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**To the Rector of  
«Victor Babes» University of Medicine  
and Pharmacy Timisoara**

**January 31, 2023**

**Dear Prof. Dr. Octavian Marius Cretu!**

The Independent Agency for Accreditation and Rating (IAAR) expresses its gratitude for your trust in education quality assessment and informs that at the meeting of the Accreditation Council on January 27, 2023 (Minutes No. 72) the following recommendations of the External Expert Panel aimed at further improving the quality of the educational organisation and educational programmes were adopted:

**Institutional Accreditation**

*Standard “Mission and Outcomes”*

1. The UMFVBT should involve all stakeholders into discussion about University mission statements at the University councils, to invite employers, graduates and other stakeholders for participation in the discussion, and to document the results (by May, 2023).

2. The UMFVBT organise yearly conferences/workshops with internship supervisors from EPs and employers for adjusting the learning outcomes. Results and decision making must be documented (by September 2023 and then yearly).

*Standard “Educational Programme”*

1. The UMFVBT should determine (at departments meetings) the teaching and learning methods that encourage, prepare, and support the learning process could be used for different disciplines within EPs to support students’ educational responsibility, mark them in correspondent curricula (by June 2023) and implement them into the educational process (by June 2024).

2. The UMFVBT should discuss (at departments meetings – by June 2023)

and implement modern methods of adult education (CBL, TBL etc.) into provided EPs (by June 2024).

3. The UMFVBT should increase participation of students in research through their inclusion as implementers in all existing university research projects (by February 2024).

4. The UMFVBT through the structures responsible for the EPs should elaborate a prospective plan for implementation of innovations into EPs for five years (by September 2023), discuss, analyze and correct it (if necessary) yearly, in particular, in widening the spectrum of elective subjects available.

5. The UMFVBT should include non-traditional, traditional or alternative practices into the EP provided by the Faculty of Medicine (by September 2023).

6. The UMFVBT should carry out surveys for students about satisfying the EPs, propositions about electives, learning outcomes, etc. (by May 2023 and then yearly). The results should be posted at the university and faculties' websites (by June 2023 and then yearly), discussion and decision making should be carried out at University and Faculty Councils (by September 2023 and then yearly).

7. Responsible persons should collect regularly any oral, written, informal, formal, descriptive, evaluative, peer and self-assessed feedbacks from public and society as a whole, document them, discuss and make decision at faculty Council when discussing EPs changing for the next year (by April 2024).

#### *Standard "Students Assessment"*

1. The UMFVBT should organise preparing the academic and technical staff to demand-driven assessment methods (by December 2023) and implement them into the educational process from the year 2024/2025.

2. The UMFVBT university should diversify and innovate the learning and teaching methods with a focus on combination of validity, reliability, impact on learning, acceptability and effectiveness while being centered on students' needs and transparent opportunities to appeal (by June 2023).

#### *Standard "Students"*

1. The UMFVBT should elaborate a policy which regulates the admission of students with disabilities with applicable laws and regulatory documents of the country (by July 2023).

#### *Standard "Academical Staff/Faculty"*

1. EEP members recommend for the Faculty of Medicine to organise meeting with the academic staff to introduce the academic programme as amended, as well as the general content of the academic programme and other disciplines and subject areas, in order to encourage cooperation and integration (by July 2023).

2. The UMFVBT should develop and implement mechanisms of wider inclusion of research into teaching and learning and to train the teaching staff accordingly (by June 2023).

#### *Standard "Educational Resources"*

1. The unit responsible for the education programme Medicine integrate

educational research with research in general and ensure their interconnection (Due date - by July 2024).

2. EEP members recommend for the Faculty of Medicine continuously evaluate medical education with the help of experts from other national and international institutions (by April 2023).

3. The unit responsible for development of educational programmes should apply a policy which regulates the expertise in the field of education (by June 2023).

4. The unit responsible for Human Resources should have a proper formation of the staff which meet the international requirements in teaching methods and assessing knowledge and skills. The potential policy is expected to be effective (by November 2023).

