Annex 2

Structure of the Internal Evaluation Report (IER)

CONTENTS:

I. General information

I.1. General description of the higher education institution and the institution organizing doctoral studies (IOSUD) (establishment, evolution, mission, governance, structure, programs/fields of university studies, going through the procedures of external evaluation of the quality of education)

The Bucharest Institute of Biology (IBB) of the Romanian Academy has its origins in 1949, with the establishment of the first biological research collectives. In 1957, they were brought together in the first Biological Research Center in Romania, which later became the "Traian Săvulescu" Institute of Biology (1960) and the Central Institute of Biology (1973). In 1990, the IBB was established within the structure of the Romanian Academy, based on the Government Decision no. 1220/1990, marking an essential stage in the evolution of biological research in Romania. The official founding documents include GD no. 1220/1990 and the Founding Decision no. 1 of 03.01.1991.

IBB's mission is to expand knowledge in the fundamental fields of biological sciences and to integrate research results into the national and international scientific circuit. The institution's activity is oriented towards fundamental research with applied relevance, biodiversity conservation, environmental status assessment and development of solutions based on scientific knowledge.

The IBB is organized into three departments: Taxonomy, Ecology and Nature Conservation, Microbiology and Developmental Biology. The IBB manages the ecological research stations in Posada and Sulina and contributes to the development of human resources through research projects, scientific publications and academic collaborations.

The scientific activity of the institute is reflected in a Hirsch index of 55 and over 15,000 citations in Web of Science, of which over 2,800 in the period evaluated. During the period evaluated, the editorial contributions include 12 monographs and treatises, two reference volumes and 17 book chapters published by publishers in the country and abroad. Also, in the period 2021–2026, the IBB organized 49 scientific events, and 90 specialized services (https://eertis.eu/) are listed on the EERTIS platform, supporting access to expertise, infrastructure and biological research technologies.

I.2. General description of the organizational component that organizes the field of doctoral studies (establishment, evolution, governance, structure, fields of doctoral studies)

The Doctoral School of Life Sciences (ȘDȘV) is part of the structure of the School of Advanced Studies of the Romanian Academy (SCOSAAR) and was established on March 16, 2023 by bringing together the doctoral study programs from six institutes of the Romanian Academy, in the fields of **Biology** and **Medicine**. The field of Biology includes the "Nicolae Simionescu" Institute of Cell Biology and Pathology, the Bucharest Institute of Biology, the Institute of Biochemistry and the "Ștefan S. Nicolau" Institute of Virology.

The VSC provides the institutional framework for doctoral training and capitalizes on the expertise, infrastructure and research capacity of the institutes of the Romanian Academy, providing an interdisciplinary environment for advanced training in life sciences.

Within IBB, the doctoral activity is supported by qualified doctoral supervisors in the field of Biology: **Acad. Dr. Octavian Popescu, Dr. Cristina Ligia Purcărea and Dr. Silvia-Simona Grosu-Tudor**, who provide scientific guidance and coordination of doctoral projects.

Table 1. List of doctoral supervisors affiliated to SCOSAAR

PhD supervisor	**Year of Quality Acquisition**	**Year of Quality Acquisition**
Acad. Octavian Popescu	1999	O.M. 4741/21.10.1999
Dr. Cristina Ligia Purcărea	2009	O.M. 6046/01.12.2009
Dr. Habil. Silvia-Simona Grosu-Tudor	2026	O.M. 6987/22.12.2025 (abilitare) 2460/07.05.2026 (afiliere SCOSAAR)

The doctoral research carried out within the institute is integrated into its scientific directions and capitalizes on the research infrastructure, the skills of the scientific staff and the academic collaborations developed by IBB. The topics addressed within the doctoral programs reflect the expertise of the researchers and the research priorities of the institute, covering, among others, molecular and cellular biology, genetics, microbiology, enzymology, protein biochemistry and food biotechnologies.

