

Babeş-Bolyai University

**The peer evaluation process for the
academic years**

2014/2015 – 2024/2025

- summary report -



Centrul
Qualitas

September, 2025

At UBB level, the evaluation process for teaching staff activities was originally governed by a specific operational procedure, which was adopted by an Administrative Council Decision no. 30.058 on October 27, 2014. The document underwent revisions in 2018, 2022, and 2023; the current version approved by HCA 7575 on June 12, 2023, now titled “*Procedure for Evaluating the Activity of Teachers and Researchers by their Colleagues*”. It outlines the evaluation of teaching (dimension D1), research (dimension D2), and civic activities (dimension D3) – both to the benefit of UBB and of the broader community - along with measures for the valorization of results.

According to this document, each teacher/researcher undergoes formative evaluation at least once every three years, with the reference period being the last three academic years. The weighting for each dimension is tailored to the specific post and teaching position (as shown in the table below). The final score is the weighted average of the scores obtained for each dimension.

	Assistant	Lecturer	Associate Professor	Professor	Researcher with teaching activities	Researcher without teaching activities
D1. Teaching dimension	40%	35%	30%	30%	10%	-
D2. Scientific Dimension / Artistic Creation / Sporting Performance	30%	35%	40%	40%	70%	80%
D3. Civic Dimension	30%	30%	30%	30%	20%	20%

RESULTS AT UNIVERSITY LEVEL

Tabel 1. Planning and conducting peer evaluation based on the specific post held and the corresponding teaching position

Academic year	Professor		Associate Professor		Lecturer / Chief of operations		Assistant		Researcher		UBB Total		
	Planned	Achieved	Planned	Achieved	Planned	Achieved	Planned	Achieved	Planned	Achieved	Planned	Achieved	Average*
2014 - 2015	59	54	124	133	166	167	88	81	-	-	437	433	4.68
2015 - 2016	55	51	136	120	178	160	58	55	-	-	427	386	4.71
2016 - 2017	47	45	113	104	173	166	45	40	-	-	378	355	4.78
2017 - 2018	48	50	100	98	178	168	55	57	-	-	381	373	4.79
2018 - 2019	49	48	112	108	143	135	42	40	-	-	346	329	4.71
2019 - 2020	54	55	97	97	154	149	26	22	1	3	332	326	4.71
2020 - 2021	55	53	88	82	143	147	32	30	9	7	327	319	4.74
2021 - 2022	73	68	166	156	242	235	59	53	4	4	554	524	4.54
2022 - 2023	54	54	110	108	194	184	39	35	4	5	401	386	4.81
2023 - 2024	54	50	122	119	195	184	26	24	4	6	401	383	4.83
2024 - 2025	86	83	175	169	308	276	54	51	9	7	632	586	4.79

* The average scores obtained at the UBB level are weighted according to the number of individuals assessed and the average score achieved by each faculty.

