



UNIVERSITY OF ORADEA
FACULTY OF GEOGRAPHY, TOURISM AND SPORT



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**OWN COMPETITION PROCEDURE
TO FILL VACANT
TEACHING AND RESEARCH POSTS
INDEFINITELY**

FACULTY OF GEOGRAPHY, TOURISM AND SPORT

The procedure was approved at the Senate meeting on

1. PURPOSE OF THE PROCEDURE

This own procedure regulates how to organize, conduct and finalize the public competitions for the indefinite occupation of vacant teaching and research posts in the staff of the departments of the Faculty of Geography, Tourism and Sport, University of Oradea.

2. REFERENCE DOCUMENTS

- Law on higher education no. 199/2023;
- H.G. no. 1339/2023 on the approval of the Framework Methodology for the competition to fill vacant teaching and research posts in higher education.
- Own competition methodology for vacant teaching and research posts at the University of Oradea

3. ABBREVIATIONS

UO - University of Oradea;

SUO - Senate of the University of Oradea;

HS - Decision of the Senate of the University of Oradea;

PMA - Prorector responsible for Academic Management;

CA - Board of Directors;

DE - Economic Directorate;

SRU - Human Resources Service;

CNATDCU - National Commission for Attestation of University Degrees, Diplomas and Certificates.

FGTS - Faculty of Geography, Tourism and Sport

4. DESCRIPTION OF THE PROCEDURE

4.1. General aspects

Art.1 - (1) The filling of a vacant teaching or research post in UO, FGTS, is realized through open competition. Permanent employment, in any teaching or research position, is possible only for the candidate who has obtained the highest score in the public competition organized by UO through FGTS. (2) Romanian or foreign citizens may participate in the competition for a teaching or research post, without any discrimination, under the conditions of the law.

Art.2 - (1) The FGTS own competition procedure for filling vacant teaching and research posts, hereinafter referred to as the own procedure, provides minimum requirements for filling vacant teaching and research posts in UO, FGTS, in accordance with the national minimum standards approved according to the provisions of art.156 of the Law on Higher Education no. 199/2023, with subsequent amendments and additions.

(2) The own procedure may not refer to seniority and may not contain discriminatory provisions relating to persons from outside the institution or the country in relation to persons from within the institution or the country.

(3) The standards for teaching and research positions provided for in art. 200 of the Law on Higher Education no. 199/2023, with subsequent amendments and completions, are minimum and mandatory requirements for application to the competition for the respective positions.

(4) The FGTS may set additional minimum standards of presentation in addition to the minimum standards set in accordance with the provisions of Article 156 para. (1) lit. a and para. (2) of the Law on Higher Education No. 199/2023, as amended and supplemented.

(5) FGTS may not establish by its own procedure or by other documents the equivalence of a candidate's fulfillment of the national minimum standards for the positions of university Assistant Professor and university Full Professor, by standards, criteria or indicators different from those provided for by the national minimum standards, approved by order of the Minister of Education, according to the provisions of Article 156 paragraph. (1) lit. a of the Law on Higher Education no. 199/2023, with subsequent amendments and additions.

(6) The own procedure contains provisions on the settlement of appeals within the UO, respectively FGTS.

4.2. Minimum conditions for filling vacant teaching and research positions at the University of Oradea, Faculty of Geography, Tourism and Sport

Art.3 - (1) In UO, respectively FGTS, the teaching positions are:

- a) university assistant;
- b) university lecturer/chief of academic works;
- c) university Assistant Professor ;
- d) university Full Professor .

(2) The UO shall publish all the posts advertised, together with the competition syllabus, at least two months before the competition. The publication of the open competition posts shall be made at least on its own website and on a specialized website managed by the Ministry of Education.

(3) It is forbidden for spouses, relatives up to and including the third degree, to occupy at the same time positions in which each is in a direct position of institutional management, control, authority or evaluation, at any level, within the UO.

(4) Violation of the provisions of para. (2) and (3) shall lead to the invalidation of the competition and to the sanctioning of the guilty parties on the basis of the provisions of the Framework Methodology, of the own Methodology of the competition for filling vacant teaching and research posts in UO and of the present procedure.

(5) Filling teaching positions, evaluation, motivation, continuous training and dismissal of teaching and research staff are the responsibility of the UO, based on the legislation in force, the Framework Methodology, the UO's own competition methodology for filling vacant teaching and research positions in the UO, the present procedure and the University Charter.

(6) A person may not hold a teaching position in higher education if he/she has been convicted by a final criminal judgment for intentionally committing an offense for which he/she has not been rehabilitated.

(7) In order to take up a post or within 2 years of taking up a post, higher education teaching staff shall complete a university program of psycho-pedagogical training for higher education, of 30 ECTS/SECT transferable study credits.

(8) By exception to the provisions of para. (7), graduates of a psycho-pedagogical training program corresponding to a number of 60 ECTS/SECT transferable study credits may also apply for a teaching post in UO.

Art.4 - (1) The minimum requirements and standards for the employment as a teaching **assistant** are the following:

- a) the candidate must hold a doctoral degree/diploma or be enrolled in a doctoral study program, without exceeding the maximum period of study, which includes the extensions admissible by law;
- b) publication of at least 1 paper (article, study), in extenso, in specialized journals or in volumes of national or international scientific events,

(2) The minimum requirements and standards for the academic post of **university lecturer/head of academic work** are the following:

- a) holding a doctoral degree/diploma;

- b) publication of at least 5 papers (articles, studies), in extenso, in specialized journals or in volumes of national or international scientific events,
 - c) elaboration, at least in electronic format, of a specialized teaching material, posted on the UO e-learning platform (e.uoradea.ro), in the field of the disciplines of the post, or a specialized book, in the field of the post;
- (3) The requirements and standards for the academic position of **university Assistant Professor** are the following:
- a) holding a doctoral degree/diploma;
 - b) fulfillment of the national minimum standards for the position of university Assistant Professor , standards approved according to art. 156 of the Law on higher education no. 199/2023, with subsequent amendments and additions;
 - c) for the field of Sports Science and Physical Education - achievement of minimum 120 points according to the evaluation grid in Annex 4B to this procedure.
 - d) for the field of Geography - achieving a minimum of 30 points according to the evaluation grid in Annex 4C to this procedure.
- (4) The requirements and standards for the academic position of **university Full Professor** are as follows:
- a) holding a doctoral degree/diploma;
 - b) holding a certificate of competence;
 - c) fulfillment of the minimum standards for the position of university Full Professor , standards approved according to art. 156 of the Law on higher education no. 199/2023, with subsequent amendments and additions;
 - d) for the field of Sports Science and Physical Education - achieving a minimum of 160 points according to the evaluation grid in Annex 4B to this procedure.
 - e) for the field of Geography - achieving a minimum of 50 points according to the evaluation grid in Annex 4C to this procedure.

Art.5 - (1) In UO, respectively FGTS, the research functions are:

- a) research assistant;
 - b) scientific researcher;
 - c) scientific researcher grade III;
 - d) scientific researcher grade II;
 - e) scientific researcher grade I.
- (2) The equivalence of research functions with teaching functions operates in both directions, only with the approval of the University Senate, and is as follows:
- a) research scientist is equivalent to assistant professor for persons holding a doctoral degree;
 - b) scientific researcher grade III is equivalent to university lecturer/head of works;
 - c) scientific researcher grade II is equivalent to university Assistant Professor ;
 - d) scientific researcher grade I is equivalent to university Full Professor .
- (3) Within the UO, respectively FGTS, in addition to other conditions established by law, the position of scientific research assistant may be occupied only by persons who are doctoral students or who hold a doctoral degree.
- (4) Within the UO, respectively FGTS, in addition to other conditions established by law, the positions of scientific researcher, scientific researcher grade III, scientific researcher grade II and scientific researcher grade I may be occupied only by persons holding a doctoral degree.
- (5) The minimum conditions for applying for a vacant research post shall be established by the UO, respectively FGTS, depending on the specifics of the post and in relation to the national minimum standards, approved according to art. 156 para. (2) of the Law on Higher Education no. 199/2023, as amended and supplemented, and according to the provisions of Law no. 319/2003 on the Statute of Research and Development Personnel, as amended and supplemented, as applicable.

4.3. Organization and conduct of the competition for vacant teaching and research posts in higher education institutions

4.3.1. General framework

Art.6 - (1) UO, respectively FGTS, may organize a competition to fill a teaching or research post only if it is declared vacant.

(2) A post shall be considered vacant if it is so provided for in the annual establishment plan or if it becomes vacant during the academic year.

(3) The vacancy shall be filled in one of the following ways:

- a) termination of the individual employment contract, according to the law;
- b) transfer of the person occupying the post to another post within the same higher education institution, as a result of winning a competition or following promotion in the teaching career, under the conditions of the law.

(4) Teaching and research posts may not be advertised by converting an occupied post into a higher-ranking post.

Art.7 - (1) The UO, respectively FGTS, may organize a competition for the indefinite term employment of a teaching or research post, only after the Ministry of Education has published the vacancy in the Official Gazette of Romania, Part III.

(2) In order to be published in the Official Gazette of Romania, Part III, UO shall submit the following documents to the Ministry of Education:

- a) the list of posts proposed for competition and their structure, signed and stamped by the Rector;
- b) the excerpt from the list of positions containing the posts advertised, signed by the rector, the dean and the head of department or head of the doctoral school;
- c) in the case of teaching posts, the rector's affidavit certifying that all the teaching posts proposed to be advertised have in their structure only subjects from the curricula of the legally established specializations / study programs, including the form of education and the place of their implementation;
- d) own competition methodology.

(3) The request to the Ministry of Education for the publication in the Official Monitor of Romania, Part III, of the positions advertised in the Official Journal of Romania, shall be submitted within 30 working days from the beginning of each semester of the academic year.

(4) The Ministry of Education verifies the submitted documentation and the structure of the posts, in relation to the legal provisions in force, and forwards it to the Official Monitor of Romania, in order to publish the proposed posts.

(5) The competition procedures may be launched only after the publication in the Official Gazette of Romania, Part III, of the posts advertised. The first competition test must be scheduled at least two months after the publication of the notice in the Official Gazette. The application period for the competition begins on the day of publication of the notice in the Official Journal of Romania, Part III, and ends 15 working days before the first competition test.

(6) The proposal to organize a competition for a vacancy shall be made by the director of the department or the head of the doctoral school in the structure of which the post is located, by a report endorsed by the department council or the council of the doctoral school and the faculty council.

(7) The list of positions proposed for filling by competition is approved by the faculty council, approved by the dean and submitted to the UO Board of Directors for approval, according to art. 139 letter d) of the Law on Higher Education no. 199/2023, with subsequent amendments and additions.

