

HR Excellence in Research

Action Plan

Action Plan

Case number

2024RO187457

Name Organisation under review

George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu Mureş

Organisation's contact details

Gheorghe Marinescu, 38, Targu Mures, Mureş, 540142, Romania

Submission date to the European Commission

21/01/2025

1. Organisational Information

*Please provide a limited number of key figures for your organisation. Figures marked * are compulsory.*

STAFF & STUDENTS	FTE
Total researchers = staff, fellowship holders, bursary holders, PhD. students either full-time or part-time involved in research *	710
Of whom are international (i.e. foreign nationality) *	5
Of whom are externally funded (i.e. for whom the organisation is host organisation) *	0
Of whom are women *	407
Of whom are stage R3 or R4 = Researchers with a large degree of autonomy, typically holding the status of Principal Investigator or Professor. *	91
Of whom are stage R2 = in most organisations corresponding with postdoctoral level *	578
Of whom are stage R1 = in most organisations corresponding with doctoral level *	127
Total number of students (if relevant) *	10853
Total number of staff (including management, administrative, teaching and research staff) *	1310

RESEARCH FUNDING (figures for most recent fiscal year)	€
Total annual organisational budget	61039744
Annual organisational direct government funding (designated for research)	465641
Annual competitive government-sourced funding (designated for research, obtained in competition with other organisations – including EU funding)	704526
Annual funding from private, non-government sources, designated for research	54470

ORGANISATIONAL PROFILE (a very brief description of your organisation, max. 100 words)

The George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu Mureş has been functioning under this name starting with 20.09.2018, as a result of the merger of two Romanian prestigious universities from Tîrgu Mureş, the **University of Medicine and Pharmacy** and „**Petru Maior**” **University**. It is a comprehensive university with **over 11,000 students**. At UMFST G.E. Palade Tg. Mureş, medico-pharmaceutical education has a **tradition of 80**

years, being a regional brand in the country that has been increasingly recognized internationally and is the only university in Romania that has a medical branch outside Romania, having accredited medical study programs in Hamburg, Germany.

Our university is composed of six faculties (Medicine, Dentistry, Pharmacy, Engineering and Information Technology, Sciences and Letters, Economics and Law in which graduates of study programs can benefit from different levels of academic degrees: bachelor, master's, doctoral. It provides education in the following fields: **medical, pharmaceutical** in Romanian, Hungarian and English, **technical, economic and social fields** in Romanian.

2. Strengths and weaknesses of the current practice

Please provide an overview of the organisation in terms of the current strengths and weaknesses of the current practice under the four thematic headings of the Charter and Code at your organization.

Note: Click on the name of each of the four thematic headings of the Charter and Code to open the editor and provide your answer.

Strengths and Weaknesses (max. 800 words)

Strengths

G.E. Palade UMPHST of Targu Mures keeps an unwavering commitment to excellence in both academic instruction and research activity, ethics being a fundamental value in conducting our enterprise activities in both fields. Our Ethics Committee works under the frame of a specialized set of procedures that highlights our dedication to academic freedom, lack of discrimination and respect for human life and personal choices in terms of age, sex, ethnicity, social origin, political or religious orientation, sexual orientation, or any other kind of discrimination. (UMPhST Charter, Art.3) (https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf (https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf))

The internal regulations of G.E. Palade UMPHST of Targu Mures Charter provide detailed guidelines on adhering to the principle of non-discrimination and addressing any form of dignity violation (e.g. Plan for gender equality (https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf) (https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf))

We have a profound respect for both our employees, academic and non-academic staff members, and our students, thus they are well represented at all levels of decision-making structures, including the Ethical Committee. At G.E. Palade UMPHST of Targu Mures, there are policies and procedures related to good research practices, including aspects of ethics and academic integrity.

In terms of research, development, and technology transfer, a major goal of G.E. Palade UMPHST of Targu Mures is to maintain the integrity, accuracy, and reliability of the obtained experimental data, as well as the human dignity and intellectual property rights of its researchers, thus we strongly adhere to the national and international Ethical standards.

G.E. Palade UMPHST of Targu Mures's Code of Ethics and University Deontology (UMFST-REG-02-Ed.05, https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf) (https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf)) provides essential guidelines regarding research freedom, researcher's professional responsibility and accountability for the declared data, contractual and legal obligations, as well as non-discrimination. G.E. Palade UMPHST of Targu Mures has several bodies and mechanisms dedicated to defining and enforcing ethical principles in academic activities. These include the University Ethics Commission, responsible for enforcing the Code of Ethics and university deontology and addressing complaints. It also includes the Scientific Research Ethics Committee which functions following its established regulations. These principles are clearly defined and thoroughly implemented at G.E. Palade UMPHST of Targu Mures, with the university offering full support to ensure their proper application (https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-74_EN.pdf) (https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-74_EN.pdf))

The Scientific Research Ethics Commission oversees the implementation of research ethics policies following scientific research ethics regulations. G.E. Palade UMPHST of Targu Mures informs the academic community and participates in organizing training sessions on research ethics, specifically aimed at doctoral students and early-career researchers as well as providing information to researchers about research regulations.

All forms of discontent or concerns that emerged in the research activity are addressed by a dedicated division of the Ethics Committee, which is responsible for implementing ethical principles regarding the data publication and authorship, as well as good clinical practice in conducting clinical trials.