I.3. General description of the field of doctoral studies (motivation for establishment - in the case of provisional operating authorization, respectively, evolution and/or changes since the last external evaluation procedure of the quality of education, in the case of accreditation procedures or maintenance of accreditation, as the case may be)

The field of doctoral studies **Biology** is organized within the ȘDȘV, part of SCOSAAR, with the participation of the IBB. The doctoral training capitalizes on the expertise and research infrastructure of the IBB and is integrated into the main scientific directions of the institute, such as biodiversity and its conservation, taxonomy and ecology of organisms, microbiology, molecular and cell biology and developmental biology. During the period evaluated, IBB paid special attention **to developing the doctoral training capacity**, by increasing the number of doctoral supervisors. In the last year, **four habilitation theses were defended**, of which one of the researchers has already affiliated to SCOSAAR, and the other three researchers will also be affiliated after obtaining the habilitation certificate.

At the same time, the institute strengthens its involvement in **the training and recruitment of the young generation of researchers**, by participating in job fairs organized by the University of Bucharest and by increasing the number of students and master's students who carry out their research activity for bachelor's and dissertation theses within IBB.

The training and knowledge transfer activities were expanded by organizing **internal scientific sessions, Open Doors Day and training programs for students and master's students**. A recent initiative is represented by the **environmental education program carried out in collaboration with the Ministry of Education and Research in the period 2024–2025**, through which **1.084 students from 58 classes and 24 educational units** in Bucharest, Ilfov and Prahova were trained.

II. Elaboration of the internal evaluation report

(report team, milestones, standards and performance indicators, stakeholder involvement)

The IBB's internal evaluation report (REI) was developed based on the analysis of the doctoral activity carried out in the period 2021–2026, by a team designated at the institute level and coordinated by the IBB management. The composition of the team responsible for developing the report is presented in the table below.

Table 2. Composition of the team for the preparation of the internal evaluation report (REI)

Nr. crt.	Name and surname	Role in the report
1.	CS I Dr. Silvia Simona GROSU-TUDOR	Project Development Coordinator
2.	CS I Medana ZAMFIR	Team member
3.	CS II Monica-Elena MITOI	Team member
4.	CS II Marilena ONETE	Team member

The development of the REI for the Biology doctoral field was carried out in stages, based on the external evaluation methodology and the analysis of the doctoral activity in the period **2021–2026**. The analysis aimed to correlate quantitative and qualitative data with performance standards and indicators, as well as to identify strengths and aspects that need improvement.

The main stages were:

1. **Analysis of the REI methodology and structure** – establishing the requirements, indicators and structure of the report.
2. **Data collection and centralization** – extraction of information on human resources, PhD students, completed theses, research, projects, publications and infrastructure for the period 2021–2026.
3. **Internal analysis by quality areas** – correlating information with evaluation standards and highlighting results, strengths and vulnerabilities.
4. **Identification and completion of supporting documents** – verification of the data and establishment of the evidence and annexes necessary to support the information presented.
5. **Consultation and validation of the report** – verification of the information by the doctoral supervisors and the relevant institutional structures, followed by the integration of the observations and finalization of the document.

III. Information necessary to assess the degree of compliance with standards and performance indicators[1]

DOMAIN A. Institutional capacity

Criterion A.1. Managerial and administrative institutional structures and processes, involving students and other stakeholders

Standard S.A.1.1. Organizational components and institutional processes

Indicator I.P.A.1.1.1 Institutional organization and management

[1] The performance indicators used in the procedure regarding the provisional operating authorization, respectively the accreditation/maintenance of accreditation of a DSUD can be found in Annex 1 to this *Guide*.

Presentation of the state of affairs. The doctoral activity in the field of Biology, in which the IBB participates, takes place within the ȘDȘV, part of the School of Advanced Studies of the Romanian Academy (SCOSAAR). At the level of the IBB, the doctoral activity is integrated into the structure and scientific directions of the institute and benefits from the expertise of the researchers with the right to supervise doctoral studies. During the evaluated period, 3 doctoral supervisors, the research departments, the scientific council and the steering and academic integrity committees were involved in the field of Biology. The doctoral students are represented in the institutional structures by the representative in the scientific council of the ȘDȘV.
Analysis of the factual situation. The existing institutional structure provides an adequate framework for carrying out doctoral studies and allows the integration of doctoral training into the research activity of IBB.
Future directions of action. The IBB aims to strengthen the institutional capacity to support doctoral studies by increasing the number of qualified researchers and their affiliation to the ȘDȘV/SCOSAAR.
Support documents. The organization and conduct of doctoral studies are regulated by https://ibiol.ro/doctorat/program/index.html regulations, methodologies and institutional procedures (https://ibiol.ro/doctorat/documente/informatii.html), which establish the responsibilities of the structures involved, the mode of admission (https://ibiol.ro/doctorat/sesiune2026/sesiune2026.html), the conduct of the doctoral program, the monitoring and evaluation of doctoral students, as well as the completion of studies (https://ibiol.ro/doctorat/anunt/index.html and https://ibiol.ro/doctorat/anunt/mehabit.html).

