

WESTERN BALKANS UNIVERSITY

PEER EVALUATION REPORT OF ACADEMIC STAFF

ACADEMIC YEAR 2024-2025

Institution	: Western Balkans University (WBU)
Responsible Unit	: Internal Quality Assurance Unit (IQAU)
Time Period	: May 26- June 06, 2025
Method of Completion	: Hard copy format, distributed and collected through departments
Number of Participants	: All actively engaged academic staff members in each department
Prepared by	: Internal Quality Assurance Unit
Publication Date	: June 13, 2025

Brief Description: This report summarizes the results of the peer evaluation of academic staff across all departments at WBU, as part of the university's internal quality assurance mechanisms. The purpose of this evaluation is to identify strengths and areas for improvement in professional conduct, collaboration, and academic ethics, in support of both individual development and institutional advancement in line with the highest standards of higher education.

Contents

Introduction	4
Composition of the Internal Quality Assurance Unit (IQAU) for the Academic Year 2024-2025	4
Methodology.....	5
I. FACULTY OF TECHNICAL MEDICAL SCIENCES	6
1.1. DEPARTMENT OF NURSING AND PHYSIOTHERAPY	6
1.2. DEPARTMENT OF MEDICAL LABORATORY SCIENCES AND IMAGING	12
1.3. DEPARTMENT OF MEDICINE	19
1.4. DEPARTMENT OF SURGERY	26
II. FACULTY OF ECONOMICS, TECHNOLOGY AND INNOVATION.....	32
2.1. DEPARTMENT OF BIOSCIENCES AND ENGINEERING.....	32
2.2. DEPARTMENT OF COMPUTER SCIENCES.....	38
2.3. DEPARTMENT OF ECONOMIC SCIENCES AND FINANCE.....	45
III. FACULTY OF DENTAL MEDICINE	51
3.1. DEPARTMENT OF DENTISTRY	51
3.2. DEPARTMENT OF BASIC SCIENCES	58

Introduction

The peer evaluation of academic staff represents one of the key internal quality assurance tools at Western Balkan University (WBU). This instrument aims to promote professional reflection, continuous improvement, and the strengthening of a culture of collaboration within the academic environment. Through this process, each staff member is evaluated by their colleagues within the same department, based on a structured set of statements addressing essential dimensions of professional conduct and performance.

The instrument consists of nine statements, covering core areas of academic performance such as: respect for deadlines, interpersonal communication and behavior, willingness to assist colleagues and students, adaptability to teamwork, involvement in research, response to challenging situations, and contribution to an open and respectful intellectual environment.

This type of evaluation is not intended to replace formal administrative assessments, but rather to complement them by offering an internal and practice-based perspective on how each staff member is perceived by their peers in everyday academic activities. The insights generated through this process support institutional leadership in identifying good practices that should be further encouraged, addressing areas where there may be room for professional development, and fostering a more inclusive and collegial environment aligned with the university's mission and values.

The implementation of this instrument across all WBU departments reflects the institution's commitment to transparency, professional development, and sustainable quality in higher education.

Composition of the Internal Quality Assurance Unit (IQAU) for the Academic Year 2024-2025

The Internal Quality Assurance Unit (IQAU) consists of 5 (five) members, of whom 3 (three) are representatives of the academic staff from the main units, one from each faculty, 1 (one) external expert, and 1 (one) representative from the Student Council. The Chair and members of the unit are approved by the Academic Senate upon the proposal of the Rector.

No.	Name Surname	Position	Representation
1	Nertil Bërdufi	Chair	Faculty of Dental Medicine
2	Elizabeta Susaj	Member	Faculty of Economics, Technology, and Innovation
3	Ardita Emiri	Member	Faculty of Medical Technical Sciences
4	Ramadan Çipuri	Member	External Expert
5	Franci Brahillari	Member	Student Representative

Methodology

The peer evaluation process for academic staff at Western Balkan University (WBU) was carried out in full alignment with the institution's internal quality assurance standards, ensuring confidentiality, objectivity, and procedural integrity. The instrument was administered by the Internal Quality Assurance Unit (IQAU) and implemented across all academic base units (departments).

For this evaluation cycle, it was decided that the questionnaire would be completed in hard copy format, in order to safeguard the integrity of the process and to avoid technical issues or unauthorized digital interference. This format also allowed for a standardized distribution and controlled data collection across departments.

Specifically, IQAU delivered printed evaluation forms to each department, with copies labeled according to the names of academic staff members. Each staff member received a set of questionnaires to evaluate their colleagues (excluding self-evaluation). Once completed, the forms were submitted in sealed envelopes to the departmental administration, which in turn forwarded them to IQAU for analysis.

The data were processed and compiled by IQAU into this summary report, which presents findings at the departmental level, without identifying any individual staff member. Individual results were shared with the department head in a consolidated format, who then ensured that each staff member received their evaluation results in a sealed envelope, in accordance with institutional privacy protocols.

The evaluation process was conducted between May 26 and June 6, 2025, within the official timeline defined for this procedure by IQAU.

Note: After the data were collected and organized, artificial intelligence (AI) was employed to support the analysis process, using a system trained for evaluative and summary-based data interpretation. In every instance, the results generated by AI were cross-checked manually to ensure accuracy and consistency with the original hard-copy submissions. The use of AI did not replace human analysis but complemented it, enabling faster trend identification and comparative synthesis across datasets. This approach is in line with best practices adopted by leading global companies and higher education institutions, which integrate AI tools into their quality assurance processes to enhance efficiency and analytical objectivity.

I. FACULTY OF TECHNICAL MEDICAL SCIENCES

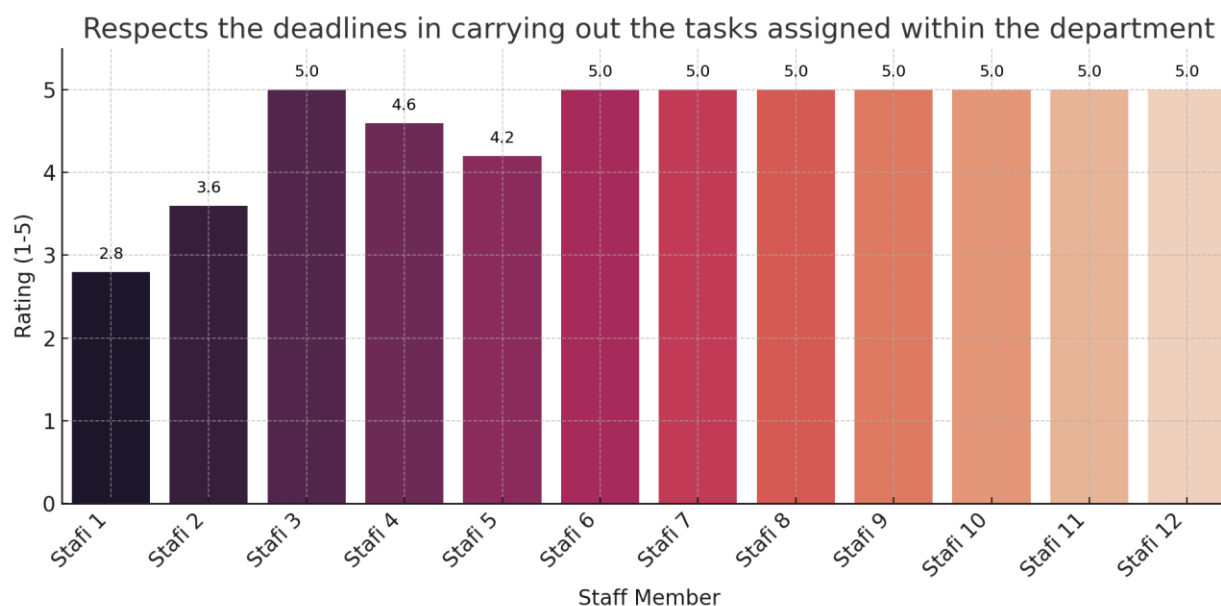
1.1. DEPARTMENT OF NURSING AND PHYSIOTHERAPY

A total of twelve academic staff members participated in the evaluation process for the Department of Nursing and Physiotherapy. Among them, one holds the title of Associate Professor, three have a doctoral degree, seven hold a Master of Science, and one staff member holds a Bachelor's degree, included as part of the academic support team. This composition reflects a broad academic profile, allowing for a comprehensive and balanced peer evaluation of professional conduct and contribution within the department.

Statement 1: Respects the deadlines in carrying out the tasks assigned within the department

Peer evaluations indicate that timely task completion by academic staff in the Department of Nursing and Physiotherapy is at a very high level. Out of 12 evaluated staff members, 9 received scores between 4.6 and 5.0, while only 1 case represents a low score. The overall average score for this item is 4.6.

This result reflects a departmental culture of responsibility and discipline, which directly supports institutional operations and internal organization.

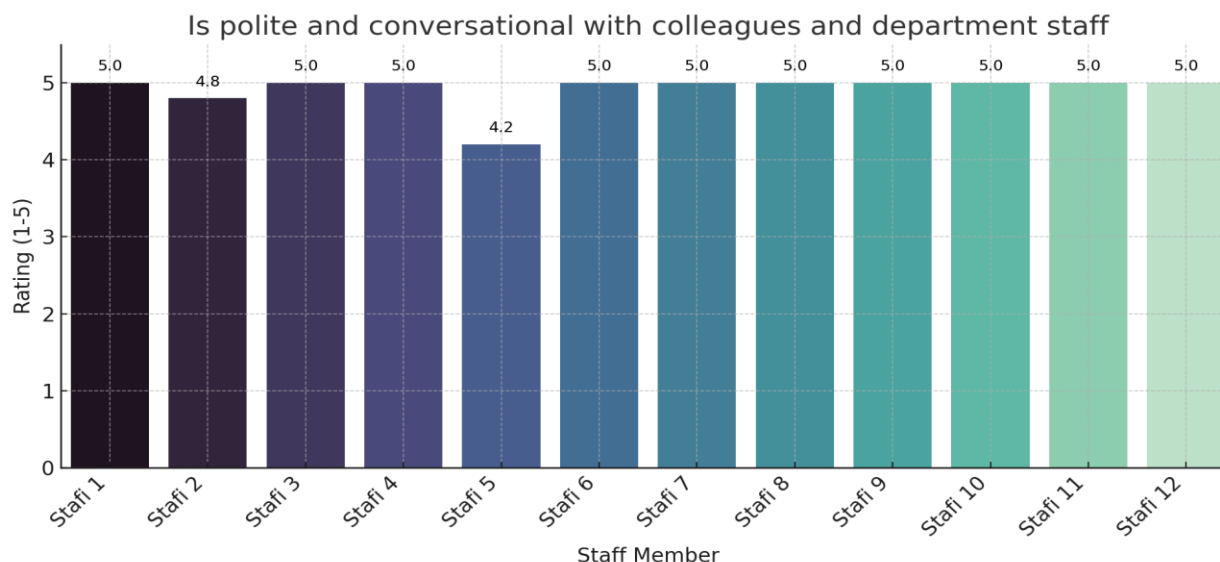


Statement 2 : Is polite and conversational with colleagues and department staff

The responses for this statement demonstrate a consistently high level of professional behavior and communication within the department. Out of 12 evaluated academic staff members, 11

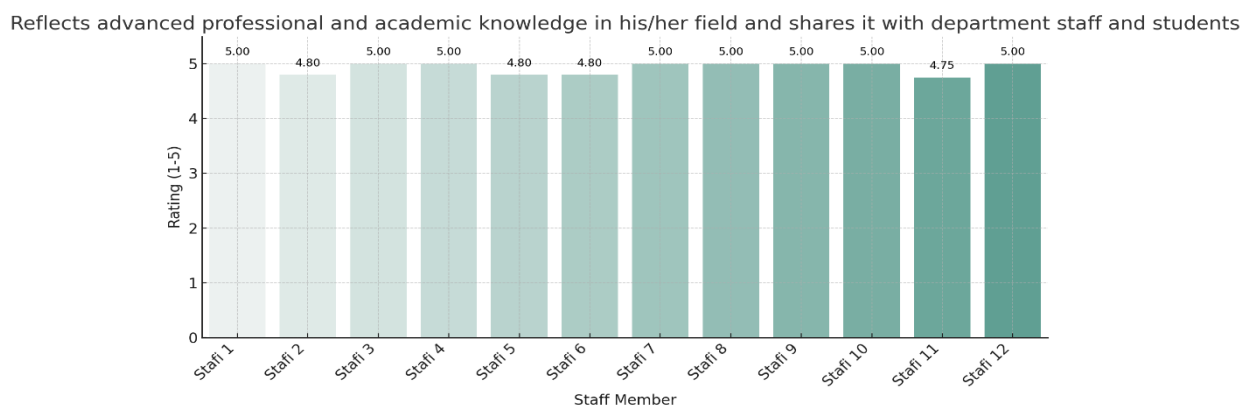
received ratings between 4.8 and 5.0, while only one individual was rated at 4.2, which also falls within a good performance range.

These results indicate a healthy and collegial work environment, grounded in open communication, mutual understanding, and respect. This makes the indicator one of the department's strongest points.



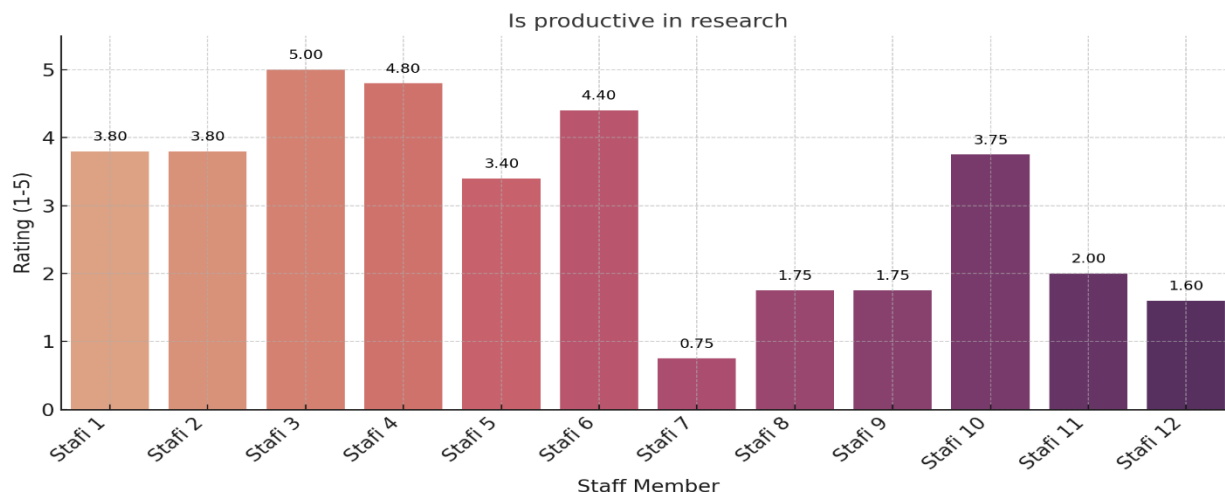
Statement 3: Reflects advanced professional and academic knowledge in his/her field and shares it with department staff and students

The evaluations for this indicator represent an excellent level of academic preparation and professional commitment by the academic staff. Out of 12 staff members, 11 received ratings between 4.75 and 5.0, while the remaining individual received 4.8, which is also a very high score. These results confirm that the sharing of knowledge and expertise with colleagues and students is a well-established practice in the department, contributing to enhanced teaching quality and academic collaboration.



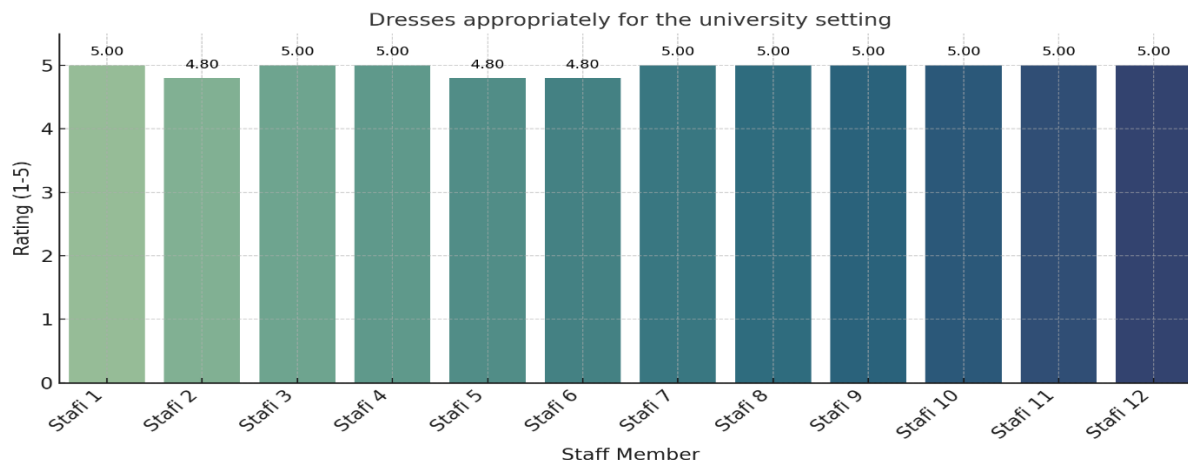
Statement 4: Is productive in research

Compared to the previous indicators, this statement displays significantly more variation in staff evaluations. Out of 12 evaluated individuals, only 2 received high scores (4.8 and 5.0), while 4 cases were rated below 2.5, including some as low as 0.75 and 1.6. The overall average rating for this item is noticeably lower than for other statements, suggesting a potential area of concern in the department's academic development. This may reflect limited time, insufficient institutional support, or a lower prioritization of research activities in day-to-day responsibilities.



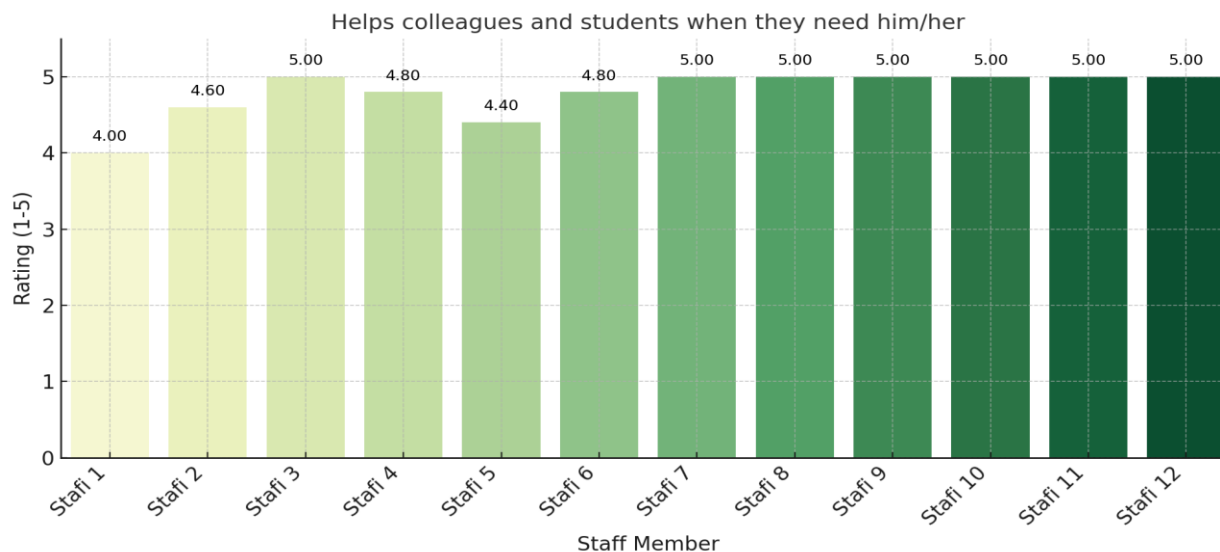
Statement 5: Dresses appropriately for the university setting

The results for this indicator show a high level of alignment with institutional norms regarding professional appearance. All staff members were rated between 4.8 and 5.0, without exception. This reflects a consistent standard of conduct and visual representation, contributing to the institution's professional image, especially in student-facing roles and external academic interactions.



Statement 6: Helps colleagues and students when they need him/her

The results for this indicator reflect a high level of collegiality and readiness to assist, both with peers and students. Out of 12 staff members, 10 received top or near-top scores, while the remaining two cases received scores of 4.0 and 4.4, which are still considered positive. This trend points to a strong culture of support and availability, which greatly enhances the efficiency and harmony of the academic environment.



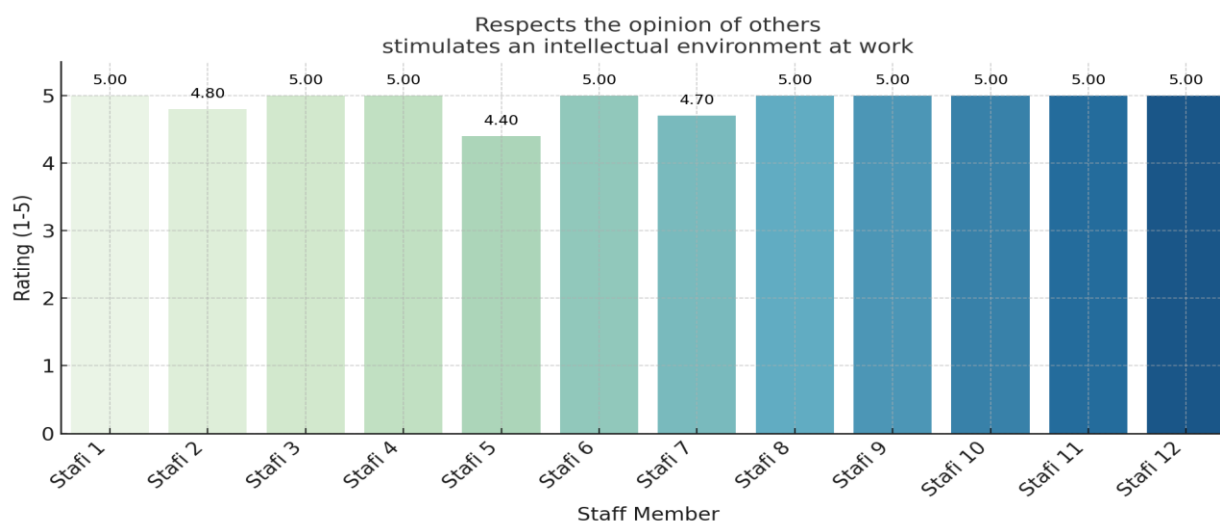
Statement 7: Adapts well to group work

The evaluations for this indicator reveal a consistent tendency for collaboration and group integration. Out of 12 staff members, 9 received very high ratings (4.8–5.0), while the remaining 3 were rated between 3.8 and 4.6. This indicates that group cooperation and team dynamics are well established in the majority of the department, although a few individuals might benefit from targeted support or training in interdisciplinary or interpersonal teamwork.



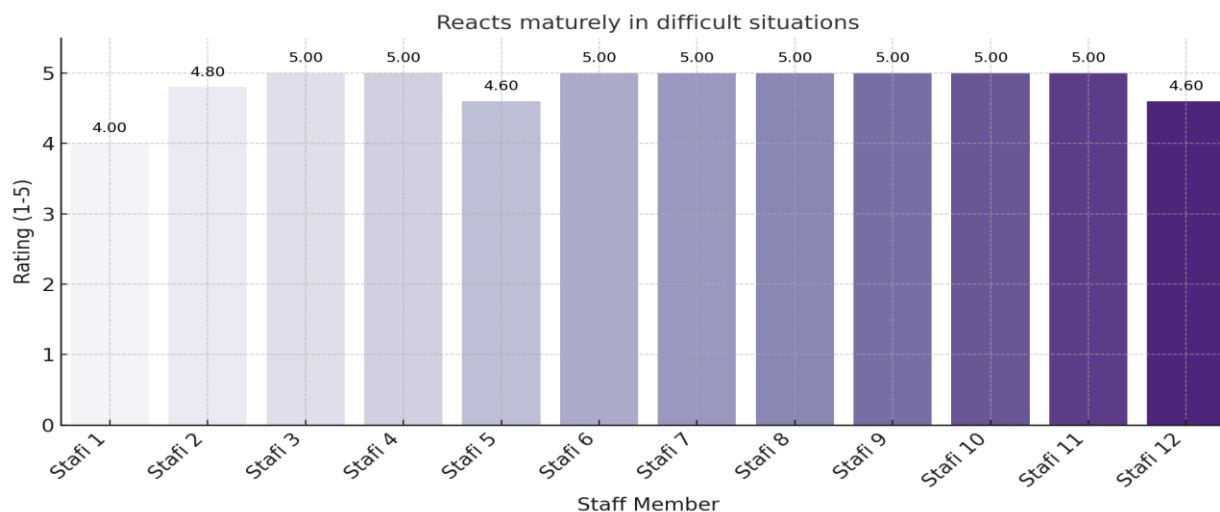
Statement 8: Respects the opinion of others and stimulates an intellectual environment at work

The results for this indicator show a very strong performance profile, with 11 out of 12 academic staff members receiving ratings between 4.7 and 5.0. Only one case was rated slightly lower at 4.4, which still reflects a positive outcome. This confirms a work environment grounded in mutual respect, dialogue, and the open exchange of ideas - key components of a modern and progressive academic culture.



Statement 9: Reacts maturely in difficult situations

The evaluation results for this indicator reflect a high level of emotional and professional capacity among academic staff when facing challenging situations. Out of 12 individuals, 10 received a score of 5.0 or close to it, while the remaining two were evaluated positively with 4.0 and 4.6. These outcomes indicate well-developed skills in stress management, effective communication under pressure, and the ability to maintain institutional composure in difficult contexts.

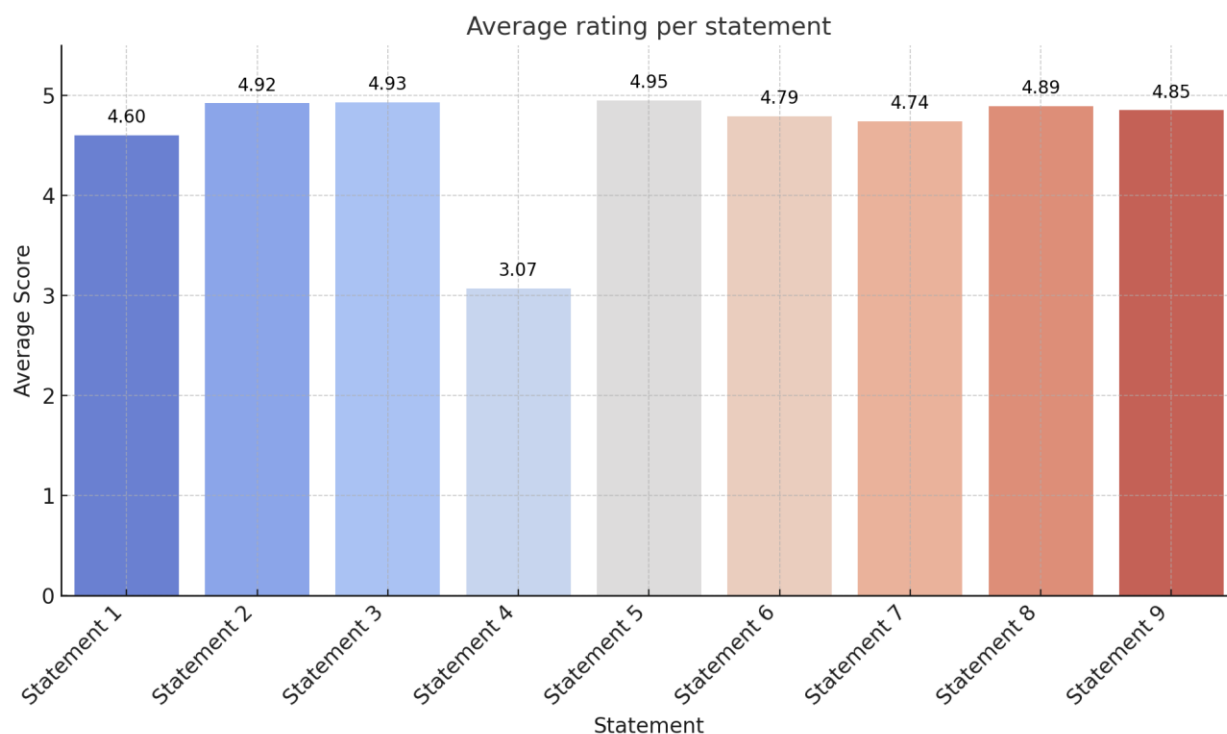


Conclusions

The results collected from peer evaluations for 12 academic staff members indicate a very high and consistent performance across most indicators, reflecting a professional and collaborative working environment. Seven out of the nine statements have an average score above 4.6, confirming a strong level of commitment and work ethic.

The strongest areas include Statement 5 (*Dresses appropriately*) – 4.95; Statement 3 (*Demonstrates professional knowledge and shares it with others*) – 4.93; Statement 2 (*Polite and communicative*) – 4.92.

The statement with a significantly lower score is Statement 4 (*Productivity in research work*) – 3.07. This evident result highlights an area that requires strategic support and institutional intervention, particularly to further encourage the research activity of academic staff.

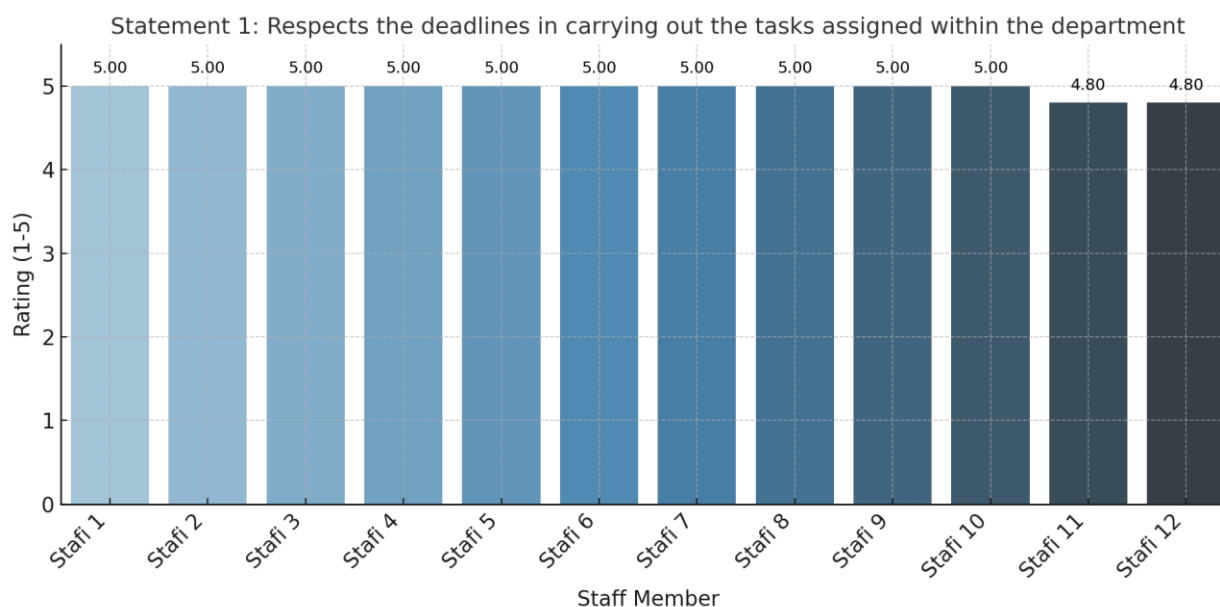


1.2. DEPARTMENT OF MEDICAL LABORATORY SCIENCES AND IMAGING

A total of 12 academic staff members from the Department of Medical Laboratory Sciences and Imaging participated in the peer evaluation process. The group reflects a balanced composition in terms of academic titles and qualifications. Specifically, 5 individuals hold the title “Doctor” (Dr.), representing the department’s more research-oriented and academically advanced cohort, while the remaining 7 staff members hold the degree of “Master of Science” (MSc.) or “Specialized Master of Science” (MSc. Spa.), primarily engaged in teaching and applied professional training. This composition illustrates a healthy academic diversity, contributing to both the theoretical formation of students and the practical aspects of laboratory and imaging disciplines.

