

Babeş-Bolyai University
The peer assessment process for the
academic year 2023-2024
- summary report -

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1. National Institutional regulatory framework

At BBU 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
D1. Teaching dimension	40%	35%	30%	30%	10%	-
D2. Scientific Dimension / Artistic Work / Sporting Performance	30%	35%	40%	40%	70%	80%
D3. Civic Dimension	30%	30%	30%	30%	20%	20%

The weighted average of the scores per dimension gives the final score.

2. Results at University Level

A total of 383 peer assessments were carried out as follows: 377 teaching staff members (24.16% of UBB's teaching staff on October 01, 2023) - 50 professors (22.52%), 119 associate professors (25.93%), 184 lecturers (23.32%), 24 assistants (20.87%) - and 6 researchers (17.9%). The weighted average obtained at BBU level is 4.83 (determined by the average obtained, and the number of persons evaluated at the level of each faculty). This value is the highest in the eight years of peer assessments (Figure 1).

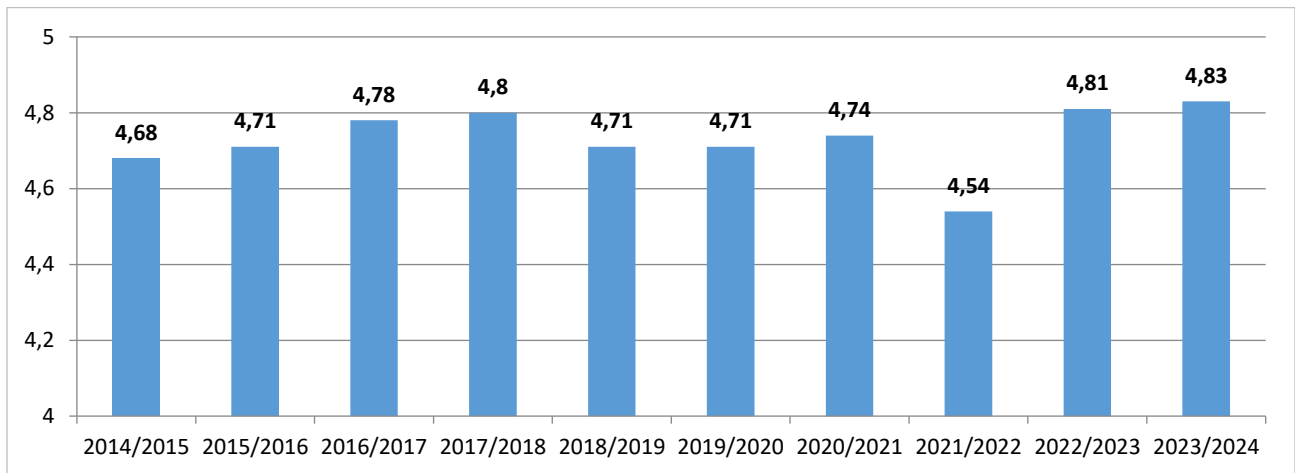


Figure 1. The average weighted scores obtained at BBU level, 2014-2024

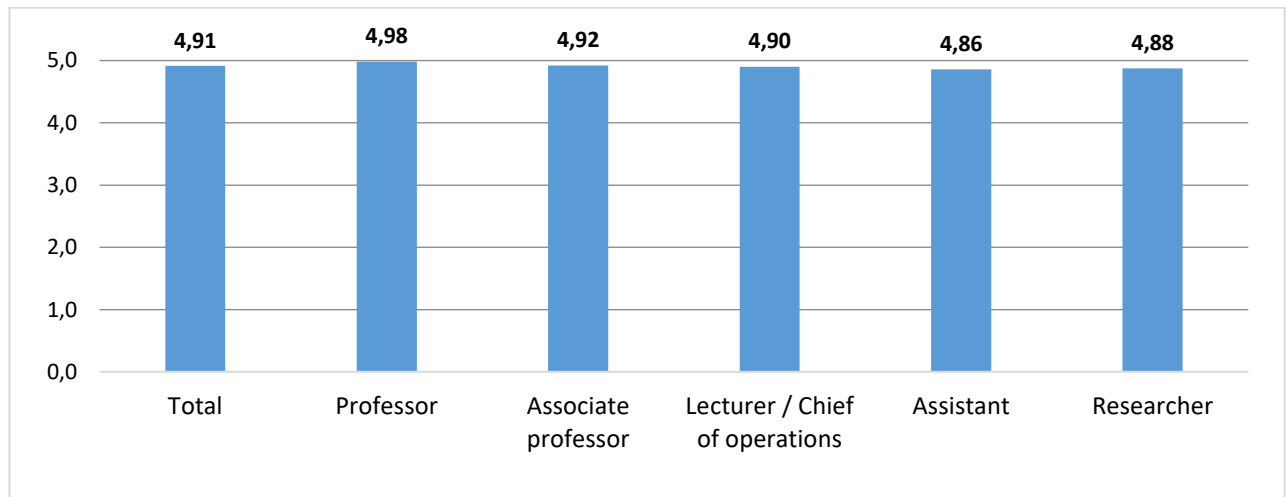


Figure 2. Average scores obtained for Dimension D1 - teaching activity, relative to the specific position held / the teaching rank, 2023-2024

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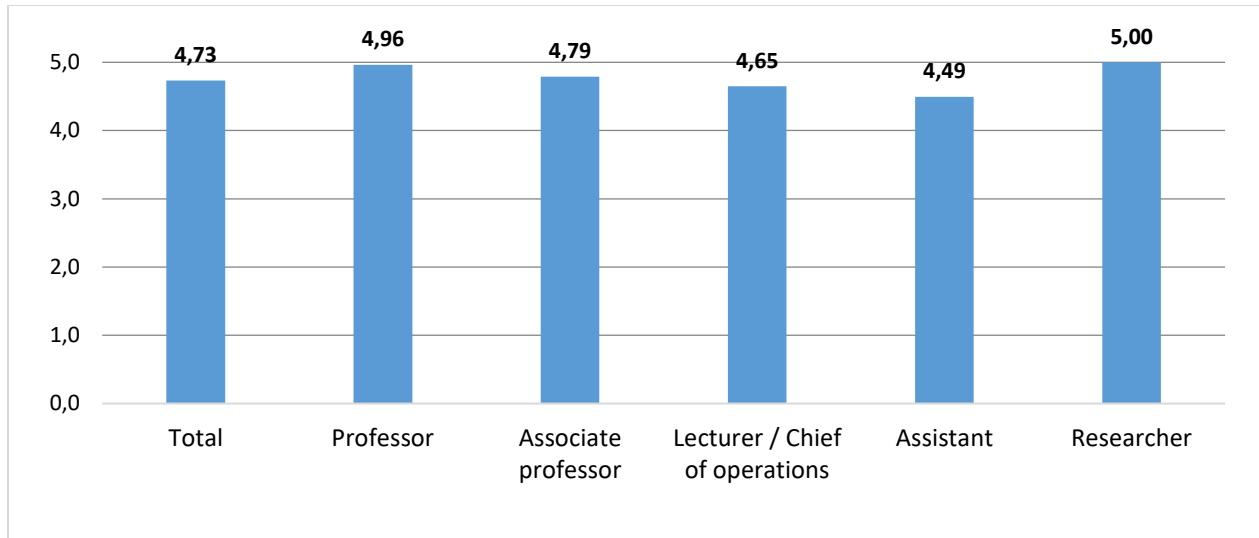


Figure 3. Average scores obtained for Dimension D2 - teaching activity, relative to the specific position held / the teaching rank, 2023-2024

