

GAP Analysis (Charter and Code Checklist)

Case number: 2023RO161304

Name Organisation under review: University of Agronomic Sciences and Veterinary Medicine of Bucharest

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GAP Analysis overview

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation. 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 the 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	Implementation	GAP/ Implementation impediments	Initiatives undertaken/new proposals
1	Research freedom	++ fully implemented	There is no identified national/regional or organizational regulation that is currently impeding the implementation of Research freedom, in our initial phase gap analysis.	<p>Undertaken initiatives: At USAMV Bucharest, academic freedom is a fundamental institutional value, protected by internal regulations and aligned with national legislation, and research freedom for all staff is actively supported by dedicated administrative structures, responsible for research management (The Scientific Council, Vice-Rectorate for Scientific Research, Innovation, and Technology Transfer, Vice-Rectorate for Coordination and Project Management, Research centers, Department for Project Promotion, Management, and Monitoring, Department for Economic Management of Projects).</p> <p>Internal regulations: - The Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest, from 17.10.2023, the Strategic Plan of Institutional Development 2021-2025,</p> <p>National Legislation: The Romanian Constitution guarantees the freedom of scientific research, under Article 32, as well as the National Strategy for Research, Innovation and Smart Specialization 2022-2027, the new Law 183/2024, on the status of research, development and innovation staff and the Law 199/2023 of Higher Education.</p>
2	Ethical principles	++ fully implemented	There is no identified national/regional or organizational regulation that is currently impeding the implementation of ethical principles, in our initial phase gap analysis.	<p>Undertaken initiatives: At USAMV Bucharest, the ethical principles are governed by the USAMV Ethics Committee, the USAMV Subcommittee of Ethics in Research, the USAMB Code of ethics, the Vice-Rectorate for Coordination of Activities Supporting University Ethics and Deontology, Decision Transparency, and Relations with the Senate, the Council for Ethics and Academic Integrity.</p> <p>Ethical principles and professional conduct guidelines are available on the university website and included in job descriptions to ensure adherence to high standards. Master's and PhD students must complete mandatory ethics and academic integrity courses while undergraduates take academic writing courses to promote citation, plagiarism prevention, and quality work. Since 2021, institutional projects (FDI) have offered regular ethics courses for staff. Since 2021 university-funded research projects have fostered collaboration, forming multidisciplinary teams across faculties and research centers. New Research centers provide state-of-the-art infrastructure, research tools, and career development opportunities, creating a supportive research environment. The university follows open, transparent, and merit-based recruitment without discrimination, and research centers offer programs for PhD students and postdocs to develop research and transferable skills.</p> <p>Internal regulations: The Charter of University of Agronomic Sciences and Veterinary Medicine of</p>

				<p>Bucharest, from 17.10.2023, the Regulation for the Organization and Functioning of the Scientific Research Council of USAMV Bucharest, the Regulation of the University Ethics Committee, the Gender equality is granted by the gender equality strategic plan 2022 – 2025.</p> <p>National Legislation: Law 199/2023 of Higher Education, art. 18, & art. 162, Law 183/2024, on the status of research, development and innovation staff, the European Code of Conduct for Research Integrity, the Recommendation 2005/251/EC of the Commission which is part of the Special Edition in Romanian of the Official Journal of the European Union, chapter 13, vol. 48.</p>
3	Professional responsibility	++ fully implemented	There is no identified national/regional or organizational regulation that is currently impeding the implementation of professional responsibility, in our initial phase gap analysis.	<p>Undertaken initiatives: The Center for Technology Transfer, established in 2021, provides guidance to all researchers and teaching staff on technological transfer, intellectual property rights and patents; the Strategy to prevent and combat plagiarism, distributed on the university website, addresses this issue across all levels of education, including doctoral, master's, and bachelor's programs. Both teaching and research staff are equipped with access to Turnitin software to ensure originality and uphold ethical standards in academic work; USAMV held workshops on ethics and professional responsibility, emphasizing the alignment of tasks with team members' competencies,</p> <p>- According to the European Charter for Researchers Questionnaire, performed in USAMV in 2023, 82% of staff agreed that in case of delegating their work, the person to whom the work is delegated has the competence to carry it out; Development of a guideline for Intellectual Property Policy for the use of intellectual property (IP) within USAMV of Bucharest.</p> <p>Internal regulations: The Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest, from 17.10.2023, the USAMB Code of ethics, the Job description.</p> <p>National Legislation: Law 199/2023 of Higher Education, art. 161, Law 183/2024, on the status of research, development and innovation staff, Law 8/1996 on Copyright and Related Rights, republished, the Order of the Minister of Education and Research No 5229/2020.</p>
4	Professional attitude	+/- almost, but not fully implemented	Two main gaps have been identified: 1) Difficult access for foreign partners to understand USAMV strategic research directions and main research teams, 2) Lack of information regarding the research facilities of	<p>Undertaken initiatives: Information on research funding opportunities is provided on the USAMV website and by email; since 2023, through FDI financing, several events and trainings on funding mechanisms, technical and administrative aspects for research projects development were organized; the Center for Technology Transfer provides guidance and training on the responsibilities and accountability related to technological transfer, intellectual property rights and patents; the implementation of Internal Research Grants, since 2021, engaged USAMV staff in teamwork and collaboration within and across institutions, contributing to projects interdisciplinarity.</p> <p>Internal regulations: USAMV Research and Innovation Strategy for 2021-2027, the USAMV Operational Plan, Operational Procedure no 36 of the Research Department (document 4.1. attached), applicant's Guide for Internal Projects (document 4.2. attached), Framework regulation for university doctoral studies, Regulation for the organization and operation of doctoral studies within USAMVB,</p>

			other research teams	<p>National Legislation: Decision No 933/20.07.2022 on the approval of the National Strategy for Research, Innovation and Smart Specialization 2022-2027, The National Strategy for Research, Innovation and Smart Specialization 2022-2027, Government decision no. 1188/ 29.09.2022 on the approval of the National Research, Development and Innovation Plan 2022-2027, RD&I legislation</p> <p>Suggestions for improvement:</p> <p>For gap 1): a) provide the English version of www qlab.ro and other research centers and stations and English version of research page, on the university website in English; b) extend the USAMV researchers involvement in research projects by periodical training sessions on project management, funding opportunities, results dissemination and results dissemination in national/international fairs.</p> <p>For gap 2) a) organizing internal info sessions about the research teams and research facilities they use and that can be integrated into multidisciplinary research projects; b) organizing forums and Open days for external parties, to open collaborations.</p>
5	Contractual and legal obligations	++ fully implemented	There is no identified national/regional or organizational regulation that is currently impeding the implementation of contractual and legal obligations, in our initial phase gap analysis.	<p>Undertaken initiatives: At USAMV Bucharest, researchers' legal and contractual responsibilities are outlined in their employment contracts and job descriptions. The university has two Vice-Rectorates: one for Coordination and Project Management, and another for Scientific Research, Innovation, and Technology Transfer. The General Internal Regulations detail the rights and obligations of all employees. Researchers, categorized as tenured teaching staff, contract-based researchers, and fellows, each have specific contractual relationships with the university. The Department for Project Promotion and Management ensures smooth project execution by providing standardized contracts that clearly define researchers' responsibilities. New grantees and fellows receive orientation to clarify their duties within the research framework.</p> <p>Internal regulations: The Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest, from 17.10.2023; Internal guide for operations related to the implementation and monitoring of research projects with national and European funding, Chapter I; Chapter VII; Chapter X (doc. 4.1. attached); Operational procedure for the administrative and financial management of research projects and support activities in research-development-innovation, Chapter 4, Subchapter 4.1; 4.7; 4.9; 4.10 (doc. 4.1. attached), Individual employment contract /Individual employment contract for research projects.</p> <p>National Legislation: The Labor Code, through Law no. 283/2022, art. 37; art. 38; art. 39; art. 40; Government Ordinance no. 57/2002 on scientific research and technological development art. 74; art. 75, Government Ordinance no. 43/2023, the Law 183/2024, information packages for project competitions, Law 199/2023 of Higher Education.</p>
6	Accountability	+/- almost, but not fully implemented	Two gaps have been identified: 1) Difficulties in	<p>Undertaken initiatives: The research activities and institutional processes are carried out with transparency and responsibility, for both legal and ethical standards. There is an internal management system (ISO 9001:2015) implemented and the research center acts according to ISO</p>

