



UNIVERSITY OF ORADEA

**OWN COMPETITION PROCEDURE FOR THE OCCUPANCY FOR AN
INDETERMINATE PERIOD OF VACANCIES FOR TEACHING AND
RESEARCH POSITIONS WITHIN THE FRAMEWORK OF
FACULTIES OF MEDICINE AND PHARMACY**

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GENERAL ASPECTS

Art. 1. In the **Faculty of Medicine and Pharmacy** of the University of Oradea (UO) , vacant teaching and research positions are filled **according to:**

- Higher Education Law No. 199/2023,
- Government Decision No. 1339/2023 on the approval of the competition framework methodology for filling vacant teaching and research positions in higher education.
- The own competition methodology for filling vacant teaching and research positions at the University of Oradea, approved by the Senate of the University of Oradea on 29.01.2024

Art. 2. (1) The public competition for positions is proposed by the director of the department in whose structure the vacant position is located, through a report approved by the department council and the Faculty Council.

- **(2)** The list of positions proposed for filling through **public competition** is approved by the Faculty Council and submitted to the University Board of Directors for approval, Higher Education Law no. 199/2023,

(3) In the application, the positions will be individualized by indicating the position in the department's staff list, the disciplines in the position structure, and mentioning whether the position is vacant or vacant.

(4) The proposal of the department director will be accompanied by a report that must contain clarifications regarding compliance with the criteria for putting vacant positions out to public competition and the financial resources to support the position.

REGISTRATION FOR THE COMPETITION

Art. 3. (1) Registration for the **public competition** for a teaching and research position begins on the day of publication of the position put up for competition in the Official Gazette of Romania, Part III.

(2) Registration ends **15 calendar days** before the first competition round.

Art. 4. (1) In order to register for the competition for a teaching and research position, the candidate shall prepare a file containing the documents provided in Annex 2 of this procedure. For positions that include subjects from the Medicine study program in English, candidates shall submit a certificate/attestation of linguistic competence for English with the application file.

(3) A CD/DVD or other electronic format, with the entire contents of the file scanned, shall be attached to the competition file, for transmission to the competition committee.

Art. 5. The candidate's Europass curriculum vitae must include information about:

- a) studies completed and diplomas obtained;
- b) professional experience and jobs;
- c) the research and development projects he/she led as project director and the grants obtained, if there are such projects or grants, indicating for each funding source, the amount of funding and the main publications or patents resulting;
- d) awards or other elements of recognition of the candidate's scientific contributions.

Article 6 . The candidate's list of works will be structured as follows:

- a) the title of the doctoral thesis or theses;
- b) title of the habilitation thesis or theses (if applicable/mandatory for the position of university professor);

- c) list of books and chapters in books (a copy of the book/books will be submitted) that contain information consistent with the disciplines of the position for which the candidate is applying
- d) complete list of works, articles/studies in extenso, published in national and/or international scientific journals (ISI, BDI, other categories); complete list of publications in extenso, published in proceedings of national/international specialized conferences; complete list of publications in abstract form, published in volumes of national/international specialized conferences;
- e) a list of a maximum of 10 works (published *in full*, in national or international specialist journals with ISSN) considered by the candidate to be the most relevant to their professional achievements, which are included in printed and electronic format in the file; the works that justify meeting the minimum requirements for the position for which they are applying will also be listed *in full* ;
- f) patents and other industrial and intellectual property rights.

Art. 7. (1) The competition file is created by the candidate and, together with the electronic medium containing the scanned file, is submitted to the UO specified on the competition web page.

(2) All information regarding the competition (public announcement regarding the positions put up for competition; the topic of the positions put up for competition; the date, time and place of the competition; the topic for the practical test, respectively the topic of the didactic/scientific lecture, the topic of the public lecture) will be published on **the website of the University of Oradea, www.uoradea.ro**, the button Competitions for positions. The vice-rector who manages academic management is responsible for publishing this information.

Art. 8. (1) The fulfillment by a candidate of the legal conditions for presenting to the competition is certified by the opinion of the legal **office of the UO**

(2) The opinion shall be communicated to the candidate within a maximum of 48 hours from its issuance and with at least 5 working days before the first round of the competition.

COMPETITION RUNNING

Article 9. The competition takes place no later than 45 days from the end of the registration period.

Art. 10. (1) The composition of the competition committee is established after the publication of the announcement of the position being put up for competition, for each position put up for competition.

(2) The competition committee is composed of **5** members, including its president, specialists in the field of the position being advertised or in related fields, and **a** committee secretary.

(3) The composition of the competition committee includes **2** alternate members, one of whom is from outside the University of Bucharest, for the positions of professor or associate professor. In the event of the unavailability of a member to participate in the work of the committee, that member is replaced by an alternate member chosen by the chairman of the committee.

(4) The members of the committee may be from within or outside the UO, from the country or from abroad. To occupy a position of associate professor, university professor, scientific researcher level II or scientific researcher level I, at least 3 members of the committee must be from outside the UO, from the country or from abroad.

(5) The members of the competition committee must have a teaching or research title higher than or at least equal to that of the position put up for competition.

(6) For the exclusive purpose of participating in the competition committee, the equivalence of the teaching titles of the members from abroad with the teaching titles from the country is made through the approval by the University Senate of the nominal composition of the committee.

(7) The chair of the competition committee may be the department director, the head of the doctoral school, the dean or vice-dean, a tenured university professor specialized in the field of the position or in a related field, delegated for this purpose by the vote of the department council, respectively the faculty council organizing the competition. When appointing the chair of the

competition committee, an alternate chair will also be appointed (who may also serve as an alternate member of the competition committee).

(8) The council of the department in whose structure the position is located makes proposals for the nominal composition of the competition committee.

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

(10) The nominal composition of the competition committee together with the opinion of the Faculty Council is transmitted to the University Senate and submitted for its approval.

(11) Following approval by the University Senate, the competition committee is appointed by decision of the rector.

(12) The work of the competition committee is led by the president.

