

**METHODOLOGY**  
**regarding the organization and process**  
**of admission to Post-Doctoral Programs**

## CHAPTER I

### General description

**Art. 1** The Institution Organizing Doctoral Studies - West University of Timișoara (IOSUD-UVT) organizes the admission competition for postdoctoral advanced research programs in the fundamental fields / branches of science specific to its Doctoral Schools as well as of interdisciplinary nature.

**Art. 2.**

- a. Within IOSUD-UVT the postdoctoral programs of advanced research are carried out on a full-time basis and with funding from WUT's own resources.
- b. The duration of postdoctoral studies is 24 months.
- c. The postdoctoral research program may be conducted in Romanian or in English and is intended for both Romanian and foreign citizens with potential to achieve research performance.

**Art. 3.** IOSUD-UVT will publish information on the admission process, including the results of the admission competition for the postdoctoral programs of advanced research. The results of the competition for admission to the advanced postdoctoral research programs will be kept on the web pages for one year from the date of publication of the results.

**Article 4.** The admission to postdoctoral programs of advanced research within IOSUD- UVT is carried out according to the Calendar of the selection of candidates to the admission competition for postdoctoral programs of advanced research for each academic year.

## CHAPTER II

### Financial aspects

**Art. 5.** The Postdoctoral Research Program offers scholarships to candidates who have obtained their PhD degree in the last 5 years in the country or abroad, as follows:

- 15 postdoctoral fellowships with scholarships,
- 10 postdoctoral grants without scholarships.

**Art. 6.** For a budgeted postdoctoral grant:

- a. The allocated amount of 1,500,000 lei is distributed over a period of two years.
- b. Funding is provided from WUT's own income.
- c. Postdoctoral researchers will receive a monthly stipend ranging from 4500 to 6000lei, with the possibility to spend the unused balance of the total amount of the grant to cover other budget categories relevant to the conduct of research activities.
- d. In the case of non-scholarship postdoctoral grants, postdoctoral fellows will benefit from mentoring, research and accommodation infrastructure and other WUT logistical facilities made available to

postdoctoral fellows.

**Art. 7.** Postdoctoral researchers who need to relocate to Timișoara benefit from free accommodation in the spaces provided by the WUT.

## CHAPTER III

### Eligibility requirements for candidates

#### Art. 8

**a.** The candidate must hold a doctoral title, having obtained his/her doctoral degree no more than 5 years before the date of application. For candidates who have obtained the title in Romanian universities, the date mentioned in the Order of the relevant minister confirming the doctoral degree and in which the name of the candidate is stipulated shall be taken into consideration.

**b.** By way of exception, candidates who have publicly defended their doctoral thesis at the time of submitting their application are also eligible, provided that the postdoctoral training period takes place after the official confirmation of their doctoral title, or candidates who have obtained the certificate of excellence at the 'Marie Skłodowska Curie' competitions organized by the European Commission, regardless of when they obtained their doctoral title.

#### Art. 9.

**a.** Romanian citizens or foreign nationals may enrol in postdoctoral programs, as follows: ethnic Romanians from EU and non-EU Member States, citizens of EU Member States and the European Economic Area as well as of the Swiss Confederation, citizens from outside these areas, under the specific conditions of each category, according to the law.

**b.** Recognition of the documents of foreign citizens is carried out according to the methodologies in force at the time of registration.

**c.** Foreign candidates who choose to study Romanian or Romanian-language subjects may present a language proficiency certificate (minimum B2, according to the Common European Framework of Reference for Foreign Languages) or may attend the intensive Romanian language courses organized by the Faculty of Letters, History and Theology.

**d.** Candidates (Romanian citizens and EU citizens) who have carried out doctoral studies abroad will present a certificate of equivalence issued by the National Center for the Recognition and Equivalence of Diplomas (CNRED) of the Ministry of Education or will apply for recognition of the degree at WUT according to the Methodology regarding the recognition by WUT of doctoral degrees and doctoral titles in sciences or in a professional field, obtained in accredited university educational institutions abroad.

- e.** The admission files for international candidates from non-EU countries, respectively Romanian candidates from abroad, are similar to the files for Romanian and EU candidates. They include, in addition, translations / notarized translations (as appropriate) of personal documents and study documents, respectively a copy of the passport (valid at least six months from the date of application). IOSUD will update annually, in relation to the legislation in force, the specific elements of the application files for the postdoctoral programs for international candidates from non-EU countries or Romanian candidates from abroad.
- f.** Candidates who are foreign citizens from non-EU countries submit their applications directly to WUT, which evaluates the applications and communicates to the ME - D.G.R.R.I.A.E. the list of admitted candidates and the requests for the issuance of the Letters of Acceptance to Studies.
- g.** The submission of application files will be done at the B.S.D., and the related template for the request of the Letters of Acceptance to Studies, issued by the Ministry of Education, will be filled in by the responsible persons at the B.S.D. and sent in electronic format together with the complete files to the D.R.I., in order to forward them, together with those of the bachelor and master's degree programs, to the D.G.R.R.I.A.E. of the Ministry of Education. The D.G.R.R.I.A.E.-ME will issue the Letter of Acceptance to Studies, which will be sent to WUT., both in hard copy and electronically scanned.
- h.** Incomplete applications will not be processed and will be declared rejected. In case the files need completion, the D.R.I. will repeat the steps described in the admission procedure, in order to be processed by the ME.
- i.** Upon enrollment, candidates will present the original study and identity documents from the application file, together with the Letter of Acceptance to Studies and the passport with a valid visa for study purposes. In exceptional cases, established at national level or as a result of WUT decisions, the enrolment can be realized on the basis of authenticated documents sent by email to: [research@e-uvt.ro](mailto:research@e-uvt.ro), the originals to be submitted when the candidate is physically present on the Romanian territory. WUT has the responsibility to verify the original documents and to take action in case of discrepancies between them and the documents submitted electronically.
- j.** Original study documents issued in countries which are parties to the Hague Apostille Convention must be endorsed by the competent authorities of the issuing countries with the Hague Apostille. Original study documents issued in countries which are not party to the Hague Apostille Convention will be authenticated by the Ministry of Foreign Affairs of the issuing country and by the Romanian embassy/consular office in the country concerned. Successful candidates are required to enter the country with a study visa and to legalize their stay in Romania for study purposes.

#### **Art. 10.**

- a.** Candidates who have previously benefited, in whole or in part, from public funding for postdoctoral programs must declare this when applying.

