



Transilvania
University
of Brasov

ANNUAL REPORT ON THE STATE OF TRANSILVANIA UNIVERSITY OF BRAȘOV

BRAȘOV, 26 March 2025

Table of contents

1. Institutional context	3
2. The University's financial statement per sources of financing and types of expenditure	4
3. Study programmes	16
4. The institution's personnel. Vacant positions	21
5. Results of the scientific research activities	24
6. Quality assurance within the University	29
7. Compliance with the academic and research ethics	33
8. Professional insertion of the graduates from previous classes	34
9. Analysis on the implementation of the annual operational plan for the previous calendar year	42

1. Institutional context

Transilvania University of Braşov is an accredited state higher-education institution, which operates under its current name based on the Order of the Ministry of Education and Science no. 4894/ 23.03.1991. Its history begins in 1948, when the *Institute of Silviculture* was established in Braşov, based on the Decree no. 175/1948 and on the Ministerial Decision no. 263327/1948. Ever since, the university has continuously developed, and today it is Romania's largest comprehensive university and the greatest and best-reputed higher-education institution in the Centre Development Region, with 21,711 students learning under the guidance of 722 members of the academic teaching personnel (631 tenured and 91 on a fixed-term employment contract) at the beginning of the 2024-2025 academic year. After 1990, the university's structure has undergone a strong diversification, in the attempt to meet the young people's training needs, as well as the offer and demands identified on the labour market. Under the GD no. 568/1995, all faculties and study programmes in operation before 1989 were accredited; and, under the Law no. 88/1993, the provisional authorization of new study programmes began as well. The process of authorization and accreditation was lawfully completed for all study programmes in operation within the university.

At present, Transilvania University of Braşov includes 18 faculties (Table 1).

Table 1. Structure of Transilvania University of Braşov, by faculties

No.	Faculty	Year of re-/establishment
1.	Faculty of Mechanical Engineering	1949
2.	Faculty of Technological Engineering and Industrial Management	1953
3.	Faculty of Product Design and Environment	1964/ 2010
4.	Faculty of Materials Science and Engineering	1990
5.	Faculty of Electrical Engineering and Computer Science	1990
6.	Faculty of Silviculture and Forest Engineering	1948
7.	Faculty of Furniture Design and Wood Engineering	1959
8.	Faculty of Civil Engineering	2003
9.	Faculty of Food and Tourism	2007
10.	Faculty of Mathematics and Computer Science	1971/ 1991
11.	Faculty of Economic Sciences and Business Administration	1990
12.	Faculty of Letters	2002
13.	Faculty of Music	1971/ 1991
14.	Faculty of Medicine	1991
15.	Faculty of Physical Education and Mountain Sports	2002
16.	Faculty of Law	2002/ 2010
17.	Faculty of Sociology and Communication	2002/ 2010
18.	Faculty of Psychology and Education Sciences	2004

Institutionally, as the previous years, 2024 was characterised by stability, after Transilvania University of Braşov underwent a few changes of the administrative structures in 2013, and several changes at the level of the university's both support structures and faculties/departments in 2012.

The organizational chart, updated in 2024, is published on the university's website (<http://www.unitbv.ro/despre-unitbv/informatii-de-interes-public/organigrama.html>), under the applicable legislative amendments.

In 2024, no changes were brought to the number of faculties (18) and departments (31, including the Teacher Training Department - DPPD) (<http://www.unitbv.ro/facultati.html>). Neither for the future are significant changes envisaged in the university's structure, and any possible proposals are analysed/approved by the lawfully established decision-making structures.

The specialised committees of the Senate, in collaboration with the competent Vice-Rectorates and the relevant support structures, continued the updating activity and submitted to the Senate for approval the main regulations and methodologies on the conduct of the teaching, research and administrative processes (<https://www.unitbv.ro/despre-unitbv/regulamente-si-hotarari/carta-universitatii-si-regulamente.html>), as the collaboration between the Executive Board and the Senate is efficient and relies on dialogue and responsibility.

2. The university' financial statement per sources of financing and types of expenditure

At university level, a significant feature of the management is the transparency of the decision-making processes, especially as regards the financial aspects. In this regard, all university-related documents and financial statements of relevance for 2015-2024 (including the budget implementation) are displayed on the university's website under the section *Institutional Transparency* (<https://www.unitbv.ro/despre-unitbv/informatii-de-interes-public/transparenta-institutionala.html>), and for 2012-2014 on the university's intranet (<https://intranet.unitbv.ro/>), so that they can be known by the entire academic community.

The amount allocated from the state budget in 2024 was 336.206.785 RON, compared to 2023 when the funding was of 262.444.914 RON, to 2022 of 201.486.356 RON, to 2021 of 198.078.999 RON, to 2020 of 210.859.526 RON (an amount that also included the wage differentials under the Law 85/2016), to 2019 of 195.301.467 RON (including the wage differentials according to the Law 85/2016 and court sentences), to 2018 of 130.367.368 RON (including the holiday vouchers), to 2017 of 102.413.189 RON; 86.899.321 RON in 2016, 67.288.923 RON in 2015, 61.907.446 RON in 2014, 60.831.745 RON in 2013 and 60.131.753 RON in 2012; and UNITBV's own revenue from fees and other incomes from education totalled 31.519.992 RON in 2024, 28.555.697 RON in 2023, 26.891.055 RON in 2022, 26.313.159 RON in 2021, 24.944.917 RON in 2020, 21.446.934 RON in 2019, 19.929.185 RON in 2018, 19.891.871 RON in 2017, 19.385.316 RON in 2016, 20.549.185 RON in 2015, 20.972.989 RON in 2014, 24.536.835 RON in 2013 and 21.366.868 RON in 2012.

The Revenue and Expenditure Budget and the Budget Implementation for the period of time between 1 January and 31 December 2024 are shown in Figure 1.

Moreover, Table 2 shows the financial statement of the University's Treasury accounts at the date of the Rector's first taking office (29.02.2012) and 13 years after the date of his taking office (28.02.2025, in comparative terms (according to the data provided by the Financial and the Accounting Departments).

Figure 1. Revenue and Expenditure Budget and Budget Implementation for 2024

Ministry of Education
Transilvania University of Braşov

No. 22065/23.12.2024

AGREED UPON,
Ministry of Education
Stamp of the Ministry of Education
Illegible signature

Approved,
Rector
Illegible signature
Stamp of Transilvania University of Braşov

REVENUE AND EXPENDITURE BUDGET FOR 2024

Code of the budgetary programme: 2512 "University- and Postgraduate Education"

No.	Indicators	Total expenditures	First quarter	Second quarter	Third quarter	Fourth quarter
I.	Initial balance on 01 January 2024	204.458.766	X	X	X	X
1	TOTAL REVENUE, of which	415.165.643	86.435.973	111.221.457	103.887.895	113.620.318
1.1	Amounts received from the Ministry of Education (ME) by institutional contract	255.515.466	54.400.000	65.640.785	68.727.880	66.746.801
1.1.1	Basic financing	246.290.703	53.500.000	61.700.000	66.477.880	64.612.823
1.1.2	Food allowance	2.859.313	900.000	700.000	950.000	309.313
1.1.3	Institutional Development Fund (FDI)	2.392.000	0	200.000	1.300.000	892.000
1.1.4	Law 85/2016	0	0	0	0	0
1.1.5	Court decisions	0	0	0	0	0
1.1.6	Interest calculated through final and irrevocable court judgments	0	0	0	0	0
1.1.7	Holiday vouchers	1.366.950	0	1.599.785	0	-232.835

1.1.8	Special Situation Fund	2.606.500	0	1.441.000	0	1.165.500
1.1.9	Financing of academic scientific research	0	0	0	0	0
1.2.	UNITBV's own incomes from fees and activities conducted by the higher-education institutions	26.000.000	5.000.000	6.300.000	4.000.000	10.700.000
1.3.	UNITBV's other own incomes, ROSE projects, donations and sponsorships	1.315.000	250.000	350.000	315.000	400.000
1.4.	Projects financed from non-reimbursable external funds (FEN) POST-ACCESSION	11.900.000	1.500.000	2.000.000	3.400.000	5.000.000
1.5.	Revenue from scientific research, design, consultancy and expertise	9.000.000	1.200.000	1.800.000	3.200.000	2.800.000
1.6.	Allocations from the state budget for special purposes, of which:	81.111.164	19.642.720	21.246.864	16.667.247	23.554.333
a)	major repairs	0	0	0	0	0
b)	subventions for dormitories and canteens	9.801.010	2.772.720	1.786.864	1.877.247	3.364.179
c)	endowments and other investments	1.500.000	500.000	0	0	1.000.000
d)	scholarships	64.075.874	16.000.000	16.500.000	13.500.000	18.075.874
e)	other forms of student social-protection	1.312.700	370.000	370.000	100.000	472.700
f)	allocations for investment objectives	180.000	0	90.000	90.000	0
g)	support for computers	0	0	0	0	0
h)	academic scientific research	4.241.580	0	2.500.000	1.100.000	641.580
1.7.	Projects financed from the loan component of PNRR including VAT, according to art. 22, para (2) of Law 368/2022	720.000	700.000	20.000	0	0
1.8.	Projects financed from the loan component of PNRR including VAT, according to art. 22, para (2) of Law 368/2022 - Ministry of Education (M.Ed.)	17.054.013	1.093.253	9.363.808	5.677.768	919.184
1.9.	UNITBV's own incomes dormitories - canteens	12.550.000	2.650.000	4.500.000	1.900.000	3.500.000
1.10.	Amounts approved from the previous years' surplus	5.700.000	0	1.100.000	2.000.000	2.600.000
2	TOTAL EXPENDITURES, out of which:					

	I. Credits of commitment	432.604.133	86.435.973	112.321.457	109.510.127	124.336.576
	II. Budgetary credits	420.685.643	86.435.973	112.321.457	105.887.895	116.040.318
2.1.	Expenditures for the core activity					
	I. Credits of commitment	286.430.466	58.650.000	72.290.785	75.042.880	80.446.801
	II. Budgetary credits	286.430.466	58.650.000	72.290.785	75.042.880	80.446.801
2.2.	Projects financed from non-reimbursable external funds (FEN) POST-ACCESSION					
	I. Credits of commitment	14.000.000	2.500.000	3.100.000	3.400.000	5.000.000
	II. Budgetary credits	14.000.000	2.500.000	3.100.000	3.400.000	5.000.000
2.3.	Expenditures for the scientific research, design, consultancy and expertise					
	I. Credits of commitment	9.000.000	1.200.000	1.800.000	3.200.000	2.800.000
	II. Budgetary credits	9.000.000	1.200.000	1.800.000	3.200.000	2.800.000
2.4.	Expenditures from the state-budget allocations for special purposes, of which:					
	I. Credits of commitment	81.111.164	19.642.720	21.246.864	16.667.247	23.554.333
	II. Budgetary credits	80.931.164	19.642.720	21.246.864	16.667.247	23.374.333
a)	expenditures for major repairs	0	0	0	0	0
b)	subventions for dormitories and canteens	9.801.010	2.772.720	1.786.864	1.877.247	3.364.179
c)	expenditures for endowments and other investments, repairs, restorations	1.500.000	500.000	0	0	1.000.000
d)	expenditures for scholarships	64.075.874	16.000.000	16.500.000	13.500.000	18.075.874
e)	expenditures for other forms of social-protection	1.312.700	370.000	370.000	100.000	472.700
f)	expenditures for investment objectives	0	0	90.000	90.000	-180.000
g)	support for computers	0	0	0	0	0
h)	academic scientific research	4.241.580	0	2.500.000	1.100.000	641.580
2.5.	Expenditures from the amounts received through the loan component of PNRR, including VAT, according to art. 22, para (2) of Law 368/2022					

	I. Credits of commitment	720.000	700.000	20.000	0	0
	II. Budgetary credits	720.000	700.000	20.000	0	0
2.6.	Expenditures from the amounts received through the loan component of PNRR, including VAT, according to art. 22, para (2) of Law 368/2022 - ME					
	I. Credits of commitment	28.792.503	1.093.253	9.363.808	9.300.000	9.035.442
	II. Budgetary credits	17.054.013	1.093.253	9.363.808	5.677.768	919.184
2.7.	Expenditures for student dormitories and canteens					
	I. Credits of commitment	12.550.000	2.650.000	4.500.000	1.900.000	3.500.000
	II. Budgetary credits	12.550.000	2.650.000	4.500.000	1.900.000	3.500.000
II.	Total balance on 31 December 2024 (rd. II = rd. I)	198.938.766	X	X	X	X

Economic Director

Illegible signature

Financial Statement on the Centralization of the Expenditures Provided for in the Revenue and Expense Budget for 2024

Code of the budgetary programme:
2512 "University- and Postgraduate Education"

RON

		Of which										
		Amounts received from the Ministry of Education, of which					Complementary contract amounts, of which:		Amounts received from the loan component of PNRR, including VAT	UNITBV's own revenue		
			FDI	FSS	Court decisions on granting the doctoral bonus	Interest calculated on court decisions	Allocation from the state budget for special purposes	Academic scientific research			Expenditures from the (initial) balance	Amounts received from the loan component of PNRR, including VAT
II) TOTAL EXPENDITURES, of which												
I. Credits of commitment	432.604.133	255.515.466	2.392.000	2.606.500	0	0	81.111.164	4.241.580	28.792.503	67.185.000	5.700.000	720.000
II. Budgetary credits	420.685.643	255.515.466	2.392.000	2.606.500	0	0	80.931.164	4.241.580	17.054.013	67.185.000	5.700.000	720.000
10. Personnel-related expenditures, of which												
I. Credits of commitment	238.017.417	215.696.237	370.000	350.000	0	0	9.021.180	1.594.588		13.300.000	1.000.000	
II. Budgetary credits	238.017.417	215.696.237	370.000	350.000	0	0	9.021.180	1.594.588		13.300.000	1.000.000	

- Food allowance	2.859.313	2.859.313								0	0	
- Holiday vouchers	1.366.950	1.366.950								0	0	
20. Assets and services												
I. Credits of commitment	62.946.177	38.219.229	2.022.000	2.256.500	0	0	4.961.948	2.587.530		19.765.000	1.500.000	
II. Budgetary credits	62.946.177	38.219.229	2.022.000	2.256.500	0	0	4.961.948	2.587.530		19.765.000	1.500.000	
56. Projects with financing from non-reimbursable external funds (FEN) Post-Accession, of which:												
I. Credits of commitment	14.000.000	0					0			14.000.000	600.000	
II. Budgetary credits	14.000.000	0					0			14.000.000	600.000	
57. Social assistance												
I. Credits of commitment	1.712.700	0					1.312.700			400.000	100.000	
II. Budgetary credits	1.712.700	0					1.312.700			400.000	100.000	
59. Other expenditures												
I. Credits of commitment	69.735.336	1.600.00	0				64.135.336	59.462		4.000.000	1.000.000	
II. Budgetary credits	69.735.336	1.600.000	0				64.135.336	59.462		4.000.000	1.000.000	
61. Projects with financing from the amounts related to the loan component of PNRR, according to art. 22, para (2) of Law 368/2022												
I. Credits of commitment	29.512.503	0							28.792.503	720.000	0	720.000
II. Budgetary credits	17.774.013	0							17.054.013	720.000	0	720.000
61.01 Funds from non-reimbursable loans												
I. Credits of commitment	24.915.381	0							24.195.381	720.000	0	720.000
II. Budgetary credits	15.051.101	0							14.331.101	720.000	0	720.000
61.03 VAT-related amounts												
I. Credits of commitment	4.597.122	0							4.597.122	0	0	0
II. Budgetary credits	2.722.912	0							2.722.912	0	0	0

71. Non-financial assets												
I. Credits of commitment	16.680.000	0					1.680.000			15.000.000	1.500.000	
II. Budgetary credits	16.500.000	0					1.500.000			15.000.000	1.500.000	

Rector,

Prof. Eng. Ioan Vasile ABRUDAN, PhD

Illegible signature

Stamp of Transilvania University of Braşov

Economic Director,

Ec. Elena Iuliana BANCIU

BUDGETARY EXECUTION ACCOUNT OF THE PUBLIC INSTITUTION - REVENUES
on 31.12.2024

SOURCE F

No.	Name of the indicator	Code	Provisions	Provisions	Established rights			Receipts	Offsets	Rights
			<i>the initial budgetary ones</i>	<i>the definitive budgetary ones</i>	<i>Total, of which:</i>	<i>from the previous years</i>	<i>from the current year</i>	<i>achieved</i>	<i>to be paid using other means</i>	<i>ascertained to be collected</i>
	A	B	1	2	3=4+5	4	5	6	7	8=3-6-7
	TOTAL REVENUES (1+2)		318.558.304	420.865.643	436.929.756	2.715.702	434.214.054	428.980.833	7.366.392	582.531
1	The university's own revenues, of which:		61.278.253	84.239.013	100.722.971	2.715.702	98.007.269	92.774.048	7.366.392	582.531
	Rental incomes	30.10.05	14.000	14.000	7.338	0	7.338	7.338	0	0
	Interest incomes	31.10.03	1.000	1.000	0	0	0	0	0	0
	Fees and other incomes in education	33.10.05	27.000.000	26.000.000	33.404.737	80.907	33.323.830	31.519.992	1.855.508	29.237
	Incomes from supply of services	33.10.08	50.000	50.000	43.980	4.390	39.590	40.505	0	3.475
	Students' contributions for Dormitory-Canteens	33.10.14	10.550.000	12.550.000	16.921.150	0	16.921.150	13.923.737	2.869.476	127.937
	Incomes from research	33.10.20	10.000.000	9.000.000	6.482.281	337.476	6.144.805	6.149.836	0	332.445
	Other incomes from supply of services and various activities	33.10.50	500.000	500.000	593.260	16.420	576.840	541.887	0	51.373
	Donations and sponsorships	37.10.01	500.000	500.000	510.363	0	510.363	510.363	0	0
	Other incomes from the	39.10.50	0	0	9.291	0	9.291	9.105	186	0

	capitalization on assets									
	Amounts used from the previous year's surplus	40.15.03	5.700.000	5.700.000	0	0	0	0	0	0
	Subventions for public institutions - project Rose	42.10.38	250.000	250.000	171.500	0	171.500	171.500	0	0
	Subventions from the State budget (FEN co-financing and related VAT)	42.10.39	0	0	7.912	7.912	0	0	0	7.912
	Subventions from the state budget (FEN co-financing and related VAT)	42.10.70	0	0	248.739	248.739	0	158.820	89.919	0
	Allocations of amounts from PNRR related to loan components, of which:	42.89	1.813.253	17.774.013	17.648.309	0	17.648.309	17.648.309	0	0
	- allocations of amounts from PNRR - reimbursable loan	42.89.01	1.813.253	17.774.013	14.925.400	0	14.925.400	14.925.400	0	0
	- allocations of amounts from - VAT related amounts	42.89.03	0	0	2.722.909	0	2.722.909	2.722.909	0	0
	Amounts received from UE / other donors and pre-financing	45.10.	4.900.000	11.900.000	21.162.010	30.152	21.131.858	21.128.383	3.475	30.152
	Amounts received from the European Regional Development Fund	45.10.01	0	0	15.869	15.869	0	0	0	15.869
	- reimbursements - previous years		0	0	15.869	15.869	0	0	0	15.869
	Amounts received from the European Social Fund	45.10.02	0	0	14.283	14.283	0	0	0	14.283
	- reimbursements - previous years		0	0	14.283	14.283	0	0	0	14.283
	- pre-financing		0	0	0	0	0	0	0	0

