

## HR Excellence in Research

# GAP Analysis (Charter and Code Checklist)

## GAP Analysis (Charter and Code Checklist)

### Case number

2024RO187457

### Name Organisation under review

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

### Organisation's contact details

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### Date endorsement charter and code

22/01/2024

### Submission date to the European Commission

21/01/2025

## GAP Analysis overview

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

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

- **Status** : to what extent does this organisation meet the following principles?
- **Implementation (++, +/-, -/+, --)** :
  - ++ fully implemented
  - +/- almost but not fully implemented
  - -/+ partially implemented

- -- insufficiently implemented
- **GAP** : In case of --, -/+, or +/-, please **indicate the actual “gap”** between the principle and the current practice in your organisation.
- **Implementation impediments** : If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation.
- **Initiatives undertaken/new proposals** : If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

**Status**

**Ethical and Professional Aspects**

**1. Research freedom**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation There are national regulations applicable to academic teaching and non-teaching staff regarding academic freedom and research freedom. Relevant national legislation includes the Higher Education Law No. 199/2023 (Articles 11, 12, 137, 216) (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>), The Law on Good Conduct in Scientific Research, Technological Development, and Innovation No. 206/2004 (Legea nr. 206 din 27 mai 2004 privind buna conduită în cercetarea științifică, dezvoltarea tehnologică și inovare, <a href="https://legislatie.just.ro/Public/DetaliuDocument/52457">https://legislatie.just.ro/Public/DetaliuDocument/52457</a>) and the Law on the Status of Research and Development Personnel No. 319/2003 (Legea nr. 319/2003 privind statutul personalului de cercetare-dezvoltare, <a href="https://legislatie.just.ro/Public/DetaliuDocument/45166">https://legislatie.just.ro/Public/DetaliuDocument/45166</a>) Institutional regulations Articles 3 and 32 of the G.E. Palade UMPHST of Targu Mures Charter, UMFST-REG-01_EN (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) emphasize academic freedom, granting all members of the academic community the right to explore any topic of inquiry and to communicate their findings without restrictions imposed by complaints from authorities, political parties, religious groups, or other organizations. Additionally, the G.E. Palade UMPHST of Targu Mures Code of Ethics and University Deontology (Article 3) reinforces this principle by safeguarding academic independence from any moral, scientific, religious, political, economic, or other external influences in teaching or research activities. (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf</a>) Academic staff (researchers and teaching staff) at G.E. Palade UMPHST of Targu Mures have the freedom to select and pursue research topics of interest, including those funded through competitive or private grants. This freedom is exercised within their field of expertise, in alignment with academic freedom, and in adherence to ethical, deontological, and legal standards.</p>	<p>Initiatives undertaken G.E. Palade UMPHST of Targu Mures actively informs the academic community about research ethics, with a particular focus on doctoral students and early-career researchers. Additionally, it provides updates on research regulations and shares information about newly opened project competitions for doctoral students, postdoctoral researchers, and other researchers. New proposals Use feedback from researchers to continuously adapt and refine strategies to protect research freedom. Organize meetings to discuss the importance of research freedom and exchange best practices.</p>

## Status

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### 2. Ethical principles

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#### Implementation

#### GAP / Implementation impediments

#### Initiatives undertaken/new proposals

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++ fully implemented

National Legislation There are national regulations applicable to academic staff (e.g. Law no. 199/2023 on higher education, Art. 18) according to these regulation all universities from Romania are required to establish a code of ethics and university deontology, an ethics commission with broad powers, and an institutional review board. Good conduct in scientific research, technological development, and innovation is regulated by Law no. 199/2023 (<https://legislatie.just.ro/Public/DetaliuDocument/271898>) and Law no. 206/2004, as amended (<https://legislatie.just.ro/Public/DetaliuDocument/52457> ). Institutional regulations Regulation on the organisation and functioning of Doctoral schools UMFST-REG-24 EN Edition 07 ([https://umfst.ro/fileadmin/documente\\_oficiale/regulamente/UMFST-REG-24\\_EN.pdf](https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-24_EN.pdf)) Regulation for The Conduct of Practical Training ([https://umfst.ro/fileadmin/documente\\_oficiale/regulamente/UMFST-REG-02\\_EN.pdf](https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf)) Regulation Of The Research Ethics Committee ([https://umfst.ro/fileadmin/documente\\_oficiale/regulamente/UMFST-REG-74\\_EN.pdf](https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-74_EN.pdf)) G.E. Palade UMPHST of Targu Mures has several bodies and mechanisms dedicated to defining and enforcing ethical principles in academic activities. These include University Ethics Commission (which also has one student representative), responsible for enforcing the Code of Ethics and university deontology and addressing complaints. These complaints may be submitted by anyone, whether they are a G.E. Palade UMPHST of Targu Mures member or an external party. The Code of Ethics and university deontology serves as a normative framework and is mandatory for all members of the university community, as well as for contractual staff. ([https://umfst.ro/fileadmin/documente\\_oficiale/regulamente/UMFST-REG-02\\_EN.pdf](https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf)) It also include the Scientific Research Ethics Committee which functions in accordance with 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 in accordance with scientific research ethics regulations. These regulations must address the following aspects: publication and authorship, respect for the dignity of research participants, research data management, collaboration, conflicts of interest, fraud, ensuring effective research environments, and preventing harm in research and innovation (<https://umfst.ro/universitate/comisii-de-etica/>). The Doctoral School, together with the PhD supervisor/coordinator, has the obligation to inform the doctoral student about scientific, professional, and academic ethics and to ensure compliance with these principles, including adherence to ethical provisions during the doctoral research process and adherence to ethical provisions in the drafting of the doctoral thesis. All these principles are clearly defined and fully implemented at G.E. Palade UMPHST of Targu Mures for researchers, with the university offering the necessary support to ensure their application.

Initiatives undertaken The Rector's annual report includes a section dedicated to internal issues related to academic and research ethics, summarizing the activities of the two commissions mentioned above. 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 The G.E. Palade UMPHST of Targu Mures Code of Ethics and University Deontology was revised in 2024 according to new reglementations. ([https://umfst.ro/fileadmin/documente\\_oficiale/regulamente/UMFST-REG-02\\_EN.pdf](https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf)) The Rector's annual report includes a section on internal issues in academic and research ethics, summarising the work of the two commissions above. New proposals Digitize the process of submission, review and oversight of research projects for ethical approval (ethical review board). An online system platform for documents and evaluation of the request sent to The Scientific Research Ethics Committee was proposed to be developed starting in 2024. Guidelines on goodpractices in research activity. Focus particularly on more explicit and expanded provisions on the ethics of publishing and (co-)authorship. Disseminate the guidelines among researchers.

## Status

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### 3. Professional responsibility

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Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation 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, following the National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>). Law No. 319/2003 on the status of research and development personnel stipulates respect for the ethics and deontology of research and development activities and respect for intellectual property rights and confidentiality agreements with collaborators and research funders (Art. 24), (<a href="https://legislatie.just.ro/Public/DetaliuDocument/45166">https://legislatie.just.ro/Public/DetaliuDocument/45166</a>). Institutional regulations IOSUD regulation for organizing and conducting doctoral studies at George Emil Palade University of Medicine, Pharmacy, Science and Technology of Targu Mures, edition 08 UMFST-REG-06 EN Edition 08, UMFST-REG-06 EN Edition 08 <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf</a> Antiplagiarism Regulation of the George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Targu Mures <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-81_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-81_EN.pdf</a>. In addition to the framework Law on Higher Education (no. 199/2023), the University Charter and various codes at G.E. Palade UMPHST of Targu Mures govern academic ethics, plagiarism, data reuse, duplication, etc. The University's Ethics Commissions serve as complaint-resolution mechanisms for all university members and external parties concerned. Researchers must make every effort to ensure that their work is relevant to society and does not duplicate previously conducted research elsewhere. They must avoid any form of plagiarism, respect intellectual property principles, and uphold shared ownership of data in collaborative research with other researchers. Institutional (IOSUD) Regulation for conducting doctoral studies at G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf</a>). The Institutional regulation governing doctoral programs includes the teaching of research ethics principles, including plagiarism avoidance, respect for intellectual property rights, and personal responsibility for the research work. These principles are taught through mandatory courses during the first year of doctoral studies. Verification of doctoral theses, habilitation theses, and other academic and scientific materials (university publications- journals, books, etc) for similarity and compliance with professional ethics standards, including the identification of plagiarism, is conducted within the IOSUD, University Press Publishing, technical board of journals by using online anti-plagiarism tools (e.g., Sistemul Antiplagiat). G.E. Palade UMPHST of Targu Mures is committed to ensuring the use of anti-plagiarism tools and has an updated regulation <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-81.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-81.pdf</a> <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-81_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-81_EN.pdf</a> All doctoral theses defended within G.E. Palade UMPHST, master's dissertations defended within G.E. Palade UMPHST and e bachelor's theses are subject to antiplagiarism evaluation. For the articles sent for publication within G.E. Palade UMPHST journals, the antiplagiarism scan is performed by the editorial office, immediately after the paper is received by the publishing house, before the peer review process. <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-81_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-81_EN.pdf</a>.</p>	<p>Initiatives undertaken The G.E. Palade UMPHST Antiplagiarism Regulation was updated in 2024. All undergraduate and graduate students are required to complete mandatory courses on academic ethics and research best practices The institution also has and provides access to plagiarism detection software. New proposals The establishment of the Technology Transfer Center at G.E. Palade UMPHST of Targu Mures and the development of the Regulation of the organization and functioning of the Technology Transfer Centre. Training sessions for employees in the fields of intellectual property protection.</p>

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## Status

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### 4. Professional attitude

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Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National legislation The National Research, Innovation, and Smart Specialization Strategy 2022-2027 (<a href="https://www.mcid.gov.ro/programe-nationale/strategia-nationala-de-cercetare-inovare-si-specializare-inteligenta-2022-2027/">https://www.mcid.gov.ro/programe-nationale/strategia-nationala-de-cercetare-inovare-si-specializare-inteligenta-2022-2027/</a> ) Updated Law No. 206/2004 on good conduct in scientific research, technological development, and innovation (<a href="https://legislatie.just.ro/Public/DetaliuDocument/52457">https://legislatie.just.ro/Public/DetaliuDocument/52457</a>), development and innovation programs, projects, and actions included in the National Research and Development and Innovation Plan (<a href="https://oportunitati-ue.gov.ro/en/program/planul-national-de-cercetare-dezvoltare-si-inovare-2022-2027-pncdi-iv/">https://oportunitati-ue.gov.ro/en/program/planul-national-de-cercetare-dezvoltare-si-inovare-2022-2027-pncdi-iv/</a> ) Institutional regulations: -G.E. Palade UMPHST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>), -Strategy for research 2024-2029 (<a href="https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf">https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf</a>) -Institutional (IOSUD) Regulation for conducting doctoral studies at G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf</a>). -G.E. Palade UMPHST of Targu Mures values professionalism, honesty, and responsibility (see university charter: <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>. Scientific research programs are carried out according to funding contracts, respecting deadlines, and required reports. The Code of Ethics and University Deontology addresses good conduct in scientific activity and deviations from these norms (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf</a>). Research involving human or animal subjects may be conducted only with approval from the Scientific Research Ethics Commission, whose main role is to ensure compliance with ethical research standards (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-74_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-74_EN.pdf</a>). Regulation of scientific research activities (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-34.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-34.pdf</a>) Within the Doctoral School program, young researchers are trained in responsibility, ethics, and professionalism, including their relationships with supervisors and committees. High-level interdisciplinary research conducted in university departments or with national/international partners demonstrates the university community's professionalism and adherence to research ethics (see the Rector's annual report 2023 (<a href="https://umfst.ro/fileadmin/documente_oficiale/2024/Raportul_anual_al_rectorului_privind_starea_UMFST_GEP_Tg%20Mures_2023_26.03.2024.pdf">https://umfst.ro/fileadmin/documente_oficiale/2024/Raportul_anual_al_rectorului_privind_starea_UMFST_GEP_Tg%20Mures_2023_26.03.2024.pdf</a>). One area for improvement is the efficiency of the Scientific Research Ethics Committee in granting opinions for research projects, especially for pre-clinical or clinical studies. This is essential to ensure research is conducted within allocated periods and contractual obligations are met. The main challenges include: high workload (&gt; 300 requests/year) and the responsibility of committee members, whose efforts are currently unrewarded; incomplete or insufficiently revised files, which sometimes return to the committee without the necessary additions being made).</p>	<p>Initiatives undertaken An online system-platform for documents and evaluation of the request sent to The Scientific Research Ethics Committee was proposed to be developed starting in 2024. (<a href="https://apps.umfst.ro/Cetica.php?oper=Login">https://apps.umfst.ro/Cetica.php?oper=Login</a>). New proposals Organizing training on research project funding mechanisms. Continuous information for staff regarding research funding opportunities.</p>

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## Status

### 5. Contractual and legal obligations

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National legislation National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>); Law no. 319/2003 on the status of research and development personnel (<a href="https://legislatie.just.ro/Public/DetaliuDocument/45166">https://legislatie.just.ro/Public/DetaliuDocument/45166</a>); Law no. 53/2003 – Labor Code (<a href="https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf">https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf</a>). Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) -Internal regulation of G.E. Palade UMPHST of Targu Mures: (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a>) -Operational Procedure Regarding the Promotion of Scientific Research – Articles, Research Projects, Patents (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) -Procedure for internal scientific research grants competition (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) -Methodology for financing the grants for scientific research initiation and for scientific research grants within Junior Researcher Academy in G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-106_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-106_EN.pdf</a>) -Funding methodology for disseminating of the results achieved by young researchers within the Junior Researcher Academy in G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-108_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-108_EN.pdf</a>) -Procedure regarding the method of granting 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 database (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) General employment contracts adhere to the standards outlined in the Higher Education Framework Law (Law no. 199/2023). Contracts for externally funded research projects specify key legal obligations for researchers, including data management, privacy protection, and the responsible use of electronic communication tools. The Research and European Projects Department offers comprehensive support to researchers throughout all stages of research project development and ensures compliance with the obligations outlined in funding contracts. Employment and research agreements are regularly updated to align with national legislation. All members of the academic community are informed about the terms of their individual work and research contracts, which they sign and commit to upholding. Standard contracts are used, explicitly outlining researchers' obligations. For instance, all contracts include provisions regarding the use of classified information, intellectual property rights, dual-use research, research partnerships, and other relevant aspects. Contracts for employee and research staff are continuously updated to ensure full compliance with national legislation.</p>	<p>Initiatives undertaken All draft contracts, and forms are available on the university intranet, in the section dedicated to the HR Department. New proposals The establishment of the Technology Transfer Center at G.E. Palade UMPHST of Targu Mures. Training sessions for new and existing employees in the field of intellectual property protection. 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.</p>

### 6. Accountability

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation: The National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Law No. 69/2010, republished, (<a href="https://legislatie.just.ro/Public/DetaliuDocument/118059">https://legislatie.just.ro/Public/DetaliuDocument/118059</a>) Institutional regulations: Procedure for Organizing and Performing Preventive Financial Control (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) Methodology for annual evaluation of teaching staff <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf</a> The National Law on Higher Education No. 199/2023 stipulates the "monitoring of managerial efficiency, equity, and the alignment of higher education with labour market demands by the Ministry of Education and its bodies, in connection with European reference systems of statistical indicators in the field" (Art. 263). (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Law No. 69/2010, republished, regarding fiscal-budgetary responsibility, applies to public authorities, institutions, and entities, providing the framework for the efficient management of public finances (Art. 1), (<a href="https://legislatie.just.ro/Public/DetaliuDocument/118059">https://legislatie.just.ro/Public/DetaliuDocument/118059</a>) Every research project undergoes an annual audit or is assessed at the end of the implementation period. The evaluation of research activities at the university is conducted annually according to methodology for annual evaluation of teaching staff (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf</a>) Furthermore, every two years, the university submits a comprehensive report on its research activities to the Ministry of Education bodies—CNFIS—who oversee higher education institutions based on specific indicator systems (Law on Higher Education No. 199/2023, art. 263). G.E. Palade UMPHST of Targu Mures, as a publicly funded institution, adheres to the rules of transparency and budgetary oversight of public funding. The administration collects and compiles annual financial data on various aspects, including research projects at the G.E. Palade UMPHST of Targu Mures in accordance with legal provisions. This information is reported to the relevant public agencies and incorporated into the Rector's annual report. Researcher compliance with financial responsibilities is supported by specialized units at the G.E. Palade UMPHST of Targu Mures, particularly by the Research and European Projects Department, HR Department, and Procurement and Investments Public Service, Accounting Service (<a href="https://umfst.ro/universitate/directia-administrativa/">https://umfst.ro/universitate/directia-administrativa/</a>). The Research and European Projects Department assigns a dedicated officer to each research project to assist with financial management. The Research and European Projects Department oversees the financial management of research projects conducted within the university, with its activities monitored by the Internal Public Audit Department.</p>	<p>Initiatives undertaken Revised version of institutional regulations. New proposals Revision of the operational procedure according to the update national legislation. New personnel hired in Procurement and Investments Public Service, Accounting Service.</p>

