

GAP Analysis (Charter and Code Checklist)

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Case number

2025RO311733

Name Organisation under review

"Gheorghe Asachi" Technical University of Iasi

Organisation's contact details

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Date endorsement charter and code

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GAP Analysis overview

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the GAP Analysis principles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation. In order to help the organisation's recruitment strategy, a specific self-assessment checklist is provided for Open, Transparent and Merit-Based Recruitment.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview

- **Status** : to what extent does this organisation meet the following principles?
- **Implementation (++, +/-, -/+, --)** :
 - ++ fully implemented
 - +/– almost but not fully implemented
 - -/+ partially implemented
 - -- insufficiently implemented

- **GAP** : In case of --, -/+, or +/-, please indicate the actual "gap" between the principle and the current practice in your organisation.
- **Implementation impediments** : If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation.
- **Initiatives undertaken/new proposals** : If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

Status

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

1. ETHICS AND RESEARCH INTEGRITY

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	In June 2025, the appointment of the Ethics in Research Commission was approved by the University Senate (HS 183/27.06.2025). The Commission should oversee and certify that research projects involving humans, animals or dangerous substances comply with current national and European regulations. However, this information is not yet posted on the University website.	At the level of TUIASI there is a code of conduct and ethics in research and teaching activities, publicly available. https://www.tuiasi.ro/wp-content/uploads/2025/12/COD.01-E4R1.pdf There are also clear rules stipulating the way the University Ethics and Professional Conduct Commission runs its activities. https://www.tuiasi.ro/wp-content/uploads/2024/12/REG.17_E4R0-fs.pdf The methodology for selecting the members of the Ethics and Professional Conduct Commission is also publicly available. https://www.tuiasi.ro/wp-content/uploads/2025/09/Metodologie-selectie-CEDU_2025-1.pdf The rules on how the Ethics in Research Commission abides by and the steps required to obtain the approval of this Commission on research projects that fall under its responsibilities will be made public on the University website: https://www.tuiasi.ro/manualul-procedurilor/

2. FREEDOM OF SCIENTIFIC RESEARCH

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	TUIASI guarantees the freedom of scientific research as a core principle of its university life, ensuring that members of the academic community have the autonomy to define their research questions, choose methodologies, and interpret results without external interference. This freedom of thought and expression is explicitly protected under Article 17 of the TUIASI Charter, which affirms the right of each researcher to select their subjects and sources of study while maintaining the responsibility to provide rigorous argumentation to the academic community. The university supports the dissemination of knowledge through teaching and open publishing, while providing a clear legal and operational framework for necessary limitations, such as Intellectual Property Rights (IPR) and ethical oversight. Through the Code of Academic Ethics and Deontology, TUIASI fosters an environment where "questioning accepted wisdom" is encouraged as a driver for innovation, provided it adheres to the professional standards of integrity and social responsibility.	The freedom of scientific research is guaranteed by both the current legislation in Romania (Law 199/2023, Art. 4, letter b) and the University Charter (Art. 10; Art. 20 (3)). https://www.tuiasi.ro/wp-content/uploads/2023/12/Carta-TUIASI-15.12.2023_final_adoptata.pdf Moreover, the academic and research freedom are clearly stipulated as being part of the TUIASI Mission. https://www.tuiasi.ro/misiunea-universitatii/ TUIASI formally acknowledges staff mobility—whether for teaching, training, or research at partner institutions—as a fundamental component of career advancement and continuous professional development. Intellectual Property - Defines the operational constraints and rights regarding patenting and IPR. https://www.tuiasi.ro/wp-content/uploads/2025/07/PO.DMMP_04-E2R2-fs.pdf Dissemination Rights - Provides the procedural framework for researchers to publish scientific and teaching materials. http://www.calitate.tuiasi.ro/TUIASI.PO.41%20Procedura%20Editura%20Politehnium.pdf Project Management - Outlines the management and budgetary constraints within which research freedom operates for funded projects. https://www.tuiasi.ro/wp-content/uploads/2024/12/REG.20-E1R2.pdf

Status**3. OPEN SCIENCE**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	<p>Although previous initiatives were taken to support Gold Open Access publications, they were limited over a short period of time. https://www.tuiasi.ro/noutati/tuiasi-sprijina-activitatea-de-cercetare-prin-trei-tipuri-de-granturi-unul-dintre-ele-destinat-exclusiv-doctoranzilor/#:~:text=Astfel%20prima%20dintre%20acestea%2C%2080%9EGranturi,de%20finalizarea%20unui%20demers%20%C8%99tiin%C8%9Bific.</p> <p>When workshops and meetings were organized to raise awareness on Open Access publication opportunities, such initiatives were met with a low participation rate. Recently, however, the interest on such topics became more pronounced and TUIASI organized events on Open Access in partnership with ANELIS and ENformation. There is a lack of information on the outcomes of research projects, either funded from European or from national sources. Such information, when available, is not sufficient or not clear enough.</p>	<p>TUIASI fully supports the publication of research results in open access journals, either by providing institutional discounts to APCs (based on IOAP agreements) or by disseminating the opportunities provided by the ANELIS PLUS consortium, of which TUIASI is a member. https://anelis-plus.ro/open-access/ At the same time, financial support was provided for participation to international invention and innovation forums for the dissemination of research results obtained by TUIASI academics / researchers. Such a support was provided via the CNFIS-FDI-2025-F-0545 project and it was also supplemented from TUIASI own funds. A series of seminars and workshops, held both in-person and online, was organized to raise awareness within the academic community regarding Open Access publication opportunities.</p> <p>https://www.tuiasi.ro/evenimente/eforum-va-invita-la-prezentari-online-gratuite-in-decembrie-2025/</p> <p>https://biblioteca.tuiasi.ro/2024/02/06/instruire-autori-open-access-wiley/</p> <p>https://www.tuiasi.ro/noutati/workshop-importante-pentru-studentii-cadrele-didactice-si-cercetatorii-tuiasi-oportunitati-de-publicare-cum-sa-iti-cresti-sansele-de-publicare/ TUIASI is now a signatory of CoARA</p> <p>https://www.coara.org/signatories/gheorghe-asachi-technical-university-of-iasi/ To enhance the visibility of our scientific output, a mechanism was implemented to catalogue project outcomes from research leaders. Building upon this, a new user-friendly interface is currently under development. This platform aims to bridge the gap between academia and the socio-economic environment by presenting our research interests and expertise in a concise format, acting as a central hub for potential partners in industry and the local community.</p>

Status**4. GENDER EQUALITY**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	TUIASI has a Gender Equality strategy and plan which was adopted and set in place in 2022 and is in line with University Charter and its declared Mission. https://www.tuiiasi.ro/wp-content/uploads/2024/03/GEP-TUIASI-EN.pdf However, the proposed plan ended in December 2025 and needs to be renewed and revised.	The working group is currently updating the Gender Equality Strategy and Plan in view of the available national and European policies. The new Gender Equality Strategy and Plan is expected to be adopted by the University Senate by the end of April, following the ongoing analysis of the working group.