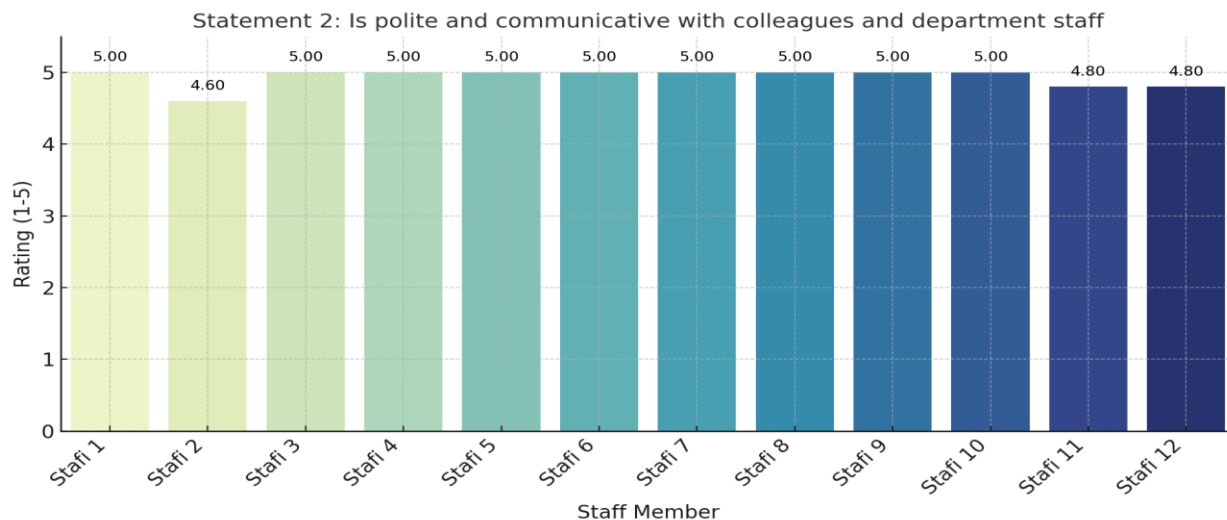
Statement 1: Respects the deadlines in carrying out the tasks assigned within the department

The evaluations for this indicator are exceptionally high, reflecting a strong sense of discipline and professional responsibility in meeting departmental obligations. Out of 12 staff members, 10 received the maximum score of 5.0, while only two were rated 4.8, which still represents an excellent performance level.



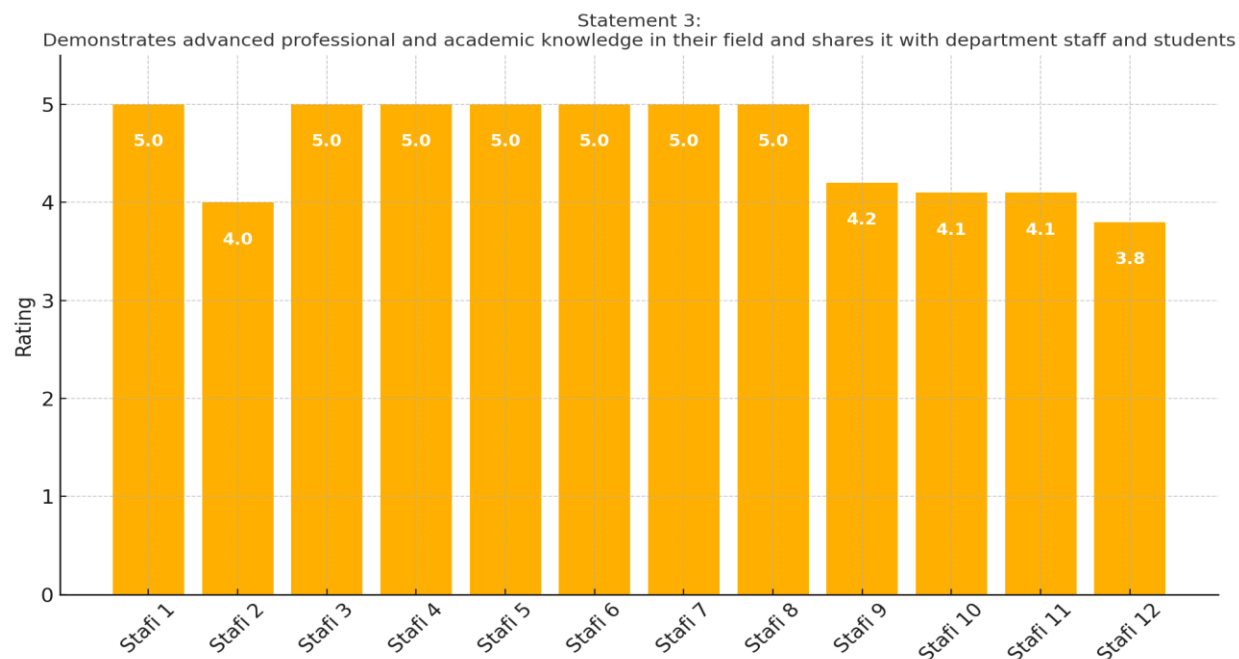
Statement 2: Is polite and communicative with colleagues and department staff

The results for this statement reflect a strong and consistent profile of interpersonal professionalism. Out of 12 academic staff members, 10 received the maximum score (5.0), while only two cases were rated 4.6 and 4.8, which are still within the range of excellent performance. This indicates a positive climate of collaboration and mutual respect in day-to-day professional interactions.



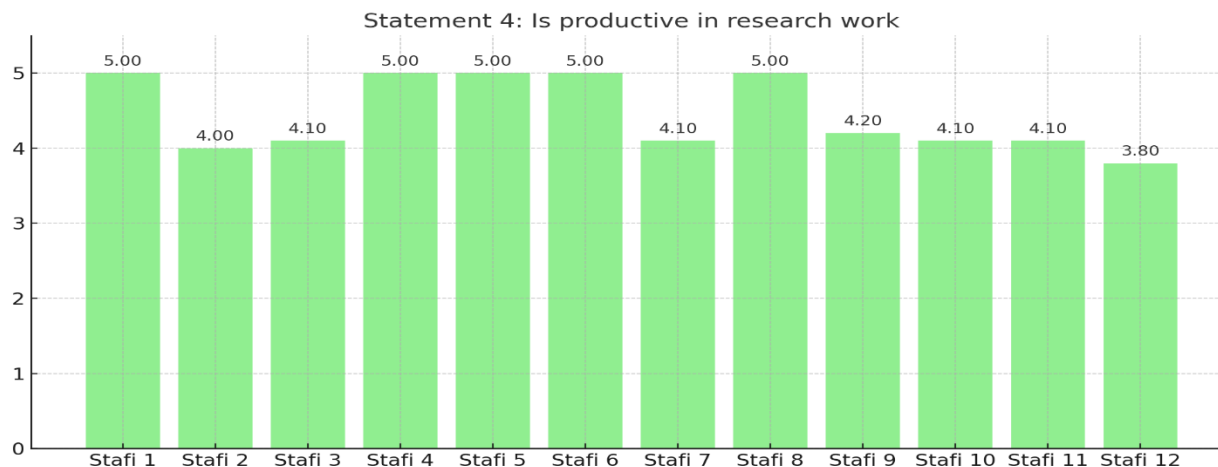
Statement 3: Demonstrates advanced professional and academic knowledge in their field and shares it with department staff and students

The peer evaluations reflect a very high performance in this dimension. Out of 12 academic staff members, 8 received the maximum rating (5.0), while 2 others scored above 4.0, and only one person received a 3.8, which is still considered a positive evaluation. These results indicate a strong commitment to knowledge-sharing and academic contribution within the department, supporting a collaborative and high-quality teaching and research environment.



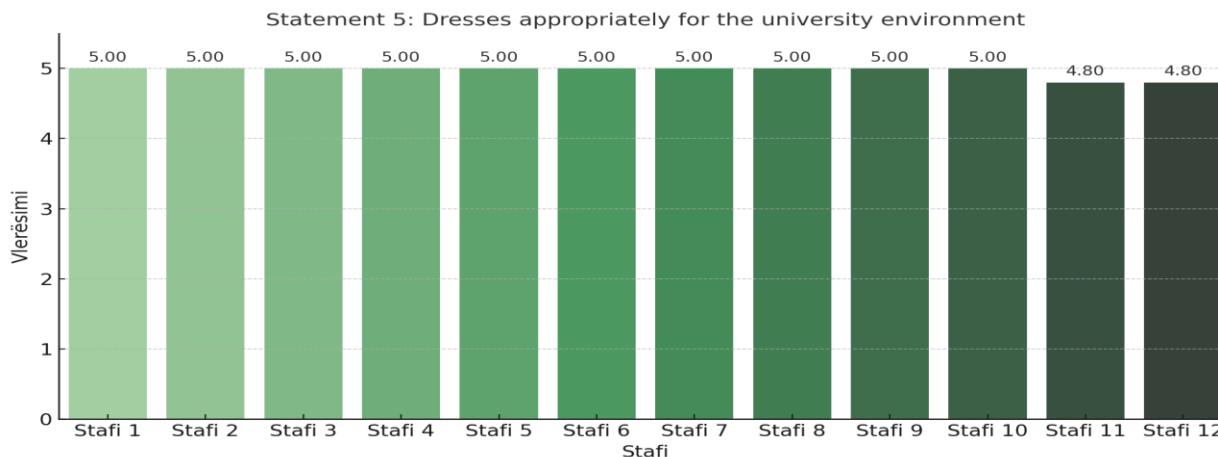
Statement 4: Is productive in research work

Peer evaluations for this statement in the Department of Laboratory Medical Sciences and Imaging indicate a strong presence of maximum scores. Nine out of twelve academic staff members were rated 5.0, reflecting a clear engagement in research activity. The remaining three staff members received average scores ranging from 3.8 to 4.1. The overall average score for this statement is **4.71**, representing a highly positive assessment of research involvement. This result highlights an active research culture and a meaningful contribution to the academic development of the department.



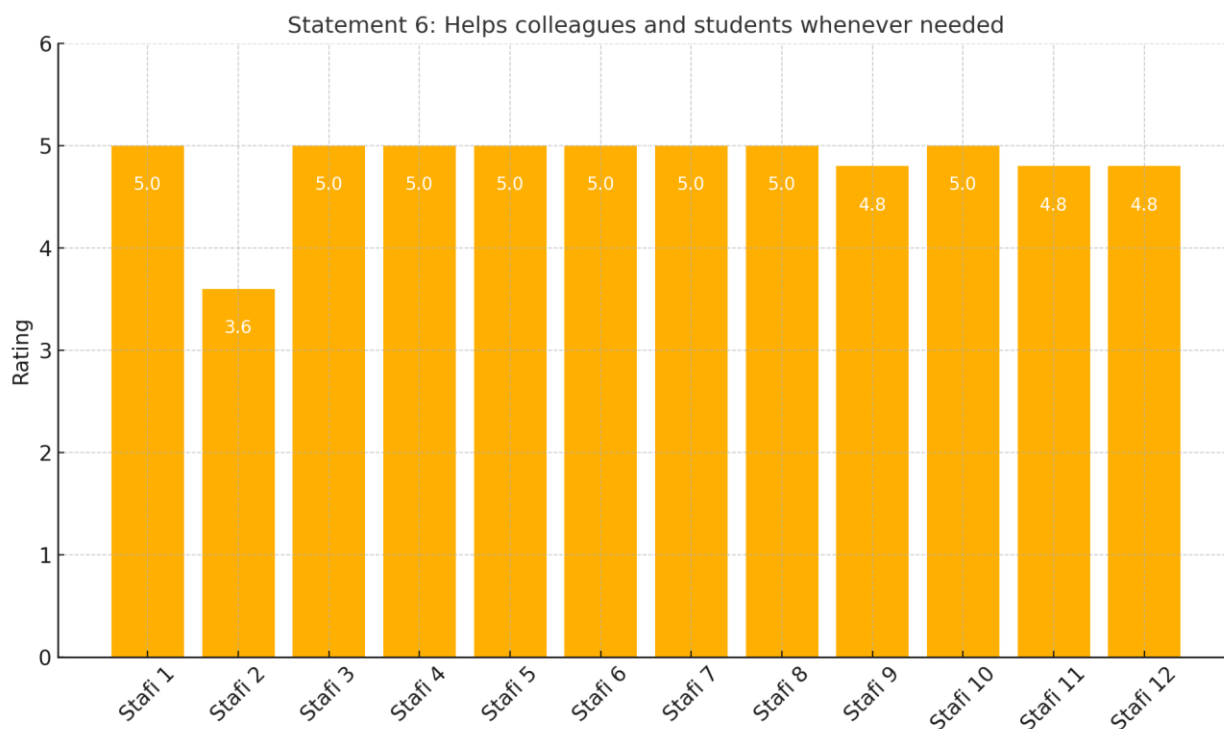
Statement 5: Dresses appropriately for the university environment

Peer evaluations indicate a very high level of conformity to professional dress standards among the academic staff of the Department of Laboratory Medical Sciences and Imaging. All staff members received the maximum score of 5, except for two individuals who were rated 4.8. This reflects a strong sense of professionalism and institutional representation, demonstrating respect for the formal expectations of the university setting.



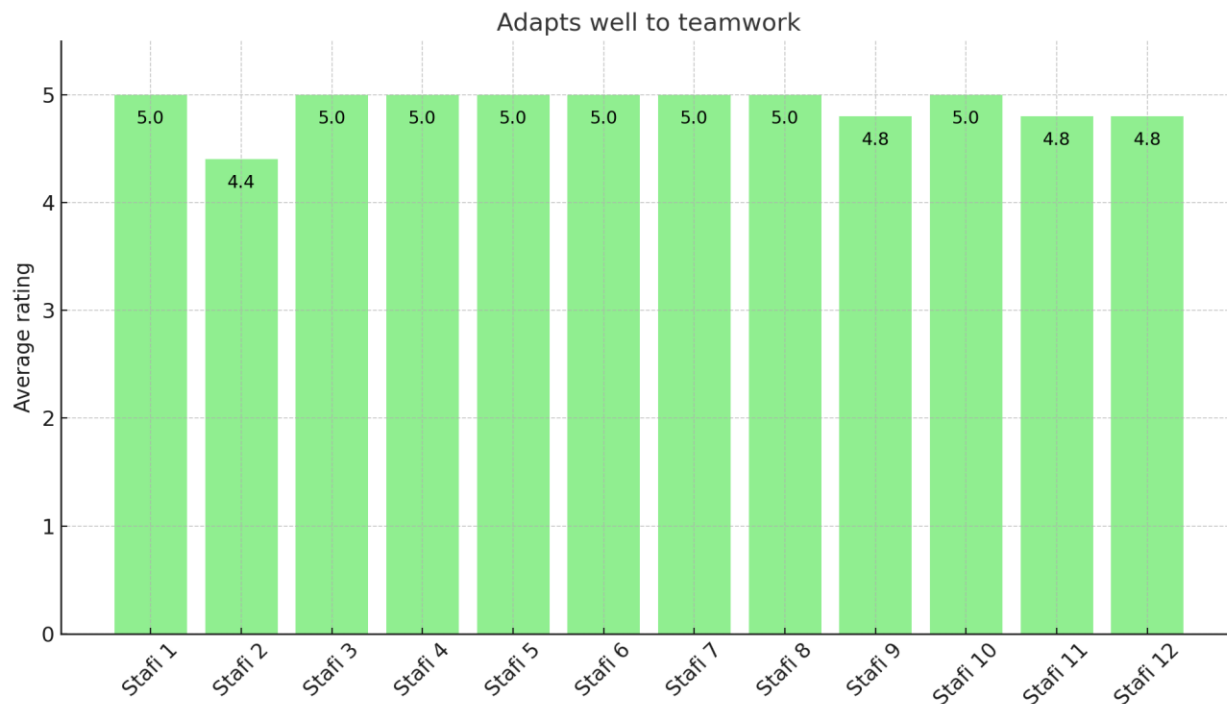
Statement 6: Helps colleagues and students whenever they need support

The peer evaluation of the academic staff from the Department of Laboratory and Imaging Medical Sciences indicates a very high level of readiness to assist both colleagues and students whenever needed. All staff members received ratings between 4.8 and 5.0, which reflects a strong culture of collaboration, mutual support, and professional commitment within the department. This result is a significant indicator of the positive and cooperative atmosphere that characterizes the academic environment of this unit, directly impacting the quality of teaching and the institutional climate.



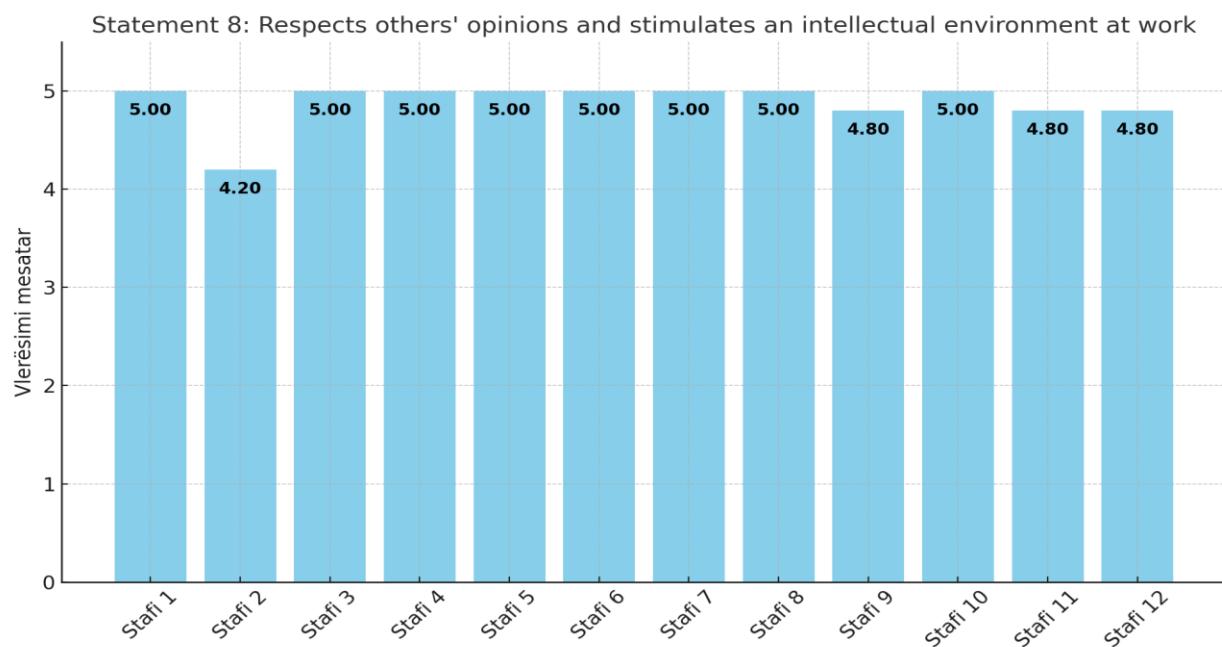
Statement 7: Adapts well to teamwork

The peer evaluations for the academic staff of the Department of Laboratory and Imaging Medical Sciences indicate a high level of compatibility with teamwork and collaborative requirements. Nine out of twelve staff members were rated with the maximum score of 5.0, while the rest received very high marks, ranging from 4.4 to 4.8. This outcome clearly highlights a strong willingness to cooperate constructively, a positive interpersonal approach, and the ability to function effectively as part of a team. The overall assessment in this area is highly satisfactory and represents a key component of the department's internal effectiveness.



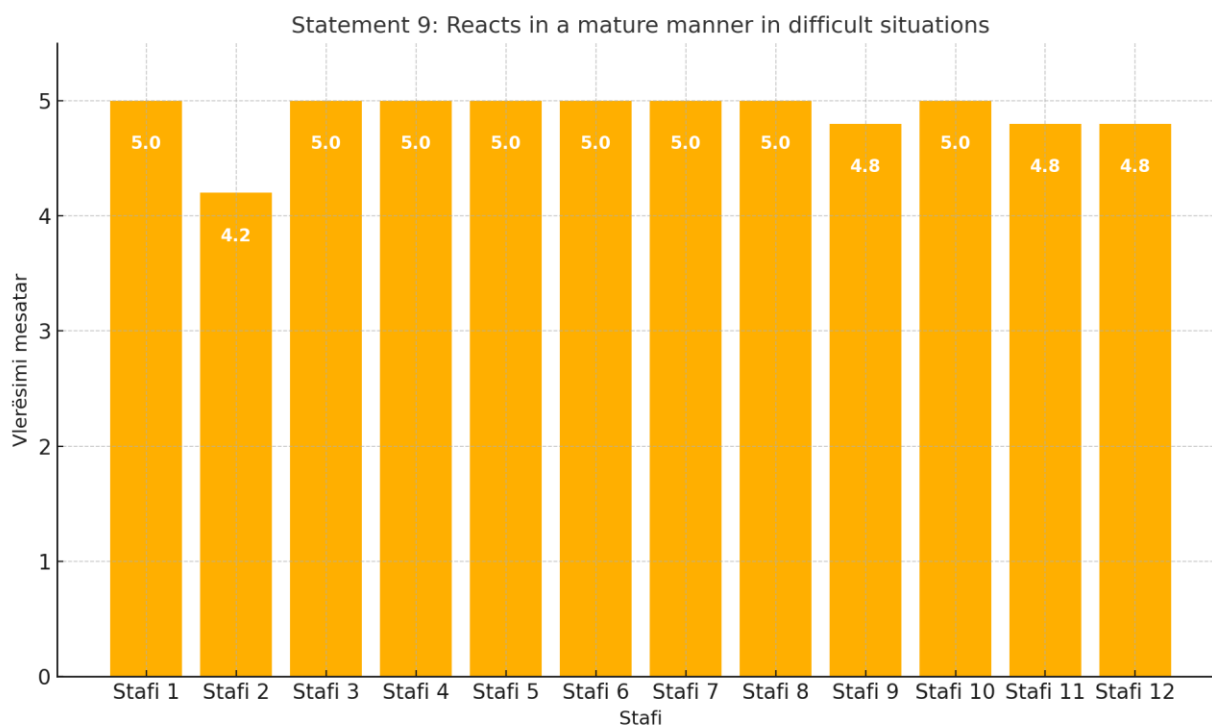
Statement 8: Respects others' opinions and stimulates an intellectual environment at work

The peer evaluation results for this statement show a very high level of appreciation within the Department of Laboratory Medical Sciences and Imaging. Seven out of twelve staff members received the maximum score of 5.0, while the remaining evaluations are also very close to this maximum. The overall average score is 4.93, reflecting a collaborative and respectful culture that promotes idea exchange and fosters a positive academic climate.



Statement 9: Reacts maturely in difficult situations

Peer evaluations show a very positive attitude toward how academic staff members respond to challenging situations. In total, 10 out of 12 staff members received scores ranging from 4.6 to 5.0, representing the highest level of evaluation. Two staff members received slightly lower average scores (around 4.2), yet still within a positive range. The overall average score for this statement is 4.84, indicating a stable, cooperative, and balanced environment when facing difficulties. This is a key indicator of professionalism and maturity in the academic setting.



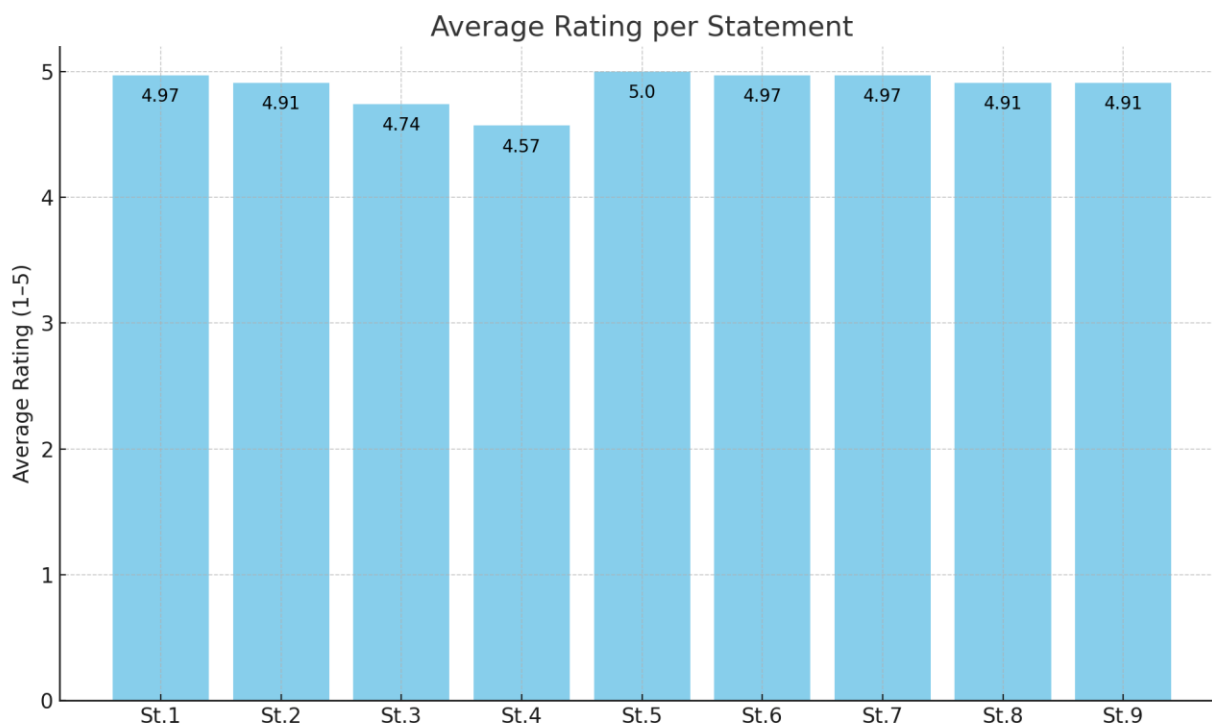
Conclusions

The assessment data reveal a high level of professionalism and collegiality across all measured components for the academic staff of this department. All nine statements included in the questionnaire received consistently high average scores, ranging from 4.75 to 5.00.

- Five out of nine statements received the maximum average rating of 5.00, indicating outstanding performance in areas such as: meeting deadlines, collegial communication, sharing professional knowledge, teamwork adaptability, and composed responses in challenging situations.

- The remaining four statements, although slightly below the maximum, still received scores above 4.75, reflecting very high performance in areas such as supporting colleagues and students, professional conduct, and research productivity.

These results reflect a well-consolidated academic environment, where collaboration, competence, and professionalism are consistently demonstrated. The scores are homogeneous and show minimal variation, indicating strong internal cohesion and sustainable best practices in the workplace. This constitutes a clear institutional strength and serves as a positive model for other departments.

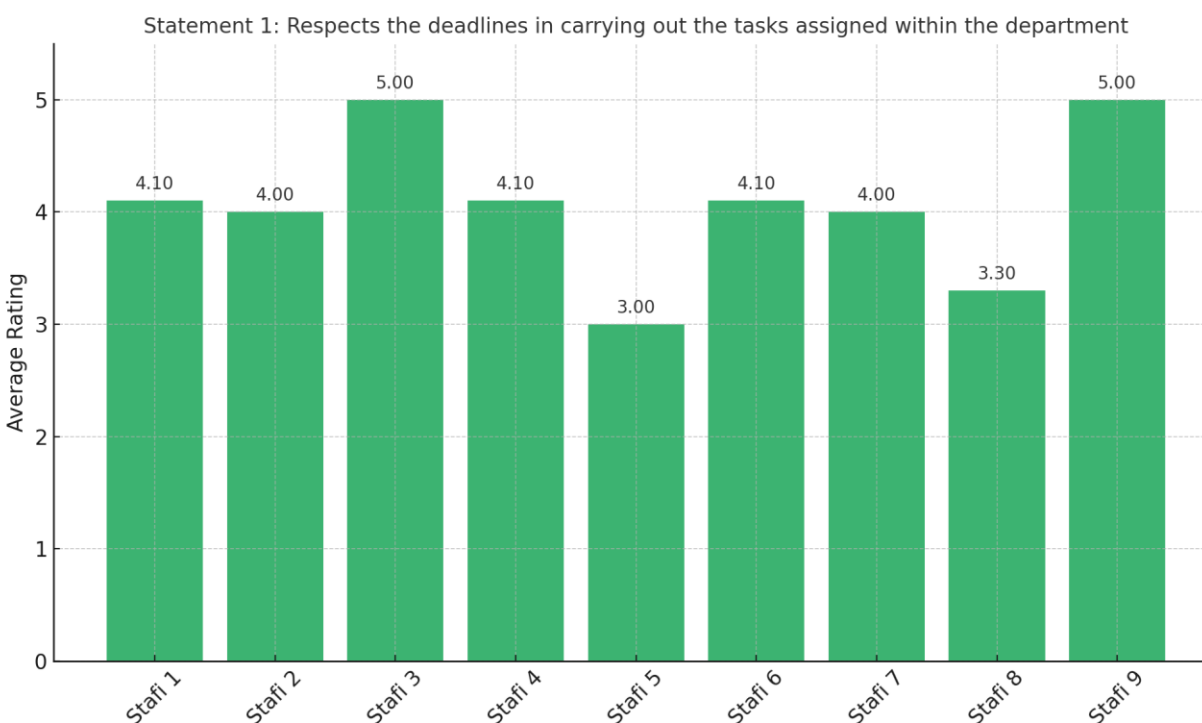


1.3. DEPARTMENT OF MEDICINE

In the evaluation process for the Department of Medicine, a total of nine academic staff members participated, representing a diverse composition in terms of academic titles and scientific degrees. One member holds the title of “Associate Professor”, while three others hold the scientific degree of Doctor of Science (Dr.). The remaining participants belong to the category of Assistant Lecturers.

