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Project co-financed by the European Social Fund through the Sectoral Operational Program Human Resources Development 2007 - 2013
Priority Axis 1 "Education and training in support of growth and development of knowledge based society"
Major Intervention Field 1.2 "Quality in higher education"
Project title "Development and consolidation of quality culture at the level of Romanian Higher Education system – QUALITAS"
Agreement POSDRU /155/L.2/S/141894

EXTERNAL INSTITUTIONAL EVALUATION SYNTHETIC REPORT

"EFTIMIE MURGU" UNIVERSITY OF RESITA

ARACIS 2015



EXTERNAL INSTITUTIONAL EVALUATION SYNTHETIC REPORT

A. Evaluated institution: "Eftimie Murgu" University of Resita

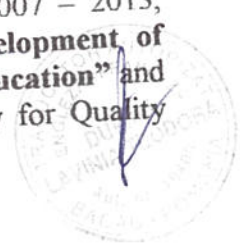
B. Evaluation period: 28-30 May 2015

C. External Evaluation Commission:

No. crt.	Name of Evaluator University	Position of Evaluator in the Commission
1.	Professor Simona LACHE, Ph.D., University „Transilvania” of Brasov	Mission Director
2.	Professor Alexandru Silviu APAHIDEAN, Ph.D. University of Agricultural Sciences and Veterinarian Medicine Cluj-Napoca	Mission Coordinator
3.	Professor Mihai Octavian POPESCU, Ph.D. Politehnica University of Bucharest	Expert <i>Consultative Commission</i>
4.	Professor Dumitru MATIS, Ph.D. “Babeş Bolyai” University of Cluj-Napoca	Evaluator Expert <i>Institutional Commission</i>
5.	Professor Norbert GRUNWALD, Ph.D. - University Wismar, Germany	Foreign Expert
6.	Professor Cristian-Ioan FOSALAU, Ph.D. – Technical University "Gheorghe Asachi" Iasi	Programme Expert <i>Electromechanics</i> (full-time education)
7.	Professor Mariana MAN, Ph.D. – University of Petrosani	Programme Expert <i>Accounting and Management Informatics</i> (full-time learning)
8.	Professor Ilie ROTARIU, Ph.D. – University „Lucian Blaga” Sibiu	Programme Expert <i>Marketing</i> (full-time learning)
9.	Professor Florin MIHAI, Ph.D. – Academy of Economic Studies Bucharest	Programme Expert <i>Marketing</i> (distance learning)
10.	Professor Liviu CRACIUN, Ph.D. – University of Craiova	Programme Expert <i>Marketing</i> (distance learning)
11.	Stefan SPIRIDON – National University of Music Bucharest	Student evaluator UNSR
12.	Alexandra LEPADATU – Academy of Economic Studies Bucharest	Student evaluator ANOSR
13.	Carmen MIRIAN – ARACIS	Technical Secretary

D. General framework of evaluation process:

The external institutional evaluation was carried out in the project called “Development and consolidation of quality culture at the level of Romanian higher education system - QUALITAS” (POSDRU/155/1.2/S/141894), co-funded from the European Social Fund through the Sectoral Operational Program Human Resources Development 2007 – 2013, Priority Axis 1 “Education and training in support of growth and development of knowledge based society”, Major Intervention Field 1.2 “Quality in higher education” and based on the protocol signed on 20.10.2014 between the Romanian Agency for Quality



Assurance in Higher Education (ARACIS), represented by **Professor Jordan PETRESCU, PhD** as representative of ARACIS Council and “**Eftimie Murgu**” University of Resita, represented by **Professor Doina FRUNZEVERDE Ph.D**, as rector, regarding the establishment of bachelor's degree programmes subjected to ARACIS evaluation.

The external institutional evaluation process was carried out according to ARACIS methodology, the quality assurance law in higher education and the specific procedures mentioned in evaluation guidelines.