## Status

### 7. Good practice in research

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation: Law 307/2006 (as extended) and Law 481/2004 (revised in 2008) on civil protection; Ministry of Administration and Internal Affairs (OMAI) Order 786/2005, which amends and supplements OMAI 712/2005, address employee training in emergency situations; Act No. 319/2006 on health and safety at work (updated); Emergency Ordinance No. 96/2003 on maternal protection at work (as amended); Regulation (EU) No. 679 of April 27, 2016, concerning the protection of individuals with regard to personal data processing and the free movement of such data (the General Data Protection Regulation, or GDPR); Law 190/2018 implementing the GDPR, are all pertinent legislative frameworks. Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) Procedure for the Processing of Personal Data and the Free Movement of Such Data within G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) In accordance with 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 through the Legal Service, Occupational Health and Safety, Emergency Situations (SU), Occupational Medicine, and Data Protection (<a href="https://umfst.ro/universitate/directia-administrativa/serviciu-juridic-ssm-su-medicina-muncii-si-protectia-dator/">https://umfst.ro/universitate/directia-administrativa/serviciu-juridic-ssm-su-medicina-muncii-si-protectia-dator/</a>). G.E. Palade UMPHST of Targu Mures has an occupational health physician who performs annual evaluations of university's staff and requests specific medical tests. Researchers always follow safe working practices in line with national legislation and institutional procedures, ensuring they take necessary precautions for health and safety, as well as measures to recover data in case of loss due to various reasons. They will also be knowledgeable about current national laws on data protection and confidentiality, and will take appropriate actions to comply with these regulations at all times. The protection of personal data is ensured by the GDPR Regulation in all activities carried out in the university, including scientific research activities. The Computer Networks, Communications, and Informatisation Department manages and maintains the entire IT infrastructure in the university, ensuring the storage of electronic information and its backup.</p>	<p>Initiatives undertaken The existence of research centers within Scientific Research and Technological Development Unit (UCSDT) that have improved working conditions and optimized them (<a href="https://umfst.ro/en/university/research/scientific-research-technological-development-unit/">https://umfst.ro/en/university/research/scientific-research-technological-development-unit/</a>). Functional Department for Ensuring Health and Safety at Work and Operational Procedure on Occupational Health and Safety (UMFST-PO-SSM-03, Edition 01) (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) New proposals Organization of training sessions on workplace safety and risk prevention. Training of employees regarding personal data processing. 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.</p>

### 8. Dissemination, exploitation of results

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation: National Law on Higher Education No. 199/2023 provides for "ensuring, at the level of higher education institutions, the necessary conditions for scientific research, development, innovation, and technology transfer, by [...] exploiting and disseminating their results to produce, transmit and exploit knowledge". (art. 131, k). (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) Procedure regarding the method of granting 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 database (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) Regulation on Scientific Research Activities (UMFST-REG-34 Edition 02, <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-34.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-34.pdf</a>) 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, UMFST-REG-37 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-37.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-37.pdf</a>) Researchers and academic staff of UMPHST have the freedom to share the results of their research in any manner they consider. The university regularly collects data on research outcomes for various purposes, including reports submitted every two years to the Higher Education Funding Agency (CNFIS) and each year for the Rector's annual report. G.E. Palade UMPHST of Targu Mures publishes a diverse range of original research books across various disciplines and scientific collections, in addition to a selection of scientific journals (<a href="https://umfst.ro/e-umfst/cercetare-stiintifica/reviste/">https://umfst.ro/e-umfst/cercetare-stiintifica/reviste/</a>). G.E. Palade UMPHST of Targu Mures provides full or partial reimbursement from the university's income of the publication fee in ISI journals of the first (Q1) and second (Q2) quartiles for all university researchers (academics, researchers, PhD students).</p>	<p>Initiatives undertaken Support for Promotion of Scientific Research – Articles, Research Projects, Patents -Updated in 2024 of Operational Procedure Regarding the Promotion of Scientific Research – Articles, Research Projects, Patents (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) - Revised Procedure for Internal scientific research grants competition (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) -Revised Methodology for financing the grants for scientific research initiation and for scientific research grants within Junior Researcher Academy in G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-106_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-106_EN.pdf</a>) -Revised Funding Methodology for disseminating of the results achieved by young researchers within the Junior Researcher Academy in G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-108_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-108_EN.pdf</a>) -Revised Procedure regarding the method of granting 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 database (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) New proposals 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, UMFST-REG-37. The establishment of the Technology Transfer Center at G.E. Palade UMPHST of Targu Mures for the commercialization/promotion of research results.</p>

## Status

### 9. Public engagement

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) The National Research, Innovation, and Smart Specialization Strategy 2022-2027 (<a href="https://www.mcid.gov.ro/programe-nationale/strategia-nationala-de-cercetare-inovare-si-specializare-inteligenta-2022-2027/">https://www.mcid.gov.ro/programe-nationale/strategia-nationala-de-cercetare-inovare-si-specializare-inteligenta-2022-2027/</a>), Institutional regulations: -G.E. Palade UMPHST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) -Research strategy 2024-2029 (<a href="https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf">https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf</a>) The aim of research at G.E. Palade UMPHST of Targu Mures is to benefit society by advancing the field of medico-pharmaceutical sciences, enhancing quality of life, and offering patients the highest standard of treatment. G.E. Palade UMPHST of Targu Mures was also involved in supporting the community through professional services with social engagement and responsibility (real time PCR tests for SARS-CoV2s and production of disinfectants during the COVID-19 pandemic). The university has a strong policy focused on societal engagement and supporting students (social scholarships, doctoral scholarships, G.E. Palade UMPHST of Targu Mures Days, which has become a tradition, awarding Doctor Honoris causa, Marissiensis International Medical Students' Congress). G.E. Palade UMPHST of Targu Mures is the first higher education institution in Romania that hosts a high school. Starting with the 2024-2025 school year, the university hosts the UMFST "George Emil Palade" High School, offering two specializations: Mathematics - Informatics (bilingual in English) and Natural Sciences (bilingual in English) (<a href="https://umfst.ro/en/student-info/studies/pre-university/umfst-g-e-palade-high-school/">https://umfst.ro/en/student-info/studies/pre-university/umfst-g-e-palade-high-school/</a>). Moreover, the UMFST "George Emil Palade" College/post-secondary, Târnaveni branch, offers the specialization of General Medical Assistant, with a study duration of 3 years (<a href="https://umfst.ro/en/student-info/studies/pre-university/umfst-g-e-palade-post-secondary-school/">https://umfst.ro/en/student-info/studies/pre-university/umfst-g-e-palade-post-secondary-school/</a>). The "Cultural Weekend at G.E. Palade UMPHST of Targu Mures" program - part of the "Art Takes Over the City" project, developed based on a partnership between the George Emil Palade University of Medicine, Pharmacy, Science and Technology of Targu Mures, the National University of Theatre and Cinematic Arts "I.L. Caragiale" in Bucharest, and the National University of Music in Bucharest. This joint cultural project of the three universities, an exceptional university cultural events, ensure that art, in its various forms of expression, has been rediscovered. The organization of the public conference "Myth and Reality Regarding the Role of Trauma in Psychopathology: Scientific and Practical Implications" The participation of the University Press of the G.E. Palade UMPHST of Targu Mures at the Bookfest Book Fair. Periodic event- recital of the G.E. Palade UMPHST of Targu Mures Orchestra. G.E. Palade UMPHST of Targu Mures organizes its traditional annual celebration, UMFST Days, every December—a cherished event celebrating the academic community (<a href="https://zilele.umfst.ro/">https://zilele.umfst.ro/</a>). The UMFST Days program includes numerous scientific, social, and cultural-artistic events. Among these, the George Emil Palade University Museum hosted the Palade Memorial Session, commemorating the 50th anniversary of George Emil Palade being awarded the Nobel Prize for Physiology or Medicine. Additionally, personal development workshops were held, focusing on essential first-aid techniques and rapid intervention procedures in emergencies. These workshops aim to enhance preparedness and responsibility in handling such events. UMFST Days 2024 included more than 80 events. The detailed program for UMFST Days 2024 can be accessed at: <a href="https://zilele.umfst.ro/program-detaliat/">https://zilele.umfst.ro/program-detaliat/</a>. G.E. Palade UMFST of Targu Mures is a member of the DIVERSE University Alliance (Digital and Innovative Venture Science Education for Resilient and Sustainable Entrepreneurship), (<a href="https://umfst.ro/en/university/international-relations/diverse-alliance-of-european-universities/">https://umfst.ro/en/university/international-relations/diverse-alliance-of-european-universities/</a>), together with other 11 universities from 10 countries. The Alliance, a truly European, multidisciplinary university campus, was created in response to the European Commission's challenge to create European networks of higher education institutions, aims to "transfer knowledge" between higher education institutions and Society, increasing Europe's scientific power and thus reproducing it in economically sustainable products and services, processes and solutions with social impact, reinforcing the economic prosperity of the European Union, as well as the well-being of its citizens. The UMPHST project "Modernization of Reading Rooms and Recreational Spaces – 'SPACEX' Center," code e-PNRR 1978173802, aims to modernize reading and leisure spaces, primarily dedicated to students from disadvantaged socio-economic backgrounds, with disabilities, from ethnic minorities, or single-parent families and also to all academic staff <a href="https://umfst.ro/universitate/departament-proiecte-europene/proiecte/pnrr/modernizare-sali-de-lectura-si-spatii-de-recreere-centrul-spacex">https://umfst.ro/universitate/departament-proiecte-europene/proiecte/pnrr/modernizare-sali-de-lectura-si-spatii-de-recreere-centrul-spacex</a>. G.E. Palade UMPHST of Targu Mures one of the main partners in the "TOGETHER for people" campaign, carried out in 2024 in Târgu Mureș and surroundings, which is part of a large nationwide prevention and health promotion project "Out of Care for You". Within the campaign, free medical services were offered such as: consultations, echo, screening, counseling, etc. The charity race "Running for Mom" and other activities for the population were also organized.</p>	<p>Initiatives undertaken Many of the events organised by the G.E. Palade UMPHST of Targu Mures are open to the public participation is free. Information about these events is constantly updated and available on the university's website. UMFST G.E. Palade Târgu Mureș is building and will manage the "George Emil Palade" University Clinical Hospital, as well as the Competency Development Center for Public Health System Personnel. The George Emil Palade Hospital, first smart hospital from Romania, will serve as a pilot unit for the complete digitization of the healthcare system in Romania, with the following specific components: electronic patient records, telemedicine, automation and robotics, integrated resource management systems, big data and predictive analytics, AI and machine learning, VR/AR, security systems, and data protection. <a href="https://umfst.ro/en/blog/spitalul-umfst-primul-smart-hospital-din-romania/">https://umfst.ro/en/blog/spitalul-umfst-primul-smart-hospital-din-romania/</a> Development of services for the community: medical services through the G.E. Palade University Hospital; dental services through the Integrated Dental Medicine Outpatient Clinic within CIMD. pharmaceutical assistance services through the Gaudeamus Pharmacy of the university, etc. In addition, UMFST is a community-oriented university through cultural and educational events. Key initiatives include: celebrating 80 years of UMFST through special events; expanding and accrediting the University Museum by the Ministry of Culture; organizing cultural events and exhibitions, like "Art Conquers the City," open to the public; supporting the UMFST Orchestra, promoting both performance and mass sports through the University Sports Club, and introducing new sports branches.; offering continuous education and professional training programs accessible to the public; organizing courses and workshops open to all, not just students —"University for All."; initiating outreach projects like the UMFST Caravan in schools and high schools; actively participating in and supporting cultural and social events in the community; collaborating with cultural institutions such as theatres, philharmonics, and other cultural organizations. New proposals Annual organised events that are open to the public, free of charge. Medical actions delivered to communities. The establishment of the Technology Transfer Center at G.E. Palade UMPHST of Targu Mures.</p>

## Status

### 10. Non discrimination

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation: National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Law no. 53/2003 – Labor Code, with subsequent amendments and additions (<a href="https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf">https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf</a>) Institutional regulations: -G.E. Palade UMPHST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) -Regulation on Ensuring the Rights of Persons with Disabilities at the G.E. Palade UMPHST of Targu Mures (UMFST-REG-119, Editia 01) (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-119.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-119.pdf</a>) Code of Conduct for the Prevention and Punishment of Antisemitism, Xenophobia, Radicalisation and Hate Speech (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-146.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-146.pdf</a> ). G.E. Palade UMPHST of Targu Mures Charter proclaims (Art.3) that within the university is prohibited discrimination based on age, sex, ethnicity, social origin, political or religious orientation, sexual orientation, or any other kind of discrimination. 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, (<a href="https://www.umfst.ro/fileadmin/documente_oficiale/2022/PLANUL_PENTRU_EGALITATEA_DE_GEN_2022-2025_UMFST.pdf">https://www.umfst.ro/fileadmin/documente_oficiale/2022/PLANUL_PENTRU_EGALITATEA_DE_GEN_2022-2025_UMFST.pdf</a>) (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a>)). G.E. Palade UMPHST of Targu Mures is the only university in the Health field offering programs taught in Hungarian and English, in addition to Romanian. G.E. Palade UMPHST of Targu Mures is accessible to all Romanian and foreign citizens without any form of discrimination. University community members and external individuals who believe they have experienced discrimination or witnessed discriminatory acts may file complaints with the University Ethics Commission (<a href="https://umfst.ro/universitate/comisii-de-etica/">https://umfst.ro/universitate/comisii-de-etica/</a>). G.E. Palade UMPHST of Targu Mures implemented the project "Education, Mentorship, Access, and Inclusion for Students with Disabilities – EMBRACE UMFST," funded by the Ministry of Education through the Institutional Development Fund for Public Universities – FDI 2024. This project enhanced the institutional capacity to support students with disabilities through specific actions such as counselling, tutoring, and mentoring, which will lead to academic success, opportunities to build connections with the socio-economic environment and integration into the labor market were enhanced. Additionally, it improved the physical, informational, and communication environment with specific adaptations, developed digital tools for data management and personalised services, and carried out initiatives targeting students with disabilities as future university attendees. The EMBRACE UMFST project also supported the university's ongoing initiatives and measures to uphold the rights of students with disabilities by providing the necessary conditions for academic, social, and cultural activities, promoting inclusive education, ensuring access to education, and implementing measures to prevent school dropout (<a href="https://umfst.ro/en/blog/embrace-umfst-proiect-de-educatie-mentorat-acces-si-incluziune-pentru-studentii-cu-dizabilitati/">https://umfst.ro/en/blog/embrace-umfst-proiect-de-educatie-mentorat-acces-si-incluziune-pentru-studentii-cu-dizabilitati/</a> ). The Doctoral Schools of IOSUD at G.E. Palade UMPHST of Targu Mures organize annual courses on ethics and academic integrity for PhD students and for students enrolled in the Master's Program in Advanced Medical and Pharmaceutical Scientific Research (<a href="https://umfst.ro/info-studenti/masterat/medicina/cercetare-stiintifica-medico-farmaceutica/">https://umfst.ro/info-studenti/masterat/medicina/cercetare-stiintifica-medico-farmaceutica/</a>; <a href="https://www.umfst.ro/fileadmin/master/iosud/cercet_st/Brosura_de_prezentare_MCSAMF.pdf">https://www.umfst.ro/fileadmin/master/iosud/cercet_st/Brosura_de_prezentare_MCSAMF.pdf</a>).</p>	<p>Initiatives undertaken The university prepared and implemented Regulations on preventing and combating inappropriate behaviour), the university offers the regulatory framework in which students or employees of UMFST "G.E. Palade" Târgu Mureş can report cases of inappropriate behavior they have directly experienced, witnessed, or other related experiences (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-134.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-134.pdf</a>). G.E. Palade UMPHST of Targu Mures also adopted the Gender Equality Plan for 2022-2025 (<a href="https://www.umfst.ro/fileadmin/documente_oficiale/2022/PLANUL_PENTRU_EGALITATEA_DE_GEN_2022_2025_UMFST.pdf">https://www.umfst.ro/fileadmin/documente_oficiale/2022/PLANUL_PENTRU_EGALITATEA_DE_GEN_2022_2025_UMFST.pdf</a>) Recently UMPHST prepared The Code of Conduct for the Prevention and Punishment of Antisemitism, Xenophobia, Radicalisation and Hate Speech (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-146.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-146.pdf</a>) According to the Code all employees, students, and third parties with whom the university interacts are subject to this policy and must comply with it. The policy outlines the accountability of employees, students, and third parties both within and outside the university premises. G.E. Palade UMPHST of Targu Mures currently offers some facilities for people with disabilities, such as special access, teleworking on request, and others (see EMBRACE project) New proposals Continuing to promote the university's policies that support gender equality and equal opportunities.</p>

