

**HR Excellence in Research**

# **OTM-R Checklist**

## **OTM-R Checklist**

**Case number**

2025RO342503

**Name Organisation under review**

Universitatea de Medicina si Farmacie "Victor Babes" Timisoara

**Organisation's contact details**

P-ta Eftimie Murgu, nr. 2A, Timisoara, Timis, 300041, Romania

**Date endorsement charter and code**

20/05/2025

## OTM-R checklist

A specific self-assessment checklist is provided for OTM-R. Please report on the status of achievement, and also detail on the indicators and the form of measurement used.

- The 'Open', 'Transparent' and 'Merit-based' checkboxes are indicative of the types of policies and practices the questions refer to, as detailed in the European Charter for Researchers. They are preset in the HR Excellence in Research e-tool and cannot be changed. Institutions do not need to act in this respect.
- The difference between '+/- Yes substantially' and '-/+ Yes partially' ratings is that, in the first case, the volume of the remaining work to be done until completion is small compared to the effort that has been put so far in that direction, whereas for '-/+ Yes partially', the remaining work is either the same in volume or more than what has been achieved.
- For the 'Suggested indicators' column, whenever the user hovers the mouse over the row dedicated to each question, a small text box will pop up, indicating options of potential indicators to use. However, each institution needs to define its own means of measuring the effectiveness of its OTM-R policy, which should be further reviewed and adapted as necessary.

**Open   Transparent   Meritbased   Answer:**

**Suggested indicators (or form of measurement)**

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OTM-R system

Open Transparent Meritbased Answer:

Suggested indicators (or form of measurement)

Have we published a version of our OTM-R policy online (in the national language and in English)?

x

x

x

+/- Yes substantially

The CARTA of University of Medicine and Pharmacy Victor Babes Timisoara is posted on the university's website and it is accessible to anyone in both Romanian (<https://www.umft.ro/wp-content/uploads/2025/05/Carta-UMF-Victor-Babes-S-28.04.2025-modificare-nemarcet.pdf>) and English ([https://www.umft.ro/wp-content/uploads/2025/08/traducere\\_Carta-UMF-Victor-Babes-S-28.04.2025-EN.pdf](https://www.umft.ro/wp-content/uploads/2025/08/traducere_Carta-UMF-Victor-Babes-S-28.04.2025-EN.pdf)). Other documents including elements of UMFVBT OTM-R policy are available only in Romanian language: UMFVBT Research strategy for 2024-2029 (<https://www.umft.ro/wp-content/uploads/2024/12/Strategia-de-cercetare-UMFVBT-2024-2029-S-18.12.2024-Ed.pdf>) and Regulation of scientific research activity within university (<https://www.umft.ro/wp-content/uploads/2024/12/Regulament-activitate-cercetare-stiintifica-S-18.12.2024-Ed.-II.pdf>).

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
Do we have an internal guide setting out clear OTM-R procedures and practices for all types of positions?	x	x	x	++ Yes completely	- Methodology regarding the organization and conduct of the promotion exam in the teaching career / Metodologia privind organizarea și desfășurarea examenului de promovare în cariera didactică în cadrul UMFVBT ( <a href="https://www.umft.ro/wp-content/uploads/2026/03/Metodologie-promovare-in-cariera-didacticaAnexe-S-25.03.2026.zip">https://www.umft.ro/wp-content/uploads/2026/03/Metodologie-promovare-in-cariera-didacticaAnexe-S-25.03.2026.zip</a> ) - Methodology for filling vacant teaching and research positions for an indefinite period within UMFVBT / Metodologia pentru ocuparea pe perioadă nedeterminată a posturilor didactice și de cercetare vacante în cadrul UMFVBT ( <a href="https://www.umft.ro/wp-content/uploads/2025/03/Metodologie-concurs-per.-nederminata-S-21.02.2025-Ed.-I-rev-2-corectat.zip">https://www.umft.ro/wp-content/uploads/2025/03/Metodologie-concurs-per.-nederminata-S-21.02.2025-Ed.-I-rev-2-corectat.zip</a> ) - Methodology for admission to advanced research postdoctoral studies at UMFVBT / Metodologia privind admiterea la studii postdoctorale de cercetare avansată în cadrul UMFVBT ( <a href="https://www.umft.ro/wp-content/uploads/2023/11/Metodologia-privind-admiterea-la-studii-postdoctorale-de-cercetare-avansata-S-26.10.2023-Ed.-II-r.pdf">https://www.umft.ro/wp-content/uploads/2023/11/Metodologia-privind-admiterea-la-studii-postdoctorale-de-cercetare-avansata-S-26.10.2023-Ed.-II-r.pdf</a> ) - Regulations of the Doctoral Schools within UMFVBT ( <a href="https://www.umft.ro/wp-content/uploads/2021/12/INSTITUTIONAL-REGULATION-REGARDING-THE-ORGANISATION-AND-FUNCTIONING-OF-DOCTORAL-STUDIES-WITHIN-THE-UMFVBT.docx.pdf">https://www.umft.ro/wp-content/uploads/2021/12/INSTITUTIONAL-REGULATION-REGARDING-THE-ORGANISATION-AND-FUNCTIONING-OF-DOCTORAL-STUDIES-WITHIN-THE-UMFVBT.docx.pdf</a> ) / Regulamentul Școlilor Doctorale din cadrul