5. EMBRACING DIVERSITY

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Embracing diversity at Gheorghe Asachi Technical University of Iași (TUIASI) is a fundamental organizational principle integrated into its institutional mission and governance. The university's Charter (Chapter 2, Art. 7, letters m, n, o) explicitly guarantees the equal opportunity and non-discrimination of all community members, regardless of gender, age, ethnic origin, religion, or disability. https://www.tuiiasi.ro/wp-content/uploads/2023/12/Carta-TUIASI-15.12.2023_final_adoptata.pdf	The Law 199/2023 regulating the activity of HEIs in Romania explicitly lists "equity" and "inclusion" among the governing principles of higher education. It mandates that universities take proactive measures to ensure that students and staff from diverse backgrounds—including those from rural areas, persons with disabilities, and ethnic minorities—have equal access and support. At TUIASI level, besides the University Charter, the framework governing the selection and recruiting process of personnel, as well as career advancement, clearly stipulates the same principle at Section 4.1, Article 5. https://www.tuiiasi.ro/wp-content/uploads/2025/11/PO.DID_.12-E3R3-aprobata-Senat-fara-semnaturi.pdf https://ingenium-university.eu/tuiiasi-students-advance-ingenium-goals-inclusivity-wellbeing-at-2025-symposium/

6. THE RESEARCHER

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Implementation of Professionalism and Accountability at TUIASI TUIASI ensures that all researchers, from doctoral candidates (R1) to leading investigators (R4), operate within a high-standard professional framework that prioritizes the creation of new knowledge and social relevance. Professionalism is institutionalized through the Code of Academic Ethics and Deontology, which mandates transparency, honesty, and the efficient valorization of research results to avoid duplication. The university strictly enforces Accountability—both financial and ethical—through the Direction of Project Management and Monitoring (DMMI), ensuring that public and private funds are managed according to the principles of sound financial management. Furthermore, the IOSUD-TUIASI regulations for doctoral and postdoctoral studies support non-linear career paths and inter-sectoral mobility, recognizing the value of hybrid professional experiences. Research integrity is maintained by making methodologies and outputs open to scrutiny, thus supporting the global movement toward Open Science and the reproducibility of results.	Professional attitude - Establishes responsibilities for reporting and recording research results. https://www.tuiiasi.ro/wp-content/uploads/2024/12/REG.20-E1R2.pdf https://www.tuiiasi.ro/wp-content/uploads/2023/10/PO.DMMP_.02_E1R1.pdf Accountability - Ensures transparent financial management of research funds and audits. PO.DMMP.01 - currently being updated Research Valorization - Outlines how research outputs must be disseminated and exploited ethically. https://www.tuiiasi.ro/wp-content/uploads/2023/10/PO.DMMP_.02_E1R1.pdf https://www.tuiiasi.ro/wp-content/uploads/2025/07/PO.DMMP_.04-E2R2-fs.pdf Post-doctoral paths - Defines the status, rights, and duties of researchers in advanced stages. https://www.tuiiasi.ro/wp-content/uploads/2022/07/PO.CSUD_.15-E1R1.pdf Ethical Scrutiny - Mandates adherence to non-discrimination and academic integrity. University Charter https://www.tuiiasi.ro/wp-content/uploads/2023/12/Carta-TUIASI-15.12.2023_final_adoptata.pdf Ethics Code https://www.tuiiasi.ro/wp-content/uploads/2025/12/COD.01-E4R1.pdf

Status**7. FREE CIRCULATION OF RESEARCHERS**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>TUIASI actively promotes the free circulation of researchers and scientific knowledge by embedding geographical and inter-sectoral mobility into its institutional DNA. Through the Vice-Rectorate for International Relations, the university manages over 700 Erasmus+ agreements and is a leading member of the INGENIUM European University Alliance, which facilitates seamless physical, virtual, and blended mobility. To prevent talent drain and attract international expertise, TUIASI has established the Center for Talent Management (REG.42), focusing on nurturing R1–R4 researchers through high-tech infrastructure and multidisciplinary research centers. The university's appraisal system, including the "Gradația de Merit" (Merit Salary), formally recognizes and rewards international experience and inter-sectoral collaborations. Furthermore, administrative instruments are in place to ensure the portability of grants and social security provisions, strictly adhering to national legislation while providing dedicated support for incoming and outgoing researchers through specialized insurance and visa assistance protocols.</p>	<p>The free circulation of researchers is clearly mentioned as being part of the TUIASI Mission. https://www.tuiasi.ro/misiunea-universitatii/ It is also clearly stated in the University Charter: Art. 7, letter j and Art. 20 (3).0 https://www.tuiasi.ro/wp-content/uploads/2023/12/Carta-TUIASI-15.12.2023_final_adoptata.pdf</p> <p>Mobility of students / academia / researchers - Regulates the selection and organization of Erasmus+ stages for students and academic staff. https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.PRI_.01_E2R2.pdf</p> <p>https://www.tuiasi.ro/wp-content/uploads/2025/01/PO.PRI_.02-E2R0.pdf https://www.tuiasi.ro/wp-content/uploads/2020/03/PO.PRI_.05_E1R3-scanata.pdf Talent Management - Outlines the strategy for identifying, attracting, and retaining research talent. https://www.tuiasi.ro/wp-content/uploads/2023/07/REG.42-Regulament-Centralul-de-manag-talente-E1R0.pdf</p>