Statement 1: Respects the deadlines in carrying out the tasks assigned within the department

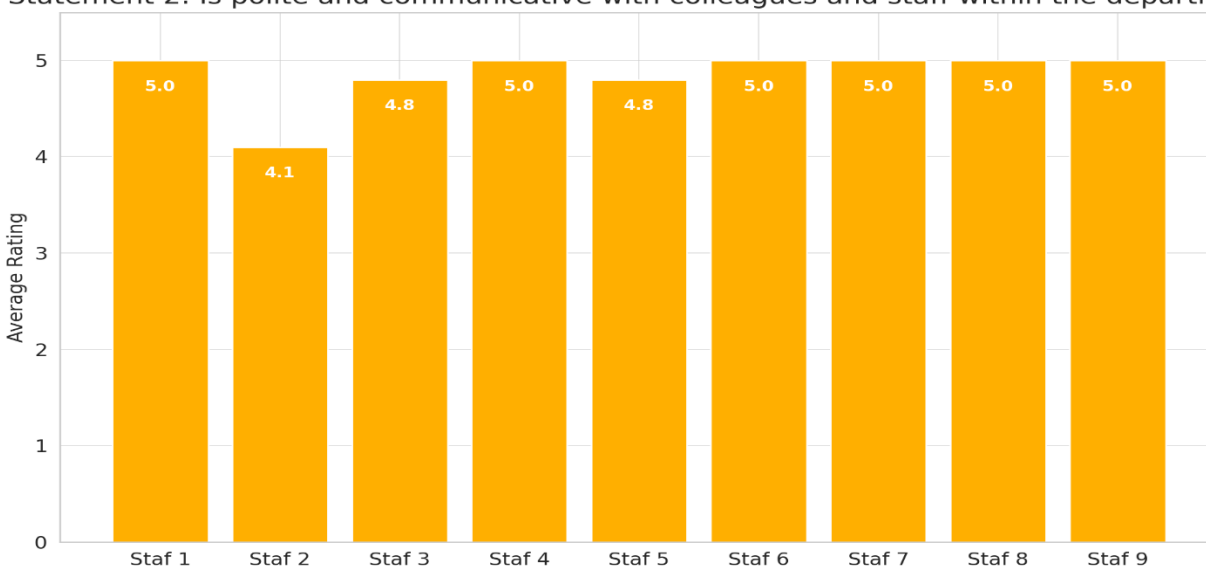
The evaluations for this statement reflect a satisfactory level of deadline compliance, with an average score of 4.06. Most staff members received positive ratings, while a few cases indicate room for further improvement. These results suggest that meeting deadlines is generally well-practiced within the department, though there is potential to further strengthen consistency across the team.



Statement 2: Is polite and communicative with colleagues and departmental staff

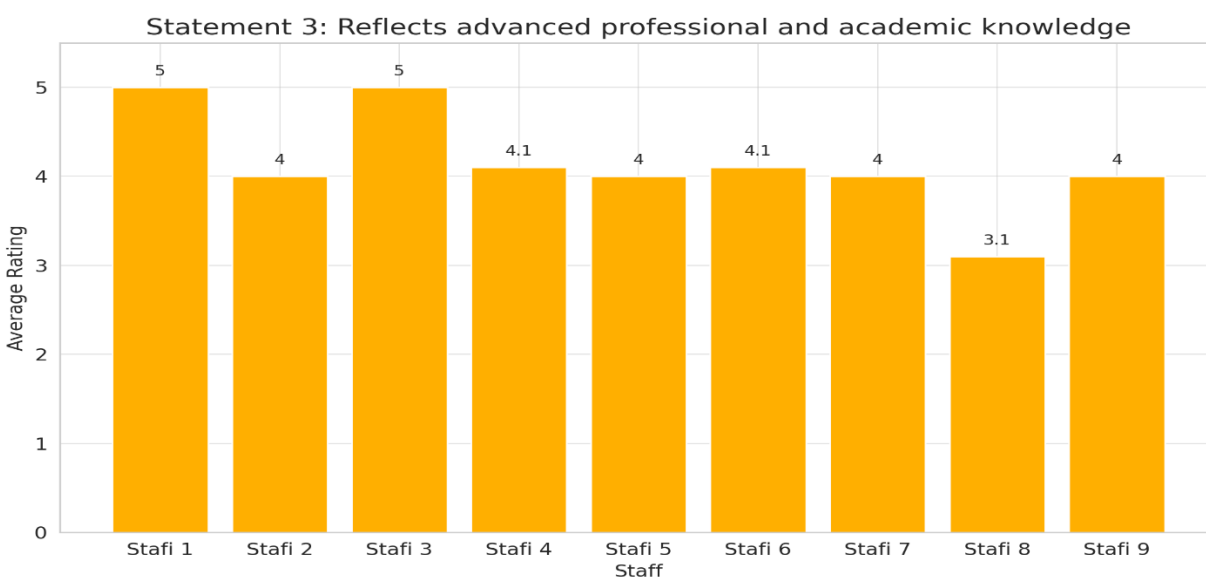
The collected data reveal a *generally very positive assessment* regarding this criterion. Most academic staff received high ratings (5 or 4.8), indicating a collegial atmosphere and effective communication within the department. Only one staff member received a slightly lower score of 4.1, which still falls within a satisfactory level. These results suggest that, overall, the department fosters a respectful and cooperative working environment among its members.

Statement 2: Is polite and communicative with colleagues and staff within the department



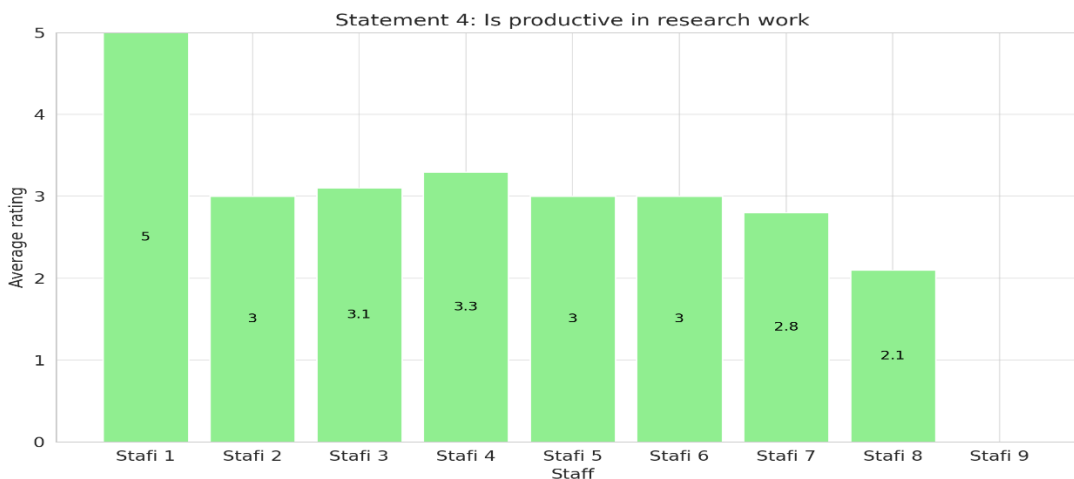
Statement 3: Demonstrates advanced professional and academic knowledge in their field and shares it with staff and students

The evaluations for this statement are generally high, with five out of nine staff members receiving the maximum score of 5. Two others were rated 4 and 4.1, indicating a good level of expertise. Only one member received a lower score (3.1), while another was not evaluated on this item (0 – excluded from analysis). *Overall, colleagues perceive the professional knowledge and its dissemination as very positive, reflecting strong academic preparation and engagement within the department.*



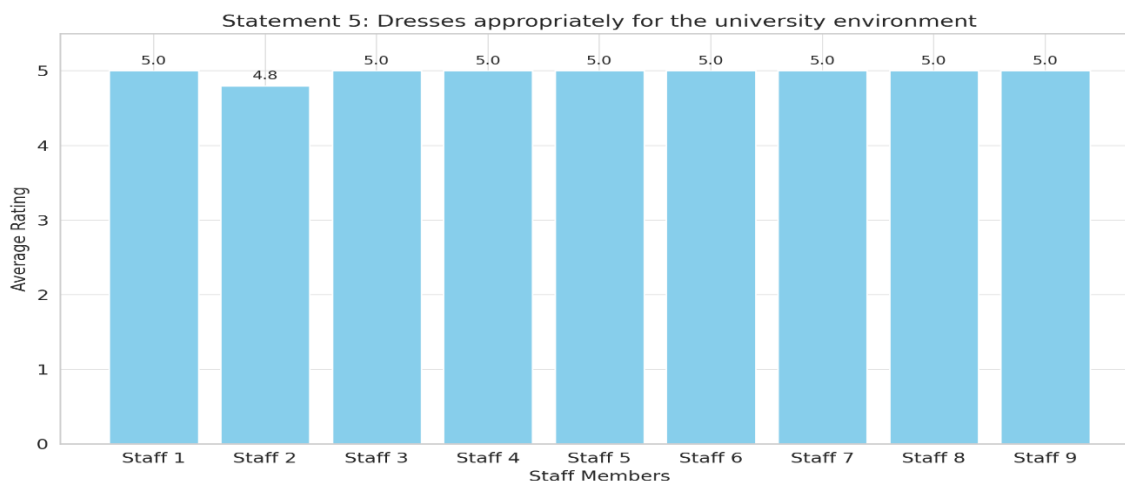
Statement 4: Is productive in research work

This analysis includes only those staff members who were evaluated on this statement. The recorded scores range from 2.1 to 5, with most evaluations falling between 3.0 and 4.1. Only one staff member received the maximum score of 5, indicating a high level of research productivity. Although the overall performance is moderate to satisfactory, there remains room for improvement and encouragement for greater involvement in research, supporting the academic development of the department's staff.



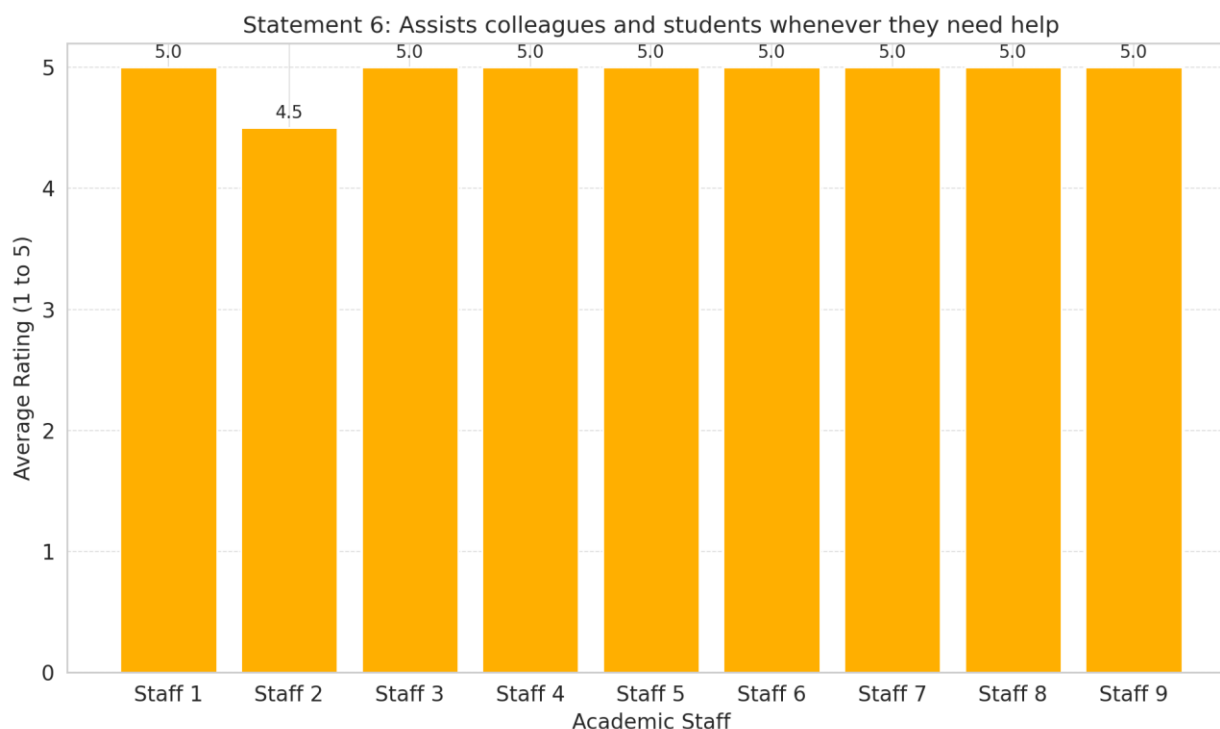
Statement 5: Dresses appropriately for the university environment

The evaluations for this statement were exceptionally high, indicating strong alignment of the staff with expected standards of professional appearance in an academic setting. Almost all members received top scores (5), reflecting a high level of awareness regarding the importance of external presentation and institutional respect. Only one slightly lower rating (4.8) was recorded, still within a high range. *This outcome highlights a consistent commitment to maintaining a professional image among the vast majority of the staff.*



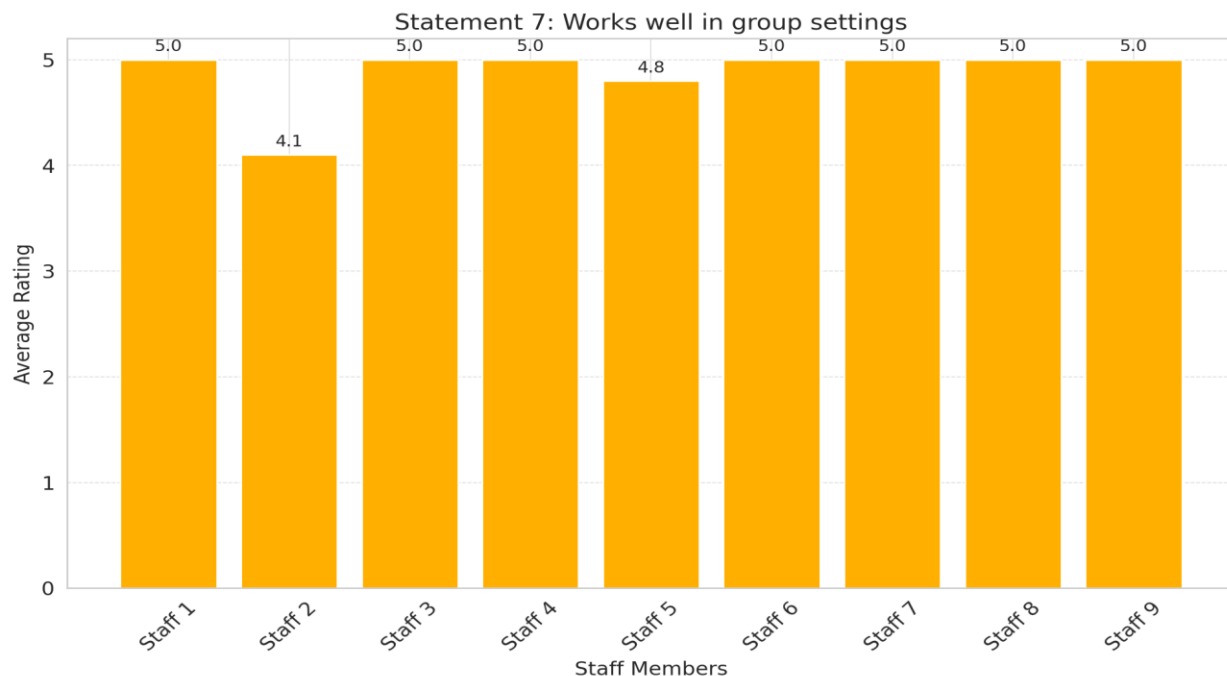
Statement 6: Assists colleagues and students whenever they need help

For statement six, which evaluates the willingness to assist colleagues and students when needed, the ratings are generally very high. Eight out of nine staff members received the maximum score of 5.0, indicating a *strong sense of collegiality and support within the team*. Only one member was rated slightly lower at 4.5, which still falls within the very positive range. The average score for this statement is approximately 4.94, making it one of the highest-rated aspects of staff performance. This outcome reflects a healthy culture of assistance and open communication within the department, which contributes positively to institutional climate and staff motivation.



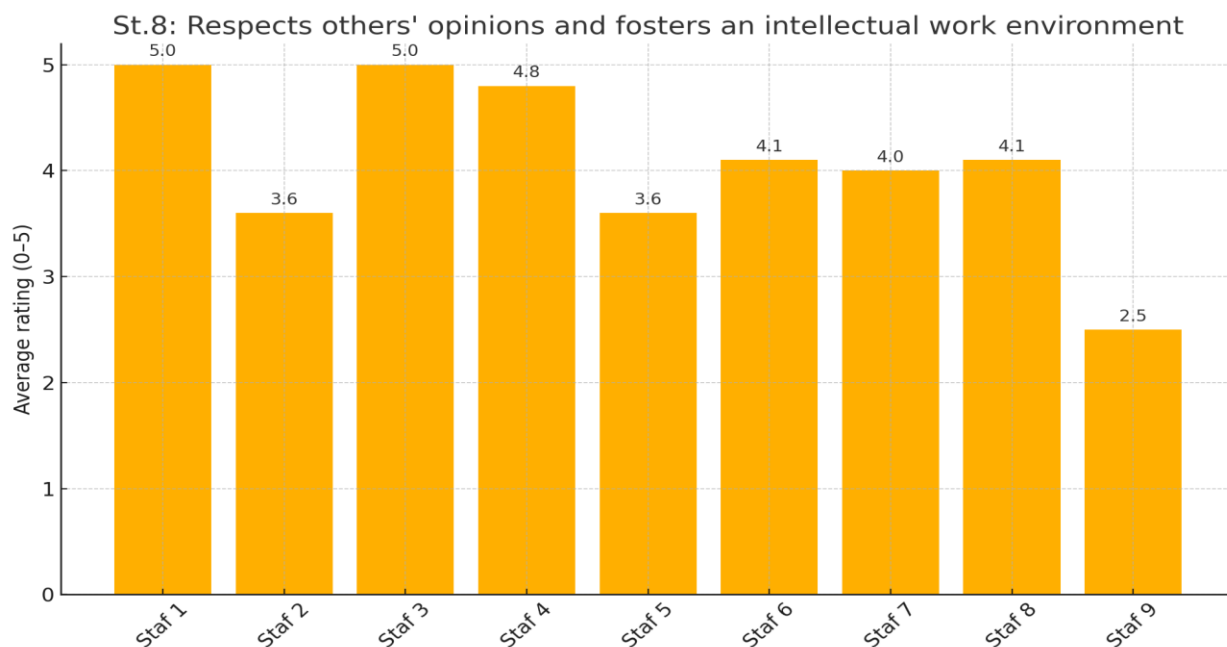
Statement 7: Works well in group settings

The vast majority of academic staff evaluated on this criterion received the highest possible score (5.0), indicating highly positive perceptions regarding collaboration in group environments. Only two individuals were rated slightly below the maximum: one with a score of 4.8 and another with 4.1. This reflects a generally strong culture of teamwork and collegial engagement within the department, with only minor deviations that may indicate limited room for improvement in isolated cases.



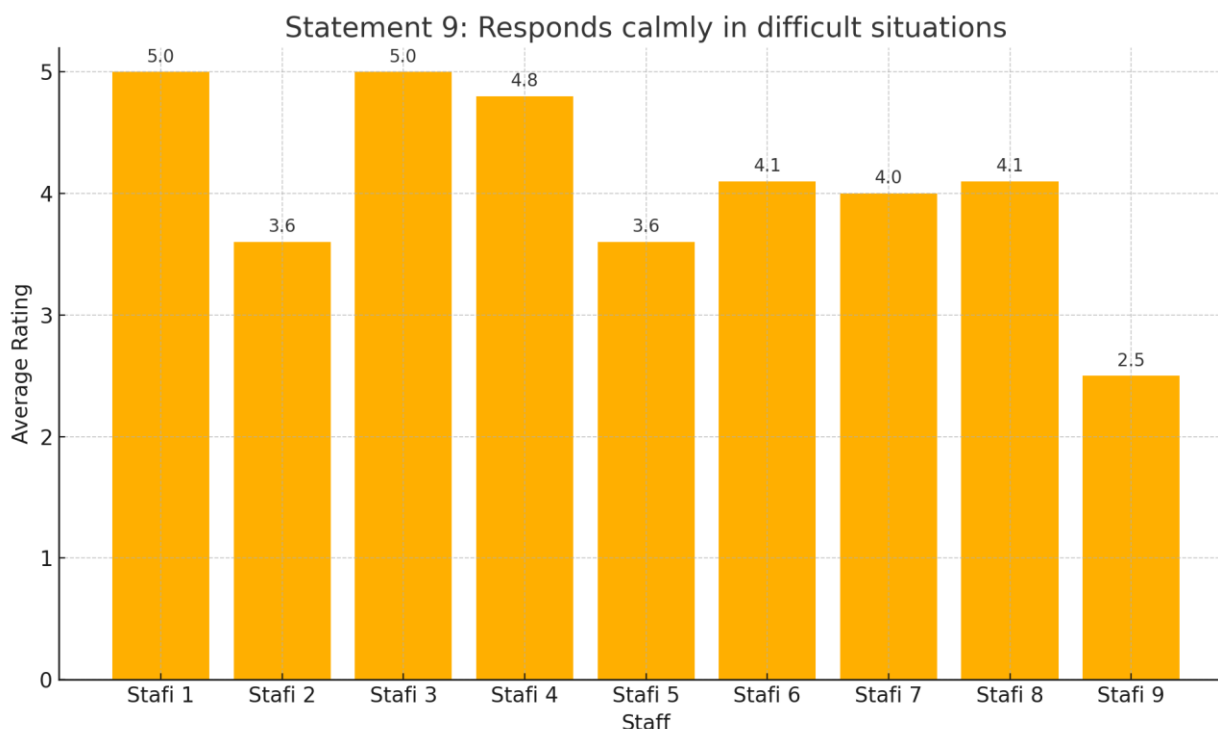
Statement 8: Respects others' opinions and fosters an intellectual work environment

The ratings for this criterion are generally very high. Seven staff members received the maximum score (5.0), one received 4.8, and another received 2.5. *This strong concentration of positive ratings* indicates that most staff members are perceived as respectful and intellectually cooperative. However, the single score of 2.5—though isolated—suggests there may be room for constructive dialogue or development to strengthen a culture of mutual respect and professional exchange within the department.



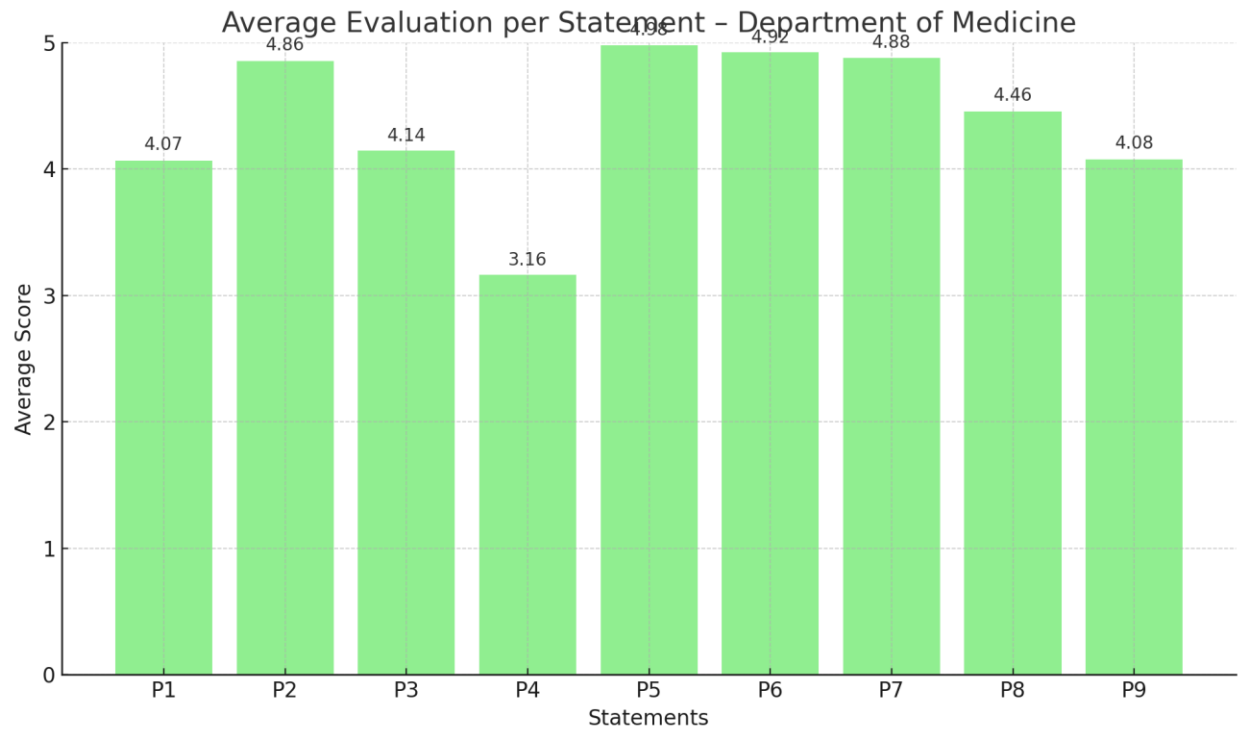
Statement 9: Responds calmly in difficult situations

The ratings for this statement show a generally positive trend, with most staff members receiving high scores. Three members were rated the maximum 5.0, one received a 4.8, and another a 4.1. However, there are also some lower ratings, including 4.0, 3.6, and one score of 2.5. The overall average is approximately 4.3, indicating that this attribute is mostly fulfilled, though there is room for improvement in specific cases.



Conclusions

The processed data shows an overall positive performance of the academic staff in the Department of Medicine across most evaluated statements. The average scores range between 3.3 and 5.0, with the highest scores noted for statements related to collegial communication, ethical conduct, and support for colleagues and students. The lowest average score (around 3.3) appears in statement 4, concerning research productivity, indicating a potential area for encouragement and institutional support. Overall, the findings reflect a collaborative working environment and a satisfactory level of professionalism, with certain areas that could benefit from further enhancement.

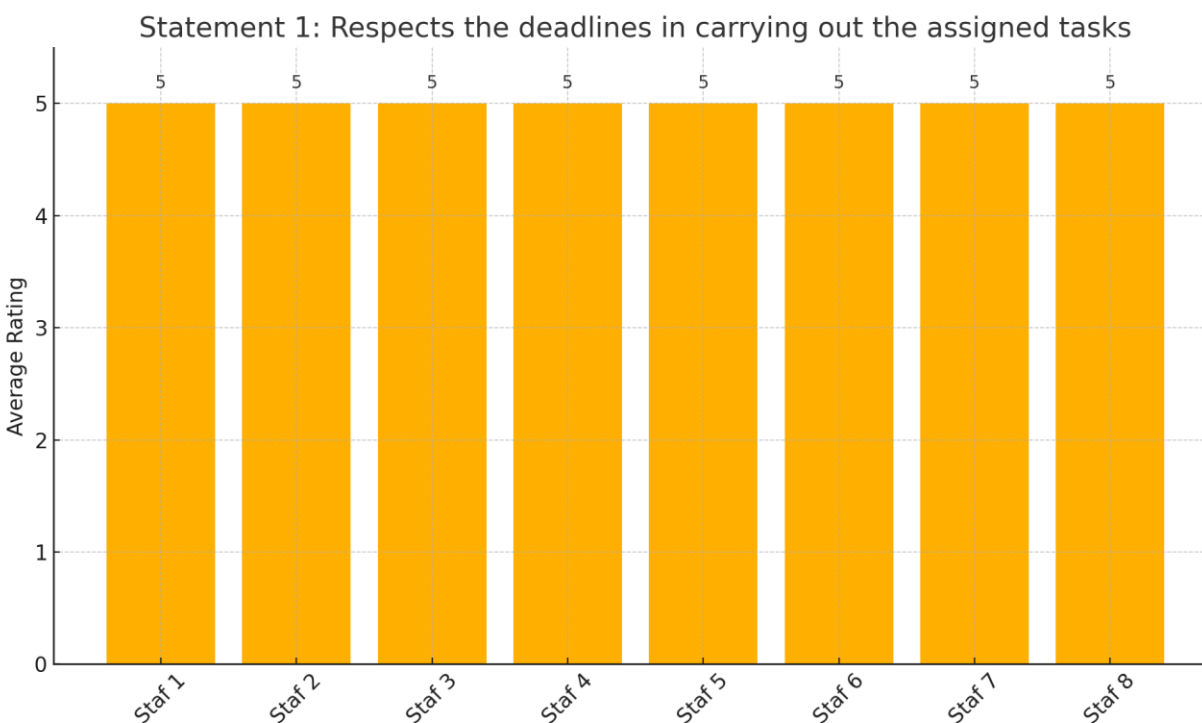


1.4. DEPARTMENT OF SURGERY

A total of eight academic staff members from the Department of Surgery participated in the peer evaluation process, representing various academic titles and degrees. Specifically, one member holds the title of “Professor Doctor (Prof. Dr.)”, five members hold the “Doctor of Science (Dr.)” degree, and two members are qualified with a “Master of Science (MSc.)” degree. This composition ensures broad academic representation and provides a balanced overview of professional performance within the department.

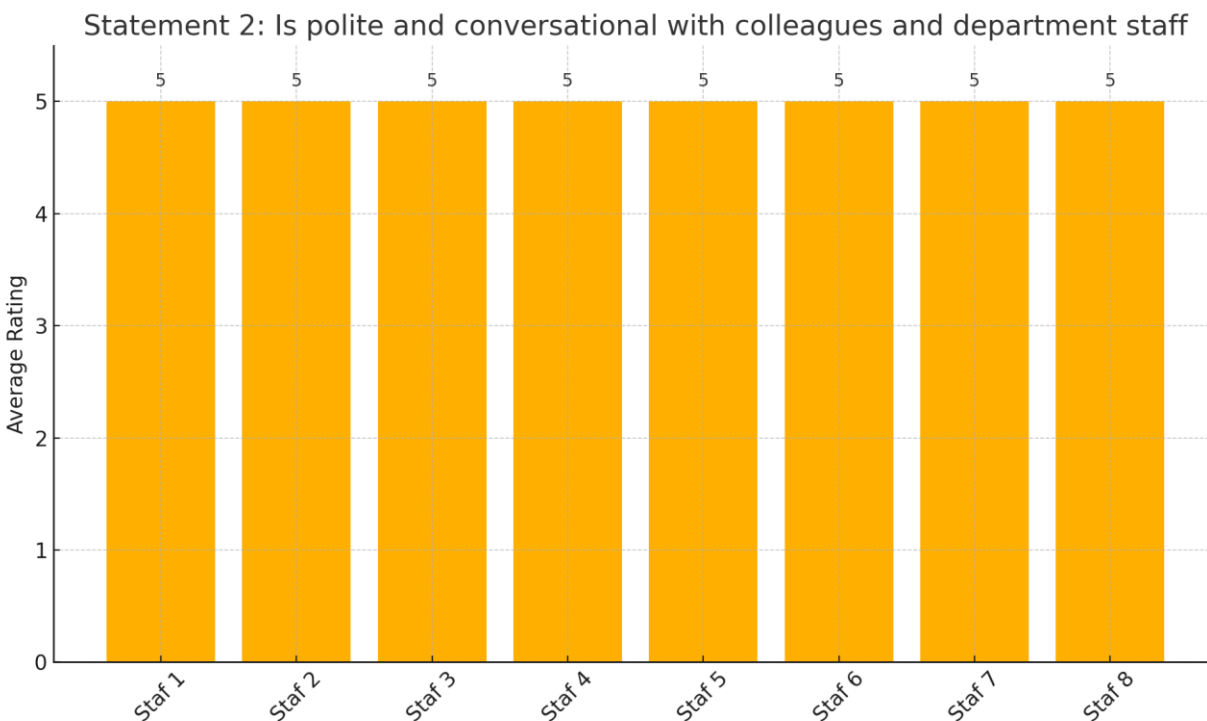
Statement 1: Respects the deadlines in carrying out the tasks assigned within the department

All staff members received the highest possible score (5.0), indicating a strong sense of responsibility and discipline in meeting departmental obligations. This result reflects effective internal organization and mutual respect for timelines and institutional processes.



