



**Babeş-Bolyai University**  
**The peer evaluation process for the**  
**academic year 2022-2023**  
**- summary report -**

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Centrul  
Qualitas

July 2023

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## Report on the Peer Evaluation Process during the Academic Year 2022-2023

### 1. Institutional regulatory framework

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 in favor of UBB and of the broader community - along with measures for the valorization of results.

According to this document:

- Each teaching staff member/researcher undergoes formative evaluation at least once every 3 years, based on the last 3 academic years.
- For all teaching positions, Dimension D2 requires a minimum of 1.5 points, equivalent to at least 3 academic or scientific contributions (such as research papers or artistic/sports achievements) over 3 academic years.
- For all research positions, the minimum standard for research activity (1.5 points) aligns with the specifications in the job description, but not below the minimum standard for teaching positions.
- The weighting for each dimension is customized based on the specific position held, particularly in relation to teaching responsibilities, as follows:

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

The final score is determined by calculating the weighted average of the scores obtained for each dimension.

## 2. Institutional results

A total of 386 peer evaluations were conducted as follows: 381 teaching staff members (24.31% of UBB teaching staff as of October 1, 2022) included 54 professors (24.88%), 108 associate professors (23.68%), 184 lecturers (24.08%), 35 assistants (23.18%), and 5 researchers (14.70%). The weighted average score at the institutional level is 4.81, calculated based on the average scores obtained and the number of evaluations conducted at each faculty level.