(13) The decisions of the competition committee are taken by secret vote of the members.

(14) A decision of the commission is valid if it has the vote of at least 3 members.

Art. 11. - (1) In the event that a candidate has elements that may demonstrate non-compliance with the evaluation procedure based on the criteria provided for in art. 16 paragraph (2) of this methodology and/or non-compliance with the procedures regarding the organization and conduct of the competition, the candidate may file an appeal within 3 working days from the communication of the result.

(2) The appeal shall be formulated in writing, registered at the UO registry and submitted to the appeals committee for resolution.

(3) The appeals committee analyzes the issues raised by the candidate through the appeal, resolves them within 2 working days of its registration and completes the report on the competition. The solution is announced within 2 working days of the submission of the appeal, on the competition website.

(4) The appeals resolution committees are established at the same time and following the same procedure as when establishing the composition of the competition committee .

(5) The members of the competition committee cannot be part of the appeals committee.

(6) Following approval by the university senate, the appeals resolution committee is appointed by decision of the rector.

Art. 12. (1) The competition file is sent to the members of the competition committee starting from the closing date of the competition file submission process, by the secretary of the competition committee, but no later than 5 working days before the first round of the competition.

(2) The file, in electronic format submitted by the candidate, after being multiplied into 5 copies, is sent through the university registry. The file can also be sent only in electronic format, by e-mail.

(3) The printed file, submitted by the candidate, will be sent by the university to the chair of the committee.

Art. 13. (1) The competition 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 mentor students or young researchers;
- c) the candidate's teaching skills;
- d) the candidate's ability to transfer his 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/her scientific collaborations, depending on the specifics of the candidate's field;
- f) the candidate's ability to lead research and development projects;
- g) the candidate's professional experience in institutions other than the UO

(2) The competition committee is obliged to verify and ascertain the candidate's compliance with the minimum national standards.

Art. 14. (1) The candidate's professional skills are evaluated by the competition committee based on the competition file and, additionally, through one or more competition tests, including lectures, courses, written test, practical test.

Art. 15. (1) The minimum requirements and standards for holding the teaching position of **university assistant** are the following:

- a) holding a bachelor's degree
- b) the candidate must hold a doctorate/diploma or be enrolled in a doctoral study program, in the field of biomedical sciences or in the fields of disciplines related to the position being advertised, without exceeding the maximum period of study, which includes extensions admissible according to law;
- c) in the disciplines included in the position for which they are applying, the candidate's minimum grade, from their own transcript, must be at least 8 (eight);
- d) publication of at least 1 work (article, study), in full, in specialized journals or in volumes of national or international scientific events,
- e) holding the title of doctor/dentist (stomatologist)/resident pharmacist or a higher medical title (specialist/primary) for teaching positions in disciplines with a correspondent in the Ministry of Health network. In the health field, for teaching positions in disciplines with a correspondent in the Ministry of Health network, only persons who have obtained the title of doctor/dentist (stomatologist)/resident pharmacist or the title of specialist/primary in the specialty of the position can access through a competition, according to LEN Law 1/2011, Chapter V, Section 1, Art 174, paragraph (5).
- f) on the date of submission of the file, the candidate must meet the minimum criteria provided for in the Verification Sheet of the minimum criteria according to which the activity of teaching staff at the Faculty of Medicine and Pharmacy is evaluated (Annex 3.1). KA min university assistant = 5, for all teaching assistant positions, in all study programs,

(2) In the competition for the position of university assistant, the candidate's professional skills are evaluated by the competition committee based on the competition file as well as by taking a written test and a practical test.

(3) The competition for the position of university assistant consists of in two tests : evaluation of teaching and scientific activity , as well as a test with two components, write and practice (specific to the position) on the day(s), at the times and in the room that will be announced by the commission on the UO website

(4) For the written test, the bibliography is announced on the university's website, together with the publication of the job vacancy announcement.

(5) The topic of the practical test is established by the president of the competition commission, in consultation with its members, and is announced at least 3 working days before the test on the competition website, together with the day, time and place of the competition, thus inviting all candidates to take the competition tests. The practical test consists of a seminar or a practical paper. For positions that also include subjects from the Medicine study program in English, the practical test will be taken in English.

Art. 16. (1) To occupy a position of **university lecturer/head of works** or *scientific researcher level III* , candidates, graduates of accredited higher education institutions, must cumulatively meet the following conditions:

- a. holding a doctorate degree in the field of biomedical sciences or in the fields of disciplines related to the position being advertised;
- b. holding a bachelor's degree
- c. the development, at least in electronic form, of specialized teaching material for students' use, in the specialty of the position;
- d. holding the title of doctor/dentist (stomatologist)/specialist pharmacist for teaching positions in disciplines with a correspondent in the Ministry of Health network. In the health field, for teaching positions in disciplines with a correspondent in the Ministry of Health network, only persons who have obtained the title of doctor/dentist (stomatologist)/specialist pharmacist/ in the specialty of the position can access, according to LEN Law 1/2011, Chapter V, Section 1, Art 174, paragraph (5).

- e. in the disciplines included in the position for which they are applying, the candidate's minimum grade, from their own transcript, must be at least 8 (eight);
- f. publication of a minimum of 5 works (articles, studies), in full, in specialized journals or in volumes of national or international scientific events,
- g. on the date of submission of the file, the candidate must meet the minimum criteria, according to Annex 3.2.

(2) In the competition for the position of lecturer/head of department, the candidate's professional skills are evaluated by the competition committee based on the competition file,

(3) The competition for the position of lecturer/head of works consists of in two tests : evaluation of teaching and scientific activity , as well as a test with two components : a didactic lecture and a public lecture.

(4) The topic of the didactic lecture is established by the president of the competition committee, in consultation with its members, and is announced at least 3 working days before the test on the competition website, together with the day, time and place of the competition, thus inviting all candidates to take the competition tests.

(5) During the public lecture, the candidate presents the most significant previous professional results and the academic career development plan. This test also includes a question session from the committee and the audience. For positions that also include subjects from the Medicine study program in English, the public lecture will be held in English.

