



The External International Evaluation Report

The Interdisciplinary Doctoral School (SDI) IOSUD – Lucian Blaga University of Sibiu (LBUS)

Doctoral Study Domain – Finance Draft Report of the International Expert

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I. Introduction¹

The International External Evaluation Report on Domain Finance, represents the result of analyses of the Self-Assessment Report (SAR), documents uploaded online on <https://cloud.aracis.ro/owncloud/index.php/login> (ARACIS cloud), documents posted on the web page of the LBUS <https://www.ulbsibiu.ro/en/>, and outcomes from the online site visit in the period July 19th – 23rd 2021.

Members of the Expert Panel

Doctoral study domain Economics				
1	Nicoleta - Claudia Moldovan	Cordinator	Universitatea de Vest din Timișoara	_____
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According to information uploaded on the official web site, The “Lucian Blaga” University of Sibiu-LBUS is among the oldest universities in Romania, with a tradition of over 225 years. Each year enrolling

¹ Each time when applicable the information shall be presented gender-wise.



around 15,000 students and employed 650 members of the teaching staff, offering 79 bachelor programs, 58 master programs and 5 distance learning programs.

The activities conducted by IOSUD take place within the University's Interdisciplinary Doctoral School (SDI-LBUS), currently comprising the following 15 doctoral programs

(<http://doctorate.ulbsibiu.ro/domenii.php>):

- 1) Computers and information technology,
- 2) Cybernetics and statistics,
- 3) Law,
- 4) Economics,
- 5) Philology,
- 6) Finances,
- 7) Industrial Engineering,
- 8) Mechanical Engineering,
- 9) Engineering and Management,
- 10) History,
- 11) Management,
- 12) Mathematics,
- 13) Medicine,
- 14) Theatre and Performing Arts,
- 15) Theology.

Between 2015 and 2020, in the domain of Finance, there were registered 76 doctoral students:

No.	Doctoral Programme	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
6	Finances	16	14	13	16	17

Source: SAR, p. 7.

According to SAR, currently there are 105 active doctoral advisors. Within the domain Finance, there are 4 active doctoral advisors as follows:

No.	Doctoral programme	The legal basis for the establishment of the doctoral programme (Ministerial Order no /....)	Last Name, First Name of the doctoral advisor	Ministerial Order through which the habilitation degree was awarded	Institutional Affiliation
27.	Finances	4890/1999 reconf. 4843/1.08.2006	Balteş Nicolae	5679/19.11.2010	"Lucian Blaga" University of Sibiu
28.	Finances	4890/1999 reconf. 4843/1.08.2006	Dobrotă Gabriela	42119/12.08.2010	"Constantin Brîncuși" University of Tg. Jiu
29.	Finances	4890/1999 reconf. 4843/1.08.2006	Ungureanu Aristotel Mihai	1657/02.08.2007	Romanian-American University of Bucharest
30.	Finances	4890/1999 reconf. 4843/1.08.2006	Oprean-Stan Camelia	4043/07.06.2016	"Lucian Blaga" University of Sibiu

Source: SAR, p. 8-13; <https://doctorate.LBUSibiu.ro/ro/domenii-si-conducatori/>



II. Methods used

Due to Pandemic situation caused by the virus COVID 19, the site visit to the LBUS was organized in combined form. Some of the meetings were organized online, with the presence of the international evaluators, while visit to laboratories, classrooms and other facilities, were physically performed by the local experts. In this regard, the international external evaluators did not have opportunity to visit physically the infrastructure, nor have face to face meeting with management, teaching staff, students and other relevant stakeholders. The impressions and conclusions were made based on the SAR, documents uploaded on the ARACIS cloud, and discussion from the online meetings.

The site visit was scheduled according to the following program (Romania local time):

Monday, 19.07.2021

- 09.00 – 09.45 Online preliminary meeting for the preparation and harmonization of evaluation steps, in hybrid mode, of doctoral study domains and IOSUD
- 10.00 – 10.45 Online meeting with representatives of the institution and of the Council for Academic Doctoral Studies (CSUD)
- 11.00 – 12.00 Online meeting with the contact person for the doctoral study domain under review and the team who drafted the internal evaluation report
- 13.30 – 14.30 Online meeting with the academic staff corresponding to the doctoral study domain

Tuesday, 20.07.2021

- 09.00 – 10.00 Online meeting with the members of the Ethics Commission
- 10.15 – 11.15 Online meeting with the Commission for Quality Evaluation and Assurance (CEAC) members / Quality Assurance Department
- 11.30 – 12.30 Online meeting with PhD students
- 14.00 – 15.00 Online meeting with graduates for the respective doctoral study domain

Wednesday, 21.07.2021

- 09.00 – 10.00 Online meeting with the Directors/ persons in charge of the research canters/laboratories within the doctoral study domain
- 11.30 – 12.30 Online meeting with Doctoral Schools Council (CSD members)
- 14.00 – 15.00 Online meeting with employers of Doctoral graduates in the domain
- 16.30 – 17.30 Online technical meeting to identify specific issues that need to be clarified, if necessary, during the on-site visit

Thursday, 22.07.2021

- 09.00 – 18.00 Face-to-face working meetings, visiting the educational and research infrastructure

Friday, 23.07.2021

- 11.45 – 12.45 Online meeting for conclusions
- 13.00 – 14.00 Meeting with representatives of the institution under review to discuss on the conclusions of the evaluation process and the main recommendations

It is worthwhile mentioning the fact that the coordination by the ARACIS team was flawless, the communication was professional, the documents were posted on time on the ARACIS cloud, credentials for access to documents were generated, the instructions were very fruitful and the translation in the plenary session meetings was good. The problem with translation was during the meetings that took place with domain representatives. It was very hard to catch up a single completed sentence. Sometimes it was easier to discuss with experts that spoke English, which represented minority of participants, but in other cases the translation within domain meetings was a problem that followed the online evaluation meetings.



III. Analysis of ARACIS's performance indicators

Domain A. INSTITUTIONAL CAPACITY

Criterion A.1. The administrative, managerial institutional structures and the financial resources

Standard A.1.1. The institution organizing doctoral studies (IOSUD) has implemented the effective functioning mechanisms provided for in the specific legislation on the organization of doctoral studies.

Referring to SAR and outcomes from the discussions from the online meetings, the LBUS, is very structured institution that has established tradition in offering the doctoral programs, as well as has developed a very functional legal framework in full compliance with the National and international standards.

Performance Indicator A.1.1.1. The existence of specific regulations and their application at the level of the Doctoral School of the respective university doctoral study domain:

- (a) the internal regulations of the Doctoral School;*
- (b) the Methodology for conducting elections for the position of director of the Council of doctoral school (CSD), as well as elections by the students of their representative in CSD and the evidence of their conduct;*
- (c) the Methodologies for organizing and conducting doctoral studies (for the admission of doctoral students, for the completion of doctoral studies);*
- (d) the existence of mechanisms for recognizing the status of a Doctoral advisor and the equivalence of the doctoral degree obtained abroad;*
- (e) functional management structures (Council of the doctoral school), giving as well proof of the regularity of meetings;*
- (f) the contract for doctoral studies;*
- (g) internal procedures for the analysis and approval of proposals regarding the training for doctoral study programs based on advanced academic studies.*

The doctoral studies are organized by the IOSUD-LBUS only for accredited doctoral studies programs offered by the LBUS Interdisciplinary Doctoral School, according to the Degree of the Ministry of National Education and Scientific Research, No. 5382/2016 of the date September 29, 2016 regarding the activity of doctoral schools in the academic year 2016-2017

https://www.edu.ro/sites/default/files/fisiere%20articole/ORDIN_5382_2016.pdf.

The Regulation for organizing the University Doctoral Studies in the Lucian Blaga University Of Sibiu, is approved by the Senate decision no-2542 of the date 26. 06. 2020., that is in full compliance with all other relevant legal national documents (https://senat.ulbsibiu.ro/wp-content/uploads/250620/6_Regulament%20de%20org%20si%20desf%20a%20studiilor%20univ%20de%20doctorat_iunie2020_Senat.pdf).

