

**ARACIS COUNCIL REPORT**  
**ON THE EXTERNAL EVALUATION OF THE ACADEMIC QUALITY**  
**IN THE**  
**HIGHER EDUCATION ACCREDITED INSTITUTION**  
**UNIVERSITY OF MEDICINE AND PHARMACY “V. BABES”**  
**TIMISOARA**

### 3. CONCLUSIONS

In external institutional assessment process at the University of Medicine and Pharmacy “Victor Babes” Timisoara, the result is a set of conclusions to the monitored, evaluated and analyzed problems, according to the A.R.A.C.I.S. methodology and standards. These specific findings were presented, where appropriate, in the respective paragraphs of this report and will not be resumed unless they have a particular significance or importance.

Next, it will be synthetically presented the most important general conclusions on the whole action of external institutional evaluation, starting with action organization, continuing on the development of the internal self-evaluation report, the work-visit of the committee, preparation and communication of summary, respectively answering to university and completed action by the preparation of this report.

1. The action of external institutional evaluation of the University of Medicine and Pharmacy “Victor Babes” Timisoara – U.M.F.V.B.T. took place within a university pilot program, funded by the Ministry of Education, Research and Youth – M.E.C.T. and carried out by A.R.A.C.I.S..

2. The action was prepared, planned and properly conducted in all respects according to the law, and A.R.A.C.I.S. Methodologies and Guidelines.

3. External institutional evaluation of the U.M.F.V.B.T. was performed according to the A.R.A.C.I.S. methodology and quality standards, whose main goals are: certification of the instructive-educative process, programs of study, academic and institutional-managerial structures, as well as the academic, scientific, professional, image (visibility) etc. achievements, nationally and internationally.

4. U.M.F.V.B.T. was founded under law, and the name and its current structure was established by Government Decision.

5. The university is functioning under applicable law and University Charter, revised in 2005 in accordance with specific legislation and harmonized with the principles promoted in the European Higher Education Area.

6. The university has teaching and research missions that are well defined in the University Charter and detailed in the Strategic and Operational Plans. Mission and objectives taken distinguish it clearly and distinctly in the national higher education system and the European Higher Education Area.

7. The University has a University Code of Ethics with which it protects the values of academic freedom, university autonomy and ethical integrity, having clear practices and mechanisms for its implementation. Code provisions are implemented by the Ethics Committee, Disciplinary Committee and Board of Honorary Senate.

8. The University has internal audit practices on key areas of academic activity. Internal auditing is carried out by the Public Internal Audit Department and the Evaluation and Quality Assurance Committee – C.E.A.C., and for scientific activity by the Scientific Secretary of the Senate and Faculty Councils with University Departments. Achievement of the effective and systematic academic audit began in 2003, after the establishment of C.E.A.C..

9. U.M.F.V.B.T. has a management system which complies with legal regulations in force, modern management principles and good practices of the European Union. Election of individuals in the bodies and positions of management, at all levels, is made democratically, and according to the "Methodology for organizing and conducting elections for management structures and positions" elaborated in accordance to the regulations in force and University Charter. Election and student participation in the management structures of Faculties and the University is clearly regulated by "Timisoara Medical Students' Society Statute, the University Charter and the Methodology for organizing and conducting elections for management structures and positions.

10. The university informational system ensures effective two-way communication, through planned meetings of the governing bodies of departments, faculties and university, through displays, verbal, telephone and written communication, intranet and internet, etc. . The most important pronouncements, decisions, orders, etc. are placed on the university's website and made accessible to entire academic community.

11. U.M.F.V.B.T. has medium-term strategic plan, updated annually according to the socio-economic context and annual operational plan, both well-structured and containing the most representative actions, accompanied by their substantiation, way of financing and implementation, etc..

12. The university has its own administrative structures, manned corresponding numerically and by qualifications, goals and objectives defined by specific documents. Administrative structures function in accordance with legal regulations in force, Internal Operating Code Regulations and own regulations, being constantly monitored by university management for continuous improvement of the performance. Administrative services are connected to the intranet and internet and use specific software.