8. SUSTAINABILITY OF RESEARCH

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>TUIASI actively promotes the sustainable implementation of research activities by aligning its institutional strategy with the European Green Deal and the United Nations Sustainable Development Goals (SDGs). Through its leadership in the INGENIUM European University Alliance, the university has institutionalized a culture of sustainability that extends beyond teaching into research management. Key initiatives, such as the "FutureProof" project and INGENIUM Sustainability Weeks, provide researchers with training and mentoring focused on climate literacy and the exchange of best practices for reducing carbon footprints. Furthermore, TUIASI encourages researchers to adopt the principles of the MSCA Green Charter, integrating circular economy and green transition concepts into technical research.</p>	<p>Sustainable Management - Explicitly aligns TUIASI's research profile with the UN SDGs and global green initiatives. Internationalization Strategy https://www.international.tuiasi.ro/wp-content/uploads/2025/01/Strategia-de-internationalizare-a-TUIASI-finala-v2.pdf Operational Greenery - A toolkit for implementing campus-wide and research-specific sustainability actions. https://ingenium-university.eu/initiatives/sustainable-development/ Training and Mentoring - Framework for mentoring early-stage researchers in contemporary global challenges, including environmental ethics. https://www.tuiasi.ro/wp-content/uploads/2022/07/PO.CSUD_.15-E1R1.pdf Environmental Ethics - Mandates professional responsibility toward the environment and society. Ethics Code https://www.tuiasi.ro/wp-content/uploads/2025/12/COD.01-E4R1.pdf Research projects dedicated to sustainability, starting from the freshman year: https://international.tuiasi.ro/education-for-sustainable-development-conference-teach4sd-9-september-2024-online/ https://teach4sd.eu/</p>

PILLAR 2 – RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

Status**9. RESEARCHERS' ASSESSMENT**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	<p>TUIASI has implemented a robust system for the assessment and reward of researchers that transcends simple bibliometric tracking, focusing instead on the holistic impact of scientific activity. Assessment is primarily rooted in qualitative unbiased judgment provided by peer-review committees during annual evaluations and promotion exams. While supported by quantitative indicators (aligned with national and international standards), the system specifically rewards the diversity of research outputs, including Open Science practices, datasets, and technical reports. Furthermore, the university recognizes the value of inter-sectoral and geographical mobility, particularly through the European Doctorate framework and "Gradația de Merit" (Merit Salary Increase), where mobility and innovation-driven activities—such as patents and industrial collaborations—carry significant weight. This multi-dimensional approach ensures that researchers from both academic and industrial backgrounds are evaluated fairly based on the quality, rather than just the quantity, of their contributions to science and society. However, TUIASI currently lack a framework addressing full time researchers, based on law 183/2024 https://www.mcid.gov.ro/wp-content/uploads/2023/11/Legea-Cercetatorului.pdf</p>	<p>Quality Assessment - Defines the criteria and forms for self-evaluation and evaluation by department directors, balancing metrics with qualitative performance. https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID_22-E3R0-aprobata-Senat-fara-semnaturi.pdf Peer Review and Career Advancement - Outlines the methodology for promotion exams where expert commissions perform qualitative analysis of the candidate's scientific portfolio. https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID_12-E3R3-aprobata-Senat-fara-semnaturi.pdf https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID17-E2R0-scanat-fara-semnaturi.pdf Rewarding Excellence - A competitive system that rewards diverse activities, including visibility, mobility, and research impact. https://www.tuiasi.ro/wp-content/uploads/2022/07/PO.DID_11_E1R3.pdf Mobility recognition - Formally recognizes and evaluates research stays abroad, including the "European Doctorate" certification. http://www.calitate.tuiasi.ro/PO.PRI.07%20Mobilitati%20formare%20cadre%20did%20ERASMUS%20K107.pdf https://www.tuiasi.ro/wp-content/uploads/2020/12/0.PO._CSUD_07_E1R0_final.pdf Career Appraisal - Explicitly awards points for international mobility and participation in European networks like INGENIUM. https://www.tuiasi.ro/wp-content/uploads/2022/07/PO.DID_11_E1R3.pdf Administrative support - Standardizes support for insurance, housing and social security portability as per Erasmus Charter requirements and/or based on MOUs and/or Inter-Institutional Agreements. While a comprehensive national regulatory framework for the assessment of full-time researchers is currently pending, TUIASI has taken a proactive stance by initiating the development of an internal institutional framework. This initiative aims to align the university's evaluation processes with the European principles of qualitative and transparent assessment. Current Status: A preliminary draft of the Integrated Assessment Framework for Full-Time Researchers is currently under development. Consultation & Validation: To ensure transparency and inclusivity, the document will undergo a university-wide consultation process in Q3 of 2026. Following this, the framework will be submitted for approval to the Administrative Council and final validation by the University Senate. Strategic Timeline: The first finalized draft is slated for release by the end of May 2026. Adaptability: The university commits to an iterative update cycle, ensuring the document remains synchronized with any future changes in national legislation or European Research Area (ERA) guidelines.</p>