Further, the regulations provided as an links in the SAR p. 37-40, gives overview that the legal framework is very advanced and functional, there are clarified the principles for functioning of the IOSUD, the methodology for appointment of the Council of Doctoral Studies, procedures and decisions for appointment of the Director of CSUD-LBUS, procedures for certifying doctoral advisors, for admission of the doctoral students as well as procedures for approval of training doctoral program.

Recommendations:

- *Relevant legal documents to be translated into English language.*

The indicator is fulfilled.



Performance Indicator A.1.1.2. *The doctoral school' Regulation includes mandatory criteria, procedures and standards binding on the aspects specified in Article 17, paragraph (5) of the Government Decision No. 681/2011 on the approval of the Code of Doctoral Studies with subsequent amendments and additions.*

The Doctoral Studies Code of the date June 29th, 2011, approved by Decision 681/2011) Art. 17.

Paragraph 5, precises as follows:

- (5) The rules of the doctoral school shall set forth mandatory criteria, procedures and standards covering at least the following aspects:
- a) acceptance of new thesis advisors and the manner whereby a thesis advisor may excluded from the doctoral school;
 - b) mechanisms for deciding on the adequacy, make-up and contents of the advanced university studies programs;
 - c) procedures for replacing a doctoral student's thesis advisor and conflict mediation procedures;
 - d) conditions for interrupting a doctoral programs;
 - e) means for preventing research fraud, including plagiarism;
 - f) providing access to research resources;
 - g) doctoral students' attendance requirements, based on a methodology developed by the Ministry of Education, Research, Youth and Sports.

The Art. 1..1 of the Regulation for organizing the doctoral studies at the LBUS, presents the legal norms that were taken in consideration while it was progressed, among others the Regulation took in consideration the: " b) Code of Doctoral Studies (hereinafter referred to as the Code)., approved by Government Decision no. 681 I 29th June2011;

Recommendations:

- *Relevant legal documents to be translated into English language.*

The indicator is fulfilled.

Standard A.1.2. *The IOSUD has the logistical resources necessary to carry out the doctoral studies' mission.*

**general description of the standard analysis.*

Performance Indicator A.1.2.1. *The existence and effectiveness of an appropriate IT system to keep track of doctoral students and their academic background.*

According to SAR and discussions that took place online, the LBUS has implemented functional and reliable IT system for all study levels: BA, MA and PhD. Surely, not being par part of the University, in the provided link of the SAR https://ums.ulbsibiu.ro/ums/do/secure/inregistrare_user. It would welcome some information to be translated, of course if there is target by the University to attract foreign students.

Recommendations:

- *Relevant legal documents to be translated into English language.*

The indicator is fulfilled.



Performance Indicator A.1.2.2. *The existence and use of an appropriate software program and evidence of its use to verify the percentage of similarity in all doctoral theses.*

According to SAR, p. 41., and discussion that took place during online meetings, the LBUS has installed, and it is functional the system for detecting the similarities of the scientific work. Based on legal framework, prior public defense of the doctoral thesis, there should be performed the check about % of similarity and avoid plagiarism. The percentage of similarity can be checked in the following web sites: <https://sistemantiplagiat.ro/clienti/educatie/>, and <https://www.checkforplagiarism.net>.

The indicator is fulfilled.

Standard A.1.3. *The IOSUD makes sure that financial resources are used optimally, and the revenues obtained from doctoral studies are supplemented through additional funding besides governmental funding.*

Performance Indicator A.1.3.1. *Existence of at least one research or institutional / human resources development grant under implementation at the time of submission of the internal evaluation file, per doctoral study domain under evaluation, or existence of at least 2 research or institutional development / human resources grant for the doctoral study domain, obtained by doctoral thesis advisors operating in the evaluated domain within the past 5 years. The grants address relevant themes for the respective domain and, as a rule, are engaging doctoral students.*

According to information provided in the SAR, p. 42., within the past 5 years, the following grants were implemented:

- Institutional development funds: Field 6: Excellent research – LBUS, 2016, 2017, 2018, 2019, through which a series of courses and workshops with the participation of doctoral students and doctoral advisors were held;
- Institutional development funds: Field 5: Excellent research – LBUS, 2016, 2017, 2018, 2019 through which a series of courses and workshops with the participation of doctoral students and doctoral advisors were held;
- Institutional development funds 2018, 2019, 2020: Field 4: the support of the activities conducted by the student entrepreneurial societies (SAS) from the universities; and Field 5: the improvement in the quality of teaching, including the adherence to the academic deontology and ethical code of conduct.

Although the performance indicator is fulfilled, these numbers are very symbolic taking into consideration the tradition that the LBUS has. There should be more local and international projects present. Additionally, encouraging approach would be supporting logistically and financially doctoral students, with joint efforts with their advisors to develop and submit project proposals to difference local and EU funded projects/programs!

Recommendations:

- Active presence in the EU funded projects (ERASMUS +, Horizon 2020, etc),
- Logistic and financial support for development of project proposals,
- Partnership agreements for joint research projects with the international higher education institutions,
- Partnership agreements with local stakeholders for joint research activities,
- Partnership agreements with local and international stakeholders for internship placement of doctoral students for performing doctoral thesis.

The indicator is fulfilled.

Performance Indicator *A.1.3.2. *The percentage of doctoral students active at the time of the evaluation, who for at least six months receive additional funding sources besides government funding, through scholarships awarded by individual persons or by legal entities, or who are financially supported through research or institutional / human resources development grants is not less than 20%.*

According to SAR, p. 42., the minimum 20% is reached. Further, in the given link in the SAR: <https://doctorate.ulbsibiu.ro/ro/admitere> data provided are only in Romanian, and with the help of google translation, gives information about admission process in the doctoral studies, with many other links for information. However, the precise calculation has not been performed and presented in the SAR.

Recommendations:

- Relevant documents to be translated in English language,
- Active presence in the EU funded projects (ERASMUS +, Horizon 2020, etc),
- Partnership agreements for joint research projects with the international higher education institutions,
- Partnership agreements with local stakeholders for joint research activities,
- Partnership agreements with local and international stakeholders for internship placement of doctoral students for performing doctoral thesis.
- Detailed data to be presented in the SAR

The indicator is fulfilled.

Performance Indicator *A.1.3.3.² *At least 10% of the total amount of doctoral grants obtained by the university through institutional contracts and of tuition fees collected from the doctoral students enrolled in the paid tuition system is used to reimburse professional training expenses of doctoral students (attending conferences, summer schools, training, programs abroad, publication of specialty papers or other specific forms of dissemination etc.).*

According to SAR, p. 43, the LBUS allocate 15% percentage on average for the doctoral students' professional training (conference attendance, mobilities abroad, publishing papers in peer-reviewed journals and other forms of scientific dissemination, and so on)".

However as in previous performance indicator, the detailed data, with correct calculation is not provided. There should be presented the table about how many students, for which occasions, how much funds, and other details they have obtained.

Further, after request for sending additional clarification about how the calculation has been performed, from the LBUS were sent supplementary documents, and appeared that the LBUS allocates 11.54% in average to the doctoral students for professional trainings.

² The indicators marked with an asterisk (*) hold a special status, referring exclusively to the evaluation of doctoral studies domains, as per Article 12 from the annex No.1 of the Order of the minister of education No. 3651/12.04.2021 approving the Methodology for evaluating university doctoral studies and the system of criteria, standards and performance indicators used in the evaluation. In case they are not met, the Agency extends a period of maximum 3 years to IOSUD to correct the respective deficiencies.

Recommendations:

- The data to the SAR to be precisely calculated and supported with adequate documents,
- Relevant documents to be translated in English language,
- Active presence in the EU funded projects (ERASMUS +, Horizon 2020, etc),
- Partnership agreements for joint research projects with the international higher education institutions,
- Partnership agreements with local stakeholders for joint research activities,
- Partnership agreements with local and international stakeholders for internship placement of doctoral students for performing doctoral thesis.
- Detailed data to be presented in the SAR.

