



MINISTERUL EDUCAȚIEI ȘI CERCETĂRII  
ROMÂNIA

UNIVERSITATEA DE MEDICINĂ,  
FARMACIE, ȘTIINȚE ȘI TEHNOLOGIE  
„GEORGE EMIL PALADE”  
DIN TÂRGU MUREȘ

Prorectorat Cercetare, Dezvoltare  
și Transfer Tehnologic



# Consulting the G.E. Palade UMPHST of Targu Mures community on implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers





## Introduction

The George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu Mureș, hereinafter referred to as G.E. Palade UMPHST of Targu Mures, is a public higher education institution, legally recognized as part of the national higher education system, which provides university-level training in medical, pharmaceutical, technological, and social sciences.

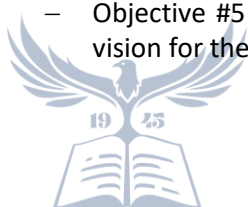
G.E. Palade UMPHST of Targu Mures is accredited according to the law as a university with a high degree of trust, has autonomy, in accordance with the provisions of the Romanian Constitution, Higher Education Law no. 199/2023, and the University Charter, and operates independently of any ideological, political, or religious interference. Under university autonomy, G.E. Palade UMPHST of Targu Mures has the right to self-govern, self-organize, and develop according to its own needs while complying with legal provisions.

University autonomy grants the academic community the right to determine its mission, institutional strategy, structure, activities, and organization, as well as manage its human and material resources in compliance with current legislation.

As specified in the document adopted by the institution, entitled The Strategic Multiyear Institutional Development Plan of the George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu Mureș for the 2024–2029 period - RESTART - IQ, the mission assumed by G.E. Palade UMPHST of Targu Mures, in accordance with Higher Education Law no. 199/2023 and the University Charter, is to become a European university of advanced research and education, with a strong entrepreneurial component, which will strengthen its national and global position while improving its performance in education, research, innovation, and societal engagement. The university's vision is to create an environment of educational excellence where students are encouraged to maximize their potential, enhance their knowledge, and acquire essential skills and values. The university's mission is to train leaders and trailblazers, fostering creative thinking and actively contributing to community and societal development.

The development of the institutional strategy and execution across domains involves several specific objectives:

- Objective #1 - **UMFST - an international university - Smart Internationalization**- Establishing the university as the most significant regional development factor, based on national recognition, international expansion, and academic relevance.
- Objective #2 - **UMFST - an entrepreneurial university - Smart Governance** - Strengthening an entrepreneurial culture and modern leadership, multi-level governance, and high-performing academic management founded on fairness, transparency, responsibility, and market-oriented risk management.
- Objective #3 - **UMFST - quality education - Smart Quality** - Enhancing quality in teaching, learning, assessment, curriculum, and pedagogy.
- Objective #4- **UMFST - from ideas to impact in research - Smart Research** - Advancing relevant research and innovation with societal impact.
- Objective #5 - **UMFST - construction and development - Smart Campus** - Developing a strategic vision for the university's infrastructure.





- Objective #6 - **UMFST - a university for everyone - Smart People** - Focusing on human resources, diversity, equity, and inclusion.
- Objective #7 - **UMFST - a safe and financially stable university - Smart Finance** - Exploring strategic financing opportunities.
- Objective #8 - **UMFST - a smart university - Smart University** - Emphasizing digitalization, artificial intelligence, and cybersecurity.
- Objective #9 - **UMFST - comprehensive sustainable development - Smart Sustainability** - Fostering responsibility for the future world.
- Objective #10 - **UMFST - a community-oriented university - Smart Influence** - Achieving regional representation, national recognition, and European/international expansion.

G.E. Palade UMPHST of Targu Mures has a University Charter structured into 21 chapters and 214 articles, coherently regulating all organizational, academic, educational, research, social, ethical, administrative, managerial aspects while promoting a culture of quality in higher education and the principles of the European Higher Education Area. The Charter aligns with national legislation, is approved by the University Senate, and endorsed by the Ministry of Education. Its provisions are known to the academic community, being published on the university's website.

G.E. Palade UMPHST of Targu Mures has a Strategic Multiyear Institutional Development Plan for the 2024–2029 period, approved by the University Senate on April 12, 2024, and known by the entire academic community. The strategic plan for 2024–2029 harmoniously continues the previous plan and includes strategic directions and objectives from the rector's managerial program. Annual operational plans are developed based on the strategic plan.

G.E. Palade UMPHST of Targu Mures has a quality assurance policy, approved by the University Senate and published on its website. The quality assurance policy is part of strategic management.

Regarding strategies and sustainable career development systems for researchers, the European Commission stipulates that Member States must obligatorily consider and be guided by the general principles and conditions referred to in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. Additionally, Member States are obligated to take the necessary steps to transpose these general principles and conditions into their national legislation, sectoral/institutional standards, and/or guidelines (charters and/or codes for researchers). In this regard, they must take into account the great diversity of laws, regulations, and practices that, in various states and in various sectors, establish the path, organization, and working conditions for a career in Research and Development.

In this regard, G.E. Palade UMPHST of Targu Mures has approved adherence to the established principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers by signing the Commitment Letter and initiating the procedure to obtain the HR Excellence in Research distinction. As part of this procedure, a survey was developed to consult the G.E. Palade UMPHST of Targu Mures community on implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.





### Purpose and objectives of the research

The purpose of the research was to investigate the opinions of teaching and research staff regarding G.E. Palade UMPHST of Targu Mures is current policies on addressing academic careers. The questionnaire's development was based on the principles mentioned and promoted by the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers as recommendations for a strategic approach to research careers.

Specific questions were developed for each dimension targeting the 40 principles integrated into the Charter and the Code.

The following specific objectives were formulated:

**O1:** Identifying respondents' opinions on **the recruitment and selection process** conducted at the university level.

**O2:** Evaluating the academic staff's perceptions regarding the **working conditions** offered at G.E. Palade UMPHST of Targu Mures.

**O3:** Identifying opinions on the current perspective of **training and professional development** offered by our university to researchers and teaching staff, regardless of their career stage.

**O4:** Identifying respondents' perspectives on policies concerning **compliance ethical principles** in teaching and research activities.

For the realization of this study, the reference population considered was represented by academic and research staff, as well as technical administrative staff involved in research activities and projects carried out their work at G.E. Palade UMPHST of Targu Mures.

Regarding the sample selection, our methodological approach aimed to maximize the number of potential responses, correlated with the method of data collection. We opted for a sample selected based on availability criteria. The unit of selection was the employee.

Method of disseminating the questionnaire: an official email from the Prorectorate for Research, Development, and Technology Transfer was sent, including a link to the OfficeForms platform. The questionnaire was completed anonymously in electronic format via the OfficeForms platform. Data collection took place between October 1 – November 30, 2024.

The total volume of the resulting sample is 241 respondents (N = 241) out of a total of 624 employees consulted.





## Survey results

### I. Socio-demographic data

#### I.1. Distribution by position held

The investigated sample primarily reflects the opinions of university lecturers (29.7%), assistants (20.1%), associate professors (19.7%), and researchers and university professors, with other categories being less represented (Figure 1).

#### I.1. Vă rugăm să precizați care este statutul deținut de către Dvs.?

*Dacă două dintre variantele de răspuns de mai jos descriu statutul Dvs. actual (de exemplu, doctorand și asistent universitar), vă rugăm să alegeți doar una dintre ele.*

239 responses

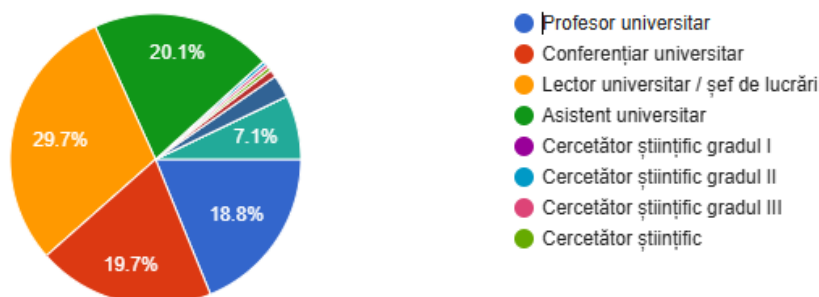


Figure 1. Distribution by position held

#### I.2. Distribution by the nature of the position held

We also point out that 14.8% of respondents participating in the study hold management positions at the university level, while the majority (85.2%) are in executive positions, as illustrated in Figure 2.





I.2. Vă rugăm să indicați funcția ocupată:

237 responses

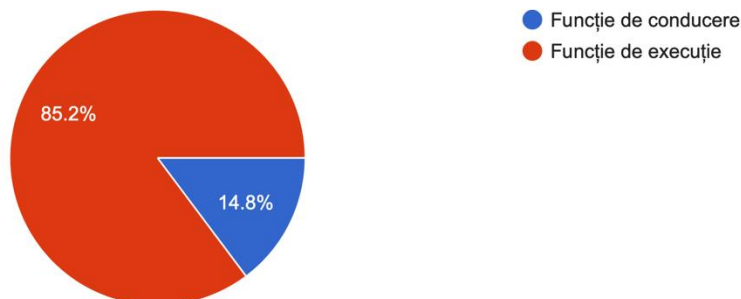


Figure 2. Distribution by the nature of the position held

I.3. Gender distribution of the sample

Regarding gender distribution, the data in Figure 3 show a higher proportion of responses from women (63.6%) compared to men (36.4%), number that is close to the existing structure at our university level (approximately 58.35% women).