	Non-reimbursable external funds, other post-accession facilities	45.10.16	0	0	0	0	0	0	0	0
	- reimbursements - current year		0	0	0	0	0	0	0	0
	- reimbursements - the previous year		0	0	0	0	0	0	0	0
	European Agricultural Fund for Rural Development (FEADR), related to the 2023-2027 financial framework	45.10.53	4.900.000	0	0	0	0	0	0	0
	- reimbursements current year		4.900.000		0		0	0	0	0
	- reimbursements - previous year		0	0	0		0	0	0	0
	Other community programs financed in the 2021-2027 period of time	45.10.72	0	11.900.000	21.131.858	0	21.131.858	21.128.383	3.475	0
	- reimbursements - current year		0	11.900.000	21.131.858	0	21.131.858	21.128.383	3.475	0
	- reimbursements - previous year		0	0	0	0	0	0	0	0
	Amounts received from the EU/other donors and pre-financing	48.10	0	0	3.512.101	1.989.706	1.522.395	964.273	2.547.828	0
	Amounts received from the European Regional Development Fund	48.10.01	0	0	146.101	77.184	68.917	68.900	77.201	0
	- reimbursements - current year, co-financing		0	0	77.184	77.184	0	0	77.184	0
	- reimbursements - previous years		0	0	77.184	0	77.184	77.167	17	0
	- pre-financing		0	0	-8.267	0	-8.267	-8.267	0	0
	Amounts received from the European Social Fund	48.10.02	0	0	2.906.732	1.453.254	1.453.478	895.373	2.011.359	0

	- reimbursements - current year, co-financing		0	0	1.453.253	1.453.253	0	0	1.453.253	0
	- reimbursements - previous years		0	0	1.453.479	1	1.453.478	895.373	558.106	0
	- pre-financing				0	0	0	0	0	0
	Non-reimbursable external funds other post- accession facilities	48.10.16	0	0	459.268	459.268	0	0	459.268	0
	- reimbursements - current year		0	0	459.268	459.268	0	0	459.268	0
2	Subventions for public institutions, of which:	42.10.38	257.280.051	336.626.630	336.206.785	0	336.206.785	336.206.785	0	0
	a) core funding		196.709.505	255.515.466	255.277.571	0	255.277.571	255.277.571	0	0
	b) allocations with special destinations:		60.570.546	81.111.164	80.929.214	0	80.929.214	80.929.214	0	0
	- investment objectives		180.000	180.000	0	0	0	0	0	0
	- endowments and other investments		500.000	1.500.000	1.500.000	0	1.500.000	1.500.000	0	0
	- scholarships and other forms of social protection		50.200.402	64.075.874	64.073.924	0	64.073.924	64.073.924	0	0
	- student transport		1.048.500	1.312.700	1.312.700	0	1.312.700	1.312.700	0	0
	- individual subventions as support for accommodation OUG.73/2004		0	0	0	0	0	0	0	0
	- financial help for the purchase of computers HG.1294/2004		0	0	0	0	0	0	0	0
	- subventions for dormitories and canteens		8.641.644	9.801.010	9.801.010	0	9.801.010	9.801.010	0	0
	- academic scientific research		0	4.241.580	4.241.580		4.241.580	4.241.580	0	0
	Not included in the total:				0					0

	Sponsorship agreement 5007		0	0	0	0	0	0	0	0
--	-------------------------------	--	---	---	---	---	---	---	---	---

Rector,
Prof. Eng. Ioan Vasile Abrudan, PhD
Illegible signature,
Stamp of Transilvania University of Braşov

Economic Director,
Ec. Elena Iuliana Banciu
Illegible signature

BUDGETARY EXECUTION ACCOUNT OF THE PUBLIC INSTITUTION - EXPENSES
on 31.12.2024

Indicator	Code	Commitment credits		Budgetary credits		Budgetary commitments	Legal commitments	Payments made	Legal commitments to pay	Actual expenses
		initial	definitive	initial	definitive					
A	B	1	2	3	4	5	6	7	8=6-7	9
TOTAL EXPENDITURE	00	318.558.304	420.685.643	318.558.304	420.685.643	405.264.313	405.264.313	405.264.313	0	421.837.662
CURRENT EXPENDITURE (code 10 + 20 + 30 + 40 + 50 + 51 + 55 + 56 +57 + 58 +59+60 + 61 + 65)	01	302.878.304	404.185.643	302.878.304	404.185.643	390.719.001	390.719.001	390.719.001	0	382.269.056
TITLE I PERSONNEL-RELATED EXPENSES	10	198.554.715	238.017.417	198.554.715	238.017.417	234.787.192	234.787.192	234.787.192	0	236.549.041
Salary expenses in money	10.01	192.579.930	231.317.716	192.579.930	231.317.716	228.362.468	228.362.468	228.362.468	0	230.060.473
Basic salaries	10.01.01	161.995.000	191.549.692	161.995.000	191.549.692	189.625.232	189.625.232	189.625.232	0	192.085.383
Increments for working conditions	10.01.05	260.000	270.500	260.500	270.000	250.511	250.511	250.511	0	248.727
Funds for cumulatively filled positions	10.01.10	150.000	150.000	150.000	150.000	146.185	146.185	146.185	0	143.544
Funds for the hourly payment	10.01.11	23.400.000	31.647.800	23.400.000	31.647.800	31.128.082	31.128.082	31.128.082	0	31.589.061
Delegation rights	10.01.13	2.500.000	3.588.111	2.500.000	3.588.111	3.132.434	3.132.434	3.132.434	0	3.159.521
Food allowance	10.01.17	3.654.930	2.859.313	3.654.930	2.859.313	2.859.313	2.859.313	2.859.313	0	2.819.237
Other salary rights in money	10.01.30	620.000	1.252.300	620.000	1.252.300	1.220.711	1.220.711	1.220.711	0	15.000
Salary expenses in nature	10.02	1.664.785	1.431.950	1.664.785	1.431.950	1.385.597	1.385.597	1.385.597	0	1.385.597
Transport to and from the workplace	10.02.05	55.000	55.000	55.000	55.000	37.247	37.247	37.247	0	37.247
Holiday vouchers	10.02.06	1.609.785	1.376.950	1.609.785	1.376.950	1.348.350	1.348.350	1.348.350	0	1.348.350
Contributions	10.03	4.310.000	5.267.751	4.310.000	5.267.751	5.039.127	5.039.127	5.039.127	0	5.102.971
Insurance contribution for work	10.03.07	4.310.000	5.267.751	4.310.000	5.267.751	5.039.127	5.039.127	5.039.127	0	5.102.971
TITLE II ASSETS AND SERVICES	20	39.361.434	62.946.177	39.361.434	62.946.177	54.773.120	54.773.120	54.773.120	0	52.885.217
Assets and services	20.01	20.689.434	31.995.322	20.689.434	31.995.322	26.839.755	26.839.755	26.839.755	0	27.522.442
Office equipment	20.01.01	150.000	263.000	150.000	263.000	237.274	237.274	237.274	0	207.563

Cleaning supplies	20.01.02	282.000	529.000	282.000	529.000	461.905	461.905	461.905	0	484.548
Heating, lighting and motive power	20.01.03	8.697.570	9.779.752	8.697.570	9.779.752	8.235.899	8.235.899	8.235.899	0	8.952.404
Water, sewage and sanitation	20.01.04	4.120.000	6.612.255	4.120.000	6.612.255	5.207.073	5.207.073	5.207.073	0	5.340.673
Fuels and lubricants	20.01.05	180.000	253.559	180.000	253.559	236.311	236.311	236.311	0	256.750
Spare parts	20.01.06	27.000	47.000	27.000	47.000	40.795	40.795	40.795	0	40.796
Transport	20.01.07	80.000	112.000	80.000	112.000	98.912	98.912	98.912	0	98.911
Mail, telecommunications, radio, TV, internet	20.01.08	510.000	560.000	510.000	560.000	526.631	526.631	526.631	0	539.126
Materials and provision of services of a functional nature	20.01.09	2.400.000	5.196.000	2.400.000	5.196.000	4.446.861	4.446.861	4.446.861	0	4.349.430
Other assets and services for maintenance and operation	20.01.30	4.242.864	8.642.756	4.242.864	8.642.756	7.348.094	7.348.094	7.348.094	0	7.252.241
Current repairs	20.02	4.800.000	13.096.000	4.800.000	13.096.000	12.660.913	12.660.913	12.660.913	0	12.660.913
Current repairs	20.02.00	4.800.000	13.096.000	4.800.000	13.096.000	12.660.913	12.660.913	12.660.913	Q	12.660.913
Food	20.03	2.129.000	2.799.000	2.129.000	2.799.000	2.571.158	2.571.158	2.571.158	0	2.545.199
Food for people	20.03.01	2.100.000	2.700.000	2.100.000	2.700.000	2.488.887	2.488.887	2.488.887	0	2.451.620
Animal feed	20.03.02	29.000	99.000	29.000	99.000	82.271	82.271	82.271	0	93.579
Medicines and healthcare materials	20.04	23.500	59.500	23.500	59.500	32.617	32.617	32.617	0	32.617
Medicines	20.04.01	10.500	35.500	10.500	35.500	14.935	14.935	14.935	-0	14.935
Healthcare materials	20.04.02	13.000	24.000	13.000	24.000	17.682	17.682	17.682	0.	17.682
Assets as inventory objects	20.05	3.420.500	4.601.500	3.420.500	4.601.500	3.889.108	3.889.108	3.889.108	0	1.522.882
Uniforms and equipment	20.05.01	20.500	184.500	20.500	184.500	156.468	156.468	156.468	0	10.560
Bed linen and accessories	20.05.03	45.000	15.000	45.000	15.000	0	0	0	0	34.066
Other inventory items	20.05.30	3.355.000	4.402.000	3.355.000	4.402.000	3.732.640	3.732.640	3.732.640	0	1.478.258
Travels, secondments, transfers	20.06	2.815.000	3.473.580	2.815.000	3.473.580	2.788.160	2.788.160	2.788.160	0	2.823.184
Domestic travels, secondments, transfers	20.06.01	315.000	512.000	315.000	512.000	375.321	375.321	375.321	0	374.586
Travels abroad	20.06.02	2.500.000	2.961.580	2.500.000	2.961.580	2.412.839	2.412.839	2.412.839	0	2.448.598
Lab materials	20.09	325.000	286.000	325.000	286.000	264.185	264.185	264.185	0	268.570
Lab materials	20.09.00	325.000	286.000	325.000	286.000	264.185	264.185	264.185	0	268.570
Books, publications and documentary	20.11	57.000	67.000	57.000	67.000	62.011	62.011	62.011	0	990

material										
Books, publications and documentary material	20.11.00	57.000	67.000	57.000	67.000	62.011	62.011	62.011	0	990
Professional training	20.13	43.000	43.000	43.000	103000	92.579	92.579	92.579	0	94.508
Professional training	20.13.00	43.000	103.000	43.000	103.000	92.579	92.579	92.579	0	94.508
Other expenses	20.30	5.059.000	6.465.275	5.059.000	6.465.275	5.572.634	5.672.634	5.572.634	0	5.413.912
Non-life insurance premiums	20.30.03	55.000	65.000	55.000	65.000	54.425	54.425	54.425	0	54.425
Rents	20.30.04	14.000	19.480	14.000	19.480	16.334	16.334	16.334	0	18.466
Other asset- and service-related expenses	20.30.30	4.990.000	6.380.795	4.990.000	6.380.795	5.501.875	5.501.875	5.501.875	0	5.341.021
TITLE VIII PROJECTS FINANCED FROM NON-REIMBURSABLE EXTERNAL FUNDS (FEN) POST-ACCESSION	56	7.000.000	14.000.000	7.000.000	14.000.000	13.993.389	13.993.389	13.993.389	0	15.448.561
Programmes under the European Regional Development Fund (FEDR)	56.01	0	0	0	0	0	0	0	0	1.682.047
National financing	56.01.01	0	0	0	0	0	0	0	0	1.682.047
Programmes under the European Social Fund (FSE)	56.02	0	0	0	0	0	0	0	0	36.265
National financing	56.02.01	0	0	0	0	0	0	0	0	36.265
Other post-accession facilities and tools	56.16	0	0	0	0	0	Q	0	0	46.680
Non-reimbursable external financing	56.16.02	0	0	0	0	0	0	0	0	46.680
Other community programmes financed between 2021-2027	56.72	7.000.000	14.000.000	7.000.000	14.000.000	13.993.389	13.993.389	13.993.389	0	13.683.569
Non-reimbursable external financing	56.72.02	7.000.000	14.000.000	7.000.000	14.000.000	13.993.389	13.993.389	13.993.389	0	13.683.569
TITLE IX SOCIAL WORK	57	1.448.500	1.712.700	1.448.500	1.712.700	1.244.989	1.244.989	1.244.989		6.252.769
Social aids	57.02	1.448.500	1.712.700	1.448.500	1.712.700	1.244.989	1.244.989	1.244.989		6.252.769
Social aids in money	57.02.01	100.000	100.000	100.000	100.000	56.194	56.194	56.194		56.194
Social aids in nature	57.02.02	1.348.500	1.612.700	1.348.500	1.612.700	1.188.795	1.188.795	1.188.795		6.196.575
TITLE X PROJECTS FINANCED FROM NON-REIMBURSABLE EXTERNAL FUNDS UNDER THE 2014-2020 FINANCIAL FRAMEWORK	58	0	0	0	0	0	0	0	0	91.932
Other post-accession facilities and tools (AFIP)	58.16	0	0	0	0	0	0	0	0	91.932

Non-reimbursable external financing	58.16.02	0	0	0	0	0	0	0	0	91.932
TITLE XI OTHER EXPENDITURE	59	54.700.402	69.735.336	54.700.402	69.735.336	68.237.008	68.237.008	68.237.008	0	68.110.319
Scholarships	59.01	53.200.402	67.975.874	53.200.402	67.975.874	66.653.304	66.653.304	66.653.304	0	66.653.304
Scholarships	59.01.00	53.200.402	67.975.874	53.200.402	67.975.874	66.653.304	66.653.304	66.653.304	0	66.653.304
Amounts for unemployed disabled people	59.40	1.500.000	1.500.000	1.500.000	1.500.000	1.455.955	1.455.955	1.455.955	0	1.457.015
Amounts for unemployed disabled people	59.40.00	1.500.000	1.500.000	1.500.000	1.500.000	1.455.955	1.455.955	1.455.955	0	1.457.015
Taxes, fees and fines due to the general consolidated budget	59.44	0	259.462	0	259.462	127.749	127.749	127.749	0	0
Taxes, fees and fines due to the general consolidated budget	59.44.00	0	259.462	0	259.462	127.749	127.749	127.749	0	0
TITLE XIII PROJECTS FINANCED FROM THE AMOUNTS RELATED TO THE LOAN COMPONENT OF PNRR	61	1.813.253	17.774.013	1.813.253	17.774.013	17.683.303	17.683.303	17.683.303	0	2.931.217
Funds from refundable loans	61.01	1.638.700	15.051.101	1.638.700	15.051.101	14.960.394	14.960.394	14.960.394	0	2.562.752
Funds from refundable loans	61.01.00	1.638.700	15.051.101	1.638.700	15.051.101	14.960.394	14.960.394	14.960.394	Q	2.562.752
VAT-related amounts	61.03	174.553	2.722.912	174.553	2.722.912	2.722.909	2.722.909	2.722.909	2.722.909	368.465
VAT-related amounts	61.03.00	174.553	2.722.912	174.553	2.722.912	2.722.909	2.722.909	2.722.909	0	368.465
70. CAPITAL EXPENDITURE (70 = 71 + 72 + 75)	70	15.680.000	16.500.000	15.680.000	16.500.000	15.813.524	15.813.524	15.813.524	0	39.568.606
TITLE XV NON-FINANCIAL ASSETS (71.01 + 71.02)	71	15.680.000	16.500.000	15.680.000	16.500.000	15.813.524	15.813.524	15.813.524	0	339.568.606
Fixed assets	71.01	15.680.000	16.500.000	15.680.000	16.500.000	15.813.524	15.813.524	15.813.524	0	39.568.606
Buildings	71.01.01	11.680.000	12.500.000	11.680.000	12.500.000	11.950.181	11.950.181	11.950.181	0	30.931.823
Cars, equipment and means of transport	71.01.02	3.800.000	3.800.000	3.800.000	3.800.000	3.760.111	3.760.111	3.760.111	0	4.509.924
Furniture, office appliances and other tangible assets	71.01.03	100.000	100.000	100.000	100.000	72.961	72.961	72.961	72.961	260.090
Other fixed assets	71.01.30	100.000	100.000	100.000	100.000	30.271	30.271	30.271	0	3.866.769
TITLE XXI PAYMENTS MADE IN PREVIOUS YEARS AND RECOVERED IN THE CURRENT YEAR	85	0	0	0	0	-1.268.212	-1.268.212	-1.268.212	0	0
Payments made in previous years and recovered in the current year	85.01	0	0	0	0	-1.268.212	-1.268.212	-1.268.212	0	0
Payments made in previous years and recovered in the current year, related to the										

current expenditure and financial operations of other public institutions	85.01 .03	0	0	0	0	-1.268.212	-1268.212	-1.268.212	0	0
--	-----------	---	---	---	---	------------	-----------	------------	---	---

We hereby certify the accuracy of the reported data, as well as the fact that they are based on up-to-date synthetic and analytical accounting records under the applicable rules and regulations.

Rector,
Prof. Eng. Ioan Vasile ABRUDAN, PhD
Illegible signature
Stamp of Transilvania University of Braşov

Director of the Financial-Accounting
Department,
Ec. Elena Iuliana BANCUI
Illegible signature

Table 2. Financial statement on the University's Treasury accounts on 29.02.2012 and 28.02.2025

Financing Source	Available funds on 29.02.2012 (RON)	Available funds on 28.02.2025 (RON)
UNITBV's own revenue	2.536.911	49.018.503
Self-financing, of which:	3.380.783	38.222.241
Research	1.603.667	9.133.767
Dormitories – CA	1.637.054	28.856.519
Microproduction	140.062	231.955
Core financing	6.335.963	81.257.717
Special purposes, of which:	5.776.660	29.435.845
CA subsidy	626.707	437.102
Student scholarships	3.632.712	12.432.641
Student transport	523.305	6.526.107
Investment objects	988.432	7.253.097
Endowment and restoration	-	2.758.593
Accommodation subsidies	5.505	28.289
Aid for personal computes	-	15
ROSE Projects	-	6.942
FEN Projects	3.441.193	-243.097
International projects	-	85.169
Total	21.471.510	197.783.320

Table 3 shows (according to the data supplied by the Technical and Administrative Department) the status of the main works of arrangement, respectively restoration and repair brought to the educational facilities in 2024, based on budget grants from the relevant Ministry, and primarily on UNITBV's own incomes. It is worth mentioning that in the complementary contract, which was approved and signed by the central public authority for higher education, the amount envisaged (and received by the university) for endowments and other investments/restorations was 1.500.000 RON. In 2024, a purchase worth 3.000.503,66 RON was made, that is, Mahmudia didactic facility.

Table 3 - Status of the main arrangement, restoration and repair works to the didactic and research facilities in 2024

No.	University building	Value including VAT
1.	Arrangements/endowments to the dormitory and canteen spaces	3.829.504,05
2.	Arrangements of the didactic spaces in N building	2.873.289,77
3.	Research & Development Institute (ICDT)	2.525.168,94
4.	Dormitory-hotel – U building	1.708.552,40
5.	Arrangements of C.T. Colina Campus	1.539.870,91
6.	Arrangements of the didactic spaces in T building	1.243.215,84
7.	Arrangements of TIGAI Didactic Facility	1.147.031,23
8.	Arrangements of the didactic spaces in S building	1.031.343,94

No.	University building	Value including VAT
9.	Arrangements of the didactic spaces in U building / "Sergiu T. Chiriacescu" Conference Centre	660.212,16
10.	Improvements of the road to and from Colina Campus	650.099,12
11.	Arrangements of the didactic spaces in W building	611.615,86
12.	Arrangements of the Rectorate building	417.182,27
13.	Arrangements of the didactic spaces in P building	399.374,05
14.	Arrangements of the didactic spaces in V building	383.736,35
15.	Arrangements of the didactic spaces in H building	352.421,37
16.	Arrangements of the didactic spaces in K building	351.391,97
17.	Arrangements of the didactic spaces in J building	305.293,98
18.	Arrangements of the didactic spaces in A building	247.750,35
19.	Arrangements of the didactic spaces in G building	240.209,37
20.	Arrangements of the didactic spaces in D building	122.569,43
21.	Arrangements of Sânpetru Didactic Facility	183.021,88
22.	Arrangements of the didactic spaces in C building	97.851,02
23.	Arrangements of the didactic spaces in R building	92.826,36
24.	Arrangements of the didactic spaces in Z building	66.096,32
25.	Arrangements of the didactic spaces in L building	59.336,81
26.	Arrangements of the didactic spaces in F building	34.595,94
27.	Arrangements of the didactic spaces in I building	13.464,73
28.	Arrangements of the didactic spaces in B building	8.568,00
29.	Arrangements of Gârcini Didactic Facility	7.331,90

To date, in the EU-funded projects (POSCCE and POSDRU), the university has directly received notifications and minutes of deficiencies and claims as regards the application of corrections, in the amount of 2.406.104,61 RON. It is worth mentioning that, since 2019, no more correction-application minutes have been recorded for the university's projects.