(8) The announcements concerning the competition for vacant teaching and research posts shall be published, including:

- a) prominently displayed on the home page of the UO website;
- b) on a specialized website, administered by the Ministry of Education, called the webpage of the competition for vacant teaching and research posts in higher education.

(9) The following information will be published on the platform administered by the Ministry of Education, dedicated to the publication of teaching and research vacancies:

- a) a brief description of the post advertised;
- (b) the teaching load and the types of activities included in it, in the case of teaching posts, the research load, in the case of research posts, and other duties specific to the post advertised;
- c) the minimum salary corresponding to the post advertised;

- d) the competition timetable;
 - (e) the subjects of the competition tests, including any lectures, courses or the like, or the subjects from which the selection board may choose the subjects of the tests actually taken;
 - f) description of the competition procedure;
 - g) the full list of documents that candidates must include in their application file;
 - h) the address to which the competition file must be sent.
- (10) Advertisements for the posts of university Assistant Professor , university Full Professor , research scientist grade II and research scientist grade I will also be published in English.

Art.8. - (1) On the UO website will be published within 5 working days after the end of the application period, in compliance with the protection of personal data in accordance with Regulation (EU) 2016/679 of the European Parliament and of the Council on the protection of individuals with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation), for each candidate, information as follows:

- (a) curriculum vitae;
 - b) the verification sheet on the fulfillment of minimum requirements and standards;
 - c) complete list of works.
- (2) The same data are uploaded by the UO and on the competition webpage administered by the Ministry of Education.

Art.9 - (1) Competitions are open.

- (2) The competition methodology may not discriminate against candidates on grounds of sex, ethnic or social origin, nationality, religion or belief, disability, political opinion, social or economic status.
- (3) The description of the post advertised will be made in comprehensive terms, corresponding to the real needs of the UO, respectively FGTS, taking care not to artificially limit the number of potential candidates.

Art.10. - (1) Persons shall be considered to be involved in the competition procedure if:

- a) participate in the decision-making process regarding the appointment of the selection board;
 - b) are members or alternate members of the selection board;
 - c) are involved in professional or administrative evaluation decisions in the competition;
 - d) are involved in settling appeals.
- (2) Persons who are in one of the situations referred to in Article 201 para. (4) of the Law on Higher Education no. 199/2023, as amended and supplemented.
- (3) If, following the winning of a competition by a candidate, one or more persons from the UO are to be in a situation of incompatibility according to the provisions of Article 3 para. (3) of this Methodology, the appointment to the post and the granting of the academic title by the UO or of the professional research-development degree may take place only after the incompatibility situation(s) has been resolved. The method of resolving the incompatibility situation shall be communicated to the Ministry of Education within two working days of the resolution.

4.3.2. Entering the competition

Art.11. - (1) In order to apply for the competition for a teaching and research post, the candidate shall prepare a printed application file containing the following documents (Annex 2):

- a) the application form, signed by the candidate, including a sworn statement concerning the veracity of the information provided in the application file (Annex 1);
- b) a proposal for the development of the candidate's academic career, both from a teaching point of view, in the case of teaching posts, and from the point of view of scientific research activities; the proposal is to be drafted by the candidate, it is to be no longer than 10 pages and is one of the main criteria for the selection of candidates;
- (c) a curriculum vitae signed by the candidate (Europass model);
- d) the list of the candidate's works, signed by the candidate;
- e) the verification sheet for the fulfillment of the minimum requirements and standards (*Annex 3A for assistant and lecturer posts; Annexes 3A, 3B and 4B for Assistant Professor /Full Professor posts in the field of Sport Science or Annexes 3A, 3C and 4C for Assistant Professor /Full*

Professor posts in the field of Geography). The standards imposed at UO level, i.e. FGTS, may not deviate from the national minimum standards approved in accordance with Art. 156 para. (1) letter a) and para. (2) of the Law on Higher Education No. 199/2023, as amended and supplemented. The verification sheet is completed and signed by the candidate;

- f) documents relating to the possession of the doctor's degree: the original copy of the doctor's degree and, if it was obtained abroad, the original copy of the certificate of its recognition or equivalence;
 - g) for candidates for the position of university Full Professor, a copy of the order of the Minister attesting the qualification, and if it was obtained abroad, the certificate of its recognition or equivalence by the Romanian state;
 - h) the abstract in Romanian and in a language of international circulation of the doctoral thesis and, if applicable, of the habilitation thesis, on maximum one page for each language;
 - i) declaration on the candidate's own responsibility indicating the situations of incompatibility provided by the Law on Higher Education no. 199/2023, with subsequent amendments and additions, in which he/she would be in if winning the competition or the absence of such situations of incompatibility;
 - j) in the cases referred to in Art. (5) and (6) of this Methodology, certified true copies of the originals, attesting the possession of the respective medical titles;
 - k) copies of other diplomas certifying the candidate's studies (baccalaureate, bachelor's degree, master's degree);
 - l) copies of the diploma supplements, transcripts or school reports issued for each cycle of studies completed;
 - m) a copy of the identity card or, if the candidate does not have an identity card, a copy of the passport or another identity document issued for an equivalent purpose;
 - n) if the candidate has changed his/her name, copies of the documents proving the change of name, i.e. marriage certificate or proof of change of name;
 - o) a maximum of 10 publications, patents or other works of the candidate, in electronic format, selected by him/her and considered to be the most relevant to his/her professional achievements;
 - p) for the candidates for the position of university Assistant Professor /researcher scientific grade II, respectively university Full Professor /researcher scientific grade I: 3 letters of recommendation, according to art. 13 of this methodology;
 - q) criminal record certificate;
 - r) certificate of behavioral integrity;
 - s) medical certificate, issued on a specific form, adopted by joint order of the Minister of Education and the Minister of Health;
 - t) medical opinion for the exercise of the teaching profession, issued in accordance with the provisions of the joint order of the Minister of Education and the Minister of Health;
 - u) consent to the processing of personal data by UO.
- (2) The candidate's curriculum vitae must include:
- a) information on studies and diplomas obtained;
 - b) information about professional experience and relevant previous jobs;
 - c) information on the R&D projects that he/she has led as project director and the grants obtained, if any, indicating for each source of funding, the volume of funding and the main publications or patents resulting;
 - d) information about awards or other recognition of the candidate's scientific contributions.
- (3) The documents referred to in para. (1) shall be submitted both in letter format and electronically, with the entire content scanned. The list of papers, CV and the Check Sheet (Annexes 3A, 3B, 4B or 3A, 3C, 4C - depending on the situation) shall be scanned as separate files, not exceeding 10 MB together. The scanned documents will not contain any personal data of the applicant (photo, National ID, home address, signature, etc.). Also, all Annexes 3 and 4 submitted (A,B and/or C) will be in .docx and .pdf searchable format, without signature, with functional link to the justifications/documents of the activities/actions included in the sheets.
- (4) The application file shall be compiled by the candidate and submitted to the address of the higher education institution specified on the competition website, directly or by courier services that allow confirmation of receipt. The application file is sent to the members of the selection board as from the

closing date for the submission of applications, but no later than 5 working days before the first test of the competition.

Art.12. - (1) The competition file will contain the works, articles/studies, publications realized by the candidate, relevant in the field of the disciplines of the post, and the list of these will be structured as follows:

- a) a list of the maximum 10 works considered by the candidate to be the most relevant to the field of the disciplines of the post for which he/she is applying;
 - b) doctoral thesis or theses;
 - c) patents and other industrial property titles;
 - d) books and chapters in books;
 - e) articles/studies in extenso, published in journals in the main international scientific stream;
 - f) publications in extenso, published in the proceedings of the main international specialized conferences;
 - g) other scientific papers and contributions/sporting performances obtained as a coach;
- (2) In addition, candidates may introduce in the electronic file a file/folder containing other information on their own activity, which is not included in the documents to be submitted, but which relates to the assessment criteria mentioned in Art. 16, paragraph. 2; all this information must be certified by the candidate by scanned documents/justifications/documents and/or functional links.

Art.13 - (1) Candidates for the posts of university Assistant Professor or scientific researcher grade II must include in the competition file at least three letters of recommendation, regarding the professional qualities of the candidate, of personalities in the respective field, from the country (outside UO) or from abroad.

(2) Candidates for the posts of university Full Professor or research scientist grade I must include in their application file at least three letters of recommendation, concerning the candidate's professional qualities, from personalities in the field in question from abroad.

Art.14. - (1) The fulfillment by a candidate of the legal requirements for applying for the competition is certified by the opinion of the legal department of the UO.

(2) The legal opinion shall be issued by the specialized department, after the resolution of the scientific committee on the verification of the information in the verification sheet on the fulfillment of minimum requirements and standards, provided for in Article 11 paragraph. (1) letter e) of this Methodology. The Scientific Commission is appointed by decision of the Rector, at the proposal of the UO Administrative Council.

(3) The legal opinion and the resolution of the scientific committee shall be communicated to the candidate no later than 48 hours after the issuance of the legal opinion and the resolution of the scientific committee, but at least 5 working days before the first test of the competition.

4.3.3. Conduct of the competition

Art.15 - (1) Competitions shall be held no later than 45 days after the end of the registration period.

(2) The competition consists of the evaluation of the scientific activity and teaching skills of candidates for teaching posts and the evaluation of the scientific activity and research skills of candidates for research posts.

Art.16. - (1) Candidates who fulfill the legal requirements for admission to the competition and have received a favorable legal opinion will be invited by the UO to take the tests. The date, time and place of the tests are announced on the UO website.