I.3. Vă rugăm să bifați categoria în care vă încadrați:

239 responses

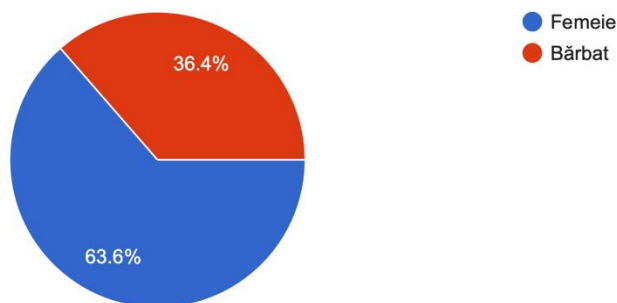


Figure 3. Gender distribution of the sample





#### I.4. Distribution by age group

A distribution that reflects institutional proportions is also evident in the variable of age (Figure 4). The most represented segment in the sample is individuals aged 41-50 (34.2%), followed by respondents aged 31-40 (25.4%). These age groups are significantly correlated with optimal professional performance and motivation to enhance competencies to successfully integrate into a dynamic organizational environment.

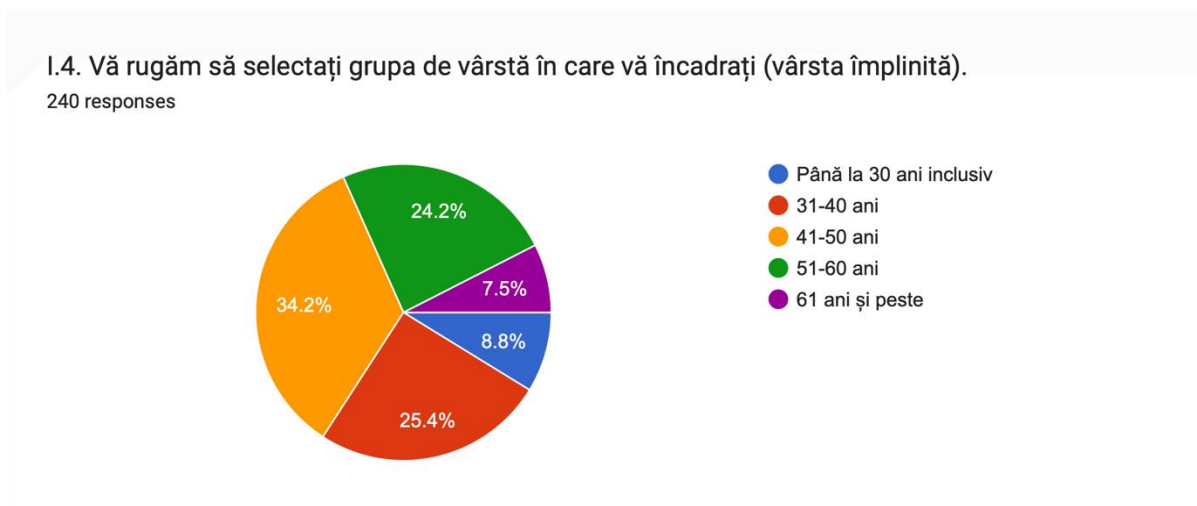


Figure 4. Distribution by age group

#### I.5. Distribution in relation to work seniority

Regarding work seniority, it is observed that more than half of the surveyed staff are in the range of 1 to 5 years (66 people), followed by individuals with a seniority of 6 to 10 years: 41 people.

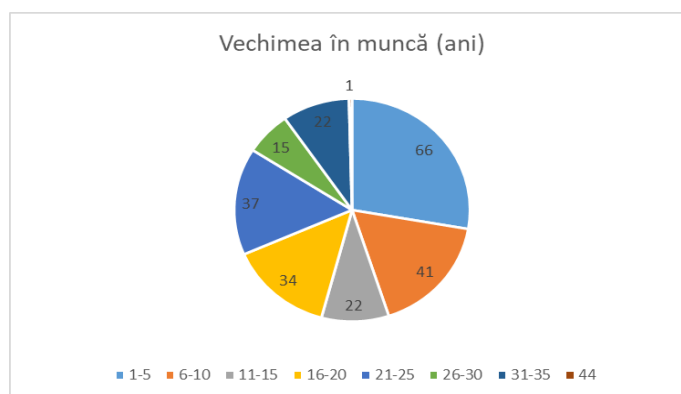


Figure 5. Distribution in relation to work seniority





### I.6. Distribution in relation to the structure to which the staff belongs

In terms of the structure to which the staff who completed this questionnaire belongs, a percentage of 26.8% belongs to the Faculty of Medicine, followed by the Faculty of Medicine in English: 13% and the Faculty of Dental Medicine: 13.4%.

Likewise, we also have a good representation of staff from the field of Science and Technology: 12.6% belonging to the Faculty of Economics and Law and 10.9% coming from the Faculty of Engineering and Information Technology.

I.6. Vă rugăm să selectați structura pentru activitatea didactică și de cercetare în care vă desfășurați activitatea Dvs.?

239 responses

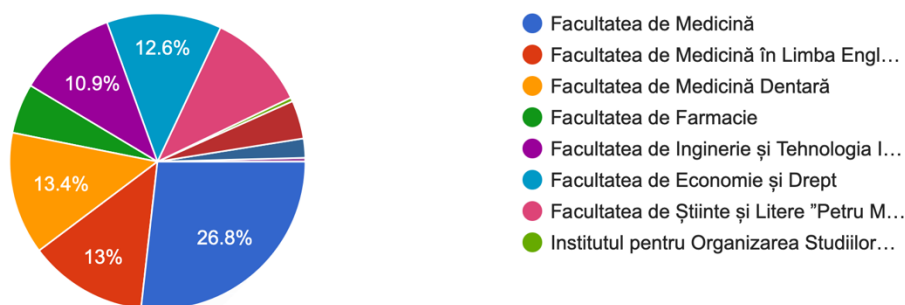


Figure 6. Staff affiliation in which research and teaching activities are framed



## II. Recruitment and selection process

One of the four sets of principles referenced by the Charter and Code concerns the recruitment and selection process for researchers. Given that, under current national legislation, university norms include teaching and research activities, this section refers to the recruitment and selection of teaching and research staff, as well as auxiliary administrative personnel.

### II.1. Recruitment and selection procedures and methodologies

Regarding the following statements:

- Recruitment and selection procedures are public and address all interested individuals meeting the criteria outlined in the legislation, from the figure below it is observed that most respondents fully agree with this statement.
- Recruitment and selection procedures are transparent, there is also a majority of those who completely agree or agree with this statement;

Regarding the statements:

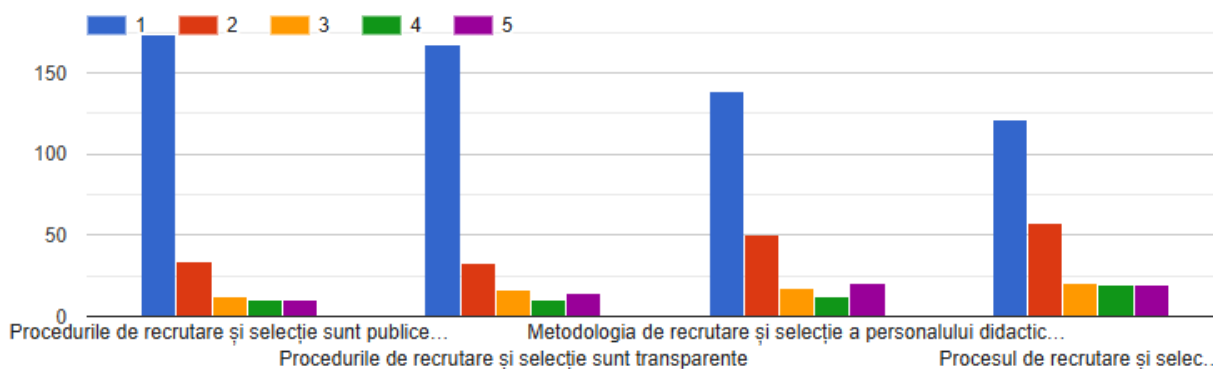
- The recruitment and selection methodology for teaching and research staff is appropriate to the position level (in terms of access conditions, selection criteria, etc.) and
- The recruitment and selection process at G.E. Palade UMPHST of Targu Mures is efficient.

It is observed that the answers fall within the first two categories: fully agree or agree with the statement, but not entirely.

Thus, it can be concluded that the openness and transparency of the recruitment and selection process were positively appreciated by most respondents, and the manner in which teaching and research staff are recruited and selected is appropriate to the position level (in terms of access conditions, selection criteria, etc.), according to most respondents.

