



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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## GAP Analysis (GAP)

Application number: 2022RO796807

Organization name: University of Medicine and Pharmacy "Carol Davila" in Bucharest

Contact details of the organisation: Universitatea de Medicina și Farmacie "Carol Davila" din București, strada Dionisie Lupu Street, no. 37, Sector 2, Bucharest, Romania, Zip code: 020021, Phone: +40213180719; +40213180721; +40213180722; Email: [simona.ruta@umfcd.ro](mailto:simona.ruta@umfcd.ro); [cristina.petcu@umfcd.ro](mailto:cristina.petcu@umfcd.ro);

Date of approval of the Charter and Code: 18.05.2022

## GAP Analysis overview

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

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

- **Status:** to what extent does the organisation meet the following principles?
- **Implementation** (++, +/- , -/+, --):
  - ++ fully implemented
  - +/- almost but not fully implemented
  - -/+ partially implemented
  - insufficiently implemented
- **GAP:** In case of --, -/+, or +/-, please **indicate the actual "gap"** between the principle and the current practice in your organisation.
- **Implementation impediments:** If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation
- **Initiatives undertaken/new proposals:** If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.



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## ANALIZA DECALAJELOR

	<b>Status</b> to what extent does the organisation meet the following principles?	<b>Implementatio n</b> (++, +/- , -/+, --)  ++ fully implemented  +/- almost, but not fully implemented  -/+ partially implemented  -- insufficiently implemented	<b>GAP/Implementation impediments</b> In case of --, -/+, or +/-, please indicate the actual “gap” between the principle and the current practice in your organisation	<b>Initiatives undertaken/new proposals</b> If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation
<b>Ethical and Professional Aspects</b>				
<b>1. Research freedom</b>	<b>National support legislation</b> There are regulations at national level applied to academic teaching and non-teaching staff regarding academic freedom and freedom of research. National Strategy for Research, Innovation and Smart Specialisation 2022-2027 Law No 206 of 27 May 2004 on good conduct in scientific research, technological development and innovation Law No 319/2003 on the status of research and development staff <b>Internal regulations</b> National legislation is complied at institutional level through internal regulations by ensuring that these are well understood and applied by all staff members.	+/-	Freedom of research may be affected by different financial resource conditions at national and institutional level.	<b>Current practice:</b> UMFCF informs the academic community and participates in the organization of training sessions on research ethics for PhD students and young researchers.  <b>Suggestions for improvement:</b> Although documents on the principles of freedom of research, ethics and professional conduct are disseminated at UMFCF level, communication needs to be improved in terms of awareness and understanding of these and C&C principles.



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	<p>1. 1. University Charter, version VII, 2023 presented on the website in Romanian language <a href="https://umfcd.ro/despre-umfcd/carta-umfcd/">https://umfcd.ro/despre-umfcd/carta-umfcd/</a> <a href="https://umfcd.ro/en/about-umfcd/university-charter/">https://umfcd.ro/en/about-umfcd/university-charter/</a></p> <p>2. Strategic Institutional Development Plan 2021-2029, revised and approved on March 2024 <a href="https://umfcd.ro/despre-umfcd/biroul-rectorului/plan-strategic-de-dezvoltare-institutionala/">https://umfcd.ro/despre-umfcd/biroul-rectorului/plan-strategic-de-dezvoltare-institutionala/</a></p>			
<p><b>2. Ethical Principles</b></p>	<p><b>National support legislation</b> Law No 206/2004 (updated) on good conduct in scientific research, technological development and innovation Government Ordinance no 57/2002 on scientific research and technological development, Art. 5, para. (3) Law no 477 /2004 on the Code of Conduct for Staff in Public Authorities and Institutions The National Council for Ethics in Scientific Research, Technological Development and Innovation (CNECSDTI) is a consultative body of the Minister of Research, Innovation and Digitization, operating independently, with the main task of analyzing possible violations of the rules of good conduct in research and development, according to the provisions of Articles 19-27 of the Order of the Minister of Education and Research No. 4655/2020.</p> <p><b>Internal regulations</b> Within the UMFC, researchers respect recognised ethical practices and ethical principles</p>	<p>+/-</p>	<p><b>Questionnaire results:</b> The University Ethics and Deontology Committee CEDU adequately resolves the complaints received, as reported by 65.4% of staff. However, this percentage also reflects the need for improvement actions such as dissemination events as well as training sessions in ethics and professional deontology.</p>	<p><b>Suggestions for improvement:</b> It is proposed to revise the Code of Ethics and Professional Deontology which was adopted in the Senate Meeting of UMF Carol Davila on 05.07.2011 and approved by MECTS with no. 47594/07.10.2011. It is also proposed to update research regulations (code of ethics, ethics committee rules, research data management). It is also considered opportune to disseminate the updated research regulations.</p>



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corresponding to the fields in which they carry out research activities, in accordance with the Code of Ethics and Professional Academic Deontology. The implementation of these practices is supervised by the University Ethics and Deontology Commission CEDU having its own organization and functioning regulations, that works as an internal advisory body.

1. The University Ethics and Deontology Commission (CEDU) has its own rules of organization and functioning which is posted on the website in Romanian and English, APPROVED in the meeting of the Senate of UMF "Carol Davila" Bucharest no.4 from 08.05.2023  
[https://umfcd.ro/wpcontent/uploads/2023/COMISIA\\_DE\\_ETICA\\_SI\\_DEONTOLOGIE/ROF%20CEDU.pdf](https://umfcd.ro/wpcontent/uploads/2023/COMISIA_DE_ETICA_SI_DEONTOLOGIE/ROF%20CEDU.pdf)  
  
<https://umfcd.ro/en/about-umpcd/structure/ethics-commitee/>
2. The Code of Ethics and Professional Deontology is binding for all members of the university community as well as for contractual staff being disseminated on the university website in Romanian and English.  
<https://umfcd.ro/wp-content/uploads/Codul-de-etica-si-deontologie-profesionala.pdf>  
  
[https://umfcd.ro/en/wp-content/uploads/2023/QUALITY\\_MANAGEMENT/REGULATIONS/Ethics-and-Professional-Deontology-Code.pdf](https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/REGULATIONS/Ethics-and-Professional-Deontology-Code.pdf)
3. At the level of UMFCF is established the Commission for Ethics of Scientific Research of the University of Medicine and Pharmacy "Carol Davila"



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	of Bucharest: Commission for Ethics of Scientific Research (CECS).			
<b>3. Professional responsibility</b>	<p><b>National support legislation</b></p> <p>1.Law No 8/1996 on Copyright and Related Rights, republished in the Official Gazette of Romania, Part I, No 268 of 27 March 2018, pursuant to Article III of Law 74/2018</p> <p>2.Law No 206/2004 on good conduct in scientific research, technological development and innovation</p> <p>3.Order of the Minister of Education and Research No 5229/2020 approving the methodologies for granting the habilitation certificate, granting the title of doctor, as well as for resolving complaints regarding non-compliance with quality or professional ethics standards, including the existence of plagiarism, in a doctoral thesis</p> <p><b>Internal regulations</b></p> <p>1.Strategy to prevent and combat plagiarism, 2021, distributed on the official website:  <a href="https://umfcd.ro/wp-content/uploads/2021/REGULAMENTE/INTEGRITATE_ACADEMICA/SD%20Strategia%20UMFCD%20de%20prevenire%20si%20combatere%20a%20plagiatului%20dec%202021.pdf">https://umfcd.ro/wp-content/uploads/2021/REGULAMENTE/INTEGRITATE_ACADEMICA/SD%20Strategia%20UMFCD%20de%20prevenire%20si%20combatere%20a%20plagiatului%20dec%202021.pdf</a></p>	+/-	<p><b>Questionnaire results:</b></p> <p>The establishment of the new technology transfer department has started to be disseminated and communicated at institutional level, as shown in the Questionnaire Report. However, 34.3% of the respondents do not have a clear opinion on the role of the CTT in supporting collaboration between academia, industry and bringing technologies resulting from R&amp;D to the market.</p>	<p><b>Initiatives undertaken</b></p> <p>In order to improve the quality of legal support for its researchers in intellectual property and ethics matters and to provide additional support for the establishment of research and transfer projects, in October 2022, the establishment of the CTT-UMFCD Technology Transfer Centre and its organisational structure was approved by University Senate Resolution. There is implemented the operational procedure on the Conduct of the Scientific Research Ethics Committee activity as well as the operational procedure on Ethics Counselling.</p> <p><b>Suggestions for improvement:</b></p> <p>UMFCD Intellectual Property Policy Guidelines for the use of intellectual property (IP) at UMFCD          Operational procedures for technology transfer at UMFCD level          Technology Transfer Strategy at UMFCD level</p>
<b>4. Professional attitude</b>	<p><b>National support legislation</b></p> <p>-DECISION No 933 of 20 July 2022 on the approval of the National Strategy for Research, Innovation and Smart Specialisation 2022-2027.</p> <p>-The National Strategy for Research, Innovation and Smart Specialisation 2022-2027 is structured around four general objectives: Development of the research, development and innovation system; Support of innovation ecosystems associated with</p>	+/-	<p>According to the National Strategy for Research, Innovation and Smart Specialisation 2022-2027, Romania ranks last in the European Union in terms of public investment in research and development (with only 0.17% of GDP in</p>	<p><b>Current practice:</b></p> <p>Strategic research directions are presented on the UMFCD website  <a href="https://umfcd.ro/cercetare-si-dezvoltare/centre-de-cercetare/directii-de-cercetare/">https://umfcd.ro/cercetare-si-dezvoltare/centre-de-cercetare/directii-de-cercetare/</a>          Information on research funding opportunities is provided on the UMFCD website</p>



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	<p>smart specialisations; Mobilisation towards innovation; Increasing European and international collaboration.</p> <p><a href="https://www.mcid.gov.ro/transparenta-decizionala/strategia-nationala-de-cercetare-inovare-si-specializare-inteligenta-2022-2027/">https://www.mcid.gov.ro/transparenta-decizionala/strategia-nationala-de-cercetare-inovare-si-specializare-inteligenta-2022-2027/</a></p> <p>-GOVERNMENT DECISION no. 1188 of 29 September 2022 on the approval of the National Research, Development and Innovation Plan 2022-2027.</p> <p>-ORDER of the Minister of Education No. 6450/2022 of 22 December 2022 for the approval of the Methodology for the allocation of budgetary funds for the basic funding and additional funding of state higher education institutions in Romania, for the year 2023</p> <p>-Government Ordinance No 57/2002 on scientific research and technological development, approved by Law No 324/2003, with subsequent amendments and additions</p> <p><b>Internal regulations</b></p> <p>The Strategic Plan for Institutional Development 2021-2028 has established strategic objectives dedicated to the human resource represented by the academic and research staff of UMFC.</p>		<p>2018); the same situation for the percentage of ESIF funds allocated to innovation.</p> <p>Romania reaffirms its strategic option to predictably increase public R&amp;D spending to reach 1% of GDP by 2027. Also, R&amp;D expenditure related to research in universities is currently at one third of the EU average.</p>	<p><a href="https://umfcd.ro/cercetare-si-dezvoltare/apeluri-cercetare/apeluri-cercetare-viitoare/apeluri-viitoare/">https://umfcd.ro/cercetare-si-dezvoltare/apeluri-cercetare/apeluri-cercetare-viitoare/apeluri-viitoare/</a></p> <p><b>Initiative undertaken</b></p> <p>-The establishment in 2021 of the Research, Development and Innovation Directorate with the following departments: the Office for Accessing National and International Funding Sources and the Office for Implementation of National and International Projects.</p> <p>-Establishment in 2022 of the Technology Transfer Centre</p> <p>-The implementation of the Carol Davila Research Grants Programme</p> <p><a href="https://umfcd.ro/granturile-de-cercetare-carol-davila-2022/">https://umfcd.ro/granturile-de-cercetare-carol-davila-2022/</a></p> <p><b>Suggestions for improvement</b></p> <p>-Organise events/trainings on funding mechanisms for research projects.</p> <p>-Presentation in English of UMFC strategic research directions on the website to increase access from partners in other countries</p> <p>Although there are operational procedures in place for the implementation and monitoring of national and European funded research projects, at UMFC level the need to continuously inform staff about research funding opportunities has been identified.</p>
<p><b>5. Contractual and legal obligations</b></p>	<p><b>National support legislation</b></p> <p>-LAW No 83 of 24 June 2014 on inventions</p> <p>-DECISION No 1.336 of 28 October 2022 approving the Framework Regulation on the organisation and</p>	<p>-/+</p>	<p>There is no Intellectual Property Management Guidelines/Regulations</p>	<p><b>Initiative undertaken</b></p> <p>Establishment in 2022 of the Technology Transfer Centre</p>



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career development of contractual staff in the budgetary sector paid from public funds  
Collective Labor Agreement in the "Higher Education" No 716/2019

### Internal Regulations

Each teaching/research staff member of the UMFC D has an employment contract and/or several fixed-term contracts for research activity. UMFC D has developed a methodology on the awarding of merit grading for teaching and assistant teaching staff and has an operational procedure on the organization and career development of contractual staff in the budgetary sector paid from public funds.

