



UNIVERSITATEA
DE MEDICINĂ ȘI FARMACIE
VICTOR BABEȘ | TIMIȘOARA



UNIVERSITY CHARTER OF

„VICTOR BABEȘ” UNIVERSITY OF MEDICINE AND PHARMACY OF TIMISOARA

2020

Prepared by	Dr. Codrina Mihaela LEVAI, Legal Advisor Senate's permanent board in charge of reviewing regulations and university charter	Signature
Legal endorsement	Cristian HINT, Legal Advisor	Signature
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UNIVERSITY OF MEDICINE AND PHARMACY OF TIMISOARA*

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CHAPTER 1. GENERAL PROVISIONS

Art. 1.

The university charter is the main instrument which reflects the major options of the academic community and which covers the entire the university scope.

Article 2.

"Victor Babeș" University of Medicine and Pharmacy in Timișoara, hereinafter referred to as UMFVBT, is a public state higher education institution, duly incorporated and set up under the Royal Decree no. 660 / December 22, 1944 and the Romanian Law no. 361/1945, published into the Official Gazette no. 102 dated June 4, 1945. UMFVBT is non-profit and apolitical academic establishment.

Art. 3. The university is duly identified by the following identification elements:

- a) Legal name: „Victor Babeș” University of Medicine and Pharmacy of Timișoara
- b) Headquarters: Eftimie Murgu Square no. 2, postal code 300041 Timișoara
- c) Website domain: www.umft.ro
- d) Logo, seal and other university own signs: all these are determined under the decision of the University Senate and are duly protected under the law.
- e) University days: are celebrated via scientific events involving international participation, being organised on a yearly basis, on a certain date set under the resolution of the Board of Directors.

Article 4.

(1) "Victor Babeș" University of Medicine and Pharmacy of Timișoara operates as a state-funded higher education institution which is under the control of the Ministry of Education and Research (MEC), based on the Romanian Constitution, the Romanian Law no.1 / 2011 on National Education, as subsequently amended, as well as pursuant to the fundamental regulations of the rule of law, in compliance with the Universal Declaration of Human Rights and the principles of the Declaration on Academic Freedom and Autonomy of Higher Education Institutions (Lima, 1988).



Article 5

(1) Under the provisions set forth by this Charter and the laws in force in the field, UMFVBT prepares and implements specific regulations organizing, structuring and governing the activities within the institution, namely regulations for teachers and students, for undergraduate, master's, doctoral and postgraduate studies, as well as for scientific research and, respectively, for administrative activity.

(2) All such rules, regulations and institutional methodologies are subject to the approval of the University Senate.

CHAPTER 2. MISSION AND OBJECTIVES

Art. 6.

The university aims to fulfil its mission as a public authority operating in the field of education, science and culture, being at the same time responsible for generating and transferring knowledge to society by means of:

- a) incipient and continuous training of qualified and highly qualified human resources, respectively, in the field of Health, in accordance with the European and international standards and pursuant to the current and future needs of the national health system;
- b) promoting scientific research meant to guarantee the progress of medical and pharmaceutical sciences;
- c) participation in scientific and cultural development in the field of life-related sciences.

Article 7

In order to fulfil its mission, the university puts forth the following objectives:

- a) Supporting a modern undergraduate and postgraduate education system in Romanian language as well as in various modern languages, in strict compliance with the national and international standards;
- b) Training of Romanian and foreign specialists in the field of health care (physicians, pharmacists, physiotherapists, nurses and licensed technicians), research and education;



- c) Postgraduate training of all specialists in the field via specific programs: residency, consultant programmes, postgraduate courses, specialization, fellowship and internships programmes;
- d) Training of specialists in the field of scientific research through postgraduate studies such as master's degree, doctoral, specialization and improvement in the country and abroad;
- e) Development of fundamental and applied scientific research in pilot units of medical, biological, pharmaceutical research or in research centres and institutes that promote excellence in the healthcare field;
- f) Promoting performance in the field of education and research, by developing the interuniversity cooperation with similar academic institutions in the country and abroad;
- g) Providing high-performance specialized medical care by highly qualified specialists of the university community;
- h) Promoting freedom of thought and expression and a climate of trust within the academic community, based on respect and recognition of the merits of its members.
- i) Selection and guidance of graduates towards fields of practice, research, technical-medical creativity, teaching careers and permanent cooperation with the national health system in order to provide their professional insertion;
- j) Supporting the scientific performance of university members within national and international scientific events;
- k) Defending and promoting the fundamental rights and freedoms of the members of the university community;
- l) Regular self-evaluation of the teaching and scientific activity in order to promote an increased level of competence;
- m) Maintaining professional and scientific cooperation relations with all university graduates.

Article 8

In order to successfully and efficiently fulfil its objectives, the university is organized and operates under to the following principles:

- a) the principle of university autonomy;



- b) the principle of academic freedom;
- c) the principle of social responsibility;
- d) the principle of quality assurance;
- e) the principle of abiding by the standards of professional and scientific ethics;
- f) the principle of equity and equal opportunities;
- g) the principle of managerial and financial efficiency;
- h) the principle of transparency;
- i) the principle of observing the rights and freedoms of both the students, the academic and the administrative staff;
- j) the principle of ideological, religious independence and political doctrine;
- k) the principle of freedom of national and international mobility of students, teachers and researchers;
- l) the principle of consulting the social partners in decision making process;
- m) the principle of centering education on the student;
- n) the principle of recognizing the merits of the academic community members.

Article 9

(1) In order to fulfil its mission and objectives, the university may cooperate with other national and/or international universities, institutions or enterprises, setting up activity structures of common interest or consortia, under the conditions determined by the UMFVBT Senate, for each case, in compliance with the legal provisions in force.

(2) The University may work together with governmental or non-governmental bodies at local, national or international level, under the conditions determined by the UMFVBT Senate, for each case, in compliance with the legal provisions in force.

(3) The University promotes the partnership with similar higher education institutions in the country and abroad, based on the principles of academic freedom, pluralism of options and respect for fundamental human rights and freedoms.



CHAPTER 3. UNIVERSITY AUTONOMY AND PUBLIC LIABILITY

Art. 10

Article 10

(1) UMFVBT operates and it is managed following the principle of university autonomy, provided that the applicable laws and the university's own internal regulations are strictly complied with.

(2) University autonomy identifies and determines the right of the university community to decide upon its mission and well as the institutional strategy, structure, activities, organization and operation rules and the manner in which the human and material resources are managed in accordance with the legal provisions in force.

(3) An essential condition for the university autonomy is the capacity to undertake public responsibility.

(4) The fundamental aspects of the university autonomy within UMFVBT, are outlined in strict accordance with the laws and regulations in force.

(5) Autonomy is defined by:

a) organizational and functional autonomy;

b) didactic and scientific autonomy;

c) financial and administrative autonomy;

a) jurisdictional autonomy.

Article 11

The organizational autonomy of UMFVBT is achieved by:

a) the right to elect and to be elected to the governing and executive structures and bodies of the university. by a secret vote, as well as the right to express the academic freedom without any ideological, political or religious interference;

b) the right to select its own staff, according to validly established implementing regulations norms and pursuant to its own criteria, determined in accordance with the laws in force;



- c) the right to set up, organize and reorganize all teaching components so as to provide the fulfilment of the mission and objectives that have been pursued, in accordance with the law;
- d) the right to prepare its own regulations, in accordance with the laws and regulations in force.

Article 12

The functional autonomy of UMFVBT is achieved by:

- a) the capacity to organise its own structures according to a hierarchy properly prepared within the context of the subordination and collaboration relations under the UMFVBT organizational chart, duly endorsed by the University Senate and which is an integral part of the Regulation that governs the organization and operation of the university;
- b) determining its own methodologies regarding the admission contest and carrying out the bachelor's degree examinations and the dissertation exams, based on the general criteria determined by the relevant Ministry;
- c) preparation of the payslips of both the teaching staff and the personnel involved in research activities within UMFVBT, as well as the curricula, the study units which are correlated to the financial resources available to the university, in compliance with the standards determined by the Romanian Agency for Quality Assurance in Higher Education (ARACIS);
- d) organization and management of own units and centers.

Article 13. (1) The didactic autonomy of UMFVBT is reflected by the right to:

- a) to organize, in accordance with the law, the university curriculum in accordance with the internal norms and of the European Union in such a way that the diplomas obtained in Romania can be recognized in the European space;
- b) to organize training and continuous improvement activities;
- c) to establish standards for evaluating the academic performance of teachers and students, in accordance with national and international standards that are published on the website;
- d) to participate in international didactic programs organized by the European Union or other structures.

(2) Scientific autonomy is achieved by the right:



- a) to set up methodological and scientific research units and centres in accordance with the law, with the approval of the University Senate;
- b) to compete for research projects / grants in competitions organized at national and international level;
- c) to establish the evaluation standards of the scientific research;
- d) to capitalize by specific means the results of scientific research;
- e) to use the net revenues obtained from the realization of the programs of scientific research, of provision of services, production, consultancy, or expertise.

Article 14

The financial and administrative autonomy of the university is achieved by granting and enforcing the following rights:

- a) to manage, according to the law and pursuant to personal responsibility principles, all funds assigned from the budget or which derive from other sources, including the proceeds earned from the cashing in the foreign exchange fees paid by foreign students, master's degree students and doctoral students;
- b) to determine the development priorities and the needs for investment;
- c) to determine additional sources of income by setting up of research-development-innovation units, production facilities, service centres, consultancy and expertise units;
- d) to determine certain fees in accordance with the legal provisions in force, provided that the Senate's approval has been previously obtained;
- e) to carry out financial-banking operations with any partners;
- f) to take over donations and bequests, provided that the Senate's approval has been previously obtained to that effect;
- g) to manage the university area and the entire patrimony according to the university's own needs;
- h) to benefit from subsidies, sponsorships and taxes from natural or legal entities. The revenues obtained from these sources shall be fully managed and used at the university level,



without payments to the state budget or ministry and without affecting the grants and subsidies from the state budget;

i) to use the financial resources based on the university's own priorities and decisions in compliance with its financial discipline;

j) to determine specific criteria for the award of excellence, merit, study and social aid grants, within the limits of the funds that have been assigned by the ministry or from its own revenues and based on the general criteria for awarding scholarships and grants, clearly defined by the legal standards in force and with the approval of the university Senate;

k) to manage the university premises as well as all endowments in conditions of profitability, providing at the same time the proper upgrade of the university's material resources;

l) to rent the available assets based on relevant contracts, with the approval of the Board of Directors, according to the legal standards in force;

m) to benefit from the investment funds in relation to any new objectives and additions of cutting-edge equipments.

Article 15

(1) The university's financial resources consist of basic and complementary financing, self-financing via legally determined fees, proceeds derived from scientific research, supply of medical services, donations, sponsorships, external financing via various research or partnership programs.

(2) At UMFVBT, the university own funds are used to complement the budgetary subsidies, to stimulate the personnel who earns such proceeds as well as for current repairs or investments, laboratory equipments or for acquisition of didactic material.

(3) The university' own funds earned under various research contracts or under non-reimbursable external financing contracts are used as per the scopes and purposes defined by the relevant contracts and the special guidelines and therefore, they cannot be used for other purposes.

(4). The university' own funds derived from various academic disciplines / earned within various university-controlled medical service supply centres shall be used in different quotas: 10% shall be used for the university's autonomous administration purposes while the remaining



90% shall be assigned to that particular academic discipline to stimulate the personnel involved and to acquire the resources needed to supply those particular services.

Article 16

(1) The authority with jurisdiction over the university area is represented by the University Senate, the Board of Directors, the Councils of Faculties, the rector, the deans, the principals of departments and the chief administrative manager.

(2) The jurisdictional authority of UMFVBT represents its right to decide via its own governing bodies on the implementation of the University Charter, as well as in connection with all issues related to its competence, in accordance with the laws in force.

(3) The prerogatives deriving from the jurisdictional autonomy shall not be totally or partially outsourced

(4) Where disputes involving natural or legal entities occur, UMFVBT shall make use of all legal means of action, including mediation, and it shall be represented in the courts by a designated legal adviser.

Article 17

University autonomy is carried out under the conditions of public responsibility, which bounds the UMFVBT:

a) to comply with the laws and regulations in force, its own Charter and the national and European policies in the field of higher education centres;

b) to implement and to abide by the regulations in force regarding quality assurance and assessment in higher education system;

c) to observe the policies of equity and university ethics, outlined by the Code of professional ethics and deontology approved by the university Senate;

d) to provide and guarantee the managerial efficiency, the efficiency in terms of the proper use of both the resources and the funds deriving from public sources, according to the institutional contract;

e) to provide the transparency of all its decisions and activities, according to the laws in force;



f) to abide by the academic freedom of the teaching staff, the auxiliary teaching staff and the research personnel, as well as the rights and freedoms of students;

g) to issue the study completion documents, released in accordance with the legal provisions in force.

CHAPTER 4. STRUCTURE OF UNDERGRADUATE AND POSTGRADUATE STUDIES

Art. 18. (1) The study programs and specializations provided by UMFVBT are determined according to the university development strategy and the existing demands on the labor market, upon the proposal of the Board of Directors and provided that the approval of the University Senate has been previously obtained.

(2) The number of available seats for every study programme and specialization shall be determined by the university Senate, depending on the academic instruction capacity that derives from the evaluation of the study programs and the state-funded seats.

(3) At UMFVBT, the education within the bachelor's and master's degrees and the doctoral programs is provided free of charge for a limited number of publicly-funded seats assigned to the university by the Ministry of Education and Research and respectively, and as self-funded seats, within the number of seats approved by the university Senate, on a yearly basis, in compliance with the laws and regulations in force. The amount of the tuition fees shall be determined under the Regulation on the amount of tuition fees and other fees approved by the University Senate.

Article 19

(1) Every field of undergraduate study includes several specializations, which are individualized under relevant curricular papers pertainin to each and every study program, which, via the competencies thus provided, do satisfy both the needs and requirements existing on the labor market and the intellectual and scientific research expectations of the graduates.

(2) For each and every university degree cycle, the University Senate shall approve its own organization and functioning regulation, in accordance with the national and international quality standards in force.



(3) The structure of the curricular documents is determined by specific regulations and methodologies, enacted under the decision of the University Senate, in accordance with the laws in force.

Article 20

(1) The capacity of student, respectively of master;s degree student and doctoral student shall be acquired by admission to the bachelor's degree, master's degree and doctoral study programs, based on the relevant regulations approved by the University Senate, in accordance with the laws in force.

(2) The UMFVBT enrollment of the students from all study programmes, i.e. the bachelor;s degree, master's degree and doctoral studies shall be governed by the decision of the UMFVBT Rector and in compliance with the provisions of the Regulation on enrollment and registration of students and the Regulation / Methodologies for student admission, approved on an annual basis by to the University Senate.

Article 21

A person shall act as a student / master's degree student / doctoral student of UMFVBT if he / she meets the following requirements:

- a) he/she is declared admitted to a study program;
- b) he/she is definitively enrolled in a study program according to the legal provisions in force;
- c) he/she has signed a study contract with UMFVBT.

Art. 22.

