A black and white photograph of a building facade. On the left, there is a brick wall. The main part of the image shows a wooden door or window frame with intricate carvings. A large, white, stylized letter 'Q' is superimposed over the center. To the right, a spherical lamp hangs from a black metal bracket. The text is centered in the upper half of the image.

Babeş-Bolyai University
The management's assessment of the
professional activity of teaching staff
and researchers 2017 - 2022
- summary report -

Q
Centrul
Qualitas

July 2024

Faculty’s management assessment of professional activity of teachers and researchers of Babeş-Bolyai University (BBU) is done according to the dedicated procedure (PO-CDUMC– AC 15), adopted by Administration Council Decision in 2018 and updated in 2019, 2020, 2021 and 2023 respectively.

According to the procedure:

- Each member of the teaching staff and each researcher are assessed on an annual basis, the reference period being the last three academic years.

- The assessment of the professional activity is done on three dimensions for the past three academic years:

D1. teaching

D2. scientific activity / artistic work/ sports performance

D3. civic activity (in service of BBU and society in general).

- The weight for each dimension is specified in relation to the teaching rank, respectively the position held, as follows:

	Assistant	Lecturer	Associate Professor	Professor	Researcher with teaching activities	Researcher without teaching
D1. teaching	40%	35%	30%	30%	10%	-
D2. scientific activity / artistic work/ sports performance	30%	35%	40%	40%	70%	80%
D3. civic activity	30%	30%	30%	30%	20%	20%

- The assessor gives a score between 1 and 5 for each individual dimension, 1 representing the lowest performance and 5 the highest. These scores correspond to qualifiers as follows:

- Unsatisfactory 1 point
- Satisfactory 2 points
- Good 3 points
- Very good 4 points
- Excellent 5 points

- The final score is given by the weighted average of the scores per dimension and corresponds to the grades as follows:

- Unsatisfactory 1,00 – 1,49 points
- Satisfactory 1,50 – 2,49 points
- Good 2,50 – 3,49 points
- Very good 3,50 – 4,49 points
- Excellent 4,50 – 5,00 points

Summary report of the management's assessment of the professional activity of teaching staff and researchers, 2017 – 2022

The reference period in 2020 was the years 2017, 2018 and 2019. The professional activity of 1440 persons in the 21 faculties (96.8% of the posts occupied on October 1, 2019) was evaluated according to the procedure adopted by Administration Council Decision No. 477 / 13.01.2020. The weighted average obtained at BBU level, determined by the number of teaching staff members evaluated, respectively the average obtained in each faculty, was 4.50 (Table 1). The ratings awarded were 64,24% (925) *excellent*, 28,68% (413) *very good*, 6,25% (90) *good* and 0,83% (12) *satisfactory*.

In relation to the teaching rank / position held, of the 1440 people evaluated, 15% (216) were professors, 29,38% (423), associate professors, 43,89% (632), lecturers/chief of operations, 8,96% (129) assistants and 2,78% (40) researchers (Table 2). The averages obtained at the BBU level, in relation to the teaching function / position held in research appear in Figure 1.

