

**Babeş-Bolyai University**

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

**2022-2025**

**- summary report -**



**Centrul  
Qualitas**

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## Introduction

The evaluation of the professional activity of teaching staff and researchers by management at Babeş-Bolyai University is carried out in accordance with Operational Procedure PO-AC-15 (adopted by Senate Decision no. 114/21.07.2025). The procedure applies to all teaching staff and researchers employed under fixed-term or tenured contracts, with the exception of associate teaching staff. Faculties may decide to apply the procedure to associate teaching staff and doctoral students, who carry out teaching activities on an hourly wage.

Each member of the teaching staff and each researcher is evaluated annually, based on their activity in the last three academic years (provided they were active for at least six months in each year), across three main dimension of professional activity: D1 – *teaching activity*, D2 – *scientific research / artistic creation / sports performance* and D3 – *civic engagement (pro-UBB and pro-society)*.

For each dimension, a score between 1 and 5 is given, corresponding to the ratings from “Unsatisfactory” to “Excellent”, and the final score is calculated as the weighted average of these scores. The weighting of each dimension varies depending on the position held, as follows:

	Assistant Lecturer	Lecturer	Associate Professor	Professor	Researcher (with teaching activity)	Researcher (without teaching activity)
<b>D1. Teaching activity</b>	40%	35%	30%	30%	10%	-
<b>D2. Scientific research / artistic creation / sports performance</b>	30%	35%	40%	40%	70%	80%
<b>D3. Civic engagement (pro-UBB and pro-society)</b>	30%	30%	30%	30%	20%	20%

For all teaching positions, the minimum standard for research activity for a “Satisfactory” rating is three academic / scientific contributions (such as scientific publications, artistic achievements, or sports performances) over a period of three academic years. For all research positions, the minimum standard for research activity required for a “Satisfactory” rating is established in accordance with the provisions specified in each researcher’s job description.

## Summary report on The management's assessment of the professional activity of teaching staff and researchers, 2022-2025

### *The results of the evaluation*

- In 2025, the professional activity of 1,537 individuals was evaluated across twenty-three faculties.
- The institutional average (calculated by taking into account the weights assigned to each dimension depending on the academic position held) is 4.61.
- The range of the weighted average at each faculty is 1.4: the minimum value is 3.89, while the maximum is 4.93.
- Most individuals (68.9%) received an *Excellent* rating (Figure 1).