(2) The selection board shall evaluate the candidate against the following criteria:

- (a) the relevance and impact of the candidate's scientific achievements in relation to the subject area of the post for which he/she is applying;
- b) the candidate's ability to mentor students or young researchers;
- c) the candidate's teaching skills, in the case of teaching posts;

- d) the ability of the candidate to transfer his/her knowledge and results to the economic or social environment or to popularize his/her own scientific results;
 - (e) the candidate's ability to work in a team and the effectiveness of his/her scientific collaborations, depending on the specifics of the candidate's field;
 - f) the candidate's ability to conduct research and development projects;
 - g) professional experience in institutions other than UO.
- (3) In the situation where the position concerned is that of assistant/head of works/university reader, the competition committee is obliged to verify and ascertain, from the point of view of didactic and scientific relevance, the fulfillment of the standards for the occupation of teaching positions, specific to the position, approved by the university senate, according to the law.
- (4) Where the post concerned is that of university Assistant Professor /Full Professor , the selection board is required to verify and ascertain that the candidate meets the minimum standards and additional requirements in terms of teaching and scientific relevance. The minimum standards and additional requirements may not deviate from the national minimum standards approved in accordance with Art. 156 para. (1) lit. a) of the Law on Higher Education no. 199/2023, as amended.
- (5) In the case of research posts, the competition committee has the obligation to verify and ascertain the fulfillment by the candidate of the national minimum standards for the award of professional research-development degrees approved according to Article 156 paragraph. (2) of the Law on Higher Education no. 199/2023, as amended and supplemented.
- (6) The criteria set out in para. (2) shall be assessed on the basis of the competition file and, where appropriate, additionally by one or more competition tests, which may include, according to the provisions of the faculty's own procedure: lectures, lectures, seminars, etc.
- (7) For academic assistant posts, the competition will include a written test and/or a practical test (seminar, laboratory, project or other field-specific). The subject of the practical test will be set by the chair of the selection board, in consultation with the members of the selection board, and will be announced at least 3 working days before the test on the competition website, together with the date, time and place of the competition, inviting all candidates to the tests.
- (8) For the posts of lecturer/head of studies, university Assistant Professor and university Full Professor , at least one of the competition tests shall consist of a didactic lecture. This test must include a question session by the selection board. The subject of the didactic lecture is set by the chair of the selection board, in consultation with its members, and is announced at least 3 working days before the test on the competition website, together with the date, time and place of the competition, inviting all candidates to the competition, thus inviting all candidates to the tests.
- (9) If the competition is held outside the teaching activity, the didactic lecture may also be held in the absence of the students.

4.3.4. Selection board: constitution and duties

- Art.17 -** (1) The composition of the competition committee for each post put up for competition shall be determined after the publication in the Official Gazette of Romania, Part III, of the notice of the competition.
- (2) The selection board is composed of 5 members, including its chairperson, specialists in the field of the subject of the post advertised or in related fields.
- (3) At least 2 alternate members (one of which must be from outside the UO, for the posts of Full Professor or Assistant Professor) shall be included in the composition of the selection board. In case a member is unavailable to participate in the work of the board, the member concerned shall be replaced by the alternate member, appointed according to the same procedure as the members of the board.
- (4) The council of the department or doctoral school in the structure of which the post is located shall make proposals for the nominal composition of the competition committee.
- (5) On the basis of the proposal referred to in para. (4), the dean shall request the opinion of the faculty council on the nominal composition of the selection board.
- (6) The nominal composition of the competition committee, together with the opinion of the faculty council, shall be submitted to the University Senate for approval. Following the approval by the University Senate, the selection board is appointed by decision of the Rector.

(7) Within two working days after the Rector's decision is issued, the decision shall be forwarded to the Ministry of Education and the nominal composition of the competition committee shall be published on the competition website. For the posts of university Assistant Professor , university Full Professor , scientific researcher grade II and scientific researcher grade I, UO shall publish the composition of the competition committee in the Official Gazette of Romania, Part III.

Art.18 - (1) The decisions of the selection board are taken by open vote of its members. A decision of the committee is valid if it has received the votes of at least 3 members of the committee.

(2) The work of the selection board shall be conducted by the chairman.

(3) The members of the committee may be from inside or outside the UO, from home or abroad.

(4) To fill a post of university Assistant Professor , university Full Professor , scientific researcher grade I or scientific researcher grade II, at least 3 members of the committee must be from outside the UO, from the country or abroad.

(5) The members of the selection board must have a teaching or research title higher than or at least equal to that of the teaching/research position corresponding to the post advertised or, for members from abroad, meet the minimum standards corresponding to the teaching/research position corresponding to the post advertised.

(6) For the exclusive purpose of participation in the competition committee, the teaching or research titles of the foreign members will be equated with the teaching or research titles in the country, on the basis of which the university senate approves the nominal composition of the competition committee.

(7) The chairman of the selection board may be:

a) the head of the department or the head of the doctoral school in which the post is located;

b) the dean or vice-dean of the faculty where the post is located;

c) a tenured UO teacher, a specialist in the field of the disciplines of the position or in a related field, delegated for this purpose by the vote of the department council, respectively of the faculty council organizing the competition.

(8) An alternate chairperson (who may also serve as an alternate member of the selection board) will be appointed when the chairperson of the selection board is appointed.

4.3.5. Competition results

Art.19 - (1) Following the evaluation process, the selection board establishes, for each post, the ranking of the candidates and nominates the candidate who has obtained the best results.

(2) The chairman of the selection board draws up a report on the competition (Annex 5) on the basis of the assessment reports (Annex 4) drawn up by each member of the selection board and in accordance with the ranking of candidates decided by the board.

(3) The competition report is signed by each member of the competition committee.

(4) The result of the competition will be published on the competition website within 2 working days after the end of the competition.

(5) The competition files, including the report on the competition and the evaluation reports of the committee members, are submitted to the Dean of the faculty, who organizes their discussion by the faculty council. In order to validate the competition, the presence of at least two thirds of the members of the Faculty Council is required.

(6) The Faculty Council reviews the compliance with the procedures and gives its opinion on the competition report from this perspective. Any vote against or abstention will have to be justified and shall have the right of veto in the event of evidence of violation of the legal procedures in force. The ranking of candidates established by the Selection Board cannot be changed by the Faculty Council.

(7) On the basis of the decision of the faculty council, an extract of the minutes of the faculty council meeting shall be drawn up, to which a copy of the convocation of the meeting (with the signatures of all those present) shall be attached. These documents are added to each candidate's file.

(8) The University Senate analyzes the compliance with the procedures established by the UO's own methodology and by the present procedure and approves or not the report on the competition. The ranking of candidates established by the competition committee may not be modified by the University Senate.

4.3.6. Appeals Board: constitution and tasks

Art.20 - (1) If a candidate possesses elements that may demonstrate non-compliance with the evaluation procedure based on the criteria set out in Article 16 para. (2) of the own competition Methodology for filling vacant teaching and research posts in the UO and/or non-compliance with the FGTS own procedure regarding the organization and conduct of the competition, the candidate may lodge an appeal within 3 working days from the communication of the result.

(2) The appeal shall be formulated in writing, registered at the UO's registry and forwarded to the Appeals Committee for resolution.

(3) The Appeals Committee analyzes the issues raised by the candidate in his/her appeal, which it resolves within 2 working days of its registration and on which it completes the report on the competition (Annex 5). The decision will be published on the competition website within two working days of the date on which the appeal is lodged.

(4) The selection boards shall be set up at the same time and following the same procedure as when the composition of the selection board was established.

(5) The members of the selection board may not be part of the appeals board.

(6) Following the approval by the University Senate, the Appeals Committee is appointed by decision of the Rector.

4.3.7. Appointment to post

Art.21 - (1) Following the approval of the result of the competition by the University Senate, the Rector shall issue a decision for the appointment and the award of the corresponding academic title to the successful candidate. The appointment to the post is made starting with the semester following the semester in which the competition was held.

(2) Appointment decisions and the award of the corresponding academic title for the winning candidates, accompanied by a summary report on the organization and conduct of the competitions within the UO, shall be transmitted within 5 days of issuance, in electronic format / on electronic media, with a forwarding address to the National Commission for the Attestation of University Degrees, Diplomas and Certificates (CNATDCU), through the specialized directorate of the Ministry of Education.

4.3.8. Organizing and conducting competitions to fill research vacancies in higher education institutions

Article 22 - (1) By exception to the provisions of Article 15 para. (1) and Art. (2) of this methodology, the provisions of Law no. 319/2003, with subsequent additions, shall apply to research posts.

(2) In order to conduct competitions for research positions within the UO, respectively FGTS, the tasks provided by Law no. 319/2003, with subsequent additions, are performed as follows:

- a) those provided for the scientific council of the institution by the faculty council;
- b) those established for the Board of Administration of the institution by the University Senate;
- c) those provided for the scientific secretary or scientific director of the unit, by the director of the department, the head of the doctoral school, the dean or the vice-dean, according to their own methodology.

4.4. Final and transitional provisions

Art.23.- If the position advertised has not been filled, the competition may be repeated, in full compliance with the competition procedure, in the following semester or academic year, as appropriate.

Art.24 - (1) The result of the competition shall be published on the UO website within two working days after the end of the competition. The result of the competition shall also be uploaded on the electronic platform managed by the Ministry of Education.

(2) The UO shall prepare annually, no later than September 1, a summary report, in electronic format, on the organization, conduct and completion of competitions for teaching and research posts. The report is sent for notification to the CNATDCU, through the specialized directorate of the Ministry of Education.

Art.25 - (1) The heads of departments, deans of faculties and the rector are accountable to the university senate for the proper conduct of competitions for teaching and research positions, in compliance with the quality, ethics and university deontology norms and the legislation in force.

(2) If irregularities are found, the university senate may apply sanctions specified in its own regulations, including the dismissal of department heads and deans, upon a justified proposal of the board of administration or the rector or ex officio, with their advice.

(3) In the case of non-compliance with the legal provisions in the procedure for filling teaching and research posts, the Ministry of Education may apply the sanctions provided by law, based on a report prepared by the CNATDCU.

(4) If the courts of law find that the procedures of the competition for teaching and research positions in the UO have been violated, the competition shall be canceled and shall be reopened.

Article 26 - (1) Placement in a teaching position is subject to the presentation of a medical certificate issued on a specific form, adopted by joint order of the Minister of Education and the Minister of Health. The opinions required for the exercise of the profession are established by joint order of the Minister of Education and the Minister of Health, which shall be published in the Official Gazette of Romania, Part I.

(2) Retention in a teaching post is subject to a periodic medical check-up. The periodicity and the granting of permits for the exercise of the profession shall be regulated by the order referred to in para. (1), and the funds required for these checks shall be provided from the state budget.

(3) Teaching staff who consider themselves wronged may request an assessment of their ability to work in the field of education.

(4) In situations of professional unfitness of a psycho-behavioral nature of the staff employed, the UO may request, at the request of any factor involved in the educational process, by decision of the Administrative Board, a new full medical examination.

(5) Situations of professional unfitness of a psycho-behavioral nature are analyzed and established by a committee of 3-5 members, medical specialists, established at the level of the university center on the basis of a protocol concluded between the Ministry of Education and the Ministry of Health, which carries out the expertise of the ability to work in the field of education.

(6) The refusal of the teaching staff to attend the medical check-up constitutes a disciplinary misconduct and may lead to the termination of the individual employment contract.

Art. 27 - (1) This methodology shall enter into force starting with sem. II of the academic year 2023-2024.

Approves
RECTOR,

Annex 1
to the Competition Methodology for
filling teaching and research posts

MR. RECTOR,

I, the undersigned....., born on (day, month, year)..... in the town....., residing in the town..... str... ..
nr. block..... block..... sc..... ap..... floor..... county.....
telephone....., identity card number serial number issued
by on, graduate of the Faculty,
program of studies, class, with the general average and
average / in the bachelor's / master's final exam, employed by in the
position of,
please approve my application to take part in the competition to fill the post of,
position, subject

.....
at the Department..... Faculty.....

