GAP ANALYSIS - PROCESS

Case number: **2022RO782646**
Name Organisation under review: Universitatea de Vest din Timișoara (West University of Timișoara)
Organisation's contact details: Bd. Vasile Pârvan no. 4, 300223, Timișoara, Timiș, Romania

PROCESS

The HRS4R process must engage all management departments directly or indirectly responsible for researchers' HR issues. These will typically include the Vice-Rector for Research, the Head of Personnel, and other administrative staff members. In addition, the HRS4R strategy must consult its stakeholders and involve a representative community of researchers ranging from R1 to R4, as well as appoint a Committee overseeing the process and a Working Group responsible for implementing the process.

Please provide the name, the position, and the management line/ department of the persons who are directly or indirectly engaged in the HRS4R process in your organisation:

Name	Position	Management line/ Department
Marilen-Gabriel PIRTEA	Rector	Highest managerial position and legal representative of the university
Mădălin BUNOIU	Vice Chancellor responsible for Research - Development - Innovation Strategy, Sustainability, Technological Transfer and Diaspora Relations	Coordinates strategy of research, development, innovation, artistic creation, and sports performance
Irina MACSINGA	Vice Chancellor responsible for academic strategy and student relations	Coordinates academic strategy and student relations
Cosmin ENACHE	Vice Chancellor responsible for financial and digitalization strategy	Coordinates financial and digitalization strategy
Florin Alin SAVA	Director of Council of Doctoral University Studies	Coordinates Council of Doctoral University Studies
Bogdan ALDEA	Director, Department of Human Resources	Implement the strategy of human resources strategy
Oana LOBONȚ	Representative of Council of Doctoral University Studies	Council of Doctoral University Studies

Daniel VIZMAN	Dean, Faculty of Physics	Dean/Council of Doctoral University Studies
Mihai MUTAȘCU	Full Professor, International Experienced Researcher	Faculty of Economics and Business Administration
Daniel LUCHEȘ	Coordinator of Department for Scientific Research and University Creation	Implement the Research - Development - Innovation Strategy, Sustainability, Technological Transfer and Diaspora Relations

Your organisation must consult its stakeholders and involve a representative community of researchers ranging from R1 to R4[1], as well as appoint a committee overseeing the process and a Working Group responsible for the implementation of the HRS4R process.

*The term 'Human Resources' is used **in the largest possible sense**, to include all researchers (Frascati definition: Proposed Standard Practice for Surveys on Research and Experimental Development, Frascati Manual, OECD, 2002) disregarding the profile, career „level', type of contract etc. etc.*

For a description of R1-R4, see
https://euraxess.ec.europa.eu/europe/career-development/training-researchers/research-profiles-descriptors

Provide information on how the above groups were involved in the GAP-analysis:

*Stakeholder group Working group:	Consultation format	Outcomes
Ethical and professional aspects	Working group	input for gap analysis, OTM-R checklist & action plan
Recruitment and selection	Working group	input for gap analysis, OTM-R checklist & action plan
Working conditions	Working group	input for gap analysis, OTM-R checklist & action plan
Professional development and training courses	Working group	input for gap analysis, OTM-R checklist & action plan

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[1]

Working group: Ethical and professional aspects:
- Amalia-Ionela BRADU, PhD. Student (R1)
- Amalia TĂȘALĂ, PhD. Student (R1)
- Vlad CHERECHEȘ, Coordinator of Quality Management Department (R1)
- Andra CENAN-GLĂVAN, Referee Innovation & Technology Transfer, PhD Student (R1)
- Alexandra PETCU, Head of Innovation & Technology Transfer (R2)
- Alexandra MERCESCU, Lecturer (R2)
- Viorel PROTEASA, Lecturer (R2)
- Daniel LUCHEȘ, Coordinator of Department for Scientific Research and University Creation (R3)
- Nicoleta MIRICĂ – Associate Professor (R3)
- Mihai Popean, Associate Professor (R3)
- Florin Alin SAVA, Director of Council of Doctoral University Studies (R4)
- Marc FRÎNCU – Full Professor PhD. (R4)
- Andrea RADU – Referee SupportTm Center
- Rodica ȚURCAN, Referee Department for Scientific Research and University Creation

Working group: Recruitment and selection
- Andreas SCHEIN, PhD. Student (R1)
- Ioana Raluca RĂCĂTĂIAN, PhD. Student (R1)
- Daniel MILENCOVICI, PhD. Student (R1)
- Dan VLASE- Referee Department for Scientific Research and University Creation, (R2)
- Daniel LUCHEȘ, Coordinator of Department for Scientific Research and University Creation (R3)
- Mădălin BUNOIU, Vice Chancellor responsible for Research, Development, Innovation Strategy, Sustainability, Technological Transfer and Diaspora Relations (R4)
- Lucian BERCEA, Full Professor PhD. (R4)
- Mihai MUTAȘCU, Representative of Council of Doctoral University Studies (R4)
- Florin Alin SAVA, Director of Council of Doctoral University Studies (R4)
- Bogdan ALDEA, Director, Department of Human Resources

Working group: Working conditions
- Adriana VLAICU, PhD. Student (R1)
- Vasile Lucian DRINC, PhD. Student (R1)
- Lucian CIORBA, Lecturer (R2)
- Gabriela ROBECI, Research Assistant (R2)
- Alexandra PETCU, Head of Innovation & Technology Transfer (R2)
- Adrian MAGINA, Lecturer (R2)
- Silvia FIERĂSCU, Lecturer (R2)
- Victor AMBRUȘ, Lecturer (R2)
- Elena SÎRBU, Associate Professor (R3)
- Daniel LUCHEȘ, Coordinator of Department for Scientific Research and University Creation (R3)
- Cosmin ENACHE, Vice Chancellor responsible for financial and digitalization strategy (R4)
- Bogdan ALDEA- Director, Department of Human Resources
- Nadia TOPAI, Legal advisor
- Dănuț VIȚONESCU, Inspector in the field of safety and health at work

Working group: Professional development and training courses

- Andra Maria JURCA, PhD. Student (R1)
- Alina ȘTEFAN, PhD. Student (R1)
- Cătălina CAPATINA, PhD. Student (R1)
- Roxana PĂCURAR, Head of Career Counseling and Guidance Center (R2)
- Ioan JUCU, Lecturer (R2)
- Adrian SINITEAN, Lecturer (R2)
- Mihaela COZMA, Lecturer (R2)
- Coralia SULEA, Associate Professor (R3)
- Corina ILIN, BEIA, Expert in Ethics (R3)
- Dana PERCEC, Full Professor PhD. (R4)
- Oana LOBONȚ, Representative of Council of Doctoral University Studies (R4)
- Daniel VIZMAN, Representative of Council of Doctoral University Studies (R4)
- Delia VÎRGĂ, Representative of Council of Doctoral University Studies (R4)

We also consulted a representative community of researchers ranging from R1 to R4, as presented below.

Please describe how was appointed the Committee overseeing the process:

The committee overseeing the process was in fact the Director committee, more precisely, a part of the Director committee. Thus, the people who are directly responsible for:
- the strategy of Research, Development, Innovation Strategy, Sustainability, Technological Transfer and Diaspora Relations,
- educational innovation, academic career and student relations
 - financial strategy, digitization and organizational development
- the Director of Council of Doctoral University Studies.

The entire activity of the Oversight Committee was coordinated by the Rector of the West University of Timișoara and the Vice-Rector responsible for Research, Development, Innovation Strategy, Sustainability, Technology Transfer, and Diaspora Relations.

Work meetings were organized in which the organization of activities was discussed, and proposals for documents for each stage (GAP analysis, internal consultation report, OTMR checklist) were analyzed and debated.
Additionally, the action plan was agreed upon within this committee.

Please describe how was appointed the Working Group responsible for the implementation of the HRS4R process:

The activity at the working groups level was carried out according to the version of the charter and code in force in 2022.

We are aware that in December 2023 the charter was updated and the number of principles was reduced to 20, and the new version has already been disseminated to all involved parties. However, we must mention that the process was already underway at the time of the update and we also considered it to be more appropriate for the self-evaluation to consist of a more complex analysis by reporting on a higher number of indicators.

The entire process of joining HRS4R was under the coordination of the vice-rector responsible for the research, development, and innovation strategy. Thus, the Administrative Council of the West University of Timisoara nominated him for this activity.

After a careful analysis of the entire documentation and the way of implementing the accession process, the vice-chancellor responsible for the research strategy submitted to the Board of Directors the proposal to establish four working groups to start the specific activities.

The four working groups aimed at:
- Ethical and professional aspects
- Recruitment and selection
- Working conditions
- Professional development and training courses.

The working groups were composed of teaching staff, researchers, doctoral students, and postdoctoral researchers to ensure a balance between early-career researchers, postdoctoral researchers, and independent researchers or full professors.

The activity was organized at the level of work teams so that each team member had the opportunity to express their own opinion regarding the possible gaps at the level of principles.

