

TITU MAIORESCU UNIVERSITY OF BUCHAREST



FACULTY OF MEDICINE



STRATEGIC DEVELOPMENT PLAN OF THE

FACULTY OF MEDICINE

2024-2029

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INTRODUCTION

The Faculty of Medicine at **Titu Maiorescu University (UTM)** in Bucharest has a tradition of over 30 years in medical university education in Romania. It operates on the basis of modern teaching principles, which generate competition and performance in the national and European academic space.

Currently, the following bachelor's degree programs are accredited within the Faculty of Medicine:

1. **Medicine, in Romanian** (360 ECTS, sector-regulated, accredited) - program with an enrollment of 150 students/year;
2. **General Medical Assistance**, in Romanian (240 ECTS, sector-regulated, accredited) - program with an enrollment of 65 students/year, accredited by Government Decision no. 326/2019;
3. Starting in July 2017 - study program in English, in Medicine (360 ECTS, sector-regulated) - program with an enrollment of 45 students/year, authorized program, accredited by Government Decision no. 326/2019.

This Management Program for improving the quality of teaching and the financial situation for the 2024-2029 term contains information on the proposed objectives and deadlines for developing and improving the activities of the Faculty of Medicine in terms of teaching and the financial situation.



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1. VISION AND MISSION

The MEDICINE, GENERAL NURSING, and MEDICINE IN ENGLISH study programs within the Faculty of Medicine of UTM, through the disciplines and fields of study addressed, respond to the new challenges facing Romania in the current context of development. The teaching activity in all the Faculty's study programs is in line with the European Union's recommendations in the field of sectorally regulated specializations, regarding the profession of DOCTOR and Medical Assistant, respectively, and in accordance with ARACIS regulations and standards.

The Faculty of Medicine at UTM has numerous achievements, with a past and present that honor us and oblige us towards future generations. All the conditions are in place for valuable results to be achieved in the future and for the training and education of generations of young doctors and nurses to provide the best possible medical care for the population. In this context, the Faculty of Medicine must continue the process of developing a modern academic institution, integrated into the national education system and compatible with the academic structures of the European Union countries, in accordance with the spirit of Bologna and the content of the National Education Law and recent regulations, methodologies, and codes adopted by Titu Maiorescu University in Bucharest in the University Charter.

The mission of the Faculty of Medicine is to promote education and academic performance in training competitive graduates who can integrate into the labor market in health systems, while ensuring the conditions for the teaching staff to demonstrate their value and professionalism. Equally important are: developing an attractive system to motivate future candidates, with a view to broadening the student selection base, as well as focusing efforts on meeting the evaluation criteria for faculties and universities, in order to climb to the top of the national and international rankings for medical faculties and, implicitly, for UTM.



2. ANALYSIS OF THE CURRENT SITUATION IN THE FACULTY OF MEDICINE

In order to define the objectives of the Action Plan for improving the activity, a summative analysis of the current situation in the Faculty is necessary.

Within the institutional framework of UTM's educational and scientific research policy, the Faculty of Medicine has taken on the mission of training specialists in the field of medicine and general healthcare at a competitive level, providing competent and specialized personnel to public or private healthcare units at the local, national, or international level.

The study programs of the Faculty of Medicine are carried out in the form of full-time education (IF). Currently, the following bachelor's degree programs are accredited within the Faculty of Medicine:

1. **Medicine**, program in Romanian (360 ECTS, sector-regulated, accredited) - program with a current enrollment of 150 students/year, following ARACIS approval of an increase from 125 students/year;
2. **General Medical Assistance**, in Romanian (240 ECTS, sector-regulated, accredited) - program with an enrollment of 65 students/year;
3. Starting with the 2017-2018 academic year, ARACIS authorized the operation of one study program in English, in Medicine (360 ECTS, sector-regulated) - program with an enrollment of 45 students/year.