5. The human resources department should continuously develop the teaching staff by hiring internal or external experts in medical education (Due date - by September 2023).

6. The unit responsible for Human Resources should make sure to incorporate the new expertise in education into the process of educational programme development (by July 2023).

#### *Standard "Programme Evaluation"*

1. The UMFVBT should optimise the system for collecting, documenting and analyzing data on key issues of educational programmes, conduct public decision-making based on the results of monitoring (by June 2023 and then yearly).

2. The UMFVBT should define a system for providing feedback to teachers and students based on the results of a questionnaire or from other sources (meetings with rector or/and dean) of information about unfair practices or improper behavior of teachers or students with and/or legal consequences (by June 2023).

3. The UMFVBT should organise separate surveys for students, teachers, graduates, employers etc. about educational programmes, graduates competencies, make it public and discuss survey results at on the level of the University and Faculty Councils/CEACE, make decision about necessity (if so) to improve Educational programme (by June 2023 and then yearly).

#### *Standard "Management and Administration"*

1. The UMFVBT should invite representatives of practical medicine and pharmacy to participate in the discussion of the development of the educational programmes, introduce them to the collegiate bodies of the University and the faculties (by September 2023)

#### *Standard "Continuous Update"*

1. The UMFVBT should carry out a SWOT analysis to see the prospects for improving the educational programmes based on the results of the monitoring of the types of activities and the results of monitoring the educational program,

to plan processes for short- and long term, to include updates into the content of curricula (by September 2023).

2. The UMFVBT should collect and analyze information about modern achievements in medical and pharmaceutical science and practice, to discuss the possibility of implementing them into the educational process at department (faculty) meetings, make changes to the curricula or syllabi (by June 2023 and then yearly).

3. Develop assessment principles and methods and number of examinations according to learning outcomes and teaching and learning methods (by September 2023).

4. The UMFVBT should implement changes into the internal documents related to the recruitment and formation of academic staff in line with the changing needs of health care (by September 2023).

5. The UMFVBT through the unit responsible for the development of the educational programme to start procedures of evaluation of the content and results of Eps provided and to correct deficiencies found (by September 2023).

6. The UMFVBT should develop a monitoring and evaluation process for the educational programmes provided (by May 2023).

**The External Expert Panel made the following conclusions on the criteria of IAAR Standards: 1% of strong criteria, 81% of satisfactory criteria, 18% of criteria requiring improvement, no unsatisfactory criteria.**

### **Educational Programme Medicine (Bachelor)**

#### *Standard "Mission and Outcomes"*

1. EEP members recommend for the Faculty of Medicine to organise regular / on annual basis meetings with relevant stakeholders in order to collect opinions / suggestions for future updating the mission and to include such activities to the development plan of the educational programme/Faculty (Due date - by June 2023).

2. EEP members recommend for the Faculty of Medicine to collect the views of all stakeholders in order to improve the functioning of the university (Due date - by June 2023).

#### *Standard "Educational Programme"*

1. EEP members recommend for the Faculty of Medicine prepare an educational programme plan that includes innovative teaching methods that stimulate, prepare and support learning (Due date - by September 2023).

2. To use methods based on modern adult education theory in the training of trainees in the medical education programme (Due date- by September 2023).

3. Include students as implementers in all existing university research projects (Due date - by February 2024).

4. EEP members recommend for the Faculty of Medicine include non-traditional, traditional or alternative practices (Due date - by June 2023).

5. Prepare a plan for innovation in the educational programme (Due date

- by February 2023).

6. EEP members recommend for the Faculty of Medicine modify the academic programme based on feedback from stakeholders (Due date - by June 2023).

*Standard "Students Assessment"*

1. EEP members recommend for the Faculty of Medicine to design their programme with a combination of validity, reliability, impact on learning, acceptability and effectiveness of assessment methods and format (Due date - by June 2023).

2. Use new assessment methods according to the needs and demands of the health system (Due date - by September 2023).

*Standard "Students"*

1. Make a policy governing the admission of students with disabilities, taking into account the current laws and regulations of the country (Due date - by August 2023).