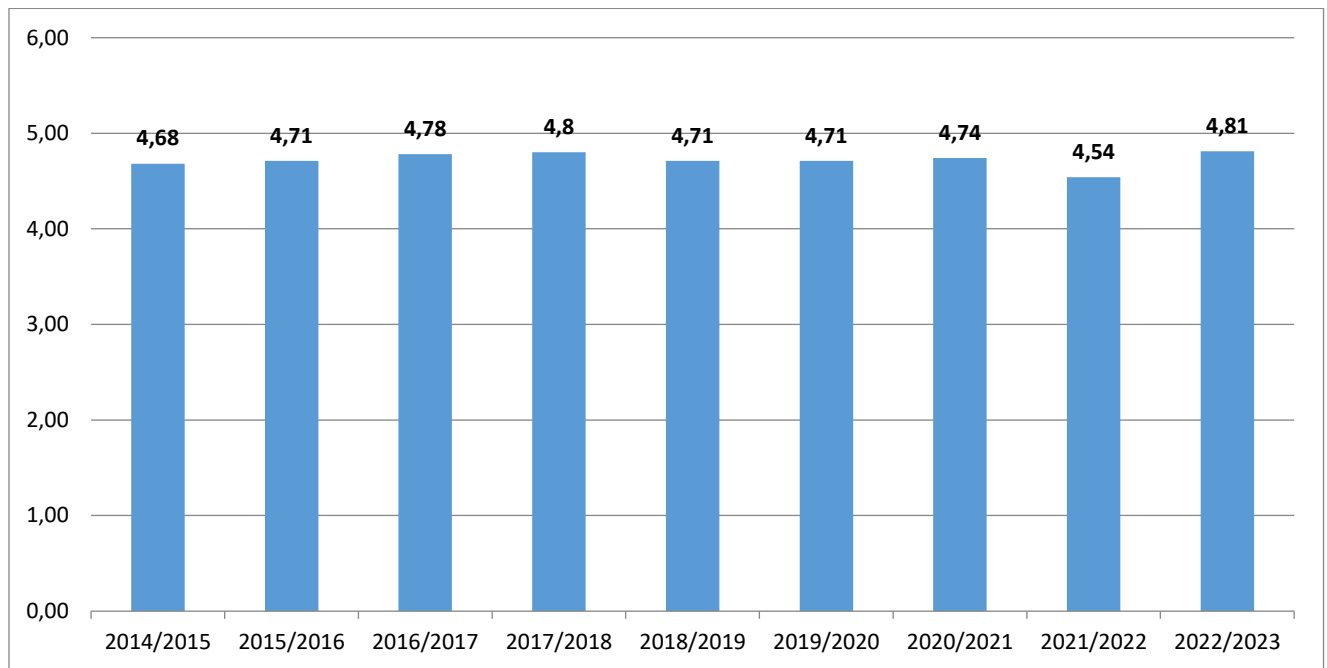


Figure 1. The average weighted scores obtained at BBU level

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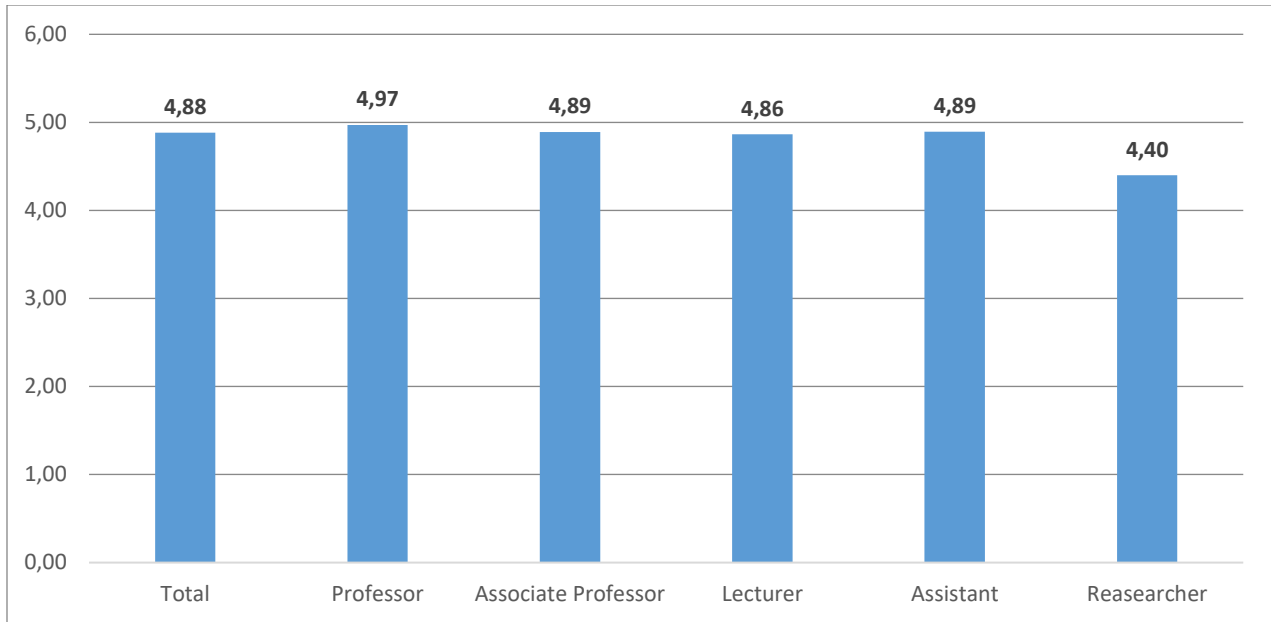


Figure 2. The average scores obtained by faculties on dimension 1 relative to the specific position, 2022-2023