I am a Doctor of Science since (Order ME) in the field
of

**Being aware of the provisions of art. 326 of the New Penal Code regarding false statements,
I declare on my own responsibility that the information submitted in the competition file is true and
the data provided correspond entirely to reality.**

Date.....

Signature.....

Note: *Successful candidates will conclude a full-time employment contract with the University of Oradea
for an indefinite period.*

To

Management of the University of Oradea

We certify that your registration for the competition is legal

LEGAL OFFICE

Date.....Signature.....

OPIS
COMPETITION FILE
for teaching and research posts

CANDIDATE DATA

Numele _____ Prenumele _____ CNP _____

Post applied for _____ Position _____

Disciplinele _____

Departamentul _____

Facultatea _____

1. In order to apply for the competition for a teaching and research post, the candidate shall prepare a file containing the following documents:

<i>Nr. crt.</i>	<i>DOCUMENTS SUBMITTED</i>	<i>FR OM</i>	<i>NO</i>
1.	Application to apply for the competition, signed by the candidate, including a sworn statement concerning the accuracy of the information provided in the application file - standard model (<i>Annex 1</i>)		
2.	Proposal to develop the candidate's academic career, both in terms of teaching and scientific research activities		
3.	Curriculum vitae, according to the Framework Methodology, Art. 11, para. (1) and (2)		
4.	List of works, according to the Framework Methodology, Art. 12		
5.	Form verifying that you meet the minimum requirements and standards for filling the post (<i>Annex 3A for Assistant and Lecturer posts; Annexes 3A, 3B and 4B for Assistant Professor / Full Professor posts in the field of Sport Science or Annexes 3A, 3C and 4C for Assistant Professor / Full Professor posts in the field of Geography</i>)		
6.	Copy of the doctor's degree, and if it was obtained abroad, copy of the certificate of recognition or equivalence of the same by the Romanian state - the original document must be submitted for conformity		
7.	For candidates for the position of university Full Professor , a copy of the minister's order attesting the qualification, and if it was obtained abroad, a copy of the certificate of recognition or equivalence of the same by the Romanian state - the original document must be submitted for conformity		
8.	The abstract of the doctoral thesis and, if applicable, of the habilitation thesis, in Romanian and in an international language, maximum one page for each language		
9.	Declaration on the candidate's own responsibility indicating the situations of incompatibility foreseen by the Law on Higher Education no. 199/2023 in which he/she would be in if he/she won the competition or the absence of such situations of incompatibility (<i>Annex 6</i>)		

10.	Copies of other diplomas or certificates of recognition attesting to the candidate's studies: baccalaureate, bachelor's degree, master's degree - original documents must be submitted for conformity		
11.	Copies of the diploma supplements, transcripts or school reports issued for each cycle of studies - original documents must be submitted for conformity		
12.	Copy of the identity card or passport or other identity document issued for an equivalent purpose as the identity card or passport - original documents must be presented for compliance		
13.	Copies of documents proving the change of name in case the candidate has changed his/her name: marriage certificate or proof of change of name - original documents to be submitted for compliance		
14.	A maximum of 10 publications, patents or other works selected by the candidate and considered to be most relevant to his/her professional achievements - <i>in electronic format only</i>		
15.	At least three letters of recommendation (in accordance with the Framework Methodology, Art. 13) from personalities in the field of the post: - from abroad - for candidates for university teaching posts; - from the country (outside the UO) or from abroad - for candidates for the posts of university lecturer		
16.	Criminal record certificate		
17.	Certificate of Behavioral Integrity		
18.	Medical certificate, issued on a specific form adopted by joint order of the Minister of Education and the Minister of Health		
19.	Medical opinion to exercise the teaching profession, issued in accordance with the provisions of the joint order of the Minister of Education and the Minister of Health		
20.	Consent to processing of personal data by UO (<i>Annex 7</i>)		

2. If there are works that are not available in printed format or cannot be scanned, records or photographs should be submitted.

3. A scanned CD/DVD/memory stick or other electronic support, with its entire contents scanned, must be attached to the competition file for transmission to the selection board and uploaded to the website. The list of papers, CV and Check Sheet (Annexes 3A, 3B, 4B or 3A, 3C, 4C - depending on the situation) should be scanned as separate files, not exceeding 10 MB together. The scanned documents will not contain any personal data of the applicant (photograph, National Identity Card, home address, signature, etc.). Also, all Annexes 3 and 4 submitted (A,B and/or C) will be in .docx and .pdf searchable format, without signature, with functional link to the justifications/documents of the activities/actions included in the sheets.

Checked on application
S.R.U.

Candidate

CHECK SHEET
COMPLIANCE WITH MINIMUM REQUIREMENTS AND STANDARDS
for teaching and research posts

I DATA ABOUT THE CANDIDATE

SURNAME_____ FIRST NAME_____

Surname_____ CNP_____ Post for which you are applying

_____ Disciplines _____

Position in the Staff _____ Department _____ Faculty

Current teaching grade _____ Position in the Staff Regulations

Disciplinele _____

Departamentul _____ Facultatea _____

Universitatea _____

II DATA CONCERNING THE FULFILLMENT OF COMPETITION CONDITIONS**1. Bachelor's and Master's degrees**

No. crt.	Higher education institution	domain	Period	Title granted

2. Doctoral studies

No. crt.	Doctoral organizing institution	domain	Period	Scientific title granted

3. Postdoctoral studies and fellowships

No. crt.	Organizing institution	domain	Period	Obs.

4. Teaching/professional grades

No. crt.	Institution	Domain	Period	Title/ teaching position/ professional grade

III DATA ON FULFILLMENT OF REQUIREMENTS AND STANDARDS (delete any lines that do not concern the post for which you are applying)

1. University assistant

- a) the candidate must hold a doctoral degree/diploma or be enrolled in a doctoral study program, without exceeding the maximum period of study, which includes the extensions admissible by law;
- b) publication of at least 1 paper (article, study), in extenso, in specialized journals or in volumes of national or international scientific events,

MET / NOT MET

2. University lecturer/head of research

- a) holding a doctoral degree/diploma;
- b) publication of at least 5 papers (articles, studies), in extenso, in specialized journals or in volumes of national or international scientific events,
- c) elaboration, at least in electronic format, of a specialized teaching material, posted on the UO e-learning platform (e.uoradea.ro), in the field of the disciplines of the post, or a specialized book, in the field of the post;

MET / NOT MET

3. University Assistant Professor

- a) holding a doctoral degree/diploma;
- b) fulfillment of the national minimum standards for the position of university Assistant Professor, standards approved according to art. 156 of the Law on Higher Education no. 199/2023, with subsequent amendments and additions (Annex 3B for the field of Sports Science and Physical Education or Annex 3C for the field of Geography)
- c) for the field of Sports Science and Physical Education - achievement of minimum 120 points according to the evaluation grid in Annex 4B to this procedure.
- d) for the field of Geography - achieving a minimum of 30 points according to the evaluation grid in Annex 4C to this procedure.

MET / NOT MET

4. University Full Professor

- a) holding a doctoral degree/diploma;
- b) holding the certificate of competence;
- c) fulfillment of the minimum standards for the position of university Full Professor , standards approved according to art. 156 of the Law on Higher Education no. 199/2023, with subsequent amendments and additions (Annex 3B for the field of Sports Science and Physical Education or Annex 3C for the field of Geography)
- c) for the field of Sport Science and Physical Education - achieving a minimum of 160 points according to the evaluation grid in Annex 4B to this procedure.
- d) for the field of Geography - achieving a minimum of 50 points according to the evaluation grid in Annex 4C to this procedure.

MET / NOT MET

I hereby confirm that the above mentioned data are true and refer to my own professional and scientific activity.

Date _____

Candidat _____

Certification **MEET / DO NOT MEET** minimum standards,

Date _____

Presient comisie _____

*at Competition procedure to fill
teaching and research posts for
field SPORT SCIENCE AND PHYSICAL EDUCATION*

**DATA ON THE FULFILLMENT OF THE NATIONAL MINIMUM STANDARDS FOR THE
POST OF UNIVERSITY LECTURER
domain
SPORT SCIENCE AND PHYSICAL EDUCATION**

Definitions, conditions, procedures

Only scientific achievements are taken into account, i.e. elements of visibility and impact relevant to the field of psychology, educational sciences, sport science and physical education, respectively, or in areas bordering on these.

A publication falls under only one indicator, taking into account the most favorable ranking of the candidate.

Recognized international databases (BDI) are those gathered in Web of Science (WoS) (formerly known as ISI), as well as Scopus, PsycInfo, ERIC, PubMed / Medline, ERIH Plus / ERIH Int 1 - ERIH Int 2, DOAJ, Ebsco (Academic Search Premiere, SPORTDiscuss, etc.), ProQuest, ScienceDirect, SpringerLink, Wiley Online Library, Sage, Ovid / Informa, Educational Research Abstracts Online, HEDBIB, CrossRef or JSTOR.

International conferences are scientific events that cumulatively fulfill at least four of the following criteria: (a) the conference is organized or co-organized by an international scientific/professional association or institution; (b) more than 50% of the members included in the scientific committee have institutional affiliation abroad; (c) the scientific program as well as the proceedings or abstracts are published in print or electronic format in a foreign language of international circulation (English, French, German or Spanish); (d) the conference proceedings are conducted exclusively in a foreign language of international circulation; (e) at least 25% of the participants with papers registered in the scientific program of the conference have institutional affiliation abroad. Conferences which do not meet the minimum criteria for such classification will have the status of national conferences.

BDI conferences or publications refer to those scientific events, i.e. publications, indexed in one or more international databases recognized by these standards.

Books, book chapters or collective volumes of conferences are classified in category A1 (publications published by internationally prestigious publishers), category A2 (publications published by publishers of recognized prestige) or category B (publications published by other recognized publishers). WorldCat-indexed publications in the Karlsruhe Virtual Catalog KVK (http://www.ubka.uni-karlsruhe.de/kvk_en.html) are classified A1 if they are held in at least 25 libraries of higher education institutions in the other Member States of the European Union or in the member states of the Organization for Economic Cooperation and Development. Publications indexed A2 or B are those which have either been published by one of the publishers listed in the following table or which fulfill the conditions of the complementary route. According to this route, a book/book chapter/volume is included in the A2 category if it meets at least two criteria, and in the B category if it meets at least one of the following criteria: (a) the publisher of the publication has at least one collection relevant to the fundamental field under review, with at least 10 scientific books published in the field in the last five years; (b) the publication under review is available in at least 5 libraries of higher education institutions in other Member States of the European Union or in Member States of the Organization for Economic Cooperation and Development, indexed in the Karlsruhe Virtual Catalog KVK (http://www.ubka.uni-karlsruhe.de/kvk_en.html); (c) the publication under review has been published in at least 800 printed copies or at least 500 printed copies, if it can be purchased in digital format; (d) the work has at least 5 citations in Web of Science indexed publications; (e) the work has been awarded by the Romanian Academy. Publications published by classified publishers may receive a score corresponding to a higher category if they fulfill the criteria specified by the complementary route for that classification level. Publications that do not meet the minimum criteria for classification are not scored. Publications published in multiple editions may be scored individually if changes/revisions are identified on a significant number of pages. Also, publications with different titles but similar content may be considered only once. In these cases the decision as to the marks awarded rests with the members of the competition/approval committees.

