



BABEŞ-BOLYAI TUDOMÁNYEGYETEM
BABEŞ-BOLYAI UNIVERSITÁT
BABEŞ-BOLYAI UNIVERSITY
TRADITIO ET EXCELLENTIA

ADMINISTRATIVE COUNCIL

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DECISION

on operating measures to support and develop postdoctoral programmes at UBB

the Administrative Council of Babeş-Bolyai University of Cluj-Napoca,
convened in the meeting of 19 July 2021,

DECIDES:

On the proposal of the Office for Recruiting Postdoctoral Researchers,
Monitoring and Evaluation of Postdoctoral Programme Activities at UBB
(URME), the operating measures for supporting and developing postdoctoral
programmes at UBB are hereby approved, as set out in the Addendum.

RECTOR,

**Professor Daniel DAVID,
PhD**

OPERATING MEASURES FOR SUPPORTING AND DEVELOPING
POSTDOCTORAL PROGRAMMES AT UBB

I. RECRUITMENT OF RESEARCHERS FOR POSTDOCTORAL PROGRAMMES

In order to expand the number of postdoctoral researchers in the doctoral schools or research units of Babeş-Bolyai University, an approach that considers three dimensions is recommended:

- a) bringing in funding programmes for postdoctoral research programmes;
- b) reinforcing the postdoctoral status in the academic career path;
- c) enhanced (public-private) cooperation with private companies to carry out research with an impact on society.

To this end, the following actions are recommended:

In the framework of the applications submitted by UBB (POCU, grants in the new financial year 2021-2027, international HORIZON-type projects, etc.), an increase in the number of funded postdoctoral research positions will be sought. The development of in-house UBB grants exclusively for postdoctoral research should also be an important factor in drawing researchers into these programmes. We also recommend that UBB considers introducing a score for postdoctoral research fellowships in the CNATDCU criteria for advancement to associate professor and professor positions and for the defence of habilitation thesis. Likewise, making postdoctoral research fellowships part of the UBB selection criteria for advancement to associate professor and professor positions would also contribute to a greater interest in these programmes. UBB may submit a budget proposal to the Ministry of Education for the funding of two-year postdoctoral research fellowships, modelled on doctoral grants.

On the other hand, UBB has developed over the years a strong relationship with the business community in a variety of sectors. The activation of clusters is needed in order to develop applied research, such as proof of knowledge, which would help the rapid dissemination of research results. Existing partnerships can be further developed at postdoctoral level and, in addition, new ones can be established.

In order to foster/increase the visibility of postdoctoral research fellowships, these should be promoted by doctoral schools and ISD, and information on successful traineeships or new projects should be included in the final project reports. Best practice examples need to be disseminated on the UBB website, the UBB PhD news webpage, UBB social media accounts. Additionally, UBB representatives are also encouraged to promote the perks of postdoctoral research in traditional media (press, radio, TV).

II. MONITORING POSTDOCTORAL RESEARCH

The regulatory framework of Babeş-Bolyai University governing postdoctoral research programmes (see Senate Decision no. 10,220 of 10.06.2019: THE REGULATION ON THE ORGANISATION AND CONDUCT OF POSTDOCTORAL ADVANCED RESEARCH PROGRAMMES AT BABEŞ-BOLYAI UNIVERSITY OF CLUJ-NAPOCA) requires postdoctoral researchers to submit reports every six months. Monitoring postdoctoral research is carried out primarily by the mentor, a doctoral supervisor affiliated to one of the UBB doctoral schools. Mentoring postdoctoral research, an activity that carries professional responsibilities, is neither remunerated nor counted in their professional reports. For a better involvement of mentors, we suggest: integration of the mentoring activity in the individual career plan of the mentors, acknowledgement of the mentoring activity as a research activity in the project, inclusion of the postdoctoral mentoring activity in the merit grid. We also recommend that future funding applications for various types of projects, research grants, etc. involving postdoctoral researcher positions expressly include funding for mentoring. Likewise, UBB in-house grants for postdoctoral researchers should also include a chapter on mentoring budget. Consideration will be given in all cases to avoiding double funding.

III. ASSESSING POSTDOCTORAL RESEARCH

Postdoctoral research may significantly add to the outcome achieved by members of the UBB scientific community. The Committee suggests changing the approach to assessing postdoctoral research. Thus, to obtain the certificate of completion of the postdoctoral programme, alongside the submission of biannual reports, the following cumulative scientific research activities are recommended:

- one scientific report/semester (each report may be equivalent to one published scientific paper);
- one research report/summary paper on the research and results

obtained, written and presented upon completion of the postdoctoral research programme (each report may be equivalent to one published scientific paper);

- attendance, during the postdoctoral fellowship, with a minimum of one paper/year delivered to international scientific conferences/congresses;
- publication/acceptance for publication (within no more than 12 months of completing the fellowship) of a minimum of one article in a Web of Science impact factor rated journal or a single-authored volume published by a WordCat publisher;
- publication/acceptance for publication/submission for publication of a minimum of one article/semester in a Web of Science/Scopus/ErihPlus indexed journal.

IV. CONCLUSIONS

Actions outlined in this document constitute recommendations for postdoctoral programmes to be initiated as of the 2021-2022 academic year. They supplement the UBB Regulation on Postdoctoral Studies. Furthermore, several of these proposals will be considered by the UBB management to be implemented at UBB or submitted for implementation to other structures in the university or to the line ministry.

RECTOR,

Professor Daniel DAVID, PhD