University Charter and various codes at G.E. Palade UMPHST of Targu Mures govern academic ethics, plagiarism, data reuse, duplication, etc. Professional responsibility, prevention of plagiarism, and protection of intellectual property rights over research results are key objectives of G.E. Palade UMPHST of Targu Mures, G.E. Palade UMPHST of Targu Mures is committed to ensuring the use of anti-plagiarism tools and has an updated regulation

https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-81_EN.pdf (https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-81_EN.pdf)

Within the Doctoral School program, young researchers (PhD students and students enrolled in the Master's Program in Advanced Medical and Pharmaceutical Scientific Research) are trained in responsibility, ethics, and academic integrity, professionalism, including their relationships with supervisors and committees.

All the strategic documents and procedures regarding our adherence to the European Ethics Committee's recommendations, which are regularly updated according to its yearly report, are easily accessible on our website, <https://umfst.ro/universitate/comisii-de-etica/> (<https://umfst.ro/universitate/comisii-de-etica/>)

Research and European Projects Department oversees the financial management of research projects conducted within the university and provide training sessions for various research funding calls.

Through Counseling and Career Guidance Center the university also provides comprehensive support for career development, including educational, professional, and psychological counseling, as well as career guidance workshops and training sessions for students and faculty

Weaknesses

The absence of an intellectual property policy at the university level is a notable weakness. Intellectual property policies need to be further developed to clearly delineate the rights of researchers and/or, where applicable, the university or other relevant parties. Additionally, the lack of a Technology Transfer Center at G.E. Palade UMPHST of Târgu Mureș hampers the support, development, and encouragement of innovation and technology transfer, as well as the valorization and dissemination of research results. Some weaknesses, such as low salary levels and underfunding of research in Romania, are not directly linked to the university but are rather associated with the national research system.

Strengths and Weaknesses (max. 800 words)

Strengths

G.E. Palade UMPHST of Targu Mures firmly engages in extending its research capabilities through the strategic development of dedicated Centers of Excellence in key medical fields, such as Health science, Material Sciences and Pharmacovigilance. Human resources are of high value to us, thus we are interested in offering the best working conditions for our established researchers, who are carefully selected on **merit-based criteria**.

Our current strategy for recruitment is **open and transparent**, following the national procedural standards and the active legislative frame, National Law on Higher Education No. 199/2023, Law no. 319/2003 regarding the Status of employees working in research and development, Government Decision no. 457 regarding the Framework for recruitment and hiring for teaching and research positions, Decision no. 13506, Order no. 6129/2016). The hiring methodology and the available positions in research, at all levels, are easily accessible on our website, together with specific information regarding deadlines, membership of selection committees and complaints management. Qualitative standards for advancing to higher academic or research positions are clearly defined according to the latest modifications of national requirements.

The university's Strategic Plan (Restart-IQ, 2024-2029) sets key objectives for the enhancement of human resource recruitment through proactive programs aimed at attracting talented and experienced researchers. These initiatives include: recruiting top graduates and PhD candidates from both within the university and other institutions, hiring experienced specialists, developing marketing campaigns to promote the university's strengths, using online platforms for job postings, creating programs to attract international candidates and supporting their relocation, implementing transparent selection procedures, and offering onboarding programs with housing support (https://www.umfst.ro/fileadmin/documente_oficiale/Plan_Strategic_2024-2029.pdf (https://www.umfst.ro/fileadmin/documente_oficiale/Plan_Strategic_2024-2029.pdf)).

Current internal methodologies for recruiting candidates for teaching and/or research positions at G.E. Palade UMPHST of Târgu Mureș ensure open, efficient, transparent, and merit-based competitions. All recruitment procedures are aligned with national laws and secondary regulations, which are listed on the university website, along with the minimum standards for awarding academic titles. These regulations are available both in Romanian and occasionally in English. Vacancies for teaching and research positions are posted on the university website (www.jobs.edu.ro) and Euraxess.

The HR department provides essential information and guidance throughout the selection process. Every recruitment stage is conducted in compliance with current legislation, ensuring transparency, communication, accessibility, and fairness. Selection is based on qualifications, experience, and competitiveness, guaranteeing equal opportunities for all candidates without discrimination.

The selection committee consists of experienced professionals with expertise in the relevant field and follows a defined competition methodology in adherence to national legislation, the University Charter, and internal rules. The committee evaluates candidates based on clear criteria, ensuring equality in gender and age and avoiding discrimination.

Weaknesses

The recruitment process is limited regarding the attraction of foreign researchers and academics to join as members in our internal projects, as the hiring process is subjected to a complicated bureaucratic procedure and the payment is substantially lower as compared with Western European Universities. A significant weakness arises from the freeze on new recruitment due to budget restrictions at the national level. Low number of foreign researchers and academics.

Strengths and Weaknesses (max. 800 words)

Strenghts

G.E. Palade UMPHST of Targu Mures is ranked among the most reputable medical universities in preclinical, clinical, and translational research. A key factor in achieving this status is the university's Scientific Research and Technological Development Unit (UCSDT), which includes the Center for Advanced Medical and Pharmaceutical Research (CCAMF) (<https://ccamf.umfst.ro/> (<https://ccamf.umfst.ro/>)). Over the past decade, the university has significantly enhanced its infrastructure through the POSCCE Operational-Competitiveness program, which contributed to the development of the Medical and Pharmaceutical Advanced Research Center (CCAMF). Furthermore, the university is equipped with dedicated research facilities and well-established operational procedures that ensure a safe and conducive working environment for its staff. The Scientific Research and Technological Development Unit (UCSDT) comprises 14 research centers and laboratories, providing a strong foundation for research activities and creating attractive working conditions for researchers (<https://umfst.ro/en/university/research/scientific-research-technological-development-unit/> (<https://umfst.ro/en/university/research/scientific-research-technological-development-unit/>)).

