

EURAXESS

GAP Analysis (Charter and Code Checklist)

Case number

2022RO732429

Name Organisation under review

Technical University of Cluj-Napoca

Organisation's contact details

Str. Daliei, Nr. 5, Cluj-Napoca, 400623, Romania

Date endorsement charter and code

25/01/2022

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 this organisation meet the following principles?
- **Implementation (++, +/-, -/+, --)** :
 - ++ fully implemented
 - +/- almost but not fully implemented
 - -/+ partially implemented
 - -- insufficiently implemented
- **GAP** : In case of --, -/+, or +/-, please **indicate the actual "gap"** between the principle and the current practice in your organisation.
- **Implementation impediments** : If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation.

- **Initiatives undertaken/new proposals** : If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

Status

Ethical and Professional Aspects

1. Research freedom

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	There are no limitations to research freedom except those that came from funding constraints and possible intellectual property rights. Researchers have the freedom to conduct research on their topics of interest and to participate in grant calls. One of the main limitations is the low funding of research at the national level, which makes access to research projects, especially as a project director, difficult, the competition being high.	Free access to Web of Science, Scopus, Science Direct and others through the ANELIS Association. https://research.utcluj.ro/index.php/acces-portal-anelis-plus.html https://www.webofscience.com/wos/woscc/basic-search https://www.sciencedirect.com/ , etc.

2. Ethical principles

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Ethical principles are defined and implemented for the research activity as part of the Code of Ethics and University Deontology of the TUCN Charter. No problems were identified by those who are directly involved in research activities, the university providing the necessary means to carry out their activities in the spirit of these principles.	Ethical principles are implemented and identified at all research and educational levels of TUCN, both among students and teaching, administrative and research staff. https://www.utcluj.ro/media/documents/2021/carta_UTCN_2021.pdf https://www.utcluj.ro/comisia-de-etica Regulation Ethics Committee: https://www.utcluj.ro/media/page_document/258/ROFCEU_2022.pdf https://www.utcluj.ro/media/decisions/2014/11/13/Modificari_Statut_Comisie_Etica.pdf Universi Ethics Committee https://www.utcluj.ro/media/page_document/258/componenta_CEU_octombrie_2022.pdf Procedure for the Prevention and Enforcement of Academic Ethics and Integrity in IOSUD-TUCN https://www.utcluj.ro/media/page_document/148/Procedura_etica_IOSUD_CA_9.03.2021.pdf

3. Professional responsibility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The university has the mechanisms (regulations, procedures, software tools) to control the professional responsibilities in terms of research activities. Turnitin has been used successfully for many years.	Intellectual property protection: https://research.utcluj.ro/index.php/proprietate-intelectuala.html Antiplagiarism principles: https://www.utcluj.ro/media/page_document/142/D3_M...

4. Professional attitude

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	To have a good environment for research activities, all those involved must act with professionalism and respect towards their colleagues, to be honest and responsible in all stages of project development and identification/selection human resources for optimal results. A particular role is played by the project manager throughout the process, whose performance is improved by receiving support for the research process, contributing to the quality of the result and the achievement of the proposed goal.	There is a growing need for collaboration between departments and specialists, and communication and collaboration difficulties can only be addressed by increasing the number of activities, workshops, and projects that bring together specialists from all disciplines, such as those organized by the Department for Research, Development, and Innovation Management (DMCDI).

