



UNIVERSITATEA DIN ORADEA
**Facultatea de
Științe Economice**

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PROCEDURE

**for organizing, conducting and employment through contest of the
teaching and research positions for an indefinite time period,
at the Faculty of Economic Sciences of the University of Oradea**

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Chapter I. General aspects

Art. 1. At the Faculty of Economic Sciences (FES) within the University of Oradea (U.O.), the vacant teaching and research positions are filled, for an indefinite period, only by **public contest**, in accordance with:

- Law on higher education no. 199/2023, with subsequent amendments and additions;
- H. G. no. 1339/2023 regarding the approval of the Competition Framework Methodology for filling vacant teaching and research positions in higher education;
- Order of the Minister of National Education and Scientific Research no. 6.129/2016 regarding the approval of the minimum necessary and mandatory standards for the awarding of teaching titles in higher education, professional degrees in research and development, the quality of doctoral supervisor and the qualification certificate of 20.12.2016;
- Own competition methodology for filling vacant teaching and research positions in the University of Oradea, approved in the Senate of the University of Oradea on January 29, 2024;
- this procedure, hereinafter referred to as the own *Procedure of the Faculty of Economic Sciences* and other normative acts in effect at the date of the contests.

Art. 2. (1) The public contest for the indefinite occupation of a teaching or research position is organized only if it is vacant, respectively if it is provided so in the list of positions, drawn up annually, or if it is vacant during the academic year, depending on the strategy of the faculty and in compliance with the *Criteria regarding the contest for vacant teaching and research positions* at the level of the University of Oradea, for each department.

(2) The positions proposed to be put up for contest shall be submitted by the department director, in whose structure the position is located, within a maximum of 15 calendar days from the beginning of each semester of the academic year, to the FES Council, as follows (with the following documents):

- Forwarding address - in which the posts will be individualized by indicating the position in the department's list of positions, the disciplines in the structure of the post and the criteria for being put out to competition, stating whether the post is vacant or vacant;
- Extract from the list of positions containing the positions put up for contest;



- Report justifying the need and the unique character of the vacancies, **complying with the criteria for removing the vacancies to public contest** and the financial resources for the support of the position, endorsed by the Department Council;

- Documents justifying the fulfillment at department level, of the *Criteria regarding the contest for the vacant teaching and research positions in force at the level of the University of Oradea*.

(3) The list of positions proposed for filling by **public contest, endorsed by the Faculty Council**, is approved by the dean and submitted to the Board of Directors of the University for approval.

Art. 3. The teaching and research positions that the Faculty of Economic Sciences can put up for contest are:

- a) university assistant;
- b) university lecturer;
- c) associate professor;
- d) university professor;
- e) research assistant;
- f) scientific researcher;
- g) scientific researcher degree III;
- h) second degree scientific researcher;
- i) first degree scientific researcher.

Chapter II. Preparation for job contest

Art. 4. Following the publication in the Official Gazette of the vacancies put up for contest, the following information regarding the respective positions is requested from the FES departments:

- Description of the position put up for contest;
- Duties / activities related to the position put up for contest, including the teaching norm and the types of activities included in the teaching/research load;
- The topic of the contest tests, including lectures, courses or other similar or the topics from which the contest committee can choose the topic of the tests actually held, indicating the indicative bibliography;



Art. 5. (1) The information mentioned in art. 4, presented by the departments, are centralized at the FES level and are subject to the approval of the Faculty Council, which will establish:

- Contest procedure, in accordance with the Rector's Decision on the Guide for conducting contests for teaching and research positions;
- The calendar of the contest, **including the date, time and place of the tests;**

(2) The centralized information at FES level, the contest procedure and the timetable for the FES contest shall be supplemented by information on:

- The minimum salary for the position at the time of employment;
- The list of documents that candidates must include in the contest file;
- The address to which the contest file must be submitted.

(3) All this information is submitted to the UO Management, for publication on the specialized website administered by the ministry, on the first page of the website www.uoradea.ro, in a visible place and in the Official Gazette of Romania, with the at least 2 months before the date of the first contest test.

(4) The announcements regarding the positions of associate professor and university professor, second degree scientific researcher and first degree scientific researcher, will be sent for publication in English as well.

(5) All information regarding the contest (public announcement regarding the positions put up for contest; the topic of the positions put up for contest; date, time and place of the contest; the topic for the practical test and the topic of the didactic / scientific lecture, the topic of the public lecture) will be published on the web page of the University of Oradea, www.uoradea.ro, the Job Contests button. Responsible for publishing this information is the vice-rector who manages the academic management.

Chapter III. Registration for the contest

Art. 6. (1) The registration for the contest for a teaching or research position at the FES starts on the day of the publication of the position put up for contest in the M.O. of Romania and ends at least 15 calendar days before the first contest test.



(2) In order to register for the contest for a teaching and research position, the candidate draws up a file (described in the contest file - **ANNEX 2** to this Procedure), which contains the following documents:

- The application for registration in the contest, registered at the University of Oradea, signed by the candidate, accompanied by a statement on his own responsibility (handwritten) regarding the veracity of the information presented in the file - model type **ANNEX 1** to this Procedure.
- A proposal for the development of the candidate's university career, both from a didactic point of view and from the point of view of scientific research activities; the proposal is drafted by the candidate, it includes a maximum of 10 pages.

The candidate's curriculum vitae in written and electronic format must include information on: studies completed and diplomas obtained, professional experience and jobs, research and development projects he has led as project director and grants obtained (if there are such projects or grants, indicating for each source of funding, the volume of funding and the main publications or patents resulting), awards or other elements of recognition of the candidate's scientific contributions.

- The list of works of the candidate, in written format and in electronic format, which will be structured as follows:

- a list containing a maximum of **10 papers considered by the candidate to be the most relevant for his / her professional achievements**, which are included in electronic format in the file and which can also be found in the other categories of papers provided for in this article;
 - doctoral thesis or theses;
 - patents and other titles of industrial and intellectual property;
 - books and book chapters;
 - articles / studies in extenso, published in journals from the main international scientific flow;
 - extension publications, published in papers of the main specialized international conferences;
 - other works and scientific contributions.
- the verification sheet for meeting the minimum requirements and standards (Annex 3 to this procedure), according to the minimum standards in force established by the CNATDCU

Commission: Economic Sciences and Business Administration Commission or the field-specific CNADTCU commission for the positions put out to competition that contain disciplines that fall into other fields, as appropriate. The verification sheet is completed and signed by the candidate;



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- documents related 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 recognition or equivalence thereof;
 - for candidates for the position of university professor, the copy of the minister's order attesting the qualification, and if it was obtained abroad, the certificate of its recognition or equivalence by the Romanian state;
 - the summary in Romanian and in a language of international circulation of the doctoral thesis and, as the case may be, of the habilitation thesis, on a maximum of one page for each language;
 - statement on the candidate's own responsibility indicating the situations of incompatibility provided by the Higher Education Law no. 199/2023, with subsequent amendments and additions, in which it would be in case of winning the competition or the absence of these incompatibility situations;
 - in the cases provided for in art. 4 para. (5) and (6) of this methodology, copies conforming to the original, certifying the possession of the respective medical titles;
 - copies of other diplomas attesting to the candidate's studies (baccalaureate diploma, bachelor's degree, master's degree);
 - copies of diploma supplements, transcripts or school records issued for each cycle of studies completed;
 - copy of the identity card or, if the candidate does not have an identity card, of the passport or another identity document drawn up for an equivalent purpose to the identity card or passport;
 - if the candidate has changed his name, copies of the documents certifying the name change, respectively the marriage certificate or the proof of the name change;
 - a maximum of 10 publications, patents or other works of the candidate, in electronic format, selected by him and considered to be the most relevant for his own professional achievements;
 - for candidates for the position of university lecturer/scientific researcher grade II, respectively university professor/scientific researcher grade I: 3 letters of recommendation, according to art. 13 of UO' contest methodology;
 - criminal record certificate;
 - behavioral integrity certificate;
 - medical certificate, issued on a specific form, adopted by joint order of the Minister of Education and the Minister of Health;
 - the medical certificate for exercising the teaching profession, issued according to the provisions



of the joint order of the Minister of Education and the Minister of Health;

- consent to the processing of personal data by the UO.