			<p>understanding which are the tasks to be performed by project coordinators, project members and auxiliary staff from management and economic departments, especially related to procurement</p> <p>2) Need for better understanding of social responsibility.</p>	<p>17025:2005. The Department of promotion, management, and monitoring of projects dealing with project management checks the compliance of the expenses with available budget/rules and the projects' technical/financial/audits reports are submitted to financing authorities according to the project requirements. In addition, the Registry of the research results is available online.</p> <p>Salaries, set by national law, has some flexibility, as ~25% more allowed based on performance criteria or for complex tasks specified in the job description and different types of incentives for teaching and research staff depending on the performance of each employee (additional remuneration for work in grants and research projects, amounts for expenses related to research activity, reimbursement of expenses for participation in international conferences, payment of fees for publication of articles in WoS (Clarivate Analytics) and Scopus listed journals).</p> <p>Internal regulations: Procedure 36 (document 4.1. attached); Job description for teaching and research staff, Internal procurement procedure (document 4.1. attached).</p> <p>National Legislation: Law 199/2023 of Higher Education, art. 109(3)art. 113(4), Law 183/2024, on the status of research, development and innovation staff.</p> <p>Suggestions for improvement:</p> <p>For gap 1): a) conduct questionnaires regarding issues during project implementations; b) organize training sessions according to those needs, for both research and administrative staff; c) updating the internal procurement procedure</p> <p>For gap 2) organizing workshops on social responsibility.</p>
7	Good practice in research	+/- almost but not fully implemented	<p>Three gaps have been identified:</p> <p>1) Incomplete internal methodologies for occupational safety and health and for personal data protection (English/French versions, for incoming);</p> <p>2) Incomplete internal procedures for IT management, including procedures and</p>	<p>Undertaken initiatives: All employers and researchers are periodically trained by USAMVB's Occupational Safety Officers (doc. 7.1. attached) on specific measures regarding safety working procedures and fire prevention, in line with national legislation. USAMVB is a personal data operator and has a policy concerning personal data security which aims to ensure data integrity, confidentiality, and availability. General Data Protection Regulation (GDPR) is implemented according to national and international legislation, at all levels within the university. For research projects and events (international conferences, USAMV student or social events etc.), specific GDPR forms are developed for external participants. The USAMV Information Technology and Communications Department includes several services, such as IT Systems Implementation and Support Service, Networks and Peripherals Service, Digital Communications Service.</p> <p>Other initiatives include: Training courses for University's employees and researchers regarding the personal data protection awareness and training; Members of the USAMVB community have Gmail institutional accounts (@usamv.ro), which allow personal backup space of 150 GB.</p> <p>According to USAMV Questionnaire, 62% answered weekly back-up in computer and 53.3% back-up in mobile units and 47.8% Back-up in USAMV cloud, 28.2% back-up in USAMV server, 15,9% data management through intranet.</p> <p>Internal regulations: The Charter of University of Agronomic Sciences and Veterinary Medicine of</p>

			<p>advanced logistics in case of disasters.</p> <p>3) incomplete the backup strategies for data management.</p>	<p>Bucharest; occupational safety and health certificate (doc. 7.1. attached), information regarding the protection of personal data (doc. 7.2. attached); consent concerning the processing of personal data (doc. 7.3. attached); image usage agreement - (doc. 7.4. attached); information regarding the protection of personal data of USAMVB students/graduates; Internal Regulation for USAMVB, Organizational Chart; Studies contract and employment contract of employees.</p> <p>National legislation: Law 183/2024, on the status of research, development and innovation staff, EU Regulation 679/2016 on the protection of personal data; the Law 190/2018 regarding the measures to implement Regulation (EU) 679/2016 of the European Parliament and of the Council of 27 April 2016; Law no. 362/2018 on ensuring a common high level of security of networks and IT systems</p> <p>Suggestions for improvement: For gap 1): a) complete internal methodologies regarding occupational safety and health; b) complete internal methodologies regarding personal data protection with English/French versions. For gap 2) a) To complete internal procedures regarding IT data loss (Plan for informatization, Rules of organization and functioning (ROF) of the Informatization Office, Procedure for allocating email addresses, Procedure for allocating “.usamv.ro” subdomains, Procedure for handling data network malfunctions, Operational procedure for data network works); b) backup strategies should be extended and revised to include all storage devices used for research (from faculties and departments); c) complete the Disaster Recovery (DR) Procedures inside USAMV Business Continuity Plan (BCP), focusing on ensuring data integrity, availability, and quick recovery after catastrophic events. For gap 3) a) implement the Data Backup Plans (as backup frequency, type (full, incremental), and storage locations (cloud, off-site); b) develop the failover and redundancy plans for backup systems to ensure business continuity; c) implement an user-oriented approach through the management of a virtual space through Active Directory, Cloud Storage, Intelligent Cloud Storage</p>
8	Dissemination, exploitation of results	++ fully implemented	<p>There is no identified national/regional or organizational regulation that is currently impeding the dissemination and exploitation of results, in our initial phase gap analysis.</p>	<p>Undertaken initiatives: Disseminating the research results is a very important responsibility of USAMVB’s community. This activity is part of the annual individual performance evaluation, data being collected in Prometheus USAMV internal online platform. The reported data include teaching related activities, publications, conferences, events, patents, prizes, projects etc.</p> <p>USAMV is organizing the annual International Conference “Agriculture for Life, Life for Agriculture” since 2012, and other scientific and educational events as EHC 2024, with more than 1000 participants, and constant participation in national and international scientific, technical, inventive and innovation events (Bucharest Horticulture Autumn, Bucharest Horticulture Days, etc).</p> <p>- USAMV staff participate almost weekly to TV or radio shows, podcasts, (United for Culture, Razvan și Dani, Din Lumea Satului TV show, The Pro Rural National Conference,)</p> <p>- USAMV social media (Facebook, TikTok, LinkedIn, etc) continuously disseminates research results for farmers and other interested parties, as well as the University website, that has a dedicated area for research, including internal competition, national and international projects,</p>