Our research environment creates space for interdisciplinary collaborations and structured research activities, which is demonstrated by our ongoing projects involving important national and European funding (Horizon 2020, PNRR). Our collaborations with prestigious research centers abroad are a precious help in our mission-driven approach, our ongoing research projects being focused on highly important and investigated medical conditions, such as cancer and neurodegenerative disorders.

Moreover, our SMART University concept offers a frame for developing valuable AI tools which can be successfully applied in medical research, the ongoing work in this area is supported by many internal research grants, both individual and collective, focusing on AI applicability in diagnostics and therapy.

Our work environment is equally beneficial for developing the research skills of our students, G.E. Palade UMPHST of Targu Mures has a department dedicated to the involvement of medical students in our research activity – JRA (Junior Research Academy). This structure provides active knowledge and guidance for the students in the form of both preparatory courses/workshops and mentoring, while also supporting their actual implication in research activities through the funding of internal research grants.

Efforts have been made to provide appropriate subsidies or scholarships (financial support for internships abroad, publication fees, accommodation, conferences, etc.) for academic (teaching and research) staff in G.E. Palade UMPHST of Targu Mures (financial support to teachers and researchers within G.E. Palade UMPHST of Targu Mures for the publication of indexed articles in the Web of Science - Clarivate Analytics; for mobility of teaching staff and researchers, internal scientific research grants competition scientific research initiation and for scientific research grants within Junior Researcher Academy in G.E. Palade UMPHST of Targu Mures; funding methodology for disseminating of the results achieved by young researchers within the Junior Researcher Academy in G.E. Palade UMPHST of Targu Mures.

The G.E. Palade UMPHST of Targu Mures acknowledges official qualifications in accordance with a set of nationally applicable norms and regulations.

Following current legislation, the G.E. Palade UMPHST of Targu Mures has established procedures to guarantee proper working conditions through the implementation of relevant safety and health measures. The university is committed to providing excellent working conditions and ensuring a safe and healthy environment while promoting fundamental rights and principles in the workplace through collective bargaining and social dialogue. New researchers receive continuous training in this supportive environment, from undergraduate through PhD and postgraduate levels. We foster excellence, interdisciplinary expertise, and high-quality research activities. The Research Strategy focuses on enhancing quality and innovation by expanding new research facilities.

Weaknesses

An mentioned aspect hindering the research activity is related to the insufficient research funding provided by the National Government. This undeniable condition negatively impacts the acquisition process for reagents and laboratory equipment needed for collecting high-quality research data, as well as the adequate number of employees in areas related to the research activity, such as laboratory assistants, which would be beneficial for maintaining an adequate work-life balance for the researchers. Another limitation in this setting is represented by the salary range in research projects which, according to the national law, is under the European level. This phenomenon not only induces frustration among researchers working in national universities but also limits the possibility of attracting young and senior researchers from abroad to collaborate in our ongoing projects.

Strengths and Weaknesses (max. 800 words)**Strengths**

Our University has in high regard the professional development of its academic staff and researchers, and the current Strategy for scientific research, development, and technology transfer offers a framework for achieving this goal. We value the professional experience gathered through collaboration with foreign research groups, so our plan for the near future is to envision a blueprint for supporting mobility programs for our researchers. As we are congruent with the recommendations of the European Charter for Research and Code of Conduct for the Recruitment of Researchers, the mobilities are recognized and appreciated as part of the work activity.

Doctoral studies at our university offer comprehensive training in seven fields through teaching, seminars, evaluations, scientific research, and domain-specific activities. The Doctoral School of Medicine and Pharmacy and the Doctoral School of Letters, Humanities, and Applied Sciences oversee eight accredited doctoral fields. More details can be found at: <https://umfst.ro/en/student-info/studies/phd/> (<https://umfst.ro/en/student-info/studies/phd/>).

G.E. Palade UMPHST of Targu Mures implements its Strategic Plan by offering research training and continuous development opportunities. Various programs aim to prepare researchers and cultivate a new generation of skilled scientists, focusing on PhD students, postdoctoral researchers, and undergraduate students.

The university also offers comprehensive career development support, including educational, professional and psychological counseling, as well as career guidance workshops and training sessions for students and teachers. G.E. Palade UMPHST of Targu Mures also offers psychopedagogical training programs to develop and certify competencies specific to the teaching profession. In addition, G.E. Palade UMPHST of Targu Mures organizes postgraduate professional development courses for continuous education and certification. These programs are tailored to meet market demands and improve organizational performance while optimizing human effort. Academic staff and also auxiliary staff have access to english language courses and certificate competency, summer schools organised by the university or in partnership with other universities / research institutes. Efforts have been made to provide appropriate subsidies or scholarships (financial support for internships abroad, publication fees, accommodation, conferences, etc.) for academic (teaching and research) staff in G.E. Palade UMPHST of Targu Mures (financial support to teachers and researchers within G.E. Palade UMPHST of Targu Mures for the publication of indexed articles in the Web of Science - Clarivate Analytics; for mobility of teaching staff and researchers, internal scientific research grants competition for scientific research initiation and for scientific research grants within Junior Researcher Academy in G.E. Palade UMPHST of Targu Mures; funding methodology for disseminating of the results achieved by young researchers within the Junior Researcher Academy in G.E. Palade UMPHST of Targu Mures).

Weaknesses

A weakness of our training and development resources at this moment is related to a lack of mentoring strategies and training programs differentiated for specialists at all levels – young researchers, senior researchers and laboratory technicians. The inadequate funding for career development, especially for PhD students is an ongoing problem in academia, which also affects our University. A potential solution for this issue might be fostering active collaborations with

external research groups specialized in topics of interest for the young researchers, who are open to sharing their mentoring programs. Career counselling services for researchers have not been adequately disseminated or there are not available. It is necessary to systematically organize information sessions on international mobility opportunities.