*Standard "Academical Staff/Faculty"*

1. EEP members recommend for the Faculty of Medicine to organise meeting with the academic staff to introduce the academic programme as amended, as well as the general content of the academic programme and other disciplines and subject areas, in order to encourage cooperation and integration (Due date - by July 2023).

*Standard "Educational Recourses"*

1. The IT department identify and implement policies for the effective use and evaluation of information and communication technologies in the education programme (Due date - by January 2024).

2. The IT department provide access to a network or other electronic media to all students and teachers (Due date - by January 2023).

3. EEP members recommend for the Faculty of Medicine to apply a policy of introducing students with the relation of research and education (Due date - by October 2023).

4. The unit responsible for the education programme Medicine integrate educational research with research in general and ensure their interconnection (Due date - by July 2024).

5. EEP members recommend for the Faculty of Medicine continuously evaluate medical education with the help of experts from other national and international institutions (by April 2023).

6. Apply the policy governing expertise in education (Due date - June 2023).

7. Build a workforce that meets international requirements for learning methods and assessment of knowledge and skills (Due date - by November 2023).

8. The human resources department continuously develop the teaching staff by hiring internal or external experts in medical education (Due date - by September 2023).

9. EEP members recommend for the Faculty of Medicine to ensure that educational news expertise is incorporated into the educational programme development process (Due date - by July 2023).

10. The finance department provide resources for the regional and international exchange of staff (academic, administrative and teaching staff) and students (Due date - by January 2024).

11. The International Department to increase academic mobility for teachers and students (Due date - by September 2024).

*Standard "Programme Evaluation"*

1. Establish a monitoring programme that will observe the educational process and inform the units if intervention is needed (Due date - by June 2023).

2. The unit responsible for the evaluation of the educational process to have a system that evaluates the process and products of the academic programme (Due date - by June 2023).

3. EEP members recommend for the Faculty of Medicine to involve teachers and students in the monitoring and evaluation of the educational programme (Due date - by June 2023).

4. To collect and examine feedback on the clinical practice of graduates (Due date - by June 2023).

5. Involve stakeholders in decision making by allowing them to participate in the evaluation of the educational programme through feedback (Due date - by June 2023).

*Standard "Management and Administration"*

1. Include representatives of the Ministry of Education and Health, practical and public health in the unit responsible for the educational programme (Due date - by September 2023).

*Standard "Continuous Update"*

1. Conduct a review of prospective and own studies to evaluate the medical education literature (Due date - by September 2023).

2. Develop assessment principles and methods and number of examinations according to learning outcomes and teaching and learning methods (Due date - by September 2023).

3. Change the recruitment and formation of academic staff in line with the changing needs of health care (Due date - by September 2023).

4. Develop a monitoring and evaluation process for the educational programme (Due date - by May 2023).

**The External Expert Panel made the following conclusions on the criteria of IAAR Standards: 1% of strong criteria, 86% of satisfactory criteria, 13% of criteria requiring improvement, no unsatisfactory criteria.**

## **Educational Programme Dental Medicine (Bachelor)**

### *Standard "Mission and Outcomes"*

1. It is necessary to state within documents and councils minutes the involvement and recommendations of the key stakeholders in development of the mission statement. As well, it is recommended to take into consideration the opinions and suggestions of other relevant stakeholders (private ones as well) and to be able to demonstrate it (by December 2024).

2. Should develop feedback assessment mechanisms for graduates in order to analyze it regarding the educational programme and include it into its update process (by September 2023).

### *Standard "Educational Programme"*

1. It is necessary to improve teaching methods and implement modern ones as well as to implement the students' feedbacks regarding these methods into annual updates (by the end of 2024).

2. To improve and enlarge the involvement of beneficiaries as well as teaching staff into the educational programme update proposals and mention it into the minutes of responsible councils (by the end of 2024).