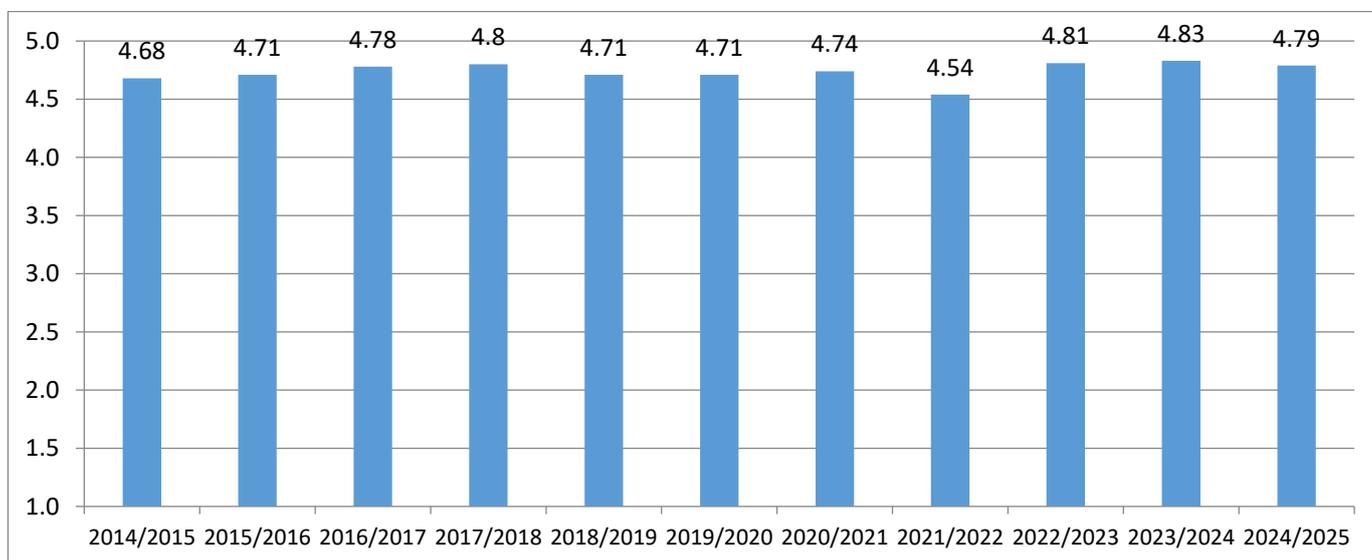


Figure 1. Weighted average scores across UBB, 2014/2015 – 2024/2025

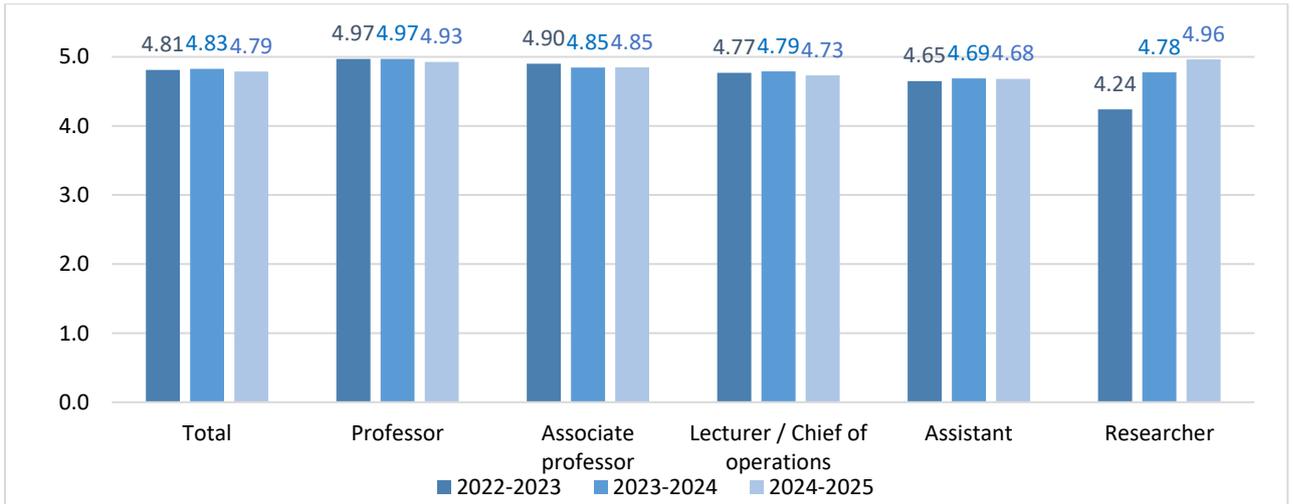


Figure 2. Overall average scores achieved at UBB, 2024-2025 comparatively with previous years

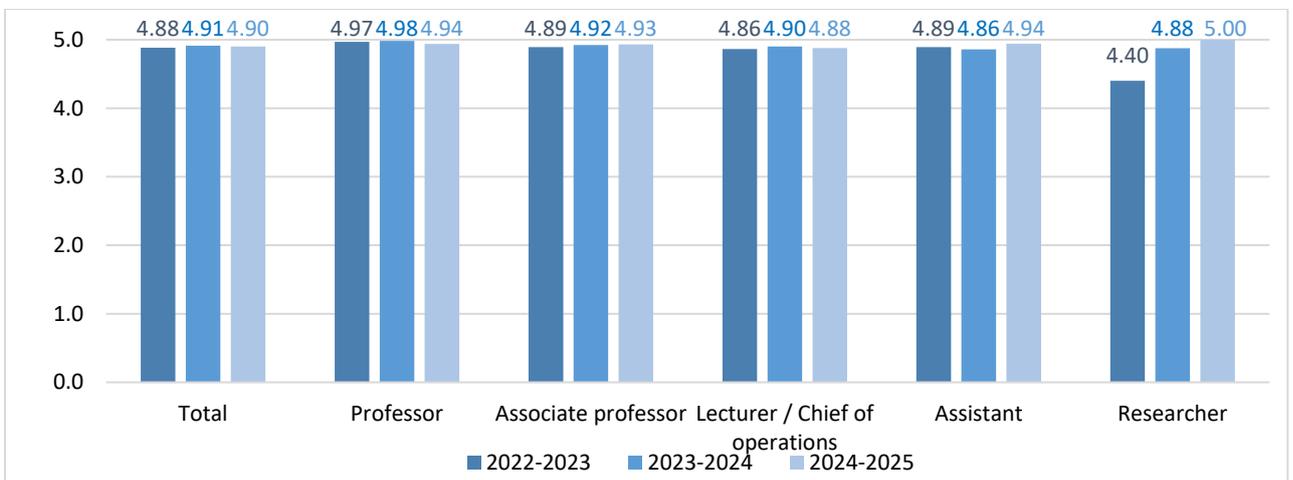


Figure 3. Average scores obtained for Dimension D1 - teaching activity, by the specific position held, 2024-2025 comparatively with previous years