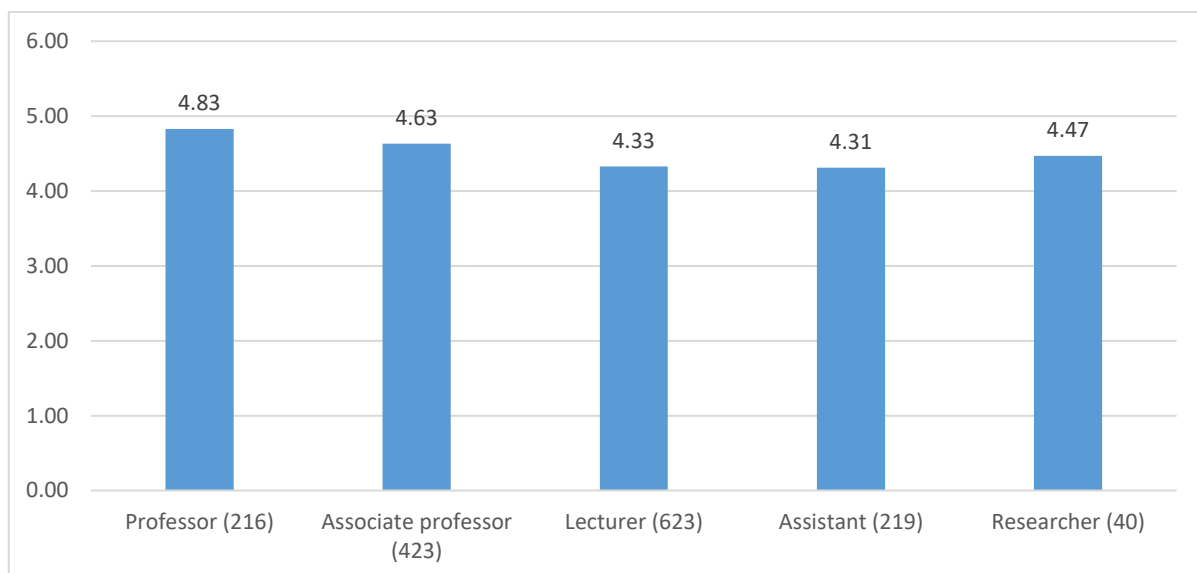


Figure 1. Averages obtained at BBU level, in relation to the teaching rank / position held, reference period 2017-2019

Table 1. Scores and qualifiers obtained during the evaluation of the professional activity of teaching staff and researchers by the management, reference period 2017-2019

	FACULTY OF ...	Average	Minimum	Maximum	Median	Variance	Standard Deviation	No. of evaluated teaching staff	No. of qualifiers EXCELLENT (4,50 - 5,00)	No. of qualifiers VERY GOOD (3,50 - 4,49)	No. of qualifiers GOOD (2,50 - 3,49)	No. of qualifiers SATISFACTORY (1,50 - 2,49)	No. of qualifiers UNSATISFACTORY (1,00 - 1,49)
1	Mathematics and Computer Science	4,23	2,50	5,00	4,48	0,45	0,67	128	65	43	20	0	0
2	Physics	4,57	1,81	5,00	4,85	0,46	0,68	42	33	6	2	1	0
3	Chemistry and Chemical Engineering	4,73	3,00	5,00	4,97	0,18	0,43	70	56	12	2	0	0
4	Biology and Geology	4,45	1,85	5,00	4,65	0,41	0,64	63	43	13	6	1	0
5	Geography	4,10	1,60	5,00	4,20	0,70	0,84	81	35	32	10	4	0
6	Environmental Science and Engineering	4,49	2,20	5,00	4,66	0,40	0,63	48	31	13	3	1	0
7	History and Philosophy	4,80	4,00	5,00	4,85	0,04	0,21	77	73	4	0	0	0
8	Psychology and Educational Sciences	4,31	2,00	5,00	4,35	0,33	0,57	129	52	67	8	2	0
9	Political, Administrative and Communication Sciences	4,56	1,95	5,00	4,65	0,24	0,49	101	61	36	3	1	0
10	Letters	4,62	2,50	5,00	4,85	0,25	0,50	162	121	36	5	0	0
11	Law	4,69	2,81	5,00	4,85	0,22	0,47	41	32	7	2	0	0
12	Economics and Business Administration	4,68	1,70	5,00	4,75	0,18	0,42	187	148	36	2	1	0
13	Physical Education and Sport	4,29	2,80	5,00	4,35	0,26	0,51	42	12	26	4	0	0
14	European Studies	4,32	3,35	5,00	4,39	0,19	0,44	46	21	21	4	0	0
15	Sociology and Social Work	4,86	3,30	5,00	5,00	0,10	0,32	48	44	4	0	0	0
16	Business	3,99	2,90	4,99	4,05	0,37	0,61	27	5	15	7	0	0
17	Orthodox Theology	4,85	4,30	5,00	5,00	0,06	0,25	28	23	5	0	0	0
18	Greek Catholic Theology	4,68	4,51	5,00	4,70	0,03	0,16	19	19	0	0	0	0
19	Roman Catholic Theology	4,66	3,65	5,00	4,85	0,17	0,41	14	9	5	0	0	0
20	Reformed Theology and Music	4,85	4,56	5,00	4,95	0,03	0,16	14	14	0	0	0	0
21	Theatre and Film	4,14	1,90	5,00	4,20	0,48	0,69	73	28	32	12	1	0
	BBU TOTAL	Weighted average	4,50					1440	925	413	90	12	0
									64,24%	28,68%	6,25%	0,83%	0,0%

Note. The weighted average at BBU level is determined by the number of teaching staff evaluated, respectively the average they obtained by each faculty.

