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**Assessment report for recurrent institutional re-accreditation
(External report)**

I was appointed by the Romanian Agency for Quality Assurance in Higher Education (ARACIS) as an external expert for recurrent institutional re-accreditation of the 'George Bacovia' University in Bacau Romania. The visit and audit of the University took place during the period 04.06.2008 – 06.06.2008. The commission for the accreditation consisted of Prof. univ. Dr-Ing. Adrian Lungu as a director of mission, Prof. univ. Dr. Eugeniu Turlea as a coordinator of the group of experts and an expert for the institutional commission, Prof. Stegaroiu Ion as an expert evaluator for the accounting and business data processing programs, Prof. Duguleana Liliana as an expert evaluator for management and marketing programs and Prof. Ani Matei as an expert evaluator for the public administration program. Prof. univ. Dr. Zoltan Rostas was the representative of the consulting commission. Two students have been involved: Mss Georgiana Mihut and Mr. Cristi Voiculescu. The ARACIS was represented by the technical secretary Ms. Oana Sarbu.

The University 'George Bacovia' was represented by the Rector Prof.univ.Dr. Gherasim Thoader and the Vice-Rector Prof. univ. Dr. Bontas Dumitru.

The audit at the University began on Wednesday the 4th of June at 10.00 h.in the Senate Room. Between 10.00 and 11.00 o'clock the director of mission presented the members of the mission and their responsibilities. He fixed the objectives of the mission and gave instructions to the members of the mission concerning the formal documents to be issued. He also introduced the representative of the 'George Bacovia' University, the Rector Prof. univ. Dr. Gherasim Thoader, the Vice-Rector Prof. univ. Dr. Bontas Dumitru and the chancellor of the Senate Prof. univ. Dr. Drugus Liviu. Between 11.00 and 17.00 h the group of experts was working in within the categories: institutional accreditation program accreditation and special aspects of the accreditation. At 17.00 h we had an appointment with a group of about 25 Students of the 'George Bacovia' University.

The evaluation work has been continued on Thursday the 5th of June starting at 8.45 h. until 16.00 h. The group of experts met at 16.00 h in order to prepare the final report. At 17.00 h there has been a one hour meeting with student employers from the Romanian industry and administration.

The audit was terminated on Friday the 6th of June.

The University 'George Bacovia' is a accredited private University and part of the higher educational system in Romania. It is functioning on the basis of Law no. 237/23.04.2002. The University has been created in 1992 as part of 'George Bacovia' Cultural Scientific Foundation. It has three faculties:

- The Faculty of Accounting and Business Data Processing
- The Faculty of Business Administration
- The Faculty of Management

The University offers Bachelor/Licenta and Master degrees. The University changed the programs according to the European Bologna process since 2005. The duration of the Licenta(Bachelor) – Program is three years with a total of 180 ECTS credit points. The duration of the Master – Program is two years with a total of 120 ECTS credit points.

The University has a total of about 3500 enrolled students in full time, part time and long distance learning programs. The procedure to promote a student from one year to another requires 60 ECTS transfer points (30 ECTS Points for one semester) in accordance with the Bologna requirements. During the academic year there is no possibility for students transfer between the faculties or specialisations or to other universities.

The managerial structures of the University George Bacovia

The management structures of the University respect the valid legal stipulations. They are defined and described in the University Carta.(Charter) The managing staff of George Bacovia University is formed of titular teachers and associates having their main working hours hier. Five elected students of a total of 19 persons (14 teaching staff) are members of the Senate. The president of the staff's trade union takes part, as a guest, at the Senat's boards. The Senate's Bureau is made is formed of the rector, the vice-rector, the chancellor, the administrative manager and a student. At the boards of the Senate's Bureau there can also participate, as guests, the deans of the Faculties and of the part-time (tf) and long-distance (lfr) departments. The University has implemented the University Management system Red Point which is well working.

Remark: The Senate of the German universities includes besides the teaching staff and the elected representatives of the student community also elected representatives of the technical and nontechnical employers.

Theaching staff

The total number of jobs in the pay rolls is 83. The number of jobs occupied by the own teaching staff with one didactic norma represents 55,4 % of the total. The rest is completed either by the same teaching staff paid as hour per our (until a total of three didactic normas) or by auxiliary staff. The number of teaching staff with a PhD is 23. 21 teachers are PhD students and 2 teachers do not have any PhD activity.

Remark: The number of permanent teaching staff without a PhD represents 50 %. This seems to me very high. In German universities there is a much higher percentage of PhD teachers. In the Universities of applied Sciences for example the percentage is higher then 90 %. In order to achieve a high quality level of teaching it is highly recommended to increase the number of PhD teachers.

Remark: The high number of hour per hour paid staff from the own University staff has a positive influence on the quality of teaching but may be a certain negative influence on the productivity of research of the involved professors.

Headquarters and Equipment

The University functions in a very nice new building with two flanks placed in Bacau, Pictor Aman street no 96 which have been constructed entirely with own funds. The total surface is 5000 square metres fulfilling all the technical and economical functioning conditions in complete safety. There is enough place for didactic and research activities. Following spaces are available: one theatre/hall, with about 200 seats, 5 amphitheatres with about 100 seats each, one lecture room, 7 laboratories (with 24 – 30 seats), 14 seminar rooms, (24-30 seats), 2 athenaeums, one book depository, 28 research and department rooms. 2 to 4 teaching staff is normally sitting in a room. The library of the University owns more than 15000 volumes and has got adequate furnishing. The athenaeum has got 33 computers, connected to the Internet 24 hours per day, which provide access to a server that stores electronic copies of the lectures, handbooks and lecture notes.