-Internal regulations approved in the University Senate 24.03.2013, for the employees of UMF "Carol Davila" which specify the application of the legal provisions in the field of employment relationships, concluded between UMF "CAROL DAVILA", as employer, and employees, as well as the rights and obligations arising from these legal relationships, in accordance with the legislation in force

-Operational procedure for the elaboration of the job descriptions for teaching and research staff

-Procedure for recording income and expenditure from research contracts

-Regulations for the conduct of scientific research

[https://umfcd.ro/wp-content/uploads/2021/REGULAMENTE/PROGRAM\\_AREA\\_CERCETARII/Regulament%20de%20desfașurare%20a%20cercetării%20știintifice.pdf](https://umfcd.ro/wp-content/uploads/2021/REGULAMENTE/PROGRAM_AREA_CERCETARII/Regulament%20de%20desfașurare%20a%20cercetării%20știintifice.pdf)

-Methodology for awarding merit grading for teaching and auxiliary teaching staff

<https://umfcd.ro/despre-umfcd/resurse-umane/informatii-utile/>

### Improvement proposals:

Intellectual Property Management Guidelines/Regulations

Training sessions for new and existing employees in the areas of intellectual property protection



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	<p>- "Publish not perish" institutional programme that supports the dissemination of results obtained from excellent research activities, by publishing them in prestigious open access journals - methodology for funding scientific publications. <a href="https://umfcd.ro/cercetare-si-dezvoltare/programe-de-srijinire-a-cercetarii/programul-publish-not-perish/">https://umfcd.ro/cercetare-si-dezvoltare/programe-de-srijinire-a-cercetarii/programul-publish-not-perish/</a></p> <p>- Annual regulations for internal competitions for "Carol Davila" research grants <a href="https://umfcd.ro/wp-content/uploads/2022/CERCETARE_SI_DEZVOLTARE/GRANTURI_DE_CERCETARE/REGULAMENT%20GRANTURI%20DE%20CERCETARE%20CAROL%20DAVILA%202022.pdf">https://umfcd.ro/wp-content/uploads/2022/CERCETARE_SI_DEZVOLTARE/GRANTURI_DE_CERCETARE/REGULAMENT%20GRANTURI%20DE%20CERCETARE%20CAROL%20DAVILA%202022.pdf</a></p>			
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<p><b>6. Accountability</b></p>	<p><b>National support legislation</b></p> <ul style="list-style-type: none"> <li>-Law no. 301/2002 for the approval of Government Ordinance no. 119/1999 on internal audit and preventive financial control, published in the Official Gazette of Romania, Part I, no. 339 of 22 May 2002, with subsequent amendments;</li> <li>- LAW No 69 of 16 April 2010 on fiscal-budgetary responsibilities, as amended and supplemented;</li> <li>-EMERGENCY ORDINANCE No. 152/2022 of 11 November 2022 amending and supplementing Framework Law No. 153/2017 on the salaries of staff paid from public funds.</li> <li>- EMERGENCY ORDINANCE No. 44 of 24 May 2023 for the establishment of some measures necessary to optimise the implementation process of infrastructure projects financed by non-reimbursable external funds</li> </ul> <p><b>Internal regulations</b></p> <p>UMFCD, as a publicly funded institution, respects the rules of transparency and budgetary oversight of public funding.</p> <p>Financial reports are prepared annually in accordance with the provisions of the Accounting Law no. 82/1991, republished, with subsequent amendments and additions, the updated Law 500/2002 on public finances and for the modification and completion of some orders of the Minister of Public Finances in the field of accounting of public institutions, OMF 596/2023 on the submission of annual centralized financial statements prepared by public institutions</p>	<p>+/-</p>	<p>Insufficient staff awareness of financial management of research projects</p>	<p><b>Initiative undertaken</b></p> <ul style="list-style-type: none"> <li>-The procedure for the accounting of income and expenditure from research contracts aims at organising and managing the operational accounting records of expenditure related to the implementation of research contracts and their settlement, in relation to the funding authorities of the research activity, separately by type of contract and by funding source.</li> <li>- Procedure no 43 on own preventive financial control</li> <li>-The financial and logistical support for specialists to carry out research activities at institutional level is carried out on the basis of a methodology for awarding internal grants for research of excellence, developed within the project "Increasing Institutional Performance and Competence in Health Research and Development of UMFC (SAN-CDCP)", Contract PFE_23/2018.</li> </ul> <p><b>Proposals for improvement:</b></p> <ul style="list-style-type: none"> <li>-Revision of the operational procedure 36 aimed at the implementation and monitoring of national and European funded research projects at UMFC level.</li> <li>-Revision of the operational procedure 61 concerning the accounting of income and expenditure from research contracts</li> <li>-Development of training sessions on financial management of research projects</li> <li>-Updating the electronic management system for national and European research projects/programmes</li> </ul>
<p><b>7. Good practice in research</b></p>		<p>+/-</p>		



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	<p><b>National support legislation</b></p> <ul style="list-style-type: none"> <li>-Law 319 of 2006 on occupational safety and health updated by Law 208 of 2021</li> <li>-Government Decision no. 1425/2006 for the approval of the methodological norms for the application of the provisions of the Law on safety and health at work no. 319/2006</li> <li>-Law No 53/2003 - Labour Code, updated by Law No 2834/2022</li> <li>-Emergency Gov Ordinance No 96/2003 on maternity protection at work, updated</li> <li>- Government Decision no. 955/2010 for the modification and completion of the methodological norms for the application of the provisions of Law no. 319/2006</li> <li>-General Data Protection Regulation (GDPR)</li> <li>-National Supervisory Authority for Personal Data Processing</li> </ul> <p><b>Internal regulations</b></p> <p>UMFCD Charter</p> <p>Data privacy policy posted on the website and appointment of data protection officer in Romanian and English</p> <p><a href="https://umfcd.ro/despre-umfcd/organizare/structuri-administrative/responsabil-cu-protectia-datelor-cu-caracter-personal-dpo/politica-de-confidentialitate/">https://umfcd.ro/despre-umfcd/organizare/structuri-administrative/responsabil-cu-protectia-datelor-cu-caracter-personal-dpo/politica-de-confidentialitate/</a></p> <p><a href="https://cieh.umfcd.ro/en/personal-data-processing-policy/">https://cieh.umfcd.ro/en/personal-data-processing-policy/</a></p>		<p>Safe working practices are under the attention of UMFCD management by identifying and implementing opportunities for funding the expansion and modernization of research facilities and technologies in UMFCD.</p>	<p><b>Initiative undertaken</b></p> <p>Health and safety at work department, operational</p> <p>Operational procedure 15 on occupational safety and health</p> <p>Data Protection Officer page <a href="https://umfcd.ro/despre-umfcd/organizare/structuri-administrative/responsabil-cu-protectia-datelor-cu-caracter-personal-dpo/">https://umfcd.ro/despre-umfcd/organizare/structuri-administrative/responsabil-cu-protectia-datelor-cu-caracter-personal-dpo/</a></p> <p><a href="https://cieh.umfcd.ro/en/personal-data-processing-policy/">https://cieh.umfcd.ro/en/personal-data-processing-policy/</a></p> <p>Guidelines on the protection of personal data during online teaching activities</p> <p><b>Proposals for improvement:</b></p> <p>Conducting training sessions on work safety conditions and risk prevention</p> <p>Training of employees on the processing of personal data using UMFCD systems</p> <p>Financing contracts for construction/modernisation/renovation of research centres in order to improve working conditions</p>
<p><b>8. Dissemination, exploitation of results</b></p>	<p><b>National support legislation</b></p> <ul style="list-style-type: none"> <li>-Law no. 319/2003 on the status of research and development staff provides the framework for promoting continuous training, development and motivation of human resources, for ensuring</li> </ul>	<p>+/-</p>	<p>According to data extracted from InCites, UMFCD ranks first in the country both in terms of number of documents</p>	<p><b>Initiative undertaken</b></p> <p>Implemented research projects disseminate results through institutional websites or other communication channels.</p>



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professional competence and ethics in research and development activities, for the freedom of scientific approaches and for the participation of staff in the field in the promotion and evaluation of their activities.

-National Strategy for Research, Innovation and Smart Specialisation 2022-2027

-Law No 206 of 27 May 2004 on good conduct in scientific research, technological development and innovation

### Internal regulations

-UMFCD Charter, 2023, version VII

-The institutional program "Publish not Perish" that supports the dissemination of results obtained from research activities of excellence, by publishing them in prestigious journals, in open access mode with developed methodology for funding scientific publications.

<https://umfcd.ro/cercetare-si-dezvoltare/programe-de-sprrijinire-a-cercetarii/programul-publish-not-perish/>

published and indexed in the Web of Science, as well as first place in terms of number of citations, gold open access documents, private collaborations, Hirsch index, number of documents in the top 1% and top 10% most cited articles. These outstanding results demonstrate the effectiveness of decisions on supporting authors in our university to publish especially in Q1 and Q2 journals through the Publish not perish program, which has kept UMFCD between positions 101-150 in the Shanghai top - clinical medicine.

The University is aware of the need for better information in all areas of intellectual property protection.

Annual organisation of the UMFCD Congress <https://www.congresumf.ro>, as well as other scientific and educational events and constant participation in national and international scientific, technical, inventive and innovation events.

-Sustain the "Publish not perish" publication incentive programme, updating the methodology and producing a practical guide.

In line with the university's target to increase the quality and number of scientific publications, a total of 282 open access articles were published in 2022, with a total budget of 2,166,963.42 lei, of which 47 in Q1 and 144 in Q2.

-77.5% of the total publications published between 2019- 2021 are published in Open Access regime, according to Scival data

-Open Access resources on the institutional website

<https://biblioteca.umfcd.ro/resurse-electronice/resurse-open-access/>

- Collaboration agreement with the Crowdhelix Network (CHX) - a pan-European Open Innovation Network that enables research technology organisations and industry to collaborate to initiate pioneering projects under Horizon Europe.



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				<p>-Workshops to stimulate the publication of scientific research results in Open Access journals</p> <p><a href="https://umfcd.ro/invitatie-workshop-stimularea-publicarii-rezultatelor-cercetarii-stiintifice-in-reviste-open-access/">https://umfcd.ro/invitatie-workshop-stimularea-publicarii-rezultatelor-cercetarii-stiintifice-in-reviste-open-access/</a></p> <p><b>Proposals for improvement:</b></p> <p>-Accelerate activities dedicated to technology transfer</p>
<b>9. Public engagement</b>	<p><b>National support legislation</b></p> <p>-National Strategy for Research, Innovation and Smart Specialisation 2022-2027</p> <p>-Government Ordinance No 57 of 16 August 2002 on scientific research and technological development, as amended and supplemented</p> <p>-Law No 319/2003 on the status of research and development staff</p> <p><b>Internal regulations</b></p> <p>Strategic Plan for Institutional Development 2021-2029 revised and approved in March 2024:</p> <p>Partnership agreements with the Romanian Academy, universities, national research institutes and research units, hospital research units, national institutions and professional organizations, in order to participate in national and international research projects and to exchange data for research projects</p>	+/-	The external promotion of the university (periodical press-releases, public conferences, media) has to be permanently improved.	<p><b>Initiative undertaken</b></p> <p>UMFCD has established and implemented numerous partnerships with public and private entities to increase the visibility and prestige of the university in the academic community.</p> <p>Continuation of the University's promotional activity on international internet websites specialized in academic promotion such as EUROEDUCATION &amp; EDUCATE ABROAD, study.eu and Study International</p> <p>Organising the annual UMFCD Congress <a href="https://www.congresumf.ro">https://www.congresumf.ro</a>, as well as other scientific and educational events and constant participation in national and international scientific, technical, invention and innovation events</p> <p><b>Proposals for improvement:</b></p> <p>External promotion of the university (periodicals, public conferences, media).</p>
<b>10. Non discrimination</b>	<p><b>National support legislation</b></p> <p>-National Strategy for the Promotion of Equal Opportunities and Treatment between Women and</p>	+/-	<b>Questionnaire results:</b> Regarding the ethical dimension of teaching and research, according to	<p>Initiative undertaken</p> <p>The Strategic Plan for Institutional Development 2021-2029 revised and approved in March 2024</p>



