

Page: 1 of 65

Reference documents:

Education Act No. 1/2011, with subsequent amendments and additions
Government Decision No. 735/2018, related to the amendments and additions of the Government Decision no. 26/2017 regarding the organisation and functioning of the Ministry of National Education, Appendix 3

THE CHARTER OF THE GEORGE EMIL PALADE UNIVERSITY OF MEDICINE, PHARMACY, SCIENCE AND TECHNOLOGY OF TÂRGU-MUREŞ

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CONTENTS

CHAPTER I	
GENERAL PROVISIONS	page 4
CHAPTER II	
UNIVERSITY MISSION AND GOALS	page 6
CHAPTER III	
UNIVERSITY AUTONOMY	page 7
CHAPTER IV	
RIGHTS AND DUTIES OF THE MEMBERS OF THE ACADEMIC COMMUNITY	page 9
CHAPTER V	
ORGANISATIONAL AND OPERATIONAL STRUCTURE OF THE UNIVERSITY	page 14
CHAPTER VI	
THE MANAGEMENT STRUCTURES OF THE UNIVERSITY	page 17
CHAPTER VII	
SPECIALTY COMMITTEES OF THE UNIVERSITY SENATE	page 29
CHAPTER VIII	
MANAGEMENT POSITIONS	page 29
CHAPTER IX	
ELECTION OF THE MANAGEMENT STRUCTURES	page 35
CHAPTER X	
SCIENTIFIC RESEARCH	page 40
CHAPTER XI	
MATERIAL RESOURCES AND FUNDING	page 42
CHAPTER XII	
RELATIONS WITH TRADE UNIONS AND STUDENT ORGANISATIONS	page 46
CHAPTER XIII	
INTERNATIONAL RELATIONS	page 48
CHAPTER XIV	
QUALITY ASSURANCE	page 50
CHAPTER XV	
THE CODE OF ETHICS AND PROFESSIONAL CONDUCT	page 50



Page: 3 of 65

CHAPTER XVI

ADOPTION, SUPERVISION AND AMENDMENT OF THE UNIVERSITY CHARTER page 63

CHAPTER XVII

FINAL AND TRANSITIONAL PROVISIONS page 64



Page: 4 of 65

Chapter I. GENERAL PROVISIONS

Article 1

- (1) The George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu-Mureş (UMFST G.E.Palade Tg. Mureş) is a multicultural institution of higher education and research, providing higher education in Romanian, English, and Hungarian, as well as in other international languages (German, French, etc). UMFST G.E.Palade Tg. Mureş, integrated in the national system of higher education, ensures graduate and postgraduate education, scientific research, and national and international cooperation.
- (2) The multicultural character of the George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu-Mureş is manifested by:
 - a. the right of each faculty member and of each student, regardless of their nationality, to express their own cultural and linguistic identity and to promote interactions between them, in terms of mutual respect and tolerance;
 - b. the right of each faculty member to belong to one of the study programmes organised in the University in Romanian or Hungarian, according to their own option.
 - c. the right of each student admitted to the University to get enrolled and to attend courses at one of the authorised or accredited study programmes organised in the University, in Romanian, Hungarian, English, or other international languages, according to the option declared on admission;
 - d. ensuring proportional representativeness of the Romanian and Hungarian teaching staff and students in all the management structures of the University and of the Faculties, as well as at the level of executive positions, as specified in the Education Act No. 1/2011;
- (3) The George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu-Mureş operates as an institution of public interest with legal personality.
- (4) The identity of the University is defined by:
 - a. The George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu-Mureş (in Romanian: Universitatea de Medicină, Farmacie, Ştiinţe şi Tehnologie "George Emil Palade" din Târgu-Mureş, abbreviated: UMFST G.E.Palade Tg. Mureş; in Hungarian: "George Emil Palade" Marosvásárhelyi Orvosi, Gyógyszerészeti, Tudomány és Technológiai Egyetem.
 - b. address: 38 Gheorghe Marinescu street, Târgu-Mureş, Mureş County, Romania
 - c. website: www.umfst.ro
 - d. emblem, seal, flag, hymn, formal attire, as well as the emblems of each faculty adopted by the University Senate
 - e. The University Days celebrated every year, in the first half of December.

Article 2

(1) The University operates according to the Constitution of Romania, the Education Act No. 1/2011, to the issued normative acts concerning the system organisation and the educational process in our country, as well as to its own regulations, adopted according to its status as autonomous university The George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu-Mureş is the result of the process of fusion through absorption between the University of Medicine and Pharmacy of Târgu-Mureş,

Page: 5 of 65

as absorbing institution, and the "Petru Maior" University of Târgu-Mureş, as absorbed institution, in conformity with the Government Decision No. 735/2018. In its new structure, UMFST G.E. Palade Tg. Mureş will preserve its multicultural status, as defined in the Education Act No. 1/2011.

- (2) The University promotes an education system based on compliance with national and international standards, and is authorised to grant titles of graduate, Bachelor, Master, PhD, doctor honoris causa, honorary professor, visiting professor, associate professor, honorary member of the Senate.
- (3) The graduates of its study programmes differ according to the level of academic qualification: Bachelor, Master, PhD, and according to the knowledge specialty, respectively, in accordance with the academic division of knowledge and professional division of labour. The University can organise study programmes of other levels as well, under the terms established by the law.

Article 3

- (1) The George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu-Mureş is apolitical.
- (2) The University is governed and exercises academic freedoms without any ideological, political, or religious interference, adopting non-discriminatory principles, and rejecting undemocratic, xenophobic, chauvinistic, or racial ideas, trends and attitudes. As an institution of higher education, UMFST G.E. Palade Tg. Mureş guarantees equal rights of access to education to all Romanian and foreign citizens who recognize and observe the laws of the country and the University Charter.
- (3) The following are forbidden in the university:
 - a. the setting up and operation of political parties and other political organizations, as well as carrying out political or propaganda activities;
 - b. religious proselytism;
 - c. activities that violate the general rules of morality, jeopardizing the physical or mental health of the members of the academic community, non-teaching or administrative staff.
- (3) Discrimination based on age, sex, ethnicity, social origin, political or religious orientation, sexual orientation, or any other kind of discrimination is not allowed in the University.

Article 4

- (1) The academic community consists of students, teaching and research staff, as well as non-teaching teaching and auxiliary research staff.
- (2) Romanian and foreign personalities with honorary titles conferred by the University, following the decision of the University Senate, are considered to belong to the academic community.
- (3) Only tenured teaching and research staff are members with full rights and have voting rights (to elect and to be elected), according to Education Act No. 1/2011, as well as the students enrolled at the University.
- (4) The members of the academic community are under the obligation to comply with the provisions of the present Charter.

Article 5

(1) The University space consists of all the buildings and land lots belonging to the UMFST G.E. Palade Tg. Mureş, as well as all the buildings, halls, land lots and facilities used by the University, regardless of the legal title under which it is entitled to use them, as well as the newly-acquired or newly-built premises. In the educational process, UMFST G.E. Palade Tg. Mureş can use premises and related equipment which belong to the Ministry of Health, the Ministry of National Education and Research, to other central public



Page: 6 of 65

authorities or the Local Public Administration, as well as private premises, according to agreements or contracts concluded for this purpose.

- (2) The Administrative Board can regulate limited access to the university space during student holidays, on public holidays, or for the duration of certain activities which have controlled access.
- (3) The University space of UMFST G.E. Palade Tg. Mureş is inviolable. Access to the university space is allowed only with an identity card or a permanent or temporary badge. In cases of force majeure and of flagrante delicto, public order officers can intervene in the university space, according to the law.

Article 6. UMFST G.E. Palade Tg. Mureş is a public university, under the supervision of the Ministry of National Education and Research (MEC), the central public authority in the field of education. The University functions as an institution financed from own revenues and funds allocated from the state budget and off-budget revenues from other sources, in conformity with the terms established by the law.

Article 7. UMFST G.E. Palade Tg. Mureş has joined "The Magna Charta of European Universities-Bologna - 1998" and cooperates with universities in the country and abroad.

CHAPTER II. UNIVERSITY MISSION AND GOALS

Article 8

The Mission of the George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu-Mureş consists in generating and transferring knowledge to society by:

- forming professional/transversal competences and perfecting highly-qualified human resources for a modern society, capable of meeting, through professional involvement, the competence demands of the socio-economic environment;
- (2) enriching and disseminating scientific, cultural, social and ethical values;
- (3) contributing to the progress of fundamental and applied sciences, through rigorous scientific research conducted under the imperative of truth values, and materialised in fundamental, applied, and specialised research outcomes;
- (4) promoting critical thinking among professional and in the society;
- (5) promoting and developing national and international values in the scientific, cultural and educational fields, through academic cooperation;
- (6) transferring knowledge and good practice towards and for the benefit of the society, through advisory and consultancy services, in order to support regional development, in the spirit of the generous principles of sustainable development;
- (7) ensuring adequate environment for the personal development of the members of the academic community;
- (8) strengthening the spirit of academic community;
- (9) developing social awareness and reinforcing the principles of human liberty and the principles of democracy.

Article 9

The George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu-Mureş fulfils its mission by achieving the following **objectives**:

(1) training highly qualified specialists in the fields of the university, at international standards;



Page: 7 of 65

(2) postgraduate training of specialists in the field, at all levels, through specific programmes (residency, specialisation courses and internships, continuous improvement training and complementary studies, means of sustained training etc.);

- (3) promoting fundamental and applied scientific research
- (4) developing specific links between the UMFST G.E. Palade Tg. Mureş and the national health system, socio-cultural, educational, industrial, and business organisations and communities, at national and international levels:
- (5) promoting a climate of trust and liberty within the academic community, ruled by the fundamental principles of objectivity and mutual respect;
- (6) developing cooperation with other national and international academic and research institutions;
- (7) making institutional arrangements in order to ensure the predictability of the academic and professional career of the members of the academic community;
- (8) adjusting the educational offer to social demands, following the principle of competitiveness and in conformity with the National Qualification Framework, for the purpose of personal development and employability of the individual;
- (9) ensuring performance within the educational and scientific research processes, in conformity with national and European standards;
- (10) improving the efficiency of the quality assurance system and, within it, improving evaluation and selfevaluation of teaching, administrative and scientific activities;
- (11) ensuring adequate material resources for all these activities, and appropriate working conditions for all members of the academic community.

CHAPTER III. UNIVERSITY AUTONOMY

Article 10

- (1) University autonomy is understood as a way of self-management of universities, under the Constitution and the Education Act No. 1/2011. It shall be exercised solely if public responsibility is assumed and it shall be correlated with the principle of personal and collective responsibility for the quality of all the activities carried out by the University.
- (2) University autonomy entitles the academic community to establish its own mission, institutional strategy, structure, activities, organization and functioning, the management of human and material resources, with strict observance of the laws in force.
- (3) The fundamental aspects of university autonomy are expressed in the University Charter, approved by the University Senate, in full compliance with the legislation in force.
- (4) University autonomy applies in the following areas:
 - a. functional autonomy;
 - b. teaching and scientific autonomy;
 - c. financial and administrative autonomy;
 - d. jurisdictional autonomy.

Article 11

Within the **operating** process of the University, the university autonomy is manifested by:



Page: 8 of 65

 establishing the internal structure of the University according to the laws in force, in conformity with the national standards of accreditation and assessment of the quality of academic activity and under its own strategy for institutional development;

- (2) the right to choose its management structures, in conformity with the law;
- (3) the right to draw up its own regulations, in compliance with the laws in force;
- (4) the right to select its teaching staff, researchers, technical and administrative staff and students, according to the law and to its own provisions;
- (5) the right to establish, develop, and assess its own structures;
- (6) the right to compile the organisation structure and position chart for the teaching and research staff, auxiliary teaching and non-teaching staff, in accordance with the decision of the University Senate, depending on the budget of the institution, the specific nature of the faculties, study programmes, departments or doctoral schools;
- (7) the right to initiate and conduct, with the approval of the Senate, any other activity, in accordance with the legal provisions and international agreements;
- (8) the right to initiate and develop cooperation and international exchange programmes.

Article 12

University autonomy in teaching and scientific research is manifested by:

- (1) the right to set up its own standards of teaching and research at all levels, in accordance with the law;
- (2) the right to organise activities of continuous education and training (residency, specialisation courses and internships, continuous improvement training and complementary studies);
- (3) the right to organise its educational process, by educational plans and syllabuses;
- (4) the right to set standards for evaluating the teaching level of disciplines, in accordance with highperformance scientific experiences;
- (5) the right to participate in scientific and didactic international programmes organised by the European Union or other structures;
- (6) the right to initiate and conduct scientific research programmes;
- (7) the right to take part in competitions, with a view to obtaining research grants;
- (8) the right to attract private funds for scientific research and education;
- (9) the right to use, according to its needs, the financial resources resulting from the research under contract, in compliance with the legislation in force;
- (10) the right to have didactic and scientific publications and its own publishing houses;
- (11) the right to organise, within itself, specific research structures;
- (12) the right to participate in the activities of national and international scientific organizations;
- (13) the right to assess, on the basis of its own criteria, the scientific research activities, in conformity with legal provisions.

Article 13

University autonomy in the **administrative and financial fields**, in establishing the financial and material requirements, additional sources of revenue, the use and management of funds, according to the law and personal liability, is manifested, in accordance with the law, by:

- (1) the right to use, according to its needs, priorities and own decisions, the budget and financial resources at its disposal;
- (2) the right to obtain revenues through scientific research, as well as through and other activities;



Page: 9 of 65

- (3) the right to set fees;
- (4) the right to direct investments and endowments;
- (5) the right to receive donations and sponsorships for teaching and scientific activities or for University events;
- (6) the right to award scholarships and to make payments;
- (7) the right to administer the university space and all the assets according to its own needs;
- (8) the right to organise productive and service units which bring financial profits or profits of other nature, in accordance with this Charter.

Article 14. University autonomy in **jurisdictional matters** is manifested by the right of UMFST G.E. Palade Tg. Mureş to decide, through its management structures, within the limits of its competence, the best way of enforcing the present Charter and its own regulations, in conformity with the law. The prerogatives derived from autonomy in jurisdictional matters cannot be delegated to structures outside the University.

Article. 15. The University has the right to issue rules and make decisions regarding the regulation of the academic community life, in the fields specified in the National Education Act No. 1/2011 and in the present Charter.

CHAPTER IV. RIGHTS AND DUTIES OF THE MEMBERS OF THE ACADEMIC COMMUNITY

Article 16

The teaching and research staff, the auxiliary teaching and non-teaching staff of the University have the following **rights**:

- (1) to develop and improve professionally;
- (2) to freely choose research topics in their field of competence, in accordance with academic freedom, and in compliance with the ethical, deontological and legal rules;
- (3) the right to freely share their research results, both within and outside the university, in compliance with the contractual clauses on intellectual property rights, as specified in agreements / contracts for research, and with the declaration of affiliation to UMFST G.E. Palade Tg. Mureş;
- (4) to discuss the results of their scientific research in the field of their competence and to propose standards for knowledge validation;
- (5) to climb the hierarchy in accordance with the legal provisions, and with the minimum national standards and the standards established by the University Senate;
- (6) to propose ideas for the modernization of the education process;
- (7) both teaching staff and students have the right to be active partners in the teaching, scientific and decision-making process;
- (8) to participate in governing the university structures; to elect and be elected to executive functions without any discrimination, unless the law provides specific criteria for eligibility;
- (9) to challenge any decision hierarchically or at the courts any decision they consider to be illegal or inconsistent with the this Charter or with the University regulations;
- (10) to use the material basis and resources of the University in order to carry out professional duties;
- (11) to express any opinion in their field of competence, according to their own conscience and the provisions of the Code of Ethics and Professional Conduct of UMFST G.E. Palade Tg. Mures;



Page: 10 of 65

(12) to benefit, in accordance with the law, from salary increases and other benefits for additional activities carried out:

- (13) to set up professional or cultural, national or international associations or foundations, or to be part of such organizations, in accordance with the law;
- (14) to join unions or student organizations in order to protect the rights provided by the law, without this activity being subject to any discrimination or repression;
- (15) to benefit from paid annual leave, in accordance with the legal provisions, in the interest of education and of the person concerned.

Article 17

The teaching and research staff, the auxiliary teaching and non-teaching staff of the University have the following **obligations**:

- to meet fully and optimally their professional obligations formulated in the teaching position charts and job description;
- (2) to comply with the Charter of the University and the University's own regulations established pursuant to it;
- (3) to fulfil their professional tasks received from people holding a higher hierarchical position;
- (4) to comply, in any situation, with the university ethics standards and to mention affiliation to UMFST G.E. Palade Tg. Mureş in any scientific or professional achievement in which their academic title was mentioned or which was made within / by means of and with the consent of UMFST G.E. Palade Tg. Mureş;
- (5) to participate in general meetings of the Department, Faculty or University, this being considered a professional duty.

Article 18. Failure to comply with and fulfil the obligations incumbent upon the teaching and research staff, the auxiliary teaching and non-teaching staff, as formulated in the individual contract and in the job description, as well as failure to comply with the professional ethics regulations, which harms the interest of education and the prestige of the institution, or with those established in this Charter, shall be investigated and sanctioned according to the laws in force.

Article 19. The teaching staff cannot be disturbed during their teaching activities by any university or public authority, except in emergencies. The process of teaching evaluation is not considered disturbance.

Article 20. Protection of the academic community in the university space shall be ensured according to this Charter. All members of the academic community enjoy freedom of thought, conscience, expression, association and movement and are entitled to exercise their duties without any discrimination.

Article 21. No audio and / or video recording of teaching activities is allowed without the consent of the teacher and it must not involve any infringement of intellectual property rights.

Article 22.