Status**10. RECRUITMENT**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	<p>TUIASI ensures that recruitment and selection are governed by the principles of equity, transparency, and excellence, as enshrined in the University Charter. The institution utilizes standardized procedures for advertising positions that provide comprehensive descriptions of required competencies, working conditions, and career prospects. In accordance with the Charter's commitment to equal opportunity, TUIASI's selection committees are mandated to evaluate candidates based on merit and professional achievement rather than the reputation of prior institutions. Crucially, the university's assessment framework recognizes non-linear career paths and "variations in the chronological order of CVs," ensuring that career breaks for maternity, paternity, or inter-sectoral shifts are viewed as part of a multi-dimensional professional evolution rather than a deficit. Seniority is applied as a functional requirement of the post rather than a barrier to entry, promoting a culture of lifelong professional development where qualifications and achievements are judged on their qualitative impact at all career stages (R1–R4). Similar to Researcher's Assessment section, there is a gap in the framework of recruiting full-time researchers, as stipulated by law 183/2024 https://www.mcid.gov.ro/wp-content/uploads/2023/11/Legea-Cercetatorului.pdf</p>	<p>Open Recruitement - Outlines the public and transparent methodology for competitive hiring of teaching and research staff. https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID._12-E3R3-aprobata-Senat-fara-semnaturi.pdf Transparency and Criteria - Establishes the constitutional right to equal access to academic positions and the transparency of selection criteria. University Charter (articles 39-42) https://www.tuiasi.ro/wp-content/uploads/2023/12/Carta-TUIASI-15.12.2023_final_adoptata.pdf Equality and Diversity - Mandates non-discrimination and gender equality within all selection and promotion committees. https://www.tuiasi.ro/wp-content/uploads/2025/12/COD.01-E4R1.pdf While a comprehensive national regulatory framework for the criteria of recruiting full-time researchers is currently pending, TUIASI has taken a proactive stance by initiating the development of an internal institutional framework. This initiative aims to align the university's evaluation processes with the European principles of qualitative and transparent assessment. Current Status: A preliminary draft of the Recruitment Framework for Full-Time Researchers is currently under development. Consultation & Validation: To ensure transparency and inclusivity, the document will undergo a university-wide consultation process in Q2 of 2026. Following this, the framework will be submitted for approval to the Administrative Council and final validation by the University Senate. Strategic Timeline: The first finalized draft is slated for release by the end of April 2026. Adaptability: The university commits to an iterative update cycle, ensuring the document remains synchronized with any future changes in national legislation or European Research Area (ERA) guidelines.</p>

11. SELECTION

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully imple...	<p>TUIASI ensures that recruitment is a holistic process, evaluating candidates not only on their publication records but on their overall potential, creativity, and innovative approaches. In accordance with the University Charter (Art. 39-42), selection committees are structured to include diverse expertise and are increasingly required to respect gender balance and, for strategic projects, include external experts or industrial partners. The university has modernized its selection practices by integrating online interviews and digitized folder reviews, ensuring accessibility for international talent. Furthermore, through the Gender Equality Plan (GEP) 2022-2025, TUIASI has committed to training panel members to recognize and mitigate unconscious biases. A key pillar of the university's "Researcher-First" approach is the right to personalized feedback; candidates are provided with score sheets or official minutes that detail the evaluation of their application's strengths and weaknesses, ensuring a transparent and constructive experience even for those not selected. Gender and Diversity - Mandates gender-sensitive committee composition and bias awareness training for staff. https://www.tuiasi.ro/wp-content/uploads/2024/03/GEP-TUIASI_EN.pdf Will be updated Selection Practices - Outlines the use of structured interviews (face-to-face/online) and standardized scoring. PO.DRU.04 - the website will be updated to contain the latest version, adopted in Q1 2025 Transparency and Feedback - Requires the publication of score summaries and provides a clear appeals process. PO.DRU.04 - the website will be updated to contain the latest version, adopted in Q1 2025 Similar to points 9 and 10, there is a gap in the framework of selection process full-time researchers, as stipulated by law 183/2024 https://www.mcid.gov.ro/wp-content/uploads/2023/11/Legea-Cercetatorului.pdf</p>	<p>Non discrimination - Guarantees protection against discrimination based on gender, ethnicity or socioeconomic status. University Charter https://www.tuiasi.ro/wp-content/uploads/2023/12/Carta-TUIASI-15.12.2023_final_adoptata.pdf Ethics Code https://www.tuiasi.ro/wp-content/uploads/2025/12/COD.01-E4R1.pdf Selection Practices - Outlines the use of structured interviews (face-to-face/online) and standardized scoring. https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID._12-E3R3-aprobata-Senat-fara-semnaturi.pdf https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID17-E2R0-scanat-fara-semnaturi.pdf PO.DRU.04 - the website will be updated to contain the latest version, adopted in Q1 2025 Gender and Diversity - Mandates gender-sensitive committee composition and bias awareness training for staff. https://www.tuiasi.ro/wp-content/uploads/2024/03/GEP-TUIASI_EN.pdf Will be updated Transparency and Feedback - Requires the publication of score summaries and provides a clear appeals process. PO.DRU.04 - the website will be updated to contain the latest version, adopted in Q1 2025 While a comprehensive national regulatory framework for the criteria of recruiting full-time researchers is currently pending, TUIASI has taken a proactive stance by initiating the development of an internal institutional framework. This initiative aims to align the university's evaluation processes with the European principles of qualitative and transparent assessment. Current Status: A preliminary draft of the Recruitment Framework for Full-Time Researchers is currently under development. Consultation & Validation: To ensure transparency and inclusivity, the document will undergo a university-wide consultation process in Q2 of 2026. Following this, the framework will be submitted for approval to the Administrative Council and final validation by the University Senate. Strategic Timeline: The first finalized draft is slated for release by the end of April 2026. Adaptability: The university commits to an iterative update cycle, ensuring the document remains synchronized with any future changes in national legislation or European Research Area (ERA) guidelines.</p>

Status**12. CAREER PROGRESSION**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>TUIASI ensures a transparent and regular evaluation of all researchers, including senior staff, through a system that values the holistic impact of their work. In accordance with the University Charter, the appraisal process considers a broad spectrum of activities, including research creativity, software development, patents and social communication, alongside traditional publications. The university explicitly recognizes non-linear and hybrid career paths, ensuring that inter-sectoral or geographical mobility is viewed as a professional asset during promotion and "Merit Salary" (Gradația de Merit) competitions. Furthermore, TUIASI promotes a healthy collaborative culture where co-authorship is celebrated as evidence of constructive research (for the 2020-2025 period, more than 82% of Q1 and Q2 journal papers are co-authored by international and national groups of authors and only 18% are co-authored by TUIASI researchers only). The university provides a framework that protects the rights of early-career researchers to be appropriately credited for their contributions. This is supported by institutional training on ethical authorship and research integrity, ensuring that all contributors—from doctoral students to senior professors—are recognized for their actual intellectual input. Mobility experiences, whether physical or virtual, are formally acknowledged as significant components of professional development and are factored into the institutional modernization and internationalization strategies.</p>	<p>Regular Staff Evaluation - Standardizes the annual transparent evaluation of performance for all academic and research categories. https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID._22-E3R0-aprobata-Senat-fara-semnaturi.pdf</p> <p>Mobility recognition - Mandates that mobility be recognized as a component in any staff evaluation or assessment. https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.PRI._01_E2R2.pdf https://www.tuiasi.ro/wp-content/uploads/2025/01/PO.PRI._02-E2R0.pdf https://www.tuiasi.ro/wp-content/uploads/2020/03/PO.PRI._05_E1R3-scanata.pdf</p> <p>Co-Authorship and Ethics - Establishes the rules for honest attribution and prevents "ghost" or "gift" authorship. University Code of Ethics, Annex 4 https://www.tuiasi.ro/wp-content/uploads/2025/12/COD.01-E4R1.pdf</p> <p>Merit Recognition - Awards points for a wide range of activities: leadership, knowledge valorization, and international collaboration. https://www.tuiasi.ro/wp-content/uploads/2022/07/PO.DID._11_E1R3.pdf</p> <p>Promotion and Tenure - Outlines the "tenure-track" logic where fixed-term success leads to permanent career progression based on expert committee review. https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID._12-E3R3-aprobata-Senat-fara-semnaturi.pdf</p> <p>https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID17-E2R0-scanat-fara-semnaturi.pdf</p>