#### II.1. Vă rugăm să apreciați în ce măsură sunteți de acord cu afirmațiile de mai jos.

*Puteți acorda o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.*



**Figure 7. Opinions regarding the recruitment and selection process at G.E. Palade UMPHST of Targu Mures**





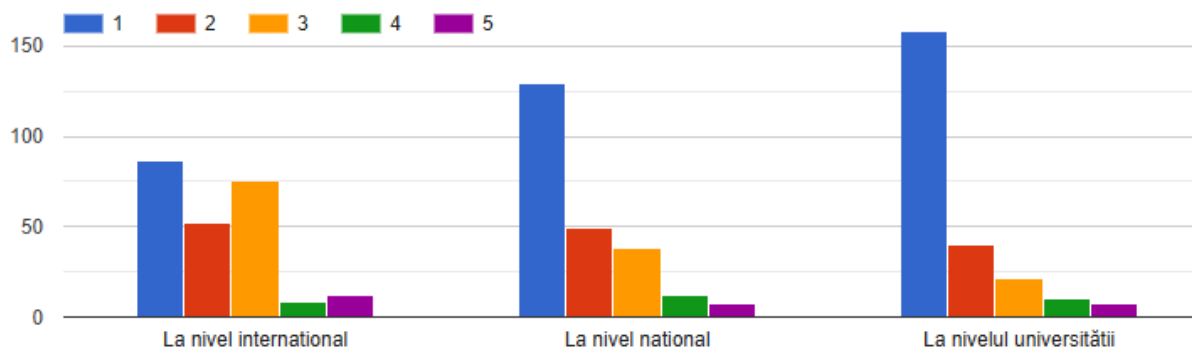
## II.2. Dissemination of vacant positions

The dissemination of vacant positions is another aspect analyzed in this survey. Figure 8 indicates very good communication at the university and national levels. Concerning the international dissemination of available positions, results suggest the need to improve the international promotion of available positions: nearly half of the responses rate the international communication of teaching and research positions as "adequate," while the other half express neutrality or disagreement with the statement.

### II.2. În ce măsură sunteți de acord cu afirmația de mai jos?

**Anunțurile privind posturile didactice și de cercetare vacante sunt diseminate adecvat.**

*Puteți acorda o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.*



**Figure 8. Announcements regarding vacant teaching and research positions are adequately disseminated**

### II.3. Announcements regarding vacant teaching and research positions are published both in Romanian and in English.

Very important in the recruitment and selection process of personnel is the degree of understanding of how the recruitment process unfolds and the necessary documents for recruitment. Approximately 70% of respondents state that the selection procedures are clear and easy to understand for candidates. A well-structured and easy-to-understand selection process promotes a more inclusive organizational culture and helps attract a larger number of candidates. This not only facilitates the preparation of the application but also contributes to attracting the best professionals to the organization.

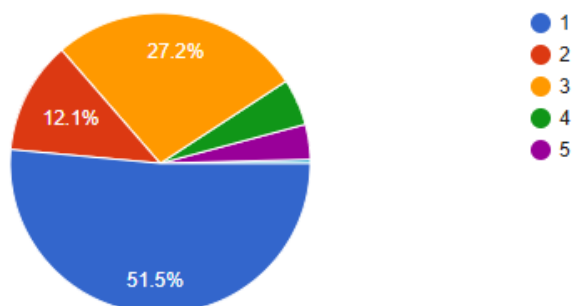


### II.3. În ce măsură sunteți de acord cu afirmația de mai jos?

**Anunțurile privind posturile didactice și de cercetare vacante sunt publicate atât în limba română, cât și în limba engleză.**

Puteți acorda o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.

239 responses



**Figure 9. Announcements regarding vacant teaching and research positions are published both in Romanian and in English**

### II.4. Selection procedures are clearly described for candidates

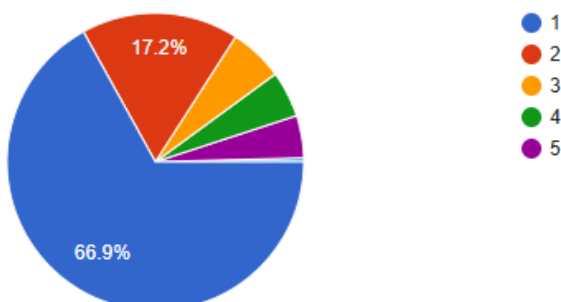
Regarding this aspect, a percentage of 84.1% of respondents believe that the selection procedures are clearly described for candidates.

### II.4. În ce măsură sunteți de acord cu afirmația de mai jos?

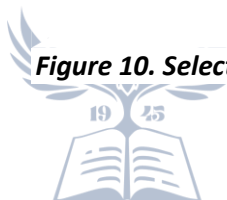
**Procedurile de selecție sunt clar descrise pentru candidați.**

Puteți acorda o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.

239 responses



**Figure 10. Selection procedures are clearly described for candidates**





## II.5 The selection announcements contain complete and detailed information regarding the position: selection criteria, timetable for competitions, number of available posts, etc.

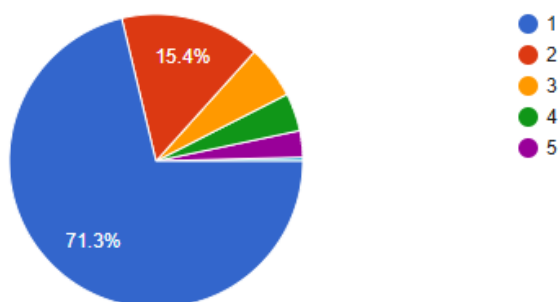
Job advertisements are essential in the recruitment process, having the role of attracting qualified and suitable candidates for the available positions. The fact that 71.3% of respondents confirm that selection advertisements contain relevant, complete and detailed information is a positive indicator of a transparent and well-structured recruitment process - see Figure 11.

### II.5. În ce măsură sunteți de acord cu afirmația de mai jos?

**Anunțurile de selecție conțin informații complete și detaliate cu privire la post: criteriile de selecție, calendarul de desfășurare a concursurilor, numărul de posturi disponibile etc.**

*Puteți acorda o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.*

240 responses



**Figure 11. Selection announcements contain complete and detailed information regarding the position**

## II.6. Throughout the recruitment process, the administrative staff of G.E. Palade UMPHST of Targu Mures responsible for implementing these procedures provide adequate support

The majority of respondents (62.2% and 18.7%) appreciate the contribution and role of the administrative staff of G.E. Palade UMPHST of Targu Mures in the recruitment process, according to the data presented in the figure below. These indicators underline the fact that the recruitment and selection procedure is carried out in accordance with the principles of the right to free competition, equity, equal opportunities, non-discrimination, transparency, and equal treatment. As well, these indicators suggest that the recruitment and selection procedure is well organized and is conducted in accordance with the fundamental principles that guarantee a transparent and fair process.



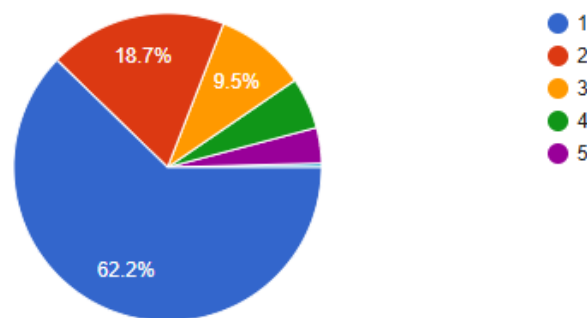


## II.6. În ce măsură sunteți de acord cu afirmația de mai jos?

**Pe parcursul procesului de recrutare, personalul administrativ al UMFST G.E. PALADE Târgu Mureș responsabil cu implementarea acestor proceduri, oferă sprijin în mod adecvat.**

Puteți acorda o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.

241 responses



**Figure 12. Throughout the recruitment process, the administrative staff of G.E. Palade UMPHST of Targu Mures responsible for implementing these procedures provides appropriate support**

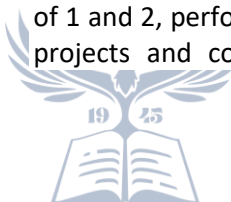
## II.7. Criteria regarding performance evaluation in the recruitment and selection process

The criteria used in the candidate selection process play an essential role in identifying the most suitable professionals for an organization, having a significant impact on institutional performance. Establishing clear and well-founded standards for evaluating candidates not only ensures the recruitment of the most qualified staff but also contributes to increasing the efficiency and overall performance of the institution. In this sense, the selection process should not be seen merely as an administrative formality but as a strategic opportunity to build a strong team capable of responding to organizational challenges.

The questionnaire requested the opinion of university staff, assigning a score that reflects the extent to which performance evaluation in the recruitment and selection process includes the following aspects:

- the quality of scientific publications;
- the number of scientific publications;
- performance in research;
- the ability to manage research projects and coordinate research teams;
- visibility and national and international recognition;
- performance in teaching activities.

The results obtained indicate a dominance of positive assessments regarding these aspects: the quality of scientific publications: 193 responses of 1 and 2, the number of scientific publications: 211 responses of 1 and 2, performance in research activities: 190 responses of 1 and 2, the ability to manage research projects and coordinate research teams: 185 responses of 1 and 2, visibility and national and



international recognition: 184 responses of 1 and 2, performance in teaching activities: 165 responses of 1 and 2.

