

GAP ANALYSIS CHARTER AND CODE CHECKLIST

ETHICAL AND PROFESSIONAL ASPECTS		
1. Research freedom		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	The principle of research freedom is regulated in the Charter of the University of Craiova (2023) in accordance with the provisions of Article 7 and Article 17 (academic freedom of teaching/research staff); Article 29, Article 169(4) (freedom of individual scientific research) and Article 126 (academic autonomy), and the Code of Ethics and University Deontology (2024) of the University of Craiova guarantees the principle of academic freedom (Article 3)
2. Ethical principles		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	Ethical principles are solidly regulated, assumed and guaranteed by the Charter of the University of Craiova (2023) (Articles 42 and 48), the Code of University Ethics and Deontology (2024), as well as the Regulation on the organization and functioning of the University Ethics Commission of the University of Craiova (2021) which represents the institutional structure responsible for research ethics (Ethics Committee) and which periodically and transparently publishes case reports in the dedicated section of the Ethics Committee on the University of Craiova website.
3. Professional Responsibility		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	At the University of Craiova level, the principle of professional responsibility is regulated by the Charter of the University of Craiova (2023) (Article 166 regarding personal responsibility and Article 144 regarding the responsible fulfillment of professional obligations provided for in the individual employment contract and the job description), but also by the Internal Regulations of the University of Craiova (2023) (Article 76 regarding the capacity to

assume responsibility). At the institutional level, there is a Regulation for the organization and conduct of doctoral university study programs (2024) which states the professional responsibility of students, but also at the level of good practices and standards. The University Code of Ethics and Deontology (2024) cultivates individual responsibility, the principle of moral, social and professional responsibility (Article 3), the responsibility to comply with ethical norms (Article 2)

4. Professional Attitude

Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	The University of Craiova has clearly and concisely defined the institutional practices regarding the professional expectations of researchers through explicit provisions on professional expectations, responsibility, obligations and commitment regulated by the Charter of the University of Craiova (2023), the Code of Ethics (2024), the Internal Regulations of the University of Craiova (2021) and Institutional Regulation for the organization and functioning of the doctoral and postdoctoral university study programs of the Organizing Institution for Doctoral University Studies – University of Craiova (IOSUD-UCV) (2019). At the institutional level, these principles are transparently regulated by internal regulations, norms and procedures for performance evaluation, by provisions of the collective labor agreement, as well as by the integrity of academic and scientific activity.

5. Contractual and legal obligations

Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	At the institutional level, the University of Craiova guarantees that researchers are informed about the legal or contractual provisions regarding legal, financial, administrative obligations, personal data protection policy, procurement legislation and management of supporting documents. Researchers benefit from an institutional support framework at the level of the Vice-Rectorate for Scientific Research and Relations with the Economic Environment, the Vice-

Rectorate for Economic-Financial Management and Social Issues of Students, the Scientific Research Council, the INCESA Hub, faculty vice-deans. These regulations, decisions and procedures are clearly and transparently accessible on the university website and are available to researchers in the section dedicated to research legislation, internal norms and procedures

6. Accountability		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	At the institutional and legal level, the University of Craiova regulates scientific responsibility in the Charter of the University of Craiova (2023), the Code of Ethics and University Deontology (2024) and in the Regulation on the organization and coordination of scientific research activity (2021). However, there is no framework for training and implementing functional measures for researchers at the beginning of their careers, but also for raising awareness on the rights and obligations of researchers, as well as a real involvement at the level of forms of information and institutional support.	In order to undertake a complete and extensive implementation of the principle of responsibility, the University of Craiova will develop, implement and monitor at institutional level the dissemination of a Guide to Good Practices on Research Responsibility and Accountability, periodic information and training sessions will be organized. In order to raise awareness of the accountability principle, the reporting and internal audit procedures will be reviewed and updated, the research results will be analyzed and monitored and measures to improve the institutional support framework for researchers will be identified.
7. Good practice in research		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	At the institutional level, the University of Craiova has clear and well-implemented internal regulations and procedures on good practices in research in accordance with the rules on data processing and management and the ethical framework at national, European and international level. However, given the composite nature of the structure of the faculties of the University of Craiova,	In order to improve research practices and strengthen organizational culture and increase accessibility to norms and rules of good practice, the University of Craiova will improve its online research platform for reporting research results to support research and increase the visibility of research results. At the institutional level, the framework for organizing and conducting the annual event organized at the university level entitled "Research Gala" will be consolidated and expanded

the level of awareness and familiarity is perceived differently at the level of the twelve faculties, but also at the level of the research centers recognized by the Senate of the University of Craiova. A more efficient and better integrated systematic framework for improving good practices in research activity can be achieved