- (1) The following activities of the University are activities which involve the entire local academic community:
 - a. The annual opening ceremony;
 - b. The graduation ceremony;
 - c. The University Days.
- (2) These activities shall be carried out in a uniform manner, under the coordination of the University management.

Page: 11 of 65

Article 23

- (1) The process of occupying teaching positions and its prerequisites are established by Education Act No. 1/2011 and related regulations. The teaching staff shall carry out their work in accordance with the teaching load formulated in the teaching position charts, consisting in teaching activities, internships, practical activities and seminars, supervision of BA or MA theses, PhD theses, and scientific research papers. In addition to teaching and research activities, the teaching staff have the following obligations: office hour meetings with students, preparation of teaching materials required in the training process, participation in graduation and MA dissertation, PhD examination commissions, in conducting entrance examinations, residency examinations, and examinations of applicants to available teaching positions, as well as in other committees or working groups of the University.
- (2) The teaching staff of the University is entitled to have their teaching position preserved during the period in which they perform public functions or other functions, in accordance with the law. For the entire duration of their mandate or appointment, the teaching staff can cumulate these functions with the teaching and research activity, but without breaching the principles and rules on incompatibilities.
- (3) The tenured teaching staff that, on their own initiative, requires to specialise or to participate in scientific research in the country or abroad, is entitled, with the agreement of the University management, to unpaid leave of up to 3 years within a period of 7 years, if they show evidence for that activity.
- (4) The tenured teaching staff is entitled to paid leave for one academic year, once every 10 years, with the approval of the University management. Tenured professors and associate professors, or grant managers who have conducted national or international research grants for 6 consecutive years and have worked in the same university can benefit from a sabbatical year. During the sabbatical year, they are entitled to a salary up to a basic salary, with the approval of the University Senate, and retain their tenure, but are exempt from carrying out the activities formulated in their job description.
- (5) The children of the teaching staff are exempted from the payment of registration fees for entrance examinations.
- (6) The teaching staff, research staff, auxiliary teaching and non-teaching staff, sent by the University to training activities or scientific conferences, enjoy the rights provided by the law for professional travelling, as well as receiving the payment of the participation fee, within the limits of the budget funds allocated to these activities and from other sources, including contracts of scientific research or sponsorships.
- (7) The members of the academic community, with the approval of the Administrative Board, are entitled, in whole or in part, to reimbursement of sums spent on the participation in scientific events.
- (8) At the end of an official trip abroad, for professional purposes, for a period of up to 3 months, teachers shall submit practical application proposals of the results of the action for which they have received the approval of travel.
- (9) The teaching staff in higher education is entitled to a prize for meritorious work, awarded by competition, in accordance with the law.

Article 24

The teaching and research staff shall retire on reaching the age of 65 years, under the following conditions:

- (1) Retired teaching and research staff keep their teaching and research title acquired before retirement;
- (2) after retirement, teaching and research staff may continue their activities under a fixed term contract for a period of 1 year, with the Senate approval, with the possibility of annual renewal, no age limit. The

Page: 12 of 65

professional performance criteria (in accordance with Education Act No 1/2011) underlying the approval of extending the working period after the age of retirement shall be set by the University Senate;

- (3) If the University cannot cover the workloads with tenured staff, the Senate may decide to maintain the status of tenured teaching and/or research staff for a teacher reaching the age of retirement, on the basis of annual assessment of academic performance, in accordance with its own methodology and with Education Act No 1/2011. On request, tenured and associate members of the Romanian Academy and of the Academy of Medical Sciences may preserve their tenure status;
- (4) the retired teaching staff can be reinstated in their position, with the same rights and obligations as those prior to retirement, annually, with the approval of the University Senate, in accordance with its own methodology, on condition that the pension is suspended during reinstatement;
- (5) The teaching and research staff who have reached the retirement age may receive, by decision of the Senate, the title of Emeritus Professor for professional excellence. Professional performance criteria, on which the granting of the title of Professor Emeritus is based, shall be established by the University Senate.

Article 25

During their studies, regulated by the legislation in force, students have the following **rights**:

- (1) to have equal and free access to the conditions and material resources provided by the University;
- (2) to use the lecture halls and seminar rooms, the laboratories, reading rooms, library, sports facilities, clubs and any other means made available by the institution, for a thorough professional training, for scientific, cultural and sporting activities;
- (3) to receive scholarships and other forms of material support, in accordance with the law and with UMFST G.E. Palade Tg. Mureş regulations;
- (4) to participate in scientific activities;
- (5) to benefit from domestic and international mobility;
- (6) to be part of students organizations;
- (7) to elect and to be elected student representatives in the management structures of the Faculty and University; they are legitimate representatives of student interests at the level of the academic community;
- (8) to set up clubs, workshops, literary circles, art groups and sports teams, organizations and publications, in conformity with the law;
- (9) to check, through their representatives, the allocation of places in student hostels and canteens;
- (10) to file petitions on matters of student life; to request and receive answers to any request concerning aspects of academic life;
- (11) to initiate and propose measures for improving various relevant aspects of academic life;
- (12) to receive a fair and equitable assessment;
- (13) to express their opinions on the quality of the educational process and the teaching staff. The students' opinions, expressed individually or by their representatives (authorised through a democratic process), or by opinion polls conducted with validated methodologies, are a way of self-monitoring, assessment and improvement of the academic activity;
- (14) to benefit from subsidized places in student camps;
- (15) to be accommodated in student hostels, students with complete passes and those on places funded out of the state budget shall have priority;
- (16) to benefit from free health care, in conformity with the law;



Page: 13 of 65

(17) students taking part in volunteering activities are entitled to receive a number of transferable study credits under the regulation approved for this purpose by the University Senate or to have other benefits;

- (18) to be informed about the syllabus, the subject outline, the evaluation methods, the academic year calendar, and the reference literature:
- (19) the students with physical disabilities are entitled to have access facilities adapted to their needs in the entire University, as well as adequate conditions for carrying out academic, social and cultural activities within the University.

Article 26

The students have the following duties:

- (1) to participate in the teaching activity, in accordance with the law and the institutional regulations;
- (2) to meet the requirements of the educational plans and of the academic study programmes;
- (3) to comply with academic discipline, to show respect for the academic community, to have a civilized behaviour in their interactions with colleagues, the teaching staff and the technical and administrative staff;
- (4) to use with care the material assets made available in laboratories, libraries, student hostels, canteens or those entrusted to them by authorised persons and to keep the integrity and cleanliness in the university spaces;
- (5) to pay on time their tuition fees and other financial obligations incumbent on them in accordance with the study contract signed with the University;
- (6) to comply with the University Charter and with all the Regulations of the University.

Article 27

- (1) The teaching and research staff, the auxiliary teaching and non-teaching staff, as well as the management, guidance and control staff in the higher education system, shall be liable to disciplinary action for breach of the duties incumbent on them according to their individual employment contract and job description, as well as for infringement of the rules of conduct, which harms the interest of education and the prestige of the institution. The rules of conduct are those established in the Charter of the University, and they do not jeopardise the right to opinion, freedom of expression and to academic freedom.
- (2) Disciplinary sanctions which may be applied to the teaching and research staff are as follows:
 - a. a written warning;
 - b. reducing the basic salary, cumulated where appropriate with the indemnity of governing, guidance and control:
 - the suspension, for a specified period of time, of the right to apply for a higher teaching position, or a function of management, guidance and control position, as a member in BA, MA or PhD board of examiners;
 - d. dismissal from the executive function in education;
 - e. disciplinary termination of the individual employment contract.

Article 28

(1) The proposal for disciplinary sanctions shall be made by the director/head of department or of the unit of research, design, micro-production, by the Dean or the Rector or by at least two thirds of the total number of the members of the Department, Faculty Council, or University Senate, as the case may be. They act after receiving a notification or after directly noticing a stance of misconduct.

Page: 14 of 65

(2) Disciplinary sanctions referred to in Article 27, paragraph (2), points (a) and (b) shall be established by the Faculty Councils. Disciplinary sanctions referred to in Article 27, paragraph (2), point (c) shall be established by the University Senate.

- (3) Implementation of disciplinary sanctions shall be made by decision of the Rector.
- (4) The sanctions shall be communicated in writing to the teaching and research staff, as well as to the auxiliary teaching and research staff subordinated, by the Human Resources Department of the institution.

Article 29

- (1) A disciplinary sanction shall be applied only after investigating the facts, hearing the person concerned and checking the statement made by them in their defence.
- (2) To investigate disciplinary offenses committed by the teaching staff and by the research staff, there shall be constituted committees of 3-5 members faculty members that have a teaching position which is at least equal to that of the one who has committed the deviation, and a representative of the union organization, if the employee under investigation is a union member.
- (3) The commission of inquiry shall be appointed, as the case may be, by:
 - a. The Rector, with the approval of the University Senate;
 - b. The Ministry of National Education and Research, for the executive staff of the higher education institution and for settling complaints concerning decisions of the University Senate.
- (4) If the sanctioned person does not commit any acts of misconduct during a year after the application of the sanction, and proves that their activity and behaviour have improved, the authority that applied the sanction can decide to remove the penalty, and this shall be mentioned in the employment sheet of the person concerned.
- **Article 30.** Patrimonial liability for the teaching staff, research staff, and auxiliary teaching and non-teaching staff shall be established in conformity with the employment law. Recovery measures in case of damage and prejudice shall be taken according to employment laws.

Article 31

- (1) Any person may inform UMFST G.E. Palade Tg. Mureş about an act that may constitute an instance of misconduct. The notification shall be made in writing and shall be registered at the General University Registry.
- (2) The right of the person receiving the disciplinary sanction to address courts of law is guaranteed.

CHAPTER V. ORGANISATIONAL AND OPERATIONAL STRUCTURE OF THE UNIVERSITY

Article 32

The organisational and operational principles of the University are:

- a) the principle of academic autonomy;
- b) the principle of academic freedom;
- c) the principle of public responsibility;
- d) the principle of quality assurance;
- e) the principle of equity;
- f) the principle of managerial and financial efficiency;
- g) the principle of transparency;
- h) the principle of respect for the rights and freedoms of students and academic staff;



Page: 15 of 65

i) the principle of independence from ideologies, religions and political doctrines;

- the principle of freedom of national and international mobility of students, teaching and research staff;
- k) the principle of consulting social partners in decision-making;
- I) the principle of student-centred education.

Article 33

- (1) The organizational structure of the UMFST G.E. Palade Tg. Mureş includes the following: Faculties, Departments and departmental structures (Disciplines), the Institute for Doctoral Studies (IOSUD), the Institute for MA Studies (IOSUM), the Centre for Part-Time learning (IFR), teaching and research centres and laboratories, counselling centres, publishing house, libraries, centres for the continuing training of human resources, units of micro-production and services, as well as technical and administrative departments and offices related to the above. Others may include: teaching, research and innovation centres or institutes, university clinics or hospitals, specialised outpatient care, centres of technology transfer, as well as any other structures established in conformity with the law and which can contribute to the achievement of the University goals.
- (2) Other structures of the University are established by the Senate, through the organisational chart of the University.
- (3) Certain structures or departments may also operate as extensions of UMFST G.E. Palade Tg. Mureş, in the country and abroad.

Article 34

- (1) The University comprises several faculties. The number, name and organisation of the faculties are decided by the University Senate.
- (2) The faculties comprise Departments, whose structures are approved by the University Senate, following proposals submitted by the faculties. The departments are organised in specialty fields. Departmental structures may be organised within the departments which have study programmes in the medical field.
- (3) The disciplines have a unitary structure, encompassing the entire didactic process carried out in all the study programmes and are led by the faculty member with the highest title. If, within a discipline, there are more than one faculty members with the highest academic title, the head of discipline shall be appointed by the faculty Council.
- (4) The departments may organise research centres and laboratories, which function as units of revenue and expenditure within the University, without having the status of individual legal entity.

- (1) Within the Departments where the departmental structures (the disciplines) operate, they comprise the teaching staff of the same discipline or of related disciplines.
- (2) Participation in general meetings of the Department is a job duty.
- (3) The education in Hungarian is organised on the line of study in Hungarian. The study programmes within the line of study in Hungarian are subject to the legal provisions in force, related to quality assurance in higher education, in conformity with the Education Act No. 1/2011.



Page: 16 of 65

Article 36

(1) Within the structure of the General Administrative Management of the University may function: directorates, services, offices and departments, in conformity with the law.

- (2) All the functional entities included in paragraph (1) are structured according to the specific tasks of the fields and to the job norming indicators.
- (3) The General Administrative Management is managed by the General Administrative Manager, who is a member of the Administrative Board of the University.

Article 37. The university structures and the functional relationships between them are included in the organisational chart of the University, approved by the Senate. This reflects the institutional organisation and the hierarchy of the academic and administrative management within the University.

Article 38

The hierarchical relations at University level are as follows:

- (1) The Rector has, under his/her authority, direct subordination and coordination, the following positions: Vice-rector, Administrative General Manager, Dean, Vice-dean, Head of Department and Coordinator of Departmental structure;
- (2) The Vice-rector has, under his/her authority, direct subordination and coordination, the following positions: Dean, Vice-dean, Head of department and Coordinator of Departmental structure. The Vice-rector has relations of collaboration with other management positions at the University level;
- (3) The Administrative General Manager has, under his/her authority, direct subordination and coordination, the management and subordinated positions at the level of the functional entity (s)he leads. The Administrative General Manager also cooperates with all the management functions at the level of the University and faculties;
- (4) The Dean has, under his/her authority, direct subordination and coordination: the Vice-deans, Heads of departments and the teaching and research staff of the faculty. The Dean has collaboration relations with the Administrative General Manager, with the other Deans and Directors of functional departments, organised at university level;
- (5) The Vice-Dean has, under his/her authority, direct subordination and coordination, the Heads of departments and the teaching and research staff of the faculty. The Vice-dean has collaboration relations with the Administrative General Manager, with the other Deans and Directors of functional departments, organised at university level;
- (6) The Head of department has, under his/her authority, direct subordination and coordination, all the teaching and research staff within that structure. The Head of department has relations of collaboration horizontally, with the other Heads of departments;
- (7) The Coordinator of Departmental structure, organized at University level, has, under his/her authority, direct subordination and coordination, all the staff included in the organization structure and has relations of collaboration with the other Heads of departments.

- (1) The operational organisation of BA and MA studies is coordinated as follows:
 - at the University level: the University Senate and the Administrative Board;
 - at the faculty level: The Faculty Council;
 - at the department level: The Department Council.

Page: 17 of 65

- (2) The operational organisation of MA studies is coordinated by the MA Studies Council.
- (3) The operational organisation of doctoral studies is coordinated by the Doctoral Studies Council.
- (4) The operational organisation of postgraduate studies and of residency preparation programmes is coordinated by the Residency Department.

Article 40

- (1) UMFST G.E. Palade Tg. Mureş provides education at the following levels of academic qualifications: bachelor's, master's, doctoral degrees, postgraduate studies and professional training programmes.
- (2) The study programmes can be organised under the following options:
 - i.full-time learning, for bachelor's, master's and doctoral degree studies;
 - ii.part-time learning, for bachelor's and master's degree studies;.
 - iii.distance learning, for bachelor's degree studies.
- (3) The admission, organisation and conditions under which the undergraduate, postgraduate and professional training programmes are carried out are established and made public through the university's own regulations and methodologies.
- (4) The curriculum and the discipline syllabus constitute curricular documents of a study programme.
- (5) The curricula of the university study programmes are designed in conformity with the qualification profile defined by the national Authority for qualifications and are approved by the University Senate.

Article 41. The length of higher education is regulated at national level through the Education Act No. 1/2011, and, at European level, through laws regarding professional recognition for the regulated professions.

Article 42

- (1) The undergraduate courses, regulated in sectors, are taught in Romanian, Hungarian, and English, including the optional subjects, depending on the student's choice, or in other international languages. The practical training, seminars, internships and specialty practice are carried out in conformity with the ARACIS provisions.
- (2) The completion of studies examinations (bachelor's, master's, doctorate) and the postgraduate courses are carried out in conformity with the legal provisions.
- (3) The results of the teaching and scientific activity of the Faculties and Departments are made public through annual presentations of the respective achievements, and through self-evaluation reports drafted by the departments and the evaluation commissions of the faculties.
- (4) The teaching and scientific activity of the teaching and research staff is evaluated regularly, in conformity with the university regulations and with the Education Act No 1/2011.
- (5) The Commission for Evaluation and Quality Assurance evaluates the activity of the university structures (departments, faculties, research groups), according to the norms and standards set by ARACIS, to the evaluation methodologies for university ranking and the classification of study programmes.

CHAPTER VI. THE MANAGEMENT STRUCTURES OF THE UNIVERSITY

Article 43. The management structures of the University are the following:

- a. The University Senate
- b. The Administrative Board
- c. The Faculty Council
 - ... The Department Council.



Page: 18 of 65

THE UNIVERSITY SENATE

Article 44

- (1) The University Senate represents the academic community and is the highest decision-making and deliberation body at the University level, which is responsible for the general development strategy of the University.
- (2) The University Senate is led by a President. The Senate can have one or several Vice-presidents. The President of the Senate represents the Senate in its relations with the Rector and third parties.
- (3) The University Senate is composed of teaching and research staff and of students' representatives, elected according to the representation regulation of the Faculties and of the research centres. At the end of each electoral cycle, the University Senate established the number of members for the following electoral cycle, as well as their distribution (teaching and research staff, students' representatives, according to study programmes).
- (4) The representatives of Faculties and of research units in the University Senate is in proportion of 75% teaching and research staff and 25% students' representatives. Within the Senate, the allocation of number of seats for each Faculty is made proportionally, according to the number of tenure teachers and researchers present in the organisational chart of each Faculty of the University, in conformity with the Education Act No. 1/2011. For each mandate, the allocation of seats is established at the end of the previous mandate by the Senate, observing the proportionality principle between teaching and research staff./students and study programmes, as well as the principle of proportional representation of the Faculties.
- (5) The maximum period of a students' mandate in the Senate can be equal to the length of the study cycle: BA or MA.
- (6) In the University Senate, all the seats are occupied through elections.