The capacity to act as a student / a master's degree student / a doctoral student with UMFVBT shall be acquired:

- a) following the successfull pass of the admission contest according to the Regulation on organising and carrying out the admission contest to the bachelor's degree / master's degree / doctoral studies programmes, in force;
- b) by transfer from an equivalent state-funded or private higher education institution, according to the Regulation on student mobility (transfer) and equivalence of studies;
- c) by mobility, from other higher education institution, for a limited period of time;



d) by re-enrollment, under the conditions provided for by the Regulation on mobility (transfer) of students and equivalence of studies;

e) by orders issued by the Ministry of Education and Research.

Article 23

The capacity to act as a student / a master's degree student / a doctoral student with UMFVBT shall be lost where one or more of the following circumstances occur:

a) successful completion of the study program;

b) withdrawal from studies;

c) expulsion;

d) interruption of studies for a certain period of time, according to the laws in force.

Article 24

(1) The rights and duties of all students enrolled with UMFVBT are defined by the University Code of Student's Rights and Duties.

(2) A student's financial duties are duly stipulated by the Regulation on the amount of tuition fees and other fees.

Article 25

(1) The European Transferable Credit System (ECTS) shall be applied at UMFVBT, in accordance with the laws in force and pursuant to the international agreements.

(2) The number of transferable study credits related to each study program, the conditions to earn such credits, the conditions for recognition and equivalence of studies or periods of study completed in the country or abroad and the criteria for the completion of a study year shall be determined by relevant regulations approved by the University Senate.

Article 26

(1) A student's academic performances during a study program shall be determined by permanent assessments and by final evaluations such as the exams, oral exams, tests or projects.



(2) The examination and scoring rules applicable when assessing the students are stipulated in the related methodologies and therefore, they shall be known by the entire academic community.

(3) The methodology for examining students within UMFVBT is unitary and aims at: a) standardizing the knowledge acquired under the same academic course and b) providing the transparency and objectivity of the examination and scoring the students' performances.

(4) The results of an examination or another form of assessment may be cancelled, in accordance with the law, by the Faculty dean, when it is proved that they were obtained by fraudulent means or by breaching the provisions of the UMFVBT Code of Ethics and Professional Deontology, and the dean may order the reorganization of that particular exam.

Article 27

(1) University studies are deemed completed, in accordance with the laws in force, following a:

- a) bachelor's degree exam, for bachelor's degree studies;
- b) dissertation exam, for master's degree programmes;
- c) public defense of doctoral thesis, for doctoral programmes.

(2) Planning and sitting for of all these exams shall governed by the Regulations / Methodologies on organizing and structuring the examinations for the completion of the undergraduate / master's degree / doctoral studies.

Article 28

(1) UMFVBT organizes master's degree programmes in the Healthcare sector (Medicine, Dentistry and Pharmacy), all being provided with validly accredited specializations at the bachelor's degree level, as well as in other fields determined under the ARACIS approval and by means of ministerial orders.

(2) Each and every master's degree program is coordinated by a program coordinator who shall mandatorily be a senior professor within the university and, at the same time, a tenure professor.



(3) The coordinator of the master's degree program shall be proposed by the dean of the faculty where the master's degree program is provided and, he / she shall be subsequently be validated by the university Senate once the program is approved or when appropriate.

Article 29

(1) UMFVBT is an Organizing Institution of Doctoral Studies (IOSUD-UMFVBT), having two Doctoral Schools: Medicine - Pharmacy Doctoral School and Dentistry Doctoral School, each of them being coordinated by a Council of the Doctoral School.

(2) IOSUD-UMFVBT is led by the Council for doctoral studies (CSUD), and the the Rector of UMFVBT is the legal representative of IOSUD - UMFVBT.

(3) The procedure for admission to doctoral studies consists in the process of selection of candidates for each vacant position of doctoral student and it is completed in accordance with the provisions of the Methodology for admission to doctoral studies.

Article 30

The forms of postgraduate instruction in the medical, medico-dental and human pharmacy sectors, duly organised by UMFVBT are as follows:

a) residency, including the training afferent to a second specialization which is a self-funded specialization;

b) postgraduate training courses;

c) continuing education in the medical, medico-dental and human pharmacy sectors, which includes:

- programs for obtaining the certificates of complementary studies
- other forms of training provided by law.

Article 31

(1) At UMFVBT, the organization and structure of postgraduate education programmes take place in accordance with the provisions of the Regulation for postgraduate studies via residency and respectively the provisions set forth by the Regulation on the organization of postgraduate education at UMFVBT, duly endorsed by the University Senate.



(2) At UMFVBT the postgraduate instruction is organised under the coordination of the Vice-rectorate for Postgraduate Studies and residency.

Article 32

Residency is the specific form of postgraduate instruction for the graduates of the Faculties of Medicine, Dentistry and Pharmacy, which provides the necessary training to obtain a valid qualification certificate in one of the specialties included in the Nomenclature of medical, medico-dental and pharmaceutical specialties available for the healthcare network.

Article 33

(1) Prior to the beginning of each and every academic year, UMFVBT, via the Vice-rectorate for Postgraduate and Residency Studies, prepares and submits to the approval of the University Senate the offer for postgraduate courses, classified by specialties, as well as the offer for postgraduate training courses whose completion guarantees the award of the relevant certificates of complementary studies.

(2) The certificate attesting the completion of a postgraduate training course shall indicate the number of EMC or EFC credits that were awarded by the Romanian College of Physicians, the Romanian College of Dentists and the Romanian College of Pharmacists, respectively.

CHAPTER 5. PLANNING THE SCIENTIFIC RESEARCH

Article 34.

The scientific research activity conducted at UMFVBT is duly organized and operates in accordance with the provisions set forth by the Romanian Law no.1 / 2011 on National Education, as subsequently amended, the University Charter and the Research Strategy approved by the University Senate in accordance with the strategy adopted at European and national level and in compliance with the provisions of the laws and regulations in force.

Article 35

(1) The fundamental and applicative scientific research represents the basis for the training and upgrading the professional performances of the members of the university community, contributing at the same time to the progress of knowledge in the field of life-based sciences.



(2) The scientific research activity is a major component of the duties undertaken by each and every professor and together with the faculty competence, they stand for the fundamental criteria for assessing the academic qualification and performance.

(3) At UMFVBT, the research is carried out by professors, researchers, students, master's degree students and doctoral students.

Article 36

(1) The Vice-Rectorate responsible for Scientific Research is the institutional department responsible for all aspects related to scientific research within the university.

(2) The Vice-Rectorate is supported by the coordination body, the Scientific Committee and the administrative structure, the Department of Research and Management of Grants generated by the university for this purpose and which is organized and operates according to its own regulations.

(3) The plan of the scientific research activity within the university is prepared by the Vice-rector in charge of the research with the support of the Scientific Committee and it is approved by the university Senate.

(4) The coordination structure of the doctoral research activity is represented by the Council for Doctoral Studies (CSUD) which is organized and operates according to the provisions set forth by the Institutional Regulation governing the planning and development of doctoral university studies within UMFVBT.

(5) The scientific research activity is endorsed, from an ethical point of view, by the Ethics Committee for Scientific Research (CECS) which prepares the operational procedures needed for the release of an ethics opinion on scientific research projects / programs in accordance with the laws and regulations in force.

(6) The CECS is an independent body whose mission is to supervise the compliance with the ethical principles in scientific research carried out on human subjects and lab animals.

Article 37

(1) At UMFVBT, the research is carried out within the university's own methodological centers, the centres of advanced scientific research and centres of excellence as well as at the level of



the departments, subjects and committees that may get together due to various national and international research networks / consortia.

(2) Research-development-innovation (RDI), production, service supply, consultancy, expertise, design facilities may be set up at the level of UMFVBT, with the approval of the University Senate. These facilities shall act autonomously, shall be entitled to prepare and implement their own regulations and shall operate as self-financing units.

(3) Methodological and advanced scientific research and excellence centers may be set up and may also operate at the level of certain academic disciplines and departments within the faculties and the university, respectively, being incorporated via voluntary association put forth by the teaching staff who has relevant and nationally and/or internationally recognized scientific experience and expertise.

(4) UMFVBT Methodological and research centers have their own material resources as well as their own staffing schemes duly designed in accordance with the provisions of both the applicable law and the Regulation for setting up, recognition and operation of the centers within UMFVBT. The centers prepare and implement research projects / grants, use the results of all research projects that have been conducted, organize training courses and scientific events, supply various services, finance the relevant staffing costs as well as the expenses related to materials and equipment, etc., in accordance with the aforementioned Regulation.

(5) The chief executive officer of any such methodological and research center and, respectively, the chief executive officer of a RDI, production, services, consultancy, expertise, design facility, may be a professor, an associate professor, a lecturer or a researcher level I and II.

(6) The methodological and research centers and respectively, the facilities described by par. (5) may hire, under relevant contracts and agreements and in accordance with the laws in force and the provisions of the Regulation, a number of researchers to occupy the vacancies available at the level of the teaching staff as well as the researcher positions, previously approved by the University Senate.

Article 38.



(1) The faculty members are all involved in scientific research as an integral part of their activity, within individual or collective research plans, at the level of the course / department methodological and research center or at the level of a facility, as provided by Art. 37 par. (2).

(2) Students, master's degree students and doctoral students participate in scientific research together with the faculty members and the researchers, within specific forms of organization (student scientific circles, etc.), methodological and research centers of the university or facilities, as provided by Art. 37 par. (2) in compliance with the laws in force and the regulations governing the operation of such centres / facilities.

(3) PhD students carry out their activity as part of the research training and production of high-quality scientific products under the guidance and coordination of doctoral coordinators (including co-supervisors) and other teachers or scientific researchers under relevant interdisciplinary and interuniversity collaborations.

Article 39

The activity of all structures involved in research is supported by the administrative departments from the university's organizational chart (Research and Grants Management Department, Procurement Services, financial-accounting, etc.).

Article 40

(1) Scientific research activities may be carried out based on research projects / grants won via internal competitions - at the university level, respectively at national levels - duly coordinated by the Ministry of Education and Research, via the Executive Unit for Financing Higher Education, Research, Development and Innovation (UEFISCDI), The Romanian Academy, the Regional Development Agencies or other pilot units of the Programs related to both the National RDI Program and the international programs - those programs financed by the European Union or its bodies, UN and partner countries, COST, as well as by other foreign universities / institutions / research units with whom Romania has entered into relevant collaboration treaties in the field of scientific research, as well as on the basis of the funds gained by employing the research grants offered by related industries, the private enterprises, the national and international scientific societies, via sponsorships, firm orders, etc.

(1) The activities deriving from the research projects / grants / contracts are remunerated according to the law and pursuant to the contractual provisions under the decision of the project



/ grant manager. The research contract determines both the actual payment method and the amounts to be paid.

Article 41

(1) The results of the scientific research activity are disseminated by publishing in specialized journals; furthermore, such results are materialized by applying for and acquiring relevant patents for the benefit of knowledge, medical and pharmaceutical scientific heritage, for the recognition of value and for advertising purposes related to their authors, as well as to increase the international visibility of UMFVBT, to obtain financial benefits pertaining to the university and, respectively, to be awarded relevant rewards for their authors.

(2) An annual record of the research results, as well as a list of the publications and the participations in national and international scientific events are prepared at the level of each department and faculty; there are also analysed the results obtained following the research activities conducted by each and every professor.

(3) The results obtained in the scientific research by each and every professor are taken into account in the evaluations and competitions for occupying the vacancies available at the level of the teaching staff.

Article 42

(1) UMFVBT provides, fosters and promotes the freedom of research in terms of identifying the research themes, choosing the research methods and procedures, capitalizing the results, in strict compliance with the ethical standards of scientific research and pursuant to the legal provisions in force.

(2) The standards and responsibilities of researchers, as well as any deviations from good practice research procedures and any sanctions are regulated in the Code of Ethics of Scientific Research in UMFVBT, adopted by the University Senate, according to the legal provisions in force.

Article 43

(1) The Committee on Scientific Research Ethics (CSRE) operates at the level of UMFVBT.

(2) The structure and members of the CSRE is proposed by the Board of Directors, being then endorsed by the University Senate and approved by the Rector of UMFVBT.



(3) Among the CSRE's main attributions are:

- a) ensuring the compliance of all research projects carried out within the UMFVBT with the ethical principles defined by the Code of Ethics of scientific research of the UMFVBT and the draft of a pertinent opinion;
- b) protection of the participants against any inconveniences that may occur during the research process;
- c) observance of researchers' rights and duties;
- d) observance of the research subjects' rights and duties.

(4) CSRE prepares the Operational Procedures to issue relevant ethics opinions on scientific research projects in accordance with the laws in force.

CHAPTER 6. QUALITY MANAGEMENT

Article 44.

Article 44

(1) Quality management represents the core of the general management function that determines the quality policy as well as the objectives and responsibilities implemented within the quality system via: planning, control, assurance and quality improvement.

(2) Providing the quality of education and research represents a duty of paramount importance undertaken by UMFVBT and materialized through joint efforts of academia, administrative staff and students, in order to promote performance at all university structures and activities and to act in the spirit of the quality-related culture.

(3) The Department of Educational Quality Assurance (DEQA), as well as the Educational Quality Assurance Commissions set up for each and every faculty within the university (EQAC) are set up within the UMFVBT; these bodies work in an integrated way, according to the Regulation on organizing and operation of DEQA, the Regulation on organizing and operation of UMFVBT, ARACIS guidelines and the laws and regulations in force.

(4) DEQA is coordinated by the Didactic Vice-Rector and it is directly subordinated to the UMFVBT Rector.

Article 45



- (1) The criteria, standards and indicators for the assessment of the professors and faculty members are put forth by the DEQA and are then validated by the UMFVBT Senate, based on the relevant ARACIS guidelines and the laws in force as well as in accordance with the provisions set forth by the Methodology on evaluating the individual professional performance of the teaching staff.
- (2) The teaching staff self-evaluation is conducted on an annual basis, using the form published on the UMFVBT website. The properly filled out questionnaires shall be archived at the course department level, and the results shall be firstly analyzed by the course coordinator who shall forward them as a Centralizer of self-assessment questionnaires, to EQAC/ faculty. These questionnaires also contain the scores given following the peer review and student assessment processes.
- (3) The teaching staff peer review is mandatory and it is conducted on an annual basis, according to the form published on the official website of UMFVBT. The properly filled out questionnaires shall be archived at the course department level, and the results shall be entered into the professor's self-evaluation form.
- (4) The assessment of the professors by students shall be conducted on an annual basis, according to the form published on the official website of UMFVBT. The results are confidential and they may be accessed only by the course coordinator, the Dean and the professor under evaluation. The properly filled out questionnaires shall be archived at the course department level, and the results shall be entered into the professor's self-evaluation form.
- (5) The DEQA Chairman receives directly and confidentially, from each and every EQAC/ faculty chairman, the Faculty Evaluation Report, which shall include, in tabular form, the results of all professors' self-evaluation, grouped by academic disciplines / departments (including the scores entered onto the peer evaluation questionnaire and the evaluations from students). The summary of the questionnaires from each and every faculty, as well as copies of the Self-Assessment Reports, shall be made available (upon request) to the Deans, in order to assist them in preparing the Self-Assessment Reports of the study programs.
- (6) The final results of the professors' evaluation (peer-review, self-evaluation, student-based assessments) shall be discussed at the level of each course / department, as well as in the Faculty Council, until the end of the academic year, in order to find and implement proper



corrective measures to cure any issues that have been brought out. These solutions / measures shall be accepted and implemented by the professor subject to evaluation.