The consultation of the academic community was carried out online by using a questionnaire (https://e-uvt.questionpro.com/HRS4R-2024) addressed to the entire academic community, teaching and research staff at different levels of expertise. Thus, to express their opinions, doctoral students (R1), postdoctoral researchers (R2), teaching staff and researchers with a high level of independence in knowledge (R3), as well as researchers with extensive experience (R4) were invited to participate

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers: GAP Analysis Overview			
Status: to what extent does this organisation meet the following principles?	Implementation: ++ = **fully** implemented +/- = **almost but not fully** implemented -/+ = **partially** implemented -- = **insufficiently** implemented	In case of --, -/+, or +/-, please **indicate the actual "gap"** between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation.	Initiatives undertaken and/or suggestions for improvement:
		Free text 300 words maximum	Free text 200 words maximum
Ethical and Professional Aspects			
1. Research freedom	+/-	Academic freedom is a core institutional value, explicitly stated in Art. 2, 9 and 10 of the Charter of West University of Timisoara (WUT), in line with national legislation. WUT's teaching / research staff have the freedom to undertake research, to choose research topics, to develop / submit research projects, to decide on the research programmes / competitions they participate in. The research freedom is promoted / guaranteed by administrative structures responsible for research management (Research centers, Department for Scientific Research and Academic Creation, the Project Management Department, and the Scientific Council) and is supported by operational procedures.	**Current practice** Prior to signing the individual work contracts, prospective researchers must read, acknowledge, and accept the research principles supported by each doctoral school from WUT through various regulations and methodologies. Furthermore, WUT organises compulsory training on research principles, techniques and methods (field specific) for PhD students / young researchers. **Internal regulations** • WUT Charter (Art. 2, 9, 10): https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2-The-WUT-Charter-2024_ENG-1.pdf • Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027 and the Regulation of Scientific Research and Academic Creation Both found here: http://hrs4r.uvt.ro/wp-content/uploads/2024/07/Anexa-1-Strategia-de-cercetare-dezvoltare-inovare-a-UVT-pentru-perioada-2021-2027.pdf • Scientific Research and Academic Creation Council: https://www.uvt.ro/cercetare/strategie-si-impact/consiliul-stiintific/ • WUT's Regulation regarding scientific research and academic creation: https://shorturl.at/lHJs2 **Suggestions for improvement** ● Based on previous experience in regards to OSIM (national patent agency), to prove the existence of conditions to recognise work inventions, it is recommended that individual work contracts should include the mention regarding the „inventive mission". Furthermore, the RDI strategy of the

				University could clearly reflect the domains in which inventive work is to be expected from each researcher, as well as guidelines on how the inventive work will be undertaken; ● In line with the concept of and guidelines on the inventive missions, certain criteria must be formulated so that any invention/ creative work/ scientific work that falls within the scope of the mission should be recognized, regardless of whether it can lead to patent filing; ● Potential creation of regulation on shared IP practices in the University;
2. Ethical principles	+/-		All WUT researchers follow the official ethical practices and ethical principles (specific for each field), in line with the WUT Code of Ethics and Deontology. WUT, in line with the Order of the Minister of Education Order No. 5255 / 10.09.2021, has adopted a dedicated strategy regarding plagiarism prevention. Furthermore, according to national legislation (Minister of Education Order No. 3131/2018), all undergraduate university programs must include compulsory Ethics and Academic integrity courses, as stated in the WUT Regulation for elaborating study programs. Raising awareness remains a pressing need, regardless of the online availability of WUT regulations, guidelines and methodologies, particularly among early-stage career researchers. [Law 199/2023 Art. 3, letter c (integrity, by ensuring value benchmarks and promoting ethics in education and research;)]	**Current practice** WUT doctoral students / young researchers have compulsory courses regarding ethics and academic integrity. Guidelines on research ethics, plagiarism avoidance and academic integrity are included within the regulations / procedures for doctoral theses. The doctoral students also have compulsory courses regarding academic writing. Dedicated plagiarism detection software (Turnitin, Ithenticate) is available to all students and staff (teaching and research). **Internal regulations** • The WUT Charter https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2-The-WUT-Charter-2024_ENG-1.pdf • The WUT Code of Ethics and Deontology https://shorturl.at/yGNSA • WUT Strategy for Preventing and Combating Plagiarism https://shorturl.at/fqtl3 • WUT Regulation for elaborating study programs: https://tinyurl.com/5xujrtph • Academic Ethics and Deontology Commission: https://tinyurl.com/yehj9396 • Ethics and Academic Integrity Office: https://tinyurl.com/25khdy5c **Suggestions for improvement** ● Increasing events pertaining to sharing best practices in each field, especially related to ethical issues (where applicable); ● Including legal, social, ethical, and professional issues discussions in existing domain specific courses beyond the compulsory ethics course to increase awareness and responsibility for students and academics; ● Providing a clear and easy to understand workflow diagram for academics to adhere to when asking for ethical approval;

			● Providing pre and post support for academics when running their research to adhere to university, national, and European legal legislation; ● Providing templates for consent and other documents that participants in academic research must sign before participating in the study; ● Providing more accessible information on procedures regarding ethics (such as how to ensure ethics in RDI activities, how to ask for ethical approval, how to deal with user groups/ panel members, how to handle data and privacy of individuals taking part in research projects, etc); ● As part of its strategy to enhance the attractiveness of research careers for early-stage students, WUT incorporates a progressive integration of ethical principles in research activities throughout the educational journey, beginning with foundational concepts at the bachelor's level, advancing to comprehensive frameworks at the master's level, and culminating in an in-depth exploration during doctoral studies;
3. Professional responsibility	+/-	The principle of professional responsibility is included in WUT's Code of Ethics and Deontology (Art. 9). WUT's Charter explicitly prohibits plagiarism and WUT, in line with the Order of the Minister of Education Order No. 5255 / 10.09.2021, has adopted a dedicated strategy regarding plagiarism prevention. Plagiarism is also banned by internal procedures related to research (including the Doctoral School regulation, access to plagiarism detection software, etc.). WUT's Innovation & Technology Transfer Centre offers support for researchers regarding research regulations and for patenting research results. Besides the need for training and awareness raising in regards to professional responsibilities for new researchers, the documents related to these topics are not grouped in a single, easy to find location on WUT's website. Furthermore, the attention to issues of professional responsibility currently shifts focus from the traditional issues of plagiarism and research conduct to less discussed topics, such as the responsible use of software, knowledge commons and AI, on one hand. At the same time, as the efforts to gauge researchers	**Current practice** The Innovation & Technology Transfer Centre provides support for researchers regarding knowledge and technological transfer, intellectual property rights and patents. Issues regarding plagiarism and other ethical issues related to professional responsibilities are systematically taught at all levels of education (Doctoral / master / bachelor studies), and all teaching and research staff have access to plagiarism detection software. Furthermore, any new member of the teaching or research staff, upon signing their individual contract, is required to acknowledge and acquiesce to all WUT's commitments regarding ethical and professional principles. **Internal regulations** • The WUT Charter https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2-The-WUT-Charter-2024_ENG-1.pdf • The WUT Code of Ethics and Deontology https://shorturl.at/yGNSA • WUT Strategy for Preventing and Combating Plagiarism https://shorturl.at/fqtl3 • WUT Regulation for elaborating study programs: https://tinyurl.com/bdzhx27d • Academic Ethics and Deontology Commission: https://tinyurl.com/yehj9396 • Ethics and Academic Integrity Office: https://tinyurl.com/25khdy5c • Regulations regarding WUT's Technology Transfer and Innovation Centre:

			efforts towards the third mission of the universities over the past years have consolidated, there appeared the need to discuss internally how well the regulations fit the existing and foreseeable needs of the researchers community and suggest updates in a participatory manner.	https://www.uvt.ro/en/cercetare/cercetare-si-inovare/inovare-si-transfer-tehnologic/ • Regulations regarding the protection of intellectual property: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Regulament-PDPI-EN.pdf • WUT's regulations concerning doctoral / postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/, https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2_Metodologie-admitere-programe-postdoc-UVT_ENG.pdf **Suggestions for improvement** ● Updating WUT's website with a specific page containing all links and documents pertaining to national legislation and internal documents and regulation, to facilitate ease of access for all researchers; ● Creating toolkits/guides on professional responsibility provisions, both on the national and European level. A clear methodology regarding the intellectual property rights should be implemented to clearly define ownership (for the staff/students that create/develop them); ● Creating a mechanism of participatory evaluation and updating of the current regulations and practices which govern professional responsibility. ● Creating a general framework (or a draft for agreements) on resolving conflicts of interest and other related ethical issues; ● The evaluation of researchers and academic staff is conducted annually. For those who do not achieve ratings above the average, we initiate counselling sessions as part of the WUT mentorship programme to support and guide their professional development;
4. Professional attitude	+/-		The Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027 and the Rector's Management Plan 2020-2024 cover the strategic goals regarding WUT's research environment. The Department for Scientific Research and Academic Creation (DSRAC) provides guidance and supervision in accessing and implementing research projects, grants, and WUT's Innovation & Technology Transfer Centre facilitates contacts with the industry. All administrative and financial issues for projects / grants / contracts financed by national and international funding are monitored by DSRAC.	**Current practice** Information on major research calls (mostly national and Horizon Europe calls) is disseminated by email to the entire academic community by DSRAC. Specific information on certain calls is also disseminated by vice-deans for research and by research centres director (by email). DSRAC also provides technical counselling and support regarding project calls and support regarding financial guidelines and manages obtaining approvals. The RDI & Tech Transfer Week is a biannual event designed to induct and refresh participants on key topics essential for modern research, development and innovation. The recurrent event covers a range of subjects including ethical principles in research, intellectual property rights (IPR), valorization of research results, open innovation, and the concept of living labs. Additionally, it emphasises the importance of citizen science, the accessible dissemination of research outcomes, and the sustainable development and societal impact of scientific work. Complementing this event is the Start Grant training programme, which provides comprehensive training on how to apply for,

		Applications for calls funded by the European Commission require no internal approval. Applications for calls financed by the national funding agency for research (The Executive Agency for Higher Education, Research, and Innovation Funding - UEFISCDI), also do not require, if the financing rate is 100%. However, all national calls require the host institution agreement for implementation in case of a successful application, thus internal approval is still required prior to applying. Approval is required in case of co-financing. Periodical training sessions are required in regards to steps for applications for grants and administrative / technical regulations (i.e. overhead or indirect costs rate, co-financing, national and internal regulations on costs reimbursements, etc.). WUT's Innovation & Technology Transfer Centre offers support for researchers regarding valorisation of research results, specific regulations, IPR and patenting research results, as well as creating legal instruments such as framework contracts with significance for research activities.	manage, and implement Research, Development, and Innovation (RDI) projects, further equipping participants with the skills necessary for successful research careers. **Internal regulations** • Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/WUT-2021-2027_Research-strategy.pdf • Regulations concerning WUT's DCSCU https://hrs4r.uvt.ro/wp-content/uploads/2024/07/DSRAC_Regulation_ENG.pdf • Regulations concerning WUT's Internal Public Audit Office https://tinyurl.com/759yf88s **Suggestions for improvement** ● Implementing training sessions regarding technical, administrative and ethical aspects of research projects development (budget estimation, national and internal rules for researchers' salaries, reimbursement procedures, indirect costs rates, etc.); ● Restart training sessions on tools for identifying funding tenders and the best calls;