Art.17. (1) In the competition for the position of *associate professor*, candidates, graduates of accredited higher education institutions, must cumulatively meet the following conditions:

- a. holding a doctorate degree in the field of biomedical sciences or in the fields of disciplines related to the position being advertised;
- b. holding a bachelor's degree
- c. holding the title of doctor/dentist (stomatologist)/primary pharmacist for teaching positions in disciplines with a correspondent in the Ministry of Health network. In the health field, for teaching positions in disciplines with a correspondent in the Ministry of Health network, only persons who have obtained the title of doctor/dentist (stomatologist)/primary pharmacist in the specialty of the position through a competition can access.
- d. meeting the minimum national standards for occupying teaching positions, specific to the teaching position of associate professor,
- e. Candidates for the positions of associate professor or scientific researcher level II must include in the competition file at least 3 letters of recommendation containing names and contact addresses of personalities in the respective field, from the country or abroad (outside the higher education institution whose position is being advertised), who have agreed to draft letters of recommendation regarding the candidate's professional qualities.

(2) The candidate's professional skills are evaluated by the competition committee based on the competition file, by delivering a didactic lecture and a public lecture.

(3) The competition for the position of associate professor consists of in two tests : evaluation of teaching and scientific activity , as well as a test with two components : a didactic lecture and a public lecture.

(4) The topic of the didactic lecture is established by the president of the competition committee, in consultation with its members, and is announced at least 3 working days before the test on the competition website, together with the day, time and place of the competition, thus inviting all candidates to take the competition tests.

(5) During the public lecture, the candidate presents the most significant previous professional results and the plan for the development of the academic career. This test also includes a question session from the committee and the audience. For positions that also include subjects from the Medicine study program in English, the public lecture will be held in English.

Art.18. (1) In the competition for the position of *university professor*, candidates, graduates of accredited higher education institutions, must cumulatively meet the following conditions:

- a. holding a doctorate degree in the field of biomedical sciences or in the fields of disciplines related to the position being advertised;
- b. possession of the qualification certificate;
- c. holding a bachelor's degree in the field of the job;
- d. holding the title of doctor/dentist (stomatologist)/primary pharmacist for teaching positions in disciplines with a correspondent in the Ministry of Health network. In the health field, for teaching positions in disciplines with a correspondent in the Ministry of Health network, only persons who have obtained the title of doctor/dentist (stomatologist)/primary pharmacist in the specialty of the position through a competition may apply, according to Law 199/2023
- e. meeting the minimum national standards for occupying teaching positions, specific to the teaching position of university professor;
- f. Candidates for the positions of university professor or scientific researcher level I must include in the application file at least 3 letters of recommendation containing names and contact addresses of personalities in the respective field from abroad, who have agreed to draft letters of recommendation regarding the candidate's professional qualities.

(2) The candidate's professional skills are evaluated by the competition committee based on the competition file, by delivering a didactic lecture and a public lecture.

(3) The topic of the didactic lecture is established by the president of the competition committee, in consultation with its members, and is announced at least 3 working days before the test on the competition website, together with the day, time and place of the competition, thus inviting all candidates to take the competition tests.

(4) During the public lecture, the candidate presents the most significant previous professional results and the plan for the development of the academic career. This test also includes a question session from the committee and the audience. For positions that also include subjects from the Medicine study program in English, the public lecture will be held in English.

Art.19. (1) For each position, the competition committee decides the hierarchy of candidates and nominates the candidate who achieved the best results.

(2) The president of the competition committee draws up a report on the competition (Annex 7), based on the evaluation reports written by each member of the competition committee (Annex 6) and respecting the hierarchy of candidates decided by the committee.

(3) The competition for the position of university professor consists of in two tests: evaluation of teaching and scientific activity, as well as a test with two components : a didactic lecture and a public lecture.

(4) The report on the competition is approved by decision of the competition committee and is signed by each of the members of the competition committee and by the chairman of the committee.

(5) The president of the competition committee shall submit the report thereon, approved by decision of the committee, the evaluation reports and the original file of the candidate to the faculty management, respecting the deadline set for the competition.

Art.20. (1) The competition files, including the report on the competition, is submitted to the dean the faculty or the responsible vice-dean, who organizes their discussion by the Faculty Council and ensures the conditions for consulting the competition materials by the council members.

(2) The presence of two-thirds of the members of the Faculty Council is required for the validation of the competition.

(3) The Faculty Council shall review compliance with the procedures and shall give its opinion or not on the report on the competition from this perspective. Any vote against or abstention shall be justified and shall have the right of veto in the event of proven violation of the legal procedures in force.

(4) The hierarchy of candidates established by the competition committee cannot be modified by the Faculty Council.

Art.21. Based on the decision of the Faculty Council, an extract of the minutes of its meeting is drawn up, to which a copy of the convenor of the meeting is attached (with the signatures of all those

present). These documents are added to each candidate's file and submitted to the general secretariat of the UO, to be discussed and submitted for approval by the University Senate.

Art.22. If the position put up for competition was not filled, the competition may be resumed, in full compliance with the competition methodology.

Art.23. The result of the contest is published on the contest website, within two working days from the end of the contest.

Art.24. (1) Persons who: are considered to be involved in the competition procedure.

a) participates in the decision-making process regarding the appointment of the competition committee;

b) are members or alternate members of the competition committee;

c) are involved in professional or administrative evaluation decisions within the competition;

d) are involved in resolving complaints.

(2) Persons who: cannot be involved in the competition procedure.

a) they are spouses, in-laws and relatives up to the third degree inclusive, with one or more candidates;

b) are employed in the same institution as a candidate who holds a management position and are hierarchically subordinate to the candidate;

c) are associated with a candidate in commercial companies in which they each hold shares representing at least 10% of the capital of the commercial company;

d) are or have been remunerated through research projects in which a candidate was the project director, in the last 5 years prior to the competition;

e) benefit or have benefited in the last 5 years prior to the competition from services or benefits of any kind from a candidate.