The external institutional evaluation of “**Eftimie Murgu**” University of Resita (UEMR) was carried out *for the purpose of certification of its re-accreditation as higher education institution of Romania.*

E. Objectives of external institutional evaluation:

- a) Checking the conformity of information and data presented by the visited institution in Internal Evaluation Report (self-evaluation) and the information presented in annexes to report;
- b) Checking the conformity of legal framework for organization and functioning of the institution;
- c) Evaluation from quality and quantity point of view of teaching staff and all issued related to their activity;
- d) Evaluation of existence of specific regulations for all the types of activities, procedures and their method of application;
- e) Evaluation of institutional capacity, as described in the Internal Evaluation Report and argued by annexes to report, and by observations on the spot regarding the material basis, the existence of all the functional structures (academic and administrative management etc.);
- f) Checking the method of application of regulations in force in relation to the professional activity of students, from admission to university until graduation of courses, the use of transferable credits system, the performance of internship, assurance of the necessary framework for the carrying out of research activities specific for the study programs from II and III cycles etc.;
- g) Evaluation of educational effectiveness by checking the satisfaction of performance standards regarding the content of study programs, the results of learning, the realization of scientific activities, valorisation of scientific research, assurance of resources for learning etc.;
- h) Evaluation of the method of implementation of quality management from all points of view and for all fields of activity, which make the object of the mission of visited institution;
- i) Evaluation of the way in which the code of ethics and academic integrity is applied and the assurance of a real academic and scientific atmosphere;
- j) Evaluation of transparency level of public information in relation to specific activities which are carried out in the University.

F. Procedures used for achieving the objectives of external institutional evaluation:

- a) Realization of meetings and discussions with the staff from the academic and administrative management of the institution;



- b) The performance of a detailed visit on the field, which included most of educational and research areas of the institution for the acknowledgement of the material basis, its quality and performance level, the way in which it is used;
- c) The realization of meetings and discussions with the teaching staff, with the students, with graduates and with the employers;
- d) Visiting secretariats and administrative compartments for acknowledging the conformity of application of procedures regarding the records of students, records of professional activity of students, the issue of study documents, records regarding the teaching staff, financial administration, public acquisitions etc.;
- e) Elaboration of visit documents (at the level of evaluated study programs and at institutional level) and the report of External Institutional Evaluation Commission;
- f) Analysis of Internal Evaluation Report and annexes to the report.

G. Working procedure:

- a) Activities carried out by Institutional Visit Commission in its whole: the initial meeting with the management of University (rector, president, vice-rectors, scientific secretary, deans), with the representative of Quality Assurance Department (DAC), with the contact person for institutional evaluation, with the representatives of study programs; realization of visit on the field;
- b) Activities conducted differently by Commission members: evaluation by study programs by program experts; institutional evaluation by the expert from Institutional Commission, the expert from Consultative Commission, the mission director, the mission coordinator, the foreign expert and the scientific secretary;
- c) Activities made by commission experts, mission director and coordinator, the foreign expert, the scientific secretary and students from the Commission: the meeting organized with the students of evaluated institution, the meeting organized with the graduates; the meeting with the employers;
- d) Activities made by the foreign expert: the meeting with academic and administrative management of the university and with DAC representative, visiting the university/faculty campus together with the students from the Institutional Evaluation Commission;
- e) The students from the Institutional Evaluation Commission carried out specific activities in total autonomy conditions, according to a program defined by them;
- f) Analysis of evaluation results in the External Institutional Evaluation Commission in its integrity;
- g) Presentation of evaluation synthesis in a meeting which reunited the External Institutional Evaluation Commission and the University management (rector, president, vice-rectors, scientific secretary, deans), with the representative of Quality Assurance Department (DAC), with the contact person for institutional evaluation, with the representatives of study programs.

H. Observations of External Evaluation Commission – synthesis:

a. Institutional capacity:



The evaluation team observed that UEMR observes all the normative requirements for the institutional, administrative and management structures, has well-defined mission and objectives, which individualize it in the regional, national and European higher education area. The activity is carried out according to the laws and normative acts in force and the University Charta.