8. Dissemination, exploitation of results

Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	Although the dissemination of research results is fully regulated, operationalized and implemented in institutional practices through the Vice-Rectorate for Research, research centers, hub and technology transfer center INCESA, through research, innovation and technology transfer infrastructures in collaboration with small and medium-sized enterprises within regional programs with European funding, the valorization of research results must take into account aspects such as the valorization of research results in a non-academic context with the precise identification of the societal and labor market impact.	In order to improve the framework for dissemination and capitalization of research results, the University of Craiova aims to improve the institutional support framework for researchers by launching two targeted initiatives, namely the Institutional Support Package for Research Dissemination and Exploitation. Another improvement objective is the launch of an online training and training module for researchers on the publicity of research results, open access publishing, public involvement of researchers and knowledge transfer taking into account the legal provisions provided by the EU'S open science policy (2022) and the ERA Policy Agenda 2022-2024

9. Public engagement

Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	The University of Craiova supports and promotes public involvement by organizing outreach events, such as the Researchers' Night, the Open Doors Days and Our Students Can More, the launch of social entrepreneurship projects at the community	The University of Craiova aims to develop and implement a Guide on the public and social involvement of researchers for a real involvement of researchers in the public space, as well as the launch of a weekly Newsletter on the publicity of the public agenda of outreach events and public activities in which the researchers of the University of Craiova participate.

level, practice partnerships with the public and private sectors). However, the degree of systematization and support of researchers to get involved and participate can be improved through an institutional strategy or guide in order to increase the involvement of researchers and improve the capacity to relate to the public space.

10. Non discrimination

Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	The University of Craiova has regulations and procedures prohibiting discrimination provided by the Charter of the University of Craiova (2023), the Code of Ethics and University Dentistry (2024), the Ethics Commission, the procedure for notifying the committee for monitoring compliance with the code of student rights and obligations, as well as GDPR codes that allow the anonymization of public information (starting with 2020). However, in practice, the application of these provisions, principles and norms must be improved through more visible campaigns on the prevention of discrimination, but also for the implementation of institutional and practical mechanisms for monitoring the feedback of researchers and students.	To clarify the legal and institutional framework of university policies regarding non-discrimination, the University of Craiova will organize a series of workshops and awareness-raising events on social inclusion and non-discrimination, organized in collaboration with faculties, institutionally recognized research centers and other institutional partners. Also, to increase the impact and public visibility of the activities carried out, a web section dedicated to promoting the participation of researchers in such events and activities will be created.

11. Evaluation/ appraisal systems

Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	The University of Craiova implements a system of periodic evaluation of undergraduate, master's and doctoral degree programs, as well as the periodic evaluation of teaching and

research staff based on criteria regarding teaching activity, publication of research results in internationally indexed journals in internationally recognized databases, publication of books in prestigious international publishing houses, as well as criteria regarding the coordination activity of undergraduate, master's and doctoral theses, as well as other institutional contributions. Although the management of periodic evaluation is transparent and well operationalized at the level of the University of Craiova, mechanisms for improving feedback can be identified, as well as practices for adapting to the principles of research evaluation based on quality and responsible evaluation of researchers based on the impact of research, the quality of scientific contributions and involvement in outreach activities.

Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles

RECRUITMENT		
12. Recruitment		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	The University of Craiova has clear and precise regulations and procedures for the recruitment of research in accordance with the principles of an open, transparent, merit-based selection (OTM-R). The own competition methodology for filling vacant teaching and research positions in higher education (2023) regulates clear principles regarding the registration for the competition, the conduct of the competition and the evaluation of candidates. In the section dedicated to hiring and information regarding competitions within the University of Craiova, information on competitions for teaching and research positions, competitions for positions within projects on European funds, but also for teaching and administrative auxiliary staff is clearly and transparently presented. Also, at the institutional level, a new Methodology was adopted regarding the organization and conduct of the promotion exam in the teaching career at the University of Craiova (2024), which presents the stages and clearly and transparently describes the organizational

framework of the promotion exam.		
13. Recruitment (Code)		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	At the institutional level within the University of Craiova, the own competition methodology for filling vacant teaching and research positions in higher education (2023) and the Methodology regarding the organization and conduct of the promotion exam in the teaching career at the University of Craiova (2024) fully respect the norms and principles of the European Charter for Researchers, as well as the standards of quality, well-applied fair procedures, transparency and fairness provided by the European Charter for Researchers (European Commission, 2005) regarding the public nature of the competition, the publication of the stages, selection criteria and processes, the job description, the composition of the competition committees.
14. Selection (Code)		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	At the institutional level, recruitment and selection procedures are regulated in accordance with the Code of Conduct for the Recruitment of Researchers (European Commission, 2005). The key principles of the recruitment process are based on open recruitment, transparent merit-based evaluation, job description, competitive examination topics, assessment of skills and competencies and the right to appeal.
15. Transparency (Code)		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	The University of Craiova ensures and guarantees transparency in recruitment procedures. All stages of the recruitment process are transparently presented on the institutional website, and for the ongoing competitions for teachers and research, the documents required for registration, the description of the positions, the minimum salary for the position, the conditions of occupation of the positions, the calendar of the competition, the date, time and place of the competitions, the candidates registered for the competition are

detailed. In a transparent manner, for the promotion exams in the teaching career, the announcements for the promotion exams and the necessary documents for the promotion exam are presented in accordance with the national legislation. According to the methodologies of the University of Craiova, in a transparent manner, the appeals commission, constitution, deadlines for solving and responding to appeals are regulated.

16. Judging merit (Code)		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	The University of Craiova monitors and evaluates scientific merits in accordance with the principles provided by the Code of Conduct for the Recruitment of Researchers (European Commission, 2005), but also with the principles, standards and indicators adopted at the level of the European Union. In this regard, the University of Craiova aims to sign a declaration of intent to join the CoARA Agreement (Coalition for Advancing Research Assessment) (launched by the European Commission, 2022)
17. Variations in the chronological order of CVs (Code)		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	At the institutional level, the University of Craiova encourages that in the process of selection and recruitment of researchers, candidates should be evaluated according to general standards and merits, the institutional policy can be improved in order to explicitly recognize the non-linear or interrupted professional path. Although there are expressly provided provisions and mentions in the Internal Regulations of the University of Craiova (2021) regarding the information of employees (annual leave, sick leave, maternity leave, rescheduling or interruption of annual leave), improvements can be made to the information and	At the institutional level, in order to improve the institutional policy, the University of Craiova will launch and implement concrete measures and proposals for remedial action, such as the development of a plan of measures and policies on the recognition of non-linear or interrupted professional paths, as well as the training and information of the selection committees on the updated regulations on the subject of diversity and variety in careers.

regulatory framework.

18. Recognition of mobility experience (Code)

Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+ - almost but not fully implemented	Although the University of Craiova encourages mobility and the recognition of the benefits of carrying out a mobility internship, there is no policy and an institutional mechanism assumed regarding the recognition and valorization of mobility in the selection and recruitment process, promotion in the teaching career or in the evaluation of professional performance. The institutional framework can be improved by valuing the benefits of mobility at national, European and international level.	At the institutional level, in order to remedy and valorize the benefits of mobilities carried out by researchers, a policy will be developed to recognize the benefits of mobilities in academic and research careers, and a set of institutional proposals will be launched to encourage and formally recognize the mobility experience carried out by researchers.