				<p>annual projects reports etc.; USAMV is providing free courses for all interested academic members, regarding the scientific article writing, through FDI projects; Support fees for publication in open access journals and open access resources on the institutional website, as well as the fees for attending national and international inventions and innovations events; The Center for technology transfer (CTT-USAMV AgroBioLife) has dedicated procedures for commercial exploitation of the research results; ExTerra Aurum University Publishing House supports scientific research, the learning and creative process, publishing a wide variety of books, brochures etc.</p> <p>Internal regulations: Each research contract and its annexes (e.g. assumed indicators), according to the funders rules; USAMV Research and Innovation Strategy for 2021-2027, the USAMV Operational Plan, Operational Procedure no 36 of the Research Department (document 4.1. attached), applicant's Guide for Internal Projects (document 4.2. attached), Framework regulation for university doctoral studies, Regulation for the organization and operation of doctoral studies within USAMVB, the registry of Research results, research activity reports, the Job description, USAMVB Scientific committee, procedures of CTT-USAMV AgroBioLife, approved in USAMV senate</p> <p>National Legislation: Law 199/2023 of Higher Education, art. 18, & art. 162, Law 183/2024, on the status of research, development and innovation staff.</p>
9	Public engagement	+/- almost but not fully implemented	The only identified gap refers to insufficient development of formal participatory mechanisms for dialogue and co-creation between external actors and the academic community	<p>Undertaken initiatives: The research activities carried out in different research projects are transparently and responsibly explained to the large audience, as the dissemination activities include articles, podcasts, short movies or presentations and photo albums etc. that explain the research results in an easy to understand language. Usually, aspects explaining science to citizens are specified in the information packages and the funding contracts within research projects in the target groups / stakeholders' sections. USAMV organises different events for general public, as fairs, Bucharest Horticulture Autumn, Bucharest Horticulture Days, etc., its staff is invited on different topics to TV/radio shows, podcasts, as United for Culture, Razvan și Dani, Din Lumea Satului TV show, contributing to the public debates, university social media disseminates research results for farmers and other interested parties, etc. Each project makes brochures and popularization articles about its own results. The internal survey (348 respondents) showed strong agreement that research should deliver societal benefits and raise public scientific literacy. Views on ownership of research outcomes (researcher vs. funder/employer) were divided, indicating the need for clearer frameworks.</p> <p>Internal regulations: USAMVB Code of ethics, Art. 15. mention personal, professional, and social responsibility, pg. 3 (1); each research contract and its annexes (e.g. assumed indicators), according to the funders rules; USAMV Research and Innovation Strategy for 2021-2027, the USAMV Operational Plan, Operational Procedure no 36 of the Research Department (document 4.1. attached), applicant's Guide for Internal Projects (document 4.2. attached), Framework regulation for university doctoral studies.</p>

				<p>National Legislation: Law 199/2023 of Higher Education, Law 183/2024, on the status of research, development and innovation staff.</p> <p>Suggestions for improvement: inviting key industry representatives to faculty advisory boards, ensuring their active involvement and strengthening the link between university activities and stakeholder needs and expectations.</p>
10	Non discrimination	++ fully implemented	There is no identified national/regional or organizational regulation currently impeding implementation of principle 10	<p>Undertaken initiatives: At USAMV researchers and/or founders do not discriminate in any way based on gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition, several documents being issued on this topic.</p> <p>Internal documents: The gender equality strategic plan 2022 – 2025, USAMVB Code of ethics, the Strategic Institutional Development Plan of the USAMVB for the period 2021-2025, Internal Regulations of USAMVB,</p> <p>National legislation: The Labor Code, through Law no. 283/2022 and Law 53/2003; Government Ordinance no. 57/2002 on scientific research and technological development art. 74; art. 75, the Law 183/2024, information packages for project competitions; Law 199/2023 of Higher Education, the Law 202/2002 on equality of opportunity and treatment for women and men (as amended by Law 178/2018), the Regulation no. 137/2000 (**republished**) on the prevention and sanctioning of all forms of discrimination.</p>
11	Evaluation/appraisal systems	+/- almost but not fully implemented	The gap identified was the lack of a structured evaluation framework that can be uniformly applied to ensure consistency and clarity in assessment processes.	<p>Undertaken initiatives: At USAMV researchers are evaluated based on the national regulations criteria. To have an overview of the annual individual performance, the Prometheus USAMV internal online platform serves as a tool for reporting activities, publications, conferences, events, patents, prizes, projects etc.</p> <p>Internal documents: Annual self-evaluation form for teaching staff and researchers (USAMVB code – F-01/P-9-02); Self-evaluation form for merit grading, Peer evaluation form for teaching staff and researchers (USAMVB code – F-02/P-9-02); Peer evaluation report of researchers (USAMVB code – F-03/P-9-02); Teaching staff activity evaluation form by students (USAMVB code – F-04/P-9-02); Evaluation report of teaching staff activity by students (USAMVB code – F-05/P-9-02); Teaching staff evaluation form by academic management (USAMVB code – F-06/P-9-02); Minimum necessary and mandatory standards for awarding academic titles in higher education (Order of the Minister of National Education and Scientific Research no. 6.129/20.12.2016). USAMV B Operating Regulations, USAMVB Charter, SR EN ISO 9000:2015 – Quality Management Systems. General principles and vocabulary, SR EN ISO 9001:2015 – Quality Management Systems. Requirements.</p> <p>National legislation: Law 199/2023, chapter II, quality assurance methodology, art. 225, paragraphs (1) and (2), Law 87/2006 regarding education quality assurance; ARACIS external evaluation methodology approved by Decision 1418/11.10.2006, with subsequent amendments; Merit grading regulations (Procedure PO-20-0); Promotion Committee/ Staff Recruiting Methodology for Teaching</p>

				and Research Positions at USAMV (POB-02); Annual self-evaluation form for teaching staff and researchers (USAMVB code – F-01/P-9-02). Suggestions for improvement: design evaluation procedures that can be uniformly applied, including detailed guidelines on how assessments are to be conducted, the frequency of evaluations, and the specific criteria used.
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.				
12	Recruitment	+/- almost but not fully implemented	One gap has been identified regarding recruitment process, related to the researchers returning to a research career.	Undertaken initiatives: At USAMV researchers are recruited based on a transparent process, all documents for recruitment process being available for wider public, on the university website . Internal documents: USAMV Operating Regulations, USAMVB Charter , SR EN ISO 9000:2015 – Quality Management Systems. General principles and vocabulary, SR EN ISO 9001:2015 – Quality Management Systems. Requirements; operational Procedure of the Research Project Management Department - Annex POB.04.2-A1 National legislation: Law 199/2023 , chapter II, quality assurance methodology, art. 225, paragraphs (1) and (2), Law 87/2006 regarding education quality assurance, jobs posted on the EURAXSSES website Suggestions for improvement: a) Based on the survey results, which showed that most respondents perceived recruitment as open and transparent but gave lower scores for efficiency and comparability with international standards, the recruitment methodology should be refined in order to streamline procedures and align them more closely with recognized international practices. b) Establish clear, transparent recruitment methodology that explicitly include provisions for returning researchers, outlining the commitment to equal opportunities for all.
13	Recruitment (Code)	++ fully implemented	There is no identified national/regional or organizational regulation currently impeding implementation of principle 13	Undertaken initiatives: At USAMV clear, efficient, and fair recruitment processes were defined, according to each job type, emphasizing broad qualifications to attract diverse applicants. Job advertising detail the working conditions, benefits, and career development opportunities. Additionally, realistic time frames should be provided from job posting to application deadlines. The positions advertisements are posted on the university's website for teaching positions and on the ministry's website. Internal documents: USAMV Operating Regulations, USAMVB Charter , SR EN ISO 9000:2015 – Quality Management Systems. General principles and vocabulary, SR EN ISO 9001:2015 – Quality Management Systems. Requirements; operational Procedure of the Research Project Management Department - Annex POB.04.2-A1