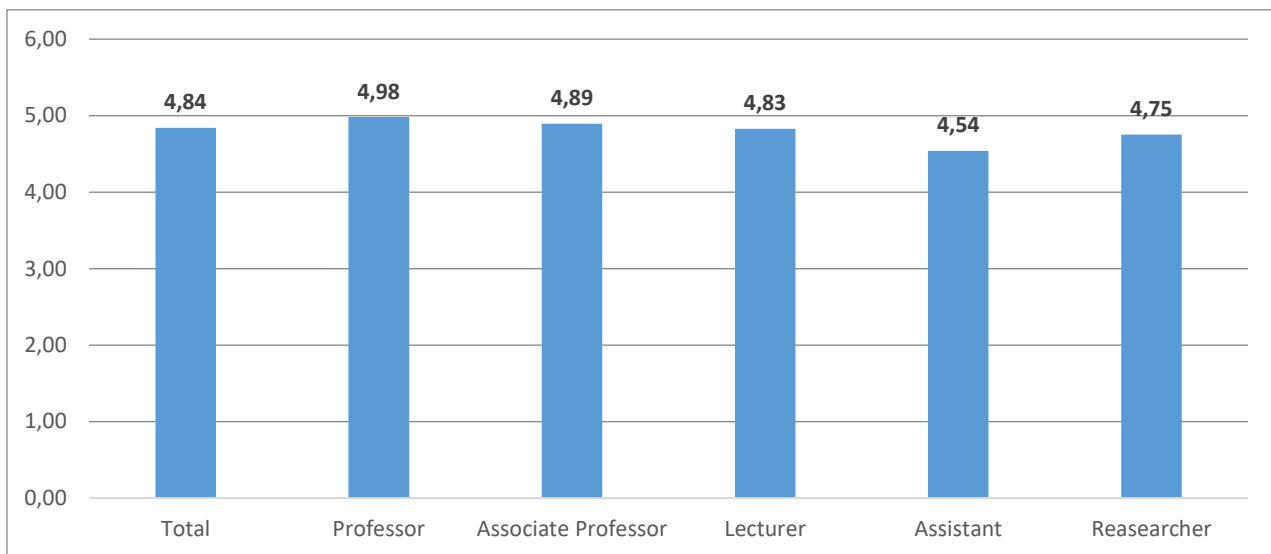


Figure 3. Average scores obtained for dimension D2 relative to the specific position, 2022-2023

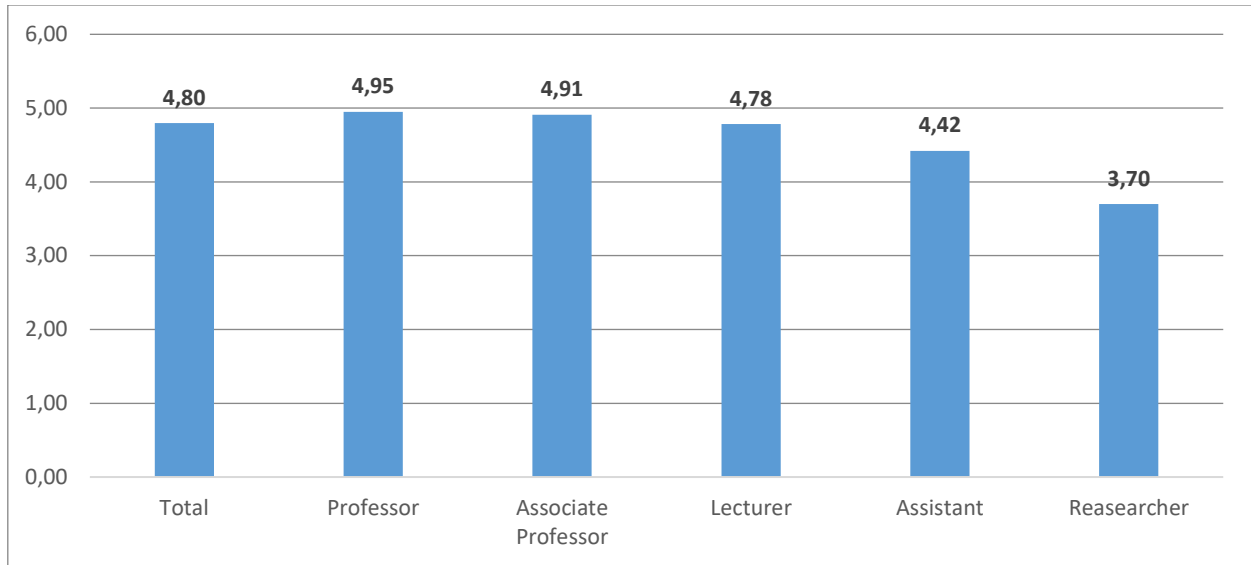


Figure 4. Average scores obtained for dimension D3, relative to the specific position, 2022-2023

The average values obtained at both institutional and faculty levels indicate that the majority of the teaching, research, and civic work assessed by peer evaluations is rated as good to very good.