5. Contractual and legal obligations	+/-	WUT offers standard contracts for teaching and research staff, with standard employment rights / obligations in line with national legislation (Romanian Labour Regulations-Law No. 51/2003, National Law of Education-Law No. 1/2011, Law on the Status of Research and Development Personnel-Law No. 319/2003) and internal regulations. All work contracts are financed either through WUT's budget (for tenure and/or fixed-term employment) or through funding provided by research projects (fixed-term positions). Tasks / duties / responsibilities are stipulated in their job descriptions, in line with expected results (according to grants/contracts/projects indicators or to WUT's performance indicators). WUT's Innovation & Technology Transfer Centre offers support for researchers regarding research regulations and for patenting research results. The Legal Department of WUT offers full support in explaining the contractual and legal obligations to its (future) employees and any further amendments that they are invited to agree on. Moreover, through the respective management structures present at the level of each faculty, the employees are regularly updated on any relevant legal changes that might affect their professional duties/rights. Moreover, the teaching and research staff is consulted regarding the proposed (internal or national) reforms and can submit written observations (e.g. the minimal criteria for promotion in academia are to be changed soon and are therefore open for debate in a transparent process). The researchers are aware of the promotion criteria (which were adopted nationally) and can thus anticipate the progress of their career. The future employees do not have much leeway in negotiating their labour contracts but this is a limitation imposed by national legislation.	**Current practice** The rights / obligations, alongside a researchers' contractual and legal obligations are explicit in their employment contracts and their job descriptions, including expected results (according to grants/contracts/projects, or to internal key performance indicators, respectively). General employment rights / obligations are covered by WUT's internal regulations, in line with national legislation. WUT, through its Innovation & Technology Transfer Centre, offers support, including training/counselling (on demand) in regards to intellectual property and patent submissions. Furthermore, new teaching / research staff are required to acknowledge and acquiesce to all WUT's commitments regarding ethical and professional principles, prior to signing their contract. In accordance with the VPN procedure for establishing the initial negotiation value of RDI results, research project directors are required to notify the DRSAC upon achieving research outcomes. The DRSAC then informs the Center for Innovation and Technology Transfer, which supports researchers in determining the starting negotiation value for results with potential commercial value. **Internal regulations** • WUT internal regulations https://hrs4r.uvt.ro/wp-content/uploads/2024/07/ROI-UVT-ed-2-HS-63-27.07.2018_ENG-2.pdf • Regulations regarding WUT's Technology Transfer and Innovation Centre: https://www.uvt.ro/en/cercetare/cercetare-si-inovare/inovare-si-transfer-tehnologic/ **Suggestions for improvement** ●English translation of the relevant internal regulations ●Raising awareness, through direct information (email) regarding the services provided by the WUT's Innovation & Technology Transfer Centre; ●Including the following in the contractual rights and obligations of research and academic staff: ✓ the notion of IP protection and ownership ✓ the notion of institutional research strategy (approved by University leadership) ✓ the notion of „inventive mission" as part of their work duties (as mentioned above); ●WUT maintains a constant relationship with the employee trade union to promote and improve the social welfare of researchers, ensuring their rights and well-being are actively supported and enhanced;

6. Accountability	+/-	WUT operates in accordance with all national regulations regarding budgetary oversight of public funded institutions. The budget and annual expenditures are public information, as required by law, and are available in detail, on a national online platform and on the university website. Research expenditures require internal approvals, as well as internal and/or external audits, in line with grants agreements / contractual provisions. All research results financed by public bodies (national or international) are publicly available (project website, repositories / other channels), depending on contractual provisions and intellectual property agreements. Beyond the internal procedures regarding the financial management of research budgets (regardless of funding), all researchers have the obligation to use their respective budgets in an efficient and socially responsible way. The current awareness of researchers regarding their social responsibility is not sufficient.	**Current practice** All expenditures related to a research project are subject to internal approvals, and WUT's Finance-Accounting Department verifies whether each expenditure complies with national legislation. Periodic and final project implementation reports (technical and financial), alongside financial audits (internal or external) are submitted to the funding authority, as required by each funding contract. Researchers are actively involved in promoting science (e.g. such as Researchers Night and other similar events) within the community and participating in various citizen science initiatives. This engagement is further supported by the launch of a dedicated citizen science platform in June 2024, accessible at (https://citizenscience.uvt.ro/en). **Internal regulations** • Public documents regarding WUT's financial situation: https://www.uvt.ro/documente-publice/ (under the Budget section) • Regulations concerning WUT's Internal Public Audit Office https://tinyurl.com/759yf88s **Suggestions for improvement** ● Training sessions to raise awareness on social responsibility; ● Providing regular mandatory training sessions for researchers on domain specific legal, ethical, social and professional issues and responsibility; ● Proving training sessions and guidelines for researchers about the IP of their research outputs; ● Identifying the appropriate legal and economic options for viewing IP rights as assets of the University, potentially starting from the Negotiation Starting Value Procedure of the University;
7. Good practice in research	+/-	WUT's Office for Occupational Safety and Health, part of the Human Resources Department, manages the implementation of national legislation and internal guidelines / procedures for safe working practices. The office also trains all staff members on safe working procedures and specific measures. The IT Department is responsible for implementing the General Data Protection Regulation (GDPR), in accordance with national and international regulations, thus managing and securing all personal data stored on digital devices. The strategy regarding backups should be extended / updated to include all storage devices used for	**Current practice** WUT's Office for Occupational Safety and Health manages work safety, employee's health and occupational risk issues. The GDPR provisions are implemented by WUT in its entirety, and each of its departments and faculties, and security procedures and technical support for GDRP implementation are managed by the IT Department. The induction and refresher programme in RDI & Tech Transfer also includes training on Occupational Safety and Health, managing work safety, employee health, and occupational risk issues. The GDPR provisions are fully implemented by WUT across all departments and faculties, with security procedures and technical support for GDPR implementation managed by the IT Department. This holistic approach ensures participants are well-equipped with the necessary knowledge and skills for successful and responsible research careers. **Internal regulations** • The Human Resources Department/Office for Occupational Safety and Health and the IT Department:

		research. Current backup services cover the data on servers managed by the IT Department. Increasing accessibility to recorded, available online, work safety lectures should be a priority.	https://www.uvt.ro/organizare/departamente-administrative/ • Regulations regarding work safety are found in Chapter II of the WUT General Interior Regulation: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/ROI-UVT-ed-2-HS-63-27.07.2018_ENG-2.pdf • WUT Regulations, methodologies and procedures regarding GPDR: https://www.uvt.ro/gdpr/ **Suggestions for improvement** ● Extending the backup services to cover all research storage devices and a data sharing option (cloud type) with documents and workflows (simplified ppts with essential information, not entire methodologies) for researchers/lecturers to refer to when looking for support in ethics/etc should be made available; ● Recorded work safety and risk prevention lectures to be made available online, as part of WUT's training services; ● Employing more technicians in labs where handling various equipment and software requires a high level of expertise.; ● To enhance the research infrastructure and stimulate researchers' engagement with real-life challenges, the roadmap includes a measure to employ more technicians in labs where handling various equipment and software requires a high level of expertise. Additionally, WUT aims to work towards the accreditation and/or certification of research laboratories to perform analyses and tests relevant to the socio-economic sector. This initiative aims to ensure that our laboratories meet high standards of quality and reliability, thereby supporting researchers in their efforts to address practical, real-world problems effectively;
8. Dissemination, exploitation of results	+/-	The dissemination of research results is one of the responsibilities of WUT's teaching and research staff. Dissemination is also part of the annual individual performance evaluations, with data being collected internally. Reported data includes publications, conferences, events, patents, etc. The WUT Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027, section 3.4 Dissemination and Outreach, covers the objectives and required actions regarding WUT's large scale implementation of the Open Science policy, as well as expanding WUT's dissemination of research results, innovation achievements and activities.	**Current practice** Research results are disseminated during scientific events (conferences, workshops, meetings, etc.) and published on the project website (if developed under the framework of a grant or project), and in scientific journals. In accordance with the VPN procedure for establishing the initial negotiation value of RDI results, research project directors are required to notify the DRSAC upon achieving research outcomes. The DRSAC then informs the Center for Innovation and Technology Transfer, which supports researchers in determining the starting negotiation value for results with potential commercial value. Match-making events are also facilitated by the Innovation & Technology Transfer Centre to stimulate knowledge and technology transfer valorising research results. WUT has its own publishing house, Editura Universității de Vest, where research results are published to ensure more accessible dissemination of research findings. A list of past and present projects is available at https://www.uvt.ro/cercetare/cercetare-si-inovare/proiecte-page/. A list of past and present ISI publications is available at

			There are internal programmes to support and promote dissemination (mostly financial support for publishing in top-ranked journals). Fees for publishing in open access journals are supported by the university (fully or partially), alongside participation fees and travel costs for attending international scientific events. Most WUT grants / projects have dedicated websites, either hosted on the university's servers, or external (depending on project coordinator), where research results can be freely accessed. Dedicated procedures for commercial exploitation of the research results are in place, under the purview of WUT's Technology Transfer and Innovation Centre. Furthermore, the Centre also offers support in updating the internal documents of Journals inside the University, in order to meet the criteria set by SCOPUS, for example, and helps editors in the pursuit to create a more impactful journal. A concern is the absence of an updated internal platform used to collect research results data online. A concern is the absence of a dedicated framework regarding dissemination of the instruments put in place to collect research results within the University.	https://www.uvt.ro/cercetare/cercetare-si-inovare/publicatii/. WUT's internal resources offering support for dissemination consist of the START grant, and the Develop Grant, as well as the funds available to each faculty. **Internal regulations** • Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027 and the Regulation of Scientific Research and Academic Creation Both found here: https://www.uvt.ro/en/cercetare/strategie-si-impact/strategia-uvt-privind-cercetarea/ • Internal resources/programmes in support of dissemination: https://www.uvt.ro/cercetare/cercetare-si-inovare/anunturi-si-resurse-pentru-cercetatorii-din-WUT/ • Regulations regarding WUT's Technology Transfer and Innovation Centre: https://www.uvt.ro/en/cercetare/cercetare-si-inovare/inovare-si-transfer-tehnologic/ • Research themes/results form: https://shorturl.at/AZ4vo **Suggestions for improvement** ● Creating an updated version of the internal intranet to facilitate better internal collection of data regarding research results within the annual individual performance evaluations; ● Increasing the visibility of the support services provided by WUT's Technology Transfer and Innovation Centre; ● Creating a framework regarding dissemination and exploitation of research results; ● Increasing the number of partnerships to better integrate WUT in innovation clusters and research networks; ● Increasing the internal support resources by introducing more grants for young researchers and excelling and innovative students; ● A WUT wide seminar series open for everyone should be implemented, with research and teaching results/practices explained in general terms for everyone to understand; ● Extensively promoting open-access publishing to researchers (through dedicated training, awareness campaigns, etc.); ● Elaborate and adopt internal regulation on academic Start-up Spin-Off creation, to valorise research results;
9. Public engagement	++		The Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027, section 3.4 Dissemination and Outreach, covers the objectives and required actions regarding WUT's large scale implementation of the Open Science policy,	**Current practice** WUT, through all its faculties and departments, organises and hosts events pertaining to public outreach, including events such as Researchers Night, open days for high schools, meetings with industry and public administration liaisons. Also, WUT provides grants for open access publications (Q1/Q2) and periodical training sessions. All WUT's events, scientific or otherwise, are published on the university's website (https://avizier.uvt.ro/) and social networks.