Analysis of positive and negative aspects, focused on areas of activity

2.1. Education

Positive aspects

- Continuous increase in the appeal of all study programs, reflected in the increase in the number of candidates enrolled in the admission competitions in both sessions (July and September) - ANNEX 1.
- Increase in the number of places available for some study programs – the medicine program in Romanian benefited from a significant increase, from 125 students to 150 students/year (following the ARACIS visit in the 2021-2022 academic year;
- Establishment of a new study program, Medicine in English, three years ago, which has led to an increase in the visibility of the Faculty of Medicine



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nationally and especially internationally, and which had its first graduating class in the 2022-2023 academic year.

- A team of highly qualified, high-performing, flexible, dynamic, and ambitious teaching staff;
- Attracting tenured teaching staff in recent years, which ensures an increase in the percentage of filled positions;
- Attracting young teaching staff, which helps to train them in the field of university pedagogy
- Attracting tenured university teaching staff with high professional and academic prestige, recognised nationally and internationally
- Increasing the number of agreements between the Faculty and public or private hospitals/clinics, which ensures excellent clinical training for all students
- Sizing study groups so that student-centered learning is ensured
- Specialized practice is harmonized to ensure specific training for students
- Increasing the number of students and university teaching staff who have participated in international academic exchanges within the Erasmus+ Program
- Good results in the national residency exam for graduates of the Faculty of Medicine
- Establishment of the Residency Program at UTM through the Faculty of Medicine, starting in 2020

Aspects that can be improved

- Increasing the number of clinics in the UTM portfolio, through the Faculty of Medicine, which would solve two important issues in teaching:
 - Coverage of new disciplines introduced by ARACIS in the curriculum, such as Clinical Allergology, etc.
 - Increasing the degree of redundancy in the continuous conduct of teaching activities, ideally by doubling the number of state clinics with private partner clinics, at a ratio of 1:1, thus ensuring a better balance and distribution of students (access to practical training internships), summer practice, and the training of resident doctors.
- Increasing the provision of equipment for simulating clinical procedures. It would be desirable to purchase a second laboratory similar to the Anatomika laboratory and to equip a mini simulation center for laparoscopic/thoracoscopic surgery.



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- Increasing the anatomy lab's equipment with realistic models in sufficient numbers for simultaneous access by several groups of students. Although training in this discipline at our faculty is still carried out on human cadavers, interaction with models is complementary and indispensable for the quality training of students, is less expensive in the long term due to lower maintenance costs, and allows for the simultaneous interaction of several students.

2.2. Research

Positive aspects

- Participation of teaching staff in research programs carried out through National Research Programs
- Participation of faculty members in UTM research project competitions and winning of cash prizes
- Good results in Internal Research Results Award Competitions (at UTM)
- Improved visibility at national and international level by increasing the number of papers published in ISI journals with impact factor, BDI indexed journals
- Improved visibility at national and international level by participating with scientific papers at national congresses, symposiums, round tables, international congresses
- Increase in the number of teaching staff who are members of the Scientific Board or Editorial Boards of prestigious specialist journals in Romania and abroad
- Holding of the National Conference with International Participation Innovative Approaches in Modern Medicine of the Faculty of Medicine, a conference attended by both teaching staff with scientific papers and students with scientific presentations.

Aspects that can be improved

- Financial support for teaching staff through partial/full reimbursement of publication fees in ISI-indexed specialist journals
- Supporting the increase of the H index of teaching staff by facilitating internal citations between various groups of authors
- Access to more nationally funded research projects, such as PN
- Establishing a network of research partners with whom UTM can enter into partnership agreements.