19. Recognition of qualifications (Code)

Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	At the institutional level, in accordance with the national legislation and the Bologna Process, the University of Craiova has adopted and fully implemented procedures for the recognition of academic and professional qualifications obtained abroad in collaboration with CNRED (National Center for Recognition and Equivalence of Diplomas). The titles and qualifications obtained abroad do not constitute a barrier in the process of admission and access as candidates to bachelor's, master's and doctoral studies, nor in the process of hiring researchers. In the dedicated section on the official website of the University of Craiova, the following are detailed: The procedure for recognizing the doctoral degree and the title of doctor of science or in a professional field, obtained abroad; Procedure for the recognition of teaching positions obtained in accredited university education institutions abroad, as well as the Procedure for the recognition of the quality of doctoral supervisor

20. Seniority (Code)		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	<p>At the institutional level, the University has fully adopted and implemented methodologies, regulations and procedures that promote, encourage and guarantee the recognition of teaching, professional and research experience, raising awareness of the role of responsibilities in the recruitment and promotion process, access to mobility and professional training, participation in project implementation teams, institutional selection of project and grant coordinators, project and grant management, doctoral management. These aspects are regulated in acts adopted by the University of Craiova such as: Code of University Ethics and Deontology of the University of Craiova 2024, Methodology for granting the IOSUD-UCv qualification certificate 2024, Methodology for granting the IOSUD-UCv qualification certificate 2024, Procedure for assessing competence, awareness and improvement, Methodology regarding the recognition by the University of Craiova of teaching positions obtained in accredited educational institutions abroad. Methodology for evaluating annual professional performances for contractual staff at the University of Craiova, Own methodology regarding the organization and conduct of the 2024 teaching career promotion exam, Methodology regarding the recognition of foreign diplomas 2024. These adopted documents prove that the assessment of seniority is carried out depending on the professional career and the content and evolution of the career.</p>

21. Post-doctoral appointments		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	În metodologia aprobată în anul 2022, sunt prevăzute criterii formale de eligibilitate, precum deținerea titlului de doctor și asumarea unui proiect propriu de cercetare. Cu toate acestea, documentul nu oferă suficiente clarificări privind delimitarea conceptuală și funcțională între statutul de postdoctorand și celelalte categorii de cercetători din cadrul instituției. However, se constată o lipsă unui program formalizat și structurat de mentorat destinat postdoctoranzilor, aspect esențial pentru susținerea dezvoltării lor profesionale și pentru consolidarea traseului postdoctoral în cadrul instituțional.	In 2022, the University of Craiova adopted a Methodology for the admission, organization, and completion of postdoctoral studies. Additionally, in 2024, the "Regional Career Guidance Center for Researchers in the South-West Oltenia Region" was established, serving all researchers affiliated with UCV, including postdoctoral fellows. UCV plans to update the methodology developed in 2022 in order to define a clearer profile for postdoctoral researchers (in terms of roles, time limits, and their positioning within a research career). This will help establish a more coherent policy for the career development of researchers, starting from the postdoctoral stage. Furthermore, UCV will develop a mentoring program for its researchers, which will also include postdoctoral fellows. This mentoring program will be implemented through the "Regional Career Guidance Center for Researchers in the South-West Oltenia Region."
WORKING CONDITIONS AND SOCIAL SECURITY		
22. Recognition of the profession		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	Research activity (projects, publications, mobilities) at the University of Craiova is evaluated and recognized in a manner similar to other academic professions. Doctoral students and researchers at UCV are included in the university's official job classification and staffing structure. Moreover, researchers with significant scientific results are promoted through nominations at the UCV-level <i>Research Excellence Gala</i> .
23. Research environment		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	The University of Craiova provides researchers with access to a broad range of research infrastructure, including laboratories, specialized equipment, scientific databases, and electronic libraries that support both fundamental and applied research

activities across disciplines. This access ensures that researchers can engage in high-quality scientific inquiry and remain connected to the latest developments in their respective fields. In addition to infrastructure, UCV supports the professional development of its researchers through various funding opportunities. These include both internal grants, aimed at encouraging early-stage research, as well as access to national and international funding mechanisms (e.g., UEFISCDI, Horizon Europe, Erasmus+). Researchers benefit from financial support for participation in national and international scientific conferences, publication in indexed journals, and research mobility—essential components for increasing visibility and international collaboration. To further enhance the quality of the research environment, UCV is committed to implementing a system for monitoring researcher satisfaction. This will involve the annual administration of structured questionnaires designed to assess perceptions related to the scientific working environment, access to resources, administrative support, collegial collaboration, and opportunities for career development.