PILLAR 3 - WORKING CONDITIONS AND PRACTICES**13. WORKING CONDITIONS, FUNDING AND SALARIES**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>TUIASI is committed to providing a stimulating and inclusive research environment that balances professional excellence with the personal wellbeing of its staff. In accordance with the University Charter and the Internal Regulation (REG.01), researchers benefit from flexible working arrangements, including hybrid and remote work options where compatible with research needs. The university prioritizes accessibility for researchers with disabilities and maintains the highest standards of occupational health through the Health and Safety Committee (REG.43). Wellbeing is further supported by the Gender Equality Plan (GEP), which includes specific protocols for preventing gender-based violence and harassment, ensuring a safe workplace for all. Researchers are represented in all major decision-making bodies, including the University Senate and Administrative Council, ensuring their voices influence institutional governance. Furthermore, TUIASI ensures fair and transparent remuneration and social security provisions (sickness, parental leave, and pensions) in strict accordance with Law 199/2023 and national labor legislation, providing R1-R4 researchers with the stability needed for long-term career growth.</p>	<p>Working Conditions - Sets the framework for working hours, flexibility and employee rights and obligations. Internal Regulation: https://www.tuiasi.ro/wp-content/uploads/2022/05/REG.01-E1R7.pdf</p> <p>Health and Safety - Governs the Prevention and Protection Plan to ensure physical safety in labs and offices. https://www.tuiasi.ro/wp-content/uploads/2023/07/REG.43_E1R3.pdf</p> <p>Appeal and Conflicts - Provides a transparent mechanism for grievances and appeals via the Ethics Commission. https://www.tuiasi.ro/wp-content/uploads/2025/12/COD.01-E4R1.pdf</p> <p>University Charter, Art. 20, let. L: https://www.tuiasi.ro/wp-content/uploads/2023/12/Carta-TUIASI-15.12.2023_final_adoptata.pdf</p> <p>Governance Participation - Formalizes the representation and voting rights of researchers in university governance. https://www.tuiasi.ro/wp-content/uploads/2025/06/PO.POM._05-E5R1-aprobata-Senat-fara-semnaturi.pdf</p> <p>University Charter, Art. 20, let. K: https://www.tuiasi.ro/wp-content/uploads/2023/12/Carta-TUIASI-15.12.2023_final_adoptata.pdf</p> <p>Salaries and Social Security - Ensures transparent processing of salaries, taxes, and social contributions as per Law 153/2017. PO.DMMP.01 - website will be updated with the latest version Law 152/2017 - https://legislatie.just.ro/Public/DetailiiDocument/190446</p> <p>National Plan for Research, Development and Innovation 2022-2027 (Annex 2) - https://www.research.gov.ro/wp-content/uploads/2022/12/hg-aprobare-pncdi-iv.pdf</p> <p>GDPR Regulations https://www.tuiasi.ro/wp-content/uploads/2023/06/REG.44_E1R0.pdf</p>

Status**14. STABILITY OF EMPLOYMENT**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>To address the critical issue of employment stability and the specific needs of early-career researchers (R1-R2), Gheorghe Asachi Technical University of Iași (TUIASI) has developed a framework that transitions away from precarious employment toward structured career development. TUIASI actively counters research precarity by prioritizing the integration of researchers into stable, long-term institutional structures. While fixed-term contracts are utilized for specific project-based funding, the university's Charter and Internal Regulations (REG.01) emphasize that permanent research tasks should be fulfilled through open-ended contracts whenever feasible. For First-Stage Researchers (R1) and Recognized Researchers (R2), the university provides a transitional yet secure environment through its Institutional Postdoctoral Program, which offers up to 18-month contracts with social protection on par with permanent staff. A cornerstone of this support is the Center for Talent Management (CMT-TUIASI), which provides dedicated career advisory services, training in transversal skills (via projects like DocTalent4EU), and exposure to inter-sectoral opportunities. This ensures that the postdoctoral phase is a period of professional growth rather than uncertainty. Furthermore, TUIASI promotes the inclusion of young researchers in collaborative teams, protecting them from unrelated administrative burdens and rewarding geographical and virtual mobility as key factors in their progression toward tenure-track-like positions.</p>	<p>Contract Stability - Defines the rights of employees under both fixed-term and open-ended contracts. Internal Regulation: https://www.tuiasi.ro/wp-content/uploads/2022/05/REG.01-E1R7.pdf</p> <p>Post-doctoral Framework - Regulates the recruitment and 18-month contract duration for R2 researchers, emphasizing their transitional professional development. https://www.tuiasi.ro/wp-content/uploads/2022/07/PO.CSUD_.15-E1R1.pdf</p> <p>Early Stage Career Development - Establishes the Talent Management Center's role in advising ECRs on career paths within and outside academia. https://www.tuiasi.ro/wp-content/uploads/2024/07/REG.40-E3R0.pdf https://www.tuiasi.ro/wp-content/uploads/2023/07/REG.42-Regulament-Centrul-de-manag-talente-E1R0.pdf</p> <p>Social Protection - Ensures all R1/R2 researchers under contract receive full social security, healthcare, and parental benefits. Law 152/2017 - https://legislatie.just.ro/Public/DetailiDocument/190446</p> <p>National Plan for Research, Development and Innovation 2022-2027 (Annex 2) - https://www.research.gov.ro/wp-content/uploads/2022/12/hg-aprobare-pnmdi-iv.pdf</p> <p>Internal Regulation: https://www.tuiasi.ro/wp-content/uploads/2022/05/REG.01-E1R7.pdf</p> <p>Competence Recognition - Details the digital credentialing of transferable skills acquired by R1-R2 researchers to enhance employability. https://doctalent4eu.eu/</p> <p>Recruitment Transparency - Ensures that R2 appointments follow explicit guidelines regarding duration and objectives to avoid "revolving door" precarity. PO.DRU.04 - the website will be updated to contain the latest version, adopted in Q1 2025 https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID_.12-E3R3-aprobata-Senat-fara-semnaturi.pdf</p>