Status

5. Contractual and legal obligations

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	<p>The consequences of not considering these obligations can have negative effects on the research work by not knowing the terms and conditions of the contract or equivalent documents. Even if sometimes the usefulness is not seen due to the bureaucracy burden, it is an activity that the researcher must do. Contractual and legal obligations are present in various documents, and they are harmonized, agreed, and signed by researchers and/or collaborators: employment contracts, research contracts with private or public sector, etc.</p>	<p>According to national and European legislation, employment contracts, research contracts templates and other documents are continuously adapted to the legal framework. Internal code of TUCN, aligned with the national laws: https://www.utcluj.ro/media/decisions/2023/01/30/Regulament_intern_al_UTCN.pc Collective Labour Contract in TUCN: https://www.utcluj.ro/media/page_document/319/Contract_colectiv_munca_OCR.pdf LAW No 53 of 24 January 2003 Labour Code: https://www.utcluj.ro/media/page_document/197/codul_muncii.pdf O.G. 57/2002 - as amended and supplemented, on scientific research and technological development: https://legislatie.just.ro/Public/DetaliuDocument/38222 Status of the researcher - Law no. 319/2003: https://legislatie.just.ro/Public/DetaliuDocument/45166 Education Law 1/2011: https://www.edu.ro/sites/default/files/legea-educatiei_actualizata%20august%202018.pdf</p>

6. Accountability

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>The responsibility of researchers for the efficient use of taxpayers' money is achieved through sound, transparent and efficient financial management and cooperation with any authorized internal or external audit of their research. This is linked to the previous point (contractual and legal obligations) and is not possible without a good knowledge and implementation of research contracts considering all their aspects. However, the DMCDI is identified as providing real support through its departments on this issue as well as the tools/platforms used, such as the integrated evaluation system of teaching, research, and managerial activities within the Technical University (SIMAC tool). Among the improvements that can be brought to this chapter is the reduction of the bureaucracy and results reporting and collecting effort that is still quite present in auditing activities, requiring too much effort from the researchers, who would prefer to focus on research specific to their field of study.</p>	<p>A new integrated platform is under development (SIMAC+) for evaluation of teaching, research, and managerial activities. This platform will have increased capabilities for automated data collection, analysis, and reporting. https://research.utcluj.ro/index.php/simac.html</p>

7. Good practice in research

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Training actions are conducted at the beginning of each employment contract, and periodically, for health and safety at work. Also, there are available instruments for the protection of confidentiality, internal security and data recovery, creation of digital data storage spaces, data protection and confidentiality. Each research area has its own specific practices with unique strategies and security plans. The importance of safety is emphasized in all activities, with the safety of the individual being paramount.</p>	<p>Inspired by European Directives implemented in national legislation, through specific institutional regulations, each field has its own best practices that ensure the harmonization of actions to the desired result, through a minimum consumption of actions, material, and human resources. https://www.utcluj.ro/universitatea/despre/regulamente/proceduri/</p>

Status

8. Dissemination, exploitation of results

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	<p>As part of supporting research at all stages and those involved, as well as those who benefit from the results of these activities, increasing interest in the dissemination of research results is observed among researchers. TUCN encourages the dissemination of research results through internationally prestigious publications (recognized journals and conferences in the various fields of research) by providing financial support for the publishing fees. The performance in this regard is rewarded with internal grants to support advanced scientific growth, even as salary incentives, the conditions being clearly specified in Council of Administration decisions. The entire process of granting this support from TUCN is carefully monitored, managed, and supported by DMCDI staff throughout its journey for optimal results.</p>	<p>The usefulness of this support is reflected in the increase in academic research activity, the number of publications and participation in national and international conferences, which are encouraged to be continued. The measures for increasing the dissemination capabilities of researchers are continuously improved and adapted. More effort will be made by the management to inform the researchers community about these decisions, and to improve them. https://research.utcluj.ro/index.php/granturi-suport-de-cercetare-stiintifica.html</p>

9. Public engagement

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	<p>Communication between the two components (public - researchers) is important for the knowledge and understanding of the role that research plays in the development of a society, with appreciation and support coming as a result. It is the duty of the publicly funded researcher to report on how funds have been used throughout the research process. Another aspect worthy of consideration is awakening public interest in the field of research, understanding the full process, from the perspective of success, economic profitability, existing challenges, and failures in the research activity.</p>	<p>The goal of research is to achieve objectives that serve the general public through development and innovation, and to properly inform the public about this. This is only possible with a proper understanding that this is important and part of researcher duties, like any other mandatory administrative activity. Various initiatives to promote research results have been taken, and will be repeated in the future, such as: https://crmse.utcluj.ro/index.php/anunturi/noaptea-muzeelor-14-mai-2022.html https://proinvent.utcluj.ro/</p>