24. Working conditions

Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	The working conditions offered to researchers at the University of Craiova are, in general, aligned with current legal and ethical standards, particularly those outlined in Law no. 319/2003 regarding the Status of Research and Development Personnel (see also the “Regulation on the Organization of Research Infrastructure at the University of Craiova”). These provisions ensure a baseline framework for the protection of researchers’ rights and the facilitation of research activities under appropriate professional conditions. However, disparities can be observed	The University of Craiova will establish "shared spaces" to facilitate collaboration among multidisciplinary research teams. Additionally, it will introduce an annual feedback mechanism on working conditions, based on researcher surveys. A support system aimed at preventing professional stress will also be implemented, including webinars, counseling, and mentoring initiatives. Moreover, the University will adopt a preventive and integrated approach to the psychosocial well-being of its research staff by launching an institutional support program offering both professional and psychological assistance. This program will include thematic webinars on stress management and time management, as well as free psychological counseling services provided in collaboration with the Department for

	between faculties or research centers in terms of access to laboratory infrastructure, professional status within the university, and the ability to maintain a healthy balance between personal life and professional responsibilities.	Teacher Training (DPPD) and the Center for Career Counseling and Guidance (CCOC).
25. Stability and permanence of employment		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	Individual employment contracts are drafted in strict accordance with the provisions of the Labour Code (Law no. 53/2003, republished) and Law no. 319/2003 on the Status of Research and Development Personnel, as well as in line with the Methodology for Filling Teaching and Research Positions, approved by UCV Senate Decision from 2022. Furthermore, the recruitment and promotion processes are guided by the principles of transparency and non-discrimination. Periodic evaluations of scientific activity provide an objective framework for contract renewal or progression to permanent positions (cf. Methodology for the Annual Evaluation of Professional Performance for Contract-Based Staff at the University of Craiova).
26. Funding and salaries		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	At the University of Craiova, the salary framework applicable to research staff complies with national legislation (Law no. 319/2003 on the Status of Research and Development Personnel and the Labour Code) and is aligned with the salary grids used in higher education. However, certain disparities can be observed between	The institution has developed mechanisms for attracting external funding (e.g., Horizon Europe, PNRR, CNCS projects, structural funds), which in some cases allow for the supplementation of researchers' income through research-specific grants and bonuses. In addition, there is a dedicated fund for stimulating excellence in research, through which outstanding scientific achievements are rewarded or specific research-related expenses are covered—such as publication in high-impact journals or participation in international scientific events. The

	faculties and academic fields regarding equitable access to funding sources.	university aims to establish a mentorship program for the development of project proposals (PNCDI, Horizon Europe, EEA Grants), in partnership with INCESA and successful experts in attracting research funding.
27. Gender Balance		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	There is an active policy in place for promoting gender balance, and the institutional Gender Equality Plan (GEP) is currently in effect. However, a publicly available annual report on gender distribution in research and management has not yet been implemented.	University of Craiova will establish a transparent reporting system on gender distribution in research and management by publishing an annual report on the University's website regarding gender balance within the institution. Additionally, University of Craiova will launch awareness campaigns addressing gender bias in research and recruitment processes.
28. Career development		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	The University of Craiova offers a range of tools and opportunities that contribute to the professional development of researchers, such as access to international mobility programs (through Erasmus+, Horizon Europe, or other academic networks) and participation in national and international collaborative projects, which support the development of transversal skills and the expansion of professional networks. However, a formal Career Development Plan (CDP) system for researchers has not yet been implemented. While there is support for mobility (Erasmus+, Horizon), it is not yet integrated into structured career development strategies.	The University of Craiova aims to draft and adopt a Regulation on the Researcher Career Development Plan (CDP) at UCV, tailored to the local context but aligned with European models (cf. EURAXESS CDP guidelines). Additionally, another proposal involves the creation of a group of institutional mentors who will provide support in the development and monitoring of individual CDPs.
29. Value of mobility		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals

++ fully implemented	No gap identified	The University of Craiova recognizes the importance of professional mobility as a key element in career development and integration into the European Research Area. This commitment is reflected in several institutional documents. The University Charter explicitly states that "the University promotes the professional mobility of students, doctoral candidates, and teaching/research staff." Furthermore, within the Office for International Relations, there is a dedicated Regulation for international mobility (including Erasmus+ for academic and administrative staff), which outlines the related administrative and financial procedures in detail.
30. Access to career advice		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	The University of Craiova places clear emphasis on ensuring access to career counseling for researchers through the "Regional Career Guidance Center for Researchers in the South-West Region." Furthermore, the University aims to introduce, through this Center, a structured training program for teaching staff and senior researchers who wish to become mentors in academic career development.
31. Intellectual Property Rights		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	The University of Craiova acknowledges the general principles concerning intellectual property rights, as reflected in its Code of Ethics. However, a fully dedicated institutional framework for the protection and valorization of these rights has not yet been established.	The University will initiate the development of its own IPR (Intellectual Property Rights) regulation, including clear procedures regarding rights over inventions, publications, software, and other research outputs.
32. Co-authorship		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
	Although UCV's Code of Ethics contains general references to authorship and	The University of Craiova aims to develop an internal co-authorship guide, to be integrated into its research and ethics

+- almost but not fully implemented	ethical conduct in scientific work, it does not yet provide detailed and standardized criteria for defining co-authorship. The absence of such specific guidelines may lead to inconsistencies in recognizing individual contributions to collaborative research, highlighting the need for the development of a clear institutional policy on co-authorship practices.	policies. This guide will provide clear and transparent criteria for recognizing individual contributions to collaborative scientific work. Another initiative of the University focuses on strengthening the training of doctoral and postdoctoral researchers in the field of publication ethics, ensuring that young researchers are equipped with the necessary knowledge to engage in responsible authorship and uphold the integrity of academic publishing.
33. Teaching		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	The University of Craiova provides both initial teacher training and continuous professional development for academic staff through the Department for Teacher Training (DPPD), in line with national and European regulations governing teaching careers. DPPD coordinates Level I and Level II psychopedagogical programs, which are available to undergraduate, master's, and doctoral students, thereby contributing to the development of pedagogical and assessment competencies essential for academic work. To support academic career advancement, the institution has developed its own Methodology for Promotion in the Academic Career (revised in 2024), which establishes clear evaluation criteria for each academic rank (teaching assistant, lecturer, associate professor, professor). Furthermore, the regulatory framework for teaching performance assessment is reinforced through the Internal Regulation for the Evaluation of Academic Staff, which includes standardized evaluation forms, student questionnaires, and peer reviews. Teaching performance is fully integrated into the career promotion process and is assessed in parallel with research activity.
34. Complains/appeals		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	The right to submit complaints and appeals is regulated through a series of institutional documents, including: the Methodology

for Filling Teaching and Research Positions at the University of Craiova, the Regulation on the Organization and Functioning of Doctoral Studies (IOSUD–UCV), the *Code of Rights and Obligations of Doctoral Students*, *Methodology for the Annual Evaluation of Professional Performance of Contractual Staff at the University of Craiova* and the *Regulation on the Organization and Functioning of the Ethics Committee*. These documents clearly define the procedures, deadlines, and levels of resolution for complaints and appeals, thereby ensuring a coherent institutional framework for the exercise of these rights.

35. Participation in Decision-Making Bodies

Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	The University is governed by the <i>Senate</i> and the <i>Board of Administration</i> , which make key decisions regarding academic policy, research, budgeting, and internal regulations. The decisions of both bodies are published online to ensure transparency. At the local level (department/faculty), councils and committees are organized in which researchers actively participate, such as doctoral councils, research committees, and grant selection panels. The institution also allows the conferral of the status of affiliated researcher to individuals with significant contributions, based on the decision of the respective faculty councils.