Standard S.A.1.2. Stakeholder involvement
Indicator I.P.A.1.2. 1 Stakeholder consultation and engagement
Presentation of the state of affairs. The IBB involves members of the scientific and administrative community, as well as other relevant stakeholders, in the process of developing, analysing and revising institutional methodologies, regulations and procedures.
Analysis of the facts. The methodologies, regulations and procedures are periodically analyzed and updated, depending on legislative changes, institutional needs and observations made by members of the academic community.
Future directions of action. Regularly updating the regulations and procedures and strengthening the consultation of the academic community and doctoral students in decision-making processes.
Supporting documents. Internal regulations and methodologies of the IBB, decisions of the management structures, regulations and documents related to the Doctoral School (https://ibiol.ro/)

Criterion A.2. Material base and optimization of its use
Standard S.A.2.1. Material base
Indicator I.P.A.2.1.1 Spaces and facilities for study and research
Presentation of the state of affairs. The available infrastructure includes spaces and equipment for laboratory research, biological, microbiological, molecular and cellular analyses, as well as taxonomy, ecology and biodiversity monitoring activities. Depending on the specifics of the research topic, doctoral students can also benefit from the infrastructure and facilities related to the IBB's ecological research stations in Posada and Sulina, as well as from the information resources and databases used in the scientific activity.

Analysis of the facts. The existing infrastructure allows the development of experimental and field activities and supports the integration of doctoral students in the institute's projects and research groups.
Future directions of action. IBB aims to modernize and develop the research infrastructure through inter-institutional projects and collaborations.
Support documents. The research infrastructure is available to IBB doctoral students and its description is listed at https://ibiol.ro/cercetare/laboratoare.html

Standard S.A.2.2. Material base management

Indicator I.P.A.2.2.1 Maintenance of movable and immovable property

Presentation of the state of affairs. The IBB has spaces and immovable and movable assets suitable for carrying out research activity and doctoral training. These include laboratory and research spaces, administrative spaces and the equipment necessary for scientific and training activities.
Analysis of the factual situation. The available equipment and spaces are used by doctoral students depending on the research topic and under the guidance of doctoral supervisors. Their maintenance and modernization is a condition for supporting doctoral research.
Future directions of action. The aim will be to attract resources through research projects and other sources of funding for the development of the material base.
Supporting documents. Inventory of IBB's immovable and movable assets, list of research spaces and laboratories https://ibiol.ro/cercetare/laboratoare.html

Criterion A.3. Adequate human resources and transparent procedures for recruiting personnel, developed under the conditions of the law

Standard S.A.3.1. Human resources

Indicator I.P.A.3.1.1 Human resources and professional skills

Presentation of the state of affairs. IBB has qualified doctoral supervisors, researchers and technical staff involved in the doctoral activity
Analysis of the factual situation. Within the IBB there are three doctoral supervisors, whose scientific skills and professional experience are correlated with the research directions of the institute and with the theme of the doctoral theses.
Future directions of action. IBB aims to strengthen the doctoral training capacity by affiliating the three researchers who defended the habilitation thesis to SCOSAAR.
Supporting documents. List and CVs of doctoral supervisors in IBB
https://ibiol.ro/doctorat/abilitare/evaluare2026.html

Criterion A.4. Digitization of institutional processes

Standard S.A.4.1. Digital transformation

Indicator I.P.A.4.1.1 Use of IT tools and improvement of services

Presentation of the state of affairs. IBB has infrastructure and IT resources dedicated to research activities, including bioinformatics facilities, biological databases, web applications and infrastructure for the use of artificial intelligence methods in biology.