## Status

### 11. Evaluation/ appraisal systems

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation: National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Order No. 6129/2016 establishes the minimum necessary and mandatory standards for awarding teaching titles in higher education, professional qualifications in research and development, as well as the quality of PhD supervisors and habilitation certificates (<a href="https://legislatie.just.ro/Public/DetaliuDocument/186737">https://legislatie.just.ro/Public/DetaliuDocument/186737</a>) Law no. 53/2003 – Labor Code, with subsequent amendments and additions law no. 2834/2022 (<a href="https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf">https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf</a>). Institutional regulations: G.E. Palade UMPHST of Targu Mures UMPHST Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) The internal regulations of G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a>). Regulation of the Quality Evaluation and Assurance Commission (UMFST-REG-46, Ediția 03 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-46.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-46.pdf</a>) Regulation for the Evaluation of Teaching Activity by Students <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-131.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-131.pdf</a> Methodology for annual evaluation of teaching staff <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf</a> Academic staff are periodically assessed based on their academic performance, the quality and impact of their research, and engagement in institutional activities. The score obtained plays a significant role in their qualification for career advancement. (Methodology for annual evaluation of teaching staff <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf</a>. Additionally, the evaluation process includes anonymous assessments from students (via on-line questionnaires), anonymous appraisals by faculty peers, and a self-assessment using a standardized form at the departmental level. The overall evaluation for each academic member is summarized by the department or research center head and communicated to the individual. Teaching staff are evaluated by their students for their teaching/ learning techniques and behavioural qualities. (Regulation on the assessment of the teaching staff's activity by students" <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-131_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-131_EN.pdf</a> This process is overseen by the Commission for Evaluation and Quality Assurance at the university level, which publishes periodic reports, which are available on its website. Furthermore, every two years, the university submits a comprehensive report on its research activities to the Ministry of Education bodies—CNFIS—who oversee higher education institutions based on specific indicator systems (Law on Higher Education No. 199/2023). G.E. Palade UMPHST of Targu Mures has implemented internal auditing practices across all areas of academic activity. Each year, the University undergoes the SCMI audit process through its internal bodies. After 3 years, a recertification audit is conducted to assess quality standards, carried out by external and independent entities. The university undergoes regular external audits at the national level (for example conducted by ARACIS), and several international professional organizations (for example EUA). One of the awards involves granting prizes (with a financial component) based on individual achievements. The prize is designated for the academic staff member who has achieved, in the calendar year the highest cumulative impact factor (one prize for the health domain, and one prize for the science and technology domain).</p>	<p>Initiatives undertaken Operational procedure for the annual evaluation of the individual professional performance of non-teaching staff (UMFST-PO-RU-12, Edition 01) (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) The evaluation of individual professional performance is based on the systematic and objective assessment of productivity, work quality, behaviour, initiative, and efficiency. Methodology for annual evaluation of teaching staff (UMFST-REG-63, Edition 06) is based on research and/or teaching activity, national and international recognition, and involvement in the academic community and institutional activities. (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf</a>) The implementation of the already initiated Smart University concept aims to expand the digitalization of teaching, learning, and assessment processes through advanced platforms and the involvement of the entire academic community, along with the expansion of infrastructure and information technologies. New proposals Development of a reporting platform for research and academic activities that allow 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.)</p>

**Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles.**

## Status

### 12. Recruitment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation: National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Institutional regulations: The internal regulations of G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a>). Multiannual Institutional Development Strategic Plan of the University of Medicine, Pharmacy, Science and Technology "George Emil Palade" of Târgu Mureş for the period 2024-2029 RESTART – IQ <a href="https://www.umfst.ro/fileadmin/documente_oficiale/Plan_Strategic_2024-2029.pdf">https://www.umfst.ro/fileadmin/documente_oficiale/Plan_Strategic_2024-2029.pdf</a> Research strategy 2024-2029 (<a href="https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf">https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf</a>) Procedure for organization of competitions for auxiliary and contractual teaching staff , UMFST-PO-RU-07, Edition 02, (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) Own methodology regarding the organization and conduct of the promotion exam in the academic career within G.E. Palade UMPHST of Targu Mures, UMFST-REG-56, Edition 03 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf</a>). The recruitment terms and procedures in Romanian higher education and research are defined by national legislation and also by different ministry orders. These regulations address various aspects such as hiring competitiveness, transparency, non-discrimination, teaching load requirements (for specific academic ranks), minimum standards for particular academic fields, and more. All universities are required to comply with these regulations and establish their own recruitment rules and procedures accordingly. The G.E. Palade UMPHST of Targu Mures regulations fully align with these standards and are published online. (<a href="https://umfst.ro/universitate/informare-si-relatii-publice/concursuri-pe-post/posturi-didactice/perioada-nedeterminata/an-universitar-2024-2025/">https://umfst.ro/universitate/informare-si-relatii-publice/concursuri-pe-post/posturi-didactice/perioada-nedeterminata/an-universitar-2024-2025/</a>) (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05_EN.pdf</a>) All vacancies positions (teaching and research, research, and administrative positions) at G.E. Palade UMPHST of Targu Mures are posted at least 30 days in advance, also on other platform: jobs.edu.ro, EURAXESS platform, jobs.mcid.gov.ro, jobs.research.gov.ro. The recruitment of personnel is managed by the HR department, which oversees the recruitment process, beginning with the job announcement, followed by the selection stages, and concluding with the hiring process, while providing all necessary information to all candidates. As outlined in the Strategic Plan (Restart-IQ, 2024-2029) of G.E. Palade UMPHST of Târgu Mureş, a key objective is the enhancement of Human Resource Recruitment through proactive programs aimed at attracting talented and experienced researchers. These initiatives include: attracting top graduates and PhD candidates from within the university and other institutions, recruiting experienced specialists, developing marketing campaigns to highlight the university's advantages, using online platforms to promote job offers, creating programs to attract international candidates and support relocation, implementing clear selection procedures, and establishing onboarding programs with housing support (<a href="https://www.umfst.ro/fileadmin/documente_oficiale/Plan_Strategic_2024-2029.pdf">https://www.umfst.ro/fileadmin/documente_oficiale/Plan_Strategic_2024-2029.pdf</a>).</p>	<p>Initiatives undertaken To ensure full transparency, the university posts all application packages submitted by candidates for vacancies online, in compliance with GDPR regulations. Additionally, the results of competitions, evaluator and committee reports, and decisions from the complaints/appeals commissions are available online. New proposals Translation of relevant documents related to the recruitment process into English, to make them accessible to researchers who do not speak Romanian. 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. 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 Developing a Methodology for organizing and conducting postdoctoral research programs within G.E. Palade UMPHST of Targu Mures.</p>

### 13. Recruitment (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation: National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Institutional regulations: The internal regulations of G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a>) Research strategy 2024-2029 (<a href="https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf">https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf</a>) Procedure for organization of competitions for auxiliary and contractual teaching staff, UMFST-PO-RU-07, Edition 02 (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) Own methodology regarding the organization and conduct of the promotion exam in the academic career within G.E. Palade UMPHST of Targu Mures, UMFST-REG-56, Edition 03 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf</a>) The recruitment announcement is published at least two months before the competition in a visible location, on the main page of the G.E. Palade UMPHST of Targu Mures website, on the specialized platform of the Ministry of National Education, and in the Official Monitor of Romania, Part III. The announcement must include a description of the position being applied for, the responsibilities and activities associated with the role, the minimum salary, the competition schedule, the bibliography for the competition, a description of the recruitment procedure, and a list of required documents. Research project programs and applications may have restrictions on recruiting employees who are not proficient in Romanian.</p>	<p>Initiatives undertaken An additional significant step in enhancing the transparency of the recruitment process has been the inclusion of new researchers through the Scientific Research and Technological Development Unit (UCSDT) <a href="https://umfst.ro/en/university/research/scientific-research-technological-development-unit/">https://umfst.ro/en/university/research/scientific-research-technological-development-unit/</a>). Through its infrastructure, work conditions, grants, the UCSDT offers promising external candidates—often young researchers, but also experienced ones (such as those participating in the national, international projects) facilities for their research work. New proposals Translate job adverts into English to enable foreign researchers to find open positions. Translation of relevant documents related to the recruitment process into English, to make them accessible to researchers who do not speak Romanian. Developing a Methodology for organizing and conducting postdoctoral research programs within G.E. Palade UMPHST of Targu Mures.</p>

## Status

### 14. Selection (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation: National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>)</p> <p>Institutional regulations: The internal regulations of G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a> Research strategy 2024-2029 (<a href="https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf">https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf</a>) Own methodology regarding the organization and conduct of the promotion exam in the academic career within G.E. Palade UMPHST of Targu Mures, UMFST-REG-56, Edition 03 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf</a> ) At G.E. Palade UMPHST of Targu Mures both the academic and research levels, selection is based on experience, skills (abilities), and competitiveness, ensuring equal opportunities for all candidates without discrimination. The recruitment committee is proposed by the Department Council and approved by the Dean, the Faculty Council, and the Senate. It consists of experienced professionals with expert status in the relevant field and is required to follow the competition methodology and regulations, adhering to national legislation, the University Charter, and internal regulations. The committee evaluates candidates based on well-defined criteria, including qualifications, experience, and potential for future research contributions, ensuring gender and age equality without discrimination. Academic positions are advertised by G.E. Palade UMPHST of Targu Mures on the university website's main page: <a href="https://umfst.ro/universitate/informare-si-relatii-publice/concursuri-pe-post/posturi-didactice/perioada-nedeterminata/an-universitar-2024-2025/">https://umfst.ro/universitate/informare-si-relatii-publice/concursuri-pe-post/posturi-didactice/perioada-nedeterminata/an-universitar-2024-2025/</a> and also, on the specialized website managed by the Ministry of National Education: <a href="http://jobs.edu.ro/">http://jobs.edu.ro/</a>, and in the Official Monitor of Romania, Part III. Researcher positions are advertised on the university website: <a href="https://umfst.ro/universitate/informare-si-relatii-publice/concursuri-pe-post/posturi-de-cercetare/perioada-nedeterminata/">https://umfst.ro/universitate/informare-si-relatii-publice/concursuri-pe-post/posturi-de-cercetare/perioada-nedeterminata/</a> and are included in the Strategic Plan.</p>	<p>Initiatives undertaken The selection procedure involves a primary commission, made up of academic experts in the relevant field, which evaluates candidates for open positions based on a series of assessments. These typically include an open lecture, a written test (for an assistant lecturer, young researcher- assistant researcher, researcher), and a career development plan. A distinct standards commission ensures that candidates meet the required eligibility criteria for the position, including both the national minimum standards (where applicable) and the local standards. An appeals commission is also in place to review candidate complaints related to the competition. The membership of the three commissions is distinct, and the names of the members are made public. For lower-ranking academic positions (such as assistant lecturer and assistant professor, or their research equivalents), the hiring commission consists of two or three members, along with a non-voting "president,"/secretary of the commission without voting rights; all from the relevant faculty, disciplinary field, or project. All members may be from the University. For higher-ranking positions (associate and full professor, Researcher I and II), the hiring commission includes four members plus a president, with at least two members coming from outside the University. New proposals An internal guide for best practices in recruitment. Translation of relevant documents related to the recruitment process into English, to make them accessible to researchers who do not speak Romanian. Developing a Methodology for organizing and conducting postdoctoral research programs within UMFST. Updating the web pages of UCSDT (labs and research centers to increase visibility and attract external cooperations. Increasing the visibility of the university's research capabilities by updating the EERTIS database. Brochures for research center – for example CCAMF.</p>

**Status****15. Transparency (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation National Law on Higher Education No. 199/2023(<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Institutional regulations: The internal regulations of G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a>). Research strategy 2024-2029 (<a href="https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf">https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf</a>) Procedure for organization of competitions for auxiliary and contractual teaching staff (UMFST-PO-RU-07, Edition 02, <a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) Own methodology regarding the organization and conduct of the promotion exam in the academic career within G.E. Palade UMPHST of Targu Mures, UMFST-REG-56, Edition 03 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf</a>) G.E. Palade UMPHST of Targu Mures ensures transparency in the decision-making process by providing information about decisions, budget, and strategies. G.E. Palade UMPHST of Targu Mures current internal methodologies for recruiting candidates for teaching and/or research positions ensure open, efficient, transparent, and merit-based competitions. The university promotes clear and transparent procedures for candidate selection. As already mentioned, the primary conditions for recruitment in higher education and research are defined by national laws and secondary regulations. These are listed on the website in the promotion regulation, along with the minimum standards for awarding academic titles, available here. Similarly, the University's recruitment regulations are posted online. Vacancies (for teaching and/or research positions) are available online (in Romanian, and occasionally in English) on the G.E. Palade UMPHST of Targu Mures's website, <a href="http://www.jobs.edu.ro">www.jobs.edu.ro</a>, and in English, on Euraxess. Additionally, announcements for Researcher I and II positions are published on the official portal at <a href="http://www.jobs.edu.ro">www.jobs.edu.ro</a>. Likewise, all results from recruitment competitions are made publicly accessible on both the university website and <a href="http://www.jobs.edu.ro">www.jobs.edu.ro</a>. The HR department provides essential information and assistance throughout the selection process. Every stage of recruitment and selection is conducted following current legislation, ensuring transparency, communication, accessibility, and fairness. Both at the academic and research levels, selection is based on skills, experience, and competitiveness, ensuring equal opportunities for all candidates without discrimination. The results of the selection process are immediately communicated to the candidate and published publicly on the G.E. Palade UMPHST of Targu Mures website, allowing for the submission of appeals. The announcement is posted at least two months before the competition in a visible location: on the main page of the G.E. Palade UMPHST of Targu Mures website, on a specialized portal managed by the Ministry of National Education, and in the Official Monitor of Romania, Part III. The announcement must include a description of the position, the related responsibilities/activities, the minimum salary, the competition schedule, the competition bibliography, a description of the recruitment procedure, and a list of required documents. It also ensures the possibility of filing appeals.</p>	<p>Initiatives undertaken The University's recruitment regulations are posted online. Vacancies (for teaching and/or research positions) are available online (in Romanian, and occasionally in English) on the G.E. Palade UMPHST of Targu Mures's website, <a href="http://www.jobs.edu.ro">www.jobs.edu.ro</a>, and in English, on Euraxess. Additionally, announcements for Researcher I and II positions are published on the official portal at <a href="http://www.jobs.edu.ro">www.jobs.edu.ro</a>. Likewise, all results from recruitment competitions are made publicly accessible on both the university website and <a href="http://www.jobs.edu.ro">www.jobs.edu.ro</a>. New proposals An internal guide for best practices in recruitment. Translation of relevant documents related to the recruitment process into English, to make them accessible to researchers who do not speak Romanian.</p>

**Status****16. Judging merit (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Institutional regulations: The internal regulations of UMPHST (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a>). Research strategy 2024-2029 (<a href="https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf">https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf</a>) Own Methodology for the Contests for Didactic and Research Positions, UMFST-REG-05, Edition 23 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05.pdf</a>) Own methodology regarding the organization and conduct of the promotion exam in the academic career within G.E. Palade UMPHST of Targu Mures, UMFST-REG-56, Edition 03 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf</a>) The competition committee evaluates candidates based on well-defined criteria, starting with their experience in the relevant field and continuing with the relevance and impact of their scientific results/research activity, their ability to guide students or young researchers, teamwork skills, didactic abilities, and the capacity to lead research and development projects. Anyone who meets the competition entry criteria may participate in the competition, whether internal or external candidates, without discrimination. G.E. Palade UMPHST of Targu Mures provides research facilities and opportunities for accessing funding for the development of postdoctoral programs through national and internal projects or initiatives from the economic sector. G.E. Palade UMPHST of Targu Mures encourages young researchers to work in research centers to enhance their skills and become independent investigators capable of conducting research in small or larger interdisciplinary teams. Each candidate/researcher must meet the minimum requirements for senior researcher positions (equivalent to the set of minimum standards for the awarding of academic titles or associate or full professor), according to national and internal standards approved by G.E. Palade UMPHST of Targu Mures, particularly regarding the quality of the project director. The current practices, defined by the candidate's qualifications and achievements, allow them to be recognized as high-quality professionals, capable of contributing to the development of both the research community and the society at large. Although the principles of competitiveness, equality, and professionalism are implemented at all levels, these ensure fair and transparent recruitment and selection processes.</p>	<p>Initiatives undertaken Updated Own Methodology for the Contests for Didactic and Research Positions, UMFST-REG-05, Edition 23 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05.pdf</a>) Updated Own methodology regarding the organization and conduct of the promotion exam in the academic career within G.E. Palade UMPHST of Targu Mures, UMFST-REG-56, Edition 03 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf</a>) New proposals An internal guide for best practices in recruitment. Translation of relevant documents related to the recruitment process into English, to make them accessible to researchers who do not speak Romanian.</p>