Physical Education and Sport

I1.A2 Publishers: Presa Universitară Clujeană, Riso Print Publishing House (Cluj-Napoca), Universitaria

Publishing House (Craiova); Polirom Publishing House (Iași), Galați University Press Publishing House; Transilvania University Publishing House (Brasov); Discobolul Publishing House (Bucharest), Pitești University Publishing House, Ovidius University Press Publishing House (Constanta)
 I2. Publishers B: Romanian Academy Publishing House, Trei Publishing House, University of Bucharest Publishing House, Bren Publishing House, Printech Publishing House, Morosan Publishing House, CD Press Publishing House, Fest Publishing House, Didactică și Pedagogică RA Publishing House (Bucharest); A.I.Cuza University Publishing House, Pim Publishing House (Iași); University of Oradea Publishing House; West University Publishing House (Timișoara)

*The categorization of publishers will be updated annually.

Education policy/strategy review reports are categorized into international reports and reports with national relevance. International reports cumulatively meet the following three criteria: (a) the report is written at the request of a prestigious international organization and is presented under the logo of that organization (e.g. UNICEF, UNESCO, World Bank, OECD, European Commission or its agencies, WHO, etc.); (b) the report is written entirely in a foreign language of international circulation; (c) the analysis carried out on the issue under investigation is internationally relevant (e.g. inter-country comparisons are presented). National reports meet two cumulative criteria: (a) the report is written at the request of an organization with national prestige and is presented under the logo of that organization (e.g. Ministry of Education, Save the Children, etc.), (b) the analysis of the problem under investigation is nationally relevant (e.g. comparisons at the level of development regions are presented or there is evidence of use at the level of public policy).

The grants considered in these standards refer to those contracts for the award of financial assistance, obtained following a call for proposals, with a nominal value of at least 25,000 euro or the equivalent in lei or another currency. Grants are further categorized: (i) by type of competition (international vs. national); (ii) by the main object of funding (a) research with broad public relevance, grants usually funded by public agencies aiming at funding basic research or the RDI (research - development - innovation) sector (e.g. UEFISCDI etc.); (b) research with specific relevance such as in grants awarded by profit-oriented companies, non-governmental associations, foundations, etc.; (c) institutional development projects (e.g. providing services to beneficiaries included in a target group). By exception, the financial ceiling does not apply to research grants with broad public relevance, funded through national competitions prior to the PN II (National Plan for Research Development and Innovation). The members of the competition/qualification committee may decide to classify some institutional development grants as research grants, if there is evidence of substantial research activities being carried out through the grant in question.

Main author refers to any of the following four types of authorship: (a) sole author; (b) first author mentioned in the publication; (c) corresponding author mentioned in the publication; (d) the situation where it is explicitly stated in the publication that all authors have an equal contribution to the publication. In the case of physical education and sport, the last author mentioned may also have the status of main author.

Co-authorship refers to any case other than those mentioned above (e.g. second author on an article without being a corresponding author or stating that all authors have an equal contribution).

n indicates the number of authors of a publication.

For a number of indicators (books, review reports, conferences, grants, etc.) a multiplication coefficient m will be applied where the calculation formula includes this coefficient. The values of m are:

$m = 3$, if the scored indicator has a clear international relevance (Web of Science indexed journals; volumes published in A1 rated publishers; international conferences; research grants with broad public relevance obtained through international competition; international review reports, etc.);

$m = 1$, if the scored indicator has national relevance - impact and prestige at national level (volumes published in A2 rated publishers; national conferences; journals indexed in two recognized BDIs other than WoS; research grants with broad public relevance obtained through national competition; national review reports, etc.);

$m = 0.5$, if the scored indicator has a secondary national relevance (volumes published in B-ranked publishers; journals indexed in a single recognized BDI other than WoS, etc.)

A threshold p of relevance for the impact factor (IF) of the journals considered for indicators I1, I2, I5 and I6 is set with the following values:

$p = 1.00$ for Psychology;

$p = 0.10$ for the fields of Education Sciences and Physical Education and Sport.

As an exception, in the field of Psychology, contributions to journals with an IF below the p threshold may be scored for indicators I1 and I5 respectively, provided that the journal in which the paper is published is above the median in the WoS in the category of classification (red or yellow area in the respective category).

Author's contributions in Web of Science indexed journals are considered only from the moment of their publication in Web of Science. The most advantageous IF for the candidate will be considered among the following three options: IF corresponding to the year of publication (e.g. SSCI 2012 for articles published in 2012), IF valid

for the journal at the date of publication of the article in WoS (e.g. SSCI 2010 for an article indexed in WoS in March 2012) or IF valid for the journal at the time of receipt of the manuscript (provided that this date is explicitly mentioned in the article).

The minimum standards are grouped into two areas: scientific achievements and visibility and impact. Within scientific achievements, the main indicators are differentiated to distinguish between significant contributions made as principal author and significant contributions made as co-author.

Each area has specific indicators and scores, reflected in a number of criteria to be achieved, with the caveat that all of these criteria must be met cumulatively in order for the appraisee to be considered to meet the minimum standards for the position being reported.

A1. SCIENTIFIC ACHIEVEMENTS

Indicator	Indicator name	Score	Autoe assessment (Total= no.x unit score)	Comments/Justifications
Significant scientific achievements as principal author				
I1	Contributions <i>in extenso</i> of article or review type, published in journals indexed in the Web of Science (ISI), with an IF greater than or equal to <i>p</i> , realized as main author	3 + (3 x IF) On the article		
I2	Contributions <i>in extenso</i> of article or review type, published in journals indexed in Web of Science (ISI), whose IF is less than <i>p</i> or in journals not indexed in Web of Science (IF = 0), but indexed in at least two recognized international databases, at least one of which is <i>in extenso</i> (full-text), and done as main author	3 + IF On the article		
I3	Books published as main author in A1 classified publishing houses or A2 (<i>m</i> A1 = 3; <i>m</i> A2 = 1)	12 x <i>m</i> On the map		
I4	Chapters in books published as main author in A1 or A2 (<i>m</i> A1 = 3; <i>m</i> A2 = 1)	3 x <i>m</i> By chapter		
Significant scientific achievements as co-author				
I5	Contributions <i>in extenso</i> of article or review type, published in journals indexed in the Web of Science (ISI), with an IF greater than or equal to <i>p</i> , realized as co-author	3 + [(3 x IF) / <i>n</i>] On the article		
I6	Contributions <i>in extenso</i> of article or review type, published in journals indexed in the Web of Science (ISI), whose IF is less than <i>p</i> or in journals not indexed in the Web of Science (IF = 0), but indexed in at least two recognized international databases, at least one of which is <i>in extenso</i> (full-text), and made as co-author	(3 + IF) / <i>n</i> On the article		
I7	Co-authored books published in A1 or A2 (<i>m</i> A1 = 3; <i>m</i> A2 = 1)	12 x <i>m</i> / <i>n</i> On the map		
I8	Chapters in co-authored books published in A1 or A2 (<i>m</i> A1 = 3; <i>m</i> A2 = 1)	3 x <i>m</i> / <i>n</i> By chapter		
Other scientific achievements				
I9	Works <i>in extenso</i> (<i>proceedings</i> type) indexed in WoS or other recognized BDI, realized as main author, published in the proceedings of international conferences, relevant to the field of habilitation, available in full-text format in at least one BDI (in case of I9 and I10, a maximum of two contributions / conference edition can be scored cumulatively)	1 By work		
I10	Papers <i>in extenso</i> (<i>proceedings</i> type) indexed in WoS or other recognized BDI, co-authored, published in the proceedings of international conferences, relevant to the field of habilitation, available in full-text format in at least one BDI	1/ <i>n</i> By work		

I11	Other articles <i>in extenso</i> published as author/co-author in scientific journals, provided that the journals are indexed at abstract level in at least one recognized international database	1/n On the article		
I12	Books published as author/co-author in type B ($m = 0,5$)	12 x m/n On the map		
I13	Chapters in books published as author / co-author in B-ranked publishers ($m = 0,5$)	3 x m /n By chapter		
I14	Author / co-author of reports analyzing educational policies/strategies 14.1 international reports ($m = 3$); 14.2 national reports ($m = 1$)	8 x m/n On the report		
I15	Patents / copyrights / trademarks registered OSIM/ORDA, as a result of a scientific innovation approach in order to develop curricular materials, psychological or educational tests, motor / functional tests, specialized software, etc.	3/n On patent/copyright		

A2. VISIBILITY AND SCIENTIFIC IMPACT

I16	Citations of the candidate's publications in Web of Science indexed papers (self-citations are excluded)	0,5 Per quote		
I17	Other citations of the candidate's publications (self-citations are excluded) I17.1 Available in works classified A1 ($m = 3$) I17.2. Available in A2 works or in the Scopus database (other than those already included in I16) ($m = 1$) I17.3. Available in B-ranked papers or other academically identifiable Google Scholar sources (other than those already included) ($m = 0,5$)	m/10 per citation		
I18	Keynote speaker (plenary scientific communication) at international ($m = 3$) / national ($m = 1$) conferences	2 x m On the conference		
I19	Member of the scientific committee (A) / Scientific referee for the evaluation and selection of conference papers (B) / Member of the organizing committee (C) / Symposium coordinator (Chair) (D) (one mark is required) single quality / conference) 19.1 International conferences ($m = 3$) 19.2 National conferences ($m = 1$)	1 x m On the conference		
I20	President or executive committee member of an international ($m = 3$) or national ($m = 1$) professional association	2 x m By association		
I21	Awards and distinctions I21.1. Awards for scientific work offered by prestigious international ($m = 3$) or national (CNCS, etc.) ($m = 1$) scientific institutions or scientific/professional associations ($m = 1$) (not including travel grants or awards for articles in the red, yellow, etc.) I21.2. Obtaining prestigious results in the course of the activity regarding the promotion of the country and Romanian education (e.g. distinctions, medals received by athletes, coaches, other specialists for results at the Olympic Games, World Championships, EC, etc., offered by the Romanian Presidency, MENCS, MTS, etc.)	4 x m On the prize		
I22	Coordinator of a book collection	6 By collection		
I23	Domain relevant coordinate map ($m = 3$; $m = 1$; $m = 0,5$)	8 x m/n On the map		
I24	Editor-in-chief/editor or member of the editorial board of a peer-reviewed journal Web of Science indexed journal ($m = 3$)	4 x m In the magazine		

