

TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: 2022RO738119

Name Organisation under review: Universitatea "Dunarea de Jos" din Galati, Romania ("Dunărea de Jos" University of Galați, Romania)

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SUBMISSION DATE: 04/03/2024

DATE ENDORSEMENT CHARTER AND CODE: 05/05/2023

GAP ANALYSIS

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

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview			
Status: to what extent does this organisation meet the following principles?	Implementation: ++ = fully implemented +/- = almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented	In case of --, -/+, or +/-, please indicate the actual "gap" between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation	Initiatives undertaken and/or suggestions for improvement:
Ethical and Professional Aspects			
1. Research freedom	++ fully implemented	Academic freedom is a core institutional value, explicitly stated in the Charter of UDJG. The teaching and research staff have the freedom to undertake research, to choose their research topics, to develop and submit research projects, to decide on the research programmes and competitions in which they participate. The principle is fully respected, in accordance with the provisions set forth in the UDJG Charter (https://ugal.ro/files/site/Carta_UDJG_actualizata_13_decembrie_2023.pdf) and Law no. 319/2003 regarding the Statute of research and development staff. At UDJG, researchers ensure that their activities are focused on topics of interest and on expanding the frontiers of scientific knowledge, while also enjoying the freedom of thought and expression. The institution does not interfere with researchers' freedom to conduct scientific research according to their own choices, priorities, and interests, while adhering to the legal provisions in the field.	The Charter of "Dunărea de Jos" University of Galați has been correlated with the current national legislation regarding higher education (Law no. 199 of July 4, 2023 on Higher Education, Article 12, letter f; https://legislatie.just.ro/Public/DetaliuDocumentAfis/271898) Internal regulations of reference Charter of UDJG: https://ugal.ro/files/site/Carta_UDJG_actualizata_13_decembrie_2023.pdf
2. Ethical	++ fully	The institution has a Code of Ethics and Professional	Internal regulations:

principles	implemented	<p>University Deontology (https://ugal.ro/informatii/documente-publice/codul-de-etica-si-deontologie-profesionala-universitara).</p> <p>Upon employment, institutional researchers become acquainted with the ethical principles and deontological code of the research staff at UDJG, and the code is publicly available, accessible to any interested individual.</p>	<ul style="list-style-type: none"> • Charter of UDJG https://ugal.ro/files/site/Carta_UDJG_actualizata_13_decembrie_2023.pdf. • Code of Ethics and University Professional Deontology: https://ugal.ro/informatii/documente-publice/codul-de-etica-si-deontologie-profesionala-universitara.
3. Professional responsibility	+/- almost but not fully implemented	<p>According to the survey results, researchers employed at UDJG are aware that their research should have societal relevance, aiming to address a societal issue (in line with European orientation). Optimization of research funds and research personnel efforts should avoid duplicating previous research efforts.</p> <p>Within UDJG, aspects related to professional responsibility/intellectual property rights included in current legislative regulations are observed:</p> <p>Law no. 206/2004 regarding good conduct in scientific research, technological development, and innovation.</p> <p>Law no. 398/2006 amending and supplementing Law no. 206/2004 regarding good conduct in scientific research, technological development, and innovation."</p> <p>Law no. 199/2023 on Higher Education.</p>	<p>Internal regulations:</p> <ul style="list-style-type: none"> ♦ University Charter and the Code of Ethics and University Professional Deontology https://ugal.ro/files/site/Carta_UDJG_actualizata_13_decembrie_2023.pdf ♦ Regulation regarding the organization of Doctorate University Studies https://ugal.ro/informatii/informatii-publice/regulamente/regulament-privind-organizarea-studiilor-universitare-de-doctorat <p>Suggestions for improvement:</p> <p>Are periodic updating of information; organizing periodic training sessions with reminders of principles within institutional research teams, as well as among doctoral researchers</p>
4. Professional	+/- almost but not	Institutional researchers are familiar with the strategic	Information on major research calls, primarily from The Executive Agency for Higher Education, Research, and

attitude	fully implemented	<p>objectives governing their research environment and with funding mechanisms. Research contracts obtain all necessary administrative approvals prior to commencing research or accessing resources. Regarding project managers' responsibilities concerning notification of delays in research project development, the requirements from funding entities' information packages are applied. Aspects related to professional attitude are encompassed in the following regulations: • Law no. 199/2023 on Higher Education, • Ordinance no. 57/2002 regarding scientific research and technological development, • Law no. 206/2004 on good conduct in scientific research, technological development, and innovation, • Law no. 398/2006 amending and supplementing Law no. 206/2004 on good conduct in scientific research, technological development, and innovation, • Ordinance no. 28/2011 for amending and supplementing Law no. 206/2004 on good conduct in scientific research, technological development, and innovation. The results of survey validated that researchers are aware of the regulations, procedures, and legal principles governing the conduct and reporting of progress in scientific research at UDJG.</p>	<p>Innovation Funding (UEFISCDI) and Horizon Europe calls, is disseminated by email to the entire academic community.</p> <p>The Operational Management Service provides technical counselling and support for drafting project proposals, including financial guidelines, approvals for co-financing, and reporting rules.</p> <p>Regarding internal regulations, these can be found in the following documents:</p> <p>https://www.calitate.ugal.ro/images/2021/documente_directoare/2/Planul%20strategic%20de%20dezvoltare%20instituti%C8%9Bional%C4%83%202021-2024.pdf</p> <p>https://www.calitate.ugal.ro/images/Methodologii_regulamente/Doc_directoare/Planul_operational_2023.pdf</p> <p>Suggestions for improvement include:</p> <p>Periodical training sessions on technical and administrative aspects of research project development (such as budget estimation, national and internal rules for researchers' salaries, reimbursement procedures for traveling, rate for indirect costs, etc.) organized by the Operational Management Service.</p> <p>Periodical training sessions on tools for identifying funding and the best calls, organized by the Operational Management Service with the academic staff.</p>
5. Contractual and legal obligations	++ fully implemented	<p>Researchers are aware of contractual provisions, legal obligations, laws, and regulations regarding working conditions, as well as requirements and conditions imposed by funding entities. There are comprehensive</p>	<p>The contractual and legal obligations of researchers are well defined through employment contracts and job descriptions, which include details regarding expected outcomes (in accordance with grants/ contracts/ projects if funding is</p>

