

Babeş-Bolyai University

**THE MANAGEMENT'S
ASSESSMENT OF THE
PROFESSIONAL ACTIVITY OF
TEACHING STAFF AND
RESEARCHERS
2016 - 2025
- DYNAMICS OF THE RESULTS -**



Centrul
Qualitas

In the *Methodology for the External Evaluation of the Quality of Education in the Higher Education Sector*, developed by the Romanian Agency for Quality Assurance (ARACIS), the indicator I.P.C.4.1.1 stipulates that higher education institutions (HEI) shall “periodically evaluate, at intervals of no more than 5 years, the performance and results of the teaching and research staff, based on a methodology approved by the senate.” The evaluation of the professional activity of contractual staff in the public sector is regulated by Government Decision no. 1336/2022, which establishes the obligation to carry out an annual evaluation of individual professional performance for employees who have worked for at least 6 months within a calendar year. The evaluation is carried out for the previous calendar year, between 1 January – 31 March of the following year.

The evaluation of the professional activity of teaching and research staff at Babeş-Bolyai University (UBB) by the department / faculty management is carried out in accordance with the specific procedure (PO-AC-15), developed in 2018 and subsequently revised. The current version of the document was adopted by the Senate Decision No. 114/21.07.2025. The procedure applies to all teaching and research staff employed under permanent or fixed-term employment contracts, with the exception of 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 summarise the institutional-level trends of the main indicators over the period 2016-2025. The data show the following:

- ✓ the weighted institutional average varies between 4,47 and 4,61;
- ✓ the number of individuals evaluated has gradually increased, with the most significant increase recorded among lecturers;
- ✓ the share of “Excellent” ratings has increased.