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2.3. Management

Positive aspects:

- Ensuring conditions for the promotion of teaching staff in accordance with the legislation in force and the proper conduct of these competitions;
- Attracting highly qualified specialists from Romania and abroad to fill vacant teaching positions;
- Organizing and supporting student scientific events;
- Developing the material base of the Faculty of Medicine by acquiring land and building a new building on the IOR premises, as well as initiating steps towards the construction of the Titu Maiorescu University Hospital
- Increasing and developing the Faculty's agreements with public or private hospitals/clinics
- Involvement in the modernization and rehabilitation of teaching spaces and laboratories
- Involvement in improving the medical book collection of the UTM Library
- Ensuring and improving the material base by purchasing teaching equipment and laboratory devices

Aspects that can be improved

- Salary based on the actual academic performance of teaching staff
- More efficient control of the teaching activities of tenured staff and those on an hourly pay system

All these achievements were made possible thanks to the continuous efforts of the current and previous management teams of the Faculty of Medicine, the work of the Faculty Council, together with the direct support of teaching staff, students, and the Secretariat.



3. E OBJECTIVES AND SPECIFIC IMPLEMENTATION PLANS

The overall objective of the Management Plan is to develop the Faculty of Medicine of UTM in a national and international context, given the competitive climate in the Romanian academic environment, especially in terms of health education. This involves developing the quality of our faculty's educational offering, both in terms of teaching and scientific research. The results achieved will be reflected in attracting as many highly trained students as possible and in our graduates acquiring specific skills of high quality and professionalism.

The priority objectives of the Management Plan will focus on: teaching, research, increasing the material base, improving material resources, increasing visibility at national and international level, improving human resources activities, and ensuring quality.

The specific general objectives are:

- Improving and developing the quality of medical university education
- Developing scientific research within the Faculty
- Developing the material base
- Increasing financial resources

A. IMPROVING TEACHING ACTIVITIES

Objective: Improving and developing the quality of university medical education in order to ensure a modern and efficient educational system at European standards with a view to increasing the impact of graduates on the labor market, respectively increasing the number of graduate residents of the Faculty of Medicine of UTM

To achieve this objective, we will consider the following aspects:

The educational process

1. Developing the attractiveness of existing study programs by: improving the curriculum through the introduction of modern optional courses that will open up different perspectives for future graduates
2. Introducing new bachelor's and master's degree programs that will broaden the educational offer of the Faculty of Medicine (School of Health Management, Nutrition and Dietetics, Physiotherapy, French-language medical study program, etc.).
3. Organization of postgraduate courses for professional development and continuing education



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4. Adaptation of the curriculum to a student-centered education, which will aim to harmonize the curriculum with other prestigious medical faculties in the country and abroad
5. Drafting of course materials taught to students by each faculty member
6. Increasing public awareness of the study programs offered by the Faculty of Medicine by publishing presentation materials (visits to high schools, presentation guides, leaflets, brochures, promotional materials) in order to recruit students from both Romania and abroad
7. Developing and constantly updating the faculty's website in order to promote study and research programs as effectively as possible
8. Expanding the website in English in order to promote study programs and attract foreign students;
9. Compliance with ARACIS standards on quality management and educational effectiveness, taking into account the Transferable Credit System

Deadline: October 2026

Responsible: Dean, vice-deans, department heads

Students

The Faculty of Medicine offers students a well-defined educational framework with outstanding theoretical and practical value: highly professional teaching staff, equipment that meets European quality standards, adequate facilities, and professional interpersonal and interdisciplinary relationships. Student members of the Faculty of Medicine Council take part in all Council meetings, have the right to vote, and inform all faculty students of the Council's decisions.

