



UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE
„CAROL DAVILA“ DIN BUCUREȘTI



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Consultation with the UMFCD community on the implementation of the principles European Charter and Code of Researchers

Introduction

"Carol Davila" University of Medicine and Pharmacy in Bucharest, hereinafter referred to as UMFCF, is a state higher education institution, of public interest, with legal personality, integrated into the national higher education system, which provides university training in the field of medical sciences and pharmaceuticals.

UMF "Carol Davila" Bucharest is accredited according to the law as a university with a high degree of trust, it has autonomy, in accordance with the provisions of the Romanian Constitution, of the National Education Law no. 1/2011 and of the University Charter and operates independently of any ideological, political or religious interference.

Based on university autonomy, UMFCF has the right to self-manage, self-organize and develop, according to its own needs and in compliance with legal provisions.

University autonomy gives the university community the right to establish its own mission, institutional strategy, structure, activities, organization and functioning, management of human and material resources, in compliance with the legislation in force.

As specified in the document assumed by the institution and entitled Strategic Plan for Institutional Development 2021-2028, the mission assumed by UMFCF, in accordance with the National Education Law no. 1/2011 and with the University Charter is for advanced research and education, as well as to generate knowledge through educational competence and to transfer knowledge to its students and to society through the following objectives:

a. academic training and improvement of qualified and, respectively, highly qualified human resources in the fields of medicine, dentistry and pharmacy;

b. hoarding and dissemination of scientific, cultural, social and ethical values in the bio-medical field;

c. promoting the spirit and critical thinking among specialists and the population, in its field of activity;

promoting and supporting scientific and cultural development in the bio-medical field;

e. participation in the universal development of bio-medical sciences;

f. affirmation of national scientific values in the field and integration into European and international activity;

g. the development of awareness and behavior to increase and promote the values of the rule of law in its field of activity, as well as human freedoms and the principles of democracy.

UMFCF fulfills the assumed objectives by:

- the training of highly trained specialists in the field of health protection, education and scientific research, reported at the international level;

- post-graduate training of specialists in the field at all levels through specific programs (residence, principalship, specialization and training courses and internships, means of continuous training).

- fundamental and applied scientific research;

- postgraduate training and improvement of specialists in the field of scientific research through specific means (master's degree, doctorate, advanced training courses);
- development of specific links between UMFCF and the health system;
- the contribution to the provision of specialized and high-performance medical assistance through the members of its academic community, highly professional specialists;
- the promotion within the university community of a climate of trust and freedom, whose basic rules are objectivity and mutual respect between University members; developing cooperation with other national and international academic and research institutions;
- developing cooperation with other national and international academic and research institutions

UMFCF has a University Charter, structured on 11 chapters and 260 articles, which coherently regulates all organizational, academic, didactic, research, social, ethical, administrative, managerial aspects, promoting the culture of quality in higher education and the principles of the European Higher Education Area . The charter is consistent with national legislation, it is approved by the University Senate and approved by the Ministry of Education, and its provisions are known to members of the academic community, being published on the university's website. UMFCF has a strategic development plan for the period 2021 - 2028, a plan approved by the University Senate on 28.09.2021 and known by the entire academic community. The 2021 – 2028 strategic plan harmoniously continues the previous strategic plan and includes the strategic directions and objectives of the rector's management program. Based on the strategic plan, annual operational plans are drawn up. UMFCF has a quality policy, approved by the senate and published on its website. Quality assurance policy is part of strategic management.

With regard to strategies and systems for sustainable career development for researchers, the European Commission stipulates that Member States must take into account and be guided by the general principles and conditions referred to in the European Charter for Researchers and the Code of Conduct for the recruitment of researchers . Also, the Member States have the obligation to take the necessary steps to transpose these general principles and conditions in their area of responsibility in their national legislation or in their sectoral and/or institutional standards, as well as in the guides (book and/or codes for researchers) . By this, they must take into account the great diversity of laws, regulations and practices, which, in various states and in various sectors, establish the route, organization and working conditions for a career in the field of Research - Development.

In this sense, the UMFCF has proven its adherence to the established principles of the European Charter of researchers and the Code of Conduct for the recruitment of researchers (C&C), the Fundamental Note approved by the Board of Directors on 8.05.2022 and initiated the start of the procedure to obtain the distinction HR Excellence in Research. As part of this procedure , the questionnaire regarding the perspective on the teaching, medical and research career at UMFCF was elaborated, in accordance with the established principles of *the European Charter of researchers* and the *Code of Conduct for the recruitment of researchers* .

Purpose and objectives of the questionnaire

The purpose of this survey was to investigate the views of teaching and research staff regarding the current policies of the UMFCD approach to academic careers. The design of the questionnaire was based on the operationalization of the principles that the Charter and the European Code of Researchers mention and promote as recommendations in the strategic approach to the research career and is based on the structure of the questionnaire applied by the Politehnica University of Bucharest, carried out within the project " Supporting the increase of capacity research institutions of the Politehnica University of Bucharest – CRESCDI " (contract no. 25PFE/17.10.2018), the activity "Obtaining the Diploma of Excellence for Research Human Resources", within Program 1. Development of the national research-development system , Subprogramme 1.2 – Institutional performance – Institutional development projects – CDI excellence funding projects from the National CDI Plan III, financed by the Ministry of Research and Innovation. For each dimension, specific items were developed that operationalize the 40 principles integrated in the Charter and Code, the resulting questionnaire including 34 opinion and socio-demographic items.

Correlatively, the following specific objectives were formulated:

O1: Identifying the opinions of the respondents regarding **the recruitment and selection process** carried out at the university level

O2: Evaluation of the academic staff's perceptions of **the working conditions** offered within the UMFCD

O3: Identify the opinions expressed in relation to the current perspective of **training and professional development** that our university offers to researchers and teachers, regardless of their career level

O4: Identifying the perspective of the respondents on the policies regarding **the observance of ethical principles** in the didactic and research activity.

To carry out this study, the reference population taken into account was represented by the academic staff and research, as well as the administrative technical staff involved in research activities and projects which operates in the UMFCD in Bucharest.

Regarding sample selection, our methodological option was to maximize the number of potential responses, correlative to the data collection modality. We opted for a sample selected based on availability criteria. The unit of selection was the employee.

Method of disseminating the questionnaire – Official email for sending communications of interest Com Digitale@umfcd.ro

Data collection was carried out between May 1 and May 31, 2023.

The total volume of the resulting sample is 506 respondents (N = 506) representing 22.75% of the total of 2032 teaching staff, 8 researchers, 229 auxiliary teaching staff and 155 technical-administrative staff involved in the research process from the number year. We mention that the national legislation in force, the university norm, includes teaching and research activity.

Results of the questionnaire

The investigated sample reflects to a greater extent the opinions of university assistants (31.9%), heads of papers (18.5%), respectively lecturers and university professors, the other categories being less represented, such as the administrative staff involved in research in a percentage of only 4.6 %.

Figure 1. Distribution in relation to the position held - % (N=506)

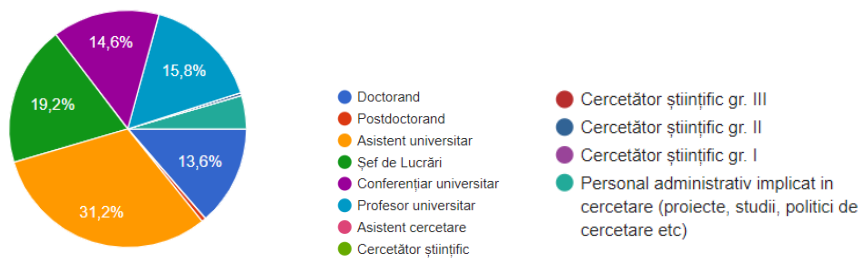
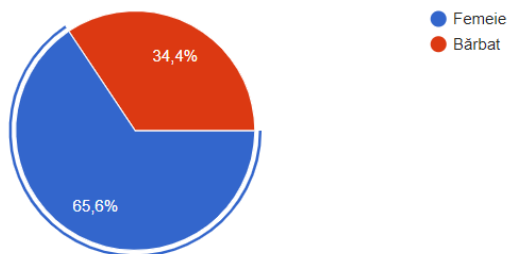


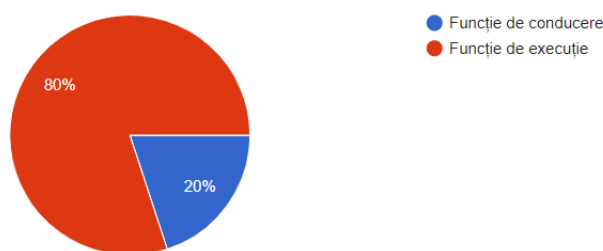
Figure 2. Gender distribution of the sample - % (N=506)

Regarding the gender distribution of the sample, the data in Figure 2 show a relatively balanced distribution of the two genders, which respects the weighting structure existing at the level of our university (approximately 66% women).