Analysis of the facts. The IBB has IT tools such as bioinformatics platforms and applications, biological databases, web applications, tools for the analysis of genomic data and IT infrastructure for the use of artificial intelligence in biological research**.**

Future directions of action. Expanding and integrating digital solutions used in administrative and academic activities, as well as streamlining the electronic management and archiving of documents.

Supporting documents. IBB website, internal regulations and procedures, administrative documents in electronic format, platforms and IT applications used at institutional level. (https://ibiol.ro/)

DOMAIN B. Educational effectiveness

Criterion B.1. Content and relevance of study programs

Standard S.B.1.1. Content of the study program(s)[1]

Indicator I.P.B.1.1.1 Structuring of the study program and learning outcomes

Presentation of the state of affairs. The doctoral study program at IBB is organized on the basis of a curriculum that integrates advanced training, scientific research, training and evaluation activities. The structure of the program is related to the expected learning outcomes and is organized in the system of transferable study credits (ECTS).

Analysis of the factual situation. The structure of the program ensures the correlation of the training and research activities with the skills and results expected at the end of the doctoral studies.

Future directions of action. Periodically updating the structure and content of the study program in relation to the evolution of the scientific field, the results of research and the current requirements regarding doctoral training.

Supporting documents. The curriculum of the doctoral study program; the records of the disciplines/activities in the training program; progress reports of the doctoral students. https://ibiol.ro/doctorat/program/index.html

Criterion B.2. Concordance between curriculum and qualification

Standard S.B.2.1. Concordance with the level of qualification and the targeted competences

Indicator I.P.B.2.1.1 Learning outcomes are consistent with the level of qualification

Presentation of the state of affairs. The doctoral study program organized within the IBB is structured according to level 8 of qualification, through advanced training and scientific research activities.

Analysis of the facts. The results of the pursued learning aim at developing the knowledge, skills and competences necessary to carry out an independent research activity in the field of Biology.

Future directions of action. The aim will be to maintain the correlation between learning outcomes, training and research activities and level 8 qualification,

Supporting documents. The curriculum of the doctoral study program, the records of the disciplines and training activities, the regulation on the organization and conduct of doctoral studies (https://ibiol.ro/doctorat/documente/informatii.html)

Indicator I.P.B.2.1.2 Correlation of learning outcomes with occupational competences

Presentation of the state of affairs. PhD students demonstrate skills in planning and conducting research activities, the proper application of investigation methods and the critical interpretation of the results obtained, as well as the communication and dissemination of scientific results.

Analysis of the factual situation. The skills acquired by doctoral students are developed through experimental, documentation and dissemination activities carried out within doctoral projects.
Future directions of action. Regular updating of skills and expected learning outcomes will be pursued
Supporting documents. Curriculum, documents regarding the professional path of graduates, completed doctoral theses (https://ibiol.ro)

Criterion B.3. Student-centered learning, teaching and assessment
S.B.3.1 Principles
I.P.B.3.1.1 Implementation of student-centered learning through curriculum and didactic strategies
Presentation of the state of affairs. Doctoral supervisors provide individual guidance and monitoring of progress throughout the studies.
Analysis of the factual situation. Learning is achieved through theoretical training activities, individual study and research, complemented by participation in seminars, laboratory activities, projects and scientific events.
Future directions of action. Diversification of student-centered training and research activities and their adaptation to individual needs and the evolution of the field of Biology.
Support documents. The web page with the entire documentary program of IBB https://ibiol.ro/doctorat/index.html

Criterion B.4. Accessibility and efficiency of resources and support services appropriate to learning
Standard S.B.4.1. Access to resources and services
Indicator I.P.B.4.1.1 Ensuring access to learning resources and services tailored to students' individual needs
Presentation of the state of affairs. PhD students benefit from access to IBB's laboratories and research infrastructure, bibliographic resources and scientific databases, as well as to the IT tools necessary for research activities.
Analysis of the factual situation. Access to resources is a competitive advantage and allows topical topics
Future directions of action. Maintaining and developing the research infrastructure and bibliographic and computer resources available to doctoral students,
Support documents. Documents regarding the infrastructure and endowment of the IBB laboratories, library resources and available scientific databases; https://ibiol.ro/biblioteca/index.html, https://ibiol.ro/cercetare/laboratoare.html

Criterion B.5. Learning outcomes
Standard S.B.5.1. Definition and evaluation
Indicator I.P.B.5.1.1 Description of learning outcomes and clarification of expectations regarding subject content
Presentation of the state of affairs. The expected results are communicated to the doctoral students and constitute benchmarks for carrying out and evaluating the training and research activities.
Analysis of the factual situation. Monthly activity reports of doctoral students on the evolution of learning.