	I24.2. Journal indexed in at least two BDI ($m = 1$) I24.3 Journal indexed in a BDI ($m = 0.5$)			
I25	Ad hoc scientific reviewer for peerreviewed and peerreviewed journals I25.1. Web of Science indexed journal I25.2. BDI indexed journal (other than WoS)	0,3/0,2 On the article		
I26	Associate professor/visiting scholar for at least one month / giving a conference or lecture to a teaching staff or doctoral students (only one point per university; not including Erasmus exchanges) 0.5 x m Institution / invitation 26.1 at a TOP 500 university according to URAP ranking ($m = 3$) 26.2 at a university outside the URAP top 500, following a nominal invitation from the host institution ($m = 1$) 26.3 Visiting lecturer/lecturer of international federations by branch of sport / IOC Olympic Academy / Professional associations international ($m = 1$) / national federations by branch of sport or COSR Olympic Academy ($m = 0,5$)	0.5 x m By institution / invitation		
I27	Director of a funded grant / coordinating institution I27.1 Director Research grant with broad public relevance obtained through international competition, awarded by an international agency / institution ($m = 3$) I27.2. A. Director of research grant with broad public relevance obtained through national competition / B. Team coordinator Romania for a research grant with broad public relevance, obtained through international competition ($m = 1$) I27.3. A. Director or partner coordinator of an institutional development grant (e.g. type POSDRU, Erasmus +, etc.) / B. Director or coordinating partner of a research grant with specific relevance (e.g. funded by a company), obtained through national or international competition / C. Partner coordinator of a research grant with broad public relevance obtained through national competition ($m = 0.5$)	9 x m On Grant		
I28	Team member of a funded grant/coordinating institution I28.1 Team member of a research grant with broad public relevance obtained through international or national competition ($m = 1$) I28.2. Team member of a research grant with specific relevance or of an institutional development grant obtained through international or national competition ($m = 0,5$)	3 x m On Grant		
I29	Mentoring / coaching 29.1. Scientific supervisor / member of the doctoral thesis supervision or evaluation committee (the total score for 29.1 is capped at a maximum of 10 points) 29.2. Mentor with an official role in mentoring postdoctoral researchers	1/0,5 On PhD student / committee		
I30	30.1. Initiating or coordinating undergraduate or postgraduate study programs 30.2. Publication of academic courses (contributions that have been included under indicators I3, I7 or I12 cannot be scored here) 30.3. Introduction of new subjects in the curriculum	2 On the program 1/course 0,5 By discipline		
I31	Coordination of a research centre or laboratory, recognized by the University Senate or the Scientific Council of the Research Institute	2 Center		

I32	Project evaluator / Panel member in international ($m = 3$) / national ($m = 1$) research grant competitions	1 x m By competition edition		
I33	Expert group member 33.1. Scientific commissions/councils or international bodies (e.g. UNESCO, UNICEF, IOC, International Federations by branches of sport, etc.) ($m = 3$) 33.2. Scientific commissions/councils or national bodies (CNATDCU, CNCS, ANCS, ARACIS or other advisory/working group at MENCS or interministerial level, set up following an order issued by MENCS or another ministerial body ($m = 1$))	1 x m By committee		
I34	Providing services for external beneficiaries of the institution (courses or training programs / professional development in the field)	0,5 On advised course		
I35	35.1. Emeritus Coach / Emeritus Teacher / Emeritus Master of Sport / International Referee / Commissioner / Observer (only the qualities existing at the date of the competition entry are taken into account) 35.2. Prizes for sports activity awarded by institutions 3 / 2 / 2 By title / prize / activity national (MTS, MENCS, COSR) or international 35.3. Performances of trained athletes (OG, WC, JMU - places 1- 5; EC, NC - places 1), creations in the field of performance sport, motor and functional recovery, physiotherapy and kinetoprophylaxis (methodological lines / methodologies / training strategies by sport / sports test recognized in the community of specialists / federations by sport branches); prophylaxis and recovery programs through kinetic means for different population categories / age groups / occupational groups / pathologies) recognized by national and international professional and/or scientific bodies.	3 / 2 / 2 By title / award / activity		

Aria	Criteria	Core indicators / sum of indicators	Minimum standard Assistant Professor / CS II	Minimum standard Full Professor / CS I / habilitation	Calculated score
Scientific achievements (A1)	C1	I1	4	6	
	C2	I3 + I4	15	24	
	C3	Total A1 (I1+...+I15)	55	65	
Visibility and impact (A2)	C4	I16	2	4	
	C5	I27	-	4	
	C6	Total A2 (I16+...+I35)	25	55	
	C7	Grand total	80	120	

I hereby confirm that the above mentioned data are true and refer to my own professional and scientific activity.

Data_____

Candidat_____

- * The Applicant is also obliged to complete Annex 4B, to provide justifications for each activity/action paid for both in the national standards fulfillment sheet and in Annex 4B through a functional link to them and to provide the members of the committee with further information/clarifications if requested.**
- * If the link does not work or the evidence submitted is not sufficiently relevant, the activity/action may not be considered by the committee members.**

**DATA ON THE FULFILLMENT OF THE NATIONAL MINIMUM STANDARDS FOR
THE POSITION OF UNIVERSITY LECTURER**
domain
GEOGRAPHY

1. University Assistant Professor

Criterion 1: Scientific articles

Lecturer/CS II: 4 articles as main author in journals with impact factor in the Web of Science database, with cumulative AIS ≥ 3 ; 2 articles in BDI journals

Criterion 2: Visibility of scientific articles

Lecturer/CS II: $H_i \geq 3$

Criterion 3: Capacity to support research activities

Lecturer/CS II: Director/National Project/Grant Leader in 1 project/grant or project/grant leader in 2 national research projects/grants, or participation as member of the working team in 2 international projects/grants.

2. University Full Professor

Criterion 1: Scientific articles

Lecturer/CS I/Accreditation: 5 articles as main author in journals with impact factor in the Web of Science database, with cumulative AIS ≥ 3.5 ; 3 articles in BDI journals

Criterion 2: Visibility of scientific articles

Teacher/CS I/Ability Hirsch Index ≥ 4

Criterion 3: Capacity to support research activities

Lecturer/Accreditation/CS I: A.: Director/Project/Grant Leader in 2 national projects/grants or Project/Grant Leader in 3 national research projects/grants or B.: Director/Leader in 1 international project/grant or Project/Grant Leader in 2 international research projects/grants.

Details for university Assistant Professor and university Full Professor posts:

- The minimum criteria must be met cumulatively.
- The main authors are the first author, the corresponding author, or another author with a contribution equal to that of the first author, if specified in the article.
- AIS = Article Influence Score from ISI Web of Science at the date of publication of the article. For articles published in journals included in the Arts & Humanities Citation Index database, an AIS equivalent to 0.8 per published article is considered.

- Supported International Databases (BDI): Web of Science, Master Journal List, ERIH PLUS, Scopus, EBSCO, ProQuest, CEEOL, Ulrichsweb, Index Copernicus, GEOREF, Genamics Journal Seek, Library of Congress Online Catalog.
- Hirsch index from ISI Web of Science, excluding self-citations.
- Projects and grants won through competition, minimum value 100000 RON or equivalent in euro.

The candidate meets/does not meet the national and mandatory minimum standards.

I hereby confirm that the above mentioned data are true and refer to my own professional and scientific activity.

Data_____

Candidat_____

- * **The applicant is obliged to complete also Annex 4C, to provide justifications for each activity/action paid for both in the national standards fulfillment sheet and in Annex 4C through a functional link to them and to provide the members of the committee with further information/clarifications if requested.**
- * **If the link does not work or the evidence submitted is not sufficiently relevant, the activity/action may not be considered by the committee members.**

ASSESSMENT REPORT
of the candidate for the post of
UNIVERSITY ASSISTANT/LECTURER

CANDIDATE DATA

SURNAME _____ FIRST NAME _____
 Surname _____ CNP _____ Position applied for _____
 _____ Disciplines _____

 Position in the Staff _____ Department _____ Faculty _____

I. EVALUATION OF TEACHING AND SCIENTIFIC ACTIVITY

It is based on the documents in the competition file and the tests. A maximum of 10 points, without decimals, will be awarded for each indicator. The final mark for test I is the arithmetical average of the marks obtained for each indicator, rounded down to two decimal places (where applicable).

No. crt.	Indicator	Degree of achievement of the indicator	Score
1.	<i>The relevance and impact of the candidate's scientific achievements in relation to the field of the disciplines of the post for which he/she is applying</i>	The candidate has/does not have significant scientific achievements relevant to the post for which he/she is applying.	
2.	<i>Ability to mentor students or young researchers</i>	The candidate has/does not have the ability to mentor students or young researchers.	
3.	<i>The candidate's teaching skills</i>	The candidate has/does not have the teaching skills required for the position of university assistant/lecturer.	
4.	<i>Ability of the candidate to transfer his/her knowledge and results to the economic or social environment or to popularize his/her own scientific results</i>	The candidate has/does not have the capacity to transfer the results obtained to the socio-economic environment and to popularize scientific results.	
5.	<i>Ability to work in a team and effectiveness of scientific collaborations</i>	The candidate has/does not have the ability to work in a team and has/does	

		not have efficiency through scientific collaborations.	
6.	<i>Ability to lead R&D projects</i>	The candidate presents/does not present favorable prerequisites in terms of ability to conduct R&D projects.	
7.	<i>Professional experience in institutions other than UO</i>	The candidate has/has no professional experience in other institutions or organizations.	
MARK FOR TEST I (1+2+3+4+5+6+7) / 7			

Score for test I _____

REQUIREMENTS AND STANDARDS <i>MET / NOT MET</i>
--

II. WRITTEN - PRACTICAL TEST, etc. (for academic assistant posts)
TEACHING (for the posts of lecturer or supervisor)

The candidate **has / does not have** the knowledge and skills required for the post.

Points awarded: minimum (mandatory) - 8 points, maximum - 10 points

Score test II _____

FINAL SCORE _____ (**Score test I + Score test II**) / 2

Following the evaluation of the candidate _____, enrolled in the competition for the position of _____, position _____, Department _____, Faculty _____, by ranking the results of the candidates (if applicable), he/she occupies the position _____ and I propose to **fill / not to fill** the position for which he/she applied.