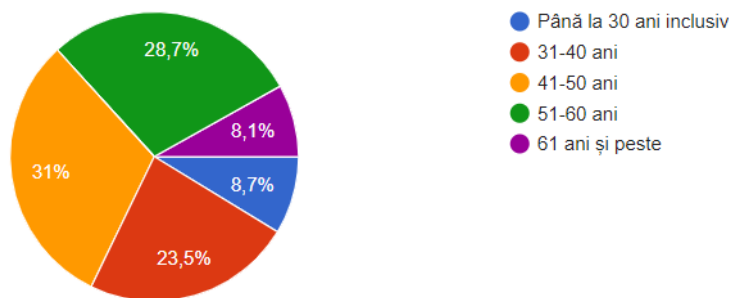
We also emphasize that 19% of the respondents participating in the study occupy management positions at the university level, the majority being represented by respondents who are in executive positions, as shown by the data summarized in Figure 3.

Figure 3. Distribution in relation to the nature of the position held - % (N=506)



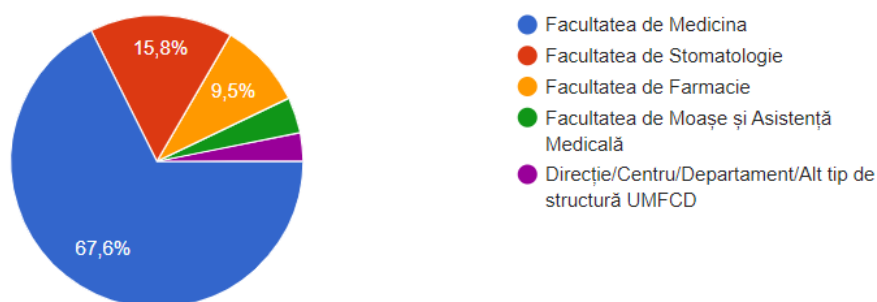
A distribution that reflects the weights at the institutional level is also the one made in relation to the age variable (Figure 4). The segment best represented at the sample level is that of people aged between 41-50 years (31.9%), followed by the segment of respondents aged between 31-40 years (24.3%). These age groups are significantly correlated with the optimal performance of the professional path, reflecting at the same time the motivation for increasing skills in order to successfully integrate into a dynamic organizational climate.

Figure 4. Distribution by age group - % (N=506)



Regarding the membership of the didactic-medical research staff in this questionnaire, almost 70% belonged to the Faculty of Medicine, followed by the Faculty of Dentistry, 16.2% and the Faculty of Pharmacy, 9.6%, correlated with the numerical structure of the staff university and research of UMFCU. Only 3.2% of the respondents are affiliated to various auxiliary and administrative structures that carry out projects and/or research activities at the university level, as can be seen in the figure below.

Figure 5. Membership of the staff in which the medical and didactic research activity falls (N=506)



The recruitment and selection process

One of the four sets of principles referred to in the Charter and Code concerns the recruitment and selection process. Given that, in accordance with the national legislation in force, the university norm includes teaching and research activity, in this section we will refer to the recruitment and selection of teaching and research staff, as well as auxiliary administrative staff.

Openness and transparency of the recruitment and selection process were positively assessed by more than 95% of the respondents and the way in which the recruitment and selection of

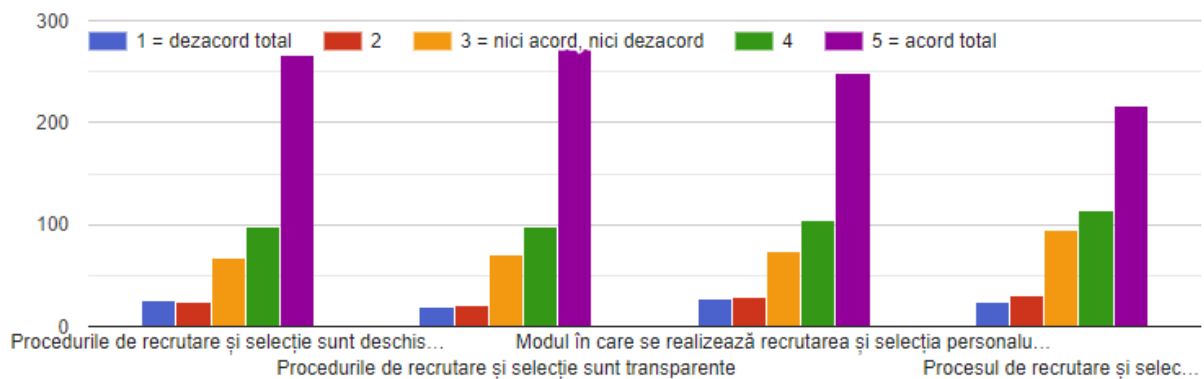
teaching and research staff is carried out is appropriate for the level of the post (in terms of access conditions, its selection criteria) according to 75% of the respondents.

Table 1 - The way in which the recruitment and selection of teaching and research staff is carried out

		1 = strongly disagree	2	3 = neither agree nor disagree	4	5 = total agreement	Total respondents
1	Recruitment and selection procedures are open to all persons who are interested and meet the criteria	26	25	68	103	284	506
2	Recruitment and selection procedures are transparent	21	22	72	105	286	506
3	The way in which the recruitment and selection of teaching and research staff is carried out is appropriate for the level of the position (in terms of access conditions, its selection criteria)	28	32	76	110	260	506
4	The recruitment and selection process in UMFC D is efficient	26	33	97	121	229	506

In addition, more than 70% of respondents stated that the recruitment process is effective. However, the 313 votes (1-68, 2-72, 3-76, 4-97) that do not express their agreement or disagreement regarding the way in which the recruitment and selection of teaching and research staff is carried out suggest the need for a more good understanding of the recruitment and selection mechanism and conditions.

Figure 6. Opinions regarding the recruitment and selection process in UMFC D - % (N=506)



Regarding these attributes, differences between the opinions expressed by women and men are not statistically significant, supporting the fact that UMFC D respects equal opportunities in relation to access to teaching, research and administrative positions.

The communication of vacancies is another aspect that was analyzed in the context of this questionnaire. The results suggest the need for an improvement in the international promotion of available positions: almost 50% of the responses qualify the international communication of vacant positions as "adequate" compared to the other half of the respondents stating neutrality, total or partial disagreement regarding the adequacy of the

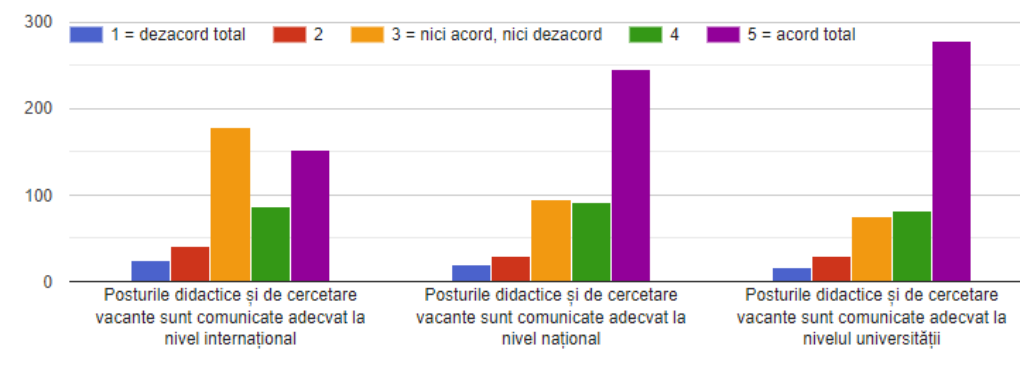
communication of teaching positions and research at international level – see table below and Figure 7.

Table 2 - Vacant teaching and research positions are adequately communicated

	1 = strongly disagree	2	3 = neither agree nor disagree	4	5 = total agreement	Totally responsive
internationally	24	45	188	87	162	506
nationally	20	30	101	97	258	506
at the university level	17	31	79	88	291	506

70.15% of the people who responded to this survey agree with the statement that teaching and research vacancies are adequately communicated at the national level, and at the university level the percentage is approximately 75%.

Figure 7. Opinions regarding the communication of vacancies - % (N =506)



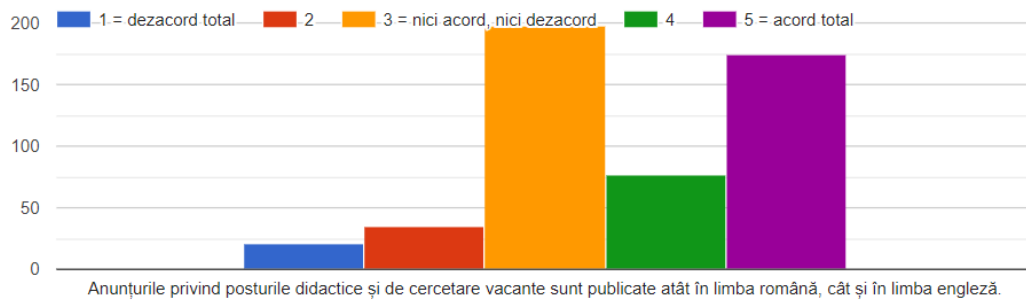
One of the topics of the principles of open, transparent and merit-based recruitment (OTM-R- Open, Transparent and Merit-Based Recruitment) is if we make full use of EURAXESS to ensure that our research offers reach a wider audience and to encourage external candidates to apply.