Future directions of action. Seminars with the presentation of the methodologies used and the results obtained.

Indicator I.P.B.5.1.2 Assessment of learning outcomes during and at the end of studies

Presentation of the state of affairs. The evaluation of the doctoral students within the IBB is carried out through exams and reports during the doctoral training program

Analysis of the facts. The doctoral students take at least four exams in the first year of studies, and in the following years they present progress reports that include the results obtained during the research activities.

Future directions of action. Maintaining and improving the process of evaluating learning outcomes

Supporting documents. Doctoral study plan, discipline sheets

Criterion B.7. Procedures and practices regarding the admission competition, the course, recognition and equivalence of studies, as well as the certification of results

Standard S.B.7.1. Admission

Indicator I.P.B.7.1.1 The organizational component applies the procedures regarding admission

Presentation of the state of facts. IBB applies the admission procedures for doctoral studies, in accordance with the legislation in force and the approved admission methodology.

Analysis of the factual situation. Evaluation of candidates according to the training and skills necessary to carry out doctoral studies.

Future directions of action. Periodic updating of the admission procedures in accordance with the legal provisions and the requirements of the doctoral program.

Supporting documents. Methodology for admission to doctoral studies, admission announcements https://ibiol.ro/doctorat/sesiune2026/sesiune2026.html

Indicator I.P.B.7.1.2 Fair admission and equal opportunities

Presentation of the state of facts. The admission procedures are applied non-discriminatory to all candidates based on the criteria established by the admission methodology

Analysis of the facts. Candidates with special educational needs and/or disabilities benefit from support measures and adaptations of the admission process, under the conditions of the law.

Future courses of action. Maintaining equitable access to admission

Supporting documents. Admission methodology, regulations of the Doctoral School, https://ibiol.ro/doctorat/sesiune2026/sesiune2026.html

Standard S.B.7.2. Students' academic path

Indicator I.P.B.7.2.1 The organizational component applies the regulations on the professional activity of students

Presentation of the state of facts. During the evaluated period, 11 doctoral theses were completed, and currently, within IBB, 7 doctoral students carry out their activity. In total, the doctoral students contributed to the publication of 82 scientific articles, as well as to the elaboration of a research patent and 9 papers of book, book chapter and monograph. The article "First genome sequence and functional profiling of *Psychrobacter* SC65A.3 preserved in 5,000-year-old cave ice: insights into ancient resistome, antimicrobial potential, and enzymatic activities", authored by Victoria Ioana Păun and collaborators, has

benefited from extensive visibility in the media, being presented both in the national and international press, as well as in shows and television materials.

Analysis of the facts. The volume of doctoral activity is significantly related to the number of doctoral supervisors.

Future directions of action. Periodic updating of the regulations on the professional activity of doctoral students.

Supporting documents. IBB Internal Evaluation Report (https://ibiol.ro/doctorat/abilitare/evaluare2026.html)

DOMAIN C. Quality Management

Criterion C.2. Functionality of education quality assurance structures, including in the field of university ethics and deontology, according to the law

Standard S.C.2.1. Structures

Indicator I.P.C.2.1.1 Organisational structures

Presentation of the state of facts. The Ethics and Academic Integrity Commission of IBB contributes to ensuring and monitoring the quality of the activities carried out within the doctoral degree programs.

Analysis of the facts. The members of the Ethics and Academic Integrity Commission are appointed by decision of the director of IBB, according to Decision no. 111/06.11.2023.

Future directions of action. The recalibration of the criteria for evaluating the performance of doctoral students will be pursued, based on the analysis of the results obtained during the five-year reference period.

Supporting documents. Rules of operation of the ethics committee, the code of ethics and the decision to appoint the ethics committee https://ibiol.ro/institut/organizare.html

Criterion C.3. Procedures for initiating, monitoring and periodically reviewing programmes and fields of study and activities carried out, involving students, employers and other stakeholders

Standard S.C.3.1. Procedures and their application

Indicator I.P.C.3.1.1 Application of procedures and impact on quality

Presentation of the state of facts. The IBB applies the institutional procedures regarding the monitoring and periodic review of the activities related to the doctoral study program,

Analysis of the facts. The activities of the doctoral program are monitored through an electronic register and a physical one, managed by the scientific secretary.

