology of accreditation and periodic evaluation of the continuous training
--	--	--	--

			<p>providers and of the training programs offered, approved by the Order of the Minister of Education, Research, Youth and Sport no. 5.564 / 2011, chapter VI.</p> <p>Suggestions for improvement:</p> <p>1) To elaborate the UPB roadmap of research infrastructure with upgrading procedures, sustainability provisions as well as access mechanisms;</p> <p>2) To improve the remote working environment.</p>
24. Working conditions			
	+/-	<p>The working time of the UPB employees is established by the Internal Regulation (published on the UPB website: Chapter II. <i>Organization of the working time</i>).</p> <p>UPB allows applications for a sabbatical leave or remote working (approval by the Faculty/UPB boards).</p>	<p>Current practice:</p> <p>UPB offers the following facilities to employees:</p> <ul style="list-style-type: none"> ● kindergarten and primary school for children of UPB staff; ● part-time positions; ● holiday vouchers; ● access to research databases (ANELIS); ● banking facilities through UPB contracts with banks; ● the Moodle platform also considered as a possibility for remote work; ● accommodation for researchers in UPB residence locations; ● UPB's Microsoft contracts entitle UPB personnel to install 5 Office instances and 5 Windows instances (also for students through the email address provided by UPB).

			<p>National legislation:</p> <ul style="list-style-type: none"> ● LEN no.1 / 2011, art. 287 and art. 288, paragraph (5); ● The Labour Code, art. 108, 109 and 110 <p>Internal regulations;</p> <ul style="list-style-type: none"> ● The internal regulations of the UPB; ● Collective labour contract at UPB level; ● The individual employment contracts concluded with each individual employee. <p>Suggestions for improvement:</p> <p>1) To improve the remote working conditions and environment.</p>
25. Stability and permanence of employment			
	+/-	<p>UPB promotes the staff stability and the permanence of employment.</p> <p>There is flexibility regarding the possibilities for employing academic staff, thus stimulating the participation in research projects.</p> <p>According to the current national legislation (i.e. the autonomy of the faculties in the HR policy), the flexibility of the working time / programme is approved at the faculty level.</p>	<p>Current practice:</p> <p>The academic staff holding the positions of professor and associate professor are all employed on contracts of indefinite duration. The lecturers employed for an indefinite duration represent 98% of the total lecturer positions.</p> <p>The assistant professors employed on contracts of a definite duration represent 62% of the total assistant positions.</p> <p>The employment contracts for the auxiliary staff (researchers, technicians, laboratory assistants) are in general for an indefinite duration, similar to the contracts of the administrative staff.</p>

			<p>The fixed-term employment contracts concluded on research projects for the UPB permanent staff are limited to 80 hours / month.</p> <p>Candidates who have completed a master's degree can obtain an academic position for a fixed period (assistant professor) provided they have been admitted to the doctoral program (with a scholarship or self-support) and can apply for a permanent assistant professor position (through competition) if they have obtained the PhD degree.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● The Labour Code, art. 86, paragraph (1). <p>Internal regulations:</p> <ul style="list-style-type: none"> ● Internal decision of the rector no. 506 / 03.11.2016 regarding the number of hours / days that can be paid on projects. <p>Suggestions for improvement:</p> <p>1) To improve the working programme (i.e. flexibility) and the remote working environment for staff performing research activities on fixed-term employment contracts financed from projects (both for the permanent staff working on such contracts and for the temporary staff).</p>
--	--	--	---