1. Promoting a transparent student recruitment policy
2. Promoting a fair and transparent admission exam
3. Encouraging the individual professional development of students and student-centered learning, so that they have the opportunity to choose their own learning path according to their skills and interests, by participating in other optional courses (e.g., Nutrition and Dietetics, Related Techniques in Cardiovascular Surgery, Geriatrics, etc.) other than those in the compulsory curriculum or extracurricular activities
4. Assessment of students through comprehensive examinations that combine the verification of theoretical knowledge, practical skills, competencies, and aptitudes in a given discipline



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5. Promoting and ensuring the conditions for a uniform and fair assessment of students during the university study program
6. Sizing study groups so as to achieve high-quality education, in accordance with ARACIS standards
7. Regularly and constantly checking in with students about how they're doing in their studies and the quality of the educational process
8. Increasing enrollment in study programs
9. Stimulating students' interest in scientific research, integrating them into teaching staff research teams and encouraging more active participation in student communication sessions
10. Developing the quality of practical training for students and residents: modernising the practical training process by structuring and streamlining these internships so that clinical activity is student-centred
11. Student mobility/transfer within the same study program from other universities in the country and abroad will be carried out in accordance with the regulations in force (depending on ECTS).
12. Improving the tutoring system applied in the Faculty
13. Granting financial incentives to students with high academic performance and encouraging participation in the Erasmus+ program for study and practical mobility
14. Applying procedures/regulations for the recognition of student study mobility cases in the country and abroad
15. Providing the necessary advice regarding the university studies of students in difficulty
16. Encouraging volunteer activities within the faculty and university
17. Increasing the level of information and communication with students
18. Improving mechanisms for measuring student satisfaction with the professional and personal development provided by the faculty
19. Improving mechanisms for measuring graduate satisfaction
20. Developing learning methods using information technology

Deadline: October 2026

Responsible Dean, vice-deans, department heads

Teaching staff



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The teaching staff of the Faculty of Medicine at UTM are recognized specialists in the medical field, both nationally and internationally, with outstanding achievements and teaching experience. Through its human resources policy, the faculty aims to build a young and trained team that will continue the traditions of Romanian higher medical education, currently ensuring the coverage of a bachelor's degree program with quality human resources.

With regard to the management of teaching staff, I will take into account the following:

1. Developing the academic teaching staff through fair and transparent policies on the selection of teaching staff in accordance with the specific legislation and standards in force
2. Attracting new tenured teaching staff with scientific and research achievements of excellence to departments where there is a shortage of teaching staff
3. Attracting young graduates with the highest level of professional training to university careers by advertising and filling vacant teaching positions
4. Selecting young collaborators based on professional performance and teaching/pedagogical qualities
5. Supporting the promotion of teaching staff, of all colleagues who meet the conditions for promotion
6. Increasing the salaries of teaching staff with high performance in the educational process, in accordance with the methodologies in force
7. Financial incentives for teaching staff who are actively and constantly involved in the smooth running of the Faculty's managerial activities
8. Equal distribution of teaching hours, in accordance with current regulations
9. Taking steps towards the clinical integration of all teaching staff
10. Developing teaching/assessment methods so that students acquire specific skills and abilities
11. Support for teaching staff who meet the specific conditions for obtaining the title of habilitated doctor
12. Developing the mobility of teaching staff in various study programs, education, or scientific activities
13. Increasing opportunities for our own teaching staff to teach abroad as visiting professors
14. Encouraging/supporting teaching staff to participate in international congresses/conferences
15. Developing teaching staff office hours available to students in the form of consultation and tutoring hours
16. Greater participation of teaching staff in academic exchange programs, e.g., the Erasmus+ program



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Deadline: October 2026

Responsible Dean, vice-deans, department heads

Residency program

Training through residency programs is the most advanced and complex form of training for medical graduates in Romania, being a nationwide program coordinated and supervised by the Center for Human Resources in Public Health, which is directly subordinate to the Ministry of Health. Given the ultimate goal of this training, which lasts for various periods ranging from 3 to 6 years, namely the training of specialist doctors who will subsequently work in both state and private hospitals, this activity takes on particular importance and requires special monitoring, different from other types of postgraduate training programs (master's degrees, advanced training courses, postgraduate courses, workshops, etc.).