				<p>National legislation: Law 199/2023, chapter II, quality assurance methodology, art. 225, paragraphs (1) and (2), Law 87/2006 regarding education quality assurance, jobs posted on the EURAXSSES website.</p>
14	Selection (Code)	++ fully implemented	<p>There is no identified national/regional or organizational regulation currently impeding implementation of principle 14</p>	<p>Undertaken initiatives: At USAMV clear and fair selection processes were defined, according to each job. The announcements are published on the university's website and also contain information regarding the selection committee. Selection committees include diverse and well-balanced expertise, represent both genders, and feature members from various sectors. The selections become public immediately after the recruitment exams.</p> <p>Internal documents: USAMV Operating Regulations, USAMVB Charter, SR EN ISO 9000:2015 – Quality Management Systems. General principles and vocabulary, SR EN ISO 9001:2015 – Quality Management Systems. Requirements, Doctoral Admission:</p> <p>National legislation: Law 199/2023, chapter II, quality assurance methodology, art. 225, paragraphs (1) and (2), Law 87/2006 regarding education quality assurance, Order No. 4106/2016 regarding the Nominal Composition of the National Council for the Certification of University Titles, Diplomas, and Certificates; jobs posted on the EURAXSSES website.</p>
15	Transparency (Code)	++ fully implemented	<p>At USAMV candidates are informed about the recruitment process, selection criteria, position availability, and career prospects before selection, and receive feedback on their application's strengths and weaknesses after the exams.</p>	<p>Undertaken initiatives: At USAMV there is full transparency on all the criteria for getting a new job, with the possibility of giving feedback for the entire process. The selections become public immediately after the recruitment exams. The promotion procedure is always online, available for consultations.</p> <p>Internal documents: USAMV Operating Regulations, USAMVB Charter, SR EN ISO 9000:2015 – Quality Management Systems. General principles and vocabulary, SR EN ISO 9001:2015 – Quality Management Systems. Requirements, Doctoral Admission:</p> <p>National legislation: Law 183/2024, on the status of research, development and innovation staff. The Council Recommendation of 20 December 2012 (2012/C 398/01) promotes the validation of non-formal and informal learning, aiming to enable individuals to achieve formal qualifications through experiences outside traditional education. This framework emphasizes increasing accessibility to lifelong learning. The Bruges Communiqué (2011-2020) focuses on strengthening European cooperation in vocational education and training (VET) by setting common objectives such as improving the quality, attractiveness, and relevance of VET to meet labor market demands.</p>
16	Judging merit (Code)	+/- almost but not fully implemented	<p>1) The criteria for judging merit need updating to better reflect interdisciplinary research, team science, and</p>	<p>Undertaken initiatives: USAMV Bucharest has existing methodologies in place for judging merit during recruitment and promotion, as seen in the Staff Recruiting Methodology for Teaching and Research Positions at USAMV and the Code of Ethics. Recent institutional regulations also require evaluations to consider a broader set of metrics, such as research impact, mentorship activities, and contributions to institutional service.</p> <p>Internal documents: USAMV Operating Regulations, USAMVB Charter; USAMVB Code of ethics, Staff Recruiting Methodology for Teaching and Research Positions at USAMV, Operational</p>

			<p>supervision, as the current system focuses mainly on individual achievements.</p> <p>2) Merit evaluation could also improve by placing greater emphasis on teaching, leadership, and supervision of student research and PhD students.</p>	<p>Procedure for Awarding the Merit Grade, Individual Professional Performance Report for Teaching, Auxiliary Teaching, and Non-Teaching Staff."</p> <p>National legislation: , Law 199/2023, chapter II, quality assurance methodology, art. 225, paragraphs (1) and (2), Law 87/2006 regarding education quality assurance, Order No. 4106/2016 regarding the Nominal Composition of the National Council for the Certification of University Titles, Diplomas, and Certificates; CNADTCU criteria, Order 6129/2016 regarding the Approval of the Minimum Necessary and Mandatory Standards for Awarding Teaching Titles in Higher Education, Professional Degrees in Research and Development, the Quality of PhD Supervisor, and the Habilitation Certificate, Decision 36/2013.</p> <p>Suggestions for improvement: a) Based on the survey results, which revealed concerns about recruitment transparency, measures should be taken to further strengthen openness and clarity in recruitment processes, ensuring that all positions are widely accessible and free from perceptions of being tailored to specific candidates. b) Based on the same survey, which highlighted strong support for updating merit criteria to include collaboration and interdisciplinarity, the internal documents (such as the Staff Recruiting Methodology for Teaching and Research Positions at USAMV) should be updated to explicitly recognize interdisciplinary research, team-based contributions, and less quantifiable aspects of merit such as teamwork, ethical conduct, and social responsibility in research activities. c) USAMV should organize training sessions for evaluation committees to ensure consistent application of the broadened merit criteria. d) Establish a system/methodology to assess whether OTM-R delivers on its objectives.</p>
17	Variations in the chronological order of CVs (Code)	++ fully implemented	At USAMV, CV`s, breaks or other variations are regarded a plus for researchers, that can lead to a nicer career evolution.	<p>Undertaken initiatives: USAMV Bucharest does not have any discriminatory attitudes towards new candidates due to CV mentioned experiences. On the contrary, CVs reflecting a representative array of achievements and qualifications are well understood and appreciated, various experiences, in private or administrative environment, usually being considered a plus.</p> <p>Internal documents: Staff Recruiting Methodology for Teaching and Research Positions at USAMV, Operational Procedure for Awarding the Merit Grade, Individual Professional Performance Report for Teaching, Auxiliary Teaching, and Non-Teaching Staff</p> <p>National legislation: Order of the Minister of National Education No. 4204/2013, Decision 36/2013 concerns the amendment of the Framework Methodology for teaching and research staff recruiting in higher education, approved by Government Decision No. 457/2011, Law 199/2023 of Higher Education.</p>
18	Recognition of mobility experience (Code)	+/- almost but not fully implemented	USAMV lacks a formal procedure for recognizing mobility experiences in both short- and long-term	<p>Undertaken initiatives: The USAMV Vice-Rectorate for Internationalization, Student Relations, and Alumni coordinates the Department of International Relations and Mobility and the ERASMUS+ Office/Department. The teaching and non-teaching staff mobilities, as well as the students mobilities are very important for our university, as well as internationalisation. Individual work contracts and annual performance evaluations already consider mobility as a valuable component of professional</p>