10. Non discrimination

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Discrimination based on gender, age, ethnic, national, or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition, it's a fundamental condition for a healthy environment in research area. There is a gender equality plan approved and implemented.</p>	<p>No discrimination of this kind was identified within TUCN. https://www.utcluj.ro/media/decisions/2022/04/19/Planul_Stragic_al_UTCN_privind_egalitatea_de_gen.pdf</p>

11. Evaluation/ appraisal systems

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	<p>The most used system for researchers, including senior researchers, is the Integrated Management System of Research Activities (SIMAC) in TUCN. There are some opinions to review existing criteria and to have objective assessment, realistic quantified activities and adapted to research fields that have different systems / criteria for research activity.</p>	<p>A new integrated platform is under development (SIMAC+). https://research.utcluj.ro/index.php/simac.html</p>

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

Status

12. Recruitment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	Regarding the recruitment, there is a very well-developed methodology, in which are presented very clearly the conditions that must be met for each position (teaching or in research), for each grade and salary step, through specific institutional methodology and legal framework. The human resources department is well organized, shows professionalism and is available when requested. Nevertheless, the employment process is considered long and bureaucratic, but this is imposed by the national legal framework.	There is consistency regarding the applicability of clear principles and recruitment conditions, some of them being previously detailed, such as the principle of non-discrimination and professional ethics. https://www.utcluj.ro/media/page_document/470/3_Metodologia_de_concurs_UTCN_2022.pdf https://www.utcluj.ro/media/page_document/148/Procedura_operationala_desfasurarea_concursului_posturi_didactice.PDF https://www.utcluj.ro/media/decisions/2020/04/30/Procedura_privind_desf._concururilor_didactice.pdf

13. Recruitment (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The recruitment process for teaching, administrative and research staff is transparent, equal opportunities for all candidates and efficient in general. Right from the first public announcement there are at least 30 days until the selection interview. The public announcement provides all the necessary information so that the recruit knows what to expect, and in case of any doubts, the university human resources department can guide and advise the future candidate.	The recruitment procedures, starting with the job advertisement, continuing with the competitive selection stages, and ending with the actual hiring, are like those used in the European community, on the same model of transparency, accessibility, and fairness. Example for the ongoing employment process: https://www.utcluj.ro/universitatea/anunturi-angajare/ https://www.utcluj.ro/universitatea/concurs-posturi-didactice-sem-1-2022-2023/

14. Selection (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	At the level of academics and research, selection is made strictly based on skills and experience in a particular specialization. The members of the selection committees are chosen on a temporary basis, depending on the field of activity, their experience, and their expert status. Also, in the selection process, the date of graduation does not matter, there being equal chances for a recent graduate or an older one.	All positions in TUCN are filled by competition. In the recruitment and promotion of all categories, the principle of professional competence is applied (university charter). Competition methodology for filling teaching and research vacancies at the Technical University of Cluj-Napoca https://www.utcluj.ro/media/page_document/470/3_Metodologia_de_concurs_UTCN_2022.pdf Operational procedure for organizing the contest for filling the vacancies for teaching and research positions at TUCN: https://www.utcluj.ro/media/page_document/470/4_Procedura_operationala_desfasurarea_concursului_UTCN.PDF Employment/vacancies: https://www.utcluj.ro/universitatea/anunturi-angajare