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	<p>Men and the prevention and combating of domestic violence 2022-2027 -Law No 53/2003 - Labour Code, updated by Law No 2834/2022</p> <p><b>Internal regulations</b></p> <p>1. University Charter, version VII, 2023 <a href="https://umfcd.ro/despre-umfcd/carta-umfcd/">https://umfcd.ro/despre-umfcd/carta-umfcd/</a> <a href="https://umfcd.ro/en/about-umpcd/university-charter/">https://umfcd.ro/en/about-umpcd/university-charter/</a></p> <p>"Discrimination on the basis of age, ethnicity, gender, social origin, political or religious orientation, sexual orientation or other types of discrimination is not allowed in UMFCF".</p> <p>UMFCF Internal Rules, Article 3: respect for the principle of non-discrimination and the elimination of any form of violation of dignity</p> <p>The University Code of Student Rights and Obligations of UMF "Carol Davila", presented on the website in Romanian and English, stipulates the following: Article 7. Candidates from socio-economically disadvantaged or socially marginalized backgrounds, including high school graduates from rural areas or from towns with less than 10,000 inhabitants, may benefit from a number of guaranteed budgeted places, according to the law. The provision for this category of students of free educational and professional guidance and counselling services, tutoring services, as well as the follow-up of their educational paths in order to ensure their academic, social and cultural integration in the community, constitute, together with their quality, a criterion for evaluating the quality of the</p>		<p>77.3% of respondents, UMFCF is firmly committed to activities aimed at combating discrimination of any kind.</p> <p>We also note the confirmation that the university's policies support gender equality and equal opportunities according to 77.5% of respondents, but where improvements can be made.</p>	<p><a href="https://umfcd.ro/despre-umfcd/biroul-rectoluru/plan-strategic-de-dezvoltare-institutionala-2021-2029/">https://umfcd.ro/despre-umfcd/biroul-rectoluru/plan-strategic-de-dezvoltare-institutionala-2021-2029/</a></p> <p>OB 5.6. Inclusion of students with special needs</p> <p>O.B. 10.3. Ensuring gender equality</p> <p>Proposals for improvement: -Promoting the university's policy supporting gender equality and equal opportunities by improving the Gender Equality Plan</p>
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	<p>university. Article 8. Political propaganda and any form of individual or group discrimination are forbidden within the Carol Davila University of Medicine and Pharmacy Bucharest. Article 9. The rights of students with physical disabilities in the performance of academic, social and cultural activities are those provided for in Article 118 para. (3) of Law on Higher Education no 199/2023, with subsequent amendments and additions. Students with physical disabilities have the right to have access to all university spaces and specially designed places for the normal conduct of academic, social and cultural activities.</p> <p><a href="https://umfcd.ro/studenti/norme-legale/codul-studentului/">https://umfcd.ro/studenti/norme-legale/codul-studentului/</a></p> <p><a href="https://umfcd.ro/en/students/professional-activity-regulation/">https://umfcd.ro/en/students/professional-activity-regulation/</a></p>			
<p><b>11. Evaluation/ appraisal systems</b></p>	<p><b>National support legislation</b></p> <ul style="list-style-type: none"> <li>- Law on Higher Education No 199/2023</li> <li>-Government Emergency Ordinance no. 75/2005 approved with amendments by Law no. 87/2006 for the establishment of ARACIS. The mission of ARACIS is to carry out the external evaluation of the quality of education offered by higher education institutions</li> <li><a href="https://www.aracis.ro/en/about-aracis/">https://www.aracis.ro/en/about-aracis/</a></li> <li>-ORDER No 6143 of 2011 on the approval of the Methodology for the annual evaluation of the activity of teaching and auxiliary teaching staff</li> </ul>	<p>+/-</p>	<p>According to national legislation (which provides for faculty autonomy in human resources policy), the evaluation system for teaching and research staff is primarily the responsibility of the department and is then centralised in the faculty performance evaluation report. Rector Report 2022: "The evaluation of the</p>	<p><b>Initiative undertaken</b></p> <ul style="list-style-type: none"> <li>-Peer review methodology</li> <li><a href="https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/REGULATIONS/Methodology-concerning-the-peer-review-in-UMFCD.pdf">https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/REGULATIONS/Methodology-concerning-the-peer-review-in-UMFCD.pdf</a></li> <li>-Methodology for the evaluation of the annual individual professional performance of the teaching and non-teaching staff, which establishes the principles, methods, stages and criteria on the basis of which the evaluation of the individual professional</li> </ul>



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	<p><b>Internal regulations</b></p> <ul style="list-style-type: none"> <li>-Peer review</li> <li>-Student evaluation of subjects and teachers, following a procedure developed and approved by the Senate</li> <li>-Evaluation of the annual individual professional performance of teaching and non-teaching staff</li> <li>-Evaluation of the work of teachers per academic year</li> <li>-Evaluation of the work of doctoral supervisors</li> </ul>		<p>teaching process has some discontinuities and the evaluation mechanisms for support services are still under development.</p> <p>Regarding the evaluation of the teaching process, the response rate at university level is modest (also for teachers, but especially for students) and needs to be improved.</p> <p><b>Questionnaire results:</b> Regarding Training and Professional Development at UMFC, more than 80% of the respondents agree that a regular evaluation of teaching and research activities at institutional level should be carried out.</p>	<p>performance of the teaching and non-teaching staff employed by the University of Medicine and Pharmacy "Carol Davila" of Bucharest (UMFC) with individual employment contract, in accordance with the legal provisions.</p> <p>The main objective is to ensure a motivational system that will lead to an increase in individual professional performance, with a view to promotion to the next higher grades or professional steps.</p> <p>-The evaluation of individual job performance is based on a systematic and objective assessment of the performance, quality of work, behaviour, initiative, efficiency and creativity of each employee.</p> <p><a href="https://umfcd.ro/despre-umfcd/resurse-umane/informatii-utile/">https://umfcd.ro/despre-umfcd/resurse-umane/informatii-utile/</a> <a href="https://umfcd.ro/anunt-important-directia-runos-fise-evaluare-personal-didactic/">https://umfcd.ro/anunt-important-directia-runos-fise-evaluare-personal-didactic/</a></p> <p>-The evaluation process of the activities of doctoral supervisors is carried out annually as part of the quality assurance process, as a criterion for the allocation of vacant positions for doctoral students. The evaluation of the activity related to the year 2022 was carried out on the basis of the self-evaluation grid and took into account (i) the teaching activity - PhD supervision; (ii) the activity scientific research; and (iii) recognition and impact of the activity.</p> <p><b>Suggestions for improvement:</b> Supporting academics to defend their habilitation thesis in public, to train new high-quality PhD coordinators and to</p>
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				develop European doctoral programmes
	<b>RECRUITMENT AND SELECTION</b> - please note that the items listed here correspond to the Charter and Code. In addition, your organization must also complete the Open, Transparent and Merit-Based Recruitment Checklist included in a separate section that focuses on operationalizing these principles.			
<b>12. Recruitment</b>	<p><b>National support legislation</b></p> <ul style="list-style-type: none"> <li>-Law on Higher Education no 199/2023;</li> <li>-Law no. 319/2003 with subsequent amendments;</li> <li>-Government Decision no. 883/2018 regarding the modification and completion of the competition; framework-methodology for filling vacant teaching and research positions in higher education, approved by GD no. 457/2011;</li> <li>-DECISION no. 286 of March 23, 2011 for the approval of the framework regulation regarding the establishment of the general principles of filling a vacant or temporarily vacant post corresponding to the contractual functions and the criteria for promotion to the immediately higher professional grades or steps of the contractual staff in the budgetary sector paid from public funds, with the modifications and subsequent additions</li> </ul> <p><b>Internal regulations</b></p> <ul style="list-style-type: none"> <li>-UMFCD's own competition methodology for teaching and research positions published on the website in Romanian and English  <a href="https://umfcd.ro/concursuri-didactice-semesterul-ii-anul-universitar-2022-2023/">https://umfcd.ro/concursuri-didactice-semesterul-ii-anul-universitar-2022-2023/</a>  <a href="https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/SUMMARY_REGULATIONS/Personal-Competition-Methodology-for-didactic-and-research-positions-in-UMFCD.pdf">https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/SUMMARY_REGULATIONS/Personal-Competition-Methodology-for-didactic-and-research-positions-in-UMFCD.pdf</a></li> <li>- Regulation of Internal Competition Research Grants</li> </ul>	+/-	<p><b>Questionnaire results:</b></p> <p>The openness and transparency of the recruitment and selection process were positively appreciated 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 to the level of the position (in terms of access conditions, selection criteria s.a.) according to 75% of respondents. 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.</p>	<p><b>Initiatives undertaken</b></p> <ul style="list-style-type: none"> <li>-All positions are filled by public competition, applying the UMFCD internal regulations, developed in accordance with national legislation that respects the principles of transparency, non-discrimination, equal opportunities and quality standards specific to the level of the position.</li> <li>-The Human Resources Directorate (RUNOS) carries out the administrative activities regarding the promotion, recruitment and selection process, but not HR policies.</li> <li>-Operational procedure 37: Hiring and promotion of auxiliary didactic and administrative staff</li> <li>-Operational procedure 13: Employment under the "hourly payment" regime</li> </ul> <p><b>Sugestii pentru îmbunătățire:</b></p> <ul style="list-style-type: none"> <li>-Implementation of an open, transparent and merit-based policy (OTM) in the recruitment of researchers, with the wider opening of the academic environment to private and foreign researchers and encouraging the attraction of researchers with advanced skills from abroad to lead research projects (The Strategic Plan for Institutional Development 2021-2029 revised and approved in March 2024  <a href="https://umfcd.ro/despre-umfcd/biroul-rectoluru/plan-strategic-de-dezvoltare-">https://umfcd.ro/despre-umfcd/biroul-rectoluru/plan-strategic-de-dezvoltare-</a></li> </ul>





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	<a href="https://umfcd.ro/cercetare-si-dezvoltare/programe-de-srijinire-a-cercetarii/burse-interne/">https://umfcd.ro/cercetare-si-dezvoltare/programe-de-srijinire-a-cercetarii/burse-interne/</a>			<a href="#">institutionala-2021-2029/+</a> -Internal guide of good practice in recruitment -Translation of relevant documents related to the recruitment process into English to once again remove any language barriers of researchers who do not speak Romanian.
<b>13. Recruitment (Code)</b>	<p><b>National support legislation</b></p> <p>-Law on Higher Education No 199/2023          -Government Decision no. 457/2011 on the approval of the Methodology - Competition Framework for teaching and research vacancies in higher education, published in the Official Journal of Romania no. 371/26.05.2011, Part I, amended and supplemented by Government Decision no. 883/2018 published in the Official Journal of Romania no. 967 of 15 November 2018;          -MENCs Order no. 6129/20.12.2016 on the approval of the minimum necessary and mandatory standards for the award of teaching titles in higher education, professional degrees in research and development, the quality of doctoral supervisor and the habilitation certificate, published in the Official Gazette no. 123 bis of 15 February 2017</p> <p><b>Internal regulations</b></p> <p>Internal methodology of competition for teaching and research positions at UMFCd published on the website in Romanian and English  <a href="https://umfcd.ro/wp-content/uploads/2022/CONC_DID_NEDET_SEM2_2021_2022/Metodologie-concurs%20-%2">https://umfcd.ro/wp-content/uploads/2022/CONC_DID_NEDET_SEM2_2021_2022/Metodologie-concurs%20-%2</a>  <a href="https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/UMMARY_REGULATIONS/Personal-Competition-Methodology-for-didactic-and-research-positions-">https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/UMMARY_REGULATIONS/Personal-Competition-Methodology-for-didactic-and-research-positions-</a></p>	+/-	<p><b>Questionnaire results:</b></p> <p>The dissemination of vacancies is another aspect that has been analysed in the context of this questionnaire.          The results suggest a need to improve the international promotion of vacancies: almost 50% of the respondents rate the international communication of vacancies as "adequate" compared to the other half of the respondents who state neutrality, total or partial disagreement with the adequacy of the communication of teaching and research posts at international level.          One of the most important steps in the recruitment process is the job advertisement, an effective tool to attract elite candidates.</p>	<p><b>Initiative undertaken</b></p> <p>The methodology and standards of UMFCd Bucharest, set by the Board of Directors are in accordance with national legislation. The announcement concerning the organization of the competition of teaching and research positions in UMFCd in Bucharest is published at least 2 months before the first round of the competition, in a visible place, on the main page of the UMFCd website plus on a specialized website managed by MEN and in the Official Gazette of Romania, part III.          The UMFCd website provides full information about the competition, as well as the information on the specialised website administered by the Ministry of National Education.          The competition website is published with the following information:          description of the post put up for competition; duties/activities related to the post put up for competition, including the teaching norm and the types of activities included in the teaching norm and the research norm respectively; the minimum salary of the post at the time of employment; the timetable of the</p>



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	<p><a href="#">in-UMFCD.pdf</a></p> <p>Operational procedure 37 - Organisation and career development of the staff in the budgetary sector  <a href="https://umfcd.ro/wp-content/uploads/2022/ASIGURAREA_CALITATII/PROCEDURI/Anexe%20procedura%20concur%202023.pdf">https://umfcd.ro/wp-content/uploads/2022/ASIGURAREA_CALITATII/PROCEDURI/Anexe%20procedura%20concur%202023.pdf</a></p>		<p>77.3% of respondents confirm that the recruitment advertisement contains relevant, complete and detailed information about the job (selection criteria, number of vacancies, etc.).</p>	<p>competition; the topics from which the competition committee may choose the topics of the tests held by the candidates (including lectures and courses) and the related bibliography; the description of the competition procedure; the complete list of documents that the candidates must include in the competition file; the address to which the competition file must be submitted.</p> <p>-The advertisements for the posts of university lecturer, university professor, research scientist gr. II and I are also published in English.</p> <p><b>Suggestions for improvement:</b></p> <p>-Implementation of an open, transparent and merit-based policy (OTM) in the recruitment of researchers, with the wider opening of the academic environment to private and foreign researchers and encouraging the attraction of researchers with advanced skills from abroad to lead research projects (The Strategic Plan for Institutional Development 2021-2029 revised and approved in March 2024  <a href="https://umfcd.ro/despre-umfcd/biroul-rectoluru/plan-strategic-de-dezvoltare-institutionala-2021-2029/">https://umfcd.ro/despre-umfcd/biroul-rectoluru/plan-strategic-de-dezvoltare-institutionala-2021-2029/</a></p>
<p><b>14. Selection (COD)</b></p>	<p><b>National support legislation</b></p> <p>- Law on Higher Education No 199/2023          -Government Decision no. 457/2011 on the approval of the Competition Framework Methodology for teaching and research vacancies in higher education, published in the Official Journal of</p>	<p>+/-</p>	<p><b>Questionnaire results:</b></p> <p>With regard to the criteria on the basis of which selection and evaluation committees are established through the election of their</p>	<p><b>Initiative undertaken</b></p> <p>The internal competition methodology for UMFC D teaching and research jobs approved at the meeting of the UMFC D University Senate on 26.10.2022 contains the following provisions regarding the competition</p>



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Romania no. 371/26.05.2011, Part I, amended and supplemented by Government Decision no. 883/2018 published in the Official Journal of Romania no. 967 of 15 November 2018;  
-Ministry of Education Order no. 6129/20.12.2016 on the approval of the minimum necessary and mandatory standards for the award of teaching titles in higher education, professional degrees in research and development, the quality of doctoral supervisor and the habilitation certificate, published in the Official Gazette no. 123 bis of 15 February 2017

#### Internal regulations

The own competition methodology for filling teaching and research positions at UMFC D published on the website in Romanian and English <https://umfcd.ro/concursuri-didactice-semesterul-ii-anul-universitar-2022-2023/>

[https://umfcd.ro/en/wp-content/uploads/2023/QUALITY\\_MANAGEMENT/SUMMARY\\_REGULATIONS/Personal-Competition-Methodology-for-didactic-and-research-positions-in-UMFC D.pdf](https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/SUMMARY_REGULATIONS/Personal-Competition-Methodology-for-didactic-and-research-positions-in-UMFC D.pdf)

members, the common tendency is for positive recognition of these criteria. Relatively high percentages of lack of opinion together with the presence of total or partial disagreement are however found for the following questions:

-Committee members are selected on the basis of clear criteria: 30.7%.