As specified in the National Strategy for Research, Innovation and Smart Specialization 2022-2027, the low attractiveness of the R&D system for researchers, especially compared to universities and research institutes outside Romania, in the conditions of underfunding and the low prestige of universities and institutes, limits the ability to attract, train and maintain high-performing researchers both from Romania and abroad. There is a lack of predictability in funding programs that would attract foreign researchers, including Romanian researchers from the diaspora, although there is experience and successful cases.

Romanian universities and institutes, with exceptions, seem to be closed or difficult to access to researchers from abroad, contrary to the public announcement in EURAXESS of free research positions and declarations of internationalization or regarding the adoption of ERA objectives.

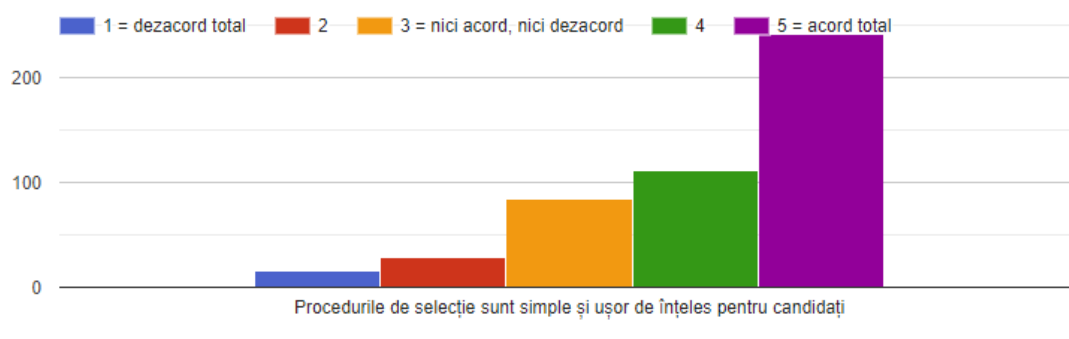
We observe in the figure below that the result of the aspect of publishing announcements in Romanian and English is close to the neutral value 3, suggesting that the respondents do not have a clear opinion about this practice.

Figure 8. Opinions on recruitment and selection announcements and procedures (N =506)



A very important aspect of all **recruitment and selection procedures and practices is their comprehensibility**, with approximately 75% of respondents claiming that the selection procedures are simple and easy to understand for candidates.

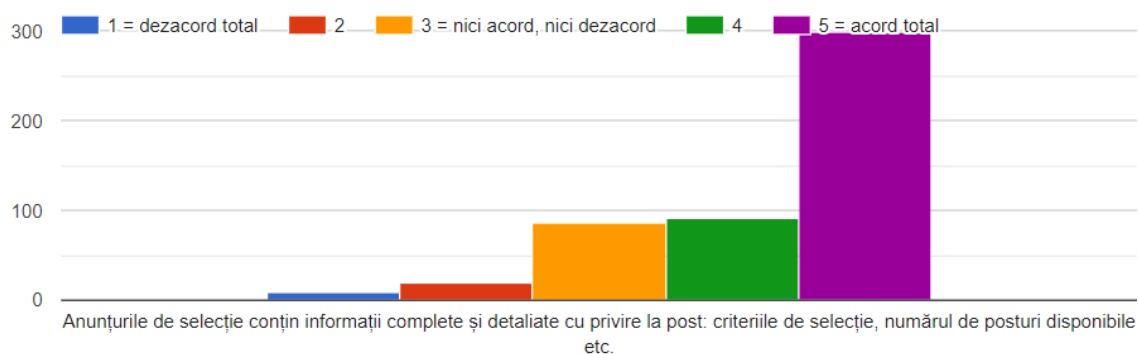
Figure 9. Opinions regarding the understanding of recruitment and selection procedures (N =506)



One of the most important steps in the recruitment process is **the job advertisement**, an effective tool to attract elite candidates.

77.3% of the respondents confirm that the selection notices contain relevant data, complete and detailed information about the position (selection criteria, number of available positions, etc.), as seen in Figure 10.

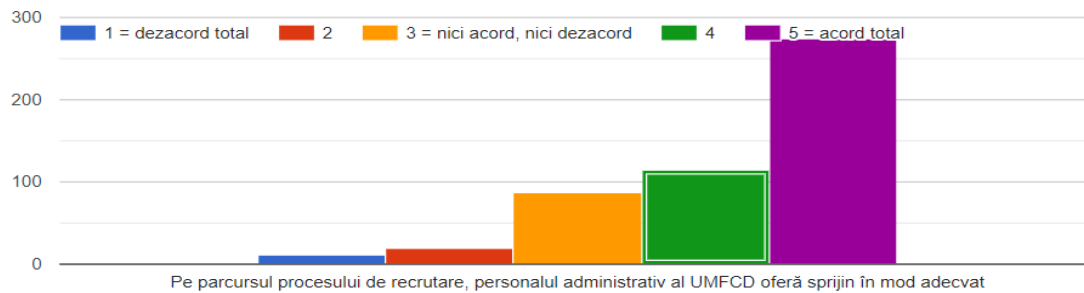
Figure 10. Quality of job ads (N =506)



The role of the administrative staff of the UMFC in the recruitment process is appreciated by 76.5% of the respondents, as can be seen in the figure below, these last three indicators reinforcing the fact that the recruitment and selection procedure is carried out in compliance

with the right to free competition, equity and equal opportunities, non-discrimination, transparency, equal treatment.

Figure 11. Support provided by administrative staff during the recruitment process (N =506)



A very important aspect in all recruitment and selection procedures and practices is represented by **the criteria** on the basis of which the evaluation of candidates is carried out . **Selection process criteria** for the evaluation of candidates in order to identify the people who will be hired and who will have the best results are a factor of increasing performance at the institutional level.

The questionnaire asked the opinion of the staff of this university **by assigning a score that reflects the extent to which performance evaluation in the recruitment and selection process includes the following aspects:**

- the quality of scientific publications
- the number of scientific publications
- research performance
- ability to manage research projects
- experience and ability to coordinate research teams
- performance in the didactic activity

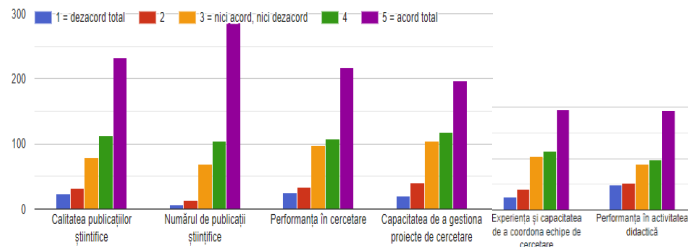
Table 3 – Criteria of performance evaluation in the recruitment and selection process

	1 = strongly disagree	2	3 = neither agree nor disagree	4	5 = total agreement	Total respondents
The quality of scientific publications	25	34	81	122	244	506
The number of scientific publications	7	15	71	111	302	506
Performance in research	26	38	99	115	230	506
Ability to manage research projects	22	43	108	123	210	506
Experience and ability to coordinate research teams	27	42	109	119	209	506
Performance in didactic activity	53	53	92	102	206	506
Total votes	134	225	560	692	1101	3036

The collected data indicate a dominance of quantitative criteria (the number of scientific publications agreed by 413 respondents), seconded by the quality of scientific publications

voted by 366 respondents, followed in descending order by the general performance in research activity (345 respondents) and the ability to coordinate research teams (328 respondents). Performance in didactic activity is a criterion that registers a lower score (308) in the context in which the didactic activity and the research activity are complementary components in the academic norm.

Figure 12. The criteria based on which candidates are evaluated (N =506)



It is also noted the lack of a clear opinion regarding the evaluation of **the general experience of the candidates**, complementary to the scientific quantitative criteria by the selection committee, taking into account the following factors:

- international mobility strategies
- the creativity of the candidates
- the ability to work autonomously
- the ability to work in a team
- professional experience (including the relationship with the industry and knowledge transfer activities to the general public), as observed in the table below.