Out of the total amount set in the minutes of deficiency ascertainment and correction establishment, the university has paid so far, in order to avoid late payment penalties, the amount of 486.411,97 RON (equivalent value of the corrections) and a bail of 144.248,46 RON in order to have the execution of the debt instrument in position 1, Table 4, suspended (the amount suspended from payment - 1.442.484,64 RON); respectively, the amount of 177.810 RON was paid by the main beneficiaries of the projects in which the university was a partner, and the amount of 299.398,00 RON (namely the payment difference for the equipment SC NITECH SRL - POS CCE 11/01.03.2009 ICDT) was entered on the university's ineligible co-financing.

Following the definitive completion of the file no. 913/2/2013**, the High Court of Cassation and Justice annulled the sentence of the Bucharest Court of Appeal no. 195/26.05.2021 (through which the Correction Note no. 8427/2012 had been annulled for the second time); therefore, the university had to pay, in order to avoid late payment penalties, the amount of 1.298.236,18 RON (the difference up to 1.442.484,64 RON being covered by the bail deposited with the Bucharest Court of Appeal in 2013). Since it is about a higher equivalent value of the

University's ineligible co-financing for building the Research and Development Institute (with the Correction Note no. 8427/2012 being about the auctioning procedures for the construction contract of ICDT), the amount of 1.442.484,64 RON was paid from UNITBV's own revenue (HS no.53/23.10.2023).

Out of the 486.411,97 RON, which are the amounts credited for payment in order to avoid penalties and which are judicially challenged, the university has recovered so far 203.287,20 RON (doctoral scholarships returned by the expelled doctoral students), and respectively, the courts of law have cancelled so far the amounts of 213.518,96 RON (irrevocably extinguished debts), with those amounts being recovered from the relevant ministries in 2019; just the same, the amount of 2.748 RON is now cancelled by a final judgment.

Out of the total of applied corrections (para. 2), the amount of 1.816.249,63 RON refers to the corrections applied for non-compliance with the procedures on the procurement of equipment/works/services (including the amount of 299.398 RON as partial equivalent value of the equipment purchased from SC NITECH SRL, rejected for reimbursement out of the total value of the equipment worth 1.197.592 RON, and entered as an ineligible project expense by Senate Decision, given that the purchased equipment remained in the university - to which the amount of 13.233,71 RON also adds as expenses for the ICDT building site management, as well as an auditor instalment - an amount definitively charged to the university by the sentences of ICCJ and undertaken as ineligible project-related expenses).

Table 4. Notifications and minutes on deficiencies and financial corrections in the POSCCE and POSDRU projects challenged in Court and not completed

No.	Project	Debt instrument	Amount (RON)	Administrative appeal	Judicial appeal	Debt payment-related observations	Approaches
1.	POSDRU 87/60891 DIDATEC Beneficiary UT Cluj, Partner UNITBV Equipment and salaries	Minutes of deficiencies and related correction UNITBV	67.893,00 RON	The beneficiary made an administrative appeal - rejected	It was challenged by UT Cluj – File lodged in first instance to the Court of Appeal Cluj, which obliges MEN-OIPOSDRU to settle the appeal against the minutes of deficiencies. Appeal – ICCJ – admits the appeal of UT Cluj, obliges MEN-OIPOSDRU to reimburse the amounts in the letter of information, implicitly to reimburse the amount to UNITBV as well.	Suspended payment of corrections	Debt under recovery, an approach coordinated by UT Cluj - uncompleted
2.	POSDRU 107/76945 The project members' salaries declared as ineligible	Minutes of deficiencies and correction 7659/ 2016	32.820,26 RON	Appeal rejected	File 2367/2/2017 First instance - Bucharest Court of Appeal – dismisses the action. ICCJ - admits the appeal declared by the university, quashes and submits for retrial to Bucharest Court of Appeal File 2367/2/2017* - rejects the University's action. An appeal was filed, pending trial at ICCJ Appeal – ICCJ – rejects the appeal, Decision no. 5246/10.11.2023.	Paid from UNITBV's own revenue Senate Decision no.7/30.09.2016 point IV.7	

3. Study programmes

The University provides bachelor's, master's and doctoral study programmes, as well as continuing education programmes, in the full-time, distance-learning and part-time education system (<https://www.unitbv.ro/facultati.html> > Programe de studii).

In the 2024-2025 academic year, 21,711 students were enrolled in the bachelor's, master's and doctoral study programmes, full-time, part-time and distance-learning forms of education (Table 5), compared to the 2023-2024 academic year, when 20,885 students were enrolled. In early academic year, 548 doctoral students were enrolled (380 full-time and 168 part-time), compared to the 2023-2024 academic year, when 540 doctoral students were enrolled (364 full-time and 176 part-time).

Table 5. Number of students enrolled in the 2024-2025 academic year

FACULTIES	TOTAL	Full-time						Part-time				Distance learning
		BUDGET			SELF-FINANCING			BUDGET	SELF-FINANCING			SELF-FINANCING
		L	M	D	L	M	D	D	L	M	D	L
Total per University	21,711	10,715	2,700	150	3,879	702	230	76	1,152	103	92	1,912
IM	1,848	857	230	13	74	6	20	6	565	69	8	
ITMI	1,164	679	182	15	47	18	14	7			6	196
SIM	310	182	84	7	17	8	3	5			4	
IESC	1,951	1412	245	25	206	15	37	5			6	
SEF	826	484	120	6	45	17	19	15			26	94
DMIL	289	178	30	5	8	6	4		55		3	
CT	637	392	59	1	168	12	2	2			1	
AT	746	547	127		66	4	1				1	
DPM	1,160	902	166	4	62	4	8	9			5	
MI	1,121	585	222	9	121	23	10	2			1	148
LT	1,144	521	110	10	225	11	17	4		34	2	210
EFSM	898	351	155	6	167	34	3	2	175		5	
SEAA	3,112	859	368	15	798	142	23	5			4	898
PSE	1,405	328	161		428	122						366
DR	1,697	540	136		563	101			357			
SC	1,346	599	114	5	535	89	1	3				
MD	1,791	1,131	132	24	334	82	62	11			15	
MZ	266	168	59	5	15	8	6				5	

Transilvania University of Braşov provides 98 bachelor's degree programmes (81 full-time, respectively 17 part-time/distance-learning), 84 master's degree programmes (81 full-time and 3 part-time) and 24 doctoral fields in the 2024-2025 academic year. Their dynamics in recent years is shown in Table 6.

Table 6. Dynamics of the number of study programmes (according to the Official Gazette)

Academic year	Study Programmes					Doctoral fields
	Bachelor's degree			Master's degree		
	IF*	IFR*	ID*	IF*	IFR*	
2020/2021	83	6	11	71	5	18
2021/2022	84	6	11	75	4	18
2022/2023	83	6	11	80	3	21
2023/2024	81	6	11	83	3	22
2024/2025	81	6	11	81	3	24

*Full-time education (IF), distance learning (ID) and part-time education (IFR)

In the coming years, the structure of the study programmes will be further revised, in accordance with the general and specific standards of ARACIS, but also with the need to streamline the didactic process.

Compared to the previous academic year, three master's study programmes were removed from the university's structure, simultaneously with the establishment of the master's study programme *Gastronomic Engineering (taught in English)*.

Study programmes in international languages will be further established, with a view to attracting international students.

The years of study of the bachelor's programmes with less than 25 enrolled students dropped to 53 (of which 46 full-time and 7 distance-learning/part-time) (Table 7), compared to the 2023-2024 academic year, with 74 study programmes (of which 66 full-time and 8 distance-learning/part-time), and compared to the previous years' figures: 2022-2023 - 76 study programmes (of which 67 full-time and 9 distance-learning/part-time); the year 2021-2022 - 61 study programmes (of which 51 full-time and 10 distance-learning/part-time); 2020-2021 - 74 study programmes (of which 62 full-time and 12 distance-learning/part-time); 2019-2020 - 99 study programmes (of which 85 full-time and 14 distance-learning/part-time); 2018-2019 - 81 study programmes (69 full-time and 12 distance-learning/part-time); 2017-2018 - 108 study programmes (94 full-time and 14 distance-learning/part-time), 2016-2017 - 126 study years (102 full-time and 24 distance-learning/part-time), respectively 2015-2016 - 121 study years (96 full-time and 25 distance-learning/part-time).

It is also worth noting that this list includes, for the current academic year, 7 series of 24 students each; accordingly, the situation has obviously improved.

Table 7. List of bachelor's programmes and years of study with less than 25 students in the 2024-2025 academic year

No.	Form of education	Faculty	Department	Study programme	Language of teaching	Year of study	No. of students
1.	IF	IM	ATR	Automotive Engineering	E	4	19
2.	IF	ITMI	IMI	Digital Production Systems	R	3	7
3.	IF	ITMI	IF	Manufacturing Engineering	R	3	16
4.	IF	ITMI	IF	Manufacturing Engineering	R	4	23
5.	IF	ITMI	IMI	Industrial Economic Engineering	R	4	20

No.	Form of education	Faculty	Department	Study programme	Language of teaching	Year of study	No. of students
6.	IF	SIM	SM	Materials Science	R	1	23
7.	IF	SIM	SM	Materials Science	R	4	9
8.	IF	SIM	IMS	Industrial Safety Engineering	R	1	24
9.	IF	SIM	IMS	Industrial Safety Engineering	R	2	15
10.	IF	SIM	IMS	Industrial Safety Engineering	R	3	20
11.	IF	SIM	IMS	Industrial Safety Engineering	R	4	23
12.	IF	SIM	IMS	Welding Engineering	R	1	24
13.	IF	SIM	IMS	Welding Engineering	R	2	14
14.	IF	SIM	IMS	Welding Engineering	R	3	8
15.	IF	SIM	IMS	Welding Engineering	R	4	7
16.	IF	SIM	SM	Entrepreneurship in Materials Engineering	R	2	20
17.	IF	SIM	SM	Entrepreneurship in Materials Engineering	R	3	12
18.	IF	IESC	ATI	Robotics	R	4	24
19.	IF	SEF	SIL	Wildlife Management	R	3	17
20.	IF	SEF	SIL	Wildlife Management	R	4	18
21.	IF	DMIL	PLD	Wood Processing Engineering	R	3	22
22.	IF	DMIL	PLD	Wood Processing Engineering	R	4	16
23.	IF	DMIL	PLD	Wood Products Engineering and Design	R	3	21
24.	IF	DMIL	PLD	Wood Products Engineering and Design	R	4	24
25.	IF	CT	IC	Railways, Roads and Bridges	R	2	20
26.	IF	CT	IC	Railways, Roads and Bridges	R	3	22
27.	IF	CT	IC	Railways, Roads and Bridges	R	4	19
28.	IF	AT	IMAT	Food Engineering	R	3	22
29.	IF	AT	IMAT	Food Engineering	R	4	16
30.	IF	DPM	DMM	Industrial Environmental Engineering and Protection	R	2	22
31.	IF	DPM	DMM	Industrial Environmental Engineering and Protection	R	3	22
32.	IF	DPM	DMM	Industrial Environmental Engineering and Protection	R	4	16
33.	IF	DPM	DMM	Industrial Design – taught in English	E	3	22
34.	IF	DPM	DMM	Industrial Design - taught in English	E	4	17
35.	IF	DPM	DMM	Engineering of Renewable Energy Systems	R	3	24
36.	IF	DPM	DMM	Engineering of Renewable Energy Systems	R	4	13
37.	IF	DPM	DMM	Mechatronics	R	3	22
38.	IF	DPM	DMM	Mechatronics	R	4	17
39.	IF	DPM	DMM	Optometry	R	2	23
40.	IF	DPM	DMM	Optometry	R	4	20
41.	IF	MI	MI	Mathematics – Computer Science	R	3	22
42.	IF	LT	LSC	Chinese Language and Literature – A Modern Language and Literature (English, French, German) / Romanian Language and Literature	C	2	20
43.	IF	LT	LSC	Chinese Language and Literature – A Modern Language and Literature (English, French, German) / Romanian Language and Literature	C	3	22
44.	IF	MZ	IPM	Music	R	1	24
45.	IF	MZ	IPM	Music	R	2	21
46.	IF	MZ	IPM	Music	R	3	15
47.	IFR	DMIL	PLD	Wood Processing Engineering	R	1	17
48.	IFR	DMIL	PLD	Wood Processing Engineering	R	2	15

No.	Form of education	Faculty	Department	Study programme	Language of teaching	Year of study	No. of students
49.	IFR	DMIL	PLD	Wood Processing Engineering	R	3	13
50.	IFR	EFSM	EFMS	Physical Education and Sport	R	3	11
51.	IFR	EFSM	PM	Sports and Motor Performance	R	3	19
52.	ID	SEF	SIL	Wildlife Management	R	2	24
53.	ID	SEF	SIL	Wildlife Management	R	4	11

As regards the master's study programmes, a slight increase in attractiveness compared to the previous years is noticeable. The number of master's programmes with less than 25 students/year of study dropped by 7 units compared to the previous academic year. In the 2024-2025 academic year, there are 72 years of study for the master's programmes/paths with less than 25 students (Table 8). Among these groups, 14 have over 20 students. The comparison with the previous years is as follows: 2023-2024 - 79 years of study; 2022-2023 - 81 years of study, 2021-2022 - 69 years of study, 2020-2021 - 66 years of study, just as in 2019-2020, 2018-2019 - 64 years of study, the academic year 2017-2018 - 81 years of study, respectively, 71 years of study in 2016-2017, 72 years of study in 2015-2016, 71 years of study in the 2014-2015 academic year and 54 years of study in 2013-2014.

In relation to the minimum number of 15 students enrolled in each programme, there are only 40 programmes/years of study with less than 15 students (of these, 4 are part-time programmes). A constant of the university's pursuits remains to continuously adapt the content of the academic disciplines, to involve specialists from outside the university (from abroad as well) and to collaborate with the economic and socio-cultural environment; these are key points of action in increasing the attractiveness of master's study programmes.

Table 8. List of master's study programmes and years of study with less than 25 students in the 2024-2025 academic year

No.	Form of education	Faculty	Department	Study programme	Language of teaching	Year of study	No. of students
1.	IF	IM	ATR	Motor Vehicle and Future Technologies	R	2	13
2.	IF	IM	ATR	Virtual Engineering in Automotive Design	E	1	6
3.	IF	IM	ATR	Virtual Engineering in Automotive Design	E	2	10
4.	IF	IM	ATR	Command and Control Systems for Motor Vehicles	R	1	15
5.	IF	IM	ATR	Command and Control Systems for Motor Vehicles	R	2	21
6.	IF	IM	IMEC	Practical Integrated Methods for Propulsion Systems Engineering	E	1	5
7.	IF	IM	IMEC	Practical Integrated Methods for Propulsion Systems Engineering	E	2	4
8.	IF	IM	IMEC	Simulation and Testing in Mechanical Engineering	R	1	24
9.	IF	IM	IMEC	Simulation and Testing in Mechanical Engineering	R	2	11
10.	IF	ITMI	IF	Engineering of Advanced Manufacturing Processes	R	1	14
11.	IF	ITMI	IF	Engineering of Advanced Manufacturing Processes	R	2	10
12.	IF	ITMI	IMI	Industrial Business Management	R	1	23
13.	IF	ITMI	IMI	Industrial Business Management	R	2	24

No.	Form of education	Faculty	Department	Study programme	Language of teaching	Year of study	No. of students
14.	IF	SIM	SM	Engineering and Management of Advanced Materials	R	1	15
15.	IF	SIM	SM	Engineering and Management of Advanced Materials	R	2	10
16.	IF	SIM	IMS	Occupational Safety and Health Engineering	R	1	24
17.	IF	SIM	IMS	Occupational Safety and Health Engineering	R	2	18
18.	IF	SIM	SM	Welding Engineering of Advanced Materials	R	1	14
19.	IF	SIM	SM	Welding Engineering of Advanced Materials	R	2	11
20.	IF	IESC	EC	Advanced Electrical Systems (taught in English)	E	1	19
21.	IF	IESC	EC	Cyber Security	E	2	22
22.	IF	SEF	EFAP	Forest Ecosystem Management	R	2	20
23.	IF	SEF	EFAP	Multiple Purpose Forestry	E	1	15
24.	IF	SEF	EFAP	Multiple Purpose Forestry	E	2	8
25.	IF	DMIL	PLD	Furniture Eco-design and Restoration	R	1	11
26.	IF	DMIL	PLD	Wood Technologies for Building	R	1	13
27.	IF	DMIL	PLD	Wood Technologies for Building	R	2	12
28.	IF	CT	IC	Sustainable Construction Engineering	R	1	12
29.	IF	CT	IC	Sustainable Construction Engineering	R	2	12
30.	IF	CT	IPC	Building Services for Energy Efficient Buildings	R	1	15
31.	IF	CT	IC	Project Management in Urban Regeneration	E	1	13
32.	IF	CT	IC	Project Management in Urban Regeneration	E	2	11
33.	IF	AT	IMAT	Gastronomic Engineering	E	1	6
34.	IF	DPM	DMM	Integrated Environmental Management	R	1	18
35.	IF	DPM	DMM	Integrated Environmental Management	R	2	12
36.	IF	DPM	DMM	Product Design for Sustainable Development and Environmental Protection	R	2	18
37.	IF	MI	MI	Mobile Applications and Internet Technologies in E-Business	G	2	19
38.	IF	MI	MI	Fundamental Mathematical Structures	R	1	15
39.	IF	MI	MI	Fundamental Mathematical Structures	R	2	13
40.	IF	LT	LSC	Cultural Innovation	R	2	23
41.	IF	LT	LSC	Studies of French Language and Culture	F	1	6
42.	IF	LT	LSC	Intercultural Studies of German Language and Literature	G	1	7
43.	IF	LT	LSC	Intercultural Studies of German Language and Literature	G	2	4
44.	IF	LT	LTA	Studies of Romanian Language and Literature	R	1	17
45.	IF	LT	LTA	Studies of Romanian Language and Literature	R	2	15
46.	IF	LT	LTA	Language Studies for Intercultural Communication (taught in English)	E	1	8
47.	IF	LT	LTA	Language Studies for Intercultural Communication (taught in English)	E	2	12
48.	IF	EFSM	EFMS	School Physical Education and Leisure Motor Activities	R	1	21

No.	Form of education	Faculty	Department	Study programme	Language of teaching	Year of study	No. of students
49.	IF	EFSM	EFMS	School Physical Education and Leisure Motor Activities	R	2	15
50.	IF	EFSM	PM	Human Performance in Sports Training (taught in English)	E	1	14
51.	IF	EFSM	PM	Human Performance in Sports Training (taught in English)	E	2	12
52.	IF	SEAA	MTSAI	Business Administration in Tourism	R	1	19
53.	IF	PSE	PSE	Work and Organizational Psychology and Human Resources	R	2	23
54.	IF	PSE	PSE	Educational Psychology, School and Vocational Counselling	R	2	23
55.	IF	PSE	PSE	Human Resource Training and Management in Education	R	2	20
56.	IF	PSE	PSE	Early Education and Primary School Psychopedagogy	R	1	15
57.	IF	PSE	PSE	Early Education and Primary School Psychopedagogy	R	2	11
58.	IF	DR	DRT	European Legislation and Judicial Careers	R	2	20
59.	IF	DR	DRT	Systems and Institutions of European and International Public Law	R	1	14
60.	IF	DR	DRT	Systems and Institutions of European and International Public Law	R	2	12
61.	IF	SC	SSC	Community Assistance and Development	R	2	23
62.	IF	MED	SMC	Traditional Chinese Medicine	E	1	19
63.	IF	MZ	IPM	Music Therapy	R	1	8
64.	IF	MZ	IPM	Music Therapy	R	2	15
65.	IF	MZ	IPM	Musical Art and Techniques in the 20th Century	R	1	7
66.	IF	MZ	IPM	Musical Art and Techniques in the 20th Century	R	2	7
67.	IF	MZ	IPM	Style and Interpretation in Instrumental and Vocal Performance	R	1	16
68.	IF	MZ	IPM	Style and Interpretation in Instrumental and Vocal Performance	R	2	14
69.	IFR	LT	LTA	Culture and Discourse in the Anglo-American World	E	1	8
70.	IFR	LT	LTA	Culture and Discourse in the Anglo-American World	E	2	10
71.	IFR	LT	LTA	Romanian Language and Literature. Identity and Multiculturalism	R	1	11
72.	IFR	LT	LTA	Romanian Language and Literature. Identity and Multiculturalism	R	2	5

A priority of the coming years will continue to be the habilitation of the university's teaching personnel, with a view to maintaining the 24 approved doctoral fields and having new fields accredited, given the large number of bachelor's degree fields compared to the fields in which the university has the right to organise doctoral studies.

