

Internal Rewards Programmes for Faculty Excellence and Merit

Monthly income

Fix Component

Annual Variable Component salary increase based on performance

	+25%	+600 lei	+1000 lei	+10%	+1500 lei	25 - 50€
Aligned with teaching or research position	Research and Educational Activity	For each ISI WoS with impact factor >0.5%	Additional benefits for competition scores >80% of the maximum	For each ISI WoS indexed article with impact factor	Student appreciation (number) Student appreciation (percentage)	Per hour, depending on position
Base Salary	Merit Salary	Publications	Projects	PhD Supervision	Teaching activity	Grants & Projects

Salary increases for individual performance are granted monthly, for a calendar year, except for the Merit Salary (granted for a period of 5 years). Remuneration for activity within grants and projects is made according to their budgets.