



Reference documents

Higher Education Act nr. 199/2023

Law no. 183/2024 regarding the status of Research, Development and Innovation personnel

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

Code of ethics and professional deontology of the George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Targu Mures

Charter of the George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Targu Mures

Methodology of organization and conduct of postdoctoral studies UMFST-REG-150

REGULATIONS ON THE ORGANIZATION AND CONDUCT OF THE INSTITUTIONAL PROGRAM FOR THE INTEGRATION OF POSTDOCTORAL RESEARCHERS INTO RESEARCH ACTIVITIES AT G.E. PALADE UMFST OF TARGU MURES

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Edition 01

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Chapter I - General provisions

Art. 1. This Regulation establishes the institutional framework for the organization, implementation and evaluation of the Program for the integration of postdoctoral students in research activity at G.E. Palade UMPHST of Târgu Mureș.

Chapter II – Purpose and objectives

Art. 2. Purpose

- a) Increasing the visibility and impact of G.E. Palade UMPHST of Târgu Mureș research;
- b) Supporting the development of young researchers;
- c) Develop research teams with potential for scientific excellence;
- d) Facilitating the transition of postdoctoral students to stable careers, in and beyond academia;
- e) Integrating resources and infrastructure of UCSDT (Scientific Research and Technological Development Unit), CCAMF (Medical and Pharmaceutical Advanced Research Center) and other relevant centers.

Art. 3. Objectives

- a) Integration of postdoctoral researchers into the research activities of UCSDT centers/laboratories, especially within CCAMF;
- b) Development of interdisciplinary skills in the medical-pharmaceutical field and in emerging technologies;
- c) Formation a group of young researchers capable of generating innovations, technology transfer, products, processes, technologies and/or technological sequences, new methods and systems, software, patent applications, implementation of new techniques, as well as relevant publications (preferably in journals of international prestige and impact / are not accepted articles published at publishers with controversial editorial practices);
- d) Alignment of the program with the research priorities outlined in the University's Strategy.

Chapter III – Organization

Art. 4. Activities

Research – Predominant Activity (minimum 50% of working time)

- a) Preparation of an individual research project, in line with the research strategy of G.E. Palade UMPHST Târgu Mureș and UCSDT;
 - b) Publication of the results in indexed journals (ISI Q1/Q2);
 - c) Development of new products, technologies, methods, and systems, as well as software that are/can be transferred to the economic sector, submission of patents, implementation of new technologies, etc.;
 - d) Presentation of the research at national and international conferences;
 - e) Participation in the preparation and submission of funding applications in national and international research project competitions – priority to PD, TE, PTE, MSKA (national/international) – *internal university grants are not included in this category of results!*;
 - f) Protection of intellectual property through patenting;
 - g) Mentoring master's and doctoral students on shared research topics.
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Art. 5. Innovation

- a) Postdoctoral researchers may participate in technology transfer projects, the development of medical products, patent applications, and collaborations with industry (pharmaceutical, medical technology, bioinformatics, medical IT, AI, etc.);
- b) Participation in start-up programs and the development of academic spin-offs is encouraged and supported.

Art. 6. Education and mentoring

- a) Involvement in teaching activities (practical work/seminars);
- b) Supervision of the research activities of doctoral and master's students;
- c) Organization of workshops and training sessions for doctoral and master's students within the projects of the Doctoral Schools/UCSDT

Art 7. Professional development

- a) Participation in training sessions (grant writing, biostatistics, research methodology, ethics, data management, scientific communication, artificial intelligence in medicine, intellectual property, patenting, etc.);
- b) Access to the research infrastructure of UCSDT with training in using of advanced equipment. For advanced training, a minimum 3-year activity contract within the center is required/may be required;
- c) Opportunity to undertake internships in other research centers (national/international), research hubs, training in the clinical studies center, etc.

Art. 8. Other activities

- a) Organizing scientific events
- b) Dissemination of research results and technology transfer (product development for transfer to the economic agent, patent filings)
- c) Implementation of new techniques (according to specialization/superspecialization held).

Art. 9. Program structure

- a) Involvement in interdisciplinary projects in the UCSDT, CCAMF laboratories: neurosciences, oncology, regenerative medicine, digital technologies, pharmacology, sports medicine, artificial intelligence in health, advanced digital technologies in health and bioengineering, etc.;
- b) Advanced theoretical courses and practical activities/research internships;
- c) Research internships in one or more CCAMF laboratories (3–6 months each);
- d) Training: project writing, project management, patenting, intellectual property rights and commercialization;
- e) Mentoring: each participant has a senior mentor and a co-mentor from another laboratory;
- f) Participation in scientific events (practical workshops, oral presentations, etc.)