The university will also focus on raising funds for the doctoral and postdoctoral activities.

4. The institution's personnel. Vacant positions

At the beginning of the 2024-2025 academic year, the situation of the teaching positions in the job title list (<https://intranet.unitbv.ro/Secretariat/Plan-invatamant-CD#/rapoarte>) is, compared to the previous years, as shown by the data in Table 9.

There is an increase in the total number of positions compared to last year, as caused by retirements, employments and the occupation of most vacant workloads, within the maximum level established by law.

Table 9. Teaching positions

Total positions	of which		No. positions Professor			No. positions Associate Professor			No. positions Lecturer			No. positions Assistant Professor			No. positions Assistant Lecturer		
	O	V	T	O	V	T	O	V	T	O	V	T	O	V	T	O	V
2024-2025																	
1708	722	986	275	183	92	280	221	59	908	254	654	245	64	181	-	-	-
2023-2024																	
1631	710	921	218	182	36	266	217	49	901	253	648	246	58	188	-	-	-
2022-2023																	
1631	696	935	254	182	72	263	204	59	893	261	632	221	49	172	-	-	-
2021-2022																	
1672	688	984	249	175	74	262	206	56	956	260	696	205	47	158	-	-	-
2020-2021																	
1764	721	1043	277	195	82	259	209	50	998	270	728	230	47	183	-	-	-
2019-2020																	
1522	735	787	274	198	76	249	205	44	836	271	565	163	61	102	-	-	-
2018-2019																	
1554	735	819	273	200	73	250	202	48	854	269	585	177	64	113	-	-	-
2017-2018																	
1501	730	771	267	193	74	242	199	43	815	267	548	177	71	106	-	-	-
2016-2017																	
1559	741	881	274	187	87	255	197	58	834	281	553	196	76	120	-	-	-
2015-2016																	
1440	725	715	241	186	55	247	182	65	735	278	457	217	79	138	-	-	-
2014-2015																	
1341	764	577	229	182	47	233	174	59	660	290	370	188	87	101	31	31	-
2013-2014																	
1350	785	565	215	175	40	222	174	48	651	299	350	231	101	127	36	36	-
2012-2013																	
1393	788	605	204	182	22	179	145	34	690	301	389	285	125	160	35	35	-
2011-2012																	
1463	800	663	205	193	12	158	146	12	767	284	483	293	137	156	40	40	-

At the beginning of the 2024-2025 academic year, the tenured academic teaching personnel amounted to 722 (of whom 91 with a fixed-term employment contract, including the French Lecturer). The evolution of the institution's personnel is shown in Table 10, which indicates the situation on 1.03.2025.

Table 10. Staffing situation (LF = French Lecturer, M = mentor)

Tenured academic personnel		Auxiliary teaching personnel	Administrative (TESA) staff	TOTAL
Teaching personnel	Research personnel			
01.03.2025				
739 (644 + 95)	56 (7+49)	312 (268 + 44)	245 (232 + 13)	1352 (1151 + 201)
01.10.2024				
722 (631+91) + OLF	53 (7+46)	305 (268+37)	240 (228+12)	1320 (1134 + 186)
01.03.2024				
708 (623 + 85) + 1LF	51 (7+44)	309 (274 + 35)	240 (230 + 10)	1309 (1134 + 175)

01.10.2023				
710 (624+86) + 1LF	57 (7+50)	344 (278+66)	235 (223+12)	1347 (1132 +215)
01.03.2023				
706 (627 + 79)	61 (5 + 56)	341 (277 + 64)	242 (227 + 15)	1350 (1136 + 214)
01.10.2022				
696 (621 + 75)	66 (5 + 61)	353 (290 + 63)	237 (224 + 13)	1352 (1140 + 212)
01.03.2022				
702 (633 + 69) + 1LF	58 (6 + 52)	356 (292 + 64)	236 (228 + 8)	1353 (1159 + 193)
01.10.2021				
692 (637 + 55) + 1LF	55 (49 + 6)	327 (290 + 37)	238 (232 + 6)	1313 (1208 + 104)
01.03.2021				
731 (678 + 53) + 1LF + 1M	44 (6 + 38)	320 (291 + 29)	237 (229 + 8)	1334 (1204 + 130)
01.10.2020				
721 (670 + 51) + 1LF + 2M	38 (6 + 32)	320 (291 + 29)	238 (229 + 9)	1320 (1196 + 124)
01.03.2020				
735 (675 + 60) + 1LF + 2M	44 (5 + 39)	333 (297 + 36)	239 (231 + 8)	1354 (1208 + 146)
01.10.2019				
735 (675 + 60) + 1LF + 2M	39 (5 + 34)	321 (299 + 22)	242 (232 + 10)	1339 (1211 + 128)
01.03.2019				
735 (670 + 65) + 1LF + 2M	37 (5 + 32)	322 (298 + 24)	210 (200 + 10)	1307 (1173 + 134)
01.10.2018				
726 (662 + 64) + 1LF + 2M	51 (6 + 45)	310 (297 + 13)	212 (202 + 10)	1301 (1167 + 135)
01.03.2018				
727 (662 + 65) + 1LF	29 (9 + 20)	311 (300 + 11)	221 (210 + 11)	1289 (1181 + 108)
01.10.2017				
730 (665 + 65) + 1LF	25 (5 + 20)	305 (295 + 10)	215 (209 + 6)	1276 (1174 + 102)
01.03.2017				
743 (684 + 59)	32 (12 + 20)	307 (300 + 7)	180 (176 + 4)	1262 (1172 + 90)
01.10.2016				
741 (685 + 56)	31 (12 + 19)	308 (301 + 7)	184 (182 + 2)	1264 (1180 + 84)
01.03.2016				
724 (691 + 33)	32 (12 + 20)	319 (312 + 7)	184 (182 + 2)	1259 (1197 + 62)
01.10.2015				
727 (692 + 35)	24 (12 + 12)	318 (314 + 4)	189 (188 + 1)	1258 (1206 + 52)
01.03.2015				
767 (749 + 18)	21 (16 + 5)	326	191	1305*
01.10.2014				
764	16	328	193	1301*
01.03.2014				
783	18	337	192	1330*
01.10.2013				
785	18	340	198	1343*
01.03. 2013				
794	16	344	211	1365
01.10. 2012				
788	16	346	216	1366
01.10. 2011				
800	0	370	233	1403

The number of research scientists with permanent employment contracts has remained the same (7 as compared to 7 last year), but the number of those with a fixed-term employment contract has increased (49 as compared to 44 on 1 March 2024). Moreover, on 1 March 2025, the total number of employees in auxiliary teaching positions rose by 3 persons compared to the same date last year, and an increase was recorded in the number of TESA employees as well (5 more compared to 1 March 2024).

According to the data supplied by the Human Resources Department, in the 2024-2025 academic year, the university concluded fixed-term employment contracts with 39 doctoral supervisors - retired/adjunct academic teaching personnel; and, in this academic year, it has 406 adjunct academic teaching personnel members and 82 internship mentors (compared to 430 in the former case - adjunct academic teaching personnel members and 144 in the latter - internship mentors in 2023-2024, and 338 in the former case and 189 in the latter in 2022-2023).

A priority of the university's management continues to be the selection of new academic teaching personnel, as reflected in the application of the university's specific internal criteria for the candidates and in the thorough verification of the positions open for competition, with a view to rigorously selecting the new employees. Moreover, measures have been taken and will be further taken in order to provide the teaching personnel with proper working conditions for smoothly conducting their academic activities, as well as in order to develop the sense of belonging to the academic community of Braşov.

5. Results of the scientific research activities

Scientific research is an essential component of the activity conducted by Transilvania University of Braşov. According to its Charter, the organization of a research centre and its development strategy rest with the department to which it belongs. The research infrastructure includes cutting-edge equipment purchased through projects and grants, and an important role in this regard is played by the PRO-DD project, financed from structural funds (a project completed in 2013). In 2024, some of the research centres benefited from financial support for the development of the research and education infrastructure (financing ensured under the PNRR project - Digitalization of Universities), an initiative that will be continued in 2025 as well. Furthermore, the project co-financed from the institutional development fund (FDI) contributed, through the arrangement of the facilities and through endowments, to the improvement of the working conditions within the University's Research and Development Institute.

The research activity financed from national and European funds is monitored through the Compartment for Project Management (<http://www.unitbv.ro/cercetare/rezultatele-cercetarii.html>), and the support framework for the technological transfer is provided through the Compartment for Intellectual Property (<http://www.unitbv.ro/cercetare/rezultatele-cercetarii/brevete-de-inventie.html>) and the Technological and Business Incubator (<http://www.unitbv.ro/cercetare/transfer-tehnologic-si-antreprenoriat/incubator-tehnologic-si-de-afaceri.html>).

The scientific research is conducted by academic teaching personnel, research scientists (whether tenured or whose activity is financed from research project budgets) and is supported through research master's and doctoral programmes (<https://unitbv.ro/cercetare/studii-doctorale/domenii-de-doctorat-si-teme.html>).

The situation of the human resource involved in doctoral activities is synthetically shown in Table 11, according to the data provided by the Interdisciplinary Doctoral School.

Table 11. Situation of the PhD supervisors and students, by doctoral fields (on 01.10.2024)

No.	Doctoral field	Doctoral theses completed in 2024	Number of doctoral supervisors	Number of full-time doctoral students		Number of part-time doctoral students	
				budgeted	self-financed	budgeted	self-financed
1.	Mechanical Engineering	8	35	13	22	6	12
2.	Industrial Engineering	2	17	11	6	7	6
3.	Forestry	8	21	6	19	15	26
4.	Materials Engineering	2	16	5	3	3	2
5.	Electrical Engineering	1	4	4	9	3	1
6.	Engineering and Management	4	9	8	13	9	7
7.	Mathematics	2	7	7	8	1	1
8.	Medicine	10	19	24	62	11	15
9.	Philology	6	10	10	17	4	2
10.	Forest Engineering	2	8	5	4	0	1
11.	Marketing	3	9	9	11	3	2
12.	Electronic Engineering, Telecommunications and Information Technology	1	7	8	11	1	2
13.	Computers and Information Technology	2	4	3	11	0	2
14.	Science of Sports and Physical Education	2	5	6	3	2	5
15.	Systems Engineering	2	3	7	3	0	1
16.	Finance	4	5	4	11	2	2
17.	Computer Science	2	4	2	2	1	0
18.	Music	10	5	5	6	0	5
19.	Sociology	0	4	5	1	3	0
20.	Mechatronics and Robotics	1	3	2	2	1	0
21.	Environmental Engineering	0	3	2	0	1	0
22.	Automotive Engineering	0	3	1	4	2	0
23.	Management	0	3	2	1	0	0
24.	Civil Engineering and Building Services	0	3	1	1	1	0
TOTAL		72	207	150	230	76	92

The number of projects implemented in the university increased in 2024 as compared to 2023, with the amount of receipts being nevertheless lower. According to the data provided by the Compartment for Project Management, 34 research projects with national financing (6 demonstrative experimental projects - PED, 2 research projects to stimulate young independent teams - TE, 2 postdoctoral research projects - PD, 5 exploratory research projects - PCE, 1 one project of transfer to the economic operator - PTE, 1 project within the CERN-RO programme, 2 projects within the ADER sectoral plan, 3 projects to reward participation in Horizon 2020 - H2020 awarding, 7

mobility projects for researchers - MC, 3 PNCD Solutions projects, 1 project of collaboration with the Republic of Moldova, 1 Biodiversity + project) were in progress during 2024, with the university's cashed budget of 3.809.770 RON, as against 5.756.844 RON in 2023, when 22 projects were implemented.

The contracts with third parties also decreased in terms of value in 2024, although their number (38 contracts) remained at the same level as compared to 2023 (37 contracts). In 2024, for the contracts with third parties, the amount of 1.547.954 RON, VAT included, was collected, as against 1.704.576 RON, VAT included, in 2023.

In 2024, 65 international projects were implemented, for which the amount of 2,615,915 euros was collected. According to the implementation cycle of the international projects, the amount collected is on the rise compared to 2023, when 62 international projects were in progress, for which the amount of 974,852 euros and 805.847 RON was collected. The year 2024 marked the highest number of projects financed through the Horizon Europe framework programme (16 projects, of which 1 project with UNITBV as coordinator and 15 projects with UNITBV as a partner), with a budget of 5,214,144 euros allocated to the university for the whole period of implementation.

Moreover, in 2024, 3 projects financed under the National Recovery and Resilience Plan (PNRR) (specifically, 1 grant - Digitalization of Universities, with a cashed budget of 17.054.009 RON, and 2 projects - Support for the Holders of Marie Skłodowska-Curie Certificate of Excellence, with a cashed budget of 616.622 RON), as well as 1 project financed under the Operational Programme for Large Infrastructure (POIM), with 92.435 RON collected in 2024, and 1 project funded under the Human Capital Operational Programme (POCU), with 1.038.928 RON collected in 2024, were financially in progress. In order to support the research activity, an institutional development project (FDI-2024-D6), with a total value of 1.301.925 RON, out of which 400.000 RON from the state budget, was financed by the Ministry of Education.

With the assistance provided by the Compartment for Intellectual Property, the patenting activity continued, and the evolution in the number of patent applications filed and patents obtained in recent years is shown in Table 12.

Table 12. Evolution of the patent applications and issued patents, in terms of number

Year	Number of submitted applications	Number of issued patents
2020	6	13
2021	9	14
2022	15	13
2023	4	8
2024	5	4

An analysis on the situation of the scientific articles published in ISI Web of Science/Clarivate Analytics-indexed journals over the last 12 years (Table 13) shows a continuing upward trend, with the quality of the journals in which they are published remaining the same (Table 14). Over the last years, the number of articles published in Open Access journals has risen sharply, with positive consequences on the visibility of the research results. In order to avoid the excessive orientation towards a limited number of publishers, internal measures are envisaged to support and foster a wider range of publishing options in the Open Access system, in compliance with the demands of the review process.

Table 13. Evolution of the papers in ISI Web of Science/Clarivate Analytics-indexed publications, in terms of number

Year*	Total ISI WoS publications	Number of scientific articles in ISI WoS journals	Number of scientific articles in <i>Metalurgia International</i> and <i>EEM (Environmental Engineering and Management Journal)</i>	Number of scientific articles in ISI journals, except <i>Metalurgia International</i> and <i>EEM</i>
2024**	883	833	0	833 (501 cdt/c)
2023	901	829	2	829 (458 cdt/c)
2022	863	769	0	769 (470 cdt/c)
2021	770	677	1	676 (542 cdt/c)
2020	721	560	6	554 (407 cdt/c)
2019	618	397	7	390 (299 cdt/c)
2018	554	324	5	319 (244 cdt/c)
2017	627	272	6	267 (154 cdt/c)
2016	451	243	8	235 (146 cdt/c)
2015	461	242	10	232 (111 cdt/c)
2014	506	189	4	185 (106 cdt/c)
2013	394	201	46	155 (78 cdt)
2012	411	144	24	120 (52 cdt)

* According to the ISI WoS indexing on 01.03.2025; cdt/c/drd = tenured academic teaching personnel/ research scientists/ doctoral students who published articles in ISI journals

** Partial data on 01.03.2025

Table 14. Situation on the number of scientific articles

Number of published articles **	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
In journals with $FI \leq 0.5$	77	50	108	77	72	82	79	70	55	72	69	78
In journals with $0.5 < FI \leq 1$	53	48	42	53	64	41	29	24	15	21	24	48
In journals with $1 < FI \leq 2$	38	46	46	52	75	91	110	110	61	51	76	95
In journals with $2 < FI \leq 3$	17	21	30	17	25	41	75	140	203	154	179	230
In journals with $3 < FI \leq 4$	6	13	7	28	19	29	26	72	136	224	179	133
In journals with $FI > 4$	10	11	9	16	17	40	78	144	207	247	302	249
Total	201	189	242	243	272	324	397	560	677	769	829	833

* According to the ISI WoS indexing on 01.03.2025

Starting from the problems of the scientific research in the university, namely rather low scientific impact of the publications, low level of accessing of the national and international research grants, small number of contracts concluded with the companies and other organizations, the actions undertaken between 2012 and 2023 were taken forward in 2024 as well, in this way:

1. To foster performance, in order to increase scientific impact and visibility, through:
 - maintenance of the ISI/Clarivate Analytics Awarding by allocating 4.000 RON/SRI item for publishing articles in ISI WoS (Clarivate Analytics)-indexed journals with $SRI > 0,1$;
 - maintenance of the adjustment within the FRACS reporting by limiting the low-impact publications and significantly multiplying the score achieved from SRI articles;
 - continuation of the programme "Fees for publishing articles in ISI/Clarivate Analytics-indexed journals",

through which the UNITBV authors are paid the fees for the articles published in ISI/Clarivate Analytics-indexed journals, under Open Access system;

- differentiated remuneration according to the articles published in ISI WoS journals (Clarivate Analytics) over the last 12 months (600 gross RON, employee and employer shares included, for each article published in journals with FI > 0,5);
 - the doctoral supervisors' differentiated remuneration (10% of the basic salary, or 15% for the theses in international languages), depending on their having published an article in ISI WoS-indexed journals over the last 12 months;
 - continuation of the internal programme "Conferences with ISI/Clarivate Analytics-indexed volumes of proceedings", within which 1.000 RON/year are allocated for eligible expenses for the participation in scientific conferences the volume of which is ISI Proceedings-indexed;
 - continuation of the internal programme "Participation in scientific events abroad", by allocating 1,500 euros for the participation in scientific events organised abroad;
 - continuation of Transilvania Fellowship programme, with two components (Transilvania Fellowship for Postdoctoral Research/Young Researchers and Transilvania Fellowship for Visiting Professors) offering residential scholarships to young high-performing researchers and to internationally renowned scholars; in the 2024 competition, 4 scholarships for Postdoctoral Research/Young Researchers and 2 scholarships for Visiting Professors were granted;
 - continuation of the programme "Doctoral scholarships for the international graduates of UNITBV", which aims at keeping the high-performing international students within the university, with a view to their developing a career in the field of research; in 2024, 7 such scholarships were granted and the actions to attract international doctoral students were taken forward;
 - identification of the research teams (groups) and main individual performers with international scientific visibility and impact;
 - maintained internal criteria of scientific performance for the promotion/entry into the system of the academic teaching personnel and research scientists.
2. To encourage the applications for national and European research grants/contracts, through:
- pay differentials for the scientific research project managers who obtained in national PNCDI and H2020/Horizon Europe competitions, for projects with UNITBV as the coordinator, at least 80% of the maximum competition score (1.000 RON gross, employee and employer shares included);
 - awarding of the project managers who obtained in PNCDI and H2020/Horizon Europe competitions at least 75% of the maximum score, with amounts that can be spent on the development of the research activity. The project managers have 1500 RON/project available, whereas the project officers/partners - the amount of 500 RON/project or FRACS score.

