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*HG no. 305/2024 for the approval of the Framework Code of university ethics and deontology*

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

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## Chapter I. GENERAL PROVISIONS

### Article 1

- (1) The George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu-Mureș (G.E.Palade UMPHST of Targu Mureș) is a multicultural and multilingual public institution of higher education and research, integrated in the higher education's national system, with the status of provider of education, carrying out educational activities based on authorized and as appropriate, accredited initial and continuous training study programs, in accordance with the law, programs that operate in compliance with the principle of quality assurance, in order to satisfy the confidence of direct and indirect beneficiaries from the society.
- (2) In accordance with its multicultural and multilingual character, G.E. Palade UMPHST of Tg. Mureș currently has educational activities in Romanian, Hungarian, English and French, but in relation to its internationalization strategy may develop in the future education in other international languages, as well.
- (3) The multicultural and multilingual character of the George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu-Mureș 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, French or other foreign languages, according to the option declared on admission and the existing study programmes;
  - 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 Higher Education Act no. 199/2023;
- (4) The George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu-Mureș operates as an institution of public interest with legal personality.
- (5) The identity of the University is defined by:
  - a. The George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu-Mureș (in Romanian: Universitatea de Medicină, Farmacie, Științe și Tehnologie „George Emil Palade” din Târgu-Mureș, abbreviated: G.E.Palade UMPHST of Tg. Mureș. The official translations are: Marosvásárhelyi George Emil Palade Orvosi, Gyógyszerészeti, Tudomány és Technológiai Egyetem (in Hungarian); George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu Mureș (in English) and Université de Médecine, de Pharmacie, des Sciences et de la Technologie «George Emil Palade» de Târgu Mureș (in French)
  - b. address: 38 Gheorghe Marinescu Street, Târgu-Mureș, zip code 540142, Mureș County, Romania
  - c. website: [www.umfst.ro](http://www.umfst.ro)
  - d. emblem, seal, flag, hymn, formal attire, as well as the emblems and flags of each faculty
  - 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 Higher Education Act no. 199/2023, to the issued normative acts concerning the system organisation and the educational process in Romania 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-Mureș is the result of the process of fusion through absorption between the University of Medicine and Pharmacy of Târgu-Mureș, as absorbing institution, and the „Petru Maior” University of Târgu-Mureș, as absorbed institution,



decided on April 18, 2018 by the Senates of both universities, in conformity with the Government Decision No. 735/2018.

- (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, visiting researcher, collaborating teaching staff (professor, associate professor, assistant professor/lecturer), professor emeritus, honorary member of the Senate, as well as other titles, diplomas or graduation or honorary certificates provided by the legislation in force or internal regulations.
- (3) The graduates of its study programmes differ according to the level of academic qualification (short-term university studies; Bachelor, Master, PhD), and according to the knowledge specialty, respectively, in accordance with the academic division of knowledge and professional division of labour.
- (4) The University can organise study programmes in pre-university or postgraduate level, under the terms established by law.

### **Article 3.**

- (1) The George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu-Mureș is a non-political institution and rejects any political interference aimed at affecting university autonomy, the organization and functioning of the university.
- (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, G.E. Palade UMPHST of Targu Mureș 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. violates the university community general norms of morality;
  - b. consists of political and/or religious proselytism;
  - c. may endanger the health and physical or mental integrity of the students/pupils, respectively of teaching, auxiliary teaching and administrative staff;
  - d. consists of psychological violence - bullying.
- (4) The exchange of opinions with a doctrinal or dogmatic nature, religious or research activities, as well as theological dialogue cannot be considered religious proselytism. Also, is not considered religious proselytism the requirements to respect of a cult in certain designated spaces, carried out on a temporary or permanent basis, cult activities specific to one of the cults recognized by law.
- (5) Within the university is prohibited the discrimination based on age, sex, ethnicity, social origin, political or religious orientation, sexual orientation, or any other kind of discrimination.

### **Article 4**

- (1) The academic community consists of students, PhD. Students, trainees, teaching and research staff, teaching and research auxiliary staff and administrative personnel.
- (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 Higher Education Act no. 199/2023, as well as the students enrolled at the University.
- (4) The members of the academic community are obligated to comply with the provisions of the present Charter.