		<p>provisions in internal procedures for conducting research projects regarding intellectual property rights, in accordance with Law no. 319/2003 regarding the Statute of research and development staff.</p>	<p>provided through project budgets or according to internal key performance indicators if funding is provided institutionally). General rights and obligations of employees are established by the General Internal Regulations.</p> <p>The Intellectual Property Office within the institution provides services and training in the field of intellectual property and counselling for patent submissions to accredited organizations in Romania and Europe. Periodic training courses on intellectual property are conducted at the institutional level (www.dfctt.ugal.ro).</p> <p>Internal regulations:</p> <p>https://www.calitate.ugal.ro/images/proceduri/51_PO_activitate_brevetare_%20protectie_valorificare_drepturi_proprietate_intelectuala_UDJG.pdf</p>
6. Accountability	+/- almost but not fully implemented	<p>UDJG operates in accordance with national regulations for budget oversight of public funding institutions. The budget and annual expenditures are public information, available on a national online platform and on the university's website. All research expenditures are subject to internal approvals and internal and/or external audits, in accordance with grant agreements or contractual provisions.</p> <p>There are strict internal procedures for managing research budgets (regardless of funding source), but all researchers should be aware that they bear social responsibility for the efficient use of allocated budgets.</p>	<p>Current practice:</p> <p>The Operational Management Service (OMS) assigns a monitoring officer for each research project/ contract/ grant. Project-related expenditures are subject to internal approvals, with OMS verifying the eligibility of expenses according to the approved budget and the funding rules of the funding organization. After approval, the Financial-Accounting Office verifies whether the expenditure complies with national legislation. Project implementation reports (both technical and financial), along with financial audits (internal or external), are submitted to funding</p>

		<p>At UDJG, there is the responsibility of the project manager and the research team to achieve the assumed objectives, to respect budgetary lines, and current legislation. Additionally, the project director provides periodic reports on the status of the research project, presents the results to a commission for approval, and at the end of the project, a summary of results is compiled and published on a dedicated website. There is a need for a better definition of research failure at the institutional level, although there have not been many cases of failed projects in recent times. Personnel in leadership positions are required to improve their skills in research and development management. For the appointment and maintenance of leadership positions, which also involve administrative responsibility, it is recommended to organize training sessions and further education in research and development management, according to Law no. 319/2003 regarding the Statute of research and development personnel.</p>	<p>organizations, in accordance with contract requirements.</p> <p>Internal regulations: https://www.calitate.ugal.ro/images/2021/proceduri/3/Procedura%20opera%C8%9Bional%C4%83%20privind%20monitorizarea%20implement%C4%83rii%20proiectelor.pdf</p> <p>Suggestions for improvement: Regular updating of the Internal Operational Procedure for monitoring research projects, including defining research failure at the institutional level. Increasing researchers' awareness through training sessions organized by the OMS on social responsibility for transparent and efficient management of allocated budgets. Developing best practice guides for reducing the risk of project implementation failure and mitigating the impact in case of failure.</p>
7. Good practice in research	++ fully implemented	<p>The UDJG's Commission on Occupational Safety and Health provides internal guidelines and procedures for implementing safe working practices, in line with national legislation. All researchers are trained by Occupational Safety and Health Officers on specific measures regarding safety working procedures. General Data Protection Regulation (GDPR) is implemented according to national and international provisions. The IT Department is responsible for</p>	<p>Internal regulations: https://www.calitate.ugal.ro/images/2021/regulamente/4/hotarare_senat_65_2019_anexa_RegulamentInternUDJG_2.pdf. https://www.calitate.ugal.ro/images/Metodologii_regulamente/Regulament_prelucrea_datorilor_cu_caracter_personal.pdf.</p>

		<p>applying GDPR provisions for all personal data stored on digital devices. Backup strategies should be extended and revised to include all storage devices used for research. Currently, backup services cover data on servers managed by the IT Department, with some local storage devices not being included. Furthermore, most of the internal documentation on occupational safety is in Romanian, requiring English translation.</p>	<p>Suggestions for improvement:</p> <p>Creating research ethics protocols that utilize questionnaires or other specialized research instruments tailored for use with living beings, in certain specific research projects (such as surveys). Translation of all relevant documents into English. Periodic development and review of backup strategies to include all storage devices used for research.</p>
8. Dissemination, exploitation of results	+/- almost but not fully implemented	<p>Project competitions and, implicitly, research contracts usually stipulate the dissemination of research results to the scientific community in peer-reviewed forms, to the public, as well as commercial exploitation when applicable. The commercial exploitation of research results is not yet sufficiently developed. Within UDJG, an annual Gala of Excellence (CEREX UDJG - https://cercetare.ugal.ro/evenimente-stiintifice/gala-cercetarii-de-excelenta-cerex-udjg), a public event where the merits of researchers are recognized, is organized, as well as a technology transfer fair (TTT UDJG https://cercetare.ugal.ro/transfer-tehnologic/targuri-transfer-tehnologic). UDJG researchers participate in the European Researchers' Night, an event where research activity and its results are communicated to the public in a friendly manner that does not require specialized knowledge from the audience.</p>	<p>The research results are disseminated at scientific events (conferences, workshops, meetings, etc.).</p> <p>Internal regulations: https://www.calitate.ugal.ro/images/2021/07/Regulament_privind_comunicarea_rezultatelor_cercetarii_%C8%99tiin%C8%9Bifice.pdf.</p> <p>Suggestions for improvement:</p> <p>Continuous improvement of communication, promotion, and utilization of institutional research results.</p> <p>Permanentizing the CEREX UDJG and TTT UDJG events, which should become traditional institutional events, regardless of changes in the institution's leadership.</p>
9. Public engagement	+/- almost but not	<p>The university leadership's strategy for the period 2024-2027 provides concrete objectives and actions for</p>	<p>Current practices:</p>