(7) The assessment of the teaching, research and administrative performances of all the professors is analysed by the didactic Vice-rectorate and the DEQA.

CHAPTER 7. ORGANIZATIONAL STRUCTURE OF UMFVBT

Article 46.

Article 46

(1) In order to fulfill the objectives of the mission it has undertaken, UMFVBT has gathered up, as constituent elements, a series of didactic, research, administrative organizational structures, as well as any other types of structures, in compliance with the laws in force.

(2) The organizational structures of UMFVBT are set up, operate and may be dissolved according to the regulations approved by the University Senate, in compliance with the laws in force.

Article 47.

(1) At UMFVBT, the teaching organizational structures are represented by faculties and departments, which gather the appropriate academic disciplines.

(2) Faculties represent the organizational structure where both the didactic activity within the study programs and the related research activity are carried out.

(3) The structure and operation of the UMFVBT faculties comply with the provisions set forth by the Regulation governing the organization and operation of UMFVBT, the internal Regulation of UMFVBT and the Regulations governing the organization and operation of the Faculties of Medicine, Dentistry and Pharmacy.

Article 48

(1) Departments represent the organizational structures within the faculties, clustering academic disciplines which are similar or complementary in terms of the teaching activities and / or research activities and /or services provided.

(2) The structure and operation of the departments of the UMFVBT faculties comply with the provisions set forth by the Regulation governing the organization and operation of UMFVBT,



the internal Regulation of UMFVBT and the Regulations governing the organization and operation of the Faculties of Medicine, Dentistry and Pharmacy.

Article 49

(1) The academic disciplines represent the structural and functional units of the departments within which didactic and research activity related to a specific subject or a group of related / complementary subjects are carried out, according to the objectives of the mission adopted by the UMFVBT Research Strategy.

(2) The structure and operation of the departments of the UMFVBT departments comply with the provisions set forth by the Regulation governing the organization and operation of UMFVBT and respectively, the internal regulations of the aforementioned faculties.

(3) The academic discipline represents an individualized structure in the index of function.

Article 50

(1) UMFVBT is an Institution legally authorized to organize doctoral study programmes (IOSUD-UMFVBT).

(2) IOSUD-UMFVBT operates under the Institutional Regulation on organizing and planning doctoral studies at UMFVBT, duly approved by the University Senate, in accordance with the law and in compliance with the provisions of the Code of doctoral studies.

Article 51

At UMFVBT, the organizational research structures are represented by methodological and research centers and RDI units as well as by services, production, consultancy, expertise, design facilities, whose organization, operation and evaluation are approved by own regulations and methodologies, duly endorsed by the University Senate and in compliance with the laws in force.

Article 52

At UMFVBT, the administrative structures are represented by directorates and offices whose organization and operation comply with the provisions of the Regulation on the organization and operation of the UMFVBT and its own regulations, endorsed by the University Senate and which observes the laws in force.



CHAPTER 8. UNIVERSITY MANAGEMENT

Article 53.

Article 53

- (1) The management structures at UMFVBT are: a) The university Senate and the Board of Directors, at the university level; b) The faculty council; c) The department council.
- (2) The UMFVBT Council for Doctoral Studies (CSUD-UMFVBT) represents the management structure of IOSUD-UMFVBT.

Article 54

- (1) The executive offices at UMFVBT are as follows: a) the rector, the vice-rectors and the general administrative principal, at the university level; b) the dean and vice-deans, at the faculty level; c) the department principal, at the department level.
- (2) The offices assimilated to the management positions are the following: a) the director of the Council for Doctoral Studies, at the level of IOSUD-UMFVBT; b) the directors of Doctoral Schools, at the level of the UMFVBT Doctoral Schools.

Article 55.

- (1) The representation mandates in the management structures of UMFVBT and IOSUD-UMFVBT, the mandate afferent to the rector position and the mandate afferent to the position of department principal are given following an election procedure, in accordance with the laws in force.
- (2) The mandates for the position of director of the Council for Doctoral Studies and, respectively, the dean's office are granted following a contest organized by the Rector of UMFVBT, in accordance with the applicable law.
- (3) The vice-rectors are appointed by the rector, and the vice-deans of each faculty are appointed by the deans of those particular faculties.
- (4) The directors of Doctoral Schools are appointed by the Council for Doctoral Studies.
- (5) The process of determining and choosing the managerial structures and operations at the level of the university, the faculties and departments is carried out based on a regulation



approved by the University Senate, in compliance with the principle of representativeness on faculties, departments and study programs.

Article 56.

(1) The representativeness in the management structures of UMFVBT, for the 2020-2024 mandate, shall apply as follows:

a) The Senate gathers up 51 members (38 professors and 13 students);

b) The Council of the Faculty of Medicine is composed of 51 members (38 professors and 13 students);

c) The Council of the Faculty of Dentistry is composed of 11 members (8 professors and 3 students);

d) The Council of the Faculty of Pharmacy is composed of 11 members (8 professors and 3 students).

(2) Under no circumstances shall the representation quota be changed during the ongoing mandate.

Article 57.

Under no circumstances shall the managing offices, such as the rector, the vice-rector, the dean, the vice-dean, the department principal or the research-development, design, micro-production facility manager be cumulated.

Article 58.

(1) Organization and operation of the management structures are made on the basis of regulations approved by the University Senate.

(2) The decisions made by the senate, the faculty councils and the department councils are based on the vote of the majority of the attending members, provided that the number of the present members is at least 2/3 of the total number of members.



8.1. Managerial structures at the level of UMFVBT

8.1.1. University Senate

Article 59.

Article 59

(1) The university senate represents the university community and it is the highest decision and deliberation body at the level of UMFVBT.

(2) The university senate is composed of 51 members, out of whom 38 representatives of the teaching and scientific research staff and 13 representatives of students.

(3) The term of the teaching and research staff representation mandate in the University Senate covers 4 years.

(4) The terms of the student representation mandate in the University Senate covers 4 years.

(5) The representatives of the teaching and research staff in the University Senate are elected by universal, direct, secret, equal and freely expressed vote of all full-time professors and researchers, in compliance with the representation quota of each faculty and department.

(6) The representatives of the students in the University Senate are elected by universal, direct, secret, equal and freely expressed vote of all students within the university.

(7) The University Senate elects, by universal, direct, secret, equal and freely expressed vote, a president who leads the meetings of the University Senate and represents the University Senate in the relations with the UMFVBT Rector.

(8) The university senate prepares and approves its own regulation governing its organization and operation.

(9) The university senate sets up specialized commissions by means of which it controls the activity of the executive management of UMFVBT and the Board of directors. The supervision and control reports are presented on a regular basis and are further discussed in the University Senate, underlying the resolutions of the University Senate.

(10) The University Senate may be called on by the Rector of UMFVBT or upon the request of at least 1/3 of its members.



Article 60

The powers and authorities of the University Senate in the field of university management are as follows:

- a) guarantees academic freedom and university autonomy;
- b) after elaborate debates with the university community, it prepares and adopts the University Charter;
- c) approves the strategic plan for institutional development and the operational plans, upon the proposal of the UMFVBT Rector;
- d) approves, upon the proposal of the UMFVBT Rector and in compliance with the laws in force, the structure, organization and operation of the university;
- e) puts forth and approves the setting up, organization or dissolution of the faculties within the university structure, in compliance with the provisions of art. 132 par. (2) of the Romanian Law no. 1/2011 on national education, as subsequently amended;
- f) approves the methodologies and regulations on the organization and operation of the university;
- g) represents the collective governing body of the component institutions of IOSUD and approves the foundation of Doctoral Schools, upon the proposal of the UMFVBT Rector;
- h) enters into the management contract with the UMFVBT Rector;
- i) prepares the methodology for the election of deans and validates the deans elected for the relevant faculties;
- j) validates the public contests organized to occupy the vacancies available in the Board of Directors;
- k) validates the contests organized to occupy the vacancy of the University General Administrative Director;
- l) approves the structure and composition of the University Ethics Committee, proposed by the Board of Directors;
- m) prepares and approves the Quality Assurance Code and the Code of Professional Ethics and Deontology;
- n) approves the setting up of foundations or associations, in compliance with the provisions of the laws;
- o) approves the inter-institutional agreements;



- p) decides on the identification and use of signs and symbols specific to the University;
- r) orders the reorganization or dissolution of departments or non-performing institutions of UMFVBT, at the proposal of the Rector, based on a reasonable internal evaluation, in accordance with the applicable law, without affecting the students' rights;
- s) validates the annual report of the UMFVBT Rector, based on the reports made by its specialized commissions;
- t) other attributions, according to the law.

Article 61

The powers and duties of the University Senate with reference to the didactic sector are as follows:

- a) approves the setting up and financing of study programs;
- b) on an annual basis, it approves the university study programs (bachelor's degree, master's degree, doctoral studies, residency, postgraduate studies), their curricula, annual number of student seats and the relevant study units;
- c) approves the structure of the academic year;
- d) approves the cancellation of a certificate or a diploma of studies when it is proved that such certificate of diploma was obtained by fraudulent means or by breaching the provisions of the University's Code of Ethics and Professional Deontology, upon the proposal of the UMFVBT Rector;
- e) approves the extension / interruption of the doctoral study program, at the proposal of the doctoral coordinator and within the available funds, based on the CSUD endorsement;
- f) approves, on a yearly basis, the Regulation / Methodology of admission to the university study programs;
- g) approves the Methodology for the recognition and equivalence of studies and the fees regarding the equivalence operations in order to confirm or complete the studies and the recognition abroad of certain diplomas, according to the applicable law;
- h) approves, on a yearly basis, within at least 3 months before the beginning of the academic year, the Regulation on the professional activity of students, including the Methodology used



to assess the students' knowledge, as well as the calendar of educational activities specific to academic semesters, which, stands for the structure of the academic year;

i) approves the Methodologies for completing the bachelor's degree, master's degree, doctoral and postgraduate studies;

j) approves the University Code of the student's rights and duties, in compliance with the legal provisions in force;

k) other attributions, according to the law.

Article 62.

Article 62

The powers and duties of the University Senate in the field of scientific research are the following:

a) approves the setting up of research centers / units;

b) approves the Regulation for setting up, recognition and operation of the centers within the UMFVBT;

c) other attributions, according to the applicable law.

Article 63

The powers and duties of the University Senate in the field of personnel policies are the following:

a) approves, on a yearly basis, the lists of positions drawn up according to the university internal procedure as well as the number of positions for the auxiliary teaching and research staff;

b) within the limits expressly provided by art. 287 of the Romanian Law no. 1/2011 on National Education, as subsequently amended, determines, following an individualized model, the effective academic workload, depending on the field, specialization, the weight of disciplines in the specialized training of students and the size of study units, observing the principles of equity and non-discrimination;

c) approves the job descriptions of the teaching, auxiliary, administrative and research staff;



- d) approves the regulation / methodologies for filling in the vacant teaching and research positions;
- e) approves the contest boards for filling in the vacant teaching and research positions and validates the decisions of the Faculty Councils regarding the results of such contests;
- f) approves the continuance of the academic activity carried out by the teaching and research staff who has already reached the legal retirement age, in accordance with the applicable law and the university's own regulations, based on a specific methodology, and seeing the evaluation criteria applicable to those particular circumstances;
- i) approves the performance-based teaching certification for the foreign specialists without a university teaching certification recognized in the country;
- j) approves the Regulation on awarding honorary titles, distinctions and awards in UMFVBT and approves the award of titles upon the proposal of the Board of Directors;
- k) approves the boards for the analysis of disciplinary violations, appointed by the Rector of UMFVBT, according to the applicable law;
- l) approves, with the vote of 2/3 of the members of the Senate, the application of the following types of disciplinary sanctions: suspension of the right to register for a contest regarding a higher teaching or managerial position and/or a guidance or control position, as a member in the doctoral boards, master's or bachelor's degree examination boards; dismissal from an executive position in education; disciplinary termination of the employment contract; orders the cancellation and lifting of the above-mentioned sanctions, in accordance with the applicable law, based on the decisions of the University Ethics Committee or the University Disciplinary Analysis Boards;
- m) analyses and settles the appeals filed in relation to the sanctions involving written warnings or reduction of the basic salary;
- n) approves the requests of the teaching and research staff regarding the performance of teaching and research activities in other higher education or research institutions;
- o) other duties, according to the applicable law.

Article 64.

The powers and duties of the University Senate in the social & student field are as follows:



- a) approves the Regulations on scholarships granted to students;
- b) approves the Regulation governing the students' accommodation in university campus, the Regulation governing the operation of the student cafeterias and the Regulation governing the operation of the university library;
- c) other attributions, according to the applicable law and the University Charter.

Article 65.

The powers and duties of the University Senate in relation to the financial field, the material resources and the resource management sector are as follows:

- a) approves the budget project and the budget execution,
- b) approves the investment program for the development of the university material base, in consideration of the proposals of the Board of Directors;
- c) approves the university's tax regulations;
- d) other attributions, according to the applicable law and the University Charter.

8.1.2. Board of Directors

Article 66.

(1) The Board of Directors of UMFVBT provides, under the coordination of the Rector, the operative management of the university and implements the strategic decisions issued by the University Senate.

(2) The Board of Directors has the following powers and authorities:

a) provides the operative management of the university and settles the current problems of the university

implements the strategic decisions of the university Senate;

b) determines the institutional budget in using relevant operational terms ;

c) approves the budget execution and the annual balance sheet;



- d) approves the proposals for new study programs and puts forward relevant proposals to the University Senate concerning the dissolution of the study programs that are no longer falling within the mission of the university or that are academically and financially inefficient;
- e) approves the financial operations that exceed the thresholds determined by the University Senate;
- f) proposes to the University Senate long and medium term university strategies and policies on the fields of interest for the university;
- g) submits to the University Senate, for analysis and decision, proposals regarding the development of the didactic, research and administrative activity within the university;
- h) submits to the University Senate, for analysis and decision, proposals regarding any reasonable changes in terms of the amount of the tuition fees and other fees;
- i) informs the university community about its own decisions;
- j) analyzes and submits to the University Senate, for approval, the curricula related to the university study programs;
- k) proposes to the University Senate, for approval, the study units and their scales and extents, complying with the applicable quality standards;
- l) proposes to the University Senate, for approval, all regulations, methodologies and procedures;
- m) proposes to the University Senate, for approval, the structure of the academic year and the calendar of educational activities;
- n) implements the decisions / strategic decisions of the university Senate and adopts decisions or measures that are required for the enforcement of the senate decisions;
- o) manages the movable and immovable assets owned by the university;
- p) approves the materials to be submitted to the approval of the University Senate, according to the legal provisions;
- q) works together with the commissions of the university Senate;



- r) proposes to the university Senate, for approval, the structure and composition of the Ethics Committee of UMFVBT;
- s) approves the proposals for position openings in relation to the teaching and research staff vacancies as well as any other auxiliary teaching positions, as well as the administrative vacancies;
- t) approves the employment of specialists from the country or from abroad, with scientific and professional value recognized in various fields, as associated professors, with the approval of the Department Council;
- u) puts for consideration the award of honorary titles, distinctions and awards within UMFVBT complying with the law and its own regulations;
- v) approves, under the conditions provided by law, unpaid leave for the entire university staff;
- w) approves the structure of the admission boards, the studies completion examination boards and the dissertations commissions under the master's degree programs;
- x) approves the structure of the doctoral thesis defence boards as well as the composition of the commissions for defending the habilitation theses;
- y) approves, based on the favorable endorsement released by the faculties deans , the coordinators / directors of the master's degree programs, the directors of the Doctoral Schools, the students' requests for withdrawal, interruption, re-enrollment, resumption of academic studies, except for the requests for interruption and extension of doctoral studies;
- z) approves, within the limits of the funds assigned from the public budget or from extra-budgetary funds, including the budgets deriving from research contracts or via sponsorships, the full or partial coverage of the travel expenses and participation in scientific events organized abroad, of the university teaching and research staff.
- aa) endorses / approves the conclusions of the Disciplinary Commission, as the case may be;
- bb) in compliance with the labor laws in force, determines the material liability of the didactic and research staff, the auxiliary and administrative personnel in relation to any brought to the university;
- cc) approves the reports prepared in order to recover the damages brought to the university;



dd) in well-justified cases, approves the interruption of the legal annual leave.

ee) liaises the contacts between the university and the Ministry of Education and Research, other bodies of the central and local administration, public and private institutions;

ff) implements and completes all the other attributions incumbent on it based on the legal provisions and the decisions of the University Senate.