“Eftimie Murgu” University of Resita was founded in 1992, based on the Government Decision no. 369 of 02.07.1992, by extension of higher technical education founded in 1971 (Institute of Sub-Engineers Resita, subordinated to “Traian Vuia” Polytechnical Institute of Timisoara, with specializations in law and economic sciences and detachment of Institute of Resita from “Politehnica” University of Timisoara.

“Eftimie Murgu” University has its office in Resita, 1-4 Traian Vuia Street, 320085 – Resita, Caras-Severin County. In Resita, it also has one complex: hostel/canteen and a sports hall under construction. Moreover, the university has a point of work located in Caransebeș, Alunișului Str., Caraș-Severin County and a summer university campus located on the Danube bank, in Coronini.

The University offers bachelor's, master's and doctor's degree programmes, full-time education, part-time education (only doctor's degree) and distance education (only bachelor's degree). All the study programmes are accredited or temporarily authorized according to the law.

The University Charta revised in 2011 is drawn up according to the laws in force and harmonized with the principles promoted in the European higher education area. The Charta regulates all the organizational, academic, didactic, research, social, ethical, administrative, managerial issues s.a. The teaching and research missions are correctly and completely defined in University Charta, and are materialized in Strategic Plan for 2012-2016, respectively in operational plans.

According to University Charta and legislation in force, the university has drawn up a “University Code of Ethics”, which protects the values of academic freedom, university autonomy and ethical integrity. The University has specific mechanisms for application of University Charta and Code of Ethics.

The University has a management system which observes all the legal regulations in force, the modern management principles and the good practices of European Union.

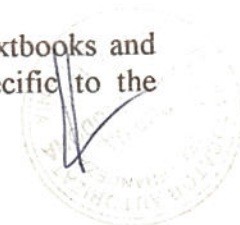
From the definition of university mission we highlight as priority elements of its strategy and policy: quality assurance of all the activities for consolidation of university as national and regional higher education institution, integration of university in the European Higher Education Area, increasing the efficiency and competitiveness of teaching process, adjustment of educational offer to socio-economic dynamics, development of scientific research in accordance with the strategy and priorities defined at national and European level; development of university as excellence pole in the relationship with the socio-economic environment and involvement in community life; promotion of a management system based on the principles of university autonomy in active partnership with students; quality assurance of university life for the whole academic community, including the students.

UEMR has spaces and buildings for specific activities for the study programmes (course rooms, laboratories, library, hostels, canteen, sport fields). The University has spaces deployed on an area of about 34,438.47 m², of which 28,026.27 m² are allotted to education and research and 6,412.20 m² are hostel/canteen spaces.

The university observes ARACIS norms regarding the capacity of course rooms (min. 1 m²/seat) and laboratory rooms (min. 1.4 m²/seat).

The endowment of these spaces with the necessary equipment for proper instruction is in compliance with the modern requirements in the field. All the teaching activities are planned and carried out in spaces which observe the normative acts in force.

The University has a central library well-equipped with books, treaties, textbooks and other specialized works, collections of national and international magazines specific to the



subjects from the curricula of study programmes. The University has a publishing house and a printing house; the works are printed on paper and CDs. The library of the university has four reading and study rooms of which one has access to shelves and one has access to Internet.

The University has its own hostel properly equipped and connected to Internet and its investment in modernization is in process of completion and assures accommodation seats for 100% of requests. It also has a canteen which is functional. The University offers adequate spaces for the activities of student organizations, cultural, artistic, social, sport activities.