II.7. Vă rugăm să evaluați în ce măsură evaluarea performanțelor în cadrul procesului de recrutare și selecție include următoarele aspecte: Puteți acorda o notă de la 1 la 5, unde 1 – Sunt întru totul de...rd, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.

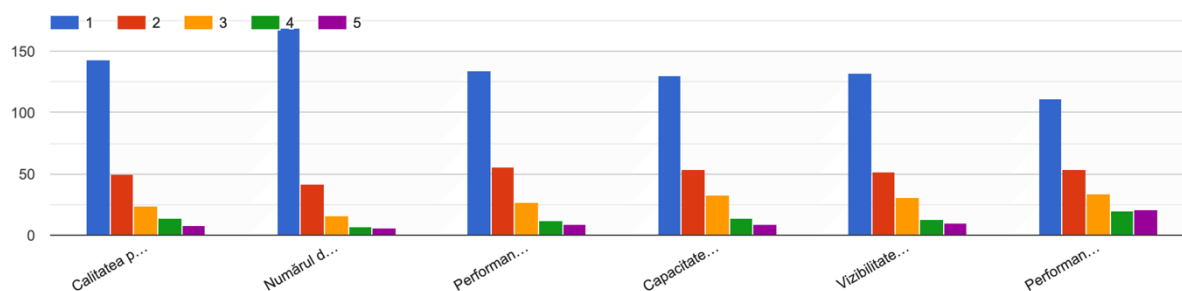


Figure 13. Criteria regarding performance evaluation in the recruitment and selection process

### II.8. The selection committee evaluates, in addition to scientific production, and the overall experience of the candidates

Regarding the criteria below:

- Recognized expertise in the field/medical performance in the specialty;
- Involvement in training specialists in the field in which they are applying;
- Involvement in the development of the specialty and administrative performance;
- International mobility stages;
- Autonomy regarding the research activity carried out;
- The ability to work in a team.

The results of the respondents' questionnaire show that the majority were in total agreement with the above statements.

II.8. În ce măsură sunteți de acord cu afirmația de mai jos? Comisia de selecție evaluează, complementar producției științifice, și experiența generală a candidaților, luând în considerare: Puteți acorda ...rd, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.

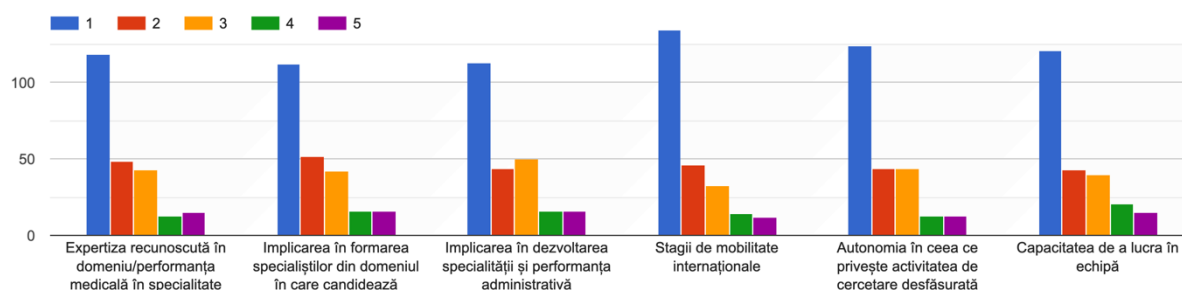
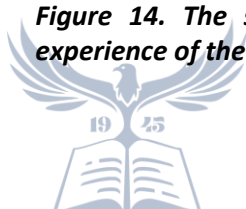


Figure 14. The selection committee evaluates, in addition to scientific production, the overall experience of the candidates





## II.9. Eligibility criteria allow registration of as many candidates as possible

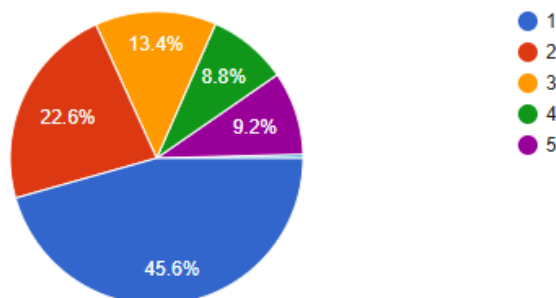
An indicator of measuring candidates' access is represented by the eligibility criteria, which contribute to creating a competitive framework aimed at attracting as many elite candidates as possible, prohibiting discrimination against participants based on nationality or other discriminatory criteria. Approximately 70% of respondents believed that the eligibility criteria allow the registration of as many candidates as possible.

### II.9. În ce măsură sunteți de acord cu afirmația de mai jos?

**Criteriile de eligibilitate permit înscrierea a cât mai multor candidați.**

*Puteți acorda o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.*

239 responses



**Figure 15. Eligibility criteria allow registration of as many candidates as possible**

## II.10. Regarding the criteria used for establishing selection and evaluation committees

The criteria followed were:

- Committee members are selected based on clear criteria
- The committee also includes people from outside the university;
- The committee members have the necessary skills to carry out the evaluation of the candidates;
- The committee includes both women and men.

The purpose of these criteria is to ensure that the selection and evaluation process is carried out in a fair, professional and ethical manner, in order to achieve the best results and protect the interests of all parties involved.

As shown in Figure 16, for all 4 criteria regarding the establishment of selection and evaluation committees, the majority of respondents agree with the criteria pursued.





## II.10. În ce măsură sunteți de acord cu afirmația de mai jos privitoare la comisia de selecție și evaluare?

Puteți acorda o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.

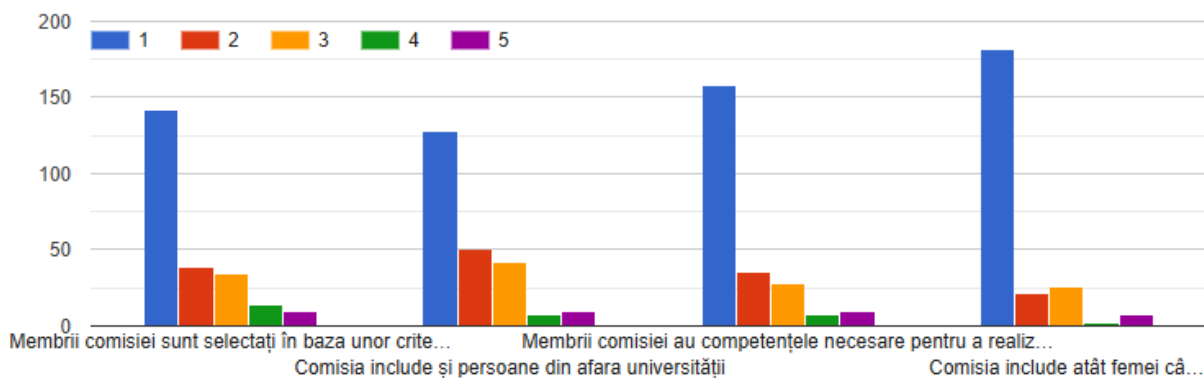


Figure 16. Regarding the criteria used for establishing selection and evaluation committees



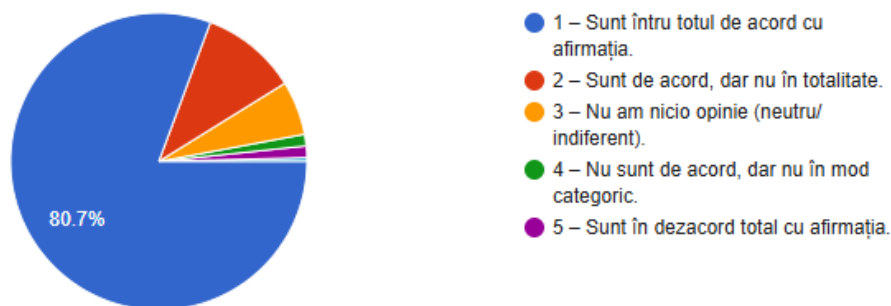


### III. Working Conditions

**III.1.** Researchers, teaching staff and technical and administrative staff carrying out research activities in G.E. Palade UMPHST of Targu Mures are aware of and benefit from social rights (e.g. sick leave, maternity/paternity leave), in accordance with the legislative provisions in force. Figure 17 shows that the vast majority of respondents (80.7%) completely agree with this statement.

**III.1. Cercetătorii, cadrele didactice și personalul tehnic și administrativ care desfășoară activități de cercetare în UMFST G.E. PALADE Târgu Mureș cunosc și beneficiază de drepturile sociale (de ex., concediu de boală, concediu de maternitate/paternitate), în acord cu prevederile legislative în vigoare.**

238 responses



**Figure 17.** Researchers, teaching staff and technical and administrative staff carrying out research activities in G.E. Palade UMPHST of Targu Mures are aware of and benefit from social rights (e.g. sick leave, maternity/paternity leave), in accordance with the legislative provisions in force.