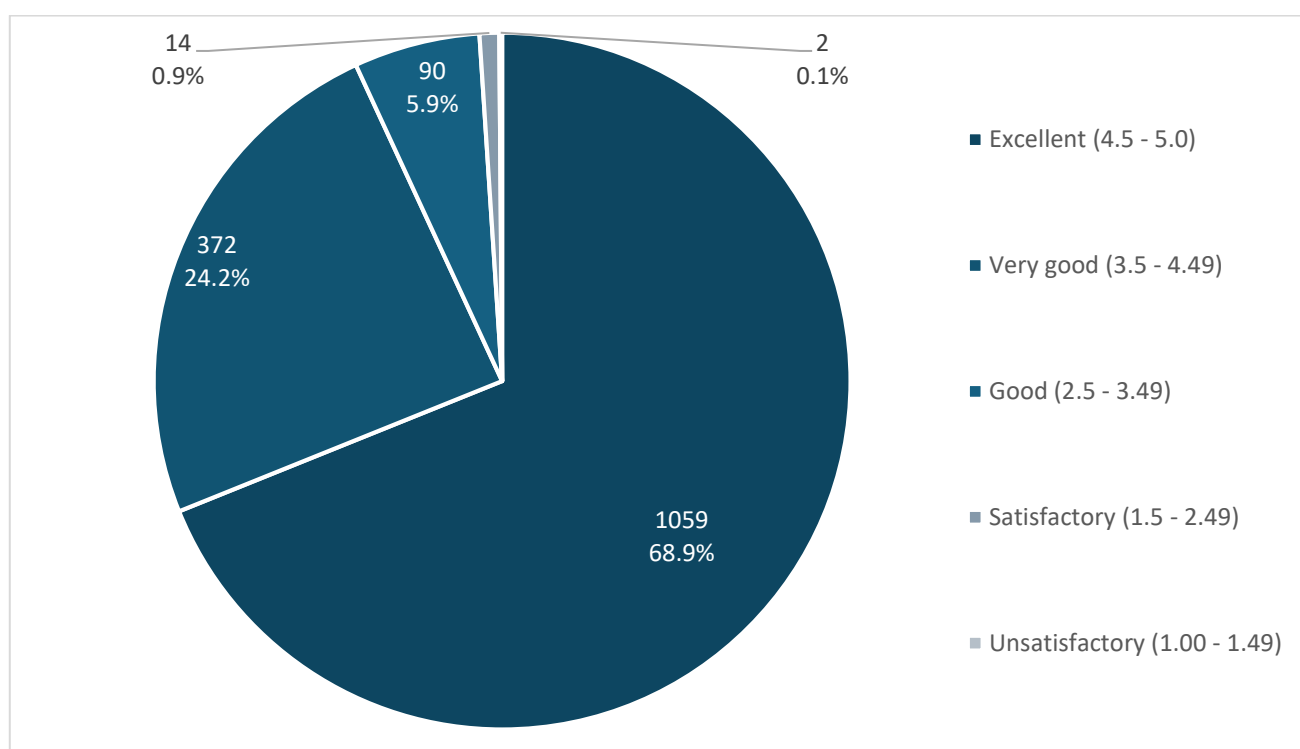


Figure 1. Percentage of ratings at the institutional level

- By academic position (Figure 2):
  - most of the evaluated individuals hold the position of *lecturer* (758; 49.3%);
  - the values of the weighted institutional averages by academic position (calculated by taking into account the weights assigned to each dimension depending on the academic position held) are close, ranging from 4.30 for *assistant lecturers*, 4.48 for *lecturers*, 4.73 for *associate professors* and 4.88 for *professor*.

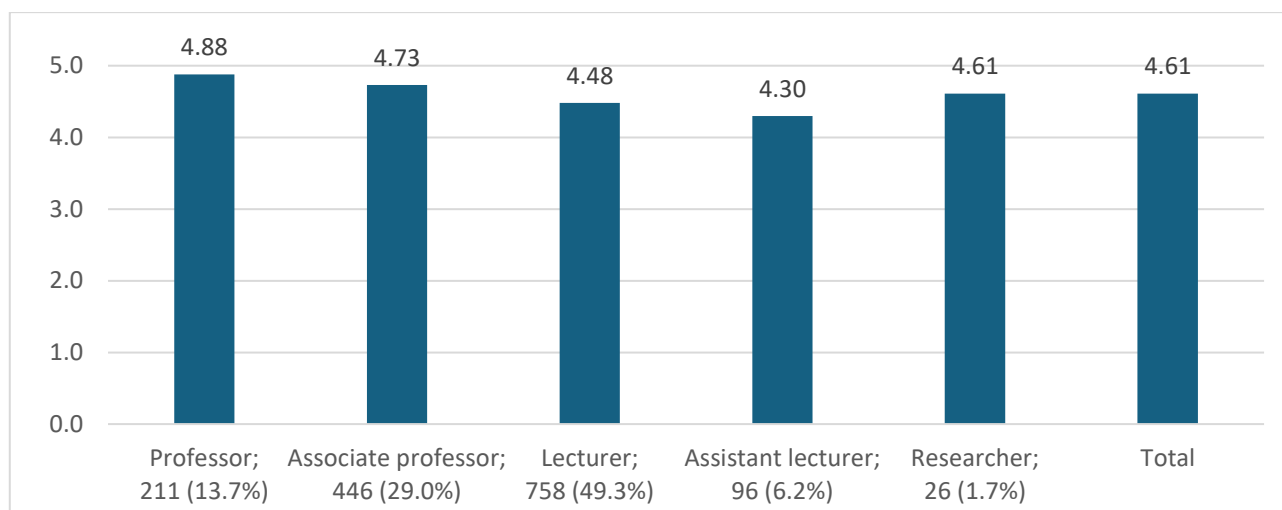


Figure 2. Weighted average of the evaluation scores by academic position; the values in parentheses indicate the share of each category in the total number of evaluated staff.

➤ The institutional average scores for each dimension (Figure 3) are as follows: 4.75 for D1 – *teaching activity*, 4.45 for D2 – *scientific research / artistic creation / sports performance* and 4.64 for D3 – *Civic engagement (pro-UBB and pro-society)*.