**17. Variations in the chronological order of CVs (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) Internal regulation of G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a>) The University maintains an open attitude towards researchers taking breaks from their activity, whether to work at another university, for personal reasons, or due to other circumstances, and allows them to return to the same position or area of activity. Experience gained abroad, at another university or hospital, can be valuable for academic and research careers, and may represent a professional evolution and, consequently, a potential valuable contribution to the researchers' career development. The current recruitment process ensures that candidates are evaluated based on predefined, publicly available, and therefore predictable standards. The ranking and selection of candidates are grounded in national minimum standards and university criteria and the skills relevant to the vacancy. The evaluation committee is composed of academic peers. Legislative changes have explicitly stated that career interruptions for postnatal care, child-rearing leave up to the age of 2, as well as sabbatical leaves, will be counted toward seniority, both in general and within the specific field of expertise. In case of resignation re-employment cannot be achieved without the employee fulfilling the minimum requirements of the academic position.</p>	<p>Initiatives undertaken The researchers have possibility to interrupt their activity if they want and return to the same position or the same area of activity depending on the own reason.</p>

## Status

### 18. Recognition of mobility experience (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation: National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) Internal regulation of G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a>). The Erasmus+ mobility regulations are posted on the university's website in the International Relations section together with all the instructions and forms for each type of mobility. (<a href="https://umfst.ro/universitate/relatii-internationale/erasmus-plus/">https://umfst.ro/universitate/relatii-internationale/erasmus-plus/</a> <a href="https://umfst.ro/universitate/relatii-internationale/erasmus-plus/outgoing-students/documents/">https://umfst.ro/universitate/relatii-internationale/erasmus-plus/outgoing-students/documents/</a> <a href="https://umfst.ro/universitate/relatii-internationale/erasmus-plus/outgoing-teachers/documents/">https://umfst.ro/universitate/relatii-internationale/erasmus-plus/outgoing-teachers/documents/</a> <a href="https://umfst.ro/universitate/relatii-internationale/erasmus-plus/outgoing-staff/documents/">https://umfst.ro/universitate/relatii-internationale/erasmus-plus/outgoing-staff/documents/</a> <a href="https://umfst.ro/universitate/relatii-internationale/erasmus-plus/incoming-students/documents/">https://umfst.ro/universitate/relatii-internationale/erasmus-plus/incoming-students/documents/</a> <a href="https://umfst.ro/universitate/relatii-internationale/erasmus-plus/incoming-teachers/documents/">https://umfst.ro/universitate/relatii-internationale/erasmus-plus/incoming-teachers/documents/</a>) Operational procedure for granting financial support for mobility of teaching staff and researchers, UMFST-PO-CC-13 (<a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-13.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-13.pdf</a>) The G.E. Palade UMPHST of Targu Mures encourages the mobility and collaboration of teaching and research staff, as well as internships and experience exchanges for both incoming and outgoing academic and research personnel. It also supports participation in various conferences and events in order to identify potential partners and promote mutually beneficial collaborations. European and international training is highly encouraged, and the university provides financial support for mobility opportunities. In this respect the G.E. Palade UMPHST of Targu Mures has own procedure for financial support for the development of human resources within the university through professional training internships and by providing access to international research infrastructures/archives/libraries/databases: Operational procedure for granting financial support for mobility of teaching staff and researchers, UMFST-PO-CC-13 (<a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-13.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-13.pdf</a>) The selection of student mobility is carried by, based on objective criteria that are communicated to candidates during the registration process. The University also supports staff mobility through institutional development grants such as FDI as well as other programs (Leonardo da Vinci, CEEPUS, AUF, etc). The UMPHST – UMCH Branch opened in Hamburg, Germany in 2019, through which the university, the first in Romania to open a branch abroad, brought to Europe a model of academic excellence in terms of medical education and sustained the student and teaching staff mobility. G.E. Palade UMPHST of Targu Mures promotes the exchange of experiences and cooperation with other universities and research centers. An administrative measure related to internationalization is the recognition of international mobility programs not only for teaching but also for administrative staff. Thus, the university promotes the international mobility of its academic staff in several ways, for example: through the Erasmus+ programmes: <a href="https://umfst.ro/universitate/relatii-internationale/erasmus-plus/">https://umfst.ro/universitate/relatii-internationale/erasmus-plus/</a> <a href="https://umfst.ro/universitate/relatii-internationale/erasmus-plus/outgoing-students/documents/">https://umfst.ro/universitate/relatii-internationale/erasmus-plus/outgoing-students/documents/</a> <a href="https://umfst.ro/universitate/relatii-internationale/erasmus-plus/outgoing-teachers/documents/">https://umfst.ro/universitate/relatii-internationale/erasmus-plus/outgoing-teachers/documents/</a> <a href="https://umfst.ro/universitate/relatii-internationale/erasmus-plus/outgoing-staff/documents/">https://umfst.ro/universitate/relatii-internationale/erasmus-plus/outgoing-staff/documents/</a> <a href="https://umfst.ro/universitate/relatii-internationale/erasmus-plus/incoming-students/documents/">https://umfst.ro/universitate/relatii-internationale/erasmus-plus/incoming-students/documents/</a> <a href="https://umfst.ro/universitate/relatii-internationale/erasmus-plus/incoming-teachers/documents/">https://umfst.ro/universitate/relatii-internationale/erasmus-plus/incoming-teachers/documents/</a></p>	<p>Initiatives undertaken The University promotes the international mobility of its academic staff in several ways, for example: -through the Erasmus+ programmes and associated collaboration protocols and workshops; -PhD student mobilities are also supported through the Erasmus-programme; -By own operationa procedure for granting financial support for mobility of teaching staff and researchers. New proposals Translation of relevant documents related to the recruitment process into English to make them accessible to researchers who do not speak Romanian.</p>

**Status****19. Recognition of qualifications (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023; (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Law no. 200/2004 on the recognition of diplomas and professional qualifications for regulated professions in Romania; (<a href="https://legislatie.just.ro/Public/DetaliuDocument/52433">https://legislatie.just.ro/Public/DetaliuDocument/52433</a>) Education Ministry Order no. 5921/2016 for the approval of the Methodology for the automatic recognition by higher education institutions and institutions organizing doctoral studies in Romania of the right to supervise doctoral students obtained at accredited higher education institutions abroad; the doctoral title and the title of Doctor of Science or in a professional field, obtained abroad; (<a href="https://legislatie.just.ro/Public/DetaliuDocument/184661">https://legislatie.just.ro/Public/DetaliuDocument/184661</a>) Order no. 6121/2016 for the approval of the Methodology for the recognition of bachelor's, master's, and postgraduate diplomas issued by accredited higher education institutions abroad; (<a href="https://www.edu.ro/sites/default/files/fisiere%20articole/ORDIN_6121_2016_0.pdf">https://www.edu.ro/sites/default/files/fisiere%20articole/ORDIN_6121_2016_0.pdf</a>) Order no. 5922/2016 for the approval of the Methodology for the automatic recognition by higher education institutions of academic positions in higher education obtained at accredited higher education institutions abroad; (<a href="https://legislatie.just.ro/Public/DetaliuDocument/184659">https://legislatie.just.ro/Public/DetaliuDocument/184659</a>) Order no. 5923/2016 for the approval of the Methodology for the recognition of the doctoral diploma and the title of Doctor of Science or in a professional field, obtained abroad; (<a href="https://www.edu.ro/sites/default/files/fisiere%20articole/ORDIN_5923_2016_0.pdf">https://www.edu.ro/sites/default/files/fisiere%20articole/ORDIN_5923_2016_0.pdf</a>) Institutional regulations: Procedure for recognition of the right to supervise doctoral students or habilitation titles obtained from accredited higher education institutions abroad, UMFST-PO-SDR-07, (<a href="https://documente.umfst.ro/documente/proceduri-operationale/">https://documente.umfst.ro/documente/proceduri-operationale/</a>) Procedure for the Recognition of the Doctoral Diploma and the Title of Doctor of Science or in a Professional Field Obtained from Accredited Higher Education Institutions Abroad, UMFST-PO-SDR-10, (<a href="https://documente.umfst.ro/documente/proceduri-operationale/">https://documente.umfst.ro/documente/proceduri-operationale/</a>) Procedure for the Automatic Recognition by G.E. Palade UMFST of Targu Mures Charter of Academic Positions in Higher Education Obtained from Accredited Higher Education Institutions Abroad, UMFST-PO-PD-01, Edition 01, (<a href="https://documente.umfst.ro/documente/proceduri-operationale/">https://documente.umfst.ro/documente/proceduri-operationale/</a>) The G.E. Palade UMFST of Targu Mures acknowledges official qualifications in accordance with a set of nationally applicable norms and regulations, for example: • Studies, degrees, and diplomas obtained abroad; • PhD or equivalent titles awarded by foreign institutions. • The right to supervise PhD students, including habilitation, granted outside Romania (Education Ministry Order no. 5921/06.12.2016). • Academic titles (ranks) earned abroad (Education Ministry Order no. 5922/06.12.2016).</p>	<p>Initiatives undertaken According to the methodology regarding the organization and conduct of the promotion exam in the academic career within G.E. Palade UMFST of Targu Mures, UMFST-REG-56, Edition 03 is mandatory to complete a professional development internship abroad. <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf</a> New proposals Revision of the institutional regulations according to the update of national legislation.</p>

**20. Seniority (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Institutional regulations: G.E. Palade UMFST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) Internal regulation of G.E. Palade UMFST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a>) Regulation on Granting Activity Extension for Retired Teachers Regulation on the procedure for granting an extension of activity for teaching staff after reaching the retirement age, UMFST-REG-04, Edition 05, 06 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-04_Ed.06.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-04_Ed.06.pdf</a>) Seniority, professional achievements, and contributions to the university's prestige and visibility through teaching and research are important criteria in the recruitment of staff. G.E. Palade UMFST of Targu Mures promotes its staff based on clear, merit-based criteria. These promotions comply with national and university standards for each academic and research position, in line with the competition methodology and the University Charter. Retired staff may still apply for employment opportunities with fixed-term contracts, in accordance with applicable legal provisions. While retirement is mandatory at the age of 65, teaching and research staff may continue their academic work under different contractual arrangements, such as on an hourly basis or through externally funded projects. Retired professors who meet the criteria for habilitation, as well as other retired staff, may lead research projects and supervise PhD students. Some funding programs or grants prioritize researchers with a long history of successful research, regardless of age. Hiring decisions are not based on age, and young researchers with impressive portfolios may be recruited for high-ranking positions (such as associate professor) if they meet national and university standards.</p>	<p>Initiatives undertaken G.E. Palade UMFST of Targu Mures has a procedure for granting an extension of activity for teaching staff after reaching the retirement age.</p>

## Status

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### 21. Postdoctoral appointments (Code)

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Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Institutional regulations: Internal regulation of G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a>) Regulation on Scientific Research Activities, UMFST-REG-34 Editia 02, (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-34.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-34.pdf</a>) Procedure for Internal scientific research grants competition, UMFST-PO-CC-01, Edition 03 (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>) G.E. Palade UMPHST of Targu Mures provides research facilities within the Scientific Research and Technological Development Unit (UCSDT) <a href="https://umfst.ro/en/university/research/scientific-research-technological-development-unit/">https://umfst.ro/en/university/research/scientific-research-technological-development-unit/</a> and offers opportunities to access funding for the development of doctoral and postdoctoral programs through national and internal projects, as well as initiatives from the private sector (private grants). Additionally, the university encourages young researchers to be involved in research centers from UCSDT to improve their skills and become independent investigators. Research and European Projects Department has been providing training sessions for various research funding calls (for example Postdoctoral Research Projects, Young team projects, etc) G.E. Palade UMPHST of Targu Mures annually launches an internal grant competition dedicated to doctoral students or postdoctoral researchers. This competition aims to stimulate scientific research within the university, encourage young researchers to complete the research outlined in their doctoral programs or within postdoctoral research projects, and support young researchers who have established an independent research program and achieved significant results in their research field. Procedure for Internal scientific research grants competition, UMFST-PO-CC-01, Edition 03 <a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>).</p>	<p>Initiatives undertaken Annually, university grant prizes (with a financial component) based on individual achievements. The prize is designated for the academic staff member who has achieved, in the calendar year the highest cumulative impact factor: prize in health domain (young reserchers - under the age of 35, and resercher - over the age of 35), and one prize for the science and technology domain. (<a href="https://umfst.ro/en/university/research/news-2/">https://umfst.ro/en/university/research/news-2/</a>) Recent PhD graduates are hired as academic staff (teaching or researcher) either on a permanent position or on a fixed-term one (in projects). New proposals Updating the section on the Doctoral School's website for postdoctoral researchers. Developing a Methodology for organizing and conducting postdoctoral research programs within G.E. Palade UMPHST of Targu Mures.</p>

### Working Conditions and Social Security

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## Status

### 22. Recognition of the profession

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Law no. 319/2003 regarding the Status of research-development staff (<a href="https://legislatie.just.ro/Public/DetaliuDocument/45166">https://legislatie.just.ro/Public/DetaliuDocument/45166</a>) Order No. 6129/2016 that establish the minimum necessary and mandatory standards for awarding teaching titles in higher education, professional qualifications in research and development, as well as the quality of PhD supervisors and habilitation certificates (<a href="https://legislatie.just.ro/Public/DetaliuDocument/186737">https://legislatie.just.ro/Public/DetaliuDocument/186737</a>) Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) Research strategy 2024-2029 (<a href="https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf">https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf</a>) Procedure regarding the method of granting 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 database (<a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>). Operational procedure for granting financial support for mobility of teaching staff and researchers, UMFST-PO-CC-13 (<a href="https://documente.umfst.ro/documente/proceduri-operationale/">https://documente.umfst.ro/documente/proceduri-operationale/</a>). Own methodology for the contests for didactic and research positions (UMFST-REG-05 EN, Edition 23) (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05_EN.pdf</a>) Research plays a central role at G.E. Palade UMPHST of Targu Mures, with a strong emphasis on developing research facilities and attracting both national and international scientists and is promoted by institution organizing university doctoral studies (IOSUD) and UCSDT. The university supports all types of research, including fundamental, experimental, translational, and clinical studies. It encourages early student involvement through the Junior Researcher Academy (<a href="https://umfst.ro/en/university/research/junior-researcher-academy/">https://umfst.ro/en/university/research/junior-researcher-academy/</a>), which promotes excellence in research and innovation among young researchers – specifically bachelor's and master's degree students. This program offers scientific training, internships, volunteering opportunities, and grants, all designed to foster the development of future human resources in both teaching and research. The university promotes innovation at a multidisciplinary level, aiming for continuous excellence in scientific achievement. Researchers are supported through institutional funding for publication (see Procedure regarding the method of granting 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 database <a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>), for mobility of teaching staff and researchers, UMFST-PO-CC-13, <a href="https://documente.umfst.ro/documente/proceduri-operationale/">https://documente.umfst.ro/documente/proceduri-operationale/</a> and active participation in scientific meetings, conferences, and contests. Academic staff is evaluated annually based on their contributions to research and institutional activities. Recruitment of academic and research staff at G.E. Palade UMPHST of Targu Mures is conducted through public competitions based on national legislation and own methodology approved by the university Senate. G.E. Palade UMPHST of Targu Mures also recognizes research titles and qualifications obtained abroad in accordance with national norms and regulations, including academic titles (ranks) earned abroad; PhD or equivalent titles awarded by foreign institutions and the right to supervise PhD students, including habilitation, granted outside Romania.</p>	<p>Initiatives undertaken Opportunities and facilitations provided 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, financial support 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 Recruitment of academic and research staff at G.E. Palade UMPHST of Targu Mures through public competitions based on national legislation and own methodology for the contests for didactic and research positions.</p>