Article 45. The relationship between the President of the Senate and Rector is one of collaboration and not of subordination.

Article 46

- (1) The Senate shall meet in ordinary meetings, once every three months, and in extraordinary meetings whenever necessary. The Senate may be convened by the Rector, by the President of the Senate or by at least one-third of Senate members.
- (2) The Senate shall be convened at least 7 days prior to the date of an ordinary session, and at least 1 day prior to an extraordinary meeting. The agenda and an informational material on the issues to be debated shall accompany the convocation. In the event that this material is missing, the person who convened the Senate shall inform the Senate in this respect.
- (3) The President of the Senate sets the agenda.
- (4) The Rector's proposals must be part of the agenda. The agenda may also contain individual proposals, with the approval of the Senate.

Article 47

(1) The Senate meetings are chaired by the President of the Senate, and in his (her) absence, by a Vicepresident, and are held in conformity with the Senate Regulations.



Page: 19 of 65

(2) The Senate is legally convened in the presence of at least two-thirds of all its members. Guests of the President of the Senate may participate in the Senate meetings, without the right to vote.

Article 48

- (1) Each debate issue on the agenda shall be ended, as a rule, by adopting a decision or a resolution.
- (2) The Senate decisions shall be made by open nominal vote. This does not apply if the meeting is about electing management structures or about other situations decided by the Senate, when the vote shall be secret.
- (3) Under no circumstances can a vote be expressed by proxy or by delegation.
- (4) In certain situations, set out by the Senate Regulations, electronic vote can be solicited.
- (5) The Senate shall make decisions with the favourable vote of the majority of the members present, except in the situations in which the law or the Charter provides otherwise.
- (6) The Senate decisions shall be recorded in the minutes of the meeting, and shall be signed by the Chairman of the meeting, in conformity with the Senate Regulations.
- (7) A register with numbered and stamped pages shall be kept for the minutes of the Senate meetings. The access of the academic community members to such documents is guaranteed.
- (8) In order to carry out activities related to the Senate Secretariat (convening meetings, informing about the agenda, preparation of minutes, communicating the decisions of the Senate), the Senate shall elect, from among its members, a Chancellor who collaborates directly with the University secretariat.

Article 49

- (1) The Chief Secretary of the University shall ensure, by administrative structures, the dissemination of the Senate decisions at the level of University structures. Where possible, this can also be done by electronic mail.
- (2) All the Senate decisions shall be published on the University website.

Article 50

- (1) The Senate members who are absent without leave at 3 ordinary meetings of the Senate during an academic year shall lose their membership.
- (2) If a member of the Senate acquires a new position which entails not taking part in the work of the Senate, is unable to exercise his (her) mandate, loses his (her) membership; if he (she) retires, (s)he shall be replaced in the same semester, according to the election methodology.

Article 51

The tasks and responsibilities of the University Senate are the following:

- (1) guarantees academic freedom and university autonomy;
- (2) draws up and adopt, after a debate with the academic community, the University Charter, as well as the operating regulations of the University, and any subsequent amendments to them;
- (3) approves the Strategic Plan of institutional development and the Operational Plans, upon the Rector's proposal;
- (4) approves, upon the Rector's proposal and in compliance with the legislation in force, the structure, organization and operation of the University;
- (5) approves the draft budget, proposed by the Administrative Board, and the implementation of the budget;
- (6) develops and approves the Code of quality assurance and the Code of academic ethics and deontological professional conduct;

Page: 20 of 65

- (7) adopts the Academic Code of students' rights and obligations;
- (8) approves the Methodologies and Regulations regarding the organization and operation of the University;
- (9) concludes the Management Contract with the Rector;
- (10) supervises the work of the Rector and of the Administrative Board:
- (11) validates public competitions for positions within the Administrative Board;
- (12) approves the Methodology and the results of the competitions for hiring teaching and research staff and to assess periodically the human resources;
- (13) approves, on a proposal from the Rector, the sanctioning of the staff with low professional performance, on the basis of its own methodology and the legislation in force;
- (14) approves the educational plans drawn up by the Faculty Councils;
- (15) initiates the proceedings for the creation of consortia and mergers with other universities and research and development institutes;
- (16) validates the election of new management structures, with the exception of the Rector;
- (17) establishes, on the basis of the proposals approved by the Faculty Councils, the conditions of conducting the admission exams, as well as the Numerus Claussus for the future academic year;
- (18) approves the amount of tuition fees, in conformity with the legal provisions;
- (19) decides, based on proposals from the Faculty Councils or from the Rector, depending on subordination, the seeting up or disbanding of some Departments of the Universities or of the Faculties;
- (20) sets up a system for the application and monitoring of the compliance with the Code of students' rights and obligations;
- (21) elects and revokes, by secret vote, the President of the Senate and its Vice-Presidents;
- (22) lays down the representation rates of the Faculties and of the study programmes, with the view of setting up the new Senate;
- (23) decides the setting up of specialised Committees, Councils, or other structures, with permanent or temporary activity, and to establish their composition, mode of operation and duties, as needed;
- (24) approves the Chart of Teaching positions and workload of the teaching staff, on a proposal from the departments, with the approval of the Faculty Council, and to set the number of positions for auxiliary teaching and for non-teaching staff;
- (25) approves the study groups and their dimensions;
- (26) approves the membership of the commissions for the competition for occupying the teaching and research positions made publicly available;
- (27) validates competitions for occupying teaching positions after their approval in the Faculty Councils, on the basis of a proposal from the competition commissions;
- (28) approves the membership of the academic Ethics Commission;
- (29) approves the disciplinary sanctions provided for in Article 27, paragraph (2), points (c) to (e) from this Charter:
- (30) approves the Commissions for the investigation of cases of misconduct, in conformity with legal provisions;
- (31) approves the organisational chart of the University;
- (32) approves the setting up of research units, institutes, experimental stations, and of centres or laboratories for research and development;
- (33) approves the establishment of companies, foundations or associations;

Page: 21 of 65

(34) establishes the Rector's managerial performance criteria and indicators and the rights and obligations contained in the Management Contract;

- (35) dismisses the Rector, in the conditions laid down in the Charter and in the Management Contract, but only after a prior Referendum procedure, if the manner of the Rector's appointment is the one provided for in Article 209, paragraph (1), point (b) of Education Act No. 1/2011;
- (36) dismisses the Deans, Heads of departments and coordinators of departmental structures, for good reasons, in conformity with the legal procedures;
- (37) approves the granting of the titles of Doctor Honoris Causa, Professor Emeritus and other academic awards to high-profile figures from the country or abroad, as well as the granting of membership of the academic community to outstanding figures with national and international recognition;
- (38) approves annually, on the basis of a proposal and with the approval of Faculty Councils, that teaching and research staff continue their work, beyond the retirement age, in accordance with the own Methodology of the University;
- (39) approves the criteria on the basis of which study and research scholarships from own funds shall be granted;
- (40) approves the University's own brand and symbols;
- (41) grants the status of the adjunct teaching staff with respect to the provisions of Education Act No. 1/2011, the University Charter, the national and local standards on employment in teaching positions and internal regulations on granting this status;
- (42) approves teaching and research activities carried out by tenured staff in other higher education and research institutions.

Article 52

- (1) The provisions and methodologies stipulated under Article 51, paragraph (8) aim at regulating the organisation and operation of the University as a whole.
- (2) The Administrative Board is responsible for the approval of the provisions, methodologies and procedures which regulate the operation of some executive departments of the University or of the organisation and conduct of some activities carried by them.

Article 53

- (1) The President of the Senate represents the University Senate in its relations with the Rector and with third parties.
- (2) The President of the Senate is elected by the University Senate from among its members by secret vote of the Senate members, by a simple majority of those present.

Article 54

- (1) Any university professor, who is a member of the Senate and has experience in academic management and professional national and international prestige, may stand as candidate for President of the Senate;
- (2) The University Senate may revoke the President of the Senate from office, by initiating a motion of no confidence signed by at least one-third of the members of Senate. After debating the motion, the decision of revocation shall be adopted by secret ballot with a majority of at least two-thirds of the members of the Senate.

Article 55

The President of the Senate has the following tasks and responsibilities:

Page: 22 of 65

- (1) conducts the Senate meetings;
- (2) signs all the Senate decisions and resolutions, on behalf of the Senate;
- (3) convenes the Senate meetings;
- (4) sets the agenda of the Senate meetings, after consulting the Rector and the Administrative Board;
- (5) signs, on behalf of the Senate, the Management Contract concluded between the Rector and the Senate;
- (6) requests from the Presidents of the Boards of the Senate reports on the evaluation of the activity of the Administrative Board and of the Rector;
- (7) requests from the Rector or the Administrative Board various information concerning their work, which (s)he examines and submits to the Senate periodically. The Rector and the Administrative Board are obliged to respond to the demands of the President of the Senate;
- (8) grants, on behalf of the Senate, the title of Doctor Honoris Causa and Emeritus Professor, as well as other titles and honorary distinctions;
- (9) proposes, for the approval of the Senate, the Senate Vice-presidents.

THE ADMINISTRATIVE BOARD

Article 56

- (1) The Administrative Board represents the management structure of the University, it ensures the operational management, and applies the strategic decisions of the University Senate.
- (2) The Administrative Board is composed of the Rector, the Vice-rectors, the Deans of the Faculties of the University, the General Administration Manager, and two student representatives (one from the Romanian and one from the Hungarian programmes). If the employees are organised in a union, a representative of it shall participate, as observer, at the meetings of the Administrative Board.
- (3) The President of the Senate is a permanent guest in the meetings of the Administrative Board.
- (4) Guests of the Rector, persons from the University with executive or subordinate positions, representatives of the union, or persons from outside the institution, involved in its support, may participate at the meetings of the Administrative Board without the right to vote.
- (5) The Rector as President of the Administrative Board shall conduct the meetings of the Administrative Board.

Article 57

- (1) The Administrative Board can make decisions in the presence of at least two-thirds of its members.
- (2) The decisions of the Administrative Board shall be adopted by a simple majority of those present. In emergency situations, votes can also be expressed electronically.
- **Article 58.** The Administrative Board shall meet at least once a month, or whenever it is necessary, when convened by the Rector or by one third of its members.

Article 59

45

The tasks and responsibilities of the Administrative Board are, essentially, as follows:

- (1) performs the operational management of the University;
- (2) proposes an annual budget of revenue and expenditure to the Senate, for approval;
- (3) creates the budget of the institution, in operational terms;
- (4) approves the budgetary execution and the annual balance sheet;
- (5) approves vacancy contest announcement and procedures for teaching and research positions, as well as for auxiliary teaching and non-teaching positions;

Page: 23 of 65

(6) approves the proposals for new study programmes and makes proposals to the University Senate on ending those study programmes which no longer fall within the mission of the university or which are academically and financially ineffective;

- (7) approves the financial operations which exceed the ceilings set by the Senate;
- (8) approves working procedures: endorses and proposes to the Senate, for approval, the Methodologies and Regulations regarding the organisation and operation of the university;
- (9) proposes to the Senate long and medium-term strategies for the University and policies in areas of interest for the university;
- (10) ensures the implementation of the decisions of the Senate;
- (11) proposes to the Senate, for approval, the setting up or dissolution of faculties / study programmes, research centres or laboratories, university clinics;
- (12) submits to the Senate, for approval, the conditions for carrying out the entrance examination, the educational plan, the Numerus Clausus for the future academic year and the methodology of the first-degree final examination, as well as any other proposals, which fall within the competence of the Senate;
- (13) submits to the Senate, for approval, the chart of teaching positions and workload and the proposals on adjunct teaching staff and applications for work period extension;
- (14) submits to the Senate, for approval, applications of tenure staff for conducting teaching and research activities in other higher education or research institutions;
- (15) decides on the efficient use and management of the funds;
- (16) submits to the Senate, for approval, proposals for investment and development of the facilities; detects possibilities to attract some partners for the purpose of conducting extra-budgetary income-generating activities;
- (17) approves the travels of the academic community members in the country or and abroad during the education process, as well as of the auxiliary and administrative staff, taking the necessary measures for the smooth functioning of the teaching or administrative process;
- (18) proposes to the Senate, for the penalties falling within its competence, the sanctioning of some members of the academic community and approves the sanctioning of some non-teaching or administrative staff;
- (19) proposes to the Senate, for approval, the tuition fees;
- (20) proposes to the Senate, for approval, the specific criteria for awarding scholarships for students, as well as their amount;
- (21) approves the transfer of students within the University, from one faculty to another, or to/from other Universities;
- (22) proposes to the Senate, for approval, prizes for the employees of the University;
- (23) approve fees for advisory activities or other fees;
- (24) initiates the proceedings for the creation of consortia and mergers with other universities and for research-and-development institutes, and submits them to the Senate, for approval.

THE FACULTY COUNCIL

- (1) The Faculty Council is the decision-making and deliberative body of the Faculty. The Faculty Council is chaired by the Dean.
- (2) The number of members in the Faculty Councils is established by a representation rule within certain limits.

Page: 24 of 65

(3) The composition of the Faculty Council is: 75% teaching and research staff and 25% students, maintaining the proportion as regards the language of study programmes.

Article 61

- (1) The meetings of the Faculty Council are conducted by the Dean, and in his (her) absence by a Vice-dean appointed by the Dean.
- (2) The Faculty Council holds ordinary meetings at regular intervals, every 2 months or whenever necessary, at the initiative of the Dean or at the request of at least one-third of the members.
- (3) Absence without leave of a member of the Faculty Council at more than three meetings in a year results in loss of membership.

Article 62. The agenda is set by the Dean.

Article 63

- (1) The quorum needed for the meetings of the Faculty Council is two-thirds of the total number of members, and the decisions of the Faculty Council shall be adopted by the vote of half plus one of the total number of those present, except the cases in which the law or the University Charter stipulate otherwise. In absence of the necessary quorum for the meeting, the Dean can request electronic votes, in conditions similar to those applicable to the Senate.
- (2) Other teaching and research staff from the University, with management or executive, representatives of the union or persons from outside the institution, but directly involved in its support, may also participate in the meetings of the Faculty Council, at the Dean's invitation, without having the right to vote.

Article 64

- (1) At the beginning of the meeting, the Dean or his/her deputy proposes and submits the draft agenda for approval.
- (2) The agenda may also include individual proposals, made at the beginning of the meeting.

Article 65

- (1) Each debate issue on the agenda is concluded by adopting a decision or by a proposal which shall be submitted to the Administrative Board or to the Senate.
- (2) The Decisions of the Faculty Council shall be recorded in the minutes of the meeting, signed by the Dean and Secretary-General of the Faculty and are enforceable. The minutes shall be kept in a register with numbered and stamped pages.
- (3) The decisions of the Faculty Council shall be made by open roll-call vote. Exceptions are the situations decided upon by the Council, when the vote is direct, secret, and personal.
- **Article 66.** If a member of the Faculty Council acquires a new position which entails his absence from the activities of the Council, inability to exercise his/her mandate, if (s)he loses his (her) membership or retires, (s)he shall be replaced, according to the election methodology.

Article 67. The Faculty Council has the following tasks and responsibilities:

- defines the mission, goals and strategy of the Faculty, in accordance with the mission, goals and development strategy of the University;
- (1) approves the strategic plan of the Faculty, its annual operational plan and its strategy of international academic cooperation, as well as the measures proposed for implementation;



Page: 25 of 65

(2) hears, in plenary, the candidates for the office of Dean and approves the participation in the public competition of at least two candidates;

- (3) approves, on a proposal from the Dean, the structure, organization and operation of the Faculty;
- (4) approves, by simple majority, the proposal for the setting up, dissolution or reorganization of departments, as well as their structure;
- (5) decides upon the teaching and research tasks of the Departments;
- (6) validates the election results at the level of the Departments within the Faculty;
- (7) approves the academic evaluation reports with a view to the authorisation/accreditation or reaccreditation of study programmes;
- (8) approves the setting up, modification or dissolution of study programmes managed by the Faculty;
- (9) supervises the work of the Dean and approves his (her) annual reports on the general situation of the Faculty, quality assurance and compliance with academic ethics at the level of the Faculty;
- (10) approves annual proposals regarding the Numerus Clausus and the study groups;
- (11) approves the chart of teaching positions and workload of the Faculty and the exceptions in establishing the number of teaching hours; analyses the opportunity and decides on amending the charts of teaching positions and workload proposed by some departments, where this is justified by strategic interests of the Faculty. Such proposals are made by the Dean. The decision of amending the chart of teaching positions and workload in the Council proposed by departments shall be adopted by simple majority favourable vote of the Council members;
- (12) approves the commissions for competitions for occupying teaching positions;
- (13) examines the reports of the commissions for the competitions and approves the results of the contests for occupying the teaching positions;
- (14) approves proposals from the Departments about granting University honorary titles and proposes to the Senate the granting of the title of Emeritus Professor and collaborating/visiting professor;
- (15) decides on using material and financial resources made available to the Faculty;
- (16) approves the setting up of revenue-generating activities and submits to the Administrative Board proposals concerning the use of the Faculty heritage;
- (17) approves the report on the grading of candidates enrolled in the competition for the prize for meritorious work;
- (18) analyses the results of regular peer evaluation of the teaching and auxiliary teaching and non-teaching staff of the Faculty and the results of the regular evaluation of the teaching staff by students and proposes appropriate measures;
- (19) approves the organization of scientific conferences within the Faculty and measures in support of students' scientific conferences;
- (20) approves the proposal for disciplinary sanctions for some persons within the Faculty, according to Article 27, paragraph (2), points (a) and (b) of this Charter, and the Education Act No. 1/2011.