	fully implemented	<p>the dissemination and communication of research, innovation, and education activities.</p> <p>UDJG events are published on the university's website and disseminated via email to the academic community.</p> <p>However, it is recommended to organize dedicated events aimed at promoting contact between the local community and researchers, which will enhance the public engagement of researchers and the institution.</p>	<p>UDJG hosts events such as Researchers Night, open days for high schools, meetings with industry and public administration representatives, CEREX UDJG, and TTT UDJG.</p> <p>Suggestions for improvement:</p> <p>Intensifying the presence of UDJG researchers at Researchers Night. Organizing events that facilitate dialogue between citizens and researchers on selected topics. Attracting a larger number of visitors to institutional events by increasing promotion. Enhancing the visibility of research unit websites and more effectively promoting research results within the business environment, particularly for applied research.</p>
10. Non-discrimination	++ fully implemented.	<p>In accordance with the University Charter and the Code of Ethics and Deontology, no form of discrimination is permitted or encouraged at UDJG. Various internal programs aim to support students and staff from disadvantaged and vulnerable groups. There are ongoing campaigns to raise awareness of discrimination risks and to organize events promoting inclusivity through clear employment procedures, as well as research project information packages.</p>	<p>Inclusion and non-discrimination are fundamental values of academic life at UDJG. There is zero tolerance for any form of discrimination, in accordance with all internal regulations:</p> <ul style="list-style-type: none"> • University Charter https://ugal.ro/files/site/Carta_UDJG_actualizata_13_decembrie_2023.pdf. • Code of Ethics and Deontology https://ugal.ro/informatii/documente-publice/codul-de-etica-si-deontologie-profesionala-universitara. • Gender Equality Plan https://www.calitate.ugal.ro/images/SCIM/Plan%20de%20egalitate%20de%20gen-en.pdf. • Internal regulations for staff and students

			https://ugal.ro/informatii/informatii-publice/regulamente .
11. Evaluation/ appraisal systems	++ fully implemented	The individual evaluation of teachers/researchers in relation to a national system of evaluation criteria is objectively carried out because of the quantitative and qualitative elements specified in these criteria. The quantitative and qualitative elements specified in these criteria encompass publications, patents, research management, teaching/lecturing, supervision, mentoring, national or international collaborations, administrative duties, public awareness activities, mobility, etc. The evaluation of research projects and access to funding is always conducted through competition, with top international evaluators involved for those at the national level. At the institutional level, the entire educational and research activity of the university is assessed by national and international evaluation agencies and international rankings.	<p>Internal regulations:</p> <p>https://ugal.ro/informatii/informatii-publice/hotarari/hotarari-senat/77-hotarari-senat-2018/5679-hotarare-de-senat-nr-93-6-septembrie-2018 (FRACS)</p> <p>https://www.calitate.ugal.ro/images/Metodologii_regulamente/metodologii/15.met_autoevaluare_IOSUD-UDJG.pdf</p> <p>Suggestions for improvement:</p> <p>As the case, update with the changes in legislation coming into force.</p>
Recruitment and Selection			
12. Recruitment	+/- almost but not fully implemented	Recruitment procedures for teaching staff/researchers are established by law, with clearly specified standards that align with the principles outlined in the Code of Conduct for the Recruitment of Researchers. These recruitment procedures are open, efficient, transparent, and internationally comparable, tailored to the type of position being advertised. The Operational Management Service handles administrative activities	<p>Current practice:</p> <p>The recruitment and selection process of UDJG staff is differentiated according to the type of the vacant position:</p> <ul style="list-style-type: none"> •for research and teaching staff (with compulsory research activity in the teaching core curriculum) •for non-teaching staff (technicians, laboratory staff, etc.) and other staff involved in support activities for research

		<p>related to recruitment and selection for fixed-term positions, while the HR Department and Teaching Departments oversee recruitment and selection for tenure contracts (at any level). In research projects conducted through UDJG, recruitment and selection procedures adhere to the requirements specified in the funding guidelines and are managed by the Operational Management Service and the project manager. However, most job advertisements and contest documentation are in Romanian, potentially limiting applications from international candidates. Open positions are advertised on EURAXESS for all project-based positions (funded by UEFISCDI, as a mandatory contractual obligation) and occasionally for vacant positions funded by UDJG.</p>	<ul style="list-style-type: none"> • for doctoral students and post-doctoral fellows National legislation: • Law no. 199/2023 on Higher Education, • HG 457/2012 - Government of Romania Decision regarding approval of the framework contest Methodology for filling vacant teaching and research positions in higher education, • Law 319/2003 Research and development staff statute • 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. <p>Internal regulations:</p> <p>Methodologies and procedures on filling the teaching and research vacant positions:</p> <p>https://www.ugal.ro/files/hotarari/hs/2024/HS_072_2024_Anexa_3-Metod_concurs_cadre_didactice_2024_nedeterm.pdf</p> <p>https://www.calitate.ugal.ro/images/Metodologii_regulamente/metodologii/26.met_concurs_ocupare_posturi_asist_cercetare_per_determinata.pdf.</p> <p>https://ugal.ro/files/cercetare/2018/PO_selectie_si_recrutare_personal_FSE.pdf.</p> <p>https://ugal.ro/files/cercetare/2019/Metodologie_selectie_per</p>
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			<p>sonal FDI 170519.pdf.</p> <p>Regulations concerning doctoral and postdoctoral studies: https://ugal.ro/files/hotarari/hs/2022/HS 118 din 24 03 2022 Anexa 2.pdf.</p> <p>https://ugal.ro/studii/doctorat/regulament-program-postdoctoral.</p> <p>Suggestions for improvement:</p> <p>Update internal regulations and methodologies to align with the OTM-R policy.</p> <p>Update the recruitment in accordance with the forthcoming legislative changes.</p> <p>Translate administrative documents and procedures for the researchers' recruitment process into English.</p> <p>Utilize European/international online platforms to advertise vacant positions.</p>
13. Recruitment (Code)	+/- almost but not fully implemented	According to Government Decision 286/2011, all positions in a public institution are advertised in the Official Gazette of the Romanian Government, in a widely circulated newspaper, and on the institution's public website. Additionally, research positions funded by public resources must be advertised on the EURAXESS portal. In the internal regulations and	<p>Internal regulations:</p> <p>Methodologies and procedures on filling the teaching and research vacant positions: https://www.ugal.ro/files/hotarari/hs/2024/HS 072 2024 Anexa 3-Metod concurs cadre didactice 2024 nedeterm.pdf https://www.calitate.ugal.ro/images/Metodologii regulamen</p>

