



Reference documents:

Higher Education Act no. 199/2023

Charter of the George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu Mureș

REGULATION ON THE ASSESSMENT OF THE TEACHING STAFF'S ACTIVITY BY STUDENTS

Regulation Code: UMFST-REG-131

Edition 02

Drafted: Working group

Date: September 22, 2025

Verified: Administrative board, legal
counsellor

Date: September 24, 2025

Approved: Senate

Date: October 20, 2025

<i>Date of entry into force:</i>	<i>October 21, 2025</i>
<i>Date of withdrawal:</i>	



Art. 1. Assessment by students is an important component of the annual assessment process of the teaching staff through which teaching/ learning techniques and behavioural qualities of faculty are evaluated.

Art. 2. The assessment of the teachers' activity is part of the quality assurance process within GE Palade UMPHST of Târgu Mureș.

Art. 3. Students are considered partners in the process of monitoring the quality of the teaching activity and for this reason they are obliged to make an objective, correct and constructive assessment, which can be useful to the subsequent corrective measures taken by the University.

Art. 4. The assessment of the teaching activity of each teacher is mandatory upon completion of each module and is done for each subject separately and for each teacher (assistant professor, lecturer, associate professor, professor).

CHAPTER I-PERIOD AND TYPES OF ASSESSMENT

Art. 5. The assessment by students is carried out *online* in 4 stages, corresponding to each module (module I, II, III and IV) starting from the first day after the final assessment in the respective subject (examination, summative examination, test, colloquium, etc.), over 2 weeks and covers the activity carried out by the teacher during the previous module, based on the questionnaire for assessment of teachers by students.

Art. 6. The assessment process is carried out online, through a specific platform made available to students by the university. The assessment questionnaire contains general and specific questions (course, practical activities), as follows:

Assessment of teachers during **course** - (Annex 01)

Assessment of teachers during **practical activities** - (Annex 02)

Art. 7. Students have the obligation to fill the questionnaire for each subject covered, within the deadlines mentioned in art. 5. Failure to comply with the assessment obligation constitutes disciplinary misconduct.

Art. 8. The assessment of teaching activity by students has two components:

1. assessment of the teacher during the **course**, at that particular subject;
2. assessment of the teacher of **practical activities** (practical works, seminars, laboratories, internships, projects, etc.).

Art. 9. The display in the electronic register of the final grade obtained by the student in the respective subject is subject to completion and submission of the two assessment questionnaires in the particular subject, provided in art. 6.

Art. 10. The university management guarantees the complete anonymity of the assessment made by the students and the protection of the students against any attempt to identify the student-assessors.

CHAPTER II-ASSESSMENT PROCEDURE

Art. 11. The assessment questionnaire contains 3 categories of questions:

- a. questions regarding the teaching activity (1-2): these are scored from 1 to 5, as follows:
 - 1)US: unsatisfactory (1 point);



- 2)S: satisfactory (2 points);
- 3)G: Good (3 points);
- 4)VG: very good (4 points);
- 5)EX: excellent (5 points);

- b. questions regarding the identification of any inappropriate behaviour on the part of the teacher (3-4) - if the answer question 4 is affirmative, the student is encouraged to urgently contact the dean of the faculty; the university management guarantees the confidentiality of the person who notices the inappropriate behaviour.
- c. the question regarding the quality of the exam (5), and an open question regarding suggestions or comments related to the teaching activity, teaching style, the relationship with students, or other relevant aspects related to the teaching staff member (6).

Art. 12. The student will choose, on the assessment platform, two teachers, corresponding to two different questionnaires:

- a. the course teacher in the assessed subject;
- b. the practical activity teacher in the assessed subject (it is possible that, depending on the component of the teaching load, the 2 persons will coincide); if during practical activities, the teachers have rotated, the teacher best known by the student, in that particular subject, will be chosen.

Art. 13. The insufficient interaction of the student with the assessed teacher to allow the student a correct assessment can be mentioned with a score 0-not assessed (NEv).

Art. 14. The final assessment is the average of the scores obtained for the 10 questions (max: 5, min. 1); unvalued criteria, according to art. 13, are not included in the final average, which is calculated in relation to the number of criteria assessed. The final teacher assessment score is calculated as the median of all student assessments, with the elimination of extreme values.

Art. 15. A teacher can be assessed both for the course and the practical activities, depending on the teaching load (s)he has. In this case the average between the existing nominal assessments will be made.

Art. 16. If a teacher has teaching activities in more than one teaching subject or in more than one module, the annual assessment will be the average of all individual assessments.

Art. 17. In the following cases, scores will not be taken into account in the individual assessment and in the final report the scores given to the teachers by students who had attendance/ interaction with the teacher, attributable to the students, of:

- a. under 50% in courses;
- b. under 75% in practical activities.

Art. 18. The assessments will be made only by students who had the right to participate in the final examination.

Art. 19. The presence of students provided for in art. 17 may also be verified by existing attendance sheets or electronic records.