			<p>programs. Although mobility is supported, the absence of clear guidelines and evaluation tools limits its integration into career development and staff assessments.</p>	<p>development, though it is currently not formalized as a key criterion. The Prometheus platform is the internal platform for tracking mobility activities, ensuring a proper documentation and evaluation for career advancement purposes.</p> <p>Internal documents: internal documents and announcements about mobilities call, the Job description, USAMB Code of ethics.</p> <p>National legislation: the new Law 183/2024, on the status of research, development and innovation staff; Law 199/2023 of Higher Education, European Researcher Charter.</p> <p>Suggestions for improvement: 1 a) Develop and implement a formal procedure for recognizing mobility experience at the university level, including the evaluation forms and annual merit grading system to explicitly account for mobility experiences as part of the professional development process; b) provide training and guidelines for evaluators to include mobility experience in assessments of merit, leadership, and research collaboration.</p>
19	Recognition of qualifications (Code)	++ fully implemented	<p>The recognition of qualifications at USAMV Bucharest is in line with national and European standards.</p>	<p>Undertaken initiatives: USAMV Bucharest put a great emphasis on qualifications and their recognition. A non-university tertiary college was founded recently, with the mission to provide young people with professional training in an academic environment where they can develop practical skills, discover their passions and professional prospects, for optimal integration into the labor market. Also, the university has a Career Counselling and Guidance Centre. Further clarification and more accessible information channels for staff could lead to even a more profound understanding of qualifications .</p> <p>Internal documents: Non-University Tertiary College, USAMB Code of ethics.</p> <p>National legislation: the new Law 183/2024, on the status of research, development and innovation staff, Law 199/2023, of Higher Education, European Researcher Charter, European Framework Qualification, National Qualifications Authority under the Ministry of Education.</p>
20	Seniority (Code)	++ fully implemented	<p>The principle of non-discrimination with respect to seniority is respected at USAMV Bucharest, and no impediments have been identified at the national or institutional levels.</p>	<p>Undertaken initiatives: The retirement age for permanent teaching and research staff is set at 65, marking the official end of their tenure. As such, there is an opportunity for these individuals to extend their professional engagement beyond the standard retirement age. To qualify for this extension, they must meet specific criteria established in both national regulations and USAMV's own Methodology for the maintenance of tenure in university teaching or research after reaching retirement age. USAMV has clear internal regulations ensuring that professional merit, rather than seniority, is the key factor in career advancement. The institution adheres to national legislation, including the Higher Education Law and internal promotion methodologies, which prioritize merit-based criteria.</p> <p>Internal regulations: Staff Recruiting Methodology for Teaching and Research Positions at USAMV, the USAMV methodology regarding maintaining the qualification of holder in education after reaching the age of 65</p> <p>National legislation: the new Law 183/2024, on the status of research, development and innovation</p>

				staff, Law 199/2023 of Higher Education
21	Postdoctoral appointments (Code)	+/- almost but not fully implemented	The current system lacks a comprehensive, structured framework and specific admission methodology for postdoctoral studies, leaving postdoctoral researchers with limited guidance on career advancement pathways, especially in transitioning to permanent roles or alternative research careers.	<p>Undertaken initiative: The postdoctoral appointments at USAMV adhere to a transparent process in line with national regulations. USAMV Bucharest offers postdoctoral programs and follows national guidelines for postdoctoral research appointments. The institution participates in programs like Marie Sklodowska-Curie Actions and national funding schemes (Including PNRR) that support postdoctoral research. The university ensures that postdoctoral appointments are based on merit and research excellence, while also promoting interdisciplinary research projects.</p> <p>Internal regulations: The "Program for increasing the performance and innovation in excellence doctoral and postdoctoral research -PROINVENT" Contract no: 62487/03.06.2022 POCU/993/6/13 - SMIS code: 153299, Job description.</p> <p>National legislation: the new Law 183/2024, on the status of research, development and innovation staff; Law 199/2023 of Higher Education, Postdoctoral fellowship projects – Marie Sklodowska-Curie action (MSCA), Horizon Europe program, PNCDI IV 2022-2027, Human Resources program</p> <p>Suggestions for improvement: Develop and implement internal regulations, including a methodology for admission to postdoctoral studies, along with a structured career advancement framework for postdoctoral researchers that provides clear pathways to permanent positions and establishes an advisory system to support their career development needs.</p>
	Working Conditions and Social Security	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
22	Recognition of the profession	++ fully implemented	The recognition process for early-career researchers, PhD candidates, and international staff needs formalization. Clearer guidelines are needed to better integrate these groups and ensure equal access to resources alongside senior researchers.	<p>Undertaken initiatives: USAMV ensures equal recognition of research and teaching roles, integrating all researchers, including PhD students, as full members of the academic community. PhD students have access to the same resources and services as academic staff, supporting their research and fostering innovation. National standards acknowledge both roles' importance, reinforcing their contributions to higher education and knowledge advancement.</p> <p>Internal regulations: All researchers at the university are recognized as professionals and fully integrated into the academic community. Internal regulations ensure equal treatment for teaching and research staff, with distinctions based only on job responsibilities. PhD students also have access to the same resources and rewards as academic staff. Staff Recruiting Methodology for Teaching and Research Positions at USAMV, website info on methodology, Regulation for the organization and operation of doctoral studies within USAMVB;</p> <p>National legislation: European charter of researchers 2023; Law 153/2017 regarding the remuneration of staff paid from public funds, amended by Law 283/2022, salary rights; Classification of occupations in Romania COR 2024; Law 199/2023 of Higher Education; European</p>

				Framework Qualification ; Order 6129/2016 , Law 183/2024 , on the status of research, development and innovation staff
23	Research environment	+/- almost but not fully implemented	USAMV Bucharest offers a supportive research environment with advanced infrastructure, but further improvements could be done by: 1) improving access to research facilities and funding for some projects, 2) providing clearer support for interdisciplinary collaboration and international partnerships, and 3) reducing administrative burdens that hinder researchers' focus on their work.	<p>Undertaken initiatives: USAMV has developed several state-of-the-art research centers and research infrastructures (see ERRIS), including digitization of paperwork for acquisitions, and ensures that PhD and postdoctoral researchers have access to advanced research tools and facilities. Internal research grants have been established to foster collaboration between faculties and to support innovative research projects. USAMV's Center of Technology Transfer provides guidance on intellectual property rights and supports the commercialization of research outcomes. In addition, USAMV established dedicated offices for international collaboration, with trained staff to help establish and maintain partnerships with foreign universities and research institutes.</p> <p>Internal regulations: The Gender equality strategic plan 2022 – 2025; USAMVB Charter; the USAMB Code of ethics; Scientific research and innovation strategy 2021-2027 in USAMV; the Strategic Institutional Development Plan of the USAMVB for the period 2021-2025, USAMV Operational Plan.</p> <p>National legislation: Law 25/2023 regarding the voluntary integration of research, development and innovation organizations from Romania in the European Research Area; Law 199/2023 of Higher Education; National Strategy for Research, Innovation and Smart Specialization 2022-2027; The Labor Code (Law 53/2003), through Law no. 283/2022 and</p> <p>Suggestions for improvement: 1) a) allocating dedicated funds to support underfunded projects, particularly those led by early-career researchers or involving interdisciplinary work; b) enhance facility-sharing programs to ensure that all researchers, regardless of their department, have access to advanced research tools and infrastructure; c) periodical training for professional development of researcher should be provided, according to identified needs 2) a) create a centralized collaboration platform that connects researchers across disciplines within USAMV, allowing them to share resources, expertise, and opportunities for interdisciplinary projects; b) host regular interdisciplinary workshops and networking events to foster collaboration between different departments and encourage international research partnerships; 3) a) the creation of automated systems for project management and reporting; b) make available specialized support staff for management, allowing researchers to focus more on their academic and scientific work; c) provide training on administrative tools and project management software, helping researchers navigate and manage their projects more efficiently with minimal effort.</p>
24	Working conditions	+/- almost but not fully implemented	Although USAMV provides a supportive working environment for researchers, one identified gap is that	<p>Undertaken initiatives: USAMV has developed state-of-the-art research infrastructures including very good working conditions and accessibility for people with handicaps. USAMV has implemented health and safety regulations, in line with national and European standards, ensuring a secure and well-maintained working environment for researchers.</p> <p>Internal regulations: Job description; Gender equality strategic plan 2022 – 2025; USAMVB Charter; Scientific research and innovation strategy 2021-2027 in USAMV; the Strategic Institutional</p>