15. CONTRACTUAL AND LEGAL OBLIGATIONS

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>At Gheorghe Asachi Technical University of Iași (TUIASI), this is achieved through a structured regulatory framework that aligns national legislation (such as Law 199/2023) with institutional transparency and digital security. TUIASI ensures that all researchers, regardless of their career stage or contract type, are fully conversant with the institutional and national regulations governing their work. In accordance with Law 199/2023 and the University Charter, the institution provides clear guidelines on Intellectual Property Rights (IPR) and funding conditions, ensuring that scientific outputs—from doctoral theses to industrial patents—are delivered in compliance with contractual terms. To support the international research community, the university has made significant strides in providing English-language versions of key strategic documents and admission requirements via its international portal. TUIASI has institutionalized Knowledge Security through the creation of the Data Protection Department (CPDCP) under REG.44, which oversees GDPR compliance and the protection of personal and research data. Researchers are trained to adopt safe working practices, including robust backup strategies and cybersecurity precautions, to protect against information technology disasters. This culture of security is reinforced by the Ethics and Professional Deontology Code, which mandates methodological rigor and the safe handling of confidential data, ensuring that TUIASI researchers act as responsible stewards of scientific knowledge in a digital-first era.</p>	<p>IPR and Valorization - Defines the procedures for protecting and valorizing R&D results and intellectual property. https://doctorat.tuiasi.ro/wp-content/uploads/2024/03/Strategia-de-prevenire-%C8%99i-combatere-a-fenomenului-de-plagiat-%C3%AEn-TUIASI.pdf https://www.tuiasi.ro/wp-content/uploads/2025/07/PO.DMMP_.04-E2R2-fs.pdf</p> <p>Knowledge Security and GDPR - Governs the organization of the Data Protection Department and institutional security standards. https://www.tuiasi.ro/wp-content/uploads/2023/06/REG.44_E1R0.pdf</p> <p>Data Protection - Sets the ethical standards for data confidentiality and professional integrity. https://www.tuiasi.ro/wp-content/uploads/2025/12/COD.01-E4R1.pdf https://www.tuiasi.ro/wp-content/uploads/2023/06/REG.44_E1R0.pdf</p> <p>Institutional Transparency - Standardizes the receipt, registration, and distribution of official documents and funding terms, career promotion, performance assessment. https://www.tuiasi.ro/wp-content/uploads/2021/06/PO.SAP_.04_E2R1.pdf https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID_.12-E3R3-aprobata-Senat-fara-semnaturi.pdf https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID_.22-E3R0-aprobata-Senat-fara-semnaturi.pdf https://www.tuiasi.ro/wp-content/uploads/2025/06/PO.DMMP_.07_E1R0.pdf</p> <p>Health and Safety - Outlines the legal requirements for safe working practices in laboratories and research facilities. https://www.tuiasi.ro/wp-content/uploads/2023/07/REG.43_E1R3.pdf</p> <p>Digital Security - Internal guidelines for cybersecurity, data backups and safe use of the university IT infrastructure. https://dicd.tuiasi.ro/ro/politici-si-proceduri/</p>

Status**16. DISSEMINATION AND EXPLOITATION OF RESULTS**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>To align with the latest European Research Area (ERA) standards and the National Higher Education Law 199/2023, Gheorghe Asachi Technical University of Iași (TUIASI) has institutionalized a strategy that treats Open Science and Intellectual Property (IP) as complementary rather than conflicting objectives. TUIASI ensures that research results are not only scientifically rigorous but also socially and economically impactful. In compliance with Law 199/2023, the university mandates that results from publicly funded research be made openly available, supported by a robust infrastructure. Through strategic partnerships with ANELIS Plus and E-Nformation, TUIASI provides researchers with "Transformative Agreements" that allow for Open Access publishing without author-facing fees in prestigious journals (e.g., Elsevier, Springer, IEEE). The university's Intellectual Property strategy ensures that researchers at all career stages are recognized and adequately compensated for innovations. This includes provisions for the co-ownership of intellectual assets and a transparent revenue-sharing model for commercialized patents. Furthermore, TUIASI emphasizes Public Engagement through its "Prorectoratul Inovare, Antreprenoriat și Parteneriat cu Mediul de Afaceri" encouraging researchers to translate complex technical findings for non-specialist audiences. By integrating Open Science practices into the annual "Merit Salary" (Gradația de Merit) evaluations, the university incentivizes transparency and citizen science as core components of a modern academic career.</p>	<p>Open Science and Open Access - Enables APC-free (Article Processing Charge) open access publishing for TUIASI authors. https://anelis-plus.ro/open-access/ https://www.tuiasi.ro/wp-content/uploads/2023/10/PO.DMMP_.02_E1R1.pdf IP Management - Governs the creation, ownership, and utilization of patents, know-how and software. Standardizes IP ownership and access rights in collaborations with industrial partners. https://doctorat.tuiasi.ro/wp-content/uploads/2024/03/Strategia-de-prevenire-%C8%99i-combatere-a-fenomenului-de-plagiat-%C3%AEn-TUIASI.pdf https://www.tuiasi.ro/wp-content/uploads/2024/02/PO.DMMP_.03_E1R1_final.pdf https://www.tuiasi.ro/wp-content/uploads/2025/07/PO.DMMP_.04-E2R2-fs.pdf https://www.tuiasi.ro/wp-content/uploads/2022/11/PO.DMMP_.05_E1R0.pdf https://www.tuiasi.ro/wp-content/uploads/2024/12/PO.DMMP_.06-E1R0.pdf Researcher Rewards - Formally rewards Open Science engagement, patenting, and industrial technology transfer. https://www.tuiasi.ro/wp-content/uploads/2022/07/PO.DID_.11_E1R3.pdf Ethical Dissemination - Mandates the honest reporting of research data and adherence to data protection (GDPR) standards. University Code of Ethics, Annex 4 https://www.tuiasi.ro/wp-content/uploads/2025/12/COD.01-E4R1.pdf</p>