Summary report of the management's assessment of the professional activity of teaching staff and researchers, 2017 – 2022

Table 2. Scores obtained during the evaluation of the professional activity of teaching staff and researchers by the management, in relation to the teaching function / position held, reference period 2017-2019

FACULTY OF ...		Professor		Assistant professor		Lecturer / Chief of operations		Assistant		Researcher			
		No.	Average	No.	Average	No.	Average	No.	Average	No.	Average		
1	Mathematics and Computer Science	20	4,69	40	4,36	52	3,94	16	4,31	0	-		
2	Physics	14	4,86	11	4,64	14	4,36	0	-	3	4,00		
3	Chemistry and Chemical Engineering	9	4,95	25	4,81	29	4,61	5	4,62	2	4,7		
4	Biology and Geology	8	4,76	22	4,57	28	4,24	4	4,63	1	4,30		
5	Geography	6	4,87	21	4,58	45	3,86	5	2,96	4	4,58		
6	Environmental Science and Engineering	4	4,90	9	4,71	16	4,10	1	4,40	18	4,63		
7	History and Philosophy	22	4,89	21	4,83	27	4,69	4	4,89	3	4,78		
8	Psychology and Educational Sciences	19	4,79	31	4,56	67	4,18	9	3,75	3	3,32		
9	Political, Administrative and Communication Sciences	16	4,96	22	4,67	48	4,42	10	4,30	5	4,61		
10	Letters	16	4,87	44	4,73	85	4,55	17	4,46	0	-		
11	Law	10	4,82	9	4,52	14	4,64	8	4,83	0	-		
12	Economics and Business Administration	27	4,84	72	4,70	68	4,61	20	4,60	0	-		
13	Physical Education and Sport	6	4,67	8	4,59	19	4,23	9	3,88	0	-		
14	European Studies	4	4,84	15	4,46	21	4,20	5	4,10	1	4,00		
15	Sociology and Social Work	8	5,00	20	4,98	19	4,76	1	5,00	0	-		
16	Business	6	4,18	12	4,16	8	3,58	1	4,05	0	-		
17	Orthodox Theology	6	5,00	6	4,91	14	4,83	2	4,35	0	-		
18	Greek Catholic Theology	1	5,00	6	4,74	12	4,63	0	-	0	-		
19	Roman Catholic Theology	2	5,00	4	4,94	7	4,36	1	5,00	0	-		
20	Reformed Theology and Music	2	4,87	5	4,98	4	4,80	3	4,72	0	-		
21	Theatre and Film	10	4,73	20	4,36	35	3,89	8	3,97	0	-		
	BBU TOTAL		Weighted average	216	4,83	423	4,63	632	4,33	129	4,31	40	4,47

Note. The weighted average at BBU level is determined by the number of teaching staff evaluated, respectively the average they obtained by each faculty.

The reference period in 2022 the academic years 2019-2020, 2020-2021 and 2021-2022. The professional activity of 1463 persons in the 22 faculties (93% of the posts occupied on October 1, 2022) was evaluated according to the procedure adopted by Administration Council Decision No. 16.129 / 06.12.2021. The weighted average obtained at BBU level, determined by the number of teaching staff members that have been evaluated, respectively the average obtained by each faculty, was 4.52 (Table 3). The ratings awarded were 68,1% (997) *excellent*, 25,7% (376) *very good*, 5,4% (79) *good* and 0,8% (11) *satisfactory*.

In relation to the teaching rank / position held, of the 1463 people evaluated, 14,2% (208) were professors, 30,1% (440), associate professors, 46,3% (677) lecturers/chiefs of operations, 7,9% (115) assistants and 1,6% (23) researchers (Table 4). The averages obtained at BBU level, in relation to the teaching rank / position held in research appear in Figure 2.