Open   Transparent   Meritbased   Answer:

**Suggested indicators (or form of measurement)**

UMFVBT (<https://www.umft.ro/wp-content/uploads/2025/05/Regulamentul-Scolilor-Doctorale-din-cadrul-UMFVBT-S-28.04.2025-Ed.-IV.pdf>) - Regulations of scientific research activity within UMFVBT / Regulamentul activității de cercetare științifică în cadrul UMFVBT (<https://www.umft.ro/wp-content/uploads/2024/12/Regulament-activitate-cercetare-stiintifica-S-18.12.2024-Ed.-II.pdf>)

Is everyone involved in the process sufficiently trained in the area of OTM-R?

x

x

x

++ Yes completely

All individuals involved in the recruitment and selection process, including members of the competition committees, advisory legal committees, and Human Resources Office staff, are required to comply with the competition methodology and institutional regulations in line with national legislation, the University Charter, and internal policies. Committee members are adequately trained and familiar with qualification requirements, recruitment procedures, and the principles of employment policy and labor law. Through this training and continuous guidance, all participants ensure a transparent, fair, and professional recruitment process aligned with the OTM-R principles.

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
Do we make (sufficient) use of e-recruitment tools?	x	x		++ Yes completely	The vacancy of academic positions is announced on the university website ( <a href="https://www.umft.ro/ro/category/resurse-umane/concursuri/">https://www.umft.ro/ro/category/resurse-umane/concursuri/</a> ) and in the Official Monitor of Romania, part III. Researcher positions are advertised by on the university website ( <a href="https://www.umft.ro/ro/cariere/">https://www.umft.ro/ro/cariere/</a> ), on a Romanian Research Ministry portal ( <a href="https://jobs.mcid.gov.ro/">https://jobs.mcid.gov.ro/</a> ) as well as on the Euraxess portal ( <a href="https://euraxess.ec.europa.eu/jobs/search">https://euraxess.ec.europa.eu/jobs/search</a> ).
Do we have a quality control system for OTM-R in place?	x	x	x	+/- Yes substantially	The quality control committee at the institutional level closely monitors quality assurance and evaluation in compliance with the principles of legality, responsibility, independence and autonomy, academic ethics and deontology, legitimacy, professionalism, transparency, efficiency and sustainability. ( <a href="https://www.umft.ro/wp-content/uploads/2024/07/ROF-CEAC-S-26.06.2024-Ed.-I.pdf">https://www.umft.ro/wp-content/uploads/2024/07/ROF-CEAC-S-26.06.2024-Ed.-I.pdf</a> ) In addition, the university's Internal Public Audit Department aims to evaluate and improve risk management, control and governance processes, as well as the quality levels achieved in fulfilling responsibilities, actively contributing to the quality control system. ( <a href="https://www.umft.ro/wp-content/uploads/2024/11/ROF-Compartiment-audit-intern-S-30.10.2024-Ed-I.pdf">https://www.umft.ro/wp-content/uploads/2024/11/ROF-Compartiment-audit-intern-S-30.10.2024-Ed-I.pdf</a> )

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
Does our current OTM-R policy encourage external candidates to apply?	x	x	x	++ Yes completely	All candidates, both internal and external participants, who meet the competition entry criteria are eligible to participate, without any form of discrimination.
Is our current OTM-R policy in line with policies to attract researchers from abroad?	x	x	x	+/- Yes substantially	Yes, candidates from outside the country are encouraged to participate in research projects carried out within the University, under conditions of equal opportunity, without any discrimination. There are some limitations due to national legislation, which decrease the attractiveness of research vacancies.