**III.2. The administrative staff of G.E. Palade UMPHST of Targu Mures provides complete information regarding the social rights of employed personnel whenever needed.**

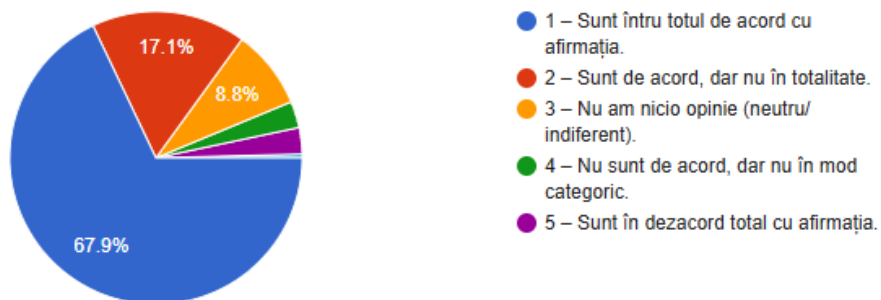
A high percentage of respondents fully agree with this statement (67.9%) in relation to the respect for social rights, a fundamental principle in any democratic society and civilized, and attests that respondents know their fundamental rights of social security and benefit from them.





### III.2. Personalul administrativ al UMFST G.E. PALADE Târgu Mureș oferă informații complete cu privire la drepturile sociale ale personalului angajat ori de câte ori este nevoie.

240 responses



**Figure 18. The administrative staff of G.E. Palade UMPHST of Targu Mures provides complete information regarding the social rights of the employed staff whenever needed.**



#### IV. Training and professional development

##### IV.1. The evaluation of the teaching, research, and technical-administrative staff involved in research activities/projects is carried out periodically at the level of G.E. Palade UMPHST of Targu Mures.

Professional training and development includes not only training but also activities that help improve professional performance. The fact that the evaluation of the teaching, research, and technical-administrative staff involved in research activities/projects is carried out periodically at the level of G.E. Palade UMPHST of Targu Mures is recognized by 80.8% of those surveyed.

##### IV.1. Evaluarea activității didactice, de cercetare și a personalului tehnico-administrativ implicat în activități/proiecte de cercetare, se realizează periodic la nivelul UMFST G.E. PALADE Târgu Mureș.

240 responses

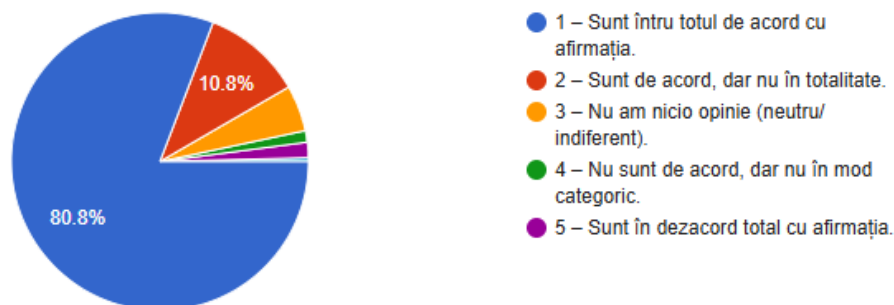


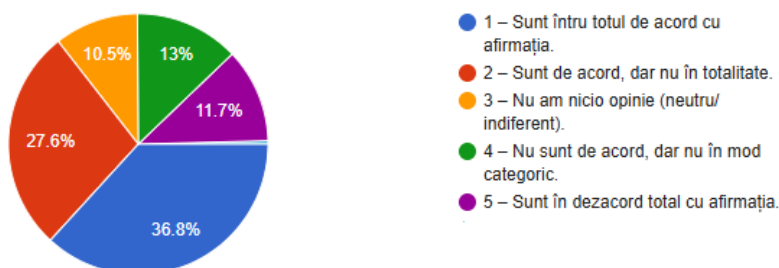
Figure 19. The evaluation of the teaching, research, and technical-administrative staff involved in research activities/projects is carried out periodically at the level of G.E. Palade UMPHST of Targu Mures.

##### IV.2. For the staff engaged in teaching activities, the teaching norm, especially in the case of individuals at the beginning of their careers, allows the research activity to be carried out in optimal conditions.

A total of 64.4% of respondents agree that the teaching norm, especially in the case of individuals at the beginning of their careers, allows for the optimal conduct of research activities (Figure 20).

##### IV.2. Pentru personalul care desfășoară activitate didactică, norma didactică, mai ales în cazul persoanelor aflate la început de carieră, permite desfășurarea în condiții optime a activității de cercetare.

239 responses





**Figure 20. For the staff engaged in teaching activities, the teaching norm, especially in the case of individuals at the beginning of their careers, allows for the optimal conduct of research activities**

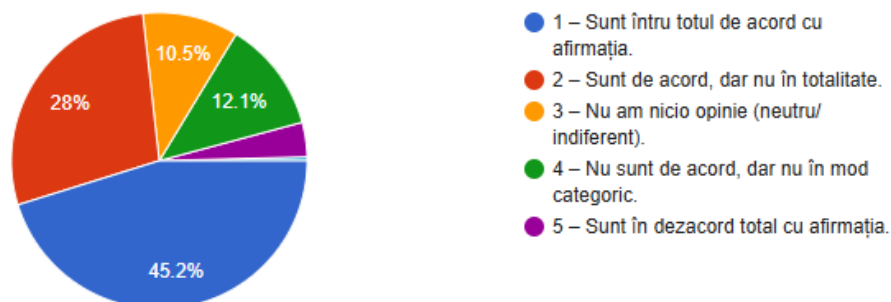
#### IV.3. The university provides adequate professional training for conducting teaching and research activities.

The university plays an essential role in providing adequate professional training for conducting teaching and research activities. This is achieved through a series of activities and structures that support both theoretical preparation and the development of practical skills of students and teaching staff.

45.2% of respondents fully agree and 28% agree, but not entirely, with the statement that the University offers staff opportunities for training and continuing education adequate for teaching and research activities (Figure 21), thus highlighting that there is room for improvements.

#### IV.3. Universitatea oferă formare profesională adecvată pentru desfășurarea activității didactice și de cercetare.

239 responses



**Figure 21. The university provides adequate professional training for conducting teaching and research activities**

#### IV.4. The University promotes and actively supports mobility internships carried out at institutions abroad

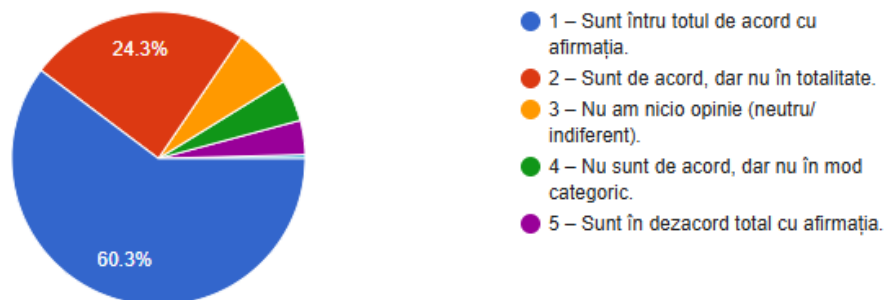
The University promotes and actively supports mobility strategies carried out at institutions abroad through a series of initiatives aimed at enriching the academic and professional experience. These strategies are fundamental in developing an internationalized educational environment, which allows participants to gain new perspectives, improve their skills, and engage in valuable cultural exchanges.

As shown in Figure 22, 60.3% of the respondents fully agree with this statement, while 24.3% agree but not entirely, which means that the university actively supports this type of activity.



#### IV.4. Universitatea promovează și susține activ stagiile de mobilitate desfășurate la instituții din străinătate.

239 responses



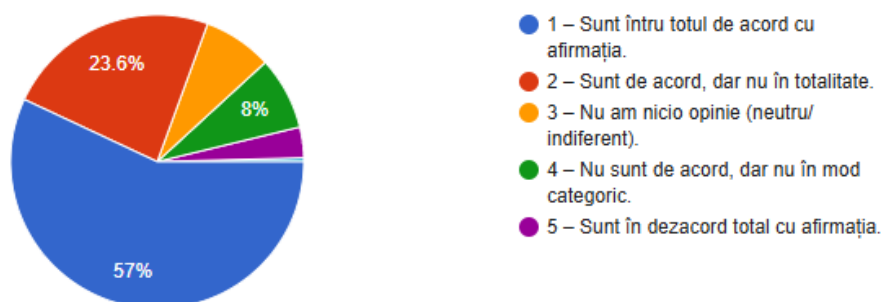
**Figure 22.** University promotes and actively supports mobility internships carried out at institutions abroad

#### IV.5. The University applies clear methodologies and procedures regarding advancement in the teaching and research career, as well as in the technical-administrative career involved in research activities/projects.

The University applies clear procedures regarding advancement in the teaching and research career by implementing a transparent and well-defined system that aims to recognize the academic and scientific performance of teaching staff and researchers. Over half of the respondents (57%) confirm this fact, while 23.6% partially agree with this statement.

#### IV.5. Universitatea aplică metodologii și proceduri clare privind avansarea în cariera didactică și de cercetare, precum și în cea tehnico-administrativă implicată în activități/proiecte de cercetare.

237 responses



**Figure 23.** University applies clear methodologies and procedures regarding advancement in the teaching and research career, as well as in the technical-administrative career involved in research activities/projects.