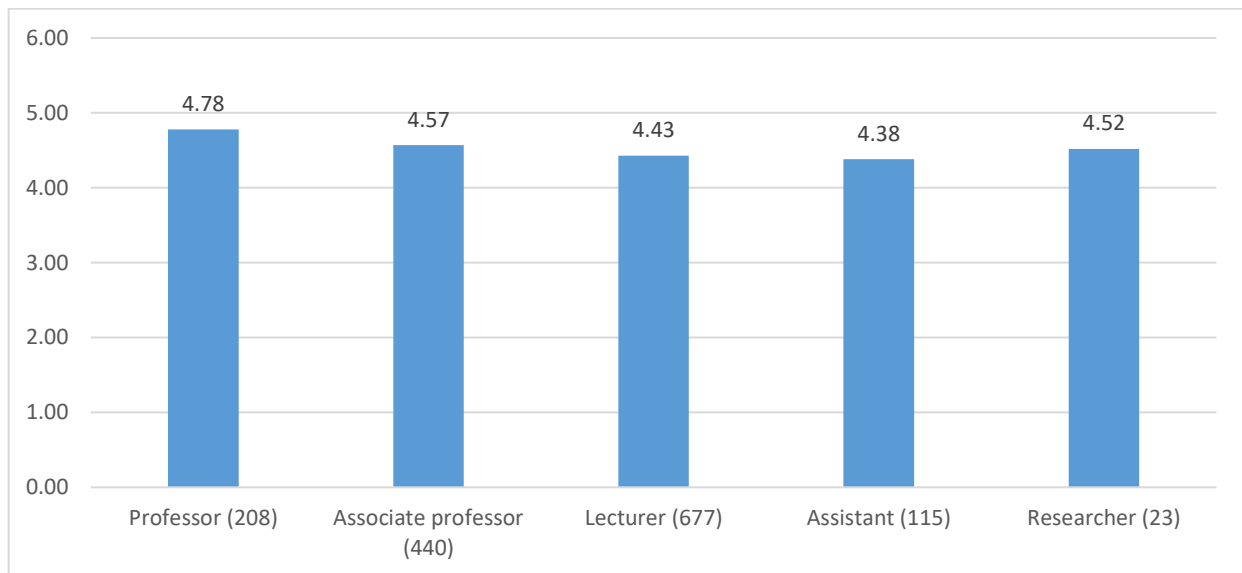


Figure 2. Averages obtained at BBU level, in relation to the teaching rank / position held, reference period 2019/2020 - 2021/2022

Summary report of the management's assessment of the professional activity of teaching staff and researchers, 2017 – 2022

Table 3. Scores and qualifiers obtained during the evaluation of the professional activity of teaching staff and researchers by the management, reference period 2019-2022

	FACULTY OF ...	Average	Minimum	Maximum	Median	Variance	Standard deviation	No. of evaluated	% of the occupied positions at	No. of qualifiers EXCELLENT (4.50 - 5.00)	No. of qualifiers VERY GOOD (3.50 - 4.49)	No. of qualifiers GOOD (2.50 - 3.49)	No. of qualifiers SATISFACTORY (1.50 - 2.49)	No. of qualifiers UNSATISFACTORY (1.00 - 1.49)
1	Mathematics and Computer Science	4,54	3,28	5,00	4,7	0,27	0,52	126	95	89	33	4	0	0
2	Physics	4,83	4,00	5,00	5,00	0,09	0,30	31	91	27	4	0	0	0
3	Chemistry and Chemical Engineering	4,83	3,35	5,00	5,00	0,11	0,33	78	96	69	7	2	0	0
4	Biology and Geology	4,74	3,65	5,00	4,82	0,11	0,33	63	91	52	11	0	0	0
5	Geography	4,45	1,70	5,00	4,65	0,55	0,74	78	100	54	14	9	1	0
6	Environmental Science and Engineering	4,58	3,00	5,00	4,70	0,28	0,53	33	99	25	6	2	0	0
7	History and Philosophy	4,74	3,50	5,00	4,80	0,09	0,31	83	99	71	12	0	0	0
8	Psychology and Educational Sciences	4,39	2,60	5,00	4,39	0,23	0,48	135	96	60	67	8	0	0
9	Political, Administrative and Communication Sciences	4,57	2,40	5,00	4,87	0,37	0,61	108	97	73	26	8	1	0
10	Letters	4,79	1,60	5,00	5,00	0,24	0,49	156	90	139	12	4	1	0
11	Law	4,57	3,00	5,00	4,70	0,23	0,48	43	100	29	13	1	0	0
12	Economics and Business Administration	3,96	1,50	5,00	4,50	0,59	0,77	198	92	104	65	23	6	0
13	Physical Education and Sport	4,16	2,60	5,00	4,30	0,33	0,57	45	98	14	27	4	0	0
14	European Studies	4,43	2,00	5,00	4,70	0,55	0,74	46	100	28	12	5	1	0
15	Sociology and Social Work	4,92	4,00	5,00	5,00	0,04	0,20	50	96	48	2	0	0	0
16	Business	4,31	3,35	4,96	4,42	0,23	0,48	32	100	14	16	2	0	0
17	Orthodox Theology	4,95	4,45	5,00	5,00	0,02	0,14	28	85	26	2	0	0	0
18	Greek Catholic Theology	4,80	3,30	5,00	5,00	0,19	0,43	18	100	15	2	1	0	0
19	Roman Catholic Theology	4,89	4,50	5,00	5,00	0,04	0,20	11	92	9	2	0	0	0
20	Reformed Theology and Music	5,00	5,00	5,00	5,00	0,00	0,00	12	92	12	0	0	0	0
21	Theatre and Film	4,33	2,20	5,00	4,35	0,32	0,56	66	69	27	33	5	1	0
22	Engineering	4,52	3,05	5,00	4,70	0,25	0,50	23	100	12	10	1	0	0
	BBU Total	4,52						1463	92	997	376	79	11	0
										68,1%	25,7%	5,4%	0,8%	0,0%