Date _____

Committee member

*to the competition procedure for filling
teaching and research posts for the post of
Assistant Professor /Full Professor in
field SPORT SCIENCE AND PHYSICAL EDUCATION*

ASSESSMENT REPORT
of the candidate for the post of
ASSISTANT PROFESSOR / UNIVERSITY FULL PROFESSOR
field SPORT SCIENCE AND PHYSICAL EDUCATION

CANDIDATE DATA

SURNAME _____ FIRST NAME _____ CNP _____

Position for which you are applying _____ Disciplines _____

_____ Position in the Staff _____ Department _____

_____ Faculty _____

I. EVALUATION OF TEACHING AND SCIENTIFIC ACTIVITY**Clarifications:**

- the definitions, conditions and procedures laid down in the national minimum standards for the filling of teaching posts, specific to the teaching function of Assistant Professor and full professor, shall be taken into account in the framing of activities;
- an action/activity can only be scored once;
- the candidate must get:
 - minimum **120 points** for the post of **Assistant Professor**
 - minimum **160 points** for the **Full Professor** post

No. Crt.		Score	Auto evaluation (Total= No. x unit score)	Evaluation committee member
A. The relevance and impact of the candidate's scientific achievements in relation to the field of the disciplines of the post for which he/she is applying				
1.	Contributions <i>in extenso</i> of article or review type, published in journals indexed in the Web of Science (ISI), with an IF greater than or equal to <i>p</i> , realized as main author	3 + (3 x IF) On the article		
2.	Contributions <i>in extenso</i> of article or review type, published in journals indexed in Web of Science (ISI), whose IF is less than <i>p</i> or in journals not indexed in Web of Science (IF = 0), but indexed in at least two recognized international databases, at least one of which is <i>in extenso</i> (full-text), and done as main author	3 + IF On the article		

3.	Contributions in extenso of article or review type, published in journals indexed in the Web of Science (ISI), with an IF greater than or equal to p, realized as co-author	$3 + [(3 \times \text{IF}) / n]$ On the article		
4.	Contributions in extenso of article or review type, published in journals indexed in the Web of Science (ISI), whose IF is less than p or in journals not indexed in the Web of Science (IF = 0), but indexed in at least two recognized international databases, at least one of which is in extenso (full-text), and made as co-author	$(3 + \text{IF}) / n$ On the article		
5.	Other articles in extenso published as author / co-author in nationally recognized scientific journals (with ISSN or eISSN)	$1/n$ On the article		
6.	Awards and distinctions 6.1. Awards for scientific work offered by prestigious international (m = 3) or national (CNCS, etc.) (m = 1) scientific institutions or scientific/professional associations (m = 1) (not including travel grants or awards for articles in the red, yellow, etc.) 6.2. Obtaining prestigious results in the course of the activity regarding the promotion of the country and Romanian education (e.g. distinctions, medals received by athletes, coaches, other specialists for results at the Olympic Games, World Championships, EC, etc., offered by the Romanian Presidency, MENCS, MTS, etc.)	$4 \times m$ On the prize		
SCORE A				
B. Ability to mentor students or young researchers				
1.	Mentoring / coaching 1.1. Scientific supervisor / member of the doctoral thesis supervision or evaluation committee (the total score for 29.1 is capped at a maximum of 10 points) 1.2. Mentor in an official postdoctoral researcher mentoring role	$1/0,5$ On PhD student / committee		
2.	Coordination of a research centre or laboratory, recognized by the University Senate or the Scientific Council of the Research Institute	2 Center		
3.	Other actions/activities mentoring students or young researchers	1 By activity over the last 3 years		
SCORE B				
C. The candidate's teaching skills				
1.	Books published as main author in A1 classified publishing houses or A2 (m A1 = 3; m A2 = 1)	$12 \times m$ On the map		
2.	Chapters in books published as main author in A1 or A2 (m A1 = 3; m A2 = 1)	$3 \times m$ By chapter		
3.	Books published as co-author in A1 or A2 (m A1 = 3; m A2 = 1)	$12 \times m/n$ On the map		
4.	Chapters in co-authored books published in A1 or A2 (m A1 = 3; m A2 = 1)	$3 \times m/n$ By chapter		
5.	Books published as author / co-author in type B (m B = 0,5)	$12 \times m/n$ On the map		
6.	Chapters in books published as author / co-author in B-ranked publishers (m B = 0,5)	$3 \times m / n$ By chapter		
7.	Author / co-author of reports analyzing educational policies/strategies 1. international reports (m = 3);	$8 \times m/n$ On the report		

	2. national reports (m = 1)			
8.	1. Initiation or coordination of undergraduate or postgraduate study programs 2. Introduction of new subjects in the curriculum	2 On the program 0,5 By discipline		
9.	Providing services for external beneficiaries of the institution (courses or training programs / professional development in the field)	0,5 On advised course		
10.	Published courses, textbooks, handbooks, tutorials, student guides, published materials in support of student learning or other actions/activities that demonstrate the candidate's teaching competences	1 On publication/ action		
	SCORE C			
D. Ability of the candidate to transfer his/her knowledge and results to the economic or social environment or to popularize his/her own scientific results				
1.	Works <i>in extenso</i> (proceedings type) indexed in WoS or other recognized BDI, realized as main author, published in the proceedings of international conferences, relevant to the field of habilitation, available in full-text format in at least one BDI (in case of I9 and I10, a maximum of two contributions / conference edition can be scored cumulatively)	1 By work		
2.	Papers <i>in extenso</i> (type <i>proceedings</i>) indexed in WoS or other recognized BDI, co-authored, published in the proceedings of international conferences, relevant to the field of habilitation, available in full-text format in at least one BDI	1/n By work		
3.	Patents / copyrights / trademarks registered OSIM/ORDA, as a result of a scientific innovation approach in order to develop curricular materials, psychological or educational tests, motor / functional tests, specialized software, etc.	3/n On patent/copyright		
4.	Citations of the candidate's publications in Web of Science indexed papers (self-citations are excluded)	0,5 Per quote		
5.	Other citations of the candidate's publications (self-citations are excluded) 5.1 Available in works classified A1 (m = 3) 5.2. Available in A2 works or in the Scopus database (other than those already included in I16) (m = 1) 5.3. Available in B-ranked papers or other academically identifiable Google Scholar sources (other than those already included) (m = 0.5)	m/10 per citation		
6.	Keynote speaker (plenary scientific communication) at international (m = 3) / national (m = 1) conferences	2 x m On the conference		
7.	Other actions/activities demonstrating the candidate's ability to transfer his/her knowledge and results to the economic or social environment or to popularize his/her own scientific results	1 Per action/ activity		
	SCORE D			
E. Ability to work in a team and effectiveness of scientific collaborations				
1.	Member of the scientific committee (A) / Scientific referee for the evaluation and selection of conference papers (B) / Member of the organizing committee (C) / Symposium coordinator (Chair) (D) (one mark is required) single quality / conference) 1.1 International conferences (m = 3) 1.2 National conferences (m = 1)	1 x m On the conference		

2.	President or executive committee member of an international (m = 3) or national (m = 1) professional association	2 x m By association		
3.	Coordinator of a book collection	6 By collection		
4.	Domain relevant coordinate map (m A1 = 3; m A2 = 1; m B = 0.5)	8 x m/n On the map		
5.	Editor-in-chief/editor or member of the editorial board of a peer-reviewed journal 5.1. Web of Science indexed journal (m = 3) 5.2. Journal indexed in at least two BDI (m = 1) 5.3 Journal indexed in a BDI (m = 0.5)	4 x m In the magazine		
6.	Ad hoc scientific reviewer for peerreviewed and peerreviewed journals 6.1. Web of Science indexed journal 6.2. BDI indexed journal (other than WoS)	0,3/0,2 On the article		
7.	Responsible for or member of the team responsible for the elaboration of the institutional evaluation reports of the University of Oradea	10/7 Responsible/ Member		
8.	Other actions/activities demonstrating the candidate's ability to work in a team and the effectiveness of his/her scientific collaborations, depending on the specifics of the candidate's field	1 Per action/ activity over the last 3 years		
SCORE E				
<i>F. Ability to lead R&D projects</i>				
1.	Director of a funded grant / coordinating institution 1.1 Director research grant with broad public relevance obtained through international competition, awarded by an international agency / institution (m = 3) 1.2. A. Director of research grant with broad public relevance obtained through national competition / B. Team coordinator Romania for a research grant with broad public relevance obtained through international competition (m = 1) 1.3. A. Director or partner coordinator of an institutional development grant (e.g. type POSDRU, Erasmus +, etc.) / B. Director or partner coordinator of a research grant with specific relevance (e.g. funded by a company), obtained through national or international competition / C. Partner coordinator of a research grant with broad public relevance obtained through national competition (m = 0.5)	9 x m On Grant		
2.	Team member of a funded grant/coordinating institution 2.1 Team member of a research grant with broad public relevance obtained through international or national competition (m = 1) 2.2. Team member of a research grant of specific relevance or an institutional development grant obtained through international or national competition (m = 0,5)	3 x m On Grant		
3.	Project evaluator / Panel member in international (m = 3) / national (m = 1) research grant competitions	1 x m By competition edition		
4.	Other actions/activities demonstrating the applicant's ability to conduct R&D projects	1 Per action/ activity		
F SCORE				
<i>G. Professional experience in institutions other than UO</i>				

1.	Associate professor/visiting scholar for at least one month / giving a conference or lecture to a teaching staff or doctoral students (only one point per university; not including Erasmus exchanges) 0.5 x m Institution / invitation 1.1 at a TOP 500 university according to URAP ranking (m = 3) 1.2 at a university outside the URAP top 500, following a nominal invitation from the host institution (m = 1) 1.3 guest lecturer / lecturer of international federations by branch of sport / IOC Olympic Academy / professional associations international (m = 1) / national federations by branch of sport or COSR Olympic Academy (m = 0,5)	0.5 x m By institution / invitation		
2.	Expert group member 2.1. Scientific commissions/councils or international bodies (e.g. UNESCO, UNICEF, IOC, International Federations by branches of sport, etc.) (m = 3) 2.2. Scientific commissions/councils or national bodies (CNATDCU, CNCS, ANCS, ARACIS or other advisory/working group at MENCS or interministerial level, set up following an order issued by MENCS or another ministerial body (m = 1)	1 x m By committee		
3.	3.1. Emeritus Coach / Emeritus Teacher / Emeritus Master of Sport / International Referee / Commissioner / Observer (only the qualities existing at the date of the competition entry are taken into account) 3.2. Awards for sporting activity awarded by institutions 3 / 2 / 2 By title / award / activity national (MTS, MENCS, COSR) or international 3.3. Performances of trained athletes (Olympic Games, WC, JMU - places 1- 5; EC, NC - places 1), creations in the field of performance sport, motor and functional recovery, physiotherapy and kinetoprophyllaxis (methodological lines / methodologies / training strategies by sport / sports test recognized in the community of specialists / federations by sport branches); prophylaxis and recovery programs through kinetic means for different population categories / age groups / occupational groups / pathologies) recognized by national and international professional and/or scientific bodies.	3 / 2 / 2 By title / award / activity		
4.	Other actions/activities demonstrating the candidate's professional experience in institutions other than UO as an employee and representative of UO	1 Per action/ activity		
	G SCORE			
	TOTAL SCORE			

Score for test I _____

REQUIREMENTS AND STANDARDS <i>MET</i> / <i>NOT MET</i>

II. TEACHING (for Assistant Professor /Full Professor posts)

Points awarded: minimum (mandatory) - 8 points, maximum - 10 points

Scoring for test II _____

III. LECTURE ON THE ACADEMIC CAREER DEVELOPMENT PLAN

Points awarded: minimum (mandatory) - 8 points, maximum - 10 points

Score for test III _____

FINAL SCORE _____ (sum of the scores obtained in assessments I, II, III)

The candidate **has / does not have** the knowledge and skills required for the post.