The indicator is fulfilled.

Criterion A.2. Research infrastructure

Standard A.2.1. The IOSUD has a modern research infrastructure to support the conduct of doctoral studies' specific activities.

In comparison to hard sciences that needs large laboratories and very expensive equipment, the doctoral study program in the field of Finances, doesn't request to much funds for perform research activities. There is a need to have collection of the books, access to online libraries and adequate software

Performance Indicator A.2.1.1. The venues and the material equipment available to the doctoral school enable the research activities in the evaluated domain to be carried out, in line with the assumed mission and objectives (computers, specific software, equipment, laboratory equipment, library, access to international databases etc.). The research infrastructure and the provision of research services are presented to the public through a specific platform. The research infrastructure described above, which was purchased and developed within the past 5 years will be presented distinctly.

According to SAR, p. 43-44., LBUS stand very well with research infrastructure. There is well library, possibility for getting access to online books and scientific journal, there are functional research institutes within LBUS, as well as being part of the European Research Infrastructures System (EERIS, <https://eeris.eu/ERIO-2000-000X-0039>), which represents sufficient support for performing research activities for doctoral students. Furthermore, as presented in SAR, p. 44.: "During the past 12 months, LBUS has invested approximately 1.000.000 Eur in its research infrastructure. The University has also received a 4.200.000 Eur donation from the Hasso Plattner Institute for the support of research and the development of research infrastructure the LBUS has invested for last 12 months, around", thus this indicator is fulfilled.

Recommendations:

- Relevant documents to be translated in English language,
- Partnership agreements for joint research projects with the international higher education institutions,
- Partnership agreements with local stakeholders for joint research activities,
- Partnership agreements with local and international stakeholders for internship placement of doctoral students for performing doctoral thesis.

The indicator is fulfilled.

Criterion A.3. Quality of Human Resources

Standard A.3.1. At the level of each domain there are sufficient qualified staff to ensure the conduct of doctoral study program.

Performance Indicator A.3.1.1. *Minimum three doctoral thesis advisors within that doctoral domain, and at least 50% of them (but no less than three) meet the minimum standards of the National Council for Attestation of University Degrees, Diplomas and Certificates (CNATDCU) in force at the time when the evaluation is carried out, which standards are required and mandatory for obtaining the enabling certification.*

The “National Council for Attesting Titles, Diplomas and Certificates [CNATDCU] (pursuant to the Order of the Minister of National Education, Research, and Sports No 6129/2016) to certify that doctoral advisors meet the national minimal standards to supervise doctoral theses”.

According to SAR. P. 44., and the data provided in the table below:

Name and first name		Minimum score CNATDCU	Accomplished score
Oprean-Stan Camelia	Tenured at IOSUD	4	20,95
Baltes Nicolae	Tenured at IOSUD	4	4,23
Dobrotă Gabriela	C-tin Brâncuși University of Târgu Jiu	4	26,43
Ungureanu Mihai Aristotel	The Romanian-American University, Bucharest (retired)	4	6,40

In this regard, the doctoral advisors meets the threshold of 50% as requested by the Order No 6129/2016 of the OMENCS.

Recommendations:

- Relevant documents to be translated in English language,
- Partnership agreements for joint research projects with the international higher education institutions,
- Partnership agreements with local stakeholders for joint research activities.

The indicator is fulfilled.

Performance Indicator *A.3.1.2. *At least 50% of all doctoral advisors have a full-time employment contract for an indefinite period with the IOSUD.*

According to SAR, p. 45., as well as information provided in page 2 of this Report, there are 4 doctoral advisers in the domain of Finance as presented in the following table,

Name and first name	Status
Oprean-Stan Camelia	Tenured at IOSUD
Baltes Nicolae	Tenured at IOSUD
Dobrotă Gabriela	C-tin Brâncuși University of Târgu Jiu
Ungureanu Mihai Aristotel	The Romanian-American University, Bucha

In this regards, the basic requirement of: “at least 50% of all doctoral advisors have a full-time employment contract for an indefinite period with the IOSUD”, is fulfilled.

The indicator is fulfilled.

Performance Indicator A.3.1.3. *The study subjects in the education program based on advanced higher education studies pertaining to the doctoral domain are taught by teaching staff or researchers who are doctoral thesis advisors / certified doctoral thesis advisors, professors / CS I or lecturer / CS II, with proved expertise in the field of the study subjects they teach, or other specialists in the field who meet the standards established by the institution in relation with the aforementioned teaching and research functions, as provided by the law.*

According to SAR, p. 45., the teaching staff is highly professional and competent to deliver courses on the doctoral studies. According to Annex A 3.1.3, the following teachers are delivering lectures within the doctoral training program:

No.	Course name	Course coordinator
1	Academic Ethics and Integrity	Silvia Florea
2	Research Methodologies	Cristina Tănăsescu/ Manuel Guțan
3	Advance Economics	Lucian Belășcu
4	Contemporary Approaches in Management	Claudia Ogorean
5	Financial Policies and Practices	Camelia Oprean-Stan

The study program related to compulsory courses fulfills the required criteria by legal framework. However, there are not presented the elective courses, nor the seminars and other duties that the doctoral students should accomplish in order to start preparing the doctoral thesis. Thus, looks like there is missing chain for having clear path about tasks and duties that the student should complete in order to obtain the title of Doctor in Finance.

As far as can be searched in the web page, and the documents that ere uploaded on the ARACIS cloud, there is not developed the Student Guidebook for doctoral students that might contain:

- *Learning outcomes of the doctoral program in domain Finance,*
- *Structure of the study program:*
 - *Compulsory courses,*
 - *Elective courses (group of elective courses, students to make choice of courses that they want to follow and accumulate ECTS)*
 - *Seminar obligations,*
 - *Participation in the conferences,*
 - *Details about doctoral thesis*
- *Short description of the courses,*

Recommendations:

- *Relevant documents related to doctoral studies to be translated in English language and uploaded in web page,*
- *Student guidebook to be developed and published on web page,*

The indicator is fulfilled.

Performance Indicator *A.3.1.4. *The percentage of doctoral thesis advisors who concomitantly coordinate more than 8 doctoral students, but no more than 12, who are themselves studying in doctoral programs³ does not exceed 20%.*

According to SAR, p. 46., and Table A. 3.1.4, related to number of doctoral students coordinating at same time by the doctoral thesis advisors is as follows:

Name and first name	Number of doctoral students enrolled in the doctoral training programme	Number of doctoral students benefiting from the extended period of doctoral study	Total
Oprean-Stan Camelia	5	0	5
Baltes Nicolae	2	1	3
Dobrotă Gabriela	2	2	4
Ungureanu Mihai Aristotel	4	1	5
Total	13	4	17

In this regard, none of the doctoral thesis advisers exceed set percentages.

The indicator is fulfilled.

Standard A.3.2. The Doctoral advisors within the domain are carrying out a scientific activity visible at international level.

Performance Indicator A.3.2.1. *At least 50% of the doctoral thesis advisors in the evaluated domain have at least 5 Web of Science- or ERIH-indexed publications in magazines of impact, or other achievements of relevant significance for that domain, including international-level contributions that indicate progress in scientific research - development - innovation for the evaluated domain. The aforementioned doctoral thesis advisors enjoy international awareness within the past five years, consisting of: membership on scientific boards of international publications and conferences; membership on boards of international professional associations; guests in conferences or expert groups working abroad, or membership on doctoral defense commissions at universities abroad or co-leading with universities abroad. For Arts and Sports and Physical Education Sciences, doctoral thesis advisors shall prove their international visibility within the past five years by their membership on the boards of professional associations, membership in organizing committees of arts events and international competitions, membership on juries or umpire teams in artistic events or international competitions.*

Based on the information provided in SAR, p. 47, as well as the Annex A. 3.2.1, the CVs of teaching staff are quite rich with number of publication.