The list comprising a maximum of 10 articles of the candidate in ISI rated journals with absolute influence score (AIS) non-existent and a maximum of 10 citations in ISI rated journals with absolute influence score (AIS) non-zero (excluding self-citations and semi-self-citations) used in the calculation the final score (S) according to Annex 27 to OMENCȘ. no. 6.129 / 20.12.2016 regarding the approval of the minimum necessary and obligatory standards for conferring the didactic titles in higher education, of the professional degrees of research- development, of the quality of doctoral supervisor and of the habilitation certificate, with the subsequent modifications and completions;

- Form for verifying the fulfillment of the standards for submission to the contest and / or for filling the position according to the minimum standards in force established by the CNATDCU Committee: Committee of Economic Sciences and Business Administration (ANNEX no. 3 to this Procedure).

Copy of the doctoral diploma and, if the original doctoral diploma was obtained abroad, the certificate of recognition or its equivalence by the Romanian state.

For the positions of university professor, the copy of the order of the minister attesting the habilitation / right to conduct a doctorate and, in case it was obtained abroad, the attestation of its recognition or equivalence by the Romanian state.

- The abstract of the doctoral thesis and habilitation thesis if case, on a maximum of one page, in Romanian and in English.

- Statement on the candidate's own responsibility indicating the situations of incompatibility provided by Law in which it would be in case of winning the contest or the lack of these situations of incompatibility - standard model provided by U.O. on the web page: <http://www.uoradea.ro/Concursuri+pe+Posturi>;

- For the positions of university professor, the list of references containing at least 3 names and contact addresses of personalities from the respective field, from abroad, who agreed to draw up letters of recommendation regarding the professional qualities of the candidate (Annex 4).

- For the positions of associate professor, the list of references containing at least 3 names and contact addresses of personalities from the respective field, from the country or abroad, who have agreed to draft letters of recommendation regarding the professional qualities of the



candidate (Annex 4).

- Copies of other diplomas attesting to the candidate's studies: baccalaureate diploma or certificate of recognition, bachelor's degree or certificate of recognition, master's degree or certificate of recognition - the original documents will be presented for compliance.
- Registration sheets, diploma supplements or school statements issued for each study cycle - the original documents for compliance will be presented.
- Copy of the identity card or passport or other identity document drawn up for a purpose equivalent to the identity card or passport.
- If the candidate has changed his / her name, copies of documents attesting the name change - marriage certificate or proof of name change.
- Medical certificate showing that he is fit to carry out teaching activity.
- Maximum 10 publications, patents or other works of the candidate, in electronic format, selected by him and considered to be the most relevant for his own professional achievements.
- Acceptance of the processing of personal data by the OU (Annex 9).

(3) A CD / DVD or other electronic format, with its entire scanned content, shall be attached to the contest dossier, in order to be sent to the contest committee. The CD / DVD shows all the documents in the file, scanned in PDF format, each document as separate file; The list of works, the CV and Annex 3 "Minimum standards verification sheet" are scanned as separate PDF files, with date, but - as the case may be - without CNP, without signature and without home address (documents printed in the file must be signed), and in total the 3 files will not be larger than 10 MB (restriction imposed by the website of the relevant ministry, dedicated to contests); in the printed and signed version of the file, these 3 documents - List of works, CV and Annex 3, "Minimum standards verification sheet" - will contain all data and information according to the model and requirements of the UO contest methodology and from this Procedure, but in the scanned version PDF on CD / DVD, the CNP, signature and home address will be missing.

(4) The contest file is constituted by the candidate and, together with the electronic support containing the scanned file, it is submitted to the U.O. specified on the U.O. website, dedicated to the contest, directly or through postal or courier services, which allow confirmation of receipt.

Art. 7. (1) Candidates for the positions of **associate professor** or second degree scientific researcher must include in the contest file at least 3 letters of recommendation regarding the



professional qualities of the candidate from **recognized specialists** in the respective field who **are not part of the contest committee**, from the country or from abroad, **and are not holders** of the higher education institution whose position is put up for contest.

(2) Candidates for the positions of **university professor** or first degree scientific researcher must include in the contest file at least 3 letters of recommendation regarding the professional qualities of the candidate from **recognized specialists** in the respective field who **are not part of the contest committee**, from abroad.

(3) In the case of fields with national specificity, the letters of recommendation for candidates for **university professor** positions may also come from **recognized specialists** in the respective field in Romania, and who **are not holders** of the higher education institution whose position is issued at contest.

Chapter IV. Conducting candidate selection

Art. 8. (1) The contest takes place **within 45 days** from the end of the registration period.

Article 9. (1) The contest committee consists of **5 members**, including its chairman, specialists in the field of the position put up for contest or in related fields, **plus 2 substitute members**.

(2) The **chairman of the contest committee** may be the director of the department, the head of the doctoral school, the dean or vice-dean of the faculty, where the position is located, a tenured professor in the university specialized in the field or in a close field, delegated the council of the department, respectively of the council of the faculty that organizes the contest. Upon the appointment of the chairman of the contest committee, an alternate chairman will also be appointed (who will also be able to fulfill the function of alternate member of the contest committee).

(3) In the event of the unavailability of a member's participation in the proceedings of the committee, that member shall be replaced by an **alternate member elected by the chairman of the committee**.



(4) The members of the contest committee must hold the title of doctor and have a teaching or research title superior or at least equal to that of the position put up for contest.

(5) The members of the committee may be from inside or outside the U.O., from the country or from abroad.

(6) In order to hold the position of associate professor, university professor, second degree scientific researcher or first degree scientific researcher, **at least 3 members of the committee must** be from outside the U.O., from the country or from abroad.

(7) For the exclusive purpose of participating in the contest committee, the equivalence of the didactic titles of the members from abroad with the didactic titles from the country is made by the approval by the University Senate of the nominal composition of the committee.

Art.10. (1) The establishment of the nominal composition of the contest committee is made after the publication of the announcement of the contest, for each position put up for contest, at the proposal and with the favorable approval of the Department Council. The Council of the Department will ensure the submission to the FES Dean's Office of the proposal of the nominal composition of the contest committee, accompanied by an extract from the minutes of the meeting of the Council of the Department in which the composition received the favorable opinion. The Council of the Department in whose structure the position put up for competition is located has the responsibility to obtain the agreement of participation of the president and the members proposed in the competition commission, including the alternate members.

(2) The Dean presents to the Faculty Council, for approval, the nominal composition of the contest committee proposed by the Department Council.

(3) The nominal composition of the contest committee, together with the opinion of the FES Council, is sent to the University Senate by the Dean or by a delegate thereof and is subject to its approval; Following the approval by the University Senate, the contest committee is appointed by the decision of the rector.



Art.11. (1) After the legal approval of the candidates registered for the contest, the chairman of the contest committee will ensure the transmission to the members of the contest committee (including substitutes) the electronic files of the candidates registered for the contest, together with the needed documents, and will ensure that the members of the committee are not in a situation of incompatibility or conflict of interest provided by the normative acts in effect with any of the candidates; for this purpose, the chairman of the contest committee will request that each member of the contest committee will submit to the chairman a *Statement on one's own responsibility* drafted and signed in 1 original copy, in accordance with the standard format provided in **ANNEX no. 8** of this Procedure. After the contest, the respective statements will be included as photocopies in the candidate's file, in order to be submitted to the Human Resources Service of the UO, together with the other documents of the candidate.

(2) The decisions of the contest committee are taken by secret vote of the members.

(3) The works of the contest committee are led by the chairman.

(4) The decision of the committee is valid if it has gathered the vote of at least 3 members. **Art.**

12. (1) The contest committee evaluates the candidate from the perspective of the following aspects:

- a) the relevance and impact of the candidate's scientific results;
- b) the candidate's ability to guide students or young researchers;
- c) the didactic competences of the candidate;
- d) the candidate's ability to transfer his/her knowledge and results to the economic or social environment or to popularize his own scientific results;
- e) the candidate's ability to work in a team and the efficiency of his scientific collaborations, depending on the specifics of the candidate's field;
- f) the candidate's ability to lead research-development projects;
- g) the professional experience of the candidate in institutions other than U.O.

The contest committee has the obligation to verify and ascertain the candidate's compliance with the national minimum standards.

(2) The candidate of the contest for a teaching position within the Faculty of Economic Sciences of the University of Oradea must hold a diploma / scientific title of doctor in Sciences.



(3) The professional competencies of the candidate shall be assessed by the contest committee on the basis of the contest file and, in addition, by one or more tests, including lectures, courses or similar, according to this FES Procedure. The University of Oradea announces on their website the day of the contest, time and place of the tests, following their approval by the FES Council and the transmission of the respective information to the U.O. Management, by the Dean or his delegate.