Art. 25 (1) Complaints may be filed exclusively for failure to comply with legal procedures.

(2) In the event that a candidate has elements that may demonstrate non-compliance with the legal competition procedures, the candidate may file a complaint within 3 working days from the communication of the result. The complaint shall be formulated in writing, registered at the UO registry and resolved by the complaints resolution committee. The solution shall be announced within 2 working days at the latest on the competition website.

Art.26. This methodology enters into force on the date of its approval by the University Senate.

List of Annexes:

1. Application form for competition registration - Annex 1

2. List of documents contained in the competition file – Annex 2

3. Checklist for meeting the minimum standards: Annexes 3.1. Positions of university assistant in Medicine/Dental Medicine/Pharmacy; 3.2. Positions of supervisor, associate professor, professor in Medicine/Dental Medicine/Pharmacy;

4. Declaration on the candidate's own responsibility indicating the incompatibility situations (Annex 4)

5. Agreement and information regarding the processing of personal data (Annex 5)

6. Appraisal report: Annexes: 6.1. Positions of university assistant Medicine/Dental Medicine/Pharmacy; 6.2. Positions of supervisor, associate professor, professor Medicine/Dental Medicine/Pharmacy;

7. Report on the competition – Annex 7

8. Test evaluation scale – Didactic lecture – Annex 8

By,
Rectorate of the University of Oradea

The undersigned.....born on (day, month, year)..... in the town of....., residing in the town of..... street...
..... no. block..... sc..... ap..... floor..... county.....
telephone....., identity card series no. issued by
..... on, graduate of the Faculty
....., study program, promotion
....., with an overall average of and an average of / at the bachelor's / master's
degree final exam, employed by in the position of
.....,

Please approve my application for the position of, position, disciplines
.....

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

I mention that I am a doctor of sciences since (ME Order) in the field
of.....

**Knowing the provisions of Art. 326 of the New Criminal Code regarding false statements, I declare on
my own responsibility that the information presented in the competition file is truthful and the data
provided fully corresponds to reality.**

Date.....

Signature.....

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

By

The leadership of the University of Oradea

We certify the legality of the competition entry
LEGAL OFFICE

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

**DESCRIPTION
COMPETITION FILE
for filling teaching and research positions
CANDIDATE DATA**

SURNAME _____ FIRST NAME _____ CNP _____
The position for which you are applying _____ Position _____
Disciplines _____
Department _____
Faculty _____

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

<i>No. crt.</i>	<i>DOCUMENTS SUBMITTED</i>	<i>YES</i>	<i>NOT</i>
1	Application for registration for the competition, signed by the candidate, which includes a declaration on his/her own responsibility regarding the veracity of the information presented in the file – standard model (<i>Annex 1</i>)		
2	Proposal for the development of the candidate's academic career, both from a teaching point of view and from a scientific research point of view		
3	Curriculum vitae, according to the UO Framework Methodology		
4	List of papers according to the UO Framework Methodology		
5	Verification sheet for meeting the standards for presentation at the competition and/or for occupying the position (<i>Annex 3.1, 3.2</i>).		
6	Copy of the Doctor of Science degree and, if it was obtained abroad, the certificate of its recognition or equivalence by the Romanian state - the original document will be presented for compliance		
7	For the position of university professor, a copy of the order of the minister attesting the qualification, if it was obtained abroad, the certificate of its recognition or equivalence by the Romanian state - the original document will be presented for compliance		
8	Summary of the doctoral thesis and, where applicable, of the habilitation thesis, on a maximum of one page each, in Romanian and English.		
9	Declaration on the candidate's own responsibility indicating the incompatibility situations provided for by Law 199/2023, in which he would be in case of winning the competition or the absence of these incompatibility situations (<i>Annex 4</i>)		
10	For candidates applying for a position in higher medical education, a copy of the certificate (original documents must be submitted for compliance) attesting to holding at least the title of: - resident physician/ dentist/pharmacist – for the position of university assistant; - doctor / dentist / specialist pharmacist – for the position of foreman; - physician/ dentist/ primary pharmacist – for the position of associate professor or university professor. The exceptions are positions in disciplines that do not have a correspondent in the Ministry of Health network and those in preclinical disciplines.		

11	Copies of other diplomas or recognition certificates attesting to the candidate's studies: baccalaureate diploma, bachelor's degree, master's degree - the original documents will be presented for compliance		
12	Copies of diploma supplements, transcripts or school reports issued for each study cycle - original documents must be presented for compliance		
13	Copy of the identity card or passport or another identity document issued for a purpose equivalent to the identity card or passport - the original documents will be presented for compliance		
14	Copies of documents attesting to the change of name if the candidate has changed their name: marriage certificate or proof of name change - the original documents will be presented for compliance		
15	Maximum 10 publications, patents or other works of the candidate, selected by him/her and considered to be most relevant to his/her professional achievements – <i>in electronic format only</i>		
16	At least three letters of recommendation, according to the UO Framework Methodology, from personalities in the field of the position: - from abroad - for candidates for university professor positions; -from the country (outside the UO) or from abroad - for candidates for associate professor positions		
17	Criminal record certificate		
18	Certificate of behavioral integrity		
19	Medical certificate, issued on a specific form, adopted by joint order of the Minister of Education and the Minister of Health		
20	Medical certificate for practicing the teaching profession, issued according to the provisions of the joint order of the Minister of Education and the Minister of Health		
21	Consent to the processing of personal data by the UO (<i>Annex 5</i>)		
22	For candidates for the position of supervisor, associate professor or university professor, print screen from Web of Science of the Hirsch index and print screen from Web of Science with the articles that form the basis for calculating the Hirsch index		
23	Certificate / attestation of language proficiency (only for candidates for positions that include subjects from the English Medicine study program)		

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

3. A CD/DVD/memory stick or other electronic medium, with its entire contents scanned, shall be attached to the competition file, in order to be transmitted to the competition committee and uploaded to the website. The list of works, the CV and the Verification Sheet (Annex 3) shall be scanned as separate files, not exceeding 10 MB together. The candidate's personal data (photo, CNP, home address, signature, etc.) shall not appear on the scanned documents.