PILLAR 4 -RESEARCH CAREERS AND TALENT DEVELOPMENT**17. VALUING DIVERSE RESEARCH CAREERS**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>To align your HRS4R application with the standards for career diversification, Gheorghe Asachi Technical University of Iași (TUIASI) has developed a multi-layered ecosystem that values professional fluidity and non-traditional research impacts, supported by the National Higher Education Law 199/2023. TUIASI embraces a holistic definition of research excellence, recognizing that high-quality scientific paths are often non-linear and multi-disciplinary. In accordance with the University Charter and the mandates of Law 199/2023, the institution has shifted toward a talent-based quality assessment that rewards a diverse range of activities beyond traditional publication metrics. This includes formal recognition of knowledge valorization, technology transfer and industrial collaboration through the Danube Transfer Centre (DTC), Digital Innovation Zone Hub (DIZ) and the Center for Talent Management (CMT-TUIASI). To foster a culture of diversification, especially for early-career researchers (R1-R2), TUIASI provides integrated career advisory and mentoring services via the Center for Counseling and Career Guidance (CCOC). These services stimulate geographical and inter-sectoral mobility by bridging the gap between academia and the economic environment, notably through job-shadowing and training initiatives. Furthermore, the university incentivizes Open Science and team science by incorporating these practices into the annual evaluation criteria for the "Merit Salary" (Gradația de Merit), ensuring that leadership, mentoring and science communication are viewed as equal pillars of a successful research career.</p>	<p>Talent Management - Governs the identification and nurturing of research talent, focusing on diverse career paths and skills. https://www.tuiasi.ro/wp-content/uploads/2023/07/REG.42-Regulament-Centralul-de-manag-talente-E1R0.pdf Career Counseling - Outlines the organization of career guidance services for students and researchers to enhance employability. https://www.tuiasi.ro/wp-content/uploads/2024/07/REG.40-E3R0.pdf Mobility Recognition - Ensures that all forms of mobility (physical/virtual) are recognized as a component in professional assessment. https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.PRI_.01_E2R2.pdf https://www.tuiasi.ro/wp-content/uploads/2025/01/PO.PRI_.02-E2R0.pdf https://www.tuiasi.ro/wp-content/uploads/2020/03/PO.PRI_.05_E1R3-scanata.pdf https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID_.12-E3R3-aprobata-Senat-fara-semnaturi.pdf Diverse Quality Evaluation - Transparently evaluates diverse contributions like leadership, mentoring, and societal impact. https://www.tuiasi.ro/wp-content/uploads/2022/07/PO.DID_.11_E1R3.pdf https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID_.12-E3R3-aprobata-Senat-fara-semnaturi.pdf https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID_.22-E3R0-aprobata-Senat-fara-semnaturi.pdf Internationalization - Aligns institutional growth with global opportunities for research, training, and inter-institutional exchange.</p>

Status**18. CAREER DEVELOPMENT AND ADVICE**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>TUIASI has integrated a specialized career development strategy into its human resources framework, ensuring that researchers at all stages—including those on fixed-term project contracts—have access to structured growth opportunities. In accordance with the University Charter, the university encourages the creation of Individual Career Plans (IDPs), supported by a formal mentoring system where senior researchers (R3-R4) provide guidance on research goals and personal development. This is operationalized through the Center for Talent Management (CMT-TUIASI) and the Center for Counseling and Career Guidance (CCOC), which provide accessible, up-to-date job placement assistance and career counseling both within academia and toward the industrial sector. By fostering a culture of proactivity, TUIASI ensures that researchers are not only aware of their career prospects but are also equipped with the transversal skills—such as leadership, ethics, and grant writing (ACCESS Center)—necessary to reduce professional insecurity and achieve their long-term objectives.</p>	<p>Talent Management - Outlines the strategy for identifying, attracting, and retaining research talent. https://www.tuiasi.ro/wp-content/uploads/2023/07/REG.42-Regulament-Central-de-manag-talente-E1R0.pdf</p> <p>Guidance and Placement - Outlines the services for career counseling, psychological support, and labor market integration. https://www.tuiasi.ro/wp-content/uploads/2024/07/REG.40-E3R0.pdf</p> <p>Mentoring Framework - Establishes the role of the supervisor/mentor in guiding R1 and R2 researchers through their professional transition. https://www.tuiasi.ro/wp-content/uploads/2022/07/PO.CSUD_15-E1R1.pdf</p> <p>https://doctorat.tuiasi.ro/wp-content/uploads/2025/07/comisia.pdf</p> <p>https://doctorat.tuiasi.ro/wp-content/uploads/2025/07/PPUA.pdf</p> <p>Training Access - Facilitates access to international training, workshops, and inter-sectoral mobility programs. https://www.tuiasi.ro/evenimente/sentinelone-va-invita-la-un-training-virtual-gratuit-virtual-cloud-security-bootcamp-iv-practical-skills-for-cloud-security-professionals-organizat-online-in-perioada-18-19-februarie/</p> <p>https://www.tuiasi.ro/evenimente/designing-training-for-fast-changing-labour-markets-join-the-genaisa-european-workshop/</p> <p>https://www.tuiasi.ro/evenimente/bittnet-training-impreuna-cu-microsoft-aws-skillable-si-llpa-va-invita-la-evenimentul-international-gratuit-online-cyber-security-day-organizat-pe-27-noiembrie-2025/</p> <p>https://www.tuiasi.ro/evenimente/ieee-learning-network-training-inteligenta-artificiala-chip-design/</p> <p>https://www.tuiasi.ro/evenimente/empower-your-online-public-speaking-competences-training/</p> <p>Capacity Building on WIDERA Calls</p>