Art. 13. (1) A university assistant, research assistant and scientific researcher are employed through a public contest, from among the graduates of the accredited institutions of higher education with bachelor diploma (3 or 4 years) and with master diploma (for Bologna system), if they meet the following conditions:

- holds a doctor's degree or is enrolled in a doctoral study program, without exceeding the maximum period of studies, which includes extensions admissible according to the law;
- have published *at least 4 papers* (articles, studies) in extenso, in specialized journals indexed in at least 3 international databases or listed Web of Science, of which, in one article, has the quality of sole author, first author or corresponding author;
- have presented *at least 4 scientific papers* at international conferences in his/her field, of which at least 1 at conferences with a history of ISI-indexed Proceedings.
- meet the specific FES criteria stipulated in the Form for verifying the fulfilment of the minimum standards for teaching and research positions at the Faculty of Economic Sciences (ANNEX no. 3 to this Procedure), criteria that cannot fall below the minimum national standards.

(2) The tests/exams for the position of **university assistant**, research assistant and scientific researcher also include the written exam and practical exam.

a. The written exam - takes place on the date established by the Calendar of contest for FES teaching contest, at the specialized department by submitting a written paper by the candidate. The candidate will be provided with exam papers with a black corner and will draw a ticket containing the subjects of the writing exam. The contest subject tickets (minimum 3 tickets) will be made by the contest committee, according to the announced theme and bibliography.

b. The practical exam - holding a seminar - the topic of the seminar is announced 3 working days before the contest for the position, by posting on the web page of the U.O. and the FES page. The practical exam is held in front of the contest committee and the invited students. This test must also contain a question and answer session from the committee and the public. The



candidate must obtain at least 9.00 for this test.

Art. 14. (1) For the occupation of a position as *university lecturer or scientific researcher degree III* the candidates, whom previously graduated an accredited higher education institution with bachelor diploma (3 or 4 years) and with master diploma (for Bologna system), must cumulatively meet the following conditions:

- hold a diploma / scientific title of doctor
- **meet the minimum standards for teaching positions**, specific to the teaching position of university lecturer, provided by the legislation in effect. These standards constitute a criteria for evaluating universities;
- had published at least *1 article in extenso in the WoS indexed journal* and has minimum 1 independent citation (excluding self-citations and semi-self-citations) in a WoS indexed journal;
- had published at least *4 papers* (articles, studies) in extenso, in specialized journals indexed in at least 3 international databases (BDI) or listed Web of Science;
- presented at least *4 scientific papers* at international conferences in the field, of which at least 1 at conferences with a history of ISI-indexed Proceedings;
- meet at least 75% of the score related to the position of associate professor established by the CNATDCU minimum standards, respectively: $T = P + C$ score: minimum 1.125.
- meet the specific FES criteria provided in the *Form for verifying the fulfilment of the minimum standards for teaching and research positions at the Faculty of Economic Sciences (ANNEX no. 3 to this Procedure)*, criteria that cannot fall below the level of national minimum standards.

(2) The contest exams for the position of **university lecturer** or scientific researcher degree III the candidates consist in the analysis of the contest file of the candidate and holding a didactic tenure for the position of university lecturer or scientific character for the position of scientific researcher degree III, in the presence of the committee.



(3) The thematic related to the contest is published on the web page of the U.O. and the FES page, once the vacancy notice has been published.

(4) The topic of the didactic / scientific lecture shall be established by the president of the committee and shall be announced to the candidates minimum 3 working days in advance on the website of the U.O. and the FES page. This test must also contain a question and answer session from the committee and the public.

Art. 15. In order to occupy the position of *associate professor or second degree scientific researcher*, the candidates, graduates of accredited higher education institutions, must cumulatively meet the following conditions:

- hold a diploma / scientific title of doctor;
- meet the national minimum standards for teaching positions, specific to the position of *associate professor or second degree scientific researcher*, approved by order of the Ministry;
- meet the specific FES criteria provided in the *Form for verifying the fulfilment of the minimum standards for teaching and research positions at the Faculty of Economics (ANNEX no. 3 to this Procedure)*, criteria that cannot fall below the level of national minimum standards approved by order of the relevant minister.

Art. 16. In order to occupy the position of *university professor or first degree scientific researcher*, the candidates, graduates of accredited higher education institutions, must cumulatively meet the following conditions:

- hold a diploma / scientific title of doctor;
- meet the national minimum standards for teaching positions, specific to the teaching position of *university professor or first degree scientific researcher*, approved by order of the Ministry;
- hold a habilitation certificate;
- meet the specific FES criteria provided in the *Form for verifying the fulfilment of the minimum standards for teaching and research positions at the Faculty of Economics established by the CNATDCU Committee: Committee of Economic Sciences and Business Administration or by the CNADTCU committee specific to the field for positions put out to competition that contain subjects that fall into other fields (ANNEX no. 3 to this Procedure)*, criteria that may not fall below the level of the national minimum standards approved by order of the Ministry.



Art.17. The contest for the position of *associate professor or scientific researcher degree II* and *university professor or scientific researcher degree I* consists at least in the analysis of the candidate file and holding of a didactic lecture for the positions of associate professor and professor, and a scientific lecture for the positions of first and second degree researchers.

(1) The didactic lecture contains a question and answer session from the committee and the public.

(2) The topic of the **didactic / scientific lecture** is set by the president of the committee with consulting the remaining members of the committees, announced to the candidates with minimum 3 working days before the presentation, by posting on the U.O. website and the FES page, following the transmission of the respective information to the U.O. Management, by the Chairman of the contest committee.

Art. 18. (1) For each position, the contest committee writes the *Evaluation Form for the occupation of teaching and research positions at the Faculty of Economic Sciences* (ANNEX no. 5 to this Procedure), decides the hierarchy of candidates and nominates the candidate who met the best results.

(2) Each member of the committee writes his/her own *Assessment Report on the contest for teaching and research positions at the Faculty of Economic Sciences, for each candidate* (ANNEX no. 6 to this Procedure).

(3) The chairman of the contest committee writes a **Report on the contest** (ANNEX no. 7 to this Procedure), based on the assessment reports prepared by each member of the committee and in compliance to the hierarchy of candidates decided by the committee. The report on the contest is approved by decision of the committee and is signed by each of the members of the committee and by the chairman of the committee.

(4) The chairman of the committee sends the **report** (ANNEX no. 7 to this Procedure), approved by decision of the committee, *Assessment report on the contest for teaching and research positions at the Faculty of Economic Sciences, for each candidate* (ANNEX no. 6 to this Procedure) prepared by each member of the committee separately, *Evaluation form for teaching and research positions at the Faculty of Economics* (ANNEX no. 5 to this Procedure) prepared by the committee, statements on one's own responsibility of the members of the committee present at the contest regarding the avoidance of incompatibility or conflict of



interests (**ANNEX no. 8** to this Procedure), as well as the original file of the candidate, to the FES management, respecting the deadline for the established contest of UO Management and / or the FES Council.

Art. 19. (1) Following the contest for the position, the chairmen of the committee submit the documents referred to in Art.18 (4) to the FES Dean or Vice-Dean appointed by the Dean, who centralizes the results and prepares the **Report on the contest for a teaching position at faculty**.

(2) The results of the contest are published on the web page of the contest, within 2 working days from the completion of the contest.

(3) This *Report on the contest* held at the FES shall be presented by the Dean in the Council meeting which will validate the results of the contest for the teaching/research position, in order to request the approval of each result obtained by the candidates.

(4) For the validation of the contest it is necessary the presence of two thirds of the members of the Faculty Council.

(5) The FES Council shall examine compliance with the procedures and whether or not to give its opinion on the contest report from this perspective. Any vote against or abstention will have to be justified and has the right of veto in case of proof of violation of the legal procedures in effect.

(6) The hierarchy of candidates established by the contest committee may not be modified by the FES Council.

Art.20. These results are recorded in the Report of the FES Council meeting. Following the approval in the Council of the results of the contest held by the Faculty of Economic Sciences, based on the reports, an **extract of the minute of the meeting** is drafted, to which is attached a copy of the meeting notice (with the signatures of all those present). These documents are added to the file of each candidate and are submitted to the General Secretary of the U.O, according to the FES Contest Procedure.

Art. 21. (1) The appeals may be filed exclusively for non-compliance with legal procedures.

(2) In the situation where a candidate has elements that can demonstrate non-compliance with the evaluation procedure based on the criteria provided for in art. 16 para. (2) from the present methodology and/or non-compliance with the procedures regarding the organization and conduct of the contest, the candidate can file an appeal within 3 working days from the



communication of the result. The appeal is formulated in writing, is registered at the U.O. and shall be settled by the Appeals Committee. The solution is announced within 2 working days from the submission of the appeal, on the contest's website.

