

**TITU MAIORESCU UNIVERSITY**  
***Quality and performance in academic education and research***

**STATE OF TITU MAIORESCU UNIVERSITY**

**ANNUAL REPORT**  
**APRIL 2013**

**INTRODUCTION**

Annual Report of the Rector is a component of public liability assumed by Titu Maiorescu University (TMU) in accordance with Art. 124 and Art. 130 (2) of the National Education Law no. 1/2011, and also with the University Charter.

The mandate of the current 2012-2016 Rector's position has started on March 26, 2012, the date on which the Order of Confirmation by the Minister of Education, Youth and Sports has been issued. The present report summarizes the status and evolution of TMU from April 2012 to April 2013, in the light of the following documents:

- The Management Programme of the Rector;
- The Strategic Plan of the University for the period 2012-2016;
- Updating Strategic Plan of the Rector for the period 2012-2016;

In accordance with Art. 130 (2) of the National Education Law no. 1/2011, the Report comprises information concerning:

- a) the financial situation of UTM on funding sources and types of expenses;
- b) the situation of the study programmes within TMU;
- c) the situation of TMU staff; the situation of vacant teaching and research positions;
- d) the outcomes of scientific research;
- e) the situation of the quality assurance activities;
- f) the compliance with academic ethics;
- g) graduates and ALUMNI.

The report contains both objective data on the above areas and, where appropriate, dynamic interpretation of the relevant facts and, in terms of SWOT analysis, highlighting of some weaknesses and threats.

**GOVERNANCE AND MANAGEMENT**

Before presenting the information mentioned above, we stress that the management for the mandate 2012-2016 started and takes place in compliance with the legal framework given by the National Education Law no. 1/2011. So, since 2012, the governing bodies in the UTM, as in all universities in Romania, have a legal dimension, represented by the University Senate, on the one hand, and an executive dimension, represented by the Management Board and the Rector, on

the other. In this context, our University has been identified ways to a) establish effective and flexible management sub-structures, b) avoid solving the same problem at the same time, and c) development of institutional practices that enable decision-making to be quick and focused.

Senate, whose meetings are chaired by the President of the Senate, elected from among its members, is the supreme decision-making body of the TMU and, by its legislative power, makes decisions and judgments that can modulate executive management. Each faculty within TMU has representatives in the Senate, teachers (75%), and students (25%). The executive has no members in the Senate, but at the Senate meetings are invited each time the Rector, the President and the Vice President of the Management Board, the Vice-Rector, and the Deans. The President of the Senate represents the Senate in the relations with the Rector, with which it has, under the law, a Management Contract, and with the Management Board. The President of the Management Board is assisted by a Vice-President and a Secretary, and includes the Rector, the Vice-Rector, the Deans and other members. At the Management Board meetings are permanently invited the President of the Senate, the General Secretary of the University, the Director of the Council for Doctoral Studies, heads of Human Resources and Economic, and the Technical-Administrative Director. Management Board coordinates the entire executive activity of the University and applies the strategic decisions of the Senate.

According to the Charter UTM, between the meetings of the Senate and the Management Board, current management is provided by the Operational Executive Board, composed of the President of the Senate, the President and the Vice-President of the Management Board, the Rector and the Vice-Rector of the University.

**A. The financial situation of UTM on funding sources and types of expenditures** (expressed in EUR, with a EUR/RON exchange rate of 4.45 as of May 2012).

**A1. Total revenue** collected during the year 2012 amounted at 10.46 mills EUR, and was composed of:

- a) revenues from *activities without patrimonial purpose*: 10.37 EUR (4.09% higher than those of 2011);
- b) revenues from *economic activities aimed at improving education funding*: 92,535.7 EUR (3.07% higher than those of 2011).

Revenues from tuition fees remained approximately at the value of the 2011, amounting to 8.21 mills EUR. Here it should be noted that in the last five years, the percentage of revenue from sources other than student fees increased significantly: 22% in 2012 compared to only 5% in 2008. However, revenues from tuition ranks first in total income, which could be a problem in the future, given the downward trend in the number of students enrolled in our university in recent years.

A2. Total expenditure incurred during 2012 amounted at 8.24 EUR (10.19% higher than those of 2011) and was composed of:

- a) expenditures regarding *activities without patrimonial purpose*: 8.38 EUR (9.82% higher than those of 2011);
- b) expenditures regarding *economic activities aimed at improving education funding* (191.79% higher than those of 2011).

The increases in expenditures are due, mainly, to expenditures regarding salaries and budgetary obligations, endowments and investments, and building maintenance.

The surplus of 2011 was of 2.2 mills EUR, and is used in the current year mainly for the payment of salaries, and for continuing of the investment program of TMU (the Medical Centre for Diagnosis and Treatment, the Faculty of Pharmacy, the Medical Research Institute).