However, from the point of international evaluator, there is very difficult to make correct judgment about "international awareness". Publishing in the international scientific journals, doesn't represent automatically also active engagement in the international academic life. There might be research work performed in local language, finalized and translated from the professional translator. Thus, there are no data provided in the SAR about how many experts performed lectures abroad, in which universities they delivered/are delivering lectures outside Romania, in which levels of study, what about their involvement

³ 3 years for the doctoral university studies with the duration stipulated at Article 159, paragraph (3), respectively 4 years for the doctoral university studies with the duration stipulated at Article 174, paragraph (3) of the Law of national education No.1/2011 with subsequent amendments and additions, with additional extension periods approved as per Article 39, paragraph (3) of the Code of doctoral studies approved by the GD No. 681/2011 with subsequent amendments and additions.

in international research projects, how many project they submitted and won, how many projects they have been coordinating and similar data. Having these data would give capability to make accurate judgment about this performance indicator.

Recommendations:

- Financial support for higher presence in the intranational conferences outside Romania,
- Promoting lectures outside home university,
- Active participation within ERASMUS + Academic Mobility Program
- Partnership agreements for joint research projects with the international higher education institutions,

The indicator is fulfilled.

Performance Indicator *A.3.2.2. *At least 50% of the doctoral thesis advisors in a specific doctoral study domain continue to be active in their scientific field, and acquire at least 25% of the score requested by the minimal CNATDCU standards in force at the time of the evaluation, which are required and mandatory for acquiring their enabling certificate, based on their scientific results within the past five years.*

According to an SAR, p. 47., as well as uploaded Annex A . 3.2.2., on ARACIS cloud, the situation related this performance indicator is fulfilled and stands as follows:

Name and first name	Status	Minimal CNATDCU score	Previous 5 years	%
Oprean-Stan Camelia	Tenured at IOSUD	4	12,81	320%
Balteş Nicolae	Tenured at IOSUD	4	4,23	105%
Dobrotă Gabriela	C-tin Brâncuși University of Târgu Jiu	4	25,66	641%
Ungureanu Mihai Aristotel	The Romanian-American University, Bucharest (retired)	4	1,5	37,5%

The indicator is fulfilled.

Domain B. EDUCATIONAL EFFECTIVENESS

Criterion B.1. The number, quality and diversity of candidates enrolled for the admission contest

Standard B.1.1. The institution organizing doctoral studies has the capacity to attract candidates from outside the higher education institution or a number of candidates exceeding the number of seats available.

Performance Indicator *B.1.1.1. *The ratio between the number of graduates of masters' programs of other higher education institutions, national or foreign, who have enrolled for the doctoral admission contest within the past five years and the number of seats funded by the state budget, put out through contest within the doctoral domain is at least 0.2 or the ratio between the number of candidates within the past five years and the number of seats funded by the state budget put out through contest within the doctoral studies domain is at least 1,2.*

With the given data in the SAR, p. 48., the situation in last 5 years related to the admitted students in the doctoral studies is as presented in the following table:

Field	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020			
	Total	AU*	Total	AU*	Total	AU*	Total	AU*	Total	AU*	Total	AU*
Finance	4	2	3	1	3	1	7	4	3	0	20	8
Finance - seats financed from the national budget	2	1	2	1	2	0	3	2	2	0	11	8

AU* - doctoral candidates who sat for the admission exam to doctoral studies who graduated from master degree programs affiliated to other universities.

As presented in the SAR, The ratio of Master's graduates of other higher education institutions who applied for admission to IOSUD's doctoral programme in Finance in the past five years to the number of seats financed from the national budget is 0.72.

The indicator is fulfilled.

Standard B.1.2 Candidates admitted to doctoral studies demonstrate academic, research and professional performance.

Performance Indicator *B.1.2.1. Admission to doctoral study programs is based on selection criteria including: previous academic, research and professional performance, their interest for scientific or arts/sports research, publications in the domain and a proposal for a research subject. Interviewing the candidate is compulsory, as part of the admission procedure.

According to SAR, p.49., and relevant links and uploaded documents in the ARACIS cloud this indicator is fulfilled. the links provided a lot of information, that through google translate might be created the picture that the procedures and criteria are set very clear and the process has undergone in very professional way.

However all provided data are offered only in Romanian language, in addition to the regulations and processes that are offered only in local language. There are no data if there were interview performed, how the interview was evaluated.

Further, based on discussion that took place during online meeting with doctoral students, the impressions related to English skills of the admitted students were not satisfactory.

Recommendations:

- The relevant documents to be translated in English language,
- The admission criteria to be published far in advance than the enrolment process takes place,
- The knowledge on English language to be compulsory criteria for admission,
- Student guidebook to be developed and published on web page

The indicator is fulfilled.

Performance Indicator B.1.2.2. *The expelling rate, including renouncement / dropping out of doctoral students 3, respectively 4, years after admission⁴ does not exceed 30%.*

According to the table provided in the SAR, p. 50., the situation related to drop out rate is very satisfactory and stands as follows:

Field: Finance	Enrolled in the first year	Expulsion within 3 years from admission	Expulsion rate
Academic year			
Academic Year 2015-2016	2	0	0
Academic Year 2016-2017	3	0	0
Academic Year 2017-2018	3	0	0
Academic Year 2018-2019	7	0	0
Academic Year 2019-2020	3	0	0
Total	18	0	0

In this regards the dropout rate is 0%.

However, based in all meeting that took place, there were comments and discussion about length of studies. Many students don't accomplish their studies on time, as it is foreseen for 3 years, but they are interrupting, respectively they are prolonging for several. Consequently, there is mismatch between the study program that is designed to be finished for 3 years, and students workload.

Based on Bologna System, the doctoral studies are foreseen to have at least 180 ECTS, respectively if we talk about full time studies, that means 3 years * 60 ECTS per year. Further, if we start elaborating in hours of students workload, that would be between 1500-1800 hours students workload (1 ECTS = 25-30 hours student workload). Referring to many cases that were presented that student doesn't accomplish studies on time, looks like:

- Either the doctoral programs need to be re-designed, and student workload to match requirements by the Bologna System, or
- Due to the fact that if the students are working and studding, thus they doesn't devote full time for studding, the doctoral study program to be accredited for longer period of time, let say for 5 years and students will accomplish on time their studies.

Recommendations:

- Either to make structural changes in the doctoral study program or to extend length of the studies.

The indicator is fulfilled.

Criterion B.2. The content of doctoral programs

Standard B.2.1. The training program based on advanced university studies is appropriate to improve doctoral students' research skills and to strengthen ethical behavior in science.

Performance Indicator B.2.1.1. *The training program based on advanced academic studies includes at least 3 disciplines relevant to the scientific research training of doctoral students; at least one of these disciplines is intended to study in-depth the research methodology and/or the statistical data processing.*

⁴ 3 years for the doctoral university studies with the duration stipulated at Article 159, paragraph (3), respectively 4 years for the doctoral university studies with the duration stipulated at Article 174, paragraph (3) of the Law of national education No. 1/2011 with subsequent amendments and additions.



According to SAR, p. 50., and uploaded attachment on ARACIS cloud B.2.1.1., the structure of the courses for the 1st semester are as follows:

Compulsory courses:

1. Academic Ethics and Integrity,
2. Research Methodologies, and
3. Advanced Economics.

The elective course are:

4. Contemporary Approaches in Management, and
5. Financial Policies and Practices

The indicator is fulfilled.

Performance Indicator B.2.1.2. *At least one discipline is dedicated to Ethics and Intellectual Property in scientific research or there are well-defined topics on these subjects within a discipline taught in the doctoral program.*

As presented in the performance indicator B.2.1.1. as well as the uploaded annex on ARACIS cloud B.2.1.2., the compulsory course Academic Ethics and Integrity, is among obliged courses that students should undergo during their studies.

The indicator is fulfilled.