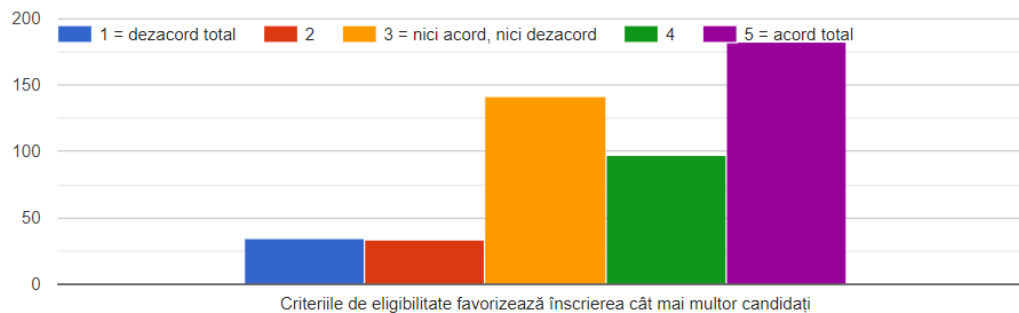
Table 4 – Qualitative evaluation criteria

	1 = strongly disagree	2	3 = neither agree nor disagree	4	5 = total agreement	TOTAL respondents
International mobility strategies	31	43	147	115	170	506
Candidates' creativity	40	59	135	109	163	506
The ability to work autonomously	38	51	131	111	175	506
The ability to work in a team	34	50	126	101	195	506
Professional experience (including the relationship with the industry and knowledge transfer activities to the general public)	38	49	130	115	174	506
TOTAL VOTES	181	252	669	551	877	2530

Given that staff selection, like recruitment, can be seen as two-way communication processes, as well as components of the institutional relationship with the external environment, it might be useful to create a section in the University's web space with sources/notes of information regarding the quantitative and qualitative criteria for evaluating candidates.

Another indicator for measuring the access of candidates is represented by the eligibility criteria which have the effect of creating a competitive framework for attracting as many elite candidates as possible with the prohibition of discrimination of potential participants based on nationality or any other discriminatory criteria. However, even if the majority opinion is that these criteria favor the enrollment of as many candidates as possible, a significant number of respondents (145) do not express a clear opinion regarding this indicator followed by 69 respondents who express their disagreement.

Figure 13. Opinion regarding the definition of eligibility criteria for candidates' access to enrollment



Regarding **the criteria based on which the selection and evaluation commissions are established by choosing their members**, the common tendency is that of positive recognition of these criteria.

Table 5 – Selection of commission members

	1 = strongly disagree	2	3 = neither agree nor disagree	4	5 = total agreement
The commission members are selected based on clear criteria	27	31	92	91	248
The commission also includes people from outside the university	26	29	120	69	245
The members of the committee have the necessary skills to evaluate the candidates	15	14	82	86	292
The commission includes both women and men	3	6	57	71	352

Relatively high percentages of the lack of opinions alongside the presence of total or partial disagreement can be found for the following questions, see figure 15:

- Commission members are selected based on clear criteria - 30.7%
- The commission also includes people from outside the university -35.8%
- The committee members have the necessary skills to evaluate the candidates - 22.7%

We find majority agreement on the inclusion in the selection and evaluation commissions both women and men, thus reflecting the principle of non-discrimination based on gender.

The perspective on the working conditions offered by UMFC

Regarding the perspective on the working conditions offered by the UMFC, in relation to the principles related to the working conditions, three aspects were analyzed: knowledge and respect for social rights ; equity in granting rights and benefits regardless of career level ; the quality of interactions with administrative staff .

The rapid changes caused by the emergence and spread of the SARS-CoV2 virus have created a situation for which public and private institutions in Romania have adapted to the changes by implementing, without sufficient legislative or technical support, flexible work schemes, especially telework and home work. Flexible working arrangements for administrative staff can ensure a better work-life balance, which ultimately translates into more employee productivity. In the sense of Law no. 81/2018 regarding the regulation of telework activity, this is the form of work organization through which the employee, on a regular and voluntary basis, fulfills the duties specific to the position, occupation or trade he holds, in a place other than the workplace organized by the employer , at least one day a month, using information and communication technology. The duration of working time and its distribution is specified in the framework model of the individual employment contract approved by Order of the Ministry of Labor and Social Solidarity no. 2171/2022 of November 25, 2022

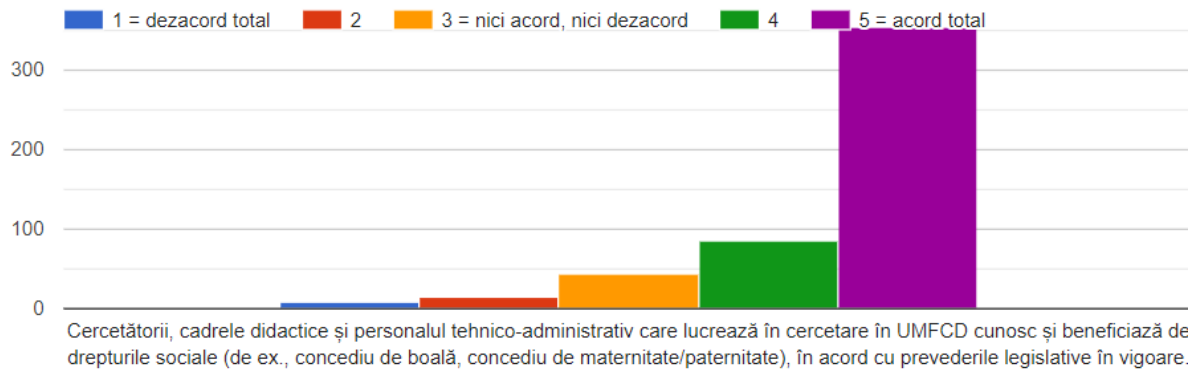
Also, the national education law no. 1/2001 with subsequent amendments and additions, specifies, in article 288, paragraph 5 , that professors and tenured lecturers or grant directors who for 6 consecutive years have carried out research grants and functioned in the same university can benefit from a sabbatical year. During the sabbatical year, they benefit from up to a basic salary, with the approval of the university senate, and retain their title status, but are exempt from performing the activities in the job description.

According to the UMFC Charter, article 34, the tenured teaching staff can benefit from unpaid leave for one academic year, once every 10 years, with the approval of the University management. Professors and full professors or grant directors who for 6 consecutive years have conducted research grants and worked in the same university can benefit from a sabbatical year. During the sabbatical year, they benefit from up to a basic salary, with the approval of the university senate, and retain their title, but are exempt from performing the activities in the job description.

Article 33 stipulates that the tenured teaching staff who, on their own initiative, request to specialize or participate in scientific research in the country or abroad, have the right, with the agreement of the University management, to unpaid leave totaling a maximum of 3 years in an interval of 7 years, if proof of the respective activity is provided.

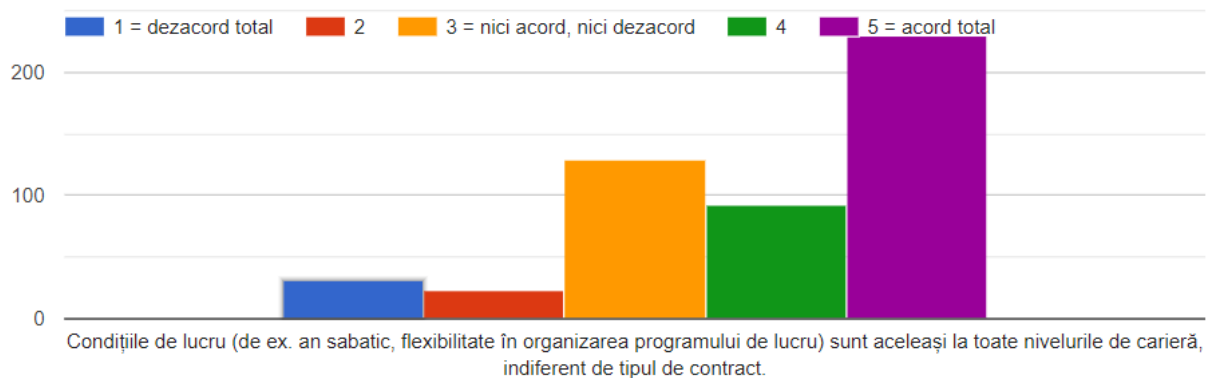
UMFC recognizes and respects the right of access to social security benefits and social services that provide protection in case of maternity, illness, work accident, etc., in accordance with the national legislation in force. Thus, most of the respondents (86.75%) state that they know their basic social security rights and that they benefit from them, as can be seen in the figure below.

Figure 15. Knowledge of fundamental social security rights



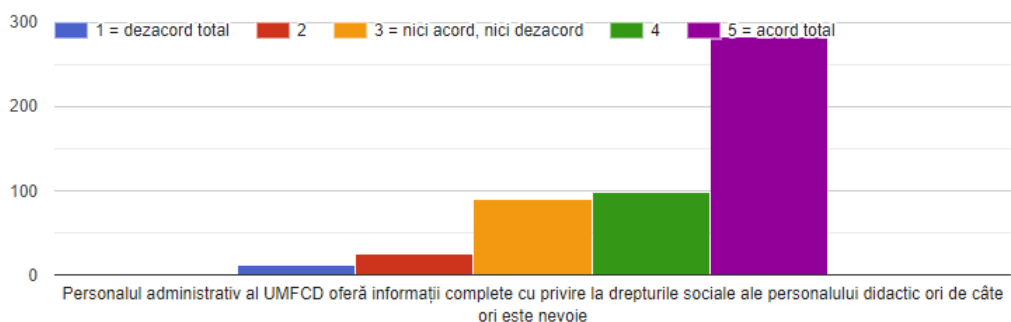
The lack of a clear reaction regarding the same working conditions for career levels regardless of the type of contract, as can be seen in Figure 16, as well as the disagreement of a small percentage of respondents, in total a percentage of 36.1% reflecting the need to improve information channels, in this sense it is recommended to create a web space dedicated to RUNOS on the website of the UMFCD with the application method in granting rights and benefits regardless of career level .