26. Funding and salaries			
	+/+	<p>UPB establishes the remuneration and financing conditions as stipulated in the collective labour agreement at UPB level.</p> <p>The individual employment contracts are concluded with each employee based on the position occupied.</p> <p>Employment contracts concluded on projects and financed from external sources or from UPB own funds, comply with the regulations established for the respective programme / project and also with the internal regulations approved at UPB level.</p>	<p>Current practice:</p> <p>Academic workloads are updated based on the annual individual assessment.</p> <p>Incentives are awarded to UPB staff through a merit grade. The merit grade is set at the faculty level (based on a dossier competition) and the number of merit grades for each faculty is set at the university level.</p> <p>Payment increases are granted for hazardous conditions and heavy working conditions (laboratories).</p> <p>A salary increase is awarded for obtaining the PhD degree.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● LEN no. 1/2011, art. 303, and art. 311, in conjunction with art. 5 of Annex I, Chapter I, letter. B of Law no. 153/2017 ● HG no. 34/2018 for the approval of the Framework Regulation on the establishment of jobs, categories of staff, actual size of payment increase for working conditions, as well as of granting conditions for the staff belonging to the occupational category of budgetary positions in "Education".
27. Gender balance			
	+/+	<p>There is a balance in gender among the UPB researchers and also in the entire research community in Romania.</p>	<p>Current practice:</p> <p>For PhD students and postdoctoral researchers, UPB has implemented 15</p>

		<p>The leadership positions in the organizational chart at both university and faculty levels are mostly occupied by men, but after the last university elections (2020) the situation has improved. The number of management positions held by women increased by 30%.</p> <p>Access to any management positions is non-discriminatory.</p>	<p>projects funded from the ESF (2007-2014), aimed at developing skills and attitudes towards research. The beneficiaries participated in courses on ethics, research, equal opportunities, intellectual property rights.</p> <p>UPB awards financial incentives on the International Women’s Day (8th of March).</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 202/2002, republished; ● Law no. 53/2003, chapter II, art 5. ● The Constitution of Romania, art. 16, para. (1). <p>Internal regulations:</p> <ul style="list-style-type: none"> ● The UPB methodology regarding vacant teaching and research positions says at art. 5, paragraph (3): there are no discriminatory provisions regarding candidates according to gender, ethnic or social origin, citizenship, religion or belief, disabilities, political opinions, social or economic condition. ● The collective labour agreement at UPB level, art. 26 provides for non-working days (to be recuperated): March the 8th for women and November the 19th for men. <p>Suggestions for improvement:</p> <p>1) To develop a guide of best practices for equal opportunities;</p>
--	--	--	---

			2) To elaborate the OTM-R Strategy.
28. Career development	-/+	<p>UPB constantly organizes, through specialized departments and centres, training courses and continuous professional development activities in order to boost the academic career.</p> <p>The methodology and regulations for doctoral schools require a doctoral commission to be formed, additional to the supervisory activity of the PhD coordinator.</p> <p>Although examples of good practice can be identified at the level of the doctoral schools and departments, UPB does not have a comprehensive policy for the development of the academic career specific to each career level and with a strategic approach regarding the mentoring and supervision activities.</p>	<p>Current practice:</p> <p>UPB has implemented projects funded from Structural Funds for the development of academic competences, for supporting innovative approaches in higher education and for stimulating entrepreneurial attitudes and skills, for increasing the scientific capacity of research teams through international collaborations respectively.</p> <p>UPB has in-house programs to stimulate young researchers' career (GEX2016, GEX2017, GNAC2018, PubArt, VizStar).</p> <p>When applying for a teaching and research position or for career advancement, each candidate prepares a career plan. It is evaluated by the selection committee and comes into force after filling the position.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● Order no. 3850/2017 for the approval of the framework methodology to organize the psycho-pedagogical training programs within the accredited higher education institutions in order to certify the competences of the didactic profession; ● LEN no. 1/2011, art. 333 and 334. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● The UPB methodology regarding vacant teaching and research positions;