**b.** A candidate declared admitted to a postdoctoral program may receive national public funding only once.

**c.** A postdoctoral researcher may only attend one publicly funded postdoctoral program at the same time.

**Art. 11.** For a budgeted postdoctoral grant, the following is required:

**1.** a portfolio of publications from the doctoral or post-doctoral period, as applicable:

**a.** one article-type Web of Science publication in a red zone journal or a minimum of two article-type Web of Science publications in impact factor journals(SCIE or SSCI) for science fields aligned to the natural or exact sciences;

**b.** one Web of Science publication of article type in impact factor journals (SSCI or SCIE) for the social sciences area;

**c.** a Web of Science publication of article type indexed SSCI, SCIE, AHCI or ESCI or indexed Scopus for the humanities, vocational sciences or law.

**d.** one participation in a major international annual/biennial/triennial exhibition, documented by a publication (Visual Arts field).

**e.** a minimum of five articles or one book published in the country or abroad and presence in at least five relevant national or international artistic productions (Music).

**f.** participation in a minimum of two research projects or five artistic creation events that demonstrate the candidate's ability to develop research carried out in the field of Theater and Performing Arts.

**2.** declaration that at the date of application, and at least six months prior to the date of application, he/she has not had a full-time or part-time employment contract with WUT.

## CHAPTER IV

### Eligibility conditions for mentors

**Art. 12.** Mentors are required:

**a.** To be PhD supervisors and WUT tenure holders, with an indefinite employment contract.

**b.** A mentor may supervise only one postdoctoral researcher in this program.

c. In addition to the main mentor, a co-mentor may be appointed in well-justified circumstances, under the same eligibility conditions.

**Art. 13.** For admission to a budgeted postdoctoral fellowship, mentors are additionally required to fulfill cumulatively the following obligations:

- a. Not to have been the scientific supervisor of the candidate proposed for mentoring.
- b. To be categorized as competitive researchers in terms of visibility and impact of research results in the Web of Science. Two categories of researchers - established researchers and researchers with high potential to become established (Annex 1) - are included in the competitive researchers category; to be classified as competitive artists in terms of visibility and impact of the results of their research and artistic creation at international level.

The category of competitive artists shall include two categories of creators - established artists and artists with a high potential for becoming established (Annex 1).

## CHAPTER V

### The admission competition

**Article 14.** The selection of candidates through an entrance examination shall take place twice a year, until all available places are filled.

**Art. 15.** Candidates shall submit their application files by e-mail to [research@e-uvt.ro](mailto:research@e-uvt.ro) between the 1st and the 10th of the month in which the selection of candidates is organized.

**Art. 16.** The evaluation of candidates is carried out in two stages:

- (a) Stage I - knock-out stage, consisting in the analysis of the applications submitted;
- (b) Stage II - selection interview, which is attended only by candidates selected after the first stage.

The first stage of evaluation shall be carried out within 7 days after the end of the period for the submission of applications and the second stage of evaluation shall be carried out within 14 days after the end of the first stage.

**Art. 17.** The file analyzed in stage I of evaluation will contain:

1. The candidate's CV, including a list of published works, showing the candidate's eligibility;
2. a motivation letter of maximum 2 pages, showing compatibility with the fields of interest and competence of the nominated mentor,

- 3 . scientific research/artistic creation project (Annex 3)
- 4 . the mentor's prior agreement
- 5 . for the fields of

- a. science: two full-text publications of the candidate's choice;
- b. visual arts: a portfolio of at least 5 works exhibited at international juried events, of your choice, with reproductions presented in the catalog of the event
- c. music: a portfolio of a minimum of 5 significant concerts in major events, with posters or links to the respective events as conductor/performer/composer, or 5 articles in recognized journals in the field
- d. theater and performing arts: a portfolio of at least 5 significant performances, with posters showing the candidates' names as director/scriptwriter/actor/actor/scenographer/dramaturg/choreographer

- 6 . a recommendation in Romanian or English from the PhD coordinator or another member of the PhD committee.

#### **Art. 18.**

- a. Applications will be analyzed by a committee consisting of three persons - the director of the doctoral school in the field of science concerned, the mentor nominated in the motivation letter and a representative of the field of science concerned, nominated by the director of the doctoral school from among the members of the doctoral school.
- b. The outcome of this stage is expressed in terms of admitted or rejected.
- c. Admitted candidates will be invited to participate in stage II of the evaluation process, the interview phase.
- d. Appeals, submitted to [research@e-uvvt.ro](mailto:research@e-uvvt.ro) within 24 hours of the announcement of the result, can only refer to procedural flaws. The Doctoral School will set up an appeals committee made up of three doctoral supervisors.

#### **Art. 19.**

- a. Candidates invited to the interview phase will be evaluated by a five-person committee, which will necessarily include the Vice-Rector in charge of research, the Director of CSUD, two representatives of the field concerned and the mentor designated by the candidate. The representatives of the field of science concerned are nominated by the Director of the Doctoral School (or the Director of the CSUD in case of conflict of interest) from among the other top researchers in the field of science concerned.
- b. The results of each session will be validated by the CSUD in accordance with the provisions of this methodology.

#### **Art. 20.**

- a. The interviewed candidates will be scored by each member of the committee individually, taking into account the recommendations in the annex of this methodology (Annex 2). The final score is the arithmetic average of these scores.
- b. In order to be declared eligible following the evaluation, an applicant must fulfill a minimum of 70 points out of a total of 100 points in the case of budgeted places and 50 in the case of unbudgeted places.

- c. Candidates within the same assessment session will be ranked in reverse order of the marks obtained.
- d. The result of this stage is expressed in terms of pass or fail.
- e. Appeals, submitted to [research@e-uvt.ro](mailto:research@e-uvt.ro) within 24 hours of the announcement of the result, can only refer to procedural flaws. The Doctoral School will set up an appeals committee made up of three doctoral supervisors who are members of the Doctoral School.

**Art. 21.** In addition to the performance criterion, which will play a priority role, a heterogeneous distribution of the selected candidates by fields of science and gender balance will be taken into account. In this respect, the following will be sought

- a. a CNATDCU field of science may not have more than three postdoctoral researchers selected out of the total number of existing postdoctoral grants for budgeted places;
- b. the gender ratio be no more than 2 to 1, to the extent that the qualitative selection process makes this possible;
- c. the number of fellowships allocated to the area of artistic creation and sports performance may not exceed 10% of the total number of budgeted postdoctoral fellowships; additional fellowships in the area of arts or sports may be offered only on the basis of scientific performance in the respective area.

**Art. 22.**

- a. Vacancies will be advertised locally, nationally and internationally.
- b. At national level advertising will include announcements on <https://jobs.research.gov.ro>.
- c. At international level advertising will include announcements on <https://euraxess.ec.europa.eu>.
- d. Advertising procedures will include other means of identifying potential candidates.