Status**15. Transparency (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Transparency is one of the principles that makes it possible for every candidate to benefit from equal opportunities in the recruitment process, lack of discrimination and competitiveness, having access to all the necessary data to participate in the recruitment process. Selection results are communicated immediately to the candidate and published in time on the institution's website.	Transparency is achieved by posting on the institution's website the announcement of the availability and opportunities that TUCN offers, the gradual posting according to the stages of the selection process, the early announcement of the steps to be taken and the necessary documents, the results being announced and posted for the public immediately and giving the possibility to be challenged, a part of the transparency in the process. https://www.utcluj.ro/universitatea/anunturi-angajare/ https://www.utcluj.ro/universitatea/concurs-posturi-didactice-sem-1-2022-2023/

16. Judging merit (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	The selection of candidates is made according to some well-defined criteria, the experience in the required field depending on the job position. Another situation that the university considers is the background of the candidate, those who come from the industrial environment, having the chance that through their contributions through inventions, patents, or other contributions to scientific development, they will have the same chances as those who have seniority in university education or in management activities in research and innovation. The research-teaching activity ratio may vary, but this does not create instability. It is normal that at a given moment the researcher pays more attention to one of them, to the detriment of the other, depending on the period or opportunities, the two activities being complementary.	Merit is determined both by quantitative and qualitative professional achievements, offering the opportunity to those who have not been engaged in research activity for a long time to have equal chances with those who have had time to publish a lot more and have many achievements in research. However, each researcher (equivalent to associate / full professor) must fulfill minimum requirements according to the national and institutional regulations (usually in terms of publications and/or research contracts). https://www.edu.ro/sites/default/files/anexa%20ordin%206.129_2016%20standarde%20minimale.pdf Competition methodology for filling teaching and research vacancies at the Technical University of Cluj-Napoca https://www.utcluj.ro/media/page_document/470/3_Metodologia_de_concurs.UTCN_2022.pdf https://www.utcluj.ro/universitatea/despre/regulamente/regulamente-cadre-didactice/ https://www.utcluj.ro/media/page_document/244/Metodologia%20de%20aprobare%20a%20solicitarii%20de%20mentinere%20a%20calitatii%20de%20titular.pdf https://www.utcluj.ro/media/decisions/2017/06/27/Regulametul_de_intocmire_State_de_functii.pdf

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

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	For several reasons, a researcher may interrupt his/her research activity and return to the field is facilitated depending on the quality of his/her past activity and the reasons that leads him/her to return.	TUCN has a relaxed attitude in this respect, giving a researcher the chance to return to the field after a break due to certain reasons. In case of academic carrier breaks due to employment in private companies or other universities, the experience accumulated can prove useful in the resumed academic carrier. However, each researcher (equivalent to associate / full professor) must fulfill minimum requirements according to the national and institutional regulations (usually in terms of publications and/or research contracts). https://www.edu.ro/sites/default/files/anexa%20ordin%206.129_2016%20standarde%20minimale.pdf

18. Recognition of mobility experience (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The exchange of experience between TUCN and other universities in the country or abroad, as well as participation in various conferences and events, is a plus for both researchers and the institution. TUCN encourages mobility and collaboration with other researchers in the same or complementary fields. In the case of selection competitions, mobility helps to assess the quality of the candidate without being an eliminating or quantifiable condition.	The University supports researchers through financial support for mobilities, a real help for those who face financial and other impediments. One such current initiative of support is the institutional AITECH project. https://aitech.utcluj.ro/

19. Recognition of qualifications (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Qualification and specialization in a certain branch of research or field is a mandatory condition from the recruitment stage, being in permanent development throughout the career.	Methodology for recruitment and selection https://www.utcluj.ro/media/page_document/470/3_Metodologia_de_concurs_UTCN_2022.pdf

20. Seniority (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	Seniority in work is essential in occupying a position, along with professional achievements and contributions to the field in which they work.	TUCN does not hesitate to advance and promote its employees and all those involved in the institution's activities. However, minimum requirements for senior researcher positions (or equivalent to associate / full professor) according to the national and institutional regulations (usually in terms of publications and/or research contracts, depending on the domain of research) are compulsory. https://www.edu.ro/sites/default/files/anexa%20ordin%206.129_2016%20standarde%20minimale.pdf