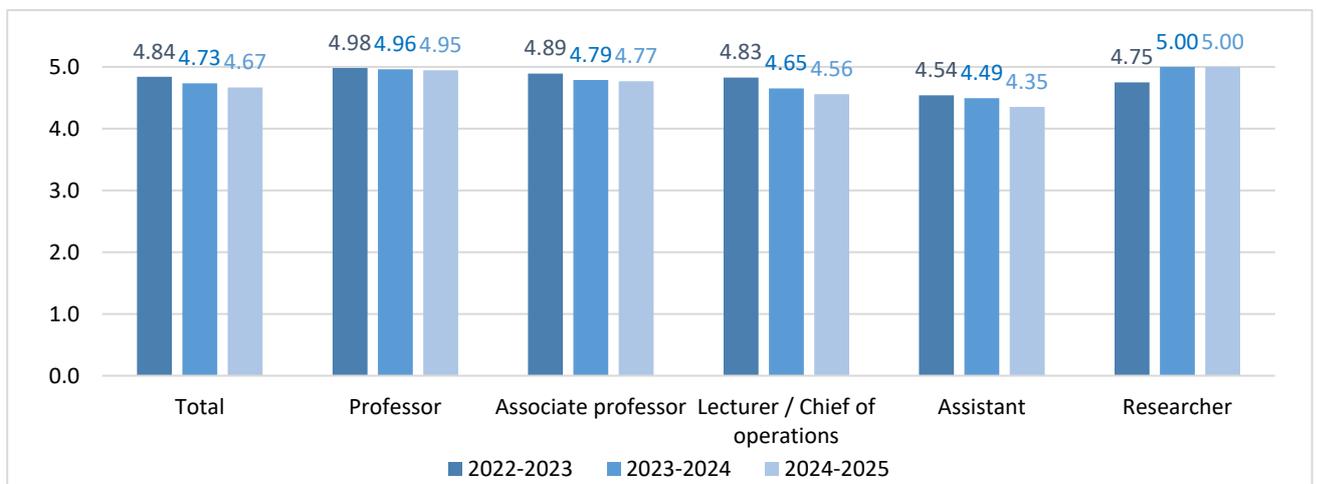


Figure 4. Average scores obtained for dimension D2 - scientific research/artistic creation/sporting performance, by the position held, 2024-2025 comparatively with previous years

The peer evaluation process for the academic years 2014/2015-2024/2025

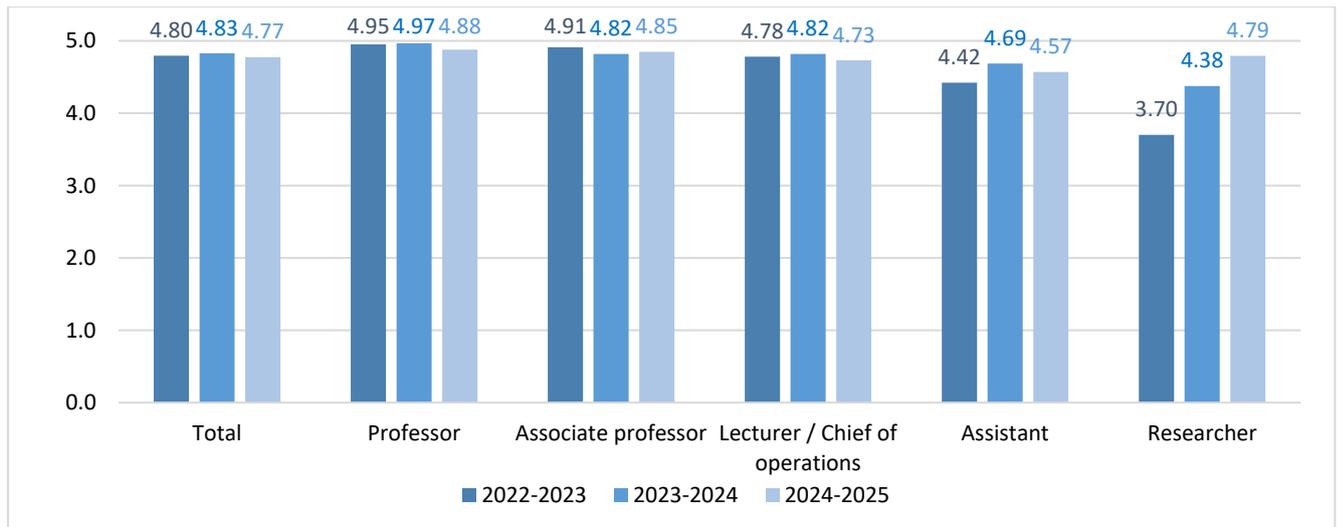


Figure 5. Average scores obtained for dimension D3 - the civic dimension (pro-UBB and pro-society), by the position held, 2024-2025 comparatively with previous years