		as well as expanding WUT's dissemination of research results, innovation achievements and activities. A daily newsletter informs the academic community and the public regarding events within WUT. A further increase of events pertaining to strengthening contact between WUT and the local community is still required to improve outreach.	Through the Citizen Science West Platform (https://citizenscience.uvt.ro/en), WUT invites the citizens to become contributors to scientific research projects, becoming part of a process to bring science closer to the real needs of the community. Public engagement at WUT includes events such as Science Cafés, Science Wednesdays, Green Week, Green Month, Connect to the Future conferences, „in UVT Culture is (of) Capital (importance)", Open Days, Researchers' Night, Planetarium sessions, Experimentarium exhibitions, preparation for the Baccalaureate exams, and Honoris Causa conferences. These initiatives serve to foster interaction between the university community and the public, promoting knowledge sharing and cultural enrichment. **Internal regulations** • Strategy for Research, Development and Innovation of the West University of Timisoara 2021-2027 and the Regulation of Scientific Research and Academic Creation Both found here: https://www.uvt.ro/en/cercetare/strategie-si-impact/strategia-uvt-privind-cercetarea/ **Suggestions for improvement** ● Publicly promote a predictable calendar of outreach events; ● Formulate clear indicators to assess impact of outreach events;
10. Non-discrimination	++	National legislation forms the basis for WUT's approach to non-discrimination. As such, in line with the WUT Charter and the Code of Ethics and Deontology, all forms of discrimination are banned and discouraged. Disadvantaged and vulnerable students / staff are supported through several internal regulations and policies. Raising awareness remains a need in regards to discrimination risks and inclusiveness.	**Current practice** WUT does not tolerate any form of discrimination, in accordance with national legislation and internal regulation. Current practices also involve organising an annual "Women in Data Science" conference, aimed at fostering collaboration, showcasing achievements, and promoting diversity and inclusion within the field of data science. As part of our current practices to enhance accessibility for both the academic community and wider audiences, WUT established working groups dedicated to developing tangible outcomes like tactile maps and tactile carpets for visually impaired individuals in university spaces. These initiatives created inclusive environments that cater to diverse needs and promote equal access to educational resources and facilities. WUT also ensures a number of enrolment openings are reserved for students with disabilities, from disadvantaged communities and minorities. **Internal regulations** • The WUT Charter https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2-The-WUT-Charter-2024_ENG-1.pdf • The WUT Code of Ethics and Deontology https://shorturl.at/yGNSA • Gender Equality Plan https://tinyurl.com/2y5wfvje

			• WUT internal regulations https://hrs4r.uvt.ro/wp-content/uploads/2024/07/ROI-UVT-ed-2-HS-63-27.07.2018_ENG-2.pdf **Suggestions for improvement** ● The topic of non-discrimination (and gender balance component) will be included in the biannual induction and refresher event for the academic and research community, along with ethical principles, IPR et al; ● Creating and implementing GEP`s documents that provide guidelines regarding gender equality in different fields of research and combating any form of gender discrimination in research activity; ● Expand support provided for groups/individuals that might suffer from some form of discrimination, upon their request; ● In the booking form for the space where the event will take place, a recommendation related to non-discrimination will be inserted.
11. Evaluation/ appraisal systems	++	The annual performance appraisal in research is based on the Annual result and professional performance results of WUT's teaching and research staff Methodology, approved each year by the University Senate, which includes 41 key performance indicators. All staff report annually, with the evaluation consisting of a self-evaluation of results, a peer evaluation and a department analysis. The evaluation is also according to the minimum requirements for teaching / research staff set by the national institution dealing with academic titles (CNADTCU) in each field. The methodology is currently in its trial phase, and is scheduled to be fully in effect starting on January 1st 2024. The indicators used are quantitative, as such, qualitative indicators need to be included.	**Current practice** The teaching and research staff annual evaluation regarding research results contains 41 performance indicators (publications, grants, patents, awards, etc.), as detailed by the methodology by the University Senate. All researchers report their results alongside a self-evaluation. Some results (teaching performance) are also evaluated by their peers (three-person commission). The overall results (not nominal) of the evaluations are discussed in department meetings. All students have representation in quality assurance processes regarding academic dimensions (including research). **Internal regulations** • Senate decision No. 45/2021, Pont 4- on Indicators for Reporting the Scientific Research Activity: https://tinyurl.com/2s457asr **Suggestions for improvement** ● Expand the methodology to include qualitative criteria and metrics, as well as a series of measures that facilitate career development. The latter should include personalised feedback and a post-assessment action plan. Likewise, a tighter link could be made between these results and the financial bonuses; ● Create a series of support events where young researchers will learn the importance of the evaluation process by having people with nationally and internationally recognized careers present examples of good practices that have led to success in their academic and research careers; ● A future measure regarding evaluation will incorporate internal performance indicators that assess not only traditional academic outputs, but also tangible contributions to innovation and societal impact. This includes tracking metrics such as the number of IPR protected (e.g., national,

			European, global patents) generated by researchers, their contributions to local, regional, national, and European public policy recommendations and strategies, as well as the number and quality of know-how and technology transfer contracts forged with socio-economic partners. These indicators will provide a comprehensive view of researchers' contributions to both academic excellence and practical socio-economic development;

Recruitment and Selection

12. Recruitment	+/-	The filling of all positions, including those of researchers and teaching staff with research duties, is done through open competition. This process follows WUT's internal regulations that align with national legislation and prioritise transparency, non-discrimination, equal opportunities, and quality standards. All those details are publicly posted on the official WUT webpage, in dedicated sections, for each type of domain and position. Unfortunately, information related to the position's competencies, work conditions, further opportunities and gender equality are not immediately available. Those aspects are deducted/derived from internal or national regulations or procedures, an additional effort to find them being necessary. The university has some autonomy in its human resources policy, as per the national legislation, but the central management's actions are limited and are compensated by methodological management. The HR Department and Research centres handle administrative activities related to the recruitment and selection of fixed-term positions, while the Teaching Departments and Research centres manage the recruitment and selection for tenure contracts at any level.	**Current practice** The recruitment and selection process for WUT staff is differentiated based on the type of vacancy, including research and teaching staff, non-teaching staff, doctoral students and post-doctoral fellows. Internal regulations and methodologies promote open, transparent, and merit-based recruitment for all research jobs. WUT currently uses accommodation support for candidates, new entries also benefit from the START Grant. **National legislation** • HG 286/2011 Government of Romania Decision for the approval of the Framework Regulation on the establishment of the general principles for filling a vacant or temporarily vacant position corresponding to contractual positions and the criteria for promotion to the higher grades or professional levels of contractual staff in the budgetary sector paid from public funds. • Law 319/2003 Research and development staff statute •HG 457/2012 - Government of Romania Decision regarding approval of the framework contest Methodology for filling vacant teaching and research positions in higher education • LEN 1/2011 - National Law of Education • LIS 199/2023 - Higher Education Law **Internal regulations** • Methodology on filling the teaching and research vacant positions https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Metodologie-de-concurs_promovare_2024_final_ENG.pdf • Methodology on filling vacant research positions in WUT's research structures: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Methodology_vacant_research_positions_WUT_research_structures_ENG.pdf • Procedure on filling an open position for non-teaching staff https://tinyurl.com/2pwufjwp • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/, https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2_Metodologie-admitere-programe-postdoc-UVT_ENG.pdf

		All required documents are sent and archived in electronic versions, the originals being presented onside only for legal validation but doubled by certified copies to comply with the national legal rules. In research projects carried out through WUT, recruitment and selection procedures comply with the funding guidelines and are managed by the HR Department and the project manager. Applications for international candidates are limited due to the fact that most job ads and contest documentation are in Romanian. However, project-based positions funded by UEFISCDI are advertised on Euraxess, as it is a mandatory contractual obligation. Vacant positions funded by WUT are occasionally advertised on Euraxess as well. For better understanding, an integrated guide with all recruitment details should be an important target in the future.	**Suggestions** ● Updating internal regulations and methodologies to align with the OTM-R (Open, Transparent, and Merit-based Recruitment) policy; ● Translating administrative documents and procedures into English for the recruitment process; ● Utilizing more European or international online platforms to advertise vacancies; ● Implementing an evaluation and feedback system for candidates participating in competitions, regardless of the outcome, to help improve the candidate experience and continuously adjust the recruitment process;	
13. Recruitment (Code)	+/-	As per Romanian regulations, when advertising vacant job positions, various communication channels are used to propagate all needed recruitment information, such as the university website, the Official Gazette of Romania, dedicated national platforms, national newspapers, and the Euraxess platform. Despite meeting the requirements of the vacancy and ensuring transparency, the communication channels mandated by law are not entirely effective. Moreover, the format in which the job advertisements are published, which is also imposed by law or national online platforms, does not always allow for a clear presentation of the job's working conditions and career development prospects. Limitation in sharing information for recruitment is observed through dedicated academic platforms or related professional associations.	**Current practice** Depending on the type of position to be filled (e.g., researcher with permanent contract, researcher with tenure contract, support staff for research) the following posting channels will be used: the university's website (https://www.uvt.ro/cariere/), Official Gazette of Romania, Euraxess platform, LinkedIn institutional account, dedicated national platforms (such as http://jobs.edu.ro/ and https://jobs.research.gov.ro/) national newspapers. To advertise job openings effectively, WUT uses online platforms at the European or international level, providing detailed information about the job's conditions and potential for career advancement. Additionally, social media platforms like LinkedIn can be used to promote research vacancies. WUT already uses several of suggested online platforms at the European or international level: https://jobs.mcid.gov.ro/my_account.php https://edujobs.ro/ https://www.euraxess.gov.ro/partnering/members/94096 https://www.higheredjobs.com/MyHigherEdJobs/default.cfm **Internal regulations** • Methodology on filling the teaching and research vacant positions	