			the teleworking/remote working and home working conditions are not clearly communicated to all employees yet.	<p>Development Plan of the USAMVB for the period 2021-2025, the regulation of the organization and functioning of the department for the management of research projects and research-development-innovation support activities (DGPCSACDI), the USAMB Code of ethics.</p> <p>National legislation: Law 25/2023 regarding the voluntary integration of research, development and innovation organizations from Romania in the European Research Area; Law 199/2023 of Higher Education; National Strategy for Research, Innovation and Smart Specialization 2022-2027; The Labor Code (Law 53/2003), through Law no. 283/2022, Fix-term work.</p> <p>Suggestions for improvement: a) Improvement of the job description by including non-financial benefits b) strengthen mental health support through workshops and access to counseling services for a more comprehensive approach to well-being.</p> <p>c) Develop and communicate internal regulations on teleworking/remote working and home working conditions more clearly d) establish regular feedback systems to monitor and improve working conditions, focusing on the needs of early-career researchers; e) encourage open communication so researchers can share concerns about working conditions without fear, ensuring their needs are addressed.</p>
25	Stability and permanence of employment	++ fully implemented	Staff turnover at USAMV is low, with national legislation strictly followed for all employees, and access to various academic positions granted through transparent public selection procedures.	<p>Undertaken initiatives: USAMV adheres to national labor laws, ensuring transparency in employment contracts and prioritizing the conversion of temporary positions into more stable roles whenever possible. The university supports researchers through various grants and project-based employment, with an emphasis on securing long-term positions when funding allows. Still, the current system heavily depends on external funding sources, which can lead to uncertainties regarding contract renewals, making it difficult for researchers to plan long-term careers.</p> <p>Internal regulations: The Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest, from 17.10.2023; Internal regulation of USAMVB, Chapter VI - Working and rest time, the USAMB Code of ethics, Job description, REGULATION for Preparing the Staffing Lists for Teaching and Research Personnel for the 2024-2025 Academic Year,</p> <p>National legislation: Law 199/2023 of Higher Education; Directive 199/70/EC; Labor code 2024.</p>
26	Funding and salaries	++ fully implemented	Remuneration conditions are set by Romanian labor legislation and applied in individual labour contracts.	<p>Undertaken initiatives: salaries in the public sector are set by national law, and there is some flexibility for salary increases based on performance criteria, up to 25%. There are also different types of incentives for teaching and research staff funded by USAMVB, depending on the performance of each employee, as a) additional remuneration for work in grants and research projects; b) amounts for expenses related to research activity; c) reimbursement of expenses for participation in international conferences; d) payment of fees for publication of articles in ISI WoS (Clarivate Analytics) listed journals.</p> <p>Internal regulations: the USAMB Code of ethics, Job description, the Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest, from 17.10.2023; Internal regulation of USAMVB, Regulation for Preparing the Staffing Lists for Teaching and Research Personnel for the</p>

				2024-2025 Academic Year. National legislation: Law 199/2023 of Higher Education; Law 153/2017 regarding the remuneration of staff paid from public funds; Directive 99/70/EC on fixed term work ; updated Labor code 2024 .
27	Gender balance	++ fully implemented	USAMV support gender equality, by its strategic plan and ensure equitable access to resources and opportunities for both men and women in academia.	Undertaken initiatives: USAMV has already taken significant steps to support gender equality, such as developing the USAMV Gender Equality Strategic Plan 2022-2025 , ensuring equitable access to university positions, opportunities and benefits. There is a gender balance in leadership positions of USAMV, while in the execution positions, there is still a predominance of women. Recruitment and assessment commissions are gender balanced and the researchers recruitment process is nondiscriminatory. Access to management positions is nondiscriminatory. Gender balance is a condition for EU projects submission. Internal regulations: the USAMB Code of ethics , Job description , the Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest , from 17.10.2023; Internal regulation of USAMVB , National legislation: Law 199/2023 of Higher Education; Law 153/2017 regarding the remuneration of staff paid from public funds; Directive 99/70/EC on fixed term work ; updated Labor code 2024 .
28	Career development	++ fully implemented	USAMV supports career development, ensuring equitable access to opportunities for staff in academia.	Undertaken initiatives: USAMV supports career development, by providing numerous opportunities, among which it already offers a wide range of career development support through its Career Advice and Guidance Center and other mentoring programs. Workshops and training sessions focused on professional development beyond research, including transferable skills facilitating transitions into industry or policy-related roles are organized through institutional programs. Internal regulations: Scientific research and innovation strategy 2021-2027 in USAMV; the USAMB Code of ethics , the Strategic Institutional Development Plan of the USAMVB for the period 2021-2025 ; Internal regulations of USAMV ; Staff Recruiting Methodology for Teaching and Research Positions at USAMV ; Procedures for Teaching and Research Staff Recruiting ; Regulation on the Organization and Functioning of the Center for Career Counseling and Guidance ; Students Evaluation Form for Teaching Staff ; Annual Peer Evaluation Form ; the Evaluation of the teaching staff by the academic management ; National legislation: Law 183/2024 , on the status of research, development and innovation staff; Law 199/2023 of Higher Education; Law 153/2017 regarding the remuneration of staff paid from public funds; Directive 99/70/EC on fixed term work ; updated Labor code 2024 , Ordinance 57/2002 , regarding Scientific Research and Technological Development.
29	Value of mobility	+/- almost but not fully implemented	USAMV Bucharest lacks a formal procedure for recognizing and	Undertaken initiatives: USAMV supports and encourages mobility and made internationalization a top priority for the university. Mobility is supported through international programs, such as Erasmus+ , Marie Skłodowska-Curie Actions and other opportunities. The USAMV Vice-Rectorate for Internationalization, Student Relations, and Alumni oversees the Department of International