13. The university has sufficient spaces for education and research (over 9600 m<sup>2</sup>), well-organized, furnished and equipped with multimedia equipment, laboratory equipment specific to the current requirements, intranet and internet access, advanced software for didactic and scientific activity, etc.. Existing facilities ensure the implementation, in the optimal conditions, of the instructive-educative process for all university programs of study as well as for scientific research. It is noteworthy that the university holds approval to make an investment that is secured financing and will start in the second semester of 2007, consisting of a new building of approximately 2800 m<sup>2</sup>, designed entirely for Faculty of Pharmacy.

14. The university has appropriate accommodation facilities (7 dorms with 2,500 places that fully meet students requests), a mess hall (temporarily inoperative), well-equipped spaces for cultural and artistic activities, sports, social and student organizations and technical, administrative, economic etc. work spaces, of the university.

15. The Committee found that some dorms are presented in a poor condition, which requires urgent measures for their rehabilitation in all aspects. The Committee also found that the university has conducted a series of rehabilitations, build-ups and modernizations, especially in the main building of the university, but this should be generalized also to the other buildings designed primarily for didactic and research activities.

16. The University has its own financial and accounting department, has budget revenue and expenditure, tax code and accounts / sub-accounts to the Treasury and commercial banks in

lei and foreign currency. Accounting department is staffed with appropriate personnel, prepares balance sheets, has budgetary execution account and own management report and prepares all financial and accounting statements specific to public institutions.

17. The university has an Internal Audit Department which carries out annual audits planned in accordance with own regulations.

18. The university has financial resources (from the budget and from other sources) appropriate, for short term, to adequately fulfill its mission and objectives.

19. Evaluation committee and especially foreign experts consider that the university is underfunded, both in core funding and in the additional funding that should be at least doubled, to ensure the development of a medical education at the European average. Increased funding should be made, in particular by increasing the allocations from the state budget but also from own resources.

20. Scholarships and their amounts and other forms of financial aid is based on of university own Regulations endorsed by student bodies and approved by the University Senate. The university provides material support for low-income students in the form of reduction of tuition fees and / or dorm fees, special aid, money for drugs and others. Students' representatives consider that government scholarship allowance is too small.

21. Students' admission to UMFVBT programs of study is done according to legal regulations and based on its own procedures by contest based on the file or test / practical test and the file. The admission examination is properly promoted and publicized on the university's website, mass media, promotional materials, etc.. Foreign experts consider that upon admission should be introduced a chemistry test, very important discipline for the first years of study. University management agrees with the importance of chemistry in medical and pharmaceutical education but the proposal is not appropriate now.

22. All programs of study are conducted on the basis of curricula and appropriate analytical programs, developed in collaboration with other universities and / or faculties in medical and pharmaceutical field. There is also a weekly planning (schedule) made out properly.

23. The educational plans include fundamental disciplines, specialized disciplines, complementary disciplines and socio-human disciplines, which provides good basic and specialized training for students. Disciplines are mandatory, optional or facultative. The Committee evaluates that to be the best educational plan, but considers that more optional subjects need to be introduced to all study programs assessed in years I and II. We also believe that the number of facultative disciplines must be increased in number and eventually to be made redistribution.

24. It is found that there is an appropriate balance between the number of teachers and number of students in all programs of study. We also appreciate the way in which the instructive-educative process is made (learning - teaching - test - scoring) is on a high level, modern (using multimedia and interactive learning activities), has adequate educational facilities and laboratories equipped with advanced equipment, and with computers. The Committee also believes that clinical education conducted in hospitals is done in good condition in all aspects.

25. The university has a valuable body of teaching staff for all ranks. Persons who currently occupy teaching positions meet all legal requirements and professional and scientific.

26. All teaching positions are filled by open competition organized in accordance with University Charter and own Regulations. Foreign experts consider that for the positions of Associate Professor and Professor should, in addition to the criteria of scientific research, to take greater account of the didactic and pedagogical ones as practiced for the positions of assistant and chief works.