-The committee includes people from outside the university: 35.8%

-Committee members have the necessary skills to carry out the assessment of candidates: 22.7%

Majority agreement is found in the inclusion of both women and men in the selection and evaluation committees, thus showing that the principle of non-discrimination on the basis of gender is implemented at the level of our university.

committee:

Art. 19 - (1) The composition of the competition committee shall be determined after the publication of the advertisement for each post put out to competition.

(2) The Council of the Department or Doctoral School in whose structure the post is located shall make proposals for the nominal composition of the competition committee, which it shall submit to the Dean of the Faculty.

(3) The composition of the competition committee shall be proposed by the Dean of the Faculty on the basis of the proposals referred to in paragraph (2). (2) and shall be approved by the Council of the Faculty/PhD School. (4) The nominal composition of the competition committees accompanied by the opinion of the Faculty/PhD School Council shall be submitted to the Senate of UMFC D in Bucharest and submitted for its approval.

(5) Following the approval by the Senate of UMFC D of Bucharest, the competition committees are appointed by decision of the Rector of UMFC D of Bucharest.

(6) The same procedure shall be followed to determine the composition of the contest commissions as for the composition of the competition commission.

(7) Members of the competition committee may not be members of the appeals committee.

(8) Following approval by the University Senate, the Appeals Committee shall be appointed by decision of the Rector.

(9) Within 2 working days from the issuance



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				<p>of the Rector's Decision, the decision is sent to MEN, and the nominal composition of the competition commissions is published on the website of UMFCF in Bucharest.</p> <p>(10) In the case of university lecturer, university professor, CS gr. II and gr. I, the composition of the committees is published in the Official Gazette of Romania, Part III. In the case of higher education posts in the system of National Defence, Public Order and National Security, the decision of the Rector of UMFCF in Bucharest shall also be sent to the structures with attributions in this field.</p>
<p><b>15. Transparency. (COD)</b></p>	<p><b>National support legislation</b></p> <p>-Law on Higher Education No 199/2023 -Government Decision no. 457/2011 on the approval of the Competition Framework Methodology for filling teaching and research vacancies in higher education, published in the Official Journal of Romania no. 371/26.05.2011, Part I, amended and supplemented by Government Decision no. 883/2018 published in the Official Journal of Romania no. 967 of 15 November 2018; -MENCs Order no. 6129/20.12.2016 on the approval of the minimum necessary and mandatory standards for the award of teaching titles in higher education, professional degrees in research and development, the quality of doctoral supervisor and the habilitation certificate, published in the Official Gazette no. 123 bis of 15 February 2017</p> <p><b>Internal regulations</b></p> <p>-The methodology applied for the recruitment of candidates for the vacant posts provide the necessary information that should be specified in the competition announcement to ensure the</p>	<p>+/-</p>	<p><b>Questionnaire results:</b></p> <p>The transparency of the recruitment and selection process was assessed positively by more than 95% of respondents and the way in which recruitment and selection of teaching and research staff is carried out is appropriate to the level of the post in terms of access conditions, selection criteria, etc., according to 75% of respondents.</p> <p>The data collected indicate a dominance of quantitative criteria (number of scientific publications agreed by 413 respondents), followed by the quality of scientific publications voted by 366 respondents, followed in descending order by overall</p>	<p><b>Initiative undertaken</b></p> <p>See items 12-14</p> <p><b>Suggestions for improvement:</b></p> <p>See pct 12-14</p> <p>-Elaboration of an internal good practice guide on recruitment</p> <p>-Translation of relevant documents relating to the recruitment process into English in order to once again remove any language barriers for non-English speaking researchers.</p> <p>-Implementation of an open, transparent and merit-based policy (OTM) in the recruitment of researchers, with the wider opening of the academic environment to private and foreign researchers and encouraging the attraction of researchers with advanced skills from abroad to lead research projects (The Strategic Plan for Institutional Development 2021-2029</p>



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	<p>principle of transparency. -The methodology of the competition for teaching and research posts at UMFC D published on the website in Romanian and English <a href="https://umfcd.ro/concursuri-didactice-semestrul-ii-anul-universitar-2022-2023/">https://umfcd.ro/concursuri-didactice-semestrul-ii-anul-universitar-2022-2023/</a></p> <p><a href="https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/SUMMARY_REGULATIONS/Personal-Competition-Methodology-for-didactic-and-research-positions-in-UMFCD.pdf">https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/SUMMARY_REGULATIONS/Personal-Competition-Methodology-for-didactic-and-research-positions-in-UMFCD.pdf</a></p>		<p>research performance (345 respondents) and ability to coordinate research teams (328 respondents). Performance in teaching is a lower scoring criterion (308) as teaching and research are complementary components of the academic norm. There is also a lack of a clear opinion on the evaluation of the candidates' general experience, complementary to the quantitative scientific criteria by the selection committee.</p>	<p>revised and approved in March 2024 <a href="https://umfcd.ro/despre-umfcd/biroul-rectoluru/plan-strategic-de-dezvoltare-institutionala-2021-2029/">https://umfcd.ro/despre-umfcd/biroul-rectoluru/plan-strategic-de-dezvoltare-institutionala-2021-2029/</a> -Given that staff selection as well as recruitment process, can be seen as a two-way communication process, it might be useful to create a section on the University's website with information sources/notes on quantitative and qualitative criteria for evaluating candidates.</p>
<p><b>16. Judging merit (Code)</b></p>	<p><b>National support legislation</b> -Law on Higher Education No 199/2023 -Government Decision no. 457/2011 on the approval of the Framework Methodology for teaching and research vacancies in higher education, published in the Official Journal of Romania no. 371/26.05.2011, Part I, amended and supplemented by Government Decision no. 883/2018 published in the Official Journal of Romania no. 967 of 15 November 2018 -MENC S Order no. 6129/20.12.2016 on the approval of the minimum necessary and mandatory standards for the award of teaching titles in higher education, professional degrees in research and development, the quality of doctoral supervisor and the habilitation certificate, published in the Official Gazette no. 123 bis of 15 February 2017</p>	<p>+/-</p>	<p><b>Questionnaire results:</b> A very important aspect of recruitment and selection procedures and practices as a whole is their comprehensibility, with around 75% of respondents saying that selection procedures are simple and easy for candidates to understand. One of the most important steps in the recruitment process is the job advertisement, which is an effective tool to attract elite candidates.</p> <p>77.3% of respondents</p>	<p><b>Suggestions for improvement:</b> See items 12-15</p>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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	<p><b>Internal regulations</b> UMFCD's own competition methodology for filling teaching and research positions describes:</p> <ol style="list-style-type: none"> <li>1. minimum criteria for applying to the competition for teaching positions in UMF "Carol Davila" for the positions of University Assistant, Head of Works, University Lecturer and University Professor for an indefinite period for all faculties of the university;</li> <li>2. calculation method for the positions of University Lecturer and University Professor for an indefinite period;</li> <li>3. the method of holding competitions for teaching posts in the UMFCD and the specific evaluation criteria</li> </ol>		confirm that selection announcements contain relevant, complete and detailed information about the post (selection criteria, number of vacancies, etc.).	
<p><b>17. Variations in the chronological order of CVs (Code)</b></p>	<p><b>National support legislation</b> See items 12-16</p> <p><b>Internal regulations</b> See items 12-16</p>	+/-	See items 12-16	<p><b>Initiative undertaken</b> Variations in candidates' professional activity are not penalised, as they prove the information in their CV with supporting documents (employment contracts, seniority certificates, decisions, etc.). If a person fulfils the conditions for advancement to a post, from assistant to lecturer, for example, they will not be legally restricted in exercising this right if they have had variations in professional activity.</p> <p><b>Suggestions for improvement:</b> See pct. 12-15</p>
<p><b>18. Recognition of mobility experience (Code)</b></p>	<p><b>National support legislation</b> See paragraphs 12-16</p> <p>-Order of the Minister of National Education and Scientific Research No 5825/28.11.2016, published in the Official Gazette of Romania Part I, No 980/7.XII.2016</p> <p>-Government Decision No 681/2011 approving the</p>	+/-	<p><b>Questionnaire results:</b> According to more than 75% of the respondents, International Mobility Strategies are valued as qualitative criteria for assessing candidates.</p>	<p><b>Initiative undertaken</b> The University of Medicine and Pharmacy "Carol Davila" (institution organizing doctoral studies I.O.S.U.D.) recognizes the doctoral degree and the title of doctor in science or in a professional field, obtained at: a) accredited higher education or research and development institutions in a</p>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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	<p>Code of Doctoral Studies, published in the Official Gazette No 551/03.08.2011, with subsequent additions and amendments; -Order No 3861/2005 of the Minister of Education and Research on the establishment of postdoctoral research programmes, published in the Official Gazette No 407/13.05.2005;</p> <p><b>Internal regulations</b> -Charter of the University of Medicine and Pharmacy "Carol Davila" of Bucharest, version VII. -The UMFCO Strategic Development Plan supports mobility as an objective of professional career development for teachers and researchers. -I.O.S.U.D. Methodology University of Medicine and Pharmacy "Carol Davila" of Bucharest on the recognition of the doctoral degree and the title of doctor in science or in a professional field, obtained abroad -Regulation on the organisation and conduct of postdoctoral advanced research programmes, in Romanian and English <a href="https://umfcd.ro/wp-content/uploads/2022/SCOALA_DOCTORALA/PROGRAMA_POSTDOCTORALE/UMFCO-Regulament%20institutional%20programe%20post-doctorale%20.pdf">https://umfcd.ro/wp-content/uploads/2022/SCOALA_DOCTORALA/PROGRAMA_POSTDOCTORALE/UMFCO-Regulament%20institutional%20programe%20post-doctorale%20.pdf</a>  <a href="https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/REGULATIONS/Regulations-for-organization-and-deployment-of-post-doctoral-programmes-of-advanced-research-in-IOSUD.pdf">https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/REGULATIONS/Regulations-for-organization-and-deployment-of-post-doctoral-programmes-of-advanced-research-in-IOSUD.pdf</a></p> <p>- Internal methodology for the academic mobility of students in Romanian and English</p>		<p>66.8% of the respondents to the questionnaire consider that the University adequately supports international mobility and academic exchange, offering professional development opportunities and participating in the training of specialists through various internal, national and/or European programmes.</p>	<p>member state of the European Union, the European Economic Area and the Swiss Confederation; b) accredited higher education or research and development institutions included in the List of prestigious universities in other states, approved by the Order of the Minister of National Education and Scientific Research no. 5825/28.11.2016; c) accredited higher education or research and development institutions subject to an international convention on mutual recognition concluded at intergovernmental or inter-university level.</p> <p>I.O.S.U.D. UMFCO permanently collaborates with the National Centre for the Recognition and Equivalence of Diplomas (C.N.R.E.D.) with a view to the recognition of the diplomas and sends to C.N.R.E.D. every six months a centralized situation of the requests for recognition.</p> <p>The financing of postdoctoral advanced research programmes is made from IOSUD-UMFCO's internal income, within the limits of available resources, from other sources (budget allocations, internally or externally funded projects, grants offered by institutes or other research organisations, associations, foundations, etc.) or with the payment of tuition fees.</p> <p>Art. 12. The University of Medicine and Pharmacy "Carol Davila" of Bucharest affiliates postdoctoral researchers who have obtained, in their own name, research grants following participation in national or</p>
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<https://umfcd.ro/studenti/viitori-studenti/mobilitate-academica-an-universitar-2023-2024/>  
<https://umfcd.ro/en/wp-content/uploads/Methodology-of-the-CDUMP-regarding-the-academic-mobility-of-students-from-the-higher-education-institutions-accredited>

international competitions, ensuring their possibility to work in its laboratories.