## CHAPTER II. CONSTITUTION, OWNERSHIP AND UTILIZATION OF INFRASTRUCTURE

### Article 5

- (1) The G. E. Palade UMPHST of Targu Mures university space of is made up of all buildings, land lots, experimental teaching stations, research institutes, farms, botanical gardens, university houses, university campuses, university hospitals and clinics, human university pharmacies, specialized ambulatories, libraries, micro-production units, cultural-sports bases and complexes, student culture houses, rest and treatment bases, radio-TV studios/stations, performance halls, as well as from other spaces dedicated to the education, professional training and scientific research processes and the related facilities used by G. E. Palade UMPHST of Targu Mures, regardless of the legal title under which it is entitled to use them
- (2) It is considered university space and the online environment, consisting of the platforms or groups used for didactic and extracurricular and research activities organized within G. E. Palade UMPHST of Targu Mures, as well as the newly acquired or newly built spaces.
- (3) In the educational process, G. E. Palade UMPHST of Targu Mures can use premises and related equipment which belong to the Ministry of Health, the Ministry of National Education and Research and to other central public authorities or the Local Public Administration, as well as private premises, according to agreements or contracts concluded for this purpose.
- (4) 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.
- (5) The University space of G. E. Palade UMPHST of Targu Mures 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, according to the law, public order officers can intervene in the university space. Teaching staff and students/trainees are protected in the university premises by the authorities responsible for public order. Protection is ensured against the person or group of persons who harm the human and professional dignity of teaching staff or who prevent the exercise of their rights and obligations.

**Article 6.** The G. E. Palade UMPHST of Targu Mures is a public institution of higher education, 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.** G. E. Palade UMPHST of Targu Mures has joined “The Magna Charta of European Universities-Bologna - 1998” and cooperates with universities and other national institutions and institutions from abroad.

## CHAPTER III. UNIVERSITY MISSION AND GOALS

### Article 8

**The Mission** assumed of the George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu-Mureș it is education and advanced research. This mission presumes generating and transferring knowledge to society by:

- (1) forming professional/transversal competences and perfecting highly-qualified human resources for a modern society, capable to meet, 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-Mureș fulfils its mission by achieving the following **objectives**:

- (1) training highly qualified specialists in the fields of the university, at international standards;
- (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) the promotion and development of lifelong learning programs through continuous education, professional development, updating and professional reconversion (upskilling/reskilling), in line with European priorities and the needs of society and the labor market;
- (4) the organization and development of programs and educational activities dedicated to pre-university education, aimed at supporting excellence, career guidance and counseling, stimulating interest in science, health, and technology, and facilitating students' transition to higher education.
- (5) promoting fundamental and applied scientific research
- (6) developing specific links between the G. E. Palade UMPHST of Targu Mures and the national health system, socio-cultural, educational, industrial, and business organisations and communities, at national and international levels;
- (7) promoting a climate of trust and liberty within the academic community, ruled by the fundamental principles of objectivity and mutual respect;
- (8) developing cooperation with other national and international academic and research institutions;
- (9) making institutional arrangements in order to ensure the predictability of the academic and professional career of the members of the academic community;
- (10) 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;
- (11) ensuring performance within the educational and scientific research processes, in conformity with national and European standards;
- (12) improving the efficiency of the quality assurance system and, within it, improving evaluation and self-evaluation of teaching, administrative and scientific activities;
- (13) ensuring adequate material resources for all these activities, and appropriate working conditions for all members of the academic community.



## CHAPTER IV. UNIVERSITY AUTONOMY

### Article 10

- (1) University autonomy is understood as a way of self-management of universities, under the Constitution and the Higher Education Act no. 199/2023. It shall be exercised solely if public responsibility within the limits of national law in force.
- (2) University autonomy entitles the academic community to establish its own mission, institutional strategy, structure, activities, organization and functioning, the management of financial, material and human 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:

- (1) 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 the 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 administrative 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 in 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 high-performance 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, 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 contracted research, 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.**

The administrative and financial university autonomy 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;
- (3) the right to set fees;
- (4) the right for 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 of administration of 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 G. E. Palade UMPHST of Targu Mures 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 Higher Education Act No. 199/2023 and in the present Charter.