			fully valuing mobility experiences (short-term/long-term) into career development evaluations or merit assessment, which limits the potential benefits for staff.	<p>Relations and Mobility, as well as the ERASMUS+ Office. The evaluation tools and platforms (such as the Prometheus) monitor yearly updates to track and assess mobility activities.</p> <p>Internal documents: Operational Procedure for Awarding the Merit Grade, internal documents and announcements about mobilities call, the Job description, USAMB Code of ethics, ECHE 2021-2027 & Erasmus Policy Statement, Rules of Organization and Operation, Bilateral Agreements with partner universities, Erasmus+ Guide.</p> <p>National legislation: the new Law 183/2024, on the status of research, development and innovation staff; Law 199/2023 of Higher Education, European Researcher Charter.</p> <p>Suggestions for improvement: a) Based on the survey results, which showed strong support for recognizing intersectoral, interdisciplinary, and transdisciplinary mobility (majority rated 5 – total agreement), USAMV should ensure that such experiences are formally acknowledged through structured and credible recognition mechanisms. b) To operationalize this, a formal procedure should be developed and implemented for enhancing the value of all types of mobility at the university level, including their explicit consideration in the annual evaluation and annual merit grading system.</p>
30	Access to career advice	+/- almost but not fully implemented	A gap was identified in offering tailored career advice to researchers (including seniors) and those looking to transition into non-academic careers. Also, there are limited structured career support programs for staff beyond the early stages of their career.	<p>Undertaken initiatives: USAMV already provides career counseling services through the Career Counseling and Guidance Center (CCOC) for students, early-stage researchers and other staff. Furthermore, through the institutional projects, the visibility and accessibility of career development services for researchers at all stages improved significantly.</p> <p>Internal documents: the Job description, USAMB Code of ethics,</p> <p>National legislation: the new Law 183/2024, on the status of research, development and innovation staff; Law 199/2023 of Higher Education, European Researcher Charter. Law 153/2017 regarding the remuneration of staff paid from public funds.</p> <p>Suggestions for improvement: 1 a) expand career services to include more comprehensive support for mid-career and senior researchers, focusing on non-academic career paths and long-term career development; b) Develop specialized training programs for career transitions, offering mentorship and coaching for researchers considering careers outside academia; c) implement a feedback mechanism to continually assess the effectiveness of the career services and make necessary adjustments to ensure that the needs of researchers at all levels are being met.</p>
31	Intellectual Property Rights	++ fully implemented	USAMV supports different types of contributions related to Intellectual Property Rights	<p>Undertaken initiatives: The Center for Technology Transfer, established in 2021, provides guidance to all researchers and teaching staff on technological transfer, intellectual property rights and patents. CTT-USAMV AgroBioLife has approved procedures in place within the USAMV Senate regarding the mentioned aspects. Development of a guideline for Intellectual Property Policy for the use of intellectual property (IP) within USAMV of Bucharest.</p> <p>Internal regulations: The Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest, from 17.10.2023, the USAMB Code of ethics, the Job description, Consortium agreements,</p>

				<p>or already mentioned in the proposal, other documents</p> <p>National Legislation: Law 199/2023 of Higher Education, art. 161, Law 183/2024, on the status of research, development and innovation staff, Law 8/1996 on Copyright and Related Rights, republished, the Order of the Minister of Education and Research No 5229/2020</p> <p>As a mention, in Romania, the processes for patent application and commercialization of research outputs are not sufficiently streamlined, leading to potential delays in IP registration and use. These limitations may hinder the full exploitation of research outcomes.</p>
32	Co-authorship	+/- almost but not fully implemented	<p>Two gaps were identified, regarding:</p> <p>1) whether PhD students should always co-author with their thesis coordinator, regardless of publication topic, and 2) the balance between fewer co-authors, which boosts individual evaluation scores, and more co-authors, which promotes interdisciplinarity, internationalization collaboration etc.</p>	<p>Undertaken initiatives: At USAMV, contributions to publications and patents are acknowledged, with rights distributed among co-authors in accordance with internationally recognized standards. Transparency and fairness in attributing authorship, promoting independence for young researchers, while acknowledging the supervisor role, Still. some debates remain.</p> <p>Internal regulations: The Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest, the USAMV Code of ethics, Regulation on the Organization and Functioning of Doctoral University Studies, Regulation regarding doctoral university studies within the USAMV;</p> <p>National Legislation: Law 199/2023 of Higher Education, art. 161, Law 183/2024, on the status of research, development and innovation staff, Law 64/1991 on invention and patents; Law 83/2014 on Employee Inventions, Framework Regulation regarding doctoral university studies (2024)</p> <p>Suggestions for improvement: 1a) Develop clear co-authorship guidelines in doctoral school procedure, that clarify when it is appropriate for PhD students to co-author with their thesis coordinators, based on the level of contribution to the research; 1b) encourage student-led publications, independently when appropriate, fostering autonomy and encouraging their development as primary researchers</p> <p>2. Balancing the number of co-authors in publications by revising The Operational Procedure for Awarding the Merit Grade with evaluation metrics to equally reward both individual contributions in smaller author groups and collaborative, interdisciplinary work in larger groups (a balanced scoring system that values both the quality and impact of the research, regardless of the number of co-authors).</p>
33	Teaching	+/- almost but not fully implemented	<p>One gap mentioned by the staff concerns the job description for researchers, that does not include teaching activities, and by consequence, there is no requirement of</p>	<p>Undertaken initiatives: USAMV develops teaching skills through its Department for Teaching Staff Training, offering psycho-pedagogical programs for pre-university and academic careers. Researchers may engage in teaching based on their contract. The university also provides free courses on modern educational techniques for academic staff and has a Career Counselling and Guidance Centre. Students can acquire teaching skills via a "Psycho-pedagogical" module in their bachelor's or master's programs, and PhD students may engage in paid teaching during their doctoral studies.</p> <p>Internal regulations: Methodology for the organization of psycho-pedagogical training programs for the certification of teaching competencies, Regulation on the Organization and Functioning of</p>

			completing the Psiho-Pedagogical Module.	<p>Doctoral University Studies, Regulation regarding doctoral university studies within the USAMV; Staff Recruiting Methodology for Teaching and Research Positions at USAMV.</p> <p>National Legislation: Law 199/2023 of Higher Education, art. 161, Law 183/2024, on the status of research, development and innovation staff, Decision 56/2024, for the approval of the Methodology regarding promotion in the teaching career, in higher education; Decision 1339/2023, Ordinance 57/2002, Framework Regulation regarding doctoral university studies (2024), ARACIS Standards</p> <p>Suggestions for improvement: Make the graduation of the “Psycho-pedagogical” Module mandatory by job description, for the researchers that want to teach;</p>
34	Complains/appeals	+/- almost but not fully implemented	There is no impartial entity to handle researcher complaints, especially regarding supervisor conflicts, and current procedures for resolving complaints are not fully formalized, causing delays or confusion.	<p>Undertaken initiatives: At USAMV, the complaints are usually solved by the hierarchical</p> <p>Internal regulations: the USAMV Code of ethics</p> <p>National Legislation: Law 199/2023 of Higher Education, art. 161, Law 183/2024, on the status of research, development and innovation staff, Decision 56/2024, for the approval of the Methodology regarding promotion in the teaching career, in higher education; Decision 1339/2023, Ordinance 57/2002, Framework Regulation regarding doctoral university studies (2024), ARACIS Standards</p> <p>Suggestions for improvement: a) introduce a special impartial entity to manage complaints and appeals (as an "recruitmentman"), ensuring an unbiased review of conflicts, especially between supervisors and early-career researchers; b) formalize the complaints procedure by developing a clear, step-by-step process for submitting and resolving appeals, with defined timelines and transparent reporting mechanisms.</p>
35	Participation in decision-making bodies	++ fully implemented	At USAMV, researchers are represented in the decision-making process through their involvement in the Scientific Council, with elected employee representatives actively participating in the council's meetings.	<p>Undertaken initiatives: USAMV encourages researcher participation in decision-making bodies, and currently there is representation of researchers and PhD students in different committees. The selection process for these positions is transparent, offering equal opportunities for involvement across departments, such as one researcher is a member of the University Senate and another is a member of the Scientific council of the University. University has a vice-rectorate for Scientific research and, at the faculty level, vice-deans for Scientific research, and also a vice-rector for management of research projects.</p> <p>Internal regulations: The Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest</p> <p>National Legislation: Law 199/2023 of Higher Education, art. 161, Law 183/2024, on the status of research, development and innovation staff; Advisory Councils of the Ministry of Education within UEFISCDI.</p>
	Training and Development	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
36	Relation with	+/- almost but	There is a lack of	Undertaken initiatives: USAMV Bucharest's two doctoral schools - The Doctoral School of