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
Is our current OTM-R policy in line with policies to attract underrepresented groups?	x	x	x	++ Yes completely	According to the principles of the Carta of UMFVBT ( <a href="https://www.umft.ro/wp-content/uploads/2025/08/traducere_Carta-UMF-Victor-Babes-S-28.04.2025-EN.pdf">https://www.umft.ro/wp-content/uploads/2025/08/traducere_Carta-UMF-Victor-Babes-S-28.04.2025-EN.pdf</a> ), no one may be excluded from the academic community on the basis of arbitrary considerations including gender, age, disability, sexual orientation, nationality, ethnicity, religion, etc. The University actively supports the policy of equal opportunities and gender balance ( <a href="https://www.umft.ro/wp-content/uploads/2022/03/Strategia-si-planul-de-implementare-al-egalitatii-de-gen-08.03.2022.pdf">https://www.umft.ro/wp-content/uploads/2022/03/Strategia-si-planul-de-implementare-al-egalitatii-de-gen-08.03.2022.pdf</a> ; <a href="https://www.umft.ro/wp-content/uploads/2024/08/Strategia_planul-de-implementare-al-egalitatii-gen-2024-2027-S-26.07.2024-Ed-I.pdf">https://www.umft.ro/wp-content/uploads/2024/08/Strategia_planul-de-implementare-al-egalitatii-gen-2024-2027-S-26.07.2024-Ed-I.pdf</a> ), and has codes of conduct for combating xenophobia, radicalization and hate speech ( <a href="https://www.umft.ro/wp-content/uploads/2024/11/Codul-de-conduita-privind-prevenirea-si-sanctionarea-xenofobiei-S-30.10.2024-Ed.-I.pdf">https://www.umft.ro/wp-content/uploads/2024/11/Codul-de-conduita-privind-prevenirea-si-sanctionarea-xenofobiei-S-30.10.2024-Ed.-I.pdf</a> ), anti-Semitism ( <a href="https://www.umft.ro/wp-content/uploads/2022/08/Codul-de-conduita-privind-prevenirea-si-sanctionarea-incidentelor-antisemite-S-29.06.2022_EN.pdf">https://www.umft.ro/wp-content/uploads/2022/08/Codul-de-conduita-privind-prevenirea-si-sanctionarea-incidentelor-antisemite-S-29.06.2022_EN.pdf</a> ; <a href="https://www.umft.ro/wp-content/uploads/2022/09/Codul-de-conduita-privind-prevenirea-si-sanctionarea-incidentelor-antisemite-S-29.06.2022.pdf">https://www.umft.ro/wp-content/uploads/2022/09/Codul-de-conduita-privind-prevenirea-si-sanctionarea-incidentelor-antisemite-S-29.06.2022.pdf</a> ), as well as procedures for preventing and combating sexual harassment and moral harassment at

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
					the workplace ( <a href="https://www.umft.ro/wp-content/uploads/2024/10/PS-prevenirea-si-combaterea-hartuirii_S-25.09.2024-Ed.-I.pdf">https://www.umft.ro/wp-content/uploads/2024/10/PS-prevenirea-si-combaterea-hartuirii_S-25.09.2024-Ed.-I.pdf</a> ).
Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers?	x	x	x	++ Yes completely	Within UMFVBT, there are over 40 research centers, many of them with state-of-the-art equipment, which develop numerous research projects financed through various types of grants. These allow the expertise of the teaching and research staff to be capitalized on and provide an appropriate environment for excellence in scientific activity ( <a href="https://www.umft.ro/ro/cercetare/centre-de-cercetare/">https://www.umft.ro/ro/cercetare/centre-de-cercetare/</a> )
Do we have means to monitor whether the most suitable researchers apply?				+/- Yes substantially	Researchers are recruited through an open, transparent, and merit-based competition process, in accordance with national legislation, the University Charter, and UMFVBT internal regulations. Candidates are evaluated by the Competition Committee based on their professional qualifications and compliance with the established recruitment requirements. For temporary research positions within projects, the selection is carried out by a committee proposed by the project manager and approved by the Rector. All recruitment and selection procedures follow the applicable legal framework and the competition methodology in force.