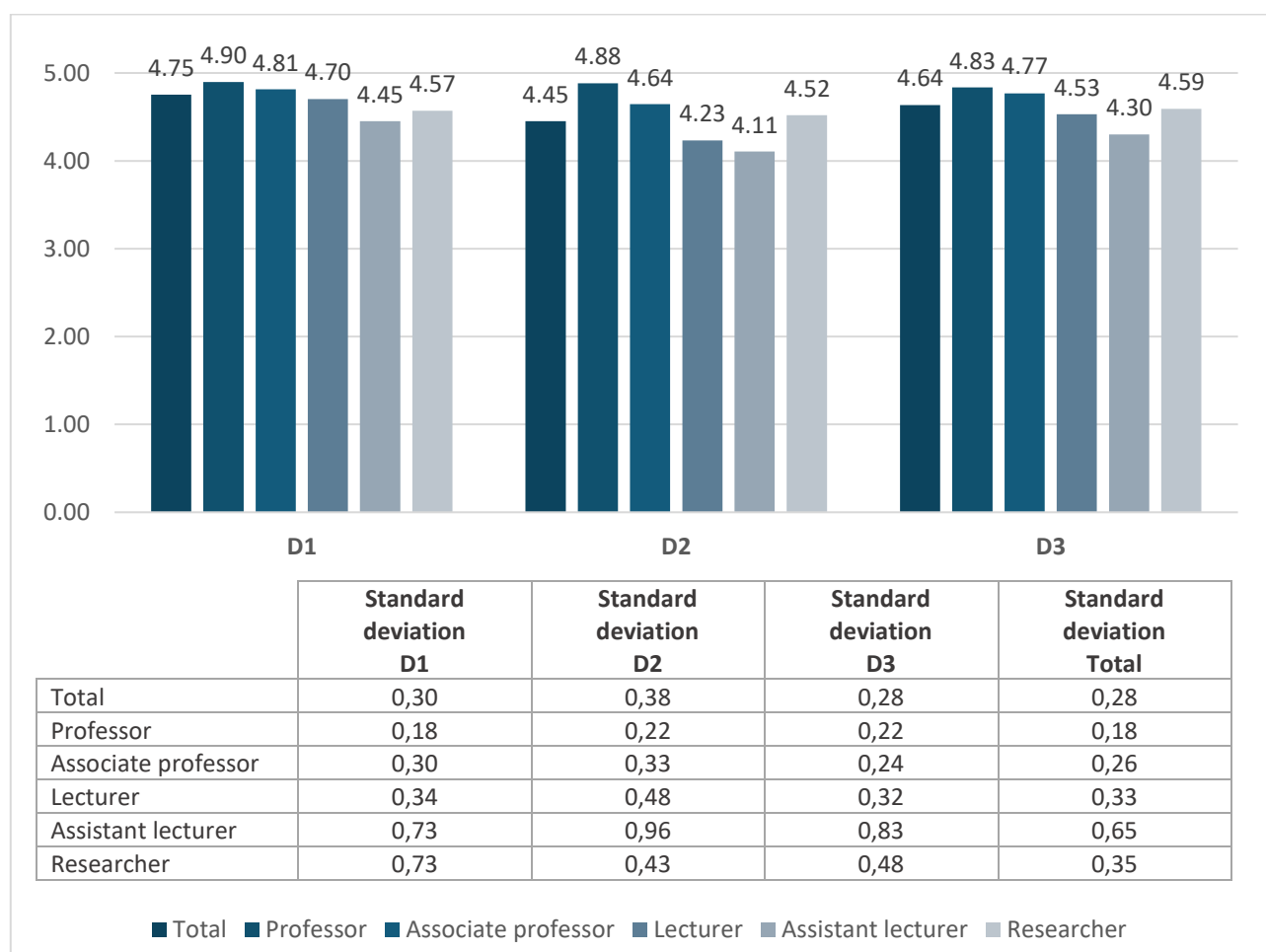


Figure 3. Average scores and standard deviations at the level of Babeş-Bolyai University by the dimension of evaluation and academic position

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- The average time allocated to each dimension shows clear differences depending on the academic position held:
  - in the case of *assistant lecturers*, 50.4% of professional activity is dedicated to D1 – *teaching activity*, while *professors* allocate slightly over one third of their total working time to this dimension;
  - with regard to D2 – *scientific research / artistic creation / sports performance*, *researchers* allocate more than two thirds of their total working time, while *professors* devote, on average, 41.84% to these activities;
  - the share of time allocated for D3 – *Civic engagement (pro-UBB and pro-society)* is relatively similar across different academic positions, showing moderate variability between faculties, with values ranging from 7.33% to 30.00% and an institutional average of 18.93%.