Although the Department is established within the Titu Maiorescu University in Bucharest as an independent structure, directly subordinate to the Rector, it is represented by doctors who are tenured faculty members of the Faculty of Medicine and who work within its departments, under the authority of the Dean. there is therefore close cooperation between the theoretical and practical training of residents and the theoretical training of students.

With regard to the management of teaching staff working within the Department of Training through Residency Programs, I will consider the following:

1. Increasing the clinical base by expanding, in accordance with regulations, the representation of disciplines in state or private clinics;
2. Accreditation as clinical departments of those already existing in order to submit accreditation files for residency training programs, thus ensuring the continuity of residency training;
3. Diversifying the disciplines accessible to resident doctors by accrediting new specialties such as: pediatric orthopedic surgery, pediatric surgery, plastic surgery, forensic medicine, pulmonology; all these disciplines are extremely sought after by resident doctors, as evidenced by the high scores they receive in the national residency exam;
4. Finalizing the final approval for obtaining the status of clinical department for the Neonatology and Cardiology clinics within S.C. MedLife S.A. in order to start the approval files for running residency programs. We mention that these disciplines are extremely valuable, representing two areas of great interest among resident doctors;



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5. By developing the clinical base and getting accreditation for new clinical departments, we'll be able to attract resident doctors who want to do a second residency on a fee-paying basis (50% of which is returned by the Ministry of Health to the university training center) or doctors who are citizens of non-EU countries and who will pay the full cost of training at the university center. This will ensure an influx of funds to the University, part of which can be used to pay additional remuneration to residency coordinators and supervisors.

Deadline: January 2026

Responsible parties: Dean, Director of the Residency Training Program Department, chief secretary of the faculty.

B. IMPROVEMENT OF SCIENTIFIC RESEARCH AND E ACTIVITIES FOR THE DISSEMINATION OF RESEARCH RESULTS

General objective

- To develop scientific research in the Faculty of Medicine, as a confirmation of the value of the academic body in order to increase the impact of the educational process and of our faculty at national and international level.

To achieve this general objective, we will consider the following specific objectives:

1. Promoting interdisciplinary and transdisciplinary research
2. Improving the activity of the Research Centers of the Faculty of Medicine
3. Developing collaboration with the Research Institutes of UTM
4. Continuing collaboration with the Doctoral School of Medicine at UTM
5. Publishing the research results of the teaching staff of the Faculty of Medicine in recognized ISI-indexed journals with impact factor and BDI in the country and abroad
6. Increasing the participation of teaching staff with scientific papers at national and international conferences
7. Increasing the number of publications in collaboration with foreign authors
8. Developing collaboration with various specialist journals
9. Increasing the number of specialized books published
10. Continuing to hold the annual National Conference with International Participation of the Faculty of Medicine
11. Developing national and international partnerships/collaborations on research projects



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12. Involvement in the organization or participation as a partner in national and international medical conferences
13. Mobilising teaching staff to participate in the submission of national and international research projects
14. Encouraging the participation of teaching staff and students in research programs
15. Promoting research partnerships with universities in Romania and abroad in order to attract funding by winning national and European project competitions
16. Attracting more students to the research activities of the teams within the research centers
17. Attracting and retaining students and graduates with aptitudes for scientific research in the faculty
18. Developing a computerized system for centralizing research results
19. Promoting scientific research with an impact on the economy by attracting economic agents to support applied research activities
20. Internationalization of research teams
21. Increasing the visibility of the Faculty and the University by publishing research results in ISI journals indexed in Thomson Reuters-Web Of Science

To implement these actions, the following projects will be implemented at the Faculty of Medicine:

B.1. Implementation of the project to publish the ISO proceedings volume for the Faculty of Medicine's annual national conference

Item	Description
Context	Currently, the Faculty of Medicine hosts an annual National Conference with international participation, now in its sixth edition. Although both the topics and the number of papers presented at the conference have steadily increased, the conference does not yet have a full-length proceedings volume with ISI indexing.
Target audience	Teaching staff from the Faculty of Medicine and possibly doctors from outside the institution, especially teaching staff eager to promote themselves in academia.
Benefits of implementation	The implementation of this project is expected to bring the following benefits <ul style="list-style-type: none">• Direct national and, above all, international visibility of the conference• The possibility of increasing the number of participants, especially from the international spectrum• Improved quality of the papers presented at the conference• Increased internal addressability among the teaching staff of the Faculty of Medicine at UTM, given that ISI indexing of the



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Item	Description
	volume leads to a direct increase in the Hirsch index through citations.