3. It is necessary to develop the questionnaire and feedback collection regarding the educational programme from employees and graduates, and to analyze it within structural unit responsible for the education programme. The result of analysis as well as taken into consideration proposals should be published (by study year 2023 -2024).

### *Standard "Students Assessment"*

1. It is recommended to develop the assessment methods of students and implement mechanisms of decreasing the human factor upon the evaluation process (by the beginning of study year 2023 - 2024).

### *Standard "Students"*

1. To improve the policy of admitting students with disabilities in accordance with applicable laws and regulatory documents of the country (by September 2023).

### *Standard "Educational Resources"*

1. The faculty should clearly state the policy on expertise and apply it in order to develop the teaching methods and assessment of knowledge and skills. The results and modifications should be contained within minutes of the responsible units as well as within updated curriculum (by the end of 2024).

2. Beside the teaching mobility (like Erasmus + program) it is recommended to promote exchange of academic staff and visiting staff according to the specifics and necessity within the educational programme (by the beginning of study year 2023-2024).

### *Standard "Programme Evaluation"*

1. It is recommended to develop and modify the feedback collection and analysis from the students, including digital questionnaires for evaluation of teacher/education program/examination process, as well as to improve the

response from the responsible unit according to the results and requests (by the beginning of study year 2023-2024).

2. The responsible unit for education programme and its reform should involve actively the students representatives into the planning and improvement proposals for education programme update (by the beginning of study year 2023-2024).

*Standard "Continuous Update"*

1. It is necessary to improve the procedures of regular review and revision of the content, results/competences, assessment and learning environment, structures and functions, document and correct deficiencies. The responsible units should state in the records and other documents the improvement, changes as well as its implementation (by the beginning of study year 2023-2024).

**The External Expert Panel made the following conclusions on the criteria of IAAR Standards: 1% of strong criteria, 95% of satisfactory criteria, 4% of criteria requiring improvement, no unsatisfactory criteria.**

**Educational Programme Pharmacy (Bachelor)**

*Standard "Mission and Outcomes"*

1. The UMFVBT should involve all stakeholders into discussion about mission statements at the University councils (both University and Faculty of Pharmacy), to invite employers, graduates and other stakeholders for participation in the discussion, and to document the results (by May 2023).

2. The UMFVBT organise yearly conferences/workshops with internship supervisors from pharmacies and employers for adjusting the learning outcomes. Results and decision making must be documented (by September 2023 and then yearly).

*Standard "Educational Programme"*

1. The UMFVBT should determine (at departments meetings) the teaching and learning methods could be used for different disciplines from Pharmacy EP to support students' educational responsibility, mark them in correspondent curricula (by June 2023) and implement them into the educational process (by June 2024).

2. The UMFVBT should discuss (at departments meetings – by June 2023) and implement modern methods of adult education (CBL, TBL etc) into disciplines of Pharmacy EP (by June 2024).

3. The UMFVBT should increase participation of students in research through their inclusion as implementers in all existing university research projects (by February 2024).

4. The UMFVBT should elaborate a prospective plan for implementation of innovations into EP Pharmacy for five years (Pharmacy Faculty, by September 2023), discuss, analyze and correct it (if necessary) yearly.

5. The UMFVBT should carry out surveys for students about satisfying the program, propositions about electives, learning outcomes, etc. (by May 2023)



and then yearly). The results should be posted at the university (faculty) website (by June 2023 and then yearly), discussion and decision making should be carried out at Pharmacy Faculty Council (by September 2023 and then yearly).

6. Responsible persons should collect regularly any oral, written, informal, formal, descriptive, evaluative, peer and self-assessed feedbacks from public and society as a whole, document them, discuss and make decisions at Faculty Council when discussing EP changing for the next year (April 2024).

*Standard "Students Assessment"*

1. The UMFVBT should organise preparing the academic and technical staff to modern, demand-driven assessment methods (by December 2023) and implement them into the educational process from the year 2024/2025.

*Standard "Students"*

1. The UMFVBT should elaborate a policy which regulates the admission of students with disabilities with applicable laws and regulatory documents of the country (by July 2023).