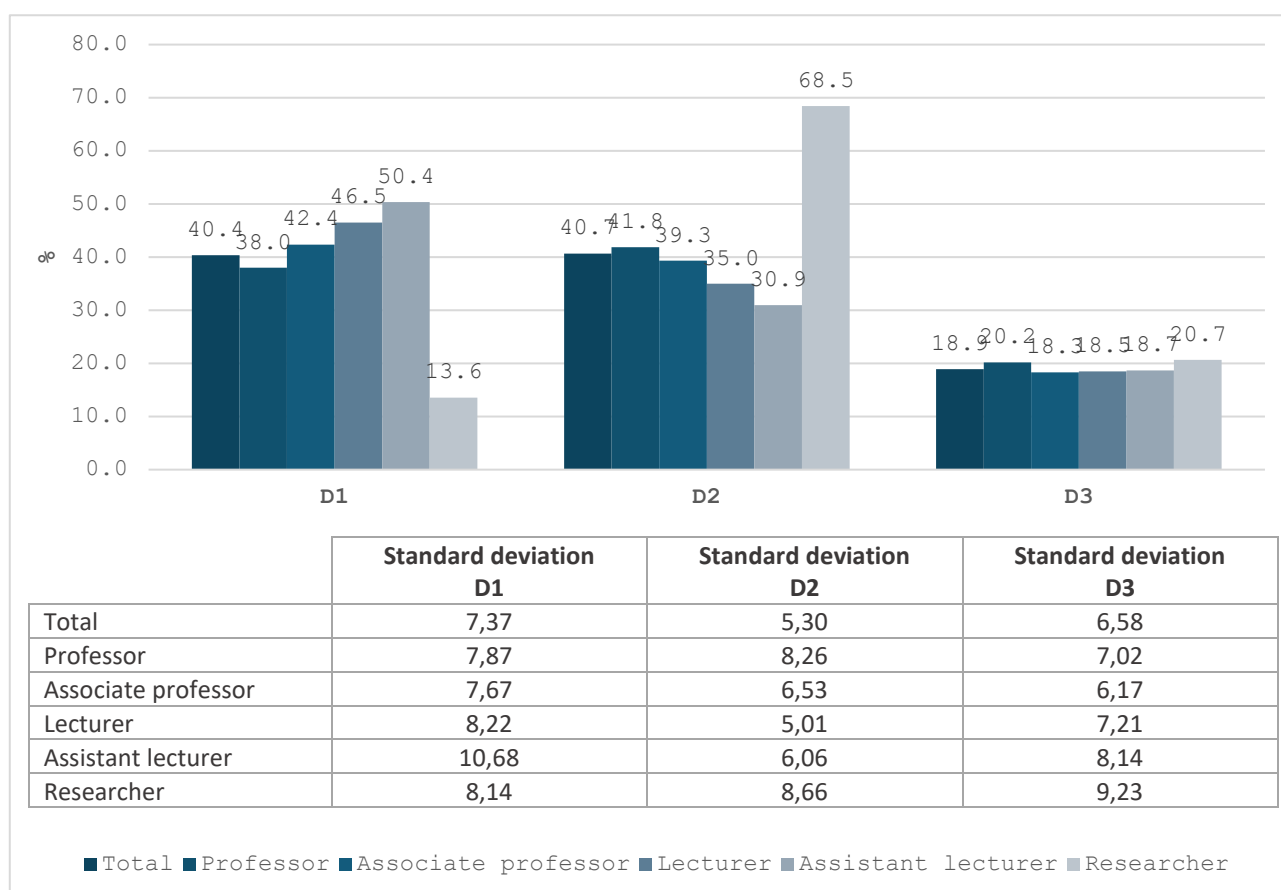


Figure 4. Average time allocation and standard deviation for each dimension by academic position