(1) The Board of Directors consists of the rector, vice-rectors, deans, the general administrative director and a student representative, appointed by the student organization representative at the level of UMFVBT.

(2) A delegate of the representative union at UMFVBT level has the quality of observer during the meetings of the Board of Directors.

(3) The Board of Directors prepares and implements its own regulation regarding its organization and operation and, at the same time, it submits this regulation for the approval of the University Senate.

8.1.3. Faculty Council

Article 67.

(1) The faculty council represents the executive, deliberative and decisional body at faculty level, being chaired by the dean of each faculty.

(2) The faculty council has the following powers, duties and authorities:

a) defines the mission, objectives and development strategy of the faculty;

b) approves, upon the dean's proposal, the structure, organization and operation of the faculty;

c) approves the study programs managed by the faculty;

d) approves the proposals for new study programs and puts for the Board of Directors's consideration the dissolution the programs which are no longer falling within the mission of the university or which are academically and financially inefficient;

e) approves the positions of the teaching and research staff within the faculty departments and submits such positions to the University Senate for approval purposes;



- f) decides, upon the proposal of the department director, to increase the workload of the teaching staff who is not involved in scientific research activities or equivalent activities, as well as, in exceptional cases, to decrease the minimum workload and to supplement it with scientific research activities, under the legal provisions in force;
- g) analyses and submits to the Board of Directors, for approval, the curricula of the university study programs;
- h) proposes to the Board of Directors the setting up, merger, division or dissolution of the departments based on a simple majority;
- i) controls the activity of the dean, vice-deans and department directors and approves the annual reports on the general status of the faculty, quality assurance and observance of university ethics at the faculty level;
- j) approves the evaluation and re-evaluation commissions of the didactic and scientific activity of the teaching and research staff of the faculty;
- k) approves the departments' proposals to organise relevant contests to occupy the vacancies available in the teaching and research staff;
- l) approves the results of the effective elections at the level of the faculty departments;
- m) approves the candidates for the selection contest regarding the occupation of the following position(s): dean, according to the law;
- n) approves the employment of specialists with recognized scientific value in various fields, from the country or from abroad, as invited teachers or researchers with the status of associate professors, in accordance with the law;
- o) proposes to the university Rector the dismissal of the faculty dean, when it finds that the faculty dean has breached the legal provisions in force and the Code of professional ethics and deontology;
- p) determines the disciplinary sanctions it may impose by virtue of the applicable laws;
- q) prepares and adopts strategies and policies in relation to the faculty's fields of interest;
- r) fulfils other attributions approved by the University Senate in accordance with the laws in force.



- (3) The newly elected faculty council is validated by the university Senate via a simple majority.
- (4) The directors of the departments are part of the Faculty Council.
- (5) The meetings of the Faculty Council are chaired by the dean.
- (6) The faculty vice-deans participate as permanent guests in the meetings of the Faculty Council.
- (7) The meetings of the Faculty Council are attended by a delegate (a professor of that particular faculty) of the representative union at the UMFVBT level, provided that issues regarding the labour relations between UMFVBT and the teaching and research staff of the faculty are discussed.
- (8) The distribution of the members of the Faculty Council by departments is determined in strict compliance with the principle of the representation of the didactic and research staff of each department.
- (9). The representatives of the teaching and research staff in the Faculty Council are elected by universal, direct, secret, equal and free vote of all the tenured teaching and research staff in the faculty, while the student representatives are elected by universal, direct, secret, equal and free vote expressed by all students of the faculty.

8.1.4. Department Council

Article 68.

- (1) The department council provides the operative management of the department under the coordination of the department director.
- (2) The department council has the following powers, duties and authorities:
 - a) prepares and adopts strategies and policies on areas of interest of the department;
 - b) prepares the annual plan of scientific research / university creation of the department;
 - c) proposes reasonable changes in the structure of the department before the Faculty Council;
 - d) initiates the proposals for new study programs and puts for consideration of the Faculty Council, relevant proposals regarding the dissolution of the programs that are no longer falling



within the mission of the university and/or that are no longer meeting the accreditation standards and / or that are unsustainable from an academic and financial point of view;

e) analyses and submits to the Faculty Council the curricula of the university study programs;

f) draws up the relevant job descriptions of the teaching and research staff within the department, under the coordination of the department director, in consultation with its members and submits such job descriptions to the Faculty Council for approval;

g) approves the proposals of the department director regarding the increase of the workload of the teaching staff who is not involved in scientific research / university creation activities or equivalent activities, as well as, in exceptional cases, the reduction of the minimum didactic workload and its completion with scientific research activities, in strict compliance with the conditions of the law;

h) initiates proposals to organise contests for filling in various vacancies occurred in the teaching and research positions;

i) approves the employment of specialists with scientific and professional value recognized in the field in the country or abroad, as invited teachers or researchers as associate professors, in accordance with the law;

j) initiates the proposals for the evaluation and re-evaluation commissions of the didactic and scientific activity of the teaching and research staff of the department;

k) fulfills other attributions approved by the University Senate and in accordance with the laws in force.

(3) The department council is composed of the representatives of the academic disciplines and has 5 members, chosen from the tenured teaching and research staff of the department. The department director is a full member of the department council.

(4) The members of the department council are elected by means of an universal, direct, secret, equal and freely expressed vote of all the tenured teaching and research staff in the department.

(5) The department council is validated by the university Senate with a simple majority.



8.1.5. Doctoral studies council

Article 69.

(1) The Council for Doctoral University Studies (CDUS) represents the managerial, administrative and professional structure responsible for the regulation and coordination of doctoral activity within UMFVBT as Organizing Institution for Doctoral Studies (IOSUD-UMFVBT).

(2) CDUS operates based on the provisions of the Code of doctoral studies and under the provisions of the Institutional Regulation for the organization and completion of doctoral studies within UMFVBT.

(3) CDUS has the following powers and duties assigned:

- a) establishing the IOSUD-UMFVBT strategy;
- b) preparation of the Institutional Regulation for the organization and completion of doctoral university studies within UMFVBT;
- c) approval of the decisions regarding the setting up and dissolution of Doctoral Schools within IOSUD-UMFVBT;
- d) selection of doctoral supervisors who are part of a newly set up doctoral school;
- e) other specific attributions, established by the Institutional Regulation of organization and completion of doctoral studies, according to the law.

(4) The members of CDUS are appointed in accordance with the provisions of the Code of doctoral studies based on a methodology proposed by the Rector of UMFVBT and approved by the University Senate.

(5) At least one CDUS member is elected by universal, direct, secret and equal vote of the doctoral supervisors within the Doctoral Schools.

(6) At least one CDUS member is elected by the universal, direct, secret and equal vote of the doctoral students within the Doctoral Schools.

(7) The mandate assigned to CDUS covers 4 years.



8.1.6. Council of Doctoral School

Article 70.

(1) The Doctoral School Council (DSC) provides the operative management of the Doctoral School, under the coordination of its director.

(2) The DSC operates based on the provisions of the Code of doctoral studies, as well as pursuant to the provisions the Institutional Regulation for organization and completion of doctoral studies and the Doctoral School Regulations.

(3) The Doctoral School Council has the following powers, duties and authorities assigned:

a) elaboration of the Doctoral School Regulations;

b) granting or revoking the membership of the Doctoral School to certain doctoral supervisors, as well as determining the minimum standards of scientific performance in order to objectively apply these procedures;

c) enrolment and expulsion of doctoral students upon the proposal of doctoral supervisors, members of the Doctoral School;

d) approving the list of positions for the teaching and research staff affiliated to the Doctoral School, under the coordination of the Doctoral School director;

e) assisting the external evaluator in the evaluation process in order to license/ re-license or provisionally authorize the doctoral school;

f) other attributions conferred by law or by the Institutional Regulation for the organization and completion of doctoral studies at UMFVBT.

(4) The members of the DSC are elected by means of an universal, direct, secret, equal and freely expressed vote of the doctoral supervisors from that particular doctoral school.

(5) The DSC within IOSUD-UMFVBT consists of 3-9 members.

(6). The mandate of the DSC covers 5 years.



8.2. Management positions and assimilated positions at the UMFVBT level

8.2.1. The Rector

Article 71.

(1) The rector legally represents the UMFVBT in the university's relations with third parties and he/she effectively runs the UMFVBT.

(2) The rector also acts the official fund manager of the UMFVBT.

(3) The rector has the following powers, duties and authorities:

a) provides the administration and the operative management of the UMFVBT, based on the management contract;

b) negotiates and signs the institutional contract with the relevant ministry;

c) puts forth the University Senate, for approval, the structure and operation regulations of UMFVBT;

d) submits to the University Senate, for approval, the draft budget and the report on the budget execution;

a) provides the conditions for the enforcement of the provisions of the UMFVBT regulations and methodologies, as well as the implementation of the Code of University Ethics and Deontology, as well as the other internal regulations of UMFVBT;

b) chairs the Board of Directors;

c) calls on the university Senate;

d) organizes public contests for the selection of both the deans of the faculties and the Director of the Council for Doctoral Studies and issues the decisions for their appointments;

e) is responsible for the proper organisation of contests to occupy the vacant teaching and research positions, in strict compliance with the academic quality standards, the university ethics and deontology and the legal provisions in force;

f) is responsible for the good management of the patrimony and for the correct financial management of UMFVBT;



- g) submits to the University Senate, based on the internal evaluation, proposals regarding the reorganization or dissolution of the departments or non-performing institutions within UMFVBT, without affecting the students' interests;
- h) signs the study documents issued by UMFVBT;
- i) issues decisions regarding the enrolment of students;
- j) issues decisions regarding the conclusion, amendment and termination of the employment relations of the members of the academic community and imposes reasonable disciplinary sanctions, in accordance with the law;
- k) approves the attributions of the teaching and research staff, as well as the duties and authorities of the auxiliary and non-teaching teaching staff, clearly defined in the relevant individual job descriptions;
- l) cancels, based on the approval of the University Senate, any certificate or a diploma of studies when it is proved that it had been obtained by fraudulent means or by breaching the provisions of the Code of professional ethics and deontology;
- m) approves the structure and composition of the UMFVBT Ethics Committee proposed by the Board of Directors and endorsed by the University Senate;
- n) chairs the contest commission for appointing the General Administrative Director and appoints him/her to the position, in accordance with the law;
- o) fulfills other attributions determined by the University Senate, in accordance with the management contract, the University Charter and the laws in force.
- (1) By virtue of public responsibility, the Rector of UMFVBT:
- a) submits to the University Senate, in April, the annual report on the status of UMFVBT;
- b) makes public its decisions and the decisions made by the Board of Directors;
- c) makes public, by means of reasonable statutory declarations, the annual schooling offer of UMFVBT, in accordance with the applicable law.



8.2.2. Vice-Rectors

Article 72.

(1) The vice-rectors are appointed by the Rector of UMFVBT, from the tenured members of the UMFVBT community, following a consultation with the University Senate and based on the written agreement to support the Rector's managerial plan.

(2) The number of vice-rectors of UMFVBT is no more than six.

(3) The powers, duties and authorities of the vice-rectors are determined by the Rector of UMFVBT by delegation in accordance with the Regulation of organization and operation of UMFVBT and in compliance with the laws in force.

8.2.3. Director for Doctoral Study Council

Article 73.

(1) The Director of the Council for Doctoral Studies of IOSUD-UMFVBT is also in charge of the management and administration of this Council.

(2) The position of director of CSUD-UMFVBT is assimilated to the position of vice-rector.

(3) The director of CSUD-UMFVBT is appointed by the Rector, after sitting for and winning a public contest organized by UMFVBT.

(4) The methodology for organising the public contest complies with the provisions of the Code of Doctoral Studies, being put for consideration by the Rector of UMFVBT and approved by the University Senate.

8.2.4. General Administrative Director

Article 74.

(1) The general administrative director runs the administrative structure of UMFVBT and he/she is responsible for the economic-financial management of UMFVBT.

(2) The position of General Administrative Director is filled by sitting for and winning a contest organized by the Board of Directors and whose results are validated by the University Senate.



(3) The appointment of the General Administrative Director is made by the Rector of UMFVBT, based on the written agreement of executive support of the managerial plan put forth by the rector.

8.2.5. Dean

Article 75.

(1) The dean represents the faculty, provides and is accountable for the management and administration at the faculty level.

(2) The dean leads the meetings of the Faculty Council and implements the decisions issued by the rector, the Board of Directors and the University Senate.

(3) The Dean has the following powers, duties and authorities:

a) provides the management and administration at the faculty level;

b) appoints the vice-deans and determines their powers;

a) is responsible for the human resources policy at the faculty level, as well as for the selection, regular evaluation and training of the faculty staff, according to the law;

b) provides the proper organisation of the contests for filling in the vacant teaching and research positions in the faculty in accordance with the law;

c) approves the powers, duties and authorities of the teaching and research staff, as well as the duties of the auxiliary and non-teaching teaching staff, determined in the individual job descriptions;

d) signs the study documents issued by UMFVBT for the faculty graduates;

e) submits to the Faculty Council reasonable proposals for the enforcement of disciplinary sanctions, according to the law, and imposes the disciplinary sanctions, in accordance with the applicable laws;

f) cancels the evaluation results obtained either fraudulently or by breaching the provisions of the Code of Professional Ethics and Deontology;

g) presents, on an annual basis (usually in February), to the faculty council, a report on the faculty status, which is then made public on the UMFVBT website;



- h) presents annual reports to the Board of Directors;
 - i) fulfils other attributions determined by the Board of Directors and the University Senate.
- (1) The deans are selected following a public contest organized at the faculty level by the Rector of UMFVBT, whose results are validated by the University Senate.

8.2.6. Vice-Deans

Article 76.

(1) The vice-dean is a member of the faculty community who has entered into an employment contract with UMFVBT, being also appointed by the dean following the consultations with the faculty council and expressing its written agreement to support the dean's management plan. The decision to appoint the vice-deans appointed by the dean is issued by the Rector of UMFVBT.

(2) A faculty may have 1 to 5 vice-deans; this number/these numbers depend(s) on the number of students, the number of professors, the structure by departments and the specifics of the faculty.