				https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Metodologie-de-concurs_promovare_2024_final_ENG.pdf • Methodology on filling vacant research positions in WUT's research structures: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Methodology_vacant_research_positions_WUT_research_structures_ENG.pdf • Procedure on filling an open position for non-teaching staff https://tinyurl.com/2pwufjwp • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/, https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2_Metodologie-admitere-programe-postdoc-UVT_ENG.pdf **Suggestions for improvement** ● Several dedicated academic recruitment platforms are also welcome to be used, such as Akadeus, Academic Positions, Faculty Jobs, Academic Transfer, Inomics, Chronicle etc.; ● The webpage Careers -> Teaching and research positions should be translated to English
14. Selection (Code)	+/-		The selection committee members are chosen based on their expertise, in compliance with national and internal regulations. Approval is required from both the Executive Board and the University Senate, for researchers with tenure contracts. The selection process follows national guidelines and involves specific examination tests. However, there are no explicit provisions in the internal regulations pertaining to gender balance, while a lack of foreign committee members is also observed (i.e. Romania has an extended academic diaspora not well considered, being marginally exploited).	**Current practice** The members of the selection committee are chosen based on their expertise, with national regulations requiring specific conditions to be met. For example, for R4 positions, at least three out of five members must be external, and all members must hold an R4 position or a comparable teaching position. International members may also be appointed, typically for R3 and R4 positions. The selection committee goes through an internal approval process, which involves approval from the faculty or research centre, the Executive Board, and, for R3 and R4 tenure contracts, the University Senate. The selection committee for R3 and R4 tenure contracts is published in the Official Gazette of Romania. Additionally, all recruitment and selection documents, including administrative documents and scientific dossiers of candidates, are sent to the National Council for Attesting Titles, Diplomas and Certificates (CNATDCU) for final verification and approval for R3 and R4 positions. There are also internal postdoctoral fellowships available. Both national and international postdoctoral researchers could receive a scholarship under the Internal Fellowship program, based on a competitive based program. **Internal regulations** • Methodology on filling the teaching and research vacant positions https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Metodologie-de-concurs_promovare_2024_final_ENG.pdf • Methodology on filling vacant research positions in WUT's research structures: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Methodology_vacant_research_positions_WUT_research_structures_ENG.pdf • Procedure on filling an open position for non-teaching staff

			https://tinyurl.com/2pwufjwp • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/, https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2_Metodologie-admitere-programe-postdoc-UVT_ENG.pdf **Suggestions for improvement** ● Revising the internal regulations and methodologies to ensure a sufficient representation of both genders in the selection committee; ● Foreign committee members from diaspora are more than welcomed. A database with national and international experts has been created resulting from previous editions of the Smart Diaspora conferences;
15. Transparency (Code)	++	The advertisements for available positions provide information regarding the recruitment process, selection criteria, and the number of positions available. However, due to most advertisements being posted on national platforms, they lack specific details regarding career advancement opportunities. Once the selection process is complete, unsuccessful candidates receive notification of the committee's decision and their scores, with the option to appeal. Only selected candidates receive extensive feedback during the induction process. No additional benefits or long-run career opportunities are clearly specified in advertising vacant job positions.	**Current practice** All recruitment advertisements provide comprehensive information on the recruitment and selection process, including submission deadlines, required documents, selection criteria, evaluation procedures, result deadlines, and appeal processes. Results are available on the university's website, specifically on the career section, as well as on the national platform for tenure contracts. All applicants have the right to appeal. **Internal regulations** • Methodology on filling the teaching and research vacant positions https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Metodologie-de-concurs_promovare_2024_final_ENG.pdf • Methodology on filling vacant research positions in WUT's research structures: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Methodology_vacant_research_positions_WUT_research_structures_ENG.pdf • Procedure on filling an open position for non-teaching staff https://tinyurl.com/2pwufjwp • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/, https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2_Metodologie-admitere-programe-postdoc-UVT_ENG.pdf • WUT Young Researchers/Postdoctoral Research Information Package https://www.uvt.ro/en/cercetare/doctorat/studii-universitare-post-doctorat/ **National legislation** • HG 286/2011 Government of Romania Decision for the approval of the Framework Regulation on the establishment of the general principles for filling a vacant or temporarily vacant position corresponding to contractual positions and the criteria for promotion to the higher grades or professional levels of contractual staff in the budgetary sector paid from public funds.

			Suggestions for improvement ● Update internal regulations and methodologies to provide feedback to unsuccessful candidates, where permitted by national regulations, and to incorporate information about additional benefits and career prospects in selection advertisements; ● In the case of the recruitment process, it is essential for candidates to know the possible long-term career opportunities, so, in accordance with national legislation and financial resources, it would be advisable to publish the career prospects that candidates could obtain in the future. In order to be public, it is recommended to use an online platform that allows candidates to view information about the career prospects of the position for which they are applying. Professional advancement can be achieved through salary increases, advancement on the hierarchical scale or the improvement of a set of professional components; ● In the case of the recruitment process, feedback is an essential stage because it has a positive impact on the career development of candidates and at the same time, it shows the professional way in which the university conducts its activity. Criteria should be implemented to be taken into account in recruitment and in the feedback process of rejected candidates. Thus, when giving feedback, criteria should be taken into account related to the way to respond in a short time, highlighting the qualities but also where the candidates still have to improve. Providing feedback to rejected candidates can lead to their participation in recruitment processes conducted on other occasions. It is important to hold information sessions with HR representatives in order to implement a procedure for providing feedback to rejected candidates using well established criteria;	
16. Judging merit (Code)	+/-		WUT follows national regulations while selecting candidates and considers their entire range of experience. They use both quantitative and qualitative criteria to evaluate the candidates' professional and personal qualities. For superior academic positions, no additional quality criteria are widely found across domains, a major part of them fulfilling the national regulations. An important thing to mention is that at the WUT level, habilitation has been a mandatory requirement for such positions long before the newly adopted national regulations imposed it (*Article 206 (4) from LAW no. 199 of 4 July 2023 of higher education*).	**Current practice** The current selection process is merit-based, determined by the level of the vacant position. The selection committee at WUT considers bibliometric indices, as well as qualitative criteria such as teaching, supervision, mentoring, research management, public awareness activities, knowledge transfer and exchange, patents, and research funding (*Article 25. (1) din Methodology on the organisation of competitions for the filling of teaching and research vacancies in the academic departments of the WUT and examinations for promotion in the teaching career at the WUT & Article 16 (1) of the Methodology for organising competitions to fill vacant research positions within the research structures of the West University of Timișoara (Annex 3.1)*). **Internal regulations** • Methodology on filling the teaching and research vacant positions https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Metodologie-de-concurs_promovare_2024_final_ENG.pdf (XIV ed.) • Methodology on filling vacant research positions in WUT's research structures:

			Therefore, assessment criteria such as fundraising, international exchange with prominent universities, foreign teaching experience, and independent research demonstrated through solo-authored papers are not widely considered. However, many of these additional criteria are highly encouraged to enhance the quality of the recruitment process.	https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Methodology_vacant_research_positions_WUT_research_structures_ENG.pdf • Procedure on filling an open position for non-teaching staff https://tinyurl.com/2pwufjwp • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/, https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2_Metodologie-admitere-programe-postdoc-UVT_ENG.pdf • WUT Young Researchers/Postdoctoral Research Information Package https://www.uvt.ro/en/cercetare/doctorat/studii-universitare-post-doctorat/ **Suggestions for improvement** ●Introducing additional criteria for superior academic positions, focusing on fundraising, social impact, international portfolio (including mobility and collaboration with prominent universities), foreign teaching experience, and research independence;
17. Variations in the chronological order of CVs (Code)	+/-		The professional activity variations in candidates are not viewed as a disadvantage during the selection process at WUT. The candidates are required to provide supporting documents like employment contracts, seniority certificates, and decisions to verify the information provided in their CV. Moreover, including such additional aspects in the assessment can be a plus for the recruitment process.	**Current practice** At WUT, candidates are selected based on their merit, and career breaks or variations in the chronological order of their CVs are not penalised during the selection process. **Internal regulations** • Methodology on filling the teaching and research vacant positions https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Metodologie-de-concurs_promovare_2024_final_ENG.pdf • Procedure on filling an open position for non-teaching staff https://tinyurl.com/2pwufjwp • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/, https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2_Metodologie-admitere-programe-postdoc-UVT_ENG.pdf • WUT Young Researchers/Postdoctoral Research Information Package https://www.uvt.ro/en/cercetare/doctorat/studii-universitare-post-doctorat/ Methodology on filling vacant research positions in WUT's research structures: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Methodology_vacant_research_positions_WUT_research_structures_ENG.pdf **Suggestions for improvement** ● Professional activity variations of candidates can be inserted as criteria of assessment; ● It is important to clearly state the type of CV, be it Europass or another format, as some resumes did not follow the expected structure, using a common design;