## CHAPTER VI

### Contractual obligations

**Art. 23.** In order to be considered for the advanced research program, selected candidates must complete and sign a contract, together with the mentor, which stipulates:

- rights and obligations incumbent upon the postdoctoral researcher;
- the conduct of the research and completion of the project according to the agreed research timetable;
- the participation in activities organized by UVT in the field of scientific research and its dissemination;
- minimum performance results (Annex 4).

Art. 24.

- a. The activity of the postdoctoral student(s) shall be carried out within the doctoral schools of IOSUD UVT.
- b. The doctoral school in which the postdoctoral researcher is working will approve the research plan proposed by the postdoctoral researcher.



**Art. 25.** After completing the admission competition, signing the contract and registration in the first year, the admitted person has the status of postdoctoral researcher for the duration of the postdoctoral program of advanced research. During the periods of interruption of the postdoctoral program, the postdoctoral researcher's postdoctoral researcher status is suspended.

**Art. 26.**

- a.** Grantees will be subject to a mid-term evaluation of the degree of achievement of the performance indicators after the first 12 months (Annex 4).
- b.** The situation of researchers who do not meet the thresholds corresponding to the interim evaluations mentioned in Annex 4 will be analyzed in the WUT Scientific Council and Board of Directors and individual decisions to continue or discontinue the grant will be taken, depending on the particularities of each case analyzed.
- c.** Failure to fulfill the obligations assumed in the contract may lead to the discontinuation of funding.

## CHAPTER VII

### Final provisions

**Art. 27.** A certificate of postdoctoral studies will be issued at the end of the postdoctoral program.

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## Annex 1

### MENTOR CATEGORIES FOR SUBSIDIZED PLACES

**Art. 1** The category of established researchers includes teaching or research staff ranked in the top 15% of researchers at national level (85+ percentile) in their field of science, from the perspective of the H-index in the Web of Science Core Collection for the period 2001 - present, provided they are scientifically active and visible in the main stream of science. For the fields related to the exact sciences, natural sciences and social sciences, mentors are considered scientifically active if they have at least five Web of Science publications of article or review type in the field of science in which they are active, in the period 2016-present, in impact factor journals (SCIE or SSCI). For fields related to the humanities, as well as for vocational fields or law, mentors are considered scientifically active if they have at least five Web of Science publications (SSCI, SCIE, ESCI, AHCI) in the field they work in, also taking into account indexed journals without impact factor, respectively other types of public contributions such as proceedings. By exception, in the case of mentors on places allocated for artistic creation, mentors who can prove participation in at least five creative events with international impact in the last 5 years (Visual Arts/Music/Theatre and Performing Arts) may be considered.

**Art. 2** The category of researchers with high potential (rising stars) includes teaching or research staff ranked in the top 15% of researchers at national level, in the field of science to which they belong, in terms of their scientific output visible on the Web of Science, in the period 2016-present. We consider article publications, including those labeled as early view, in WoS journals with impact factor (SSCI or SCIE) for the area of natural and social sciences. For the humanities, vocational or law area, any type of WoS visible publication is considered, both in journals with impact factor (SCIE or SSCI) and in journals without impact factor (AHCI or ESCI). By exception, in the case of mentors on places allocated for artistic creation, those mentors who can prove participation in at least five creative events with international impact in the last 5 years (Visual Arts/Music/Theatre and Performing Arts) may be considered.

**Art. 3** The categorization of publications in a given field of science will be done taking into account the WoS categories used by ARWU to classify universities by fields of science, respectively the WoS categories in the annex, for the fields of science not classified by ARWU, as follows:

1. For the following fields of science (mathematics, physics, chemistry, biological sciences, geography, earth sciences, computer sciences, economics, psychology, sociology, education sciences, political sciences, communication sciences, administrative sciences, law) the correspondence used in the ARWU classification will apply.
2. For fields of science where there is no ARWU correspondent, the following WoS categories shall be considered:

Field	WoS Categories
Social Work	Social Work

Philology (Literature and Linguistics)	Literature, Romance, Literature, Slavic, Literature, African, Australian, Canadian, Literary Theory & Criticism, Literature, Literary Reviews, Literature, American, Literature, German, Dutch, Scandinavian, Literature, British Isles, Folklore, Poetry, Classics, Language & Linguistics, Linguistics
History and cultural studies	History, Archeology, Medieval & Renaissance Studies, Cultural Studies, Anthropology
Theology	Religion
Philosophy	Philosophy, History & Philosophy Of Science
Art	Arts
Performing arts	Dance, Theater, Music, Film-Radio-Television
Physical education and sport	Sport Sciences, Rehabilitation

## Annex 2

### **SCORING SYSTEM USED TO SEPARATE CANDIDATES AT INTERVIEW FOR BUDGETED POSTS**

#### PUBLICATIONS (Maximum 40 points)

1. 5 points for each Web of Science or Scopus article. For the Humanities, Vocational or Law fields, 5 points will also be awarded for other internationally visible publications (e.g. ISI proceedings or A1 book chapters), and for Computer Science, A\*, A, B conferences will be taken into account. For Humanities, Vocations or Law, 5 points will also be awarded for other types of internationally visible publications (e.g. ISI proceedings or A1 book chapters), and for Computer Science, A\*, A, B ranked conferences will be taken into account.
2. 2 bonus points are awarded for each citation generated by the publications (no self-citation)
3. 6 bonus points are awarded for each WoS publication in the Yellow zone and 15 bonus points for each WoS publication in the Red zone.
4. 10 bonus points will be awarded for each Web of Science or Scopus article published after the completion of the doctoral period, without direct collaboration with the supervisor and in which the candidate is the main author (in the areas where this status applies)
5. 10 bonus points will be awarded if the candidate has completed doctoral studies abroad at a top 1000 ARWU, QS or THE university.
6. In special situations, where the maximum score for this criterion is exceeded, the total score will be capped at a maximum of 40 points.

#### PROJECT (Maximum 40 points)

The quality and maturity of the proposal will be assessed.

#### RESEARCHER-MENTOR COMPATIBILITY (Maximum 10 points)

This is a composite qualitative indicator which may take into account the extent to which the applicant's previous publications are within the mentor's area of expertise and interest.

#### LIKELIHOOD OF INTEGRATION IN THE WUT TEAM, IN THE SHORT AND LONG TERM

##### LONG TERM (Maximum 5 points)

This is a composite qualitative indicator that takes into account the researcher's career plan, the willingness to continue working at WUT, the social network he/she has at WUT and/or in Timișoara, possible adaptation problems identified (language, financial aspects, the researcher's view of the experience as a transitional stage, his/her relationship to the research idea and performance indicators, etc.).

##### PERSONAL QUALIFICATIONS (Maximum 5 points)

During the interview, as well as from the analysis of the application file, possible problems of communication and interpersonal skills, inconsistencies in statements, assumption of responsibilities, etc. can be identified. Positive aspects such as argumentative and critical thinking skills, problem solving, good time and stress management, etc. can also be noted.