#### IV.6. G.E. Palade UMPHST of Targu Mures ensures professional training methods for teaching staff, researchers, and technical-administrative personnel involved in research activities/projects, where they can form and develop professional skills by participating in workshops, conferences, courses, or e-learning activities.





The provision of professional training methods for teaching staff, researchers, and technical-administrative personnel involved in activities or research projects, through their participation in workshops, conferences, courses, or e-learning activities, aimed at developing and improving professional skills is recognized by the majority of those interviewed (81.6%).

**IV.6. UMFST G.E. PALADE Târgu Mureș asigură modalități de formare profesională a cadrelor didactice, cercetătorilor și personalului tehnico-administrativ implicat în activități/proiecte de cercetare, în cadrul cărora aceștia își pot forma și dezvolta competențe profesionale prin participarea la workshopuri, conferințe, cursuri sau activități de tip e-learning.**

239 responses

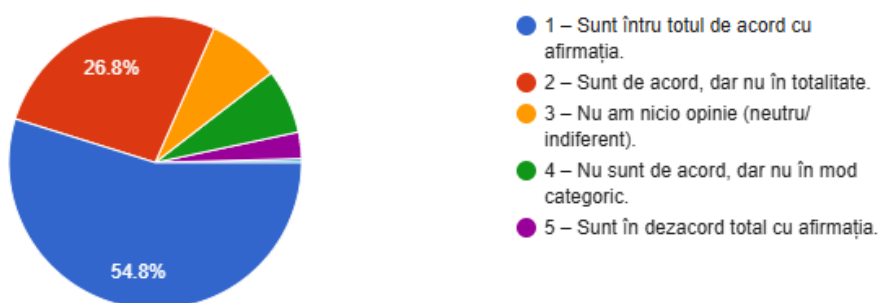


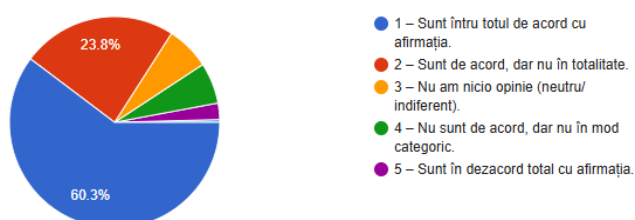
Figure 24. G.E. Palade UMPHST of Targu Mures ensures professional training methods for teaching staff, researchers, and technical-administrative personnel

**IV.7. Teaching staff, researchers, and technical-administrative personnel involved in research activities/projects at G.E. Palade UMPHST of Targu Mures are adequately informed about funding opportunities**

60.3% of the teaching staff, researchers, and technical-administrative personnel involved in research activities/projects at G.E. Palade UMPHST of Targu Mures believe that they are adequately informed about funding opportunities.

**IV.7. Cadrele didactice, cercetătorii și personalul tehnico-administrativ implicat în activități/ proiecte de cercetare în cadrul UMFST G.E. PALADE Târgu Mureș sunt informate în mod adecvat cu privire la oportunitățile de finanțare.**

239 responses

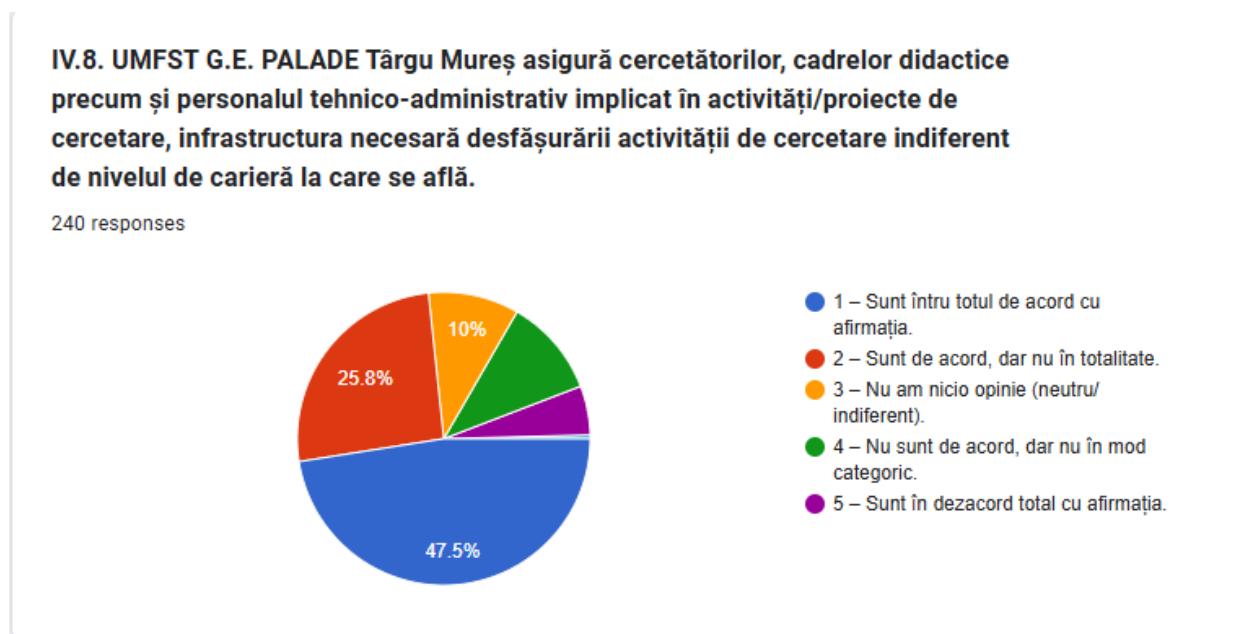




**Figure 25. Teaching staff, researchers, and technical-administrative personnel are adequately informed about funding opportunities**

**IV.8. G.E. Palade UMPHST of Targu Mures provides researchers, teaching staff, and technical-administrative personnel involved in research activities/projects with the necessary infrastructure for conducting research activities, regardless of the career level they are at.**

73.3% of respondents believe that the university provides researchers and teaching staff with the necessary infrastructure for conducting research activities, regardless of their career stage. Among them, 47.5% fully agree that G.E. Palade UMPHST of Targu Mures provides researchers and teaching staff with the necessary infrastructure for conducting research activities, regardless of their career stage, while 25.8% partially agree with this information.



**Figure 26. G.E. Palade UMPHST of Targu Mures provides researchers, teaching staff, and technical-administrative personnel with the necessary infrastructure % (N=241)**





## V. The ethical dimension of teaching and research activities

### V.1. G.E. Palade UMPHST of Targu Mures is firmly committed to activities aimed at combating discrimination of any kind

The confirmation of G.E. Palade UMPHST of Targu Mures policies that support gender equality and equal opportunities is noteworthy, with the percentage of those who fully agree being 70.0%.

Gender equality and equal opportunities are fundamental principles that support the rights and equal opportunities for all individuals.

**V.1. UMFST G.E. Palade Târgu Mureș este angajată ferm în activități menite să combată discriminarea de orice tip.** (Vă rugăm să acordați o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.)

240 responses

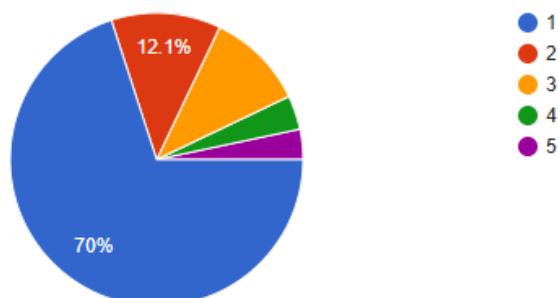


Figure 27. Combating discrimination at G.E. Palade UMPHST of Targu Mures

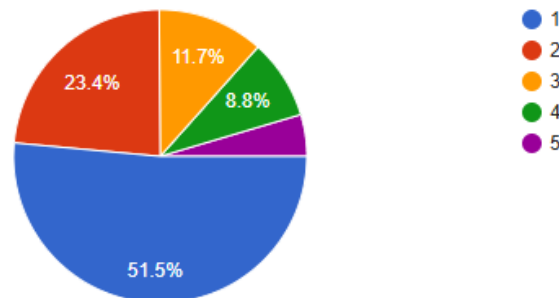
### V.2. Autonomy in professional activity is encouraged and supported at all career levels within G.E. Palade UMPHST of Targu Mures.

Autonomy in professional activity represents an important principle within G.E. Palade UMPHST of Targu Mures, being supported and stimulated for all members of the academic community (74.9% of respondents agree with this statement). The institution promotes an environment that fosters the development of professional competencies by providing a flexible framework for learning and research, supported by resources and opportunities to encourage innovation and personal development.



**V.2. Autonomia în activitatea profesională este încurajată și susținută la toate nivelurile de carieră în cadrul UMFST G.E. Palade Târgu Mureș.** (Vă rugăm să acordați o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.)