		<p>methodologies for the recruitment and selection of personnel, there are no explicit mentions regarding career development and working conditions. According to the opinions expressed by the surveyed researchers, the selection committees bring together diverse expertise and competencies. They are balanced from a gender perspective and possess relevant experience for evaluating candidates.</p>	<p>te/metodologii/26.met concurs ocupare posturi asist cercetare per determinata.pdf.</p> <p>https://ugal.ro/files/cercetare/2018/PO_selectie_si_recrutare_personal_FSE.pdf.</p> <p>https://ugal.ro/files/cercetare/2019/Metodologie_selectie_personal_FDI_170519.pdf.</p> <p>Regulations concerning doctoral and postdoctoral studies: https://ugal.ro/files/hotarari/hs/2022/HS_118_din_24_03_2022_Anexa_2.pdf.</p> <p>https://ugal.ro/studii/doctorat/regulament-program-postdoctoral.</p> <p>Suggestions for improvement:</p> <p>Using European/international online platforms to advertise vacant positions, including a clear presentation of working conditions and career development prospects.</p> <p>Updating internal regulations and methodologies (Recruitment and selection of personnel) to include employment nomination by incorporating certain provisions regarding career development.</p>
14. Selection (Code)	+/- almost but not fully implemented	Selection procedures are established by national legislation, and the criteria for differentiation include research creativity and results, publications, patents, research management, teaching/lecturing, supervision,	<p>Internal regulations:</p> <p>Methodologies and procedures on filling the teaching and research vacant positions:</p>

		<p>mentoring, national or international collaboration, administrative duties, public awareness activities, mobility, etc. In accordance with the current legislation, internal regulations, and methodologies (Recruitment and Selection of Personnel) do not include explicit provisions regarding gender equality, the inclusion in selection committees of members from the private sector and foreign experts. According to survey, researchers believe that during the selection process, a wide range of selection practices are used, such as expert evaluation and face-to-face interviews.</p>	<p>https://www.ugal.ro/files/hotarari/hs/2024/HS_072_2024_Anexa_3-Metod_concurs_cadre_didactice_2024_nedeterm.pdf</p> <p>https://www.calitate.ugal.ro/images/Metodologii_regulamente/metodologii/26.met_concurs_ocupare_posturi_asist_cercetare_per_determinata.pdf.</p> <p>https://ugal.ro/files/cercetare/2018/PO_selectie_si_recrutare_personal_FSE.pdf.</p> <p>https://ugal.ro/files/cercetare/2019/Metodologie_selectie_personal_FDI_170519.pdf.</p> <p>Regulations concerning doctoral and postdoctoral studies: https://ugal.ro/files/hotarari/hs/2022/HS_118_din_24_03_2022_Anexa_2.pdf.</p> <p>https://ugal.ro/studii/doctorat/regulament-program-postdoctoral.</p> <p>Suggestions for improvement:</p> <p>Revising periodically the internal recruitment and selection procedures to align with current legal regulations- Recruitment and selection of personnel to nominate the employment</p>
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15. Transparency (Code)	+/- almost but not fully implemented	Candidates are informed, prior to selection, about the recruitment process, selection criteria, the number of available positions, and career development prospects. In the internal regulations and methodologies for recruitment and selection of personnel for employment nomination, there are no explicit specifications regarding feedback related to the strengths and weaknesses of applications.	<p>Internal regulations:</p> <p>Methodologies and procedures on filling the teaching and research vacant positions: https://www.ugal.ro/files/hotarari/hs/2024/HS_072_2024_Anexa_3-Metod_concurs_cadre_didactice_2024_nedeterm.pdf https://www.calitate.ugal.ro/images/Metodologii_regulamente/metodologii/26.met_concurs_ocupare_posturi_asist_cercetare_per_determinata.pdf.</p> <p>https://ugal.ro/files/cercetare/2018/PO_selectie_si_recrutare_personal_FSE.pdf.</p> <p>https://ugal.ro/files/cercetare/2019/Metodologie_selectie_personal_FDI_170519.pdf.</p> <p>Regulations concerning doctoral and postdoctoral studies: https://ugal.ro/files/hotarari/hs/2022/HS_118_din_24_03_2022_Anexa_2.pdf.</p> <p>https://ugal.ro/studii/doctorat/regulament-program-postdoctoral.</p> <p>Suggestions for improvement:</p> <p>Updating internal regulations and methodologies - Recruitment and selection of personnel with explicit specifications about the feedback related to the strengths and weaknesses of the applications.</p>
16. Judging	++ fully	♦ The selection process at UDJG considers the entirety	Internal regulations:

merit (Code)	implemented.	of candidates' experience, emphasizing exceptional results and career diversity rather than solely the number of publications. Nevertheless, the internal procedure needs regular updates to align with national and international legislation and trends.	<p>Methodologies and procedures on filling the teaching and research vacant positions used in UDJG:</p> <p>https://www.ugal.ro/files/hotarari/hs/2024/HS_072_2024_Anexa_3-Metod_concurs_cadre_didactice_2024_nedeterm.pdf</p> <p>https://www.calitate.ugal.ro/images/Metodologii_regulamente/metodologii/26.met_concurs_ocupare_posturi_asist_cercetare_per_determinata.pdf</p> <p>https://ugal.ro/files/cercetare/2018/PO_selectie_si_recrutare_personal_FSE.pdf.</p> <p>https://ugal.ro/files/cercetare/2019/Metodologie_selectie_personal_FDI_170519.pdf.</p> <p>Regulations concerning doctoral and postdoctoral studies:</p> <p>https://ugal.ro/files/hotarari/hs/2022/HS_118_din_24_03_2022_Anexa_2.pdf</p> <p>https://ugal.ro/studii/doctorat/regulament-program-postdoctoral</p> <p>https://www.calitate.ugal.ro/images/proceduri/26.PO_DRD_IOSUD.pdf</p>
17. Variations in the chronological order of CVs (Code)	++ fully implemented	The ranking and selection of candidates is based on all relevant aspects for the published position to be filled through competition, with emphasis on the professional training and experience of the candidate rather than the period or institutions where they were acquired. There are mechanisms in place by which activities within the institution can be temporarily	<p>Current practice:</p> <p>The candidates' selection at UDJG is based on merit, without penalizing career breaks or variations in the chronological order of CVs.</p> <p>Internal regulations:</p>