Verified upon submission of the,
DRU

Candidate file,

3.1
CHECKLIST
MEETING MINIMUM STANDARDS
for filling the positions of university assistant

MEDICINE/ DENTAL MEDICINE/ PHARMACY

LAST NAME_____FIRST NAME_____CNP_____

Position for which you are applying_____

Discipline_____

Position in the Staff List_____

Department_____Faculty_____

Current teaching rank_____ Position in the Staff
List_____Discipline_____

Department_____

Faculty_____Univer
sity_____

DATA REGARDING COMPETITION CONDITIONS

1. Bachelor's and Master's degree studies

No. of docu ment s.	Higher education institution	domain	Period	Title PROVIDED

2. Doctoral studies

No. of docu ment s.	Doctoral organizing institution	domain	Period	Scientific title PROVIDED

3. Postdoctoral studies and fellowships

No. of docu ment s.	Organizing institution	domain	Period	Note.

4. Teaching/professional degrees

No. of docu ment s.	INSTITUTION	domain	Period	Title/teachin g position/prof essional degree

I. EVALUATION OF DIDACTIC AND SCIENTIFIC ACTIVITY

MEDICINE/ DENTAL MEDICINE/ PHARMACY

Calculation of the score regarding the fulfillment of the specific minimum standards for the position of university assistant

Full text (article/review)	IF*	Quartile* *	scores	Score achieved
Authors (Last name, First initial, etc.). Article title. <i>Journal</i> . Year of publication, Volume, Page range. Two (if any) <u>Online link to view article</u>		Q1	30	
		Q2	25	
		Q3/Q4	15	
	ESCI or Proceeding ISI		10	
	BDI/B+/Purpose or article in proceeding		5	
Paper in presentation / poster / conference abstract				

Authors (Last name, First initial, etc.). Article title. Conference. Publication year, Proceedings volume, Page range, Location, Conference date Two (if any) <u>Online link to view article</u>	3	
Project member		
Project function, project code, project name, duration, project link.	25	
TOTAL		

Achieved/ Not achieved

Minimum score for university assistant (Medicine/Pharmacy/Dental Medicine)

= 5 points (minimum one BDI/B+/Scopus item)

Calculated score _____

The grade for test I is determined as follows:

- for "Test I score / Minimum standard score" between 1 and 1.199: Test I score = 5
- for "Test I score / Minimum standard score" between 1.2 and 1.399: Test I score = 5.5
- for "Test I score / Minimum standard score" between 1.4 and 1.599: Test I score = 6
- for "Test I score / Minimum standard score" between 1.6 and 1.799: Test I score = 6.5
- for "Test I score / Minimum standard score" between 1.8 and 1.999: Test I score = 7
- for "Test I score / Minimum standard score" between 2 and 2.499: Test I score = 7.5
- for "Test I score / Minimum standard score" between 2.5 and 2.999: Test I score = 8
- for "Test I score / Minimum standard score" between 3 and 3.499: Test I score = 8.5
- for "Test score I / Minimum standard score" between 3.5 and 3.999: Test score I = 9
- for "Test I score / Minimum standard score" between 4 and 4.499: Test I score = 9.5
- for "Test I score / Minimum standard score" over 5: Test I score = 10

Test I grade _____

I hereby confirm that the above-mentioned data is real and relates to my own scientific activity.

Date _____

Candidate _____

The grade calculated by the candidate _____

Signature _____

Grade given by the committee members

.....

II.a WRITTEN TEST (only for university assistant positions)

Grade awarded: (required to be obtained) minimum 7 - maximum 10

Note _____

II.b PRACTICAL TEST (only for university assistant positions) /

Grade awarded: (required to be obtained) minimum 8 - maximum 10

Note _____

Grade obtained (minimum grade 8) (II.a. +II.b./2) = _____

(obtained as the arithmetic average of the grades from tests IIa and IIb)

FINAL GRADE_____

(obtained as the arithmetic average of the grades from tests I and II)

COMMITTEE

CHAIRMAN Committee members

3.2
CHECKLIST
MEETING MINIMUM STANDARDS
for filling teaching and research positions
(adapted in accordance with the specific provisions of each committee, developed at national level)
MEDICINE/ DENTAL MEDICINE / PHARMACY

CANDIDATE DATA

LAST NAME _____ FIRST NAME _____ CNP _____

Position for which you are applying _____ Discipline _____
_____ Position in the Staff List _____
Department _____ Faculty _____

Current teaching rank _____ Position in the Staff List _____
Discipline _____
Department _____
Faculty _____ University _____

DATA REGARDING COMPETITION CONDITIONS

1. Bachelor's and Master's degree studies

No. of docu ment s.	Higher education institution	domain	Period	Title PROVIDED

2. Doctoral studies

No. of docu ment s.	Doctoral organizing institution	domain	Period	Scientific title PROVIDED

3. Postdoctoral studies and fellowships

No. of documents.	Organizing institution	domain	Period	Note.