(3) The attributions of the vice-deans are identified by the dean and target: organising the undergraduate and master's degree study programs; providing a proper environment to carry out the scientific research activities; responsibility regarding the students' activity and the processes involving the assessment of the quality of the teaching activities by students; contribution to the strategy involving the development and improvement of the university community, financial strategy, social issues and heritage development; involvement in national and international cooperation relations, including the relationship with alumni; relationship with public authorities and institutions; collaboration with various enterprises and organisations operating in the socio-economic, cultural, artistic and sports sectors; providing the compliance of institutional regulations with the applicable legal provisions; other activities assigned to them by the dean.

8.2.7. Department director

Article 77.

(1) The department director provides the management and the operative administration of the department, being assisted by the Department Council.



(2) The department director is responsible for the curricula, the job descriptions, the research and quality management, as well as the financial management of the department.

(3) The department director has the following powers, duties and authorities:

a) he/she is responsible for the preparation of the list of vacancies for the teaching and research staff and the implementation thereof;

b) determines the powers and duties of the teaching and research staff, as well as the powers and duties of the auxiliary and non-teaching teaching staff, clearly defined in the relevant individual job descriptions;

c) makes proposals regarding the preparation and implementation of relevant curricula;

d) he/she is responsible in terms of coordinating the scientific research activity of the department members;

e) he/she is responsible for quality assurance and financial management at the department level;

f) he/she is responsible for the human resources policy of the department, as well as for the selection, motivation, regular assessment and training of the department staff, according to the law;

g) he/she is responsible for the regular self-evaluation of the department, according to the law;

h) he/she is responsible for the proper organisation of the competitions for filling in the vacant teaching and research positions within the department.

(4) The director of the department is elected from the members of the department, by universal, direct, secret, equal and freely expressed vote of all the tenured teaching and research staff of the department.

(5) Following the validation of the election results by the University Senate, the department director is appointed under the decision of the Rector of UMFVBT.

Article 78

(1) The methodological and research centers and the research-development-innovation, service provision, production, consultancy, expertise, design facilities within UMFVBT are managed by the directors of those particular structures.



(2) The directors of the methodological and / or research centers determined at academic discipline level are subordinated to the department directors, and the directors of the RDI, services, production, consultancy, expertise, design facilities, which enjoy an autonomous status within UMFVBT are assimilated to the director of the department in terms of status, appointment, duties, liability and revocation from office.

8.2.8. Doctoral School Director

Article 79.

- (1) The director of the doctoral school runs the doctoral school.
- (2) The director of the doctoral school is assimilated to the department director.
- (3) The director of the doctoral school is responsible for the list of positions as well as for the research and quality management and the financial management of the doctoral school.
- (4) The director of the doctoral school is appointed by the Council for Doctoral Studies from the doctoral coordinators within the doctoral school and being a full member of the Doctoral school council is a must.

8.3. Repealing from managerial structures and positions

Article 80.

The representatives of the teaching and research staff in the management structures may be revoked from this capacity, under the legal provisions and pursuant to the clauses outlined in this University Charter, in case of breaching of the laws or the guidelines outlined by the University Code of Ethics and Deontology, upon the request of at least 1/3 to the tenured teachers and researchers who elected them and provided that quorum was called and majority of votes were present, as for the election into that particular office.

Article 81

(1) The Rector may be dismissed by the University Senate, in accordance with the law, the provisions of this Charter and pursuant to the clauses of the management contract, where one or more of the following circumstances is/are identified:

- a) failure to reach the managerial performance indicators undertaken under the management contract;



- b) failure to discharge the duties outlined in the management contract;
- c) breaching of the laws in force or the guideline of university ethics and deontology;
- d) a case of incompatibility provided by law for the position of rector.

(2) The rector may be revoked from office by the minister in charge, in accordance with the law, after consultations with the university Senate.

(3) Where the Rector is also holding a governmental office or where he/she simultaneously acts as a state secretary, the rector is bound to ask for self-suspension from this position over the time he/she is holding such political office.

Article 82

(1) The other persons appointed to various managerial positions may be revoked from office, under the conditions of the law and pursuant to the terms outline by this Charter, where one or more of the following circumstances is/are identified:

- a) failure to reach the managerial performance indicators undertaken under the appointment decision;
- b) failure to discharge the duties outlined in the appointment decision;
- c) violation of the applicable laws or the standards of university ethics and deontology;
- d) an incompatibility provided by law for that particular managerial position.

(2) The revocation from the management position is ordered by the Rector of UMFVBT, under the following conditions:

- a) the vice-rectors may be revoked from office following the consultation of the university Senate;
- b) the director of CSUD-UMFVBT may be revoked from office following the consultation of the members of CSUD-UMFVBT and the university Senate;
- c) the general administrative director may be revoked from office following the consultation of the Board of Directors;
- d) the deans may be revoked from office following the consultation of the Faculty Council and the University Senate;



- e) vice-deans may be removed from office at the proposal of the dean and following the consultation with the Faculty Council.
- f) the department directors may be dismissed from office upon the request of at least one third of the total number of full-time teaching and research staff working in that department, under the conditions of quorum and majority required for election into office;
- g) the directors of the Doctoral Schools may be revoked from office upon the request of the majority of the CSUD-UMFVBT members.

CHAPTER 9. UNIVERSITY COMMUNITY

Article 83.

- (1) The university community consists of: a) students; b) teaching and research staff; c) auxiliary teaching and research staff.
- (2) The persons who have been granted the quality of member of the university community, under the decision of the university Senate, as well as the alumni community are part of the the university community.
- (3) The quality of member of the university community is incompatible with any form of corruption, plagiarism or nepotism.

Article 84

- (1) The members of the university community have the rights and duties determined by the legal regulations in force and by this Charter.
- (2) The members of the university community enjoy freedom of thought, conscience and manifestation while conducting a series of activities pertaining to didactic activity, scientific research, artistic creation and sports performance.
- (3) The members of the university community enjoy the following rights:
 - a) the right to professional development and improvement;
 - b) the right to challenge decisions that violate their legitimate rights and interests, in accordance with the law;



c) the right of association in trade unions or associations, in order to defend the rights provided by law.

(4) The rights of the members of the university community may not be restricted based on discriminations related to the social and material status, sex, race, nationality, political or religious affiliation.

(5) The members of the university community have the following duties:

a) to comply with the provisions of the law, as well as to abide by this University Charter and the regulations prepared to implement thereof;

b) to fulfill the professional duties provided in the job description and in the title lists;

c) to comply with, irrespective of the existing circumstances, the university professional ethics and deontology.

Teaching and research staff

Article 85.

Planning and implementing the procedures for selection, employment, regular assessment, training, amending and termination of the employment relations involving the teaching and research staff represent the duties and powers of the director of the department, the director of the doctoral school or the dean, as the case may be, under the terms and conditions set forth by the regulations and methodologies approved by the University Senate.

Article 86

(1) The teaching and research staff enjoys the following rights:

a) the right to carry out didactic and scientific research activities, within the scope of their the field of interest, under the conditions of academic freedom and in strict compliance with the deontological standards;

b) the right to freely state academic opinions within the university area and the freedom to teach, research and create, in accordance with the criteria of academic quality;

c) the right to communicate and publish the results of scientific research, both in the country and abroad, to apply for national and international grants, without restricting the manifestation of academic freedom;



d) the right to elect and to be elected to management and representation positions, at various levels, under the legal conditions in force and in compliance with this Charter;

e) the right to set up associations, societies, scientific, cultural and professional foundations, national and international, or to join them, under the conditions of the law and of this Charter.

Article 87

(1) The teaching and research staff has the following duties:

a) to support the mission and objectives of UMFVBT;

b) to carry out the didactic and scientific research activities, afferent to the current teaching title and office;

c) to represent the UMFVBT, in the country and abroad, to disseminate its standards, achievements, values and traditions, to loyally promote the interests of UMFVBT and to contribute to the increase of its prestige.

Article 88.

(1) UMFVBT stimulates and rewards individual excellence.

(2) Forms of stimulation and support of the teaching staff, researchers and students having exceptional scientific performance include:

a) study and / or research grants to universities in the country or abroad, offered from the university's own funds specifically set up for this purpose, based on relevant contests, in accordance with the law;

b) approval of sabbatical year(s) and a research-based semester (by reducing the teaching workload to dedicate more time assigned for research purposes), depending on the available funds assigned to that effect, according to the law;

c) differentiated remuneration of professors and research staff having outstanding performances, depending on the available financial resources;

d) financing, from the university's own funds specifically set up for this purpose, both the participation in outstanding international scientific events organised in the country and abroad and the publication of the results of the relevant scientific research;



e) granting, based on relevant contests, from the university's own funds specially set up for this purpose, relevant grants for carrying out and completing the researches of paramount importance, including doctoral theses.

Article 89

(1) Employment of both the auxiliary teaching and research staff and the non-teaching staff of UMFVBT is done via a competition organized by the faculty or the doctoral school, according to the law.

(2) The powers and duties of the auxiliary teaching and non-teaching staff are determined and outlined by the relevant job descriptions, which are prepared by the department director or, as the case may be, by the director of the doctoral school, and endorsed, as the case may be, by the dean, the department director, the doctoral school director and duly and finally approved by the rector, and which represent relevant and valid attachments to each and every employment contract.

(3) The number of positions for the auxiliary teaching and research staff is determined by the University Senate, depending on the number of teaching hours corresponding to the study programs, the number of research hours, the budget and the specifics of the institution, faculty, program of studies, department or doctoral school.

(4) The auxiliary teaching and research staff and the non-teaching staff of UMFVBT have the right to self-improvement by attending various inter-university cooperation programs, documentation courses and exchanges of experience at national and international level, financed from the UMFVBT budget within the limits of the available funds assigned by the university for this purpose.

(5) The remuneration of the teaching and research staff is made according to the laws in force and pursuant to the decisions of the University Senate.

Students

Art. 90.

(1) The students are considered partners of the university and members with equal rights of the university community. Students may associate and set up student associations with



representation duties, being therefore legally constituted and recognized at the level of UMFVBT.

(2) A person acquires the status of student and member of the university community of UMFVBT after being admitted to and enrolled with UMFVBT.

(3) Following the admission in a study program, a university study contract is concluded between the student and UMFVBT specifying the rights and duties of both parties, according to the law and the regulation on organizing and completing the study program. The study contract may not be changed during the academic year.

(4) The status of a state-funded or self-funded student shall be modified under the terms and conditions determined by the University Senate.

Article 91

(1) The election of the student representatives from the three study cycles - bachelor's degree, master's degree and doctoral studies - in the management structures of UMFVBT is made by universal, direct, secret, equal and freely expressed vote, based on the university's own regulations drawn up by the representative student organization. , legally set up at university level.

(2) Students may be represented in all decision-making and advisory structures at the UMFVBT level.

Article 92

UMFVBT supports the association of former students in alumni associations - alumni - and organizes events to stimulate their participation in the academic community.

Advisory structures

Article 93

(1) Under the decision of the University Senate, advisory structures may be set up, gathering up representatives of the economic environment and personalities from the external academic, cultural and professional communities, such as:

a) The Academic Advisory Council, composed of personalities from the academic, cultural and professional environment;



b) The Economic and Social Advisory Council, composed of representatives of the economic and social environment;

c) The Alumni Advisory Council, composed of representatives of the UMFVBT graduates.

Disciplinary liability

Article 94

The teaching and research staff, the auxiliary teaching and research staff, as well as the managerial staff, the guidance and control officers of UMFVBT are disciplinary liable, in accordance with the applicable laws, the Code of Ethics and University Deontology of UMFVBT and all other regulations of UMFVBT, in relation to any breaches of the duties incumbent on them according to the law and pursuant to this University Charter, the internal regulations and the clauses of the relevant employment contracts, as well as for any violations of the rules of conduct that may prejudice the academic interests and the image of UMFVBT.

Article 95

Without prejudice to the right to state the academic opinions, the right involving the freedom of expression and the right to enjoy academic freedom, the conduct standards in force at UMFVBT are as follows:

a) the intra-university conduct standards, which outline the proper conduct characterized by mutual respect in the relations between the members of the university community, the acceptance of unrestricted expression of opinions and initiatives, as well as the acceptance of individual and collective professional manifestations;

b) the inter-university conduct standards, which outline the proper conduct in the relations with various organizations, with the community as a whole or with its members, intended to guaranty the maintenance and consolidation of the identity, image and reputation of UMFVBT.

Article 96

The patrimonial responsibility of both the teaching and research staff and the auxiliary teaching staff of UMFVBT is determined according to the occupational laws in force. The relevant measures to recover the damages and to cure the prejudices shall be taken in accordance with applicable laws in terms of occupational sector.

Honorary titles and distinctions



Article 97.

(1) The UMFVBT grants honorary titles and other distinctions / awards on the basis of the Regulation on the award of honorary titles and distinctions within the UMFVBT, duly approved by the University Senate.

(2) The personalities who have been awarded an honorary title become members of the university community of UMFVBT.

(3). UMFVBT may award valid diplomas, medals and distinctions of recognition in relation to outstanding scientific, technical, cultural, artistic, sports and managerial value to the members of the UMFVBT university community and scientific, cultural and socio-economic personalities.

Cooperation between the UMFVBT managerial structures and the validly set up and operating student unions and associations

Article 98.

The UMFVBT managerial structures work together with the unions of teaching, research, technical and administrative staff, based on a series of valid principles such as the principles of transparency, access to information and participation of employees and students in the decision-making process, under the law and in strict compliance with the provisions set forth by this University Charter, by:

a) the participation of a representative of the UMFVBT union of the teaching, research, technical and administrative staff, as a guest, in the meetings of the senate and the faculty councils, provided that issues regarding the labor relations between UMFVBT and the teaching and research staff are discussed;

b) informing the legally set up unions about the institutional upgrading projects ongoing at the UMFVBT level and taking note of their proposals, comments and requests in connection with the strategic directions and current activities of the UMFVBT;

c) joint preparing and signing the collective bargaining agreement at the level of UMFVBT, in accordance with the legal provisions in force.

Article 99

The managerial structures of UMFVBT and the legally set up student organizations shall work together as follows:



a) by informing the legally constituted student organizations about the institutional upgrading projects of UMFVBT and by taking note of their proposals, comments and requests in connection with the strategic directions and current activities of UMFVBT;

b) the participation of at least one representative of the legally set up student organizations, in the commissions of professional ethics and deontology, the student accommodation boards, the boards for granting scholarships and assigning the student camps, the quality assurance committees, the boards for reviewing the educational plans, as well as and in other community-based committees.

CHAPTER 10. PATRIMONY, MATERIAL RESOURCES AND FINANCING

Article 100.

(1) UMFVBT holds its own patrimony which it manages according to the legal provisions in force.

(2) The patrimony of UMFVBT consists of buildings, the afferent lands and the material endowments and equipments thereof.

(3) The university may have in its patrimony movable and immovable assets from the public domain or from the state's private domain.

(1) UMFVBT may use, while carrying out its activity, assets from the state's private domain, over which it may hold rights in rem, other than the right of ownership.

(2) To reach and fulfil its goals and its mission, UMFVBT may use assets from the public domain of the state, over which it may have and exercise, under the legal terms in force, rights of administration, use, concession or rights to lease.