THE DEPARTMENT COUNCIL

- (1) The Department Council represents the authority of management and regulation of the activities of the Department.
- (2) The Department Council is the collegial management structure, which helps the Head of the Department in the operative management of the department.

Page: 26 of 65

(3) The Department Council consists of representatives of the teaching staff of the Department, elected according to the representation rule.

Article 69

- (1) The Discipline is the basic structural and operational unit of a department, organised within the faculties of medicine and pharmacy.
- (2) The Discipline represents an individualised departmental structure in the charts of teaching position and workload.

Article 70

- (1) A discipline is managed by the head of the discipline (the coordinator of the departmental structure). The position of head of discipline is not an executive function.
- (2) The faculty member with the highest academic rank is the head of discipline. If, within a discipline, there are more members of the teaching staff with the same academic rank, the highest, the head of the discipline shall be decided by vote of the Faculty Council.
- (3) The capacity of head of discipline may be lost for the following reasons:
 - a. lack of involvement or the presence of major disruption in the organization of educational activities at the level of the discipline;
 - b. poor results in the research activity at the level of the discipline;
 - c. lack of response or faulty fulfilment of the tasks ascribed by upper hierarchical structures.
- (4) The proposal of revocation of the head of discipline shall be made by the Head of Department, the Dean, or the Rector, and shall be submitted for approval to the Faculty Council. If the proposal is approved, the Faculty Council shall decide on the appointment of a new head of discipline.

Article 71

- (1) The Department Council shall hold periodic meetings, convened by the Head of Department, the Dean, the Rector, or at the request of one-third of its members.
- (2) The debates of the meetings of the Department Council shall be recorded in the minutes, which shall be signed by the Head of Department, by the person who drew them up, and shall be archived.

Article 72

- (1) The quorum needed for the meetings of the Department Council is two-thirds of the total number of its members, and its decisions shall be adopted by the vote of half plus one of the total number of those present. In the absence of the necessary quorum or in cases of emergency, the Head of Department can request electronic votes, in conditions similar to those applicable in the Senate.
- (2) Other teaching and research staff from the University, with management or executive positions, heads o disciplines who are not members of the Department Council representatives of the union or persons from outside the institution, but directly involved in its support, may also participate in the meetings of the Department Council, at the invitation of the Head of Department and without the right to vote..

- (1) The Department Council adopts decisions in its field of activity, in conformity with the law and the University Charter.
- (2) The Department Council may propose to the Faculty Council draft decisions, which shall be implemented only after receiving the approval of the Faculty Council.



Page: 27 of 65

Article 74

The tasks and responsibilities of the Department Council:

- (1) defines the mission, goals and strategy of the Department in accordance with the mission, goals and strategy of the Faculty and/or University, within the time limits set by Decision of the Faculty Council;
- (2) is responsible for harmonising teaching and research activities at the level of its disciplines/university clinics:
- (3) carries out periodical assessment, at an interval of up to 5 years, of the teaching, research and professional activities within the department, and lays down improvement measures;
- (4) proposes the charts of teaching positions and workload of the department, in conformity with the procedures approved at University level;
- (5) centralises and submits, for endorsement, to the Dean and to the Administrative Board, for approval, proposals for teaching positions vacancies, made at the level of discipline/department;
- (6) proposes commissions for vacancies competitions;
- (7) approves the content of examinations and themes for the competitions for occupying academic posts;
- (8) proposes the employment of high value specialists in the field, as adjunct teaching staff, in accordance with the law;
- (9) centralises and submits to the Faculty Council for approval proposals for the organization of postgraduate courses within the disciplines/departments;
- (10) develops projects for didactic endowments of the Department;
- (11) is responsible for the organization and operation of research units and laboratories within the Department;
- (12) may organise scientific events, with the approval of the Administration Board;
- (13) organises specific sections within scientific events of the Faculty;
- (14) proposes granting honorary titles;
- (15) proposes the setting up of revenue-generating activities;
- (16) draws up an annual activity report;
- (17) informs the members of the Department about its own decisions and their application;
- (18) applies, within the Department, the decisions made by the management structures of the University and of the Faculty:
- (19) performs other tasks established by the Faculty Council.

THE COUNCIL OF DOCTORAL STUDIES

- (1) The Council of Doctoral Studies represents the authority of management and regulation of the doctoral activity at the level of the University as Doctoral Studies Institution.
- (2) The Council of Doctoral Studies functions under the provisions of the Code of Doctoral Studies and the Institutional Regulation on Organising and Developing Doctoral Study Programmes.
- (3) The members of the Council of Doctoral Studies shall be elected by the universal, direct, secret, and equal vote of the supervisors within the Doctoral Schools.
- (4) The representatives of PhD-candidates in the Council of Doctoral Studies shall be elected by the universal, direct, secret, and equal vote of the PhD –candidates within the Doctoral Schools.
- (5) The Head of the Council of Doctoral Studies shall be appointed as a result of a public contest organised by UMFST G.E. Palade Tg. Mureş as Institute. The Head of the Council of Doctoral Studies shall be a

Page: 28 of 65

member of this Council. The Head of the Council of Doctoral Studies proposes the appointment of a deputy head to the Administrative Board.

(6) The mandate of the members of the Council of Doctoral Studies is of 4 years.

THE DOCTORAL SCHOOL COUNCIL

Article 76

- (1) The Doctoral School Council includes supervisors of the Doctoral School in a percentage of 50%, PhD candidates in a percentage of 20% and scientists with international recognition, from outside the Doctoral School, the remaining 30%.
- (2) The members of the Doctoral School Council shall be elected by the universal, direct, secret, and equal vote of the PhD supervisors of that Doctoral School.
- (3) The mandate of the Doctoral School Council is of 5 years.
- (4) The Head of the Doctoral School Council is appointed by the Council of Doctoral Studies from among the PhD supervisors of the Doctoral School and shall be an ex-officio member in the Doctoral School Council.
- (5) The Doctoral School Council meets at least 3 times a year, at the request of the Head of the Doctoral School or of at least one-third of its members.
- (6) The Doctoral School Council adopts decisions in its field of activity, in conformity with the law and with the Doctoral Studies Code.
- (7) The Doctoral School Council adopts decisions by a simple majority of those present and provided that at least two-thirds of its members be convened.

- (1) The Council of Doctoral Studies has the specific responsibilities set out by the Education Act No. 1/2011 and by the Doctoral Studies Code, and the following tasks:
 - a) sets up the strategy of the School for Doctoral Studies;
 - b) designs the Institutional Regulation on Organising and Developing of Doctoral Study Programmes;
 - c) approves decisions on the setting up and dissolution of the Doctoral Schools within the Institute for Doctoral Studies:
 - d) selects PhD supervisors, who are part of a newly created Doctoral School;
 - e) partnership coordination, if the School for Doctoral Studies consists of a partnership, according to the partnership contract;
 - f) other specific responsibilities, set by the Institutional Regulation on Organising and Developing of Doctoral Study Programmes, in conformity with the law.
- (2) The specific responsibilities of the Doctoral School Council shall be those set out in accordance with Education Act No. 1/2011 and with the Doctoral Studies Code, which has the following tasks:
 - a) draws up the Doctoral School Regulation;
 - makes decisions on granting or revoking the title of member of Doctoral School of some supervisors, and defines minimum standards of scientific performance for the purpose of objective application of these procedures;
 - c) enrols and expels PhD candidate, following a proposal from PhD supervisors who are members of the Doctoral School;
 - d) makes decisions on the approval of the charts of teaching and research positions and workload related to the Doctoral School, as the case may be;

Page: 29 of 65

e) assists the external evaluator's in the assessment process, for the purpose of accreditation/reaccreditation or provisional authorisation of the Doctoral School.

CHAPTER VII. SPECIALTY COMMITTEES OF THE UNIVERSITY SENATE

Article 78

- (1) The Senate establishes specialty committees according to the fields of activity, through which it monitors and supervises the activity of the executive board of UMFST G.E. Palade Tg. Mureş.
- (2) In certain situations, the Senate may create ad hoc committees, with temporary operation and with a view to solving particular problems.

Article 79

- (1) The name and the number of members of each committee are established by the University Senate.
- (2) Each specialty committee is led by a Chair of Committee, elected by the University Senate and operated under its own regulations, approved by the Senate.
- (3) The Chairs of the specialty committees are elected from among the members of the University Senate.
- (4) Members of the academic community who are not members of the Senate may be part of the specialty committees.

Article 80

- (1) The specialty committees of the Senate may request information, through the Administrative Board, from any executive structure of the University which carries out activities in the field of the respective committee.
- (2) The executive structures must respond to the requests of the specialty committees within 30 days.

Article 81. The Rector is obliged to ensure the necessary conditions for the smooth operation and organisation of the activities of the committees.

CHAPTER VIII. MANAGEMENT POSITIONS

Article 82

The management positions of the university are:

- Rector, Vice-rector, General Administrative Manager, Deputy General Administrative Manager, at the level of the university;
- (2) Dean, Vice-dean, at the level of the faculty;
- (3) Head of Department, at the level of the department.

THE RECTOR

Article 83. The Rector exercises the executive management of the University and represents the University in its relations with the Ministry of National Education and Research, the National Council of Rectors, domestic and international bodies, as well as with any natural or legal persons in Romania or abroad.

Article 84

45

The Rector of the university is appointed in conformity with Education Act No. 1/2011 by one of the following ways:

Page: 30 of 65

(1) on the basis of a public contest, on the basis of a methodology approved by the Senate, in conformity with Education Act No. 1/2011, or

(2) by universal, direct and secret vote of all tenured teaching and research staff of the university and of the students' representatives from the Senate and from the Faculty Councils.

Article 85. The way to designate the rector, one of the two options in the previous article, shall be established at least six months prior to each rector designation, by a referendum organised at university level. All tenured teaching and research staff of the University, as well as the students' representatives in the Senate and Faculty Councils have the right to express their option by universal, direct and secret vote

Article 86

- (1) The Rector shall be elected in conformity with the legislation in force and with the University Charter, for a term of office of four years, and is confirmed by the Ministry of National Education and Research.
- (2) A person cannot occupy the Rector position at the same institution of higher education for more than two full, successive mandates.

Article 87

- (1) The Rector can be dismissed if (s)he does not comply with the Management Contract concluded with the Senate, or if, after the evaluation of the Specialty Committees of the Senate, it is found that his (her) activity is unsatisfactory or contrary to the interests of the University.
- (2) The start of the procedure for dismissal is based on a motion of no confidence signed by at least one-third of the members of the Senate. After debating the motion, the decision of starting the procedure for dismissal shall be adopted by secret, direct vote with a majority of at least two-thirds of the members of the Senate.
- (3) After approval of the motion of dismissal, the procedure by which the Rector shall be dismissed is the same as the one by which (s)he was elected. If the rector was elected by universal, direct, and secret vote of all tenured teaching and research staff of the university and of the students' representatives from the University Senate and from the Faculty Councils, the dismissal proposal shall be submitted to their vote.
- (4) The Minister of National Education may dismiss the Rector from his/her position, in conformity with the Education Act No. 1/2011.

Article 88

- (1) The Rector may resign from office by submitting a written request to the Senate.
- (2) The resignation is submitted to the Senate at least 30 working days before its entry into force.
- (3) In case of the dismissal or resignation of the Rector, the Senate shall proceed in accordance with Education Act No. 1/2011. In this situation, the newly elected Rector shall complete the term of the Rector who interrupted his (her) term of office.

Article 89

The Rector has the following tasks and responsibilities:

- (1) performs the operative management and leadership of the university, according to the management contract
- (2) negotiates and signs the institutional contract with the Ministry of National Education and Research;
- (3) signs the Management Contract with the University Senate;
- (4) proposes to the University Senate, for approval, the structure and operative regulations of the University;



Page: 31 of 65

- (5) proposes to the University Senate, for approval, the draft budget and the report on the implementation of the budget;
- (6) appoints the Vice-rectors and sets their tasks and responsibilities;
- (7) presents to the Senate every year, in April, the report on the state of the university, in conformity with the Education Act No. 1/2011. The Senate validates the report. The report is a public document and can be transmitted to interested parties;
- (8) chairs the Administrative Board;
- (9) follows and monitors the implementation of the decisions of the Senate and of the Administrative Board, as well as the application of the University Charter;
- (10) organises public contests for selecting the Deans on the basis of a methodology proposed by the Rector and approved by the Senate.

Article 90

In exercising his/her functions, the Rector:

- (1) is the authorising officer;
- (2) decides upon the use of the University funds, in conformity with the decisions of the Senate and of the Administrative Board;
- (3) appoints the teaching and research staff, in conformity with the law;
- (4) grants the title of adjunct faculty member;
- (5) authorises the issuing of degree documents;
- (6) applies, with the approval of the Senate, sanctions to the members of the academic community in conformity with the laws in force;
- (7) applies, with the approval of the Administrative Board, sanctions to the auxiliary teaching and non-teaching staff, in conformity with the laws in force;
- (8) appoints Vice-rectors and dismisses them from office, a decision that shall be communicated to the University Senate;
- (9) may delegate some of his/her powers to Vice-rectors, in conformity with the law;
- (10) delegates administrative powers to the General Administrative Manager of the University;
- (11) makes decisions and sets instructions.

- (1) For the elaboration of the report on the state of the university, the Deans and the managers of the other structures of the institution shall submit, annually, reports on the state of the entities under their supervision.
- (2) The Rector's report must contain:
 - a. the financial situation of the university;
 - b. the situation of each study programme;
 - c. the situation of the university staff;
 - d. the results of the research activities;
 - e. the situation regarding the quality assurance activities within the university;
 - f. the situation regarding the compliance with the academic ethics and the ethics of research activities;
 - g. In the situation of vacant positions,



Page: 32 of 65

- h. the situation regarding the employment of graduates of previous classes.
- (3) The annual report of the Rector is a component of public responsibility and a fundamental requirement for access to funds from the public budget.

VICE-RECTORS

Article 92

- (1) The tasks and responsibilities of the Vice-rectors are set by the Rector, according to the field of competence of each vice-rector and concern the following:
 - a) organisation of undergraduate and postgraduate study programmes;
 - b) research scientific development and innovation, knowledge transfer;
 - c) financial and accounting activity, human resources, management of the heritage;
 - d) international relations;
 - e) quality assurance;
 - f) students' problems;
 - g) relations with the business environment;
 - h) other management responsibilities.
- (2) The vice-rectors replace the Rector, with his/her approval, as internal or international representative of the UMFST G.E. Palade Tg. Mureş. While performing his/her function, the Rector may delegate, temporarily, a part of his/her tasks to one or more vice-rectors or, in conformity with the law, to other officials of the University. If the Rector is unable to fulfil his/her tasks, the respective activities are carried out by one of the Vice-rectors, designated by the Rector or, in absence of such designation, by the Administrative Board
- (3) The number of Vice-rectors in the University may be between 4 and 7, and is established by the Senate, at the Rector's proposal, for each mandate.

Article 93

- (1) The Vice-rectors are appointed by the Rector, after a prior consultation with the University Senate.
- (2) One of the Vice-rectors is appointed by the Rector, at the proposal of the teaching staff from the Hungarian line of study. The teaching staff from the Hungarian line of study must propose at least 3 candidates. If the Rector himself/herself is from the Hungarian line of study, he is the representative of the Hungarian line of study. The Vice-rector from the Hungarian line of study shall also communicate the interests of the line of study he/she represents.
- (3) The tasks and responsibilities of the Vice-rector are established by the Rector. The Vice-rectors are accountable to the Rector for all their activity.
- (4) The length of a Vice-rector mandate is of 4 years.
- (5) The Vice-rectors may resign from their position by submitting a request to the Rector, in conformity with the legal provisions regarding management positions. The Vice-rectors may be dismissed by the Rector, if they do not fulfil their tasks. The University Senate shall be notified with regard to the dismissal.
- (6) The Manager of the Council for Doctoral Studies is selected in conformity with the provisions formulated in the Code of Doctoral Studies, is assimilated into the responsibilities of the Vice-rector and has the responsibilities specified in the Code of Doctoral Studies and in the internal regulations

THE DEAN



Page: 33 of 65

(1) The Dean represents the Faculty in its relationship with the University Senate, with the Rector, with the other faculties, as well as with other individuals or juridical entities from the country or from abroad.

- (2) The Dean is an ex officio member of the Administrative Board.
- (3) The Deans of the faculties are selected through public competitions, organised by the Rector of the university.
- (4) The methodology for organising and conducting the competition for the position of Dean is established by the University Senate, at the Rector's proposal.
- (5) The Dean is appointed by the Rector, in conformity with the law and with the University Charter for a mandate of 4 years.
- (6) After being appointed by the Rector, the Dean designates the Vice-deans from the tenure teaching staff of the Faculty.

Article 95

- (1) The Dean may be removed from office by the Rector, directly or at the psoposal of the faculty Council. The proposal for removing the Dean is initiated by at least 1/3 of the members of the Faculty Council and is adopted after the vote of 2/3 of the members of the faculty Council.
- (2) The Dean may resign his post by submitting a written request to the Rector.
- (3) The Dean is accountable to the Senate and the Faculty Council for all his/her activities.