The University has its own financial accounting department which draws up every year the income and expense budget and the balance sheet, has budget execution account and its own management report, in accordance with the legislation in force. The University has Fiscal Code and has several accounts / sub-accounts in lei and foreign currency, at Treasury and commercial banks. The University has an "Internal public audit Department", which makes planned audits every year, according to own regulations for functioning. The audit reports are analysed by the Board of Directors, validated by the Senate and approved by MECS.

b. Educational effectiveness:

UEMR fulfils all the criteria regarding the content of study programmes, the learning results, the scientific research activity and financial activity. The study programmes from the university are associated with the fields approved at national level and develop competences corresponding to the qualifications from the national nomenclature. They are regularly evaluated and on this basis they are revised, changed, supplemented or if applicable, replaced. The diplomas obtained after the completion of studies in each cycle are compliant with the regulations in force and the correspondence between them and qualifications is confirmed by employers at internal and external level and by the exchange programmes for students and teaching staff with universities from EU member states.

The University applies a correct and transparent policy of recruitment and admission of students, publicly announced 6 months before the admission. The admission information is promoted by various means, such as mass media, open gates day, presentations in high schools, presentation of offer and admission regulations on the university website etc. The admission is based on competition organized according to the law.

The University has teaching staff recruited, selected, trained and promoted only by objective, professional, scientific, ethical criteria which practically cover all the teaching activities set out in study programmes. The University has a well-defined strategy regarding the norming of teaching and research activities by which it aims at the efficient use of resources.

Apart from other forms of evaluation, UEMR makes peer evaluation, evaluation by students of subjects and teaching staff, by a procedure elaborated and approved by the Senate. Most of the students who participated in these evaluations positively appreciated the academic method of training and qualification and the content and usefulness of subjects, respectively the quality of teaching staff. The teaching and instruction activity is very well organized with clear and precise responsibility both for the teaching staff and for the students.

"Eftimie Murgu" University of Resita is a regional university with a ratio between the number of students and the number of professors equal to 19.95. The University involves the students in the realization of practical projects with immediate realization, which requires multidisciplinary approach and stimulates the creativity of students (Example: Campus Café project - 2014, project for promotion of tourist offer of Danube Pass - 2015).

In UEMR, the scientific research is coordinated by the *Scientific Research Council*, which works based on its own Regulations for organization and functioning. The teaching staff carry out scientific research activity in the faculties, departments and in the research centres, according to the law, based on *Regulations for organization and functioning of scientific research activity*



in "Eftimie Murgu" University of Resita and own regulations for organization and functioning of the research centres from UEMR, approved by the Senate.

For the period 2012-2016, the university has proposed the "consolidation of its position as university provider of applicative research, oriented to immediate results in industry and society and transfer of knowledge to the business environment and local public institutional environment". In the last years "Eftimie Murgu" University of Resita invested important resources attracted by national and international research programmes and from the contractual research activity, carried out for the business environment, for the equipping of research centres from UEMR.

The research results are appreciated at national level by the confidence showed by economic agents to the research-development activity carried out by the university. The university concluded in the last 5 years two contracts a month on average with important companies from the country and abroad (SH Poștile de Fier Romania, HE DJERDAP Yugoslavia, VA TECH ESCHER WYSS Switzerland, ASTRÖ Austria, LMH, Ecole Polytechnique Fédérale de Lausanne Switzerland, Voith Siemens Germany) and received on average 45,000 lei/month from applicative research.

During 2010-2014, the teaching staff and researchers of the university published all in all: 89 articles in magazines quoted ISI; 174 scientific works in the volumes of conferences indexed ISI; 839 articles in magazines indexed BDI; on average there were two scientific works per year per one professor.

c. Quality Management:

The coordination of quality assurance and evaluation processes is carried out by "Quality Assurance and Evaluation Commission" - CEAC per university, which has the commissions from faculty level. Quality assurance of study programmes is based on the analyses from departments, professor councils and the Senate regarding the initiation, approval, monitoring and regular evaluation of study programmes, completed by elaboration of Internal Evaluation Reports. The internal evaluation reports are subjected to internal audit and analysed at department, faculty and university level. CEAC supports the management of university in achievement of quality-related objectives.

The university has implemented procedures for initiation and design of study programmes, evaluation of specializations, and evaluation of activity by students. The University applies the Regulations for initiation, approval, monitoring and regular evaluation of study programmes, elaborated according to the Methodology and Guidelines ARACIS.