(3) Based on the duties and powers implied by right of ownership, the university may rent, let, lease or assign certain assets it may legally hold, as owner, upon the proposal of the Board of Directors and with the approval of the University Senate, based on a regulation approved for this purpose and in compliance with legal provisions in force.

(4) In order to fulfill its mission, the UMFVBT may hire and lease new areas for didactic and research purposes, upon the proposal of the Board of Directors and with the approval of the University Senate.



(5) The activity involving the management of the university's patrimony falls exclusively with the Rector of UMFVBT, who may delegate this duty to a vice-rector or to the general administrative director.

(6) The management of the movable or immovable assets over which UMFVBT holds relevant patrimonial rights is done, depending on the nature of the assets and the scope of use, by the faculties or by the academic or administrative units from the structure of the UMFVBT.

Article 101

(1) UMFVBT provides the necessary premises and the infrastructure for carrying out, in proper professional conditions, all teaching and research activities in order to increase the visibility and the international prestige of the institution.

(2) The premises and areas designed for the teaching and scientific research activities are assigned to the university's own faculties or centers in order to be used, by the Rector of UMFVBT or by the officer assigned by the Rector, to duly manage and administrate the UMFVBT patrimony.

Article 102

(1) The academic premises of UMFVBT includes all buildings, lands, research centers, university campuses, endowments, irrespective of their type and scope of use determined by UMFVBT and regardless of the legal title under which the university is entitled to use thereof, to provide the proper conditions for the teaching, scientific research and administrative activities be duly carried out.

(2) The academic premises of UMFVBT are inviolable, except for the force majeure circumstances. The officers duly assigned by the minister of the guardianship authority, the competent bodies entitled to conduct the inspection of the financial activity or sanitary control or the bodies responsible for public order and the firefighters were entitled to have access to the university premises, based on the approval of the Rector of UMFVBT for inspection purposes, in accordance with the provisions of the law.

(3) The free movement of the university community members within the university premises shall not be prevented in any way. The right to strike is guaranteed but it shall not be enforced in any case by prohibiting and / or restricting the traffic within the university area.



(4) The teaching staff has unlimited access in the premises assigned for their own academic discipline; outside the program / schedule of teaching activities, access shall be guaranteed at the teaching staff's own risk(s). The auxiliary and administrative staff has access to the areas designed for the current activity and outside the working hours or on days off, with the approval of the direct supervisor.

(5) All activities that violate the standards of morality and that may endanger the health and physical and / or mental integrity of teaching, auxiliary and non-teaching staff and students, as well as religious proselytizing and political activities are prohibited within the university area of UMFVBT.

Article 103

(1) The UMFVBT is financed from the funds assigned from the state budget and from its own financial resources.

(2) Financing from the state budget is made on the basis of an institutional contract entered into, on an annual basis, between the relevant Ministry and the UMFVBT managing board. The university funds are seen as the university's own proceeds. The funds are deposited to the State Treasury and to various commercial banks.

(3) Under decision of the University Senate, the funds deriving from the state budget are distributed to the structures of the University in order to ensure the financial resources for the faculties, departments, facilities within them and to provide the general financing of the university.

(4) The extra-budgetary revenues are managed separately, being used in strict compliance with the decision of the University Senate, at the level of the University, the faculties, the departments, their facilities within which such proceeds have been gained.

(5) Based on the university autonomy, the UMFVBT has full powers and authorities to dispose of the incomes obtained from the enrolment and instruction of foreign students.

(6) The objectives targeted by the basic financing are: personnel - related expenses (salaries, bonuses, social security contributions, other legal contributions, domestic and international business travels); material expenses (utility and administration expenses, expenses for materials and functional services, inventory items, current repairs, books and publications, staff training, protocol, labor protection costs, etc.).



(7) The University decides upon the use of the study grants assigned by the relevant ministry for the bachelor's and master's degree programs. These grants shall be assigned either in full, to cover the tuition costs of students or partially, per student, based on the certain merit and social criteria determined according to the regulations implemented by the UMFVBT Senate.

Article 104

(1) The approved budget is distributed in relation to the needs of the university and according to the budgetary classification.

(2) The structure of the budget and the priorities related to investments and equipment are approved by the UMFVBT Senate.

Article 105

The university's own financial resources shall derive from:

- a) the tuition fees from Romanian and foreign students;
- b) the fees collected for postgraduate courses;
- c) the proceeds earned from the specialization, upgrading and doctoral courses;
- d) the incomes gained following the execution of scientific research contracts implying national and international financing;
- e) the fees related to expertise and consultancy services;
- f) the fees charged in relation to the admission contest(s);
- g) the taxes charged by selling printed courses;
- h) the taxes and rents charged by leasing the available areas;
- i) the student campus -related charges;
- j) charges related to renting dormitories during the summer vacation;
- k) sponsorship and donations from the country and abroad;
- l) other sources according to the laws in force:
 - proceeds deriving from canteens, cafeterias and dormitories



- revenues from micro-production, services supply, commercial activities

- fees for re-enrolment, joining to courses after repeated absences, repetition of exams, etc.

Article 106

UMFVBT provides, within the limit of the available funds, the performance of certain investment works and equipment of faculties and other structures, with apparatus, equipment and furniture for the proper completion of the teaching and research process at higher quality levels.

Article 107

The distribution of funds to the units within the university structure shall be made on the basis of certain performance criteria determined by the University Senate.

Article 108.

The execution of certain repair works and overhauls shall be carried out by university or by contracting third party contractors, a case in which the award of works contracts shall be done by complying with the legal provisions in force.

CHAPTER 11. INSTITUTIONAL COOPERATION AND INTERNATIONAL RELATIONS

Article 109.

The cooperation of UMFVBT with social and cultural institutions and organizations may take various forms, such as:

- a) implementation of various study programs that satisfy the requirements existing on the labor market and integration of prestigious personalities into the educational system ;
- b) building of partnerships in order to jointly carry out and complete socio-cultural projects and events;
- c) promoting the institutional communication relations via mass-media, under the conditions of complying with the right to be informed and to have access to public information.

Article 110

(1) The UMFVBT may associate, based on relevant partnership contracts, with other higher education, research and cultural institutions, under the conditions determined by the University Senate for each particular case, in compliance with the legal provisions in force.



(2) The UMFVBT may build partnerships with various economic operators, professional associations and / or public institutions to carry out and complete various master's degree and postgraduate study programs intended to meet the requirements existing onto the labor market, under the conditions determined by the university senate for each particular case, in compliance with the legal provisions in force.

Article 111

UMFVBT may set up, alone or by joint ventures, companies, foundations or associations, spin-offs and start-ups based on the approval of the University Senate, provided that their setting up and operation contribute to increasing the performance of UMFVBT and refrain from negatively influence the educational, research and consultancy activities carried out by the institution.

Article 112

(1) UMFVBT enters into valid contracts with public institutions and enterprises in order to carry out fundamental and applied research programs, to provide continuous professional training programs, to set up consultancy and know-how transfer programs, under the following conditions:

- a) the value of such contracts should cover all direct expenses brought about by the planned activities as well as the overhead expenses of UMFVBT;
- b) the UMFVBT quality standards on the research, the educational and consulting process be always observed while carrying out the aforementioned activities.

Article 113

UMFVBT aims to build partnership and cooperation relations in the academic and scientific research fields, with prestigious universities, research institutions and with international academic organizations / associations from all over the world in order to: i) attract as many foreign students as possible to study at UMFVBT and ii) to promote the inter-university exchanges of experience for both the teaching staff and the students.

Article 114



(1) The cooperation relations built with foreign institutions are liaised by the Department of International Relations (DIR) within the “Victor Babeș” University of Medicine and Pharmacy of Timișoara.

(2) DIR prepares and implements the internationalization strategy of UMFVBT, its duties being defined by the Regulation of organization and operation of UMFVBT.

(3) The international cooperation of UMFVBT is completed, at least, in the following forms:

a) as collaboration agreements entered into with other universities;

b) by affiliations to organizations with academic and / or international scientific societies;

c) by participation in international scientific events;

d) by inviting different specialists from abroad to scientific events organized by the university, as well as the teaching staff from the universities with which UMFVBT has entered into cooperation relations, teaching staff who shall operate as associate professors or visiting professors;

e) by active participation in international competitions;

f) by exchanges of professors and students, i.e. Erasmus community program;

g) by participation in European and international research and cultural programs.

h) by regular preparation of presentation materials and by updating the UMFVBT webpage in languages of international circulation.

CHAPTER 12. FINAL PROVISIONS

Article 115.

(1) The Code of Ethics and Professional Deontology of the UMFVBT is an integral part of this University Charter.

(2) While implementing the provisions set forth by this University Charter, specific regulations, methodologies and procedures may be adopted or issued.

(3) The faculties and departments and the managerial structures within UMFVBT are entitled to prepare their own operating regulations, in compliance with the provisions of the Romanian Law no. 1/2011 on National Education, as subsequently amended, and in compliance with the



provisions of this University Charter. Such Regulations shall then be submitted to the University Senate in order to be duly endorsed.

Article 116

- (1) The provisions of this University Charter are binding for the entire university community.
- (2) The UMFVBT Charter may not contain provisions contrary to the laws and regulations in force.
- (3) The procedure for amending the University Charter may be started upon the written request of 2/3 of the members of the University Senate. The amendments, thus proposed, are analyzed in the plenary meeting of the senate and then approved with the vote of at least 2/3 of the senate members.

Article 117

- (1) This Charter was adopted by the University Senate during the meeting held on September 16, 2020.
- (2) The university charter shall not contain provisions contrary to the legal provisions in force. Failure of the Charter's provisions to comply with the laws in force shall entails the cancellation of that particular paragraph.

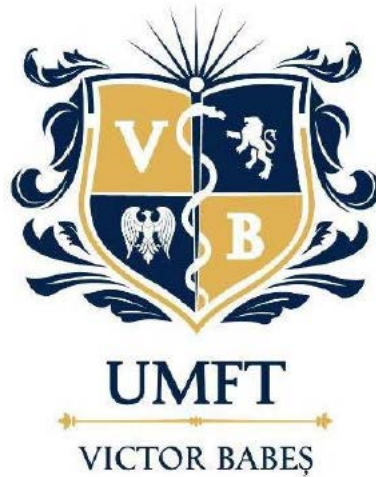
The Senate of the "Victor Babeș" University of Medicine and Pharmacy of Timișoara approved this Charter on September 16, 2020, and the date of approval by the Ministry of Education and Research and respectively, the date it became effective was September 29, 2020, according to the favourable opinion no. 189 / DGJCRPC / September 29, 2020.

Rector,

Prof. Dr. Octavian Marius CRETU



UNIVERSITATEA
DE MEDICINĂ ȘI FARMACIE
VICTOR BABEȘ | TIMIȘOARA



**CODE OF ETHICS AND PROFESSIONAL DEONTOLOGY OF
“VICTOR BABEȘ” UNIVERSITY OF MEDICINE AND
PHARMACY OF TIMISOARA**



1. GENERALS

Article 1

(1) The Code of Ethics and Professional Deontology of “Victor Babeș” University of Medicine and Pharmacy of Timișoara is an integral part of the University Charter of “Victor Babeș” University of Medicine and Pharmacy of Timișoara (hereinafter referred to as UMFVBT).

(2) The Code of Ethics and Professional Deontology was prepared based on the provisions set forth by the Romanian Law no. 1/2011 on National Education, as subsequently amended, the Romanian Law no. 206/2004 on proper scientific research, technological development and innovation conduct, as subsequently amended, the Romanian Law no. 319/2003 on the status of the research-development personnel, the Romanian Law no. 8/1996 on the protection of copyright and related rights, updated, the Government Ordinance no. 57/2002 (amended and supplemented by the Government Ordinance no. 6/2011) on scientific research and technological development and the UMFVBT internal regulations.

(3) The Code of Ethics and Professional Deontology covers the standards of moral conduct of professors, students, the administrative staff of the university community as well as the rules that contribute to the proper cooperation, involvement, appreciation, trust and accountability of all members of UMFVBT.

(4) The Code of Ethics and Professional Deontology explicitly defines the principles, freedoms and academic responsibilities for “Victor Babeș” University of Medicine and Pharmacy of Timișoara. Consequently, the code includes the clear phrasing of all rules regarding the conditions of good academic practices in the university.

(5) The Code of Ethics and Professional Deontology must be regarded as a set of moral and legal principles and standards, freely agreed by the academic community, which:

- do not allow any deviations from legal, deontological and professional regulations;
- impose a behavior involving high moral standing, capitalization of the professional and human potential, guaranteeing the rights of all members of the academic community;
- contribute efficiently to the performance and excellence standards of the University;
- determine the relevant sanctions for any potential or effective infringements



Article 2.

(1) This Code of Ethics and Professional Deontology incorporates the general principles and standards of conduct that apply to all members of the university community.

(2) The Code of Ethics and Professional Deontology supports good academic practice, contributing to the cohesion of members of the academic community, to creating a climate based on cooperation, involvement, competition, appreciation, trust and accountability, and to increasing the prestige of UMFVBT.

(3) No provision of this Code of Ethics and Professional Deontology shall be construed to restrict the rights expressly conferred by the applicable law or by the collective bargaining agreement.

(4) The Code of Ethics and Professional Deontology states the principles, rules and moral standards that the members of the university community from UMFVBT agree to respect and follow in their professional activity, determines the reference standards and sanctions to which the members of the university community are exposed.

This Code of Ethics and Professional Deontology does not replace or contravene the specific codes of professional rules applicable to persons carrying out certain types of activities (preventive financial control, financial management control, internal control, internal audit, legal advice, etc.) or the laws and other national regulations or internal rules of UMFVBT regarding the performance of certain types of activities, such as the legislation on measures to ensure transparency while exercising the public functions, the laws and other standards on incompatibility and conflict of interests in specific areas.

2. FUNDAMENTAL PRINCIPLES GOVERNING THE UMFVBT ACADEMIC COMMUNITY ACTIVITIES.

Article 3.

Article 3

(1) "Victor Babeș" University of Medicine and Pharmacy of Timișoara is an institution whose goals include professional development and affirmation, the progress of knowledge and research in compliance with the rule of law and human rights.



(2) "Victor Babeș" University of Medicine and Pharmacy of Timișoara respects the dignity of each and every member of the academic community and promotes academic integrity.

(3) The values and principles promoted in particular and whose effective achievement is pursued within the UMFVBT are: academic freedom, personal autonomy, justice and fairness, merit, professionalism, honesty and intellectual fairness, transparency, professional and social responsibility, integrity, respect and tolerance, collegiality, kindness and care.

2.1. Academic freedom

Article 4.

(1) UMFVBT is a space free of political and religious interferences and/or political and religious pressures and constraints, except for the constraints related to scientific, legal and ethical nature.

(2) The university members are protected from censorship, manipulation and persecution, provided that they individually and jointly abide by the scientific standards and the professional liabilities and duties. Any member of the university community must avoid harming the freedom of others.

(3) UMFVBT encourages intellectual partnership and cooperation, regardless of political opinions or religious beliefs.

Article 5

(1) All members of the academic community may freely express, inside or outside the UMFVBT, their opinions based on their professional competence, without being censored and, at the same time, undertaking the full responsibility for their own opinions. Critical approach, intellectual partnership and cooperation are encouraged, regardless of political views or religious beliefs.