3. Actions

The Action Plan and HR Excellence in Research strategy must be published on an easily accessible location of the organisation's website.

Please provide the web link to the organization's Action Plan/HR Strategy dedicated webpage(s). Multiple links must be comma separated.

<https://umfst.ro/universitate/cercetare/strategia-de-resurse-umane-pentru-cercetare-hrs4r/> (<https://umfst.ro/universitate/cercetare/strategia-de-resurse-umane-pentru-cercetare-hrs4r/>)

Please fill in the list of all individual actions to be undertaken in your organisation's HR Excellence in Research to address the weaknesses or strengths identified in the Gap-Analysis. The listed actions should be concise, but detailed enough for the assessors to evaluate the level of ambition, engagement and the expected implementation process. The institution should strive to provide a detailed plan, not just an enumeration of actions.

Note: Choose one or more of the principles automatically retrieved from the GAP Analysis with their ratings.

Proposed ACTIONS

Action 1

Development and approval of the Human Resources Strategy for Researchers of G.E. Palade UMPHST of Targu Mures in accordance with the European Charter and the Code HRS4R

GAP Principle(s)

(+/-) 12. Recruitment

Timing (at least by year's quarter/semester)

Q4, 2025

Responsible Unit

Indicator(s) / Target(s)

Administrative Board and Senate of the university, Vice-Rector for Research, Development and Technological Transfer, Academic secretary, Directors/heads of research centers/laboratories, Head of Human Resources Service and administrative staff

1 Human Resources Strategy for Researchers

Proposed ACTIONS

Action 2

The establishment of the Technological Transfer Center at G.E. Palade UMPHST of Targu Mures

Timing (at least by year's quarter/semester)

GAP Principle(s)

- (+/-) 3. Professional responsibility
- (+/-) 5. Contractual and legal obligations
- (+/-) 8. Dissemination, exploitation of results
- (+/-) 9. Public engagement
- (+/-) 31. Intellectual Property Rights

Q1, 2026

Responsible

Unit

Indicator(s) / Target(s)

Administrative Board and Senate of the university, Vice-Rector for Research, Development and Technological Transfer, Academic secretary, Scientific Research and Technological Development Unit (UCSDT) administrative staff

1 Technological Transfer Center

Proposed ACTIONS

Action 3

Regulation of the organization and functioning of the Technology Transfer Centre

GAP Principle(s)	Timing (at least by year's quarter/semester)
(+/-) 3. Professional responsibility	Q1, 2026

Responsible Unit	Indicator(s) / Target(s)
-------------------------	---------------------------------

Administrative Board and Senate of the university, Vice-Rector for Research, Development and Technological Transfer, Academic secretary, directors/UCSDT administrative staff	1 Regulation
---	--------------

Proposed ACTIONS

Action 4

Training sessions for students and academic staff in the fields of intellectual property protection

GAP Principle(s)

- (+/-) 3. Professional responsibility
- (+/-) 5. Contractual and legal obligations
- (+/-) 31. Intellectual Property Rights
- (+/-) 32. Co-authorship

Timing (at least by year's quarter/semester)

Q4, 2025

Responsible

Unit

Indicator(s) / Target(s)

Vice-Rector for Research, Development and Technological Transfer, Directors/heads of research centers, Academic secretary, academic staff

1 Training sessions in the fields of intellectual property protection

Proposed ACTIONS

Action 5

Organizing training on research project funding mechanisms

GAP Principle(s)

(+/-) 4. Professional attitude

Timing (at least by year's quarter/semester)

Q3-Q4, 2025

Responsible Unit

Indicator(s) / Target(s)

Vice-Rector for Research, Development and Technological Transfer, Academic secretary, The Research and European Projects Department, Directors/heads of research centers/laboratories

1 training on research project (min. 20 participants)

Proposed ACTIONS

Action 6

Continuous information for staff regarding research funding opportunities

GAP Principle(s)

(+/-) 4. Professional attitude

**Timing (at least by
year's
quarter/semester)**

Permanent

Responsible

Unit

Indicator(s) / Target(s)

Vice-Rector
office for
Research,
Development
and

Technological
Transfer, The
Research
and
European
Projects
Department

By mail addressed to all academic and research staff and on the
university website

Proposed ACTIONS

Action 7

Maintain regular communication with all parties involved to address concerns and ensure alignment with contractual obligations. Foster transparency and collaborative problem-solving, reducing the chances of misunderstandings or delays

GAP Principle(s)

(+/-) 5. Contractual and legal obligations

Timing (at least by year's quarter/semester)

Permanent

Responsible Unit

Indicator(s) / Target(s)

Vice-Rector for Research, Development and Technological Transfer, The Research and European Projects Department, Human Resources Service, Directors/heads of research centers/laboratories

By mail, zoom platform and face to face discussions

Proposed ACTIONS

Action 8

Revision of the operational procedure according to the updated national legislation. New personnel hired in Procurement and Investments Public Service, Accounting Service

GAP Principle(s)

(+/-) 6. Accountability

Timing (at least by year's quarter/semester)

Permanent

Responsible

Unit

Indicator(s) / Target(s)

Administrative
Board of the
university,
Chief
accountant,
Legal service

-updated regulations according to the national legislation -new
personnel hired depending on the needs

Proposed ACTIONS

Action 9

Organization of training sessions on workplace safety and risk prevention

GAP Principle(s) **Timing (at least by year's quarter/semester)**

(+/-) 7. Good practice in research

Periodical

Responsible Unit **Indicator(s) / Target(s)**

Legal Service, Occupational Health and Safety, Emergency Situations (SU), Occupational Medicine, and Data Protection