Article 96

The Dean has the following tasks and responsibilities:

- (1) proposes for the approval of the Faculty Council the structure, organisation and operation of the Faculty
- (2) coordinates the activities of defining the mission of the Faculty, of elaborating the strategic Plan and the annual operational Plans;
- (3) supervises and is responsible for the fulfilment of the established objectives regarding:
 - a. the academic and administrative structure of the Faculty;
 - b. the educational offer and the curricula:
 - c. the periodical accreditation of the study programmes and of the research centres, as the case may be;
 - d. quality assurance of the educational process and of scientific research.
- (4) calls and chairs the meetings of the Faculty Council and signs the minutes of those meetings;
- (5) applies the decisions of the Rector, of the Administrative Board, the University Senate and the Faculty Council, and is responsible for their implementation in the Faculty;
- (6) formulates and proposes, for the approval of the faculty Council, the job description for Vice-deans and for the Heads of Departments;
- (7) approves the position charts and presents to the Faculty Council a report on them;
- (8) presents proposals of exception in setting up the teaching workloads;
- (9) proposes the registration and the expulsion of students, in conformity with the University regulations;
- (10) signs study contracts, academic records, BA and MA diplomas, as well as any other documents related to the current activity of the Faculty and of the Dean's Office;
- (11) may cancel the results of an examination or of an evaluation, under the provisions of the University Charter, when it is proven that they were obtained fraudulently or by violating the provisions of the Code of Ethics and Professional Conduct; in such cases, he/she may request a reorganisation of the exam;



Page: 34 of 65

(12) is responsible for the organisation of the graduation exam at Faculty level, in conformity with the internal regulations and with the legal provisions in force;

- (13) may propose the disciplinary sanctioning of his/her subordinates;
- (14) applies the disciplinary sanctions and those established by the Committee of Academic Ethics;
- (15) does the periodical evaluation of the Heads of Departments and of the auxiliary teaching-administrative staff, directly subordinated to him/her;
- (16) proposes to the Administrative Board the appointment and the dismissal of auxiliary teachingadministrative staff within the Dean's office;
- (17) supervises the elaboration of investments and acquisitions plans within the Faculty;
- (18) presents an annual report to the Faculty Council on the state of the Faculty, the quality assurance, as well as on compliance with academic ethical principles;
- (19) fulfils any other tasks established by the Senate, the Administrative Board, the rector or the Faculty Council, in conformity with the legislation in force;
- (20) is responsible for the organisation of competitions for teaching and research vacancies within the faculty.

VICE-DEANS

Article 97

- (1) The Vice-deans assist the deans in the management of the Faculty, within the responsibilities established by the Dean, with matters involving education, research, academic life and student problems.
- (2) The number of Vice-deans of a Faculty is between 1 and 3 and is decided by the University Senate, following the proposal of the Dean of the respective Faculty.
- (3) In the case of Faculties which manage study programmes in Hungarian, one of the Vice-deans is appointed by the Dean, at the proposal of the reaching staff from the line of study in Hungarian, from that Faculty. The teaching staff of the line of Study in Hungarian must propose at least 3 candidates. If the Dean himself/herself is from the Hungarian line of study, he/she is the representative of the Hungarian line of study.

Article 98

- (1) The Vice-deans have the following tasks and responsibilities:
 - a) are responsible for the fields in the activity of the Faculty, assigned by the Deans, supervises the specialty committees of the Faculty Council;
 - b) may fill in for the Deans, with their advice, in any activity of the Dean's office, in the relationships with the University, with other faculties, institutions or bodies;
 - c) have an active participation in ensuring the proper operation of the didactic process, of the research activities, and in solving students' problems;
 - d) are responsible for the evaluation processes of the quality of the didactic process by the students;
 - e) fulfil any other task that has been assigned to them by the Dean, in conformity with the legislation in force
- (2) The Vice-deans are accountable to the Faculty Council and the Dean.

THE HEAD OF DEPARTMENT

Article 99

(1) The Head of Department is elected from the tenure members of the Department, by their direct and secret vote.

Page: 35 of 65

(2) The Head of Department represents the Department in its relationship with the other structures of the Faculty.

- (3) The Head of Department chairs the meetings of the Department Council, is subordinated to the Dean and is accountable to the Faculty Council.
- (4) The Head of Department may be removed from office at the initiative of at least 1/3 of the members of the Department and by the vote of at least 2/3 of the members of the Department. The decision of removing him/her from office is subject to the endorsement of the Faculty Council and the approval of the Senate.

Article 100

- (1) The Head of Department manages and supervises the operation of the Department. In exercising his/her function, the Head of Department is assisted by the Department Council.
- (2) The Head of Department has, mainly, the following tasks and responsibilities:
 - a) performs the operative management of the Department;
 - b) proposes to the Department Council the position charts of the department he/she manages and communicates to the Dean the decisions adopted by the Council;
 - c) is responsible for the supervision of the scientific research within the Department;;
 - d) is responsible for evaluation and quality assurance, within the Department
 - e) supervises the strategy regarding human resources within the Department;
 - f) reports on the activity of the Department.

CHAPTER IX. ELECTION OF THE MANAGEMENT STRUCTURES

General principles

Article 101. Tenure, fully fledged members of the academic community may elect and be elected in the management structures.

Article 102

- (1) The management structures are composed of representative teaching and research staff who have academic prestige, moral authority and managerial skills.
- (2) Within the management structures, the students' representatives must have good professional training and appropriate behaviour.
- (3) Electing a person in a management structure is possible only with that person's consent.

Article 103

- (1) Elections of management structures are conducted on legally constituted structures, at the moment of initiating the electoral process.
- (2) The structures which hold the managerial responsibilities at the time of the electoral process are responsible for the organisation, supervision and validation of the election.
- (3) The election of the management structures belong exclusively to the members of the collectives they refer to. Each elector shall vote for the representatives of the line of study they belong to.

Article 104. The Members of Department are represented in the management structure from the immediately superior echelon, in conformity with the representation provisions established in the Regulation for the organisation of elections.





Page: 36 of 65

Article 105

- (1) At all levels, elections are based on direct and secret vote. The vote is personal and cannot be expressed through delegation or power of attorney.
- (2) The election meetings, at the level of management structures, are legally constituted by the presence of at least 2/3 of the members of those structures. If this minimum quorum is not met, within 3 days a new election meeting shall be convoked, which will be conducted regardless of the number of members / teaching staff present in it.

Article 106

- (1) The person, or person, as applicable, who obtained half plus one of the number of votes expressed by the electors participating in the voting process shall be declared elected in the management structures, in descending order of the number of votes for, until the vacant positions are filled.
- (2) If, after the first election cycle, there still are vacancies, a second election cycle may be organised, in which twice as many candidates shall participate, relating to the number of vacancies after the first election cycle, if the number of candidates allows it. They are elected in descending order of the votes obtained in the first ballot, with their individual consent. The vacancies remained after the first ballot are filled in descending order of the voteds obtained in the second ballot, without a quorum requirement., The other candidates who participated in the second election may become members when a vacancy appears, in descending order of the votes.

Article 107

- (1) The length of the mandate of management structures is of 4 years.
- (2) The students are represented in the Faculty Council and the University Senate in proposition of 25% of the members of these structures.
- (3) The membership in management structures is lost when a labour agreement ends or when one ceases to be a student. The vacated posts within the management structures shall be filled by the members elected in descending order of the votes obtained at the previous election cycle.

THE ELECTIONS OFFICE OF THE UNIVERSITY

Article 108

- (1) The Elections Office of the University is responsible for the elections and is designated by the Senate, with the prior approval of the proposed persons.
- (2) Only people who do not run for any management position can be members of the Elections Office of the university.
- (3) The tasks and responsibilities of the Elections Office of the University are established by the Senate, through the elections methodology and in conformity with the regulations in force.

ELECTIONS AT THE LEVEL OF THE DEPARTMENT

Article 109. The Department Council consists of the representatives of the disciplines in the department, according to the rules of representativeness.

Article 110. The election meeting is chaired by the Dean or by the Vice-dean of the Faculty that department belongs to.



Page: 37 of 65

ELECTIONS WITHIN THE UNIVERSITY

Article 111

- (1) The Faculty Council is elected by direct, personal and secret ballot by the tenured teachers and researchers within the faculty.
- (2) The students also have representatives in the Faculty Council, elected in accordance with the methodology and they constitute 25% of the members of the Faculty Council.

Article 112

- (1) The Faculty Council holds an inaugural meeting on the date established in the elections methodology.
- (2) The meeting is considered legally constituted if at least 2/3 of the total number of newly elected members are present.

Article 113

- (1) In the meeting of the newly elected Council, the Election Office of the University is present, as guest.
- (2) The first issue on the agenda is the report on the activity of the Dean in office.

Article 114

- (1) The election for the Faculty representatives is conducted separately for teachers, researchers, and students.
- (2) For the election of representatives of the Faculty within the Faculty Council all the members of the Faculty are eligible, according to the electoral Regulations.
- (3) The election is conducted through direct, secret and personal ballot, and the candidates who obtained the highest number of the votes of the present members are elected, in descending order, until the required total number of Faculty representatives is met.
- **Article 115.** The length of a mandate is of 4 years, including for students. The Students can be members of the Council until graduation. The vacant positions after the students' graduation shall be occupied through partial elections, according to the methodology.

ELECTION OF THE DOCTORAL SCHOOL COUNCIL

Article 116. The Council of the Doctoral School is comprised of the representatives of the PhD supervisors within that Doctoral School, elected through direct and secret ballot, according the provisions stipulated in the Code for Doctoral Studies.

ELECTION OF THE PRESIDENT OF THE SENATE

Article 117

- (1) The newly elected Senate meets for elections on the date stipulated in the elections regulations.
- (2) The meeting is legally constituted if a minimum of 2/3 of the members of the newly elected Senate is present.

Article 118.

- (1) The meeting is chaired by the acting President of the Senate.
- (2) The main point of the agenda is the election of the new President of the Senate.
- (3) University professors with experience in academic management and with internal and domestic prestige, members of the newly elected Senate, may candidate for the position of President of the Senate.



Page: 38 of 65

(4) The President of the Senate is appointed by direct and secret ballot.

- (5) The candidate who obtained the highest number of votes, representing at least half plus one of the number of the present members, shall be declared elected.
- (6) If none of the candidates obtains half plus one of the votes, a second ballot shall be organised, in which the first two candidates of the first ballot participate. The candidate who obtained the highest number of votes in the second ballot shall be declared as elected, without the quorum requirement.

ELECTION OF THE HEAD OF DEPARTMENT

Article 119

- (1) The applications for the position of Head of Department are submitted to the University Registry, according to the schedule approved by the University Senate.
- (2) The application also contains a CV, in Europass format, and a management plan.
- (3) The University management shall make these documents public, on the University website.
- (4) The applicants who hold teaching positions or equivalent, and are members of that Department, may submit their applications for the position of Head of Department.

Article 120

- (1) The Head of Department is elected by direct and secret ballot, expressed by all the members of the Department.
- (2) The candidate who obtained at least half plus one of the number of the valid votes shall be declared elected, provided that at least 2/3 of the members of the Department expressed their votes. If the quorum requirement is not met, the following election meeting will take place regardless of the number of members, teachers present.
- (3) If none of the applicants obtains half plus one of the votes, a second ballot is organised, in which the top two candidates of the first ballot participate, and the winner is the one who obtained the highest number of votes.
- (4) If, at the first ballot, there was only one candidate, who did not obtain half plus one of the votes, a new ballot is organised, with new applications, according to the election schedule.

APPOINTING THE RECTOR, VICE-RECTORS, DEAN AND VICE-DEANS

Article 121. The Rector is appointed by public competition or by direct and secret ballot of the tenured teachers and researchers of the University and of the students' representatives in the University Council and in the Faculty Councils, according the referendum organised 6 months before the elections, at the level of the University.

Article 122. If the Rector is appointed by public competition, the procedure follows the regulations stipulated in the Education Act No. 1/2011.

Article 123

If the Rector is appointed by universal ballot of the academic community, the procedure is as follows:

- the applications are submitted at the Elections Office of the University, according to the approved Election Regulations;
- (2) the applications contain a CV in Europass format, and a managerial plan;
- (3) The Elections Office of the University makes the applications, the CVs, the lists of publications and the management plans public on the University website;



Page: 39 of 65

(4) The Elections Office of the University may organise a public debate, and the applicants to the position of Rector may participate. The date and the place of the public debates are established the Elections Office of the University;

- (5) The Rector is elected by the direct and secret vote of the teachers and researchers of the University and of the students who are members of the Faculty Councils and the Senate;
- (6) the winner is the candidate who obtained at least half plus one of the valid votes, providing that at least 2/3 of the members of the academic community expressed their vote;
- (7) if none of the candidates obtained at least half plus one of the expressed votes, a new ballot is organised, in which the first two candidates from the first ballot compete. The winner of the second ballot is the candidate who obtained the highest number of votes;
- (8) if, at the second ballot, less than 2/3 of the members of the academic community are present, another ballot is organised, in which the first two candidates compete, as stipulated above, point (7). The winner is the candidate who obtained the highest number of votes.

Article 124

45

- (1) Following his/her confirmation by the Ministry of National Education and Research, the Rector, after consulting the Senate, shall appoint the Vice-rectors, in conformity with the Education Act No1/2011.
- (2) The newly elected rector conducts a competition for the selection of Deans, according to the Education Act No. 1/2011 and to the University Charter.
- (3) The Deans designated by the Rector shall appoint the Vice-deans, in conformity with the Education Act No. nr.1/2011.

VALIDATION OF THE ELECTIONS

Article 125. The Administrative Board, in office at the date of the beginning of the elections, proposes for the approval of the Senate, according to the elections period, the regulations regarding the elections, according to this Charter, at all levels, including: the deadline, the exact number of eligible positions, the application procedure, the presence of observers, the procedures of taking the minutes during the elections, the members of the Elections Office of the University, as well as any other measures necessary for the proper conduct of the elections.

Article 126. The Elections Office of the University gathers the minutes of all the meetings for the elections of the Department Councils, The Heads of Departments, the Faculty Councils and the Senate and drafts a report on how the elections were conducted

Article 127. The Elections Office of the University will present to the Senate, according to the period of the elections, the report on how the elections were conducted. The Senate, according to the period of the elections, validates, by direct and personal ballot, every management structure, except for the newly elected Rector. After the validation, the newly elected structures take office.

Article 128. If the Senate observes cases of misconduct, which contravene with the regulations stipulated by the Law, the Charter and those related to the election process, at any level, it may decide to invalidate those elections. If there are structures at the level of which elections cannot be invalidated, the Senate shall decide on how to address the situation.

Article 129. After the validation meeting of the management structures, at all levels (Departments, faculties, and University) the Administrative Board takes necessary actions in order to confirm the newly elected Rector.



Page: 40 of 65

Article 130. The Rector may sign official documents, financial/accounting documents, diplomas and certificates after his confirmation in office by the Minister of National Education.

CHAPTER X. SCIENTIFIC RESEARCH

Article 131

- (1) The whole academic life is based on the interdependence relationship between teaching and research, with constant attention paid to the traditions of the University, of the Romanian education and science, as part of the development of global education and science
- (2) The teachers, researchers and students shall conduct scientific research in accordance with the provisions stipulated in the Education Act No.1/2011.
- (3) The University stimulates participation in national and international research programmes. Top research is concentrated in research centres. The Faculty Management and Departments stimulate students' participation in scientific research activities.
- (4) The departments, the research groups, teachers and researchers use the whole range of national and international opportunities: research seminars of departments, scientific events, contracts, grants, national research programmes, international research programmes, invitations, research travel, editorial activities, etc. The students participate in the research activities carried out within the Departments and the research groups.

Article 132

- (1) The fundamental objective of scientific research is the development of science and of the professional competence of the academic members. It represents a major part of the obligations of the teaching staff and a condition for obtaining a teaching position at the university.
- (2) The University applies universal criteria of evaluation of the scientific research. In the evaluation of individual activity, the presence in the following shall be taken into account: the publications of the University, national and international publications, books, results obtained within the economy and society, national and international scientific events, involvement in organising scientific activities.
- (3) Research activity is part of the obligations of each academic member. Research is the foundation of instruction. Individual scientific investigations, validated through publications, represent together with teaching competences the fundamental evaluation criteria of qualification and academic performance.

- (1) The research orientation is established by the University Senate, at the proposal of the disciplines, departments and Faculties. It takes into account the existing research potential, as well as the main national and international research tendencies.
- (2) The evaluation of the academic staff is conducted annually, in conformity with the procedure regarding evaluation and quality assurance. The evaluation of auxiliary teaching and non-teaching staff is conducted by the Faculty/Department, according to the evaluation form.
- (3) The revenues obtained from research contracts, grants and other activities (services, consultancy, etc), after deducting the expenses of the University, shall be made available to the programmes coordinators (project managers/directors). These revenues may be used for the salaries of those who conducted the research, for developing the material base of the unit, for travelling, organising conferences, subsidising the publication of journals or books, etc.



Page: 41 of 65

Article 134

(1) The capitalisation of research is performed through publications in scientific journals, in the country and abroad, monographs, patents of inventions, and application of findings.

- (2) At the level of each department, there is a record of the published articles. At this level, the research findings obtained by each teacher are also analysed. The Heads of Departments are responsible with upto-date records of the whole scientific activity of the teaching staff within the Department they run and provide the Deans' Offices the up-to-date reports, at their request.
- (3) The research findings of each academic member are taken into account when they apply for promotions.

Article 135. Every teacher has the obligation to contribute with articles in the UMFST G.E. Palade Tg. Mureş publications and in national and international ones.

Article 136

- (1) The staff involved in research activities within institutes, laboratories or research centres of the university enjoy, within the limits of the research projects they coordinate, personal autonomy and responsibility, delegated by the credit officer, in public acquisitions and the management of the human resources necessary for the conduct of the research projects. These activities are carried out in conformity with the legal provisions in force and are subject to internal financial control.
- (2) The activities derived from grants or research contracts are remunerated according to the law and the contract provisions, by the decisions of the grant manager. The research contract stipulated both the payment method and the amounts.