Figure 16. Application method in granting rights and benefits regardless of career level



More than 75% state that the administrative staff of the UMFCD provides complete information on the social rights of teaching staff whenever needed.

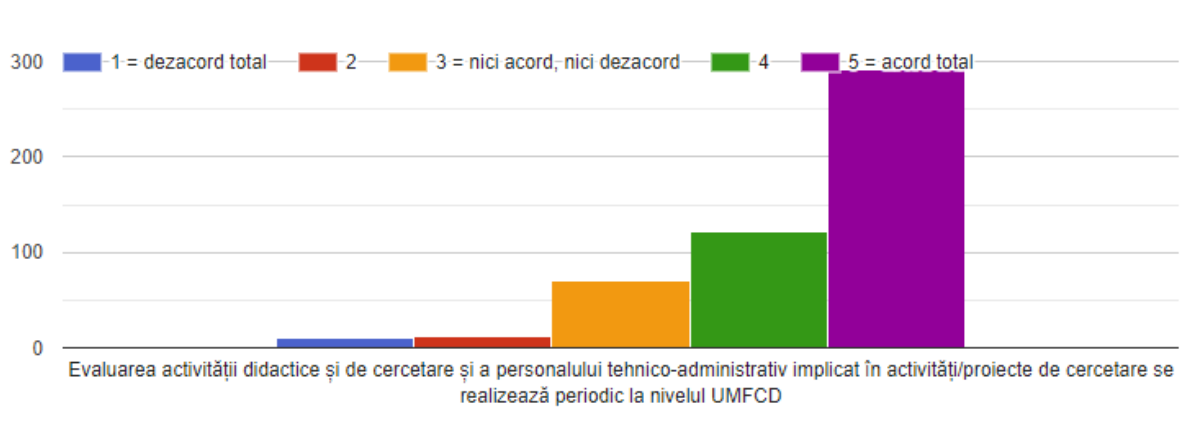
Figure 17. Informing staff about the social rights of teaching staff



Training and Professional Development

Regarding the Training and Professional Development within the UMFCF, more than 80% of the respondents express their agreement regarding the realization of a periodic **evaluation of the didactic and research activity at the institutional level**.

Figure 18. Realization of a periodic evaluation of the didactic and research activity at the institutional level



Only 63% of the respondents state that the teaching norm, especially in the case of people who carry out teaching activities at the beginning of their careers, allows the research activity to be carried out in optimal conditions (Figure 19) and approximately 65% believe that the University offers staff opportunities to training and continuing education appropriate to teaching and research activities (Figure 20). These two topics emphasize that both didactic and research activity have room for improvement by ensuring a real balance between research and didactic activity, as well as the need for adequate professional training for carrying out didactic activity.

Figure 19. Development of the research activity in optimal conditions

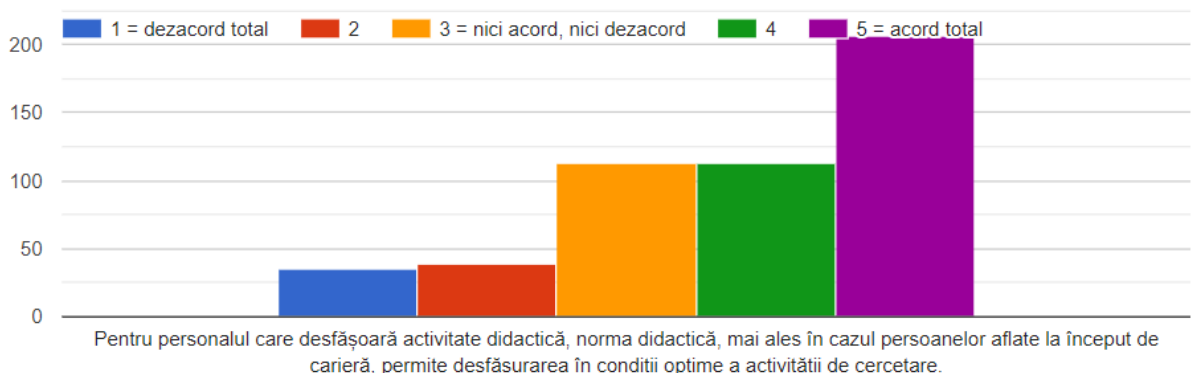
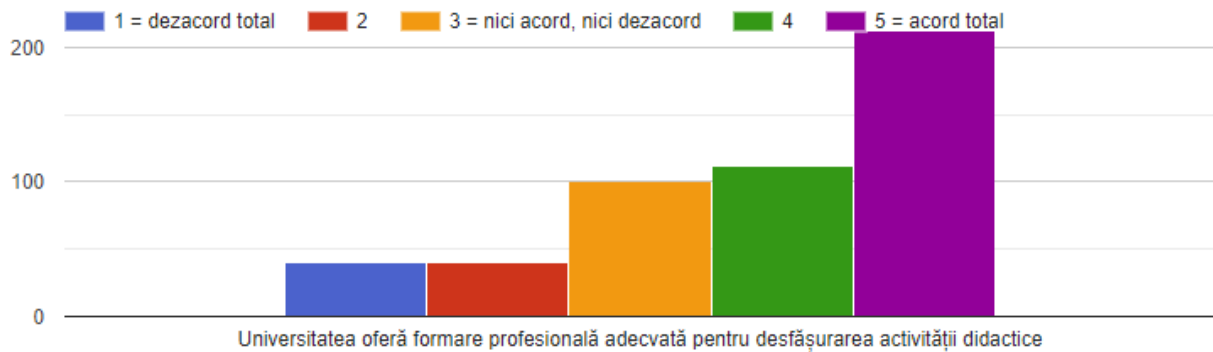
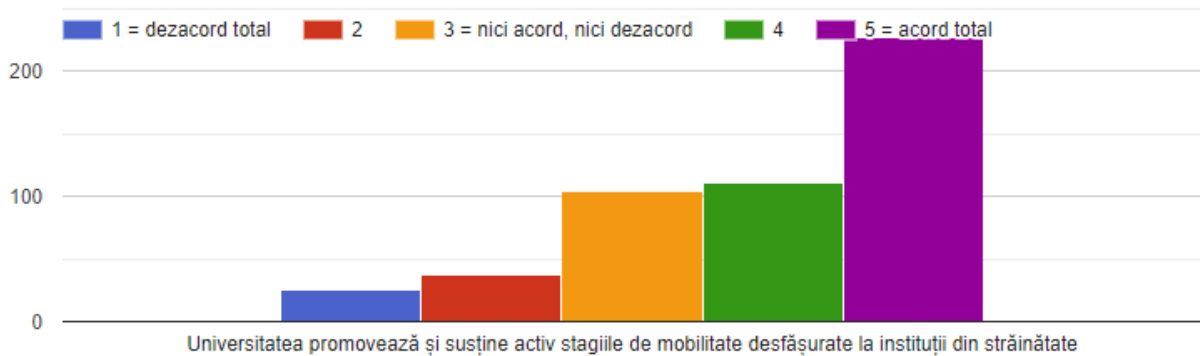


Figure 20 . Adequate professional training for the teaching activity



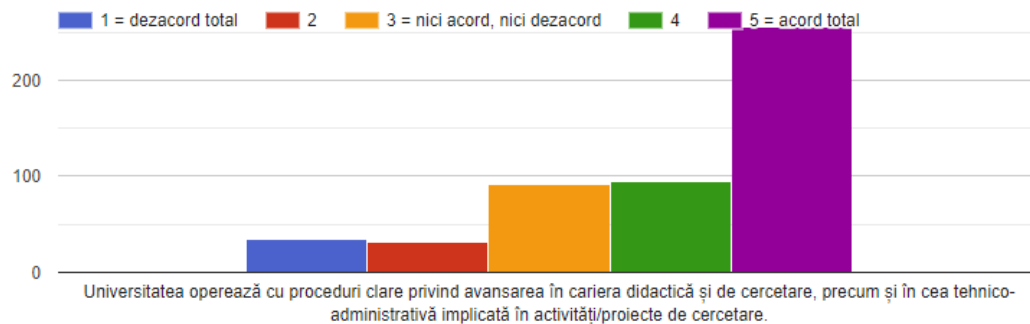
66.8% of the respondents to the questionnaire consider that the University properly supports international mobility and academic exchanges, offering opportunities for professional development and participating in the training of specialists through various internal, national and/or European programs , see the figure above down .