Training sessions on workplace safety and risk prevention (all staff from research centers)

Proposed ACTIONS

Action 10

Training of employees regarding personal data processing

GAP Principle(s)

(+/-) 7. Good practice in research

Timing (at least by year's quarter/semester)

Periodical

Responsible

Unit Indicator(s) / Target(s)

Personal Data Protection Officer	Training regarding personal data processing (min 20 participants)
---	---

Action 11

Information for researchers and academics on professional rules, including informing them about good research practices and legislation regarding the rights of individuals exposed to pollutants and hazardous substances

GAP Principle(s)

(+/-) 7. Good practice in research

Timing (at least by year's quarter/semester)

Permanent

Responsible Unit Indicator(s) / Target(s)

Vice-Rector for Research, Development and Technological Transfer, Directors/heads of research centers/laboratories	Information for researchers and academic staff
---	--

Proposed ACTIONS

Action 12

Revised version of the Regulations on organization and operation of the G.E. Palade UMPHST of Targu Mures Publishing House: publishing house, library and copying center, compartment of information and public relations and office multimedia and promotion

GAP Principle(s)

(+/-) 8. Dissemination, exploitation of results

Timing (at least by year's quarter/semester)

Q3, 2025

Responsible

Unit

Indicator(s) / Target(s)

Director of the Publishing House

Updated regulation of the Publishing House

Proposed ACTIONS

Action 13

Annual organised events that are open to the public, free of charge.
 Medical actions delivered to communities

GAP Principle(s)	Timing (at least by year's quarter/semester)
(+/-) 9. Public engagement	Permanent

Responsible Unit	Indicator(s) / Target(s)
-------------------------	---------------------------------

Director of University Museum, University Sports Club, UMPHST Orchestra, UMPHST Caravan in schools and high schools, the Deans of the Faculties, Medical staff, collaboration with cultural institutions	Annual organised events/ Medical actions
--	--

Proposed ACTIONS

Action 14

Development of a reporting platform for research and academic activities that allows data integration for efficient and quick collection of information for various types of internal and external evaluations (e.g., CNFIS, annual evaluation of academic staff, etc.)

GAP Principle(s)	Timing (at least by year's quarter/semester)
(+/-) 11. Evaluation/ appraisal systems	Q1-Q2, 2025

Responsible Unit	Indicator(s) / Target(s)
Vice-Rector for Research, Development and Technological Transfer, Academic secretary, Department directors, Deans, administrative staff of UCSDT	1 reporting platform for research and academic activities

Proposed ACTIONS

Action 15

Translation of job adverts/relevant documents related to the recruitment process into English, to make them accessible to researchers who do not speak Romanian

GAP Principle(s)

- (+/-) 12. Recruitment
- (+/-) 13. Recruitment (Code)
- (+/-) 14. Selection (Code)
- (+/-) 15. Transparency (Code)
- (+/-) 16. Judging merit (Code)
- (+/-) 18. Recognition of mobility experience (Code)

Timing (at least by year's quarter/semester)

Q4, 2025

Responsible

Unit Indicator(s) / Target(s)

Vice-Rector
for Research,
Development
and
Technological
Transfer,
Academic
secretary, Job adverts /relevant documents translated
Head of
Human
Resources
Service,
Linguistic
Certification
Department

Proposed ACTIONS

Action 16

The revision of the G.E. Palade UMPHST of Targu Mures Methodology regarding the occupation of teaching and research positions according to the mandatory requirements set by OTM

GAP Principle(s)

(+/-) 12. Recruitment

Timing (at least by year's quarter/semester)

Q3, 2025

Responsible

Unit	Indicator(s) / Target(s)
------	--------------------------

Administrative Board	1 revised Methodology
----------------------	-----------------------

Action 17

Developing a Methodology for organizing and conducting postdoctoral research programs within G.E. Palade UMPHST of Targu Mures

GAP Principle(s)

(+/-) 12. Recruitment

(+/-) 13. Recruitment (Code)

(+/-) 14. Selection (Code)

(+/-) 21. Postdoctoral appointments (Code)

(+/-) 36. Relation with supervisors

Timing (at least by year's quarter/semester)

Q4, 2025

Responsible

Unit	Indicator(s) / Target(s)
------	--------------------------

Doctoral School Vice-rector, Directors	1 Methodology for organizing and conducting postdoctoral research programs
--	--

Proposed ACTIONS

Action 18

An internal guide for best practices in recruitment

GAP Principle(s) **Timing (at least by year's quarter/semester)**

(+/-) 14. Selection (Code)

(+/-) 15. Transparency (Code)

Q1-Q2, 2026

(+/-) 16. Judging merit (Code)

Responsible Unit **Indicator(s) / Target(s)**

Vice-Rector for Quality Assurance and Educational Innovation, Vice-Rector for Research, Development and Technological Transfer, Head of Human Resources Service, Academic secretary, Quality Assurance Department

1 internal guide for best practices in recruitment

Proposed ACTIONS

Action 19

Updating the web pages of UCSDT (labs and research centers) to increase visibility and attract external cooperations

GAP Principle(s)	Timing (at least by year's quarter/semester)
(+/-) 14. Selection (Code)	Permanent

Responsible Unit	Indicator(s) / Target(s)
-------------------------	---------------------------------

Vice-Rector for Research, Development and Technological Transfer, Academic secretary, UCSDT administrative staff	UCSDT web page updated
--	------------------------

Proposed ACTIONS

Action 20

Increasing the visibility of the university's research capabilities by updating the EERTIS database

GAP Principle(s)

(+/-) 14. Selection (Code)