## BONUS

10 bonus points are awarded to candidates who apply to WUT scientific fields present in the ARWU rankings by science fields.

### Annex 3

#### Research/artistic creation project

1 . Summary of the scientific research project (in Romanian or in a language of international circulation):

The following should be presented (maximum 2000 words):

- the topic and preliminary structure of the scientific research/artistic creation project; arguments for addressing the proposed topic;
- a brief presentation of the current state of knowledge in the field of the topic; and the selected bibliography on the basis of which the scientific research project has been developed;
- objectives of the research/creation;
- the proposed research methodology for collecting and analyzing data, testing research hypotheses, etc., arguing the feasibility of the research in terms of availability and access to bibliography, data, software, equipment, laboratories, etc.;
- stages of research/artistic creation;
- the plan for disseminating the results of postdoctoral research by publishing scientific articles, presentation of papers at international conferences, etc.

#### 2.Presentation of the research project: (2-3 pages)

2.1. The current state of knowledge in the field of the topic at national and international level, with reference to the most recent works in the literature

2.2. Potential contributions with reference to the most recent results available in reference publications

2.3. Research objectives and activities:

Year	Objectives	Research activities corresponding to the objective obiectivului
1	1.1.	1.
		2.
		3.
	1.2.	1.

		2.
		3.
2	2.1.	1.

		2.
		3.
	2.2.	1.
		2.
		3.

2.4. Plan to disseminate the results of doctoral research by publishing scientific articles, presenting papers at international conferences, etc.

2.5. Previous scientific activity of the candidate

2.5.1. The title of the doctoral thesis and an abstract (maximum 500 words)

2.5.2. Awards obtained at scientific events

2.5.3. Papers presented at international conferences

2.5.4. Published papers

2.5.5. Previous national and international research projects

Specify: name of the project; the institution that obtained the funding; the funder; project director; period; link to this research project.

2.5.6. Grants obtained

**Anexa 4a**

**CONTRACT DE CERCETARE POSTDOCTORALĂ AVANSATĂ**

**Art. 1. Temeiul juridic**

Legea nr. 199/2023; Metodologia privind organizarea și desfășurarea programelor postdoctorale de cercetare avansată în cadrul Universității de Vest din Timișoara.

**Art. 2. Părțile Contractului**

(1) *Universitatea de Vest din Timișoara*, cu sediul în Timișoara, B-dul Vasile Pârvan nr. 4, în calitate de instituție de învățământ superior de stat acreditată, instituție organizatoare de studii universitare de doctorat, denumită în continuare *Universitate* și reprezentată legal de către rectorul său, prof. univ. dr. Marilen Gabriel PIRTEA, numită în continuare **UVT** și

(2) D-I/D-na \_\_\_\_\_, cu domiciliul în localitatea \_\_\_\_\_, str. \_\_\_\_\_, nr. \_\_\_\_\_, bl. \_\_\_\_\_, scara \_\_\_\_\_, etaj \_\_\_\_\_, apt. \_\_\_\_\_, județul \_\_\_\_\_, indentificat(ă) cu actul de indentitate \_\_\_\_\_, seria \_\_\_\_\_, nr. \_\_\_\_\_, CNP \_\_\_\_\_ numită în continuare **Cercetător postdoctorand** și

(3) D-I/D-na \_\_\_\_\_, conducător de doctorat la Școala Doctorală \_\_\_\_\_ de \_\_\_\_\_, în calitate de **Mentor**

(4) D-I/D-na \_\_\_\_\_, conducător de doctorat la Școala Doctorală de \_\_\_\_\_, în calitate de **Co-Mentor**

**Art. 3. Obiectul Contractului**

Prezentul **Contract** are ca obiect derularea activităților pe parcursul programului postdoctoral de cercetare avansată, reglementând raporturile dintre Universitate, cercetătorul postdoctoral și mentor, cu precizarea drepturilor și obligațiilor părților semnate, în concordanță cu legislația în vigoare.

**Art. 4. Durata Contractului**

Prezentul Contract se încheie pe o perioadă de 24 de luni, cu începere de la data de: \_\_\_\_\_ până la date de: \_\_\_\_\_

**Art. 5. Drepturile și obligațiile părților**

**(1) Drepturile Universității:**

a. stabilește condițiile de desfășurare a activității cercetătorului postdoctoral pe



perioada valabilității prezentului Contract.

- b. urmărește activitatea științifică a cercetătorului postdoctoral pe durata valabilității prezentului Contract și ia măsurile care se impun legate de aceasta.

(2) Obligațiile Universității:

- a. asigură condiții organizatorice și tehnice adecvate de studiu și cercetare, prin punerea la dispoziția cercetătorului postdoctoral a infrastructurii UVT pentru documentare și cercetare, precum și a unui cont gratuit de e-mail destinat corespondenței academice și celei administrative, având caracter de mijloc de comunicare oficial;
- b. la solicitarea cercetătorilor postdoctorali, universitatea pune la dispoziție cu prioritate, locuri de cazare gratuită pentru aceștia;
- c. asigură confidențialitatea datelor cu caracter personal ale cercetătorului postdoctoral, conform legii;
- d. eliberează, la cerere, documente care atestă calitatea de participant la un program postdoctoral de cercetare avansată;
- e. monitorizează și evaluează activitatea cercetătorului postdoctoral pe durata Contractului;
- f. stimulează și sprijină publicarea lucrărilor științifice ale cercetătorului postdoctoral în reviste de specialitate.
- g. aloacă suma de lei pentru grantul doctoral și oferă suport administrativ pentru executia bugetară conform Anexei 1.

(3) Drepturile cercetătorului postdoctoral:

- a. să utilizeze infrastructura de cercetare a UVT, în conformitate cu regulamentele și normele în vigoare;
- b. să beneficieze de coordonarea Mentorului său și de interacțiunea cu membrii echipei de cercetare a acestuia pentru implementarea Planului de cercetare avansată;
- c. să beneficieze de bursa lunară în valoare de \_\_\_\_\_ și de suport a activității conform bugetului din Anexa 1.
- d. să solicite Consiliului Școlii Doctorale, pe baza unor motive bine întemeiate, schimbarea Mentorului său;
- e. să participe la reuniunile sau seminariile departamentului/colectivului de cercetare, din care face parte Mentorul, atunci când sunt în discuție teme relevante;
- f. să participe la activitățile organizate de către școlile doctorale sau alte structuri din Universitate în domeniul cercetării științifice, transferului tehnologic și cognitiv, inovării și antreprenoriatului pentru inovare;
- g. să beneficieze de logistica, centrele de documentare, bibliotecile și echipamentele Universității;
- h. să folosească echipament de protecție în timpul executării activităților de cercetare care au loc în mediu toxic, conform normelor de protecție a muncii;
- i. să lucreze, cu acordul Mentorului, în echipe de cercetare din cadrul Universității sau din cadrul unor unități de cercetare-dezvoltare care au încheiat acorduri sau parteneriate instituționale cu Universitatea;
- j. să poată desfășura activități didactice în condițiile convenite cu Universitatea;

- k. să folosească serviciile de comunicație ale Universității - poșta electronică și internetul
- l. orice alte drepturi stabilite de legislația în vigoare.