239 responses



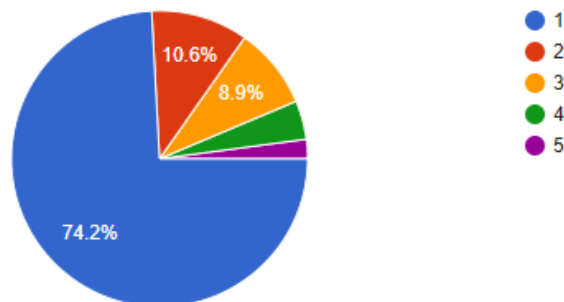
**Figure 28. Autonomy in professional activity is encouraged and supported at all career levels**

**V.3. Gender equality and equal opportunities are actively supported at G.E. Palade UMPHST of Targu Mures**

G.E. Palade UMPHST of Targu Mures is firmly committed to activities aimed at combating discrimination of any kind. We note the confirmation of G.E. Palade UMPHST of Targu Mures policies that support gender equality and equal opportunities, with 74.2% fully agreeing with this statement.

**V.3. Egalitatea de gen și egalitatea de șanse sunt activ susținute la nivelul UMFST G.E. Palade Târgu Mureș.** (Vă rugăm să acordați o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.)

236 responses



**Figure 29. Supporting gender equality and equal opportunities at G.E. Palade UMPHST of Targu Mures**



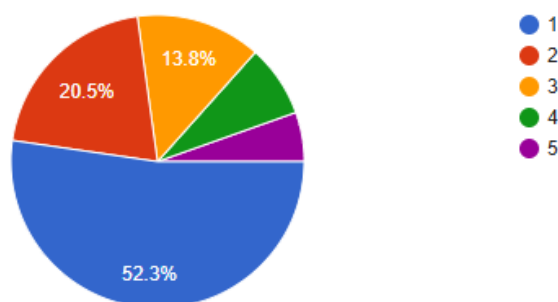


**V.4. G.E. Palade UMPHST of Targu Mures offers teaching and research staff, technical-administrative staff involved in research activities/projects an attractive working environment, adequate equipment, and opportunities for collaboration within international networks.**

72.8% of the university staff who responded to the questionnaire agreed with this statement. Thus, more than half of the respondents, 52.3%, fully agree that G.E. Palade UMPHST of Targu Mures provides teaching and research staff, as well as technical-administrative staff involved in research activities/projects, a stimulating working environment, modern equipment, and opportunities for collaboration within international networks, while 20.5% partially agree with this statement, which means that the vast majority of respondents benefit from the infrastructure provided for the purpose of conducting research activities.

**V.4. UMFST G.E. Palade Târgu Mureș oferă personalului didactic și de cercetare, personalului tehnico-administrativ implicat în activități/proiecte de cercetare un mediu de lucru atractiv, echipamente adecvate și oportunități de colaborare în cadrul unor rețele internaționale. (Vă rugăm să acordați o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.)**

239 responses



**Figure 30. Infrastructure provided for the purpose of conducting research activity**

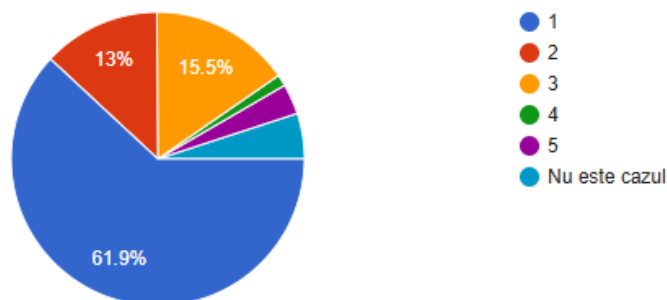
**V.5. Scientific Research Ethics Committee efficiently resolves the requests of teaching and research staff**

Over half of those surveyed, 61.9%, believe that the ethics committee within G.E. Palade UMPHST of Targu Mures effectively resolves the requests of teaching and research staff, while 15.5% are undecided.



**V.5. Comisia de etică a cercetării științifice rezolvă în mod eficient solicitările personalului didactic și de cercetare.** (Vă rugăm să acordați o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.)

239 responses



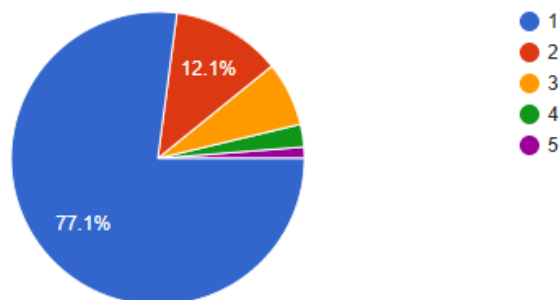
**Figure 31. Scientific Research Ethics Committee efficiently resolves the requests of teaching and research staff**

**V.6. At the level of G.E. Palade UMPHST of Targu Mures there are policies and procedures regarding good research practice, including aspects related to ethics and academic integrity**

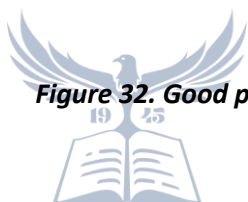
The vast majority of study participants, 77.1%, fully agree with the statement that G.E. Palade UMPHST of Targu Mures provides university staff with clear policies and procedures regarding good research practices (including aspects concerning research ethics and academic integrity).

**V.6. La nivelul UMFST G.E. Palade Târgu Mureș există politici și proceduri referitoare la buna practică în cercetare, incluzând aspectele legate de etică și integritatea academică.** (Vă rugăm să acordați o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.)

240 responses



**Figure 32. Good practices in research within G.E. Palade UMPHST of Targu Mures**



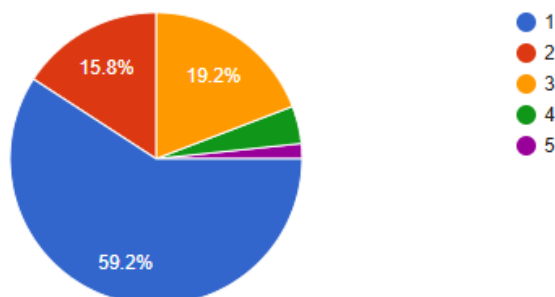


**V.7. At the level of G.E. Palade UMPHST of Targu Mures the Scientific Research and Technological Development Unit supports collaboration between academia, industry and the introduction on the market of new technologies resulting from research and development activity**

Within G.E. Palade UMPHST of Targu Mures, the Scientific Research and Technological Development Unit supports collaboration between the academic environment, industry, and the market introduction of new technologies resulting from research and development activities. According to the image below, 59.2% of interviewees support this active collaboration, while 15.8% partially agree, which means that the vast majority of respondents (75%) agree with the statement that the Scientific Research and Technological Development Unit supports collaboration between academic environment, industry, and the introduction of new technologies to the market.

**V.7. La nivelul UMFST G.E. Palade Târgu Mureș, Unitatea de Cercetare Științifică și Dezvoltare Tehnologică susține colaborarea dintre mediul academic, industrie și introducerea pe piață a unor noi tehnologii rezultate din activitatea de cercetare-dezvoltare.** (Vă rugăm să acordați o notă de la 1 la 5, unde 1 – Sunt întru totul de acord cu afirmația; 2 – Sunt de acord, dar nu în totalitate; 3 – Nu am nicio opinie (neutru/indiferent); 4 – Nu sunt de acord, dar nu în mod categoric; 5 – Sunt în dezacord total cu afirmația.)

240 responses



**Figure 33. The Scientific Research and Technological Development Unit supports collaboration between the academic environment, industry, and the introduction to the market of new technologies**





## Conclusions and areas of intervention

The results of the consultations highlighted several key areas to improve alignment with the principles of the *European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*. Thus, the proposals and recommendations for G.E. Palade UMPHST of Targu Mures are as follows:

- to create mechanisms and institutional strategies to encourage effective professional training activities suitable for conducting teaching and research activities.
- to promote more internationally vacant teaching and research positions;
- to improve the processes of disseminating information internationally on vacant positions;
- to ensure that members of the academic community (teaching staff) benefit from adequate research infrastructures to support their research activity;
- to strengthen the support offered to researchers, to develop better relations between academia and industry;
- to stimulate support services, especially for researchers at the beginning of their careers;
- to create institutional mechanisms and strategies to encourage effective professional training activities appropriate for carrying out teaching and research activity





MINISTERUL EDUCAȚIEI ȘI CERCETĂRII  
ROMÂNIA

UNIVERSITATEA DE MEDICINĂ,  
FARMACIE, ȘTIINȚE ȘI TEHNOLOGIE  
„GEORGE EMIL PALADE”  
DIN TÂRGU MUREȘ

Prorectorat Cercetare, Dezvoltare  
și Transfer Tehnologic



### **Composition of the questionnaire transmitted to teaching and research staff, as well as to administrative staff involved in research activities**

This questionnaire is designed to collect and analyze the opinions of teaching and research staff, as well as of the technical-administrative staff involved in research activities/projects, regarding the current policies of G.E. Palade UMPHST of Targu Mures related to teaching and research careers.

Its purpose is to reflect the reality of the organizational environment of our university. The design of the questionnaire was based on the four essential principles mentioned in the Charter and the European Code of Researchers, which are promoted as recommendations for the strategic approach to research careers.

We kindly ask you to support us in this endeavor by completing the questionnaire. It is addressed to teaching and research staff, regardless of career level.