Advertising and application phase

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions?	x	x		++ Yes completely	The university publishes all permanent and temporary vacancies on the institutional website and for the research positions the Romanian Research Ministry portal and/or the EURAXESS portal are used, in line with European Commission regulations and internationally recognized recruitment standards. Job advertisements follow the timelines, guidelines, and templates established by EURAXESS, ensuring transparency, accessibility, and equal opportunities for candidates. This approach supports international researcher mobility and provides broad access to research positions, funding opportunities, and professional services across the European research area
Do we include in the job advertisement references/links to all the elements foreseen in the relevant section of the toolkit?	x	x		++ Yes completely	Yes, online postings include all the necessary details for candidates, regardless of whether they are published on the University website, on the Ministry of Research portal ( <a href="https://jobs.mcid.gov.ro/">https://jobs.mcid.gov.ro/</a> ), or on the Euraxess portal ( <a href="https://euraxess.ec.europa.eu/jobs">https://euraxess.ec.europa.eu/jobs</a> )
Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience?	x	x		++ Yes completely	Yes, for researchers positions.

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
Do we make use of other job advertising tools?	x	x		+/- Yes substantially	The vacancies are advertised also on the Ministry of Education portal ( <a href="http://jobs.edu.ro/">http://jobs.edu.ro/</a> ) and Romanian Research Ministry portal ( <a href="https://jobs.mcid.gov.ro/">https://jobs.mcid.gov.ro/</a> )
Do we keep the administrative burden to a minimum for the candidate?	x			+/- Yes substantially	The University has made efforts to reduce bureaucracy in the recruitment and selection processes, while maintaining the limits imposed by the legislation in force. There is administrative support from the HR department, so that the candidate is assisted in all stages of the application and selection process.

Selection and evaluation phase

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
Do we have clear rules governing the appointment of selection committees?		x	x	++ Yes completely	<p>Yes, all the rules for appointment of selection committees are clearly specified in the university internal regulations and procedures: - Methodology regarding the organization and conduct of the promotion exam in the teaching career / Metodologia privind organizarea și desfășurarea examenului de promovare în cariera didactică în cadrul UMFVBT (<a href="https://www.umft.ro/wp-content/uploads/2026/03/Metodologie-promovare-in-cariere-didacticaAnexe-S-25.03.2026.zip">https://www.umft.ro/wp-content/uploads/2026/03/Metodologie-promovare-in-cariere-didacticaAnexe-S-25.03.2026.zip</a>) - Methodology for filling vacant teaching and research positions for an indefinite period within UMFVBT / Metodologia pentru ocuparea pe perioadă nedeterminată a posturilor didactice și de cercetare vacante în cadrul UMFVBT (<a href="https://www.umft.ro/wp-content/uploads/2025/03/Metodologie-concurs-per.-nederminata-S-21.02.2025-Ed.-I-rev-2-corectat.zip">https://www.umft.ro/wp-content/uploads/2025/03/Metodologie-concurs-per.-nederminata-S-21.02.2025-Ed.-I-rev-2-corectat.zip</a>) - Methodology for admission to advanced research postdoctoral studies at UMFVBT / Metodologia privind admiterea la studii postdoctorale de cercetare avansată în cadrul UMFVBT (<a href="https://www.umft.ro/wp-content/uploads/2023/11/Metodologia-privind-admiterea-la-studii-postdoctorale-de-cercetare-avansata-S-26.10.2023-Ed.-II-r.pdf">https://www.umft.ro/wp-content/uploads/2023/11/Metodologia-privind-admiterea-la-studii-postdoctorale-de-cercetare-avansata-S-26.10.2023-Ed.-II-r.pdf</a>)</p> <p>- Operational procedure regarding the recruitment and selection of personnel for filling positions within projects financed from non-reimbursable European funds /</p>

Open Transparent Meritbased Answer:

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**Suggested indicators (or form of measurement)**