(4) Obligațiile cercetătorului postdoctoral:

- (a) să aloce un timp semnificativ programului postdoctoral, să se implice în activitatea de cercetare științifică derulată în cadrul școlii doctorale și să contribuie la atingerea obiectivelor acestei activități
- (b) să își desfășoare activitatea de cercetare avansată sub coordonarea mentorului și co-mentorului și prin intermediul interacțiunilor cu membrii echipei de cercetare a acestuia/acestora
- (c) să întocmească un raport științific per trimestru pe care îl înaintează mentorului.
- (d) să redacteze și să susțină la mijlocul stadiului postdoctoral și la finalul programului de cercetare avansată un raport de cercetare/o lucrare de sinteză privind cercetarea și rezultatele obținute. Raportul/lucrarea de sinteză va fi susținut(ă) în fața unei comisii de trei membri constituită la propunerea mentorului și avizată de către Consiliul Școlii Doctorale.
- (e) să respecte regulamentele și regulile din Universitate, să aibă un comportament adecvat calității cercetătorului postdoctoral;
- (f) să îndeplinească indicatorii de performanță la mijlocul și la finalul stagiului postdoctoral, așa cum sunt prevăzuți în Anexa 2 la acest contract.

(5) Drepturile Mentorului/Co-mentorului:

- a. să evalueze activitatea cercetătorului postdoctoral pe toată durata Contractului;
- b. să refuze mentorarea cercetătorului postdoctoral în condițiile în care este pus fără voia sa într-un conflict de interese;
- c. să solicite Consiliului școlii doctorale, pe baza unor motive bine întemeiate, întreruperea mentoratului;

(6) Obligațiile Mentorului/Co-mentorului:

- a. să desfășoare activitatea de mentorat a cercetătorului postdoctoral;
- b. să asigure coordonarea științifică a activității cercetătorului postdoctoral și să faciliteze însușirea de către acesta a cunoștințelor și instrumentarului unei cercetări științifice avansate, în conformitate cu standardele și practicile valabile pe plan internațional
- c. să aprobe sau să respingă rapoartele științifice trimestriale ale cercetătorului postdoctoral;
- d. să sesizeze Directorul de Școală doctorală cazul în care indicatorii de performanță nu sunt îndepliniți la mijlocul perioadei de stagiu
- e. să depună diligențele necesare pentru implicarea cercetătorului postdoctoral în colectivele de cercetare ale școlii doctorale;
- f. să evite apariția unor conflicte de interese în mentorarea cercetătorului postdoctoral.

- a. În perioade de întrerupere a programului postdoctoral calitatea de cercetător postdoctoral se suspendă.
- b. Școala doctorală facilitează accesul cercetătorilor postdoctorali la infrastructura de cercetare și la logistica de care dispune universitatea.
- c. În toate articolele/ cărțile și comunicările/posterale la conferințe legate de realizarea Planului de cercetare avansată sub incidența prezentului Contract, cercetătorul postdoctoral are obligația de a indica, printr-o formulă convenită cu UVT, afilierea UVT și faptul că rezultatele care fac obiectul articolelor/ cărților, comunicărilor/posterelor/seturilor de date respective au fost obținute prin intermediul infrastructurii de cercetare/ logisticii și cu sprijinul UVT în cadrul programului postdoctoral.
- d. La finalizarea programului postdoctoral UVT acordă un atestat de studii postdoctorale.
- e. Drepturile de proprietate intelectuală și industrială asupra rezultatelor vor respecta regimul juridic reglementat de Legea nr. 8/1996 privind dreptul de autor și drepturile conexe, Legea nr. 64 din 11 octombrie 1991 (republicată) privind brevetele de invenție, Legea nr. 83 din 24 iunie 2014 privind invențiile de serviciu.

#### Art. 7. Modificarea și terminarea Contractului

- (1) Orice modificare privind clauzele prezentului Contract, pe durata executării acestuia, impune încheierea unui act adițional, conform dispozițiilor legale. Contractul se modifică de drept în cazul modificării legislației referitoare la organizarea și desfășurarea programelor postdoctorale de cercetare avansată.
- (2) Conflictele în legătură cu încheierea, executarea, modificarea, suspendarea sau încetarea prezentului Contract vor fi soluționate pe cale amiabilă. În eventualitatea în care stingerea divergențelor nu va putea fi convenită pe cale amiabilă, soluționarea acestora va fi realizată de către instanța judecătorească competentă material și teritorial, conform legii.
- (3) Încetarea prezentului Contract are loc în următoarele condiții: a) din oficiu, pentru neîndeplinirea integrală a indicatorilor de performanță prevăzuți la mijlocul stagiului postdoctoral; b) prin ajungerea la termen; c) pe cale amiabilă; d) prin rezilierea de către una din părți, pentru motive imputabile celeilalte părți.
- (4) Încetarea prezentului Contract poate avea loc și în condițiile îndeplinirii parțiale a indicatorilor de performanță prevăzuți la mijlocul stagiului doctoral. În această situație, decizia de continuare sau de încheiere a prezentului contract aparține UVT, prin intermediul unei comisii de analiză. Comisia este formată din mentor, directorul CSUD și prorectorul responsabil cu cercetarea din UVT și are rolul de analiza motivele care au condus la îndeplinirea parțială a indicatorilor de performanță prevăzuți a fi atinși la jumătatea stagiului și de a decide asupra continuării sau sistării stagiului postdoctoral.
- (5) Survenirea încetării privește atât Contractul, cât și actele adiționale încheiate în legătură cu acesta. Încetarea Contractului este guvernată de normele de drept comun aplicabile.
- (6) Forța majoră, așa cum este aceasta definită de lege, duce la suspendarea executării Contractului și apărăde răspundere partea care o invocă în termen.

#### Art. 8. Alte clauze

Prezentul Contract s-a încheiat astăzi \_\_\_\_\_, la  
Universitatea De Vest din Timișoara, în patru exemplare, câte unul pentru fiecare parte  
contractantă și unul pentru școala doctorală.