(3) Appeals committee are set up at the same time and go through the same procedure as the contest committee. The members of the contest committee may not be part of the appeals committee. Following the approval by the university senate, the committee for solving the appeals is appointed by decision of the Rector.

Art. 22. In case the position put up for contest has not been filled, the contest may be resumed, in full compliance with the contest procedure.

Art. 23. The result of the contest is published on the web page of the contest and on the FES page, within 2 working days, observing the term provided by the calendar approved at the U.O. and / or the FES.

Chapter V. Final provisions

Art. 24. (1) It is considered to be involved in the contest procedure, the persons who:

- a) participates in the decision-making process regarding the appointment of the contest committee;
- b) are members or substitute members of the contest committee;
- c) are involved in professional or administrative evaluation decisions within the contest;
- d) are involved in resolving appeals.

(2) The persons who:

- a) are spouses, relatives and relatives up to the third degree, including one or more candidates;
- b) are employed in the same institution with a candidate who holds a management position and are hierarchically subordinated to the candidate.

For the positions put out to competition that fall into other fields, the CNADTCU grid specific



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to the field will be used.

This procedure was updated by the Council of the Faculty of Economic Sciences on 18.10.2024, according to the regulations in force, and enters into force upon its adoption by the Senate of the University of Oradea.

DEAN,
Prof.univ.dr.habil. Claudia Diana SABĂU-POPA



UNIVERSITATEA DIN ORADEA
**Facultatea de
Științe Economice**

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Web: <http://steconomice.uoradea.ro>; E-mail: steconomice@uoradea.ro

Approved,

RECTOR,

*Annex no. 1 to the Contest Methodology for
Vacant Teaching
and Research Positions at the University of Oradea*

**TO THE RECTOR
OF THE UNIVERSITY OF ORADEA,**

I, the undersigned..... born on (day, month, year)
..... in the city of....., domiciled in the city of....., street... .. no.
..... block..... sc..... ap..... floor.....county..... telephone....., identity
card series no. issued by on, graduate of the
Faculty,
study program, class, with the overall average and average
..... / in the bachelor's / master's final examination, employee of in the position of
....., please approve my application for the contest for the position of,
position, disciplines
.....
at the Department..... Faculty.....

I mention that I hold a doctoral degree/diploma obtained on (Order ME) in the field
of

Being aware of the provisions of Article 326 of the New Penal Code concerning false statements, I
declare on my own responsibility that the information provided in the contest file is true and that the data
provided correspond entirely to the truth.

Date

Signature.....

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

*To
The University of Oradea*

We certify the legality of the application for the contest
LEGAL OFFICE

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



Annex no. 2

***To the Contest Methodology
for Filling Vacant Teaching and Research Positions***

**UNIVERSITY OF ORADEA
FACULTY OF ECONOMIC SCIENCES**

OPIS

CONTEST FILE

for teaching and research positions

CANDIDATE DATA:

LAST NAME _____ **FIRST NAME** _____ **CNP** _____

Position for which he/she is applying _____ **Position** _____

Disciplines _____

Department _____

Faculty _____

1. In order to register for the competition for filling a vacant teaching position, the candidate draws up a file containing the following documents:

Nr. crt.	SUBMITTED DOCUMENTS	YES	NO
1.	The application for registration in the competition, signed by the candidate accompanied by a statement on his own responsibility regarding the veracity of the information presented in the file - standard model. (Annex 1)		
2.	Proposal for the development of the candidate's university career, both from a didactic point of view and from the point of view of scientific research activities - if applicable.		
3.	Curriculum vitae according to the Framework Methodology, art. 14.		
4.	List of works according to the Framework Methodology, art. 15.		
5.	Checking the fulfillment of the minimum standards for the occupation of the position (Annex 3).		



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6.	Copy of the doctoral degree in sciences (or certificate regarding the quality of doctoral student for the position of university assistant) and, if it was obtained abroad, the certificate of recognition or equivalence of it by the Romanian state -		
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	the original document will be presented for compliance		
7.	For the positions of university professor, a copy of the order of the minister attesting the habilitation / right to conduct a doctorate and, in case it was obtained abroad, the attestation of its recognition or equivalence by the Romanian state.		
8.	Summary of the doctoral thesis and, as the case may be, of the habilitation thesis, on a maximum of one page each, in Romanian and English.		
9.	Statement on the candidate's own responsibility indicating the incompatibility situations provided by the Higher Education Law no. 199/2023 in which it would be in case of winning the competition or the absence of these incompatibility situations (Annex 4).		
10.	For the positions of university professor, at least 3 letters of recommendation regarding the candidate's professional qualities from recognized specialists in the respective field who are not part of the competition committee , from abroad.		
11.	For the positions of associate professor, at least 3 letters of recommendation regarding the candidate's professional qualities from recognized specialists in the respective field who are not part of the competition committee , from the country or abroad, and are not holders of the higher education institution whose position is taken out at competition.		
12.	Copies of other diplomas or certificates of recognition attesting to the candidate's studies: baccalaureate diploma, bachelor's degree, master's degree - the original documents for compliance will be presented.		
13.	Copies of transcripts, diploma supplements or school statements issued for each course of study - the original documents for compliance will be presented.		
14.	Copy of identity card or passport, or other document equivalent to identity card or passport - the original documents will be presented for compliance.		
15.	If the candidate has changed his / her name, copies of the documents attesting the name change - marriage certificate or proof of the name change - the original documents will be presented for compliance.		
16.	Criminal record certificate		
17.	Certificate of behavioral integrity		
18.	Medical certificate		
19.	The medical certificate for exercising the teaching profession, issued according to the provisions of the joint order of the Minister of Education and the Minister of Health, which shows that the candidate is fit to carry out teaching activities.		
20.	Maximum 10 publications, patents or other works, selected by the candidate and considered to be the most relevant for their own professional achievements.		
21.	The acceptance of the processing of personal data by the U.O.		

1. If there are works that are not available in print or cannot be scanned (theatrical or musical performances, paintings, etc.), recordings or photographs will be submitted.



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2. A CD / DVD or other electronic format, with its entire scanned content, shall be attached to the contest dossier, in order to be sent to the contest committee and uploaded to the website. The list of works, the CV and the Verification Form (Annex 3) will be scanned as separate files, without exceeding 10 MB together. The personal data of the candidate (CNP, home address and signature) will not appear on the scanned documents.

Verified when submitting the file
S.R.U.



*Annex no. 3 - Minimum standards verification sheet to
the Contest Procedure for teaching and research positions*

**UNIVERSITY OF ORADEA
FACULTY OF ECONOMIC SCIENCES**

**CHECKING SHEET
A MINIMUM OF MEETING THE STANDARDS
for teaching and research positions**

I. DATA ABOUT THE CANDIDATE

II. DATA ON MEETING SPECIFIC STANDARDS

1. Undergraduate and master's degree studies

Nr. crt.	Higher education institution	Domain	Period	The title granted

2. Doctoral university studies

Nr. crt.	Higher education institution	Domain	Period	The title granted

3. Postdoctoral studies and scholarships

Nr. crt.	The organizing institution	Domain	Period	Obs.

4. Teaching / professional degrees



Nr. crt.	The institution	Domain	Period	Title / teaching position / professional degree

III. DATA REGARDING THE FULFILLMENT OF SPECIFIC STANDARDS

1. University assistant, research assistant, scientific researcher

- is a graduate of an accredited higher education institution;
- holds a diploma / scientific title of doctor according to the provisions of **Art. 12.** (2) above; or is enrolled in a doctoral study program, without exceeding the maximum period of studies, which includes extensions admissible according to the law
- published *at least 4 papers* (articles, studies) in extenso, in specialized journals indexed in at least 3 international databases or listed Web of Science, of which, for one article, has the quality of sole author, first author or corresponding author;
- presented *at least 4 scientific papers* at international conferences in the field, of which at least 1 at conferences with a history of ISI-indexed Proceedings.
- meets the specific FES criteria provided in the Form for verifying the fulfillment of the minimum standards for teaching and research positions at the Faculty of Economics established by the CNATDCU Committee: Committee of Economic Sciences and Business Administration (**ANNEX no. 3** to this Procedure).
- meets **other ESF-specific requirements**, as follows:

Evaluation criteria	Performance indicator	Minimum average /no. minimum
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1a. Diploma attesting the candidate's specialization by undergraduate studies	<p>The following points (M) will be awarded for graduates of undergraduate studies belonging to Economic Sciences, depending on the overall graduation average of the undergraduate cycle, as the case may be (MGAL):</p> <ul style="list-style-type: none"> - 0.80 points if $MGAL > 9.50$; - 0.50 points if $9 \leq MGAL \leq 9.50$; - 0.20 points if $8 < MGAL < 9$ <p>- for graduates of undergraduate studies belonging to other branches of science: - 0.10 points</p> <p>MGAL= simple arithmetic average between the average during the years of study and the average of the bachelor's exam</p>	M \geq 1,5
1b. Diploma certifying the candidate's specialization through university master's studies	<p>The following points (M) will be awarded for graduates of Master's studies belonging to <i>Economic Sciences</i>, depending on the overall average of the graduation of the Master's cycle, as applicable (MGAM):</p> <ul style="list-style-type: none"> - 0.80 points if $MGAM > 9.50$; - 0.50 points if $9 \leq MGAM \leq 9.50$; - 0.20 points if $8 < MGAM < 9$ <p>- for graduates of master's studies belonging to other branches of science: - 0.10 points</p> <p>MGAM= simple arithmetic average between the average during the years of study and the average of the dissertation exam</p>	
1c. Diploma certifying the candidate's specialization through doctoral university studies	<p>The following points (M) will be awarded, depending on the field and stage of completion of the doctoral university studies:</p> <ul style="list-style-type: none"> - 0.80 points if the field is in economic sciences and the candidate holds a doctor's degree in economic sciences; - 0.50 points if the doctorate is obtained in another branch of science, and the candidate holds a doctorate degree; - 0.2 points if the candidate is enrolled in a doctoral study program, without exceeding the maximum study period 	
2. Dissemination of the results of scientific research:	<p>For each WoS item a score is awarded = 2 / no. by authors For each item indexed in at least 3 BDI (other than WoS) a score is awarded = 1 / no. by authors For each conference paper with a history of Proceeding WoS = 2 / no. by authors</p>	Total minimum 8 works.
3. Didactic activity	For each printed or electronic university	Optional



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Evaluation criteria	Performance indicator	Minimum average /no. minimum
	course, developed or updated in the last 3 calendar years, a score is awarded = 0.3 / no. by authors For each study support for the seminar / project / laboratory, printed or electronic, elaborated or updated in the last 3 calendar years, a score is awarded = 0.15 / no. by authors	condition, but with a score assigned
4.Extracurricular activity for University of Oradea	<p>For the capacity of editor-in-chief of the magazine / conference chairman / conference executive chairman, exercised in the previous calendar year, a score is awarded = 0.2 / magazine or conference</p> <p>For the quality of conference section coordinator exercised in the previous calendar year, a score is awarded = 0.2 / conference</p> <p>For the quality of member in the editorial / organizing team / reviewer of works magazines / conferences exercised in the previous calendar year, a score is awarded = 0.1 / magazine or conference</p> <p>For the student counseling activity (IF year supervisor, master coordinator) exercised in the previous calendar year, a score is awarded = 0.2 / tutored specialization</p> <p>For the activity of advising students for admission exercised in the previous calendar year, a score is awarded = 0.1 / activity</p> <p>For the quality of student scientific circle coordinator / summer school (unpaid) exercised in the previous calendar year, a score is awarded = 0.15 / circle</p> <p>For the quality of organizer / event manager at faculty level (workshop, student competition, etc.) exercised in the previous calendar year, a score is awarded = 0.05 / event (maximum 2 events).</p> <p>For the quality of scientific coordinator, student paper at the Olympics / communication sessions exercised in the</p>	Optional condition, but with a score assigned



Evaluation criteria	Performance indicator	Minimum average /no. minimum
	previous calendar year, a score is awarded = 0.1 / paper participating in the national phase, respectively 0.05 / paper participating in the local phase (maximum 4 guided works)	
FINAL SCORE COMPUTED BY THE CANDIDATE: F=score from publications, didactic and extracurricular activity+ score depending on diplomas obtained =		

Fulfilled / Unfulfilled

2. University lecturer, scientific researcher degree III

- is a graduate of an accredited higher education institution;
- meets the national minimum standards for teaching positions, specific to the position of university lecturer / scientific researcher grade III, according to the legislation in force, if applicable;
- holds a diploma / scientific title of doctor according to the provisions of **Art. 12.** (2) above;
- published *at least 1 article in extenso in WoS indexed journals and has minimum 1 independent citation (excluding self-citations and semi-self-citations) in WoS indexed journals*;
- developed, at least in electronic form, a specialized teaching material for student use;
- have published *at least 4 papers* (articles, studies) in extenso, in specialized journals indexed in at least 3 international databases (BDI) or listed Web of Science;
- presented *at least 4 scientific papers* at international conferences in the field, of which at least 1 at conferences with a history of ISI-indexed Proceedings;
- meets at least 75% of the score related to the position of associate professor established by the CNATDCU minimum standards, respectively:
 - $S = P + C$ score: minimum 1.125.
- meets the specific FES criteria provided in the *Form for verifying the fulfillment of the minimum standards for teaching and research positions at the Faculty of Economics*



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(*ANNEX no. 3 to this Procedure*), criteria that cannot fall below the level of national minimum standards.

- meets the **specific requirements of the FES**, as follows:

Evaluation criteria	Performance indicator	Minimum average /no. minimum
1a. Diploma certifying the candidate's specialization through undergraduate university studies	The following points (M) will be awarded for graduates of undergraduate studies belonging to <i>Economic Sciences</i> , depending on the overall graduation average of the undergraduate cycle, as the case may be (MGAL): <ul style="list-style-type: none"> - 0.80 points if $MGAL > 9.50$; - 0.50 points if $9 \leq MGAL \leq 9.50$; - 0.20 points if $8 < MGAL < 9$ - for graduates of undergraduate studies belonging to other branches of science: <ul style="list-style-type: none"> - 0.10 points MGAL= simple arithmetic average between the average during the years of study and the average of the bachelor's exam	M \geq 1.5
1b. Diploma certifying the candidate's specialization through university master's studies	The following points (M) will be awarded for graduates of Master's studies belonging to <i>Economic Sciences</i> , depending on the overall average of the graduation of the Master's cycle, as applicable (MGAM): <ul style="list-style-type: none"> - 0.80 points if $MGAM > 9.50$; - 0.50 points if $9 \leq MGAM \leq 9.50$; - 0.20 points if $8 < MGAM < 9$ - for graduates of master's studies belonging to other branches of science: <ul style="list-style-type: none"> - 0.10 points MGAM= simple arithmetic average between the average during the years of study and the average of the dissertation exam	
1c. Diploma certifying the candidate's specialization through doctoral university studies	The following points (M) will be awarded, depending on the field and stage of completion of the doctoral university studies: <ul style="list-style-type: none"> - 0.80 points if the field is in economic sciences and the candidate holds a doctor's degree in economic sciences; - 0.50 points if the doctorate is obtained in another branch of science, and the candidate holds a doctorate degree 	
2. Dissemination of the results of scientific research:	Minimum 1 <i>specialized teaching material</i> for student use, at least in electronic form; Minimum 1 <i>article in extenso</i> , in WoS indexed journals with non-zero AIS; Minimum 4 <i>papers</i> (articles, studies) in extenso, in specialized journals indexed in at least 3 international databases (BDI) or listed Web of Science. Meets at least 75% of the score for the associate professor position established by the minimum CNATDCU standards	



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Evaluation criteria	Performance indicator	Minimum average /no. minimum
3. Didactic activity	For each printed or electronic university, course, developed or updated in the last 3 calendar years, a score is awarded = 0.3 / no. by authors For each study support for the seminar /project / laboratory, printed or electronic, elaborated or updated in the last 3 calendar years, a score is awarded = 0.15 / no. by authors	Optional condition, but with a score assigned
4. Extracurricular activity for University of Oradea	For the capacity of editor-in-chief of the magazine / conference chairman / conference executive chairman, exercised in the previous calendar year, a score is awarded = 0.2 / magazine or conference For the quality of conference section coordinator exercised in the previous calendar year, a score is awarded = 0.2 / conference For the quality of member in the editorial / organizing team / reviewer of works magazines / conferences exercised in the previous calendar year, a score is awarded = 0.1 / magazine or conference For the student counseling activity (IF year supervisor, master coordinator) exercised in the previous calendar year, a score is awarded = 0.2 / tutored specialization For the activity of advising students for admission exercised in the previous calendar year, a score is awarded = 0.1 / activity For the quality of student scientific circle coordinator / summer school (unpaid) exercised in the previous calendar year, a score is awarded = 0.15 / circle For the quality of organizer / event manager at faculty level (workshop, student competition, etc.) exercised in the previous calendar year, a score is awarded = 0.05 / event (maximum 2 events). For the quality of scientific coordinator, student paper at the Olympics / communication sessions exercised in the previous calendar year, a score is awarded = 0.1 / paper participating in the national phase, respectively 0.05 / paper participating in the local phase (maximum 4 guided works)	Optional condition, but with a score assigned