Status**21. Postdoctoral appointments (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	The proposed institutional program aims at improving advanced research components and career development opportunities for post-doctoral researchers, by integrating them in the research structures of UTCN and by facilitating access of post-doctoral researchers to advanced research resources. The post-doctoral status is transitional, with the primary purpose of providing additional professional development opportunities for a research career but also in connection with the necessities of the local, regional, and national business environment. However, lack of funding can be a barrier for post-doctoral positions.	Postdoctoral programs provide the institutional framework for the development of advanced research after the completion of studies university doctoral programs in specific doctoral fields within Council for Doctoral Studies (CSUD). TUCN creates ways for accessing funds for the development of postdoctoral programs by national or internal projects (TUCN), international projects, or at the initiative of the economic environment. The activity of post-doctoral researchers will be monitored during the implementation phase of the program, to improve scientific research capacity, but also diversify post-doctoral training methods from the viewpoint of entrepreneurial skills. The university will continue to apply for funding of postdoctoral researcher, such as the previous and existing initiatives: Antredoc, InoHubDoc (ongoing) https://iosud.utcluj.ro/program-postdoctoral.html Institutional code for doctoral and postdoctoral studies: https://iosud.utcluj.ro/files/Files/Legislatie%202020/REGULAMENT_Institutional_Doctorat_aprobat_Senat_24.09.2020.pdf

Working Conditions and Social Security**22. Recognition of the profession**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	TUCN has an intense activity to promote research, both through the activity of university academic staff, but especially through its internal structures such as DMCDI and CSUD. Through all the actions undertaken in this respect, a change in the perception of the role of research in society and economic development can be observed. To the benefit of those directly involved, who are continually specializing and seeking performance, there are financial rewards and technical support. There are also professional equivalents between research and academic positions, all in support of intellectual excellence. TUCN has a keen interest in recognizing professional value at all levels.	The career advancement system is very well set up, based on achievements in the field of research and stability through seniority accumulated.

23. Research environment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	TUCN offers spaces and equipment, as well as courses for further training or for acquiring the knowledge necessary for research, development, and innovation. Courses and working groups are organized, mostly through the DMCDI, to which all teaching staff and researchers are invited, thus encouraging the knowledge of opportunities in the field of research and the establishment of professional collaborations. Purchasing capital assets has certain restrictions imposed by the national legal framework, in terms of procedures and funding source.	One of TUCN's other major concerns is to ensure the optimal framework for the smooth functioning of all structures of the institution, both for students and teachers, as well as for researchers. Courses and working groups are organized, mostly through the DMCDI, to which all teaching staff and researchers are invited, thus encouraging the knowledge of opportunities in the field of research and the establishment of professional collaborations. Many of these trainings are conducted virtually, being more accessible and involving a larger number of participants, with the goal to teach researchers how to apply for funding (European/national). Funds acquired from projects allow easier purchasing of capital assets. TUCN also aims to provide researchers to keep up with the ever-changing and evolving technique and technology, as well as the state of the art in scientific publications of interest (institutional access to many bibliographic resources http://www.anelisplus.ro/).

Status**24. Working conditions**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	Conditions are created to provide stability and support, so that flexibility and adaptability are offered, so that there are no discrepancies between family life and career, especially for women researchers who become mothers at some point, as stated by the national laws. It is of great support that a woman researcher who has become a mother can benefit from certain periods of time off or flexibility in her schedule and can thus continue her research career. Some limitations are imposed by the national legal framework (labor code) for working time. There is a need for more research spaces.	Closely related to the working environment are the working conditions, TUCN's concern being to develop those that are effective. Following the results over time, working conditions have been adapted to the needs, but all with the well-being of employees in mind. Several building facilities were acquired during the last years and are under renovation. New research facilities will be available and are planned to be built (example: Institute for Research in Artificial Intelligence https://www.utcluj.ro/media/documents/2022/Institutul_IA.pdf).