## Status

### 23. Research environment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National legislation National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliiDocument/271898">https://legislatie.just.ro/Public/DetaliiDocument/271898</a>) Law no. 53/2003 – Labor Code (<a href="https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf">https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf</a>). Law no. 307/2006 (as extended) and Law no. 481/2004 (revised in 2008) on civil protection, Ministry of Administration and Internal Affairs (OMAI) Order no. 786/2005, which amends and supplements OMAI no. 712/2005, address employee training in emergency situations. Act No. 319/2006 on health and safety at work (updated) Emergency Ordinance No. 96/2003 on maternal protection at work (as amended). Regulation (EU) No. 679 of April 27, 2016, concerning the protection of individuals with regard to personal data processing and the free movement of such data (the General Data Protection Regulation or GDPR). Law no 190/2018 implementing the GDPR, are all pertinent legislative frameworks. Institutional regulations: Procedure for training on occupational health and safety for workers, (UMFST-PO-SSM-03, Edition 01, <a href="https://documente.umfst.ro/documente/proceduri-operationale/">https://documente.umfst.ro/documente/proceduri-operationale/</a>). Over the past 10 years, G.E. Palade UMPHST of Targu Mures has significantly developed its infrastructure through the POSCCE Operational-Competitiveness program, which includes the Medical and Pharmaceutical Advanced Research Center (CCAMF) (<a href="https://ccamf.umfst.ro/">https://ccamf.umfst.ro/</a>). In addition, the university is equipped with dedicated research facilities and operational procedures that ensure a safe working environment for its staff. G.E. Palade UMPHST of Targu Mures also houses the Scientific Research and Technological Development Unit (UCSDT), consisting of 14 research centers and laboratories, providing a solid foundation for research activities and fostering appealing working conditions for researchers, (<a href="https://umfst.ro/en/university/research/scientific-research-technological-development-unit/">https://umfst.ro/en/university/research/scientific-research-technological-development-unit/</a>). G.E. Palade UMPHST of Targu Mures provides all its members with access to a wide array of national and international publication databases via their institutional email addresses, through participation in the AnelisPlus consortium. Information about the major research infrastructures available at G.E. Palade UMPHST of Targu Mures is also accessible online (EERTIS, <a href="https://eertis.eu/">https://eertis.eu/</a> or <a href="https://umfst.ro/en/university/research/scientific-research-technological-development-unit/">https://umfst.ro/en/university/research/scientific-research-technological-development-unit/</a>).</p>	<p>Initiatives undertaken 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 information regarding the research laboratories and centers at G.E. Palade UMPHST of Targu Mures, including available facilities, equipment, and services, has been updated on the new EERTIS platform (EERTIS, <a href="https://eertis.eu/">https://eertis.eu/</a>). In accordance with 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 through the Legal Service, Occupational Health and Safety, Emergency Situations (SU), Occupational Medicine, and Data Protection (<a href="https://umfst.ro/universitate/directia-administrativa/serviciul-juridic-ssm-su-medicina-muncii-si-protectia-datelor/">https://umfst.ro/universitate/directia-administrativa/serviciul-juridic-ssm-su-medicina-muncii-si-protectia-datelor/</a>) G.E. Palade UMPHST of Targu Mures is currently undertaking the simultaneous renovation, restoration, and/or repair of several of its key buildings and facilities throughout the city.</p>

## Status

### 24. Working conditions

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation: National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) Internal regulation of G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11_EN.pdf</a>) The training process safety and health at work workers, UMFST-PO-SSM-03, Edition 01 (<a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SSM-03.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SSM-03.pdf</a>) Description of the process for providing personal protective equipment, UMFST-PO-SSM-04, Edition 01 (<a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SSM-04.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SSM-04.pdf</a>) As stipulated in G.E. Palade UMPHST of Targu Mures Charter (Article 23, point 6) tenured teaching and research staff may benefit from unpaid leave for one academic year, once every 10 years, with the approval of the university's leadership, while retaining their position. Professors, associate professors, or grant directors who have managed national and international research grants for six consecutive years and have worked within the same university are eligible for a sabbatical year. During the sabbatical year, they may receive up to one full base salary, subject to the approval of the university Senate, and retain their tenured status, but are exempt from performing the duties outlined in their job description. Internal regulation of G.E. Palade UMPHST of Targu Mures has an entire chapter dedicated to the organisation of the working hours (chapter IV). According to Article 10 from Chapter III (entitled The rights and obligations of the employees) from internal regulation of G.E. Palade UMPHST of Targu Mures the university employee has the following rights: a) the right to be paid for the work submitted; b) the right to rest daily and weekly; c) the right to annual paid holiday in accordance with the legal provisions, in the interest of education and the person concerned; d) the right to equal opportunities and treatment; e) the right to dignity in work; f) the right to work safety and health; g) the right of access professional training; h) the right to information and consultation; i) the right to take part in determined and improved working conditions and working environment; j) the right to protection in case of dismissal; k) the right to collective and individual negotiation; l) the right to participate in collective actions; m) the right to associate in trade unions or professional organizations, in order to defend the rights provided for by law, without this activity being the subject to any discrimination or repression; n) the right to professional development and improvement. In accordance with 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 through the Legal Service, Occupational Health and Safety, Emergency Situations (SU), Occupational Medicine, and Data Protection, (<a href="https://umfst.ro/universitate/directia-administrativa/serviciul-juridic-ssm-su-medicina-muncii-si-protectia-datelor/">https://umfst.ro/universitate/directia-administrativa/serviciul-juridic-ssm-su-medicina-muncii-si-protectia-datelor/</a> ). The modernization of educational and research spaces was carried out through infrastructure investment programs. Some of the renovated buildings and research labs include the Medicinal and Aromatic Plants Center, the Oncopathological and Translational Medicine Research Center, the Simulation Center, the Experimental Center - Biobase, the Faculty of Pharmacy, and the Faculty of Dental Medicine. Additionally, upgrades were made to amphitheatres, laboratories, and other facilities. The research centers, labs and faculties provide a dynamic scientific environment that is attractive for young scientists across various fields, including medicine, pharmacy, medical engineering, nutrition, informatics, etc. The university offers exceptional working conditions, ensuring a safe and healthy environment. To improve working conditions several initiatives have been adopted: teleworking accessible on request under specific conditions, subsidised lunch at University canteens (Hestia). G.E. Palade UMPHST of Targu Mures currently offers some facilities for people with disabilities, such as special access, teleworking on request, and others. G.E. Palade UMPHST of Targu Mures has its own occupational health physician who performs annual evaluation of university's staff and requests specific medical tests.</p>	Initiatives undertaken Internal Regulation of G.E. Palade UMPHST of Targu Mures specify that employees are entitled to annual leave, additional leave, medical leave, maternity leave, paternity leave, leave for raising a child or caring for a sick child, paid leave for special family events, professional training leave, as well as unpaid leave for personal reasons, granted in accordance with the provisions of the law.

**Status****25. Stability and permanence of employment**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Law no. 53/2003 – Labor Code, with subsequent amendments and additions law no.2834/2022 (<a href="https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf">https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf</a>) Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>) Regulation on Awarding the Gradation of Merit, UMFST-REG-25, Edition 06 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-25.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-25.pdf</a>) Procedure for calculation of salary for academic activity performed under pay by hour (UMFST-PO-RU-09, Edition 01 (<a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RU-09.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RU-09.pdf</a>) In line with current national legislation, G.E. Palade UMPHST of Targu Mures guarantees job stability and continuity for its teaching staff and researchers. Additionally, there is flexibility in hiring teaching staff and researchers for research projects (whith fixed-term contracts). Fixed-term contracts are typically offered for externally funded projects. The limited duration of fixed-term contracts can create job insecurity for early-career researchers. Under current labor law, employers must minimize dismissal risks and offer redeployment options, including information on new positions and access to public recruitment procedures. Most of the employees at G.E. Palade UMPHST of Targu Mures are employed on permanent positions or fixed-term contracts (young teaching assistants or research assistants), in cases and under conditions expressly provided by law. Furthermore, permanent positions for teaching staff or researchers are offered as frequently as allowed by legislation, ensuring job security. The selection process is focused to assesses the candidates' entire experience, without penalising career breaks or discontinuities. According to the National Law on Higher Education No. 199/2023, Article 200, the equivalence of research positions with teaching positions works in both directions, but only with the approval of the university senate - a good initiative for academic staff. The individual employment contract can only be modified with the agreement of both parties. An important category of academic staff is teaching adjuncts, who are paid hourly for teaching but not for research (they may be paid through an externally funded grant for research). Some limitations on working conditions are due to national legislation, particularly regarding level of salary and reduced number of funded grants at national competition, restricted access to grants, etc.</p>	<p>Initiatives undertaken Promotion and granting of merit distinctions and salary supplements to teaching staff, researchers, auxiliary and non-teaching staff, and technical-administrative personnel based on performance criteria specific to each category of staff also improve stability and permanence of employment</p>

## Status

### 26. Funding and salaries

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation: National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a> The National Research, Innovation, and Smart Specialization Strategy 2022-2027 <a href="https://www.mcid.gov.ro/programe-nationale/strategia-nationala-de-cercetare-inovare-si-specializare-inteligenta-2022-2027/">https://www.mcid.gov.ro/programe-nationale/strategia-nationala-de-cercetare-inovare-si-specializare-inteligenta-2022-2027/</a> Law no. 53/2003 – Labor Code, with subsequent amendments and additions law no.2834/2022 <a href="https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf">https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf</a> Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Regulation on Granting Differentiated Salaries and Increasing the Base Salary, UMFST-REG-100, Edition 04 <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-100.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-100.pdf</a> Regulation on Awarding the Gradation of Merit/merit grades or merit bonus, UMFST-REG-25, Edition 06 <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-25.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-25.pdf</a> Calculation of salary for academic activity performed under pay by hour, UMFST-PO-RU-09, Edition 01 <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RU-09.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RU-09.pdf</a> Calculation of wages of employees, UMFST-PO-RU-08, Edition 01 <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RU-08.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RU-08.pdf</a> In Romania the employee's salaries in public universities/higher education institutions, are established by a national framework law, considering factors such as academic/research rank and seniority. Annually, as stipulated by law a special "merit grades or merit bonus" is awarded to high-performing academic staff (teaching and research). This merit grades/merit bonus is granted to up to 16% of tenured employees for five years and amounts to a 25% increase in their base salary. The university sets its criteria for awarding this bonus, typically based on teaching, research, and administrative performance. Research activities funded by external sources are compensated according to the rates set by the funding organizations. Additionally, bonuses are given for hazardous and demanding work conditions, such as in laboratories, as well as for holding a doctoral degree. However, these additional earnings are constrained by legal regulations, including the Labor Code, which limits the number of working hours per week and imposes salary caps for each position. The underfunding of research, low salaries in Romania reduce or block the ability to attract, train, and retain high-performing researchers from within the country and abroad. Moreover, the lack of predictable national funding programs limits the ability to attract Romanian and foreign researchers. Moreover, based on his methodology the university realised the framework for granting differentiated salaries to teaching, auxiliary teaching, and administrative staff, as well as for increasing the base salary for teaching staff with leadership roles, teaching staff, and auxiliary teaching staff with leadership roles within G.E. Palade UMPHST of Targu Mures, following the applicable legislation. Differentiated salaries are paid exclusively from the revenue of G.E. Palade UMPHST of Targu Mures and cannot exceed 30% of the employee's base salary as a distinct salary component, without constituting the basis for calculating other salary rights. The base salary increase may be granted, in compliance with the applicable legal provisions, to teaching staff with leadership roles, teaching and research staff, and auxiliary teaching staff with leadership roles within G.E. Palade UMPHST of Targu Mures, based on the criteria established in this regulation, within the approved budget. The period for granting differentiated salaries is a maximum of 12 months and may be extended for the duration of the activities that led to the granting of these salaries. The minimum period for granting differentiated salaries is one month. The period for granting the base salary increase is one year. In addition through internal decisions and in compliance with the applicable legislation, university provides ongoing material support via investment programs aimed improving educational and research infrastructure. However, the process of acquiring new materials/consumables and equipment is often rigid and bureaucratic, which reduces the achievement of competitive research outcomes and frequently discourages initiatives in this area.</p>	<p>Initiatives undertaken Differentiated salaries are granted to academic, auxiliary teaching, and administrative staff, as well as for increasing the base salary for teaching staff with leadership roles, teaching staff, and auxiliary teaching staff with leadership roles. Beneficiaries of differentiated salaries must have an individual employment contract, either fixed-term or indefinite, with full-time employment at G.E. Palade UMPHST of Targu Mures in the last two years, they must have fully fulfilled the duties included in their job description, receiving the evaluation of "very good." By exception, employees with less than 2 years of seniority at the university may benefit from a differentiated salary if the position they hold is of special importance to the university. Regulation on Granting Differentiated Salaries and Increasing the Base Salary (UMFST-REG-100, Edition 04) <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-100.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-100.pdf</a> ). New proposals Application for external funded grant.</p>

**Status****27. Gender balance**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation: National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a> Law no. 53/2003 – Labor Code, with subsequent amendments and additions <a href="https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf">https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf</a> Law no. 202/2002 gender equality (equal opportunities and equal treatment between women and men aims to eliminate all forms of discrimination based on sex in the public and private sectors in areas such as work, education, health, culture, information, provision and access to goods and services, etc) <a href="https://legislatie.just.ro/Public/DetaliuDocument/35778">https://legislatie.just.ro/Public/DetaliuDocument/35778</a> Ordinance no. 137/2000 on the prevention and punishment of all forms of discrimination <a href="https://legislatie.just.ro/Public/DetaliuDocument/24129">https://legislatie.just.ro/Public/DetaliuDocument/24129</a> Law no. 210/1999 on paternal leave ensures the effective participation of the father in the care of the newborn child (<a href="https://legislatie.just.ro/Public/DetaliuDocument/20488">https://legislatie.just.ro/Public/DetaliuDocument/20488</a>) Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Gender Equality Plan for 2022-2025 <a href="https://www.umfst.ro/fileadmin/documente_oficiale/2022/PLANUL_PENTRU_EGALITATEA_DE_GEN_2022-2025_UMFST.pdf">https://www.umfst.ro/fileadmin/documente_oficiale/2022/PLANUL_PENTRU_EGALITATEA_DE_GEN_2022-2025_UMFST.pdf</a> As outlined in the University Charter within the university is prohibited discrimination based on age, sex, ethnicity, social origin, political or religious orientation, sexual orientation, or any other kind of discrimination. The organization and operation of the University is founded on the principles of non-discrimination, fairness, and equal opportunities. The principle of non-discrimination based on sex or gender is upheld both in the election of management structures and in recruitment, as well as in the execution of university and research activities. However, the analyses conducted thus far indicate that women are more prevalent in most fields of study and management positions within G.E. Palade UMPHST of Targu Mures, a trend also observed in other educational institutions both in the country and abroad, with similar fields of study and operational frameworks. Currently, there is relative gender balance at the University. There is significant variation in gender balance across different fields of science. In some faculties, men represent a significant majority of the academic staff, while in others, women make up a substantial majority. The adoption of the Gender Equality Plan for 2022-2025 by G.E. Palade UMPHST of Targu Mures aligns with the requirements of the European Research Area and the Horizon Europe Strategy. The implementation of the Equality Plan it is permanently monitored by the Commission for Gender Equality (CEG). CEG committee members are responsible for data collection and input. They perform analysis of Gender Equality Plan progress (against indicators), they collect knowledge and feedback.</p>	<p>Initiatives undertaken A Gender Equality Plan for 2022-2025 has been developed and adopted in line with the European Gender Equality Strategy 2020-2025, Horizon Europe Guidelines, and national legislation (Law 202/2002 on gender equality, <a href="https://legislatie.just.ro/Public/DetaliuDocument/35778">https://legislatie.just.ro/Public/DetaliuDocument/35778</a>).</p>

## Status

### 28. Career development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a> Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Methodology for filling teaching and research academic positions at George Emil Palade University of Medicine, Pharmacy, Sciences and Technology of Targu Mures <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05_EN.pdf</a> Operational procedure regarding the registration to the competition for filling teaching and research positions within the G.E. Palade UMPHST of Targu Mures <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-DD-16.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-DD-16.pdf</a> Internal competition for research grants <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-01.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-01.pdf</a> Regulation on Awarding the Gradation of Merit <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-25.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-25.pdf</a> Own methodology regarding the organization and conduct of the promotion exam in the teaching career within G.E. Palade UMPHST of Targu Mures, UMFST-REG-56, Ediția 03 <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf</a> Methodology for organizing of psycho-pedagogical training program for certification the competences for the teaching profession of DPPD (UMFST-REG-115, Ediția 02) (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-115.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-115.pdf</a>) Regulation for the Organization and Functioning of the Teacher Training Department within George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Targu Mures (UMFST-REG-114, Edition 02) <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-114.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-114.pdf</a> Procedure regarding the activity of organizing the postgraduate courses within the Department of Continuous Training, (UMFST-PO-DFPC-01, Edition 01) <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-DFPC-01.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-DFPC-01.pdf</a> Professional training of auxiliary didactic and non-didactic staff, (UMFST-PO-RU-02, Edition 1) <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RU-02.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RU-02.pdf</a> The right of employees to professional training is established by Law No. 53/2003, republished as the Labour Code. At UMFST G.E. Palade in Targu Mures, staff training needs are identified, and appropriate methods are established to ensure that employees acquire the necessary skills to perform the specific tasks required by their positions. 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 <a href="https://umfst.ro/en/student-info/studies/phd/">https://umfst.ro/en/student-info/studies/phd/</a>. UMFST 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 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. The Language Certification Department organizes courses and examinations for obtaining certificates in general English, medical English, general French, general German, and Romanian. Additional information is available at: <a href="https://umfst.ro/en/university/language-certifications/">https://umfst.ro/en/university/language-certifications/</a>. The Counseling and Career Guidance Center (CCGC) facilitates career decision-making through educational coaching, professional guidance, and psychological counseling for students at George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Targu Mures. The center focuses on enhancing motivation and managing academic challenges effectively while ensuring emotional and psychological well-being. For more details, visit <a href="https://umfst.ro/en/university/department-of-counseling-and-professional-orientation-and-informing-students/">https://umfst.ro/en/university/department-of-counseling-and-professional-orientation-and-informing-students/</a> The Labour Market Relations Department aims to enhance the employability of students and graduates and establish a framework for joint educational activities, applied research projects, and technology transfer, <a href="https://umfst.ro/universitate/compartimentul-relatia-cu-piata-muncii/">https://umfst.ro/universitate/compartimentul-relatia-cu-piata-muncii/</a> G.E. Palade UMPHST of Targu Mures also offers psychopedagogical training programs to develop and certify competencies specific to the teaching profession. These certifications are available at two levels: • Level I (initial): Qualifies graduates to teach in preschool, primary, secondary, vocational, and lower high school education, requiring a minimum of 30 transferable credits. • Level II (advanced): Qualifies graduates to teach at all levels of pre-university education, UMFST-REG-115, Edition 02 <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-115.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-115.pdf</a> 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 efforts, <a href="https://umfst.ro/en/student-info/studies/post-university/continuing-education/postuniversity-courses/">https://umfst.ro/en/student-info/studies/post-university/continuing-education/postuniversity-courses/</a> At G.E. Palade UMPHST of Targu Mures, both internal and external training sessions are conducted for employees. External professional training for auxiliary teaching and non-teaching staff is provided if included in the approved Professional Training Plan, following the appropriate procurement procedures for training services, if necessary. The Professional Training Plan is continuously updated based on new training needs that arise after its initial approval, subject to the approval of the Administrative Council, <a href="https://documente.umfst.ro/documente/proceduri-operationale/">https://documente.umfst.ro/documente/proceduri-operationale/</a> .</p>	<p>Initiatives undertaken 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 scholarship (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). Other services offered to academic (teaching and research staff) are: course for digital skills, ERASMUS mobilities.</p>