Article 137

- (1) The forms of scientific interactions in the national and international system consist of university programmes, collective and individual grants, from specialised national and international bodies, common research within multiple users organisations or in programmes financed by various national or international institutions or bodies, collaborations between universities, national or international, regarding specific of multidisciplinary problems, contracts with economic operators, with the central and local administration, etc.
- (2) The academic community may apply to national and international scientific competitions, may engage in the elaboration and publications of national and international relevance, in scientific presentations and in national and international scientific exchanges.
- (3) The academic community participates in scientific events, in the organisation of national and international presentations, conferences, symposiums and in making contacts, with a view to promoting research.

- (1) The Departments, the Faculties, and the Rector's Office of the University compile an annual report of the results of the research and publications of the members of the academic community.
- (2) Employment/promotion of researchers is done by competition, according to some specific evaluation criteria, approved by the University Senate.
- (3) The research activity is organised and conducted in conformity with the national and European legislation. Within the University, the scientific research activities are organised in conformity with the Regulations regarding the organisation, operation and financing of scientific research.
- (4) In the University, research is conducted within institutes/R&D and innovation units, departments, research centres, university hospitals and research groups.



Page: 42 of 65

CHAPTER XI. MATERIAL RESOURCES AND FUNDING OF THE UNIVERSITY

Article 139

- (1) All funding resources of the University are represented by its own income.
- (2) The University is financed by funds allocated from the state budget, extra-budgetary funds and other legal sources, including loans and internal or external donations.
- (3) All proceeds of the University are used under conditions of university autonomy and in conformity with the law in force.
- (4) The Rector is directly responsible for the allocation University resources, priority being given to high-achieving departments and faculties.

Article 140

- (1) The amounts allocated to UMFST G.E. Palade Tg. Mureş from the budget of the Ministry of National Education and Research (MEC), on a contractual basis, include:
 - a. basic funding;
 - b. complementary funding;
 - c. additional funding;
- (2) The University receives from the MEC budget:
 - a. funds for institutional development;
 - b. funds for inclusion, scholarships and students' social protection.
- (3) These funds are allocated on an institutional contract basis.

Article 141

- (1) The basic funding of the University is multiannual and is ensured for the duration of a cycle of studies.
- (2) University basic funding is provided by MEC through scholarships calculated as equivalent of the average cost per student, according to area, cycle of study and teaching language.

Article 142

Through complementary financing, the University receives from MEC complementary financial resources for:

- (1) capital repairs;
- (2) equipment and other investment expenditure;
- (3) subsidies for student dormitories and canteens;
- (4) funds for University scientific research, on a competition basis.

Article 143. The University can benefit from additional financing from public funds granted by MEC, based on the criteria and quality standards set by the National Council of Higher Education Financing, which are designed to stimulate institutional excellence and study programs.

- (1) The Social Protection and scholarships Fund of the University students is allocated by MEC depending on the number of full-time students who do not pay tuition fees.
- (2) Students receive performance or merit scholarships to stimulate excellence, as well as social scholarships, for financial support in the case of low-income students.
- (3) The University can supplement the scholarship fund from off-budget income.
- (4) The University Senate approves annually the criteria for scholarship allocation, in accordance with the Regulation on scholarships and other forms of student social support.



Page: 43 of 65

Article 145

- (1) Extra-budgetary revenues consist of:
 - a) revenues from research;
 - b) tuition fees;
 - c) income from services;
 - d) interest income from rental operations and operations with external non-refundable funds;
 - e) revenues from micro-production activities;
 - f) other legal income.
- (2) Revenues from contract-based research are obtained through:
 - a) competition-based national and international research grants;
 - b) participation in research programs financed from EU funds;
 - partnerships in scientific projects and expertise activities with institutions in the country and abroad;
 - d) fundamental and applied research programs, concluded with public institutions and other economic operators in the country and abroad.
- (3) The maximum amount of overheads for research grants and contracts is determined by the Administrative Board or by the contracting authority and cannot be modified when in progress.
- (4) The University charges tuition fees on students who attend classes on tuition-based studies, as well as fees for exceeding the legal school period, admissions, registration, re-registration, retakes and other forms of evaluation that exceed the curriculum provisions. Charges may be applicable for teaching activities that are not included in the curriculum and other fees established by the University Senate or by the Administrative Board.
- (5) The fee amounts shall be determined annually by the Rector's decision, based on the decision of the University Senate, at the proposal of the Faculty Council or of the Administrative Board. Through own regulation, students engaged in university service may be partially exempted from tuition fee payment.
- (6) The minimum level of rent charged for temporarily available spaces of the University shall be determined according to rent charges established by the municipality. The rental of available space is approved by the Administrative Board and is done by auction, in conformity with the legal provisions.
- (7) The University may receive donations from Romania or from abroad, if they serve the educational policy of the national education system, are useful to the institution and do not contravene the laws of the Romanian state.
- (8) University funding can be performed on a contract basis and through the contribution of ministries other than MEN, if it ensures the education of specialists that are required by the respective ministries.
- (9) Taking out loans requires the approval of the Administrative Board.

Article 146. Charges may apply to students who do not pay tuition fees if they exceed the tuition period stipulated by law, for admission, registration, re-registration, retakes and other forms of evaluation which exceed the curricular content.

Article 147. Charges may apply for activities not included in the curriculum, according to the methodology approved by the University Senate.

Article 148. The annual budgetary execution of the University is made public, after the approval of the University Senate.

Page: 44 of 65

Article 149. Available university funds are allocated according to the budget of revenue and expenditure, approved by the University Senate and the Administrative Board, on consideration of meeting the University goals and achieving maximum efficiency in the conduct of current institutional activities, in conformity with the law.

Article 150

- (1) The University budget execution, regarding budget expenditure, consists of the following stages: commitment, liquidation, authorization and payment.
- (2) The budget execution is based on the principle of separating the responsibilities held by persons acting as credit officers from the duties of people acting as accountants.
- (3) The Rector, as credit officer, and those delegated by him, manage the budgetary credit administration and are in charge of specific operations for credit management: commitment, liquidation and authorization of expenditure, in conformity with legal provisions.
- (4) Within the University, expenditure is paid by the Chief Accountant or a person delegated by him/her, within approved budgetary credits and based on supporting documents drawn up in conformity with the law, only after the prescribed steps in paragraph (1) have been effected.
- (5) The annual budget execution of the University shall be made public on the University website.

THE PATRIMONY, THE MANAGEMENT AND PROTECTION OF UNIVERSITY RESOURCES

Article 151.

- (1) The University has its own patrimony, which comprises all the rights and obligations of economic value, as well as assets to which these rights refer. The University manages the assets in conformity with the law.
- (2) The University may have tangible and intangible assets in its patrimony, belonging to the public or the private domain.
- (3) The University has ownership right over the assets in its patrimony. University ownership rights shall be exercised in compliance with the common law provisions.
- (4) The University shall exercise its legal right on its intellectual activity.
- (5) The University property management is coordinated by the Administrative Board.
- (6) The Faculty Council is responsible for the way the spaces and facilities assigned to the faculty are used.
- (7) The heads of the University research units, experimental and teaching stations as well as of the additional units are responsible for the use of the premises and facilities assigned to these units.
- (8) Any material damage or loss of University assets shall be recovered from the incriminated persons, according to the legislation in force.
- (9) The management of the University resources entails the right to:
 - a) determine the budget of income and expenditure according to needs, opportunities and effectiveness of using public funds, in accordance with law;
 - b) achieve return on education, scientific research and other activities, in accordance with the legislation in force:
 - c) receive domestic and international sponsorships, donations and other forms of financial and material support;
 - d) take action in order to obtain additional financial resources:
 - e) carry out activities aimed at improving the effectiveness of the University resource management;
 - f)ensure payment of salaries to all employees;
 - g) offer perks (material and financial) from its own funds, in accordance with the legislation in force;

Page: 45 of 65

h) provide scholarships and make payments from its own funds, in accordance with the legislation in force:

- i) set priorities regarding investments and debts;
- j) manage all the assets, according to the needs of the University;
- k) perform financial and banking operations with any partner in the country or abroad.

Article 152.

- (1) The assets which are registered in the accounting documents of the University represent its material resources.
- (2) The development of the material resources of the University is achieved through annual investment programs, approved in conformity with legal provisions, within which the investment objectives and investment-based charges are nominated, according to the law.
- (3) Investment financing is carried out from funds allocated by MEN, from extra-budgetary sources, from funds obtained through research contracts or structural fund projects.
- (4) The ownership of real estate and other substantive rights of the University are subject to real estate advertising as stipulated in the current specific legislation.
- (5) Student hostels and cafeterias operate under the Rules of organization and operation approved by the Administrative Board of the University. The hostel and canteen administration is carried out by the Social Administrative Department, subordinated to the General Administrative Directorate of the University.
- (6) The sports complex is used mainly for university educational processes. Using the sports complex outside school hours can be approved by the Administrative Board, under legal renting conditions of educational premises.

Article 153.

- (1) The University can establish consortia with accredited public or private universities and/ or RD units, based on partnership agreements, in accordance with the law.
- (2) The university consortia, the partnerships or mergers are organized so as to achieve the mission of the University, to ensure quality criteria and standards, to effectively manage the activities of education, research and technology transfer, and ensure adequate financial and administrative support to the members of the academic community. If the university structures fail to support, through their activities, the University mission, the University Senate may decide their dissolution.

Article 154.

- (1) The University may establish, by itself or in association, businesses, foundations or associations, with a view to increasing its institutional and financial performance.
- (2) For the establishment of companies, foundations and associations, the university can contribute exclusively with money, patents and other intellectual property rights it owns, if stipulated provisions and contractual clauses are not infringed.
- (3) The University may assign, by contract, the right of property use and management to commercial companies or partnerships in which it acts as partner or shareholder, or to foundations in which it acts as founder.
- (4) With a view to supporting the activities of foundations and partnerships with which it is associated or is the founder of, the University may decide, with approval from the Senate, to grant them an amount of money annually, or to make available, free of charge, the necessary premises for carrying out specific NGO activities.

Page: 46 of 65

Article 155.

- (1) The University may sign contracts with public institutions and other private legal persons with a view to conducting basic and applied research programs or to improving the qualifications of post-graduate specialists, and it can enter into public-private partnerships.
- (2) Before concluding such contracts, the following shall be considered:
 - a) there is a labour market survey that identifies the qualification needs;
 - b) there is a correlation between the technical and social development tendencies and the range of competences of the University;
 - c) the legal entities who conclude contracts with the University should provide a tax record and demonstrate that they can financially support the contract for research or provision of services;
 - d) the contracts signed with prospective partners must contain a specific object, fixed deadlines and clearly stipulated mutual obligations.
- (3) The partnership contracts are concluded by the University in order to achieve its mission and strengthen the prestige of the institution by contributing to the sustainable development of the area.

CHAPTER XII. RELATIONS OF THE UNIVERSITY WITH TRADE UNIONS AND STUDENT ORGANISATIONS

Article 156

- (1) The management of the University promotes social dialogue in its relation with the representative trade union of teaching and research staff, and of the auxiliary and non-teaching staff, based on transparency of decision, with a view to building institutional consensus and resolving all aspects related to managementunion relations.
- (2) The relationships between the management structures of the University and the representative union consist of:
 - a) the union's participation, through its representatives, in consultations about the decision-making process, within the management structures of the University;
 - b) negotiation of the collective labour agreement;
 - c) negotiations between the two parties, with a view to settling labour disputes and conflicts of interest:
 - d) inclusion of union representatives in analysis, monitoring, recruitment and competition committees;
 - e) supporting the trade union in actions designed to promote the employees' personal career development and strengthen their professional status.

- (1) The relationship between the management structures of the University and the student organizations is based on principles of student-cantered education, of the consultation of partners in the educational process, of transparency in decision-making, and of complying with student rights and freedoms. In this relationship, the representative student organisations are: The Students' League of Târgu-Mureş LSTGM and The Association of Hungarian Students of Târgu-Mureş ASM, which will represent the interests of all the student organisations of the university.
- (2) The student organizations (LSTGM and ASM) are represented in all the management structures, actively participating in the decision-making process. The student organizations are consulted on major

Page: 47 of 65

development policies and strategies of the University concerning the fulfilment of its mission, as an education and research institution.

- (3) Depending on available resources, the University offers financial and logistical support to student organizations in the activities they organize scientific research, conferences, summer schools, etc. The student organizations are partners in all the activities the University promotes, both in promoting its image, and in projects of scientific research and national and international partnerships.
- (4) The student organizations (LSTGM and ASM) are partners with the University in the organization and conduct of elections at the university level, having representatives in the commissions established for this purpose.

Article 158

- (1) The principles that govern the students' activity within the university community are:
 - a) the principle of non-discrimination according to which all students receive equal treatment from the University; any direct or indirect discrimination against a student is prohibited;
 - the principle of the right to assistance and free complementary services in public higher education

 expressed through: counselling and information provided by the teaching staff, outside classes, seminars or laboratory; counselling for professional orientation; psychological counselling; access to major scientific journals and specialized books; access to data on personal school records;
 - c) the principle of co-participation in decision making;
 - d) the principle of freedom of expression;
 - e) the principle of transparency and access to information.
- (2) The students' rights, freedoms and obligations are included in the Code of students' rights and obligations, adopted at national level.
- (3) The University will establish a system for implementing and monitoring compliance with the Code of students' rights and obligations. The students' associations present an annual report on compliance with the Code, which is public.

Article 159

- (1) The students have the right to establish workshops, clubs, literary circles, arts and sports groups, organizations and publications, in conformity with law.
- (2) The students are democratically elected by universal, direct and secret vote at different group level, programs or courses of study, both within the faculty and the university. They are legal, legitimate representatives of the students' interests in each academic community. The University management is not involved in the process of electing student representatives.
- (3) The status of the student representative cannot be conditioned by the University or Faculty management.
- (4) The students are represented in all university decision-making and advisory structures.
- (5) The students can participate in volunteer activities, for which they can receive a number of transferable credits, under regulations approved for this purpose by the University Senate, or may have other benefits.

- (1) Scientific research, technical, cultural, artistic and sports activities, as well as activities for top-performing students are supported primarily by the University, depending on available financial resources.
- (2) The status of tuition-paying student changes as determined by the regulations approved by the University Senate.

Page: 48 of 65

(3) The University ensures, within the limits of resources allocated for consolidated student internships, the costs of meals, accommodation and transport, during the period specified in the curricula, in situations where the practice is conducted outside the university centre.

(4) All the study papers issued by the university, as well as documents certifying the student status (certificates, student ID, cards) are issued free of charge.

Article 161. The University students receive performance scholarships, merit scholarships and social study scholarships, granted in conformity with the Regulations of scholarships and other forms of student support.

Article 162. The University ensures the framework for students' practice through partnerships with institutions and public authorities, R&D institutes, public or private companies.

Article 163. The University students are given the benefit of student mobility programs, integrated studies and placements in the country and abroad, with a view to gaining additional educational, linguistic and cultural knowledge. Student mobility is based on credit transfer.

Article 164. The University provides the students the necessary framework for the development of individual scientific research activities in its research centres, and creates mixed research teams of teachers, researchers and students.

CHAPTER XIII. INTERNATIONAL RELATIONS

Article 165

Through its international policy, the University aims at developing cooperation, in the fields of academic and scientific research, with prestigious universities around the world, with research and development institutes, as well as with international academic organizations / associations.

Article 166. The main directions promoted in the development of international relations are:

- (1) extending international relations of cooperation with other universities, research and development institutes or academic international organizations;
- (2) promoting the principle of international mobility freedom for all categories of faculty members and students of the University;
- (3) boosting the process of internationalisation and of the visibility and the prestige of the University, through research within international projects, as well as through internationally relevant formative programmes;
- (4) internationalisation of the study programmes by attracting a high number of foreign students and fellowship visiting professors;
- (5) adopting a transparent attitude and offering all the members of the academic community equal chances, without any kind of discrimination, to participate to all the programmes;
- (6) treating the international partners equally, without any kind of discrimination.

Article 167

The forms of international cooperation promoted by the University are:

- (1) cooperation agreements with other universities;
- (2) affiliations to academic organizations and / or international scientific societies;
- (3) participation in cultural and international research programmes;
- (4) participation in international competitions;
- (5) participation in international scientific meetings;
- (6) organising events with international participation;



Page: 49 of 65

(7) exchange of teachers and students;

- (8) inviting experts from other countries to scientific events organised by the University and by the teaching staff as visiting professors, from other partner universities;
- (9) participating in Community programmes, funded by the European Union, and in the Erasmus + programme;
- (10) participating in European and international programmes.

Article 168. With a view to achieving optimal use of the objectives set out in article 166, the International Relations Department (DRI) has been created, which reports directly to the Rector. The Department of International Relations develops and implements development strategies for international partnerships within community programmes promoted by the National Agency for Community Programmes in Education and Professional Training (ANPCDEFP) and other existing or developing programmes and partnerships.

Article 169

The main responsibilities of the Department of International Relations are:

- (1) promotes the international policy of the university, especially by signing cooperation agreements with other universities and international prestigious research centres;
- (2) manages DRI within the university, and supervises the Erasmus + and non-Erasmus coordinators in the process of implementing the University strategy in the field of international cooperation, within community and non-community programmes;
- (3) represents DRI in its interactions with the University management, with public authorities, individuals or legal entities from the country and from abroad;
- (4) is responsible for the entire activity of the DRI to the Rector and the University Senate;
- (5) ensures the management of community programmes within the institution (organising mobility programmes, managing mobility grants).

Article 170. The Erasmus+ and non-Erasmus coordinators of international relations are responsible for international cooperation at faculty level. The main responsibilities of the coordinators are:

- supervising students benefiting from mobility programmes within the community and non-community programmes (information, selection, counselling, monitoring, evaluation, validation and recognition of their qualifications);
- (2) supervising of foreign students participating in exchanges in community and non-community programmes;
- (3) initiating new agreements and managing existing agreements concluded by the faculty;
- (4) creating the optimal framework for the deployment of mobility programmes for teaching, auxiliary teaching and non-teaching staff (incoming and outgoing), by managing existing agreements at Faculty level;
- (5) cooperating with the Department of International Relations of the University with a view to implementing the institutional strategy in international cooperation;
- (6) reporting regularly to the institutional coordinator on the progress of the Faculty agreements and on the activities under existing projects.