Timing (at least by year's quarter/semester)

Permanent

Responsible Unit

Indicator(s) / Target(s)

Vice-Rector for Research, Development and Technological Transfer, Academic secretary, Heads of research centers/laboratories, UCSDT administrative staff

EERTIS database updated

Proposed ACTIONS

Action 21

Brochures for research centers – for example CCAMF

GAP Principle(s)

(+/-) 14. Selection (Code)

Timing (at least by year's quarter/semester)

Q4, 2025

Responsible Unit

Indicator(s) / Target(s)

Vice-Rector for Research, Development and Technological Transfer, Academic secretary, Heads of research centers/laboratories, University Press and Media Department, UCSDT administrative staff

Min. 2 Brochures for research centers

Proposed ACTIONS

Action 22

Updating the section on the Doctoral School's website for postdoctoral researchers

GAP Principle(s)	Timing (at least by year's quarter/semester)
(+/-) 21. Postdoctoral appointments (Code)	Permanent

Responsible Unit

Indicator(s) / Target(s)

Doctoral School Vice-rector, Directors, administrative staff

Updating the section on the Doctoral School's website for postdoctoral researchers

Proposed ACTIONS

Action 23

Identifying additional sources of funding (e.g. external funded grants)

GAP Principle(s)

(+/-) 26. Funding and salaries

Timing (at least by year's quarter/semester)

Q1-Q4, 2025

Responsible

Unit

Indicator(s) / Target(s)

Vice-Rector
for Research,
Development
and
Technological
Transfer,
Academic
secretary,
The
Research
and
European
Projects
Department

1 training for project application according to open calls, at least one application for 2025 for European funds

Proposed ACTIONS

Action 24

Workshop on artificial intelligence and authorship; Workshop on authorship and contributorship; Training in Intellectual Property; Market potential of the R&D; Commercialisation of project results; Science-to-Business partnership, Research and implementation project management (through SUCRED project). Training in digital competencies (master studies abroad, medical Specialized Courses Conducted by Experts in the Field from Abroad (for example oculoplastic surgery- lectures and hands-on training)

GAP Principle(s)

(+/-) 38. Continuing Professional Development

Timing (at least by year's quarter/semester)

2025, 2026

Responsible Unit

Indicator(s) / Target(s)

Vice-Rector for Research, Development and Technological Transfer, Academic secretary, Directors/heads of research centers/laboratories, Academic staff, medical staff

1 Workshop on artificial intelligence and authorship; 1 Workshop on authorship and contributorship; 1 Training in Intellectual Property 1 Training in digital competencies 1 medical Specialized Courses

Unselected principles:

(++) 1. Research freedom (++) 2. Ethical principles (++) 10. Non discrimination (++) 17. Variations in the chronological order of CVs (Code)

(++) 19. Recognition of qualifications (Code) (++) 20. Seniority (Code) (++) 22. Recognition of the profession (++) 23. Research environment (++) 24. Working conditions

(++) 25. Stability and permanence of employment (++) 27. Gender balance (++) 28. Career development (++) 29. Value of mobility (++) 30. Access to career advice

(++) 33. Teaching (++) 34. Complaints/ appeals (++) 35. Participation in decision-making bodies (++) 37. Supervision and managerial duties

(++) 39. Access to research training and continuous development (++) 40. Supervision

The establishment of an Open Recruitment Policy is a key element in the HR Excellence in Research strategy. Please also indicate how your organisation will use the Open, Transparent and Merit-Based Recruitment Toolkit and how you intend to implement/are implementing the principles of Open, Transparent and Merit-Based Recruitment. Although there may be some overlap with a range of actions listed above, please provide a short commentary demonstrating this implementation. If the case, please make the link between the OTM-R checklist and the overall action plan. (max. 1000 words) *

The establishment of an Open Recruitment Policy is a key element in the HR Excellence in Research strategy. Please also indicate how your organisation will use the Open, Transparent and Merit-Based Recruitment Toolkit and how you intend to implement/are implementing the principles of Open, Transparent and Merit-Based Recruitment. Although there may be some overlap with a range of actions listed above, please provide a short commentary demonstrating this implementation. If the case, please make the link between the OTM-R checklist and the overall action plan. (max. 1000 words) *

Our university is strongly committed to applying the Open, Transparent, and Merit-Based Recruitment (OTM-R) Toolkit as a guiding framework for recruitment practices. The Toolkit will serve several purposes:

-Implementation and Benchmarking: We will use its principles to ensure comprehensive adoption of all recommended components. The checklist will be both a self-assessment and benchmarking tool, helping us track and validate progress while ensuring alignment with strategic goals.

-Guidance and Best Practices: The step-by-step guide will serve as a reference, with adjustments made for steps already implemented or those restricted by national legislation. Examples of best practices will enhance our understanding and clarify the implementation process.

Current OTM-R Implementation Status

UMPhST G.E. Palade is close to fully implementing OTM-R practices, driven by national legal requirements that enforce strict standards on dimensions such as openness, transparency, and the structure of selection committees.

Key highlights include:

-Job Advertisements:

Academic job postings adhere to a standardized template that aligns with OTM-R guidelines, except for elements like professional development opportunities and career advancement prospects. These areas are strictly regulated under national laws, and ongoing actions aim to integrate additional details.

Vacancies are advertised widely, including in the Official Gazette, on the university's website, and on the Ministry of Education's official portal. While research-focused positions are frequently posted in English and on Euraxess, most teaching-and-research positions are advertised in Romanian due to the language requirements for teaching roles. To address this, the university plans to:

Require English-language advertisements for positions that do not necessitate Romanian proficiency.