Universitatea de Vest din Timișoara  
Rector  
Prof.dr.Marilen Gabriel PIRTEA

.....  
(Semnătură)

Director interimar CSUD,  
Prof. dr. Dana Andreea PERCEC

.....  
(Semnătură)

Director economico-financiar  
Ec. dr. Cosmin SPIRIDON

.....  
(Semnătură)

Viză C.F.P.,

.....  
(Semnătură)

Consilier juridic Universitatea de Vest din Timișoara  
Nadia TOPAI

.....  
(Semnătură)

Cercetător postdoctoral

.....  
(nume și prenume)

.....  
(Semnătură)

Mentor

.....  
(nume și prenume)

.....  
(Semnătură)

Co-mentor

.....  
(nume și prenume)

.....  
(Semnătură)

Director școală doctorală

.....  
(nume și prenume)

.....  
(Semnătură)

DEFALCAREA BUGETULUI GRANTULUI POSTDOCTORAL

Tip cheltuiala	Anul ....	Anul ....	Anul ....	Total
Bursa				
Cheltuieli de deplasare				
Cheltuieli de publicare				
Echipamente				
Servicii de abonare				
Consumabile				
Total				150.000

\* maxim 6000 x 24 luni = 144000

\*\* maxim 150000 lei

**Anexa 4b**

**ADVANCED POSTDOCTORAL RESEARCH CONTRACT**

Art. 1. Legal grounds

Education Law no. 199/2023; Methodology regarding the establishment and organization of advanced postdoctoral research programs at the West University of Timisoara.

Art. 2. Contract Parties

(1) The West University of Timișoara, registered office in Timișoara, Vasile Pârvan Blvd no. 4, as accredited public higher education institution, an institution organizing doctoral studies, hereinafter called **University** and WUT, and legally represented by its Rector, Prof. Marilen Gabriel PIRTEA, PhD, and

(2) Mr/Ms \_\_\_\_\_, address (town/city) \_\_\_\_\_ street \_\_\_\_\_, no. \_\_\_\_\_, apt. \_\_\_\_\_, county \_\_\_\_\_, identity card \_\_\_\_\_, series \_\_\_\_\_, no. \_\_\_\_\_ personal identification number/national identification number \_\_\_\_\_, hereinafter called **Postdoctoral Researcher** and

(3) Mr/Ms \_\_\_\_\_, doctoral supervisor at Doctoral School of \_\_\_\_\_ as **Advisor**

(4) Mr/Ms \_\_\_\_\_, doctoral supervisor at Doctoral School of \_\_\_\_\_, as **Co-advisor**

Art. 3. The Object of the Contract

The object of the present **Contract** is the organization of activities within the advanced postdoctoral research program. The contract regulates the relationship between the University, the postdoctoral researcher, and the advisor, specifying the rights and obligations of the signatory parties, according to the legislation in force.

Art. 4. Validity of Contract

This Contract is signed for a 24 months period, which starts on \_\_\_\_\_ and ends on \_\_\_\_\_

Art. 5. The rights and obligations of the parties

(1) The rights of the University:

- a. to decide on the conditions under which the postdoctoral researcher will carry out his/her activities over the course of this Contract;
- b. to monitor the postdoctoral researcher's scholarly work over the course of this contract and to take required measures.

(2) The obligations of the University:

- a. to offer adequate organizational and technological conditions for study and research, by providing the postdoctoral researcher with the WUT's

documentation and research infrastructure, as well as with a free e-mail account for academic and administrative correspondence as an official means of communication;

- b. upon request by the postdoctoral researchers, to prioritize providing accommodation to them;
- c. to ensure the confidentiality of the postdoctoral researcher's personal data, as required by law;
- d. to issue, upon request, documents that prove the postdoctoral researcher's participation in a postdoctoral program;
- e. to monitor and evaluate the postdoctoral researcher's work over the course of the present Contract;
- f. to stimulate and support the publishing of the postdoctoral researcher's scholarly work in academic journals;
- g. to allocate a sum of \_\_\_\_\_ lei for the postdoctoral grant and to offer administrative support for the budgetary execution mentioned in Annex 1.

(3) The rights of the postdoctoral researcher:

- a. to use the WUT's research infrastructure in accordance with the regulations and rules in force;
- b. to benefit from guidance provided by his/her Advisor and from interaction with his/her research team members for the implementation of the advanced research Plan;
- c. to receive a monthly grant of \_\_\_\_\_ and to be offered support in his/her activities according to the budget in Annex 1;
- d. to request that the Doctoral School Council change his/her Advisor, on the basis of well-founded reasons;
- e. to attend meetings or seminars of the department/research team to which the Advisor belongs when relevant topics are discussed;
- f. to attend the activities organized by the doctoral schools or other structures of the University in the field of scientific research, technological and cognitive transfer, innovation and entrepreneurship for innovation
- g. to benefit from the logistics, documentation centres, libraries and University facilities;
- h. to use the personal protective equipment during the research activities taking place in a toxic environment, in accordance with the safety measures in the workplace;
- i. to work, if the Advisor agrees, in research teams within the University or within research-development units that have concluded agreements or institutional partnerships with the University;
- j. to be able to carry out teaching activities according to the University's agreed terms;
- k. to use the University's communication services – e-mail and the internet;
- l. any other rights mentioned in the legislation in force.

(4) The duties of the postdoctoral researcher:

- (a) to devote a significant amount of time to the postdoctoral program, to get involved in the research activity at the doctoral school, and to contribute to the reaching of the objectives of this activity;
- (b) to carry out his/her advanced research activity under the supervision of his/her advisor and co-advisor and through the interactions between his/her research team's members
- (c) to write a scientific report each trimester which they submit to the advisor and co-advisor. A published or forthcoming scientific paper can be submitted instead.
- (d) to write and defend a research report/summary paper regarding the research and its results in the middle of the postdoctoral program and at the end of the advanced research program. The report/paper will be defended before a three-member committee formed at the proposal of the Advisor and approved by the Doctoral School Board;
- (e) to observe the regulations and rules of the University, to have an appropriate behaviour as a postdoctoral researcher;
- (f) to meet the performance indicators in the middle and at the end of the postdoctoral program, as mentioned in Annex 2.

(5) The rights of the Advisor/Co-advisor:

- a. to evaluate the work of the postdoctoral researcher throughout the whole Contract period;
- b. to decline to advise the postdoctoral researcher if a conflict of interest arises;
- c. to request that the Doctoral School Council discontinue the advising relationship, on the basis of well-founded reasons.