Comparison of the data mentioned above show a good balance between revenue and expenditure, which is strength of the financial management of TMU, ensuring a good cash-flow in the context of the economic and financial crisis and of a decrease in the number of students benefiting from the TMU programmes. It is also worth mentioning that that the contribution of TMU to sustain projects funded by the EU structural funds increased year by year, which indicates the commitment and the capacity of our University to attract external funds, which is also viewed as a strength point.

## **B. The situation of the study programmes**

In the 9 faculties of TMU are carried 35 undergraduate and master programmes, doctoral programmes in two fields: law and dentistry. The summary of the undergraduate and master programmes is as follows:

- a) 17 full-time undergraduate study programmes, out of which 13 accredited programmes and 4 temporarily authorized programmes;
- b) 4 distance learning undergraduate study programmes, all accredited;
- c) 14 master study programmes, all accredited.

We mention that, by the decisions of the Management Board and of the Senate, the undergraduate program *Public Administration* from Faculty of Law was put into liquidation as of the 2012-2013 academic year.

The overall number of students has steadily decreased in the last five years, from 15.790 at the beginning of the academic year 2008-2009 to 7.015 at the beginning of the present academic year.

In 2012, TMU was evaluated again by ARACIS and obtained a HIGH CONFIDENCE RATING (the highest rank that can be awarded to universities in Romania). Also, in 2012 were evaluated or reevaluated by ARACIS 9 undergraduate study programmes, and obtained a CONFIDENCE RATING (the highest rank that can be awarded to faculties in Romania).

For the next period, TMU has requested the evaluation by ARACIS of 12 new master study programmes: 5 at the Faculty of Psychology, 2 at the Faculty of Law, and one program, respectively, at the faculties of Informatics, Medicine, Dentistry, Economic Sciences – Târgu Jiu, and Law – Târgu Jiu. Also, we have requested the evaluation by ARACIS of two new undergraduate study programmes – *Pharmacy* and *Applied Modern Languages*.

Concerning the doctoral studies, at present, at the two doctoral schools of TMU – Law and Dentistry – are enrolled 29 PhD students, coordinated by 9 doctoral supervisors. 9 of the PhD students from the Doctoral School of the Faculty of Law are scholarship beneficiaries of Romanian Academy. The Doctoral School of the Faculty of Law carries joint activities with Université Paris Est Créteil (formerly Paris XII), Université de Nantes – France and from this academic year, with University of A Coruña – Spain.

A priority for the coming years should be to empower professors in TMU to strengthen the existing two doctoral fields, and the accreditation of new doctoral schools in the fields of Medicine, Psychology, Informatics and Economic Sciences.

### **C. The situation of TMU staff; the situation of vacant teaching and research positions**

At present, the total number of TMU staff is 578, out of which:

- a) 276 tenured teaching staff (25 professors, 57 associate professors, 93 lecturers, 101 assistants);
- b) 170 non-tenured teaching staff (40 professors, 25 associate professors, 42 lecturers and 63 assistants);
- c) 74 auxiliary teaching staff;
- d) 56 members of administrative staff;
- e) 2 part-time scientific researchers.

On 1 March 2013, after having performed competitions to fill vacant teaching positions in the first semester, of the total of 434 teaching positions normed in the UTM, 147 remains vacant. The structure of vacancies related to teaching positions is as follows:

- a) Professor: 23%;
- b) Assistant Professor: 13.6%;
- c) Lecturer: 22%;
- d) Assistant: 41.4%.

A priority of the university management is, as before, the selection of new teachers, reflected by carefully checking the records of the candidates by the Vice-Rector in charge with education and quality assurance, the HR and the Legal Office, and by rigorously conducting of the competitions in faculties.

We should mention here that, according to the Managerial Programme of the Rector, and with the Strategic Plan of TMU, at the Institute for Studies, Research, Development and Innovation, have been proposed for the contest in the first

semester of the current academic year 11 positions for scientific researcher, in order to enhance scientific research in the university. Unfortunately, no candidate was presented in such competitions.

#### **D. The outcomes of scientific research**

The fundamental strategic objective of TMU for the period 2012-2016 is to change the position of TMU in the classification of the Romanian universities, from the position of an education centered university, to the position of an advanced research and education university, in accordance with the mission assumed through the University Charter and the Rector's Managerial Program. Unfortunately, despite some achievements in terms of scientific research, we are still far from meeting the requirements for achieving this objective.