Page: 50 of 65

CHAPTER XIV. QUALITY ASSURANCE

Article 171. UMFST G.E.Palade din Tg. Mureş implements and maintains an institutional System of Quality Management, which promotes quality culture, in conformity with national and European policies in the field, with its own institutional mission and vision of its prospective development.

Article 172

- (1) The quality management is ensured by the Rector or by a delegated person, by the Commission for Quality Evaluation and Assurance, which is assisted, in its activity, by the Department of Quality Assurance.
- (2) At faculty level, the Dean is responsible for quality management, and (s)he may delegate some of the activities to a Commission for Quality Evaluation and Assurance.

Article 173. The System of Quality Management is implemented and maintained in conformity with its own regulations and with the law.

Article 174.

- (1) With a view to ensuring quality and equity in the process of student evaluation, each discipline will comply with the institutional standardisation of the way of conducting examinations.
- (2) All the questions and multiple-choice tests used at theoretical exams within the study programmes that have different lines of study shall be elaborated in common by a group of authors and shall be identical, i. e. available, through translation, in Romanian, Hungarian and English.
- (3) The exams shall have the same duration, the same number and type of questions and the same evaluation method, regardless of the teaching series within the same discipline.
- (4) The final mark shall encompass all the scores obtained by the student at formative and summative assessments, while the results obtained at the multiple-choice test shall be adjusted with respect to the highest score obtained by the student.
- (5) The summative theoretical examinations shall be subjected, by the Department of Internal Evaluation of Study Programmes and University Curricula (CEIPSCU), to quality check, with respect to mark distribution, level of difficulty, and equivalence according to lines of study. The conclusions of these evaluations will be communicated to the heads of departments / heads of disciplines, who must take corrective measures in case there are situations of major discrepancies between evaluations.

CHAPTER XV. THE CODE OF ETHICS AND PROFESSIONAL CONDUCT

- (1) The George Emil Palade University of Medicine, Pharmacy, Science and Technology of Târgu-Mureş (UMFST G.E.Palade Tg. Mureş) is a complex university community with a great diversity of members such as gender, race, ethnic group, religion, and political convictions. Members of the community enjoy recognition, and respect in a environment of trust, tolerance, and dignity, which contributes to the cohesion of departments, to cooperation and to the increase of the reputation of the University. The University respects the dignity of each of its members and promotes academic integrity. Its members are committed to contributing to the democratic development and prosperity of society.
- (2) Nothing in this Code shall be construed so as to restrict certain rights conferred by law or by collective labour contract.



Page: 51 of 65

Article 176. The main principle of all activity and university life is the criterion of value and merit.

Article 177. The Code of ethics of the UMFST G.E. Palade Tg. Mureş is a moral contract between the academic community and students, faculty, administrative staff, and non-teaching staff. The Code regulates the rules of professional and social conduct and includes moral standards, responsibilities, and rules of academic practice.

Article 178. The provisions of the UMFST G.E.Palade Tg. Mureş Code of ethics are mandatory for all members of the academic community and promote the moral responsibility of faculty, students, and administrative staff for the achievement of the major objectives of the University.

Article 179. The Code of ethics of the UMFST G.E.Palade Tg. Mureş cultivates the norms of democratic, social, and economic development, observance of the rule of law and human rights, observance of the Labour Code, deontological regulation of professional activity, educational, research, and all other laws of the country. The Code of ethics does not exclude or substitute the rights and obligations of the university members.

Article 180. The UMFST G.E.Palade Tg. Mureş provides conditions for development, professional assertion, and equal opportunities for all the members of the academic community, as well as equitable access to university resources.

FUNDAMENTAL PRINCIPLES

Article 181 This Code is based on the following fundamental principles: academic freedom, merit, professional competence, integrity, collegiality, honesty, and responsibility.

ACADEMIC FREEDOM

Article 182. Academic freedom means the right of any member of the academic community to openly express his/ her scientific and professional opinions in lectures, seminars, conferences, debates, but also in the written, presented or published papers and works. Critical approach, intellectual partnership and cooperation are encouraged regardless of political opinions or religious beliefs.

Article 183. Academic freedom allows any member of the academic community to freely express, inside or outside the University, their opinions based on their professional competence without being censored.

Article 184.

The following do not belong to academic freedom and do not find their place in the academic environment:

- (1) political propaganda carried out within the University or in connection with actions of the University;
- (2) religious proselytism;
- (3) promoting doctrines or ideas of racist, xenophobic, chauvinist, fascist, irredentist character;
- (4) defamation of the University, libel of the academic community by its members, in any form, verbal or written;
- (5) personal attacks or defamatory assertions against other members of the academic community.

COMPETENCE

Article 185

(1) The University cultivates an environment conducive to competence and competitiveness. The University supports the development of high standard academic programs, capable of leading to the increase in knowledge, the training of top specialists and the increase in research prestige.



Page: 52 of 65

(2) The University supports and rewards scientific, professional, pedagogical, managerial, and administrative efficiency, quality, and excellence.

Article 186

- (1) Each member of the academic community takes responsibility for the quality of the educational process.
- (2) Any member of the faculty should master in detail the subject he/ she teaches, ensuring that the entire content of the course is up-to-date, representative and appropriate to the level to which the subject belongs in the curriculum. In this respect, each member of the faculty should also be informed of the content of the courses included in the curriculum that precedes or follow their course, making interconnections with them. Disagreements of a scientific nature between members of the faculty should not affect student preparation and results.

Article 187

- (1) Each member of the faculty should pay particular attention to the preparation and delivery of the lectures, to the preparation or provision of the teaching materials necessary for the students for the courses, seminars or laboratories, to the delivery of the classes, the follow up and the guidance of the writing activity (projects, graduation theses, dissertation papers, doctoral theses) of the students, to the marking of the papers and communicating the results.
- (2) The graduation thesis/ dissertation/ doctoral thesis is an original work, it is mandatory to include the reference source for any material used. The scientific supervisor, together with the author of the work, is responsible for meeting the quality standards or professional ethics, including ensuring the originality of the content.
- (3) If at the time of public reading a member of the faculty identifies serious deviations from good conduct in scientific research and academic activity, including plagiarizing the results or publications of other authors, fabricating results or replacing the results with fictitious data, the member of the faculty is obliged to notify the ethics committee of the University and to propose to all members of the board the mark "Not satisfactory".
- (4) The graduation thesis/ dissertation/doctoral thesis are public documents and are also written in digital format, which is stored in the University archive and its electronic databases, which are checked randomly. Upon completion of the supervised work, the scientific supervisor and the author make a statement on their own responsibility that their data have not, in part or in full, been the subject of another similar work.
- (5) The sanctions for violation of university ethics and good conduct in research that can be applied to the teaching and research staff, respectively to students and doctoral students, are those stipulated in the Education Act no. 1/2011.

Article 188. From a pedagogical point of view, competence involves choosing the most appropriate ways to approach each topic within the curriculum, communicating the course objectives, choosing ways of assessment in accordance with the objectives. It is desirable to adapt the teaching style to the needs and level of the course.

Article 189.

Infringements of the principle of competence:

- (1) the delivery of lectures, seminars or laboratory practices by people who do not have the appropriate level of knowledge;
- (2) using a significant part of the time allotted to the course or seminar to discussions unrelated to its topic;

Page: 53 of 65

- (3) intentionally misinterpreting the results of a research to substantiate a theory that the person supports;
- (4) requiring students to adopt the exclusive viewpoint of the teaching staff or to refuse to discuss, on the basis of arguments, other points of view expressed on the same topic;
- (5) the partial coverage of a fundamental course by a member of the faculty, i.e. only the aspects of personal interest;
- (6) choosing ways of assessment which are inconsistent with course objectives and methodology;
- (7) not giving the student the opportunity to train for the skills required by the course objective and assessed during the final examination.

INTEGRITY

Article 190. The integrity of the members of the academic community is essential for the optimal development of teaching and research activity. Each member of the academic community is under an obligation to avoid any situation likely to give rise to doubts as to their integrity, primarily conflict of interest.

Article 191. There is a conflict of interest when the personal interests of a member of the academic community (faculty member, student, member of the administrative staff) conflict with the obligations deriving from their statute or are likely to affect the independence and impartiality necessary for the fulfilment of these obligations.

Article 192. In the faculty member-student relations the following are violations of the integrity obligation:

- (1) the claim or acceptance of favours of any kind, including sexual favours;
- (2) claiming or accepting gifts or other material benefits;
- (3) borrowing money between the faculty member and the students;
- (4) provision by the faculty member of remunerated activities for the benefit of the student, his or her spouse or a relative up to the second degree;
- (5) generosities from the student or his/ her relatives up to the second degree.

Article 193

The examination by a member of the faculty of a person who is his/ her spouse, a relative up to the third degree, or another person with whom the decision-maker has a similar relationship of affection, is likely to yield the impression of favouritism among other students. To avoid this situation, the following are necessary:

- (1) when there are other faculty members of the same specialty, the teaching staff concerned shall make a statement of abstention, and the student's examination shall be made by another member appointed by the Director of the Department or Dean, as the case may be;
- (2) if replacement is not possible, another faculty member, having the closest specialty, will be appointed to assist the specialist of the subject during the examination of the student concerned;
- (3) it is forbidden to include in any competition board of the University a person in the relationship referred to in paragraph (1) with one of the candidates. To the extent that the incompatibility was not known at the time of the appointment of the board, the faculty member has the obligation to abstain and request their replacement from the board. It is forbidden to accept by a doctoral supervisor the supervision of a doctoral student in the relationship provided for in paragraph (1) with him/ her.

Article 194

In scientific research activities, integrity implies:

(1) the acceptance and mention as authors of a work only of the persons who have actually participated in its production;

Page: 54 of 65

(2) mention of the bibliographic reference from which an idea, expression, result of previous research, whether published or not, was taken. This rule also applies to elements taken from works of any kind by students or doctoral students and subsequently used by a member of faculty in their own research;

- (3) the explicit recognition of the contribution of any person who has actually participated in a research activity. If the contribution consisted only of supervision or counselling, no formal recognition of the contribution is required. In these cases, however, it is recommended to include acknowledgements;
- (4) rigorous compliance with the intended use of funds allocated to a research project. The sources of funding underlying research will be mentioned in the publications in which the results of the research have materialized;
- (5) adherence to special ethical rules relating to research on human subjects or animal experiments and any other research ethics.

Article 195

The following are research ethics violations:

- (1) fraud in science defined as deliberate action to fabricate, falsify, plagiarise or estrange the results of scientific research;
- (2) plagiarizing the publications or the results of another author;
- (3) fabricating results or replacing results with fictitious data;
- (4) falsifying consisting in the alteration of research materials, equipment, processes or results, the omission of data or results likely to distort the results of the research;
- (5) concealing or removing unwanted results;
- (6) deliberately misinterpreting the results of other researchers;
- (7) non-disclosure of conflicts of interest in making or participating in assessments;
- (8) the use of false data into grant or grant applications;
- (9) misappropriation of research funds;
- (10) lack of information from the research team prior to the start of the project regarding salary rights, responsibilities, co-authorship, rights to research results and sources of funding and association;
- (11) the repeated publication or financing of the same results as scientific novelty elements:
- (12) the omission of recognition, either by mentioning the contribution of third parties to the making of a work as an author of a work or by indicating the source;
- (13) obliging the authors of a work to mention authors and persons who have not participated in its production;
- (14) orientation of the research activity of students, master students, doctoral students in order to obtain a personal advantage by the supervisor. This is the case when a faculty member requires one or more research topics to serve a personal research project, to prepare a conference or an article, or to be used for the benefit of a private enterprise.

Article 196

In administrative activities, integrity implies:

- (1) the proper conduct of all the procedures for the selection or appointment of the administrative staff. It is forbidden to receive, accept, demand, give or offer money, goods or any other benefits or favours in return for occupying an administrative position;
- (2) the fulfilment in good faith and for the benefit of the University of any administrative responsibility. Using an administrative position to obtain personal benefits of any kind constitutes a violation of the integrity obligation;

Page: 55 of 65

(3) upon the transfer of an administrative responsibility, the person formerly responsible shall make available to the new person responsible all the instruments, information and elements, all of them updated, necessary to take over this responsibility immediately;

(4) when, for any reason, a person is unable to properly perform the administrative tasks entrusted to them, they shall be obliged to inform the superiors thereof.

- (1) Incompatibility is the prohibition to have direct hierarchical relations between teaching, research or non-teaching staff who occupy a leading position and spouses or relatives up to and including third degree. According to the law, incompatibility also implies prohibitions on the simultaneous exercise of certain functions and positions.
- (2) The conflict of interests is a situation, concrete or possible, in which a teaching, research or non-teaching member or a society with which he/ she is associated or of which is a shareholder has personal or patrimonial interests contrary or unfair to the University, exercised in such a way that to negatively influence the objective achievement of the functions of the occupied position or to affect the vote within the collegiate governing bodies.
- (3) Positions in a higher education institution, of direct leadership, control, authority or institutional evaluation, are incompatible and cannot be simultaneously held by spouses and relatives to the third degree, as follows:
 - a. The President of the Senate of the University with the Rector, the Vice-Rectors, the Director of the Council for Doctoral Studies, Deans, Vice-Deans, the General Administrative Director, the members of the Board of Directors, the Directors of Departments, the Leaders of the Doctoral Schools, the heads of the units of the higher education institution, temporarily under the direct subordination of the President of the Senate of the University and, if applicable, the leaders of the study lines/ sections in the languages of the national minorities;
 - b. The Rector with the Vice-Rectors, the Director of the Council for Doctoral Studies, Deans, Vice-Deans, the General Administrative Director, the members of the Board of Directors, the Directors of Departments, the Leaders of the Doctoral Schools, the heads of the units of the higher education institution and, if applicable, the study sections in the languages of national minorities;
 - c. The Vice-Rector and the Director of the Council for Doctoral Studies with Deans, Vice-Deans, the General Administrative Director, the members of the Board of Directors, the Directors of Departments, the leaders of the Doctoral Schools, the heads of the units under the Vice-Rector or the respective Director and, if applicable, the heads of lines/ study sections in national minority languages, subordinated to the respective Vice-Rector or Director;
 - d. the members of the Administrative Board with the Deans, Vice-Deans, the General Administrative Director, the Directors of Departments, the Leaders of the Doctoral Schools, the heads of the units of the higher education institution and, if applicable, the leaders of the study lines/ sections in the languages of the national minorities;
 - e. The General Administrative Director with the Deans, the Vice-Deans, the persons with leading positions in the technical-administrative department/ staff and the subordinated staff;
 - f. The Dean with the Vice-Deans of the respective faculty, the Directors of Departments within the respective faculty, the heads of the subordinated Doctoral Schools, the heads of the units subordinated to the respective faculty and, if applicable, the heads of the study lines/ sections in the languages of the national minorities within the respective faculty;

Page: 56 of 65

g. The Vice-Dean with the Directors of Departments within the respective faculty, the heads of the subordinated Doctoral Schools, the heads of the units subordinated to the respective faculty and, if applicable, the heads of the study lines/ sections in the languages of the national minorities within the respective faculty:

- h. the Director of the Department within the heads of the subordinated units of the Department, and, if applicable, the heads of the study lines/ sections in the languages of the national minorities within the respective faculty;
- i. the Head of the Doctoral School with the heads of units subordinated to the respective Doctoral School:
- j. The doctoral supervisor with the doctoral students supervised.
- (4) Incompatibilities at the level of the University imply, from the point of view of management, control, authority and evaluation, according to the law, the following:
 - a. prohibition of the Rector's spouse or relatives up to the third degree to occupy any of the following positions: Vice-Rector, General Administrative Director, Dean, Vice-Dean, Department Director, and Chief Accountant;
 - b. prohibition of the Vice-Rector's spouse or relatives up to the third degree to occupy any of the following positions: General Administrative Director, Dean, Vice-Dean, Department Director, and Chief Accountant;
 - c. prohibition of the General Administrative Director's spouse or relatives up to the third degree to occupy any of the following positions: Director, Chief Accountant, head of unit, head of office;
 - d. prohibition of the Dean's spouse or relatives up to the third degree to occupy any of the following positions: Vice-Dean, Department Director, an execution position of teaching or research;
 - e. prohibition of the Vice-Dean's spouse or relatives up to the third degree to occupy any of the following positions: Department Director, an execution position of teaching or research;
 - f. prohibition of the Department Director's spouse or relatives up to the third degree to occupy an execution position within the same department;
 - g. prohibition of direct assessment of the spouse or relatives up to the third degree;
- (5) Employees with leading positions cannot participate in the assessment of spouses or relatives up to the third degree.
- (6) Tenured teaching and/ or research staff who hold any of the following positions: Rector, Vice-Rector, General Administrative Director, Dean, Vice-Dean, and Director of the Department, and have their spouse, relatives or relatives up to the third degree in a subordinate position and the direct coordination of these position have 30 calendar days to solve the case of incompatibility.
- (7) A member of the teaching, research, and non-teaching staff who holds a management position within a collegiate governing body and is elected for a mandate on another management position which cannot be cumulated with the initial position, according to the law, has the obligation to opt for one of the two positions within 30 calendar days of incompatibility.
- (8) The presence as a member in the following collective management structures does not generate incompatibilities:
 - a. The Senate of the University;
 - b. Faculty Council;
 - c. Department Council;

Page: 57 of 65

- d. The Council for Doctoral Studies;
- e. The Council of the Doctoral School.
- (9) Employees cannot be part of the academic community if: they have, by any means, affected the reputation and good operation of the University, as well as former tenured employees excluded from this community. Exclusion from the academic community is ordered by decision of the Senate.