Figure 21. Promotion of international mobility internships



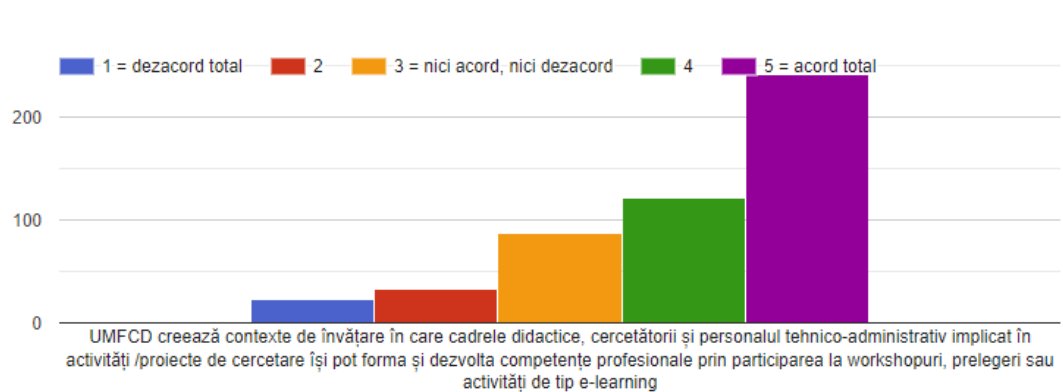
Approximately 70% of the respondents confirm that the University operates with clear procedures regarding advancement in teaching and research careers, as can be seen in Figure 22.

Figure 22. Application of clear procedures regarding advancement in the teaching and research career



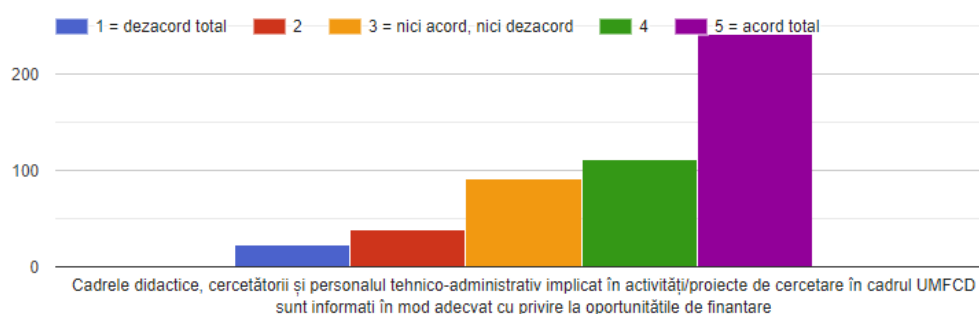
71.35% of respondents believe that UMFCD creates the necessary learning contexts in which teachers and researchers can train and develop their professional skills by participating in workshops, lectures or e-learning activities.

Figure 23. Training and development of their professional skills



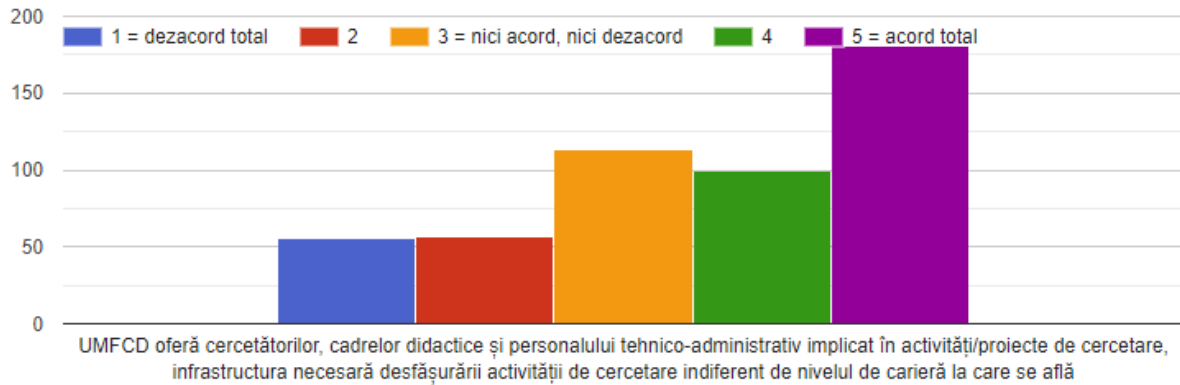
Approximately 70% of respondents state that researchers, teaching staff and technical-administrative staff involved in UMFCD research activities/projects are adequately informed about funding opportunities.

Figure 24 . Adequate information on funding opportunities



A percentage of 44.66% of the interviewees abstain or do not consider that UMFCD offers researchers and teaching staff the necessary infrastructure to carry out research, regardless of their career level.

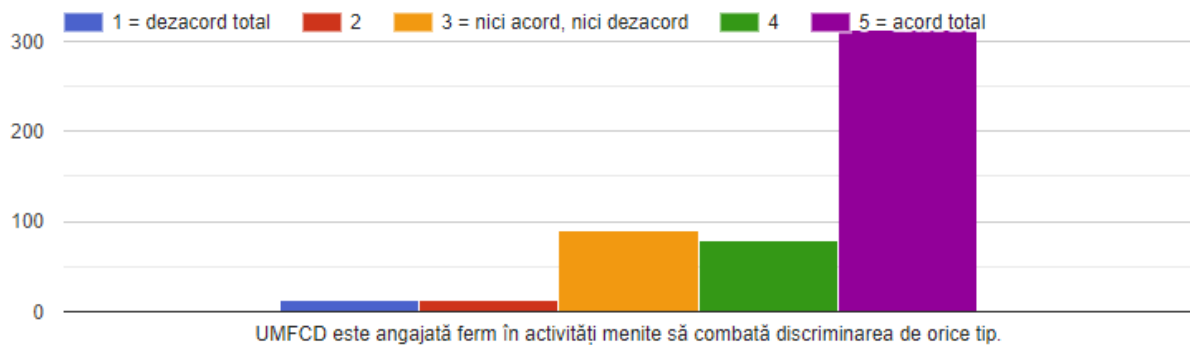
Figure 25. *The infrastructure necessary to carry out the research activity*



The ethical dimension of teaching and research activity

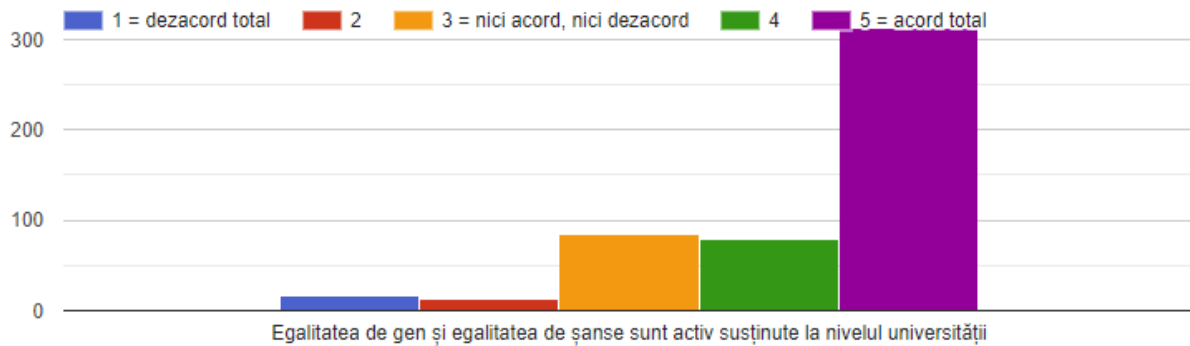
Regarding the ethical dimension of teaching and research activity, according to the percentage of 77.3% of respondents, UMFCD is firmly engaged in activities aimed at combating discrimination of any type, as can be seen in Figure 26.

Figure 26. *Sustaining gender equality and opportunities at the UMFCD level*



We also note the confirmation that university policies support gender equality and equal opportunities according to the percentage of 77.5% respondents, as can be seen in Figure 27.

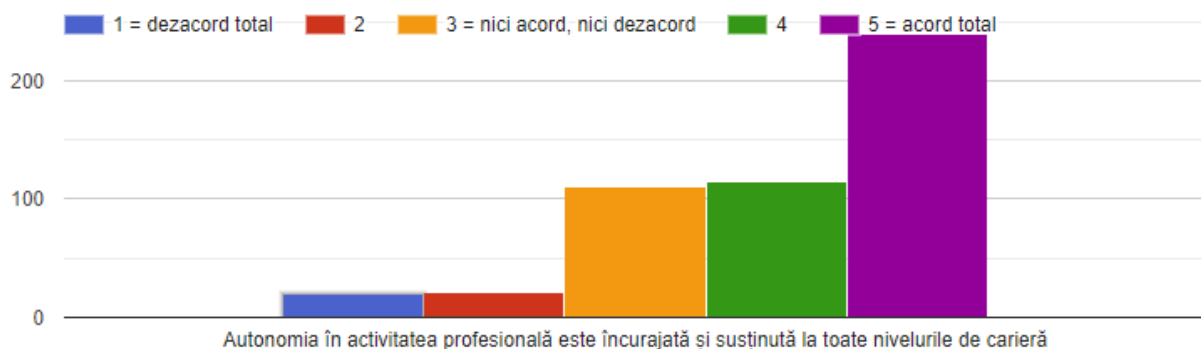
Figure 27. *Active support of gender equality and equal opportunities at the UMFCD level*



The principle of university autonomy consists in the right of the university community to govern itself and to exercise its academic freedoms without any kind of ideological, political or religious interference, to assume a set of competences and obligations and correlates with the principle of personal responsibility and public for the quality of the entire didactic and scientific research activity carried out by a higher education institution.