Tables 1 to 4 display the results for each faculty.

## Report on the Peer Evaluation Process during the Academic Year 2022-2023

**Table 1.** Planning and conducting peer evaluations, relative to the position held, 2022 - 2023

Faculty of ...		Professor			Associate Professor			Lecturer / Chief of operations			Assistant			Researcher			BBU Total				
		Planned	Achieved	Average	Planned	Achieved	Average	Planned	Achieved	Average	Planned	Achieved	Average	Planned	Achieved	Average	Planned	Achieved	Average**	Variation	
1	Mathematics and Computer Science	4	6	4,97	12	10	4,97	14	14	4,72	11	10	4,52	0	0	-	41	40	4,77	0,32	
2	Physics	5	5	5,00	1	2	5,00	6	5	4,92	0	0	-	0	0	-	12	12	4,97	0,01	
3	Chemistry and Chemical Engineering	6	6	5,00	11	10	4,97	7	4	4,96	3	3	4,90	0	0	-	27	23	4,97	0,01	
4	Biology and Geology	0	0	-	7	7	4,92	7	7	4,93	0	0	-	0	0	-	14	14	4,93	0,02	
5	Geography	2	2	5,00	4	4	5,00	10	10	4,97	1	0	-	1	2	5,00	18	18	4,98	0,01	
6	Environmental Science	4	4	5,00	3	3	5,00	6	5	4,82	0	0	-	0	0	-	13	12	4,93	0,04	
7	History and Philosophy	6	6	4,90	8	8	4,90	9	10	4,73	1	0	-	1	1	5,00	25	25	4,84	0,06	
8	Psychology and Educational Sciences	2	2	5,00	13	12	4,80	23	23	4,79	5	5	4,57	0	0	-	43	42	4,78	0,09	
9	Political, Administrative and Communication Sciences	4	4	5,00	7	6	4,98	16	15	4,84	4	4	4,88	0	0	-	31	29	4,90	0,09	
10	Letters	2	1	5,00	13	15	4,88	30	27	5,00	8	7	5,00	0	0	-	53	50	4,96	0,01	
11	Law	3	3	4,95	1	1	4,85	4	4	4,95	0	0	-	0	0	-	8	8	4,94	0,00	
12	Economics and Business	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
13	Physical Education and Sport	3	3	5,00	4	4	4,57	9	8	4,59	4	5	4,10	1	1	3,90	21	21	4,49	0,24	
14	European Studies	1	1	5,00	4	4	4,89	10	10	4,31	0	0	-	1	1	2,30	16	16	4,37	0,64	
15	Sociology and Social Work	1	1	5,00	6	6	4,98	10	10	4,87	0	0	-	0	0	-	17	17	4,91	0,11	
16	Business	2	1	4,73	2	3	4,38	5	5	3,87	1	0	-	0	0	-	10	9	4,14	0,17	
17	Orthodox Theology	3	3	5,00	2	2	5,00	7	7	4,81	0	0	-	0	0	-	12	12	4,89	0,05	
18	Greek Catholic Theology	0	0	-	2	2	5,00	4	4	5,00	0	0	-	0	0	-	6	6	5,00	0,00	
19	Roman Catholic Theology	2	2	5,00	0	0		1	1	5,00	0	0	-	0	0	-	3	3	5,00	0,00	
20	Reformed Theology and Music	0	0	-	2	2	5,00	2	2	5,00	0	0	-	0	0	-	4	4	5,00	0,00	
21	Theatre and Television	1	1	5,00	7	6	4,93	9	8	4,52	1	1	5,00	0	0	-	18	16	4,73	0,24	
22	Engineering	3	3	4,83	1	1	5,00	5	5	4,19	0	0	-	0	0	-	9	9	4,50	0,23	
	BBU	Average*	54	54	4,97	110	108	4,90	194	184	4,77	39	35	4,65	4	5	4,24	401	386	4,81	
		Variance			0,01			0,03			0,09			0,11			0,06				

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

\*\* Faculty average scores are weighted based on the number of individuals evaluated in specific teaching or research positions and the average of their scores.