4. Teaching/professional degrees

No. of documents.	INSTITUTION	domain	Period	Title/teaching position/professional degree

I. EVALUATION OF DIDACTIC AND SCIENTIFIC ACTIVITY

MEDICINE/ DENTAL MEDICINE / PHARMACY

*Calculating the score for meeting specific minimum standards
(for the positions of supervisor, associate professor, university professor)*

Item type	scores	Score achieved
No. of ISI articles main author	1 point/ item	
No. of ISI articles co-authored	1 point/ item	
(ISI) Cumulative impact factor lead author (FCIAP)	1 point/1 impact factor	
Hirsch Index	1 point / 1 Hirsch index	

Achieved/ Not achieved

Minimum necessary and mandatory standards for the award of higher education teaching titles and professional research and development degrees

MEDICAL COMMISSION (Annex no. 20)
DENTAL MEDICINE COMMISSION (Annex 22)
PHARMACY COMMISSION (Annex no. 23)

Title	No. of ISI articles Main author	No. of ISI articles CO-AUTHOR	Hirsch Index	(ISI) Cumulative impact factor lead author (FCIAP)
University professor/CSI	15 Mandatory requirements	10 Mandatory requirements	10	20

	- minimum 10 publications of type <i>Articles</i> - minimum 6 publications in journals located in the Q1/Q2 quartiles,	-minimum 5 publications of type <i>Articles</i>		
Associate Professor/ CSII	10 Mandatory requirements <i>Article</i> type publications -minimum 3 publications in journals located in the Q1/Q2 quartiles,	5 Mandatory requirements -minimum 3 publications of type <i>Articles</i>	6	10
Works manager	*	*	3	*

*In these cases, the candidate is not required to have a fixed number of papers from one category or another of ISI articles, but is required to meet the minimum score by summing the score for the 4 sections.

Minimum teacher score (Medicine/ Dentistry /Pharmacy) = 55 points

Minimum conference score (Medicine/ Dental Medicine /Pharmacy) = 31 points

Minimum score for the head of works (Medicine/ Dentistry /Pharmacy) = 15 points

Notes on the calculation method

An impact factor (IF) journal indexed in the Web of Science (WoS) Core Collection is a journal for which Clarivate calculates and publishes the impact factor in "Journal Citation Reports".

2. The main author or authors of a publication shall be deemed to be any of the following:
 - a. First author
 - b. Corresponding author
 - c. Last author

The main author and the second author of the article are considered, if the article explicitly mentions the contribution equal to that of the first author. In the case of articles with multiple corresponding authors, the main author and the second corresponding author are considered, in the order of mention in the article.

3. Articles related to the field of activity of the position being advertised or the candidate's specialty, published throughout his or her research activity, are included in the analysis.

4. The analysis will include Article and Review publications (according to WoS classification). Case report articles (classified as such by the journal) are only considered for journals with an impact factor ≥ 3 .

5. Articles within the minimum and mandatory standards must be published and indexed, not in the process of publication.

6. The cumulative impact factor will be calculated for the original articles of which the candidate is the lead author (FCIAP). FCIAP = the sum of the impact factors of the articles published by the candidate as lead author in journals with impact factor (FI) indexed in the Web of Science (WoS) Core Collection; the impact factor is considered in the year of publication of the article.

7. To classify the journal into the Q1/Q2 quartiles, the impact factor is taken into account; the classification is that of the year of publication of the article.

8. The Hirsch Index calculated using Web of Science, Core Collection, for the candidate's entire career ("all years") will be taken into account.

Teaching and professional activity - mandatory

Title	criterion	Mandatory requirements
University lecturer	Books/book chapters that make a significant contribution to the field of the position	Minimum 1 book published in a national publishing house as first author or sole author. equivalence 1 book published in a national publishing house = 1 chapter published in an international publishing house or 4 chapters published in national publishing houses
University professor	Books/book chapters that make a significant contribution to the field of the position	Minimum 2 books published in national publishing houses (one of which as first author or sole author). equivalence 1 book published in a national publishing house = 1 chapter published in an international publishing house or 4 chapters published in national publishing houses

*Book: volume with ISBN, minimum 100 pages

**Chapter: division of a volume with ISBN, minimum 25 pages

Calculated score _____

The grade for test I is determined as follows:

- for "Test I score / Minimum standard score" between 1 and 1.199: Test I score = 5
- for "Test I score / Minimum standard score" between 1.2 and 1.399: Test I score = 5.5
- for "Test I score / Minimum standard score" between 1.4 and 1.599: Test I score = 6
- for "Test I score / Minimum standard score" between 1.6 and 1.799: Test I score = 6.5
- for "Test I score / Minimum standard score" between 1.8 and 1.999: Test I score = 7
- for "Test I score / Minimum standard score" between 2 and 2.499: Test I score = 7.5
- for "Test I score / Minimum standard score" between 2.5 and 2.999: Test I score = 8
- for "Test I score / Minimum standard score" between 3 and 3.499: Test I score = 8.5
- for "Test score I / Minimum standard score" between 3.5 and 3.999: Test score I = 9
- for "Test I score / Minimum standard score" between 4 and 4.499: Test I score = 9.5
- for "Test I score / Minimum standard score" over 5: Test I score = 10

Test I grade _____

I hereby confirm that the above-mentioned data is real and relates to my own scientific activity.

Date_____

Candidate_____

The grade calculated by the candidate_____

Signature_____

Grade given by the committee members

.....

I hereby confirm that the above-mentioned data is real and relates to my own scientific activity.

IIa. DIDACTIC LECTURE

Grade awarded: (required to be obtained) minimum 8 - maximum – 10

Note_____

IIb. PUBLIC LECTURE

The scientific content of the presented topic, means and methods used, teaching skills and valences, etc.

Grade awarded: (required to be obtained) minimum 8 - maximum 10

Note_____

Test grade II IIa+IIb/2 =_____

(obtained as the arithmetic average of the grades from tests IIa, IIb,)

FINAL GRADE I +II/ 2 =_____

(obtained as the arithmetic average of the grades from tests I, II,)

COMMITTEE

CHAIRMAN Committee members

STATEMENT

The undersigned,, in the event of winning the competition for the teaching position of, declare on my own responsibility that:

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

Name and surname:

Date:

Signature

Agreement and information regarding the processing of personal data

The undersigned....., residing in the locality of, county, street, no., bl., sc., ap., holder of the ID card series, no....., issued by, on the date of....., CNP....., participant in the competition organized by the University of Oradea, I express my agreement with the use and processing by the University of Oradea of my personal data, contained in the documents submitted for the competition file.

I agree that my first and last name will be used to display lists of contest results.

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

These will be used for the purpose of organizing and conducting the contest, in compliance with all legal provisions. The name and surname, telephone number and e-mail address will be processed and used for the appropriate information of the candidate during the contest.