Procedura operațională privind recrutarea și selecția personalului pentru ocuparea posturilor în cadrul proiectelor finanțate din fonduri europene nerambursabile ([https://www.umft.ro/wp-content/uploads/2026/05/PO-05\\_UMFVBT\\_Ocupare-posturi-in-cadrul-proiectelor-finantate-din-fonduri-UE-nerambursabile\\_HRS4R\\_CA-20.05.2025.pdf](https://www.umft.ro/wp-content/uploads/2026/05/PO-05_UMFVBT_Ocupare-posturi-in-cadrul-proiectelor-finantate-din-fonduri-UE-nerambursabile_HRS4R_CA-20.05.2025.pdf))

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
Do we have clear rules concerning the composition of selection committees?		x	x	++ Yes completely	<p>Yes, all the rules regarding composition of selection committees are clearly specified in the university internal regulations and procedures: - Methodology regarding the organization and conduct of the promotion exam in the teaching career / Metodologia privind organizarea și desfășurarea examenului de promovare în cariera didactică în cadrul UMFVBT (<a href="https://www.umft.ro/wp-content/uploads/2026/03/Metodologie-promovare-in-cariere-didacticaAnexe-S-25.03.2026.zip">https://www.umft.ro/wp-content/uploads/2026/03/Metodologie-promovare-in-cariere-didacticaAnexe-S-25.03.2026.zip</a>) - Methodology for filling vacant teaching and research positions for an indefinite period within UMFVBT / Metodologia pentru ocuparea pe perioadă nedeterminată a posturilor didactice și de cercetare vacante în cadrul UMFVBT (<a href="https://www.umft.ro/wp-content/uploads/2025/03/Metodologie-concurs-per.-nederminata-S-21.02.2025-Ed.-I-rev-2-corectat.zip">https://www.umft.ro/wp-content/uploads/2025/03/Metodologie-concurs-per.-nederminata-S-21.02.2025-Ed.-I-rev-2-corectat.zip</a>) - Methodology for admission to advanced research postdoctoral studies at UMFVBT / Metodologia privind admiterea la studii postdoctorale de cercetare avansată în cadrul UMFVBT (<a href="https://www.umft.ro/wp-content/uploads/2023/11/Metodologia-privind-admiterea-la-studii-postdoctorale-de-cercetare-avansata-S-26.10.2023-Ed.-II-r.pdf">https://www.umft.ro/wp-content/uploads/2023/11/Metodologia-privind-admiterea-la-studii-postdoctorale-de-cercetare-avansata-S-26.10.2023-Ed.-II-r.pdf</a>)</p> <p>- Operational procedure regarding the recruitment and selection of personnel for filling positions within projects financed from non-reimbursable European funds /</p>

Open   Transparent   Meritbased   Answer:

**Suggested indicators (or form of measurement)**

Procedura operațională privind recrutarea și selecția personalului pentru ocuparea posturilor în cadrul proiectelor finanțate din fonduri europene nerambursabile ([https://www.umft.ro/wp-content/uploads/2026/05/PO-05\\_UMFVBT\\_Ocupare-posturi-in-cadrul-proiectelor-finantate-din-fonduri-UE-nerambursabile\\_HRS4R\\_CA-20.05.2025.pdf](https://www.umft.ro/wp-content/uploads/2026/05/PO-05_UMFVBT_Ocupare-posturi-in-cadrul-proiectelor-finantate-din-fonduri-UE-nerambursabile_HRS4R_CA-20.05.2025.pdf))

Are the committees sufficiently gender-balanced?

x

x

++ Yes completely

Yes, the University actively supports the policy of equal opportunities and gender balance ([https://www.umft.ro/wp-content/uploads/2024/08/Strategia\\_planul-de-implementare-al-egalitatii-gen-2024-2027-S-26.07.2024-Ed-I.pdf](https://www.umft.ro/wp-content/uploads/2024/08/Strategia_planul-de-implementare-al-egalitatii-gen-2024-2027-S-26.07.2024-Ed-I.pdf))