Performance Indicator B.2.1.3. *The IOSUD has mechanisms to ensure that the academic training program based on advanced university studies addresses „the learning outcomes”, specifying the knowledge, skills, responsibility and autonomy that doctoral students should acquire after completing each discipline or through the research activities⁵.*

According to provided documents, as well as the outcome from the online meetings, there is well-defined the 1st semester what students should do in the doctoral studies. There would be welcome for students to have in advance all structure of the doctoral program. Hence, as are provided the courses for 1st semester, should be published in detail from the beginning also the tasks and duties for upcoming semesters until the final theses; optional course, seminars, number of papers that should be published, so complete path until accomplishment of the doctoral studies with public defense of doctoral theses. papers that should

The Regulation for organizing the University Doctoral Studies in the Lucian Blaga University Of Sibiu, the Senate decision no-2542 of the date 26. 06. 2020., the Art.29. - (1) The rights and obligations of doctoral doctoral adviser paragraph “f” is precising:

“f) the right to propose the disciplines within the training program based on advanced university studies in which the doctoral student led by the doctoral advisor must participate, in compliance with the provisions of the present Regulation;”.

Look like there is too much power and control given to the adviser of the doctoral student. The Student Centered Learning methodology, requests more flexibility during studies. There are different ways for reaching the foreseen learning outcomes (LO). The students should have more choice in selecting their

⁵ Or by what the graduate should know, understand and to be able to do, according to the provisions of the Methodology of 17 March 2017 regarding inscription and registration of higher education qualifications in the National Register of Qualifications in Higher Education (RNCIS) approved by the Order No.3475/2017 with subsequent amendments and additions.



path to achieve the LO, and in other hand the advisor is to support and evaluate his progress toward reaching main goal, accomplishment of the doctoral studies.

Recommendations:

- The structure of doctoral program to be clearly defined, including all tasks and duties that students needs to undergo for accomplishment of the doctoral program,
- Flexibility, especially about elective courses, and seminars within study program to be more emphasized,
- The power of advisor to be distributed,
- Student guidebook to be developed and published in foreign languages.

The indicator is fulfilled.

Performance Indicator B.2.1.4. All along the duration of the doctoral training, doctoral students in the domain receive counselling/guidance from functional guidance commissions, which is reflected in written guidance and feedback or regular meeting.

According to SAR, p. 51., as well as the discussion from the online meetings, there is functional Doctoral Advisory Committee comprised by the adviser and three other members from academia. The uploaded document on ARACIS cloud, annex B. 2.1.2. give the overview of the committees, and the doctoral students might get their support.

The indicator is fulfilled.

Performance Indicator B.2.1.5. For a doctoral study domain, the ratio between the number of doctoral students and the number of teaching staff/researchers providing doctoral guidance must not exceed 3:1.

According to SAR, p. 51., this performance indicator stands quiet well. Consequently, as set in the SAR: "Between 2017 and 2020, 13 doctoral candidates were enrolled in IOSUD's three-year doctoral programme in Economic Sciences. A total of 8 teaching staff members provided their degree progress. The ratio of doctoral candidates to teaching staff providing doctoral supervision was 13:8, i.e., 1,62".

Recommendations:

The indicator is fulfilled.

Criterion B.3. The results of doctoral studies and procedures for their evaluation.

Standard B.3.1. Doctoral students capitalize on the research through presentations at scientific conferences, scientific publications, technological transfer, patents, products and service orders.

Performance Indicator B.3.1.1. For the evaluated domain, the evaluation commission will be provided with at least one paper or some other relevant contribution per doctoral student who has obtained a doctor's title within the past 5 years. From this list, the members of the evaluation commission shall randomly select 5 such papers / relevant contributions per doctoral study domain for review. At least 3 selected papers must contain significant original contributions in the respective domain.

By random selection, the following papers were checked in the web pages:

1. Nicolae Balteş & Ruxandra Maria Pavel, ASSESSMENT OF THE INSOLVENCY RISK IN COMPANIES LISTED ON THE BUCHAREST STOCK EXCHANGE, Studia Universitatis "Vasile Goldis"Arad. Economics Series Vol 29, Issue 4/2019, ISSN:1584-2339;(online) ISSN:

- 2285 –3065, Web:publicatii.uvvg.ro/index.php/studiaeconomia. Pages 58–71, <https://sciendo.com/article/10.2478/sues-2019-0018> .
2. Mihai Aristotel Ungureanu, Mirela Calugareanu, Madalina Caraus and Anne Bartalis, CONCEPTUAL APPROACHES TO TAX EVASION IN ROMANIA, Romanian Economic Business Review, 2016, vol. 11, issue 3, 7-14, https://econpapers.repec.org/article/raujournal/v_3a11_3ay_3a2016_3ai_3a3_3ap_3a7-14.htm
 3. Nicolae Baltes and E~tefania Amalia Jimon, Social Inequalities and the Reform of Romanian Public Pension System by Law no. 127/2019, Ovidius University Annals, Economic Sciences Series, 2019, vol. XIX, issue 2, 219-226, https://econpapers.repec.org/article/ovioviste/v_3axix_3ay_3a2019_3ai_3a2_3ap_3a219-226.htm.

The papers are professionally developed and published. However, there might be more support to publish papers in highly ranked scientific journals.

Recommendations:

- Logistic and financial support to publish in more prestigious scientific journals.

The indicator is fulfilled.

Performance Indicator *B.3.1.2. *The ratio between the number of presentations of doctoral students who completed their doctoral studies within the evaluated period (past 5 years), including posters, exhibitions made at prestigious international events (organized in the country or abroad) and the number of doctoral students who have completed their doctoral studies within the evaluated period (past 5 years) is at least 1.*

According to SAR, p. 53., in addition to the uploaded annex in ARACIS cloud B.3.1.1 (in the SAR it is referred also the annex B.3.1.2. However, in the documents uploaded in ARACIS cloud there is no such annex. The referred data can be found in the annex B.3.1.1. which is available on uploaded documents), this performance indicator is fulfilled and situation stands as follows: The 13 doctoral candidates who were awarded a Doctor's degree in the past five years participated with papers in at least one international conference, abroad or in Romania. In average the Doctors presented a minimum of 10 conference papers each.

Searching in the data provided in the annex B.3.1.1., there can be found data about publications. However main papers are published in the local journal: Revista Economica, an open access journal that can be reached in the following web page:

<http://economice.ulbsibiu.ro/revista.economica/aboutus.php>

Recommendations:

- Promoting and supporting doctoral students to publish in the international scientific journals outside Romania,
- Logistic and financial support to publish in more prestigious scientific journals.

The indicator is fulfilled.



Standard B.3.2. The Doctoral School engages a significant number of external scientific specialists in the commissions for public defense of doctoral theses in the analyzed domain.

Performance Indicator *B.3.2.1. *The number of doctoral theses allocated to one specialist coming from a higher education institution, other than the evaluated IOSUD should not exceed two (2) in a year for the theses coordinated by the same doctoral thesis advisor.*

According to SAR, p. 53, and annex B.3.2.1., uploaded on ARACIS cloud, “Two doctoral theses supervised by the same doctoral advisor are defended per year”, in this regards, number 2 is not exceeded and the indicator is fulfilled.

The indicator is fulfilled.

Performance Indicator *B.3.2.2. *The ratio between the doctoral theses allocated to one scientific specialist coming from a higher education institution, other than the institution where the defense on the doctoral thesis is organized, and the number of doctoral theses presented in the same doctoral study domain in the doctoral school should not exceed 0.3, considering the past five years. Only those doctoral study domains in which minimum ten doctoral theses have been presented within the past five years should be analyzed.*

According to SAR, p. 53-54, this ratio is 0.61, consequently the ceiling of 0.3 is exceeded.

However, upon consultation with the Director of the CSUD Prof. Univ. Dr. Mihalea Herciu about details how this figure of 0.61% was calculated, there were sent additional documents that brought to conclusion that only one of the experts affiliated to another higher education institution has exceeded the ceiling of 0.3., while the others were within legal requirements bellow 0.3 (more information in the attached document *B.3.2.2).