(2) Any member of the academic community, where he / she considers that his / her rights and freedoms are violated, may challenge any decision of a governing body or entity, in a hierarchical way, and in the courts of law.

(3). UMFVBT allows each and every member of the academic community to freely express his/her academic opinions, both inside and outside the academic campus and to conduct



his/her teaching and/or scientific research activities in compliance with the academic quality criteria, without prejudicing or otherwise harming the university and his/her personal values.

(4) The teaching and research staff has the right to publish scientific articles, studies, books, textbooks, etc., to apply for national and international grants, without any restrictions, observing the laws in force and specifying the affiliation to UMFVBT.

(5) UMFVBT protects the right to privacy of all its members (students, professors, administrative staff, etc.).

(6) UMFVBT promotes equal opportunities, providing equal opportunities for women and men, persons with disabilities and persons of different sexual orientations, and opposes discrimination and / or harassment of these categories.

Article 6.

The following facts constitute violations of academic freedom:

- a) political propaganda carried out inside or in connection with the actions of the university;
- b) religious proselytism;
- c) promoting extremist doctrines or ideas (racist, xenophobic, nationalist, fascist, ideas etc.);
- d) defamation of the university by the members of the academic community;
- e) personal attacks or defamatory statements against other members of the university community;
- f) abusive exercise of academic rights to the detriment of other persons and / or the university;
- g) promoting attitudes and behaviours that breach the principles of the academic environment;
- h) any facts likely to harm or impair the prestige of the university environment and its members.

2.2. Personal autonomy

Article 7

UMFVBT promotes an environment that fosters the exercise of personal autonomy. To this end, UMFVBT guarantees the exercise of informed consent in relation to all study and research programs, courses and opportunities and provides opportunities for the participation of each



member of the university community in making and implementing decisions regarding their own academic and professional career.

Article 8

(1) All members of the UMFVBT community are entitled to enjoy personal autonomy and confidentiality in matters related to their personal life.

(2) At the same time, the personal autonomy shall not affect the academic rights and freedoms of another persons, as well as the UMFVBT's right to enjoy a fair public image.

(3) UMFVBT personnel who has access to confidential documents and information shall always keep the confidentiality and privacy of such information and protect persons who do not wish this information to become public. The teaching and administrative staff has the obligation to observe confidentiality in all issues related to the private life of students and shall only provide such information only after having previously obtained their consent.

(4) The violation of personal autonomy and confidentiality by those responsible for ensuring it is sanctioned disciplinary and/or following the provisions set forth by the applicable civil or crime codes, depending on the seriousness of the breach.

2.3. Fairness and equity

Article 9

(1) The university members shall be treated fairly, correctly and equitably. Under no circumstances shall the direct and/or indirect discrimination or exploitation be allowed or approved; furthermore, the academic community shall always adhere to the idea that fairness and fairness prevent abuse of power.

(2) UMFVBT adopts firm measures to fight against discrimination and to provide equal opportunities in terms of access to studies, employment and research programs, to eliminate conflicts of interest and incompatibilities, to prevent and fight against any forms of corruption, favoritism and nepotism.

(3) Discrimination in academia refers to the unequal treatment of a person, based on sex, race, age, disability, sexual orientation, nationality, ethnicity, religion, social status, material status or background, which entails violation and limitation of the rights of such person.



(4) The discrimination is sanctioned according to the labor and / or institutional laws in force, depending on the gravity of such deviation.

2.4. Merit

Article 10

UMFVBT guarantees the recognition and reward of personal and collective merits that lead to the fulfillment of its institutional mission.

Article 11

(1) Merit / value is the only qualitative ranking criterion accepted at the UMFVBT level.

(2) In the case of students, master;s degree students and doctoral students, the individual merit / value is expressed by grades / average grades obtained following the current and final testing and assessment of knowledge, by the results obtained at various competitions and professional contests, at bachelor's degree examinations and dissertations, by assessing their involvement in associative life, civic actions, etc.

(3) In the case of professors, the merit and professionalism are determined taking into account: the quality of the teaching activities, the ability to cover the subjects taught with their own teaching material, scientific publications, student guidance activities, research grants, student appreciation, etc.

(4) In the case of the administrative staff, the individual merit / value is determined depending on the degree, complexity and quality of the discharge of the job duties specified in the relevant job descriptions.

(5) In the case of the managerial staff, the individual merit / value is determined depending on the efficiency of the management applied in the field of human, financial and logistic resources, depending on the creation and maintenance of the high professional and moral standards in UMFVBT. The important indicators in determining the merit / value of the managerial staff are: the institutional quality certifications given by the hierarchically superior bodies, national, regional-European and / or international authorities and the competent bodies, the assessments of the teaching staff, students, etc.

(6) It is forbidden to assess the merit based on promises, arrangements or personal relationships.



(7) The responsibility for the drafting, implementing and quantifying the merit evaluation standards rests with the UMFVBT management, the faculty councils and the departments.

2.5. Professionalism

Article 12

(1) UMFVBT provides and encourages an environment consistent with the scientific research and competitiveness. To this end, UMFVBT develops academic programs at high standards, capable of leading to the training of competitive specialists and to the increase of prestige in the scientific research. UMFVBT shall always encourage and reward the orientation towards scientific quality and professional excellence of both the professors, researchers, students and the study and research programs.

(2) UMFVBT shall always encourage and reward efficiency, quality and professional excellence at the managerial and administrative level and shall always act against imposture, amateurism, superficiality, disinterest and capping.

Article 13

(1) Each and every member of the academic community does personally undertake the responsibility for the quality of the educational process where he/she is involved.

(2) Each and every professor shall have a good command of the subject he/she is teaching, making sure that the entire content of the course, seminar or practical work is updated and appropriate to the level at which the discipline is studied according to the curriculum.

(3) Under no circumstances shall the divergences of scientific opinions between the professors of the University affect the training and the results of the students.

(4) Each and every professor shall always pay a special attention to:

a) the preparation and delivery of courses;

b) designing, preparation or supplying the teaching material necessary for the students to understand the course, seminar or laboratory;

c) conducting the scheduled consultation/guidance hours;

d) activities to guide and coordinate the works (projects, diploma or dissertation theses) by the students;



e) evaluation and communication of the results within the stipulated term;

f) achieving an international opening.

(5) From a pedagogical point of view, the competence implies the choice of the most adequate ways or methods of approach or teaching of each topic within the program, the communication of the course objectives, the choice of examination methods in accordance with these objectives.

Article 14

It is understood to be a clear violation of the principle of competence any action done by which a professor based on which he/she:

a) assigns most of the time dully allocated to the course, seminar or laboratory hour(s), to discussions unrelated to the course topic;

b) misinterprets the results of a research in order to substantiate a theory which the person in question supports;

c) obliges the students to exclusively adopt and abide by his /her point of view or refuses to discuss, on the basis of arguments, other points of view expressed in relation the same issue;

d) is substituted with another person, within or outside the university, who does not have the appropriate level of knowledge, in order to take courses, seminars or laboratory works;

e) chooses examination methods that are not in accordance with the objectives of the course.

2.6. Academic honesty and intellectual fairness

Article 15.

(1) Lack of academic honesty implies all types of activities that hinder the institutionalized education, the progress of knowledge, the correct assessment of performance of the students, the teaching staff and other categories of employees.

(2) The most frequent examples of dishonesty are:

a) plagiarism - the presentation within a written thesis or in oral communication, including in electronic format, of texts, expressions, ideas, demonstrations, data, hypotheses, theories, results or scientific methods extracted from written works, including in electronic format, of



other authors, without mentioning this and without making any references to the original sources;

b) self-plagiarism - the exposition in a written work or an oral communication, including in electronic format, of certain texts, expressions, demonstrations, data, hypotheses, theories, results or scientific methods extracted from written works, including in electronic format, of the same author(s), without mentioning this and without making any references to the original sources;

c) copying - deception, which refers to the act or attempt to use unauthorized support from some persons, the use of prohibited documentary materials during examinations, etc. ;

d) fabrication of results or data: reporting fictitious results or data, which are not the real result of a research-development activity;

e) falsification of results or data: selective reporting or rejection of unwanted data or results; manipulation of representations or illustrations; alteration of the experimental or numerical apparatus to obtain the desired data without reporting the alterations that have been made;

f) modification of the data existing in the personal contest / employment file and the inclusion of certain unreal data in the personal CV;

g) facilitating any form of deception by any person.

(3) Lack of honesty, and in particular, the intellectual theft, is sanctioned differently.

(4) The sanctions in case of plagiarism and "student" copying are provided for by the Regulation on organising and carrying out the didactic activity under the undergraduate study programs

(5) UMFVBT respects and defends the intellectual property right.

(6) The benefits shall be granted to those who are at the origin of the intellectual property. All those who participated in different stages of the scientific research, regardless of whether the results of the intellectual endeavour were made public or not, shall be mentioned, in the spirit of professional honesty, the recognition of copyright and / or intellectual property rights.

2.7. Transparency



- (1). UMFVBT observes the principle of transparency applicable to all categories of information of interest to the members of the university community, the potential candidates, the graduates, the partner institutions and the general public, providing an accurate information, facilitating equal opportunities in terms of competitions and guarantying equitable access to the academic resources.
- (2) In order to provide the transparency, the information of public interest is placed on the university's website www.umft.ro and it is communicated via mass media.
- (3) UMFVBT is bound to provide the transparency of the information regarding the conditions and rules in terms of organising the contests for admission, the bachelor's degree exams, the defence of dissertations, the doctoral studies exams, the exams related to the habilitation degrees and the contests organized to occupy vacant positions.
- (4) UMFVBT prohibits the concealment, falsification or distortion of the information to which its members and the general public are entitled and guarantees the correct dissemination of the information, as well as the accuracy of its content.

2.8. Professional and social responsibility

Article 17.

- (1) The University encourages its members to distinguish themselves through activism and involvement in professional, social and public issues, by promoting attitudes of collegiality, civic sense and responsibility. University programs and activities shall be oriented towards the community needs.
- (2) When its members publicly represent the University, they shall always respect the ethical and professional standards, without being able to issue personal opinions which may bind the institution.
- (3) UMFVBT guarantees the members of the university community the right to publicly criticize, based on properly substantiated arguments, any breaches targeting the professional and quality standards, the rights of the members of the university community and the collaborators. However, this right which is duly guaranteed shall never be exercised abusively or with the intent to denigrate the university.



(4) Disinformation, slandering, public denigration of university programs and the persons by the members of the university's own academic community as well as the abusive exercise of subjective rights shall never be allowed.

2.9. Integrity

Article 18

(1) Integrity of the members of the academic community is essential for carrying out the teaching and scientific research activities, in optimal conditions.

(2) Each member of the academic community undertakes to refrain from causing to being part of any disputes or conflicts of interest or any actions or deed involving corruption which are likely to affect his/her integrity or to seriously damage the image of the university.

(3) The difference between incompatibility and conflict of interest, as these principles are defined by law and understood in this Code: conflict of interest refers to any circumstances when a person holding a public office has a personal interest of a patrimonial nature, which could influence the objective fulfillment of the duties incumbent on him/her, according to the Constitution and other statutory regulations, while, in order to be seen as an incompatible person, a member of the UMFVBT community does not have to make any decision, being sufficient the fact that he/she simultaneously holds two or more offices as the cumulation thereof is prohibited by the applicable law.

(4) The members of the academic community may not commit actions or acts of fraud or of any other similar nature which are susceptible to affect their integrity, to vitiate the university environment and to harm the image of the institution.

Article 19

(1) The conflict of interests occurs when a member of the university community, a professor, a student, a person who is part of the university administrative staff has a personal direct or indirect interest, which influences or seems to influence the objective and impartial discharge of his/her duties.

(2) The conflict of interests implies a conflict between the duty towards the wide public and the personal interests, respectively when the interests of the member of the academic community



as a private person negatively influence or could influence the discharge of the official duties and responsibilities.

Article 20

In the event of a conflict of interest, the person concerned shall be required to inform the competent authorities in writing and to refrain from any decision affecting his / her spouse, any family members up to and including the 4th degree members or his / her relatives.

Article 21

Conflicts of interest may exist both in relations with students (exams, awards, scholarships of any kind) as well as in relations with other members of the university community: promotion commissions, research activity (doctorate, grants), awards, scholarships, employment, national or international mobility.

Article 22

(1) Where a conflict of interests occurs in the examination or assessment activity, the professor in question is bound to inform the competent bodies and to request his / her replacement from the evaluation / examination, doctoral or contest commission/committee/board.

(2) Where his/her replacement is not possible due to the lack of a professor who has the same field and level of expertise, another professor shall be appointed, having a specialty as close as possible, to assist the holder of the discipline in the examination or evaluation of that particular student / candidate.

Article 23

(1) Persons who are spouses, relatives and family members up to and including the third degree members may not simultaneously hold positions so that one or the other is in a position of management, control, authority or institutional evaluation at any level in UMFVBT and may not be appointed to doctoral, habilitation, evaluation commissions or contest commissions/boards whose decisions affect the other spouse and/or his/her relatives or family members up to and including the third degree members.

(2) The position of management, control, authority or institutional evaluation at any level shall be analyzed according to the applicable legal and institutional provisions.

(3) The positions which, at the UMFVBT level, are deemed to be incompatible, are:



- a) chairman of the University Senate with the following offices: rector, vice-rectors, director of the Council for doctoral studies, deans, vice-deans, general administrative director, members of the Board of directors, department directors, directors of Doctoral Schools, managers of permanent or temporary structures directly subordinated to the University Senate chairman;
- b) rector with the following offices: vice-rectors, director of the Council for doctoral studies, deans, vice-deans, general administrative director, members of the Board of Directors, directors of departments, directors of Doctoral Schools;
- c) vice-rector and director of the Council for doctoral studies with the following offices: deans, vice-deans, general administrative director, members of the Board of Directors, department directors, directors of Doctoral Schools, managers of units subordinated to that particular vice-rector or director;
- d) members of the Board of Directors with the following offices: deans, vice-deans, general administrative director, department directors, directors of Doctoral Schools;
- e) general administrative director with the following offices: deans, vice-deans, persons holding executive positions within the technical-administrative department / services and with the subordinated personnel;
- f) dean with the following offices: vice-deans of that particular faculty, directors of departments within that particular faculty, directors of doctoral schools subordinated to that particular faculty, managers of the units subordinated to that particular faculty;
- g) vice-dean with the following offices: directors of departments within that particular faculty, directors of doctoral schools subordinated to that particular faculty, managers of the units subordinated to that particular faculty;
- h) department director with the following offices: managers of the units subordinated to that particular department;
- i) directors of the doctoral school with the managers of the units subordinated to that particular doctoral school;
- j) doctoral supervisor with the doctoral students he/she coordinates.

(1) Any person is incompatible with the quality of member in a commission in charge of evaluations, settlement of challenges, contest boards or promotion committee operating in the



field of assessing the professional and / or scientific activity of an employee of the university who acts as his/her spouse, relative and family member up to and including the fourth degree.

(2) The presence as a member in the following collective management structures does not generate incompatibilities within the meaning of art. 295 par. (4) of the Romanian Law no. 1/2011 on National Education, as subsequently amended:

- a) the university senate;
- b) the faculty council;
- c) the department council ;
- d) the council for doctoral studies;
- e) the doctoral school council.