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
Do we have clear guidelines for selection committees which help to judge 'merit' in a way that leads to the best candidate being selected?			x	++ Yes completely	<p>Yes, the university internal regulations and procedures include guides that help selection committees to classify candidates according to their merit: - Methodology regarding the organization and conduct of the promotion exam in the teaching career / Metodologia privind organizarea și desfășurarea examenului de promovare în cariera didactică în cadrul UMFVBT (<a href="https://www.umft.ro/wp-content/uploads/2026/03/Metodologie-promovare-in-cariere-didacticaAnexe-S-25.03.2026.zip">https://www.umft.ro/wp-content/uploads/2026/03/Metodologie-promovare-in-cariere-didacticaAnexe-S-25.03.2026.zip</a>) - Methodology for filling vacant teaching and research positions for an indefinite period within UMFVBT / Metodologia pentru ocuparea pe perioadă nedeterminată a posturilor didactice și de cercetare vacante în cadrul UMFVBT (<a href="https://www.umft.ro/wp-content/uploads/2025/03/Metodologie-concurs-per.-nederminata-S-21.02.2025-Ed.-I-rev-2-corectat.zip">https://www.umft.ro/wp-content/uploads/2025/03/Metodologie-concurs-per.-nederminata-S-21.02.2025-Ed.-I-rev-2-corectat.zip</a>) - Methodology for admission to advanced research postdoctoral studies at UMFVBT / Metodologia privind admiterea la studii postdoctorale de cercetare avansată în cadrul UMFVBT (<a href="https://www.umft.ro/wp-content/uploads/2023/11/Metodologia-privind-admiterea-la-studii-postdoctorale-de-cercetare-avansata-S-26.10.2023-Ed.-II-r.pdf">https://www.umft.ro/wp-content/uploads/2023/11/Metodologia-privind-admiterea-la-studii-postdoctorale-de-cercetare-avansata-S-26.10.2023-Ed.-II-r.pdf</a>) - Operational procedure regarding the recruitment and selection of personnel for filling positions within projects financed from non-reimbursable European funds /</p>

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
					Procedura operațională privind recrutarea și selecția personalului pentru ocuparea posturilor în cadrul proiectelor finanțate din fonduri europene nerambursabile ( <a href="https://www.umft.ro/wp-content/uploads/2026/05/PO-05_UMFVBT_Ocupare-posturi-in-cadrul-proiectelor-finantate-din-fonduri-UE-nerambursabile_HRS4R_CA-20.05.2025.pdf">https://www.umft.ro/wp-content/uploads/2026/05/PO-05_UMFVBT_Ocupare-posturi-in-cadrul-proiectelor-finantate-din-fonduri-UE-nerambursabile_HRS4R_CA-20.05.2025.pdf</a> )
Appointment phase					
Do we inform all applicants at the end of the selection process?		x		++ Yes completely	Yes, the results of the selection process are posted on the University web-site according to the rules includes in the regulatory documents. ( <a href="https://www.umft.ro/wp-content/uploads/2026/03/Metodologie-promovare-in-cariere-didacticaAnexe-S-25.03.2026.zip">https://www.umft.ro/wp-content/uploads/2026/03/Metodologie-promovare-in-cariere-didacticaAnexe-S-25.03.2026.zip</a> ; <a href="https://www.umft.ro/wp-content/uploads/2025/03/Metodologie-concurs-per.-nederminata-S-21.02.2025-Ed.-I-rev-2-corectat.zip">https://www.umft.ro/wp-content/uploads/2025/03/Metodologie-concurs-per.-nederminata-S-21.02.2025-Ed.-I-rev-2-corectat.zip</a> ; <a href="https://www.umft.ro/wp-content/uploads/2023/11/Metodologia-privind-admiterea-la-studii-postdoctorale-de-cercetare-avansata-S-26.10.2023-Ed.-II-r.pdf">https://www.umft.ro/wp-content/uploads/2023/11/Metodologia-privind-admiterea-la-studii-postdoctorale-de-cercetare-avansata-S-26.10.2023-Ed.-II-r.pdf</a> ; <a href="https://www.umft.ro/wp-content/uploads/2023/04/Admission-to-Doctoral-Studies-2023-rev-12-aprilie-2023-S-05.04.2023.pdf">https://www.umft.ro/wp-content/uploads/2023/04/Admission-to-Doctoral-Studies-2023-rev-12-aprilie-2023-S-05.04.2023.pdf</a> ; <a href="https://www.umft.ro/wp-content/uploads/2026/05/PO-05_UMFVBT_Ocupare-posturi-in-cadrul-proiectelor-finantate-din-fonduri-UE-nerambursabile_HRS4R_CA-20.05.2025.pdf">https://www.umft.ro/wp-content/uploads/2026/05/PO-05_UMFVBT_Ocupare-posturi-in-cadrul-proiectelor-finantate-din-fonduri-UE-nerambursabile_HRS4R_CA-20.05.2025.pdf</a> )