		<p>interrupted without affecting seniority. Tenured positions that are publicly opened are filled according to a methodology that has no restrictions related to seniority or discrimination against individuals from outside the institution or country. For specialists with recognized scientific and professional value in the field, to be involved in limited teaching or research activities, it is not necessary to hold a doctoral diploma. Career breaks or chronological variations in CVs are considered by most researchers as opportunities for the professional development of researchers towards a multidimensional career.</p>	<p>Methodologies and procedures on filling the teaching and research vacant positions:</p> <p>https://www.ugal.ro/files/hotarari/hs/2024/HS_072_2024_Anexa_3-Metod_concurs_cadre_didactice_2024_nedeterm.pdf</p> <p>https://www.calitate.ugal.ro/images/Metodologii_regulamente/metodologii/26.met_concurs_ocupare_posturi_asist_cercetare_per_determinata.pdf</p> <p>https://ugal.ro/files/cercetare/2018/PO_selectie_si_recrutare_personal_FSE.pdf</p> <p>https://ugal.ro/files/cercetare/2019/Metodologie_selectie_personal_FDI_170519.pdf</p> <p>Regulations concerning doctoral and postdoctoral studies:</p> <p>https://ugal.ro/files/hotarari/hs/2022/HS_118_din_24_03_2022_Anexa_2.pdf</p> <p>https://ugal.ro/studii/doctorat/regulament-program-postdoctoral.</p>
18. Recognition of mobility experience (Code)	++ fully implemented.	<p>National legislation provides for the principle of national and international mobility (Law 199/2023). The UDJG Charter provides for international mobility for researchers, national and international mobility for doctoral students. Evaluation criteria (employment, periodic, evaluation) include international mobility, at universities, based on duration criteria. According to researchers' opinions, as expressed in the survey, mobility experiences are considered by UDJG</p>	<p>Current practice:</p> <p>UDJG offers financial support to the academic staff for participation in at scientific event abroad and finances international mobility for students and PhD candidates. Thus, mobility experience is seen as an asset in career development of teaching and research staff. Furthermore, teaching and training under the Erasmus+ framework is highly encouraged, being integrated in the academic life as a</p>

		employees.	<p>positive achievement in the candidates' experience.</p> <p>Internal regulations:</p> <p>UDJG Internationalization Strategy: https://www.calitate.ugal.ro/images/2022/1/Plan_strategic_d_e_interna%C8%9Bionalizare_2021-2024.pdf.</p> <p>Additional financial support for international mobility: https://ugal.ro/files/erasmus/2024/1/HCA_5_2024_Anexa_PO_top-upErasmus.pdf;</p> <p>https://ugal.ro/informatii/informatii-publice/hotarari/hotarari-consiliul-de-administratie/105-hotarari-ca-2023/11859-hotararea-nr-17-17-februarie-2024</p> <p>Erasmus for teaching staff and students: https://ugal.ro/relatii-internationale/biroul-erasmus/programul-erasmus-2/carta-universitara-erasmus https://ugal.ro/files/erasmus/2023/01/1_Carta_Studentului_Erasmus.pdf https://ugal.ro/relatii-internationale/biroul-erasmus/programul-erasmus-2/selectia-personalului https://www.calitate.ugal.ro/images/proceduri/26.PO_DRD_IOSUD.pdf</p>
19. Recognition of	++ fully implemented	The professional qualification of the candidates is evaluated individually, according to the legal framework. The evaluation criteria allow the	Current practice:

<p>qualifications (Code)</p>		<p>consideration of professional prestige alongside qualifications, such as a doctoral diploma. For doctoral students and teaching and research staff who have participated in continuous professional training programs, there is a transferable credit system in place. Romanian researchers who have worked abroad in R&D positions can, upon request, benefit from full equivalence of seniority in their specialized field. The evaluation criteria consider qualities such as being an editor in journals, a reviewer, a moderator at conferences, a member of professional organizations or in the field of education and research, project evaluator, etc., which can be considered non-formal qualifications (optional criteria, professional prestige).</p>	<p>The national legal framework and the national scientific standards provide the regulations for the recognition of qualifications. In the process of selection, various qualifications relevant for the position are considered by the selection committee. The annual assessment of the academic staff activity is grounded on a list of criteria included in a scientific research activity statement which is discussed and approved each year by the university's Scientific Council and by the University Senate (Indicators for Reporting the Scientific Research Activity).</p> <p>Internal regulations:</p> <p>Indicators for Reporting the Scientific Research Activity (FRACS):</p> <p>https://ugal.ro/informatii/informatii-publice/hotarari/hotarari-senat/77-hotarari-senat-2018/5679-hotarare-de-senat-nr-93-6-septembrie-2018</p>
<p>20. Seniority (Code)</p>	<p>++ fully implemented</p>	<p>The evaluation criteria are related to the position occupied or the one open to be filled. Seniority is not an evaluation criterion. There are no criteria for differentiation between the doctoral diploma obtained at UDJG or at other institutions. Periodic evaluation includes two categories of indicators: for the entire career and for the period since the last evaluation. For hiring, achievements throughout the career are considered. Researchers believe that promotion to a higher position is linked to higher qualifications, and the main criterion is based on professional</p>	<p>Current practice:</p> <p>The retirement age for permanent teaching and research staff is 65, with the possibility of continuing their activity on condition of meeting the national and UDJG Methodology for the maintenance of tenure in university teaching or research after reaching retirement age. In the researchers' selection process, the length of service is required by Law 319/2003, with different levels of professional experience in higher education or research according to the role/job</p>

		<p>achievements.</p>	<p>profile.</p> <p>Internal regulations:</p> <p>Methodology for the maintenance of tenure in university teaching or research after reaching retirement age approved by the UDJG Senate on 16.02.2023: https://www.calitate.ugal.ro/images/Metodologii_regulamente/metodologii/04.met_mentinere_calitate_cadru_didactic_titular_pensionat_2023.pdf</p> <p>Methodology on filling the teaching and research vacant positions: https://www.ugal.ro/files/hotarari/hs/2024/HS_072_2024_Anexa_3-Metod_concurs_cadre_didactice_2024_nedeterm.pdf https://www.calitate.ugal.ro/images/Metodologii_regulamente/metodologii/26.met_concurs_ocupare_posturi_asist_cercetare_per_determinata.pdf;</p> <p>https://ugal.ro/files/cercetare/2018/PO_selectie_si_recrutare_personal_FSE.pdf;</p> <p>https://ugal.ro/files/cercetare/2019/Metodologie_selectie_personal_FDI_170519.pdf</p>
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21. Postdoctoral appointments (Code)	+/- almost but not fully implemented	Law 199/2023 regulates the organization of the postdoctoral programs of advanced research. The recruitment criteria are based on the duration from obtaining the doctoral degree and the quality of the research plan. Postdoctoral programs were organized within some projects. There are no specific criteria for employing postdoctoral researchers at the UDJG level.	<p>Current practice:</p> <p>Postdoctoral researchers are selected according to UDJG Regulations concerning doctoral and postdoctoral studies and according to the Methodology for admission to postdoctoral programs of advanced research.</p> <p>Internal regulations:</p> <p>Regulations concerning doctoral and postdoctoral studies: https://ugal.ro/files/hotarari/hs/2022/HS 118 din 24 03 2022 Anexa 2.pdf.</p> <p>https://ugal.ro/studii/doctorat/regulament-program-postdoctoral</p> <p>Suggestions for improvement:</p> <p>Offering opportunities for long-term academic career development for researchers who have completed a postdoctoral program (post- promotion: inclusion in evaluation criteria).</p> <p>Counselling-guidance-orientation in the academic career.</p> <p>Postgraduate training in areas such as career development, project management.</p>
Working Conditions and Social Security			
22. Recognition of the profession	++ fully implemented	The profession of researcher is recognized by national law, and researchers are recognized as professionals. The PhD period is recognized as a period of active professional life. PhD students are recognized as professionals and benefit from seniority (and other benefits such as social security). For the other	<p>Current practice:</p> <p>All the university's researchers are recognized as professionals and are considered active members of the academic community. Most of the internal regulations refer</p>