\*\*\* Peer evaluation of all teaching and research staff (conducted once every three years, as per the procedure) at the Faculty of Economics and Business Management was completed in the academic year 2021-2022.

**Table 2.** The average scores obtained by faculties on dimension D1 - teaching activity, relative to the specific position held / the teaching position, 2022-2023

Faculty of ...		Teaching dimension - D1						
		Professor	Associate professor	Lecturer / Chief of operations	Assistant	Researcher	Total**	Variance
1	Mathematics and Computer Science	5,00	5,00	4,84	4,70	-	4,87	0,32
2	Physics	5,00	5,00	5,00	-	-	5,00	0,00
3	Chemistry and Chemical Engineering	5,00	4,93	5,00	5,00	-	4,97	0,02
4	Biology and Geology	-	4,82	5,00	-	-	4,91	0,07
5	Geography	5,00	5,00	5,00	-	5,00	5,00	0,00
6	Environmental Science and Engineering	5,00	5,00	4,95	-	-	4,98	0,00
7	History and Philosophy	5,00	4,85	4,90	-	5,00	4,91	0,08
8	Psychology and Educational Sciences	5,00	4,89	4,98	4,90	-	4,95	0,02
9	Political, Administrative and Communication	5,00	5,00	4,97	5,00	-	4,98	0,01
10	Letters	5,00	4,70	4,99	5,00	-	4,91	0,08
11	Law	4,83	4,50	4,88	-	-	4,81	0,05
12	Economics and Business Administration***	-	-	-	-	-	-	-
13	Physical Education and Sport	5,00	5,00	5,00	4,95	5,00	4,99	0,00
14	European Studies	5,00	5,00	4,25	-	2,00	4,34	1,02
15	Sociology and Social Work	5,00	5,00	4,85	-	-	4,91	0,13
16	Business	4,86	4,63	4,48	-	-	4,57	0,05
17	Orthodox Theology	5,00	5,00	4,71	-	-	4,83	0,15
18	Greek Catholic Theology	-	5,00	5,00	-	-	5,00	0,00
19	Roman Catholic Theology	5,00	-	5,00	-	-	5,00	0,00
20	Reformed Theology and Music	-	5,00	5,00	-	-	5,00	0,00
21	Theatre and Television	5,00	4,83	4,44	5,00	-	4,66	0,29
22	Engineering	4,67	5,00	4,65	-	-	4,69	0,25
	BBU	<b>Average*</b>	<b>4,97</b>	<b>4,89</b>	<b>4,86</b>	<b>4,89</b>	<b>4,40</b>	<b>4,88</b>
		<b>Variance</b>	0,01	0,02	0,05	0,01	2,25	0,03

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

\*\* Faculty average scores are weighted based on the number of individuals evaluated in specific teaching or research positions and the average of their scores.

\*\*\* Peer evaluation of all teaching and research staff (conducted once every three years, as per the procedure) at the Faculty of Economics and Business Management was completed in the academic year 2021-2022.



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**Table 3.** Average scores obtained by faculties on dimension D2 - scientific dimension / artistic work / sporting performance, relative to the specific position held / the teaching rank, 2022-2023