In 2024, two new internal programmes to boost research performance were introduced:

- "Q1 Open Access", by which the payment of the publication fee in Open Access system is provided for the articles in Q1-ranked ISI WoS/Clarivate Analytics-indexed journals offering this option (journals in Hybrid Open Access system), within the limits of 3,500 euros/article;

- "Training for Doctoral Students", which provides financial support, within the limits of 2.000 euros, for the doctoral students' participation in professional training or specialization internships.

Moreover, in 2024, with financing from the FDI-2024-D6 institutional development project, two series of events were initiated:

- the doctoral students' annual international conference - *DoCo Doctoral Conference*, which was attended by over 100 doctoral students of UNITBV;
- the series of events *UNITBV Conferences: Science in Conversation*, with the role of fostering community involvement in the research endeavours and of facilitating knowledge transfer (3 events produced in 2024, broadcast live and with recordings promoted on social media).

In 2024, following the competitions within the UNITA - Universitas Montium Alliance (one of the 65 de alliances financed by the European Commission to test and develop collaboration and governance systems based on the concept of European University), 8 *Starting Grants* projects (worth 5,000 euros/project for UNITBV) were financed for the development of the research networks. Moreover, in 2024, the steps to implement the HRS4R Action Plan were taken forward, with a view to maintaining the "HR Excellence in Research Award" European certification, and the university's involvement in the activities of the European Network of Innovative Higher Education Institutions (ENIHEI).

The partial results of the policy on the support for research, development and innovation include:

- continuing upward trend regarding the publication in ISI WoS (Clarivate Analytics)-indexed journals, in terms of both quality of the journals chosen for disseminating the research results, and number of tenured academic teaching personnel members publishing in journals with SRI and FI;
- 101 project proposals with national financing (8 projects of transfer to the economic operator, 32 demonstrative experimental (PED) projects, 6 PNCD Solution projects, 2 projects to reward the participation in Horizon 2020 (H2020 Awarding), 11 mobility for researchers (MC) projects, 11 complex bilateral projects with the Republic of Moldova, 1 project within the ADR sectoral research plan, 3 Biodiversity+ projects, 1 joint project with France, 1 project within the CERN-RO programme, 2 Technology Transfer Festival (FTT) projects, 1 Science in Schools (SS-SC) project, 4 ERANET – MAPS projects and 18 Centres of Excellence (CoEX) projects;
- 69 education and research project proposals with international funding (11 proposals within the Horizon Europe programme, 1 HU-rizont project, 1 NATO project, 4 ERANET projects, 1 G-03-2024 project, 3 Biodiversity and Transformative Change projects, 1 EEA and Norwegian grant, 1 Interreg Danube Region project, 1 National Institutes of Health project and 45 Erasmus+/ education project proposals);
- the university's higher visibility in international rankings.

6. Quality assurance within the university

The legislative framework on quality assurance is provided by:

- Law of Higher Education no. 199/2023;

- European standards and guidelines on quality assurance in higher education;
- Methodologies, guidelines and standards developed by ARACIS;
- The National Research, Innovation and Smart Specialization Strategy;
- Documents of the financing and evaluation bodies on the higher-education activities;
- Charter of Transilvania University of Braşov.

The University's evaluation- and quality-assurance processes are coordinated by the Committee for Quality Evaluation and Assurance (CEAC-U) led by the Vice-Rector for University Internationalization and Quality Evaluation. Subordinated to CEAC-U, the quality evaluation and assurance committees at department level (CEAC-D) deal with the quality management within each faculty, under the coordination of the faculty management member responsible for the quality assurance. The Quality Assurance Office supports CEAC by developing quality-assurance and evaluation mechanisms and tools, coordinates the conduct of the internal audits on the quality of the educational and administrative processes, and manages the quality-related information. Through its structure, CEAC (with components at the level of the university and its departments) fosters the quality culture and ensures the broad involvement, in an organised framework, of the academic teaching personnel and students in the actions conducted for a higher quality of the teaching and scientific research processes.

The activity of the structures responsible for quality evaluation is analysed every year, and the reports are published on the university's website.

Documents of the Quality Management System (SMC)

Within Transilvania University of Braşov, the quality evaluation and assurance system targets the entire organization, encompassing educational and scientific research processes, as well as management and support processes.

In the 2023-2024 academic year, 10 procedures were developed and revised by the Quality Assurance Office, under the coordination of CEAC-U, with the participation of all officers and main actors in the processes. The documents of SMC are available on the [intranet](#).

Internal institutional evaluation

Every year, within Transilvania University of Braşov, a process of internal evaluation on the institution is conducted by CEAC-U with the support of the Quality Assurance Office. [The Internal Evaluation Report on the Quality of the Institution for 2023-2024](#) was discussed and approved in the Senate, and is published on the university's website.

External institutional evaluation

The educational offer of Transilvania University of Braşov includes only study programmes authorised to operate provisionally or accredited study programmes.

In the 2023-2024 academic year, the Quality Assurance Office, under the coordination of CEAC-U, organised the internal evaluation of the study programmes subject to the external evaluation of ARACIS. 19 bachelor's study programmes (15 full-time, 2 distance-learning, 2 part-time) and 1 study programme for which the inclusion in

an accredited field was requested, were internally evaluated. The results of the external evaluation made by ARACIS on these study programmes are published on the university's website.

The entire process was coordinated by the Vice-Rector for University Internationalization and Quality Evaluation, with the support of the Quality Assurance Office, and aimed at: training (face to face and online) the members of CEAC (academic teaching personnel and students), the student members in the Senate Committee for Quality Assurance and International Relations, and in the Executive Board, the coordinators of the bachelor's study programmes/ master's study fields, the directors of department and the vice-deans for quality assurance; updating the information for the first part of the Internal Evaluation Report on the Study Programmes; distributing the reference documents necessary for drafting the Internal Evaluation Reports (methodologies, guidelines, standards, procedures, etc.); monitoring the progress, auditing/ verification of the internal evaluation reports prepared for external evaluation; communicating with ARACIS.

Student evaluation of the teaching activity

CEAC-U with the support of the Quality Assurance Office coordinated the student evaluation on the teaching activity for all academic disciplines taught in the 2023-2024 academic year, under the bachelor's and master's study programmes within the university's structure. The student evaluation of the teaching activity is a process conducted online, based on the application *Evaluation of the teaching activity*, accessible on the University's intranet.

The results of the student evaluation were centralised at the level of each study programme, and the data analysis was complete with reports and action plans.

At institutional level, the results of the student evaluation were centralised by the Quality Assurance Office, and the data analysis was complete with the Report on the Student Evaluation of the Teaching Activity, published on the university's website.

The analysis of the process as a whole emphasised several weaknesses which need to be further addressed with measures for improvement: small number of respondents, cases of erroneous filling out of the correspondence between the discipline and the teaching personnel member and result generation, low involvement of the members of CEAC-D, especially of the student members.

Within the process of student evaluation on the teaching activity for the 2023-2024 academic year, in the first semester, 11,028 questionnaires (full-time – 10,105 and distance-learning/part-time – 923) were filled out; whereas in the second semester, 10,683 questionnaires (full-time – 9,640 and ID/IFR – 1,043) were filled out. The analysis shows that, out of the 98 bachelor's study programmes and 86 master's study programmes subject to evaluation, evaluation results were recorded for 87 bachelor's study programmes (72 full-time, 9 distance-learning and 6 part-time) and 43 master's study programmes (41 full-time and 2 part-time in the first semester, and for 89 bachelor's study programmes (75 full-time, 11 distance-learning and 3 part-time) and 42 master's study programmes (41 full-time and 1 part-time) in the second semester. Besides, the teaching activity was also evaluated by students for the Psychopedagogical Training programme; and, in the second semester, for the Romanian Preparatory Year for Foreign Students programme. The fact that there are still study programmes with a very low number or even without filled-out questionnaires is also noticeable; this situation has several causes, including the low involvement of the students and student officers for the quality assurance of the study programmes, or the lack of student instruction, in some faculties, by the officers in this regard (CEAC-D officers, coordinators of the distance-learning/part-time study programmes).

In order to improve the evaluation process, the CEAC-U Committee together with the Quality Assurance Office undertook, in the 2023-2024 academic year, several actions for the training of the personnel involved in the conduct of the student evaluation on the teaching activity. Customised consultancy meetings were organised and ongoing communication was ensured by phone, email and on the <https://elearning.unitbv.ro/login/index.php> platform, with notifications to the Vice-Deans for Quality Assurance and to the CEAC-D coordinators, with a view to organising and supporting the student fill-out of the evaluation questionnaires. The active collaboration with the IT Office helped develop the application and effectively solve any possible technical issues (upload of the data in the educational plans and staff establishment to the AGSIS application, automatic ticking of all teaching personnel for the evaluation, generation of the evaluation results).

As regards the distance-learning and part-time activity, the analysis on the results of the 2023-2024 academic year and the difficulties encountered in conducting the evaluation of the teaching activity shows that some deficiencies persist and that the measures established since 2022 have not yet been applied to all distance-learning and part-time study programmes. These measures remain in effect, but with increased direct monitoring, as compared to the previous year, by the management of the Centre for Distance Learning and Part-Time Education (CIDIFR), who will require from the coordinators of the distance-learning/part-time study programmes the regular reporting on the number of students participating in this process during the interval in which the evaluation application is open, and on the concrete actions taken at the level of the study programme:

- involvement of CEAC-D in supporting the activities conducted with the students in this regard by the coordinators of the distance-learning/part-time study programmes;
- greater involvement of both the academic teaching personnel and the students responsible for the quality of the study programmes in the evaluation activity;
- involvement of the management of both the faculties and the departments coordinating the distance-learning and part-time study programmes in order to streamline the teaching of the didactic materials in distance-learning technology, given that the (lower) scores per item are mainly recorded in the first section of the online evaluation questionnaire, namely assessment of the teaching material. Accordingly, the students' low participation in the evaluation may also be due to the lack of improvement in the aspects reported by them in the previous assessments;
- maintenance of the measure taken in the previous academic years, that is, posting a pop-up on the eLearning ID-IFR platform with a link to the document containing the training for the students;
- the above measure was applied by posting the reminder text *Evaluate now, your opinion matters!*, accompanied by the link to the evaluation application, in the first section (Forum/General Data) of each academic discipline to be evaluated, with the procedure to be repeated in the second semester; the task of posting the text and the link rests with the officers for the eLearning platform related to the distance-learning/part-time study programmes or with the coordinators of the distance-learning/part-time study programmes (where there is no officer for the platform related to the study programmes);
- enhanced communication to the students of the evaluation-related data via their institutional group addresses and the forum of the eLearning platform;
- boost of student participation in the evaluation by 1) reminding students how important it is to

evaluate through repeated messages on the forum of the section *General information and resources* per year of study on the distance-learning/part-time eLearning platform, but also verbally within the synchronous online didactic activities; 2) effectively assisting the student evaluators (seated in front of the computers), present on the Saturdays and/or Sundays with direct face-to-face didactic activities. The officers for this activity are the coordinators of the distance-learning/part-time study programmes in collaboration with the officer for the eLearning platform related to the distance-learning/part-time study programmes.

Coordination of the audit processes

In the 2023–2024 academic year, the Quality Assurance Office made several quality audits:

- audit of the internal evaluation reports (19 bachelor's study programmes, 1 master's study programme) in view of the external evaluation by ARACIS;
- audit of the student evaluation on the teaching activity;
- audit of the student opinion polling on the secretarial services.

All audits concluded with observation sheets and reports made by the Quality Assurance Office.

Management of the Database on Quality

On the basis of the documents received from the process officers, the Quality Assurance Office updated the information on: study programmes, study programme coordinators, CEAC committees (CEAC-U, CEAC-D), student evaluation of the teaching activity, peer evaluation, internal quality audits, SMC documents (procedures, specific instructions, etc.).

Relevant information on quality within the university, inclusively in relation to the quality assurance and evaluation system, is published on the website of the Quality Assurance Office.

Dissemination of information and transparency

Public information, as defined according to the legislation in force, including the Law 544/2001 with reference to the university, is published on the university's website. At the address <http://unitbv.ro/despre-unitbv/informatii-de-interes-public.html> the information was entered in compliance with the Memorandum on the transparency of public information and the legislation on the standards of managerial internal control; moreover, the sections on information requests and online petitions were optimised. The access to information of public interest is regulated by an internal procedure. In this regard, at university level, the Compartment for Public Relations operates in subordination to the relevant Vice-Rector, who is also the spokesperson and who ensures both the dissemination of public information and the formulation of responses to the requests addressed to him/her, according to the legislation in force. With a view to monitoring the conducted activity and harmonising with the objectives of the Strategic Plan, the Committee on Monitoring, Coordination and Methodological Guidance for the Development of the Management Control System operates at the level of the institution.

The Compartment for Public Relations together with the Vice-Rector for Public Relations made the Annual Report, accessible on the university's website at the address: <http://unitbv.ro/despre-unitbv/informatii-de-interes-public/transparenta-institutionala.html>, and responses to 647 requests for access to information of public-interest and petitions were provided.

The visibility of the important events is ensured by displaying them in the "Events" section of the website,

through press releases, as well as through the Newsletter of UNITBV, posted on the University's website and sent both to the local, regional, national and international partners, in Romanian and English, and to all academic community members, through its publication on the institution's website. In 2024, through the Newsletter of UNITBV, 229 events were disseminated. The information is disseminated via social media and newsletter by the Compartment for Marketing and Image, subordinated to the Vice-Rector for Public Relations.

7. Compliance with the academic and scientific research ethics

In 2024, the activity of the Academic Ethics Committee (CEU) was guided by the moral values and principles promoted in the Charter of Transilvania University of Braşov and in the Code of Academic Ethics and Deontology, and its main objective was to ensure a climate of confidence, respect, dignity and responsibility in the professional activity and in the human relations within the university.

The academic community members' activity was based, as in the previous years, on the values and principles promoted by the Academic Code of Ethics and Deontology: lawfulness, academic integrity, academic freedom, merit, professionalism, responsibility, respect and tolerance, honesty, transparency, good faith, confidentiality, non-discrimination and equal opportunities.

The role of the Academic Ethics Committee was to analyse and settle the transgressions of the academic ethics, in order to ensure the compliance with these principles and values, as well as to support the maintenance of the university's moral standards and prestige.

Throughout 2024, the Committee was requested to settle 13 complaints, issued 7 case reports and 6 decisions. [The Annual Report of the Academic Ethics](#) is available on the university's public information page.

In conclusion, through the solutions brought to the attention of the Senate, CEU contributed once again to the popularization among the academic community of the academic conduct rules, of the professionalism standards that should govern the relations between the members of this community, and of a respect, responsibility and honesty climate.

Considering the amendments to the rules of law, within the university, along with the Academic Ethics Committee, an Ethics Committee for Social-Human Research and an Ethics Committee for Medical Scientific Research operate as well; during 2024, they analysed over 40 requests in terms of scientific research ethics. There were no requests inconsistent with the applicable ethical rules of the scientific research, and the opinions of the two commissions were approved by CEU.

The compliance to this great extent with the academic ethics both at the level of the academic structures and in terms of scientific research denotes our academic personnel's high professionalism, as well as ongoing pursuit of the educational and institutional benchmarks as regards the assimilation and implementation of the ethical principles and the observance of the human rights, in line with the moral standards and specific provisions in the applicable national and international laws.

8. Professional insertion of the graduates from previous classes

In order to determine the graduates' level of socio-professional insertion, a process of data collection on the career path was initiated within Transilvania University of Braşov, a process which has improved year by

year, both quantitatively - by the increase in the total number of respondents (the database holds information collected from over 18,000 graduates) and qualitatively - by amendments to the questionnaire and full computerization of the data-collection process.

The *Questionnaire on the career path* filled out by the graduates upon taking their graduation diplomas (respectively, at least one year after graduation) underlay the data-collection process. The questionnaire was designed for all education cycles (bachelor's, master's and doctorate); and, since 2022, by updating the procedure of communication with the graduates, the collected data have also been indicative of the distance-learning form of education. The moment of filling out the questionnaire was chosen so as to allow enough time to pass from the graduation, in order for the alumni's probability of employment to rise and, even more, in order for them to gain expertise on the labour market.

Within the data-collection process, the confidentiality of the answers is ensured, and agreements for the use of the personal data are obtained.

The analysis of the data resulting from the filled-out questionnaires envisages the following aspects:

- identification of employability, by assessing the number of graduates who have already entered the workforce (employees), the number of graduates who have their own company (entrepreneurs), the inactive graduates on the labour market and the number of the unemployed ones;
- characterization of the transition from school to labour market - moment of the first employment, number of jobs one year after graduation, current school situation, connection between job and the graduated school;
- identification of the types of employing organizations and of the sectors/fields in which the university's graduates work - activity field of the employing company, type of employing company – private capital company, public institution, foundation/association);
- measurement of the graduates' intentions as to a possible employment abroad;
- the graduates' socio-demographic characterization, with a view to expanding the ALUMNI database.

The graduates' data on their career path are collected on a continuous basis, with a greater number of filled-out questionnaires being expected for the future, in order to obtain an increasingly high relevance of the results.

8.1 Study results for the 2020 - 2023 period of time

The situation of the filled-out questionnaires, per education cycle, at the end of the year 2024, was as follows:

Table 15. Number of filled-out questionnaires

Total number of questionnaires/year:	Bachelor's	Master's	Total
Questionnaires – 2023 graduates	1,646	305	1,951
Questionnaires – 2022 graduates	1,798	611	2,409
Questionnaires – 2021 graduates	1,625	569	2,194

Questionnaires – 2020 graduates	810	406	1,216
Questionnaires – 2019 graduates	1,625	505	2,130
Questionnaires – 2018 graduates and before	5,763	2,976	8,739
Total	13,267	5,372	18,639

These results refer to the 2020-2023 period of time, bachelor's and master's education cycles, since the number of questionnaires for the doctoral cycle is not significant the study. The cumulative data show the following evolution of the main indicators for the evaluation of the career path:

A. As regards the bachelor's degree:

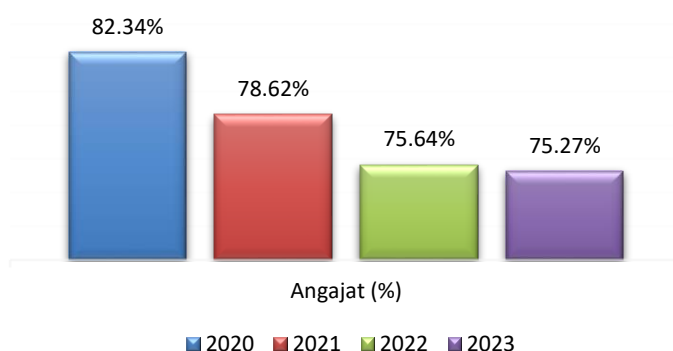


Figure 1. Bachelor's degree – graduates employed in a company/institution

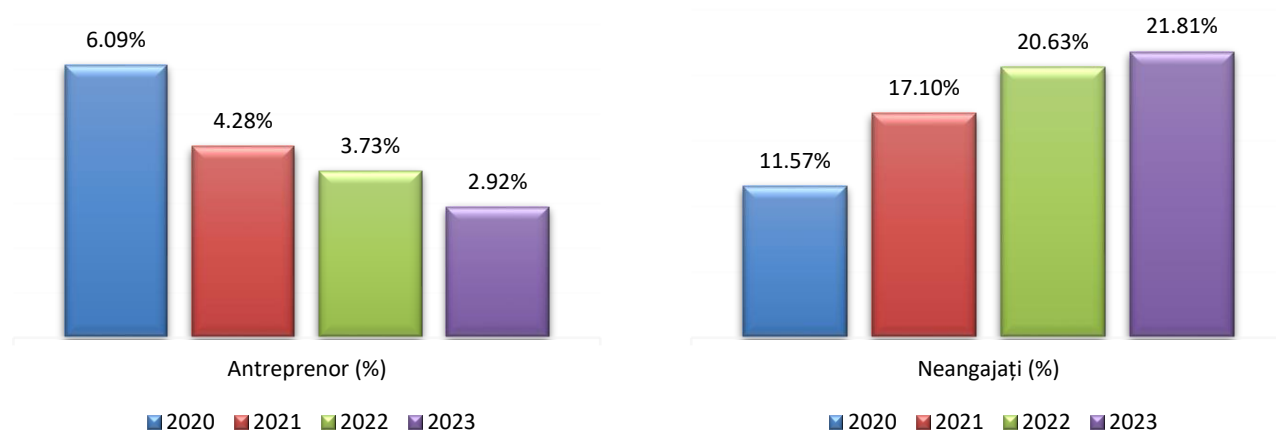


Figure 2. Bachelor's degree – alumni entrepreneurs

Figure 3. Bachelor's degree – unemployed graduates

As regards the surveyed graduates of the bachelor's study programmes, with the status of employee, they conduct their professional activity as follows:

Table 16. Graduates with the status of employee, according to their workplace

Year	2020	2021	2022	2023
Graduates employed in public institutions (%)	15.63	23.57	21.31	21.94
Graduates employed in private institutions (%)	81.41	72.75	73.24	72.83

Graduates employed by foundations/NGOs (%)	2.96	3.68	5.45	5.23
--	------	------	------	------

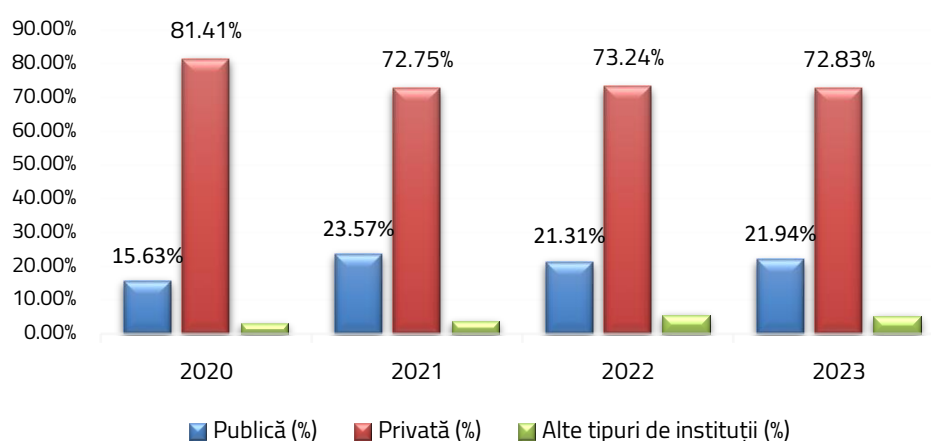


Figure 4. Type of employing institution

As for the surveyed (employed or unemployed) graduates' intention to work abroad, the analysis results show the following:

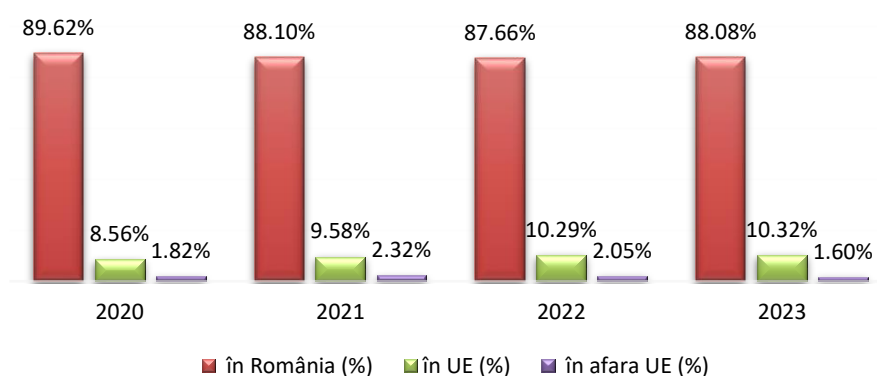


Figure 5. Bachelor's degree – The graduates' intention of employment abroad

B. As regards the master's degree

The employability indicators for the surveyed graduates of the master's study programmes in the period of time under consideration shows the following:

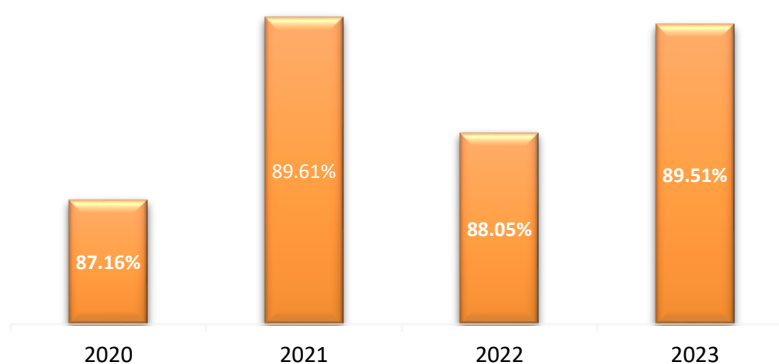


Figure 6. Master's degree – graduates employed in a company/institution

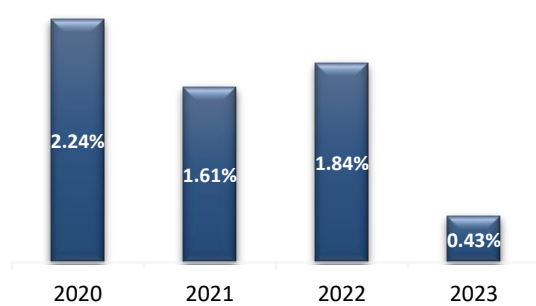


Figure 7. Master's degree – alumni entrepreneurs

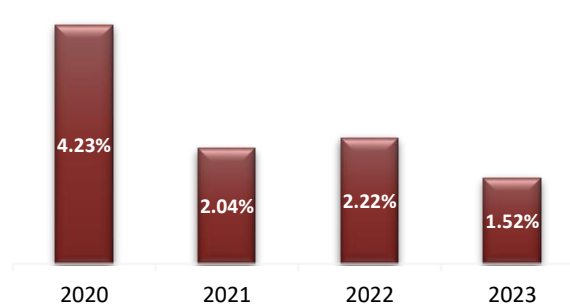


Figure 8. Master's degree – unemployed graduates

The situation on the surveyed graduates of the master's study programmes and alumni employees shows their distribution by types of employing institutions, as follows:

Table 17. Graduates with the status of employee, according to their workplace

An	2020	2021	2022	2023
Graduates employed in public institutions (%)	23.72	24.63	29.77	28.98
Graduates employed in private institutions (%)	71.97	69.40	63.57	66.78
Graduates employed by foundations/NGOs (%)	4.31	5.97	6.65	4.24

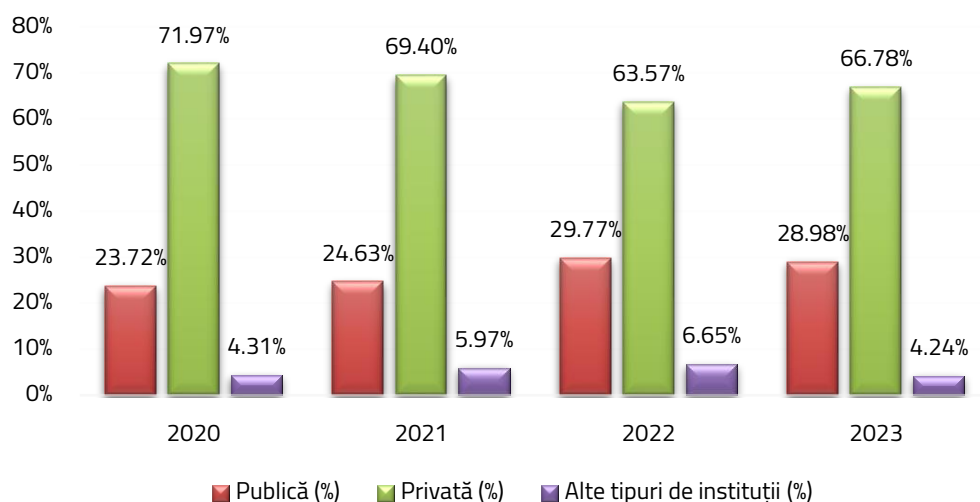


Figure 9. Type of employing institutions

As regards the surveyed (employed or unemployed) graduates' intention to work abroad, the analysis results show the following situation:

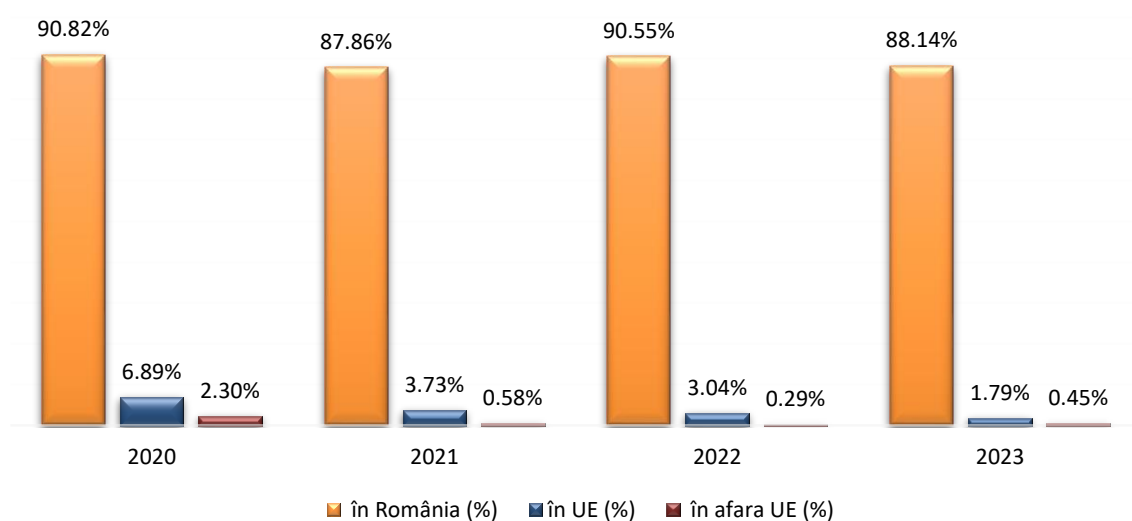


Figure 10. Master's degree – The graduates' intention of employment abroad

8.2 Results of the detailed study for 2023 – holders of the bachelor's degree

Based on the data obtained in 2024, a detailed analysis was made at the level of the surveyed graduates with a bachelor's degree of the 2023 class, which led to the following conclusions:

- The employment rate was rather high (75.27%), the entrepreneurs' percentage dropped (from 3.34% in 2022 to 2.92% in 2023), and the unemployed graduates' percentage was on the rise (from 19.95% in 2022 to 21.81%).

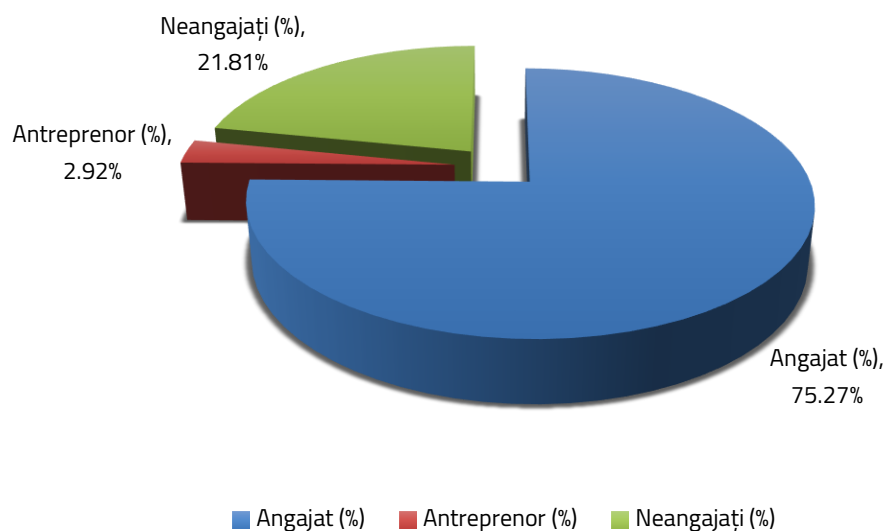


Figure 11. Employment rate of the graduates with a bachelor's degree

- b. As regards the duration of employment, most of the responding graduates (78.98%) were employed on a permanent basis.

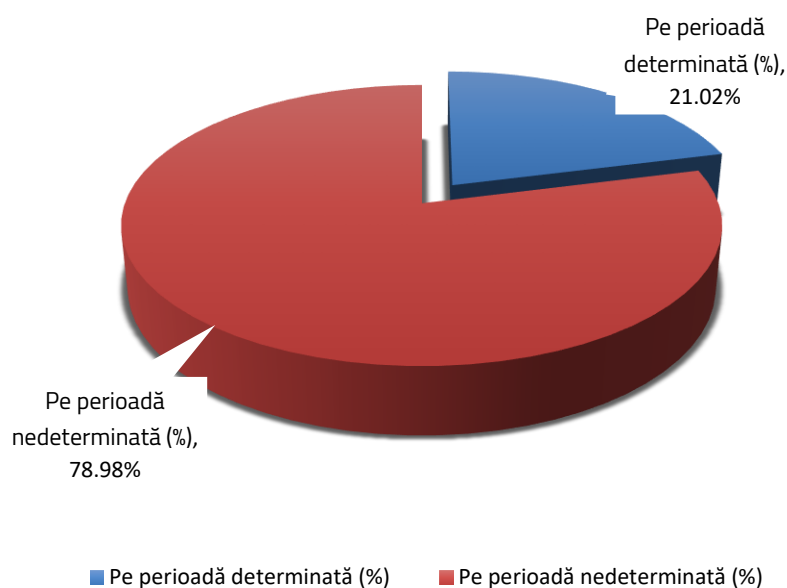


Figure 12. Duration of employment

- c. The surveyed graduates of the bachelor's study programmes were employed, in high proportion, with full-time contract (95.7%), mostly in the private sector (72.83%).

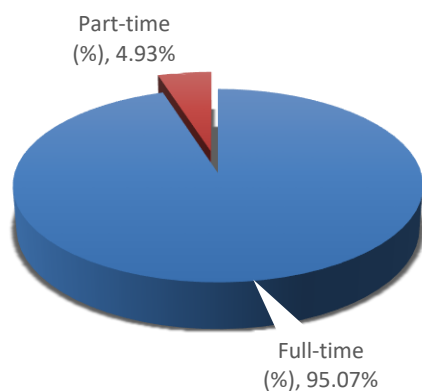


Figure 12. Type of employment contract

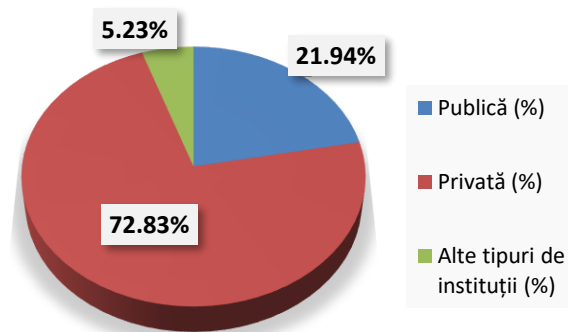


Figure 14. Type of employing company

- d. As regards the content of the bachelor's studies, the surveyed graduates appreciated it at a rate of 70.42% as being related to their workplace.

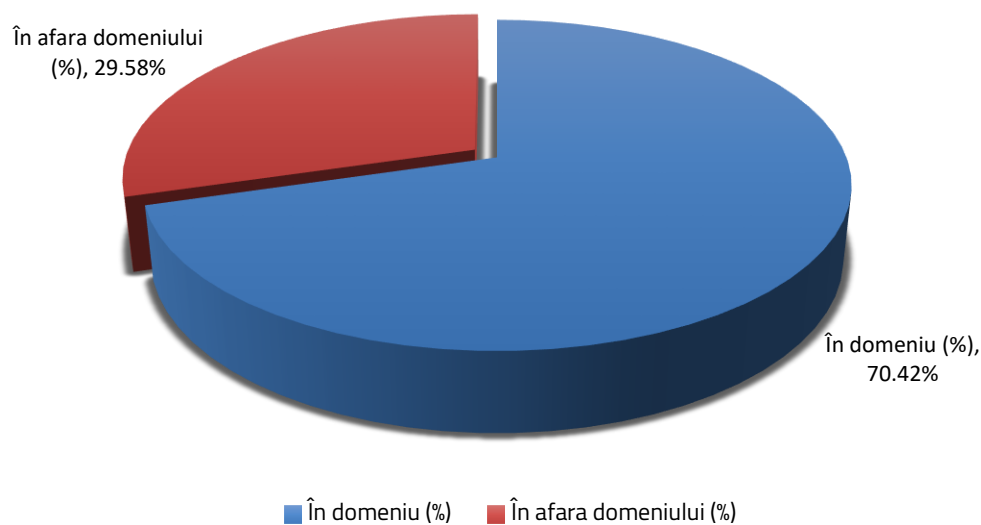


Figure15. "Graduated school – workplace" connection

- e. In a high proportion (65.58%), the interviewed graduates stated to have had their first job during their bachelor's studies.

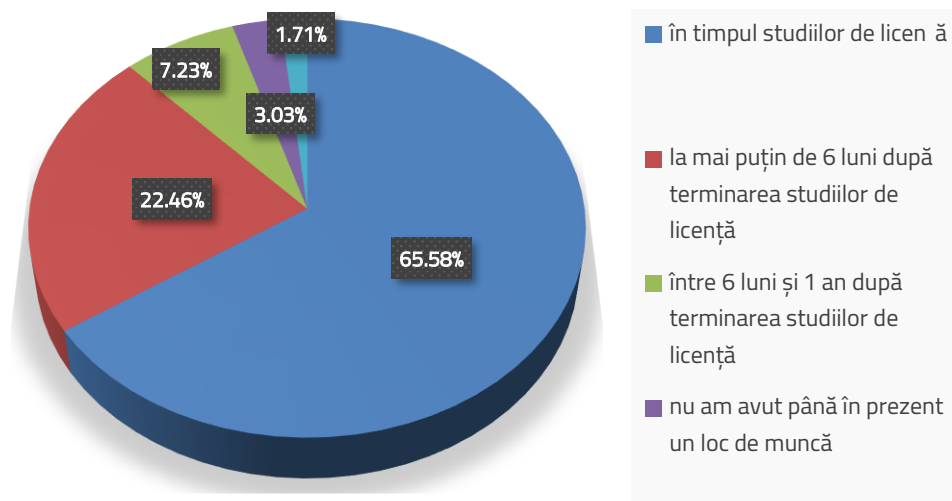


Figure 16. Situation of the first job

- f. 58.19% of the surveyed holders of the bachelor's degree (2023) continue with the master's studies within Transilvania University of Brașov.

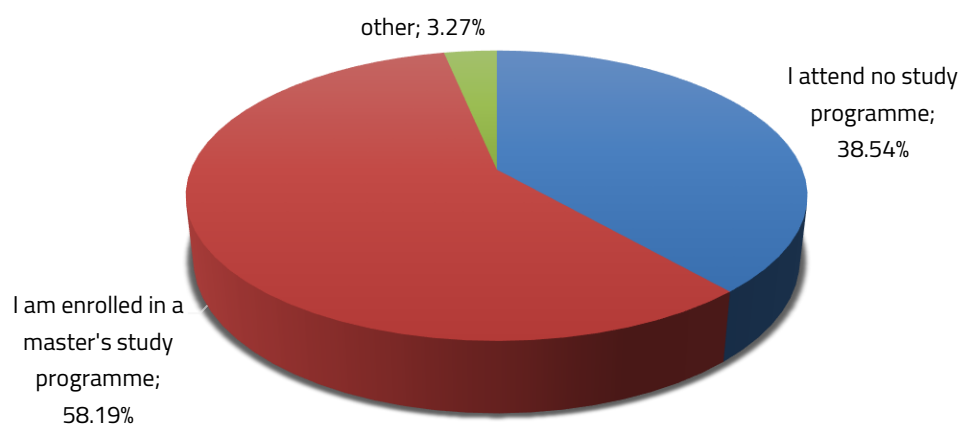


Figure 17. Academic situation after the graduation with a bachelor's degree

- g. In a significant proportion (88.14%), the surveyed graduates with a bachelor's degree of the 2023 class declared their intention to work in Romania for the future.