Introduce policies allowing applicants to complete the recruitment process remotely, removing the need for in-person sign-offs.

-Selection Committees:

Committees follow OTM-R principles, including guidelines on independence, competencies, transparency, and external expert involvement. The university's internal regulations reinforce non-discrimination principles and dignity standards, as outlined in documents like the Gender Equality Plan (2022-2025) (e.g. Plan for gender

equality, https://www.umfst.ro/fileadmin/documente_oficiale/2022/PLANUL_PENTRU_EGALITATEA_DE_GEN_2022-2025_UMFST.pdf)

Recruitment processes are meticulously documented:

- Applications are registered under a unique number for transparency.
- The HR Department screens files for compliance, addressing any issues directly with applicants.
- Eligibility is reviewed by a distinct commission separate from the selection committee.
- The composition of all commissions and their assessments, including complaint resolutions, are published online.

-Judging Merit and Ensuring Standards

Evaluation criteria vary by position type (teaching-and-research or research-only), but all are clearly outlined in job advertisements, the university's recruitment methodology, and relevant departmental guidelines (<https://umfst.ro/universitate/informare-si-relatii-publice/concursuri-pe-post/posturi-didactice/perioda-nedeterminata/an-universitar-2024-2025/> (<https://umfst.ro/universitate/informare-si-relatii-publice/concursuri-pe-post/posturi-didactice/perioda-nedeterminata/an-universitar-2024-2025/>), https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05_EN.pdf).

OTM-R Toolkit standards are deeply integrated, aligning with national regulations for higher-ranking academic roles (associate and full professor) and corresponding research positions. For lower-ranking roles (assistant lecturer, assistant professor, and equivalent research positions), departments and research centers have some flexibility in defining specific criteria, ensuring that recruitment standards remain both rigorous and adaptable.

If your organisation already has a recruitment strategy which implements the principles of Open, Transparent and Merit-Based Recruitment, please provide the web link where this strategy can be found on your organisation's website. Multiple links must be comma separated:

URL:

https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05_EN.pdf (https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05_EN.pdf)

4. Implementation

General overview of the expected overall implementation process of the action plan: (max. 1000 words)

All the above-described actions are intended to cover the gaps identified in GAP analysis, the principal aspects taken into consideration being the adaptation of our recruitment and selection procedures to the standards required by the European Chart, promoting open, transparent and merit-based selection of potential researchers and academics, as well as ensuring a dynamic environment that nurtures researchers development at any career stage. For the latter, we have envisioned a comprehensive support framework including training opportunities and mentoring programs, both provided by our senior researchers and gathered from international collaborations and industrial partnerships.

We are open to interdisciplinary research initiatives, as well as to collaborations with other Universities as partners in large research projects, as an ambitious objective of G.E. Palade UMPHST of Targu Mures. Research Strategy 2024-2029 and Strategic Plan 2024-2029 is to capitalize our research data in order to help with fostering innovation in the medical field. For this purpose we will exploit all our available resources to built entrepreneurship skills among our researchers, so they can use their

knowledge to answer specific needs of the medical industry. In this setting, we take the opportunity of having a Medical Engineering branch on our University to establish active collaborations with other Technical Universities by working together in interdisciplinary research projects able to help us expanding our field of expertise and our visibility as an Academic Institution as a result of higher impact scientific publications.

All the proposed actions will be carefully supervised until their complete implementation by a working group designated by the Vice-rector for Research, Development and Technology transfer, who will also monitor closely the implementation procedure through regularly supervision meetings with the working group coordinator and collaboration with other organizational structures in the university: the Human Resources Service, Quality Assurance Department, Scientific Research and Technological Development Unit, the Legal Office, Counseling and Career Guidance Center, etc. All the proposed initiatives of the working group will be analysed by a Steering Committee and subjected for final approval to the Board of Administration. If considered valid, all the implemented actions will be announced to the community members and published on the University website.

Make sure you also cover all the aspects highlighted in the checklist below, which you will need to describe in detail:

Note:Click on each question of the checklist to open the editor.

How will the implementation committee and/or steering group regularly oversee progress?*



Detailed description and duly justification (max. 500 words)

The members of the working group are selected from key departments entitled to implement the proposed action and the activity on each one of them will be consent with the Steering Committee and the Vice-rector for Research, development and technology transfer.

Regular meetings of the Steering Committee with the working group coordinator will take place every three months in order to analyse the progress of the implementation procedure and to adjust the measures enterprised for this purpose. The working group will present their activity in the form of a report which includes all the taken initiatives and the current percentage of implementation for each proposed activity. Depending on the status of the implementation, the Steering group will offer adequate suggestion for the improvement of the working group activity.

Every six months the Steering group will present a semestrial Summative Report to the Vice-rector for Research, development and technology transfer containing the completed indicators and the current status of the newly implemented HRS4R Strategy. The verified report will be then submitted for approval to the Board of Administration.

How do you intend to involve the research community, your main stakeholders, in the implementation process?*



Detailed description and duly justification (max. 500 words)

All the proposed actions are intended to foster a more prolific academic work environment, thus the active participation of the research community in the implementation process is a valuable resource. All the steps in this process, including the proposed initiatives and the constitution of both the working group and steering committee, as soon as they are approved by the upper management, will be discussed with the members of the Scientific Council, the Faculties deans and the Doctoral School Director, and then will be announced via electronic channels to the academic community. Each faculty belonging to G.E. Palade UMPHST of Targu Mures will express their needs and suggestions of their members in the form of a regularly submitted report containing data collected from each department and centralized under the dean's authority. Moreover, there will be structured surveys spread among the academic community focusing on important topics regarding the research activity, such as the OTM-R based recruitment procedure, the data obtained being collected, analysed and exposed as comprehensible results by designated employees from Human Resource Service, the Legal Office, the University's Ethics Committee, the Quality Assurance Department, The Research and European Projects Department.