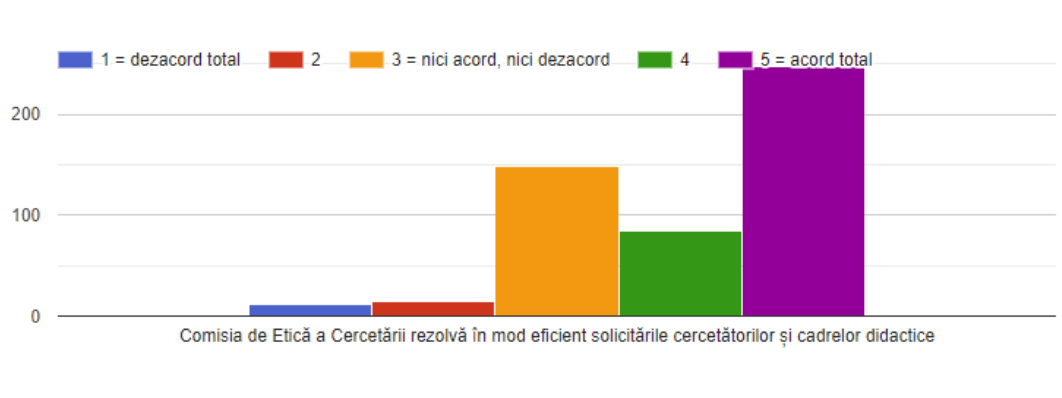
About 30% of respondents do not have a clear opinion regarding the encouragement and support at all career levels of autonomy in professional activity, see the figure below.

Figure 28 - Encouraging and supporting autonomy in professional activity at all career levels



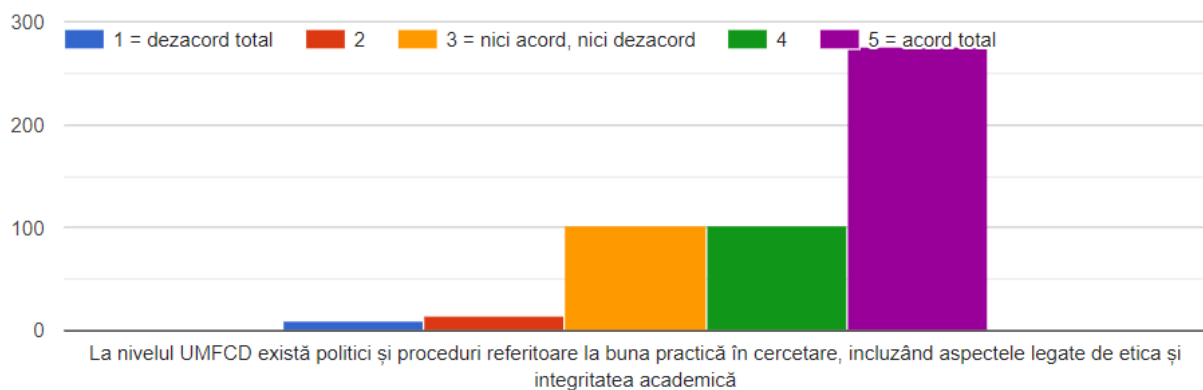
The CEDU University Ethics and Deontology Commission deals adequately notifications received, as stated by 65.4% of the staff. The addition of relevant information on the application of ethics principles and CEDU activity as well as communications of national/international events regarding debates, conferences on these topics within the web space dedicated to the CEDU University Ethics and Deontology Commission on the UMFCDC website .

Figure 29 - University members' perception of the Ethics Commission



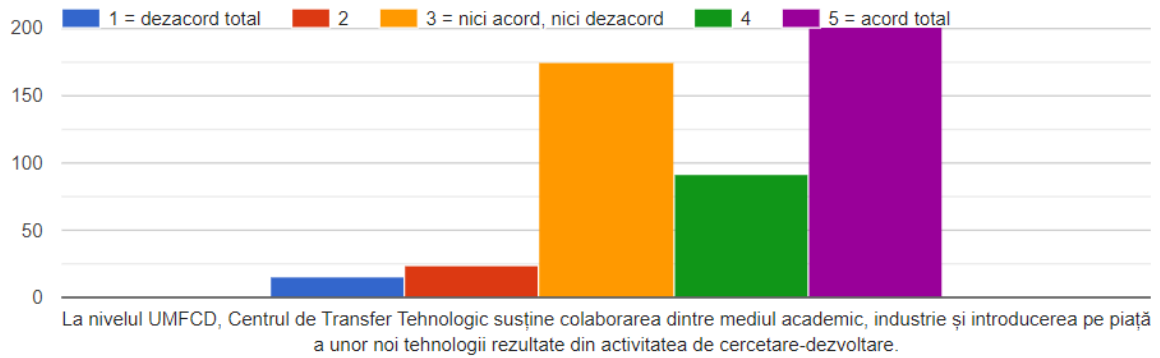
Approximately 75% of study participants agreed that **UMFCD provides academics with clear policies and procedures** regarding good research practices, including issues related to research ethics and academic integrity.

Figure 30 - Good research practices within the UMFCD



Also, the establishment of the new technological transfer department began to be disseminated and communicated at the institutional level, as can be seen in the figure below, however, a percentage of 34.3% of respondents do not have a clear opinion regarding the role of CTT in supporting the collaboration between the academic environment, industry and the introduction on the market of some technologies resulting from the research-development activity.

Figure 29. Dissemination of the establishment of the new TT unit



Conclusions and areas of intervention

The questionnaire was completed by a percentage of 22.75% of the total teaching and research staff and of the technical-administrative staff involved in the research process, the age groups being significantly correlated with the optimal performance of the professional path, also reflecting the motivation for increasing skills in order to successfully integrate into a dynamic organizational climate.

The recruitment and selection process. One of the four sets of principles referred to in the Charter and Code relates to the recruitment and selection process. Given that, in accordance with the national legislation in force, the university norm includes teaching and research activity, in this section we will refer to the recruitment and selection of teaching and research staff, as well as auxiliary administrative staff. It can be stated that the majority opinion of the respondents is that staff recruitment is carried out by respecting equal opportunities, non-discrimination in terms of sex, race, age, religion and disabilities, compliance with the legislation in force, internal regulations, in accordance with the development objectives of

UMFCD as well as the orientation towards the selection of competent, motivated and willing personnel to adhere to the organizational values of UMFCD.

The results of the consultations indicated the following areas of intervention to increase convergence with C&C principles in the recruitment and selection process

1. the need for an improvement in the international, national and institutional promotion of available positions
2. in the need for a better understanding of the mechanism and conditions of recruitment and selection
3. using EURAXESS to ensure that our research offers reach a wider audience
4. information on the quantitative and qualitative criteria for evaluating candidates

The insight into the working conditions offered by the UMFCD can be improved by the creation of a web space dedicated to RUNOS on the website of the UMFCD in relation to the application method in granting rights and benefits regardless of career level .

Professional Training and Development can be improved by ensuring a real balance between research and teaching activities, by providing adequate professional training for their development and by encouraging international mobility as a means of career development . At the same time, we also note the need to develop the infrastructure necessary to carry out the research activity.

The ethical dimension of teaching and research activity. In accordance with C&C principles, researchers must adhere to the recognized ethical practices and fundamental principles of ethics, corresponding to their disciplines, as well as to the ethical standards, existing in the national and/or institutional Codes of Ethics. The addition of relevant information on the application of ethics principles and CEDU activity as well as communications of national/international events regarding debates, conferences on these topics within the web space dedicated to the CEDU University Ethics and Deontology Commission on the UMFCD website .

Coordination Committee

Prof. Univ. Dr. Simona RUȚĂ, Vice-Chancellor for scientific research - coordinator

Prof. Univ. Dr. Florentina Ligia Furtunescu, Vice Chancellor for institutional strategy, academic evaluation and quality

Prof. Univ. Dr. Cristina Elena Dinu – Pîrvu, Director of the Research Development Innovation Directorate

Ec. Simona -Mihaela Stefanopoulos - Director of the Human Resources Normative Organization Payroll Directorate (RUNOS)

Technical Implementation Group

Prof. Univ. Dr. Dana Craiu, Vice Dean for Research, Faculty of Medicine

Prof. Univ. Dr. Udeanu Denisa Ioana, Vice Dean for research at the Faculty of Pharmacy

Prof. Univ. Dr. Sabina Andrada Zurac, Vice Dean for Research, Faculty of Dentistry

Prof. Univ. Dr. Burlibaşa Mihai, FMAM Research Vice-Dean

Ec. Cristina Cureliuc, RUNOS Directorate

Dr. Cristina Petcu, Research Development Innovation Directorate

Annex 1 - Structure of the Questionnaire sent to the academic and research medical staff, as well as the administrative staff involved in the research activities

ADHERENCE TO THE CONSECRATE PRINCIPLES OF
EUROPEAN BOOK OF RESEARCHERS
AND
CODE OF CONDUCT FOR THE RECRUITMENT OF
RESEARCHERS
(C&C)

Questionnaire regarding the perspective on the teaching, medical and research career within UMFCD

Dear Colleagues,

This questionnaire is designed to collect and analyze the opinions of the medical and research teaching staff as well as the technical-administrative staff involved in research activities/projects regarding the current policies of UMFCD to approach the academic, teaching and research career as a whole, to reflect the reality of the organizational environment of our university . The design of the questionnaire was based on the operationalization of the four categories of principles that the Charter and the European Code of Researchers mention and promote as recommendations in the strategic approach to the research career.