		<p>categories of teaching and research staff, the provisions of the Labour Code are applicable. The R-D activity performed abroad is recognized in the country. For the other categories of teaching and research staff, the provisions of the Labour Code are applicable. The R-D activity performed abroad is recognized in the country.</p>	<p>to both categories (i.e., teaching staff and research staff) with no differences other than those related to the job content. The PhD students have similar access to institutional resources (in terms of rights for access to IT services and internal rewards for research results).</p> <p>Internal regulations:</p> <p>Methodology on filling the teaching and research vacant positions: https://www.ugal.ro/files/hotarari/hs/2024/HS_072_2024_Anexa_3-Metod_concurs_cadre_didactice_2024_nedeterm.pdf https://www.calitate.ugal.ro/images/Metodologii_regulamente/metodologii/26.met_concurs_ocupare_posturi_asist_cercetare_per_determinata.pdf https://ugal.ro/files/cercetare/2018/PO_selectie_si_recrutare_personal_FSE.pdf https://ugal.ro/files/cercetare/2019/Metodologie_selectie_personal_FDI_170519.pdf;</p> <p>Regulations concerning doctoral and postdoctoral studies: https://ugal.ro/files/hotarari/hs/2022/HS_118_din_24_03_2022_Anexa_2.pdf https://ugal.ro/studii/doctorat/regulament-program-postdoctoral https://www.calitate.ugal.ro/images/proceduri/26.PO_DRD_IOSUD.pdf</p>
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23. Research environment	+/- almost but not fully implemented	National and international regulations on health and safety at the workplace are implemented and respected. UDJG provides the necessary research infrastructure. UDJG organizes continuous vocational training programs. These programs should be more diversified to better suit the needs of researchers. The researchers consider that as employees of UDJG, they have access to tools that enrich their work environment and allow remote collaboration in scientific networks.	<p>Internal regulations:</p> <p>Regulation research development and innovation activities, artistic creation and sports performance: https://www.calitate.ugal.ro/images/Metodologii_regulamente/Regulament_activitatiiCDIisicreatieartisticasiperformantasiportiva.pdf https://cercetare.ugal.ro/files/finantare/HCA_18_2023_Anexa2-GHID_condGen_GrantCercetare2023.pdf</p> <p>Internal regulation on occupational health and safety, supervision of the health of university employees: https://www.ugal.ro/informatii/informatii-publice/regulamente/regulament-intern</p> <p>Procedure on occupational risk assessment: https://www.calitate.ugal.ro/images/2021/06/Procedura%20privind%20managementul%20riscului%20%C8%99i%20elaborarea%20registrului%20de%20riscuri.pdf</p> <p>Suggestions for improvement:</p> <p>Broadening the portfolio of freely accessible databases. Diversification of continuous vocational training programs, with emphasis on training programs in the field of management of research activities. Improving the communication regarding the continuous training programs offered by UDJG to the employees.</p>
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24. Working conditions	+/- almost but not fully implemented	<p>The relations between UDJG and the personnel involved in research activities are regulated by the study contracts and the employment contracts (Collective and Individual Labour Contracts), which include complete information regarding the rights and obligations of the parties. UDJG provides: -Benefits for children of teachers and UDJG employees – admission fee exemptions, recreational (holiday) programs. - Benefits for employees: flexible program, canteen, cultural activities, part-time working, online platforms, sabbatical year. Given the existing configuration of the buildings and the regulations in constructions the access for people with disabilities is limited. Researchers believe that UDJG provides working conditions that allow for a balance between professional and personal life.</p>	<p>Current practice: The working contracts of UDJG’s researchers might be full time or part time, with fixed working hours or flexible working hours (mostly in grants or contracts). All academic staff has access to research infrastructure, scientific resources (databases, e-books), IT services, access to software and subscriptions for research purposes, etc.</p> <p>Internal regulations: UDJG regulations: https://www.ugal.ro/informatii/informatii-publice/regulamente/regulament-intern</p> <p>Open access to scientific literature: https://biblioteca.ugal.ro/index.php/ro/</p> <p>Suggestions for improvement: Continuously ensure compliance with both national and European legislation, updating as required.</p>
25. Stability and permanence of employment	++ fully implemented	<p>Employment contracts are stable, and there is a low rate of staff turnover. Working conditions for UDJG research staff remain consistent. The survey confirmed the perception of stability and continuity of employment.</p>	<p>Current practice: In UDJG the working contracts for researchers might be fixed term and tenure contracts. All researchers, regardless of type of contract have the same employment rights and obligations according to the 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 in line with the internal</p>

