



**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:

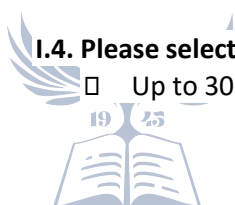
- Management Position
- Execution Position

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					





MINISTERUL EDUCAȚIEI ȘI CERCETĂRII
ROMÂNIA

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

Proectorat Cercetare, Dezvoltare
și Transfer Tehnologic



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.

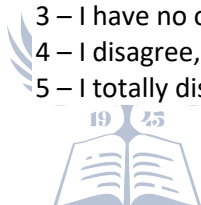
- 1 – I completely agree with the statement.
- 2 – I agree, but not entirely.
- 3 – I have no opinion (neutral/indifferent).
- 4 – I disagree, but not categorically.
- 5 – I totally disagree with the statement.

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)*





- 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