Evaluation criteria	Performance indicator	Minimum average / no. minimum
FINAL SCORE COMPUTED BY THE CANDIDATE F=score for publications+score according to the diplomas obtained +score for didactic activity+ score for extracurricular activity	Minim 1,125

According to *Annex 27 to the O.M.E.N.C.Ș. no. 6.129 / 20.12.2016 on the approval of the minimum necessary and mandatory standards for conferring teaching degrees in higher education, professional degrees of research and development, the quality of doctoral supervisor and the certificate of qualification, the values of scores* for participation in contests for positions and obtaining teaching and scientific degrees and granting the certificate of qualification are the following:

Didactic / scientific title for which he is applying	S		P		C	
	Minimal	Calculate d by the candidate	Minimal	Calculat ed by the candidat e	Minimal	Calculat ed by the candidat e
Lecturer	≥ 1.125		-		-	

Fulfilled / Unfulfilled

IV. DATA ON COMPLIANCE WITH NATIONAL MINIMUM AND FES-SPECIFIC STANDARDS

Associate Professor, University Professor, Grade II Scientific Researcher or Grade I Scientific Researcher:

- holds a diploma / scientific title of doctor according to the provisions of **Art. 12.** (2) of the *Procedure regarding the organization, development and occupation by contest of teaching and research positions, for an indefinite period, at the Faculty of Economic Sciences of the University of Oradea*;



- meets the minimum national standards for teaching positions, specific to the position of *associate professor, university professor, scientific researcher grade II or scientific researcher grade I, established by the CNATDCU Commission: Economic Sciences and Business Administration Commission* or by the CNADTCU commission specific to the field for the positions put out to competition that contain disciplines that fall into other fields, as the case may be, according to the legislation in force;
- holds a qualification certificate (this criterion applies only to candidates for the position of university professor / scientific researcher grade I);
- meets other requirements, specific to the FSE, provided below:
To occupy the position of associate professor:

Evaluation criterion	Performance indicator
1a. Diploma certifying the candidate's specialization through undergraduate/master's university studies	The following points (M) will be awarded: for graduates of bachelor's/master's studies belonging to <i>Economic Sciences</i> , depending on the general graduation average, as the case may be (MGAL/M): 0.80 points if $MGAL/M > 9.50$; 0.50 points if $9 \leq MGAL/M \leq 9.50$; 0.20 points if $8 < MGAL/M < 9$ - for graduates of bachelor's/master's studies belonging to other branches of science: 0.10 points
1b. Diploma certifying the candidate's specialization through doctoral university studies	The following points (M) will be awarded, depending on the field of doctoral university studies: - 0.80 points if the field is in economic sciences; - 0.50 points if the doctorate is obtained in another branch of science
2. Didactic activity - D <i>Optional criterion, but assigned score</i>	For each printed or electronic university course, elaborated or updated in the last 3 calendar years, a score = 0.3/ by number of authors For each study support for seminar/project/laboratory, printed or electronic, elaborated or updated in the last 3 calendar years, a point is given = 0.15/ by number of authors
3. Extracurricular activity at the University of Oradea - E <i>Optional criterion, but assigned score</i>	For the capacity of magazine editor-in-chief/conference president/conference executive president, exercised in the previous calendar year, a score = 0.2/magazine or conference is awarded For the capacity of conference section coordinator exercised in the previous calendar year, a score = 0.2/conference is awarded For the quality of membership in the editorial/organizational team/reviewer of magazine/conference papers exercised in the previous calendar year, a score = 0.1/magazine or conference is awarded For the student counseling activity (IF year advisor, master coordinator)



Evaluation criterion	Performance indicator
	carried out in the previous calendar year, a score = 0.2/tutored specialization is awarded For the activity of advising students for admission carried out in the previous calendar year, a score = 0.1/activity is given For the quality of coordinator of a student scientific circle/summer school (unpaid) exercised in the previous calendar year, a score = 0.15/circle is awarded For the capacity of event organizer/responsible at faculty level (workshop, student competition, etc.) exercised in the previous calendar year, a point is awarded = 0.05/event (maximum 2 events) For the quality of scientific coordinator of a student paper at the Olympiad/communication sessions exercised in the previous calendar year, a score is given = 0.1/participating paper in the national phase, respectively 0.05/participating paper in the local phase (maximum 4 guided papers)

Individual scores and FSE-specific minimum requirements: M, D, E

- Indicator M = amount M_i for the diplomas obtained at 1a)+1b)

minimum requirement: $M \geq 1$

- Indicator D= sum of achievements from the didactic activity (optional criterion)
- Indicator E=sum of achievements from extracurricular activities in the University of Oradea (optional criterion)

FINAL SCORE CALCULATED BY THE CANDIDATE:

F=the score according to the CNATDCU Minimum Standards (S) + the score given according to the diplomas obtained (M) + the score from the didactic activity (D) + the score from the extracurricular activity (E)

4.1. Compulsory criterion according to LEN 1/2011, with subsequent amendments and completions, valid only for candidates for the position of university professor / scientific researcher degree I:

**Holding the certificate of habilitation / quality of doctoral supervisor in the branch of
science Economic sciences, in the field of taught subjects**

Fulfilled / Unfulfilled



4.2 Minimum required and mandatory standards set by the CNATDCU Committee:

Committee for Economic Sciences and Business Administration

4.2.1. According to *Annex 27 to the O.M.E.N.C.Ș. no. 6.129 / 20.12.2016 on the approval of the minimum necessary and mandatory standards for conferring teaching degrees in higher education, professional degrees of research and development, the quality of doctoral supervisor and the certificate of qualification, the values of scores* for participation in contests for positions and obtaining teaching and scientific degrees and granting the certificate of qualification are the following:

Nr. crt.	Didactic / scientific title for which he is applying	S		P		C	
		Minimal	Calculated by the candidate	Minimal	Calculated by the candidate	Minimal	Calculated by the candidate
1.	Associate professor	≥ 1.50		≥ 0.75		≥ 0.50	
2.	Scientific researcher II	≥ 1.50		≥ 0.75		≥ 0.50	
3.	University professor	≥ 4.00		≥ 2.00		≥ 1.20	
4.	Scientific researcher I	≥ 4.00		≥ 2.00		≥ 1.20	

4.2.2. Minimum conditions, according to *Annex 27 to the O.M.E.N.C.Ș. no. 6.129 / 20.12.2016 regarding the approval of the minimum necessary and obligatory standards for the conferment of didactic titles in higher education, of the professional degrees of research-development, of the quality of doctoral supervisor and of the habilitation certificate:*

4.2.2.1. University professor / scientific researcher I

Nr. crt.	For a university professor / scientific researcher I , one of the following conditions must be met:	Fulfilled	
		YES / value fulfilled	NO



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a).	of the maximum 10 articles, the candidate must be the author or co-author of at least two articles published in ISI-rated journals withan absolute influence score (AIS) greater than 0.15		
b).	to have won in national or international contests at least 2 research projects / grants , except for projects funded by operational programs such as SOP-DRU, SOP-EEC or similar, one of which as project director or partner manager		
c).	of the maximum 10 articles, the candidate must be the author or co-author of at least one article published in ISI rated journals with an absolute influence score (AIS) higher than 0.15 and have won at least 1 project in national or international contests / research grant , except for projects financed by operational programs such as SOP- DRU, SOP-EEC or similar, as director		

Fulfilled / Unfulfilled

In addition, the candidate for the title of **university professor / scientific researcher I** must have **a minimum of 4 ISI articles with AIS non zero**, of which **at least 2 from the Core Economics and / or Infoeconomics** categories, according to *Annex 27 to the O.M.E.N.C.Ș. no. 6.129 / 20.12.2016 regarding the approval of the minimum necessary and obligatory standards for conferring didactic titles in higher education, professional research and development degrees, the quality of doctoral supervisor and the habilitation certificate, established by the CNATDCU Committee: Committee of Economic Sciences and Business Administration.*

Nr. crt.	Name of the criterion	Accomplished	
		YES/ Value fulfilled	No
1.	The candidate for the title of university professor / scientific researcher I must have a minimum of 4 ISI articles with AIS non zero, from which:		
	- at least 2 of the Core Economics and / or Infoeconomics categories		