The quality assurance and control activities and the necessary resources and deadlines for realization of objectives are provided in the Strategic Plan and in the Operational Plan.

The Quality Assurance System of UEMR is dynamic, is continuously perfected. In the last five years the University developed software platforms and systems which support the processes of evaluation and statistic processing of collected data. Moreover, the university applies all the necessary instruments for the realization of the complete cycle „Plan - Do - Check - Act”, and the internal evaluations are followed by corrective measures or plans of measures, as applicable.

In "Eftimie Murgu" University of Resita" the initiation, approval, monitoring and regular revision of study programmes are carried out according to Regulations for initiation, approval, monitoring and regular revision of study programmes.

I. Observations and suggestions of evaluators presented in the meeting of Evaluation Commission and University management:



- The self-evaluation report drawn up by UEMR, offered information according to what was seen on the spot during the visit programme;
- The members of evaluation commission noted the progress made by UEMR after the previous evaluation visit (2015) and the transposal into practice of recommendations, noticing the progress in the development of material base, the institutional restructuring programme in correlation with the current requirements for the educational offer;
- From the discussions with students, graduates and employers, it was noted that the university has a good ascending trajectory regarding the activities carried out for the training of very well-prepared specialists by the study programmes offered;
- Observations were made by the programme evaluators regarding the lesser equipment of specialized laboratories (Electromechanics programme), the loading to maximum of didactic workloads, the reduced number of books which are published in foreign publishing houses;
- It was highlighted that there is a small number of teaching staff of the Faculty of Economic Sciences who fulfil the new conditions of ability and promotion to professor level, which limits the possibility of developing the doctor's programme in the field.

J. Strengths:

- Identification of specificity of institution as university *in the region and for the region*, which allows the formulation of a coherent feasible development strategy in accordance with reality;
- Well outlined student campus and sustained preoccupations for continuous modernization of material base for educational and research process;
- The scientific research activity carried out in research centres (equipment testing Laboratory) which are self-funded from the research contracts signed with economic agents (Hidroelectrica, E.on Gas) and collaborations with prestigious institutions and companies from the country and abroad;
- The collaboration of UEMR with limitrophe areas from Serbia and emphasis on attraction of students from the Republic of Moldova;
- Assurance of access to training by granting related facilities: scholarships UEMR, subsidizing of meals and transport for students from the Republic of Moldova, accommodation at requests level, cultural and sportive activities;
- Adjustment of University to specific conditions from the area of influence and a good anchoring in the business and social environment.

K. Weaknesses - suggestions:

- Decrease in the number of students from some bachelor's degree programmes because of reduction of school population from the area of influence and the relatively reduced percentage of graduates from the bachelor's degree programmes who continue their studies by master's degree;

- Relatively reduced internationalization process manifested only by the specific Erasmus mobilities (which are not of a very large scope) and a few international partnerships in research programmes;
- In some programmes there is a reduced number of teaching staff who fulfil the ability conditions, which limits the development of Doctoral School by diversification of doctor's fields.

Recommendations:

- Continuation of efforts for adaption of education offer so as to increase the attractiveness degree of UEMR among the potential candidates for bachelor's and master's degree studies.
- Formulation and implementation of a strategy regarding human resources in the meaning of stimulating the professional development for the fulfilment of conditions for ability, respectively for development of competences in teaching foreign languages (in the idea of developing the internationalization process).
- Finalization of investment objectives (hostel, canteen, sport hall), realization of investments in laboratory equipment for some subjects (Electrotechnical materials, production, transmission and distribution of electricity) and replacement of computers from certain laboratories with new electronic technique.
- Active involvement of teaching and research staff in competitions of national and international grants, including by establishing partnerships with research teams from other university centres, for increasing their weight in the scientific research activity.
- Elaboration of own didactic materials of course/laboratory tenure teachers, including for distance education and realization of webpages for all the subjects from curriculum, on which teaching materials are posted and/or use of an e-learning platform.
- Diversification of internship places and improvement of internship content for a faster integration of graduates on the labour market.
- Widening of recruitment area of future students to counteract the reduction of school population in the area, improvement of marketing and communication regarding the continuation of specialized studies by master's degree programmes for increasing the percentage of students who continue their studies with master's degree.
- Continuation of developing the collaboration with neighbouring countries for reception to studies of citizens from these countries and intensification of university's efforts for internationalization.