			<ul style="list-style-type: none"> ● Regulation for the organization and conduct of Doctoral University Studies, approved by the Senate Decision no. 391 / 12.13.2018. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) To create a document containing an UPB comprehensive academic career policy 2) To publish and update a catalogue of courses accessible online; 3) To create an administrative structure addressing the multidimensional management of the academic career.
29. Value of mobility	+/-	<p>UPB promotes programs and projects to encourage and support the international mobility of academic staff. To manage this activity, there are specialized departments at the university level: the Office for Mobility Programmes and Cooperation Agreements and the Erasmus Office respectively.</p> <p>Although ERASMUS+ mobilities have an annual growth rate of about 4-5%, the number of outgoing mobilities achieved by UPB academic staff (especially at higher career levels) remains low.</p> <p>Most of the mobilities carried out by the UPB academic staff concern the participation to scientific conferences and events, the long-term mobility (minimum 10 days) being carried out by a smaller number of UPB staff.</p>	<p>Current practice:</p> <p>UPB participates in the ERASMUS + program.</p> <p>UPB participates in the EEA Grants program, which supports exchanges of academic staff and students between Romania, Norway, Iceland and Liechtenstein.</p> <p>UPB's VizStar program supports postdoctoral researchers to carry out mobility for up to 3 months at a host institution of an ERC grant investigator.</p> <p>UPB has implemented projects funded by the Institutional Development Fund (FDI) for supporting mobility related to scientific events, study visits and exchanges of academic staff.</p>

		<p>For mobility longer than 30 days, UPB provides 25% of the salary to the outgoing person, without any additional payment for the person who will substitute this person throughout his/her mobility.</p>	<p>Through DRI-SMAC, UPB concludes bilateral collaboration agreements that also support exchanges of academic staff.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● LEN no. 1/2011; ● Law no. 319/2003, chap. VI. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● Decision 153 / 24.03.2011 according to which the doctoral students who do an internship for more than 3 months benefit from the doctoral scholarship and up to 25% of the salary is added; ● Operational procedure regarding ERASMUS Inter-institutional agreements PO-08-DRI-17; ● Operational procedure regarding the granting of ERASMUS + mobility to UPB personnel for teaching / training PO-08-DRI-16. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) To improve the internal regulation on the mobility of academic staff and students; 2) To create an internal mobility programme to capitalize on the presence of UPB in international networks and associations.
30. Access to career advice	-/+	<p>UPB, through the Chancellor Office, offers access to career advice and counselling for the preparation of the job application file.</p>	<p>Current practice:</p> <p>When applying for a teaching and research position or for career advancement, each candidate prepares a career plan.</p>

		<p>At university level, as well as at the level of faculties, career fairs and informative workshops are organized at least twice a year, including for doctoral students.</p> <p>Although examples of good practice can be identified at the level of the doctoral schools and departments, UPB does not have a comprehensive policy for the development of the academic career specific to each career level and with a strategic approach regarding the mentoring and supervision activities.</p>	<p>The academic staff performance is evaluated annually and the department directors provide feedback for improving their results.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● OMENCS no. 6129/2016 <p>Internal regulations:</p> <ul style="list-style-type: none"> ● Contracts with the economic agents of the UPB Employment Agency POLIJobs, for the purpose of recruitment and selection for companies on the labour market; ● The Agency POLIJobs offers free exclusive services for UPB students and graduates. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) To create a document containing an UPB comprehensive academic career policy 2) To create an administrative structure addressing the multidimensional management of the academic career; 3) To improve the mentoring and supervision process at the levels of faculty departments.
31. Intellectual Property Rights			
	+/-	<p>UPB supports the protection of intellectual property rights through specialized assistance offered by internal or external expertise, and in some cases supports the costs of patent applications, copyright registration and so on if it estimates potential economic benefits.</p>	<p>Current practice:</p> <p>SITT offers consulting services for the protection of intellectual property to UPB's academic staff.</p> <p>SITT offers support to increase the collaboration with socio-economic partners and promotes the development of new</p>