Chapter IV – Admission and selection

Art. 10. Selection criteria

- a) According to the Methodology for organizing and conducting postdoctoral studies UMFST-REG-150 Edition 01;
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- i. To hold a PhD title (holding the PhD degree no more than 5 years before admission to postdoctoral studies, or at any time if they have obtained the certificate of excellence at the MSCA "Marie Sklodowska Curie" competitions);
 - ii. Proposal of a research plan compatible with the directions of IOSUD/UCSDT, CCAMF and the Strategy of G.E. Palade UMPHST of Târgu Mureș;
 - iii. Letter of intent and academic CV (including list of publications);
 - iv. Interview and validation by a Selection Committee of the Doctoral School and UCSDT;
- b) Aspects related to the publication of competitions on international platforms (e.g. EURAXESS), the composition of selection committees, evaluation criteria, providing feedback and appeal mechanisms, as well as the principles of equal opportunities and non-discrimination are provided from and detailed in the Methodology for the organization and conduct of postdoctoral studies UMFST-REG-150, Edition 01.

Chapter V – The duration and status of postdoctoral researchers

Art. 11. The duration of a postdoctoral program is a minimum of 1 year and a maximum of 3 years (depending on the postdoctoral researcher's activity, projects, and funding), with the possibility of extension in exceptional cases (projects lasting more than 3 years), but for no longer than 5 years.

Art. 12. Status: researchers with a fixed-term employment contract or scholarship recipients.

Art. 13. Postdoctoral researchers are classified as early-career researchers (R1) holding a doctoral degree: scientific researcher – CS, or recognized researcher (R2) holding a doctoral degree: scientific researcher grade III – CS III (Law no. 183 of June 10, 2024, regarding the status of research, development, and innovation personnel). Classification is based on research experience (time worked in research, participation in research projects, etc.).

Art. 14. The recruitment process is open, transparent, and merit-based, and it complies with the OTM-R framework (Open, Transparent and Merit-based Recruitment) according to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Art. 15. Classification is carried out in accordance with the principles and conditions set out by the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Capitolul VI – Drepturi și obligații

Art. 16. Benefits and Advantages

- a) Predictability within the research career (promotion along the path to higher levels – Recognized Researcher, CS III, CS II, CS I);
- b) Possibility to equate professional position and rank in research, development, and innovation with a university teaching position (Law No. 183/2004), with the approval of the University Senate, based on the regulation and the fulfillment of supplementary standards specific to the research organization;
 - i. Scientific Researcher = University Assistant, for CDI staff holding a PhD Diploma
 - ii. Scientific Researcher Grade III = University Lecturer / University Project Manager
 - iii. Scientific Researcher Grade II = Associate Professor
 - iv. Scientific Researcher Grade I = Professor



- c) Access to the research infrastructure of UCDD, CCAMF, etc.
- d) Access to informational networks where G.E. Palade UMPHST of Targu Mures is a member or partner (Horizon Europe, the University Alliance DIVERSE, consortia, MSCA networks, COST, international conferences, etc.);
- e) Access to internal grants for supplies, mobility, conferences (e.g., Project FOCUS, national grant competitions, Marie Skłodowska-Curie Actions – MSCA, etc.);
- f) Career development opportunities: lectures/courses, trainings, mentorship;
- g) Possibility to take part in international projects (Horizon Europe, ERC, MSCA) – as team members or project leaders, depending on the competition;
- h) Visibility through promotion on the G.E. Palade UMPHST of Targu Mures website, in the section dedicated to postdoctoral activity (within IOSUD/research);
- i) G.E. Palade UMPHST of Targu Mures supports the integration and advancement of postdoctoral candidates (those who demonstrate excellence in research activity) towards permanent/stable positions, thus avoiding the *permadoc* phenomenon, and provides career counseling;
- j) Possibility of accommodation in the modern university facilities under preferential conditions (special rates for postdoctoral candidates);
- k) Access to the sports facilities of the University Recovery and Training Center *Salus per Aquam* at G.E. Palade UMPHST of Targu Mures, and to the Fitness Hall – with the possibility to subscribe under special conditions (G.E. Palade UMPHST of Targu Mures subscription);
- l) Access to events organized within the university (concerts, exhibitions, conferences, etc.);
- m) Access to the Hestia Microcanteen (cafeteria) – possibility of subscribing to the university canteen services under preferential conditions (supporting a balanced lifestyle);
- n) Through the Career Counseling and Guidance Center – postdoctoral researchers may benefit from educational counseling and professional guidance activities. They also receive psychological support (psychological counseling), motivational support, and assistance for the optimal management of challenges arising in the academic field;
- o) Postdoctoral researchers are classified as early-stage researchers (R1) holding a doctoral degree: Scientific Researcher – CS or Recognized Researcher (R2), which grants them the status of researchers in a transitional stage towards independence;
- p) The program promotes transparency, fairness, and merit in selection, as well as career development – in compliance with the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, as well as the recommendations of the Human Resources Strategy for Researchers (HRS4R).