The operational procedure 16 elaboration of attributions and responsibilities for teaching and research staff ensures the updating of staff data with mobility in the country and abroad, seniority, specialty acquired, scientific title of doctor, as well as changes in salary due to seniority and/or promotion. The UMFC D website contains a page dedicated to outgoing mobility

<https://umfcd.ro/relatii-internationale/erasmus/mobilitati-outgoing/>

and to incoming mobility

<https://umfcd.ro/relatii-internationale/erasmus/mobilitati-incoming/>

The Erasmus+ Office of the Office for European and International Cooperation is in charge of organising the Erasmus Competition, awarding Erasmus grants to students, awarding Erasmus grants to teachers, managing Erasmus inter-institutional agreements, running and managing Erasmus Incoming mobility. Teacher/researcher mobility is supported and encouraged, both teaching and training mobility within the university, as an important objective is to achieve an increase in the quality of teaching and research. Academics present the results of the research/training period and propose





# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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				<p>improvements in teaching and research methodology based on the mobility experience.</p> <p><b>Suggestions for improvement:</b></p> <p>1. Improve the website to support travel abroad for UMFCD employees.</p>
<p><b>19. Recognition of qualifications (Code)</b></p>	<p><b>National support legislation</b></p> <ul style="list-style-type: none"> <li>-Law no. 200/2004 on the recognition of diplomas and professional qualifications for regulated professions in Romania;</li> <li>-Order 5921/2016 for the approval of the Methodology for the automatic recognition, by higher education institutions, respectively institutions organizing doctoral studies in Romania, of the quality of doctoral supervisor obtained in foreign accredited university education institutions;</li> <li>-Order 5922/2016 for the approval of the Methodology for the automatic recognition, by higher education institutions, of teaching positions in university education obtained in accredited university education institutions abroad;</li> <li>-Order 5923/2016 for the approval of the Methodology for the recognition of the doctoral degree and the title of doctor in science or in a professional field, obtained abroad;</li> <li>-Ordinance 6121/2016 on the approval of the Methodology for the recognition of bachelor's, master's and postgraduate diplomas issued by accredited higher education institutions abroad.</li> </ul> <p><b>Internal regulations</b></p> <ul style="list-style-type: none"> <li>-See point 18</li> </ul>	<p>+/-</p>	<p>See items 12-16</p>	<ul style="list-style-type: none"> <li>-See point 18</li> <li>-The individual performance appraisal process is based on the following criteria set out in Art. 5 letter c) of the Law 284/2010 framework on the unitary salary of staff paid from public funds, amended and supplemented: a) knowledge and experience; b) complexity, creativity and diversity of activities; c) judgment and impact of decisions (additional for management positions); d) influence, coordination and supervision (additional for management positions); e) contacts and communication; f) working conditions; g) incompatibilities and special regimes.</li> </ul>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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	<p>-Methodology for the evaluation of the annual individual professional performance of teaching and non-teaching staff</p> <p>-Methodology for awarding merit grading to teaching/assistant teaching staff</p>			
<b>20. Seniority (Code)</b>	<p><b>National support legislation</b></p> <p>-Law no. 53/2003, republished;</p> <p>-National Education Law on Higher Education no 199/2023 with subsequent amendments;</p> <p>-Framework Law No 153/2017.</p> <p><b>Internal regulations</b></p> <p>-Methodology of the U.M.F. "Carol Davila" for the extension of teaching and research activities</p> <p>- Internal methodology for teaching and research positions at UMFC</p>	+/-	<p>Seniority is not a barrier to entry for hiring new science and research staff.</p> <p>Seniority is taken into account in employment, along with professional achievements and contributions to the field of work.</p>	<p><b>Initiative undertaken</b></p> <p>-Employee mobility is supported and employees use it for professionalism and professional and personal opportunities.</p> <p>-Operational procedure 13: Hourly paid employment of vacant teaching posts</p> <p>-Operational procedure 14: Preparation and updating of job descriptions.</p> <p><b>Suggestions for improvement</b></p> <p>-Carry out a survey on the satisfaction of UMFC employees (teaching and administrative staff) and use and integrate its results in the institutional development plan/strategy and in the annual activity plans of the university.</p> <p>-Create a transparent mechanism for attracting and retaining the academic elite in the university, regardless of age.</p>
<b>21. Postdoctoral appointments (Code)</b>	<p><b>National support legislation</b></p> <p>-Law No 53/2003, as amended and supplemented, republished</p> <p>-National Education Act No 1/2011 as amended and supplemented</p> <p><b>Internal regulations</b></p> <p>-Postdocs, in a broad sense, are the category of PhD graduates. Their employment may be on the basis of a fixed-term employment contract for a research project. If the postdoctoral candidate</p>	+/-	<p>Lack of funding can be a barrier to postdoctoral positions.</p>	<p><b>Initiative undertaken</b></p> <p>UMFC creates ways for national or international organizations to access funds for the development of postdoctoral programs.</p> <p>internal projects, international projects or at the initiative of the economic environment:</p> <p>1.Net4SCIENCE: Network for applied doctoral and postdoctoral research in the</p>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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applies for a teaching/research post he/she will become a UMFCF teaching staff member (assistant, lecturer, etc.) or researcher and will benefit from the rights and obligations of the post according to the regulations in force.

- Regulation on the organisation and conduct of postdoctoral research programmes advanced research programmes within IOSUD - University of Medicine and Pharmacy "Carol Davila" of București (approved by Senate Decision no. 6/23.05.2022);  
[https://umfcd.ro/wpcontent/uploads/2022/SCOALA\\_DOCTORALA/PROGRAME\\_P OSTDOCTORALE/UMF CD-Regulament%20institutional%20programe%20post doctorale%20.pdf](https://umfcd.ro/wpcontent/uploads/2022/SCOALA_DOCTORALA/PROGRAME_P OSTDOCTORALE/UMF CD-Regulament%20institutional%20programe%20post doctorale%20.pdf)
- Methodology for the organisation and conduct of admission to the postdoctoral programmes of research postdoctoral fellowships organized within IOSUD - University of Medicine and Pharmacy "Carol Davila" of Bucharest (approved by Senate Decision no. 6/23.05.2022).  
[https://umfcd.ro/wpcontent/uploads/2022/SCOALA\\_DOCTORALA/PROGRAME\\_P OSTDOCTORALE/UMF CD%20-%20Metodologie%20admitere%20programe%20po stdoctorale.pdf](https://umfcd.ro/wpcontent/uploads/2022/SCOALA_DOCTORALA/PROGRAME_P OSTDOCTORALE/UMF CD%20-%20Metodologie%20admitere%20programe%20po stdoctorale.pdf)

fields of smart specialization in Health and Bioeconomy.

2. Supporting the excellence of R&D&I in the field of Health and increasing the competitiveness of the University of Medicine and Pharmacy "Carol Davila" of Bucharest in order to achieve the status of European Regional Leader POCU/993/6/13/154722 with internal grants to PhD students or postdoctoral researchers, who will be appointed project director. The project director will be supervised by a tutor

- Internal Research Grants Competition Rules  
<https://umfcd.ro/cercetare-si-dezvoltare/programe-de-sprijinire-a-cercetarii/burse-interne/>

**Sugestii pentru îmbunătățire**  
Analysis of the possibility of providing financial incentives to attract postdoctoral researchers from abroad  
Strengthening and developing doctoral study programmes, doctoral school and postdoctoral programmes who will be appointed project director. The project director will be supervised by a tutor

- Internal Research Grants Competition Rules  
<https://umfcd.ro/cercetare-si-dezvoltare/programe-de-sprijinire-a-cercetarii/burse-interne/>

**Sugestii pentru îmbunătățire**  
Analysis of the possibility of providing



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				financial incentives to attract postdoctoral researchers from abroad Strengthening and developing doctoral study programmes, doctoral school and postdoctoral programmes
	<b>WORKING CONDITIONS AND SOCIAL SECURITY</b>			
<b>22. Recognition of the profession</b>	<p><b>National support legislation</b> - Law on Higher Education no 199/2023, art. 49 -Law 319/2003, art. 3, para. (1) and (2) -OG nr. 57/2002, art. 1, art. 7 -DECISION No 1.336 of 28 October 2022 approving the Framework Regulation on the organisation and career development of contractual staff in the budgetary sector paid from public funds</p> <p><b>Internal regulations</b> See item 11 The University provides various activities to support research funding applications, pedagogical development, research and teaching mobility, and dissemination and societal engagement. Involvement of researchers in research projects and research policies <a href="https://umfcd.ro/cercetare-si-dezvoltare/proiecte/proiecte-internationale/alliance-for-life-sciences-closing-research-and-innovation-divide-in-the-european-union/">https://umfcd.ro/cercetare-si-dezvoltare/proiecte/proiecte-internationale/alliance-for-life-sciences-closing-research-and-innovation-divide-in-the-european-union/</a>  <a href="https://umfcd.ro/cercetare-si-dezvoltare/proiecte/proiecte-de-dezvoltare-institutionala/pfe_33-2021-sustinerea-excelentei-cdi-in-domeniul-sanatate-si-cresterea-competitivitatii-umfcd-din-bucuresti-pt-lider-regio-european">https://umfcd.ro/cercetare-si-dezvoltare/proiecte/proiecte-de-dezvoltare-institutionala/pfe_33-2021-sustinerea-excelentei-cdi-in-domeniul-sanatate-si-cresterea-competitivitatii-umfcd-din-bucuresti-pt-lider-regio-european</a></p>	+/-	<p>Research is recognised and additionally funded annually on the basis of the annual research performance assessment by National Council for Higher Education Funding (CNFIS). In addition to the obligatory teaching and research activities, project management and research infrastructure/equipment management activities are also added, which could lead to an increase in the efforts of those performing research activities.</p>	<p><b>Initiative undertaken</b></p> <p>-UMFCD has an intense research promotion activity, both through the activity of university teaching staff, but especially through its internal structures, such as DCDI and CSUD.</p> <p>-The Alliance for Life Sciences project, financed by the Horizon 2020 program (Grant agreement No. 964997), aims to professionalize research management by harmonizing practices at the level of universities and research institutions in South-Eastern Europe. The role of doctors as practitioners, scientists and their commitment in research, education and medical practice in a balanced way is little analyzed at the European level, which is the reason for the realization during these months of the deliverable the White Paper on the recognition of professional roles in medicine in the three fields: medical activity, teaching and research.</p> <p><b>Suggestions for improvement</b></p>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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	<a href="https://umfcd.ro/cercetare-si-dezvoltare/proiecte/proiecte-de-dezvoltare-institutionala/consolidarea-la-nivel-institutional-a-competetentelor-cdi-ale-colectivelor-pluridisciplinare-implicate-in-dezvoltarea-directiilor">https://umfcd.ro/cercetare-si-dezvoltare/proiecte/proiecte-de-dezvoltare-institutionala/consolidarea-la-nivel-institutional-a-competetentelor-cdi-ale-colectivelor-pluridisciplinare-implicate-in-dezvoltarea-directiilor</a>			<p>-Encouraging the participation of doctoral students and teaching staff in competitions for doctoral and postdoctoral research grants in the country and abroad</p> <p>-The development of a strategy for attracting and maintaining human resources within the university, at the same time as ensuring opportunities for the development of the university career in synergy with the medical practice in the specialty and respectively for continuous professional training throughout life</p>
<b>23. Research environment</b>	<p><b>National support legislation</b></p> <ul style="list-style-type: none"> <li>-Law no. 319/2006</li> <li>-Law no. 53/2003, Title V, Health and safety at work</li> <li>-Single Collective Labor Agreement for the "Higher Education" Activity Sector no. 716/2019</li> </ul> <p><b>Internal regulations</b></p> <ul style="list-style-type: none"> <li>-The Strategic Plan for Institutional Development 2021-2028 defines research, innovation, human resources as strategic objectives, each with specific objectives and actions dedicated to creating a stimulating environment for research - development and innovation activity</li> <li>-Internal regulation - Rules regarding protection, hygiene and safety at work</li> <li>-Internal regulations regarding occupational health and safety (see point 7)</li> <li>-Individual employment contracts concluded with each individual employee</li> <li>-UMFCD Internal Regulation, Article 7: Occupational Health and Safety Committee</li> </ul>	+/-	<p><b>Questionnaire results:</b></p> <p>A percentage of 44.66% of the interviewees do not have an opinion or do not consider that UMFCD offers researchers and teaching staff the necessary infrastructure to carry out research, regardless of their career level.</p>	<p><b>Initiatives undertaken</b></p> <ul style="list-style-type: none"> <li>-Department for ensuring health and safety at work</li> <li>-Operational procedure no 15 regarding safety and health at work</li> <li>-Researchers have access to relevant research infrastructure.</li> <li>-The University Library provides access to journals, books and databases and DCDI provides publishing support.</li> </ul> <p><b>Suggestions for improvement</b></p> <ul style="list-style-type: none"> <li>-Updating, reorganizing and transferring the data corresponding to the laboratories and research centers within the UMFCD in the new improved EERTIS platform, with the definition of the available research facilities, laboratories, equipment and services</li> <li>-The annual realization of a study on the satisfaction of UMFCD employees in Bucharest (teaching and administrative staff) and the valorization and integration of its results in the institutional development</li> </ul>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