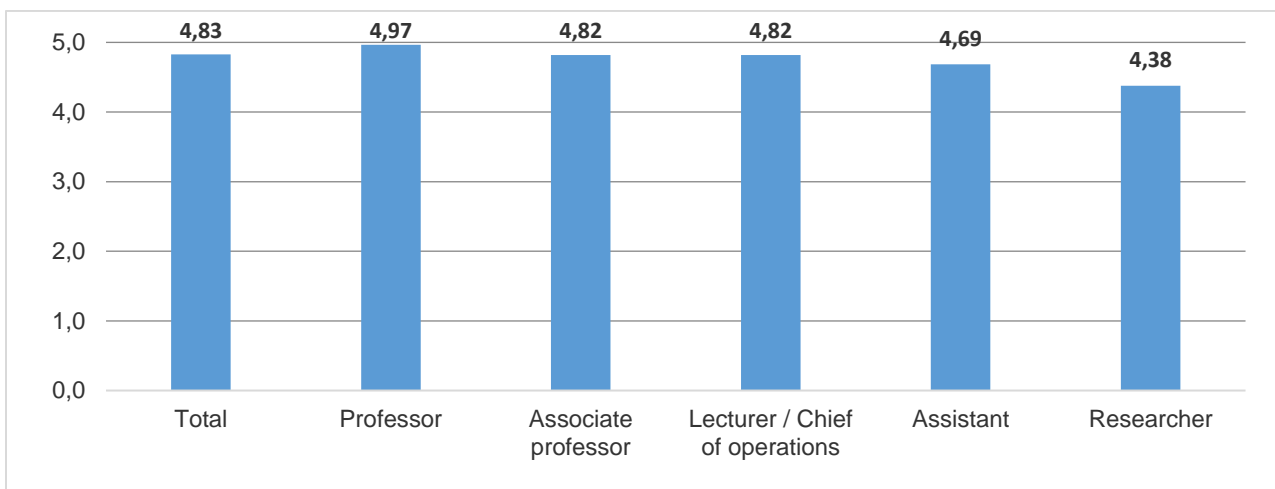


Figure 4. Average scores obtained by faculty for dimension D3 - civic activity, relative to the specific position held / the teaching rank, 2023-2024

The average values obtained, both at university and faculty level, show that most of the teaching, research and civic activity of the peer-assessed individuals is *good* and *very good*.

The results for each faculty are shown in Tables 1 to 4.

Table 1. Planning and conducting peer assessments, 2023 - 2024

Faculty of...		Professor			Associate professor			Lecturer / Chief of operations			Assistant			Researcher			BBU Total						
		Planned	Completed	Average	Planned	Completed	Average	Planned	Completed	Average	Planned	Completed	Average	Planned	Completed	Average	Planned	Completed	Average**	Variance			
1	Mathematics and Computer Science	4	5	5,00	16	15	4,87	15	15	4,69	2	2	4,94	2	2	4,90	39	39	4,82	0,13			
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 and Engineering	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 Administration***	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
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 Film	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 weighting of the average at the UBB level was done according to the average obtained and the number of questionnaires completed by each faculty.

** The averages at faculty level are weighted according to the number of persons evaluated who hold a specific teaching/research position and their average score.

*** The Faculty of Economics and Business Management has completed the peer assessment of all teaching staff and researchers (done once every three years, according to the procedure) during the academic year 2021-2022.

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Table 2. The average scores obtained by faculty for Dimension 1 - teaching activity, relative to the specific position held / the teaching rank, 2023-2024

Faculty of...		Teaching activity – D1							
		Professor	Associate professor	Lecturer / Chief of operations	Assistant	Researcher	Total**	Variance	
1	Mathematics and Computer Science	5,00	4,99	4,99	4,9	5,0	4,99	0,00	
2	Physics	5,00	5,00	4,99		5,0	5,00	0,00	
3	Chemistry and Chemical Engineering	5,00	5,00	4,88	5,0		4,93	0,04	
4	Biology and Geology	5,00	4,67	4,89			4,87	0,12	
5	Geography	5,00	5,00	4,62			4,74	0,30	
6	Environmental Science and Engineering		4,88	4,97		5,0	4,94	0,02	
7	History and Philosophy	5,00	5,00	4,89	4,9		4,95	0,04	
8	Psychology and Educational Sciences	5,00	4,70	4,83	4,8		4,71	0,12	
9	Political, Administrative and Communication Sciences	5,00	4,90	4,67	5,0	4,5	4,79	0,17	
10	Letters	4,86	5,00	4,92	5,0		4,94	0,07	
11	Law	5,00	5,00	4,90	5,0		4,97	0,02	
12	Economics and Business Administration***	-	-	-	-	-	-	-	
13	Physical Education and Sport		5,00	4,89	4,0		4,87	0,12	
14	European Studies	5,00	4,64	5,00			4,81	0,19	
15	Sociology and Social Work	5,00	5,00	5,00			5,00	0,00	
16	Business	4,87	4,85	4,62	4,7		4,78	0,03	
17	Orthodox Theology	5,00	5,00	5,00	5,0		5,00	0,00	
18	Greek Catholic Theology	5,00	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	0,00	
21	Theatre and Film	5,00	4,83	4,90	5,0		4,90	0,08	
22	Engineering		5,00	5,00			5,00	0,00	
	BBU	Average*	4,98	4,92	4,90	4,8	4,8	4,91	
		Variance	0,00	0,01	0,02	0,0	0,0	0,01	0,01

* The weighting of the average at the UBB level was done according to the average obtained and the number of questionnaires completed by each faculty.