Additionally, direct collaborations with Faculties management representatives and research supervisors in the form of structured interviews will be adopted to create an interface between the administration and academia, in which suggestions and feedback regarding the relevant measures and their progress can be provided.

How do you proceed with the alignment of organisational policies with the HRS4R? Make sure the HRS4R is recognized in the organisation's research strategy, as the overarching HR policy. *



Detailed description and duly justification (max. 500 words)

The proposed initiatives in the present Action plan are consistent with the current Strategy for Research in our University, as well as with the University's Chart, as UMFST has a long tradition of supporting the achievement of high-quality standards in scientific research and their alignment with the standards of the European Research Area.

As we have already specific methodologies for all the segments dedicated to the research area, from personal recruitment to career development of researchers and data dissemination aiming to increase the international visibility of the University, we have a structured framework to be updated and harmonized with the latest recommendations of the European Chart. The University Charter, along with internal regulations and procedures, incorporates the principles of the HRS4R strategy. The proposed action plan aims to develop the university's HR policy for academic staff (researchers) and is expected to significantly raise awareness among all academic staff regarding the HRS4R strategy. The Vice-Rector for Research, Development and Technological Transfer will oversee institutional implementation. The implementation of actions will be evaluated closely monitored against targets and regularly reported in meetings with the Steering Committee. The management team remains committed to supporting the HRS4R process. The implementation strategy will be available in the University's Operational Plan and will be included as a part of the University's Strategy in the research human resources policy.

How will you ensure that the proposed actions are implemented?*



Detailed description and duly justification (max. 500 words)

The proposed action plan aims to develop the university's HR policy for academic staf (researchers) and is expected to significantly raise awareness among all academic staff regarding the HRS4R strategy.

The proposed action plan must be implemented by the responsible staff, starting with the Scientific Research and Technological Development Unit - university research centers and labs, Human Resource Service, , the Legal Office, the University's Ethics Committee, the Quality Assurance Department, Research and European Projects Department, etc.

Once the academic community is informed about the proposed initiatives in the Action plan, the coordinators of the working group and the Steering Committee, together with the Vice-rector for Research, development and technology transfer, will set up a plan for ensuring the implementation of the above-mentioned actions. The first step in this setting will be to delegate a supervisor responsible for monitoring the implementation procedure. The designated supervisor will be chosen after an official discussion with the Board of Administration.

A standardized set of instructions and an implementation calendar for each one of the proposed actions, with deadlines and milestones where necessary, will be given to the supervisor by the Office of the Vice-rector for Research, development and technological transfer. The Vice-rector will also take in charge the completion of a list mentioning all the available resources for implementation and a strategic plan for their impartial distribution among different departments, these documents being disseminated to the academic community after their approval by the Board of Administration.

For any delay or obstacle reported in the implementation process, there will be organised extraordinary meetings of the working group and the Steering Committee to provide a plan for their effective management.

How will you monitor progress (timeline)?*



Detailed description and duly justification (max. 500 words)

The Steering Committee will evaluate the reports received from working group at every three months according to the previously established calendar. There will be a standardized checklist containing precise data and specific performance indicators, previously discussed with the working group coordinator and validated by the Vice-rector of Research, development and technology transfer, which will be used to analyze the progress made in the implementation of the proposed actions. Any impediments in the implementation process, due to either a lack of adequate resources or any other specific impediments in a Department, will require the establishment of an extraordinary meeting of the Steering Committee and the designated supervisor of the Department, where will be discussed the proper management of the issue.

Every six months a summative Reports regarding the evolution of the implementation process will be presented to the Vice-rector for Research, development and technology transfer, which will decide the level of accomplishment of the appropriate metrics of every action proposed.

How will you measure progress (indicators) in view of the next assessment?*



Detailed description and duly justification (max. 500 words)

The progress of the implementation process will be monitored on the basis of the three months reports of the working group, the six months reports of the Steering Committee and semestrial summative reports submitted by the Vice-rector for research, development and technology transfer to the Board of Administration of the University.

The implementation of proposed actions will be announced to the academic community, and its feedback regarding the quality and evolution of the implementation procedure, collected in the form of a survey, will be analysed by the Steering Committee. Depending on the feedback, the activity of the working group will be adjusted accordingly.

Additional remarks/comments about the proposed implementation process: (max. 1000 words)

Once the validation of the action plan is confirmed through a directive of the Board of Administration, all the intended initiatives become mandatory and are meant to be implemented by all the decision-making structures in the University (e.g. Scientific Research and Technological Development Unit - university research centers and labs, Human Resource Service, the Legal Office, the University's Ethics Committee, the Quality Assurance Department, Research and European Projects Department, etc.). The implementation will be carefully supervised by the Quality Assurance Department, which will regularly perform audits within the targeted Departments, and will discuss the outcomes with the Steering Committee and Vice-rector for Research, development and technology transfer.

The implementation strategy will be available in the University's Operational Plan and will be included as a part of the University's Strategy in the research human resources policy.

Apart from the framework of implementation, it will be the responsibility of each member of the academia to help with the accomplishment of the ultimate goal of the Action Plan, which is the creation of an equitable and prolific work environment for researchers, which can support their professional development while taking into consideration essential aspects regarding their safety and personal wellbeing.

G.E. Palade UMPHST of Târgu Mureş continues to uphold its commitment to investing in research and education facilities, ensuring optimal conditions for the ongoing professional development of academic and research staff, and fostering an environment of academic excellence.