

Babeş-Bolyai University

**The management's assessment of
the professional activity of teaching
staff and researchers**

2016 – 2024

- dynamics of the results -



**Centrul
Qualitas**

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In the “Methodology for external evaluation, standards, standards of reference and the list of performance indicators of the Romanian Agency for Quality Assurance in Higher Education” (ARACIS), the reference standard for the quality indicator *IP.C.4.1.4. Evaluation by the university management* provides the following:

„Ref. 1: The HEI has a multi-criteria annual evaluation form for each academic staff member, as well as a performance classification system in teaching, research, and services provided to the institution and the community. The promotion of academic staff depends on the evaluation results, which also consider peer evaluations and student evaluations.”

The evaluation of the professional activity of academic and research staff at Babeş-Bolyai University (UBB) by the department/faculty management is carried out in accordance with the specific procedure (PO-CDUMC– AC 15), developed in 2018 and subsequently revised. The current version of the document was adopted by the Administrative Council Decision 14.668/16.10.2023. This procedure applies to all academic and research staff employed under permanent or fixed-term employment contracts, except for associate teaching staff. Faculties may decide, through a Faculty Council decision, that the operational procedure also applies to teaching staff and doctoral students involved in teaching activities on a paid-per-hour basis.

The following charts summarize the institutional-level trends of the main indicators over the period 2016–2024. The data show the following:

- ✓ At the institutional level, the weighted average ranges from 4.47 to 4.58;
- ✓ The number of individuals evaluated has gradually increased, with the most significant growth recorded among lecturers;
- ✓ The proportion of "Excellent" ratings has increased.