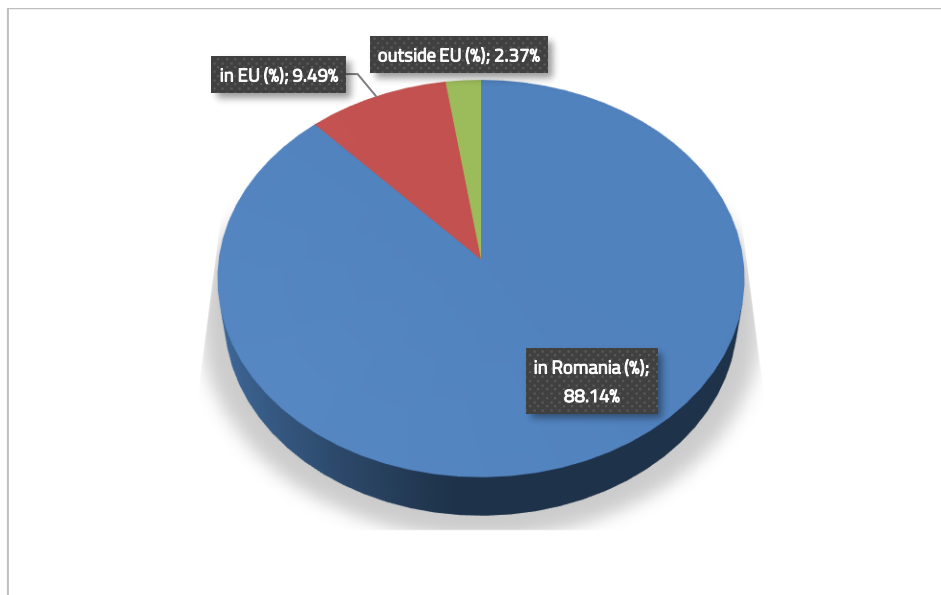


Figure 18. The graduates' employment intentions

9. Analysis on the implementation of the annual operational plan for the previous calendar year

The operational plan has three objectives and each of them involves 10 measures.

First strategic objective: To raise the university's performance

One of the constant pursuits regarding the implementation of the operational plan is correlated with the application of the strategic objective: To raise the university's performance through specific activities.

In order to achieve this objective, a series of measures have been taken at university level, such as: adaptation of the university's educational offer, performance criteria-based remuneration, increased digitalization of the activity, modernization of the infrastructure, financial support for the academic personnel to participate in scientific activities, further development of the activities within ICDT, ITA and the doctoral school, support for the scientific publications of UNITBV.

OS.1.1. Continuous adaptation of the university's educational offer (bachelor's and mostly master's study programmes) and educational process to the national and international realities and trends.

With a view to permanently updating the educational offer, in 2024 as well, an in-depth analysis of the educational offer was made in most departments of the university, in order, on the one hand, to update all contents in line with the labour market demands, and on the other hand to correlate them with the expected learning outcomes, which were recorded in the course outline, too.

OS.1.2. Recruitment/employment of academic teaching personnel, research and administrative staff according to high quality and performance standards.

In order to recruit/employ teaching and research personnel based on high standards of quality and performance, the internal standards of UNITBV were maintained as preliminary standards for the analysis of

the opportunity to open teaching positions for competition, as well as of the decision to employ for a fixed period, at first on the positions of Assistant Lecturer and Lecturer, so as to have the premises for recruiting dedicated personnel with good results, validated over time.

***OS.1.3.** Consolidation of the payroll system based on didactic and scientific performance criteria, so that Transilvania University of Braşov reaches the highest and most efficient wage level in the Romanian academic environment for the same teaching/research position, seniority and quality of the activity.*

The “Appreciated Professor” programme, through which the academic teaching personnel with an exceptional didactic activity benefit from a salary increase, and within which 220 academic teaching personnel members were nominated and availed themselves of a salary increase in 2024, was continued.

In 2024, the internal programmes to boost and reward performance in research were carried further as well (differentiated remuneration depending on publications, payment of the publication fees in Open Access ISI WoS/Clarivate Analytics-indexed journals, financial support for participating in scientific conferences, differentiated remuneration according to the performance in national and international competitions for grants and research projects, etc.). The research activity was evaluated in a transparent manner, based on the annual criteria and indicators established in the Reporting Sheet on the Activity of Scientific Research.

***OS.1.4.** Annual revision of the remuneration for the hourly payment and its adjustment at least with the previous year’s level of inflation.*

The annual revision of the remuneration for the hourly payment and its adjustment at least with the previous year’s level of inflation was conducted within the limits of the applicable legislation.

***OS.1.5.** Increased digitalization of the didactic and administrative processes, and greater use of the modern methods and technologies (electronic platform, intranet, mobile applications, etc.) in the didactic (teaching-learning, evaluation, communication), research and administrative processes, as well as provision of the teaching and research personnel with laptops/computers, and with free printing/copying/scanning facilities.*

In 2024, the pursuit of a higher capitalization on modern technologies (electronic platform, intranet, mobile applications, etc.) in the didactic (teaching-learning, evaluation, communication) and research processes resulted in the optimization and development of the IT services available for the teaching and research activity, such as: Moodle eLearning platform, Student@UniTBv mobile app for the students, access to licensed software through the Azure Dev Tools for Teaching platform, Campus Wi-Fi service, introduction of the digital student card, which has definitively replaced the traditional card, and which is available exclusively through the Student@UNITBV app, respectively in the optimization of the platform for the management of the education plans and payrolls, and in the update of the “metaspecialization report” function, useful for the self-evaluation reports in view of the external evaluation of the study programmes by ARACIS, but also for the institutional evaluation.

***OS.1.6.** Modernization of the educational infrastructure (renovation and endowment of the didactic spaces), didactic facilities (Gârcin, Sânpetru, Doftana, Mahmudia), sports and cultural facilities, spaces for study or for the students’ extracurricular activities, as well as concrete actions for the development of a wellness, prophylaxis, treatment and medical recovery centre.*

The development of a high-quality education requires the modernization of the educational infrastructure, a complex and continuous process, which included, in 2024:

- arrangement and endowment of the faculty spaces: LT, SC, DR (T building), DPM, EFSM (in D, E and

- F buildings), DMIL (H and L building), CT (J building), MD (K building), MI (P building), IM and IESC (N building); IM and AT (R building) SEF (S building), ITMI and IESC (V building), MZ (CT building);
- arrangement of "Nicolae Titulescu" and "Emil Poenaru" amphitheatres (T building)
- further endowment of the Centre for Academic Writing in A building (University Colina Campus);
- arrangement and modernization of the Publishing House of Transilvania University of Braşov;
- arrangement/development of the laboratory belonging to the Internet Centre in A building;
- arrangement of C Building, modernization of the access to the didactic spaces;
- arrangement and equipment of the Atrium-lounge within ICDT as a networking space for students, research scientists, professors, entrepreneurs and intrapreneurs;
- arrangement of the courtyard round N building;
- the walkway between the new dormitory and U building ("Sergiu T. Chiriacescu" Conference Centre);
- development/arrangement of the research and internship spaces in the Multidisciplinary Didactic and Research Facility of Sânpetru, Gârcini.
- acquisition of spaces for research and practical activities at Mahmudia Didactic Facility.

OS.1.7. Financial support for the academic teaching personnel, research scientists and doctoral students in their scientific research and innovation activity (by awarding the research results and project proposals, paying the habilitation, publication and patenting fees, rewarding the doctoral supervisors' achievements, financing the participation in scientific events, and training/specialization courses in the country and abroad, funding internal research/development projects, etc.).

With a view to actively supporting the academic teaching personnel, researchers and doctoral/ graduate students in their activity of scientific research and innovation, the relevant internal programmes continued to be implemented for this purpose in 2024 as well, through the following measures:

- payment of the fees incumbent on the authors affiliated with UNITBV for publishing articles in ISI WoS/Clarivate Analytics-indexed journals under Open Access system;
- granting of 4.000 RON/SRI unit for articles published in ISI WoS (Clarivate Analytics)-indexed journals with SRI > 0.1;
- granting of 1.000 RON/year for participating in scientific conferences the volume of which is ISI Proceedings indexed (Web of Science Core Collection, Clarivate Analytics);
- granting of 1,500 euros/year for participating in scientific events organised abroad;
- for the project proposals that have obtained in the PNCD and H2020/Horizon Europe competitions at least 75% of the maximum competition score, granting of the following amounts: 1.500 RON for the proposals in which the university is the coordinator, and 500 RON for the proposals in which the university is a partner;
- granting of 600 RON gross monthly (employee and employer shares included) per article published during the previous calendar year in ISI Web of Science (Clarivate Analytics)-indexed journals with an impact factor higher than 0.5;
- granting of 1.000 RON gross monthly (employee and employer shares included) to the research project managers who have obtained at least 80% of the maximum competition score in the PNCD and H2020/Horizon Europe national competitions;
- 10% increase of the basic salary for the doctoral supervisors who have at least one PhD student if, during the previous calendar year, they published/had an article accepted for publication in ISI Web

of Science (Clarivate Analytics)-indexed journals with impact factor, or in ISI WoS-indexed journals in the fields of Music and Philology. As regards the doctoral supervisors who have coordinated theses written in an international language (English, French, German, Spanish) the increase is 15% of the basic salary;

- payment of the publication fee in Open Access system for the articles in Q1-ranked journals under ISI WoS/Clarivate Analytics which provide this option (journals with Hybrid Open Access system), within the limits of 3,500 euros/article;
- financial support, within the limits of 2,000 euros, for the doctoral students' participation in professional training or specialization stages;
- granting of doctoral scholarships to the international graduates of UNITBV, in order to maintain the high-performing international students within the university, with a view to their developing a career in the field of research;
- payment of the habilitation fees for the fields in the university's educational offer;
- payment of the patenting fees for the university's employees and students;
- financial support for conferences and representative scientific events, organised by faculties or research centres.

OS.1.8. Development of the activities conducted in the Research and Development Institute within Transilvania University of Braşov (ICDT) and the Interdisciplinary Doctoral School, as well as intensification of the activity in the Technological and Business Incubator (ITA).

The activity of the research centres within ICDT was supported through the internal programmes for rewarding and stimulating scientific research, and through the PNRR project -Digitalization of Universities, with a view to developing the research and education infrastructure.

Following the competitions within the UNITA - Universitas Montium Alliance (one of the 65 alliances funded by the European Commission to test and develop collaboration and governance systems based on the European University concept), 8 Starting Grants projects were financed (worth 5,000 euros/project for UNITBV) in order to develop the research networks.

Furthermore, in 2024, two series of events were initiated, with funding from the FDI-2024-D6 institutional development project: (1) the doctoral students' annual international conference - DoCo Doctoral Conference and (2) the UNITBV Conferences: Science in Conversation, with the role of stimulating the community's involvement in the research endeavours and of facilitating the transfer of knowledge.

In 2024, the measures to implement the HRS4R Action Plan were carried forward, with a view to maintaining the "HR Excellence in Research Award" European certification, just as the university's involvement in the activities of the European Network of Innovative Higher Education Institutions (ENIHEI).

The Interdisciplinary Doctoral School and research master's programmes were supported in order to develop their activity and increase their competitiveness, by means of internal programmes and by attracting human resources (especially international candidates) with potential for achieving research performance.

The Technological and Business Incubator was supported in order to conduct its activity in optimal conditions, as well as to redefine its development strategy. Specific activities were conducted to promote

the services of the Incubator and to attract potential beneficiaries; therefore, a significant rise in the number of incubated companies and the diversification of offered incubation services was marked.

Transilvania University organised, on 27 September, at the Research and Development Institute (ICDT), the Researchers' Night, an event that has already become a tradition for the popularization of science and the university's scientific results to the pupils. During the event, topics were addressed in fields such as: computer science, robotics, electronics, chemistry, neuromarketing, biology, mathematics, arts, psychology and communication, and more.

OS.1.9. Support for the scientific events, and national and international competitions organised by our university's teaching personnel and students (full or partial coverage of the organization expenses, costs with the prestigious guests from the country or abroad, publication expenses, etc.).

In 2024, our university's teaching personnel and students organised or attended national and international conferences in other institutions. Among these, we mention: the national conference "Business Law. Interdisciplinary Challenges of Private Law"; "Get involvED" at UNITBV - A follow-on event of the "Kennedy Academy for Students"; the evolution of a conference and a partnership "Remote Engineering and Virtual Instrumentation" (REV); the final conference of the Digiwell project; the conference "Judicial System at the Crossroads between Doctrinal (Un)certainities and Practical Challenges. The Solution of Interprofessional Dialogue"; the international conference "Ethical Values in Today's Society" (VESA 2024); the 20th edition of the conference on British and American Studies, themed on Multilingual Approaches to Communication; NATO event organised by the Faculty of Civil Engineering, namely "Advanced Research Workshop Countering Hybrid Threats against Critical Infrastructures"; the first edition of the events dedicated to "Education and Professionalism in the Medical Assistants' Training"; the conference "Painting, Literature, and the Ritual of Friendship. Ion Dumitriu and the Writers of the '80s Generation"; the International Conference on Mathematics and Computer Science - MACOS 2024, in its 5th edition; DoCo 2024 - Doctoral Conference; the 1st edition of the UNITBV Conferences: Science in Conversation (Forests in the Digital Age: Technology, Satellites, and Mankind); the international conference "Interdisciplinary Approach to Musical Instruments – From Design and Testing to the Audience", 1st edition; the conference of the International Association for Dialogue Analysis (IADA); the 8th International Conference on Theoretical and Applied Linguistics : Structure, Use, and Meaning (SUM). Linguistic Structures and Practices; the 2nd edition of the UNITBV Conferences: Science in Conversation (Brain Architecture: Genetics and Neural Diversity); the 10th edition of the international conference "Advanced Composite Materials Engineering" – COMAT 2024; the 11th edition of the International Conference on Strategic Innovative Marketing and Tourism (ICSIMAT) - Creative Solutions and Digital Transformation Challenges; the conference "New Methods in Finsler Geometry", in its 4th edition; the 5th edition of the conference "Children of the Night – International Dracula Congress; International Conference on Education and Psychology. Innovative Perspectives in the Digitalized Society; the international conference CIBv2024; the 7th edition of the international conference New Trends on Sensing - Monitoring - Telediagnosis for Life Sciences, NT-SMT-LS 2024; the 3rd edition of the UNITBV Conferences: Science in Conversation (Photocatalysis: How to Purify Water with Solar Radiation); the 12th edition of the International Colloquium on Social sciences and Communication – ACUM 2024; the AS-PRIM conference; the conference "Youth in the Perspective of the Olympic Movement 2024"; the International Conference on Materials Science and Engineering BRAMAT 2024; the International Conference on German Studies; the international conference "New Methods in Finsler Geometry", in its 4th edition; the International Symposium on Forest and Sustainable Development; the International Conference on Strategic Innovative Marketing and

Tourism; the CONAT congress (International Congress of Automotive and Transport Engineering); The Science of Music - Excellence in Performance.

OS.1.10. Support for the university's scientific publications (including the volumes of national and international conference proceedings) and their enhanced quality and visibility nationally and internationally.

At university level, the activity related to its scientific publications, respectively the nine series of the Scientific Bulletin of Transilvania University, as well as to its other journals and magazines, volumes of proceedings and other specialised publications, was supported by their issuance under the Publishing House of Transilvania University of Braşov, by creating an article review platform, and respectively, by supporting their indexing.

Second strategic objective: To develop a dynamic academic community, adapted to society's needs

OS.2.1. Permanent dialogue of the university management with our academic community's teaching personnel, research scientists, administrative staff and students (through periodic meetings with the colleagues in all faculties, with the young teaching personnel members, with the doctoral supervisors, with the research scientists, with the doctoral students, with the student representatives, etc.), in order to identify and meet the academic community's needs and new challenges.

With a view to implementing the strategic objective of developing and diversifying the services offered to the academic community and society at university level, the decisions of the Executive Board were transmitted to the entire academic community, being publicly available both on the university's website and on the intranet, where they were displayed, appendices included.

The meetings of the Executive Board were organised by turn within the university's faculties, and were followed by meetings of the Executive Board Bureau with the personnel of the faculty concerned; moreover, meetings between the Rector and the teaching personnel in the position of Assistant Lecturer or Lecturer take place biannually.

With a view to strengthening the sense of belonging to the University's community, several events were organised this year as well, dedicated to the University's Day (1 March) or the Christmas Tree Festivity for the employees' children.

The employees benefit from the "Man and Personal Computer" programme, from access to the means of multiplication within the departments or from the opportunity to use for free the infrastructure of the didactic facilities, in the case of the departments choosing to organise informal meetings within that structure.

OS.2.2. Organization and financing of professional training, specialization and development programmes, as well as of programmes promoting the ethical principles and values for the university's various staff categories, but also of thematic professional visits/experience exchanges to other universities in the country and abroad.

For the academic teaching personnel's training/development, the Centre for Continuing Education was reorganised as the Centre for Continuing Training and Academic Mentorship, ensuring that the academic pedagogy workshops are a constant of the pursuit to improve the didactic activity.

Other actions were conducted within the projects: CNFIS-FDI-2024-F-0395 (3 conferences and debates), CNFIS-FDI-2024-F-0419 -f2f/e-DESTIN (workshops, one for the teaching personnel and one for the auxiliary-teaching and non-teaching staff, with topics of pedagogy and use of the university's e-learning platform, which

were attended by 280 persons).

In 2024, the established mechanisms for the student evaluation of the teaching personnel, the peer evaluation, and respectively the evaluation of the teaching personnel by the director of department were further implemented. They are conducted according to the annually approved planning, which also includes the analysis of these results at the level of departments and faculty council.

OS.2.3. Incentives for the participation of the university's teaching personnel, research scientists and students in the initiatives and projects of the local, county and national authorities, of the socio-economic and cultural environment and institutions, as well as for the initiation of joint projects with the latter for the benefit of the university and society, inclusively by intensifying the activity of the "Council of Socio-Economic and Cultural Partners of Transilvania University of Braşov".

The collaboration with the economic and socio-cultural environment is a premise for the harmonization of the educational and research activities with the needs of the partners and labour market in general, which has also materialised in joint activities with the members of the Council of Economic and Socio-Cultural Partners – CPMESC (who met twice formally, at university level, in the month of December) , as well as in half-yearly meetings of the Councils of Partners at faculty level - CONSEC, councils developed according to specific study/research fields, at the level of a faculty or group of faculties. These meetings led to the establishment of the main directions for collaboration with the economic environment (courses, practical applications, joint diploma and research projects, work placement and internship programmes, and more). At the same time, based on consultations and with the support of the student administrative group, Transilvania Star Group (TSG), a new internship platform, in digital format, was designed and developed (Internship – UNITBV).

The academic community was involved in joint projects with the authorities, the relevant educational, cultural and sports institutions/organizations and economic agencies both through common activities with the latter and through structures such as Student Entrepreneurial Society (SAS-UNITBV), Vice-Rectorate for Public Relations, Multicultural Centre or Music Centre, depending on the type of activity or the target group.

The event *Graduates in front of the Companies - AFCO 2024* was organised in partnership with 30 companies operating in various fields of activity. Within this event, over 300 students had the opportunity to present their projects before the representatives of the economic environment; thus, their relations with the companies and the opportunities of employment in their fields of training were facilitated. Complementarily, the best papers/projects presented at AFCO were awarded, which papers were evaluated by a jury of academic teaching personnel, specialists from the economic environment and guests from abroad.

Through the Student Entrepreneurial Society (SAS-UNITBV), various entrepreneurship promotion activities were organised among the students, thus facilitating their collaboration with successful local entrepreneurs; The Green Hackathon, an already traditional event for students, was organised in partnership with several regional entrepreneurs, and brought together 50 students grouped into 10 teams.

Colina League Cup (32 teams), the already traditional mini-football competition, was held, too. UNITBV also participated as a co-organizer of *15 November* Cross-County Running competition.

In 2024, the development of the collaboration with the school inspectorates and high-schools of Braşov and other counties materialised both in organising major events and in conducting specific university-promotion activities in various schools and colleges.

OS.2.4. Application of modern programmes, methods and technologies for promoting the educational offer, admitting the candidates and attracting valuable candidates to the three cycles of higher education.