B.2. Partial or full reimbursement of publication fees in ISI Clarivate Analytics indexed journals

Item	Description
Context	Currently, teaching staff at the Faculty of Medicine who publish scientific articles with or without ISI indexing, with or without a specific FI, do so using their own funds, a situation that somewhat limits the pace of publication, given the increasingly widespread adoption of the "open access" concept by the world's leading medical journal publishers.
Address	Tenured teaching staff of the Faculty of Medicine.
Benefits of implementation	The implementation of this project is expected to bring the following benefits: <ul style="list-style-type: none">• Revitalization of the pace of publication among teaching staff.• Increased national and international visibility of the Faculty of Medicine in Clarivate Analytics queries and rankings, as well as in UEFISCDI award ceremonies• Increase in the number of articles affiliated with UTM – Faculty of Medicine in the main scientometric databases, especially PubMed.• Increasing the global Hirsch index of the Faculty of Medicine in the Clarivate Analytics query.• Accelerating the pace of promotion of tenured teaching staff, especially young ones• Improving the ranking of teams of members in various competitive research projects, such as PN, HORIZON, etc.• Creation of a prestigious academic environment within the Faculty of Medicine, compatible with its current status and position in the national ranking.

B.3. Annual award ceremony for scientific research results

Item	Description
Context	Currently, within the Faculty of Medicine, teaching staff who publish scientific articles with or without ISI indexing, with or without a determined FI, do not benefit from awards for their research efforts and dissemination of research results (for the academic years 2020-2021, 2021-2022, 2022-2023). The only such awards took place in the academic years 2017-2018 and 2018-2019, at the initiative of Prof. Dr. Tănase Cristiana, through the Scientific Research Council. This project is intended to be complementary and parallel to the partial or



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Item	Description
	complete reimbursement of publication fees, not overlapping with it, but rather highlighting truly prestigious scientific publications from the previous academic year.
Target audience	Tenured teaching staff of the Faculty of Medicine
Benefits of implementation	The implementation of this project is expected to bring the following benefits: <ul style="list-style-type: none">• Revitalization of the publication rate among teaching staff.• Increased national and international visibility of the Faculty of Medicine in Clarivate Analytics queries and rankings, as well as in UEFISCDI award ceremonies.• Increase in the number of articles with UTM institutional affiliation – Faculty of Medicine in the main scientometric databases, especially PubMed.• Increasing the global Hirsch index of the Faculty of Medicine in the Clarivate Analytics query.• Accelerating the pace of promotion of tenured teaching staff, especially young ones• Improving the ranking of teams of members in various competitive research projects, such as PN, HORIZON, etc.• Creation of a prestigious academic environment within the Faculty of Medicine, compatible with its current status and position in the national ranking.

C. IMPROVEMENT OF MATERIAL RESOURCES

Preclinical teaching takes place mainly in the lecture halls of the two buildings at the IOR headquarters (IOR 1 and IOR 2), where most of the teaching and clinical training takes place. The latter also benefits from the lecture halls of the hospitals with which UTM has collaboration agreements and where the clinical departments are located. The equipment of the classrooms and the spaces where practical activities take place varies according to the specific teaching requirements of each discipline. The classrooms are equipped with modern teaching and learning technologies: notebooks, video projectors, screens, sound systems, etc.