25. Stability and permanence of employment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	In a competitive market economy, research also suffers in terms of stability and sustainability, as well as individual security. TUCN tries to provide this essential factor to the full, which in turn leads to employee empowerment. Not infrequently, outstanding results from temporary projects have led to a permanent position in one of the university structures. All academic positions are permanent (if a PhD diploma is available), while research only positions are funded during active projects.	

26. Funding and salaries

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	Salaries and funding are a determining and deciding factor in attracting human resources, which has fluctuated over time. In the current times, there is an encouragement and a continuous development in this sense in the field of research, and there is a tendency to put in a favorable light this neglected sector. All salaries for the main positions occupied within the university are according to the nationally uniform pay scale, which define strict intervals for the salary of each researcher / academic position. In addition to this, there is the possibility of projects funding that bring in new financial resources, so there is a clear benefit in terms of performance and remuneration.	Through autonomous decisions, TUCN offers material and educational support, benefits brought by its own efforts to employees who bring results and performance. This goes beyond the standard limits imposed by the national legislation, limits that are considered by many as rigid, unsatisfactory, insufficient, and discouraging. Additional salaries can be obtained from research projects. https://research.utcluj.ro/index.php/granturi-suport-de-cercetare-stiintifica.html https://research.utcluj.ro/tl_files/research/Legislatie/2023/LEGE%20nr.%20319%20din%208%20iulie%202003.pdf https://research.utcluj.ro/tl_files/research/Legislatie/2023/CODUL%20MUNCII%20din%2024%20ianuarie%202003.pdf https://research.utcluj.ro/tl_files/research/Legislatie/1_Legea%201_2011%20actualizata%20ian.2017.pdf https://research.utcluj.ro/tl_files/research/Legislatie/8_Legea-158_2017.pdf

Status**27. Gender balance**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Just as it has been proven since the recruitment stage that TUCN respects the principle of non-discrimination based on gender, the same applies to employees. Depending on the type of research activity, there might be a prevalence of one gender over another.	There is no discrimination of any kind, and TUCN takes all measures to respect this principle and offer equal opportunities to all those who want to start and develop a career in academia, teaching and/or research. TUCN has from 2022 to 2025 a strategic plan on gender equality, developed based on the provisions of Law 202 of 2002 on equal opportunities and equal treatment between women and men, the European strategy on gender equality 2020-2025, the national strategy on the promotion of equal opportunities and equal treatment between women and men and considering the new directions supported by Horizon Europe on gender equality plans. https://research.utcluj.ro/tl_files/research/DMCDI/Proceduri/Hotarari%20Senat/Plan_strategic_egalitate_de_gen%202022-2025%20-%20SENAT%20(1).pdf

28. Career development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	TUCN supports the performance, reliability and stability resulting from the work of its employees, providing the optimal framework for professional activities and to the extent possible and in accordance with national legislation, supports their career development. For some research fields, the minimum requirements imposed by the national legal framework are hard to achieve (ex. Papers in ISI journals and research project as principal investigator). https://www.edu.ro/sites/default/files/anexa%20ordin%206.129_2016%20standarde%20minimale.pdf	Performance and stability are encouraged according to seniority and results through the possibility of advancement, TUCN always supporting the maximum degree of material reward and not only, looking for solutions to reward those who make efforts to increase the prestige of the university. https://www.utcluj.ro/media/page_document/148/Procedura_operationala_desfasurarea_concursului_posturi_didactice.PC https://www.utcluj.ro/media/decisions/2020/04/30/Procedura_privind_desf._concursurilor_didactice.pdf

29. Value of mobility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	Collaboration between academia and the private sector is important, as the two can be real sources of support for each other through the contributions made by each. Collaboration between the two cannot be described as constant, but is determined by many factors (geographical, economic, social, political, cultural...) and in close relation with the needs existing at a given time. TUCN, with its technical profiles, has always been a valuable source of specialists, who have been employed in various private companies. Portability of grants is in accordance with each competition rules. Security provisions portability is ensured by the national legislation.	Partnerships have been formed at all levels of training, which have proved to be very productive. The University will continue to support researchers through financial support for mobilities, a real help for those who face financial and other impediments. One such current initiative of support is the institutional AITECH project, and the university will apply for future similar projects. https://aitech.utcluj.ro/