	supervisors	not fully implemented	clear guidelines on the responsibilities and expectations from both supervisors and researchers. This can lead to potential miscommunications, unmet expectations, and conflicts regarding the direction of research or career development support.	<p>Engineering and Management of Plant and Animal Resources and The Doctoral School of Veterinary Medicine—offer PhD programs in fields such as Agronomy, Horticulture, Zootechnics, Veterinary Medicine, Biotechnology, and Agricultural Engineering and Management. The 81 PhD supervisors, comprising professors and researchers, guide numerous PhD students in research projects that contribute to both national and international scientific advancements. The relationships between project managers and researchers are governed by the terms outlined in funding applications and contracts, which both parties agree to and adhere to.</p> <p>Internal regulations: Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest, the Strategic Plan of Institutional Development 2021-2025, Regulation regarding PhD studies (ROF IOSUD); PhD studies Contract.</p> <p>National Legislation: Law 183/2024, on the status of research, development and innovation staff, the Law 199/2023 of Higher Education; European Researcher Charter, Government Decisions 681/2011, regarding the PhD Code.</p> <p>Suggestions for improvement: a) specific guidelines on the responsibilities and expectations from both supervisors and researchers. b) finalize the ROF for the research Center.</p>
37	Supervision and managerial duties	+/- almost but not fully implemented	The absence of standardized training for supervisors and the lack of a formal feedback mechanism for researchers to evaluate their supervisors were identified as areas for improvement in supervision at USAMV.	<p>Undertaken initiatives: USAMV has established procedures for assigning supervision and managerial duties. Through the institutional development programs new mentoring programs were organised, to develop managerial skills.</p> <p>Internal regulations: Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest, the Strategic Plan of Institutional Development 2021-2025, Regulation regarding PhD studies (ROF IOSUD); PhD studies Contract; Job description, ROF USAMV, the Contract for Doctoral Studies,</p> <p>National Legislation: Law 183/2024, on the status of research, development and innovation staff, the Law 199/2023 of Higher Education; European Researcher Charter, Government Decisions 681/2011, regarding the PhD Code.</p> <p>Suggestions for improvement: a) Based on the survey results, which showed that 71.8% of respondents expressed interest in participating in training, USAMV should organize more mentoring and coaching programs designed to strengthen the management and leadership skills of supervisors. b) Implement a feedback mechanism for supervisors' evaluation, ensuring continuous improvement of supervision practices.</p>
38	Continuing Professional Development	+/- almost but not fully implemented	There is no comprehensive, formalized framework that ensures continuous professional	<p>Undertaken initiatives: USAMV Bucharest provides internal training programs for researchers, including workshops, seminars, conferences, and online events, often covering specialized and interdisciplinary topics, especially through FDI projects. These opportunities are usually free of charge, with fees covered by university funds, ensuring accessibility for all staff. This supports continuous professional development and lifelong learning. However, survey results show that respondents strongly encourage further training, with 77.8% supporting courses, 85.9%</p>

			<p>development for all researchers throughout their careers. Additionally, there is a lack of structured support for senior researchers seeking to update or expand their skills, and limited opportunities for career transitions outside academia.</p>	<p>workshops/webinars, and 91.4% conferences.</p> <p>Internal regulations: the Strategic Plan of Institutional Development 2021-2025; the USAMV Operational Plan; the Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest; Job description.</p> <p>National legislation: : Law 183/2024, on the status of research, development and innovation staff, the Law 199/2023 of Higher Education; updated Labor code 2024; Ordinance 57/2002, regarding Scientific Research and Technological Development.</p> <p>Suggestions for improvement: 1. Update the researcher job description and the annual evaluation forms/ platforms, to include the quantification of participation at workshops/webinars/courses in the yearly evaluation; 2. Introduce specialized training programs for middle and senior researchers, focusing on leadership, innovation management, advanced research methodologies, and emerging technologies.</p>
39	Access to research training and continuous development	+/- almost but not fully implemented	<p>Although USAMV Bucharest supports continuous professional development, there is no fully formalized procedure to monitor and assess the effectiveness of training programs for researchers.</p>	<p>Undertaken initiatives: USAMV Bucharest provides many opportunities for training and continuous development for researchers, through FDI projects, Career Counselling and Guidance Centre and ERASMUS+ projects or other mobilities. These opportunities are accessed by researchers, but there is a weak framework for systematically evaluating their impact and ensuring they effectively address the evolving professional needs of the research staff.</p> <p>Internal regulations: Operational Procedure for Awarding the Merit Grade, the Strategic Plan of Institutional Development 2021-2025; the USAMV Operational Plan; the Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest; Job description.</p> <p>National legislation: : Law 183/2024, on the status of research, development and innovation staff, the Law 199/2023 of Higher Education; updated Labor code 2024; Ordinance 57/2002, regarding Scientific Research and Technological Development. At EU level, the Commission Recommendation 2005/251/CE on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers states the right to access to continuous development.</p> <p>Suggestions for improvement: a) Develop a formal procedure for the continuous monitoring and assessment of research training programs, ensuring they meet the evolving needs of researchers at all career stages; b) create feedback mechanisms for researchers to regularly assess the effectiveness of training programs and propose improvements</p>
40	Supervision	+/- almost but not fully implemented	<p>There is no fully formalized process for the evaluation and training of PhD supervisors at USAMV Bucharest,</p>	<p>Undertaken initiatives: USAMV has established procedures for assigning supervision, including the allocation of PhD supervisors according to legal provisions. Training is provided within the doctoral school, especially in the first year after admission, individual plans are developed ~ three months after admission, ensuring competencies through the curriculum. PhD students are required to submit yearly research reports, which are defended within the guidance committee, where they receive feedback and they provide monthly progress reports to track work progress.</p>

		<p>leading to inconsistencies in the quality of supervision. Additionally, feedback from PhD students regarding their supervision experiences is not systematically collected, limiting opportunities for improvements in mentorship practices.</p>	<p>Internal regulations: Operational Procedure for Awarding the Merit Grade, the Strategic Plan of Institutional Development 2021-2025; the USAMV Operational Plan; the Charter of University of Agronomic Sciences and Veterinary Medicine of Bucharest; Job description.</p> <p>National legislation: : Law 183/2024, on the status of research, development and innovation staff, the Law 199/2023 of Higher Education; updated Labor code 2024; Ordinance 57/2002, regarding Scientific Research and Technological Development.</p> <p>Suggestions for improvement: Organize additional mentoring and coaching training programs to further enhance supervisors' management and leadership skills, including but not limited to time management and nobjective-driven leadership.</p>
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