General objective

- To develop the material base of the Faculty of Medicine in order to streamline the teaching process for both preclinical disciplines and, in particular, medical, surgical, and preventive disciplines.

To achieve this general objective, we will consider the following specific objectives:

1. Continuing to purchase modern equipment in order to improve the quality of the educational process and the professional training of students, residents, and doctors in undergraduate/postgraduate training programs



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2. Developing infrastructure suitable for modern technologies; promoting modern educational technologies (smartboards, multimedia materials, online posting of courses and seminars, online education on various educational platforms for seminars, consultations, tutorials, etc.)
3. Making the most of teaching spaces by avoiding overlapping teaching activities
4. Completion of the construction of the medical campus at the IOR headquarters, namely the "Titu Maiorescu" University Hospital
5. Developing and modernizing the university campus, study conditions for students, and other related spaces
6. Developing a Department of Applied Simulation in Medicine
7. Responsible, rigorous, and prudent administration of budgetary and extra-budgetary resources, based mainly on projects and programs in line with the university's mission and objectives
8. Obtaining university clinic status in all clinics where our students carry out their activities
9. New agreements with public and private hospitals/clinics to ensure the clinical training of students and residents
10. Acquisition of medical books for the University Library, as well as expansion of subscriptions to specialized journals, both in Romanian and English
11. Development of a free online access system to specialized publications
12. Improvement of the University website in order to provide all useful information for students and teaching staff in the Faculty (course topics, bibliography, methods of knowledge assessment, list of teaching staff, library, publishing house, sports facilities, etc.)

Deadline: October 2026

Responsible parties: Dean, Vice-Deans, Department Heads

D. IMPROVEMENT OF FINANCIAL RESOURCES

The Faculty of Medicine has an annual budget and a four-year multi-annual budget, as well as short- and medium-term financial policies with regard to long-term financial sustainability and a projected budget.

General objective



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- Increase the budget of UTM and implicitly of FM through revenues generated from own actions, carried out with the faculty's employed staff

To achieve this general objective, we will consider the following specific objectives:

1. Increasing enrollment in already accredited study programs
2. Establishment of new study programs, bachelor's and master's degrees at the School of Health Management
3. Establishment of a bachelor's degree program in medicine in French
4. Developing the residency program – attracting resident doctors to the fee-based residency system for non-EU citizens
5. Access to national and international research projects as a source of income
6. Holding the annual National Conference with International Participation of the Faculty of Medicine, a conference with CMR credits, with a fee for participants
7. Organizing other CMR-accredited medical conferences and symposiums with a participation fee
8. Organization of postgraduate courses with fees

In order to implement these actions, the following projects are to be developed at the Faculty of Medicine:

D.1. Testing the aptitudes and pre-orientation in the medical career of future students

Item	Description
Context	As observed in recent years' entrance exams, more and more high school graduates want a medical career without really knowing the challenges and individual requirements necessary for performance in this field, and, perhaps most importantly, they do not have an overview of medical specialties, often being attracted to medical fields that do not match their psychological profile or psychomotor skills.
Target audience	High school graduates who want to pursue a medical career
Benefits of implementation	The implementation of this project is expected to bring the following benefits: <ul style="list-style-type: none">• Increased visibility of both UTM and, in particular, the Faculty of Medicine in the pre-university environment• Potential increase in the number of applicants for the two medical specializations (doctors): the Romanian language program and the English language program.

D.2. Rental of lecture hall space for external scientific events

Item	Description
Context	With the construction and opening of the new IOR 2 building for use by the Faculty of Medicine and the Faculty of Dentistry, the material



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Item	Description
	base has undergone a significant improvement. Outside of the weeks dedicated to the teaching process (28 weeks) and related events, such as admission and licensing sessions for the three specializations, these spaces are not used to their full potential and can therefore be exploited for a fee. With their excellent technical equipment (air conditioning, design and configuration, modern projection system, sound system with fixed and lapel microphones, broadband Internet access), these spaces are ideal for organizing medical scientific events, workshops, round tables, drug presentations, etc.
Target audience	Medical and pharmaceutical institutions, scientific organizations accredited to organize scientific events with EMC accreditation
Benefits of implementation	The implementation of this project is expected to bring the following benefits: <ul style="list-style-type: none">• Increased visibility of both UTM and, in particular, the Faculty of Medicine in the scientific community• Direct increase in revenue generated from non-educational activities.