Following the evaluation of the candidate _____, enrolled in the competition for the post of _____, position _____, Department _____, Faculty _____, by ranking the results of the candidates (if applicable), he/she occupies the position _____ and I propose to **fill / not to fill** the post for which he/she applied.

Date _____

Committee member

ASSESSMENT REPORT
of the candidate for the post of
ASSISTANT PROFESSOR /FULL PROFESSOR
GEOGRAPHY

CANDIDATE DATA

NUME _____ PRENUME _____

CNP _____ Postul pentru care candidează _____

Poziția _____ Disciplina _____

Departamentul _____

Facultatea _____.

I. EVALUATION OF TEACHING AND SCIENTIFIC ACTIVITY**The candidate must get:**

- minimum **30 points** for the post of **Assistant Professor**
- minimum **50 points** for the **Full Professor** post

Nr. crt.		Unit score	Self-assessment (Total = No. x unit score)	Evaluation committee member
A. Relevance and impact of the candidate's scientific achievements in relation to the disciplinary area of the post for which he/she is applying				
1	Full-text articles in ISI-listed journals - Science Citation Index Expanded (SCIE), Social Sciences Citation Index (SCCI), Web of science	4+F ₁ On the article		
2	Full-text articles in ISI-indexed journals in Arts & Humanities Citation Index (Database without impact factor, each article equals AIS=0.8)	4+0,8 On the article		
3	Articles in extenso published in ISI indexed journals and proceedings	1 / On the article		
4	Full-text articles published in journals indexed in international databases (BDI)	1/ On the article		
5	Articles published in abstract at international congresses, in abstract volumes with ISBN - author/co-author	0.5/ On the article		
6	Articles published in abstracts at national events, in abridged volumes or journal supplement with ISBN - author/co-author	0.5/ On the article		
7	Other articles in extenso published as author / co-author in nationally recognized scientific journals (with ISSN or eISSN)	1/n On the article		

8	Citations of the candidate's publications (excluding self-citations) in ISI, Arts&Humanities Citation Index (including proceedings)	0.4/year/citare		
9	Citations of the candidate's publications in articles in ISI-indexed journals, books/book chapters/volumes published under the aegis of international publishers (excluding self-citations)	0.3/n /citare _a		
10	Citations of the candidate's publications in articles published in BDI-indexed journals and in books/volumes published under the aegis of CNCS-recognized publishers (excluding self-citations)	0.2/year/citare		
11	Hirsch index value from ISI Web of Science	Hirsch Index x 2		
	A score			
B. Ability to mentor students or young researchers				
1	Finalized/coordinated doctoral theses	2/1 Doctoral student		
2	Member of the doctoral students guidance committee	0.5/commission		
3	Coordination of student scientific circle	1/year		
4	Coordinated bachelor's/master's thesis (last 3 years)	0.25/coordinated work		
5	Conducting scientific work in research teams with the training of students/masters/docs/young teachers (researchers) proven by: a.joint publications: ISI papers/BDI papers/books/book/book chapters/atlasses/published maps/courses under the aegis of international or CNCS-recognized publishers b.Research grants/contracts/projects/programs (international national)	a. 3/2/1 b. 2/1		
6	Other actions/activities mentoring students or young researchers	1/activity in the last 3 years		
	Score B			
C. Candidate's teaching skills				
1	Teaching activities (coursework/practical work) - in the final year	1/0,5/ discipline		
2	Published courses, textbooks, handbooks, tutorials, student guides or other published materials to support student learning	2/course		
3	Developing specialized teaching material for students in electronic format	1/material		
	C score			
D. Ability of the candidate to transfer his/her knowledge and results to the economic or social environment or to popularize his/her own scientific results				
1	Books/lectures published as sole author or co-author in international publishing houses	8x3/na/ map		
2	Books/atlasses/coordinated maps published in international publishing houses	6x3/na/ map		

3	Chapbooks in collective volumes published under the aegis of international publishers and found in at least 6 Worldcat registered libraries	4x3/na/ chapter		
4	Books/atlasses/maps published in national publishing houses recognized by CNCS	2x1,5/n/card		
5	Chapters in collective volumes published under the aegis of CNCS-recognized publishing houses	1,5x1/na/ chapter		
6	Doctoral thesis published by a CNCS recognized publisher	2		
7	Other actions/activities demonstrating the candidate's ability to transfer his/her knowledge and results to the economic or social environment or to popularize his/her own scientific results	1 Per action/ activity		
Score D				
<i>E. Ability to work in a team and effectiveness of scientific collaborations</i>				
1	Editor-in-Chief/Member of editorial boards A, ISI journals	2/1		
2	Editor-in-Chief/Member of editorial boards of BDI journals	1/0,5		
3	Scientific reviewer for peerreviewed and peerreviewed journals (Web of Science indexed journal/ BDI indexed journal)	0,5/0,25		
4	Drawing up institutional files for authorization/accreditation	0,25/ dose		
5	Other actions/activities demonstrating the candidate's ability to work in a team and the effectiveness of his/her scientific collaborations, depending on the specifics of the candidate's field	1 Per action/ activity over the last 3 years		
E score				
<i>F. Ability to conduct R&D projects</i>				
1	Director/project leader/leader/head of an international research project/grant	6/3		
2	Director/project leader/leader/leader of a national research project/grant	4/2		
3	Team member in international/national research projects/grants	2/1		
4	Other actions/activities demonstrating the applicant's ability to lead R&D projects or projects with the socio-economic environment	1 By action/ activity		
F score				
<i>G. Professional experience in institutions other than UO</i>				
1	Visiting/associate teacher at universities abroad/country	2/1		
2	Internships in institutions abroad: less than 3 months/more than 3 months	2/1		
3	Other actions/activities proving the candidate's professional experience in institutions other than U.O.	1 By action/ activity		
G score				
Total score (sum of intermediate scores)				

Score for test I _____

REQUIREMENTS AND STANDARDS <i>MET / NOT MET</i>
--

II. TEACHING (for Assistant Professor /Full Professor posts)

Points awarded: minimum (mandatory) - 8 points, maximum - 10 points

Score test II _____

III. LECTURE ON THE ACADEMIC CAREER DEVELOPMENT PLAN

Points awarded: minimum (mandatory) - 8 points, maximum - 10 points

Score for test III _____

FINAL SCORE _____ (sum of the scores obtained in assessments I, II, III)

The candidate **has / does not have** the knowledge and skills required for the post.

Following the evaluation of the candidate _____, enrolled in the competition for the position of _____, position _____, Department _____, Faculty _____, by ranking the results of the candidates (if applicable), he/she occupies the position _____ and I propose to **fill / not to fill** the position for which he/she applied.

Date _____

Committee member

UNIVERSITY OF ORADEA

*Annex no. 5
to the Competition Methodology for
filling teaching and research posts*

REPORT
on the competition for teaching and research posts
Sesiunea _____

Competition committee members (name, surname, teaching title, institutional affiliation):

Presient : _____

Member : _____

Member : _____

Member : _____

Member : _____

appointed by the decision of the Rector of the University of Oradea no. _____ on
_____, for the evaluation of the candidates registered for the competition for the vacant post
of _____, position _____, Disciplines

The Department _____, Faculty _____,
following the competition procedure in accordance with the Faculty's own procedure, draw up the
following report:

I. DATA ON CANDIDATES WHO HAVE APPLIED

1. Registered candidates:

2. Candidates present for the written - practical test / didactic lecture:

II. RESULTS ACHIEVED

(candidates will be listed in descending order of the final mark obtained)

Nr. crt.	Registered candidates	Requirements and standards met		Points for the chair and members of the committee					End
		FROM	NO	P	1	2	3	4	
1									
2									
3									
....								

The results of the competition were made public on _____, _____, via

_____.

III. DECISION OF THE SELECTION BOARD

Following the evaluation of the professional and scientific activity and of the competition tests held, the Committee proposes, with _____ 'for', _____ 'against' and _____ 'abstentions', that Ms _____ be appointed to the post for which the competition was organized.

Date:_____.

Presientle comisiei _____

Membrii comisiei _____

V. CONTEST

No objections / Objection lodged (objector, reasoning):

_____.

VI. DECISION OF THE SELECTION BOARD

Modul de soluționare a contestației _____

Date:_____.

Presientle comisiei _____

Membrii comisiei _____

DECLARATION

I,, having won the competition for the teaching post of, declare on my own responsibility that:

a.	I am not in any of the situations of incompatibility provided by the Law on Higher Education no. 199/2023 and the Charter of the University of Oradea.
b.	I find myself in the following incompatibilities provided by the Law on Higher Education no. 199/2023 and the Charter of the University of Oradea:

Full name:

Date:

Signature

Agreement and information on the processing of personal data

The undersigned/a....., residing at, county, street, no., bl., sc., ap., holder of an ID card series, nr....., issued by, dated, CNP....., participant in the competition organized by the University of Oradea, I hereby consent to the use and processing by the University of Oradea of my personal data contained in the documents submitted for the competition application.

I agree that my name and surname may be used for the display of the lists with the results of the competition.

I declare that I have been informed of all my rights under the "*Regulation (EU) 2016/679 on the protection of individuals with regard to the processing of personal data and on the free movement of such data*" and that the data provided will be treated confidentially, will be protected, will not be transmitted to any third party except on the legal grounds.

They will be used for the purposes of organizing and conducting the competition, in compliance with all legal provisions. Your full name, telephone number and e-mail address will be processed and used to keep you properly informed during the competition.

Date _____

Signature _____