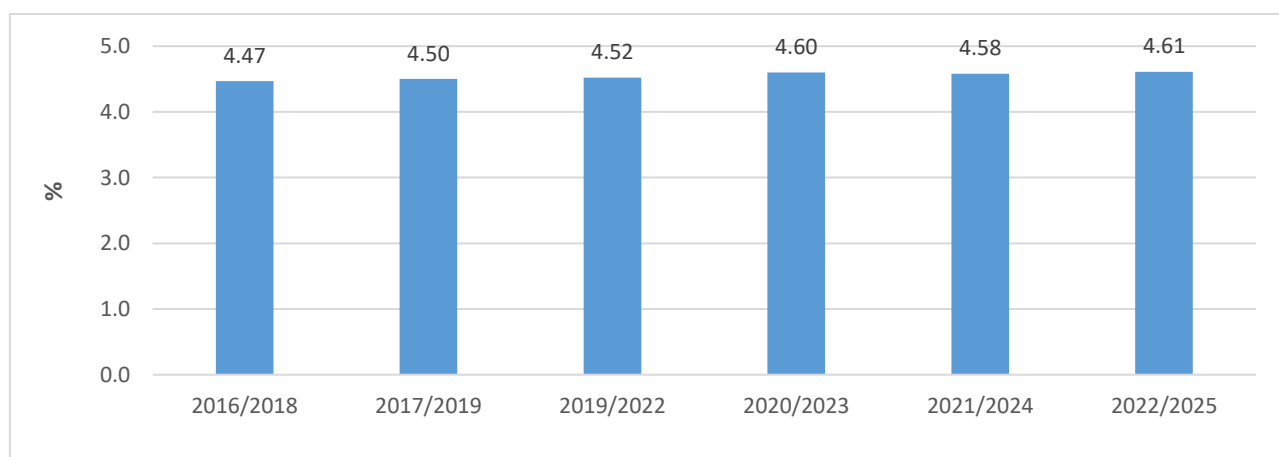


Figure 1. Weighted average scores at UBB

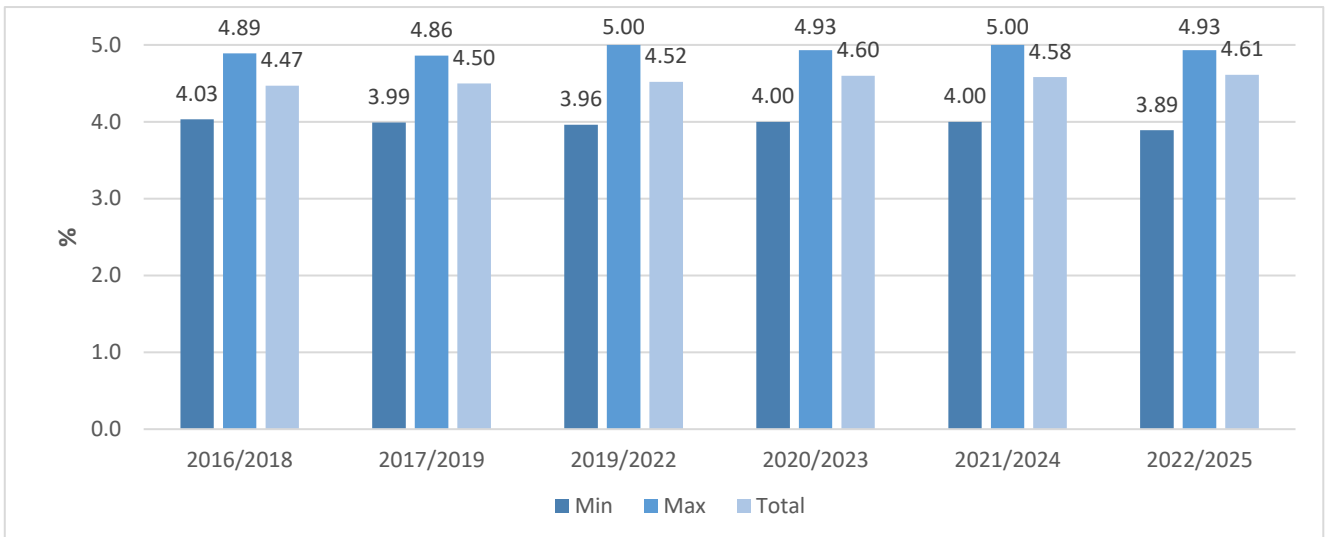


Figure 2. Minimum, maximum, and overall weighted averages obtained at UBB

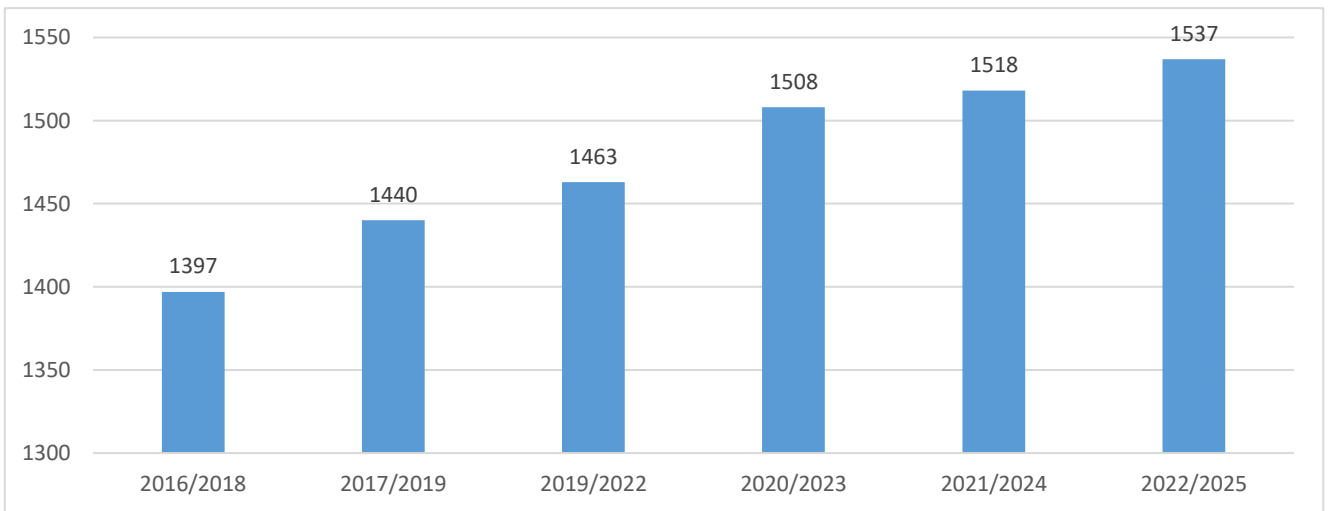


Figure 3. Total number of individuals evaluated at the institutional level