Date _____

Signature _____

APPRAISAL REPORT 6.1
of the candidate for the position of university assistant

Medicine/ Dentistry/ Pharmacy

CANDIDATE DATA

SURNAME_____FEMALENAME_____
CNP_____The position for which you are applying_____
Position_____Discipline_____
Department_____
Faculty_____

I. EVALUATION OF DIDACTIC AND SCIENTIFIC ACTIVITY

Calculation of the score regarding the fulfillment of the specific minimum standards for the position of university assistant
Medicine/ Dentistry/ Pharmacy

Full text (article/review)	IF*	Quartile**	scores	Score calculated by the candidate	Committee evaluation (average of evaluations)
Authors (Last name, First initial, etc.). Article title. <i>Journal</i> . Year of publication, Volume, Page range. Two (if any) <u>Online link to view article</u>		Q1	30		
		Q2	25		
		Q3/Q4	15		
	ESCI or Proceeding ISI		10		
	BDI/B+/Purpose or article in proceeding		5		
Paper in presentation / poster / conference abstract					

Authors (Last name, First initial, etc.). Article title. Conference. Publication year, Proceedings volume, Page range, Location, Conference date Two (if any) <u>Online link to view article</u>	3		
Project member			
Project function, project code, project name, duration, project link.	25		
TOTAL			

Minimum score for university assistant (Medicine/Pharmacy/Dental Medicine)

= 5 points (minimum one BDI/B+/Scopus item)

Calculated score _____

The grade for test I is determined as follows:

- for "Test I score / Minimum standard score" between 1 and 1.199: Test I score = 5
- for "Test I score / Minimum standard score" between 1.2 and 1.399: Test I score = 5.5
- for "Test I score / Minimum standard score" between 1.4 and 1.599: Test I score = 6
- for "Test I score / Minimum standard score" between 1.6 and 1.799: Test I score = 6.5
- for "Test I score / Minimum standard score" between 1.8 and 1.999: Test I score = 7
- for "Test I score / Minimum standard score" between 2 and 2.499: Test I score = 7.5
- for "Test I score / Minimum standard score" between 2.5 and 2.999: Test I score = 8
- for "Test I score / Minimum standard score" between 3 and 3.499: Test I score = 8.5
- for "Test score I / Minimum standard score" between 3.5 and 3.999: Test score I = 9
- for "Test I score / Minimum standard score" between 4 and 4.499: Test I score = 9.5
- for "Test I score / Minimum standard score" over 5: Test I score = 10

Test I grade _____

I hereby confirm that the above-mentioned data is real and relates to my own scientific activity.

Date _____

Candidate _____

The grade calculated by the candidate _____

Signature _____

Grade given by the committee member

.....

II.a WRITTEN TEST (only for university assistant positions)

Grade awarded: minimum (required to be obtained) 7 - maximum 10

Note _____

II.b PRACTICAL TEST (only for university assistant positions) /

Grade awarded: minimum (required) 8 - maximum 10

Note _____

Grade obtained (minimum 8 must be obtained) (II.a. +II.b./2) = _____
(obtained as the arithmetic average of the grades from tests IIa and IIb)

FINAL GRADE_____

(obtained as the arithmetic mean of the grades) (for samples I and II)

Member Signature

APPRAISAL REPORT 6.2
of the candidate for the position of
supervisor / lecturer / professor
Medicine/ Dentistry / Pharmacy

CANDIDATE DATA

SURNAME_____FEMALENAME_____
CNP_____The position for which you are applying_____
Position_____Discipline_____
Department_____
Faculty_____

Calculation of the score for meeting specific minimum standards:
Medicine/ Dentistry / Pharmacy

**Minimum necessary and mandatory standards for the award of higher education teaching titles
and professional research and development degrees**

Title	No. of ISI articles Main author	No. of ISI articles CO-AUTHOR	Hirsch Index	(ISI) Cumulative impact factor lead author (FCIAP)
University professor/CSI	15 Mandatory requirements - minimum 10 publications of type <i>Articles</i> - minimum 6 publications in journals located in the Q1/Q2 quartiles,	10 Mandatory requirements -minimum 5 publications of type <i>Articles</i>	10	20
Associate Professor/ CSII	10 Mandatory requirements <i>Article</i> type publications -minimum 3 publications in journals located in the Q1/Q2 quartiles,	5 Mandatory requirements -minimum 3 publications of type <i>Articles</i>	6	10
Works manager	*	*	3	*

*In these cases, the candidate is not required to have a fixed number of papers from one category or another of ISI articles, but is required to meet the minimum score by summing the score for the 4 sections.

Minimum teacher score (Medicine/ Dentistry /Pharmacy) = 55 points

Minimum conference score (Medicine/ Dental Medicine /Pharmacy) = 31 points

Minimum score for the head of works (Medicine/ Dentistry /Pharmacy) = 15 points

Notes on the calculation method

An impact factor (IF) journal indexed in the Web of Science (WoS) Core Collection is a journal for which Clarivate calculates and publishes the impact factor in "Journal Citation Reports".

2. The main author or authors of a publication shall be deemed to be any of the following:

- a. First author
- b. Corresponding author
- c. Last author

The main author and the second author of the article are considered, if the article explicitly mentions the contribution equal to that of the first author. In the case of articles with multiple corresponding authors, the main author and the second corresponding author are considered, in the order of mention in the article.

3. Articles related to the field of activity of the position being advertised or the candidate's specialty, published throughout his or her research activity, are included in the analysis.

4. The analysis will include Article and Review publications (according to WoS classification). Case report articles (classified as such by the journal) are only considered for journals with an impact factor ≥ 3 .

5. Articles within the minimum and mandatory standards must be published and indexed, not in the process of publication.

6. The cumulative impact factor will be calculated for the original articles of which the candidate is the lead author (FCIAP). FCIAP = the sum of the impact factors of the articles published by the candidate as lead author in journals with impact factor (FI) indexed in the Web of Science (WoS) Core Collection; the impact factor is considered in the year of publication of the article.