Faculty of ...		Scientific / artistic creation / sporting performance dimension - D2							
		Professor	Associate professor	Lecturer / Chief of operations	Assistant	Researcher	Total**	Variance	
1	Mathematics and Computer Science	4,96	4,95	4,50	4,43	-	4,66	0,69	
2	Physics	5,00	5,00	4,80	-	-	4,92	0,08	
3	Chemistry and Chemical Engineering	5,00	5,00	4,88	4,67	-	4,93	0,05	
4	Biology and Geology	-	5,00	4,79	-	-	4,89	0,08	
5	Geography	5,00	5,00	4,90	-	5,00	4,94	0,06	
6	Environmental Science and Engineering	5,00	5,00	4,75	-	-	4,90	0,08	
7	History and Philosophy	5,00	4,99	4,59	-	5,00	4,83	0,14	
8	Psychology and Educational Sciences	5,00	4,67	4,66	4,30	-	4,64	0,29	
9	Political, Administrative and Communication	5,00	4,96	4,70	4,88	-	4,82	0,29	
10	Letters	5,00	4,93	5,00	5,00	-	4,98	0,02	
11	Law	5,00	5,00	5,00	-	-	5,00	0,00	
12	Economics and Business Administration***	-	-	-	-	-	-	-	
13	Physical Education and Sport	5,00	4,25	4,41	3,92	4,00	4,33	0,68	
14	European Studies	5,00	5,00	4,53	-	-	4,68	0,34	
15	Sociology and Social Work	5,00	4,92	4,85	-	-	4,88	0,14	
16	Business	4,74	4,25	3,09	-	-	3,66	0,66	
17	Orthodox Theology	5,00	5,00	4,86	-	-	4,92	0,08	
18	Greek Catholic Theology	-	5,00	5,00	-	-	5,00	0,00	
19	Roman Catholic Theology	5,00	-	5,00	-	-	5,00	0,00	
20	Reformed Theology and Music		5,00	5,00	-	-	5,00	0,00	
21	Theatre and Television	5,00	5,00	4,56	5,00	-	4,78	0,30	
22	Engineering	4,83	5,00	3,40	-	-	4,06	1,09	
	UBB	Average*	<b>4,98</b>	<b>4,89</b>	<b>4,83</b>	<b>4,54</b>	<b>4,75</b>	<b>4,84</b>	
		Variance	0,00	0,05	0,25	0,16	0,33	0,46	

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\*\*\* Peer evaluation of all teaching and research staff (conducted once every three years, as per the procedure) at the Faculty of Economics and Business Management was completed in the academic year 2021-2022.

**Tabel 4.** Average scores obtained by faculty for dimension D3 - civic activity, relative to the specific position held / the teaching position, 2022-2023

Faculty of ...		Civic dimension - D3						
		Professor	Associate professor	Lecturer / Chief of operations	Assistant	Researcher	Total**	Variance
1	Mathematics and Computer Science	4,96	4,95	4,84	4,43	-	4,78	0,65
2	Physics	5,00	5,00	4,95	-	-	4,98	0,01
3	Chemistry and Chemical Engineering	5,00	5,00	5,00	5,00	-	5,00	0,00
4	Biology and Geology	-	4,93	5,00	-	-	4,96	0,02
5	Geography	5,00	5,00	5,00	-	5,00	5,00	0,00
6	Environmental Science	5,00	5,00	4,75	-	-	4,90	0,08
7	History and Philosophy	4,67	4,88	4,70	-	5,00	4,76	0,19
8	Psychology and Educational Sciences	5,00	4,89	4,72	4,40	-	4,74	0,15
9	Political, Administrative and Communication	5,00	5,00	4,83	4,75	-	4,88	0,14
10	Letters	5,00	5,00	5,00	5,00	-	5,00	0,00
11	Law	5,00	5,00	5,00	-	-	5,00	0,00
12	Economics and Business Administration***	-	-	-	-	-	-	-
13	Physical Education and Sport	5,00	4,31	4,53	2,90	1,00	3,95	2,26
14	European Studies	5,00	4,63	4,15	-	3,50	4,28	0,50
15	Sociology and Social Work	5,00	5,00	4,90	-	-	4,94	0,06
16	Business	4,57	4,31	4,10	-	-	4,22	0,20
17	Orthodox Theology	5,00	5,00	4,86	-	-	4,92	0,08
18	Greek Catholic Theology	-	5,00	5,00	-	-	5,00	0,00
19	Roman Catholic Theology	5,00	-	5,00	-	-	5,00	0,00
20	Reformed Theology and Music	-	5,00	5,00	-	-	5,00	0,00
21	Theatre and Television	5,00	5,00	4,56	5,00	-	4,78	0,30
22	Engineering	5,00	5,00	4,60	-	-	4,78	0,19
UBB	Average*	4,95	4,91	4,78	4,42	3,70	4,80	
	Variance	0,02	0,05	0,07	0,56	3,56	0,09	

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