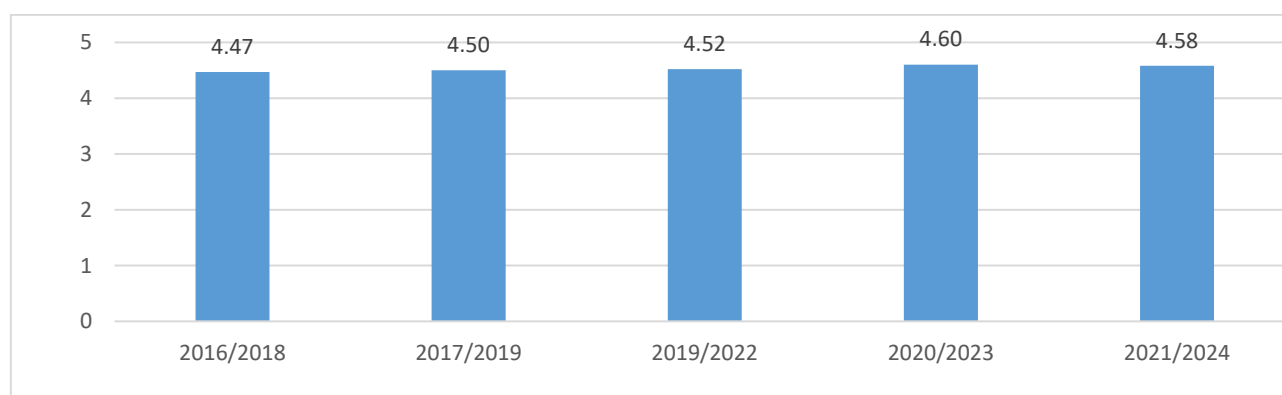


Figure 1. Weighted average achieved at UBB

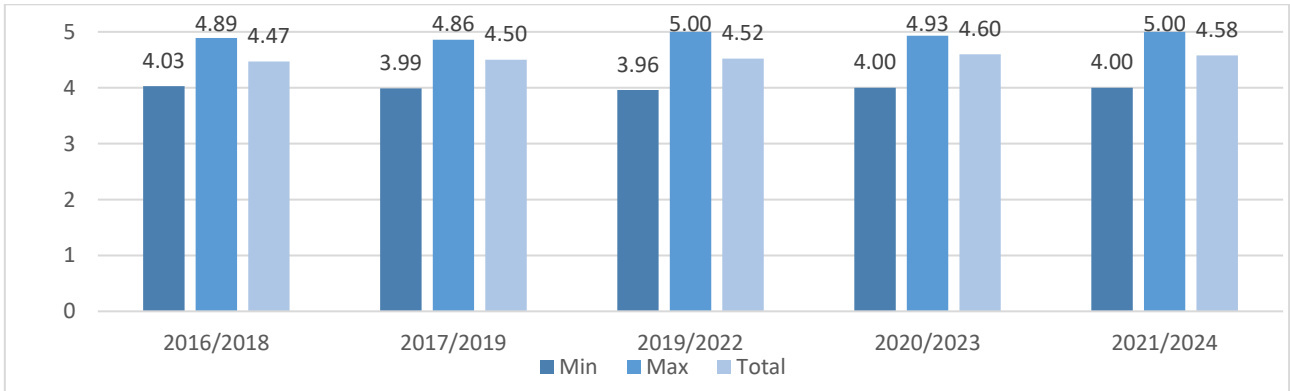


Figure 2. Minimum, maximum, and overall weighted averages obtained at UBB

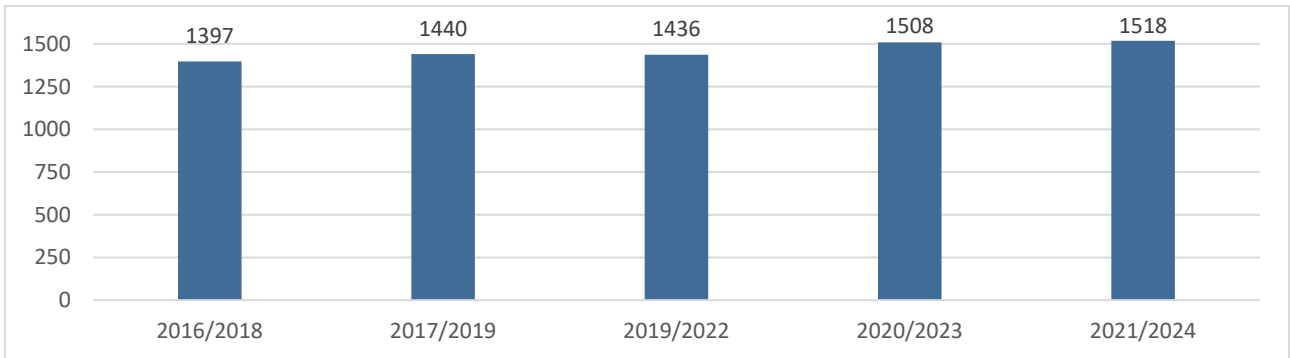


Figure 3. Total number of individuals evaluated at the institutional level