Str. Dionisie Lupu 37, sector 2, București, 020021, România, www.umfcd.ro, email: rectorat@umfcd.ro

				<p>plan/strategy and in the university's annual activity plans</p> <p>-Identifying and implementing opportunities for financing the expansion and modernization of research spaces and technologies in the UMFC</p>
<p><b>24. Working conditions</b></p>	<p><b>National support legislation</b></p> <p>- Law on Higher Education No 199/2023 art. 212, paragraph 4: 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. Updated labor code, art. 108: Homework, 109 and 110</p> <p><b>Internal regulations</b></p> <p>-The work schedule of UMFC employees is established by the Internal Regulation published on the UMFC website chapter V. Work and rest time</p> <p>-UMFC internal regulation, article 20: U.M.F. employees. "Carol Davila" have the right to:</p> <ol style="list-style-type: none"> <li>a) salary corresponding to the position held, including the right to salary regulated by the legislation specific to budgetary institutions;</li> <li>b) daily and weekly rest;</li> <li>c) annual vacation;</li> <li>d) promotion/advancement based on the results obtained in the evaluation of individual professional performances and an exam;</li> <li>e) dignity at work;</li> <li>f) equality of opportunity and treatment;</li> <li>g) information and consultation;</li> </ol>	<p style="text-align: center;">+/-</p>	<p><b>Questionnaire results:</b></p> <p>Perspective on the working conditions offered by UMFC: In relation to the category of principles related to working conditions, three aspects were investigated: knowledge and respect of social rights; fairness in the granting of rights and benefits regardless of career level; quality of interactions with administrative staff.</p> <p>Most respondents (91.4%) agree that they are aware of their basic social security rights and that they benefit from them. Some 80% consider working conditions for all career levels to be adequate. The highest score is found in relation to respect for social rights.</p> <p>More than 85% agree that UMFC administrative staff provide full information on the social rights of teaching staff whenever needed.</p>	<p><b>Initiatives undertaken</b></p> <p>-UMFC internal regulation, article 32: Employees have the right to annual leave, additional leave, medical leave, maternity leave, paternity leave, leave for raising a child or caring for a sick child, paid leave for special family events, leave for professional training, as well as without payment for personal reasons, granted according to the provisions of the law.</p> <p>-UMFC internal regulation, article 28-29: Work performed beyond the normal duration of working time is considered additional work. Additional work cannot be performed without the employee's consent. Overtime worked over the normal duration of working time shall be compensated with appropriate time off, within the next 30 days of their performance or, if this compensation is not possible, overtime shall be paid by adding an increase to the basic salary corresponding to the hours additional services provided, under the conditions provided by law.</p> <p>-UMFC employees have the following facilities:</p> <ul style="list-style-type: none"> <li>- part-time positions;</li> <li>- holiday vouchers;</li> <li>- access to research databases, the Ertis platform;</li> <li>- The University Library provides access to</li> </ul>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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	<p>h) professional training or the right to continuously improve one's professional training;  i) consultation in order to determine and improve working conditions and the working environment;  j) social protection;  k) opinion;  l) to constitute or join trade union, professional, cultural organizations, etc.;  m) health and safety at work;  n) collective negotiation of working conditions.</p>			<p>journals, books and databases  -the email address provided by UMFCD</p> <p><b>Suggestions for improvement</b>  Study on the satisfaction of UMFCD employees in Bucharest (teaching and administrative staff) and the capitalization and integration of its results in the institutional development plan/strategy and in the university's annual activity plans</p>
<p><b>25. Stability and permanence of employment</b></p>	<p><b>National support legislation</b>  -The provisions of Law on Higher Education no 199/2023  -According to the national legislation in force, the stability and continuity of employment for teaching staff and researchers is ensured within the public entities.  -There is flexibility in the possibilities of employing teaching staff/researchers on research projects, which stimulates participation in research projects.</p> <p><b>Internal regulations</b>  -The staff of UMFCD is represented by teaching and research staff, auxiliary teaching staff and administrative technical staff.  The teaching and research staff consists of: staff with a basic norm in the university (with employment contracts for a fixed and indefinite period), staff associated through the accumulation of functions or by hourly payment (with individual employment contracts for a semester or one year university).  -On 27.02.2023 - the start date of the second semester of the academic year 2022-2023 at the level of UMFCD are registered a number of 3287 individual contracts of work, of which:</p>	<p>+/-</p>	<p>UMFCD employees are hired for an indefinite or fixed term, in the cases and conditions provided by law. The individual employment contract can be modified only with the agreement of the parties.</p>	<p><b>Initiatives undertaken</b>  -Operational procedure 37: Hiring and promotion of auxiliary didactic and administrative staff  -Operational procedure 13: Employment under the "hourly payment" regime  -Vacant teaching positions within U.M.F. "Carol Davila" Bucharest are occupied in the regime "hourly payment" of tenured teaching staff, as well as of associated teaching staff.</p> <p><b>Suggestions for improvement</b>  -Promotion and granting of merit grades and salary increases to teaching staff, researchers, auxiliary and non-teaching teaching staff and technical-administrative staff based on performance criteria specific to each staff category.  -The annual realization of a study on the satisfaction of UMFCD employees in Bucharest (teaching and administrative staff) and the valorization and integration of its results in the institutional development</p>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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	<ul style="list-style-type: none"> <li>- 2425 individual employment contracts concluded for an indefinite period;</li> <li>- 858 individual employment contracts concluded for the determined period.</li> </ul>			<p>plan/strategy and in the university's annual activity plans</p>
<p><b>26. Funding and salaries</b></p>	<p><b>National support legislation</b></p> <ul style="list-style-type: none"> <li>-Updated labor code</li> <li>-The provisions of Law on Higher Education no 199/2023,</li> <li>-Gov Decision no. 34/2018 for the approval of the Framework Regulation on the establishment of jobs, categories of staff, the specific amount of the increase for working conditions, as well as the conditions for granting it for staff from the occupational family of budgetary functions "Education</li> <li>- National Strategy for Research, Innovation and Smart Specialization 2022-2027</li> </ul> <p><b>Internal regulations</b></p> <ul style="list-style-type: none"> <li>-UMFCD internal regulation, article 20: U.M.F. employees. "Carol Davila" have the right to:</li> <li>a) salary corresponding to the position held, including the right to salary regulated by the legislation specific to budgetary institutions;</li> <li>b) daily and weekly rest;</li> <li>c) annual vacation;</li> <li>d) promotion/advancement based on the results obtained in the evaluation of individual professional performances and an exam;</li> <li>e) dignity at work;</li> <li>f) equality of opportunity and treatment;</li> <li>g) information and consultation;</li> <li>h) professional training or the right to continuously improve one's professional training;</li> <li>i) consultation in order to determine and improve</li> </ul>	<p>+/-</p>	<p>The poor attractiveness of the R&amp;D system for researchers, especially compared to universities and research institutes outside of Romania, under the conditions of underfunding and the low prestige of universities and institutes, limits the ability to attract, train and retain researchers performers from both Romania and abroad.</p> <p>There is a lack of predictability at the national level of financing programs, to attract foreign researchers, including Romanian researchers from the diaspora, although there is also experience successful cases. Universities and institutes in Romania, with exceptions, seem to be closed or difficult to access for researchers from abroad, contrary to the public announcement in</p>	<p><b>Initiatives undertaken</b></p> <p>Based on the annual individual evaluations of the teaching staff, differentiations are made in the didactic staffing norms. Incentives are given to UPB staff through merit grading. The merit grading is established at the faculty level (on the basis of a file competition), and the number of merit gradings for each faculty is established at the university level.</p> <p>Increases are granted for hazardous and harsh working conditions (laboratories). Doctoral allowance is granted.</p> <p>Operational procedure 37: Hiring and promotion of auxiliary teaching and administrative staff</p> <p><b>Suggestions for improvement</b></p> <p>National Strategy for Research, Innovation and Intelligent Specialization 2022-2027 work: institutional funding programs to support young people high-performing researchers, programs to mainly finance research organizations of excellence (with a higher level of attestation in CDI activity), which benefit from equipment of performing research.</p>





# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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	<p>working conditions and the working environment; j) social protection; k) opinion; l) to constitute or join trade union, professional, cultural organizations, etc.;</p> <p>m) health and safety at work; n) collective negotiation of working conditions.</p>		<p>EURAXESS of free research positions and declarations of internationalization or regarding the adoption of ERA objectives.</p> <p>Funding tools for high-performing young researchers have been reduced in recent years, which led to their mobility outside the country's borders, in the CDI field, or even to their departure to other economic sectors, more financially motivating.</p>	
<p><b>27. Gender balance</b></p>	<p><b>National support legislation</b> -Law 202/2002 on equal opportunities between women and men -GOVERNMENT DECISION no. 1,547/2022 for the approval of the National Strategy regarding the promotion of equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022—2027.</p> <p><b>Internal regulations</b> -UMFCD internal regulation, article 17: Within labor relations, the principle of equal treatment for all employees operates. (2) Any direct or indirect discrimination against an employee, based on criteria of sex, sexual orientation, genetic characteristics, age, nationality, race, color, ethnicity, religion, political choice, social origin, disability, situation or family responsibility, membership or trade union activity</p>	<p>+/-</p>	<p><b>Questionnaire results:</b> Relatively balanced distribution of the two genders of the respondents to the questionnaire, which respects the structure of weights existing at the level of our university (of the respondents, 66% are represented by women). 440 respondents out of 506 support the fact that the selection committee includes both women and men. 391 of the respondents state that UMFCD is firmly engaged in activities aimed at combating discrimination of any type.</p>	<p>Initiative undertaken Adoption of the Gender Equality Plan 2022-2025 in line with the requirements of the European Research Area and the Horizon Europe Strategy.</p> <p>Suggestions for improvement Improvement of the GGP based on the results of the questionnaire</p>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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	<p>and others, is prohibited. Article 20 (1) U.M.F. employees "Carol Davila" have the right to:</p> <ul style="list-style-type: none"> <li>a) salary corresponding to the position held, including the right to salary regulated by the legislation specific to budgetary institutions;</li> <li>b) daily and weekly rest;</li> <li>c) annual vacation;</li> <li>d) promotion/advancement based on the results obtained during the performance evaluation individual professionals and an exam;</li> <li>e) dignity at work;</li> <li>f) equality of opportunity and treatment;</li> <li>g) information and consultation;</li> <li>h) professional training or the right to continuously improve one's training professional;</li> <li>i) consultation in order to determine and improve working conditions and a work environment;</li> <li>j) social protection;</li> <li>k) opinion;</li> <li>l) to constitute or join trade union, professional, cultural organizations, etc.;</li> <li>m) health and safety at work;</li> <li>n) collective negotiation of working conditions.</li> </ul>		<p>404 of the respondents state that gender equality and equal opportunities are actively supported at the university level.</p>	
<p><b>28. Career development</b></p>	<p><b>National support legislation</b> -Law on Higher Education No 199/2023, art103 -Order no. 3850/2017 for the approval of the Methodology-framework for the organization of psycho-pedagogical training programs within accredited higher education institutions in order to certify competences for the teaching profession</p>	<p>+/-</p>	<p>Strategic Plan for Institutional Development 2021-2029 revised – SWOT Analysis – Weaknesses - There is still a certain variability in access to opportunities for research,</p>	<p><b>Initiatives undertaken</b> -Operational procedure 23 – Organization of continuing medical education courses and courses for obtaining certificates -The development of pedagogical training opportunities for teachers - collaboration protocol with the University of Bucharest</p>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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	<p>-GEO 58/2023 of 12.06.2023 regarding some measures for granting a teaching career bonus for teaching and auxiliary teaching staff, as well as a professional career bonus for non-teaching staff in state education, supported by non-refundable external funds</p> <p><b>Internal regulations</b></p> <p>-University Charter art 15: University autonomy in the didactic and scientific field is manifested through:</p> <ul style="list-style-type: none"> <li>a. the right to organize, in accordance with the law, their own education and research standards at all levels;</li> <li>b. the right to organize continuous training and improvement activities;</li> </ul> <p>art 33: Full-time 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 consent 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.</p> <p>-Institutional structures for career development: Department of postgraduate training and Continuing Medical Education Psychological, Educational and Professional Counseling Center etc</p>		<p>professional development and meeting the criteria for promotion in the academic career for teaching staff</p> <p><b>Questionnaire results:</b></p> <p>Approximately 65% believe that the University offers staff training and continuing education opportunities suitable for teaching and research activities, thus being expressed by 35% of the respondents the need for adequate professional training for carrying out teaching activities.</p> <p>Approximately 70% of respondents confirm that the University operates with clear procedures regarding advancement in teaching and research careers.</p>	<p>and the participation in the pedagogical training modules of a number of 56 young teachers was financed (FDI project and the university's own income).</p> <p>-Annual calendar of courses for CERTIFICATES of complementary studies published on the university website <a href="https://umfcd.ro/wp-content/uploads/2023/POSTUNIVERSITAR/CURSURI_DE_PERFECTIONARE/2022-2023/an-2022-2023-atestat-la-data-2023-06-15.pdf">https://umfcd.ro/wp-content/uploads/2023/POSTUNIVERSITAR/CURSURI_DE_PERFECTIONARE/2022-2023/an-2022-2023-atestat-la-data-2023-06-15.pdf</a></p> <p>-Annual Calendar of Continuing Medical Education Courses (EMC) <a href="https://umfcd.ro/wp-content/uploads/2023/POSTUNIVERSITAR/CURSURI_DE_PERFECTIONARE/2022-2023/an-2022-2023-emc-la-data-2023-06-22.pdf">https://umfcd.ro/wp-content/uploads/2023/POSTUNIVERSITAR/CURSURI_DE_PERFECTIONARE/2022-2023/an-2022-2023-emc-la-data-2023-06-22.pdf</a></p> <p>-UMFCD has implemented projects financed by internal and European funds for the development of didactic skills, for supporting innovative approaches in higher education and stimulating didactic attitudes and skills, respectively for increasing the scientific capacity of research teams through international collaborations.</p> <p>In 2022, the project POCU/918/4/8/149892" Program was implemented in the university postgraduate training in health economics [HEALTHESIS]". Within this project, developed postgraduate program in health economics, in partnership with the University of Medicine,</p>
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# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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				<p>Pharmacy, Sciences and Technology "Emil Palade" from Târgu Mureș and with the University of Medicine and Pharmacy "Iuliu Hațieganu" from Cluj Napoca and based on a collaboration with experts from universities international and national experts in the economic field.</p> <p>Suggestions for improvement Rector's Report 2022 - encouraging international mobility as a means of career development; the creation of institutional mechanisms and strategies to encourage training activities and to support the development of teaching and research careers</p>
<p><b>29. Value of mobility.</b></p>	<p><b>National support legislation</b> - Law on Higher Education No 199/2023 -Law no. 319/2003, ch. VI</p> <p><b>Internal regulations</b> -Operational Procedure 10 – Issuing travel decisions in the country and abroad -Operational Procedure 27 – Erasmus Contest -Operational Procedure 28 - Awarding Erasmus grants to students -Operational Procedure 29 - Awarding Erasmus grants -Operational Procedure 30- Erasmus inter-institutional agreements -OP 57 Implementation and Administration of ERASMUS Incoming Mobility</p>	<p>+/-</p>	<p><b>Questionnaire results:</b> 66.8% of respondents to the questionnaire believe that the University adequately 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</p>	<p><b>Initiatives undertaken</b> UMFCD promotes programs and projects to encourage and support the international mobility of researchers and teaching staff. In order to manage this activity, at the university level, there are dedicated departments, the Mobility Service and Cooperation Agreements, respectively the Erasmus Office. The UMFCD website contains a page dedicated to outgoing mobilities <a href="https://umfcd.ro/relatii-internationale/erasmus/mobilitati-outgoing/">https://umfcd.ro/relatii-internationale/erasmus/mobilitati-outgoing/</a> and to incoming mobilities <a href="https://umfcd.ro/relatii-internationale/erasmus/mobilitati-incoming/">https://umfcd.ro/relatii-internationale/erasmus/mobilitati-incoming/</a></p>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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				<p>The Erasmus+ Office within the Office for European and International Cooperation deals with the organization of the Erasmus Competition, the awarding of Erasmus grants to students, the awarding of Erasmus grants to teaching staff, the management of Erasmus inter-institutional agreements, the implementation and administration of Erasmus Incoming mobilities. Teaching/researcher mobilities are supported and encouraged, both teaching and training mobilities within the university, as an important objective is to achieve an increase in the quality of teaching and research. Teaching staff present the results of the research/training period and propose improvements to the teaching and research methodology based on the mobility experience.</p> <p><b>Suggestions for improvement</b> Rector's Report 2022 - encouraging international mobility as a means of career development; the creation of institutional mechanisms and strategies to encourage training activities and to support the development of teaching and research careers</p>
<p><b>30. Access to career advice.</b></p>	<p><b>National support legislation</b> -Law on Higher Education No 199/2023 -Order of the Minister of National Education no. 650/2014 – Framework methodology regarding the organization and operation of career counseling and guidance centers in the higher education system in Romania, modified by Order of the Minister of Education and Scientific Research no.</p>	<p>+/-</p>	<p>Institutional Development Strategic Plan 2021-2028 – SWOT Analysis: The career plan for the medical student and resident doctor/pharmacist nationally still shows a considerable level of</p>	<p><b>Initiatives undertaken</b> Creation of various career guidance manuals posted on the website <a href="https://umfcd.ro/studenti/servicii-sociale/consiliere-si-orientare-in-cariera/">https://umfcd.ro/studenti/servicii-sociale/consiliere-si-orientare-in-cariera/</a></p> <p><b>Suggestions for improvement</b></p>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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	<p>3070/2015</p> <p><b>Internal regulations</b> Psychological, Educational and Professional Counseling Center: planning the career path of students and/or graduates in order to - identify interests and professional skills through specific tests; assistance in making motivation letters, personal portfolio, CV; preparing for an interview for a job; support in making a career decision and creating a career plan; identifying opportunities to develop skills and competencies needed on the labor market, etc</p>		<p>uncertainty, which limits the option for medical careers among the younger generations</p>	<p>Developing the activity of the Career Counseling and Orientation Center to ensure the counseling of as many students as possible, the organization of career events</p>
<p><b>31. Intellectual Property Rights.</b></p>	<p><b>National support legislation</b> 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 on service inventions</p> <p><b>Internal regulations</b> In accordance with the provisions of the Charter of U.M.F. "Carol Davila", from a professional point of view, the members of the university community have the following rights: to develop and improve professionally, to freely choose their scientific research topics in the field of competence, in accordance with academic freedom, in compliance with the norms ethical, deontological and legal, to publish, communicate and discuss research results within the University and outside it, to promote hierarchically, in accordance with the legal provisions and standards established by the University Senate, to guarantee their rights of intellectual and industrial property in accordance</p>	<p>+/-</p>	<p><b>Questionnaire results:</b> The new technology 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 collaboration between the environment academic, industry and the introduction on the market of some technologies resulting from the research-development activity.</p>	<p>In order to improve the quality of legal support for its researchers in matters of intellectual property and ethics and to provide additional support for the establishment of research and transfer projects, in October 2022, the establishment of the Transfer Center was approved by Decision of the University Senate technological CTT-UMFCD and its organizational structure.</p> <p>There is and is being implemented the operational procedure regarding the conduct of the activity of the Scientific Research Ethics Commission as well as the operational procedure regarding the Ethical Counseling</p> <p>The training program based on advanced university studies includes four disciplines that contribute to the acquisition of ethical criteria in scientific research and intellectual property: Ethics and academic integrity. Bioethics of scientific research on human subjects</p>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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	<p>with the legislation in force and with the provisions of the University Code of Ethics and Deontology.  <a href="https://umfcd.ro/wp-content/uploads/Codul-de-etica-si-deontologie-profesionala.pdf">https://umfcd.ro/wp-content/uploads/Codul-de-etica-si-deontologie-profesionala.pdf</a></p> <p><a href="https://umfcd.ro/wp-content/uploads/2021/REGULAMENTE/INTEGRITATE_ACADEMICA/SD%20Strategia%20UMFCD%20de%20prevenire%20si%20%20combatere%20a%20plagiului%20dec%202021.pdf">https://umfcd.ro/wp-content/uploads/2021/REGULAMENTE/INTEGRITATE_ACADEMICA/SD%20Strategia%20UMFCD%20de%20prevenire%20si%20%20combatere%20a%20plagiului%20dec%202021.pdf</a></p>			<p>Scientific research legislation          Ethics of laboratory animal research (optional).          Intellectual property. Drafting of the doctoral thesis (optional)</p> <p>Suggestions for improvement          UMFC D Intellectual Property Policy          Guidelines for the use of intellectual property (IP) at UMFC D          Operational procedures for technology transfer at UMFC D level          Technology Transfer Strategy at UMFC D level</p>
<p><b>32. Co-authorship.</b></p>	<p><b>National support legislation</b>          Law 64/1991 on patents for inventions (Art. 4(1)):          "If the invention has been created jointly by several inventors, each of them is co- author of the invention and the right belongs jointly to them."          Regulation implementing Law No 64/1991 on patents for invention, republished, Official Gazette, Part I, No 456 of 18 June 2008.          Law No 8/1996 on copyright and related rights, republished, Articles 12 and 13</p> <p><b>Internal regulations</b>          -As the university participates in numerous networks, the policy of collaboration between researchers is always a strategic priority.          -Doctoral studies contract          -Internal competition methodology for teaching and research positions at the University of Medicine and Pharmacy "Carol Davila" Bucharest</p>	<p style="text-align: center;">-/+</p>	<p>The UMFC D Rector's report of 2022 identifies the need to accelerate activities dedicated to technology transfer in order to exploit the results research with high translational and application potential, with the chance of generating patents, spin-offs and start-ups.</p>	<p><b>Initiative undertaken</b>          In UMFC D, researchers are recognized as independent authors and co-authors in accordance with international practice in the field</p> <p><b>Suggestions for improvement</b>          The University will actively participate in efforts to improve the legal assistance offered to its researchers (protection of intellectual property rights and copyrights, negotiation and preparation of research contracts and consortium agreements).          The integration of our institution into our various networks and alliances will strengthen the development of collaborative strategies and practices.</p>



# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



Str. Dionisie Lupu 37, sector 2, București, 020021, România, www.umfed.ro, email: rectorat@umfed.ro

<p><b>33. Teaching</b></p>	<p><b>National support legislation</b>            -Law on Higher Education No 199/2023            -Order No 3850/2017 approving the Framework Methodology for the organisation of psycho-pedagogical training programmes in accredited higher education institutions for the certification of competences for the teaching profession.</p> <p><b>Internal regulations</b>            UMFCF has a constant interest for the development of teaching competences of academic staff. Through the Department of Training for the Teaching Career and Socio-Human Sciences, the initial and compulsory pedagogical training of early career teachers (doctoral students, postdoctoral students, assistants and lecturers) is provided.</p> <p>Institutional structures with a role in the pedagogical training of teachers:            Department of Postgraduate Training and Continuing Medical Education            Centre for Psychological, Educational and Professional Counselling</p>	<p style="text-align: center;">+/-</p>	<p>The teaching process is an essential means of structuring and disseminating knowledge and should therefore be considered as an important option in the career path of researchers</p>	<p>The project Alliance for Life Sciences: From Strategies to Actions in Central and Eastern Europe, funded by the Horizon 2020 programme (Grant agreement No. 964997) aims to professionalise research management by harmonising practices at universities and research institutions in South and Eastern Europe.</p> <p>White paper on combining research, teaching and/or medical practice. The role of doctors as practitioners, scientists and their commitment to research, education and medical practice in a balanced way is little explored at European level, which is why the White Paper on the recognition of professional roles in medicine in the three areas of medical activity, teaching and research has been produced in recent months.</p> <p>Development of pedagogical training opportunities for teachers - collaboration protocol with the University of Bucharest and participation in pedagogical training modules for 56 young teachers was financed (IDF project and the university's own income).</p>





# UNIVERSITATEA DE MEDICINĂ ȘI FARMACIE „CAROL DAVILA“ DIN BUCUREȘTI



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				<p><b>Suggestions for improvement</b></p> <p>Strategic Institutional Development Plan 2021-2028: Conduct an annual survey on the satisfaction of UMFC D employees in Bucharest (teaching and administrative staff) and use and integrate its results in the institutional development plan/strategy and in the annual activity plans of the university.</p>
<p><b>34. Complains/ appeals</b></p>	<p>National support regulations -Law No 319/2003, Art. 25 -Labour Code, art. 247 - 252 on Disciplinary Commission</p> <p>Internal regulations -UMFC D internal regulations, chapter XII, article 84: Settlement of individual requests or complaints from employees -Charter of the University, version VII, 2023: The resolution of complaints and referrals concerning deviations from university ethics is carried out by the Ethics and Professional Deontology Commission.</p>	+/-	<p><b>Questionnaire results:</b></p> <p>The University's Ethics and Deontology Committee CEDU deals adequately with the complaints received, as stated by 58.7% of the staff, 33% having no clear opinion and 8.3% expressing disagreement with this statement.</p>	<p>Initiative undertaken</p> <p>Any person, inside or outside the university, can report misconduct by members of the university community to the University Ethics Committee.</p> <p>The University Ethics Committee keeps the identity of the person making the complaint confidential.</p> <p>Following the referral, the University Ethics Committee shall initiate the procedures laid down in the Code of Ethics and University Deontology, the University Charter and the legislation in force. The Commission shall reply to the complainant within 30 days of receipt of the complaint and shall inform the complainant of the outcome of the procedures once they have been completed. There is and is implemented the operational procedure on the Conduct of the Scientific Research Ethics Committee and the operational procedure on Ethics Counselling.</p> <p><b>Suggestions for improvement</b></p> <p>Internal dissemination, via the intranet, of the committees/structures and the regulations/instructions on their tasks.</p>
<p><b>35. Participation in decision-making bodies</b></p>	<p>National support legislation Law on Higher Education No 199/2023</p>	+/-	<p>The activities of the decision-making bodies, commissions / consulting</p>	<p><b>Initiative undertaken</b></p> <p>Researchers (academics) are represented in advisory and decision-making bodies, where</p>