19. CONTINUOUS PROFESSIONAL DEVELOPMENT

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>TUIASI ensures that researchers at all career stages have access to structured opportunities for professional growth, up-skilling, and re-skilling. In accordance with Law 199/2023 and the University Charter, the institution has transitioned toward a "lifelong learning" model where researchers—particularly First-Stage Researchers (R1)—are supported through targeted training in transversal skills, Open Science, and research integrity. This is operationalized through the Center for Talent Management (CMT-TUIASI) and the INGENIUM Alliance, which provide webinars and workshops on everything from grant writing to entrepreneurial competence. Teaching is recognized as an essential vehicle for knowledge dissemination; TUIASI ensures that teaching responsibilities are balanced with research activities, especially for early-career researchers, through clear workload regulations. Furthermore, the university's appraisal system, governed by PO.DID.11, acknowledges and rewards the mentoring of R1 and R2 researchers by senior staff as a core professional contribution. Skills acquired through formal training or inter-sectoral mobility are validated through a transparent evaluation process, ensuring that every researcher's "ResearchComp" profile is enhanced and their overall employability—both within and beyond academia—is continually improved. TUIASI has institutionalized Knowledge Security through the creation of the Data Protection Department (CPDCP) under REG.44, which oversees GDPR compliance and the protection of personal and research data. Researchers are trained to adopt safe working practices, including robust backup strategies and cybersecurity precautions, to protect against information technology disasters. This culture of security is reinforced by the Ethics and Professional Deontology Code, which mandates methodological rigor and the safe handling of confidential data, ensuring that TUIASI researchers act as responsible stewards of scientific knowledge in a digital-first era.</p>	<p>Talent Management - Outlines the strategy for identifying, attracting, and retaining research talent. It also regulates the provision of targeted training and up-skilling for research staff. https://www.tuiasi.ro/wp-content/uploads/2023/07/REG.42-Regulament-Central-de-manag-talente-E1R0.pdf</p> <p>Doctoral Support - Defines the training program for PhD candidates, focusing on research methods and transferable skills. https://www.tuiasi.ro/wp-content/uploads/2025/07/REG.11-E4R4-fs.pdf</p> <p>https://www.tuiasi.ro/wp-content/uploads/2024/12/REG.38-E3R1_Senat-fs.pdf</p> <p>https://doctorat.tuiasi.ro/wp-content/uploads/2025/07/comisia.pdf</p> <p>Teaching Recognition - Ensures that teaching and mentoring are recognized and remunerated as part of the researcher's duties. https://www.tuiasi.ro/wp-content/uploads/2025/11/PO.DID_.22-E3R0-aprobata-Senat-fara-semnaturi.pdf</p>

Status**20. SUPERVISION AND MENTORING**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>TUIASI ensures that science is conducted as a collaborative and fair endeavor through a structured management approach for research teams. In accordance with the University Charter and Law 199/2023, senior researchers (R3 and R4) are mandated to act not only as scientific leaders but also as mentors and career advisors. The relationship between supervisors and early-stage researchers (R1 and R2) is institutionalized through the Doctoral School (IOSUD-TUIASI) and the Center for Talent Management (CMT-TUIASI), ensuring that R1 and R2 researchers have clearly identified mentors who provide regular feedback, progress reviews, and professional guidance. To foster a creative and inclusive environment, TUIASI has implemented a Gender Equality Plan (GEP) and non-discrimination policies that train leading researchers to manage teams without bias. Furthermore, the university promotes a "trusted environment" for knowledge transfer, where supervisors are required to support the career continuity of their staff, organize regular seminars for feedback, and ensure all work is documented according to professional standards. TUIASI has institutionalized Knowledge Security through the creation of the Data Protection Department (CPDCP) under REG.44, which oversees GDPR compliance and the protection of personal and research data. Researchers are trained to adopt safe working practices, including robust backup strategies and cybersecurity precautions, to protect against information technology disasters. This culture of security is reinforced by the Ethics and Professional Deontology Code, which mandates methodological rigor and the safe handling of confidential data, ensuring that TUIASI researchers act as responsible stewards of scientific knowledge in a digital-first era.</p>	<p>Training and Mentoring - Framework for mentoring early-stage researchers in contemporary global challenges, including environmental ethics. https://www.tuiasi.ro/wp-content/uploads/2022/07/PO.CSUD_.15-E1R1.pdf</p> <p>Talent Management - Outlines the strategy for identifying, attracting, and retaining research talent. It also outlines the role of the Talent Management Center in supporting the mentoring and career guidance of junior researchers. https://www.tuiasi.ro/wp-content/uploads/2023/07/REG.42-Regulament-Central-de-manag-talente-E1R0.pdf</p> <p>Supervision Quality - Defines the mandatory duties, expertise, and time commitment required for PhD supervisors. https://www.tuiasi.ro/wp-content/uploads/2025/07/REG.11-E4R4-fs.pdf https://www.tuiasi.ro/wp-content/uploads/2024/12/REG.38-E3R1_Senat-fs.pdf https://doctorat.tuiasi.ro/wp-content/uploads/2025/07/comisia.pdf</p> <p>Team Management - Mandates fair, non-discriminatory treatment and prohibits all forms of harassment or bias. https://www.tuiasi.ro/wp-content/uploads/2025/12/COD.01-E4R1.pdf</p> <p>Progress and Review - Establishes the progress review procedures and feedback mechanisms for postdoctoral researchers. https://doctorat.tuiasi.ro/wp-content/uploads/2024/03/17.pdf https://www.tuiasi.ro/wp-content/uploads/2022/07/PO.CSUD_.15-E1R1.pdf</p> <p>Conflict Resolution - Provides a formal impartial body for resolving conflicts between supervisors and researchers. https://www.tuiasi.ro/wp-content/uploads/2025/12/COD.01-E4R1.pdf https://www.tuiasi.ro/wp-content/uploads/2024/12/REG.17_E4R0-fs.pdf</p> <p>Data Protection - Sets the ethical standards for data confidentiality and professional integrity. https://www.tuiasi.ro/wp-content/uploads/2025/12/COD.01-E4R1.pdf https://doctorat.tuiasi.ro/wp-content/uploads/2024/03/Strategia-de-prevenire-%C8%99i-combatere-a-fenomenului-de-plagiat-%C3%AEn-TUIASI.pdf</p>