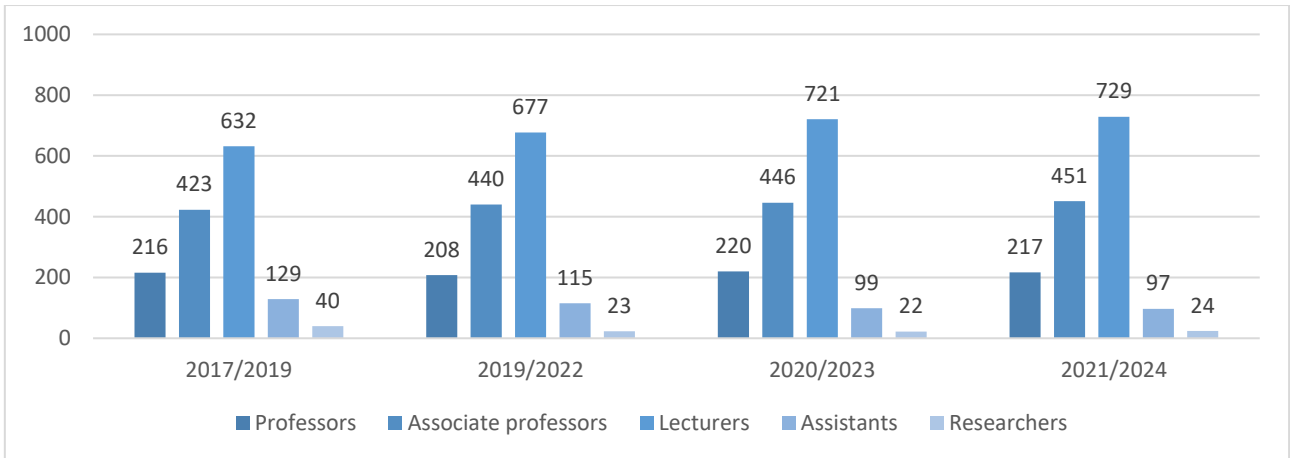


Figure 4. Total number of individuals evaluated at the institutional level by teaching rank

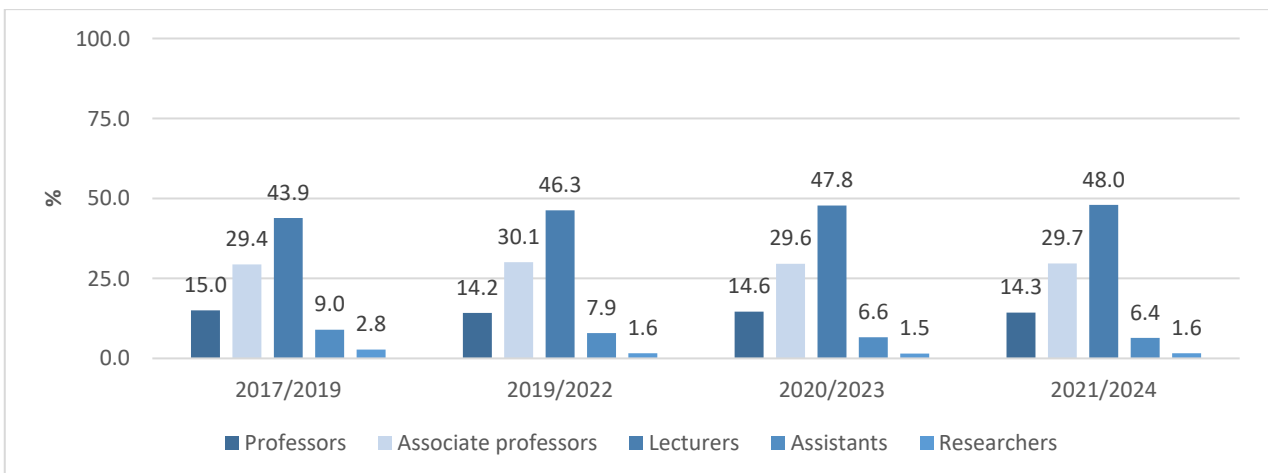


Figure 5. Percentage of individuals evaluated at the institutional level by teaching rank