Art. 17. Obligations

- a) Submission of an interim report every 6 months/each semester;
 - b) Submission of a final report;
 - c) At least 1 scientific article published or submitted for publication in Q1–Q2 journals / patent application submitted/ product developed (e.g., techniques, instruments, software, etc.) for transfer to the economic agent;
 - d) Obligation to carry out teaching activities amounting to at least 6 hours/week, within the limits of available teaching loads;
 - e) Presentation of results at a conference organized by G.E. Palade UMPHST of Targu Mures;
 - f) Participation in at least one training activity (project writing, project management, etc.).
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Chapter VII – Evaluation and Recognition

Art. 18. The evaluation of postdoctoral researchers shall be carried out as follows:

- a) Continuous evaluation by the mentor and the program coordinator;
- b) Evaluation by the Doctoral School/UCSDT based on the submitted semester activity reports;
- c) Awarding of the postdoctoral studies certificate/diploma of participation in the Postdoctoral Program of G.E. Palade UMPHST of Targu Mures;
- d) Annual awards for the best results (e.g., “*Postdoc of the Year*”, or similar to those granted to doctoral students).

Chapter VIII – Sanctions

Art. 19. Failure to fulfill the obligations assumed through the postdoctoral contract and the present regulation entails the following progressive measures:

- a) Written warning and notification with a maximum remediation period of 30 days, in the case of partial, delayed, or repeated non-fulfillment of certain tasks (for example: late submission of interim reports, insufficient participation in training activities, lack of evidence of results dissemination, lack of progress in the research plan);
- b) Temporary suspension of postdoctoral status if the deficiencies are not remedied within the deadline specified in the notification;
- c) Termination of the contract and exclusion from the program in cases of: failure to fulfill the obligations stipulated in Art. 17 (reports, publications/patents/products, participation in conferences and training activities); unjustified lack of activity for a period longer than 3 months; inappropriate conduct; serious breaches of research ethics;
- d) In the event of contract termination and exclusion from the program, the postdoctoral researcher is required to fully reimburse the funds consumed (scholarships, mobilities, training, etc.) under the conditions established by the contract and the legislation in force.

Chapter IX – Final Provisions

Arti. 20.

The program for the integration of postdoctoral fellows into the research activity of G.E. Palade UMPHST of Targu Mureș shall be carried out in compliance with the provisions of the *Methodology for the Organization and Conduct of Postdoctoral Studies – UMFST-REG-150, Edition 01* (approved by the Senate of G.E. Palade UMPHST of Targu Mures on 05.03.2025 and entering into force on 06.03.2025). The provisions of this Regulation shall be supplemented, where applicable, by the provisions of the UMFST-REG-150 Methodology.

The Senate of the *George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Targu Mureș* approved this Regulation on September 18, 2025, and it shall enter into force on September 19, 2025.

Annex

Indicative Calendar



Indicative Calendar

First Semester

- October (reference academic year)- launch of the call and selection of candidates
- November (reference academic year)-signing of contracts and establishment of individual research plan (post admission) – calendar of activities and deliverable (reports, articles, conferences, workshops) calendar; integration of project activities into the laboratory/ centre (access to equipments, database, infrastructure);
- November (reference academic year)- September (following academic year): Implementation of the activities and trainings
- October (following academic year): Final reporting

Second Semester

- March (reference academic year)- launch of the call and selection of candidates
 - April (reference academic year)-signing of contracts and establishment of individual research plan (post admission) – calendar of activities and deliverable (reports, articles, conferences, workshops) calendar; integration of project activities into the laboratory/ centre (access to equipments, database, infrastructure);
 - April (reference academic year)- September (following academic year): Implementation of the activities and trainings
 - March (following academic year): Final reporting
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