Status

29. Value of mobility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a> Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Granting financial support for teachers and researchers mobility <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-13.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-13.pdf</a> Procedure for teaching staff mobility in Erasmus+ programme at G.E. Palade University of Medicine, Pharmacy, Science and Technology of Tg. Mures <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RI-03.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RI-03.pdf</a> Procedure for training staff mobility under the framework of the Erasmus+ programme <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RI-05.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RI-05.pdf</a> Regulations for the organization and functioning of the Ambassador Program of the G.E. Palade UMPHST of Targu Mures <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-145.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-145.pdf</a> Regulation for Organization and Functioning of the Scientific Research and Technological Development Unit – UCSDT <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-116.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-116.pdf</a> Procedure regarding the movement of academic staff to Scientific-Educational Events and within Erasmus+ Mobilities <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SG-04.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SG-04.pdf</a> Own Methodology for the Contests for Didactic and Research Positions, UMFST-REG-05, Edition 23) <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05.pdf</a> Own Methodology regarding the organization and conduct of the promotion exam in the academic career within G.E. Palade UMPHST of Targu Mures, UMFST-REG-56, Edition 03 <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-56.pdf</a> Procedure for the Automatic Recognition by the University of Medicine, Pharmacy, Science and Technology "George Emil Palade" in Targu Mures of the teaching functions in the university education obtained in higher education institutions accredited abroad <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-PD-01.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-PD-01.pdf</a> Internationalization is a strategic pillar of G.E. Palade UMPHST Targu Mures, having a crucial role in its continuous development. The concept of "Smart Internationalization" adopted by the university is part of its innovative vision, aiming to strengthen its academic and research relevance at European and international level (<a href="https://umfst.ro/en/university/international-relations/">https://umfst.ro/en/university/international-relations/</a>). G.E. Palade UMPHST Targu Mures capitalizes internationally its strengths by: international academic cooperation – academic partnerships with more than 200 universities and research institutions around the world, as well as affiliation to numerous international organizations, which provide opportunities for collaboration and integration into global academic networks; international mobilities - through programs such as Erasmus+ (the largest budget in Romania in 2024), Leonardo da Vinci, CEEPUS, etc. over 1000 students and a significant number of teachers enrich their academic and professional experience annually at universities and organizations abroad, also promoting intercultural exchanges; Study programs in foreign languages, especially in English, with a preponderance in medical education – more than 1400 international students from over 80 countries study in an interconnected and dynamic community; Participation in academic and research projects – through funding attracted of approx. EUR 100 million, contributing to the advancement of knowledge and development of innovative solutions for various global problems in medicine, technologies or entrepreneurship; The UMPHST–UMCH Branch opened in Hamburg, Germany in 2019, through which the university, the first in Romania to open a branch abroad, brought to Europe a model of academic excellence in terms of medical education. The university strongly promotes European and international training opportunities, offering financial support for mobility programs for specialization, professional development, and research internships abroad to enhance professional skills (<a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-13.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-13.pdf</a>). Additionally, several mobility initiatives are funded through institutional development grants such as FDI, Erasmus+. The Erasmus+ office is responsible for managing mobilities. Information about Erasmus+ mobilities for students and teaching staff, as well as the results of the selection process, can be found online (<a href="https://umfst.ro/en/university/international-relations/erasmus-plus/">https://umfst.ro/en/university/international-relations/erasmus-plus/</a>). Other mobilities are possible by: DAAD scholarships (German Academic Exchange Service) in Germany for students, graduates, PhD candidates, and academic staff; joint projects - Norway Grants, university through a grant for financial support for teachers and researchers mobility (<a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-13.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-13.pdf</a>). G.E. Palade UMPHST of Targu Mures has become a member of the 11-strong network of European universities - DIVERSE University Alliance (Digital and Innovative Venture Science Education for Resilient and Sustainable Entrepreneurship). The alliance aims to "transfer knowledge" between higher education institutions and the Society, increasing Europe's scientific power and thus reproducing it in economically sustainable products and services, processes and solutions with social impact, reinforcing the economic prosperity of the European Union (<a href="https://umfst.ro/en/university/international-relations/diverse-alliance-of-european-universities/">https://umfst.ro/en/university/international-relations/diverse-alliance-of-european-universities/</a>.)</p>	<p>Initiatives undertaken The promotion of programs and projects to encourage and support the international mobility of researchers and teaching staff is carried out by dedicated university departments (for example The Department of International Relations, Erasmus office). Mobilities are taken into account in the annually academic staff assessment process and in contests for teaching and Research Positions and promotion exam in the academic career within G.E. Palade UMPHST of Targu Mures.</p>

## Status

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### 30. Access to career advice

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Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Regulation on the organisation and operation of Counselling and Career Guidance Center <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-48_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-48_EN.pdf</a> IOSUD regulation for organizing and conducting doctoral studies at George Emil Palade University of Medicine, Pharmacy, Science and Technology of Targu Mures, UMFST-REG-06 EN Edition 08, <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf</a> The university provides comprehensive support for career development, including educational, professional, and psychological counselling, as well as career guidance workshops and training sessions for students and faculty. The Counseling and Career Guidance Center (CCGC) facilitates career decision-making through educational coaching, professional guidance, and psychological counseling for students at George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Targu Mures. The center focuses on enhancing motivation and managing academic challenges effectively while ensuring emotional and psychological well-being. Counselling and Career Guidance Center' (CCGC) specialized psychologists provide psychological services to students, aiming to achieve well-being from both emotional and motivational perspectives through this process (<a href="https://umfst.ro/en/university/department-of-counseling-and-professional-orientation-and-informing-students/">https://umfst.ro/en/university/department-of-counseling-and-professional-orientation-and-informing-students/</a>) CCGC organise educational coaching and workshops for professional development that focus on developing essential skills for academic success and future careers. Workshops cover topics such as effective learning, time management, assertive communication, emotional balance, stress management, identifying personal strengths, and using problem-solving and motivational techniques. The approach emphasizes collaboration and personalization between the psychologist and the student. Career Counseling involves evaluating students' abilities and personalities to create a psycho-attitudinal profile, guiding them in choosing suitable specializations or professions. Career counselling aligns students' aspirations with their characteristics using professional psychological tests approved by the College of Psychologists in Romania (CPR). Psychological Counseling focuses on self-knowledge and personal development, helping students identify professional values and adapt to the academic environment. It also provides support for challenges such as intense emotions and burnout. The career development of doctoral students is integrated into the Individual Study Plan, which is established together with their PhD supervisor. Additionally, through the individual doctoral guidance committees, PhD candidates collaborate with academics and researchers from diverse disciplines, countries, and potentially even industries. This collaboration aims to provide young researchers with a comprehensive perspective on various career opportunities. The Labour Market Relation Department organize seminars/workshops on practical topics from the activity of companies/institutions/organizations, supported by employer's representatives, as well as other types of events that bring employers and students face to face; promote within the University our partners' offers for internships and employment; create and manage databases with the partner organizations/companies/institutions as well as referring to the collaboration areas. Currently, the department manages 277 partnerships with employers from all fields in which the university organizes study programs (<a href="https://umfst.ro/en/university/labour-market-relations/">https://umfst.ro/en/university/labour-market-relations/</a>).</p>	<p>Initiatives undertaken The Counseling and Career Guidance Center (CCGC) primarily focuses on providing support to students and recent graduates, with less emphasis on counseling researchers or aiding in the development of a research career. Future consideration will be given to broadening the CCGC's activities and including young researchers and more researchers among the Centre's target groups.</p>

## Status

### 31. Intellectual Property Rights

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation National Law on Higher Education No. 199/2023 (<a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a>) Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> IOSUD regulation for organizing and conducting doctoral studies at George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu Mureș, UMFST-REG-06 EN, Edition 08 <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf</a> The code of ethics and university deontology (UMFST-REG-02, Edition 05) <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf</a> Operational Procedure Regarding the Promotion of Scientific Research – Articles, Research Projects, Patents <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-12.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-12.pdf</a> In addition, G.E. Palade UMPHST of Targu Mures is member in the SUCReD Project – Scaling up the Commercialization of R&amp;D. The projects aims to: "Enhance the quality and support for the commercialization of research and development (R&amp;D) activities within universities." Launched in 2024, the project seeks to: "Improve the skills, knowledge, and abilities of students, researchers, and university staff related to R&amp;D activities." As part of this project, an innovative, interactive digital course will be developed to expand support activities for the commercialization of R&amp;D in universities. Additionally, a platform will be created to address identified needs and allow the content to be integrated into other activities and programs. To define these courses, a detailed analysis was conducted on the current state of Research, Development, and Innovation at the national level (for the three participating countries – Poland, Romania, and Greece) and the European level. Participants, including PhD and Master's students, Research Academy members, university professors and researchers, and private innovative companies, will have access to training courses on the following topics: intellectual Property; market potential of R&amp;D results; commercialization; science-to-business (S2B) partnerships; research and project management. This project aims to improve knowledge in areas such as intellectual property, patent application processes, strategies for bringing products to market, selling patents and copyrights, and drafting the necessary contracts. It also focuses on the subsequent steps for further research and implementation. <a href="https://sucred.eu/">https://sucred.eu/</a></p>	<p>New proposals Additionally, G.E. Palade UMPHST of Targu Mures will establish a dedicated Technology Transfer Center that manages intellectual property rights, regulates technology transfer processes, and ensures compliance with strict guidelines for human applications. The Technological Transfer Center also provides support and training on intellectual property matters. To enhance the quality of legal support provided to researchers in the fields of intellectual property and ethics (training courses in intellectual property for students and academic staff), while also offering additional assistance for the initiation of research and transfer projects, the Technological Transfer Center was proposed.</p>

### 32. Co-authorship

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a> Law No. 8/1996 on Copyright and Related Rights, as updated <a href="https://lege5.ro/Gratuit/gi4dinrqg4ya/legea-nr-8-1996-privind-dreptul-de-autor-si-drepturile-conexe?pid=260818454#p-260818454">https://lege5.ro/Gratuit/gi4dinrqg4ya/legea-nr-8-1996-privind-dreptul-de-autor-si-drepturile-conexe?pid=260818454#p-260818454</a> Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Regarding the Method of Granting 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 Database <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-14.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-14.pdf</a> According to law No. 8/1996, the copyright of a joint work belongs to its co-authors, among whom one may be the principal author, following the provisions of this law. In the absence of an agreement to the contrary, co-authors may only use the work with mutual consent. Any refusal of consent by any of the co-authors must be well justified. If the contribution of each co-author is distinct, it may be used separately, provided that such use does not prejudice the utilization of the joint work or the rights of the other co-authors. In the case of the use of a collaboratively created work, remuneration shall be owed to the co-authors in the proportions agreed upon by them. In the absence of an agreement, the remuneration shall be divided proportionally to the contributions of the authors or equally, if the contributions cannot be determined. The Charter and Code of Ethics of the university defines a co-author of a publication as any person nominated in the list of authors of a scientific publication <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Authors are only those persons who have contributed to the research, and mentioning all persons involved in the research development process, after obtaining their consent <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf</a> Researchers are acknowledged as independent authors or co-authors, which is in line with international standards in the field. The university encourages first author but also co-authorship among individuals between faculties, and with colleagues from other universities or research centres. This practice enhances research's value, fosters collaboration, and promotes teamwork. For young academic staff and researchers with less experience, co-authorship offers significant benefits such as training, career development, and improved skills. Collaboration is encouraged at the university following the Code of Conduct, and the Regulation of Scientific Research Activities. Annually, the "George Emil Palade" University of Medicine, Pharmacy, Science, and Technology of Târgu Mureș recognizes excellence in scientific research by awarding a prize. This prize is granted to a tenured faculty member of the University who, during the current calendar year, has achieved the position of first author in full-length scientific articles.</p>	<p>New proposals UMFST will promote training on protecting intellectual property rights and copyright. Regulation regarding patents for inventions (see Law No. 64/1991</p>

## Status

### 33. Teaching

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a> Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Methodology for filing teaching and research academic positions at George Emil Palade University of Medicine, Pharmacy, Sciences and Technology of Targu Mures <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-05_EN.pdf</a> Methodology for annual evaluation of teaching staff <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf</a> Regulation on the assessment of the teaching staff's activity by students" <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-131_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-131_EN.pdf</a> Occupying teaching positions with associate professor <a href="https://documente.umfst.ro/fileadmin/documente_oficiale/proceduri/UMFST-PO-DD-01.pdf">https://documente.umfst.ro/fileadmin/documente_oficiale/proceduri/UMFST-PO-DD-01.pdf</a> To carry out the assumed educational mission, the university will promote student-centered education, with the following objectives: sustained interaction between students and teachers, to motivate the study of the taught subjects; to encourage mutual learning, the cooperation between students, collaboration and dialogue among members of the academic community; supported by various strategies the active learning, methods and techniques to empower students to develop their critical thinking and participate in conducting their knowledge acquisition; continuous improvement of progressive learning, based on summative assessments; efficient learning by realistic setting the time required for teaching, individual study and evaluation; to communicate and to clarify the expectations - expected learning outcomes, as well as evaluation criteria and to respect different ways and talents of learning based on diversity (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a>). Department for Teacher Training of the university through The Medical-Pharmaceutical Psychopedagogical Training Center ensure continuous training and professional development of teaching staff at "George Emil Palade" University of Medicine, Pharmacy, Science, and Technology of Targu Mures, as well as of external beneficiaries (interested teaching staff). By „New Teaching and Assessment Techniques in Medical-Pharmaceutical Disciplines”, an initial institutional initiative the department aimed to provide a comprehensive knowledge portfolio for participants in the postgraduate program. The program is designed and organized into six modules and was launched starting with the 2018-2019 academic year, running in two cohorts per academic year. The program addresses the latest issues, framed at the European level, specific to teaching and assessment in medical-pharmaceutical disciplines, all of which align with the way academic didactics are conducted in internationally renowned universities (<a href="https://umfst.ro/info-studenti/studii/preuniversitar/pregatire-psiho-pedagogic-dppd/centrul-de-pregatire-psiopedagogica-medico-farmaceutica2/">https://umfst.ro/info-studenti/studii/preuniversitar/pregatire-psiho-pedagogic-dppd/centrul-de-pregatire-psiopedagogica-medico-farmaceutica2/</a>) The Language Certification Department of G.E. Palade UMPHST of Targu Mures organize courses and examinations for obtaining certificates in general English, medical English, general French, general German, and Romanian. Additional information is available (<a href="https://umfst.ro/en/university/language-certifications/">https://umfst.ro/en/university/language-certifications/</a>). This allowed development of opportunities for teaching the foreign students from Medicine in English (<a href="https://umfst.ro/medicina-engleza/en/educational-offer/">https://umfst.ro/medicina-engleza/en/educational-offer/</a>) or at Medicine, English, Hamburg (MEH-UMCH) (<a href="https://umfst.ro/medicina-engleza/en/educational-offer/hamburg-campus-umch-2/">https://umfst.ro/medicina-engleza/en/educational-offer/hamburg-campus-umch-2/</a>) or international students (<a href="https://umfst.ro/medicina-engleza/en/educational-offer/umfst-international-scholarships/">https://umfst.ro/medicina-engleza/en/educational-offer/umfst-international-scholarships/</a>) PhD students, based on their doctoral study contract with the university, legislation in force (Law no. 199/2023 on higher education) have the opportunity to be involved in teaching activities alongside their research work. Additionally, researchers in specific fields can conduct practical sessions/laboratory work, and seminars or supervise student internships on an hourly basis. PhD students may carry out paid teaching activities within the limit of an assistant lecturer's load, in accordance with the contract. PhD students employed as research or teaching assistants on fixed-term contracts benefit from the acknowledgement of seniority. G.E. Palade UMPHST of Targu Mures, as the consortium leader, plays a pivotal role in the Ergopolis project alongside other partners, bringing expertise and leadership to the development of dual learning. This approach, which simultaneously integrates theoretical knowledge and practical skills, is at the core of Ergopolis' mission. By combining traditional classroom teaching with hands-on experience, the consortium ensures a more comprehensive preparation for students, equipping them with the skills needed for the labor market. The multi-layered educational infrastructure of Ergopolis supports these efforts, aiming to meet the evolving needs of both the educational environment and the business sector, while facilitating the integration of young people into the workforce. (<a href="https://u2b.umfst.ro/ergopolis/#Viziune">https://u2b.umfst.ro/ergopolis/#Viziune</a>; <a href="https://umfst.ro/blog/proiect-major-al-umfst-g-e-palade-targu-mures/">https://umfst.ro/blog/proiect-major-al-umfst-g-e-palade-targu-mures/</a>)</p>	<p>Initiatives undertaken Each member of the teaching staff is assessed by the head of the department based on their teaching, research/scientific activity and their involvement in university life or administrative activity. The score obtained plays a significant role in their qualification for career advancement. (Methodology for annual evaluation of teaching staff <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-63.pdf</a>. Additionally, all teaching staff are evaluated by their students for their teaching/ learning techniques and behavioural qualities. (Regulation on the assessment of the teaching staff's activity by students <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-131_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-131_EN.pdf</a>)</p>