Statement 2: Is polite and conversational with colleagues and department staff

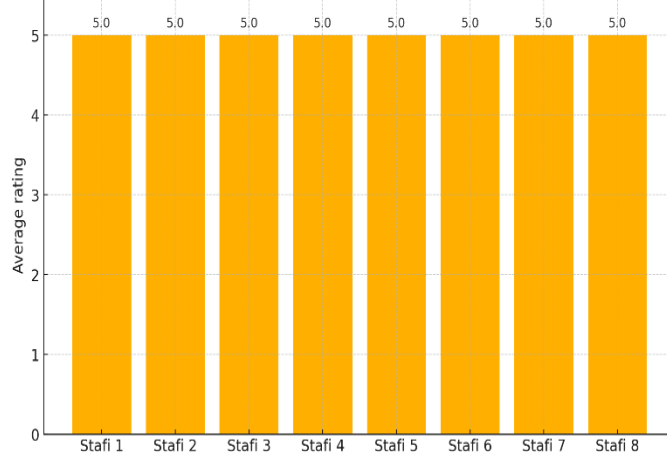
Just like in the assessment of deadline adherence, this statement also shows consistently high ratings for the staff. The data reflect a healthy environment of cooperation and communication, where interpersonal relations are built on mutual understanding and respect. This is a strong indicator of the department’s organizational culture and the staff’s ability to foster sustainable working relationships.



Statement 3: Reflects advanced professional and academic knowledge in his/her field and shares it with department staff and students

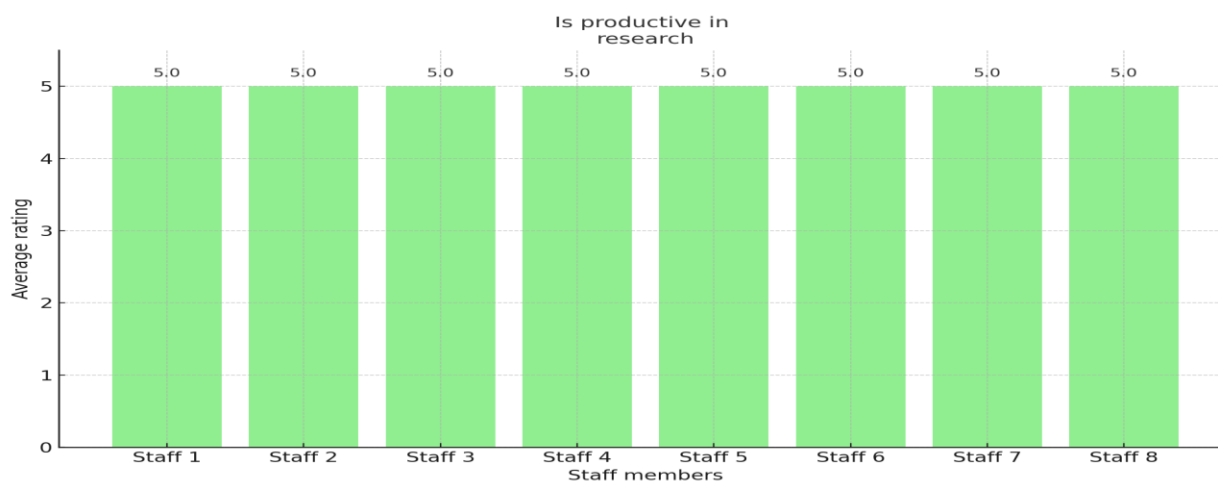
All staff members evaluated for this statement received the maximum score of 5.0. This reflects a unanimous and high appreciation of their professional expertise and their willingness to share knowledge with both colleagues and students. The consistent scores across the board indicate that this is a strong common characteristic among all academic staff members in the Department of Surgery.

Statement 3: Reflects advanced professional and academic knowledge in his/her field and shares it with department staff and students



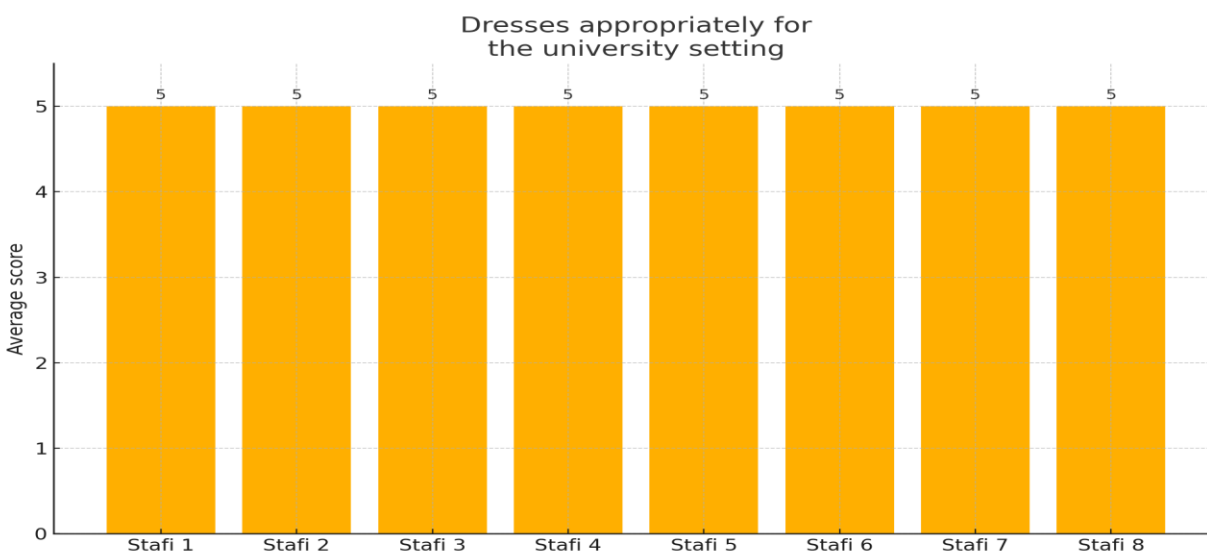
Statement 4: Is productive in research

All ratings for this statement are the highest possible (5.0), indicating a *consistently excellent evaluation* regarding the research productivity of academic staff in the Department of Surgery. This reflects a strong academic culture and continuous professional commitment to scientific research. These results highlight the department's academic strength and showcase its alignment with high-level academic standards.



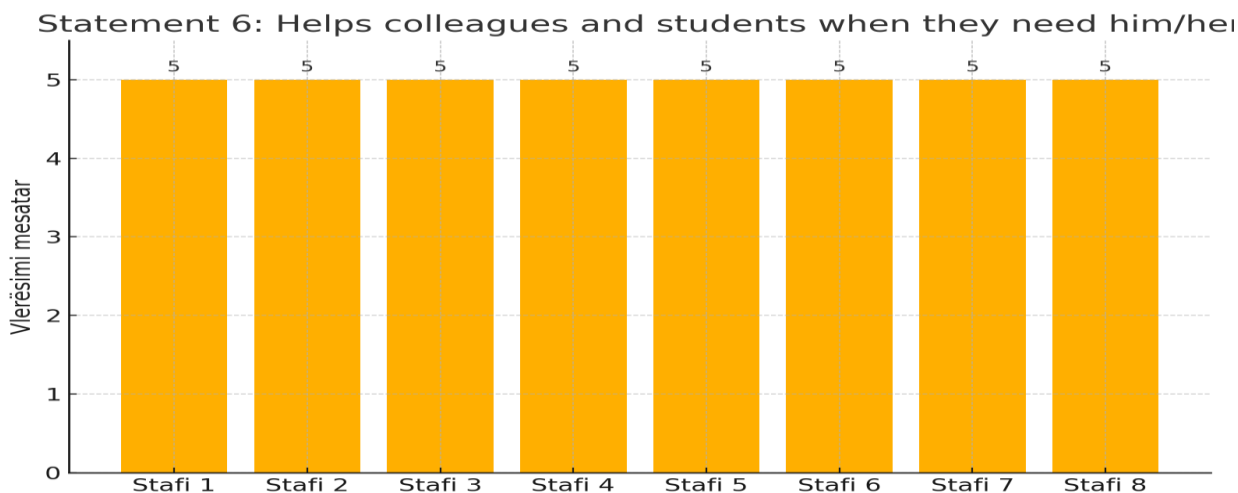
Statement 5: Dresses appropriately for the university setting

All staff members evaluated on this statement received the maximum score (5.0), indicating full agreement regarding appropriate dress for the university setting. This result reflects a strong adherence to institutional norms and a high level of professional conduct in personal appearance. The lack of any variation in scores reinforces the idea that this is a well-established and respected practice within the department's work culture.



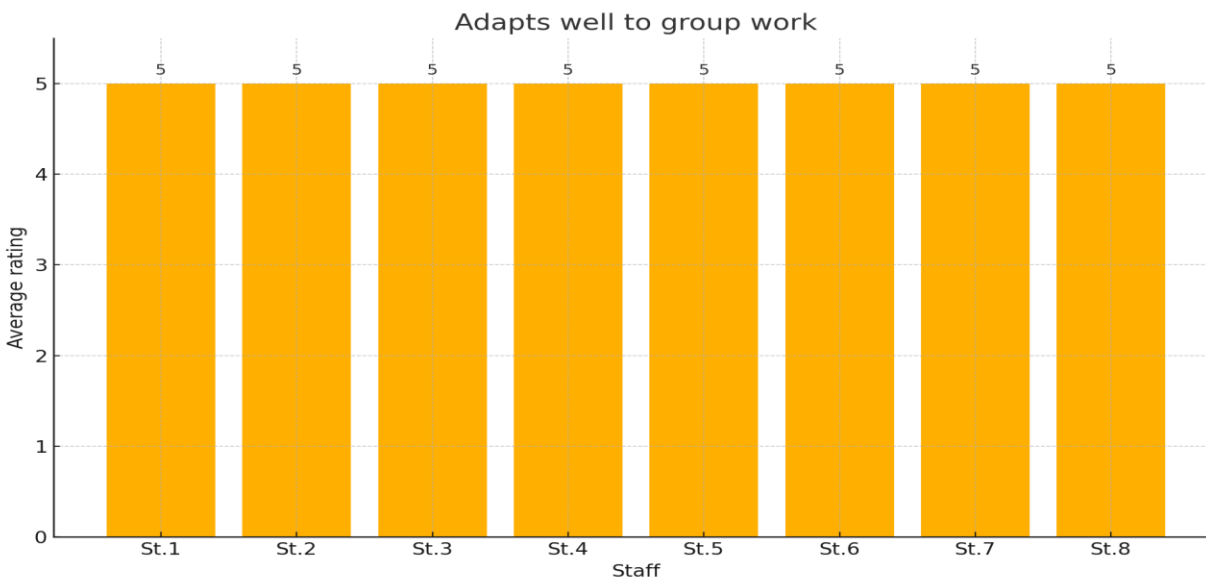
Statement 6: Helps colleagues and students when they need him/her

All academic staff members evaluated on this statement received the maximum rating of 5.0, which indicates a *very high level* of willingness to assist others within the department. This reflects a strong culture of cooperation and support among the academic staff members in the Department of Surgery.



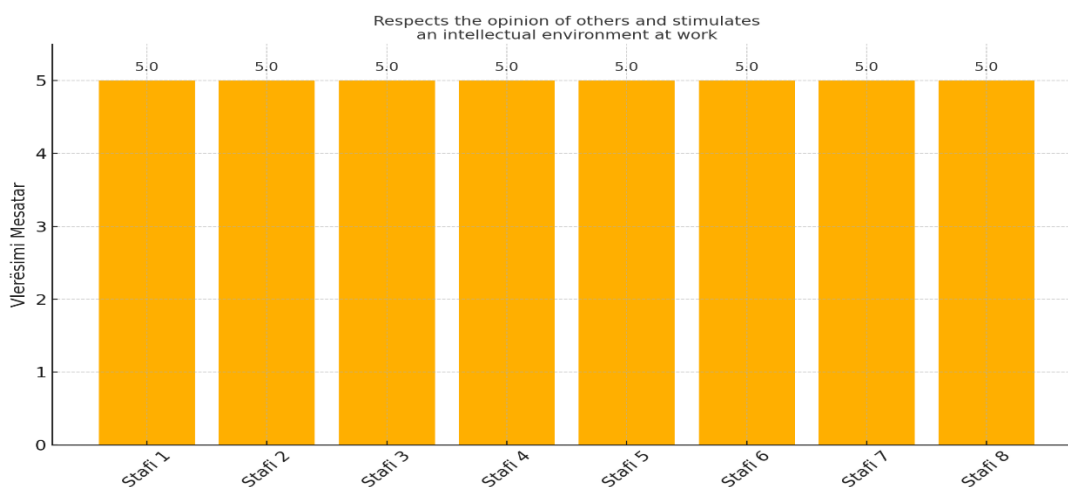
Statement 7: Adapts well to group work

All evaluations for this aspect are at the maximum score (5.0), indicating a uniformly positive perception across all academic staff members. This result reflects a strong climate of collaboration and high teamwork skills within the Department of Surgery.



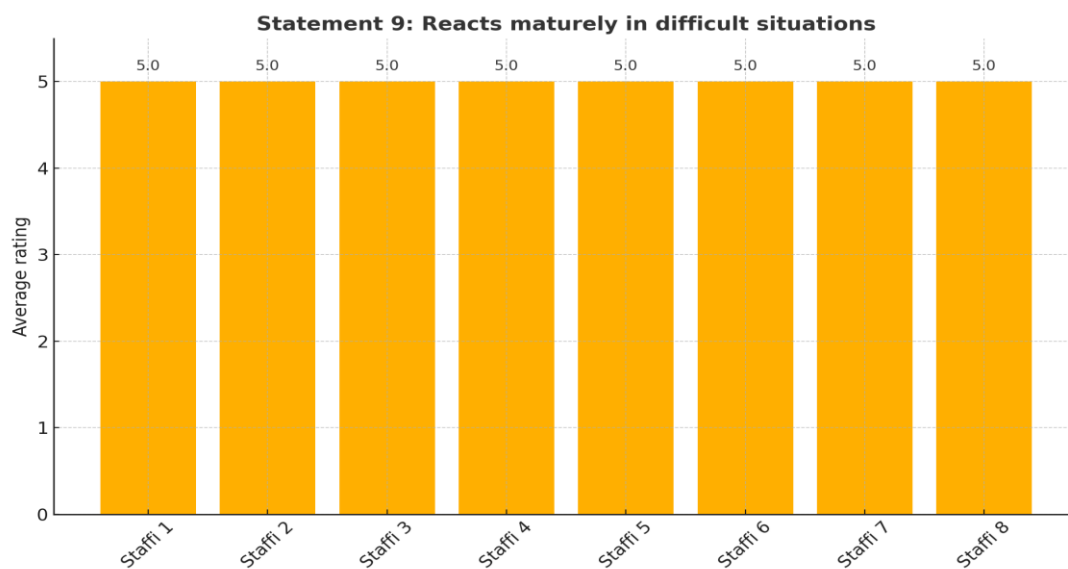
Statement 8: Respects the opinion of others and stimulates an intellectual environment at work

The ratings for this statement are uniformly the maximum score (5.0) for all staff members evaluated. This consistent result highlights a well-established culture of respect and intellectual collaboration within the department. The data suggest that the work environment encourages open dialogue, acceptance of diverse viewpoints, and exchange of ideas among colleagues. This represents one of the department's strongest areas of staff performance.



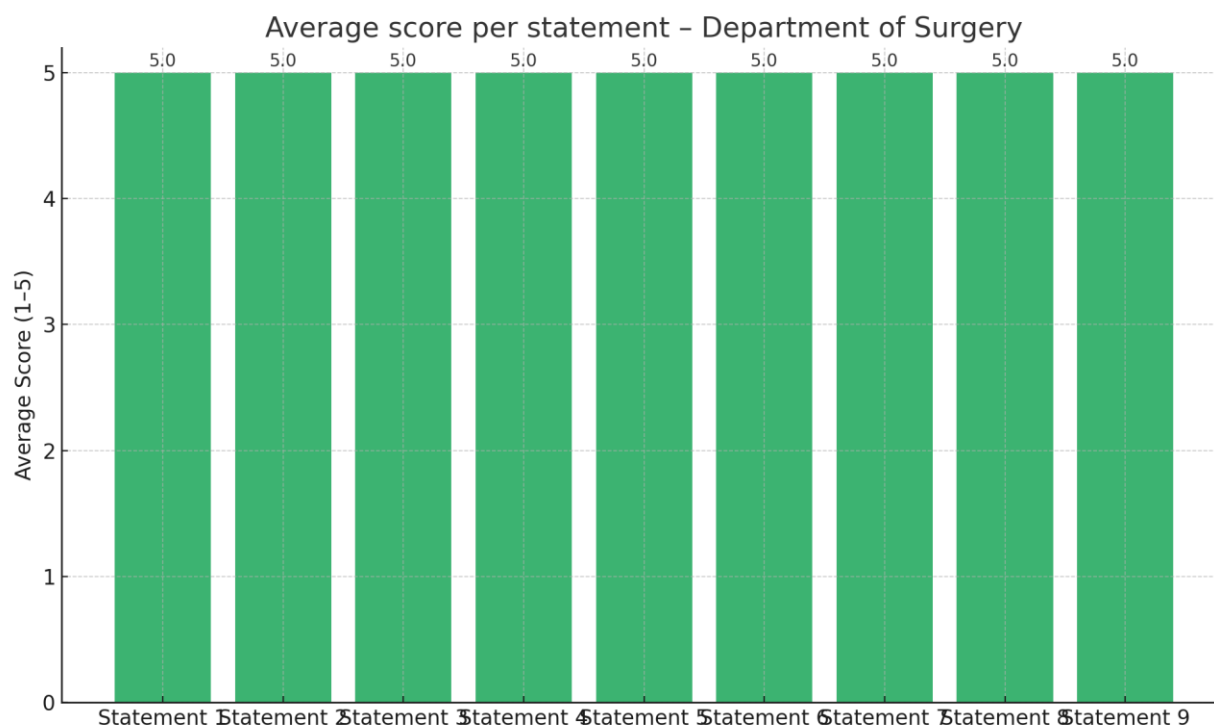
Statement 9: Reacts maturely in difficult situations

All academic staff members who were evaluated for this statement received the maximum rating of 5.0. This indicates a consistently positive perception regarding their ability to handle challenging situations with maturity and professionalism. Such steady performance in this area is particularly valuable in university settings, where effective communication and stress management directly influence the quality of collaboration and teaching.



Conclusions

The evaluation results for the Department of Surgery are exceptionally positive, with maximum scores (5.0) across all statements and all participating staff members. This outcome reflects a deeply rooted culture of professionalism, collaboration, and commitment to academic and ethical standards. The consistently high ratings across all dimensions – from meeting deadlines, collegial communication, expertise, research productivity, professional appearance, support to colleagues, teamwork, respect for differing opinions, and maturity in difficult situations – demonstrate an exemplary institutional model. This performance shows that the department operates in full harmony and constitutes a strong point for the institution overall.



II. FACULTY OF ECONOMICS, TECHNOLOGY AND INNOVATION

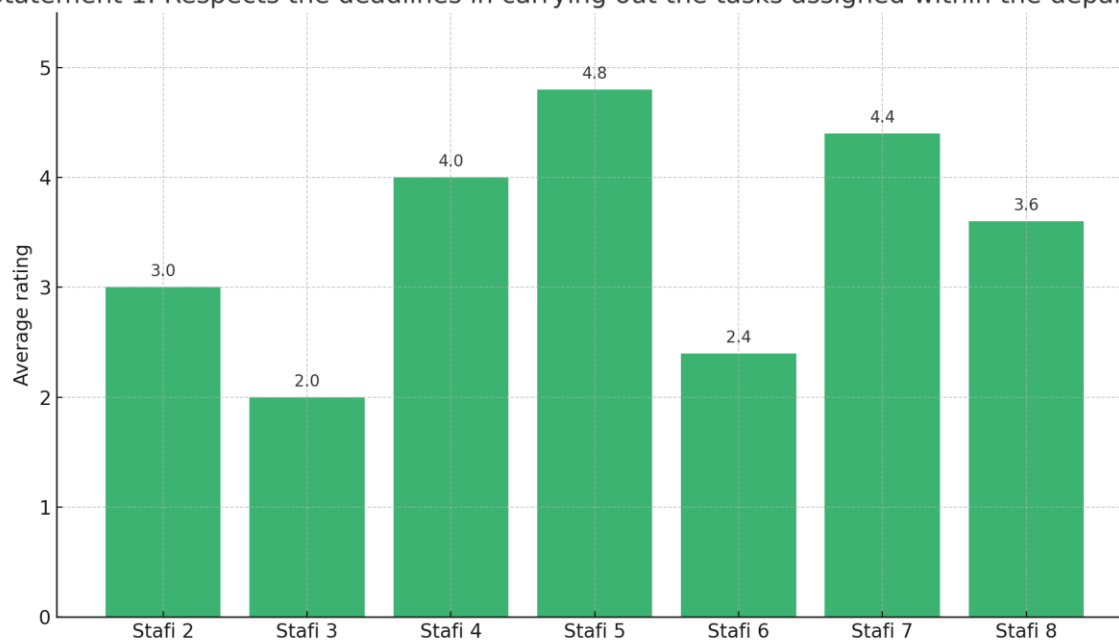
2.1. DEPARTMENT OF BIOSCIENCES AND ENGINEERING

A total of seven academic staff members from the Department of Biosciences and Engineering participated in the peer evaluation process. The group included one Professor Doctor, four staff members holding a Doctor of Science degree, and two with a Master of Science qualification. This complete participation reflects a balanced composition of the department's academic structure and provides a comprehensive overview of collegial perceptions regarding individual performance.

Statement 1: Respects the deadlines in carrying out the tasks assigned within the department

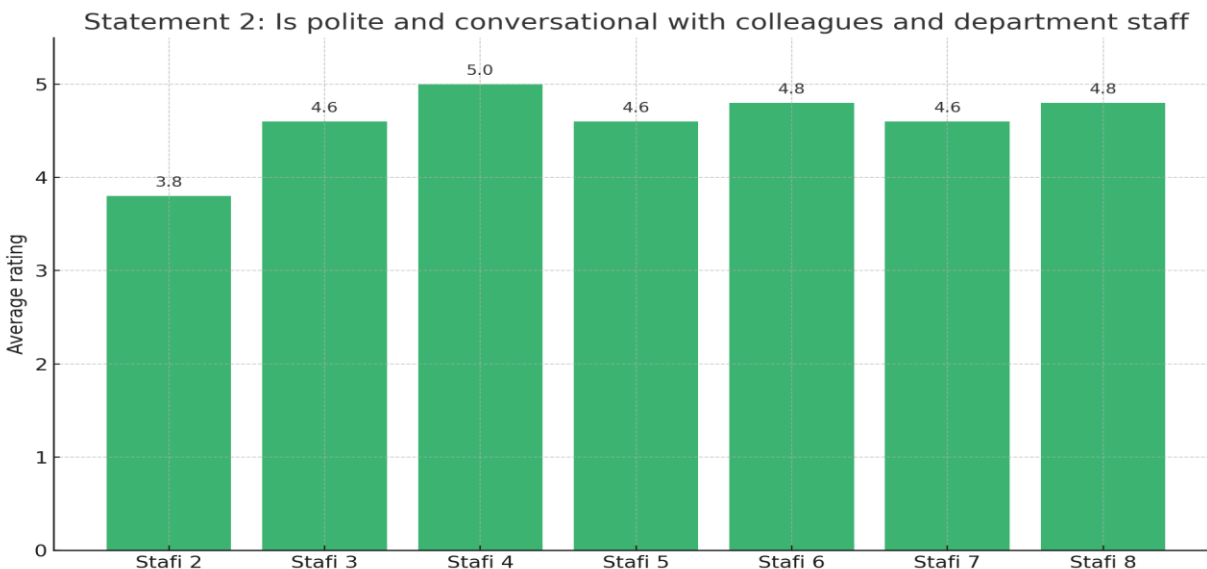
Ratings for this statement range from 2.0 to 4.8, with an overall average of approximately 3.6. While a portion of the staff received positive evaluations, there are also notable cases with lower scores. This indicates that adherence to deadlines is not perceived consistently across the department. The results suggest an opportunity to strengthen time management and task completion processes.

Statement 1: Respects the deadlines in carrying out the tasks assigned within the department



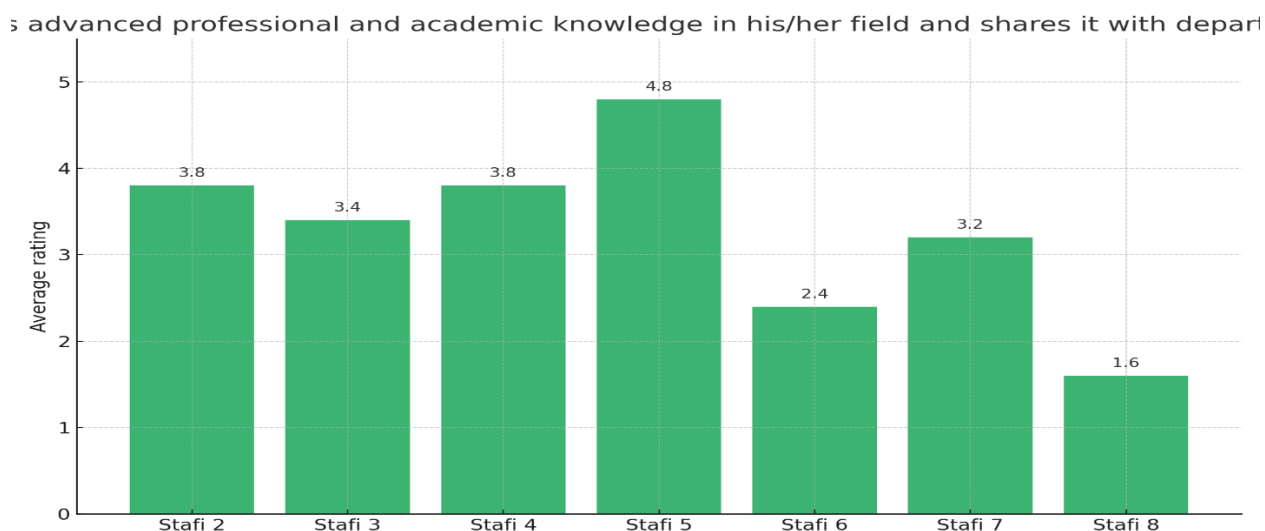
Statement 2: Is polite and conversational with colleagues and department staff

Ratings for this statement are generally high, ranging from 3.8 to 5.0, with an average around 4.6. This suggests that staff members are positively perceived in terms of politeness and collegial communication. While there is slight variation, the overall result reflects a collaborative and respectful departmental environment.



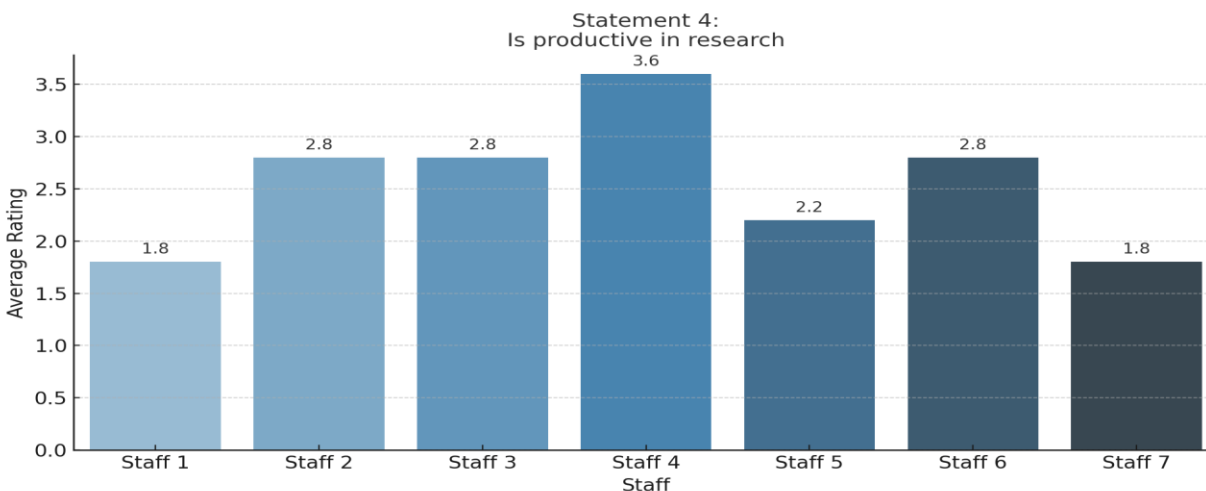
Statement 3: Reflects advanced professional and academic knowledge in his/her field and shares it with department staff and students

Ratings for this statement show significant variation, ranging from 1.6 to 4.8, with an average of around 3.3. This variation suggests that perceptions differ among staff members. Some individuals are seen as strong contributors in terms of expertise and knowledge-sharing, while others may have room to enhance their professional engagement and exchange of academic experience with colleagues and students.



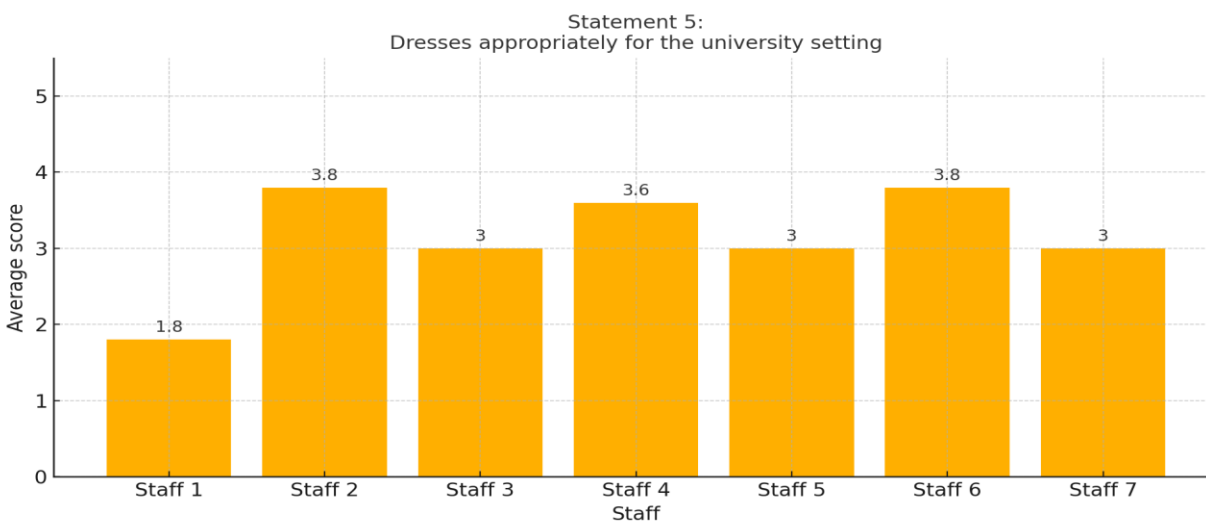
Statement 4: Is productive in research

For this statement, the evaluations show considerable variation, with scores ranging from 1.8 to 3.6. Only one staff member received a rating above 3.5, while the majority are below this threshold. These ratings may reflect internal challenges or differing research priorities among staff. *This result may indicate a need for additional support in the area of scientific research*, whether through training, collaborative projects, or institutional encouragement for publications and research involvement.