Article 198

- (1) Full time employed teaching, research, and non-teaching staff are in conflict of interest in any of the following situations:
 - a. the employee is called upon to resolve requests, make decisions or participate in decision-making regarding individuals and legal entities with which he/ she has patrimonial relations;
 - b. the employee is called upon to resolve requests, make decisions or participate in decision-making on individuals who are spouse or relatives up to the third degree;
 - c. the employee participates in the same board or same governing body, established by law, with other teaching, research or non-teaching staff who have the status of spouse, or relatives up to the third degree;
 - d. the patrimonial interests of the employee, spouse, or relatives up to the third degree may influence the decisions he/ she must make in his/ her duties:
 - e. the employee occupies positions or conducts teaching or research activities at other public or private higher education institutions in the country or within companies, companies in the country that have a competitive educational or research activity without the approval of the management of the University;
 - f. the employee performs activities that involve inconsistent conduct with ethics and professional deontology, or brings prejudice to the image of the University, misinformation campaigns in the media, or other activities that may affect the mission of the institution.
- (2) The position of Rector is incompatible with any leadership position within a political party during the term of office.

Article 199.

- (1) In the event of a conflict of interest, teaching, research, or non-teaching staff shall be obliged to refrain from resolving the request, making a decision or taking part in decision making, and shall immediately inform the hierarchical manager or the Head of the collegiate governing body about his/ her abstaining.
- (2) The management of the University and the management of the other structures are obliged to take the necessary measures for the impartial exercise of the teaching, research and non-teaching positions and for solving the situations provided by art. 198 of the University Charter.
- (3) For these situations the University Senate has, upon the Rector's proposal, the solution to the state of conflict of interests by dismissal from the position of management or, as the case may be, the dissolution of the individual labour contract.
- (4) In the conditions in which the Senate is informed about a situation of conflict of interest of the Rector, the Senate cannot order the dismissal or the termination of the employment contract, without the prior referendum procedure, if the rector's designation is the one stipulated in art. 209 paragraph 1, letter b of the Education Act no.1 / 2011.





Page: 58 of 65

(5) Any person may notify, in a written and signed document, instances of incompatibility and conflicts of interest. Anonymous notifications are not taken into account.

- (6) Individuals who are in one of the situations of incompatibility or conflict of interest have 30 calendar days to solve this legal situation under the sanction of dissolution of the individual labour contract.
- (7) Public liability for resolving incompatibilities and conflicts of interest is incumbent upon the University Senate, the Rector, and all persons in senior management positions, under whose subordination situations of incompatibility and conflicts of interest arise.
- (8) Breaches of the provisions on incompatibility and conflicts of interest entail, as appropriate, disciplinary, administrative, civil or criminal liability, according to the law.
- (9) Teaching, research, and non-teaching staff members who hold a management, control or evaluation position or are candidates for such a position will make an affidavit regarding incompatibilities and conflicts of interest.

COLLEGIALITY

Article 200.

Activities within the academic community imply the cooperation among its members, in the spirit of collegiality and mutual respect. Collegiality entails:

- (1) courtesy and respect towards each member of the academic community. Breaching this obligation by one person does not mean that the injured party should adopt the same attitude.
- (2) obligation to assist the members of the academic community, which implies collegial support in the teaching and administrative activities, bona fide cooperation during projects in which several people are involved;
- (3) mutual respect of linguistic, religious and social differences between the members of the academic community;
- (4) understanding, respect and support for people with special needs;
- (5) obligation of confidentiality regarding the data and information communicated by a member of the academic community to another member, in a private context. As regards the academic transcripts of a student, the obligation of confidentiality operates within the limits established by a decision of the Senate, in conformity with the law regarding personal data protection.

Article 201.

Breaches of the principle of collegiality:

- (1) discrimination, gender, ethnic or other forms of harassment, use of physical or mental violence, offensive language or abuse of authority towards a member of the academic community, regardless of the position he or she occupies within the University (student, teacher, member of university management, member of the administrative staff);
- (2) promotion or tolerance of behaviours as described in the preceding paragraph by the heads of faculties, departments, or administrative units;
- (3) unfair discredit of the ideas, assumptions, or research results of a colleague;
- (4) formulating, in the presence of students, of comments on professional training, moral care, or some aspects of a colleague's private life;
- (5) advising students not to attend a colleague's course, for reasons of disliking that particular colleague;

Page: 59 of 65

(6) the repeated filing of complaints, notifications, or slander, clearly unfounded, about a colleague;

- (7) the use and disclosure in the teaching or research activity of information transmitted in confidence by another colleague (personal data, experience, etc.);
- (8) discussing with students about the academic results, or the social, medical situation of a particular student.

In the special subject of student examination, collegiality requires prior and detailed information to students about the course objectives and requirements, the modes and assessment periods. In this regard:

- (1) at the beginning of each semester the course lecturer shall share or distribute to the students a course syllabus covering the subject of each lecture, the mandatory and optional bibliography, details of the form of the examination and the basis of the assessment;
- (2) courses and seminars will address the entire syllabus required for the exam;
- (3) students' knowledge is continuously assessed through tests during the semester and final examinations during the examination period. Schedule regarding tests during the semester are communicated at the beginning of the semester.
- (4) following the examination, the scoring scale shall be displayed at the latest with the results. At the request of the student, the examining teacher presents the paper and explains the mark, by reference to the displayed scoring scale.

JUSTICE AND EQUITY

Article 203.

All members of the academic community shall be treated fairly and equitably. Discrimination or exploitation is not allowed, justice is based on fair and equitable sharing of power and prevention of abuse of power. The University will adopt firm measures for non-discrimination, equal opportunities, access to education, employment and educational and research programs, to eliminate conflicts of interest, to prevent and combat all forms of corruption, favoritism and nepotism.

LOYALTY

Article 204.

Loyalty to the University implies the obligation of each member of the academic community to act in the interest of the University, to support its objectives, strategies and policies in order to achieve the mission and increase its competitiveness.

Article 205.

The following are violations of the loyalty obligation:

- conducting actions meant to lead to the loss of patrimonial or non-patrimonial rights legally acquired by the University;
- (2) conducting, in other universities or institutions or companies in the country, teaching or research activities that compete with those organized by the University without the prior approval of the University management;
- (3) advising students to abandon the courses of the University in favour of another educational institution;
- (4) engaging in activities outside the university that significantly affect the time devoted to the teaching and research obligations of the person;

Page: 60 of 65

(5) conducting actions of any kind (verbal or written) meant to discredit the University (the management or any member of the academic community) or seriously affect its image and prestige.

RESPONSIBILITY

Article 206. The responsibility for complying with the provisions of this Code rests first with each member of the academic community. Being part of the academic community requires each member to assume responsibility for their actions or omissions. The violation of the provisions of this Code entails disciplinary liability under the terms of the Education Act no.1 / 2011, the Labour Code and the internal regulations of the University.

MERIT

Article 207. The University ensures the recognition, cultivation and reward of the personal and collective merits that lead to the fulfilment of its institutional purpose.

TRANSPARENCY

Article 208. The University shall respect the principle of transparency of all categories of information that interest the members of the academic community, potential candidates, graduates, institutions with which they collaborate and the general public, ensuring consistent and correct information.

ETHICAL PRINCIPLES IN SCIENTIFIC RESEARCH

Article 209. Research on human subjects shall be conducted in compliance with the provisions of the International Conventions and Declarations to which Romania is a signatory. In biomedical research there is a duty to promote and protect the lives, health, privacy, and dignity of human subjects participating in research.

Article 210.

In conducting medical research on human subjects additional protection must be given to vulnerable populations:

- (1) economically and physically disabled individuals;
- (2) individuals who cannot give consent to participate in medical research (minors, incapacitated individuals, individuals who due to their condition cannot express their will);
- (3) individuals who are likely to give their consent under pressure (e.g. detained individuals, soldiers);
- (4) individuals who do not personally benefit from research;
- (5) individuals for whom medical research is combined with medical care.

Article 211. In research on human subjects, the wellness of the individual prevails over that of society in general and of science.

Article 212. Medical research for the purpose of medical advancement must be conducted on human subjects only as a last resort. This should be done in accordance with existing scientific data, other relevant sources of information, and animal experimentation data where this is possible.

Article 213. The main purpose of medical research on human subjects is to improve prophylactic, diagnostic, and treatment methods, understanding the etiology and pathogenesis of a disorder.

Article 214

No research may be undertaken on a person unless the following conditions are cumulatively met:

Page: 61 of 65

(1) there is no alternative method to human research of comparable efficacy;

- (2) the risks to which the individual may be exposed are not disproportionate to the potential benefits of research;
- (3) the research project has been approved by the competent court after having been independently examined on its scientific relevance, including an assessment of the importance of the research objective and a multidisciplinary examination of its ethical acceptability;
- (4) the individual being investigated is informed of his/ her rights and the safeguards for their protection;
- (5) the consent of the participants.

Article 215. The research protocol must be assessed by an ethics committee made up of independent persons from researchers or sponsors. The ethics committee conducting the project assessment must be informed of the conduct of the research and has the right to monitor the on-going research.

Article 216. Medical research on human subjects should only be performed by qualified persons. This person has responsibility for the subjects involved in the research, even if they have expressed informed consent for participation.

Article 217. Clinical experimentation (non-therapeutic research) is ethically acceptable if it does not involve a seriously foreseeable risk to the participating subjects. Researchers conducting the clinical experiment are required to interrupt it if there is a risk of harming the subject's health or when the subject requires that the experiment cease. Medical research on human subjects can only be performed if the potential benefits outweigh the risks.

Article 218. The forceful or misleading of an individual for the purpose of experiment is a serious violation of the principles of medical ethics. The participation of human subjects in research can only be done voluntarily and only after they have been adequately informed about: the goals, the methods of research, the risks, and the expected benefits. Subjects should also be informed that they may withdraw from the research at any time without prejudice to them in any way. The informed consent of the participants must be taken in compliance with the legal provisions.

Article 219. In the case of minors, the consent shall be obtained from the legal guardians or legal representative, and the minor's consent to participate in the research shall be necessary. A maximum of caution is needed to use minors in medical experiments and only if the risks are minimal.

Article 220. In the case of people who are unable to express their will, their consent will be obtained from their legal representatives.

Article 221. Researchers should take all necessary measures to protect the privacy of subjects involved in research, to preserve the confidentiality of information about subjects, and should minimize, as far as possible, the impact of the research on their physical, mental, and personality integrity.

Article 222. Research for therapeutic purposes constitutes the first application of medical or surgical procedures to humans, and will be exclusively for curative purposes. In such research there must be a fair proportionality in favour of the patient, between the risks of the new procedure and the gravity of the case; the possible dangers of the new procedure do not outweigh the likely evolution of the underlying disease or the treatments known and applied so far.



Page: 62 of 65

Article 223. The use of a placebo in medical research combined with patient care is only permitted when there are no prophylactic, diagnostic, or therapeutic methods demonstrated for participating subjects, or when patients receiving placebo are not at additional risk.

Article 224. The publication of results of medical research on human subjects shall be done with respect to the accuracy of the data and only in the conditions in which the national and international ethical rules governing medical research on human subjects are observed.

Article 225. The abovementioned ethical rules also apply to epidemiological studies or screening activities.

Article 226. Experiments on the cloning of human beings are forbidden.

DEVIATIONS FROM STANDARDS OF GOOD CONDUCT IN SCIENTIFIC RESEARCH

Article 227.

- (1) The body responsible for overseeing the application of the provisions of this Code is the Ethics Committee of the University.
- (2) The structure and composition of the Ethics Committee is proposed by the Board of Directors, endorsed by the University Senate and approved by the Rector. Members of the Committee are individuals with professional prestige and moral authority.
- (3) The Ethics Committee operates after its own Regulation, adopted by the Senate of the University.
- (4) The members of the Ethics Committee shall not be persons who hold any of the following positions: Rector, Vice-Rector, Dean, Vice-Dean, General Administrative Director, Department Director, or director of unit for research, development, micro-production.

Article 228.

- (1) The Ethics Committee is comprised of 11 members, as follows:
 - a. seven representatives of teaching staff, ensuring the inclusion of all study lines;
 - b. two representatives of the non-teaching staff;
 - c. two student representatives.
- (2) The Committee shall, by a majority of votes, elect a chairman during the term of office.
- (3) The President of the Committee conducts the meetings of the Committee, coordinates the activity of the Committee, represents the Committee in relations with the University management, the Senate management, and with other institutions.
- (4) For serious violations of university ethics and the rules of operation of the Ethics Committee, members may be proposed for replacement by a vote of 2/3 of the members of the Committee. The replacement recommendation is addressed to the Administrative Board.
- (5) The supplementation with new members is made on the proposal of the Administrative Board with the approval of the Senate and that of the Rector.
- (6) The term of office of the members of the Committee shall be four years.
- (7) Secretarial duties of the Committee shall be provided by the General Secretariat of the University.





Page: 63 of 65

Article 229.

The Ethics Committee has the following attributions, according to the Education Act no.1/2011:

- a. analyzes and solves deviations from university ethics, based on complaints or own initiative, according to the current Code of Ethics;
- b. draws up an annual report on the situation of respecting university ethics and ethics of research activities, which is presented to the Rector, the University Senate, and which is a public document;
- c. contributes to the production of the Code of Ethics, which is proposed to the University Senate for adoption and inclusion in the University Charter;
- d. other duties provided by the legislation in force or established according to the University Charter.

Article 230.

- (1) The Committee may be notified in writing by any natural or body that has found a violation of ethics by a member of the academic community.
- (2) The Committee may also make a statement ex officio.
- (3) The reports shall be registered with the University Registry or submitted to the mailboxes for proposals and notifications/ complaints.
- (4) The Committee may decide not to take account of anonymous notifications.
- (5) The complaint shall explicitly indicate the name of the person who is guilty of the offense, the name of the person making the complaint, and the facts attributed to them accompanied by supporting evidence.
- (6) The Ethics Committee shall meet at the convocation of the President of the Committee.
- (7) The Committee keeps confidentiality of the identity of the perpetrator according to the Education Act no.1/2011.
- (8) The decisions of the Ethics Committee are endorsed by the University Legal Advisor. The legal responsibility for the decisions and the activity of the Committee is the responsibility of the University, according to the Education Act no. 1/2011.
- (9) The Committee shall respond to the complainant within 30 days from the date of its submission and shall communicate the results of the procedures after their completion.

Article 231. Any person in a senior management position at the University who receives a complaint about breaches of ethical rules shall submit it to the Ethics Committee for analysis.

Article 232. Serious deviations from good conduct in scientific research and academic activity are:

- a. plagiarizing the results or publications of other authors;
- b. fabricating results or replacing results with fictitious data;
- c. providing false information in grant applications.

Article 233. The functioning of the Ethics Committee is regulated by the Regulation of the Ethics Committee adopted by the University Senate.

CHAPTER XVI. ADOPTION, SUPERVISION, AND AMENDMENT OF THE UNIVERSITY CHARTER

Article 234. The University Charter is adopted by the University Senate. The University Senate is legally convened if 2/3 of its members are present.

Article 235. The Charter is adopted by a majority of 2/3 of the present members.





Page: 64 of 65

Article 236.

- (1) The Administrative Board supervises constantly the way in which the University Charter is in line with developments in national legislation.
- (2) The Rector, with the assistance of the Department of Internal Public Audit, examines the technical details of the implementation of the University Charter regulations.

Article 237

- (1) A proposal to amend or update this Charter may be made:
 - a. at the Rector's initiative;
 - b. at the initiative of 1/3 of the Senate members;
 - c. at the initiative of 1/3 of all the employees with permanent positions in the University;
 - d. at the initiative of 1/3 of the total number of the students of the University
- (2) Any proposed amendment is submitted to the Senate.

Article 238

- (1) The proposed amendment is debated in the Senate and approved by the affirmative direct, secret and personal vote, of at least half plus one of the votes of the present members.
- (2) The Rector appoints a commission for the revision of this Charter, of the items concerned in the proposal. The commission submits the proposed amendment of the Charter to the Senate, for approval or rejection.
- (3) The Administrative Board informs the academic community about the amendment or updating of the University Charter within 30 days of its approval by the Senate, after obtaining the legal certification from MEC.

CHAPTER XVII. FINAL AND TRANSITIONAL PROVISIONS

Article 239. The activities performed in the University are based on the principle of efficiency. The responsibilities are carried out in accordance with the competences set out in the Charter and other regulations, respecting the university autonomy and the functional hierarchies within it. The disciplines communicate with the departments to which they belong, and the latter with the Dean's office. The Faculty and the non-affiliated departments communicate with the Administrative Board. The Rector is the legal representative of the University both in relations with the Ministry of National Education and Research and with third parties.

Article 240. The Faculty communicates directly through correspondence, with the Dean's signature, within the competences established, with the departments, disciplines, teaching staff and other units involved in solving tasks which do not bind the institution in material problems or issues that target the quality of credit officer.

Article 241. The Rector's decision shall determine the use and storage of university and faculty stamps.

Article 242. The decisions of the Senate or of other management structures of the University must not contravene with the provisions of this Charter.

Article 243. This Charter, adopted by the University Senate in its meeting on 07 December 2011, revised on 8 April 2016, was revised and amended in the UMFST G.E.Palade Tg. Mureş Senate meeting on 23 October 2018. Its content is completed with the provisions of the Education Act No. 1 / 2011 and with other legislation regarding higher education.





Page: 65 of 65

The Senate of the University of Medicine, Pharmacy, Science and Technology of Târgu-Mureş approved this Charter on 23 October 2018, and the date of endorsement by the Ministry of National education and of its enforcement is 1 November 2018.