In this regards, the performance indicator is partially fulfilled.

The indicator is partially fulfilled.

Domain C. QUALITY MANAGEMENT

Criterion C.1. Existence and periodic implementation of the internal quality assurance system

Standard C.1.1. There are an institutional framework and procedures in place and relevant internal quality assurance policies, applied for monitoring the internal quality assurance.

Performance Indicator C.1.1.1. *The Doctoral school in the respective university study domain shall demonstrate the continuous development of the evaluation process and its internal quality assurance following a procedure developed and applied at the level of the IOSUD, the following assessed criteria being mandatory:*

- (a) the scientific work of Doctoral advisors;*
- (b) the infrastructure and logistics necessary to carry out the research activity;*
- (c) the procedures and subsequent rules based on which doctoral studies are organized;*
- (d) the scientific activity of doctoral students;*
- (e) the training program based on advanced academic studies of doctoral students;*
- (f) social and academic services (including for participation at different events, publishing papers etc.) and counselling made available to doctoral students.*



As presented in previous performance indicators, related to the legal framework the ULSB stand very well. There are developed and in force the following regulations:

The IOSUD relies on and observes a number of regulations and procedures enabling the internal quality assurance and assessment, namely:

- Regulation for the Organization of the Admission Exam to Doctoral Studies for the academic year 2021-2022 <https://doctorate.LBUSibiu.ro/wp-content/uploads/Anexa12-Regulament-ADMITERE-Doctorat-LBUS-2020-2021.pdf>
- Operational Procedure for Online Admission to Doctoral Studies; https://doctorate.LBUSibiu.ro/wp-content/uploads/3_PO_Admitere-online_iunie2020_Senat.pdf
- LBUS Regulation regarding the Organization of Doctoral Studies, approved by the University Senate on June 16th 2020 https://senat.LBUSibiu.ro/wp-content/uploads/250620/6_Regulament%20de%20org%20si%20desf%20a%20studiilor%20uni%20de%20doctorat_iunie2020_Senat.pdf
- Operational Procedure for the Online Organization of Examination Activities in the Context of the Interdisciplinary Doctoral School affiliated to the Lucian Blaga University of Sibiu https://senat.LBUSibiu.ro/wp-content/uploads/250620/2_PO_Desf%20online%20a%20actv%20de%20examinare%20in%20scoala%20doctorala_iunie2020_Senat.pdf
- Operational Procedure for the Assessment and Defence of Doctoral Thesis https://doctorate.LBUSibiu.ro/wp-content/uploads/4_PO_Evaluarea-si-sustinerea-tezelor-de-doctorat_iunie2020_Senat.pdf
- Operational Procedure for the Organization of the Process of Awarding the Habilitation Title https://doctorate.LBUSibiu.ro/wp-content/uploads/5_PO_Org-si-desf-procesului-de-obtinere-a-atestatului-de-abilitare_iunie2020_Senat.pdf
- Procedure of Automatic Recognition by LBUS of the title of doctoral advisor awarded by other accredited higher education institutions abroad <http://calitate.LBUSibiu.ro/pag/PCUe/Abilitare/Abilitare.php>
- Procedure of automatic recognition of the title of doctorate holder; <http://calitate.LBUSibiu.ro/pag/PCUe/Doctor/Doctor.php>
- Procedure of automatic recognition of academic titles obtained in accredited higher education institutions abroad; Procedure for Rewarding Research Results; https://senat.LBUSibiu.ro/wp-content/uploads/250221/10_PO-LBUS-PCDI-302-RRC_Senat_feb2021.pdf
- Methodology for the approval of external mobility grants awarded from LBUS and Hasso Plattner funds; <https://doctorate.LBUSibiu.ro/wp-content/uploads/Metodologie-mobilitati-Haso-Plattner.pdf>

Following the provided links, there will be easy access to get the listed regulations. However, all of them are published in Romanian language. Very difficult for foreign evaluator to create a complete picture for judgment, in addition to difficulties that might face the interested international students to get information for possibilities to be part of doctoral study program.

Further, there seems to be missing a regulation related to point “f”: “social and academic services (including for participation at different events, publishing papers etc.) and counselling made available to doctoral students”.

Might be that the parts foreseen to regulate the social and academic life of the doctoral students, is incorporated in any of the above listed regulations, but for international evaluator is very difficult to be found. This, in absence of this part of the legal framework, this indicator might be treated as not fully accomplished.



Recommendations:

- Relevant legal documents to be translated in English language and uploaded on web page of the LBUS
- To be developed a regulation about social and academic services (including for participation at different events, publishing papers etc.).

The indicator is partially fulfilled.

Performance Indicator *C.1.1.2. *Mechanisms are implemented during the stage of the doctoral study program to enable feedback from doctoral students allowing to identify their needs, as well as their overall level of satisfaction with the doctoral study program in order to ensure continuous improvement of the academic and administrative processes. Following the analysis of the results, there is evidence that an action plan was drafted and implemented.*

According to information provided in the SAR, p. 55., the LBUS has developed the student questionnaire about their satisfaction with the education process within the doctoral study program. The questionnaire is posted online, and the collection is performed through Google form.

There is no link how to access to these questionnaires, nor was sent the template of the questionnaires. The judgments might be made based on the SAR and the discussion performed during the online meetings.

The indicator is fulfilled.

Criterion C.2. Transparency of information and accessibility of learning resources

Standard C.2.1. Information of interest to doctoral students, future candidates and public interest information is available for electronic format consultation.

Performance Indicator C.2.1.1. *The IOSUD publishes on the website of the organizing institution, in compliance with the general regulations on data protection, information such as:*

- (a) the Doctoral School regulation;*
- (b) the admission regulation;*
- (c) the doctoral studies contract;*
- (d) the study completion regulation including the procedure for the public presentation of the thesis;*
- (e) the content of training program based on advanced academic studies;*
- (f) the academic and scientific profile, thematic areas/research themes of the Doctoral advisors within the domain, as well as their institutional contact data;*
- (g) the list of doctoral students within the domain with necessary information (year of registration; advisor);*
- (h) information on the standards for developing the doctoral thesis;*
- (i) links to the doctoral theses' summaries to be publicly presented and the date, time, place where they will be presented; this information will be communicated at least twenty days before the presentation.*

Related to this performance indicator, the regulations are online and might be checked in the following links:

- <https://doctorate.LBUSibiu.ro/ro>
- <https://doctorate.LBUSibiu.ro/ro/admitere>
- <https://doctorate.LBUSibiu.ro/ro/legislatie>
- <https://doctorate.LBUSibiu.ro/ro/domenii-si-conducatori>
- <https://doctorate.LBUSibiu.ro/ro/cursuri>



- <https://doctorate.LBUSibiu.ro/ro/ordine>
- <https://doctorate.LBUSibiu.ro/ro/taxe>
- <https://doctorate.LBUSibiu.ro/ro/teze/teze-2021>

All regulations are published only in Romanian language.

Recommendations:

- Relevant legal documents to be translated in English language and uploaded on web page of the LBUS

The indicator is fulfilled.

Standard C.2.2. The IOSUD/The Doctoral School provides doctoral students with access to the resources needed for conducting doctoral studies.

**general description of the standard analysis.*

Performance Indicator C.2.2.1. All doctoral students have free access to one platform providing academic databases relevant to the doctoral studies domain of their thesis.

According to SAR, p. 56-57, and outcomes from the discussions in online meetings, this performance indicator is adequately accomplished. However, all data and instructions are posted only in Romanian language.

Recommendations:

- Web page information, and instructions for students to be translated in English language.

The indicator is fulfilled.

Performance Indicator C.2.2.2. Each doctoral student shall have access, upon request, to an electronic system for verifying the degree of similarity with other existing scientific or artistic works.