(6) The duties of the Advisor/Co-advisor:

- a. to advise the postdoctoral researcher;
- b. to ensure the scientific coordination of the postdoctoral researcher's work and to provide him/her with access to knowledge and advanced research tools, in accordance with international standards and practices;
- c. to approve or reject the postdoctoral researcher's trimestrial scientific reports;
- d. to report to the Doctoral School Director if the performance indicators are not met at mid-term;
- e. to make the necessary efforts to get the postdoctoral researcher involved in the doctoral school's research teams;
- f. to avoid conflicts of interest in advising the postdoctoral researcher;

Art. 6. Specific clauses

- a. Any interruption of the postdoctoral program will result into the suspension of the status of postdoctoral researcher.
- b. The Doctoral School offers postdoctoral researchers access to the research infrastructure and to the university's logistics.
- c. In any article/books and conference papers/posters related to the implementation of

the Advanced Research Plan under this Contract, the postdoctoral researcher is required to demonstrate, in a way approved by WUT, the affiliation of WUT and the WUT's support, alongside WUT's research infrastructure/logistics in the postdoctoral program, which made it possible for the articles/books, conference papers/posters/data sets to be accomplished.

- d. Upon completion of the postdoctoral program, WUT offers a postdoctoral studies certificate.
- e. The intellectual and industrial property rights on the results will be in accordance with the legal requirements regulated by Law no. 8/1996 on copyright and related rights, Law no. 64 of October 1991 (republished) on patents, Law no. 83 of 24 June 2014 on professional inventions.

#### Art. 7. Contract Amendments and Termination

- (1) Any amendment to the Contract's terms during its validity requires an appendix, as per legal provisions. The contract will be amended automatically should the legislation regarding the establishment and organization of advanced postdoctoral research programs be modified.
- (2) The conflicts regarding the conclusion, performance, amendment, suspension or termination of this Contract will be settled amiably. If amiable settlement cannot be reached, conflicts will be settled by the court of material and territorial competent jurisdiction, in accordance with the law.
- (3) The termination of this Contract can occur under these conditions: a) by default, for failing to reach the performance indicators set for the middle of the postdoctoral program; b) upon its expiration; c) by an amiable settlement; d) by one party's decision to terminate the Contract for reasons imputable to the other party.
- (4) This Contract can be terminated even if the performance indicators set for the middle of the doctoral program were mostly met. In this case, it falls upon a WUT review committee to decide whether to continue or to terminate this Contract. The Committee will consist of the advisor, the CSUD director and the vice-rector responsible for research at WUT, whose role is to review the reasons behind the partial fulfilment of the performance indicators that were set for the mid-program evaluation and to decide whether to continue or suspend the postdoctoral stage.
- (5) The termination affects the Contract, as well as the other related documents. The Contract has to be terminated under the applicable common law rules.
- (6) In case of force majeure, as the law defines it, the Contract will be suspended and the party that is invoked is released from any liability.

#### Art. 8. Other clauses

This contract was concluded today,

, at the West



University of Timișoara, and is made out in 4 copies, one for every party and one for the doctoral school.

West University of Timisoara  
Rector  
Prof. Gabriel PIRTEA, PhD

.....  
(Signature)

CSUD Interim Director,  
Prof. Dana Andreea PERCEC, PhD

.....  
(Signature)

Economic-Financial Director  
Cosmin SPIRIDON, PhD

.....  
(Signature)

C.F.P. Visa,

.....  
(Signature)

WUT Legal Advisor  
Nadia TOPAI

.....  
(Signature)

Postdoctoral researcher

.....  
(First name and LAST NAME)

.....  
(Signature)

Advisor

.....  
(First name and LAST NAME)

.....  
(Signature)

Co-advisor

.....  
(First name and LAST NAME)

.....  
(Signature)

Doctoral School Director

.....  
(First name and LAST NAME)

.....  
(Signature)

THE POSTDOCTORAL GRANT BUDGET BREAKDOWN

Expenditure Type	Year..	Year..	Year..	Total
Stipend				*
Travel Expenses				
Publishing Expenses				
Equipment				
Subscription services				
Consumables				
Total				**

\* maximum 6000 x 24 months = 144000

\*\* maximum 150000 lei

## Anexa 5a

### INDICATORI DE PERFORMANȚĂ ȘI CERINȚE MINIMALE DE PERFORMANȚĂ IN CAZUL LOCURILOR BUGETATE

### INDICATORI DE PERFORMANȚĂ ȘI CERINȚE MINIMALE DE PERFORMANȚĂ

Conform cu Anexa 4a din Metodologia privind organizarea și desfășurarea admiterii în programe postdoctorale

**Art.1** Următoarele tipuri de rezultate pot constitui indicatori de performanță prin intermediul acestui stagiu postdoctoral:

- (a) Număr de aplicații / granturi depuse, respectiv câștigate de către cercetătorul postdoctoral în calitate de director de proiect;
- (b) Numărul de aplicații / granturi depuse, respectiv câștigate de către mentor, în care cercetătorul postdoctoral este inclus ca membru în echipa proiectului
- (c) Numărul de publicații de tip articol publicate sau acceptate spre publicare în reviste Web of Science cu factor de impact. În domeniul științelor umaniste, vocaționale, respectiv pentru domeniul de știință drept și domeniul științe economice se iau în calcul și publicațiile WoS de tip article în reviste fără factor de impact sau cele indexate Scopus.
- (d) Numărul de publicații tip articol acceptate spre publicare sau publicate în reviste Web of Science din zona roșie sau galbenă.
- (e) Numărul de manuscrise trimise spre publicare în reviste Web of Science cu factor de impact care au primit cel puțin statusul de *Revise and Resubmit*. În domeniul științelor umaniste, vocaționale, respectiv pentru domeniul de știință drept și domeniul științe economice se iau în calcul și publicațiile WoS de tip article în reviste WoS fără factor de impact sau în reviste indexate Scopus.
- (f) Numărul de participări cu vizibilitate internațională (domeniul Arte vizuale/ Muzică/Teatru și Artele spectacolului)

**Art. 2** Se consideră că indicatorul de performanță de la mijlocul stagiului postdoctoral este atins dacă este îndeplinită oricare dintre următoarele cinci condiții:

- (a) există un manuscris trimis spre publicare, în perioada derulării stagiului postdoctoral, către o revistă Web of Science din zona roșie, al cărui status este cel puțin *Revise and Resubmit*
- (b) există cel puțin două manuscrise transmise spre publicare, în perioada derulării stagiului postdoctoral, către reviste Web of Science cu factor de impact (pentru

domeniile umaniste, vocaționale sau drept pot fi și WoS fără factor de impact sau Scopus), al cărui status este cel puțin *Revise and Resubmit*

- (c) există un manuscris transmis spre publicare, în perioada derulării stagiului postdoctoral, către reviste Web of Science cu factor de impact (pentru domeniile umaniste, vocaționale sau drept pot fi și WoS fără factor de impact sau Scopus), al cărui status este cel puțin *Accepted* există un manuscris transmis spre publicare, în perioada derulării stagiului postdoctoral, către reviste Web of Science cu factor de impact (pentru domeniile umaniste, vocaționale sau drept pot fi și WoS fără factor de impact sau Scopus), al cărui status este cel puțin *Revise and Resubmit* și există cel puțin o aplicație de grant în evaluare sau finanțată, în care cercetătorul postdoctoral are calitatea de membru sau de director de proiect.
- (d) există o participare la o manifestare cu vizibilitate internațională (Arte vizuale/ Muzică/ Teatru și Artele spectacolului).