			● it would be useful to note that the candidate's previous experience, even if it is from a different field, may be relevant to the current position. Providing concrete examples can illustrate this and promote interdisciplinarity and transdisciplinarity, as well as the extension of the creative act to other fields; ● Each candidate should submit both a CV in Romanian and one in English, that mentions the candidate's work variations in the CV and specify how the previous experience could be used in the new job and in the chosen field, perhaps accompanied by evidence (as required for volunteering) as attachments to CVs;
18. Recognition of mobility experience (Code)	+/-	At WUT, fostersing internationalisation activities are included among the institution's strategic priorities, to encourage the university and academic staff to participate in international mobilities for research, teaching or, learning and in, scientific, or educational events. This approach serves as a basis for improving international cooperation, enhancing the university's visibility, and ensuring a more qualitative teaching and research environment. quality improvement However, no specific criteria regarding the activities carried out within prominent international institutions are taken into account for appointment or recruitment purposes. Additionally, while Erasmus+ mobilities are highly encouraged and indeed valuable for improving teaching practices and generally fostering international academic cooperation, more emphasis could also be placed on research mobilities and/or visiting research grants in reputed research institutions. No selection criteria are provided to take into account sectorial or discipline research mobility.	**Current practice** At present, WUT supports academic staff by providing financial assistance for their participation in at least one scientific event overseas and finances international mobility for students and PhD candidates. This mobility experience is viewed as a beneficial aspect of career development for teaching and research staff. The university strongly encourages teaching and training under the Erasmus+ program, considering it a positive achievement in candidates' experience. In addition, other funding opportunities are available, such as research funds. Current practices to stimulate researchers' mobility within the European University Alliance include organizing matching events to facilitate collaborations, providing access to shared infrastructure and thematic Research & Innovation (R&I) Hubs, and offering support through programs such as the PNRR I8 for incoming mobile researchers. These initiatives aim to enhance cross-border collaboration, foster knowledge exchange, and support the development of innovative research projects across alliance member institutions. **Internal regulations** • WUT Internationalisation Strategy https://tinyurl.com/2db8xut7 • WUT scholarship for international mobility for staff https://ri.uvt.ro/en/erasmus-mobility-programme/ • WUT's regulations concerning international mobilities during doctoral / postdoctoral studies: https://tinyurl.com/mr374fjx • Procedure for granting ERASMUS+ mobility to WUT staff https://ri.uvt.ro/en/erasmus-mobility-programme/erasmus-incoming-staff-teaching-and-training-mobility/ **Suggestions for improvement** ● More easily accessible details should be provided on the WUT site regarding mobilities;
19. Recognition of qualifications (Code)	+/-	Each candidate's professional qualification is assessed individually, according to the national legal framework. The evaluation criteria for career advancement consider various scientific achievements specific to	**Current practice** WUT adheres to the national legal framework and national scientific standards for the recognition of qualifications. According to Orders 5921, 5922, and 5923/2016, the university recognizes doctoral diplomas and degrees in sciences or professional fields obtained abroad. The selection committee

		each scientific field, such as editing in journals, serving as a reviewer, presenting keynote speeches at conferences, being a member of professional associations, and other professional qualifications. The academic staff's scientific activity in the annual assessment is also considered using these criteria. Unfortunately, those criteria are not uniformly applied because of heterogeneity in national regulations across domains. In this spite, many of the aforementioned aspects are not considered as additional criteria over all WUT domains.	considers various relevant qualifications for the position during the selection process. The annual assessment of academic staff activities is based on a list of criteria in the scientific research activity report. The report is reviewed and approved each year by the university's Scientific Council and the University Senate (Indicators for Reporting the Scientific Research Activity). Additionally, the Start Grant program includes a requirement for a one-month mobility period during the grant period, further enhancing international collaboration and knowledge transfer among researchers. **Internal regulations:** - Methodology for the Recognition within WUT of the Ph.D. Diploma and Doctoral Degree of Science or Professional Fields Certificates and Degrees Awarded by Foreign Accredited Higher Education Institutions: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/WUT-recognition-of-doctoral-title-methodology.pdf - Methodology for the recognition of the Higher Education Positions awarded by foreign accredited higher education institutions: https://tinyurl.com/4vw8p2xr **Suggestions for improvement** ● Automatic qualification / experience / expertise recognition procedures for researchers coming from certain academic organisations; ● Create a formal framework for micro-credentials recognition/awarding;
20. Seniority (Code)	++	Except for researcher positions, which have a national requirement for a minimum length of service in higher education or research, academic positions do not have age restrictions or service requirements. The Law on the Status of Research and Development Personnel (319/2003) specifies the length of service required for different researcher levels (e.g., R1 requires at least 2 years in higher education or research). Noteworthy is that the WUT pays special attention to retired academics, the seniors with outstanding results being involved in both teaching activities and senior conferences as Emeritus professors.	**Current practice** Permanent teaching and research staff have a retirement age of 65, but may continue working if they meet both national and WUT requirements. National legislation • Law on the Status of Research and Development Personnel (Law No. 319/2003) Internal regulations • National Law of Education (Law No. 1/2011) **Internal regulations** • Methodology regarding the relation between WUT and the teaching and research staff after retirement age: https://tinyurl.com/4mbbtknb • Methodology on filling the teaching and research vacant positions https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Metodologie-de-concurs_promovare_2024_final_ENG.pdf (XIV ed.) • Methodology on filling vacant research positions in WUT's research structures: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Methodology_vacant_research_positions_WUT_research_structures_ENG.pdf

21. Postdoctoral appointments (Code)	+/-	Clear rules and regulations govern the appointment of postdoctoral researchers, with the duration of their work contract or fellowship stated by internal regulations and selection methodologies. For Romanian postdoctoral researchers, the duration of the work contract is determined by internal regulations, while international postdoctoral fellowships have a specified duration. A slight lack in promoting postdoc recruitments at the international level is observed, although this process strongly supports the internationalisation and visibility of WUT.	**Current practice** The selection of postdoctoral researchers follows WUT Regulations for doctoral and postdoctoral studies and the Methodology for admission to postdoctoral programs of advanced research. Postdoctoral researchers with co-funded salaries from WUT have a minimum work contract duration of one year, and a maximum duration of two years. Also, various research projects are implemented at the university level, including postdoctoral positions, but these projects have a variable character. National legislation • OME 3080/2024 Framework Regulation regarding Doctoral Studies • LIS 199/2023: Higher Education Law **Internal regulations** Regulations concerning doctoral and postdoctoral studies: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/WUT-ruls-for-doctoral-studies-1.pdf, http://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2_Metodologie-admitere-programe-postdoc-UVT_ENG.pdf Methodology for admission to postdoctoral programs of advanced research: https://tinyurl.com/35uhhrp6 Admission to postdoctoral studies is available at the web address: https://www.uvt.ro/en/cercetare/doctorat/studii-universitare-post-doctorat/ WUT Call for applications Postdoctoral Studies https://tinyurl.com/ezep6ck3 WUT Postdoctoral Admission Calendar 2024 https://tinyurl.com/cknks97x WUT Postdoctoral Admission – Content of Research Project https://tinyurl.com/47mkmhdd Postdoctoral positions are advertised at: - institutional level, on the university's website https://www.uvt.ro/cercetare/doctorat/, https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2_Metodologie-admitere-programe-postdoc-UVT_ENG.pdf - national level, on the Ministry of Education and Research website, https://jobs.research.gov.ro. - international level, on the platforms EURAXESS Researchers in motion , https://euraxess.ec.europa.eu/jobs; **Suggestions for improvement** ● Intensification of promoting the WUT postdoc positions at international level, also on a specialised website for a fee that will be chosen later between https://www.eurosciencejobs.com/jobs/postdoc and www.postdocjobs.com ;

		Working Conditions and Social Security	
22. Recognition of the profession	++	Researchers are recognized as having their own profession, according to relevant national legislation. The academic profession has, as main activities, teaching, and research. Each activity has equal recognition and professional status. Furthermore, young researchers and PhD students have access to WUT's services and resources on par with WUT's academic staff.	**Current practice** WUT's researchers (from R1 to R4) are recognized as professionals and active members of the academic community. Most of the internal regulations include both teaching and research staff, the only difference being the job content (i.e., lack of compulsory teaching activities for researchers). Institutional resources are also similarly available to young researchers and PhD students (rights of access to IT services, databases, subscriptions, as well as internal rewards for research results). **Internal regulations** • Methodology on filling the teaching and research vacant positions https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Metodologie-de-concurs_promovare_2024_final_ENG.pdf • Regulations concerning doctoral and postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/, https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2_Metodologie-admitere-programe-postdoc-UVT_ENG.pdf • Regulations of the WUT regarding the recognition of study and/or training periods carried out by students within the framework of international mobility http://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2_Regulament-recunoastere-perioade_ENG.pdf **Suggestions for improvement** ● More recommendations can be given regarding partnerships, exchange programs, and research groups. This could be more easily achieved if a unified database existed with all WUT researchers and their expertise;
23. Research environment	+/-	WUT adheres to all national / international health and safety regulations. WUT, beyond faculty departments, has multiple research centres subordinated to their respective departments. The faculties, research centres, alongside WUT's Advanced Environment Research Institute comprise the research community and the principal avenue for research/experimentation / testing. The necessary research infrastructure is provided by WUT, however there is a constant need for training (especially for young researchers), as well as updating / developing infrastructure.	**Current practice** West University of Timisoara is currently one of the few universities in Romania to have built its own multidisciplinary research institute. WUT's Advanced Environment Research Institute, financed through the national budget, offers additional infrastructure capacity to supplement WUT's existing research infrastructure, as well as allowing new opportunities for researchers (young and established) to implement their research projects. WUT's current infrastructure pertains to its 42 research facilities, 73 laboratories, 301 equipment items, which allows WUT to offer 50 services in a variety of fields. Respecting PSI norms **Internal regulations** • WUT's research infrastructure: https://tinyurl.com/4vv8sbrn • Regulations regarding work safety are found in Chapter II of the WUT General Interior Regulation: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/ROI-UVT-ed-2-HS-63-27.07.2018_ENG-2.pdf