27. The University students, selected appropriately by the admission contest, are in the number of 4188, at the 3 faculties and all programs of study. Most students are from the Faculty of Medicine.

28. Students benefit from all the necessary conditions (teaching staff, material resources, social conditions, dorms, courses and textbooks, scholarships, etc.) to properly prepare in the studied specializations, obtaining the necessary qualifications covered by the corresponding diploma.

29. Students are represented in the Faculty Council and University Senate in accordance with legal provisions, thus participating directly in decision-making at these levels. Romanian and foreign students and graduates, with who we discussed, including representatives of student associations have unanimously appreciated that there is a very good cooperation with the management of departments, faculties and university, as well as teaching staff.

30. U.M.F.V.B.T. has a short and long term research strategy, approved by the University Senate, based on priority directions of research in the field, at national and European level. The university is undertaking a number of projects and contracts financed by national and European programs. The University is coordinator or partner in grants and programs financed from European funds, in collaboration with other institutions and universities in the country and the European Union.

31. In the university are functioning 10 centers accredited C.N.C.S.I.S. and 5 excellence collectives, organized together with universities in other countries. Valorization of research results is made through Final reports for beneficiaries, doctoral thesis, books (manuals, handbooks, monographs, encyclopedias, etc.) and articles published nationally and / or abroad, patents, etc..

32. According to foreign experts, although improved in recent years, university research activity is not fully adequate, at least in quantitative terms. They also consider that valorization through articles in I.S.I is unsatisfactory and therefore measures should be taken in this regard.

33. Coordination of evaluation processes and quality assurance is carried out by the Evaluation and Quality Assurance Committee - C.E.A.C. of the university, which has in its subordination committees created at faculty level.

34. Quality assurance of the programs of study and research is based on a procedure developed by C.E.A.C. and approved by the University Senate and is completed by internal evaluation reports which are audited internally and analyzed at all levels.

35. C.E.A.C. promotes in the university a culture of quality and supports university and faculty management in achieving the objectives related to quality. CEAC has organized various activities (seminars, symposiums, conferences, workshops, etc.) for dissemination of the A.R.A.C.I.S. methodology and standards for creating quality culture and involving of all personnel in the assurance and quality assessment processes.

**36.** The evaluation committee found that in the university does not function, as regulations require, a Quality Assurance Department (D.A.C.). University management says that this specialized body exists and functions as the Commission for Quality Assurance and D.A.C. was established and approved by Senate meeting of 03/03/2007 (perhaps it was established but it is not operational).

**37.** The university has regulations for initiating, approving, monitoring and periodic evaluation of the programs of study, developed in line with the Methodology and A.R.A.C.I.S. Guidelines for internal review and applicable from the academic year 2006-2007. The university organized this assessment action for programs of study (of specialization) from the academic year 2003-2004. Currently the action of internal evaluation of programs of study is made in an organized and planned manner in all faculties.

**38.** All programs of study are reviewed periodically, depending on the internal evaluation results to meet the market dynamics of the academic and professional qualifications. Study programs and diplomas are elaborated and issued by academic qualification requirements in the accordance with the laws in force.

**39.** Correspondence of qualifications and diplomas awarded is supported also by exchange programs of teaching staff and students (mobility) with universities in the country and the European Union, conducted by the Department of International Relations of the University.

**40.** Students' evaluation is made properly in accordance with Regulations on professional activity of the students, applied and fully respected by all teaching staff. Form and criteria for evaluating knowledge for each subject are also provided by the "Discipline Sheet" and approved by the Faculty Councils.

**41.** Foreign experts have also found that there is no file or document to highlight students' clinical skills (record of clinical skills of students) and such a document should be introduced. The university appreciates the utility of such a document and states that it is written and it is in the Faculty Council debates, following to be introduced in the academic year 2007-2008.

**42.** Foreign experts have noted that the final diploma examination (Bachelor) does not include any practical application component or physical examination. University management considers that the diploma thesis (Bachelor) already contains a practical part, plus the amount of practical activity held within clinical examination in each discipline.