			<p>regulations (General Internal Regulations). UDJG informs the fixed-term employees on available permanent jobs and supports their applications to enhance stability of employment conditions.</p> <p>Internal regulations:</p> <p>Methodology on filling the teaching and research vacant positions: https://www.ugal.ro/files/hotarari/hs/2024/HS_072_2024_Anexa_3-Metod_concurs_cadre_didactice_2024_nedeterm.pdf https://www.calitate.ugal.ro/images/Metodologii_regulamente/metodologii/26.met_concurs_ocupare_posturi_asist_cercetare_per_determinata.pdf https://ugal.ro/files/cercetare/2018/PO_selectie_si_recrutare_personal_FSE.pdf https://ugal.ro/files/cercetare/2019/Metodologie_selectie_personal_FDI_170519.pdf</p> <p>UDJG regulations: https://www.ugal.ro/informatii/informatii-publice/regulamente/regulament-intern</p>
26. Funding and salaries	++ fully implemented	Salaries in the public sector are set by national legislation, but there is some flexibility, because up to 30% increase is allowed based on performance criteria or for complex activities not specified in the job description. The survey results indicate that researchers believe that UDJG offers its staff an	<p>Current practice:</p> <p>There are different types of incentives for the teaching and research staff financed by UDJG, according to the performances of each employee: - additional remuneration of the activity in grants and</p>

		attractive salary, comparable to that offered by similar institutions in Romania.	<p>research projects.</p> <ul style="list-style-type: none"> - amounts for expenses related to the research activity; - reimbursement of expenses for participation in international conferences. - payment of fees for publishing articles in ISI WoS (Clarivate Analytics) listed journals.
27. Gender balance	+/- almost but not fully implemented	UDJG ensures equal gender representation at all levels, including management, based on a policy of equal chances at recruitment and in the later stages of the career. In the internal regulations and methodologies - Recruitment and selection of personnel for the appointment of employment there are not specific provisions regarding gender equality. According to the survey, the researchers believe that there is gender balance within UDJG.	<p>Current practice:</p> <p>UDJG promotes and supports and gender equality in scientific research and academic life in general, according to national and European values and principles.</p> <p>Internal regulations:</p> <p>https://www.calitate.ugal.ro/images/SCIM/Plan%20de%20egalitate%20de%20gen-en.pdf</p> <p>Suggestions for improvement:</p> <p>Inclusion of gender equality issues in training, internships, events dedicated to research staff. Organizing events, information sessions and debates on institutional policies to encourage and sustain the work-life balance. Inclusion of gender equality issues in the content of research projects, grants and contracts and promoting an equal number of women and men in the project teams.</p>
28. Career development	+/- almost but not fully implemented	UDJG provides a specific career development strategy for researchers at all stages of the career. Researchers believe that is well supported at the level of the university.	<p>Current practice:</p> <p>UDJG promotes the professional development of its employees by offering training and career events, by stimulating staff participation in mobilities, training and scientific events. UDJG has also structures meant to sustain the researchers' work and the successful implementation of</p>

			<p>their projects/ grants. UDJG also proposes internal programmes to stimulate career development of young researchers. The Career Counselling Centre of UDJG offers counselling activities for students (including PhD students) at request.</p> <p>Internal regulations:</p> <p>https://www.calitate.ugal.ro/images/proceduri/61PO_CCOC_2023.pdf https://www.calitate.ugal.ro/images/proceduri/26.PO_DRD_IOSUD.pdf https://cercetare.ugal.ro/files/finantare/HCA_18_2023_Anexa_2-GHID_condGen_GrantCercetare2023.pdf</p> <p>Suggestions for improvement: Developing the career development policy for researchers.</p>
29. Value of mobility	+/- almost but not fully implemented	National legislation incorporates the principle of both national and international mobility. UDJG acknowledges the importance of mobility in career advancement and considers any mobility experience within its evaluation system	<p>Current practice: UDJG participates in ERASMUS+ programme and offers grants of mobility for academic staff to international research organizations or international research training and scholarships for research abroad.</p> <p>Internal regulations:</p> <p>UDJG Internationalization Strategy: https://www.calitate.ugal.ro/images/2022/1/Plan_strategic_d_e_interna%C8%9Bionalizare_2021-2024.pdf https://ugal.ro/relatii-internationale/biroul-erasmus/programul-erasmus-2/regulament-privind-organizarea-si-desfasurarea-mobilitatilor-erasmus</p>

			https://ugal.ro/files/erasmus/2023/09/PO.pdf Suggestions for improvement: Promoting professional, transdisciplinary, and inter-sectoral mobility as essential elements of an academic career
30. Access to career advice	+/- almost but not fully implemented	In accordance with legal recommendations and recognizing the academic and research nuances of our employees, we currently focus more on providing counselling and mentoring services to students. However, expanding mentoring and counselling activities to encompass researchers and research-related endeavours would be beneficial	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 specialized centres, offers information about career opportunities, open positions and grants or other programmes meant to stimulate professional development. Internal regulations: https://www.calitate.ugal.ro/images/proceduri/61PO_CCOC_2023.pdf . https://www.calitate.ugal.ro/images/proceduri/26.PO_DRD_IOSUD.pdf https://cercetare.ugal.ro/files/finantare/HCA_18_2023_Anexa2-GHID_condGen_GrantCercetare2023.pdf Suggestions for improvement: Developing the career development policy for researchers.
31. Intellectual	+/- almost but not	According to the surveyed researchers, UDJG guarantees the safeguarding of intellectual property	Current practice:

Property Rights	fully implemented	rights, encompassing copyrights for publications, reports, and patents. UDJG, either through its specialized department for professional training programs or external sources, provides suitable training methods for didactic and entrepreneurial activities in research as integral components of researchers' professional development	<p>The Intellectual Property Office within UDJG is a specialized support structure with responsibilities in the field of intellectual property. The Office provides guidelines and support for patents and other forms of IPR at request.</p> <p>Suggestions for improvement:</p> <p>English translation of the IPR procedures. Direct information (by email) provided to the new employees on the services provided by the Intellectual Property Office.</p>
32. Co-authorship	++ fully implemented	The institution actively promotes collaborative research and co-authorship, and provides financial recognition for personal contributions to patents or awarded work when applicable.	<p>Current practice:</p> <p>Co-authorship is decided by each team of authors depending on the amount of work and contribution to a research output. The authorship list and order are agreed among all authors, including the role of corresponding author. It is the responsibility of the corresponding author to reach consensus with all co-authors regarding all aspects of the article including the authorship order, without any institutional constraints on this aspect.</p> <p>Internal regulations:</p> <p>Indicators for Reporting the Scientific Research Activity (FRACS):</p> <p>https://ugal.ro/informatii/informatii-publice/hotarari/hotarari-senat/77-hotarari-senat-2018/5679-hotarare-de-senat-nr-93-6-septembrie-2018</p> <p>The code of ethics and university professional deontology:</p> <p>https://www.ugal.ro/informatii/documente-publice/codul-</p>