The University has all important Microsoft Office products installed in the business Data Processing Laboratory. ERP Software is also installed on the 12 computers of the laboratory.

Remark: Unfortunately there no book management system installed yet on the computer system. At the time being there is enough supervising personal. It is highly recommended to introduce a computerised book management system and to connect it to international networks may be also in partnership with other universities (it seems to be already plant).

In the laboratories which are provided with computers, there is one computer for every 2 students of the university degree courses and 1 for each MA students. The laboratories are open until 22.00 h so that every interested student can access a computer. The whole building is supervised 24 h with cameras which assures a good security standard.

Students

A total number of 2096 undergraduate students are enrolled in the academic year 2007-2008. 915 of them are fulltime undergraduate students, 1086 are part-time students and 95 are long-distance students. A total number of 369 fulltime students graduated in 2006.

A number of 738 from the own undergraduate students are enrolled in graduate programs. The students' education fees are calculated concordantly with the average education costs per academic year from the public education financed by the budget. The average tuition fee per year for undergraduate students is 650 Euro. The master students pay a tuition fee per year of about 500 Euro. This tuition fees are low for a private institution. In the Land of Baden-Wuerttemberg of Germany the students at the state University pay a tuition fee of 1000 Euro per year. The average costs of a German Student are about 8500 Euro per year. The results obtained by the students all along the years of studies are certified by their registry paper. The university degrees are accompanied by the Degree Addendum (Diploma Supplement). The evidences are archived by the secretariat offices of the faculties and can be checked by the authorised persons at the University headquarters.

Remark: In the German Universities the marks obtained during the period of study are given directly into the computer by the teaching staff using a system based on tans. In this way the evidences are directly stored in the computer. Only the final oral examination and the mark for the thesis are given by hand.

The students from the George Bacovia University are very motivated for learning. The free discussion with about 30 students revealed that they are very proud to study at this University. They outlined the high quality of teaching and the very good relationship between the teaching staff and the students. They mentioned also the very familiar atmosphere in the faculties and at the Management office.

Most of the students are living at the parents place. Unfortunately so far there have been no investments for student locations. This could be done with the help of donations or by Private Public Partnership Projects.

Recruitment and selection is competition based, under the methodologies established by the Ministry of Education, Research and Youth and by the George Bacovia University governing rules studentship. Signing up for the admission competition is done on the basis of the

Lyceum diploma and some other documents for graduating any forms of equivalent education. The capacity for enrolling of the University is higher than the actual number of first year students.

Remark: It is recommended to increase the number of students by enhanced marketing and by a diversified offer of programs in relation with the demand from the economy and the administration. It is also recommended to use the alumni network in order to improve the employability of the graduates at the different levels.

The discussion with about 15 employers showed that they feel very comfortable with the graduates from the George Bacovia University. Some of them were alumni of the University. Most of them offer also partnership contracts with the University. Some of them offer fellowships for graduate studies.

The students organized themselves in a University Club of Students. They plan reunions and events for improving the social environment at the University.

Some of the Students participate in international programs such as "work and travel" or Erasmus.

The sports activities are facilitated by an agreement between the George Bacovia University and the Bacau Municipality Football Club Sports Association.

Remark: It is recommended to increase the language qualification of the students. This will improve their mobility capability. In the German Universities almost half of the students are studying one semester abroad. The financial help for studying abroad is also very important. It is highly recommended to get the financial support of the European Community for the mobility activities.

The proposed program of European Management by the students can be done only if there is enough support of international mobility for both students and teaching staff.

Research

Generally research is organized by every section of the didactic and research department of George Bacovia University. According to the University's custom and to the research plan of every department, every teacher hired with a basis norma performs scientific research which is 25% of the standardized activity. During the last 5 years the 46 teachers of the University have published a number of 88 monographs and treaties. The number of articles published in magazines and scientific annals in the same period of time was of 219. The University organizes since 1994/95 scientific conferences, scientific sessions, debates on a yearly basis. The University has participated at all the ECOTECH activities, organized by the local authorities together with the Prefecture, the Local Council and other partners. The last Scientific manifestation organized by the University was the 9th ISINI Conference "Managing

Global Changes and Challenges” held in Bacau, Romania in August 22 to 26 during the last year. The official language of the conference was English. Special sessions were organized in French and Romanian. This year an International Seminar on European Best Practices in Education and Hospitality Management will be organized in the time period from 25.10.2008 to 26.10.2008.

Remark: It is recommended to increase the number of publications in English language in order to get a better acceptance in the European scientific community. The George Bacovia University has also strong capabilities to influence the local economy and administration development. I strongly recommend applying for research funds from the European Community for scientific projects on regional development.

Quality Management

The George Bacovia University pays a special attention to the quality assurance. A central committee of quality assurance supervises all activities at the University level. At the level of the faculties there are committees for the study programmes. Benchmarking is done with two well known Romanian Universities (“Al I. Cuza” Iasi and ASE Bucuresti) and 3 universities from Europe (UST Lille, HEP Liege and Plantijn Hogeschool Antwerp). A Quality Manual has been setup at the University level.

Conclusion

I strongly recommend the institutional reaccreditation of the “George Bacovia” University based on what I have seen, read and heard. I hope that some of the remarks which I made will help the University Management in the process of continual improvement.

I would like to thank the Rector, Vice Rector and all the University staff for the pleasant atmosphere and the support during my stay in Bacau.

I present my special thanks to the ARACIS for the trust and the opportunity to participate at this institutional reaccreditation in Romania.

Karlsruhe, Germany, 08.06.2008

Prof. Dr.-Ing. Otto Theodor Iancu