CHAPTER III-INFORMATION PROCESSING

Art. 20. The Quality Assurance Department (DAC) collects the results of the assessments and forwards them to the deans' offices.



Art. 21. The Evaluation and Quality Assurance Board (ECAC) of the faculty collects and processes the received data and draws up a report according to the pattern in Annex 3, within 30 days from the receipt of the data, a report that will be sent to the dean and DAC of the University.

Art. 22. The reports are sent to the deans' offices and department directors and heads of departments and are made public on the university website, in accordance with the provisions of Higher Education Act no. 199/ 2023.

Art. 23. Each teacher has the right to see the results of their own assessment made by the students.

Art. 24. Based on the CEAC report of the faculty, the dean will draw up a plan of measures to increase the quality of the teaching process, where appropriate.

CHAPTER IV-CORRECTIVE MEASURES

Art. 25. If the median of an assessed teacher's score is between 3-3. 5 in a teaching module, the following steps are taken:

- a. analysis of the data obtained by the dean, the department director or a delegated vice-dean and the head of department (if the department director or head of department is not the subject of the analysis; if one of the two are involved, the dean nominates substitutes who have at least the academic degree of the assessed teacher);
- b. inviting the teacher to a discussion with the analysis board mentioned above (a) to ask for their opinion; the participation of the teacher in this analysis is a job obligation and will be done in writing, at least 7 days before the date of the discussion.
- c. development of a plan of improvement measures.

Art. 26. A median below 3 in a teaching module requires the following measures:

- a. analysis of the data obtained by the dean, the department director/ head of department (if the latter is the subject of the analysis, the dean nominates a substitute who has at least the academic degree of the assessed teacher) together with a group of 10% of the students of the study programme/ series, but not more than 10 students, randomly chosen from among the students of the respective programme or series, with identity under the protection of the faculty management;
- b. inviting the teacher to a discussion with the dean and head of department/ department director is a job obligation and will be done in writing, at least 7 days before the date of discussion.
- c. following this additional analysis, an analysis report is made, with reference to critical topics; the analysis report is brought to the attention of the vice-rector responsible for teaching activity;
- d. drafting, together with the dean of the faculty, of a plan of improvement measures that may contain: participation in the teacher training course, review of course materials, etc. - the fulfilment of the plan of measures is mandatory, signed by the teacher, and conditions the maintenance of the course in the teaching load of that particular teacher for the following academic year.

Art. 27. If a teacher obtains a median below 3 in two consecutive years, does not attend the analysis board meeting, or fails to fulfil the recommendations provided in art. 26, point d), the course/ practical activities will be assigned to another teacher and the teacher in question will be assigned other job tasks,



other study programmes as well as the referral to the Ethics Committee for violation of art. 12-15 (as applicable) of the code of ethics and professional deontology of the George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu Mureș (UMFST-REG-02, Ed. 4).

Art. 28. Appointment to teaching position following a competition, promotion in the teaching career or application for meritorious awards are conditioned by a median value of over 3.5 p out of 5, according to the provisions of the regulations/ methodologies specific to the field.

Art. 29. The extension of the activity after reaching the retirement age is conditional upon obtaining, in the previous year, the median evaluation of minimum 3.5.

The Senate of George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu Mureș approved this *Regulation* on October 20th, 2025 and it will enter into force in October 21th, 2025.

Annexes:

Annex 01 - Assessment of teachers' activities during lectures UMFST-REG-131-F01-Ed.02

Annex 02 - Assessment of teachers' activities during practical activities UMFST-REG-131-F02-Ed.02

Annex 03 - Report Assessment of teachers' activities during practical activities UMFST-REG-131-F03-Ed.02



Assessment of teachers' activities during lectures

No.	Assessment	US	S	G	VG	EX	NA
1	<p>How do you assess the information received at the first class? Were you presented with the objectives of the course, the requirements for participation at the courses and practical activities, the methods of communication, the availability of the bibliography, the way of evaluation?</p> <p><i>US: - no information was given;</i> <i>EX: - All the information necessary for the teaching activities was explained</i> <i>- the opportunity was given to ask questions</i></p>						
2	<p>How do you assess the quality of the teaching process of the course?</p> <p><i>Unsatisfactory:</i></p> <ul style="list-style-type: none"> <i>monotonous presentations, reading information without giving explanations</i> <i>did not use interactive methods</i> <i>No printed or electronic course material available</i> <p><i>Excellent:</i></p> <ul style="list-style-type: none"> <i>clear, coherent presentations related to the course topic, with further explanations and interdisciplinary connections</i> <i>used interactive methods</i> <p><i>Printed or electronic course material available</i></p>						
3	<p>How do you assess the teacher's approach and behavior in interacting with students?</p> <p><i>Unsatisfactory:</i></p> <ul style="list-style-type: none"> <i>inappropriate language, unkempt attire, rude address, irritability, superiority, unpunctuality</i> <p><i>Excellent:</i></p> <ul style="list-style-type: none"> <i>Openness and call for dialogue</i> <p><i>academic, polite, punctual attitude and behavior</i></p>						
<p>4.HAVE YOU IDENTIFIED ANY INAPPROPRIATE BEHAVIOR OF THE TEACHER? (e.g. bullying activities, harassment of any kind, rude addresses to students, direct or indirect material or other conditioning, including sexual; imposing the purchase of teaching materials from one's own resources, which could have brought personal income to the teacher [except for materials published by the university publishing house]; negative assessments of another colleague or of the university, manifestations of discrimination of any kind [gender, age, nationality, religion, etc.]).</p> <p>IF SO, DESCRIBE THE EVENT.</p>							
<p>5.HOW DO YOU ASSESS THE QUALITY OF THE THEORETICAL EXAM?</p>							