L. Final conclusions:

Following the analysis of Institutional Self-evaluation Report and annexes to report, the Reports of study programmes, which made the object of evaluation in the Institutional Evaluation process and annexes to these and following all the activities carried out by External Evaluation Commission during the visit carried out during 28-30 May 2015 in "Eftimie Murgu"

University of Resita and mentioned in point G. of this report, the following conclusions can be drawn:

UEMR holds:

- Sufficient and well-trained human resources. The checking of tenure teaching staff's situation in higher education with basic workload in UEMR highlighted a coverage degree of 75.47% at the beginning of university year 2014-2015. The remaining positions to 100% are filled with associate teaching staff who fulfil the legal conditions.
- The teaching staff are involved in research activity and the results of these activities are presented in scientific events and are found in specialized books and scientific articles in recognized publications;
- Educational resources developed in accordance with the current higher education policies offered to students from bachelor's, master's and doctor's degree courses – study programmes integrated on the three education cycles which valorise the results of didactic and scientific research activities; opening to socio-economic environment by carrying out internship programmes, complex research programmes; modern didactic and research material base; resources of information and documentation for the subjects taught;
- Resources for scientific research activity specific to the fields that exist in the university;
- Adequate and continuous modernized material base with prospects of development, for assurance of a good quality education; sufficient accommodation spaces for all the students applicants and other specific services (cultural, sportive);
- Sufficient and good quality documentation resources – the book fund from the library supplies to teaching staff and students books, manuals, textbooks, magazines, CDs, Ph.D theses and is permanently enriched with new acquisitions, subscriptions to specialized magazines and journals, online access to specialized reference bases.

M. Score proposed:

The external institutional evaluation Report drawn up after the external evaluation visit of ARACIS Commission during 28-30 May 2015 in "Eftimie Murgu" University of Resita, by the mission director, Professor Simona Lache, Ph.D and mission coordinator, Professor Alexandru-Silviu Apahidean, Ph.D proposed the awarding of a High Confidence Degree. The report was recorded with number 4807/02.07.2015.

Following the situation occurred in "Eftimie Murgu" University of Resita, since 9 July 2015, regarding possible corruption acts made by teaching staff who belong to this institution, corruption acts which are now under investigation by the competent bodies, the mission director and the evaluation coordinator make the following mentions in the Note on Institutional Evaluation Report recorded in ARACIS with number 7059/16.11.2015:

1. The study programmes evaluated in the external institutional evaluation visit, respectively Electromechanics (IF), Accounting and Management Informatics (IF), Marketing (IF) and Marketing (ID), obtained the maintenance of accreditation with the score "CONFIDENCE".
2. "Eftimie Murgu" University of Resita now has major problems from the point of view of institutional capacity regarding the management structures, and for this reason the external evaluation commission proposes the awarding of the score **"LIMITED DEGREE OF CONFIDENCE"**.

Mission director:
Professor Simona LACHE, Ph.D





Based on the proposal of External Institutional Evaluation Commission, the self-evaluation documents of the institution, the observations during the evaluation visit of 28-30 May 2015, and the other documents from Annexes, ARACIS Council awards "Eftimie Murgu" University of Resita the score **"LIMITED DEGREE OF CONFIDENCE"**, regarding the management of this institution in the field of quality assurance of study programmes and observance of academic standards for awarding of graduation diplomas.

SOLICITAT RAMBURSARE
FSE-POSDRU
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ID 141894

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INTERPRET ȘI TRADUCĂTOR AUTORIZAT,