## Status

### 34. Complain/ appeals

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliiDocument/271898">https://legislatie.just.ro/Public/DetaliiDocument/271898</a> Law no. 53/2003 – Labor Code <a href="https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf">https://www.mmuncii.ro/j33/images/Documente/MMJS/english/2018_LAW53-2003_Labour-Code.pdf</a> Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Internal Regulation <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf</a> The Code of Ethics and Professional Conduct Students of the G.E. Palade UMPHST of Targu Mures <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf</a> Regulations of the Ethics and Deontology Commission <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-22.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-22.pdf</a> Regulation on preventing and combating inappropriate behaviour <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-134.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-134.pdf</a> Code of Conduct for the Prevention and Punishment of Antisemitism, Xenophobia, Radicalisation and Hate Speech <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-146.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-146.pdf</a> Management of complaints <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SG-09.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SG-09.pdf</a> Handling of complaints in the Ethics and Deontology Commission of the G.E. Palade UMPHST of Targu Mures <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CET-01.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CET-01.pdf</a> Regulation on the organisation and functioning of doctoral schools within IOSUD GE Palalde UMPHST of Targu Mures <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-24_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-24_EN.pdf</a> The university has its procedure that establishes the method for receiving, analysing, and resolving complaints/notifications from any individual within or outside the university. The procedure designates the departments and individuals involved and defines their responsibilities in the process of handling complaints/notifications (<a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CET-01.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CET-01.pdf</a>). Management of complains The management of complaints at G.E. Palade UMPHST of Targu Mures is carried out through a procedure that establishes the method for receiving, analyzing, and resolving complaints from clients of G.E. Palade UMPHST of Targu Mures and other interested parties. The procedure designates the departments and individuals involved and defines their responsibilities in the process of handling complaints (<a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SG-09.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SG-09.pdf</a>). . G.E. Palade UMPHST of Targu Mures is committed to providing students with a positive, safe learning environment, free from any behaviors that may violate human dignity and respect due to every individual. Thus, through its procedure (Regulation on preventing and combating inappropriate behaviour), the university offers the regulatory framework in which students or employees of G.E. Palade UMPHST of Targu Mures can report cases of inappropriate behavior they have directly experienced, witnessed, or other related experiences (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-134.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-134.pdf</a>). Any labor conflict is resolved according to the procedure from the Internal Regulations of G.E. Palade UMPHST of Targu Mures and Labor Code (law no. 53/2003). The Doctoral School and the IOSUD - G.E. Palade UMPHST of Targu Mures take measures for the prevention and sanctioning of deviations from the norms of scientific, professional and university ethics, according to the Code of Ethics and Professional Deontology of G.E. Palade UMPHST of Targu Mures (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-24_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-24_EN.pdf</a>). University Ethics Commission is formed in order to: prevent and eliminate facts that may generate unethical elements or practices and analyze complaints of acts committed that may constitute violations of university ethics and deontology (<a href="https://umfst.ro/universitate/comisii-de-etica/">https://umfst.ro/universitate/comisii-de-etica/</a>). The University Ethics Committee verify the violations of the rules of university ethics and deontology. Any person may complain to the University Ethics Committee about the committing of an action which may constitute a breach of the principles of university ethics and professional conduct. Complain must be in written format and submitted in physical or online and must be registered at the University Registry, regardless of whether it is admissible or inadmissible. The reports on the resolution of complaints by the University Ethics Commission are available online. There are implemented more regulations: Regulations of the Ethics and Deontology Commission (<a href="https://umfst.ro/universitate/comisii-de-etica/">https://umfst.ro/universitate/comisii-de-etica/</a>), the Code of ethics and university deontology <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-02_EN.pdf</a> as well as the Regulation of the Research Ethics Committee (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-74_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-74_EN.pdf</a>).</p>	<p>Initiatives undertaken The university prepared and implemented Regulations on preventing and combating inappropriate behaviour, the university offers the regulatory framework in which students or employees of G.E. Palade UMPHST of Targu Mures can report cases of inappropriate behavior they have directly experienced, witnessed, or other related experiences (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-134.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-134.pdf</a> The university recently elaborated and implemented the Code of conduct for the prevention and sanctioning of antisemitism, xenophobia, radicalization, and hate speech, UMFST-REG-146, Edition 01 (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-146.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-146.pdf</a>).</p>

## Status

### 35. Participation in decision-making bodies

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliiDocument/271898">https://legislatie.just.ro/Public/DetaliiDocument/271898</a> Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Internal Regulation <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf</a> Regulation of organization and functioning of George Emil Palade University of Medicine, Pharmacy, Science And Technology of Targu Mures <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-10_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-10_EN.pdf</a> Electoral Regulation <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-12.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-12.pdf</a> Regulation of organisation and functioning of the Administrative board <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-13_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-13_EN.pdf</a> The Senate Regulations of the George Emil Palade University of Medicine, Pharmacy, Sciences and Technology of Targu Mures <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-14_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-14_EN.pdf</a> Election methodology of the I.O.S.U.D. <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-64_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-64_EN.pdf</a> The Rector is appointed by public competition or by direct and secret ballot of the tenured teachers and researchers of the University and of the students' representatives in the University Council and in the Faculty Councils, according to the referendum organised at least 3 months before designate the rector. The Vice-rectors are appointed by the Rector, after a prior consultation with the University Senate. The Deans of the faculties are selected through public competitions, organised by the Rector of the university. The Dean is appointed by the Rector, in conformity with the law and with the University Charter. Vice-deans are proposed of the Dean of the respective Faculty and approved by the University Senate. The Head of Department is elected from the tenure members of the Department, by their direct and secret vote. Tenure, fully fledged members of the academic community may elect and be elected in the management structures. The management structures are composed of representative teaching and research staff who have academic prestige, moral authority and managerial skills. The Members of the Department are represented in the management structure from the immediately superior echelon, in conformity with the representation provisions established in the Regulation for the organisation of elections. The Faculty Council is elected by direct, personal and secret ballot by the tenured teachers and researchers within the faculty. The students also have representatives in the Faculty Council, elected in accordance with the methodology and they constitute 25% of the members of the Faculty Council. The University Senate is composed of tenured teaching and research staff and of students' representatives, elected according to the representation regulation of the Faculties and of the research centres. At the end of each electoral cycle, the University Senate established the number of members for the following electoral cycle, as well as their distribution (teaching and research staff, students' representatives, according to study programmes). The representatives of Faculties and of research units in the University Senate is in proportion of maximum 75% teaching and research staff and minimum 25% student representatives. Within the Senate, the allocation of number of seats for each Faculty is made proportionally, according to the number of tenure teachers and researchers present in the organisational chart of each Faculty of the University, in conformity with the Higher Education Act No. 199/2023. The Department Council consists of the representatives of the members of the department, The Faculty Council is elected by direct, personal and secret ballot by the tenured teachers and researchers within the faculty. The Council of the Doctoral School is comprised of the representatives of the PhD supervisors and PhD students within that Doctoral School, elected through direct and secret ballot, according to the provisions stipulated in the Code for Doctoral Studies At all levels, elections are based on direct and secret votes. The vote is personal and cannot be expressed through delegation or power of attorney. Undergraduate, graduate, and PhD students are also represented in the university's key decision-making bodies. These include the Senate, where students make up approximately 25% of the members, the Faculty Council, and Council of Doctoral Studies members, and the individual councils of each doctoral school within the institution.</p>	<p>Initiatives undertaken Following the principles of shared governance and participatory decision-making, academic staff are, in principle, consulted at all stages of establishing rules and procedures related to research and other institutional activities either directly or indirectly. The organizational structure of the university ensures that decision-making processes are inclusive, transparent, and based on democratic principles.</p>

## Status

### 36. Relation with supervisors

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliiDocument/271898">https://legislatie.just.ro/Public/DetaliiDocument/271898</a> Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Internal Regulation <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf</a> IOSUD regulation for organizing and conducting doctoral studies at George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu Mureş <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf</a> Tutoring Regulation <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-07.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-07.pdf</a> The Code of Student Rights and Obligations <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-08_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-08_EN.pdf</a> Quality Management <a href="https://umfst.ro/en/university/quality-management/">https://umfst.ro/en/university/quality-management/</a> Methodology for financing the grants for scientific research initiation and for scientific research grants within Junior Researcher Academy, UMFST-REG-106, Edition 02 <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-106_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-106_EN.pdf</a> Procedure for the Admission Process to Doctoral University Studies at the Doctoral School of Medicine and Pharmacy, UMFST-PO-SDR-01, Edition 06 <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SDR-01.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SDR-01.pdf</a> Operational Procedure for Conducting Doctoral University Studies, UMFST-PO-SDR-02, Edition 01 <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SDR-01.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SDR-01.pdf</a> Doctoral studies are conducted exclusively within the Doctoral School under the supervision of a PhD coordinator and include both advanced university training and an individual scientific research program. At the time of applying for admission, candidates select a doctoral advisor from those offering available positions within IOSUD at G.E. Palade UMPHST of Targu Mures and compete for a position under their supervision. Upon admission, the selected PhD coordinator will supervise the candidate's doctoral studies within the Doctoral Schools. The relationship between PhD students and their supervisors (PhD coordinators) is governed by the Doctoral School and is detailed in IOSUD regulation for organizing and conducting doctoral studies at G.E. Palade UMPHST of Targu Mures, Procedure for the Admission Process to Doctoral University Studies at the Doctoral School; Operational Procedure for Conducting Doctoral University Studies, University Charter, and the Doctoral School Regulations. A doctoral study contract, signed at the start of the program, outlines the rights and responsibilities of both parties and specifies the monitoring system for the doctoral student's progress throughout the program. To apply for admission, candidates must obtain a signed preliminary agreement from their prospective doctoral advisor. Postdoctoral researchers carry out advanced research under the supervision of a mentor. They are expected to dedicate substantial time to the postdoctoral program, actively engage in the scientific research conducted within the Doctoral School. <a href="https://umfst.ro/info-studenti/studii/doctorat/cercetatori-postdoctorali/">https://umfst.ro/info-studenti/studii/doctorat/cercetatori-postdoctorali/</a> Members of research teams participating (researchers, postdoctoral researchers, PhD students, master students, technicians, etc.) in grants and research projects are coordinated by the project directors/project leaders or managers, who are typically senior or experienced researchers. Their roles, rights, and obligations are clearly defined in the research contracts and job descriptions signed at the beginning of the project, ensuring clarity and accountability in their professional relationships. Students who are members of the Junior Researcher Academy at the Involved or Dedicated level at G.E. Palade UMPHST of Targu Mures can apply for funding to initiate scientific research projects or for scientific research grants within the Junior Researcher Academy. These projects must be carried out under the coordination or supervision of a tutor who is an employee of G.E. Palade UMPHST of Targu Mures and holds one of the following positions: University Assistant, Lecturer/Head of Works, Research Assistant, Scientific Researcher, Third-Degree Scientific Researcher, Second-Degree Scientific Researcher, or First-Degree Scientific Researcher (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-106_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-106_EN.pdf</a>)</p>	New proposals Developing a Methodology for organizing and conducting postdoctoral research programs within G.E. Palade UMPhST of Targu Mures.

## Status

### 37. Supervision and managerial duties

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a> Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Internal Regulation <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf</a> PhD Schools structure and function in the I.O.S.U.D. George Emil Palade University of Medicine, Pharmacy, Sciences and Technology of Targu Mures <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-24.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-24.pdf</a> Regulation of Scientific research activities <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-34.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-34.pdf</a> Procedure for methodological and biostatistics consultancy <a href="https://documente.umfst.ro/fileadmin/documente_oficiale/proceduri/UMFST-PO-DD-05.pdf">https://documente.umfst.ro/fileadmin/documente_oficiale/proceduri/UMFST-PO-DD-05.pdf</a> Regulation of the I.O.S.U.D. within the George Emil Palade University of Medicine, Pharmacy, Sciences and Technology of Targu Mures for organising and conducting the process for obtaining the habilitation certificate, UMFST-REG-77 EN, Edition 09 <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-77_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-77_EN.pdf</a> To support the professional development of doctoral students, the establishment of a doctoral advisory committee is mandatory. Its activity complements the work of the doctoral supervisor. Project leaders or directors, typically senior or experienced researchers, are responsible for managing the research grants and coordinating the team members (including young researchers, postdoctoral researchers, PhD students, master's students, technicians, etc.). Moreover, the Research and European Projects Department assigns a dedicated officer to each research project to assist with financial management. Research and European Projects Department has been providing training sessions for various research funding calls (for example Postdoctoral Research Projects, Young team projects, etc.) PhD studies are carried out solely within the Doctoral School, under the supervision of a PhD coordinator. These studies encompass both advanced academic training and an individualized scientific research program, with the PhD supervisor/PhD coordinator overseeing the student's progress throughout the program. The university is actively involved in research activities by providing specialized consultancy services through the staff at the Department of European Projects and the Center for Methodological and Biostatistical Consultancy. These departments play a key role in guiding and supporting research projects and ensuring proper management and implementation of research initiatives. As stipulated in Internal regulation in the case of academic staff holding leadership positions, the evaluation of individual professional performance also addresses coordination and supervision. This evaluation ensures that leadership, guidance, and oversight are properly assessed, considering how well individuals manage teams, resources, and research activities to achieve set objectives (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf</a>). Moreover, the university supports teaching staff in obtaining the habilitation certificate and in overseeing doctoral programs, aiming to ensure the presence of highly qualified coordinators with exceptional professional standards by fulfilling the CNATDCU criteria in force, as well as the specific criteria and standards imposed by IOSUD of G.E. Palade UMPHST of Targu Mures Charter (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-77_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-77_EN.pdf</a>)</p>	<p>Initiatives undertaken The university is actively involved in research activities by providing specialized consultancy services through the staff at the Department of European Projects and the Center for Methodological and Biostatistical Consultancy.</p>

Status

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38. Continuing Professional Development