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	<p><b>Internal regulations</b></p> <ul style="list-style-type: none"> <li>-University Charter, version VII, 2023</li> <li>- Regulation on the organization and conduct of elections in the structures and leadership positions 2020-2024, adopted by the Senate of the University of Medicine and Pharmacy "Carol Davila" Bucharest on 06.09.2022, chapter 1, art 1: Members of the university community have the right to participate in the management of the University structures, to elect and to be elected to leadership positions without any kind of discrimination, except in situations where the legislation in force provides for special eligibility criteria. Art 4: The management structures are composed of representative teaching and research staff with scientific prestige, moral authority and managerial skills. Elections at all levels shall be by universal, direct and secret ballot. Voting is personal and cannot be by proxy.</li> </ul>		<p>and information bodies have to be better disseminated throughout the UMFC community.</p>	<p>they can defend and promote not only their own interests but also collective ones (e.g. in the university Senate and Faculty Councils). There is a pro-rector and pro-deans with research responsibilities. Permanent academic staff elect representatives to department and faculty councils and to the University Senate. Trade unions participate in the interests of their members in negotiations on pay and working conditions.</p> <p><b>Suggestions for improvement</b></p> <p>Develop internally, via the intranet, a section dedicated to the publication of the activities of the committees/management structures and their decisions of public interest, structured by the operational areas of the university: education, research, innovation, human resources, administrative capacity.</p>
	<p><b>CURSURI DE PERFECTIONARE ȘI DEZVOLTARE PROFESIONALĂ</b></p>			
<p><b>36. Relation with supervisors</b></p>	<p>National support legislation</p> <ul style="list-style-type: none"> <li>-Law on Higher Education No 199/2023</li> <li>-Law No 288/2004 on the organisation of university studies, as amended and supplemented;</li> <li>-Order of the Minister of Education and Research No. 5037/2013 on the correspondence between doctoral/master's degree fields, doctoral degree fields and PhD fields;</li> </ul>	<p>+/-</p>	<p>Strategic Institutional Development Plan 2021-2029 revised: UMFC SWOT Analysis - Weaknesses: Mentoring and tutoring programs need more development and integration with the Alumni community.</p>	<p><b>Initiative undertaken</b></p> <p>In accordance with the annual doctoral admission methodology, when applying for admission to the admission competition, the candidate for doctoral studies chooses a doctoral supervisor from among those supervisors who have allocated vacancies for that admission competition. In order to register for the admission competition, candidates must obtain from their future PhD supervisor the Agreement in Principle signed on the application form. Postdoctoral researchers carry out their advanced research under the supervision of</p>



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	<p>-Order of the Minister of Education no. 3102/08.02.2022 for the approval of the Framework-Methodology on the organisation of admission to undergraduate, master and doctoral degree courses;</p> <p>Internal regulations</p> <p>-UMFCD is an Organizing Institution for Doctoral Studies (IOSUD). IOSUD is managed by CSUD (Council for Doctoral Studies). The Doctoral School is an organizational and administrative structure set up within the IOSUD. The Doctoral School includes doctoral supervisors and doctoral students. The list of PhD supervisors is updated annually. <a href="https://umfcd.ro/despre-umfcd/organizare/scoala-doctorala/">https://umfcd.ro/despre-umfcd/organizare/scoala-doctorala/</a></p> <p>-Postdoctoral advanced research programmes are also developed, in which PhD supervisors who have expressed their willingness to be mentors under the terms of the regulations posted on the website propose scientific research topics. <a href="https://umfcd.ro/wp-content/uploads/2022/SCOALA_DOCTORALA/PROGRAMA_POSTDOCTORALE/UMFCD-Regulament%20institutional%20programe%20post-doctorale%20.pdf">https://umfcd.ro/wp-content/uploads/2022/SCOALA_DOCTORALA/PROGRAMA_POSTDOCTORALE/UMFCD-Regulament%20institutional%20programe%20post-doctorale%20.pdf</a></p>			<p>a mentor. The postdoctoral researcher must devote a significant amount of time to the postdoctoral programme, be involved in the scientific research work carried out in the doctoral school and contribute to the objectives of the research programme. The mentor ensures the scientific coordination of the postdoctoral researcher's work and facilitates the postdoctoral researcher's acquisition of advanced scientific research skills in accordance with international standards and practices.</p> <p>-Revised regulations/procedures:</p> <p>(i)Methodology for the organisation of admission to doctoral studies in the year 2023 - 2024 with three sections:</p> <p>-Section 1. Admission of candidates who are Romanian citizens and citizens of European Union Member States, European Economic Area countries and of the Swiss Confederation (approved by the Senate Decision no. 2/2022),</p> <p>-Section 2. Admission of candidates who are foreign citizens of third countries of the European Union Pre-study (approved by Senate Decision No 3/2022) and</p> <p>-Section 3. Admission of Romanian candidates from Pre-Student Countries (approved by Senate Decision No 3/2022);</p> <p>(ii)Guidelines for the preparation and writing of the doctoral thesis</p> <p><a href="https://umfcd.ro/wp-content/uploads/2023/SCOALA_DOCTORALA/ADMITERE_DOCTORAT_2023_2024/Metodologie%20admitere%20doctorat%20UMFCD_2023_2024.pdf">https://umfcd.ro/wp-content/uploads/2023/SCOALA_DOCTORALA/ADMITERE_DOCTORAT_2023_2024/Metodologie%20admitere%20doctorat%20UMFCD_2023_2024.pdf</a></p>
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				<p><a href="https://umfcd.ro/wpcontent/uploads/2022/SCOALA_DOCTORALA/Ghid%20de%20redactare%20a%20tezei%20de%20doctorat%202022.pdf">https://umfcd.ro/wpcontent/uploads/2022/SCOALA_DOCTORALA/Ghid%20de%20redactare%20a%20tezei%20de%20doctorat%202022.pdf</a></p> <p><b>Suggestions for improvement</b> "Strategic Plan for Institutional Development 2021-2029" revised. DS 3. Development and valorization of human capital. Priority will be given to the development of mentoring and coaching programs and the provision of extensive opportunities for continuous professional training, in order to stimulate continuous development of skills and competences both for the teaching and research staff, as well as for the other categories of staff (teaching and auxiliary research staff, administrative staff). These programs and opportunities will develop in the context of an ambitious and coherent policy for the promotion of creativity and originality, oriented towards the recognition of merits and the formation and development of capacities.</p>
<p><b>37. Supervision and managerial duties</b></p>	<p><b>National support legislation</b> - Law on Higher Education No 199/2023 -Law No 288/2004 on the organisation of university studies, as amended and supplemented; -Order of the Minister of Education and Research No. 5037/2013 on the correspondence between doctoral/master's degree fields, doctoral degree</p>	<p>+/-</p>	<p>To support the professional development of early career researchers, UMFCF has elaborated a methodological framework for the organization of courses and doctoral school</p>	<p><b>Initiative undertaken</b> UMFCF implements nationally funded projects and its own funds to support the career development of young researchers. See item 36</p> <p><b>Suggestions for improvement</b></p>



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	<p>fields and PhD fields; -Order of the Minister of Education no. 3102/08.02.2022 for the approval of the Framework-Methodology on the organisation of admission to undergraduate, master and doctoral degree courses;</p> <p><b>Internal regulations</b> See item 36</p>		<p>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>See pct 36</p>
<p><b>38. Continuing Professional Development</b></p>	<p><b>National support legislation</b> See item 28</p> <p><b>Internal regulations</b> See item 28</p>	<p>+/-</p>	<p><b>Questionnaire results:</b> 63% of respondents state that the teaching load, especially for early-career teachers, allows research to be carried out in optimal conditions (Figure 19) and about 65% believe that the University provides staff with adequate training and continuing education opportunities for teaching and research (Figure 20). These two topics underline that both teaching and research activities have room for improvement by ensuring a real balance between research and teaching activities as well as the need for adequate professional training for teaching activities.</p>	<p>Initiative undertaken</p> <ul style="list-style-type: none"> <li>-UMFCD has implemented ESF and IDF funded projects to provide continuous training activities.</li> <li>-UMFCD has developed structures with a role in continuing professional development: the Innovation and E-Health Centre.</li> <li>-See item 28 and item 29</li> </ul> <p>Suggestions for improvement</p> <ul style="list-style-type: none"> <li>- Strengthening of the Innovation and E-Health Centre</li> <li>- See item 28 and item 29</li> </ul>
<p><b>39. Access to research training and continuous development</b></p>	<p><b>National support regulations</b> See point 28</p>	<p>+/-</p>	<p><b>Questionnaire results:</b> 66.8% of respondents to the questionnaire consider</p>	<p><b>Initiative undertaken</b></p> <ul style="list-style-type: none"> <li>-University Library - Facilitate training and professional development through webinar</li> </ul>



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	<p><b>Internal regulations</b></p> <ul style="list-style-type: none"> <li>-Internal organisational structures responsible for the continuous development of students, teachers, researchers</li> <li>-Research career development programmes, financed by own funds</li> <li>-Encouraging participation in short-term mobility for travel to conferences, workshops</li> </ul>		<p>that the University adequately supports international mobility and academic exchange, offering professional development opportunities and participating in the training of specialists through various internal, national and/or European programmes</p>	<p>presentations and training in the use of electronic resources  <a href="https://biblioteca.umfed.ro">https://biblioteca.umfed.ro</a>          -ANELIS Plus project (Association of Universities, Research and Development Institutes and Central University Libraries in Romania) for accessing platforms and resources in research          -The Centre for Intensive Computing and Computational Medicine -CCIMC- participates in and develops projects that include computational medicine components, and provides the necessary infrastructure for the functioning of an integrated research cluster, which facilitates the access of Romanian researchers to computational resources, local and foreign medical databases, contributing to the integration of local research.          -Innovation and e-Health Centre - developing skills and competences of students and doctors in innovation and digital health activities in order to increase competitiveness and adapt to the digitisation of education and health systems.          -Collaboration agreement with the Crowdhelix Network (CHX) - a pan-European European Open Innovation, which enables research technology organisations and industry to collaborate to initiate pioneering projects under Horizon Europe          Running the Carol Davila Research Grants Programme</p> <p><b>Suggestions for improvement</b></p>
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				<p>"Strategic Institutional Development Plan 2021-2029 revised"</p> <ul style="list-style-type: none"> <li>-Optimization of undergraduate, master and doctoral programs, in collaboration with partner universities in the country and abroad, with a focus on the educational offer with teaching in international languages, in order to stimulate exchange programs for students or teachers</li> <li>-Develop the range of postgraduate courses and complementary study certificates in line with the evolving need for training and the requirements of over-specialisation in the medical-pharmaceutical field</li> <li>-Promote training methods based on inventive technologies in all training cycles</li> <li>-Facilitating access to UMF teaching staff training programs in the field of academic quality assurance</li> <li>-Stimulating the performance of teaching and research, teaching-assistant and administrative staff, by supporting participation in continuous training programs</li> </ul>
<p><b>40. Supervision</b></p>	<p><b>Internal regulations</b></p> <ul style="list-style-type: none"> <li>-Supervision is carried out for each human resource involved, from the moment of hiring, for optimal results in a short period of time, increasing over time the responsibilities of each position.</li> <li>-Attitude of collegiality and academic integrity underpins supervision.</li> </ul>	<p>+/-</p>	<p>The University of Medicine and Pharmacy "Carol Davila" of Bucharest is an Organizing Institution for Doctoral Studies (IOSUD). IOSUD is managed by CSUD (Council for Doctoral Studies). The Doctoral School is an organizational and administrative structure set up within</p>	<p>Initiative undertaken</p> <ul style="list-style-type: none"> <li>-The Doctoral School includes PhD supervisors and PhD students. The list of PhD supervisors is updated annually. <a href="https://umfcd.ro/despre-umfcd/organizare/scoala-doctorala/">https://umfcd.ro/despre-umfcd/organizare/scoala-doctorala/</a></li> <li>-The responsibilities of the doctoral student and the supervisor are stipulated in the Doctoral Studies Contract. Postdoctoral advanced research programmes developed,</li> </ul>



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			IOSUD.	<p>in which PhD supervisors who have expressed their willingness to be mentors under the terms of the regulations posted on the website propose scientific research topics.</p> <p><a href="https://umfcd.ro/wp-content/uploads/2022/SCOALA_DOCTORALA/PROGRAME_POSTDOCTORALE/UMFCD-Regulament%20institutional%20programe%20postdoctorale%20.pdf">https://umfcd.ro/wp-content/uploads/2022/SCOALA_DOCTORALA/PROGRAME_POSTDOCTORALE/UMFCD-Regulament%20institutional%20programe%20postdoctorale%20.pdf</a></p> <p><a href="https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/REGULATIONS/Regulations-for-organization-and-deployment-of-post-doctoral-programmes-of-advanced-research-in-IOSUD.pdf">https://umfcd.ro/en/wp-content/uploads/2023/QUALITY_MANAGEMENT/REGULATIONS/Regulations-for-organization-and-deployment-of-post-doctoral-programmes-of-advanced-research-in-IOSUD.pdf</a></p>
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