According to information provided in the SAR, p. 57., the students has access to check the percentage of similarity of their research work. "Each doctoral student, subsequent to the approval of the doctoral advisor, has access to the two electronic systems of plagiarism checking: sistemeantiplagiat.ro and checkforplafiarisma.net. more information is provided above in the Report.

Recommendations:

- Relevant legal documents to be translated in English language and uploaded on web page of the LBUS

The indicator is fulfilled.

Performance Indicator C.2.2.3. All doctoral students have access to scientific research laboratories or other facilities depending on the specific domain/domains within the Doctoral School, according to internal order procedures.

The doctoral students have access to needed parts in laboratories and research centers with approval of the doctoral advisor.

The indicator is fulfilled.



Criterion C.3. Internationalization

Standard C.3.1. There is a strategy in place and it is applied to enhance the internationalization of doctoral studies.

Performance Indicator *C.3.1.1. *IOSUD, for every evaluated domain, has concluded mobility agreements with universities abroad, with research institutes, with companies working in the field of study, aimed at the mobility of doctoral students and academic staff (e.g., ERASMUS agreements for the doctoral studies). At least 35% of the doctoral students have completed a training course abroad or other mobility forms such as attending international scientific conferences. IOSUD drafts and applies policies and measures aiming at increasing the number of doctoral students participating at mobility periods abroad, up to at least 20%, which is the target at the level of the European Higher Education Area.*

According to SAR, p. 58, this performance indicator is 100% fulfilled. Furthermore, according to annex C.3.1.1. that is uploaded on ARACIS cloud, there is a list of higher education institutions that LBUS has signed cooperation agreements for academic mobility and research cooperation.

However, that is one part, which might be quite well realized on paper, the reality looks to be different. Starting from what was presented until now in the report:

- All relevant information in the web page are provided in local language,
- The regulations and many other legal documents are offered only in local language,
- The courses are delivered in local language,

in addition to the impressions from the online meetings, might give a very different view. From this very old and prestigious University, looks like this part is left aside. Many participants in the online meetings, especially students were quite weak in English language. Thus, from the point of view of international evaluator, the LBUS should make reforms in this direction. The third cycle of university studies, represents the last stage of formal education, and recent trends requests the usage of international language, which for the EU countries this language is mainly referred to English language. Furthermore, the scientific conferences, publications, and entire doctoral studies in recent years in EU countries are offered in English language.

Recommendations:

- Knowledge of the English language should be must criteria in the student enrollment process for the doctoral studies,
- Courses in English language to be promoted in all levels, and in doctoral studies to be compulsory,
- In near future, the complete doctoral study program to be delivered in English language,
- Promotion of the double degree and joint degree doctoral study programs,
- Update of web page with translated documents in international language,
- Logistic and financial support to professors and doctoral students for project development and application in local and international programs/projects.
- Logistic and financial support for inviting visiting professors for a longer period of stay; semester or even academic year,
- Logistic and financial support for doctoral students for participation in the international conferences in foreign countries.

The indicator is fulfilled.

Performance Indicator C.3.1.2. *In the evaluated doctoral study domain, support is granted, including financial support, to the organization of doctoral studies in international co-tutelage or invitation of leading experts to deliver courses/lectures for doctoral students.*

The LBUS as quite longstanding Higher education provider in Romania, has tradition in inviting the guest lecturers. However in the SAR, there are no data about numbers of guest lecturers, number of lectures that they delivered, in which levels they delivered lectures and other details. Consequently, without such data, it is very difficult and would be incorrect to agree with the statement that is presented in the SAR.

Further, according to the comments provided in the previous performance indicator, with lack of courses offered in English language, this performance indicator is very hard to be considered as fulfilled indicator.

Recommendations:

- Recommendations are provided in the Performance indicator C.3.1.1. and are appropriate also for this performance indicator.

The indicator is partially fulfilled.

Performance Indicator C.3.1.3. *The internationalization of activities carried out during the doctoral studies is supported by IOSUD through concrete measures (e.g., by participating in educational fairs to attract international doctoral students; by including international experts in guidance committees or doctoral committees etc.).*

According to the SAR, p. 59., the internationalisation activities are supported through different international agreements and participation in the associations as:

- Affiliation to the EUA Council for Doctoral Education
- Affiliation to Pride Network – the Association for Professionals in Doctoral Education
- Participation to international educational fairs: NAFSA 2019 Washington (<https://www.LBUSibiu.ro/news/universitatea-lucian-bлага-din-sibiu-prezenta-la-targul-educational-nafsa-2019-washington/>);
- Co-option of international experts to thesis defence committees:
 - Prof. PhD Luis Vellasco – Valladolid University, Spain
 - Prof. PhD Ioana Mărășescu-Galleron – „Sorbonne Nouvelle” University, Paris, France
 - Prof. PhD Tiphane Samoyault – „Sorbonne Nouvelle” University, Paris, France
 - Prof. PhD Vincenzo Toretta – Isubria University, Varese, Italy
- Eugen Ionesco doctoral scholarships: in the framework of the Programme coordinated by the University Agency of Francophony, a number of international doctoral students (France, Algeria and The Republic of Moldova) have been supervised;

A very symbolic number for such old and prestigious University, especially related to involvement of the international experts in committees of doctoral thesis.

Recommendations:

- Recommendations are provided in the Performance indicator C.3.1.1. and C.3.1.2., are appropriate also for this performance indicator.

The indicator is partially fulfilled.

IV. SWOT Analysis

<p><u>Strengths:</u></p> <ul style="list-style-type: none"> • Among the oldest university in Romania, • Higher Education Institution within the European Union • Advanced legal framework in the higher education system • Modern regulations for performing doctoral studies, • Clear procedures and measures for all possible cases - promotion and penalties, • Medium size University with well established reputation • Very enthusiastic and highly professional staff, • Strategic location, • Trained staff for supporting the research activities • Equipped library and online access to international journals and books, • Existence of the functional research institutes within LBUS, as well as being part of the European Research Infrastructures System • Cheap Study Cost for attracting international students. 	<p><u>Weaknesses:</u></p> <ul style="list-style-type: none"> • Courses and study program offered in local language, • Information on web page mainly published in local language • Lack of logistic and financial support for professors and doctoral students for development of the project proposals • Insufficient participation in different locally and internationally funded projects, • Insufficient partnership agreements with local stakeholders for internship placement of doctoral students as well as for joint research activities • Lack of partnership agreements for development of double and joint degree study programs • Insufficient financial support for participation in the international conferences • Lack of external Advisory Board for doctoral studies (representatives from businesses and other institutions) • Insufficient engagement of students in curriculum development • Insufficient engagement of graduated students (Alumni) in development of strategic documents as well as in renewing the study programs <p>Hesitation of professors to offer courses in international languages</p>
<p><u>Opportunities:</u></p> <ul style="list-style-type: none"> • Promotion and participation in local projects • Promotion participation in the international projects • Partnership agreements with international universities for development of double and joint degree doctoral study programs • Memorandum of understanding with local stakeholders for joint research projects • Memorandum of understanding with local stakeholders for internship placement of doctoral students • Establishment of Advisory Board for doctoral studies • Promoting and attracting foreign students 	<p><u>Threats:</u></p> <ul style="list-style-type: none"> • Hesitation of professors to offer courses in international languages • Lack of interest from abroad to continue their studies at LBUS • Local companies not interested for cooperation and hosting doctoral students for internship • International universities not interested for double and joint degree study program cooperation • Graduated students (Alumni) not interested to contribute to advancement of LBUS • Local stakeholder not interested to be part of Advisory Board • Lack of students interest to follow courses and study programs in international language (weak English skills competences).