Fulfilled / Unfulfilled



4.2.2.1.1. Associate Professor / Scientific Researcher II

Nr. crt.	For Associate Professor / Researcher II, one of the following conditions must be met:	Accomplished	
		YES value fulfilled	NO
a).	of the maximum 10 articles, the candidate must be the author or co-author of at least one article published in ISI-rated journals with an absolute influence score (AIS) greater than 0.15		
b).	have been a director / responsible partner / member of a research project / grant won in national or international competitions, except for projects funded by operational programs such as SOP-DRU, SOP-EEC or similar		



Fulfilled / Unfulfilled

In addition, the candidate for the title of **Associate Professor / Scientific Researcher II** must have a **minimum of 2 ISI articles with AIS non zero**, of which **at least 1 from the Core Economics and / or Infoeconomics** categories, *according to Annex 27 to the O.M.E.N.C.Ș. no. 6.129 / 20.12.2016 regarding the approval of the minimum necessary and obligatory standards for conferring didactic degrees in higher education, professional research and development degrees, the quality of doctoral supervisor and the habilitation certificate established by the CNATDCU Committee: Committee of Economic Sciences and Administration business.*

Nr. crt.	Name of the criterion	Accomplished	
		YES / value fulfilled	NO
1.	The candidate for the title of Associate Professor / Scientific Researcher II must have a minimum of 2 ISI articles with AIS non zero , from which:		
	- at least 1 of the Core Economics and / or Infoeconomics categories		

Fulfilled / Unfulfilled

V. SELF-EVALUATION OF TEACHING AND SCIENTIFIC ACTIVITY

This self-assessment is carried out with the observance of the minimum necessary and obligatory standards for the conferment of didactic titles in higher education, of the professional degrees of research-development, of the qualification of doctoral supervisor and of the habilitation certificate.

**Self-assessment for the position of
university assistant**

Score calculation:



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Nr. crt.	Bibliographical references	Journal / conference type and indexing category (eg WoS journal, BDI journal, conference with WoS Proceedings, international conference without WoS proceedings)	No. of authors	Individual score per item
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
Total score publications			
Total score according to GAGB			
TOTAL SCORE SELF-ASSESSMENT			

For each WoS item a score is awarded = 2 / no. of authors

For each item indexed in at least 3 BDI (other than WoS) a score is awarded = 1 / no. of authors

For each conference paper with a history of Proceeding WoS = 2 / no. of authors

For each paper at the international conference without proceedings indexed WoS = 1 / no. of authors.

Nr. crt.	Bibliographical references (didactic activity)	Type (lecture notes (curs / seminar, project, lab guide)	Total authors	Individual score per item
Total score for didactic activity			

For each printed or electronic university course, developed or updated in the last 3 calendar years, a score is awarded = 0.3 / no. by authors

For each study support for the seminar / project / laboratory, printed or electronic, elaborated or updated in the last 3 calendar years, a score is awarded = 0.15 / no. by authors



Nr. crt.	The capacity	Details (name of journal/conference/tutorial/circle etc.	Individual score
Total score for extracurricular activity		

For the capacity of editor-in-chief of the magazine / conference chairman / conference executive chairman, exercised in the previous calendar year, a score is awarded = 0.2 / magazine or conference

For the quality of conference section coordinator exercised in the previous calendar year, a score is awarded = 0.2 / conference

For the quality of member in the editorial / organizing team / reviewer of works magazines / conferences exercised in the previous calendar year, a score is awarded = 0.1 / magazine or conference

For the student counseling activity (IF year supervisor, master coordinator) exercised in the previous calendar year, a score is awarded = 0.2 / tutored specialization

For the activity of advising students for admission exercised in the previous calendar year, a score is awarded = 0.1 / activity

For the quality of student scientific circle coordinator / summer school (unpaid) exercised in the previous calendar year, a score is awarded = 0.15 / circle

For the quality of organizer / event manager at faculty level (workshop, student competition, etc.) exercised in the previous calendar year, a score is awarded = 0.05 / event (maximum 2 events).



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For the quality of scientific coordinator, student paper at the Olympics / communication sessions exercised in the previous calendar year, a score is awarded = 0.1 / paper participating in the national phase, respectively 0.05 / paper participating in the local phase (maximum 4 guided works)

Score awarded depending on the general graduation average of the bachelor's cycle
---	-------

FINAL SCORE self assessment = score for scientific activity+score for didactic activity + score for extracurricular activity + score depending on GAGB
---	-------

Self-assessment for the position of lecturer

Nr. crt.	Bibliographical references	AIS	Nr. of N authors with RO affiliation	Multiplier M	Score $P_i = M \times [1 - (N-1) \times 0,1] \times AIS$
1.					
2.					
3.					
4.					
5.					
6.					
7.					
8.					
9.					
10.					



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	TOTAL P	
--	---------	--

score

Equivalences performed (with ISI books / chapters / proceedings - if applicable:

Nr. crt.	Bibliographical references	The quartile after AIS of the magazine in which art. quoting	Score
TOTAL C score			

Final score self assessment = score for scientific activity+score for didactic activity + score for extracurricular activity + score depending on GAGB
---	-------

Self-assessment for the positions of associate professor, professor

A. P-score calculation: list of the maximum 10 ISI items with AIS non-zero

Nr. crt.	Bibliographical references	AIS	Nr. of N authors with RO affiliation	Multiplier M	Score $P_i = M \times [1 - (N-1) \times 0,1] \times AIS$
1.					
2.					

Equivalences performed (with ISI books / chapters / proceedings - if applicable):

Nr. crt.	Bibliographical references	The quartile after AIS of the magazine in which art. quoting	Score
		TOTAL C score	

C. Calculation of points $S = P + C = \dots$

D. Other conditions (valid for conf / prof.):

Articles published in ISI-rated journals with an absolute influence score (AIS) greater than 0.15 /projects or research grants of which at least 1 as director or head:

- 1.
- 2.

Minimum 4 points prof./ 2 points according to ISI articles with AIS non zero, of which minimum 2 forprof./1 for conf. in Core Economics and / or Infoeconomics.

- 1.



- 2.
- 3.
- 4.

E. Calculation score for didactic activity

Nr. crt.	Bibliographical references (didactic activity)	Type (lecture notes (curs / seminar, project, lab guide)	Total authots	Individual score per item
Total score for didactic activity			

For each printed or electronic university course, developed or updated in the last 3 calendar years, a score is awarded = 0.3 / no. by authors

For each study support for the seminar / project / laboratory, printed or electronic, elaborated or updated in the last 3 calendar years, a score is awarded = 0.15 / no. by authors

F. Calculation score for extracurricular activity

Nr. crt.	The capacity	Details (name of journal/conference/tutorial/circle etc.	Individual score
Total score for extracurricular activity		

For the capacity of editor-in-chief of the magazine / conference chairman / conference executive chairman, exercised in the previous calendar year, a score is awarded = 0.2 / magazine or conference



For the quality of conference section coordinator exercised in the previous calendar year, a score is awarded

= 0.2 / conference

For the quality of member in the editorial / organizing team / reviewer of works magazines / conferences exercised in the previous calendar year, a score is awarded = 0.1 / magazine or conference

For the student counseling activity (IF year supervisor, master coordinator) exercised in the previous calendar year, a score is awarded = 0.2 / tutored specialization

For the activity of advising students for admission exercised in the previous calendar year, a score is awarded = 0.1 / activity

For the quality of student scientific circle coordinator / summer school (unpaid) exercised in the previous calendar year, a score is awarded = 0.15 / circle

For the quality of organizer / event manager at faculty level (workshop, student competition, etc.) exercised in the previous calendar year, a score is awarded = 0.05 / event (maximum 2 events).