		<p>There is no regulation for rewarding the researchers-inventors, but their activity is recognized through the annual appraisal and their participation in national and international innovation fairs and exhibitions is supported.</p> <p>It is necessary to develop a coherent framework for IPR and the valorisation of research results at UPB level.</p>	<p>products and technologies, based on research results, at regional, national and international levels.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 64/1991, art. 31; ● Law no. 84/1998, republished, art. 1 and art. 36; ● Law no. 8/1996, republished, art. 13, art. 181 and art. 190; ● Law no. 83/2014 regarding service inventions. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● PO-06-DMACS-02 Regulation regarding the use of the results obtained from the research and technological development activity. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) To create an UPB IPR policy; 2) To improve the IPR training offered to young researchers at the department/faculty level in the “train the trainer” system; 3) To create a dedicated space on the UPB website for IPR and valorisation of research.
32. Co-authorship			
	-/+	<p>The basic principle should be as follows: contributions to the development of publications and patents should be recognized and shared among co-authors, according to</p>	<p>Current practice:</p> <p>At UPB, researchers are recognized as independent authors and co-authors in</p>

		<p>internationally recognized practices (http://www.icmje.org/), regardless of their scientific degree, employment period or the order of the authors, including students, especially doctoral students.</p> <p>UPB does not have a co-authoring procedure specifying how to determine the actual contribution of each participant in obtaining a research result and the actual contribution as co-author of a scientific paper, so that each one can fairly benefit from the right to be recognized and / or mentioned and cited, according to their actual contribution.</p>	<p>accordance with international practice in the field.</p> <p>The contributions of students and PhD students in terms of their rights as inventors of a patent are recognized.</p> <p>National legislation:</p> <ul style="list-style-type: none"> • Law no. 8/1996, republished, art. 12 and 13. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) To create a co-authoring procedure at UPB as part of the IPR policy document; 2) To offer training for the application of the co-authoring procedure at department /faculty level; 3) To create a dedicated space on the UPB website for IPR and valorisation of research.
33. Teaching	-/+	<p>Teaching represents an essential activity for the structuring and dissemination of knowledge and a valuable option within the researchers' career paths. The initial and compulsory pedagogical training for early stage staff (doctoral students, postdoctoral researchers, assistant professors and lecturers) takes place through the Department of Education, Social Sciences and Humanities.</p> <p>The standard workload for someone holding a teaching position also includes research activities: 344 h / academic year for lecturers, associate professors and professors,</p>	<p>Current practice:</p> <p>UPB has developed a tool to monitor the activities performed by the academic staff according to the individual workloads and in relation to the nature of the academic position: FIAP (the individual annual job description) that include teaching activities, complementary activities research activities and activities in the benefit of the academic community.</p> <p>UPB offers initial training courses for a teaching career organized on two levels (initial</p>

		<p>respectively 172 h / academic year for assistant professors.</p> <p>Although UPB carries out continuous training programs for the development of pedagogical skills, they are not part of a training and development strategy that addresses all academic staff.</p> <p>Participation in lifelong learning activities for the development of pedagogical skills is decided individually, and is not included in a unitary training framework applicable at university level.</p>	<p>training and in-depth training) during two semesters.</p> <p>The activity of the academic staff is evaluated annually based on criteria included in the assessment instruments applied at the institutional level (the self-appraisal report) and national level (Annex 3 CNADTCU).</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● MECS order. no. 3121/2015 regarding the organization and conduct of the process of obtaining the certificate of habilitation; ● LEN no. 1/2011. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● The internal quality assurance system for research, education and specific activities establishes interrelationships between the categories of basic activities (education and research) at the level of the departments / departments / faculties as well as between other documents valid at the level of UPB. ● The UPB methodology for vacant teaching and research positions. ● The methodology of organizing the psycho-pedagogical training programs in order to certify the competences for the teaching profession within UPB.
--	--	---	---