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**Status**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully implem...	<p>National Legislation National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a> Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Internal Regulation <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf</a> Regulation of Organization and Functioning of the Center for Professional Development of Adults <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-138.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-138.pdf</a> Training of university teaching staff (DPPDU) <a href="https://umfst.ro/en/student-info/studies/post-university/academic-staff-training-dppdu/">https://umfst.ro/en/student-info/studies/post-university/academic-staff-training-dppdu/</a> Regulation on the organisation and operation of Counselling and Career Guidance Center <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-48_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-48_EN.pdf</a> Methodology for organizing of psycho-pedagogical training program for certification the competences for the teaching profession of DPPD (UMFST-REG-115, Editia 02) (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-115.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-115.pdf</a>) Regulation for the Organization and Functioning of the Teacher Training Department within George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Targu Mures (UMFST-REG-114, Edition 02) <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-114.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-114.pdf</a> Procedure regarding the activity of organizing the postgraduate courses within the Department of Continuous Training, UMFST-PO-DFPC-01, Edition 01 <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-DFPC-01.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-DFPC-01.pdf</a> Professional training of auxiliary didactic and non-didactic staff, UMFST-PO-RU-02, Edition 1, <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RU-02.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RU-02.pdf</a> The G.E. Palade UMPHST of Targu Mures offers professional development opportunities through several activities and projects, including Institutional Development Fund (FDI). Researchers and administrative staff may apply annually for internal courses, as well as for Erasmus+ programmes, etc. 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 (<a href="https://umfst.ro/en/student-info/studies/phd/">https://umfst.ro/en/student-info/studies/phd/</a>). 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 provides comprehensive support for career development, including educational, professional, and psychological counselling, as well as career guidance workshops and training sessions for students and faculty. The Language Certification Department organizes courses and examinations for obtaining certificates in general English, medical English, general French, general German, and Romanian (<a href="https://umfst.ro/en/university/language-certifications/">https://umfst.ro/en/university/language-certifications/</a>) 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 efforts (<a href="https://umfst.ro/en/student-info/studies/post-university/continuing-education/postuniversity-courses/">https://umfst.ro/en/student-info/studies/post-university/continuing-education/postuniversity-courses/</a>). At G.E. Palade UMPHST of Targu Mures, both internal and external training sessions are conducted for employees. External professional training for auxiliary teaching and non-teaching staff is provided if included in the approved Professional Training Plan, following the appropriate procurement procedures for training services, if necessary. The Professional Training Plan is continuously updated based on new training needs that arise after its initial approval, subject to the approval of the Administrative Council. <a href="https://documente.umfst.ro/documente/proceduri-operationale/">https://documente.umfst.ro/documente/proceduri-operationale/</a> Department for Teacher Training of the university through The Medical-Pharmaceutical Psychopedagogical Training Center ensures continuous training and professional development of teaching staff at G.E. Palade UMPHST of Targu Mures, as well as of external beneficiaries (interested teaching staff). By „New Teaching and Assessment Techniques in Medical-Pharmaceutical Disciplines”, an initial institutional initiative the department aimed to provide a comprehensive knowledge portfolio for participants in the postgraduate program. The program is designed and organized into six modules and was launched starting with the 2018-2019 academic year, running in two cohorts per academic year. The program addresses the latest issues, framed at the European level, specific to teaching and assessment in medical-pharmaceutical disciplines, all of which align with the way academic didactics are conducted in internationally renowned universities (<a href="https://umfst.ro/info-studenti/studii/preuniversitar/pregatire-psiho-pedagogic-dppd/centrul-de-pregatire-psihopedagogica-medico-farmaceutica2/">https://umfst.ro/info-studenti/studii/preuniversitar/pregatire-psiho-pedagogic-dppd/centrul-de-pregatire-psihopedagogica-medico-farmaceutica2/</a>). The Adult Professional Development Center within G.E. Palade UMPHST of Targu Mures organizes activities aimed at lifelong learning through continuous education within higher education, following initial training, through the following: postgraduate professional training programs for adults; postgraduate programs for adult education for levels 5-8 according to the National Qualifications Framework; Postgraduate courses for professional development and continuous training registered with the National Agency for Qualifications in the National Register of Professional Qualifications; Courses organized at the request of the socio-economic and medical sectors; postgraduate courses organized at the initiative of faculties, departments, or heads of disciplines; strategic courses proposed by the University. (<a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-138.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-138.pdf</a>; <a href="https://umfst.ro/en/student-info/studies/post-university/continuing-education/professional-training-programs/">https://umfst.ro/en/student-info/studies/post-university/continuing-education/professional-training-programs/</a>) In addition, academic staff and also academic 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 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</p>	<p>Initiatives undertaken Workshop on artificial intelligence and authorship; Workshop on authorship and contributorship; Training in Intellectual Property; Market potential of the R&amp;D; Commercialisation of project results Science-to-Business partnership, Research and implementation project management (through SUCRED project). Training in digital competencies (for example CANVAS system in UMFST – UMCH Branch, master studies abroad, medical Specialized Courses Conducted by Experts in the Field from Abroad (for example oculoplastic surgery- lectures and hands-on training), Digital competences in the use of e-learning platforms <a href="https://www.umfst.ro/fileadmin/dfpc/cursuri/2024/E-learning_Descriere_program_2024_2025.pdf">https://www.umfst.ro/fileadmin/dfpc/cursuri/2024/E-learning_Descriere_program_2024_2025.pdf</a> . )</p>

**Status**

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<b>Implementation</b>	<b>GAP / Implementation impediments</b>	<b>Initiatives undertaken/new proposals</b>
	<p>Academy in G.E. Palade UMPHST of Targu Mures. Other services offered to academic (teaching and research staff) are: course for digital skills, ERASMUS mobilities. The GE Healthcare Training Center offers learning opportunities, training courses and research facilities to students and master's students in the field of Medical Engineering, doctoral students and researchers in the field of Healthcare and interdisciplinary in the field of TechMed. <a href="https://umfst.ro/blog/centru-de-training-ge-healthcare-la-facultatea-de-inginerie-si-tehnologia-informatiei/">https://umfst.ro/blog/centru-de-training-ge-healthcare-la-facultatea-de-inginerie-si-tehnologia-informatiei/</a></p>	

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Status

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39. Access to research training and continuous development

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**Status**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a> Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Internal Regulation <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf</a> Regulation on the Organization and Functioning of the Department of Continuing Professional Training <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-103.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-103.pdf</a> Regulation for the Organization and Functioning of the Teacher Training Department within G.E. Palade UMPHST of Targu Mures <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-114.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-114.pdf</a> Procedure for the recognition as Phd Supervisor or Habilitation, Obtained in Higher Education Institutions Accredited Abroad <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SDR-07.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-SDR-07.pdf</a> Procedure for teaching staff mobility in Erasmus+ programme at G.E. Palade University of Medicine, Pharmacy, Science and Technology of Tg. Mures <a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RI-03.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-RI-03.pdf</a> Methodology regarding access and promotion within the Junior Researcher Academy <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-105_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-105_EN.pdf</a> Methodology for financing the grants for scientific research initiation and for scientific research grants within Junior Researcher Academy <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-106.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-106.pdf</a> Funding methodology for disseminating of the results achieved by young researchers within the Junior Researcher Academy <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-108_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-108_EN.pdf</a> Regulation on the organisation and operation of Counselling and Career Guidance Center <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-48_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-48_EN.pdf</a> Training of university teaching staff (DPPDU) <a href="https://umfst.ro/en/student-info/studies/post-university/academic-staff-training-dppdu/">https://umfst.ro/en/student-info/studies/post-university/academic-staff-training-dppdu/</a> Counseling and Career Guidance Center <a href="https://umfst.ro/en/university/department-of-counseling-and-professional-orientation-and-informing-students/">https://umfst.ro/en/university/department-of-counseling-and-professional-orientation-and-informing-students/</a> Research strategy 2024-2029 (<a href="https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf">https://www.umfst.ro/fileadmin/cercetare/Strategie_cercetare_2024_2029.pdf</a>) G.E. Palade UMPHST of Targu Mures encourages the development of PhD student skills through participation in research internships and conferences, workshops. Academic (teaching and research) staff have access to continuous development programs aimed at enhancing their skills and competencies. The university also supports the training of human resources in strategic fields (doctoral students, postdoctoral students, teaching staff, and researchers) through various programs (FDI, Erasmus +, etc). This includes training courses at prestigious universities, interdisciplinary collaborations, and state-of-the-art equipment acquisitions to align with international standards. The university strongly promotes European and international training opportunities, offering financial support for mobility programs for specialisation, professional development, and research internships abroad to enhance professional skills (<a href="https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-13.pdf">https://documente.umfst.ro/wp-content/uploads/proceduri/UMFST-PO-CC-13.pdf</a>) Through programs such as Erasmus+ (with the largest budget in Romania for 2024), Leonardo da Vinci, CEEPUS, and others, a significant number of teaching staff and PhD students, annually enhance their academic and professional experience at universities and institutions abroad. These opportunities not only support research training and continuous development but also foster intercultural exchanges, expanding access to global research networks and knowledge. 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 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. The Language Certification Department organizes courses and examinations for obtaining certificates in general English, medical English, general French, general German, and Romanian (<a href="https://umfst.ro/en/university/language-certifications/">https://umfst.ro/en/university/language-certifications/</a>) 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 efforts (<a href="https://umfst.ro/en/student-info/studies/post-university/continuing-education/postuniversity-courses/">https://umfst.ro/en/student-info/studies/post-university/continuing-education/postuniversity-courses/</a>). Department for Teacher Training of the university through The Medical-Pharmaceutical Psychopedagogical Training Center ensures continuous training and professional development of teaching staff at G.E. Palade UMPHST of Targu Mures, as well as of external beneficiaries (interested teaching staff). By „New Teaching and Assessment Techniques in Medical-Pharmaceutical Disciplines” addresses the latest issues, framed at the European level, specific to teaching and assessment in medical-pharmaceutical disciplines (<a href="https://umfst.ro/info-studenti/studii/preuniversitar/pregatire-psiho-pedagogic-dppd/centrul-de-pregatire-psihopedagogica-medico-farmaceutica2/">https://umfst.ro/info-studenti/studii/preuniversitar/pregatire-psiho-pedagogic-dppd/centrul-de-pregatire-psihopedagogica-medico-farmaceutica2/</a>) The Counseling and Career Guidance Center facilitates career decision-making through educational coaching, professional guidance, and psychological counseling for students at GE Palade UMPHST of Targu Mures. (<a href="https://umfst.ro/en/university/department-of-counseling-and-professional-orientation-and-informing-students/">https://umfst.ro/en/university/department-of-counseling-and-professional-orientation-and-informing-students/</a>) CCGC organise educational coaching and workshops for professional development that focus on developing essential skills for academic success and future careers. Workshops cover topics such as effective learning, time management, assertive communication, emotional balance, stress management, identifying personal strengths, and using problem-solving and motivational techniques. The Labour Market Relation Department organize seminars/workshops on practical topics from the activity of companies/institutions/organizations, supported by employer’s representatives, as well as other types of events that bring employers and students face to face; promote within the University our partners' offers for internships and employment; create and manage databases with the partner companies as well as referring to the collaboration areas. (<a href="https://umfst.ro/en/university/labour-market-relations/">https://umfst.ro/en/university/labour-market-relations/</a>). Research plays a central role at G.E. Palade UMPHST of Targu Mures, with a strong emphasis on developing research facilities and attracting both national and external scientists and is promoted by institution organizing university doctoral studies (IOSUD) and UCSDT. The university supports all types of research, including fundamental, experimental, translational, and clinical studies. It encourages early student involvement through the Junior Researcher Academy (<a href="https://umfst.ro/en/university/research/junior-researcher-academy/">https://umfst.ro/en/university/research/junior-researcher-academy/</a>), which promotes excellence in research and innovation among young researchers – specifically bachelor’s and master’s degree students. This program offers scientific training, internships, volunteering opportunities, and grants, all designed to foster the development of future human resources in both teaching and research (Methodology regarding access and promotion within the Junior Researcher Academy</p>	<p>Initiatives undertaken Initiative project: "Construction of the Multicultural Center – G.E. Palade UMPHST of Targu Mures Central University Library – Reading and Recreation Spaces for G.E. Palade UMPHST of Targu Mures Students," e-PNRR code 784263363, aims to provide an adequate university infrastructure through investments that ensure the creation of reading and leisure spaces that will improve the continuous development by having access to the latest publications. <a href="https://umfst.ro/universitate/departament-proiecte-europene/proiecte/pnrr/constructia-centrului-multicultural-biblioteca/">https://umfst.ro/universitate/departament-proiecte-europene/proiecte/pnrr/constructia-centrului-multicultural-biblioteca/</a></p>

**Status**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
	<p><a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-105_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-105_EN.pdf</a> Methodology for financing the grants for scientific research initiation and for scientific research grants within Junior Researcher Academy <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-106.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-106.pdf</a>). The university promotes innovation at a multidisciplinary level, aiming for continuous excellence in scientific achievement. Researchers are supported through institutional funding for publication (see Procedure regarding the method of granting 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 database <a href="https://umfst.ro/e-umfst/documente/proceduri-operationale/">https://umfst.ro/e-umfst/documente/proceduri-operationale/</a>), for mobility of teaching staff and researchers, UMFST-PO-CC-13, <a href="https://documente.umfst.ro/documente/proceduri-operationale/">https://documente.umfst.ro/documente/proceduri-operationale/</a>).</p>	

**40. Supervision**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>National Legislation National Law on Higher Education No. 199/2023 <a href="https://legislatie.just.ro/Public/DetaliuDocument/271898">https://legislatie.just.ro/Public/DetaliuDocument/271898</a> Institutional regulations: G.E. Palade UMPHST of Targu Mures Charter <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-01_EN.pdf</a> Internal Regulation <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-11.pdf</a> Internal Evaluation of Study Programs and University Curriculum Department <a href="https://umfst.ro/en/university/ceipscu/">https://umfst.ro/en/university/ceipscu/</a> IOSUD regulation for organizing and conducting doctoral studies at George Emil Palade University of Medicine, Pharmacy, Science and Technology of Targu Mures <a href="https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf">https://umfst.ro/fileadmin/documente_oficiale/regulamente/UMFST-REG-06_EN.pdf</a> Annual Report of the Rector on the State of the G.E. Palade UMPHST of Targu Mures for the year 2023 <a href="https://umfst.ro/fileadmin/documente_oficiale/2024/Raportul_anual_al_rectorului_privind_starea_UMFST_GEP_Tg%20Mures_2023_26.03.2024.pdf">https://umfst.ro/fileadmin/documente_oficiale/2024/Raportul_anual_al_rectorului_privind_starea_UMFST_GEP_Tg%20Mures_2023_26.03.2024.pdf</a> Guidance and supervision of students and PhD students is a key responsibility for all tenured staff at the university. For PhD students, supervision is governed by the University's doctoral regulations. An Individual Development Plan is created with the PhD coordinator/supervisor, and regular interactions between PhD students, PhD coordinators and the doctoral advisory committee ensure continuous support and oversee the student's progress throughout the PhD program. In addition to the PhD coordinator/supervisor, the guidance committee, consisting of three faculty members, assists in the student's training, provides support for research activities, and evaluates progress according to the Doctoral School Regulations. Postdoctoral researchers carry out advanced research within the Doctoral School under the supervision of a mentor. <a href="https://umfst.ro/info-studenti/studii/doctorat/cercetatori-postdoctorali/">https://umfst.ro/info-studenti/studii/doctorat/cercetatori-postdoctorali/</a> All members of project teams (researchers, postdoctoral researchers, PhD students, master students, technicians, etc) are supervised by the project leaders or managers (usually a senior or experienced researchers) with clear roles, rights, and obligations defined in the research contracts and job descriptions signed at the beginning of the project. Students who are members of the Junior Researcher Academy at the Involved or Dedicated level at G.E. Palade UMPHST of Targu Mures may benefit from funding to initiate scientific research projects or for scientific research grants under the supervision of a young or senior researcher or academic staff who is an employee of G.E. Palade UMPHST of Targu Mures. The university supervises career development by programs such as Erasmus+, CEEPUS, and others, for improving the academic and professional experience at universities and institutions abroad for academic staff. The university supervise through Language Certification Department organization of courses and examinations for obtaining certificates in general English, medical English, general French, general German, and Romanian (<a href="https://umfst.ro/en/university/language-certifications/">https://umfst.ro/en/university/language-certifications/</a>) G.E. Palade UMPHST of Targu Mures also offers psychopedagogical training programs to develop and certify competencies specific to the teaching profession. Department for Teacher Training of the university through The Medical-Pharmaceutical Psychopedagogical Training Center supervise training and professional development of teaching staff at G.E. Palade UMPHST of Targu Mures, as well as of external beneficiaries (interested teaching staff) by „New Teaching and Assessment Techniques in Medical-Pharmaceutical Disciplines” (<a href="https://umfst.ro/info-studenti/studii/preuniversitar/pregatire-psiho-pedagogic-dppd/centrul-de-pregatire-psihopedagogica-medico-farmaceutica2/">https://umfst.ro/info-studenti/studii/preuniversitar/pregatire-psiho-pedagogic-dppd/centrul-de-pregatire-psihopedagogica-medico-farmaceutica2/</a>). The Counseling and Career Guidance Center supervise professional development focused on developing essential skills for academic success and future careers. The Labour Market Relation Department supervise the organization of seminars/workshops on practical topics from the activity of companies/institutions/organizations, supported by employer's representatives, as well as other types of events that bring employers and students face to face; promote within the University our partners' offers for internships and employment; create and manage databases with the partner companies as well as referring to the collaboration areas. (<a href="https://umfst.ro/en/university/labour-market-relations/">https://umfst.ro/en/university/labour-market-relations/</a>). The Rector is responsible for overseeing the overall management of the university, while vice-rectors assist him in administrative duties. Deans are in charge of supervising the management of their faculties. The governance structure at the department, faculty, and doctoral school levels is designed to provide active supervision of faculty, research staff, and students. PhD coordinators and the Council of Doctoral Studies supervise PhD students, ensuring proper guidance and monitoring of doctoral students throughout their academic journey.</p>	New proposals Developing a Methodology for organizing and conducting postdoctoral research programs within G.E. Palade UMPHST of Targu Mures.