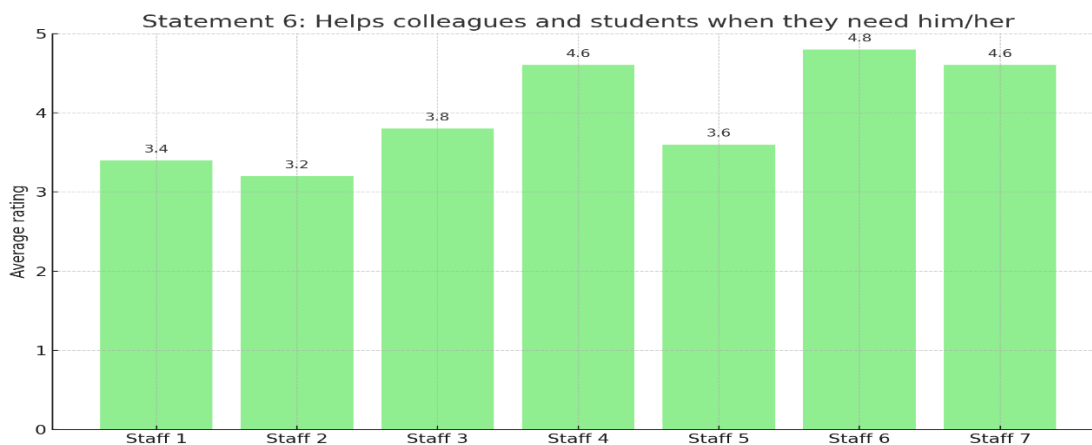
Statement 5: Dresses appropriately for the university setting

Staff evaluations on this aspect are generally moderate, ranging from 1.8 to 3.8. Some members have received higher scores, indicating a reasonable alignment with expectations for professional appearance. On the other hand, a few lower ratings suggest a need to raise awareness regarding the importance of appropriate attire in the university context.



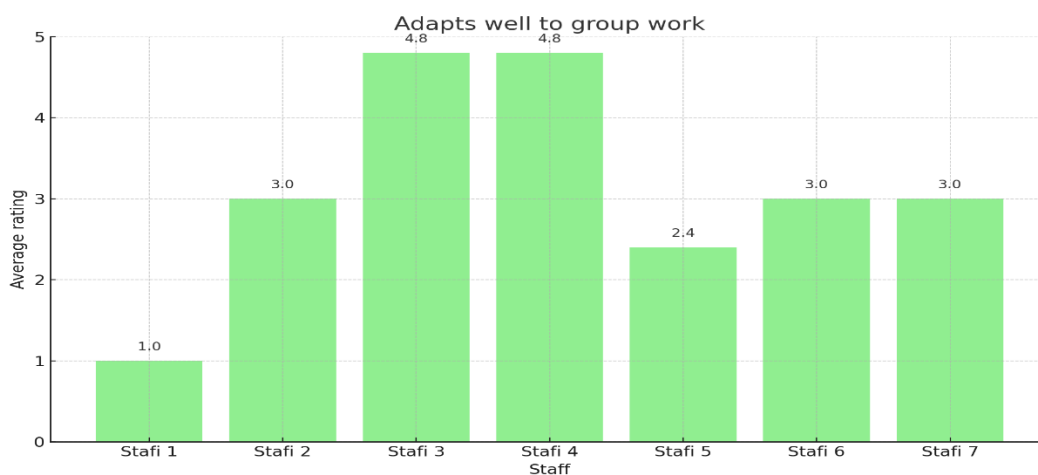
Statement 6: Helps colleagues and students when they need him/her

The ratings for this statement show a generally positive trend, with some moderate variation among staff members. Two staff members received the highest rating of 4.8, indicating a very good perception of their helpfulness towards colleagues and students. The rest of the evaluations range between 3.2 and 4.6, with only one score on the lower end (3.2). These results suggest an overall commitment to peer support, although some cases could benefit from further encouragement of collaboration and mutual assistance, especially in demanding or complex situations.



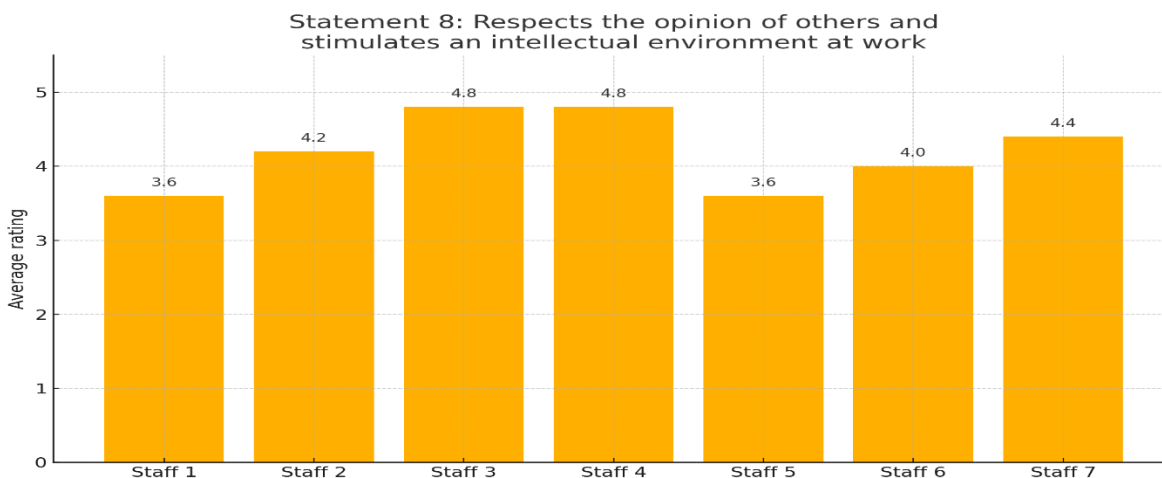
Statement 7: Adapts well to group work

The evaluations for this criterion range from a minimum of 1.0 to a maximum of 4.8, highlighting a notable variation in staff perceptions regarding group collaboration skills. Approximately half of the staff received scores at or below 3.0, indicating a potential area for improvement in teamwork and collaborative engagement. Nonetheless, there are also individuals with very high ratings in this domain, demonstrating a positive potential for peer mentorship and internal capacity building. *It is recommended to promote successful collaborative practices and foster a more active group work culture within the department.*



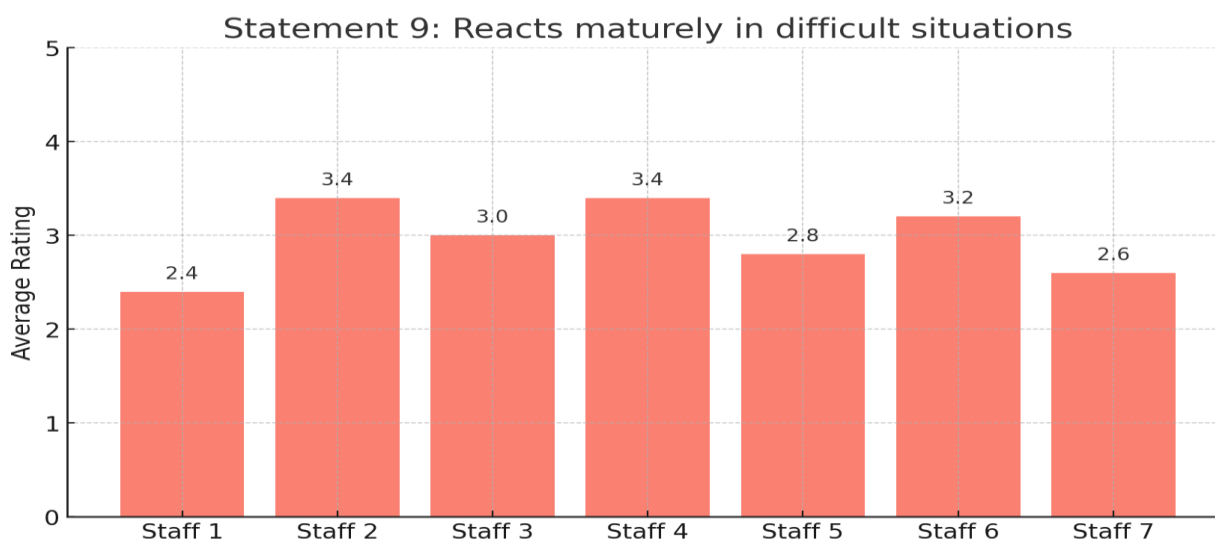
Statement 8: Respects the opinion of others and stimulates an intellectual environment at work

The evaluations for this statement show a generally positive trend, with five out of seven staff members rated above 4.0. Two cases reflect slightly lower scores (3.6 and 3.0), possibly indicating differences in collaboration or academic communication styles. However, the overall average remains within a satisfactory range, suggesting a healthy climate of intellectual dialogue and respect for diverse viewpoints within the department



Statement 9: Reacts maturely in difficult situations

The ratings for this statement show a more varied distribution compared to previous ones, ranging from 2.4 to 3.4. Only one staff member received a score of 3.4, while most scores remain below the 3.5 threshold. This suggests that the aspect of reacting maturely in difficult situations is perceived as an area where further professional development and more effective interaction in complex work situations may be beneficial. *Nevertheless, this evaluation should be seen as an opportunity for reflection and support in enhancing this key element of academic collaboration.*

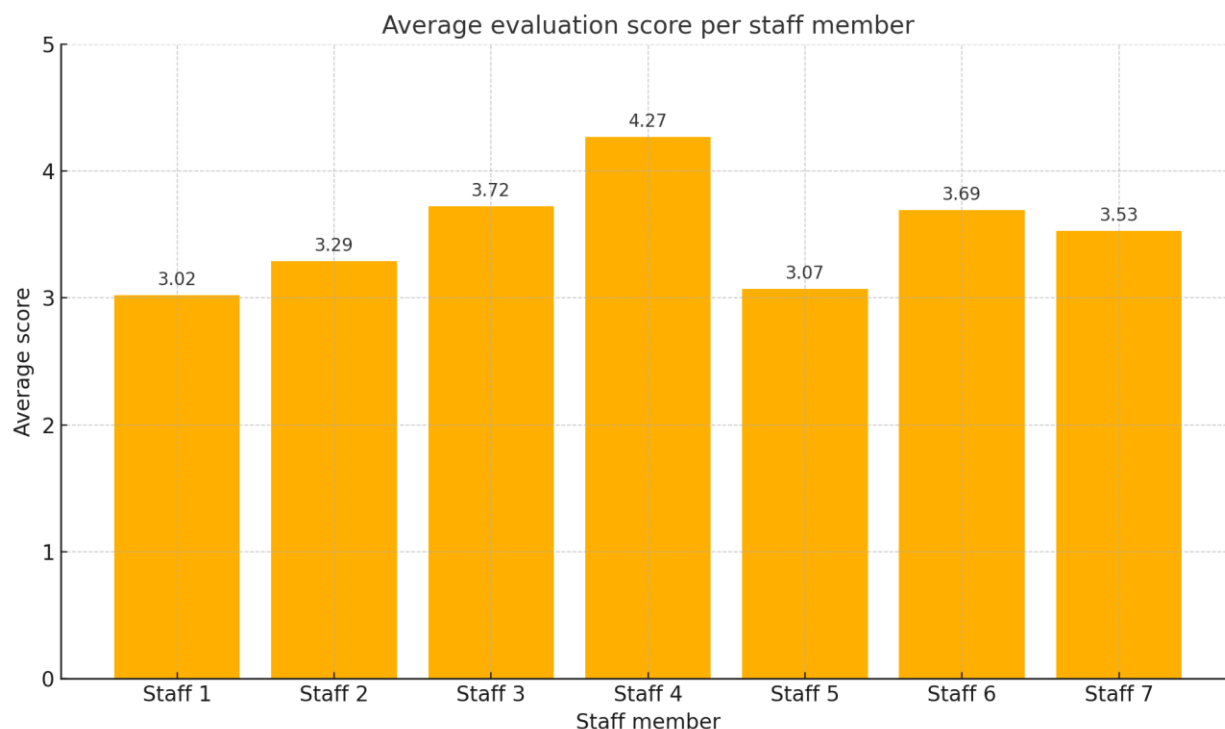


Conclusions

The evaluations provided by the academic staff of this department show a broader distribution of scores compared to other departments, reflecting a diversity of perceptions regarding peer performance. Notably, the averages for statements such as *research productivity*, *maturity in difficult situations*, and *adaptation to group work* are lower, with some cases falling below 3.0.

On the other hand, some staff members received relatively high ratings in areas like *collegial behavior*, *respecting others' opinions*, and *professional communication*. These results suggest that the department exhibits clear variations in how individual academic and institutional contributions are perceived.

This outcome presents a valuable opportunity for internal reflection and encourages constructive exchange of experiences within the staff to improve collaboration and foster greater professional cohesion.



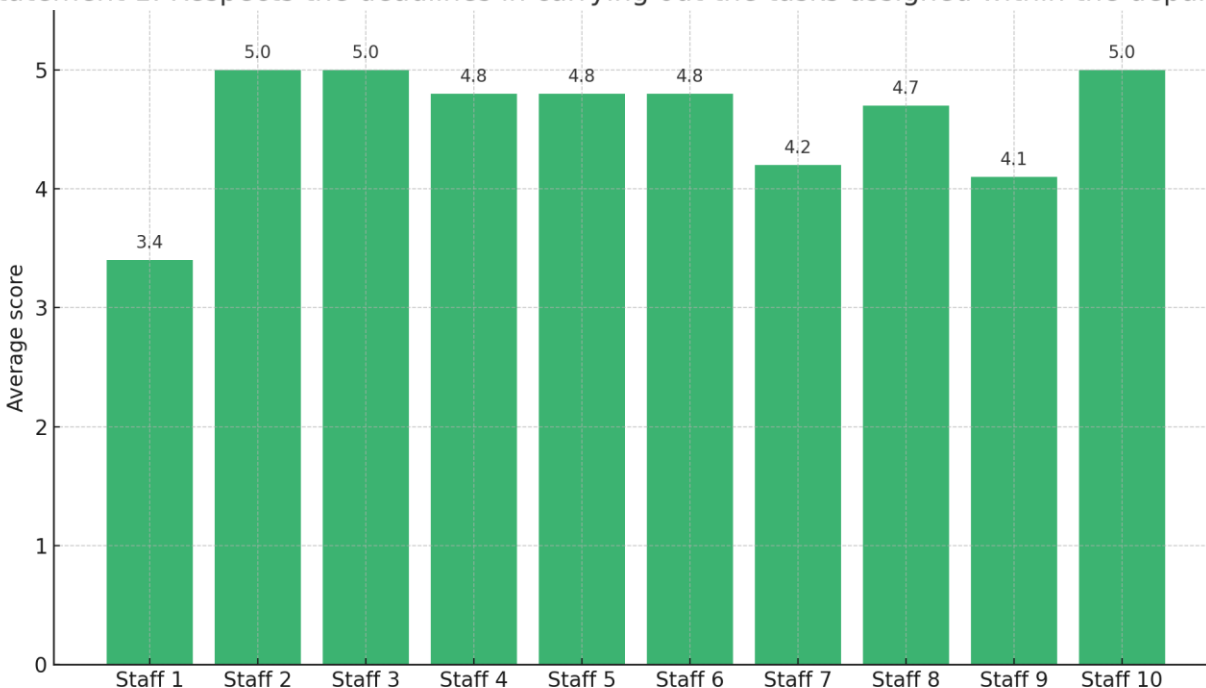
2.2. DEPARTMENT OF COMPUTER SCIENCES

A total of ten academic staff members participated in the evaluation process for the Department of Computer Sciences. Among them, one holds the title of Professor Doctor, four hold a Doctor of Science degree, and five have a Master of Science qualification. This composition represents a well-balanced academic structure and reflects broad and equitable engagement in the peer evaluation process.

Statement 1: Respects the deadlines in carrying out the tasks assigned within the department

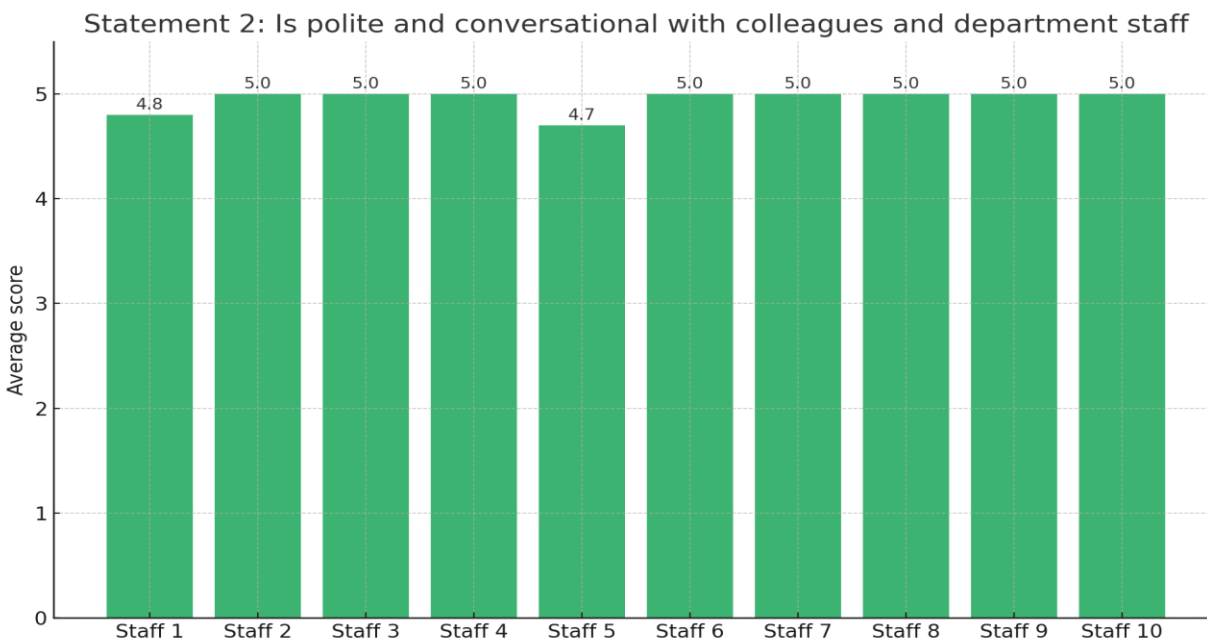
The ratings for this statement are generally very positive, with eight out of ten staff members rated above 4.0 and four of them receiving the maximum score of 5.0. Only one staff member received a lower score (3.4), which is still within an acceptable range. These results indicate a clear commitment to meeting deadlines and fulfilling responsibilities within the department, reflecting a stable and consistent professional standard.

Statement 1: Respects the deadlines in carrying out the tasks assigned within the department



Statement 2: Is polite and conversational with colleagues and department staff

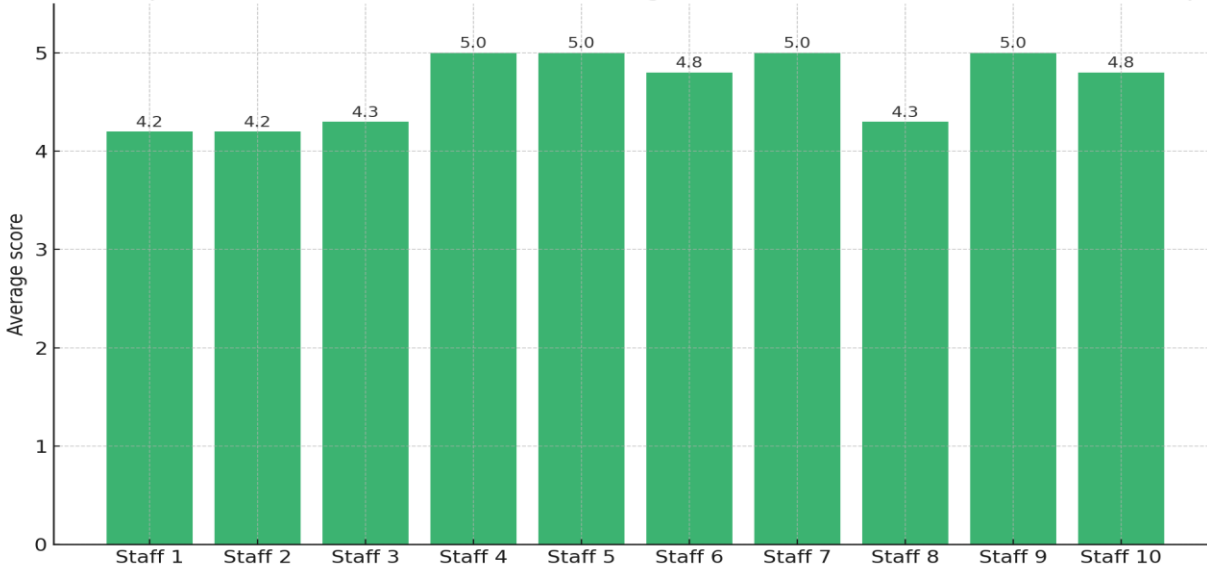
The results for this statement are highly positive, with nine out of ten staff members receiving the maximum score of 5.0, and only one rated 4.8. This uniformity in evaluation reflects a high level of mutual respect and interpersonal communication within the department, reinforcing a culture of collegiality and professional cooperation.



Statement 3: Reflects advanced professional and academic knowledge in his/her field and shares it with department staff and students

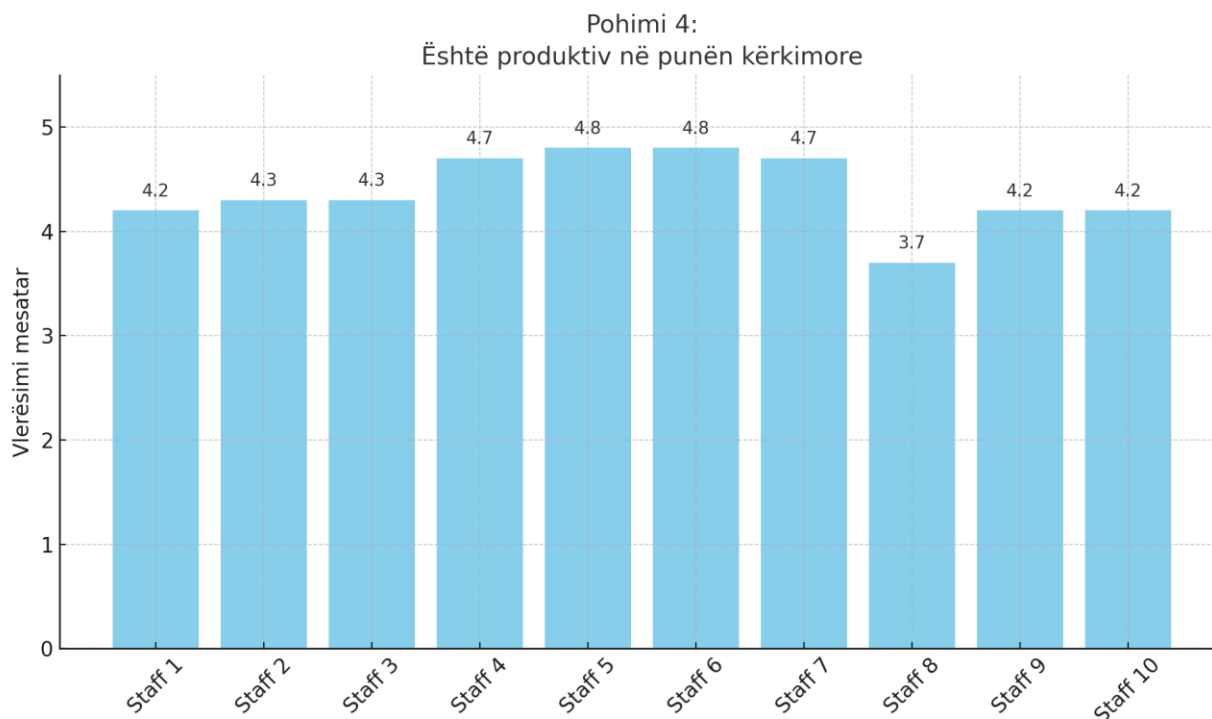
The evaluations for this aspect are highly consistent and positive, ranging from 4.2 to 5.0. Nearly all staff members received scores above 4.5, indicating a strong perception of professional competence and willingness to share knowledge within the department. This result reinforces the academic reputation of the unit and provides a solid foundation for mentoring and continued professional development.

Reflects advanced professional and academic knowledge in his/her field and shares it with department staff and students



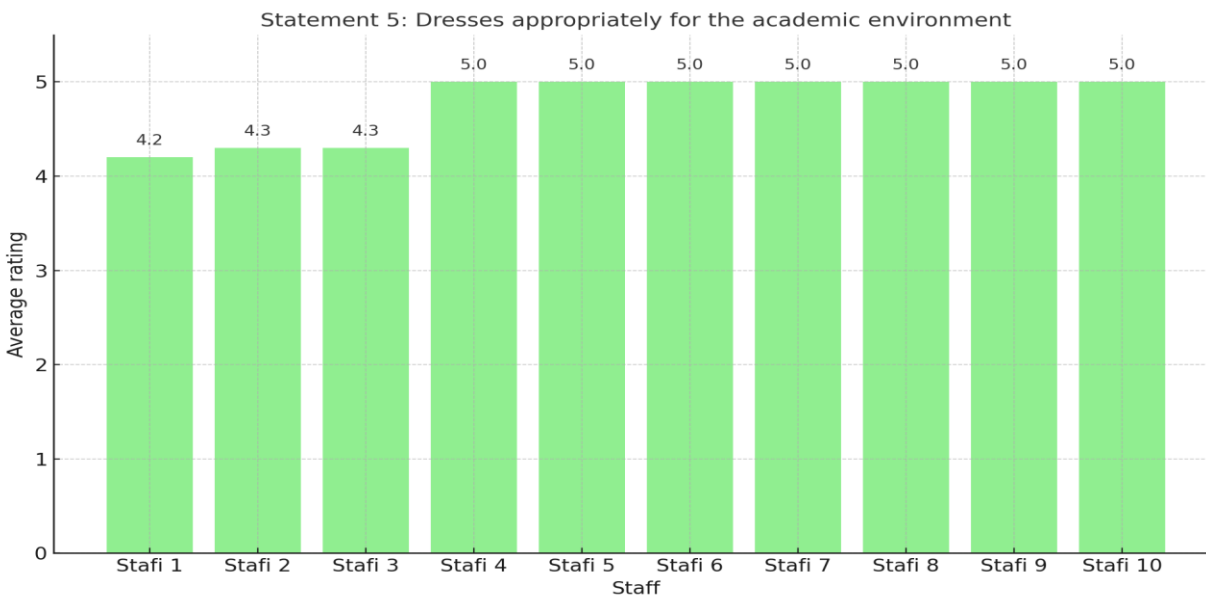
Statement 4: Is productive in research work

In this evaluation aspect, the average ratings among staff in the Department of Computer Science range between 3.7 and 4.8. The data indicate that most academic staff members demonstrate a good level of research productivity, reflecting a consistent commitment to scholarly activities. Notably, three individuals received the maximum score of 4.8, reinforcing the impression that this department has a strong foundation in research output. However, one score of 3.7 highlights a potential need for more personalized support, such as increased collaboration opportunities or guidance in academic publishing. *Overall, this performance area is considered very positive, with room for improvement in a few individual cases.*



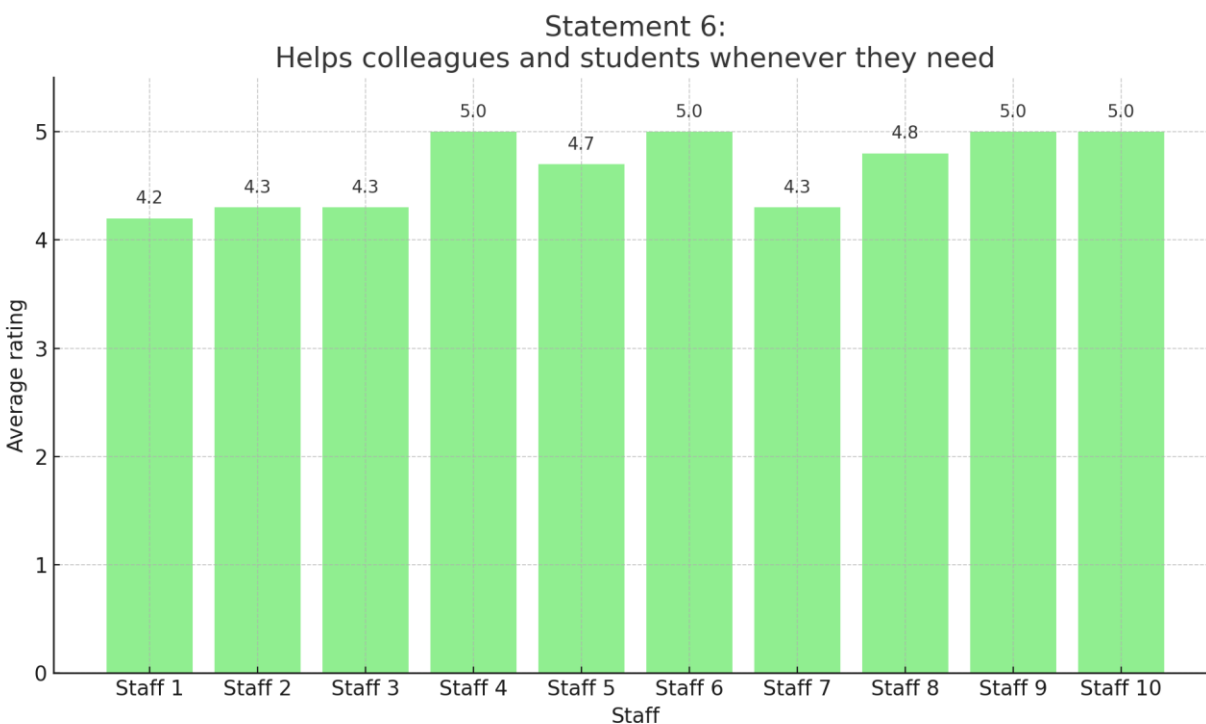
Statement 5: Dresses appropriately for the university setting

Overall, the evaluations for this statement are remarkably high, reflecting a clear commitment of the staff to maintaining appropriate attire in an academic environment. Six out of ten staff members received the maximum score of 5, while the remaining four received strong ratings between 4.2 and 4.3. These results indicate that the department values professional appearance and proper conduct, contributing to the maintenance of a respectful and serious institutional atmosphere.