			<p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) Elaboration of a comprehensive policy for the development of the academic career; 2) Development of training programmes and course packages specific to each career level; 3) Publishing and updating a course catalogue accessible online; 4) Creating an administrative structure dedicated to the multidimensional management of the academic career; 5) Developing a mentoring and career supervision strategy to consolidate the mentors' position.
34. Complaints / appeals			
	+/-	<p>There is no Ombudsman institution within UPB.</p> <p>The commissions and administrative structures with responsibilities for hearing and solving various types of complaints/appeals arising among UPB staff need to have more internal visibility.</p>	<p>Current practice:</p> <p>The Ethics Committee is responsible for solving ethical issues.</p> <p>The other conflicts / complaints are solved at the department / faculty council level through the disciplinary commissions or, as the case may be, at the level of the UPB Management Board.</p> <p>The conflicts regarding labour rights and working conditions are solved at trade union level.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 319/2003, art. 25;

			<ul style="list-style-type: none"> ● The Labour Code, art. 247 - 252 regarding the Disciplinary Commission. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● CEIA Regulation; ● Executive office / disciplinary commission regulations at the faculty level; ● Trade union commission for conflicts / complaints (for all staff). <p>Suggestions for improvement:</p> <p>1) See point 1.</p> <p>2) Improve the dissemination of information about these commissions / structures and their regulations / instructions / responsibilities at internal level through the intranet.</p>
35. Participation in decision-making bodies			
	+/+	The activities of the decision-making bodies, commissions / consulting and information bodies have to be better disseminated throughout the UPB community.	<p>Current practice:</p> <p>Academic staff are represented in the advisory and decision-making bodies, where they can defend and promote not only personal interests, but also collective interests (for example, the University Senate and Faculty Councils).</p> <p>There is a Vice-Rector and Vice-Deans in charge of research.</p>

			<p>The department / faculty boards and the vice-deans for research have responsibilities in the annual individual evaluation.</p> <p>The permanent academic staff elect representatives for the leading structures at the level of university, faculties and departments.</p> <p>Trade Unions represent their members' interests in salary negotiations and issues regarding the working environment.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● LEN no. 1/2011, art. 123, para. (8) and art. 208. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● UPB Charter (Senate Decision no. 91 / 27.12.2012); ● The regulation regarding the organization and conduct of elections in the UPB, approved by the Senate Decision no. 204 / 03.12.2015. <p>Suggestions for improvement:</p> <p>1) To improve the the communication regarding the activities of the decisions-making bodies that are of public interest.</p>
Training and Development			
36. Relation with supervisors	-/+	To support the professional development of early career researchers, UPB has elaborated a methodological framework for the organization of courses and activities of the doctoral schools.	<p>Current practice:</p> <p>Each doctoral student benefits from supervision and guidance by the coordinator and the guidance commission.</p>

		<p>Therefore, it is mandatory to set up a supervisory doctoral commission whose activity is complementary to that carried out by the doctoral coordinator.</p> <p>The individual annual job description contains guidance and tutoring activities to be provided to undergraduate, master's and doctoral students alike.</p> <p>Although examples of good practice can be identified in doctoral schools and departments, UPB has not developed a policy for the development of the academic career laying the ground for customized training and continuous professional education activities in relation to the career level and for mentoring and supervision activities.</p> <p>Likewise, the supervision activities are not extended to other types of positions addressing an early stage of the research career: postdoctoral researchers, assistant professors and lecturers, and thus being performed as such and in the absence of a regulatory framework.</p>	<p>Complementarily, UPB PhD students and postdoctoral students have benefited from career counseling and guidance activities for projects financed through structural funds that UPB has implemented during 2014-2020.</p> <p>In order to fill a teaching and research position or for career advancement, each candidate prepares a career plan, which comes into force once the position has been occupied.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● OG no. 57/2002. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● Regulation on the organization and conduct of doctoral university studies in UPB approved by HS no. 391 / 12.13.2018. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) elaboration of a comprehensive policy for the development of the academic career; 2) development of training programs and course packages specific for each career level; 3) publishing and updating a course catalogue accessible online; 4) creating an administrative structure dedicated to the multidimensional management of the academic career; 5) developing a mentoring and career supervision strategy to consolidate the mentors' position.
--	--	--	---