Open   Transparent   Meritbased   Answer:

**Suggested indicators (or form of measurement)**

Do we provide adequate feedback to interviewees?

x

++ Yes completely

Yes, the results of the selection process and a feedback about the interview responses are given to each candidate after the selection process has ended, according to the rules includes in the regulatory documents. (<https://www.umft.ro/wp-content/uploads/2026/03/Methodologie-promovare-in-cariere-didiacticaAnexe-S-25.03.2026.zip>; <https://www.umft.ro/wp-content/uploads/2025/03/Methodologie-concurs-per.-nederminata-S-21.02.2025-Ed.-I-rev-2-corectat.zip>; <https://www.umft.ro/wp-content/uploads/2023/11/Methodologia-privind-admiterea-la-studii-postdoctorale-de-cercetare-avansata-S-26.10.2023-Ed.-II-r.pdf>; <https://www.umft.ro/wp-content/uploads/2023/04/Admission-to-Doctoral-Studies-2023-rev-12-aprilie-2023-S-05.04.2023.pdf>; [https://www.umft.ro/wp-content/uploads/2026/05/PO-05\\_UMFVBT\\_Ocupare-posturi-in-cadrul-proiectelor-finantate-din-fonduri-UE-nerambursabile\\_HRS4R\\_CA-20.05.2025.pdf](https://www.umft.ro/wp-content/uploads/2026/05/PO-05_UMFVBT_Ocupare-posturi-in-cadrul-proiectelor-finantate-din-fonduri-UE-nerambursabile_HRS4R_CA-20.05.2025.pdf))

Open   Transparent   Meritbased   Answer:

**Suggested indicators (or form of measurement)**

Do we have an appropriate complaints mechanism in place?

x

++ Yes completely

Yes, the university has specific rules and mechanisms allowing each candidate to challenge the process of the competition (<https://www.umft.ro/wp-content/uploads/2026/03/Metodologie-promovare-in-cariera-didacticaAnexe-S-25.03.2026.zip>; <https://www.umft.ro/wp-content/uploads/2025/03/Metodologie-concurs-per-nederminata-S-21.02.2025-Ed.-I-rev-2-corectat.zip>; <https://www.umft.ro/wp-content/uploads/2023/11/Metodologia-privind-admiterea-la-studii-postdoctorale-de-cercetare-avansata-S-26.10.2023-Ed.-II-r.pdf>; <https://www.umft.ro/wp-content/uploads/2023/04/Admission-to-Doctoral-Studies-2023-rev-12-aprilie-2023-S-05.04.2023.pdf>; [https://www.umft.ro/wp-content/uploads/2026/05/PO-05\\_UMFVBT\\_Ocupare-posturi-in-cadrul-proiectelor-finantate-din-fonduri-UE-nerambursabile\\_HRS4R\\_CA-20.05.2025.pdf](https://www.umft.ro/wp-content/uploads/2026/05/PO-05_UMFVBT_Ocupare-posturi-in-cadrul-proiectelor-finantate-din-fonduri-UE-nerambursabile_HRS4R_CA-20.05.2025.pdf))

Overall assessment

Open   Transparent   Meritbased   Answer:

**Suggested indicators (or form of measurement)**

Do we have a system in place to assess whether OTM-R delivers on its objectives?

++ Yes completely

The UMFVBT Quality Assurance and Evaluation Commission is responsible for systematically verifying whether there are adequate human resources and transparent personnel recruitment procedures at the institutional level, developed in accordance with the law. (<https://www.umft.ro/wp-content/uploads/2024/07/ROF-CEAC-S-26.06.2024-Ed.-I.pdf>) Also, the Internal Public Audit Department of the university audits the management and control system within the university, in order to assess the effectiveness and performance of functional structures in implementing strategies, programs and actions, with the aim of their permanent improvement. (<https://www.umft.ro/wp-content/uploads/2024/11/ROF-Compartment-audit-intern-S-30.10.2024-Ed-I.pdf>)