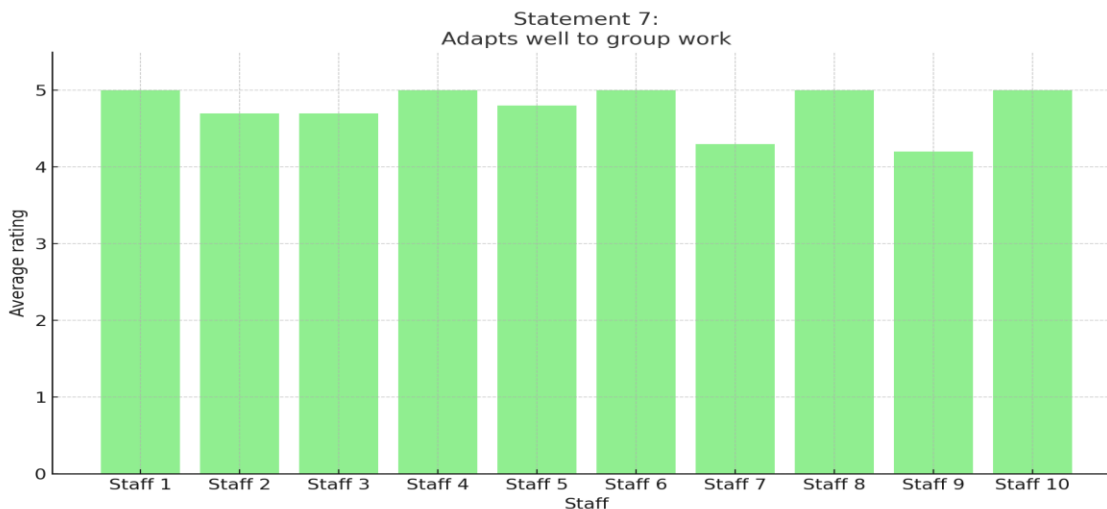
Statement 6: Helps colleagues and students whenever they need

Staff evaluations for this statement show a generally positive trend, with most staff members rated above 4.5. Five out of ten staff members received the maximum score of 5.0, indicating high willingness and engagement in supporting both colleagues and students. Only one rating falls slightly lower (4.2), but it remains within a positive range. These results reflect a strong sense of collaboration and support within the department.



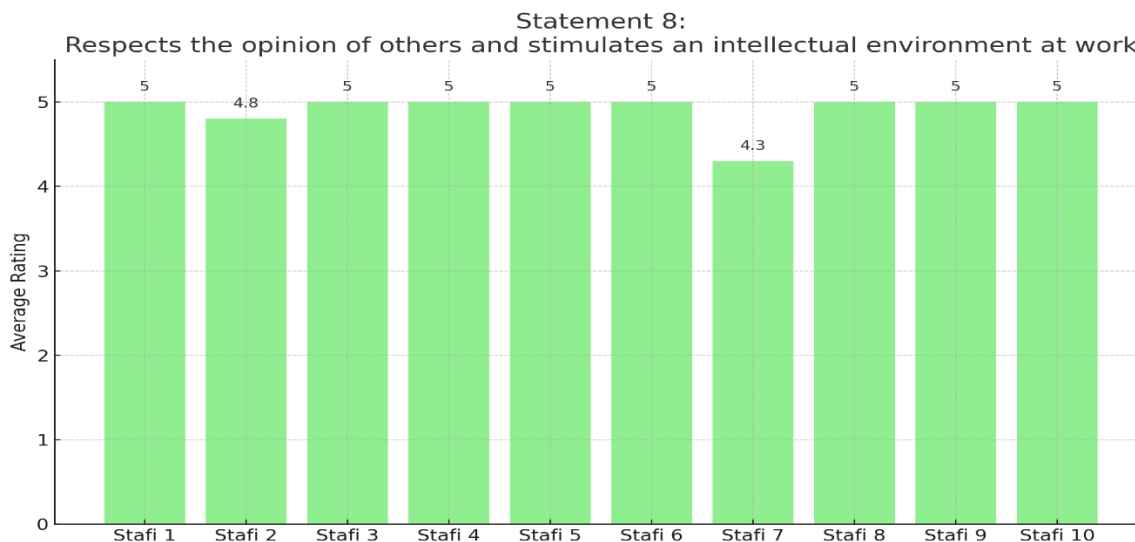
Statement 7: Adapts well to group work

The evaluations for this statement are generally very high, indicating a clear ability of the staff to collaborate and contribute in group work environments. Seven out of ten staff members received ratings ranging from 4.7 to 5.0, which shows that cooperation is a well-established value in this department. Only one staff member received a rating of 4.2, which still falls within a positive range. *This positive trend highlights a strong and productive collaborative culture within the academic environment.*



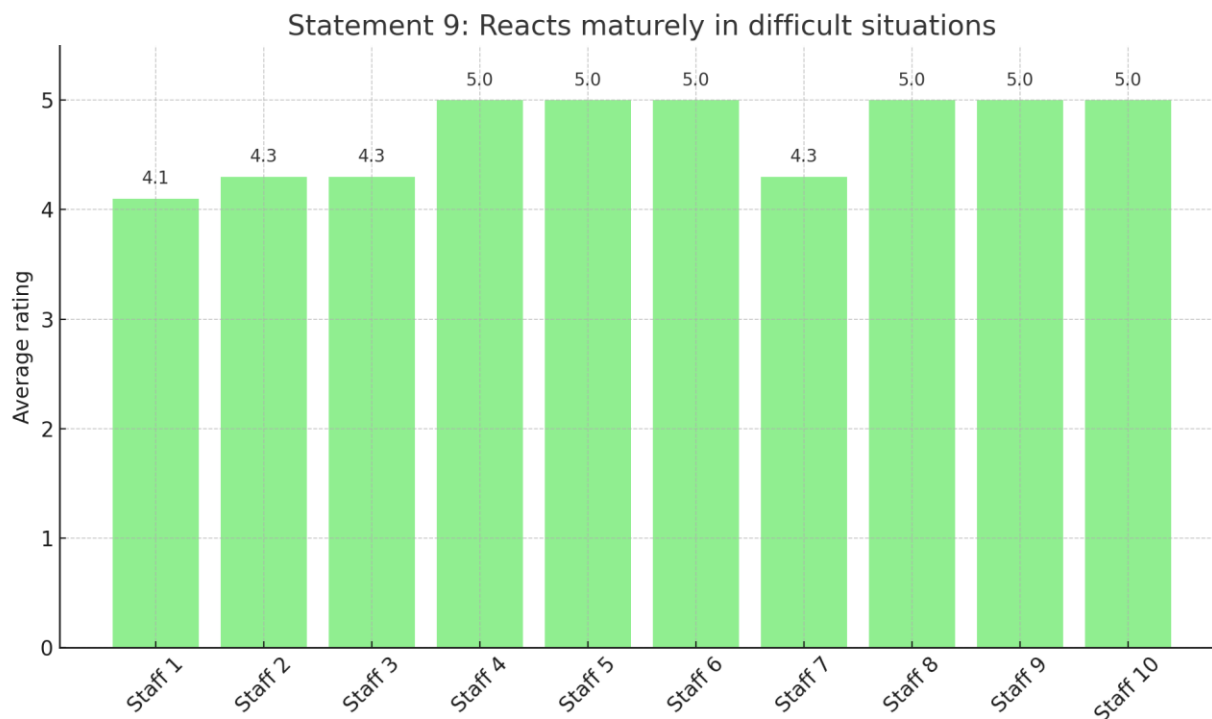
Statement 8: Respects the opinion of others and stimulates an intellectual environment at work

Ratings for this statement are among the highest in the department, with the vast majority of staff receiving the maximum score (5). Only two members were rated 4.3, which still indicates a strong positive perception regarding the respect for diverse opinions and the encouragement of a supportive intellectual atmosphere. *This reflects a well-developed professional culture within the internal work environment.*



Statement 9: Reacts maturely in difficult situations

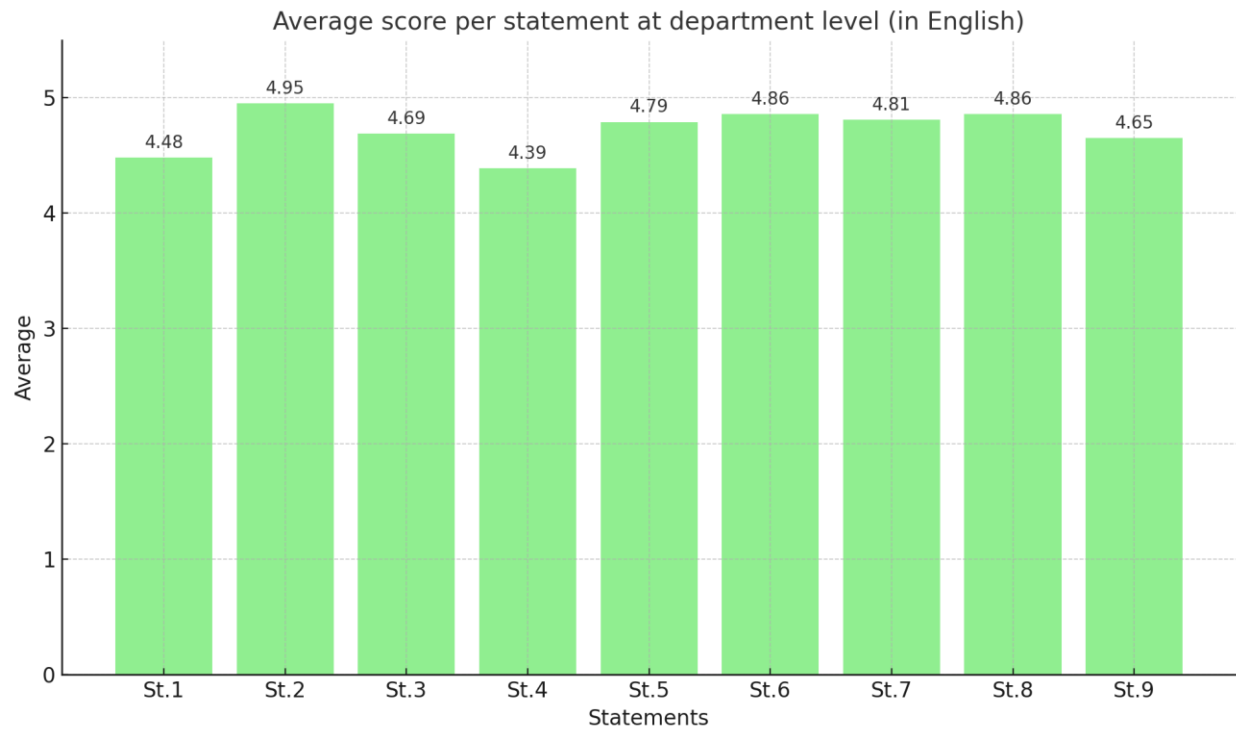
Overall, the ratings for this statement are highly positive, with most staff members receiving top or near-top scores. *Five out of ten academic staff members were rated 5.0*, indicating a strong ability to handle challenging situations with composure and professionalism. The remaining staff also maintained high scores ranging from 4.1 to 4.3. *This reflects consistency and a professional approach in overcoming difficulties*, fostering a collaborative and constructive work environment even under pressure.



Conclusions

The data for the Department of Computer Science reflects a very positive peer evaluation of academic staff performance. The highest average score was recorded for the statement “Is polite and communicative with colleagues and department staff” (P2), with a result of 4.95, indicating a highly collaborative and respectful environment. Similarly high scores were observed in areas such as research productivity, fostering an intellectual environment, and responding calmly in difficult situations (P9 = 4.78, P8 = 4.76, P6 = 4.64).

The lowest average score, though still within the positive range, is for “Is productive in research work” (P4) with 4.39. This suggests a potential area for further encouragement of research activities, although the score remains strong. Overall, averages above 4.5 in most statements indicate a dedicated and professional staff contributing significantly to departmental quality and collegial academic relations.

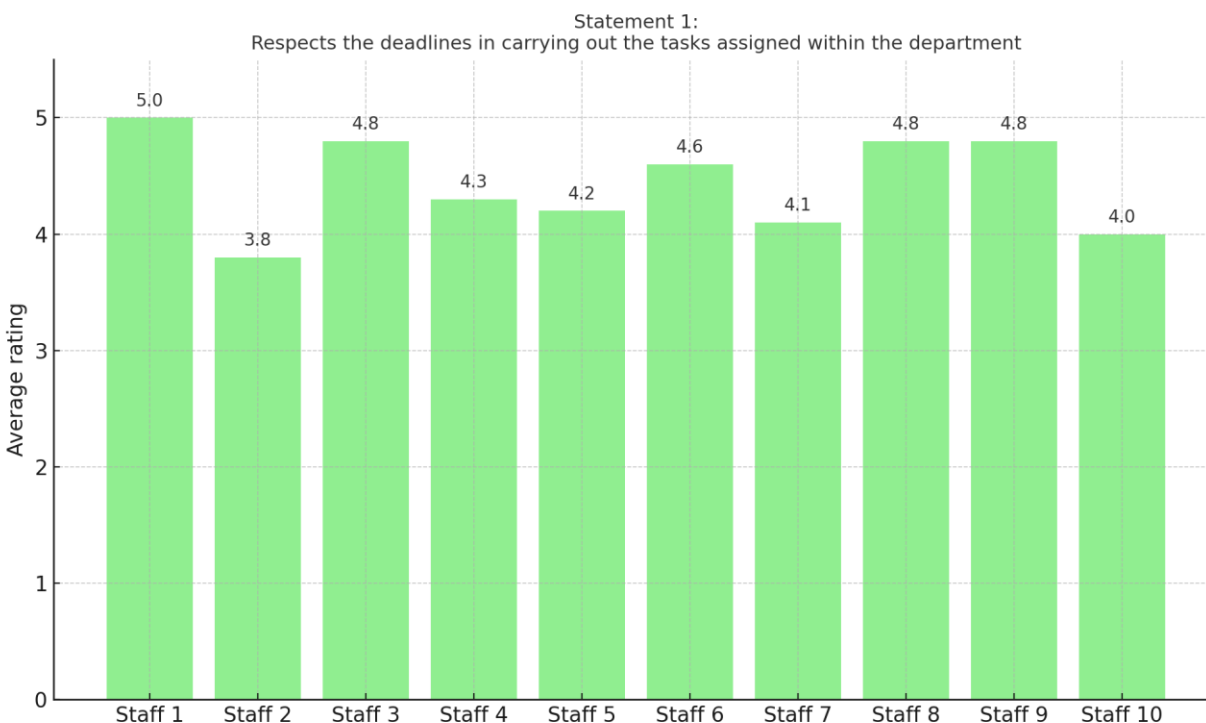


2.3. DEPARTMENT OF ECONOMIC SCIENCES AND FINANCE

In the peer evaluation conducted within the Department of Economic Sciences and Finance, a total of 10 academic staff members participated. Among them, two hold the title of Professor, seven are lecturers with a Doctorate degree, and one holds a Master's degree. This composition reflects a good diversity of academic ranks, ensuring a comprehensive and balanced assessment of both professional and interpersonal performance within the department.

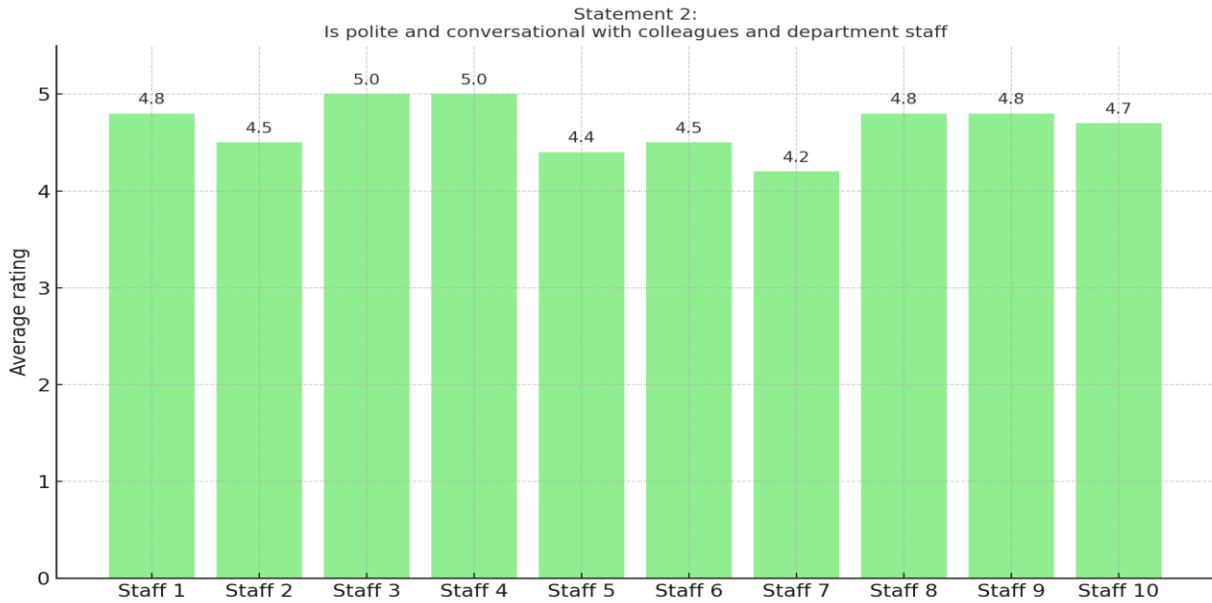
Statement 1: Respects the deadlines in carrying out the tasks assigned within the department

The ratings for this statement show a generally positive trend among colleagues in the Department of Economic and Financial Sciences. Six out of ten staff members received high ratings (between 4.6 and 5.0), indicating clear commitment to departmental duties and adherence to institutional deadlines. Three additional scores between 4.0 and 4.3 also reflect satisfactory performance. Only one lower rating (3.8) may point to a need for improvement in time management. *Overall, this statement is positively evaluated, with only limited room for enhancement.*



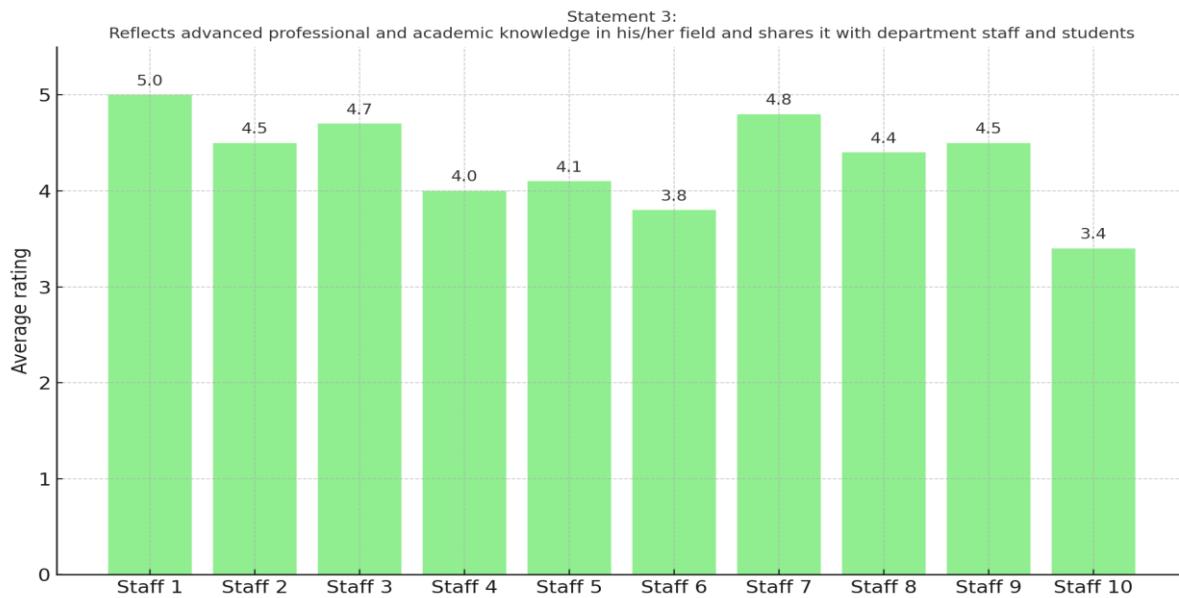
Statement 2: Is polite and conversational with colleagues and department staff

The evaluations for this aspect reflect high regard for the interpersonal behavior of the academic staff. Five out of ten members were rated 4.8 or 5.0, confirming the presence of a respectful and open communication culture within the department. The remaining scores, ranging from 4.2 to 4.7, maintain a consistently positive level. *These results indicate proper collegial relations and effective collaboration in the internal institutional environment.*



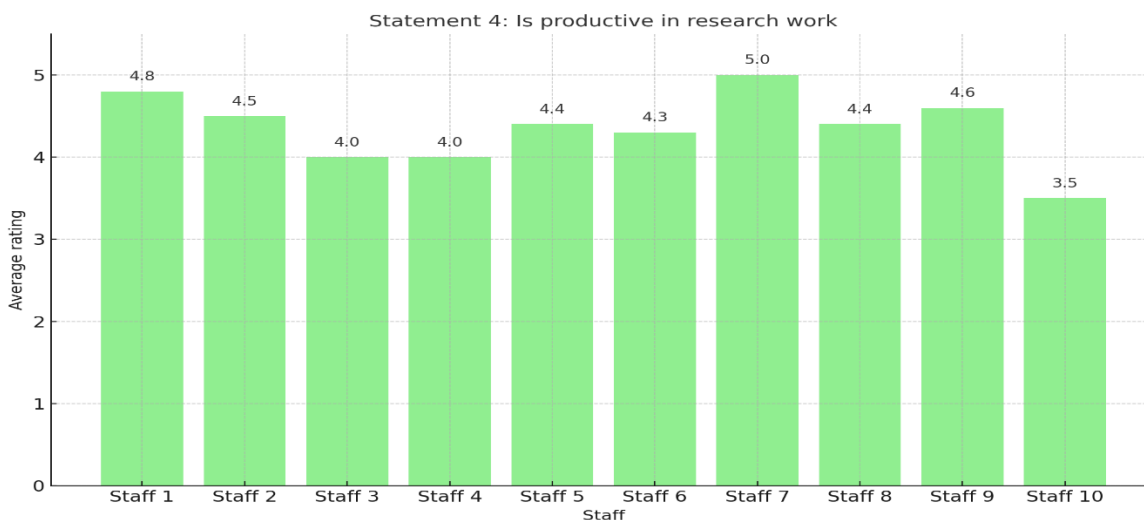
Statement 3: Reflects advanced professional and academic knowledge in his/her field and shares it with department staff and students

This statement was rated positively by colleagues in most cases. Four staff members received a score of 4.5 or higher, including one perfect 5.0. Three additional ratings between 4.0 and 4.4 reflect a satisfactory level of advanced knowledge and sharing practices. However, three lower ratings (3.8, 3.8, and 3.4) may point to a need for greater engagement in academic exchange with colleagues and students. *Overall, the result is positive, though there is room for improvement.*



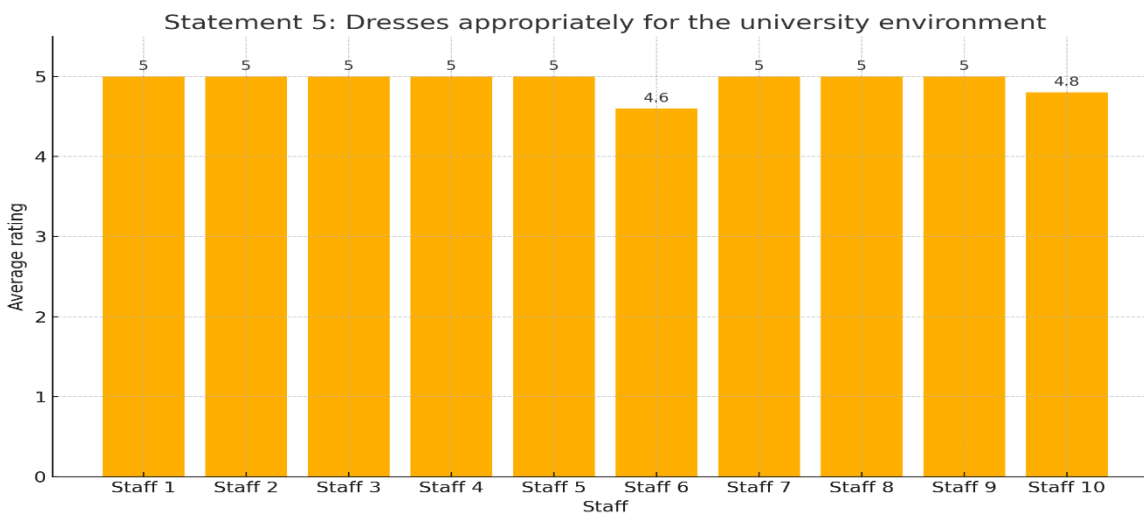
Statement 4: Is productive in research work

The peer evaluations for this statement reflect a generally satisfactory level of engagement in research activities within the department. The lowest average score is 3.5, while one staff member received the maximum score of 5.0. Most staff members were rated between 4.0 and 4.6, indicating consistent involvement in academic research, though some individual cases may benefit from additional support or motivation to enhance the quantity and quality of their scholarly output.



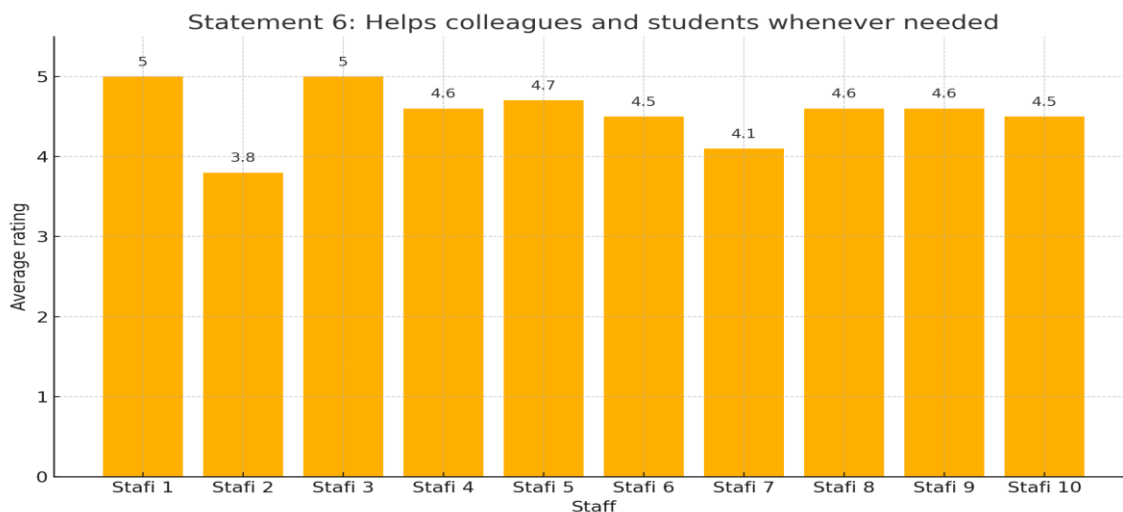
Statement 5: Dresses appropriately for the university environment

The evaluations for this statement are very high and consistent, with nearly all academic staff members receiving the maximum score. Nine out of ten individuals were rated 5, while one received 4.8. This indicates a very high level of conformity with the institutional standards of professional appearance, reflecting a strong sense of professionalism and respect for the university environment.



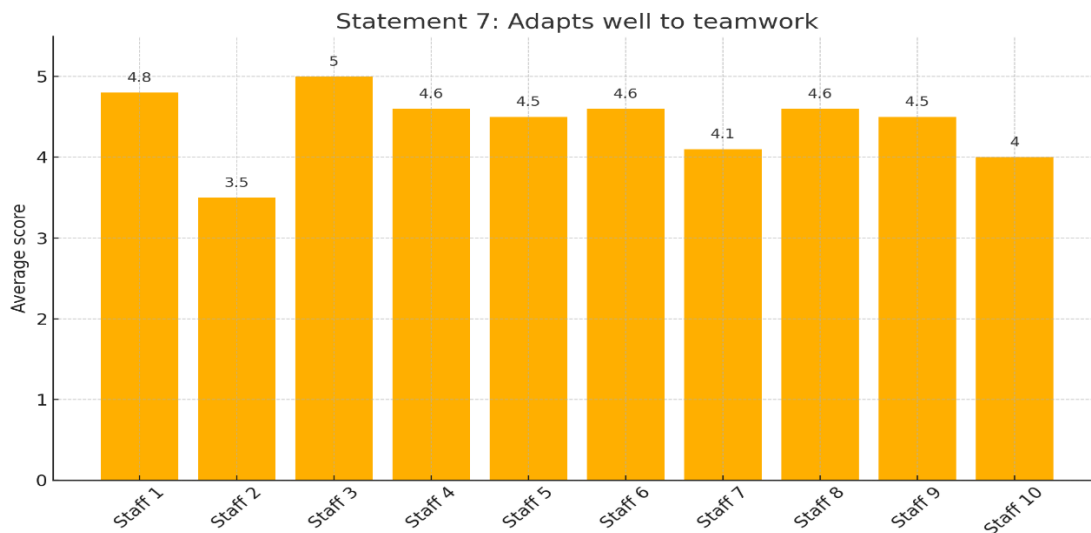
Statement 6: Provides help to colleagues and students whenever needed

This statement was evaluated very positively by the vast majority of staff. Nine out of ten members rated it with the maximum score (5), and one gave it a 4. There were no neutral or negative responses. This outcome confirms that assistance and collaboration are well-established values in the department, reflecting a strong commitment to supporting both colleagues and students whenever necessary.