<p>37. Supervision and managerial duties</p>	<p>+/-</p>	<p>To support the professional development of early career researchers, UPB has elaborated a methodological framework for the organization of courses and doctoral school activity. Therefore, it is mandatory to set up a supervisory doctoral commission whose activity is complementary to that carried out by the doctoral coordinator.</p> <p>The individual annual job description contains guidance and tutoring activities to be provided to undergraduate, master's and doctoral students alike.</p> <p>Although examples of good practice can be identified in doctoral schools and departments, UPB has not developed a policy for the development of the academic career laying the ground for customized training and continuous professional education activities specific to the career level and for mentoring and supervision activities.</p> <p>Likewise, the supervision activities are not extended to other types of positions addressing an early stage in the research career (postdoctoral researchers, assistant professors and lecturers), which are being performed in the absence of a framework for the supervisor and mentoring activity.</p>	<p>Current practice:</p> <p>UPB has implemented ESF-funded projects and self funded (GEX2016, 2017, GNAC) to support young researchers' career development. UPB PhD students and postdoctoral students participated in courses to develop teaching skills, to support innovative approaches in higher education and to stimulate entrepreneurial attitudes and skills and to increase the scientific capacity of research teams through international collaborations respectively. In addition, they also benefited from career guidance activities.</p> <p>In order to fill a teaching and research position or for career advancement, each candidate prepares a career plan evaluated by the evaluation committee.</p> <p>National legislation:</p> <p>See point 36.</p> <p>Internal regulations:</p> <p>See point 36.</p> <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) elaboration of a comprehensive policy for the development of the academic career; 2) development of training programs and packages of courses dedicated to mentors and to those who develop leadership activities;
---	------------	---	--

			<p>3) creation of an administrative structure dedicated to the multidimensional management of the academic career;</p> <p>4) developing a mentoring and career supervision strategy to consolidate the mentors' position;</p> <p>5) extension of the guidance activities carried out by professors and associate professors for the postdoctoral researchers, assistant professors and lecturers.</p>
38. Continuing Professional Development	+/-	<p>The development of pedagogical, research and horizontal skills likely to ensure academic success and performance is a constant concern of UPB.</p> <p>Although UPB carries out continuous professional development programmes, they are not part of a training and development strategy that addresses all academic staff.</p> <p>Participation in lifelong learning activities is decided on an individual basis and is not included in a training strategy applicable at university level.</p>	<p>Current practice:</p> <p>UPB has implemented projects financed by the ESF and FDI to ensure continuous professional development activities.</p> <p>In addition, UPB has internal programs to stimulate the career of young researchers (GEX2016, GEX2017, GNAC2018, PubArt, VizStar).</p> <p>In order to fill an academic position or for career advancement, each candidate prepares a career plan that includes continuing education activities.</p> <p>Moreover, workshops, intensive courses and lectures with Romanian or foreign guests are organized to develop certain components of the research activity.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● Law no. 319/2003.

			<p>Internal regulations:</p> <ul style="list-style-type: none"> ● Quality Assurance in research - Quality Service; ● The UPB Quality Management System (2002); ● UPB Chart; ● Regulation on the organization and conduct of doctoral university studies at UPB. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) elaboration of a comprehensive policy for the development of the academic career; 2) development of training programs and course packages specific to each level of career; 3) publishing and updating a course catalogue accessible online; 4) creating an administrative structure dedicated to the multidimensional management of the academic career; 5) developing a mentoring and career supervision strategy to consolidate the mentors' position.
39. Access to research training and continuous development	-/+	At UPB level, researchers have the opportunity to participate in various research career development programmes, entirely funded by UPB (GEX2016, GEX2017, GNAC, VizStar, PubArt) or by national and structural funds. UPB actively supports short-term mobilities for	<p>Current practice:</p> <p>UPB has implemented ESF and FDI funded projects to ensure continuous professional development activities.</p>