Status

30. Access to career advice

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	Access to career counselling is directly proportional to the interest shown by the employee. If assistance is needed, TUCN makes it available through the human resources departments responsible for providing it, but also through mentoring activities. This can also be done indirectly, through the running of working groups that present, among other things, career opportunities and opportunities in academia or the private sector. Career counselling starts from the first contact with the university, through the teachers/supervisors (PhD advisors, senior researchers), who have a role as role model and counsellor, not only as a resource for acquiring and training skills in a particular specialization and field. However, some researchers consider that carrier counseling should be improved at various carrier stages.	The counselling activity is in accordance with the National Education Law no. 1/2011, the TUCN Charter, the Methodology on the organization and functioning of the Career Counselling and Guidance Centre (CCOC) of the Technical University of Cluj-Napoca, of the Regulation on the Activity of the ECTS system and of the University Code of Rights and obligations of the TUCN. However, the CCOC center is focused for carrier counselling for students and young graduates. Internal regulations will be improved to make the counselling process clearer, focused for the researcher carrier, with dedicated counselling staff. https://www.utcluj.ro/ococ/

31. Intellectual Property Rights

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The Cluj Regional Centre for Promoting the Industrial Property (CRPPI - PATLIB CLUJ) is a centre set up in the Knowledge and Technology Transfer Centre of the Technical University Cluj-Napoca (TUCN) with the support of the State Office for Inventions and Trademarks (OSIM). The main objectives of the centre are following OSIM's policy regarding IP promotion.	Intellectual property rights are respected by the TUCN by supporting, encouraging, and advising researchers and academics, including copyright. Within TUCN there is a research department structure, namely the intellectual property department. https://research.utcluj.ro/index.php/propietate-intelectuala.html

32. Co-authorship

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Co-authorship is encouraged within TUCN, within departments, between departments and faculties, as well as outside the university and even abroad. Such collaborations can only be beneficial, as they are often a real support for those who lack experience but have obvious potential and can make a significant contribution to research and innovation.	Collaboration with foreign authors is encouraged and financially supported through two decisions of the university's board of directors, namely HCA 135/15.12.2020 - support grants for scientific research activity and HCA 139/14.12.2021 on the promotion of excellence in scientific research in TUCN.

33. Teaching

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	The amount of teaching hours for academic positions is defined by the education law, additional teaching hours are paid separately. Maximum hourly rates are imposed by the law. Depending on the faculty, PhD students who have a teaching quota in their contract, with the possibility to add to it if necessary. In general, the dissemination of research knowledge is achieved due to the involvement of academic staff in both research and teaching.	The dissemination of research results through the teaching process is supported by the TUCN but not imposed, the researcher having the freedom to choose whether and to what extent to engage in the educational process, beside the minimum required by the law (depending on the academic position). https://www.utcluj.ro/universitatea/educatie/

Status**34. Complains/ appeals**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	Any person may refer to the University Ethics Committee any violation of the Code of Ethics and Professional Deontology of the TUCN Charter and any deviation from the ethics of research activities within the university. It is recommended that the referral to the University Ethics Commission be made after the right of petition has been exhausted and respecting the University hierarchy.	It is recommended, however, until the referral to the University Ethics Committee to try other ways of resolution, depending on the situation, respecting the principles underlying professional ethics and equal rights between employees, teachers, and researchers. Actions for better dissemination of the existing regulations will be taken, and to improve the existing Code with more details specific for the research activity. https://www.utcluj.ro/media/documents/2021/carta_UTCN_2021.pdf https://www.utcluj.ro/media/page_document/258/ROFCEU_2022.pdf https://www.utcluj.ro/media/page_document/258/componenta_CEU_octombrie_2022.pdf https://www.utcluj.ro/media/page_document/148/Procedura_etica_IOSUD_CA_9.03.2021.pdf