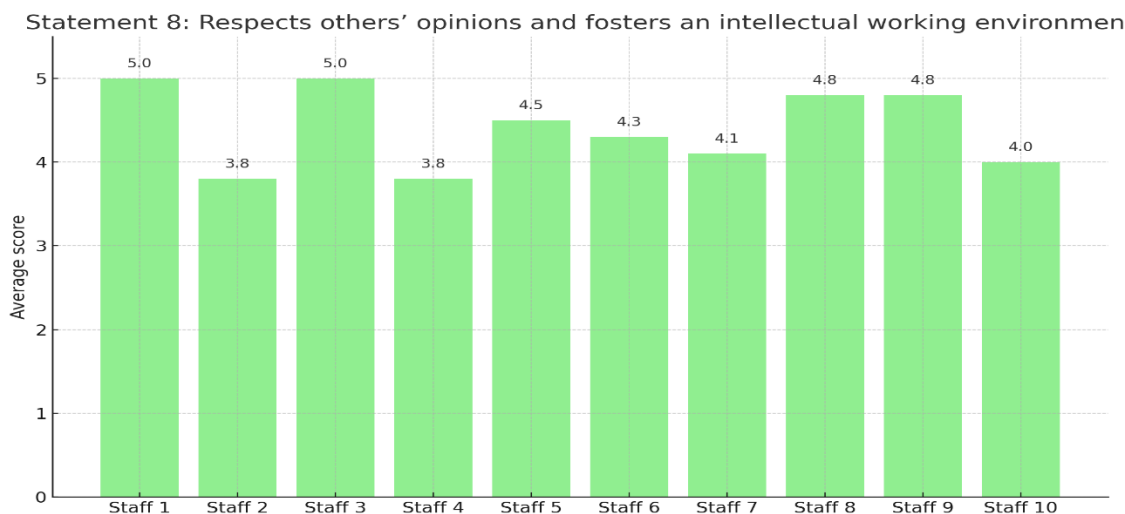
Statement 7: Adapts well to teamwork

This statement received a generally very positive evaluation, with 7 staff members giving the maximum score (5), 2 others rating it with a 4, and only 1 member giving a score of 3. No negative evaluations were recorded. This distribution suggests that collaboration and teamwork are qualities present in most of the staff, although there is room to further strengthen an inclusive and cohesive group dynamic.



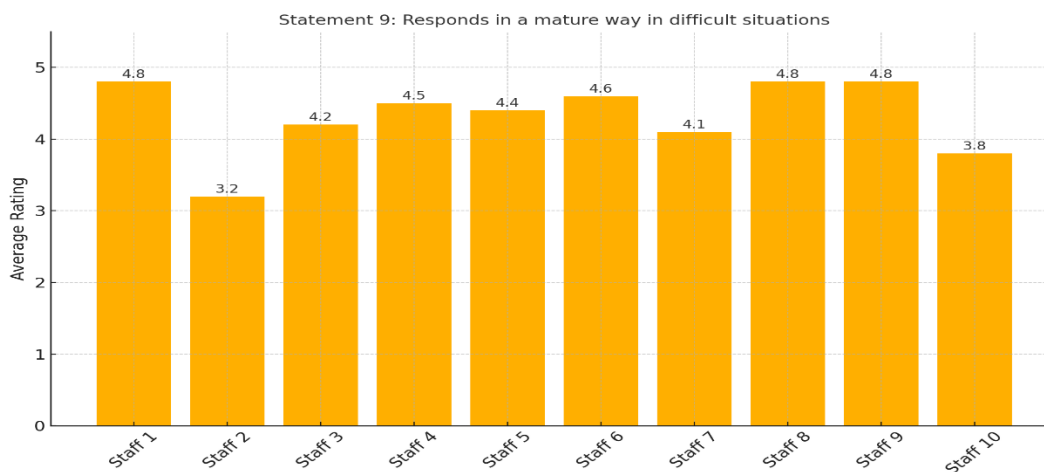
Statement 8: Respects others' opinions and fosters an intellectual working environment

The evaluation data for Statement 8 show a generally positive trend, with most staff members receiving scores above 4.5. Notably, 4 out of 10 achieved the highest rating of 5, indicating strong appreciation from colleagues regarding their respect for others' views and their contribution to a productive and intellectual working atmosphere. However, two cases – *Staff 2* and *Staff 4* – received lower ratings of 3.8, suggesting potential areas for reflection and improvement.



Statement 9: Responds in a mature way in difficult situations

The results for this statement reflect a *generally strong performance* from the academic staff in this department. Seven out of ten members received ratings between 4.1 and 4.8, indicating composed and professional conduct during challenging circumstances. Two staff members (Staff 2 and Staff 10) received lower ratings (3.2 and 3.8), suggesting room for reflection on emotional management in difficult work settings. The overall average for this statement is approximately 4.4, which remains a positive indicator for the department.

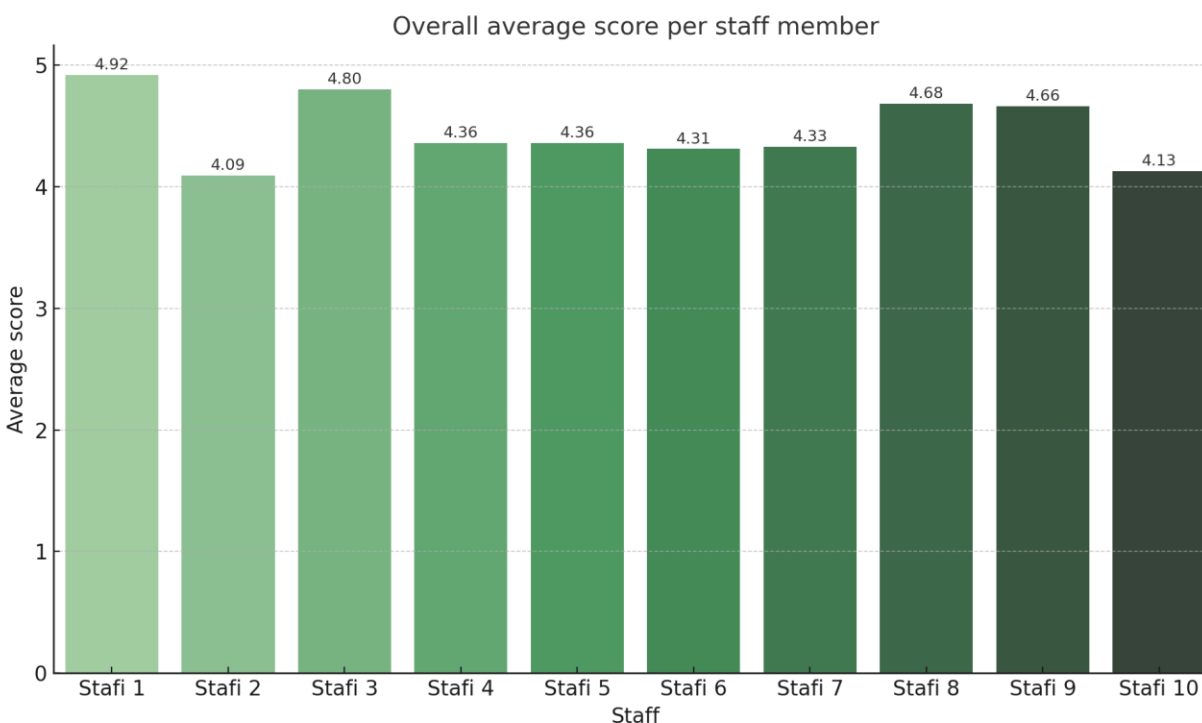


Conclusions

The results of the peer evaluation for the academic staff of the Department of Economic and Financial Sciences reveal a generally high level of professional performance and collegial cooperation. The overall average scores per staff member across the nine statements range from 4.06 to 4.81, reflecting a consistent commitment to institutional standards.

Particularly noteworthy are the high ratings for punctuality in fulfilling responsibilities and communication with colleagues, which are among the highest across most cases. Similarly, the positive evaluations regarding supportiveness and composed behavior in challenging situations highlight a mature and collaborative institutional culture. In some areas—such as research productivity or knowledge sharing—greater variation is observed among staff members, which may point to the need for enhanced stimulation of scholarly collaboration and exchange of best practices.

Suggested improvement: *It is advisable to further encourage research activity and promote active participation in joint academic projects, as well as organize internal training to ensure consistent professional standards across the team.*



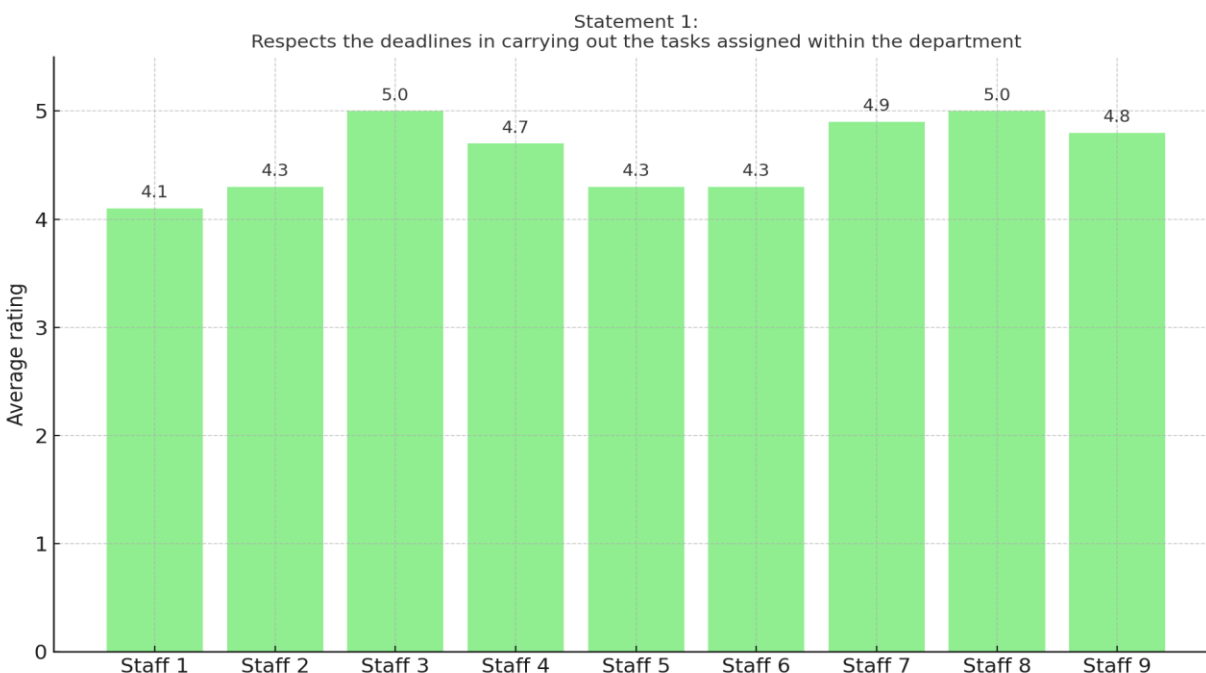
III. FACULTY OF DENTAL MEDICINE

3.1. DEPARTMENT OF DENTISTRY

In the evaluation process for the Department of Dentistry, a total of nine academic staff members participated. Among them, three hold a Doctorate degree, five have a Master's degree, and one member is at the Bachelor level but was included in the assessment as an active part of the academic support team. This composition represents a balanced structure, incorporating various levels of academic and professional experience in a comprehensive peer evaluation.

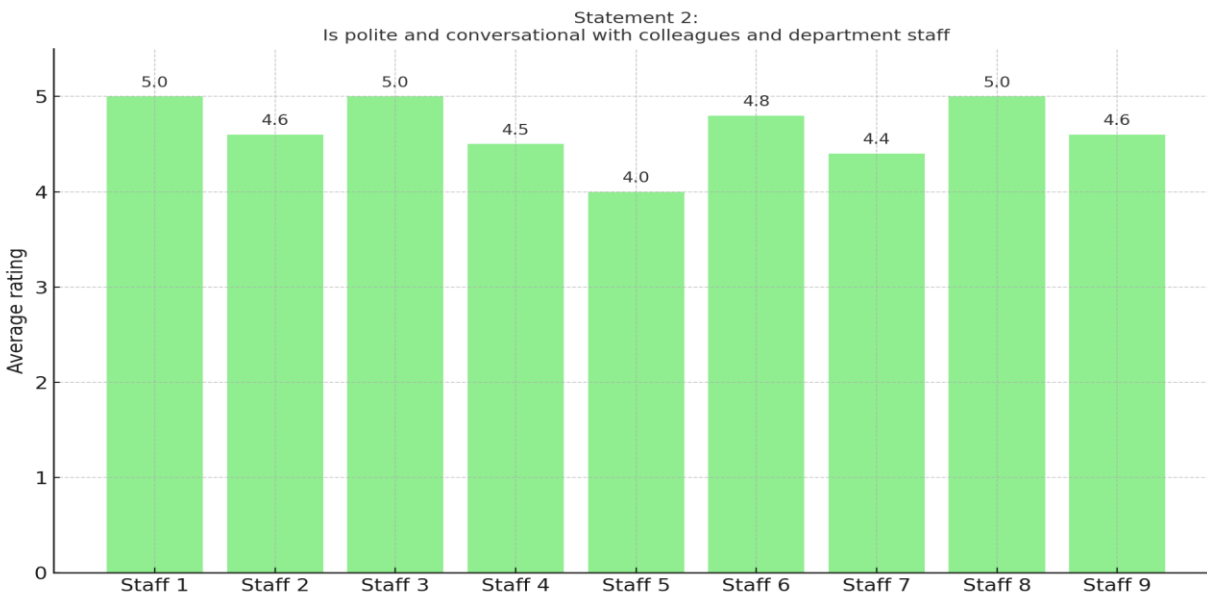
Statement 1: Respects the deadlines in carrying out the tasks assigned within the department

The data indicate an **overall positive assessment** of time management and meeting deadlines. Three staff members received the maximum score of 5.0, while four others scored between 4.3 and 4.9, reflecting consistent responsibility. Two members were rated 4.1, suggesting a slight need for improvement in time coordination. Overall, the responses demonstrate a solid commitment to timely task execution within the department.



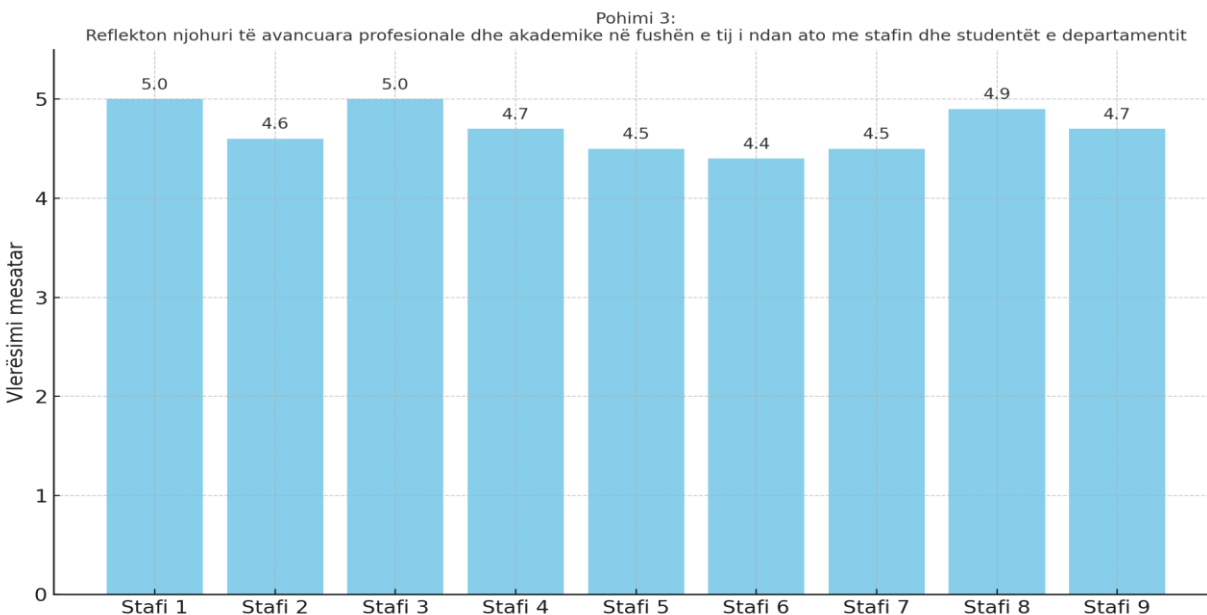
Statement 2: Is polite and conversational with colleagues and department staff

The data show a consistently high evaluation of interpersonal skills among staff. Four members received the maximum score of 5.0, while the rest were rated between 4.0 and 4.8. No score falls below 4.0, indicating that professional communication and collegial relations are well maintained throughout the department.



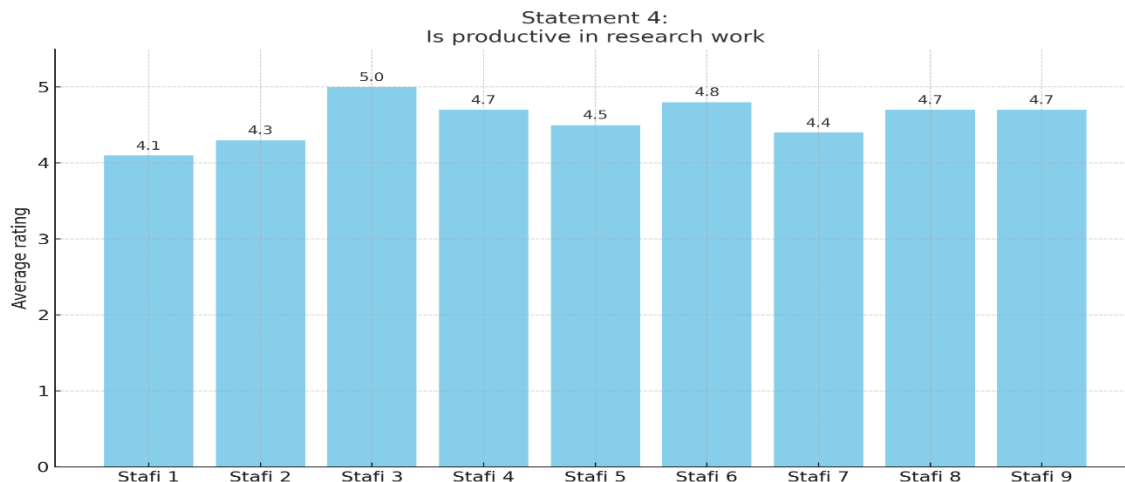
Statement 3: Reflects advanced professional and academic knowledge in his/her field and shares it with department staff and students

All staff members received very positive evaluations regarding their expertise and knowledge sharing. Three individuals were rated with the maximum score of 5.0, while the rest scored between 4.4 and 4.9. This indicates a high level of professional competence and willingness to contribute to the academic environment through knowledge exchange with colleagues and students.



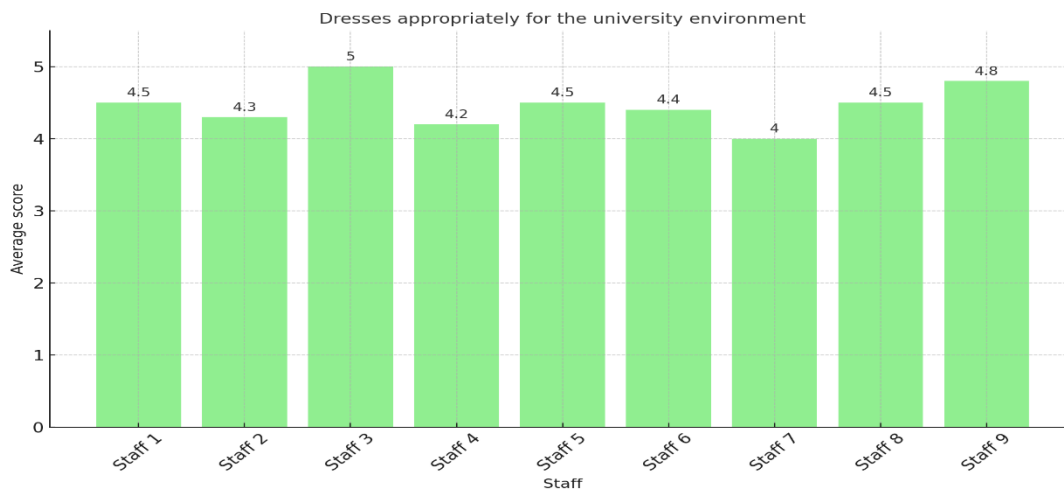
Statement 4: Is productive in research work

The data show a generally positive evaluation regarding research productivity within the Department of Stomatology. Most staff members received high scores, with one individual achieving the maximum rating of 5 and others close behind with 4.7 or 4.8). These findings indicate active engagement in scientific research and reflect a strong academic culture. There are no low ratings, and even the lowest score (4.1) remains within a satisfactory range. This highlights a stable and high-level performance in this area.



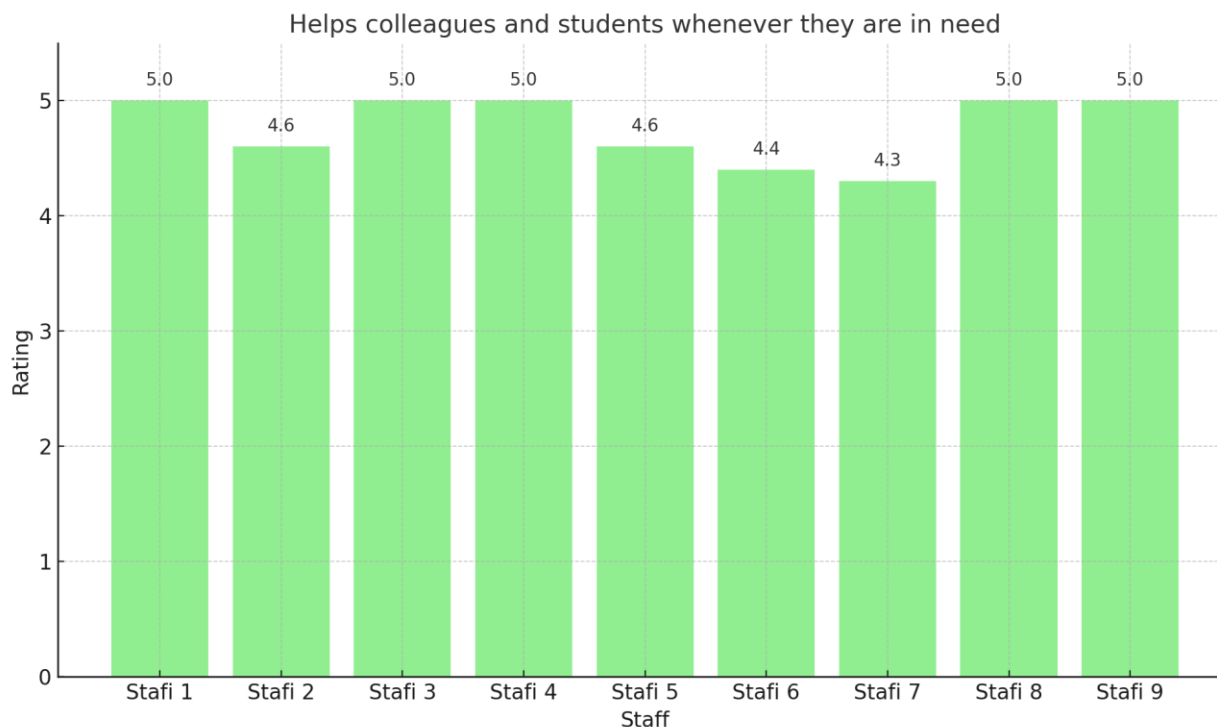
Statement 5: Dresses appropriately for the university environment

The vast majority of the staff in the Department of Dentistry has been rated very positively for dressing appropriately in the academic environment. All ratings are above 4, with several members receiving the maximum score of 5.0. This indicates a full alignment with expected standards for professional appearance within the university setting. These results suggest a high level of awareness and adherence to institutional norms and presentation ethics, contributing to a respectful and professional environment for both students and colleagues.



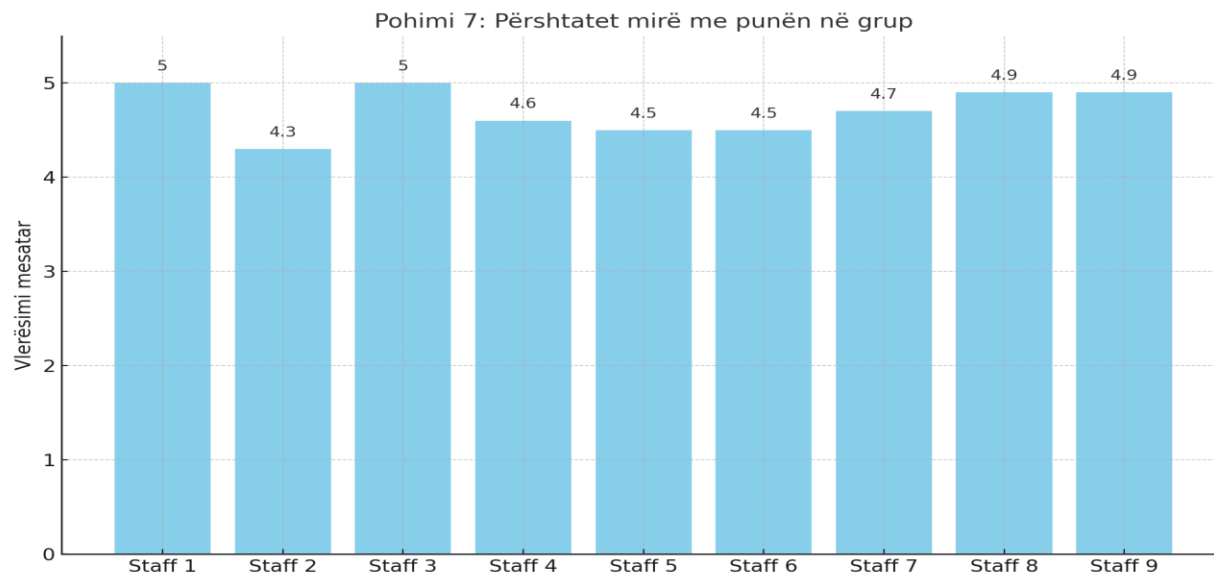
Statement 6: Helps colleagues and students whenever they are in need

The evaluation for this statement is consistently high, with several staff members receiving the maximum score of 5.0. None of the scores fall below 4.3, indicating a strong culture of support and collaboration within the department. The staff's willingness to help both colleagues and students reflects not only a high level of professional responsibility but also interpersonal sensitivity and commitment to academic well-being. These values are essential for maintaining a constructive and respectful university environment.



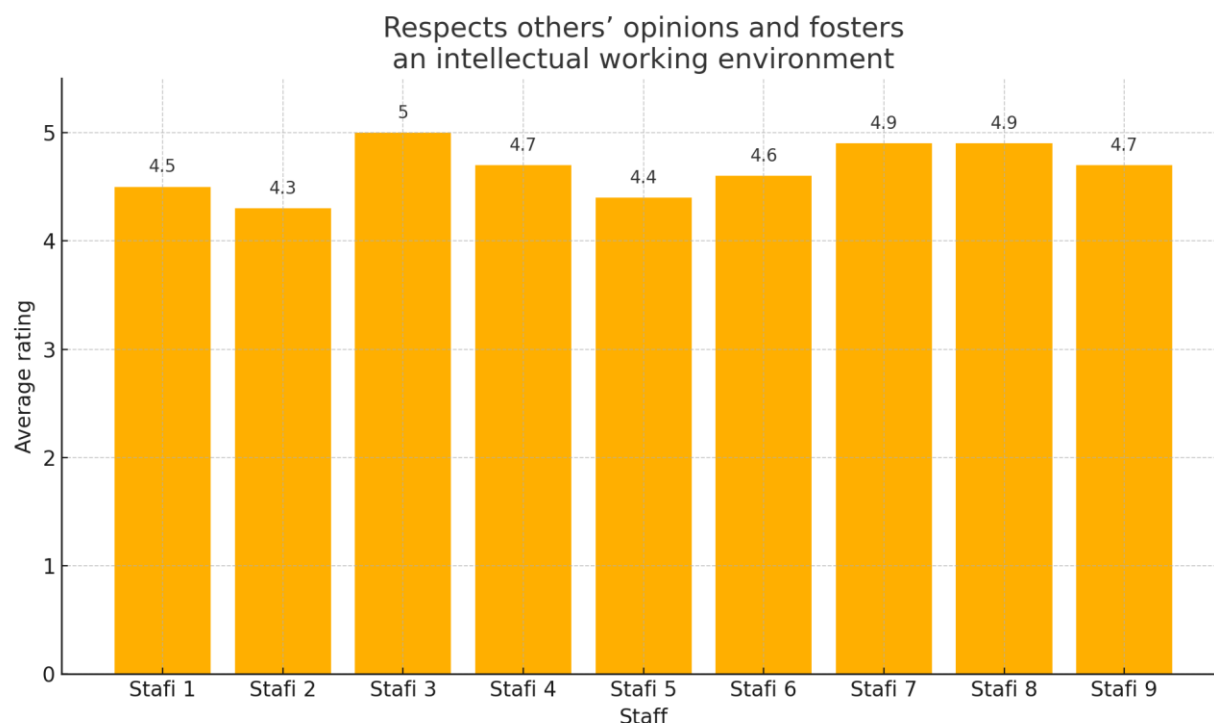
Statement 7: Adapts well to teamwork

The majority of academic staff members in the Department of Dentistry were rated very positively for their ability to adapt well to teamwork. Scores ranged from 4.3 to 5, with five staff members receiving the maximum or near-maximum rating (4.9 and 5), indicating a strong presence of professional collaboration. None of the ratings fell below 4.3, suggesting that this is one of the department's strongest interpersonal performance areas. *Such high performance in teamwork is a critical factor in maintaining an efficient and collaborative academic environment.*



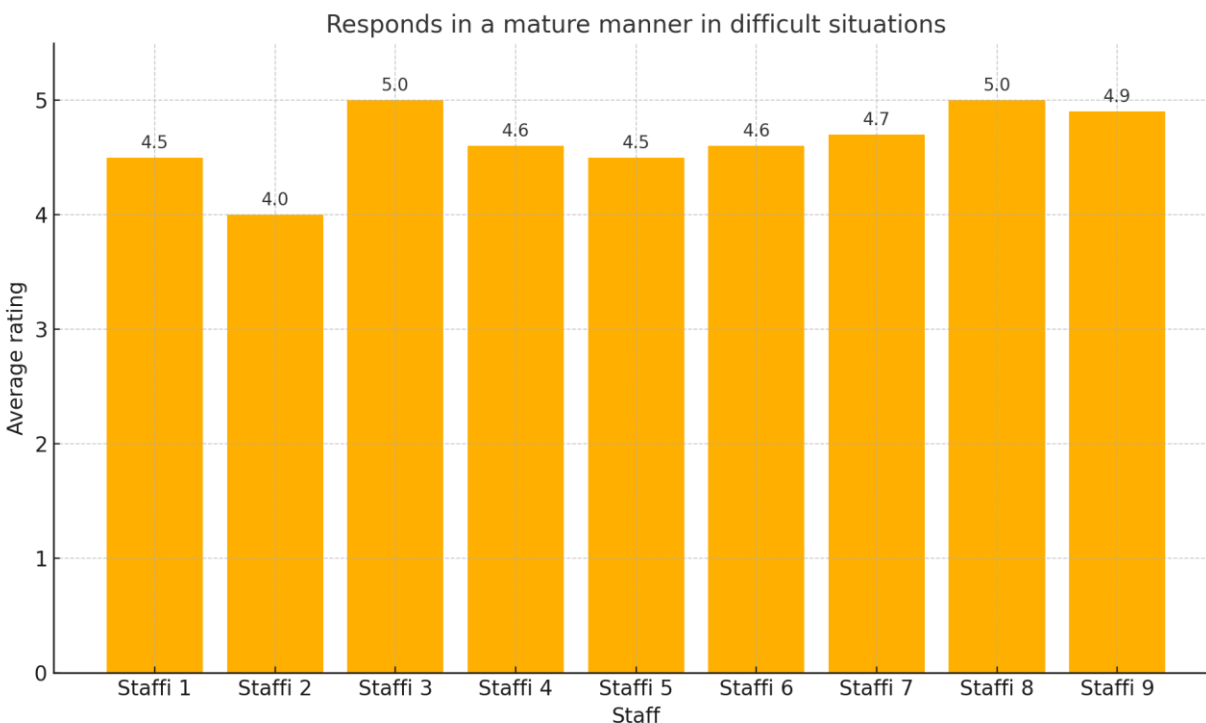
Statement 8: Respects others' opinions and fosters an intellectual working environment

The evaluation results for this statement are overwhelmingly positive. All staff members scored above 4.3, with two receiving the maximum rating of 5.0. This suggests a collaborative culture and a high level of respect for differing opinions within the department. Despite minor variation, the overall average for this statement remains very satisfactory.