Between the years 2008-2011, the University scientific research was conducted in nine independent research centers, corresponding to the faculties of the University. The capacity and productivity of the research centers were quite modest, scientific research being, for the most part, a result of the individual options, talents and skills. The results of scientific research, some of them outstanding, obtained by the teachers from our University fully belong to people who have obtained them. In 2011, the University Senate has decided to establish the Institute for Studies, Research, Development and Innovation (ISRDI). ISRDI encompass the nine centers and has planned targets concerning the organization, implementation and capitalization of scientific research in TMU. Of course, scientific research cannot claim spectacular results after a relatively short period of time, the more so because, on the one hand, as it was mentioned, the institute has only two researchers with part-time employment contract, and, on the other hand, the funds allocated by research funding bodies from Romania have declined dramatically in recent years. In this context, ISRDI has some partnership agreements with universities and business entities to promote and achieve common goals in scientific research, prepared and submitted documentation as a partner to obtain required financing of three projects from European structural funds, and kept track of scientific events organized by faculties. We note here particularly the management involvement of ISRDI in organizing the sixth edition of the International Conference *Education and Creativity for a Knowledge Based Society*, 22 to 23 November 2012. We believe that further action are required, both to confirm the preliminary results, and to complete the actions of ISRDI, such as, for example, indexing of the scientific communications presented at the conference mentioned in international databases.

Here, we mention that a relatively recent initiative in the field of scientific research of TMU, approved by the Senate in December 2012, is to establish a Medical Research Institute, led by the reputed scientist and surgeon Professor PhD Irinel Popescu. The Institute will work in a new place, located in the George Șincai Ave no. 16, in the course of finishing.

### **E. The situation of the quality assurance activities**

In TMU, quality assurance and quality control of teaching and research activities are provided in specific regulations approved by Senate. The Senate includes a Committee for Assessing and Ensuring the Quality of Education and Research, which has its corresponding structures in the faculties. The overall assessment of the teaching staff is annually performed based on a specific procedure which includes:

- assessment by students;
- self-assessment;
- assessment by the department director;
- Peer review.

At the beginning of the second semester of this academic year, under the coordination of the Vice-Rector, was redesigned the teacher evaluation system through the aforementioned instruments, in order to more accurately determine in which areas we must effectively intervene at each discipline of study and at each department. We consider that the assessment of the quality of the TMU activities can and should be further improved through the development and application of assessment instruments for auxiliary teaching staff and administrative staff, and of an instrument to assess the degree of satisfaction of students regarding the services and facilities offered by TMU.

We have already mentioned the results obtained at the institutional and faculty levels after the ARACIS evaluations. At present, TMU UTM is involved in a process of institutional external evaluation of universities from Romania, public and private, organized by the Executive Unit for Financing Higher Education, Research, Development and Innovation (UEFISCDI), together with European University Association (EUA), according to the International Evaluation Programme (IEP) methodology. The evaluation team from EUA will make a first visit between 15 May and 17 May, in which will be evaluated the faculties of Law, Dentistry, Economic Sciences and Informatics. In view of this evaluation, a self-evaluation group, chaired by the Vice-Rector, under the coordination of the Rector, has developed a self-evaluation report. At the moment, this report, including appendices, is posted on the website of UTM ([www.utm.ro](http://www.utm.ro)).

Considering the national and international climate of quality in education and research, TMU headship pays special attention to the strategic objective of creating and implementing a modern and efficient Quality Management System, which includes, inter alia, the establishment of a Quality Management Department. As a first step in this direction, TMU recently held an intensive training of internal auditors FOR quality management system (ISO 9001: 2008), led by a specialist, ISO 9001 Lead Auditor, attended by representatives of all faculties and heads of support services in TMU.

### **F. The compliance with academic ethics**

In order to ensure an ethical academic environment for students, teaching staff, auxiliary teaching staff and administrative staff, TMU has adopted and applies its

own *Code of Ethics and Professional Academic Conduct*, part of the University Charter. According to the Law no. 1/2011 of National Education, an independent University Ethics Committee acts within TMU, in order to ensure compliance with this Code. Since the beginning of the academic year 2012 – 2013 and until now, the University Ethics Committee has received no reports of violations of academic or research ethics.

#### **G. Graduates and ALUMNI**

In 2010, the Alumni Association of Titu Maiorescu University was set up, aiming at initiating activities to develop a legal framework to promote relationships with the University graduates. Today TMU has an operational on-line platform for Alumni ([www.aafdutm.ro](http://www.aafdutm.ro)). TMU still has limited information on the graduates' career and we know that there is still plenty of work to do for reaching the relation that the European universities have with their Alumni. Especially when considering the degree employability of the graduates on the labor, there are still actions to be taken to systematically collect information on this. TMU acknowledges it is a weak point and aims to identify ways to improve the situation.

April 23, 2013

**R E C T O R,**

**Professor PhD Smaranda ANGHENI**