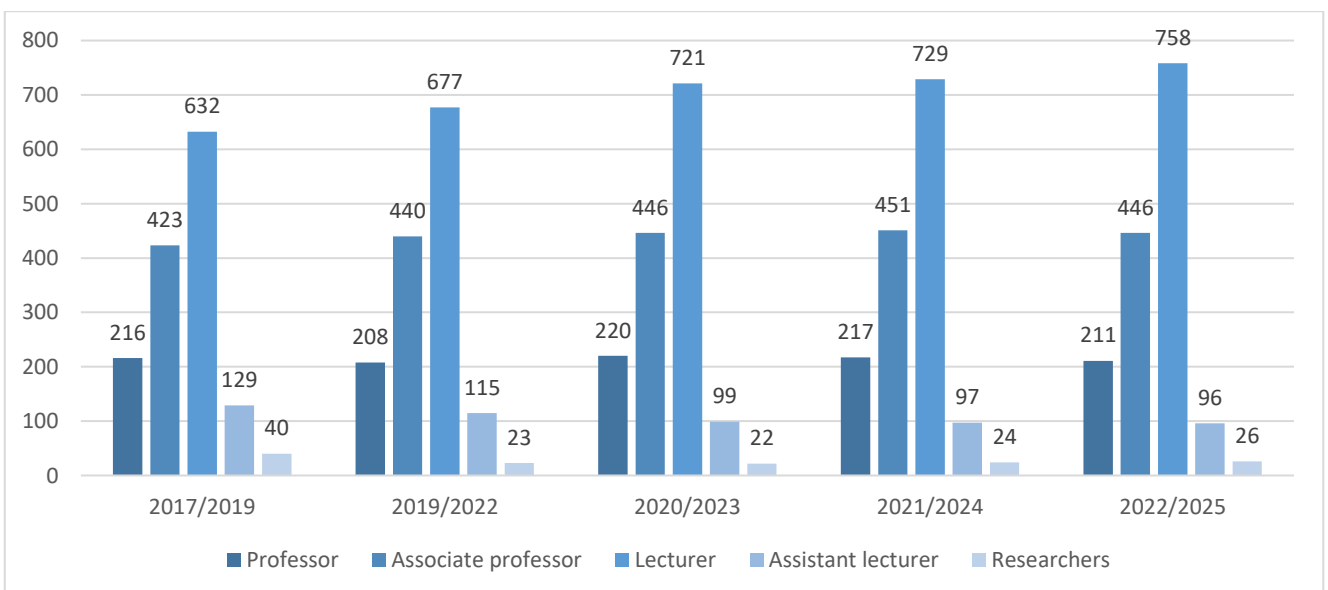


Figure 4. Total number of individuals evaluated at the institutional level by academic position

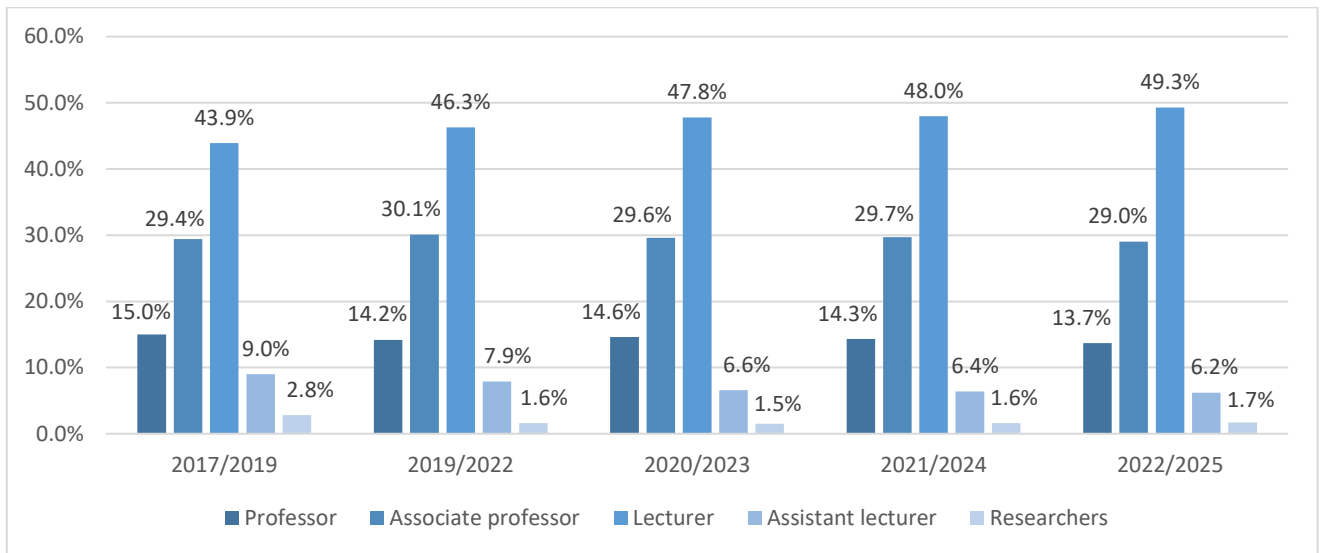


Figure 5. Percentage of individuals evaluated at the institutional level by academic position