**Consulting the G.E. Palade UMPHST of Targu Mures community on implementing the principles of  
the European Charter for Researchers and  
the Code of Conduct for the Recruitment of Researchers**

Annex 1 - Structure of the Questionnaire sent to academic staff: teaching and research, as well as administrative staff involved in research activities

Questionnaire regarding the perspective on teaching, medical, and research careers within G.E. Palade UMPHST of Targu Mures

**I. Socio-Demographic Data**

**I.1 We kindly ask you to specify what is your current status?**

*If two of the answer options below describe your current status (for example, doctoral student and university assistant), please choose only one of them.*

- University Professor
- University Lecturer
- University Instructor / Head of Works
- University Assistant
- Scientific Researcher Grade I
- Scientific Researcher Grade II
- Scientific Researcher Grade III
- Scientific Researcher
- Research Assistant
- Doctoral Student
- Postdoctoral Researcher
- Technical Administrative Staff Involved in Research Activities/Projects

**I.2. Please indicate the position held:**

- Management Position
- Execution Position

**I.3. Please indicate the category in which you fit:**

- Woman
- Man





**I.4. Please select the age group in which you fit (age completed)?**

- Up to 30 years inclusive
- 31-40 years
- 41-50 years
- 51-60 years
- 61 years and over

**I.5. Please specify in the box below what is your seniority (completed years) in G.E. Palade UMPHST of Targu Mures**

**I.6. Please select the structure for the teaching and research activity in which you carry out your activity?**

- Faculty of Medicine
- Faculty of Medicine in English
- Faculty of Dentistry
- Faculty of Pharmacy
- Faculty of Engineering and Information Technology
- Faculty of Economics and Law
- Faculty of Sciences and Letters "Petru Maior"
- Institute for the Organization of Doctoral University Studies
- Scientific Research and Technological Development Unit
- Department of European and Research Projects
- Scientific Publications Department





## II. Recruitment and Selection Process

### II.1. Please rate to what extent you agree with the statements below.

You can give a score from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I do not agree, but not categorically; 5 – I totally disagree with the statement.

	1	2	3	4	5
Recruitment and selection procedures are public and are addressed to all interested persons who meet the criteria provided for by law.					
Recruitment and selection procedures are transparent					
The methodology for recruiting and selecting teaching and research staff is appropriate to the level of the position (in terms of access conditions, selection criteria, etc.)					
The recruitment and selection process in G.E. Palade UMPHST of Targu Mures is efficient					





## II.2. To what extent do you agree with the statement below?

You can give a score from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement.

**The announcements regarding vacant teaching and research positions are adequately disseminated.**

	1	2	3	4	5
At the international level					
At the national level					
At the university level					

## II.3. To what extent do you agree with the statement below?

**The announcements regarding vacant teaching and research positions are published both in Romanian and in English.**

You can give a score from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement.

1 – I completely agree with the statement.

2 – I agree, but not entirely.

3 – I have no opinion (neutral/indifferent).

4 – I disagree, but not categorically.

5 – I totally disagree with the statement.





#### II.4. To what extent do you agree with the statement below?

**The selection procedures are clearly described for candidates.**

*You can give a score from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement.*

- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.

#### II.5. To what extent do you agree with the statement below?

**Selection announcements contain complete and detailed information about the position: selection criteria, competition calendar, number of positions available, etc.**

*You can give a score from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement.*

- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.

#### II.6. To what extent do you agree with the statement below?

**During the recruitment process, the administrative staff of G.E. Palade UMPHST of Targu Mures responsible for implementing these procedures provides adequate support.**

*You can give a score from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement.*

- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.





**II.7. Please assess to what extent performance evaluation within the recruitment and selection process includes the following aspects.**

*You can give a score from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement.*

	1	2	3	4	5
Quality of scientific publications					
Number of scientific publications					
Research performance					
Ability to manage research projects and coordinate research teams					
National and international visibility and recognition					
Performance in teaching activity					

**II.8. To what extent do you agree with the statement below?**

*You can give a score from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement.*

**The selection committee evaluates, in addition to the scientific production, the general experience of the candidates, taking into account:**

	1	2	3	4	5
Recognized expertise in the field/medical performance in the specialty					





Involvement in the training of specialists in the field in which they are applying					
Involvement in specialty development and administrative performance					
International mobility internships					
Autonomy regarding the research activity carried out					
Ability to work in a team					

#### II.9. To what extent do you agree with the statement below?

The eligibility criteria allow for the registration of as many candidates as possible.

You can give a score from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement.

1 – I completely agree with the statement.

2 – I agree, but not entirely.

3 – I have no opinion (neutral/indifferent).

4 – I disagree, but not categorically.

5 – I totally disagree with the statement.

#### II.10. To what extent do you agree with the statements below regarding the selection and evaluation committee?

You can give a score from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement.

	1	2	3	4	5
Committee members are selected based on clear criteria					
The committee also includes people from outside the university					





The committee members have the necessary skills to carry out the evaluation of the candidates					
The Commission includes both women and men					





### III. Working conditions

The following will describe aspects regarding the working conditions enjoyed by teaching staff, researchers, and technical-administrative personnel involved in research activities/projects at G.E. Palade UMPHST of Targu Mures.

#### To what extent do you agree with these statements?

*You can give a score from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement.*

**III.1. Researchers, teaching staff and technical and administrative staff who carry out research activities at G.E. Palade UMPHST of Targu Mures are aware of and benefit from social rights (e.g., sick leave, maternity/paternity leave), in accordance with the legislative provisions in force.**

- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.

**III.2. The administrative staff of G.E. Palade UMPHST of Targu Mures provides complete information regarding the social rights of employed personnel whenever needed.**

- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.





#### IV. Training and professional development

In the following, aspects related to the training and professional development benefiting teaching staff, researchers and technical-administrative staff involved in research activities/projects of G.E. Palade UMPHST of Targu Mures.

##### To what extent do you agree with these statements?

*You can give a score from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement.*

##### IV.1. The evaluation of the teaching, research and technical-administrative staff involved in research activities/projects is carried out periodically at the G.E. Palade UMPHST of Targu Mures level.

- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.

##### IV.2. For teaching staff, the teaching norm, especially for people at the beginning of their careers, allows for the development of research activity in optimal conditions.

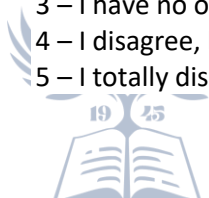
- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.

##### IV.3. The university offers adequate professional training for teaching and research activities.

- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.

##### IV.4. The university actively promotes and supports mobility internships conducted at institutions abroad.

- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.





**IV.5. The University applies clear methodologies and procedures regarding advancement in teaching and research careers, as well as in the technical-administrative one involved in research activities/projects.**

- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.

**IV.6. G.E. Palade UMPHST of Targu Mures provides professional training opportunities for teachers, researchers and technical-administrative staff involved in research activities/projects, in which they can train and develop their professional skills by participating in workshops, conferences, courses or e-learning activities.**

- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.

**IV.7. Teaching staff, researchers and technical-administrative staff involved in research activities/projects within G.E. Palade UMPHST of Targu Mures are adequately informed about funding opportunities.**

- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.

**IV.8. G.E. Palade UMPHST of Targu Mures provides researchers, teaching staff, as well as technical and administrative staff involved in research activities/projects with the necessary infrastructure to carry out research activities regardless of their career level.**

- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.





## V. The ethical dimension of teaching and research activity

In the following, aspects related to the ethical dimension of the teaching and research activity as a whole will be displayed.

*On a scale from 1 (to a very small extent) to 5 (to a very large extent) please rate the following statements.*

**V.1. G.E. Palade UMPHST of Targu Mures is firmly committed to activities aimed at combating discrimination of any kind** *(Please give a rating from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement)*

- 1
- 2
- 3
- 4
- 5

**V.2. Autonomy in professional activity is encouraged and supported at all career levels within the G.E. Palade UMPHST of Targu Mures.** *(Please give a rating from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement)*

- 1
- 2
- 3
- 4
- 5

**V.3. Gender equality and equal opportunities are actively supported at the level of G.E. Palade UMPHST of Targu Mures.** *(Please give a rating from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement)*

- 1
- 2
- 3
- 4
- 5

**V.4. G.E. Palade UMPHST of Targu Mures offers teaching and research staff, technical and administrative staff involved in research activities/projects an attractive working environment, adequate equipment and opportunities for collaboration within international networks.** *(Please give a rating from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement)*

- 1
- 2
- 3





- 4
- 5

**V.5. The Scientific Research Ethics Committee efficiently resolves requests from teaching and research staff.** (Please give a rating from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement)

- 1
- 2
- 3
- 4
- 5
- Not applicable

**V.6. At the G.E. Palade UMPHST of Targu Mures level, there are policies and procedures regarding good research practice, including aspects related to ethics and academic integrity.** (Please give a rating from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement)

- 1
- 2
- 3
- 4
- 5

**V.7. At the G.E. Palade UMPHST of Targu Mures level, the Scientific Research and Technological Development Unit supports collaboration between academia, industry and the introduction on the market of new technologies resulting from research and development activity.** (Please give a rating from 1 to 5, where 1 – I completely agree with the statement; 2 – I agree, but not entirely; 3 – I have no opinion (neutral/indifferent); 4 – I disagree, but not categorically; 5 – I totally disagree with the statement)

- 1
- 2
- 3
- 4
- 5