35. Participation in decision-making bodies

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	Involvement of researchers and employees in the decision-making framework is carried out according to the situation, and a common and widespread action are the periodical meetings of departments and structures. Depending on the importance of the issues addressed, it can continue with the organization of meetings attended by representatives from the faculties and departments that make up the TUCN. In this way a transparent decision-making process is achieved, in the service of general interests. But there are also delicate or urgent situations that require decision-making at management level, situations in which general involvement would reduce decision-making efficiency. Members of decision-making bodies are selected by a voting process (at various levels: department, faculty, senate etc.).	As a rule, TUCN carries out a transparent decision-making process, involving employees, researchers, and teaching staff in the collective interest. Current 4-year cycle (2020-2024) election process page: https://www.utcluj.ro/alegeri/2019/ Approved methodology for election in decision making bodies: https://www.utcluj.ro/media/page_document/383/Metodologie_alegeri_2020__2024.pdf . https://www.utcluj.ro/media/page_document/213/ROF_UTCN.pdf

Training and Development**36. Relation with supervisors**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The IOSUD framework clearly establishes the relationship between PhD student and supervisor, through a series of rights and obligations established from the signing of the study contract. https://www.utcluj.ro/media/page_document/148/Procedura_etica_IOSUD_CA_9.03.2021.pdf Academic employees are members of departments, each led by the elected head of department. Academic and research employees are members of existing research structures, each being led by a structure leader (senior investigators). https://research.utcluj.ro/index.php/accredited-structures.html	

Status**37. Supervision and managerial duties**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	In TUCN there is a good collaboration between senior and new teachers, also in the research departments, offering support and support to the new generation. The attitude of collegiality and academic integrity underpins mentoring. Senior researchers take up responsibility in many ways: PhD supervisors, post-doc mentoring, research project coordination etc.	Internal operating rules: https://www.utcluj.ro/media/decisions/2023/01/30/Regulament_intern_al_UTCN.pdf Institutional code for doctoral and postdoctoral studies: https://iosud.utcluj.ro/files/Files/Legislatie%202020/REGULAMENT_Institutional_Doctorat_aprobat_Senat_24.09.2020.pdf

38. Continuing Professional Development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The desire to constantly evolve and the concerns related to this is a necessity in the field of research. There is no evolution, no innovation without a permanent study of progress worldwide. This field had a dynamic that makes the researcher to be continually active and to keep up with all it is new.	TUCN provides the necessary tools, by purchasing software or computer tools, subscribing to the main sources in the online environment, organizing working groups, seminars, refresher courses and the necessary equipment.

39. Access to research training and continuous development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Another way of personal development of the researcher and career support is carried out by the TUCN through seminars, courses, and interdisciplinary working groups.	There is a particular involvement of the DMCDI in organizing such online seminars, within the framework of projects, with the aim of facilitating collaboration between university departments and with other structures outside the university. https://research.utcluj.ro/

40. Supervision

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impleme...	Supervision and mentoring are carried out for each human resource involved, from the moment of hiring, for optimal results in a brief time interval, increasing the responsibilities of each position in time. The attitude of collegiality and academic integrity underpins mentoring. PhD and postdoc students have an appointed supervisor. Other young researchers are members of research structures/departments and are supervised by senior researchers.	In TUCN there is a good collaboration between senior and junior teachers and researchers, by offering support to the new generation. HR experts are available to raise awareness on this issue and give support where needed. TUCN will organize workshops to better inform researchers about the existing supervision mechanisms. Institutional code for doctoral and postdoctoral studies: https://iosud.utcluj.ro/files/Files/Legislatie%202020/REGULAMENT_Institutional_Doctorat_aprobat_Senat_24.09.2020.pdf