D.3. Regular meetings with the private sector involved in the placement of medical personnel at European level

Item	Description
Context	Based on the experience of recent generations of students, some graduates of the Faculty of Medicine, especially those specializing in English, wish to practice medicine either in their native countries (often non-EU) or in European countries, without having a complete and accurate understanding of the legislation. English, wish to pursue their medical careers either in their native countries (often non-EU) or in countries within the European Union, without having a thorough and complete understanding of the specific legislation of these countries, details regarding the advantages/disadvantages of working in a particular medical market, or the minimum legislative requirements.
Target audience	Final-year students of the three specializations—Medicine in Romanian, Medicine in English, and Nursing, with a focus on Medicine in English.
Benefits of implementation	The implementation of this project is expected to bring the following benefits: <ul style="list-style-type: none">• Increased visibility of both UTM and, in particular, the Faculty of Medicine among medical recruitment agencies, both in Europe and beyond• Direct increase in revenue generated from non-educational activities through the collection of fees charged to companies in the field that come to hold training courses



E. IMPROVING THE EXTERNAL VISIBILITY OF THE FACULTY OF MEDICINE

To achieve this objective, the following projects are proposed:

- E1. Training sessions project Cardiac Resuscitation in Public Spaces – Project Manager: Associate Professor Adam Răzvan, PhD;
- E2. Open days for the faculty and clinical hospitals in the portfolio of the Faculty of Medicine;
- E3. Annual publication of the Student Guide in Romanian, English, and ERASMUS – digital and print formats;
- E4. Participation through partnerships with various public institutions in medical and social events – Partnership with the Directorate for Combating Drug Use within the General Inspectorate of the Romanian Police.

F. IMPROVEMENT OF SECRETARIAT ACTIVITIES AND STUDENT MANAGEMENT

Secretarial activity

Due to its specific nature, the secretariat participates in the flow that ensures the smooth running of all faculty activities, representing the link between students, teaching staff, and the personnel involved in the management of the Faculty.

With regard to the development of secretarial activities, we will consider the following:

1. Resizing the staff in terms of increasing the number of people, taking into account the enrollment figures for all three study programs in the Faculty
2. Continuous improvement of the staff involved
3. Financial incentives for periods of extra-curricular activity
4. Increasing the number of staff serving the secretariat
5. Streamlining the service through the use of electronic platforms
6. Involvement of staff in training internships within the Erasmus+ program
7. Obtaining digital signature certificates for secretarial staff and teaching staff (lecturers, associate professors, professors) so that the management of documents suitable for digital signature is greatly improved in terms of shortening the period of transmission of originals and their handling, while also reducing the volume of printed material. This will also reduce the costs associated with managing printing equipment (toner, paper) and storing printed material.

Deadline: January 2026

Responsible Dean, vice-deans, chief secretary of the faculty

To achieve this objective, the following projects are proposed:



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- F.1. Automatic scanning of admission/license tests
- F.2. Integrated digital student management project
- F.3. Project for an integrated hourly payment system for teaching staff
- F.4. Integrated digital allocation and centralization project for student summer internships and on-call internships
- F.5. Project for the automatic digital completion and generation of student certificates

This Management Program for improving the quality of teaching and financial activities includes a series of proposed objectives and deadlines that will result in the development of the Faculty of Medicine.

Date

09.06.2024

Signature

Assoc. Prof. Dr. MOLDOVAN COSMIN



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