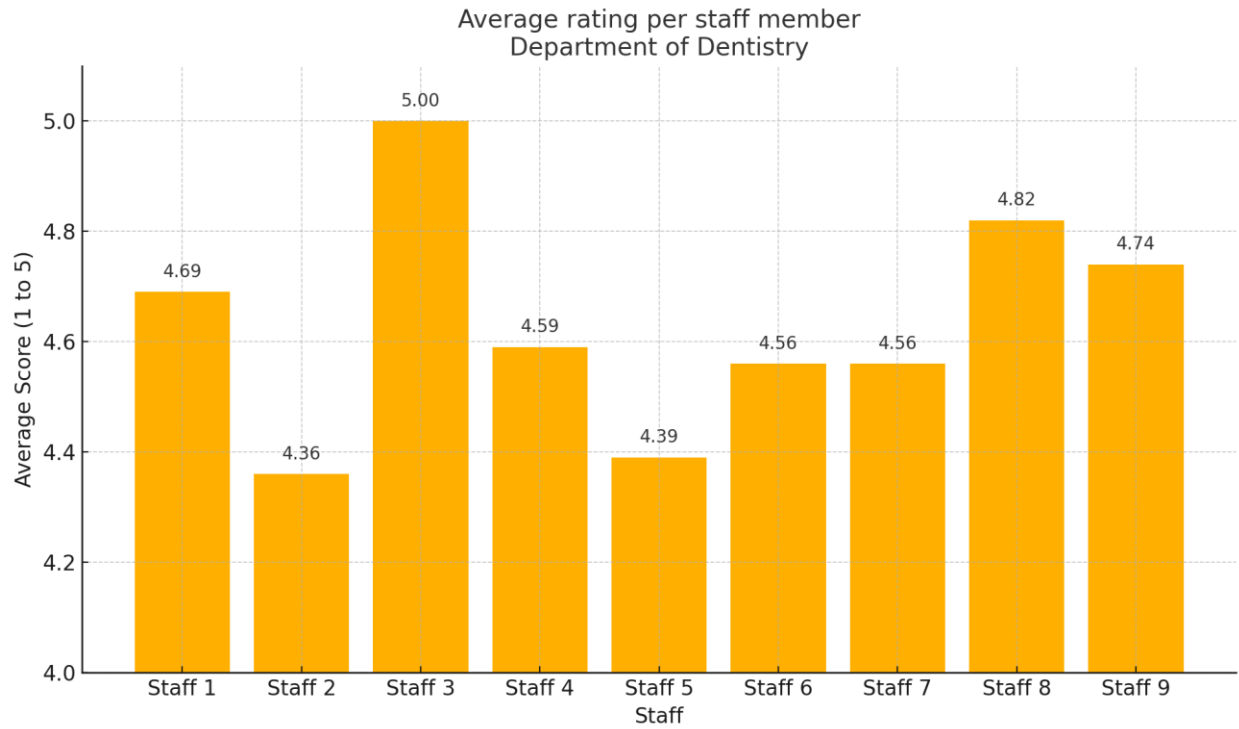
Statement 9: Responds in a mature manner in difficult situations

The evaluation regarding staff maturity in dealing with challenging situations shows highly satisfactory results. Five out of nine academic staff members received very high scores (4.7 or above), indicating a strong perception of responsible and composed behavior in the workplace. Notably, Staff 3 and Staff 8 received perfect scores of 5.0, setting the highest standard for professional maturity. The lowest score was given to Staff 2 (4.0), which still falls within a favorable range. The overall average for this statement is approximately 4.6, reflecting a departmental environment characterized by balanced and professional responses to difficult situations.



Conclusions

The peer evaluation data for the Department of Dentistry indicates a high level of professional and interpersonal performance among academic staff. All individual average scores range from 4.39 to 5.00, demonstrating a consistently strong and highly positive assessment across the board. Five out of nine staff members received average ratings above 4.60, while only one received a slightly lower but still positive rating (4.39). These results reflect collaboration, professionalism, and dedication among colleagues, fostering a constructive and collegial work environment. The overall trend supports maintaining the current standard while suggesting that further improvement could come from sharing best practices among colleagues, helping elevate high performance more uniformly across the team.

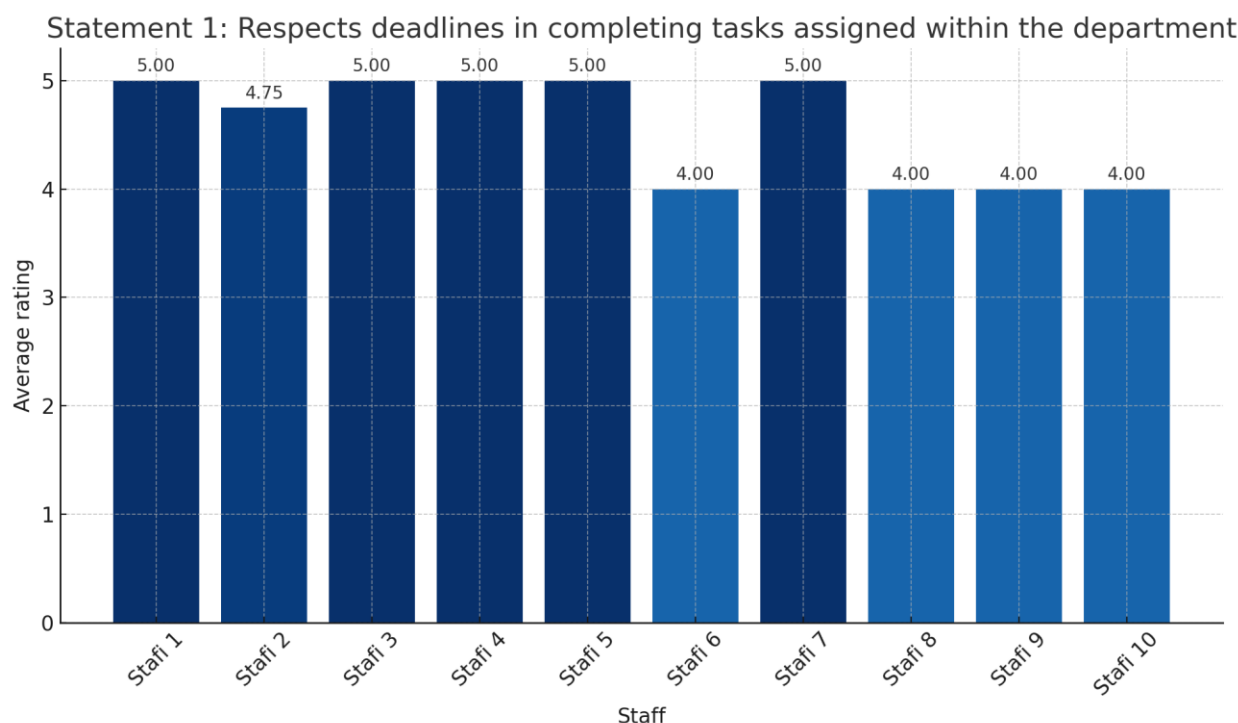


3.2. DEPARTMENT OF BASIC SCIENCES

A total of ten academic staff members participated in the evaluation process for the Department of Basic Sciences. Among them, three hold a PhD degree, five hold a Specialized Master's degree, and two hold a Master of Science degree. This composition reflects a balanced academic and professional structure, ensuring a comprehensive and credible peer evaluation of departmental performance.

Statement 1: Respects deadlines in completing tasks assigned within the department

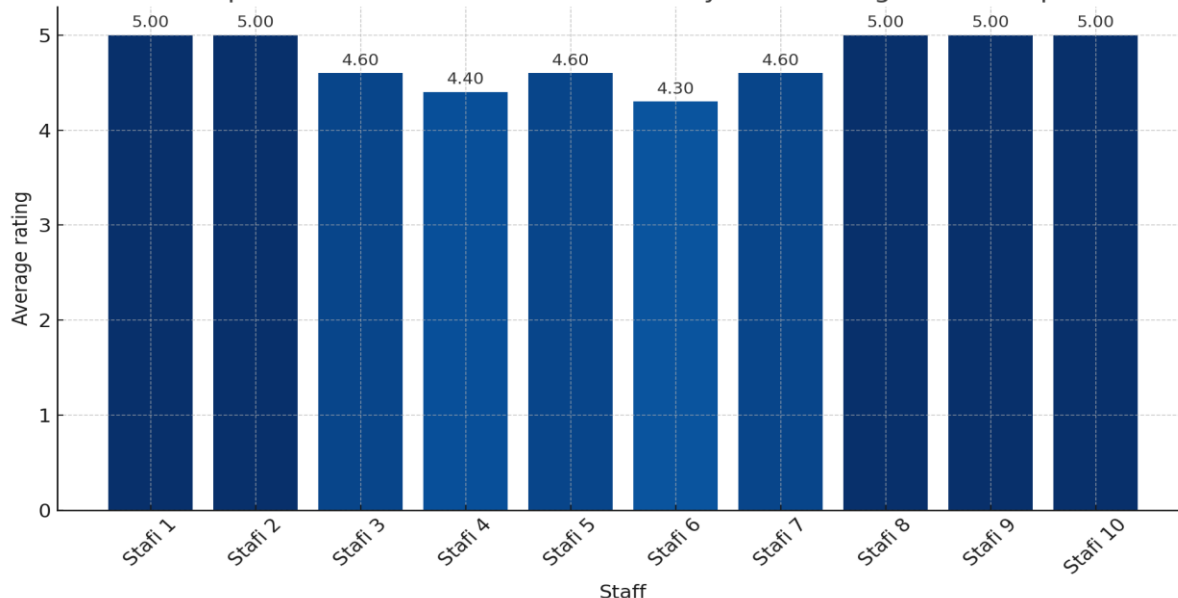
Almost all staff members of the Department of Basic Sciences received positive evaluations regarding their ability to meet deadlines for assigned tasks. High scores were consistently noted, indicating a responsible and well-organized work culture. While a few scores were slightly more moderate, they still fall within the positive range and do not indicate any major concerns. There were no indications of delays or disregard for institutional responsibilities. This outcome reflects a consistent professional standard in time management and departmental task completion.



Statement 2: Is polite and communicates effectively with colleagues and department staff

The results for this statement show a very positive evaluation of the staff's interpersonal behavior and communication. Most members received the highest possible scores, reflecting healthy professional relationships and mutual respect in the workplace. Even the more moderate evaluations—around 4.3 or 4.4—still fall within the positive range and do not indicate any difficulties in communication. The absence of low scores points to a supportive and collaborative environment guided by professional conduct within the department.

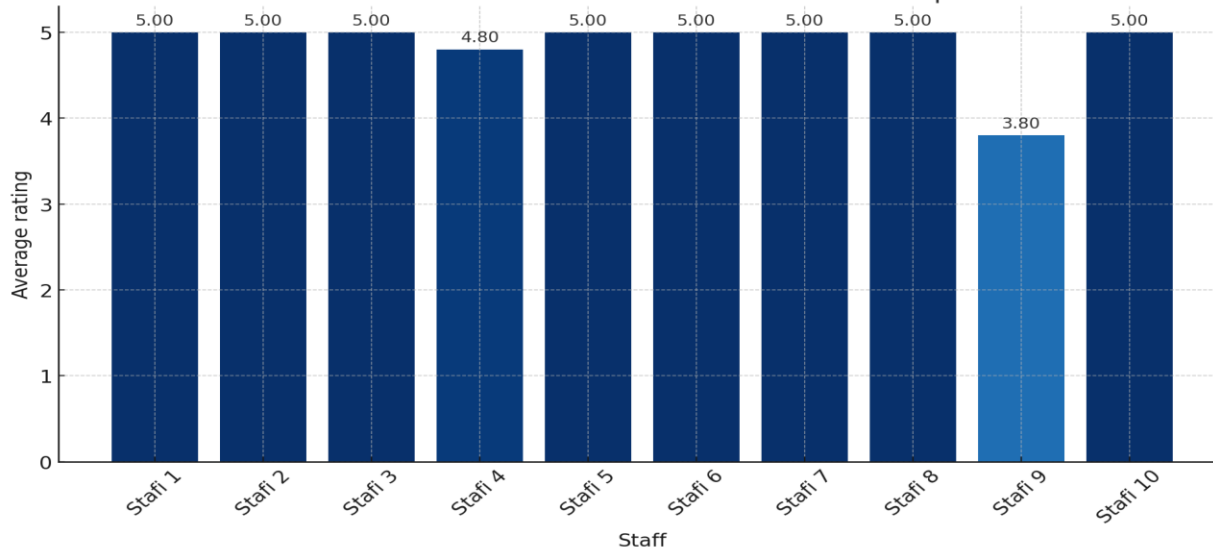
Statement 2: Is polite and communicates effectively with colleagues and department staff



Statement 3: Demonstrates advanced professional and academic knowledge in their field and shares it with staff and students of the department

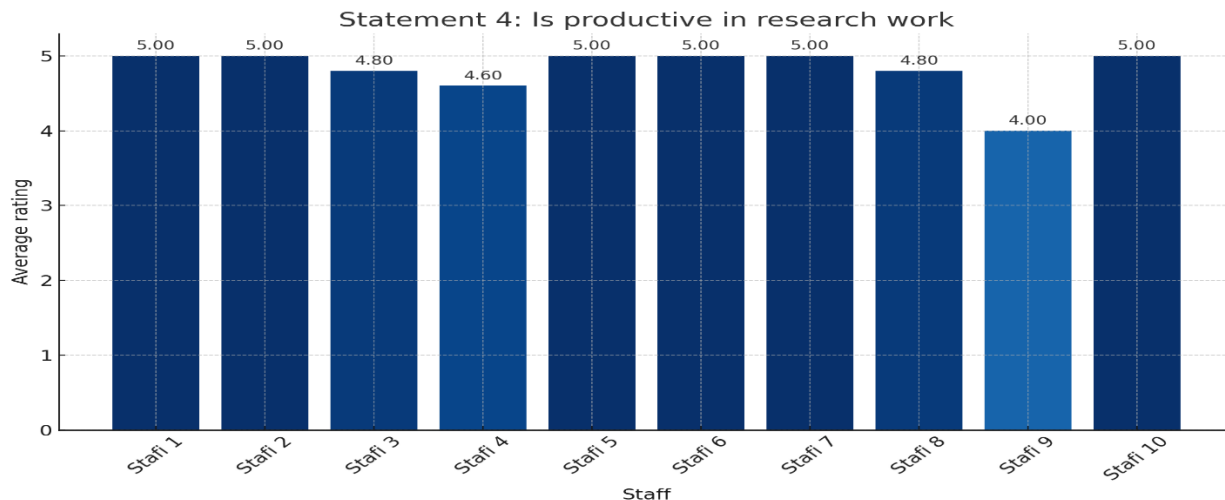
The evaluations for this statement are generally high, indicating a solid level of academic competence and a willingness to share expertise. Several members received top or near-top scores, reflecting strong peer confidence in their professional knowledge. In a few cases, slightly lower scores may be related to individual engagement style or visibility of contribution at the departmental level. Nonetheless, no rating falls below the positive range, suggesting this is a strong point for the majority of the staff.

Statement 3: Demonstrates advanced professional and academic knowledge in their field and shares it with staff and students of the department



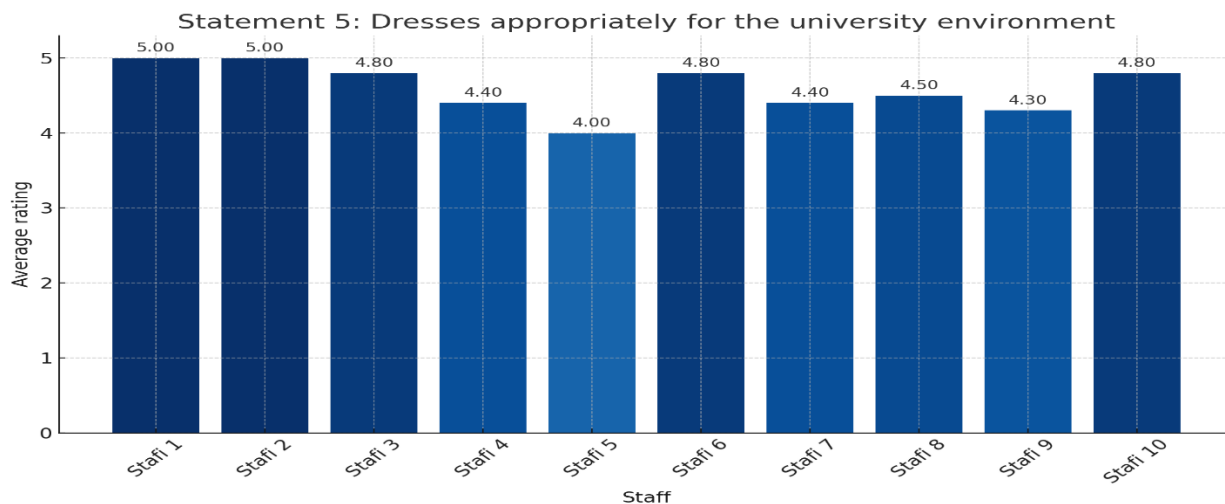
Statement 4: Is productive in research work

The evaluations for this statement indicate that most department members are perceived as active and productive in scientific research. High scores given to several individuals confirm their visible involvement in research projects and publications. In some cases, slightly lower scores may reflect a teaching-oriented profile or less visible research engagement at the departmental level. Overall, the results are positive and reflect the presence of consistent research capacity within the academic staff.



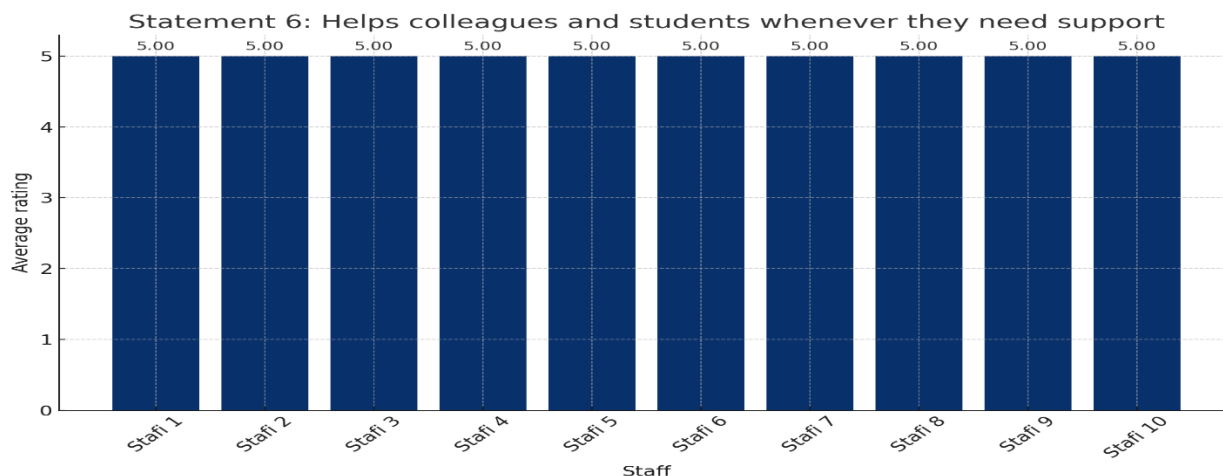
Statement 5: Dresses appropriately for the university environment

The evaluations for this statement are generally very positive, reflecting adherence to institutional norms of appearance among academic staff. Most members received a score of 5, indicating a high standard in aligning with the university setting. Even more moderate scores such as 4.4 or 4.3 remain positive and do not raise notable concerns. Only one score of 4 was recorded, which is still within an acceptable range and may reflect individual variations in dress style. Overall, the results indicate that expectations in this aspect of professional conduct are being met.



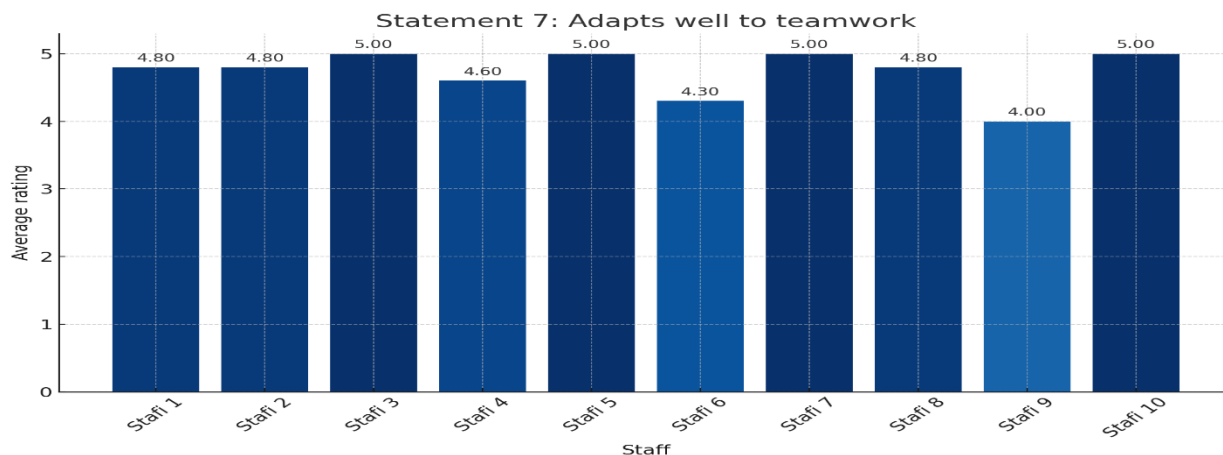
Statement 6: Helps colleagues and students whenever they need support

The results for this statement are highly positive, indicating a strong culture of support and cooperation within the department. Most staff members were rated 5, showing a consistent willingness to assist colleagues and students. Some scores of 4.4 and 4.3 were also recorded, which remain within a satisfactory range and do not suggest any systemic issue. The lowest recorded score was 4, still positive, but it may indicate the need to further encourage active involvement in offering support when needed. Overall, the data reflect a healthy and supportive academic environment.



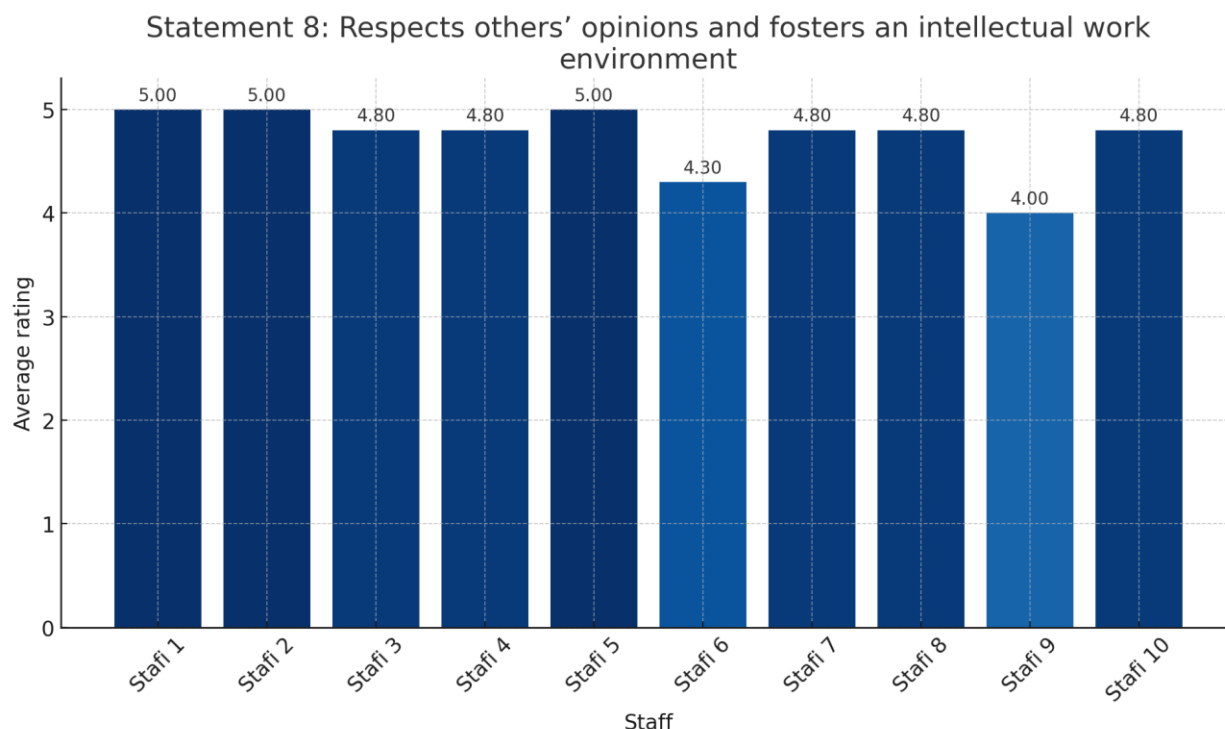
Statement 7: Adapts well to teamwork

The evaluations for this statement are generally very high, indicating that teamwork is one of the department's strong points. Nearly all staff members were rated 5, reflecting a willingness to collaborate, mutual understanding, and effective interaction in group settings. The more moderate scores, such as 4.8 and 4.3, remain positive and simply represent slight differences in perception. The lowest score recorded was 4, which is still considered satisfactory and does not diminish the overall very positive trend for this indicator.



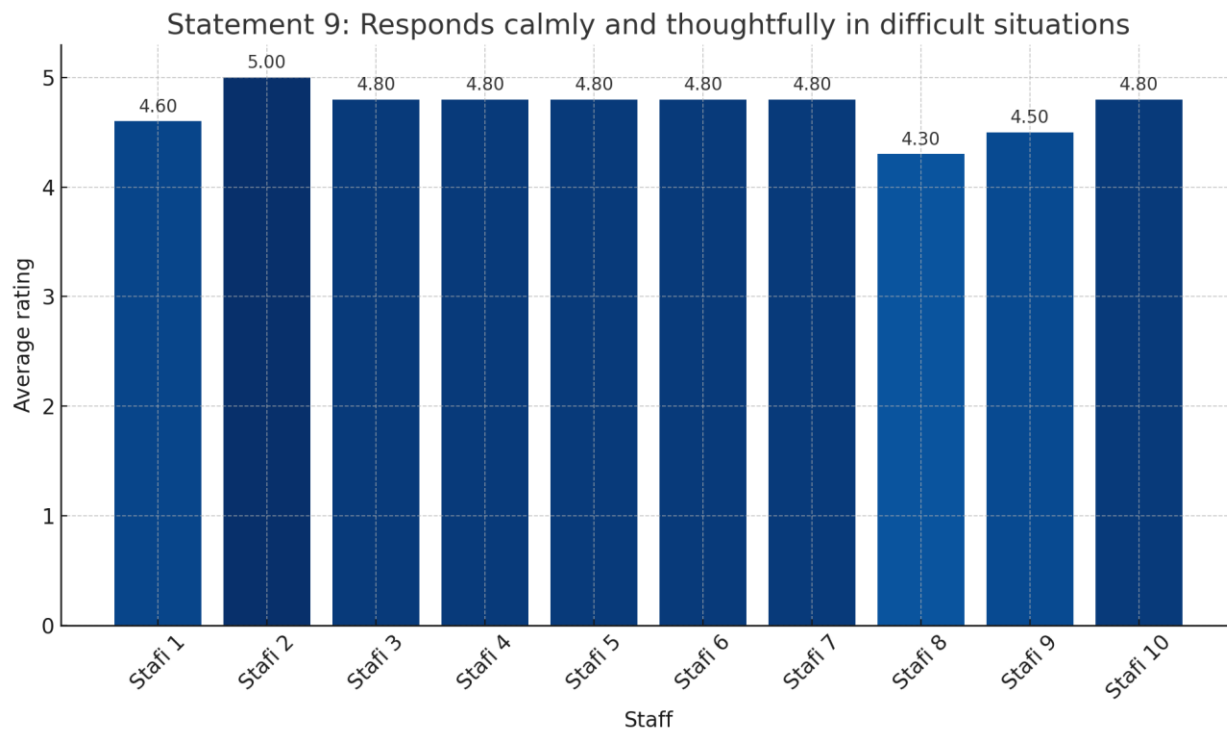
Statement 8: Respects others' opinions and fosters an intellectual work environment

The scores for this statement are very positive, reflecting a strong culture of mutual respect and openness to diverse viewpoints within the department. The score of 5 appears most frequently, indicating that most staff members actively contribute to constructive academic dialogue. Even the slightly more moderate ratings, such as 4.8 and 4.3, remain within the positive spectrum. The lowest rating, 4, does not raise concern but may point to the need for more encouragement of open intellectual discussions in certain instances. Overall, this indicator suggests a mature professional attitude and a healthy communication culture.



Statement 9: Responds calmly and thoughtfully in difficult situations

This indicator received mostly positive ratings, showing that staff members are generally perceived as composed and professional when facing challenges. The score of 5 is predominant, suggesting that most staff consistently demonstrate calmness and maturity in stressful situations. Additional ratings such as 4.8 and 4.3 remain within a positive range. One score of 4.0 was also recorded—still acceptable—but it may reflect a potential area for growth in emotional regulation and response under pressure. Overall, this reflects a responsible and balanced approach among staff when dealing with difficulties.



Conclusions

The peer evaluation results for the academic staff of the Department of Basic Sciences reveal an overall very strong performance across all evaluated dimensions. The average ratings for each staff member range from 4.5 to 5.0, demonstrating a high level of professionalism, ethical conduct, and interpersonal collaboration.

Key areas where staff members excel include: timely completion of assigned tasks (Statement 1), effective communication and professional behavior (Statement 2), supportiveness towards colleagues and students (Statement 6), adaptability in teamwork and fostering a healthy intellectual environment (Statements 7 and 8).

In a few cases, evaluations were slightly more moderate—such as 4.0 or 4.3, particularly in indicators related to research productivity and handling of difficult situations. These still fall within a positive range and reflect natural variations in individual professional focus or style, rather than systemic issues.

Overall, the department is perceived as a well-functioning academic unit with clear potential for continuous development and a solid foundation of collegial cooperation.