			• Regulation regarding the organization and functioning of WUT's Advanced Environment Research Institute: https://tinyurl.com/5n9aphzn **Suggestions for improvement** ● Increasing periodic training for professional development of researchers, according to identified needs (technical and soft skills, occupational safety training); ● Finalize planned investments, attracting funding for the further development of WUT's R&D research infrastructure Ex.: prepare coworking spaces for research activities);
24. Working conditions	+/-	In accordance with national legislation, WUT's research activity is regulated by collective and individual labor contracts. Employee working hours and work conditions are set by Internal Regulations, publicly available on WUT.s website. Teleworking / remote working / home working conditions are not implemented, as national legislation affecting this type of work was removed following the ending of the restrictions imposed by Covid-19 pandemic.	**Current practice** WUT's researchers have individual working contracts, full or part time, with either fixed or flexible working hours (mostly in grants / contracts / projects). The contracts can be tenured or fixed time (again, mostly in grants / contracts / projects). Access to research infrastructure, scientific resources (databases, e-books), IT services (e-learning platform, video conference; drive for file sharing and transfer, access to software and subscriptions for research purposes, etc.) is available to all academic staff. Researchers are also supported with the START type grants (for new entries), as well as the Develop type grants. According to current legislation, at the WUT, the working schedule for researchers and teaching staff is flexible. Employment contracts within research projects include flexible working time, distributed unevenly, and the workload varies depending on the specific position, from a limited number of hours per month to a maximum of 8 hours per day. Additionally, according to national and WUT-level legislation, employees have the following rights: • parental leave; • days off granted for family emergencies; • the option to work remotely (telecommuting and work from home); • extra leave days for persons with disabilities. This flexibility allows employees to better organize their work schedule to meet their specific needs, thereby enabling them to better cope with research or teaching activities. The varying workload and flexible working hours allow employees to adjust their schedule according to the specific needs of the project and to work during the most efficient hours for them. Moreover, these benefits contribute to improving the quality of life of employees and increasing their productivity at work. **Internal regulations** • WUT General Interior Regulation: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/ROI-UVT-ed-2-HS-63-27.07.2018_ENG-2.pdf • access to scientific literature

			http://www.bcut.ro/ **Suggestions for improvement** ● Developing and implementing internal regulations on teleworking/remote working / home working conditions; ● Continuing the START type grants, keep the Develop type grants updated (to 1.000 Euros equivalent);
25. Stability and permanence of employment	++	In the WUT staff turnover is low. The national legislation is followed by all employees, and access to different academic positions is granted through a process of public selection.	**Current practice** In WUT the work contract for researchers might be a fixed term (new entries) and tenure contract. The fixed-term contract is for three years and could be prolonged only once or transformed into a tenure position. All researchers, regardless of type of contract have the same employment rights and obligations according to the Romanian Labour Regulations (Law No. 51/2003), Law on the Status of Research and Development Personnel (Law No. 319/2003), National Law of Education (Law No. 1/2011), and in line with the internal regulations (General Internal Regulations). WUT informs the employees with a fixed term on available permanent jobs and supports their applications to enhance stability of employment conditions. **Internal regulations** • Methodology on filling the teaching and research vacant positions https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Metodologie-de-concurs_promovare_2024_final_ENG.pdf • General Internal Regulations https://hrs4r.uvt.ro/wp-content/uploads/2024/07/ROI-UVT-ed-2-HS-63-27.07.2018_ENG-2.pdf
26. Funding and salaries	++	The WUT's employees' remuneration is regulated by national legislation. Employment contracts for projects comply with the national regulations and respective grant provisions.	**Current practice** According to each employee's success, WUT funds many kinds of incentives for its teaching and research staff with a supplementary salary (reward-based), as well as: - additional compensation for participation in grants and research projects; - amounts for expenses associated with the research activity; - reimbursement of expenses for participation in international conferences; - payment of project managers who received at least 80% of the maximum score in the grants competition; - monthly increases to the basic salary for project managers for a year based on the number and type of publications; - covering costs associated with research, teaching and professional development needs through Develop type grants. - publishing costs (open access, rewarding those who publish), 50% of indirect costs from project budgets are made available for project directors to cover research needs, conference participation.

			- merit distinctions (supplementary rewards) for research results; **Internal regulations** • Internal regulations for stimulating research performances at WUT https://tinyurl.com/y8uj6thd • Remuneration of teaching and research staff https://tinyurl.com/bdeffeuv	
27. Gender balance	+/-	Gender balance is a strategic priority for WUT, according to the Gender Equality Plan. Gender is not an evaluation criterion, and no gender discrimination occurs during recruitment and selection. According to the Plan, specific actions and measures are planned for 2020-2025 to promote, support and monitor actions for gender equality.	WUT promotes, supports and monitors gender equality in scientific research and academic life in general, according to national and European values and principles. Significant differences are recorded in the gender distribution by scientific domain, with a lower number of women in STEM, as compared to the fields of social sciences and humanities. Gender balance is in practice achieved, as 3 out of 6 vice-rectors are women. A relative equilibrium is also achieved at the faculty level, with 4 out of 11 faculty deans being women. Regarding teaching and research staff in faculties, a gender balance is observed in 4 faculties, 2 faculties have women underrepresented, while in 5 faculties, women are overrepresented. According to the Gender Equality Plan, strategic objectives and specific actions are planned for 2020-2025 so as to raise awareness and to promote a culture that integrates a gender perspective in WUT's academic life. WUT also has an Interdisciplinary Gender Studies Research Center which focuses on gender issues. **Internal regulations** • Gender Equality Plan in West University of Timisoara https://tinyurl.com/2y5wfvje **Suggestions for improvement** • The topic of non-discrimination (and gender balance component) will be included in the biannual induction and refresher event for the academic and research community, along with ethical principles, IPR et al. • Include a gender balance component in the regular satisfaction survey • Including the gender balance issue in the ethics course.	
28. Career development	+/-	WUT organises periodical training and career development events.	**Current practice** WUT promotes the professional development of its employees by offering training and career events, by stimulating staff participation in mobilities, training and scientific events. WUT also has structures meant to sustain the researchers' work and the successful implementation of their projects/ grant as well as counselling services concerning the writing process and the implementation of projects. It proposes internal programmes and scholarships to stimulate career development of young researchers. The Career Counselling Centre of WUT offers counselling activities for students (including PhD students) at request.	

			Funding for career/professional development through the Develop Grant - Through the Develop Grant and U InnoVaTe internal programmes, research career development is being enhanced with dedicated resources that align closely with the University's missions and strategic goals. These programmes aim to support and empower researchers by providing tailored opportunities for professional growth and advancement within their respective fields. CECOCE Vest offers career counselling and orientation services, as well as mentorships and training for researchers (https://cecocevest.uvt.ro/servicii-avansate-de-orientare-in-cariera-de-cercetator/) Centre for Academic Development also organises workshops regarding the educational process (https://cda.uvt.ro/) **Internal regulations** • Regulation concerning WUT's Career Counselling Centre https://tinyurl.com/yt2xd6dp **Suggestions for improvement** • Developing a career development guide for researchers; • More opportunities (i.e., training) for research upskilling; • Collaboration with industrial partners (possibly with industrial PhDs and/or secondments between academic and non-academic partners);
29. Value of mobility	++	International mobilities are highly encouraged for the PhD students and the academic staff of West University of Timisoara, with a particular focus on Erasmus+ mobilities, participation in conferences, and international scientific events, training or other activities undertaken abroad or in international teams.	**Current practice** WUT participates in ERASMUS+ programme and the EEA Grants programme (which supports teacher and student exchanges between Romania, Norway, Iceland and Liechtenstein). The University offers grants of mobility for academic staff to international research organisations or international research training and scholarships for research abroad. Funding/Grants acceptance (fully portable) - WUT offers support **Internal regulations** • WUT Internationalisation Strategy https://tinyurl.com/2db8xut7 • WUT scholarship for international mobility for staff https://ri.uvt.ro/programul-de-mobilitati-erasmus/erasmus-outgoing-mobilitati-de-predare-si-formare/ • WUT's regulations concerning doctoral / postdoctoral studies: https://www.uvt.ro/cercetare/doctorat/, hrs4r.uvt.ro/wp-content/uploads/2024/07/A2_Metodologie-admitere-programe-postdoc-UVT_ENG.pdf • Procedure for granting ERASMUS+ mobility to WUT staff https://ri.uvt.ro/programul-de-mobilitati-erasmus/erasmus-outgoing-mobilitati-de-predare-si-formare/

30. Access to career advice	+/-	Career advice is offered through the Career Counselling Centre, along with information provided by the International Office on scholarships and open positions within WUT's partner institutions or funded under the framework of Romanian cooperation with foreign countries.	**Current practice** The dean of each faculty, the vice-dean for research and the Research centres Coordinators are in charge of providing career advice regarding the research opportunities and career paths. The rectorate, through its specialised centres, offers information about career opportunities, scholarships, fellowships, open positions and grants or other programmes meant to stimulate professional development. Job orientation fest - for high school students, the Counselling course (to include research career promotion in the discipline), The career counselling discipline aimed at undergraduate students provides comprehensive guidance and support regarding career paths in research. It equips students with essential information about various opportunities available in the field of research, helping them make informed decisions about their academic and professional futures. **Internal regulations** • Regulations concerning WUT's Project Management Office http://hrs4r.uvt.ro/wp-content/uploads/2024/07/Regulations-for-the-Organization-and-Functioning-of-the-SupportTM-Center-1.pdf • Regulation concerning WUT's Career Counselling Centre https://tinyurl.com/yt2xd6dp • CeCOCe Vest - career counselling support for researchers https://cecocevest.uvt.ro/consiliere-si-orientare/ **Suggestions for improvement** ● Developing a career development guide for researchers; ● More opportunities (i.e., training) for research upskilling;
31. Intellectual Property Rights	+/-	Dedicated procedures for commercial exploitation of the research results are in place, under the purview of WUT's Technology Transfer and Innovation Centre.	**Current practice** Intellectual property issues within the West University of Timisoara are generally covered by the Innovation & Technology Transfer Centre. Regular training and administrative support is being provided for the recognition and protection of Intellectual Property Rights generated as a result of research, development, innovation activities. **Internal regulations** • Regulations regarding WUT's Technology Transfer and Innovation Centre: https://www.uvt.ro/en/cercetare/cercetare-si-inovare/inovare-si-transfer-tehnologic/ • Regulation on management of Intellectual Property Rights in WUT: https://www.uvt.ro/en/cercetare/cercetare-si-inovare/inovare-si-transfer-tehnologic/proprietate-intelectuala-in-uvt/