V. Overview of judgments awarded and of the recommendations

No.	Type of indicator (PI, PI*, CPI)	Performance indicator	Judgment	Recommendations
1	PI	<i>A.1.1.1.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> • <i>Relevant legal documents to be translated into English language.</i>
2	PI	<i>A.1.1.2.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> • <i>Relevant legal documents to be translated into English language</i>
3	PI	<i>A.1.2.1.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> • <i>Relevant legal documents to be translated into English language</i>
4	PI	<i>A.1.2.2.</i>	The indicator is fulfilled.	
5	PI	<i>A.1.3.1.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> • Active presence in the EU funded projects (ERASMUS +, Horizon 2020, etc), • Logistic and financial support for development of project proposals, • Partnership agreements for joint research projects with the international higher education institutions, • Partnership agreements with local stakeholders for joint research activities, • Partnership agreements with local and international stakeholders for internship placement of doctoral students for performing doctoral thesis.
6	PI*	<i>*A.1.3.2.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> • Relevant documents to be translated in English language, • Active presence in the EU funded projects (ERASMUS +, Horizon 2020, etc), • Partnership agreements for joint research projects with the international higher education institutions, • Partnership agreements with local stakeholders for joint research activities, • Partnership agreements with local and international stakeholders for internship placement of doctoral students for performing doctoral thesis. • Detailed data to be presented in the SAR
7	PI*	<i>*A.1.3.3.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> • Relevant documents to be translated in English language,

				<ul style="list-style-type: none"> • Active presence in the EU funded projects (ERASMUS +, Horizon 2020, etc), • Partnership agreements for joint research projects with the international higher education institutions, • Partnership agreements with local stakeholders for joint research activities, • Partnership agreements with local and international stakeholders for internship placement of doctoral students for performing doctoral thesis. • Detailed data to be presented in the SAR.
8	PI	A.2.1.1.	The indicator is fulfilled.	<ul style="list-style-type: none"> • Relevant documents to be translated in English language, • Partnership agreements for joint research projects with the international higher education institutions, • Partnership agreements with local stakeholders for joint research activities, • Partnership agreements with local and international stakeholders for internship placement of doctoral students for performing doctoral thesis.
9	PI	A.3.1.1.	The indicator is fulfilled.	<ul style="list-style-type: none"> • Relevant documents to be translated in English language, • Partnership agreements for joint research projects with the international higher education institutions, • Partnership agreements with local stakeholders for joint research activities.
10	PI*	*A.3.1.2.	The indicator is fulfilled.	//
11	PI	A.3.1.3.	The indicator is fulfilled.	<ul style="list-style-type: none"> • <i>Relevant documents related to doctoral studies to be translated in English language and uploaded in web page,</i> • <i>Student guidebook to be developed and published on web page,</i>
12	PI*	*A.3.1.4.	The indicator is fulfilled.	//
13	PI	A.3.2.1.	The indicator is fulfilled.	<ul style="list-style-type: none"> • Financial support for higher presence in the intranational conferences outside Romania, • Promoting lectures outside home university, • Active participation within ERASMUS + Academic Mobility Program

				<ul style="list-style-type: none"> Partnership agreements for joint research projects with the international higher education institutions,
14	PI*	<i>*A.3.2.2.</i>	The indicator is fulfilled.	//
15	PI*	<i>*B.1.1.1.</i>	The indicator is fulfilled.	//
16	PI*	<i>*B.1.2.1.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> The relevant documents to be translated in English language, The admission criteria to be published far in advance than the enrolment process takes place, The knowledge on English language to be compulsory criteria for admission, Student guidebook to be developed and published on web page
17	PI	<i>B.1.2.2.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> Either to make structural changes in the doctoral study program or to extend length of the studies
18	PI	<i>B.2.1.1.</i>	The indicator is fulfilled.	//
19	PI	<i>B.2.1.2.</i>	The indicator is fulfilled.	//
20	PI	<i>B.2.1.3.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> The structure of doctoral program to be clearly defined, including all tasks and duties that students needs to undergo for accomplishment of the doctoral program, Flexibility, especially about elective courses, and seminars within study program to be more emphasized, The power of advisor to be distributed, Student guidebook to be developed and published in foreign languages.
21	PI	<i>B.2.1.4.</i>	The indicator is fulfilled.	//
22	PI	<i>B.2.1.5.</i>	The indicator is fulfilled.	//
23	PI	<i>B.3.1.1.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> Logistic and financial support to publish in more prestigious scientific journals
24	PI*	<i>*B.3.1.2.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> Promoting and supporting doctoral students to publish in the international scientific journals outside Romania,

				<ul style="list-style-type: none"> Logistic and financial support to publish in more prestigious scientific journals.
25	PI*	<i>*B.3.2.1.</i>	The indicator is fulfilled.	
26	PI*	<i>*B.3.2.2.</i>	The indicator is partially fulfilled	//
27	PI	<i>C.1.1.1.</i>	The indicator is partially fulfilled.	<ul style="list-style-type: none"> Relevant legal documents to be translated in English language and uploaded on web page of the LBUS To be developed a regulation about social and academic services (including for participation at different events, publishing papers etc.)..
28	PI*	<i>*C.1.1.2.</i>	The indicator is fulfilled.	//
29	PI	<i>C.2.1.1.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> Relevant legal documents to be translated in English language and uploaded on web page of the LBUS
30	PI	<i>C.2.2.1.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> Web page information, and instructions for students to be translated in English language
31	PI	<i>C.2.2.2.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> Relevant legal documents to be translated in English language and uploaded on web page of the LBUS
32	PI	<i>C.2.2.3.</i>	The indicator is fulfilled.	//
33	PI*	<i>*C.3.1.1.</i>	The indicator is fulfilled.	<ul style="list-style-type: none"> Knowledge of the English language should be must criteria in the student enrollment process for the doctoral studies, Courses in English language to be promoted in all levels, and in doctoral studies to be compulsory, In near future, the complete doctoral study program to be delivered in English language, Promotion of the double degree and joint degree doctoral study programs, Update of web page with translated documents in international language, Logistic and financial support to professors and doctoral students for project development and application in local and international programs/projects. Logistic and financial support for inviting visiting professors for a longer period of stay; semester or even academic year,

				<ul style="list-style-type: none"> • Logistic and financial support for doctoral students for participation in the international conferences in foreign countries.
34	PI	<i>C.3.1.2.</i>	The indicator is partially fulfilled.	<ul style="list-style-type: none"> • Recommendations are provided in the Performance indicator C.3.1.1. and are appropriate also for this performance indicator.
35	PI	<i>C.3.1.3.</i>	The indicator is partially fulfilled.	<ul style="list-style-type: none"> • Recommendations are provided in the Performance indicator C.3.1.1. and C.3.1.2., are appropriate also for this performance indicator..

The recommendations contained in the report shall be resumed in the indicators' analysis. Other general recommendations may be made that do not fit within a particular indicator.

VERY IMPORTANT!!! – Each identified weakness must be correlated with at least one recommendation to improve the situation!

VI. Conclusions and general recommendations

Recommendations:

The recommendations provided in the table above, might be summarized as follows:

- Development of Strategy Quality Assurance,
- Development of the Strategy for Research and Development.
- Development of study program with involvement of all relevant stakeholders (management, teaching staff, students, administration, alumni, and representatives from economy,
- Internationalization,
- Increase of participation in the ERASMUS+ academic mobility projects (KA1), Horizon 2020 and other, international projects,
- Promotion of the double degree and joint degree doctoral study programs,
- Increasing partnership agreements with. Local and international stakeholders,
- The complete doctoral study program to be delivered in English language



VII. Annexes

The following types of documents shall be attached:

- *The detailed schedule of the evaluation visit – MANDATORY.*
- *The survey questionnaire applied to doctoral students or academic staff in the doctoral study domain under review, the results - optional (e.g., in graphic form) and their interpretation - if applicable.*
- *Scanned documents – any document requested from the IOSUD during the evaluation visit and received, which is not found in the internal evaluation file received before the visit and referred to in the report.*
- *Pictures – if relevant issues are raised regarding the condition of the student residences, cafeterias, premises for teaching and learning activities, library etc.*
- *Screenshots/Print screens of the Doctoral School/IOSUD website proving specific claims in the report, accompanied by the date when they were accessed and saved.*
- *Any other documents relevant to the evaluation process referred to in the report.*