Future directions of action. Continue the periodic monitoring of the doctoral program and capitalize on the results of the evaluations, the feedback of doctoral students and doctoral supervisors in the process of improving the activities.

Supporting documents. Individual training and research plans, register of doctoral students.

Indicator I.P.C.3.1.2 Community and stakeholder involvement in the application of procedures

Presentation of the state of facts. In the application of the procedures related to the doctoral program, the IBB involves members of the scientific community, doctoral supervisors, doctoral students and certified researchers.

Analysis of the facts. Each doctoral student benefits from the guidance of a Guidance and Academic Integrity Committee, made up of at least three members.
Future directions of action. Improving the monitoring of doctoral students by organizing quarterly seminars.
Supporting documents. Documents regarding the evaluation and monitoring of the doctoral program

Criterion C.4. Procedures for periodic evaluation of the quality of the activities of the teaching, auxiliary teaching and administrative staff
Standard S.C.4.1. Procedures
Indicator I.P.C.4.1.1 Analysis of the evaluation of teachers by students.
Presentation of the state of facts. Within the IBB, the evaluation of the activity of the teaching staff by the doctoral students is carried out periodically, according to the applicable institutional procedures.
Analysis of the facts. The results of the evaluations are analyzed by the structures responsible for the doctoral activity and aspects that need improvement are identified.
Future directions of action. Improvement of teaching and guidance activities.
Supporting documents. Evaluation questionnaires

Criterion C.8. Participation in external evaluation processes, according to the law
Standard S.C.8.1. Compliance with the external evaluation obligation
Indicator I.P.C.8.1.1 Conduct of external quality assessment procedures
Presentation of the state of facts. IBB periodically participates in external quality assessment processes
Analysis of the facts. The situation of doctoral students and doctoral supervisors since the last evaluation is presented
Future direction of action. Maintaining compliance with external evaluation requirements
Supporting documents: External evaluation reports
https://ibiol.ro/doctorat/abilitare/evaluare2026.html

IV. Recommendations and main conclusions resulting from the last external quality assessment procedure[2], and actions taken

Following the evaluation of SCOSAAR by ARACIS, between 25.10 – 19.11.2021, within the field of doctoral studies **BIOLOGY**, it was found that **only two performance indicators are partially met: A.1.1.1 and A.1.1.2.**

Performance indicator A.1.1.1. Existence of specific regulations and their application at the level of the doctoral school to which the field of doctoral studies belongs
Recommendations: Promoting the regulations of the Doctoral School among all students and the presence of students in CSD. It is also recommended to promote the representative of the doctoral students in CSD so that all students are aware of the all decisions taken at CSD level.

[2] In the case of the accreditation procedure or maintenance of accreditation, as the case may be.

The indicator is partially fulfilled

Implementation at IBB level: The regulations of the Doctoral School are sent by e-mail to doctoral students enrolled in IBB.

The Council of the Doctoral School of Life Sciences consists of 17 members: the Director of the Doctoral School of Life Sciences, 7 doctoral supervisors from the Doctoral School of Life Sciences, 5 external members (renowned doctoral supervisors from another university in the country or abroad) and 4 doctoral students.
The doctoral students who are members of the CSD are elected by universal, direct and secret vote of the doctoral students in the field of biology enrolled at SCOSAAR and are then validated by the vote of the doctoral supervisors. A doctoral supervisor and a doctoral student supervised by him or 2 doctoral students with the same doctoral supervisor cannot be part of the CSD at the same time.
The doctoral students actively participate in all the meetings of the Council of the Doctoral School of Life Sciences and communicate to the other doctoral students the decisions approved within it.
***Performance indicator A.1.1.2. The** regulations of the doctoral school include criteria, procedures and mandatory standards for the aspects specified in art. 17, para. (5) of the Judgment Government no. 681/2011 on the approval of the Code of Doctoral Studies, with subsequent amendments and additions.*

Recommendations: Adopt and implement the new regulation.
The indicator is partially fulfilled

Implementation at IBB level: The new regulation adopted by CSD-Life Sciences has been sent to doctoral supervisors and doctoral students and is implemented within the institute.