**43.** The University has a strategy for harmonizing the level of academic quality of educational objectives. The ratio between the number of teaching positions and the number of students is 1/4 (1025/4188), while the number of teaching staff and the number of students is 1/5, 58 (730/4188) at the University, and the medico-pharmaceutical indicator reports are appropriate.

**44.** Coverage of the tenure teaching positions is 74% (750/1025), which is fully appropriate. At the Faculty of Pharmacy this level is around 50%, which requires immediate action to improve the situation. Teaching workloads of title lists are covered in percentage of almost 100% by tenure teaching staff with basic workload in the institution, with very few associated teaching staff.

**45.** All teaching positions are regulated in the title lists. On their preparation, the committee found that there isn't a unique model (template), each department using another form.

It also notes that in many cases, title lists are prepared by disciplines, instead of departments and contain positions that have a large number of hours, contrary to the status of teaching staff.

46. The assessment of the teaching staff is done through specific procedures such as: peer assessment at the department level, assessment by students, self-assessment and assessment by university management. Evaluation results are discussed with the person and analyzed at the level of department, faculty and university. Depending on the evaluation results is given gradation or merit pay and other material and moral incentives, are made proposals of promoting or are taken other appropriate measures.

47. The university provides, through the library, learning resources (manuals, handbooks, monographs, periodicals, access to the database), in classical or electronic format for all programs of study. The university has a central library, corresponding to space and bibliographic materials (learning resources) as well as libraries at faculties and departments, all providing good conditions for study.

48. Students enjoy accommodation in the university dorms (all requests are met) have access to sports facilities, participate in cultural and artistic activities (in their own premises and at The Students' Culture House Timisoara), have access to counseling and professional guidance etc.

49. The university has a powerful informational system that carries out in a systematic way, the gathering, processing and analysis of data related to the quality of academic, research and administrative processes. The university has a good Intranet and Internet network to which are connected all University buildings with all facilities and services that are in them (departments, dean's offices, rector's office, halls and teaching laboratories, services, clinics, dorms, etc.).

50. The university provides good public information services both for the members the academic community and the public. Information provided covers all areas of activity, the educational offer, research, admissions, programs of study, diplomas, procedures and regulations, plans and activity reports, services, announcements and more. Information is provided mainly on the university's website and through other materials (brochures, leaflets, CDs). Information provided to the public are similar to those of the European Higher Education Area.

51. The entire institutional structure of ensuring the quality of education is consistent with the law and pursues its activities permanently with good results.

#### **4. RECOMMENDATIONS**

It should be noted that both findings and conclusions on various matters are included in the report, and have been assessed, analyzed, presented and discussed with management of the university, who has assimilated it mostly.

We consider, however, that in the end of the report, we should mention some of the most important recommendations in order to help in increasing the quality of all activities of U.M.F.V.B.T. and especially educational, research and management ones.

1. The university, with all its structures should show greater attention to ensuring and enhancing the quality of educational, research, services and management activities through efficient use of all available means and structures and in particular by responsible and competent involvement of all teaching staff, researchers, students and administrative staff. University management should prepare them in this direction and convince them that the issue quality assurance is not only a quality of the management structures but it depends on the behavior, attitudes and individual and collective performance of all members of the academic community.

2. University management should pay special attention to start building the body building for the Faculty of Pharmacy, to completing it as soon as possible and in terms of quality and high safety.

3. University management must establish a concrete plan for the rehabilitation and upgrading of its buildings and spaces, as did on the main body and in several other places.

4. University management should take urgent measures to rehabilitate and provide a degree of increased comfort to all student dormitories.

5. We recommend the university to consider the opportunity of rehabilitation and re-equipping students' mess hall in order put back into service as a restaurant for students, teaching staff and other employees or to give other use.

6. The university must use all legal means to ensure increasing of the basic and complementary funding, both from the state budget and, especially from its own resources.

7. The Committee recommends that to the promotion of higher educational teaching staff positions of Associate Professor and Professor should, in addition to the criteria of scientific research, to take greater account of the didactic and pedagogical ones as practiced for the positions of assistant and chief works.