TRAINING AND DEVELOPMENT

36. Relations with supervisors

Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	At University of Craiova, there are formal regulations in place regarding the roles, rights, and selection of doctoral supervisors, as outlined in the Institutional Regulation on the Organization and Functioning of Doctoral Study Programs (IOSUD–UCV). Each doctoral candidate follows an individual research and training plan, developed by the supervisor and approved by the Doctoral

School Council (CSD) and the Senate.		
37. Supervision and managerial duties		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
++ fully implemented	No gap identified	The University of Craiova provides a solid and transparent institutional framework for the exercise of supervisory and managerial responsibilities in research activities. Specific regulations—including those under IOSUD and internal research regulations—clearly define the roles of scientific supervisors, selection procedures, and administrative responsibilities. The democratic election of academic leaders contributes to coherent and effective coordination of scientific activities. In addition, periodic evaluations of managerial performance, the transparent organization of doctoral programs, and the professional management of research projects help ensure a high-quality academic environment focused on performance and institutional integrity.
38. Continuing Professional Development		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	The University of Craiova demonstrates a strong and sustained commitment to the continuous training of academic and research staff, offering a wide range of professional development programs through dedicated structures. However, challenges remain in ensuring equitable access, adapting program content to the specific needs of researchers, and systematically evaluating the impact of these training initiatives.	The University of Craiova demonstrates a sustained commitment to the continuous training of academic and research staff by offering a wide range of professional development programs through dedicated institutional structures. For example, the Department for Teacher Training (DPPD) provides psychopedagogical courses, workshops, and certification programs, while the Department for Continuing Education and Liaison with the Socio-Economic and Cultural Environment (DFC-MESC) manages postgraduate and professional retraining programs. The University of Craiova also aims to develop a strategic document that will define the directions, objectives, and typologies of continuous training tailored specifically to researchers—including doctoral candidates, postdoctoral fellows, early-stage researchers, and technical staff.
39. Access to research training and continuous		

development		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	<p>The University of Craiova has a functional system of continuous professional development that contributes to strengthening researchers' competencies, enhancing their capacity for professional integration, and developing the skills necessary to coordinate research programs. The institution also provides targeted support and training in project management and the development of scientific programs. However, access to these opportunities remains uneven, and their integration into a unified and personalized institutional strategy covering all stages of the research career continues to be a key area for improvement.</p>	<p>At the University of Craiova, multiple initiatives have been launched to foster continuous professional development and strengthen the transversal skills essential for a sustainable academic career. These include a rich roster of courses and workshops delivered under nationally funded projects (POCU, FDI) and international programmes (Erasmus+, Horizon Europe), covering topics such as advanced research methodologies, project-cycle management, academic writing, open science, and science communication. Building on this training offer, the University has also initiated an internal scheme of scientific mentoring and coaching. Within the recognised framework of the "Regional Career Guidance Center for Researchers in the South-West Oltenia Region," senior academics provide structured guidance to early-career colleagues—doctoral candidates, postdoctoral fellows, and young researchers—helping them refine research plans, expand international networks, and navigate publication strategies. To ensure these efforts translate into measurable impact, UCV plans to establish an institutional system for collecting feedback and evaluating the outcomes of training activities. Annual surveys, focus groups, and follow-up interviews will be correlated with key scientific performance indicators—such as the number of peer-reviewed publications, externally funded projects submitted or awarded, and new international collaborations—to enable evidence-based improvements and maintain a culture of excellence in research development.</p>
40. Supervision		
Implementation	GAP/implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully implemented	<p>At the University of Craiova, supervisory activity is regulated by the national legislative and institutional framework (the Education Law, the Code of Doctoral Studies) as well as by the internal</p>	<p>The University of Craiova aims to establish an institutional training program for doctoral supervisors and scientific mentors, focused on developing pedagogical competencies, academic communication skills, emotional support strategies, and guidance in scientific career development. Additionally, another planned</p>

regulations of IOSUD. Doctoral supervisors are selected based on rigorous academic criteria, and their responsibilities in the supervision process are clearly defined in the regulations of the doctoral schools. Supervisory activity is periodically monitored through evaluation forms, scientific reports, and advisory committees. In addition, training sessions on ethics and academic integrity have been organized, targeting both doctoral supervisors and doctoral candidates.

measure is the development of an *Institutional Good Practice Guide for Supervision*, which will include recommendations on meeting frequency, progress documentation, support in the publication process, and ethical standards for scientific collaboration.