			Suggestions for improvement ● Better dissemination of support provided by the Innovation & Technology Transfer Center, hosting an Intellectual Property Specialist in the Intellectual Property Office; ● Adoption of a regulation on the creation of academic start-ups and spin-offs valorising research results;
32. Co-authorship	++	The research contributions of each author are acknowledged according to national legislation and international practices, depending on individual contributions and without discrimination of any kind. A clear framework to offer a step-by-step process regarding co-authorship is not implemented, due to the differing author order and main author status across research fields. However, a guideline regarding recognition of each contribution within a research endeavour is in effect.	**Current practice** Co-authorship is decided, on a case-by-case basis, according to individual work / contribution in a research output, by each research team. Individual consent and overall agreement of all authors is required according to the existing WUT guideline, while respecting any relevant ethical regulation (if required) in both publication concerns, as well as IP protection. **Internal regulations** • WUT's Regulation regarding scientific research and academic creation: https://tinyurl.com/yu5v9xfp • The WUT Code of Ethics and Deontology https://shorturl.at/yGNSA • Academic Ethics and Deontology Commission: https://tinyurl.com/yehj9396
33. Teaching	++	The development of teaching skills of the academic staff is an important aspect of the academic life at WUT. The Department of Teacher Training is a structure of WUT involved in this process. Researchers may be involved in teaching activities depending on their working contract (funded by WUT or funded by grants).	**Current practice** WUT supports the development of teaching skills through the Department of Teacher Training. It organises and conducts psycho-pedagogical training programmes for the teaching profession, including two levels, level I to prepare graduates who have the right to hold teaching positions in preschool, primary and secondary education, and level II prepares graduates who are certified to hold teaching positions in high school, post-high school and university education. The Centre for Academic Development also organises workshops regarding the educational process. PhD students have the possibility to teach, as part of their indicators, but it is not required for all (only full-time students) Masters programs/doctoral programs are geared towards research (research results dissemination) https://dppd.uvt.ro/ https://cda.uvt.ro/ **Internal regulations** • Methodology for the organisation of the Department of Teacher Training https://tinyurl.com/2xyy48wc • Regulation regarding the Payroll System and Teaching Loads https://tinyurl.com/3mwzvwns

34. Complains/ appeals	++	Complaints are solved in compliance with internal methodologies and regulations, with a key role played by the Commission of University Ethics and Deontology.	**Current practice** Complaints about ethical issues are solved by the Commission of University Ethics and Deontology. The Disciplinary Committees of the faculties may be contacted for other disputes or complaints. There is a mediation process for doctorate students when disagreements or problems with supervisors may occur. An annual report (public) is made, approved by the Senate. All WUT methodologies contain a complaints/appeals segment, in accordance with national/WUT level regulations. **Internal regulations** • Regulation concerning the Commission of University Ethics and Deontology https://tinyurl.com/yehj9396 • Regulation concerning the Commissions for the analysis of misconduct https://hrs4r.uvt.ro/wp-content/uploads/2024/07/ROI-UVT-ed-2-HS-63-27.07.2018_ENG-2.pdf
35. Participation in decision-making bodies	++	The academic staff, including researchers and PhD students are represented in the University's decision-making bodies (e.g., Institute for Advanced Research in the Environment, the Scientific Council, Senate, Council of University Doctoral Study, etc.)	**Current practice** Researchers within WUT have the same rights to be elected or nominated in decision-making bodies as the teaching staff. Thus, researchers are members of the Board of the Institute for Advanced Research in the Environment, in the Scientific Council, in the University's Senate. **Internal regulations** • Charter of the West University of Timisoara http://hrs4r.uvt.ro/wp-content/uploads/2024/07/A2-The-WUT-Charter-2024_ENG-1.pdf • Regulation of the Senate Committees https://hrs4r.uvt.ro/wp-content/uploads/2024/07/A3_Regulament-organizare-si-functionare-Senat-UVT_ENG.pdf • Regulations for the operation of the Institute for Advanced Research in the Environment https://tinyurl.com/7nhnt4fp • Methodology of organisation and conduct of elections at the West University of Timisoara https://tinyurl.com/4artm75j • Scientific Research and Academic Creation Council: https://www.uvt.ro/cercetare/strategie-si-impact/consiliul-stiintific/ **Suggestions for improvement**: ● A concrete measure on open governance processes in RDI management, as outlined in the most recent managerial plan, involves the establishment of transparent decision-making bodies that include representatives from diverse stakeholder groups. This measure ensures regular public reporting on RDI activities, the inclusion of feedback mechanisms for continuous improvement, and the implementation of an open-access platform where all relevant documents, policies, and performance metrics are readily available to the academic community and the public.

			Training and Development	

36. Relation with supervisors	+/-	During their doctoral studies, doctoral students receive guidance, feedback, and counselling from the doctoral coordinator of the doctoral school in which they are enrolled, as well as from the supervisory committee. Also, periodically at the level of the doctoral school or in direct relationship with the thesis coordinator, progress reports are periodically presented regarding the implementation stage of the doctoral research.	**Current practice:** The curriculum of WUT's doctoral schools was updated in 2022, and it now includes a description of the entire academic progress (courses, mobilities, conference participation). Doctoral students attend, apart from the doctoral training, personal development training, as workshops/webinars or individual counselling sessions (provided by the Center for Counselling and Career Planning). The workshops are about developing efficient learning skills, socio-emotional skills, career planning skills, and employment skills. Individual counselling has three types: educational and vocational counselling, career counselling, and personal improvement counselling. **Internal regulations** • Regulation regarding Ph.D. studies: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/WUT-ruls-for-doctoral-studies-1.pdf • Methodology for co-supervisors: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Methodology-for-joint-or-European-Ph.D.pdf **Suggestions for improvement:** ● A structured relationship between PhD students and their supervisors will be regulated in the updated Regulation regarding PhD studies and early career researchers; ● Create an annual evaluation survey to assess to performance of supervisors and/or research mentors by PhD students; ● A mandatory annual research plan should be included in the job description, with clear indicators, and should be reflected in the monthly activity for all academic staff and researchers. The first level supervisor/department of director has the obligation to follow on the achievement of the indicators and will report to the structure management (Deans/Doctoral School);	
37. Supervision and managerial duties	+/-	At the university level, training sessions were organised periodically regarding the methods and strategies for accessing financing lines. Thus, experienced people who have managed research projects specific to a certain field or financing lines are invited to share their own experiences with young people or people who will access that type of projects in the future. Also, every year senior researchers are invited to maintain the collaborative relationship with the university, professional and didactic experience	**Internal regulations** • Regulation regarding Ph.D. studies: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/WUT-ruls-for-doctoral-studies-1.pdf • Methodology for co-supervisors: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/Methodology-for-joint-or-European-Ph.D.pdf **Suggestions for improvement:** **Trainers' training** ● The activity of supervisors, members of the advisory boards, postdoctoral mentors can be improved with the help of informative sessions, best practice exchanges, targeted especially at newly affiliated members, which can take a semi-formal character. Each doctoral school should organise such sessions and meetings once a year. Similar annual sessions should include presentations by PhD	

		allowing a transfer of knowledge to teaching staff and researchers who are at the beginning of their careers.	students and postdoctoral researchers to improve their presentation, public speaking skills. The sessions should ideally take an interdisciplinary status. Coordinators will focus on two priorities: providing a learning context for the PhD student as regards the thesis (within the university and also internationally, and encouraging the students to participate in summer school, methodological courses, academic writing, exchanges, etc.) and offering a learning context concerning research project (how to become eligible for applying for a research grant, how to write and implement a research grant).
38. Continuing Professional Development	++ = **fully** implemented	PhD students have the possibility to access resources for professional development programs and for participation in scientific events in accordance with the methodology for accessing by the PhD students of the institutional resources for professional formation. Also, newly hired teaching and research staff benefit from dedicated resources for internal integration by accessing START GRANT type grants in a non-competitive internal competition, or Develop type Grants.	**Current practice** WUT, through the expertise of the Academic Development Center, offers teachers and researchers the opportunity to participate in a series of activities aimed at developing professional skills. Thus, a series of workshops dedicated to the development of didactic skills for a student-centred education, seminars dedicated to online teaching, the implementation of the WUT Teaching & Learning Brand program: **Internal regulations** • Methodology for resources available to Ph.D. students: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/WUT-resources-for-doctoral-students-methodology-1st-ed-1.pdf • START Grant methodology: http://hrs4r.uvt.ro/wp-content/uploads/2024/07/Metodologie-implementare-program-START-GRANT_ENG.pdf • Academic Development Center: http://www.cda.uvt.ro/ **Suggestions for improvement:** ● **In need of improvement: for PhD students:** the activity of PhD students could be integrated through online means or onsite events, training opportunities, which can help young researchers develop ethical and academic integrity skills, but also benefit from packages of elective courses; ● **In need of improvement: for early career researchers:** more informative sessions should be organised annually, with the participation of the doctoral schools, to inform PhD students, doctors, postdoctoral researchers and research assistants about training opportunities and new trends/tools/etc.

39. Access to research training and continuous development	++ = **fully** implemented	WUT is concerned with the professional development of teaching staff and researchers regardless of their level of expertise and experience. Thus, starting with the year 2022-2023, every teaching staff or researcher from WUT can access a fixed amount to cover expenses related to professional development, participation in scientific or professional training events. The resources available from the "institutional development" type projects allow teaching staff, researchers, and doctoral students to participate in professional development activities and international scientific events that contribute to professional development and the consolidation of existing skills.	For the development of teaching and research skills, as well as for the consolidation of partnerships or research networks, members of the academic community of WUT could participate in ERASMUS + mobility projects. **Internal regulations** • Develop Grant methodology: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/WUT-DEVELOP-Grant-methodology-1.pdf **Suggestions for improvement:** ● When an early-career researcher is employed by WUT or is promoted in WUT, it is recommended that the candidate includes a specific indicator in their Career plan, related to participation in life-long learning programs. The researcher will be encouraged to participate in training provided as a package by WUT (with the help of the Academic Development Center and the Center for Counselling and Career Planning).
40. Supervision	+/-	For each early-stage researcher there is a direct supervisor to provide feedback and guidance. There is a continuous need to improve supervisors' competences to provide personalised and efficient mentoring and to develop their leadership.	**Current practice:** For PhD Students, supervision is a clearly defined activity in the Institutional Regulation regarding doctoral studies at WUT. For postdoctoral researchers, the activity is monitored by a mentor, who assesses the results of the postdoctoral researchers' work annually. **Internal regulations** • Regulation regarding Ph.D. studies: https://hrs4r.uvt.ro/wp-content/uploads/2024/07/WUT-ruls-for-doctoral-studies-1.pdf **Suggestions for improvement:** Research assistants will be assigned a mentor by the head of the academic/research department. This mentoring activity will be included in the individual job description, each mentor monitoring no more than three early career researchers/ assistants. The early career researcher will write an annual report or will submit the self-evaluation. This will be assessed by the mentor, who will make due recommendations, following the model provided by the methodology of assessing the activity of the teaching staff in WUT.