*Standard "Educational Resources"*

1. The UMFVBT should create an electronic Informational System of University Management where all students will be able to see their schedule, lessons, teaching staff, who will teach them, their academic results, and all materials, teachers consider to be useful for students in their learning (by July 2024).

2. The UMFVBT should yearly discuss at Pharmacy departments meetings new achievements in pharmaceutical science (results of scientific research of faculty members or that published in scientific journals) and trends in pharmacy education for implementation into educational process (correspondent curricula) (by May 2023 and then yearly).

3. The UMFVBT should identify stages and mandatory activities for the evaluation and development of the educational programme during the academic year (by September 2023).

4. The UMFVBT should provide training academic staff on modern concepts of pharmacy education, theory and methods on the adult learning, and novel assessment methods (December 2023), review them at the end of the academic year (by June 2024).

5. The UMFVBT should plan the allocation of funds for the increasing of academic exchanges, participation in conferences in Romania and abroad for teachers and students.

*Standard "Programme Evaluation"*

1. The UMFVBT should optimise the system for collecting, documenting and analysing data on key issues of the educational program, conduct public decision-making based on the results of monitoring (by June 2023 and then yearly)

2. The UMFVBT should define a system for providing feedback to teachers and students based on the results of a questionnaire or from other sources

(meetings with rector or/and dean) of information about unfair practices or improper behavior of teachers or students with and/or legal consequences (by June 2023).

3. The UMFVBT should organise separate surveys for students, teachers, graduates, employers etc. about educational program, graduates' competencies, make it public and discuss survey results at Pharmacy Faculty Council/CEACE, make decision about necessity (if so) to improve educational programme (by June 2023 and then yearly).

*Standard "Management and Administration"*

1. The UMFVBT should invite representatives of practical pharmacy to participate in the discussion of the development of the educational program, introduce them to the collegiate bodies of the university and the faculty (by September 2023).

*Standard "Continuous Update"*

1. The UMFVBT should carry out SWOT-analysis to see the prospects for improving the educational programme based on the results of the monitoring of the types of activities of the faculty and the results of monitoring the educational program, plan processes for the near and long term, including updating the content of the curriculum (by September 2023).

2. The UMFVBT should collect and analyse information about modern achievements in pharmaceutical science and practice, discuss the possibility of implementing them into the educational process at department (faculty) meetings, make changes to the curriculum or syllabi (by June 2023 and then yearly).

**The External Expert Panel made the following conclusions on the criteria of IAAR Standards: 1% of strong criteria, 88% of satisfactory criteria, 11% of criteria requiring improvement, no unsatisfactory criteria.**

Taking into account the results of the external assessment, IAAR Accreditation Council has decided that «Victor Babes» University of Medicine and Pharmacy Timisoara meets the necessary requirements for obtaining international accreditation:

- international institutional accreditation for **3 (three) years**
- international programme accreditation of educational programmes:
  - 1) Medicine (Bachelor) for **3 (three) years**
  - 2) Dental Medicine (Bachelor) for **5 (five) years**
  - 3) Pharmacy (Bachelor) for **3 (three) years**

In case of disagreement with the decision of the Accreditation Council, the educational organisation has the right to appeal to the IAAR Appeals and Complaints Commission.

The Review Reports of the External Expert Panel, which reflects overall experts' assessment of the educational organisation and educational programmes for compliance with IAAR standards is attached to the letter.

Please accept our congratulations to the «Victor Babes» University of Medicine and Pharmacy Timisoara with the positive international accreditation outcome and we look forward to fruitful future cooperation!

*Annexes:*

- *Accreditation Certificate – 4 sheets*
- *Review Report on Institutional accreditation – 88 sheets*
- *Review Report on Educational Programme Medicine (Bachelor)– 64 sheets*
- *Review Report on Educational Programme Dental Medicine (Bachelor)– 62 sheets*
- *Review Report on Educational Programme Pharmacy (Bachelor)– 67 sheets*

**Yours sincerely,  
General Director**



**Dr. Alina Zhumagulova**