For the quality of scientific coordinator, student paper at the Olympics / communication sessions exercised in the previous calendar year, a score is awarded = 0.1 / paper participating in the national phase, respectively 0.05 / paper participating in the local phase (maximum 4 guided works)

G.Score centralizer minimum mandatory standards

Indicator / Score	Calculated score	Minimum associated professor score	Minimum university professor score
P Indicator		0.75	2.00
C Indicator		0.50	1.20
S=P+C Indicator		1.50	4.00



FINAL CORE self assessment = score for scientific activity (S=P+C) + score for didactic activity + score for extracurricular activity
--	--------------

I declare on my own responsibility that I meet / do not meet the minimum standards related to the position held, as follows:

1. I meet the minimum score, by categories and total (P, C, S)
2. I meet the additional conditions regarding the CNATDCU Minimum Standards

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

Date _____

Candidate _____

Checked by:

Chairman of the committee _____

Members of the committee _____



***Annex no. 4 - Statement on personal responsibility of the candidate indicating the situations
of incompatibility***

STATEMENT

I,, in the case of winning the contest for the
teaching position of, declare on my own responsibility that:

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

Full name: _____

Date: _____

Signature: _____



***Annex no. 5 - Appraisal report on the contest for the positions to
the Contest Procedure for filling teaching and research
positions***

**UNIVERSITY OF ORADEA
FACULTY OF ECONOMIC SCIENCES**

**APPRECIATION REFERENCE
on the contest for teaching and research positions**

*(to be filled by each contact person / member of the contest committee, including its chairman, for
each of the candidates registered for the contest)*

The undersigned _____, didactic degree
_____, Institution _____,
Department _____, appointed committee member regarding the contest for
the position of _____ position _____,
Discipline _____

Department _____, Faculty
_____ within the University of
Oradea, session _____ by the decision nr. _____ and date _____ of the University of
Oradea's Rector, following the evaluation of the presented data in the contest file and of the evidence
presented by the candidate _____, I found the following:

I. EVALUATION OF THE DIDACTIC AND SCIENTIFIC ACTIVITY

***It is made on the basis of the Candidate Self-Assessment Form, the CV, the List of
scientific papers and professional achievements, the content of the contest file of each
candidate***

A. Relevance and impact of scientific results

B. Ability to guide students or young researchers



C. Teaching skills

D. The ability to transfer the candidate's results to the socio-economic environment and to popularize the scientific results

E. Ability to work in a team and the efficiency of scientific collaborations

F. Ability to lead research and development projects

G. Professional experience in other institutions

Total score of test I _____

Score obtained (according to the Evaluation Sheet - Annex 6) __



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For the positions of associate professor, professor, second and first degree researcher:

Score	Self assessment by the candidate	Granted by the member of the committee
Scoring according to the diplomas obtained		
According to the CNATDCU minimum standards in force (CNATDCU grid specific to economic sciences or CNADTCU grid specific to the field for the positions put out to competition that contain disciplines that fall into other fields)		
Didactic activity		
Extracurricular activity		



For the position of lecturer

Score	Self assessment by the candidate	Granted by the member of the committee
Scoring according to the diplomas obtained		
According to the CNATDCU minimum standards in force		
Didactic activity		
Extracurricular activity		
$F=S+M$ (GAGB)		

For the position of assistant:

Score self-assessed by the candidate (publications + didactic+extracurricular+GAGB)___

Score granted by the member of the committee _____

The candidate **meets / does not meet** the criteria for the position and **has / does not have** a didactic /professional and scientific activity corresponding to the position.

II. EVALUATION OF THE WRITTEN EXAM - PRACTICAL (only for the position of assistantprofessor) / **DIDACTIC / SCIENTIFIC / PUBLIC LECTURES**

Grades awarded: minimum (mandatory to be obtained) - 8, maximum - 10 (respectively minimum 7 incase of public lecture)

- Written exam _____

- Practical exam _____

- Didactic / scientific / lecture _____

Grade for the second test (average of maximum 4 tests) _____

FINAL SCORE _____ (sum of scores obtained in assessments I and II)

The candidate has / does not have the necessary knowledge to fill the position.



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Following the evaluation of the

candidate _____, registered 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 the **occupation / non-occupation** of the position for which he/she applied.

Date _____

Signature _____



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Annex no. 6 - Evaluation sheet to the Contest Procedure for filling teaching and research positions

UNIVERSITY OF ORADEA

FACULTY OF ECONOMIC SCIENCES

EVALUATION SHEET
for teaching and research positions

DATA ABOUT THE CANDIDATE

LAST NAME _____ FIRST NAME _____

CN P _____

The _____ position he/she is applying for

Position _____

Disciplines _____

Department _____ Faculty ____.



I. EVALUATION OF THE DIDACTIC AND SCIENTIFIC ACTIVITY

For the positions of associate professor, professor, researcher:

Score	Calculated by the candidate	Granted by the committee(average of the 4 evaluations)
Scoring according to the diplomas obtained		
According to the CNATDCU minimum standards in force (CNATDCU grid specific to economic sciences or CNADTCU grid specific to the field for the positions put out to competition that contain disciplines that fall into other fields)		
Didactic activity		
Extracurricular activity		

For the positions of lecturer:

Score	Calculated by the candidate	Granted by the committee(average of the 4 evaluations)
Scoring according to the diplomas obtained		
According to the CNATDCU minimum standards in force		
Didactic activity		
Extracurricular activity		
Overall graduation average score of the undergraduate cycle		

For the assistant function:

The score calculated by the candidate (scientific activity + didactic + extracurricular + score according to the diplomas obtained)_____

The score granted by the committee (average of 4 ratings)____



**I. WRITTEN - PRACTICAL EXAM (only for assistant positions) / TEACHING /
SCIENTIFIC LECTURE**

Grades awarded: minimum (mandatory to be obtained) - 8, maximum - 10 (respectively minimum 7 in case of public lecture)

Written exam _____

Practical exam _____

Didactic / scientific lecture _____

Grade II exams score (average of maximum 4 exams) _____

FINAL SCORE _____ (sum of scores obtained in assessments I and II)

Chairman of the committee

Members of the committee



*Annex no. 7 – Report, Contest Methodology for Filling Vacant Teaching, and Research
Positions at the University of Oradea*

**UNIVERSITY OF ORADEA
FACULTY OF ECONOMIC SCIENCES**

**REPORT
on the contest for teaching and research
positions**

Session_____

Members of the contest committee (name, first name, teaching title, institutional affiliation):Chairman:

Member:

Member:

Member:

Member:

appointed by the decision of the Rector of the University of Oradea no.___date___, for the
evaluation of the candidates registered for the contest for filling the vacancy of_____,
position_____.

Disciplines_____.

Department_____.

Faculty_____, following the contest procedure
inaccordance with the Faculty's own Procedure, the following report results:

I. DATA ABOUT REGISTERED CANDIDATES

1. Candidates enrolled:



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2. Candidates present in the contest:

a. Written – practical exams

a. Didactic / scientific lecture



I.RESULTS OBTAINED

(candidates will be placed in descending order of the final score obtained)

Nr · crt ·	Enrolled candidates	Meeting national and specific standards		Final score in exam I [point s /%]	Final score in exam II [average/ %]	Final score [point s /%]
		YES	NO T			
1						
2						
3						
4						
5						
....					

II. RESULTS OBTAINED

The results of the contest were made public on____, time____, by _____

III. APPEALS

There were no complaints / was filed appeal (contesting, motivation)



How the appeal was solved

IV. DECISION OF THE CONTEST COMMITTEE

Following the evaluation of the professional, scientific activity and the contest's exam held, the committee proposes, with _____ votes "for", _____ votes "against" and _____ "abstentions", as Ms. /Mr _____ to occupy the position for which the contest was organized.

Date: _____.

Chairman of the Committee _____

Members of the committee _____



Annex no. 8 - Statement on own responsibility regarding the avoidance of incompatibility or conflict of interest to the Contest Procedure for filling teaching and research positions

**STATEMENT ON AVOIDANCE OF
INCOMPATIBILITY AND THE CONFLICT OF
INTEREST**

The undersigned, univ. dr., titular within
....., appointed by the
decision of the Rector of the University of Oradea no. from...., as a referent / member
in

the contest committee for the evaluation of the candidates registered for the contest for
filling the vacancy of
university, position ,

Disciplines.....
.....

The Department of....., Faculty of
Economic Sciences, University of Oradea, I declare on my own responsibility that I am not in
situation of incompatibility or conflict of interests provided by the normative acts in effect
with Mr. / Mrs. Dr.

....., candidate entered this

contest. Date:

Teaching degree, first name and last name:

.....

Signature:

.....



Annex no. 9 - The acceptance of the processing of personal data by the U.O.

Agreement and information on the processing of personal data

I, the undersigned,residing in (city)
....., county, street, no., bl.
....., sc., ap., holder of the ID card series, number, issued by
....., on the date, PNC, participant in the contest organized by the University of Oradea, I hereby give my consent to the use and processing by the University of Oradea of my personal data contained in the documents submitted for the contest file.

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

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 passed on to any third party except on legal grounds.

They will be used for the purpose of organising and running the contest, in compliance with all legal provisions. Name, surname, telephone number and e-mail address will be processed and used for the purpose of providing the candidate with appropriate information during the contest.

Date _____

Signature _____