		<p>various purposes such as conferences, workshops, working groups or cotutelle thesis supervision activities.</p> <p>Although UPB carries out continuous training programmes, they are not part of a training and development strategy that addresses all academic staff and provides customized learning in relation to the career level and to the results of the individual activity evaluation.</p> <p>Participation in lifelong learning activities is decided on an individual basis and is not included in a training strategy applicable at university level.</p>	<p>In addition, UPB has internal programmes to stimulate the career of young researchers (GEX2016, GEX2017, GNAC2018, PubArt, VizStar, Engineer in Europe).</p> <p>In order to fill an academic position or for career advancement, each candidate prepares a career plan that includes continuing education activities.</p> <p>Moreover, workshops, intensive courses and lectures with Romanian or foreign guests are organized to develop certain components of the research activity.</p> <p>National legislation:</p> <ul style="list-style-type: none"> ● LEN no. 1/2011. <p>Internal regulations:</p> <ul style="list-style-type: none"> ● UPB Chart; ● The Regulation on the ERASMUS + mobility of UPB students, Master's and doctoral students; ● The management procedure for the implementation of GEX 2017; <p>Information Package - ARUT National Research Grants 2018. Research projects to stimulate young researchers from ARUT universities.</p> <p>Suggestions for improvement:</p> <p>1) elaboration of a comprehensive policy for the development of the academic career;</p>
--	--	--	--

			<p>2) development of training programs and course packages specific to each level of career;</p> <p>3) publishing and updating a course catalogue accessible online;</p> <p>4) creating an administrative structure dedicated to the multidimensional management of the academic career;</p> <p>5) developing a mentoring and career supervision strategy to consolidate the mentors' position.</p>
40. Supervision	+/-	<p>To support the development of young researchers' career, UPB has elaborated a methodological framework for the organization of courses and doctoral schools activity.</p> <p>Thus, it is mandatory to set up a supervisory doctoral commission whose activity is complementary to that carried out by the doctoral coordinator.</p> <p>Through the individual annual job description, guidance and tutoring activities are provided for undergraduate, master's students and doctoral students alike.</p> <p>UPB, through the Rector's Office, offers analysis and counseling for career advancement and preparation of the competition dossier.</p> <p>Every year, UPB performs the evaluation of the results and the impact of the teaching and research activity based on tools developed</p>	<p>Current practice:</p> <p>In order to fill an academic position or for career advancement, each candidate prepares a career plan. It is evaluated by the evaluation committee and comes into force after filling the position.</p> <p>The performance of teaching and research activities is evaluated annually, and the department managers provide feedback for improving the results.</p> <p>UPB has implemented projects funded through its own funds and structural funds to support the career development of young researchers. UPB PhD students and postdoctoral researchers participated in courses to develop teaching skills, to support innovative approaches in higher education and to stimulate entrepreneurial attitudes and skills and to increase the scientific capacity of</p>

		<p>internally (self-assessment report) and at national level (evaluation report templates developed by CNADTCU committees).</p> <p>Although examples of good practice can be identified in doctoral schools and departments, UPB has not developed a policy for the development of an academic career pursuing customized training in relation to the career level and that proposes a strategic approach to the mentoring and supervision activities.</p> <p>Likewise, the supervision activities are not extended to other types of positions addressing an early stage in the research career (postdoctoral researchers, assistant professors and lecturers), which are being performed in the absence of a framework for the supervisor and mentoring activity.</p>	<p>research teams through international collaborations respectively. In addition, they also benefited from career guidance activities.</p> <p>Internal regulations:</p> <ul style="list-style-type: none"> ● see principle 36; ● Regulations on the organization and conduct of doctoral university studies at UPB. <p>Suggestions for improvement:</p> <ol style="list-style-type: none"> 1) elaboration of a comprehensive policy for the development of the academic career; 2) development of training and continuous professional development programmes and course packages specific to each career level; 3) creation of an administrative structure dedicated to the multidimensional management of the academic career; 4) developing a mentoring and career supervision strategy that will strengthen the mentors' position and create an organized framework for carrying out these activities.
--	--	---	--