(3) Within a department, any person who acts as the spouse, the relative and a family member up to and including the fourth degree member is incompatible and may not simultaneously hold positions involving the management, control, authority or direct institutional evaluation, at any level.

Article 24

Within the teacher-student / master's degree / doctoral student relationship, integrity implies the correct, objective and impartial evaluation of the student's performances, without any favours granted, whatsoever.

Article 25

In relation to the student / master's degree student / doctoral student professor relationship , the following facts represent breaches of the principle of integrity:

- a) claiming or accepting favours of any nature, including sexual favours;
- b) claiming or accepting gifts or other material benefits;
- c) harassment, in all its forms;
- d) a case when a professor provides certain remunerated services in favour of a student or his / her spouse or a relative up to the third degree;



- e) copying and any other form of deception that might take place while sitting for an exam, as well as any actions that facilitate cheating;
- f) conditioning the participation in any form of examination, the purchase of bibliographic resources;
- g) abuse of power or authority by the teacher intended to influence the arguments or the conscience of a student, for random or personal reasons;
- h) the existence of an extra-professional relationship, irrespective of its type, which might prejudice the integrity of the educational process.

Article 26

In terms of the scientific research, integrity involves:

- a) the acceptance and mentioning, as the rightful authors of a scientific paper, of the persons who actually participated in drafting such paper;
- b) indication of the source from which an idea, a phrase, a result of a previous research was taken, regardless of whether they were published or not. This rule also applies to elements taken from papers of any kind by students or doctoral students and subsequently used by a professor in his/her own research;
- c) explicit recognition of the contribution of any person who has actually participated in a research activity. Where the contribution consisted only of a supervisory or advisory activity, a formal recognition of the contribution is not required. In these cases, however, it is recommended to include a formal acknowledgment;
- d) rigorous observance of the destination of the funds assigned to a specific research project. The sources of funding that represented the basis of a scientific research shall always be mentioned in the publications where the research results were inserted / quoted;
- e) compliance with the special standards of ethics regarding the research carried out on human subjects or via experiments carried out on lab animals and any other elements related to the research ethics;
- f) the correct, objective evaluation of the professor's performances, without any biases or favouritism, within the doctoral exams, the sessions intended to upgrade the professional



training, the position-filling contests, within the regular evaluations, interviews and career promotion exams.

Article 27

(1) The scientific research activity shall be carried out provided that respect is shown towards human being and human dignity, as well as for the pain of animals, which must be prevented or reduced to a minimum.

(2) Integrity in the research-development activity assumes the protection and restoration of the natural environment and of the ecological balance, guaranteeing their protection against any potential aggressions caused by science and technology.

(3) The following constitute violations of the principle of integrity in the research-development activity:

a) hiding or removing unwanted results;

a) fabrication of results;

b) replacing the results with fictitious data;

c) deliberately distorted interpretation of results and distortion of conclusions;

d) plagiarism of the results or publications signed by other authors;

e) deliberately distorted presentation of the results of other researchers;

f) incorrect attribution of the authorship of an intellectual work;

g) introduction of fake information in the applications for grants or financing;

h) non-disclosure of conflicts of interest;

i) embezzlement of research funds;

j) non-registration and / or failure to save the results, as well as erroneous registration and / or saving of results;

k) failure to inform the research team, prior to the start of the project, regarding: salary rights, responsibilities, co-authorship, rights on research results, funding sources and associations;

l) lack of objectivity in evaluations and non-compliance with the conditions of confidentiality;



m) publication or repeated financing of the same results as elements of scientific novelty.

The teaching staff and researchers employed with UMFVBT hold duties and responsibilities according to the applicable laws in the field in conducting research activities on human subjects, in using animals for experiments and in protecting the environment.

Article 28.

As for the administrative and managerial activity, integrity involves:

- a) strict and accurate compliance with all procedures for conducting the examination, contests or other forms of verification provided for the selection and promotion of the teaching staff;
- b) strict and accurate compliance with all procedures for choosing or appointing the management structures of the university;
- c) proper implementation of the selection and promotion procedures regarding the administrative staff;
- d) entering into legal documents (contracts, commitments, partnerships or any other forms of collaboration) or operations in the interest of the university, excluding any conflict of interest.

Article 29

The following acts and actions represent clear violations of the principle of integrity while carrying out the management and administrative-managerial activity:

- a) fraud, by any means and with intent, of the procedures for selection and promotion of the teaching staff;
- b) fraud, by any means and with intent, of the procedures for electing or appointing the management structures of the university;
- c) fraud, in any way and with intent, of the procedures for selection and promotion of the administrative staff;
- d) the participation of a member of the university management and administration in commercial negotiations with companies or organizations where he/she has a personal direct or indirect interest;



- e) the conclusion, by the managerial members and / or the administration members, of contracts, commitments, partnerships or any other forms of external collaboration agreements, where a member of the university has a personal direct or indirect interest;
- f) any collaboration and external commitment of any member of the teaching and administrative body of the university that prevents the fulfillment, in proper conditions, the tasks outlined in the position lists and by the relevant job descriptions, etc., if it is proved that this has caused actual damage to the university;
- g) there shall be considered decisions or actions adopted or done in conditions of conflict of interests the acts and actions of the deliberative structures where at least one of the members is in conflict of interests and nevertheless, he/she failed to refrain from expressing his/her vote;
- h) in case a person is in a conflict of interests, he / she is bound to inform, via a formal written note, immediately, the deliberative structure or the person holding a hierarchically superior executive position;
- i) the persons who have been notified by the commission regarding the existence of a conflict of interests are bound that, within no more than three days as of the date of receipt of such information, to take the necessary measures for the termination of that particular conflict;
- j) if within no less than six months, a person is forced to refrain, at least three times, from making a the decision or from entering into a document due to the imminence of a conflict of interests, the Ethics and Professional Deontology Committee shall proceed, upon the request of the UMFVBT Rector, to check the existence of an incompatibility and other prohibitions provided for by the law.

Article 30

(1) Where a member of the university community finds him/herself to be incompatible or to be in a conflict of interests:

- a) he/she is bound to immediately inform, via a written formal note, the deliberative structure or the person holding a hierarchically superior executive position;
- b) within no more than thirty days as of the occurrence of the event of incompatibility and / or conflict of interests, the necessary measures shall be taken to end that particular conflict.



(2) If within a six month-term a person is forced to refrain, at least three times, from making / adopting a decision or from entering into a relevant document due to the imminence of occurrence of a conflict of interests, the Ethics and Professional Deontology Committee of UMFVBT shall proceed, following a self-referral procedure or upon the request of the UMFVBT Rector, to check the existence of incompatibility and of other interdictions provided for by the applicable law.

2.10. Respect and tolerance

Article 31.

(1) "Victor Babeș" University of Medicine and Pharmacy of Timișoara assists, supports and promotes the existence of an academic community of high moral, professional and ethical standing where the dignity of each and every human being is strictly respected, guaranteeing the manifestation of its members in an environment free of any manifestation and form of harassment, exploitation, humiliation, contempt, threat or intimidation.

(2) "Victor Babeș" University of Medicine and Pharmacy of Timișoara adheres to the observance of the principle of tolerance towards the differences between people, opinions, beliefs and intellectual preferences. Non-collegial manifestations, disrespect, misogynistic, racist, xenophobic and sexual harassment are not tolerated. The rights of each member of the academic community must and shall always be exercised in good faith and with respect for the rights of all other members.

(3) Respect for others is demonstrated by the rational and reasonable approach to personal and professional disputes, giving up unacceptable formulas of attacks on persons. Respect and tolerance must be manifested both horizontally - between people with the same status, and vertically, in hierarchical relationships or from teaching staff members to students. Lack of respect and tolerance in vertical hierarchical relationships may lead to abuse of power, harassment, insult and inequity.

(4) The misinformation, slandering, public denigration of persons and of his/her own institution and of other university institutions shall be punished according to the laws in force and / or as a moral violation, as the case may be, depending on the severity of such deviation(s).



2.11. Peers

Article 32

The activity in the academic community implies an active collaboration of its members, in a spirit of collegiality

and mutual respect, in order to create and maintain an environment that foster properly balanced and equitable relationships between all members of the academic community.

Article 33

Collegiality involves:

a) respect due to each and every member of the academic community, and the violation of this duty by a person does not confer in any case the right of the injured party to adopt a similar conduct;

b) the duty to provide assistance between the members of the academic community, materialized by collegial complementing, granting support in terms of the teaching and administrative activities, working together, in good faith within the projects that involve the participation of several persons;

c) mutual observance of the linguistic, religious, social differences between the members of the academic community;

d) understanding, respect and support for people with special needs;

e) the obligation to keep the confidentiality regarding the data and information given, in a private manner, by a member of the academic community to another member as well as the data regarding the academic status of a student. The obligation of confidentiality operates under the law on the protection of personal data.

Article 34.

The following actions represent violations of the principle of collegiality:

a) discrimination or unequal treatment of persons, based explicitly or implicitly on extra-professional criteria such as race, ethnicity, religion, political beliefs, etc .;



- b) harassment in its general sense, degrading, intimidating or humiliating behavior that pursues or leads to serious impairment of a person's ability to carry out his/her professional and academic activities naturally or to exercise his/her rights, regardless of the forms in which such actions are carried out, i.e. sexual harassment; harassment caused by rivalry for power; harassment of any kind, exercised by persons with higher hierarchical ranks over others on lower levels of the academic hierarchy, abuse of power;
- c) insulting behavior, manifested by insulting, humiliating, intimidating expressions, etc. it is unacceptable and contrary to the ethics of the academic community, regardless of the hierarchical positions of those involved, and which may degenerate into abuse of power, when exercised over the lower hierarchy;
- d) unfairly discrediting a colleague, the ideas, hypotheses or research results of a colleague;
- e) uttering, in front of the students, of certain non-academic comments regarding the professional training, the moral attitude or the private life of a colleague;
- f) advising students not to attend a course of a colleague, out of antipathy towards him/her;
- g) repeated submission of complaints or notifications clearly unfounded in relation to a colleague;
- h) the use and disclosure in the didactic or research activity of the information confidentially given by another colleague (personal data, personal experiences, etc.);
- i) promoting or tolerating certain behaviors described in this item by the managerial board of faculties, departments, academic disciplines or administrative departments.

II.12. Benevolence and care

Article 35.

(1) "Victor Babeș" University of Medicine and Pharmacy of Timișoara considers and sees desirable both the benevolence to and the care for others. Therefore, it encourages the moral and / or material recognition of its members for the results of academic work, appreciation and gratitude for those who deserve it, compassion, support for those in need, kindness, politeness, altruism, understanding, solidarity, promptness and optimism towards all members of the academic community. At the same time, it discourages and considers undesirable behaviors that denote envy, cynicism, vanity, lack of kindness, disinterest.



(2) Benevolence and care must not undermine the impartiality of the evaluation nor be invoked as pretexts for obtaining favours or advantages.

(3) The systematic indifference towards the requests of students and the teaching staff, as well as the indifference that considerably affects the proper implementation of the education or research process are sanctionable, at the moral and / or legal level, as the case may be.

2.13. Loyalty

Article 36

Loyalty to UMFVBT implies the duty of each and every member of the academic community to act in and for the interest of the university, to support its objectives, strategies and policies, in order to achieve its mission and increase its competitiveness.

Article 37

The following acts and actions constitute violations of the duty of loyalty:

- a) committing acts or deeds that cause material and moral damages to the university;
- b) diversion of students from UMFVBT to another competing university;
- c) the case when an academic community member engages, outside the university, in activities that significantly affect the time that should be naturally dedicated to teaching and research activities;
- d) the steps to settle, via mass-media, any conflicts and personal dissatisfactions, before trying to find a solution within the university;
- e) violation of the duty of loyalty entails: verbal warning, written warning and other sanctions provided by law.

3. PROCEDURAL RULES

Article 38.

(1) The supervision of implementing the provisions of this Code and the penalties applied for the violation thereof fall exclusively with the Ethics Committee of UMFVBT.

(2) The Ethics Committee of UMFVBT has the following main duties:



- a) analyzes and sanctions each and every deviation from the university ethics and deontology, based on the notifications or after its self-referral, according to the clauses and principles of this Code. In case of the notifications regarding the perpetration of possible offences and minor offences, the committee suspends the procedure until a final court decision is delivered;
- b) prepares an annual report on the status of observing the university ethics and deontology, which is submitted to the Rector of UMFVBT and to the university Senate, representing thus a public document;
- c) puts forth the modification or amendment of this Code, by filing proposals, which are sent to the UMFVBT Senate;
- d) fulfills the duties provided for by the Romanian Law no. 206/2004, the consolidated form, as well as any other legal provisions in force.

Article 39

(1) The breach of the university ethics and deontology and the deviation from the good conduct in the scientific research by the teaching and research staff, by the students / master;s degree students / doctoral students and by the auxiliary teaching and research staff, is and shall be punished according to the Labor Code and this Code, as well as in compliance with any other incidental legal provisions, as the case may be.

(2) The sanctions that may be applied to the teaching and research staff and to the auxiliary teaching and research staff by the university ethics committee for having breached the university ethics or for deviations from good conduct in scientific research are outlined below:

- a) written warnings;
- b) reduction of the basic salary, cumulated, when applicable, to the executive, guidance and control allowance(s), according to the law;
- c) suspension, for a limited period of time, of the right to enrol for contests for a higher teaching position or an executive, guidance and control position, as a member of doctoral, master's or bachelor's degree boards;
- d) dismissal from any leading position in education;
- e) disciplinary termination of the employment agreement.



(3) In case the law sets forth a special procedure to analyze and punish the breach of university ethics and deontology code and any deviations from good conduct in scientific research, the Ethics Committee shall fulfill the duties determined and outlined by the special law.

(4) The sanctions that may be applied by the Ethics Committee of UMFVBT, to students, master's degree students and doctoral students for having breached the university ethics are the following:

- a) written warning;
- b) reduction or withdrawal of scholarships;
- c) loss of place in UMFVBT dormitories;
- d) expulsion, without affecting the right of re-enrolment at UMFVBT;
- e) expulsion without the right of re-enrolment at UMFVBT.

(5) The sanctions determined by the University Ethics and Deontology Committee shall be implemented by the Rector of UMFVBT or by the dean of the faculty, as the case may be, within 30 days as of the date the sanctions have been determined.

5. GENERAL PROVISIONS

Article 40

(1) The responsibility regarding the compliance with the provisions set forth by this Code rests with each and every member of the university community.

(2) The status of member of the university community imposes the duty to undertake full responsibility for the failure to fulfil or for the improper satisfaction of the obligations incumbent on him/her, according to the law and this Code.

(3) The members of the UMFVBT Ethics Committee are not responsible for the vote that has been cast in good faith, based on adequate information, during the deliberations.

Art. 41. This Code may be amended, supplemented and republished based on the approval of the UMFVBT Senate.

Art. 42. This Code of Professional Ethics and Deontology was approved by the Senate meeting held on 09/16/2020



UNIVERSITATEA
DE MEDICINĂ ȘI FARMACIE
VICTOR BABEȘ | TIMIȘOARA

Rector,

Prof. Dr. Octavian Marius CRETU, Ph.D.

The undersigned Popescu-Rotaru Loredana-Maria, certified translator by The Ministry of Justice, with license no. 8401 / 2003, do certify the accuracy of this translation, from ROMANIAN into ENGLISH.


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