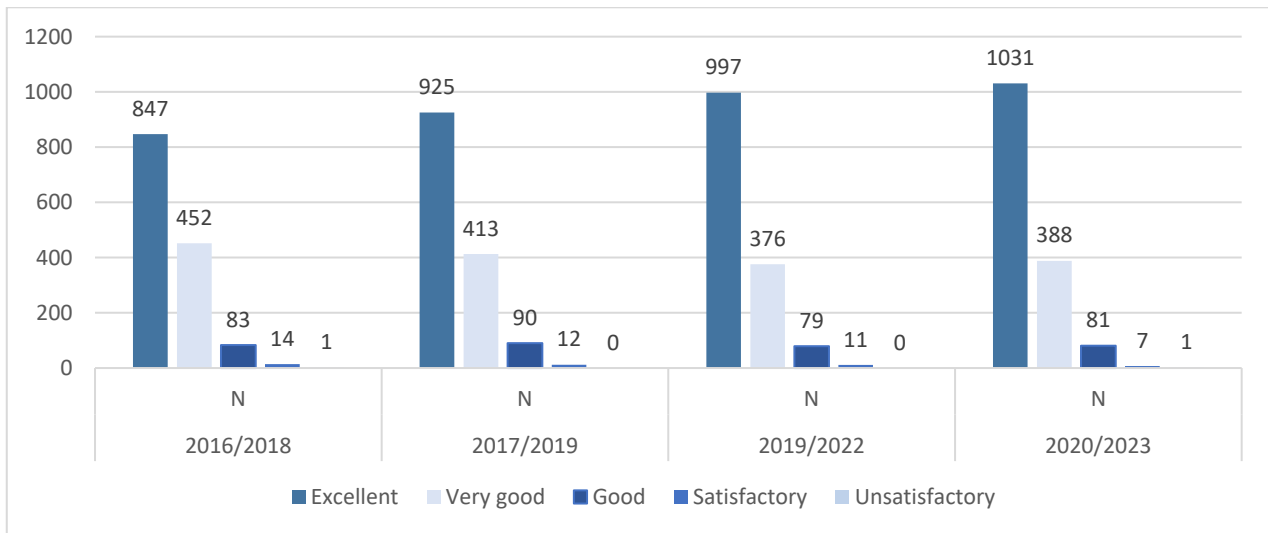


Figure 6. Number of grades assigned at the institution level

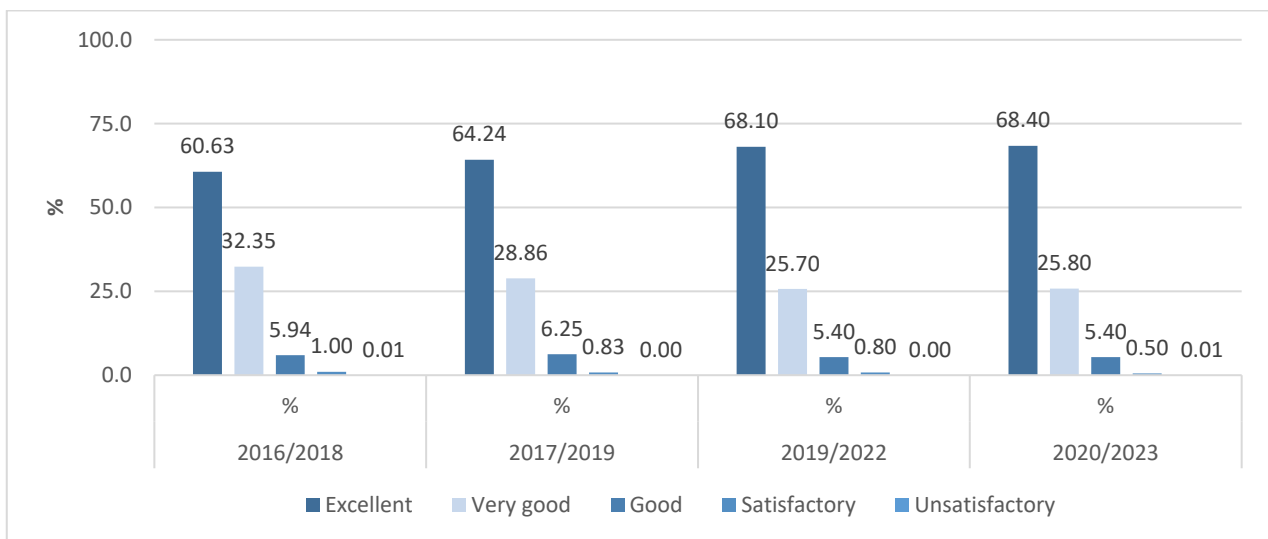


Figure 7. Percentage of grades assigned at the institution level