Note. The weighted average at BBU level is determined by the number of teaching staff evaluated, respectively the average they obtained by each faculty. Weighted averages by faculties are determined by the number of evaluated persons with a certain teaching rank, and their corresponding averages.

Table 4. Scores obtained during the evaluation of the professional activity of teaching staff and researchers by the management, in relation to the teaching rank / position held, reference period 2019-2022

FACULTY OF ...		Professor		Associate Professor		Lecturer / Chief of operations		Assistant		Researcher			
		No.	Average	No.	Average	No.	Average	No.	Average	No.	Average		
1	Mathematics and Computer Science	14	4,98	38	4,65	52	4,31	22	4,63	0	-		
2	Physics	9	5,00	7	4,81	12	4,72	0	-	3	4,83		
3	Chemistry and Chemical Engineering	12	4,97	26	4,85	32	4,76	8	4,89	0	-		
4	Biology and Geology	5	4,94	19	4,83	37	4,67	1	5,00	1	4,20		
5	Geography	5	5,00	22	4,79	46	4,19	2	4,68	3	5,00		
6	Environmental Science and Engineering	4	4,90	11	4,80	14	4,28	1	4,40	3	4,83		
7	History and Philosophy	19	4,87	25	4,86	35	4,57	2	4,93	2	4,78		
8	Psychology and Educational Sciences	17	4,89	43	4,38	64	4,33	9	4,08	2	3,50		
9	Political, Administrative and Communication Sciences	20	4,83	23	4,62	52	4,56	7	4,06	6	4,28		
10	Letters	13	4,95	36	4,87	87	4,75	20	4,74	0	-		
11	Law	11	4,74	10	4,75	16	4,42	6	4,35	0	-		
12	Economics and Business Administration	30	4,15	76	3,95	72	3,89	19	3,96	1	4,50		
13	Physical Education and Sport	4	4,90	12	4,45	23	3,88	6	4,18	0	-		
14	European Studies	4	4,85	18	4,61	21	4,34	2	2,95	1	4,20		
15	Sociology and Social Work	7	5,00	17	4,98	26	4,87	0	-	0	-		
16	Business	7	4,67	13	4,41	10	3,95	2	4,20	0	-		
17	Orthodox Theology	7	5,00	9	4,94	11	4,95	1	4,70	0	-		
18	Greek Catholic Theology	1	5,00	7	4,97	10	4,66	0	-	0	-		
19	Roman Catholic Theology	4	5,00	2	4,75	5	4,85	0	-	0	-		
20	Reformed Theology and Music	2	5,00	3	5,00	7	5,00	0	-	0	-		
21	Theatre and Film	8	4,76	19	4,41	31	4,19	7	4,19	1	4,80		
22	Engineering	5	4,66	4	4,60	14	4,44	0	-	0	-		
	BBU Total		Weighted average	208	4,78	440	4,57	677	4,43	115	4,38	23	4,52

Note. The weighted average at BBU level is determined by the number of teaching staff evaluated, respectively the average they obtained by each faculty.