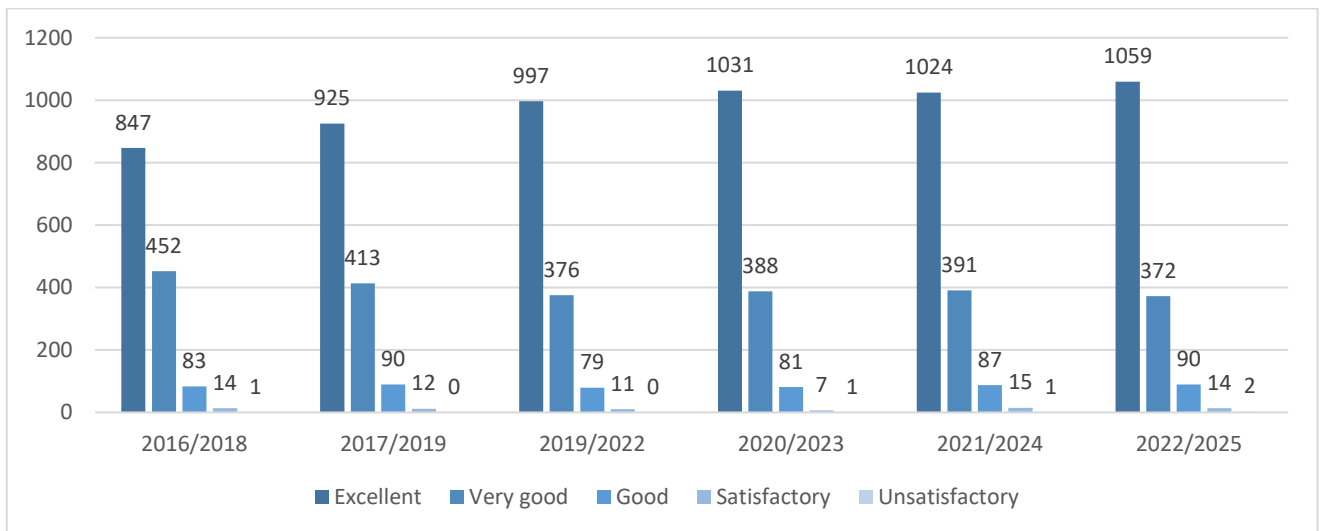


Figure 6. Number of grades assigned at the institutional level

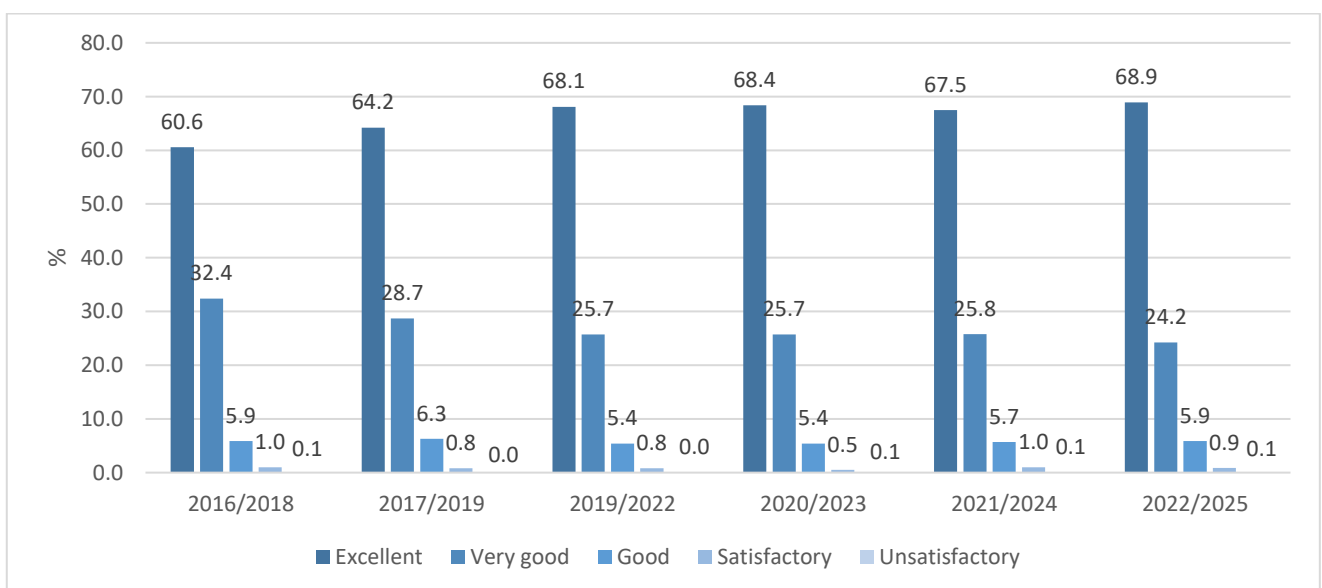


Figure 7. Percentage of grades assigned at the institutional level