**Art. 3** Se consideră că indicatorii de performanță sunt atinși dacă la finalul stagiului cercetătorul postdoctoral îndeplinește cumulativ condițiile (a) și (b) din prezentul articol.

(1) pentru domeniul științelor exacte, științelor naturii sau științelor sociale:

- un articol WoS în zona roșie ca autor principal (în domeniile în care se utilizează noțiunea de autor principal) SAU
- două articole WoS dintre care cel puțin unul este în zona galbenă și în cel puțin unul dintre ele are calitatea de autor principal SAU
- trei articole publicate sau acceptate spre publicare în reviste WoS cu factor de impact (indiferent de banda acestora), dintre care în cel puțin două are calitatea de autor principal;

să aibă o aplicație de grant depusă sub afilierea UVT în una din competițiile naționale sau internaționale. În plan național se au în vedere îndeosebi competițiile din cadrul PN III, organizate de UEFISCDI sau cele organizate de către alte autorități ce gestionează competiții de granturi de cercetare. În plan internațional se au în vedere îndeosebi competițiile din cadrul Horizon Europe sau organizate de către alte autorități ce gestionează competiții de granturi de cercetare. Obținerea finanțării pentru grantul de cercetare poate compensa absența unei publicații dintre cele solicitate la punctul (a), fără a putea suplini absența oricărei publicații.

(2) pentru domeniul științelor umaniste, domeniilor vocaționale sau drept:

- trei articole publicate sau acceptate spre publicare în reviste WoS cu sau fără factor de impact sau în reviste Scopus, dintre care în cel puțin două are calitatea de autor principal/ trei participări la manifestări de anvergură, cu vizibilitate internațională pentru domeniul Arte vizuale/Muzică/Teatru și Artele spectacolului.
- să aibă o aplicație de grant depusă în calitate de director de proiect sub afilierea UVT în una din competițiile naționale sau internaționale. În plan național se au în vedere îndeosebi

competițiile din cadrul PN III, organizate de UEFISCDI sau cele organizate de către alte autorități ce gestionează competiții de granturi de cercetare. În plan internațional se au în vedere îndeosebi competițiile din cadrul Horizon Europe sau organizate de către alte autorități ce gestionează competiții de granturi de cercetare. Obținerea finanțării pentru grantul de cercetare poate compensa absența unei publicații dintre cele solicitate la punctul (a) / participări (b), fără a putea suplini absența oricărei publicații/participări.

## Annex 5b

### PERFORMANCE INDICATORS AND MINIMAL PERFORMANCE REQUIREMENTS

According to the Annex 4b from the Methodology for the organization of the admission process to Postdoctoral programs.

**Art.1** The following types of results may be considered performance indicators for this postdoctoral program:

- a. The number of applications / grants submitted, respectively won by the postdoctoral researcher as project director;
- b. The number of applications / grants submitted, respectively won by the advisor, in which the postdoctoral researcher is included as a member of the project team
- c. The number of articles published or accepted for publication in Web of Science journals with an impact factor. In the humanities, vocational fields, and for the fields of law and economics, WoS articles in journals without an impact factor or Scopus indexed are also taken into account.
- d. The number of articles accepted for publication or published in Web of Science journals from the red or yellow zone.
- e. The number of manuscripts submitted for publication in Web of Science journals with an impact factor that have received at least the *Revise and Resubmit* status. In the humanities, vocational fields, and for the fields of law and economics, WoS articles published in WoS journals without an impact factor or in Scopus indexed journals are also taken into account.
- f. The number of participations with international visibility (Visual Arts / Music / Theater and Performing Arts field)

**Art. 2** If any of the following five conditions are met, it is considered that the mid-program performance indicator is fulfilled:

- a. a manuscript resulted from the postdoctoral work has been submitted for publication to a Web of Science journal from the red zone and is at least in the *Revise and Resubmit* stage
- b. over the course of the postdoctoral program, at least two manuscripts have been submitted for publication to Web of Science journals with an impact factor (for the humanities, vocational or law fields it can be a WoS journal without an impact factor or Scopus) and they are at least in the *Revise and Resubmit* stage
- c. over the course of the postdoctoral program, a manuscript has been sent for publication to Web of Science journals with an impact factor (for the humanities, vocational or law fields it can be a WoS journal without an impact factor or Scopus) and it is at least in the *Accepted* stage
- d. over the course of the postdoctoral program, a manuscript has been sent for publication to Web of Science journals with an impact factor (for the humanities, vocational or law fields it can be a WoS journal without an impact

- factor or Scopus) and it is at least in the *Revise and Resubmit* stage, and there is also at least one grant application under evaluation or approved for funding, in which the postdoctoral researcher is a member or project director
- e. the candidate has participated in one event of international visibility (Visual Arts / Music / Theater and Performing Arts).

**Art. 3** It is considered that the performance indicators are fulfilled if at the end of the program the postdoctoral researcher simultaneously meets conditions (a) and (b) of this article.

(1) for the field of exact sciences, natural sciences or social sciences:

- one WoS article in the red zone as the main author (in the fields where the notion of main author is used) OR
- two WoS articles of which at least one is in the yellow zone and in at least one of them the researcher is the main author OR
- three articles published or accepted for publication in WoS journals with an impact factor (regardless of their band), in at least one of which the researcher is the main author;

-have a grant application submitted under the WUT affiliation in one of the national or international competitions. At national level, the competitions within PN III, organized by UEFISCDI or those organized by other authorities that manage research grant competitions are particularly considered. At international level, the competitions within Horizon Europe or organized by other authorities that manage research grant competitions are particularly considered. Obtaining funding for the research may compensate for the absence of one of the publications required in point (a) but will not make up for the absence of any publication.

(2) for the humanities, vocational fields or law:

- three articles published or accepted for publication in WoS journals with or without an impact factor or in Scopus journals, of which in at least two the researcher is the main author / three participations in major international events for the field of Visual Arts / Music / Theater and Performing Arts.
- a grant application submitted as a project director under the affiliation of WUT in one of the national or international competitions. At national level, the competitions within PN III, organized by UEFISCDI or those organized by other authorities that manage research grant competitions are particularly considered. At international level, the competitions within Horizon Europe or organized by other authorities that manage research grant competitions are especially considered. Obtaining funding for the research grant may compensate for the absence of one of the publications / participations required in point (a) but will not make up for the absence of any publication / participation.