Please support our data collection effort by completing this survey.
It is aimed at academic medical and research staff, regardless of career level.
The questionnaire will be open until **May 31, 2023**.
Approximate completion time is 9 minutes.

Thank you for participating!

I. Socio-demographic data

1) What university degree do you currently hold? *

If two of the answer options below describe your current status (for example, PhD student and university assistant), please choose only one of them.

PhD

postdoctoral

University assistant

Lecturer

Lecturer

University professor

Research Assistant

Scientific researcher

III degree scientific researcher

Scientific researcher grade II

First degree scientific researcher

Technical-administrative staff involved in research activities/projects

2) Your occupation:

Managing position

Execution function

3) You are:

Woman

Man

4) In which of the following intervals does your age fall (in completed years)?

Up to 30 years inclusive

31-40 years old

41-50 years

51-60 years

61 years and over

5) What is your seniority (in years) at UMFCF?

Please write your answer in the box below.

6) Which is the faculty in which your medical and didactic research activity falls? *

Faculty of Medicine

Faculty of Dental Medicine

pharmaceutical University

Faculty of Midwifery and Nursing

Direction/Center/Department/ Other type of UMFCF structure

II. The recruitment and selection process

7) Please rate to what extent you agree with the statements below.

You can give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement

	1 = strongly disagree	2	3 = neither agree nor disagree	4	5 = total agreement
Recruitment and selection procedures are open to all persons who are interested and meet the criteria					
Recruitment and selection procedures are transparent					
The way in which the recruitment and selection of teaching and research staff is carried out is appropriate for the level of the position (in terms of access					

conditions, its selection criteria)					
The recruitment and selection process in UMFCF is efficient					

8) To what extent do you agree with the statement below?

You can give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement.

Vacant teaching and research positions are adequately communicated

	1 = strongly disagree	2	3 = neither agree nor disagree	4	5 = total agreement
internationally					
nationally					
at the university level					

9) To what extent do you agree with the statement below?

You can give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement.

Announcements regarding vacant teaching and research positions are published both in Romanian and in English.

1= totally disagree

2

3=neither agree nor disagree

4

5=total agreement

10) To what extent do you agree with the statement below?

You can give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement.

The selection procedures are simple and easy to understand for the candidates.

1= totally disagree

2

3=neither agree nor disagree

4

5= total agreement

11) To what extent do you agree with the statement below?

You can give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement.

The selection announcements contain complete and detailed information about the position: the selection criteria, the number of available positions, etc.

1= totally disagree

2

3=neither agree nor disagree

4

5=total agreement

12) To what extent do you agree with the statement below?

You can give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement.

During the recruitment process, the UMFCF administrative staff involved in these procedures provide adequate support.

1= totally disagree

2

3=neither agree nor disagree

4

5=total agreement

13) Please evaluate to what extent the performance evaluation in the recruitment and selection process includes the following aspects.

You can give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement

	1 = strongly disagree	2	3 = neither agree nor disagree	4	5 = total agreement
the quality of scientific publications					
the number of scientific publications					
performance in research					
ability to manage research projects					
experience and ability to coordinate research teams					
performance in didactic activity					

14) To what extent do you agree with the statement below?

You can give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement.

The selection committee evaluates, in addition to the scientific production, the general experience of the candidates, taking into account:

	1 = strongly disagree	2	3 = neither agree nor disagree	4	5 = total agreement
international mobility strategies					
the creativity of the candidates					
the ability to work autonomously					

the ability to work in a team					
professional experience (including the relationship with the industry and knowledge transfer activities to the general public)					

15) To what extent do you agree with the statement below?

You can give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement.

The eligibility criteria favor the enrollment of as many candidates as possible.

1= totally disagree

2

3=neither agree nor disagree

4

5=total agreement

16) To what extent do you agree with the statements below regarding the selection and evaluation committee?

You can give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement .

	1 = strongly disagree	2	3 = neither agree nor disagree	4	5 = total agreement
The commission members are selected based on clear criteria					
The commission also includes people from outside the university					
The members of the committee have the					

necessary skills to evaluate the candidates					
The commission includes both women and men					

III. Working conditions

In the following, aspects related to the working conditions benefiting teaching staff, researchers and technical-administrative staff involved in research activities/projects will be displayed UMFCO.

To what extent do you agree with these statements?

Please give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement.

17) Researchers, teaching staff and technical and administrative staff who work in research in UMFCO know and benefit from social rights (e.g., sick leave, maternity/paternity leave), in accordance with the legislative provisions in force.

1=totally disagree

2

3=neither agree nor disagree

4

5=total agreement

18) The working conditions (eg sabbatical year, flexibility in organizing the work schedule) are the same at all career levels, regardless of the type of contract.

1=totally disagree

2

3=neither agree nor disagree

4

5=total agreement

19) The administrative staff of the UMFCO provides complete information on the social rights of the employed staff whenever needed.

1=totally disagree

2

3=neither agree nor disagree

4

5=total agreement

IV. Training and professional development

In the following, aspects related to training and professional development benefiting teaching staff, researchers and technical-administrative staff involved in UMFC D research activities/projects will be displayed.

To what extent do you agree with the following statements?

Please give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement.

20) The evaluation of the teaching and research activity and of the technical-administrative staff involved in research activities/projects is carried out periodically at the UMFC D level.

1=totally disagree

2

3=neither agree nor disagree

4

5=total agreement

21) For the staff who carry out didactic activity, the didactic norm, especially in the case of people at the beginning of their career, allows the research activity to be carried out in optimal conditions.

1=totally disagree

2

3=neither agree nor disagree

4

5=total agreement

22) The University offers adequate professional training for teaching and research activities.

1=totally disagree

2

3=neither agree nor disagree

4

5=total agreement

23) The University actively promotes and supports mobility internships held at institutions abroad.

1=totally disagree

2

3=neither agree nor disagree

4

5=total agreement

24) The University operates with clear procedures regarding advancement in the teaching and research career, as well as in the technical-administrative one involved in research activities/projects.

1=totally disagree

2

3=neither agree nor disagree

4

5=total agreement

25) UMFCO creates learning contexts in which teaching staff, researchers and technical-administrative staff involved in research activities/projects can train and develop their professional skills by participating in workshops, lectures or e-learning activities.

1=totally disagree

2

3=neither agree nor disagree

4

5=total agreement

26) Teaching staff, researchers and technical-administrative staff involved in activities/research projects within the UMFCO are adequately informed about funding opportunities.

1=totally disagree

2

3=neither agree nor disagree

4

5=total agreement

27) UMFCO offers researchers, teaching staff as well as technical-administrative staff involved in research activities/projects, the necessary infrastructure to carry out the research activity regardless of their career level.

1=totally disagree

2

3=neither agree nor disagree

4

5=total agreement

V. The ethical dimension of teaching and research activity

In the following, aspects related to the ethical dimension of the didactic and research activity as a whole will be displayed. To what extent do you agree with the following statements?

Please give a score from 1 to 5, where 1 = total disagreement and 5 = total agreement.

28) UMFCO is firmly engaged in activities aimed at combating discrimination of any type.

1= totally disagree

2

3=neither agree nor disagree

4

5=total agreement

29) Autonomy in professional activity is encouraged and supported at all career levels.

1= totally disagree

2

3=neither agree nor disagree

4

5=total agreement

30) Gender equality and equal opportunities are actively supported at the university level.

1= totally disagree

2

3=neither agree nor disagree

4

5=total agreement

31) UMFCF offers teaching staff, researchers and technical-administrative staff involved in research activities/projects a stimulating work environment, appropriate equipment and collaboration opportunities within international networks.

1= totally disagree

2

3=neither agree nor disagree

4

5=total agreement

32) The Research Ethics Commission effectively solves the requests of researchers and teaching staff.

1= totally disagree

2

3=neither agree nor disagree

4

5=total agreement

33) At the UMFCF level, there are policies and procedures related to good practice in research, including aspects related to ethics and academic integrity.

1= totally disagree

2

3=neither agree nor disagree

4

5=total agreement

34) At the UMFCF level , the Technological Transfer Center supports the collaboration between the academic environment, industry and the introduction on the market of new technologies resulting from the research and development activity

1= totally disagree

2

3=neither agree nor disagree

4

5=total agreement