			de-etica-si-deontologie-profesionala-universitara.
33. Teaching	++ fully implemented	UDJG, either through its specialized department for professional training programs or external sources, provides suitable training methods for didactic and entrepreneurial activities in research as integral components of researchers' professional development	<p>Current practice:</p> <p>UDJG supports the development of the teaching skills through the Department of Teacher Training. The Department of Teaching Training is an academic structure within the Faculty of Psychology and Educational Sciences. It organizes and conducts psycho-pedagogical training programs for the teaching profession, including two levels, level I to prepare graduates who have the right to hold teaching positions in pre-school, 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.</p> <p>Internal regulations:</p> <p>Methodology on filling the teaching and research open positions: https://www.ugal.ro/files/hotarari/hs/2024/HS_072_2024_Anexa_3-Metod_concurs_cadre_didactice_2024_nedeterm.pdf https://www.calitate.ugal.ro/images/Metodologii_regulamente/metodologii/26.met_concurs_ocupare_posturi_asist_cercetare_per_determinata.pdf</p> <p>Methodology for the organization of psycho-pedagogical training programs for the certification of competences for the teaching profession in UDJG: https://www.calitate.ugal.ro/images/2021/regulamente/Regulament%20de%20organizare%20C8%99i%20func%20C8%9Bionare%20a%20Departamentului%20pentru%20Preg%20C4%83tirea%20Personalului%20Didactic%20(DPPD).pdf</p>

34. Complains/ appeals	++ fully implemented	Complains/ appeals are solved in accordance with national and internal rules and procedures. There is no negotiation or mediation phase for conflict resolution within the university.	<p>Current practice:</p> <p>Complaints about ethical issues are solved by the Commission of Academic Ethics and Deontology. Other conflicts/complaints might be addressed to the faculties' Disciplinary Committees and the department of resolution of petitions and complaints of the UDJG.</p> <p>Internal regulations:</p> <p>Regulations concerning organization and functioning university ethics commission: https://www.calitate.ugal.ro/images/Metodologii_regulamente/18.Regulament_Comisie_Etica.pdf</p>
35. Participation in decision- making bodies	++ fully implemented	The academic staff, including researchers and PhD students are represented in the University's decision-making bodies (Board of Directors, the Scientific Council, Senate, Council of the Doctoral School, etc.)	<p>Current practice:</p> <p>Researchers within UDJG have the same rights to be elected or nominated in decision-making bodies as the teaching staff. Thus, researchers are members in the Scientific Council, in the University's Senate.</p> <p>Internal regulations:</p> <p>Charter of UDJG: https://ugal.ro/files/site/Carta_UDJG_actualizata_13_decembrie_2023.pdf</p> <p>Regulation of the UDJG Senate: https://ugal.ro/files/hotarari/hs/2024/HS_008_2024_Anexa-ROF_SENAT_2024.pdf</p> <p>Regulation of the UDJG Senate Committees: https://ugal.ro/informatii/informatii-publice/regulamente/regulament-senat</p>

			<p>Methodology of organization and conduct of elections at UDJG: https://ugal.ro/files/hotarari/hs/2023/HS_271_2023_Anexa_1_Metodologie_alegeri.pdf</p> <p>Methodology regarding the election of the members of the Council of the Doctoral School: https://ugal.ro/studii/doctorat/alegeri-scoli-doctorale/metodologie-alegeri-scoli-doctorale</p>
Training and Development			
36. Relation with supervisors	++ fully implemented	<p>Doctoral students receive guidance and feedback from the supervisor and the advisory committee, as stated in the regulations of the Doctoral School. They also present reports and receive regular feedback on their work and advancements. Early-stage researchers present regular reports to committees and research groups of the UDJG.</p>	<p>Current practice: All PhD students present regular reports and receive feedback and guidance from the supervision and advisory committee. Researchers funded by grants/contracts present progress reports to project managers, while researchers funded by UDJG present reports to committees and research groups of the university.</p> <p>Internal regulations: Regulations of the Doctoral School: https://ugal.ro/studii/doctorat/regulamentul-privind-organizarea-studiilor-universitare-de-doctorat Methodologies and procedures for PhD students: https://ugal.ro/studii/doctorat/regulament-program-postdoctoral</p>
37. Supervision and managerial	++ fully implemented	<p>Senior researchers pay particular attention to their role, as supervisors, mentors, leaders or project coordinators, in order to establish the conditions for the efficient transfer of knowledge and for the</p>	<p>Current practice: UDJG's senior researchers assume multi-faceted roles as supervisors, project managers, leaders, career advisors. Most of these roles are regulated by dedicated procedures and</p>

duties		successful further development of young researchers' careers. This reality is reinforced by the opinions collected through the survey.	internal regulations, while some are based on the researchers' work experience and expertise.
38. Continuing Professional Development	+/- almost but not fully implemented	Researchers and teaching staff have access to a variety of training opportunities throughout their careers, including courses, seminars, workshops, conferences, master's programs, e-learning, open thematic conferences, and professional training programs. These opportunities are encouraged and often offered without participation fees	There are various internal programs for researchers to participate in training and improve their skills, including workshops, seminars, conferences, other events (online or onsite, national, or international). Suggestions for improvement: Formal training programs for researchers developed by department/research centers.
39. Access to research training and continuous development	+/- almost but not fully implemented	UDJG researchers have various opportunities to develop professionally and improve their employability through access to programs for the continuous development of skills and competences, as there is a centre specialized in continuous professional training programs.	Internal regulations: Methodology on filling the teaching and research vacant positions: https://www.ugal.ro/files/hotarari/hs/2024/HS_072_2024_Anexa_3-Metod_concurs_cadre_didactice_2024_nedeterm.pdf https://www.calitate.ugal.ro/images/Metodologii_regulamente/metodologii/26.met_concurs_ocupare_posturi_asist_cercetare_per_determinata.pdf https://ugal.ro/files/cercetare/2018/PO_selectie_si_recrutare_personal_FSE.pdf Suggestions for improvement: Formal training programs for researchers developed by department/research centers.
40. Supervision	++ fully implemented	Experienced senior researchers and research team leaders oversee junior researchers, providing guidance and support. PhD students also have access to a dedicated PhD supervisor, an expert in research supervision, who offers tailored assistance to ensure their progress. Additionally, each doctoral student is supported by a guidance or tutoring committee.	In the case of researchers with fixed terms working contracts funded by grants, usually the project manager or a senior researcher has the duty to supervise and support the performance of the junior researchers. PhD students present regular reports and receive feedback and guidance from the supervision and advisory committee.