7. To classify the journal into the Q1/Q2 quartiles, the impact factor is taken into account; the classification is that of the year of publication of the article.

8. The Hirsch Index calculated using Web of Science, Core Collection, for the candidate's entire career ("all years") will be taken into account.

Teaching and professional activity - mandatory

Title	criterion	Mandatory requirements
University lecturer	Books/book chapters that make a significant contribution to the field of the position	Minimum 1 book published in a national publishing house as first author or sole author. equivalence 1 book published in a national publishing house = 1 chapter published in an international publishing house or 4 chapters published in national publishing houses
University professor	Books/book chapters that make a significant contribution to the field of the position	Minimum 2 books published in national publishing houses (one of which as first author or sole author). equivalence

		1 book published in a national publishing house = 1 chapter published in an international publishing house or 4 chapters published in national publishing houses
--	--	--

*Book: volume with ISBN, minimum 100 pages

**Chapter: division of a volume with ISBN, minimum 25 pages

Calculation of the score regarding the fulfillment of specific minimum standards for the positions of supervisor, associate professor, professor

<i>Item type</i>	<i>scores</i>	<i>Score calculated by the candidate</i>	<i>Committee evaluation (average of evaluations)</i>
No. of ISI articles main author	<i>1pc/ item</i>		
No. ISI articles co-authored	<i>1pc/ item</i>		
(ISI) Cumulative impact factor lead author (FCIAP)	<i>1pct/1 impact factor</i>		
Hirsch Index	<i>1 point / 1 Hirsch index</i>		
Total score			

ISI articles lead author

No.	authors	Article title	Magazine	Impact factor*	Link	scores
1						
2						
	Total					

*Impact factor value of the date of publication of the article

ISI articles co-authored

No.	authors	Article title	Magazine	Impact factor*	Link	scores
1						
2						

	Total					
--	-------	--	--	--	--	--

*Impact factor value of the date of publication of the article

The grade for test I is determined as follows:

- for "Test I score / Minimum standard score" between 1 and 1.199: Test I score = 5
- for "Test I score / Minimum standard score" between 1.2 and 1.399: Test I score = 5.5
- for "Test I score / Minimum standard score" between 1.4 and 1.599: Test I score = 6
- for "Test I score / Minimum standard score" between 1.6 and 1.799: Test I score = 6.5
- for "Test I score / Minimum standard score" between 1.8 and 1.999: Test I score = 7
- for "Test I score / Minimum standard score" between 2 and 2.499: Test I score = 7.5
- for "Test I score / Minimum standard score" between 2.5 and 2.999: Test I score = 8
- for "Test I score / Minimum standard score" between 3 and 3.499: Test I score = 8.5
- for "Test I score / Minimum standard score" between 3.5 and 3.999: Test I score = 9
- for "Test I score / Minimum standard score" between 4 and 4.499: Test I score = 9.5
- for "Test I score / Minimum standard score" over 5: Test I score = 10

Test I grade _____

I hereby confirm that the above-mentioned data is real and relates to my own scientific activity.

Date _____

Candidate _____

The grade calculated by the candidate _____

Signature _____

Grade given by the committee member

.....

IIa. DIDACTIC LECTURE

Grade awarded: minimum (required) 8 - maximum – 10

Note _____

IIb. PUBLIC LECTURE

The scientific content of the presented topic, means and methods used, teaching skills and valences, etc.

Grade awarded (required to be obtained) minimum 8 - maximum 10

Grade II IIa +IIb/2 = _____

(obtained as the arithmetic average of the grades from tests I, II)

FINAL GRADE I +II/ 2 = _____

(obtained as the arithmetic average of the grades from tests I, II)

Member Signature

UNIVERSITATEA DIN ORADEA
FACULTATEA DE MEDICINA SI FARMACIE

Anexa 7 la Metodologia de concurs pentru ocuparea
posturilor didactice și de cercetare

REPORT
on the competition for teaching and research positions
Session _____

Members of the competition committee (last name, first name, teaching title, institutional affiliation):

President: _____
Member: _____
Member: _____
Member: _____
Member: _____

appointed by the decision of the Rector of the University of Oradea no. _____ dated
_____, for the evaluation of the candidates registered for the competition for the vacant
position of _____, position _____, Discipline
_____, Department
_____, Faculty
_____, following the competition
procedure in accordance with the Faculty's own Methodology, I draw up the following report:

I. DATA ABOUT REGISTERED CANDIDATES

1. Registered candidates:

2. Candidates present at the competition:

a. Written and practical test/Didactic lecture:

b. Public lecture:

II. RESULTS OBTAINED

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

No. crt.	Registered candidates	Requirements and standards met		Notes chairman and members of the committee					Final grade (arithmetic mean)
		YES	NOT	P	1	2	3	4	
1									
2									
3									
....								

III. RESULTS OBTAINED

The results of the competition were made public on _____, at _____ time, by _____.

IV. DECISION OF THE COMPETITION COMMITTEE

Following the evaluation of the professional and scientific activity and the competition tests taken, the commission proposes, with _____ votes "for", _____ votes "against" and _____ "abstentions", that Ms./Mr. _____ occupy the position for which the competition was organized.

Date:_____.

Committee Chairman _____

Committee members _____

V. COMPLAINTS

No appeals were registered / An appeal was filed (appellant, motivation):

VI. DECISION OF THE DISPUTE RESOLUTION COMMISSION

How to resolve the complaint:

Date:_____.

Committee Chairman _____

Committee members _____

SAMPLE EVALUATION SCALE

DIDACTIC LECTURE

	The criterion evaluated	Maximum score	Score awarded by the committee
1	The scientific content of the presented topic	Maximum 2 points	
2	Imaging support, means and methods used	Maximum 2 points	
3	Presentation style, teaching skills and valences	Maximum 3 points	
4	Interaction with the room	Maximum 2 points	
5	Ex officio point	1 point	
		Total points (maximum 10 points)	

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

Score (average of 4 ratings) _____

COMMITTEE

CHAIRMAN Committee members