6. Do you have any observations, suggestions or comments related to the teaching activity, teaching style, relationship with students or other relevant aspects related to this teacher? Any feedback is welcome.

FINAL AVERAGE

1-5

If the answer to question 4 is yes, contact the dean of the faculty directly for details - the university management guarantees the confidentiality of the person who reports inappropriate behavior.

US: unsatisfactory (1 point); **S:** satisfactory (2 points); **G:** good (3 points); **VG:** very good (4 points); **EX:** excellent (5 points); **NA** - not rated-insufficient interaction for an assessment.



Assessment of teachers' activities during practical activities

No.	Assessment	US (1)	S (2)	G (3)	VG (4)	EX (5)	NA
1	<p>How do you assess the quality of the teaching process in practical activities?</p> <p><i>Unsatisfactory:</i></p> <ul style="list-style-type: none"> • <i>monotonous presentations, reading information without giving explanations</i> • <i>did not use interactive methods</i> • <i>No printed or electronic hands-on activity support available</i> <p><i>Excellent:</i></p> <ul style="list-style-type: none"> • <i>clear, coherent presentations related to the course topic, with further explanations and interdisciplinary connections</i> • <i>used interactive methods</i> <p><i>Printed or electronic hands-on activity support available</i></p>						
2	<p>How do you assess the way in which the teacher involved the students and capitalized on the available equipment and facilities (e.g. opportunities for interaction with patients/clients/beneficiaries, clinical/practical demonstrations, use of equipment), during the teaching activities?</p> <p><i>Unsatisfactory:</i></p> <ul style="list-style-type: none"> • <i>He did not use technical means or facilities for the learning process, and the practical activities/internships carried out were exclusively theoretical</i> <p><i>Excellent:</i></p> <p><i>interactive activities, with demonstrations of techniques, with practical applications (carried out, depending on the specifics of the discipline, at the patient's bedside, in specialized laboratories, in workshops, on simulation platforms, within case studies or applied projects)</i></p>						
3	<p>How do you assess the teacher's approach and behavior in interacting with students?</p> <p><i>Unsatisfactory:</i></p> <ul style="list-style-type: none"> • <i>inappropriate language, unkempt attire, rude address, irritability, superiority, unpunctuality</i> <p><i>Excellent:</i></p> <ul style="list-style-type: none"> • <i>Openness and call for dialogue</i> <p><i>academic, polite, punctual attitude and behavior</i></p>						
<p>4. HAVE YOU IDENTIFIED ANY INAPPROPRIATE BEHAVIOR OF THE TEACHER? (e.g. bullying activities, harassment of any kind, rude addresses to students, direct or indirect material or other conditioning, including sexual; imposing the purchase of teaching materials from one's own resources, which could have brought personal income to the teacher [except for materials published by the university publishing house]; negative assessments of another colleague or of the university, manifestations of discrimination of any kind (gender, age, nationality, religion, etc.))</p> <p>IF SO, DESCRIBE THE EVENT.</p>							



5. HOW DO YOU ASSESS THE QUALITY OF THE PRACTICAL EXAM?

6. Do you have any observations, suggestions or comments related to the teaching activity, teaching style, relationship with students or other relevant aspects related to this teacher? Any feedback is welcome.

FINAL Average

1-5

If the answer to question 4 is yes, contact the dean of the faculty directly for details - the university management guarantees the confidentiality of the person who reports inappropriate behavior.



Report Assessment of teachers' activities during practical activities

1. Nominal analysis - Module..., academic year.....

No.	Teacher's name	Teaching position	Assesments median	Number of student assessors
Assessment of teaching activities - lectures				
1				
...				
Assessment of teaching activities - practical activities				
1				
....				

2. Synthetic analysis

a) LECTURES

Subject....., Study programme.....Module....., Academic year.....

No.	Teaching subject	No. of students which awarded scores					Number of student assessors	Total no. of students
		1	2	3	4	5		
1 (teaching language RL/HL/EL)							
2							

b) PRACTICAL ACTIVITIES

Subject....., Study programme.....Module....., Academic year.....

No	Teaching subject	No. of students which awarded scores *					Number of student assessors	Total no. of students
		1	2	3	4	5		
1							
2								

* median of the scores awarded to all teachers who had practical activities at the teaching subject within the same degree programme.