8. The assessment of teaching staff by students is a common practice, but we suggest to be introduced other methods of assessment for finding out "anonymous opinions" of the students. Eventually, teachers must be aware of the findings on students' opinions and take them into account.

9. The Committee considers as appropriate the conditions in which the clinical teachings are carried out in hospitals of Timisoara. However, there are required some corrections regarding the number of hours of tutors per week, which are too high. Also, the faculties should check the tutors' activity and effective deployment of consulting hours.

10. The Committee considers that foreign students, who are quite numerous, also should be represented in management structures. Therefore, the committee recommends that at the level of the faculties, to be organized "Committees for didactic process" separated from the Romanian students, respectively for the foreign ones. These committees could prevent many negative aspects of the students' complaints etc., and would allow wider consultation, especially for the foreign students.

11. The Committee recommends that the university should consider the possibility of introducing optional subjects in the first two years of studies, also, in the General Medicine specialization and, especially in Dental Medicine specialization, where they are totally lacking, and as well in Pharmacy specialization.

12. The Committee considers that the number of facultative disciplines should be increased at all study programs, eventually to be made reorganization on years of study.



13. The university management (Senate), faculties and departments should increase their concerns for growth in number and value of the programs and research and development contracts, so they can make the most of the remarkable potential of their teaching staff, researchers, PhD students, residents and students.

14. Although the university scientific research results were well appreciated in terms of quality, being valued generally appropriate, the committee considers, however, that the output can be higher. Therefore, according to the opinion of the evaluators, scientific productivity should be doubled in each of the next 3 years to reach the average level in European medical schools.

15. The Committee considers that every professor and associate professor should publish at least one article per year in a magazine with national and / or international impact, mainly in ISI publications. This will lead to a substantial increase visibility, listing and classifying of the university, both nationally and internationally.

16. The university and Timisoara Medical Journal editors should establish a concrete program for this publication to reach in the next five years, a much higher impact factor.

17. The University Senate should establish special grants, from their own funding sources, to support scientific publication in prestigious journals with high impact. These grants, which could receive the name of great university professors, should be awarded annually to the best 5 publications in journals with the highest impact factor, respectively ISI.

18. The Committee recommends that the university should consider introducing a chemistry test for the admission examination, obviously in agreement with other faculties of medicine and pharmacy in the country.

19. The Committee recommends the university to introduce a file (document) that highlights students' clinical skills (record of clinical skills of students).

20. The Committee recommends that in the final examination of the diploma examination (Bachelor) to put more emphasis on practical application component and / or physical examination.

21. The Commission recommends the University to create, as required by regulations, a "Quality Assurance Department" (D.A.C.), the specialized body with responsibility for developing and managing documents and tools for quality management, coordination of internal audit and internal evaluation processes. If this department was established as stated by the university management, then it urgently needs to be organized and made operational for the purposes specified by the Commission.

22. The Commission recommends the University to create a complete computerization of data on students and study programs.

23. The Committee recommends that students be more involved in quality assurance and assessment, and the feedback from graduates and employers the regarding the quality of study programs should be used more.

External institutional evaluation committee believes that by solving favorable recommendations in this report, the University of Medicine and Pharmacy "Victor Babes" Timisoara will improve and perfect its entire activity, and thus ensure a higher quality in every aspects, in conducted programs of study and finally in qualifications of the University graduates,

in accordance with the national requirements and standards, the European Union's and other's developed countries.

We believe that the University of Medicine and Pharmacy "Victor Babes" Timisoara is a higher education institution, in Medical and Pharmacy studies, with prestige and with a didactic and research mission well defined and achieved. The university develops didactic and research activities of a high qualitative level, thing highlighted best by the quality and qualifications of graduates from all levels of education.

During the evaluation process, the university has provided complete and reliable information on didactic and research processes and otherwise.

According to the data obtained and verified by external evaluation committee, we consider that the University has a good institutional and managerial capacity of assurance, and continuous growth of educational programs and efficient support of training, education and qualification program to achieve national standards and European, at graduation.

Bucharest, 18.07.2007

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