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Table 3. Average scores obtained by faculty for dimension D2 - scientific work / artistic work / sporting performance, relative to the specific position held / the teaching rank, 2023-2024

Faculty of...		Dimensiunea științifică/creație artistică/performanță sportivă – D2							
		Professor	Associate professor	Lecturer / Chief of operations	Assistant	Researcher	Total**	Variance	
1	Mathematics and Computer Science	5,00	4,72	4,22	4,88	5,00	4,58	0,94	
2	Physics	5,00	5,00	4,66		5,00	4,84	0,14	
3	Chemistry and Chemical Engineering	5,00	4,92	4,88	5,00		4,91	0,06	
4	Biology and Geology	5,00	4,83	4,67			4,77	0,32	
5	Geography	5,00	5,00	4,42			4,61	0,72	
6	Environmental Science and Engineering		5,00	4,83		5,00	4,91	0,09	
7	History and Philosophy	5,00	5,00	4,80	4,90		4,91	0,07	
8	Psychology and Educational Sciences	5,00	4,41	4,63	4,92		4,54	0,50	
9	Political, Administrative and Communication Sciences	4,63	4,80	4,25	3,00		4,46	0,69	
10	Letters	5,00	5,00	4,90	4,99		4,94	0,16	
11	Law	5,00	4,67	5,00	4,63		4,84	0,12	
12	Economics and Business Administration***								
13	Physical Education and Sport		4,00	3,83	3,00		3,83	0,88	
14	European Studies	5,00	4,53	4,38			4,51	0,33	
15	Sociology and Social Work	5,00	5,00	4,75			4,83	0,15	
16	Business	4,76	4,15	3,77	4,42		4,24	0,42	
17	Orthodox Theology	5,00	4,75	5,00	4,70		4,87	0,10	
18	Greek Catholic Theology	5,00	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	0,00	
21	Theatre and Film	5,00	5,00	4,70	5,00		4,80	0,14	
22	Engineering		5,00	5,00			5,00	0,00	
	BBU	Average*	4,96	4,79	4,65	4,49	5,00	4,73	
		Variance	0,01	0,09	0,14	0,58	0,00	0,09	0,09

* The weighting of the average at the UBB level was done according to the average obtained and the number of questionnaires completed by each faculty.

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Table 4. Average scores obtained by faculty for dimension D3 - civic activity, relative to the specific position held / the teaching rank, 2023-2024

Faculty of...		Civic dimension - D3							
		Professor	Associate professor	Lecturer / Chief of operations	Assistant	Researcher	Total**	Variance	
1	Mathematics and Computer Science	5,00	4,95	4,90	4,95	4,50	4,92	0,06	
2	Physics	5,00	5,00	4,93		5,00	4,97	0,01	
3	Chemistry and Chemical Engineering	5,00	5,00	5,00	5,00		5,00	0,00	
4	Biology and Geology	5,00	4,67	4,89			4,87	0,12	
5	Geography	5,00	5,00	4,79			4,86	0,35	
6	Environmental Science and Engineering		4,88	5,00		4,00	4,86	0,10	
7	History and Philosophy	5,00	5,00	4,99	5,00		5,00	0,00	
8	Psychology and Educational Sciences	5,00	4,73	4,74	4,67		4,67	0,15	
9	Political, Administrative and Communication Sciences	5,00	4,65	4,54	4,00	4,00	4,59	0,45	
10	Letters	5,00	5,00	4,87	4,88		4,92	0,16	
11	Law	5,00	4,67	5,00	4,75		4,88	0,12	
12	Economics and Business Administration***	-	-	-	-	-	-	-	
13	Physical Education and Sport		4,60	4,22	5,00		4,40	0,72	
14	European Studies	4,80	4,36	5,00			4,64	0,55	
15	Sociology and Social Work	5,00	5,00	5,00			5,00	0,00	
16	Business	4,68	4,30	4,15	4,60		4,39	0,27	
17	Orthodox Theology	5,00	4,75	4,50	4,70		4,77	0,17	
18	Greek Catholic Theology	5,00	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	0,00	
21	Theatre and Film	5,00	4,83	4,65	4,00		4,67	0,27	
22	Engineering		5,00	5,00			5,00	0,00	
	BBU	Average*	4,97	4,82	4,82	4,69	4,38	4,83	
		Variance	0,01	0,05	0,07	0,14	0,23	0,04	

* The weighting of the average at the UBB level was done according to the average obtained and the number of questionnaires completed by each faculty.

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