UNITBV's capacity to get involved in promotion campaigns was streamlined both in the framework of the CNFIS-FDI-2024-F-0419 - f2f/e-DESTIN project, and of other specific activities conducted at faculty level.

The activity conducted within the project, under the coordination of the Vice-Rectorate for Public Relations, of the Compartment for Marketing and Image, and of the Compartment for the Liaison with the Pre-University Environment, materialised in the young people's information about university education (over 3,000 pupils), in an online campaign and an f2f campaign (10 counties, 30 high schools). The f2f campaign took place in counties such as: Argeş, Bacău, Bistriţa-Năsăud, Braşov, Buzău, Covasna, Dâmboviţa, Harghita, Mureş, Prahova, Sibiu and Vaslui, with most activities in Braşov, Prahova and Sibiu. The programmes within which visits were organised include "Doing School Differently", "Career Orientation", "Fair of the Future", "TehnoSKILLS Seminar" and "Tomorrow's Leaders". The online campaign took place in colleges and high schools of Târgu Lăpuş, Târgu Bujor and Târgovişte.

Specific career-orientation tests were distributed for the pupils' support, helping them understand the related elements. The tests were distributed via a QR code, with over 1,500 thereof through self-application.

Within the project, visits were organised for more than 1,800 pupils to the University's faculties, as well as to its Research and Development Institute; 4 workshops were held at 2 faculties. Together with AFAFCI, ISJ BV, CJ BV, and the townhalls of Săcele, Codlea, Zărneşti, Bran, Râşnov, several actions were conducted within the "Tomorrow's Leaders" action, a project that aims at creating a generation of well-informed and committed young people, capable of making a significant contribution to the development of the communities they come from.

Free preparatory classes for the baccalaureate were organised and attended by 1,089 pupils within 30 courses, with 4 new modules, given by 32 academic teaching personnel members.

The UNITBV Supports Performance campaign was presented during all promotion meetings in 30 colleges and high-schools, on UNITBV's website, and a workshop was held with the with the beneficiary pupils, the best ambassadors of the programme in their home communities (out of 82 participants in the programme, 74 were also beneficiaries).

OS.2.5. Consolidation of the programme, scholarship and reward system for the students who get involved in activities targeting the university's development and the proper operation of its services.

The students' inclusion in various projects with impact at both university and international levels has materialised in the continued policy of attracting and involving high-performing students into the university's administrative groups, and the granting of various types of special scholarships (SG, ITSG, Canteen Team, Radio Campus Transilvania student groups, and more), but also at individual level (with over 100 special scholarships granted).

In the 2024 competition season, the BlueStreamline project, respectively the student team associated to the project was substantially supported, in financial and logistic terms; thus, a new Formula Student racing car and the team's participation in four of the relevant stages, namely FSPoland (2nd place), FSSpain (1st place), FSAIpeAdria and FSBalkans (1st place), was made possible.

OS.2.6. Extension of the award programmes for the students with valuable results in the didactic, research or cultural-sports activity, and of the support programmes for the students in distress.

In 2024 as well, incentive bonuses (a laptop, free meals and accommodation) were granted to all students admitted in the first year at Transilvania University of Braşov as former high-school valedictorians, and respectively to the valedictorians of the bachelor's study programmes who continued their education with the master's study programmes also within our university; the most valuable diploma project topics of the students in the bachelor's, master's and doctoral education cycles were financially supported (on a competition basis) through the programme My Diploma Project; The students' five (5) most valuable ideas were financially supported within "Be Central!" competition of internal projects, which addressed our university's students and was allocated a budget of over 2.000.000 RON.

In 2024, the students/graduates with the status of valedictorians of the bachelor's study programmes were awarded within the Gala of Valedictorians – 2024 edition, organised in the month of June. Complementarily, as regards the valedictorians who chose to continue with the master's study programmes of Transilvania University, an exchange of experience was organised for them at Washington University of Seattle, respectively at Microsoft and Boeing companies, in the month of October.

The support (including financial) for the students with social problems, the ones who implement activities/projects fostering the university's proper operation/development, and the rewarding of the students with valuable results in the didactic, research or cultural-sports activity materialised through:

- support for the students with severe and moderate disabilities, by facilitating them discounted or even free accommodation and meal. Moreover, the university provided financial support to orphaned students, to the students from residential services and foster care, by exempting them from the payment of the accommodation fee, respectively by granting them free lunch; more than 600 students (social cases) were financially supported (discounts or exemptions from the accommodation/meal fees);
- provision of the necessary resources for the financial support of the high-performing students who chose to study at UNITBV and who face serious social problems, under the programme UNITBV Supports Performance (free accommodation in the student dormitories, free meals in the canteens and a voucher for school supplies).

OS.2.7. Development of programmes and initiatives on the young people's career guidance, lower dropout, as well as higher resilience and social inclusion, inclusively through the collaboration with the pre-university institutions and teaching personnel.

Several support activities took place through the Career Counselling and Guidance Centre (CCOC), respectively:

- "Learn How to Learn" workshops for the development of effective learning strategies, focused on acquiring and practicing metacognitive learning techniques and active reading techniques; four workshops were organised and held every academic year;
- remedial activities to reduce the risk of university dropout; these activities included workshops for the development of the effective learning strategies, workshops for the development of the communication skills in the academic environment, as well as individual and group career counselling and guidance;

- individual and group educational counselling activities for the students with difficulties of learning and adaptation to the academic requirements;
- psychological counselling activities.

The CNFIS-FDI-2024-F-0397 project From Access to Success. Creating an Accessible and Inclusive Academic Environment for the Students with Disabilities, materialised in the conclusion of two institutional partnerships, the organization of an event (Beyond the Screen. Exploring Disability through Film and Academic Dialogue), of two pedagogical workshops (How Do We Work with Special-Needs Students? Educational Support and Socio-Emotional Support. General Suggestions, Universal Design for Learning), 28 one-on-one counselling sessions for the UNITBV students with disabilities, and 2 workshops dedicated to the UNITBV students with disabilities (Management of Emotions, Learn How to Learn).

***OS.2.8.** Active support for the students' participation in national and international events (competitions, contests, olympiads, thematic schools, exhibitions, festivals, etc.), as well as the university's increased involvement in the cultural life through high-class actions and events organised by the Multicultural Centre and the Music Centre.*

2024 was also a year in which several student activities (thematic summer/winter schools, competitions, festivals, exhibitions, etc), benefited from support. They included Transilvania Summer Event - TSE 2024, Food Safety and Healthy Living (FSHL), Transilvania Creative Camp, International Summer School on Sustainability, Brassovia Chamber Music Festival for Students, Students in front of the Companies - AFCO, Colina League Cup, 3x3 Basketball Student Championship. These events were promoted both on the university's website under the section <https://www.unitbv.ro/stiri-si-evenimente.html>, and in the newsletter.

***OS.2.9.** Modernization of the board and lodging conditions, commissioning of the new dormitory-hotel in the area of "Sergiu T. Chiriacescu" International Conference Centre, opening of the Academics' Club (in the basement of the Rectorate building), arrangement and use of new spaces for the academic community's training, cultural-sports or leisure activities.*

The modernization and expansion of the board and lodging infrastructure and the arrangement of new spaces for the academic community's training, cultural-sports or leisure activities materialised in continuing the modernization works (restoration, repairs, endowment) of the student dormitories (repair works in all dormitories; restoration works and endowment in dormitories 2, 5, 8, 9 and 10 on Memorandum Campus, respectively dormitory 16 on University Colina Campus where rooms were arranged for the doctoral students from abroad).

In 2024, the works on the university's new dormitory-hotel (financed through the National Investment Company) advanced, with the actual construction (raising of the building), and partly the interior design and passageway between the dormitory and "Sergiu T. Chiriacescu" Conference Centre coming to an end.

***OS.2.10.** Promotion of the university's image and development of the sense of belonging to the community of Transilvania University of Braşov through specific means, actions and events, as well as the university's enhanced representativeness in various national and international organizations and structures.*

Moreover, the information on the activities conducted at university, faculty or department level can be found in the University's Newsletter, under the News and Events section, or is communicated to the media through press releases. Only in the University's Newsletter, more than 290 articles were included in 2024.

The UNITBV members' visibility increased by encouraging their participation in various organizations, structures, councils or agencies at regional, national or international level, such as ARACIS, CNTADCU, the board of international associations, the board of international conferences; therefore, in 2024, the academic personnel's active involvement in international networks where Transilvania University of Braşov is a member continued.

The promotion strategies of Transilvania University of Braşov focused on the use of the available official online communication channels: website, accounts of Facebook (78 testimonial-type faculty promotion videos), TikTok (18 videos) and YouTube (2 videos in the Braşov Express series); and the content of the promotional campaigns targeted the university's educational offer, various activities and actions.

The Multicultural Centre and the Music Centre were, this year as well, benchmarks for the university's integration into the cultural community of Braşov.

Apart from the programmes that have already become a tradition, such as the series of concerts Chamber Jazz@Transilvania University, the contemporary art exhibitions, the classical music concerts and the literary events regularly hosted by the Multicultural Centre, new projects and collaborations were initiated in 2024. The Romanian film festival CinemaUniT, organised together with Cinemaraton TV, reached its fourth edition; and the programme "Artist in Residence@Transilvania University" had as its guests the plastic artists Philippe Thomarel (Guadalupe, France) and Sasha Meret (USA), who had worked for one, respectively two months, in the University's ArtLab, to then exhibit at the Multicultural Centre. The Multicultural Centre offers display space and recognition to the artists of Braşov by organising their exhibitions in the gallery on the ground floor of the Rectorate building, and by issuing an author's album at the highest graphic standards under the Publishing House of Transilvania University. The 2024 edition of this project had the artist Cosmin Frunteş as its protagonist.

The events of the Music Centre have always been favourably received by the audience and the academic community. These events have proved over time to be of the highest impact, both nationally and internationally, and have raised a significant interest, materialised in a numerous physical attendance in the concert hall, as well as in the accumulation of tens of thousands of views and distributions in the virtual environment. Each event organised by the Music Centre is preceded by an advertising spot, is disseminated online within the community through the dedicated platforms, and is broadcast live via the same channels. The concerts that have already become a tradition took place – Concert for the Opening of the Academic Year (1 October), the Evening of Saint Nicholas (6 December) and the Concert dedicated to the Day of Transilvania University (1 March). As every year, our university's best students are included in programmes created especially for them, such as Brassovia Student Chamber Music Festival, the concerts of Transilvania University's Chamber Orchestra, or the concerts and recitals within the Concert Season. The Music Evenings of Transilvania University of Braşov, as well as Gabriel Fauré – Requiem, with the participation of Astra Choir, the Choir of the Faculty of Music and the soloists of the Braşov Opera were also held.

Third strategic objective: To fully integrate the university into the European Higher Education Area and to enhance the university's internationalization process

OS.3.1. Update of the strategy for the internationalization of Transilvania University of Braşov, in accordance with the new guidelines at the level of the European Union, as well as with the international advancements and trends in the field of higher education.

The staff of Transilvania University of Braşov participated in 713 international mobilities (completed by

326 academic teaching and research personnel): 150 Erasmus+ teaching and professional training activities; 197 international scientific events (conferences, congresses); 75 documentation/research/training stages and study/exchange-of-experience visits; 142 activities within international research contracts/projects; 44 symposia, training seminars, workshops, forums; 52 university-promotion activities; 14 participations in external evaluation committees or doctoral committees and course holding; 15 international summer schools/courses; 13 participations in sports competitions/ university-promotion artistic events; 8 meetings of the international networks – as a member; 3 participations in the activities of CEEPUS.

***OS.3.2.** Periodic consultation with the International Advisory Board of Transilvania University of Braşov (consisting of the Rectors of the member universities in the UNITA Alliance) on the university's lines of development and higher international visibility.*

As a member of the UNITA Alliance, Transilvania University of Braşov was allocated a financing of 1.2 million euros to achieve its objectives within the consortium: support for the European community's integration and unification activities, ever-higher quality of the international mobilities, but also of the educational and research act, as well as enhancement of the European cultural identity and values.

In 2024, the International Advisory Board met in Braşov between 17 and 20 June, on the occasion of the UNITA Week, hosted by UNITBV. During this period, the Rectors of the 12 UNITA Alliance member universities discussed the lines of development in UNITBV's internationalization strategy and the good practices for enhanced international cooperation.

***OS.3.3.** Support for the study programmes taught in foreign languages within each faculty, and organization of dual/multiple degree programmes in partnership with other universities abroad (especially within the UNITA Alliance), mainly for the master's and doctoral education cycles.*

Within each faculty's process of developing at least one programme taught in foreign languages, a new master's study programme was established in 2024, namely Gastronomic Engineering.

Since 2023, Transilvania University of Braşov has been a full member of UNITA – UNIVERSITAS MONTIUM Alliance, where it will continue its activity until 2027, contributing to the strategy for the reconfiguration of higher education in the European Union. In the framework of the UNITA Alliance, 115 outgoing mobilities (84 academic teaching and research personnel members and 31 students) and 145 incoming mobilities (102 academic teaching and research personnel members and 43 students) were conducted in 2024. Starting with the 2024-2025 academic year, optional courses in Intercomprehension and Romance languages (French, Italian, Spanish and Portuguese), which can be included in the graduates' diploma supplement and bear the "UNITA" label, have been introduced in the educational plans of several study programmes.

***OS.3.4.** Financial support (1500 euros) for every tenured academic and research personnel member's annual participation in at least one scientific or professional training/specialization event (as regards the colleagues who are Assistant Lecturers or Lecturers) abroad, and financing of the university's own programmes for training/documentation/ data collection/ scientific and didactic activity stages abroad.*

In the same context of the internationalization, the internal programme "Participation in Scientific Events Abroad", within which 1,500 euros were granted for participation in scientific events organised abroad, continued to operate in 2024. The academic teaching personnel employed for both an indefinite and a fixed term, as well as the tenured researchers (financed from the university's funds benefited from this programme.

OS.3.5. *Strengthened institutional and financial mechanisms for fostering the participation of the academic teaching personnel and (mostly doctoral) students in international cooperation and technical assistance projects funded by national and international agencies/organizations.*

The participation of the academic teaching personnel and students in international mobilities or other activities underpinning the rise of the international cooperation was enhanced by activities such as:

- further application of the clear and transparent procedures on the participation in the competitions for a mobility grant under the Erasmus+ programme (<https://unitbv.ro/studenti/erasmus/despre-erasmus.html>);
- granting of additional funds from the mobility projects (KA131 and KA171) under the Erasmus+ programme (SOM category) in order to finance the university personnel's largest number of applications possible;
- a separate section on the university's website for the dissemination of the Blended Intensive Programmes (BIP);
- dissemination to the students and academic personnel of all the information on mobilities received from national and international agencies/organizations or of the offers for participation in international cooperation programmes (e.g. the Agency for Study Loans and Scholarships under the Ministry of Education, Fulbright, DAAD, AUF, etc.);
- financial support from the university's own revenue for the individual student mobility scholarships (especially for the doctoral students);
- facilitation of student prizes (the event Graduates in front of the Companies) offered by foreign companies, which imply support for the AFCO awardees' mobility to these companies in study visits.

OS.3.6. *Continuation of the language skill development programme for the academic teaching personnel, administrative staff and doctoral students, as well as of the financial incentive programme for the academic personnel teaching in foreign languages.*

The establishment of these study programmes, as well as the need to develop the language skills of the academic teaching personnel, administrative staff and students was met by the Centre for Modern Languages organising, in 2024 as well, free courses for the teaching personnel of UNITBV.

The study programmes taught in international languages are also supported through the differentiated payment of the academic teaching personnel who contribute to their proper conduct. At the end of the academic year, they receive an amount equivalent to 30% of the payment for the hours of teaching supplied within the study programmes in foreign languages during that academic year.

Moreover, through the Centre for Modern Languages, the English and Spanish courses continued as well.

OS.3.7. *Continued financing of the university's programmes to attract distinguished international specialists for collaboration in the teaching and research activity (inclusively as external doctoral supervisors), but also in the administrative activity, as well as continuation of the scholarship/support programmes for the international students (especially the ones from developing countries).*

The foreign specialists' involvement in the university's teaching, research and administrative processes continued, by the financing of specific programmes for this purpose, through UNITBV-funded programmes of international mobilities at Transilvania University of Braşov:

- Guests at Transilvania University: 61 invitees from 22 countries;

- Guest Performers at Transilvania University: 7 invitees from 3 countries;
- Keynote speaker: 43 invitees from 20 countries;
- Transilvania Fellowship for Postdoctoral Research/Young Researchers: 8 scholarship grantees from 8 countries;
- Transilvania Fellowship for Visiting Professors: 3 scholarship grantees from 3 countries;
- Global Innovation Grant: 4 scholarship grantees from the same country;
- Artist in Residence@Transilvania University: one artist.

05.3.8. Continued collaboration with the Ministry of Foreign Affairs, with Romania's diplomatic missions abroad and with other institutions/organizations in the country and abroad in order to develop joint educational, research or technical support projects, to promote the Romanian language, culture and civilization, as well as to attract international students.

By virtue of the good relations with the Ministry of Foreign Affairs, several travels of the academic teaching personnel and students were made to the countries: Czech Republic, China, Costa Rica, Cuba, Kenya, Panama, where they also gave concerts, which contributed to the university's internationalization and to the promotion of Romania's image internationally.

05.3.9. A higher number of international students, and reinforced actions and events organised for their benefit, in order to adapt and integrate them into the academic community and society (inclusively through Campus scholarships.

In 2024, the scholarship/support programmes for the students of Transilvania University of Braşov from less developed countries continued, too: Transilvania Academica Scholarship (TAS) and Doctoral Scholarships for UNITBV's International Graduates, enjoyed by 123 students from 35 countries, who were financed from UNITBV's own funds. In 2024, the programme "Doctoral Scholarships for UNITBV's International Graduates" was continued as well, in order to keep the high-performing international students within the university, with a view to their developing a career in their field of research; 7 such scholarships were granted.

In order to promote the university abroad, within the CNFIS-FDI-2024-F-0389 project, a promotional film illustrating the international students' life and work at UNITBV was made. The film was presented during the international events in the autumn of 2024, which were attended by representatives of UNITBV. Within the same project, in each of the university's 18 faculties, one room was endowed with multimedia equipment for the teaching-learning-evaluation process in a hybrid format. By providing such spaces, the conduct of virtual mobilities at UNITBV is encouraged for the partner universities' students and professors alike. This activity is all the more important as UNITBV is a member of UNITA European University Alliance, within which virtual mobilities are an important way to facilitate the integration of the Alliance's members.

05.3.10. Financing of the academic personnel's participation in international educational fairs (under the "Study in Romania" aegis, together with the other Romanian universities) in events for the promotion of the university abroad and recruitment of international students.

Transilvania University's representatives attended the following international events dedicated to higher education, with a view to promoting the university, to strengthening and expanding the international relations: NAFSA professional congress and exhibition, 28-31 May 2024, New Orleans, Louisiana, USA; EAIE, annual conference and exhibition, 17-20 September 2024, Toulouse, France; recruitment fairs on the national agenda: European Higher Education Week, Vietnam, 19-23 October 2024; Study in Europe Fair in Cambodia – Phnom Penh, 24-25 October 2024; 2024 Fall North Africa Fairs: Tunis 16 November 2024, Rabat 18 November 2024.

Conclusions

The Annual Report on the State of Transilvania University of Braşov for 2024 is a synthesis made under the Law of Higher Education, based on the information undertaken by the university's structures as regards the activities and results achieved in accordance with the Strategic Plan for 2024-2029.

In 2024, the activities for the development and boost of the university's human resource and for the modernization of its material base were carried forward, research and innovation activities were conducted, and the prestige of Transilvania University of Braşov was strengthened at both national and international level.

The enhanced performance in education and research, as well as the attraction of highly qualified human resource had been desiderata for the activity in 2024, which were achieved due to the efficient capitalization on the financing resources and to the encouragement of a real partnership between the academic community members.

Report presented in the meeting of the Senate of Transilvania University of Braşov on 26.03.2025.

Prof. Eng. Ioan Vasile Abrudan, PhD
Rector