V. SWOT analysis

✓ **Strengths:**	**INTERNAL FACTORS**	**Weaknesses:**
✓ IBB's membership in the Romanian Academy and the integration of the doctoral activity within SCOSAAR. ✓ Involving researchers with experience and expertise in various fields, such as microbiology, developmental biology, ecology, taxonomy, biodiversity and nature conservation. ✓ Existence of infrastructure and facilities necessary for doctoral research activities ✓ Integration of doctoral students in the research groups and scientific projects of the institute.		✓ Low number of doctoral supervisors ✓ The need for permanent development and updating of research infrastructure and equipment. ✓ The variable level of involvement of doctoral students in research projects, ✓ Still low international visibility of the doctoral activity and the results obtained.

✓ Participation of doctoral students in conferences and scientific dissemination activities ✓ Collaboration with research institutes, higher education institutions and national and international partners. ✓ Correlation of doctoral topics with IBB's research directions and current priorities in the life sciences. ✓ The average number of publications in the Web of Science is over 4 articles per PhD student		✓ Insufficient number of international projects and mobilities for doctoral students. ✓ The need for more active promotion of doctoral topics, infrastructure and research results ✓ There are no job prospects in IBB after completing the doctoral studies, the positions being blocked in recent years
	SWOT analysis	
Opportunities: ✓ Access to national and European funding programs for doctoral research and training ✓ Development of national and international collaborations with universities and research institutes ✓ Increasing interest in life sciences fields ✓ Involvement of PhD students in international projects and consortia ✓ Expanding research mobilities and academic exchanges. ✓ Access to national and European scientific infrastructures and databases ✓ Capitalizing on research results through publications, patents, protocols and collaborations with the socio-economic environment.	**EXTERNAL FACTORS**	**Threats:** ✓ Instability and low predictability of funding for doctoral research and training ✓ Competition for attracting and retaining high-performing researchers and doctoral students. ✓ Migration of well-trained researchers and graduates ✓ Increased costs of research equipment, materials and services. ✓ Decrease in the attractiveness of research careers. ✓ Competitive access to grants, infrastructures and mobilities. ✓ Risk of delay in experimental research due to procurement and maintenance difficulties

VI. Main challenges and development directions

Following the internal evaluation process, the IBB identified the following challenges and development directions:

1. **Strengthening the human resource** involved in the doctoral activity, by maintaining and expanding the coordination capacity and attracting researchers with relevant expertise.
2. **Development of the research infrastructure**, by ensuring the access of doctoral students to modern equipment and technologies, necessary for competitive and interdisciplinary research.
3. **Integration of doctoral students in IBB's research projects**, including national and international projects, in order to develop scientific skills and capitalize on the results through specialized publications.
4. **Internationalization of doctoral activity**, by expanding collaborations with research institutions and universities abroad, developing mobilities and participating in international projects and networks.
5. **Strengthening the monitoring of the doctoral and professional path**, by periodically collecting feedback from doctoral students and monitoring the professional evolution of graduates.
6. **To increase the visibility of the Biology doctoral field**, by promoting the research themes, infrastructure and scientific results of the IBB, as well as the opportunities offered to doctoral students.

VII. Description of the annex

1. The document "*Doctoral supervisors*" – includes the centralizing table in Excel format regarding the doctoral supervisors within IBB, as well as their CVs.
2. The document "*Doctoral students who have completed their doctoral studies in the period 2021–2026*" – includes the centralizing table in Excel format regarding the doctoral students who have completed their doctoral studies in the reference period, as well as the individual evaluation sheets related to each doctoral student
3. The document "*Active doctoral students*" – includes the centralizing table in Excel format regarding the doctoral students currently in activity, as well as their individual evaluation sheets.
4. The document "*Doctoral students withdrawn from the doctoral study program*" – includes the centralizing table in Excel format regarding the situation of doctoral students who have withdrawn from the doctoral study program.
5. Document "*List of papers published by doctoral students during the evaluated period*"

All documents are published on the IBB website at:
https://www.ibiol.ro/doctorat/abilitare/evaluare2026.html