## **CHAPTER V. RIGHTS AND DUTIES OF THE MEMBERS OF THE ACADEMIC COMMUNITY**

#### **Article 16**

The teaching and research staff, the auxiliary teaching research staff and administrative 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) freely share their research results, both within / 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 G. E. Palade UMPHST of Targu Mures;
- (4) to discuss the results of their scientific research in the field of their competence and to propose standards for knowledge validation;
- (5) promotion in accordance with the legal provisions, with the minimum national standards and with the standards established by the University Senate;
- (6) to propose ideas for the modernization of the education process;
- (7) 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 through the existing management structures;
- (9) to elect and be elected to executive functions without any discrimination, unless the law provides specific criteria for eligibility;



- (10) to challenge, according to internal regulations and legal provisions in force, any decision hierarchically or at the courts any decision they consider to be illegal or inconsistent with this Charter or with the University regulations;
- (11) to use the material basis and resources of the University in order to carry out professional duties;
- (12) to express any opinion in their field of competence, according to their own consciousness and the provisions of the Code of Ethics and Professional Conduct of G. E. Palade UMPHST of Targu Mures to benefit, in accordance with the law, 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 research staff and the administrative staff of the University have the following **obligations**:

- (1) 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 the Charter;
- (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 G. E. Palade UMPHST of Targu Mures in any scientific or professional achievement in which his name was mentioned or which was made within / by means of and with the consent of G.E. Palade UMPHST of Targu Mures as a specific activity to their position/duties, within the University or outside it, during the employment relationship or collaboration with G. E. Palade UMPHST of Targu Mures, regardless of the format of publication/communication (article, chapter, presentation, patent, etc.);
- (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** the teaching and research staff, the auxiliary teaching and research and administrative 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 disciplinary 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 intellectual property rights infringement.

#### **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.



### Article 23

- (1) The process of occupying teaching and research positions are established by Higher Education Act No. 199/2023 and related regulations.
- (2) Teaching staff carry out their activity according to the didactic norm included in the state of functions which includes: teaching activities, internships, practical works and seminars, project guidance, bachelor's theses, dissertations, doctoral theses and scientific research works, assessment and tutoring activities.
- (3) In addition to teaching and research activities, teaching staff also have the following obligations: consultations with students, the development of didactic materials necessary for the training process, including digital content, participation in undergraduate, dissertation and doctoral committees, in the conduct of exams admission, for residency, in commissions for the occupation of vacant teaching positions (put out for competition), as well as in other commissions or working groups of the university.
- (4) The teaching staff of the university benefit from the right to reserve the teaching position during the period in which they perform functions of public or another nature dignity, according to the legal provisions. Teaching staff throughout the duration of the mandate or appointment, can combine these functions with teaching and research activity, without violating the principles and regulations regarding incompatibilities.
- (5) The tenured teaching/research staff, 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 the evidence for that activity.
- (6) The tenured teaching/research staff can benefit for one academic year for unpaid leave, once every 10 years, with the approval of the university management, with the reservation of the position. Tenured professors and associate professors, or grant managers who have conducted national or international research grants for 6 consecutive years and 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.
- (7) The children of the teaching staff, teaching and research and administrative staff are exempted from the payment of registration fees for entrance examinations at the university.
- (8) 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.
- (9) The members of the academic community, with the approval of the Administrative Board, within the limits of the budget funds allocated to these activities, are entitled, in whole or in part, to reimbursement of sums spent on the participation in scientific events.
- (10) At the end of an official trip abroad, for professional purposes, in 30 days the teaching staff will submit a report on the trip and proposals for capitalizing the results of the action for which they have received the approval of travel.
- (11) The teaching staff in higher education is entitled to a prize for meritorious work, awarded by competition, in accordance with the law.
- (12) In order to occupy a teaching job, the higher education teaching staff will hold a certificate of psycho-pedagogical training issued by an accredited higher education institution.

### 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) At the request of the teaching professor, the tenured status can be maintained until the end of the academic year in which he reaches retirement age;
- (3) Based on the criteria of professional performance and the financial situation the university senate may decide to continue the activity of a teaching or research staff after retirement, based on a contract for one year fixed period.



- (4) The basis for approving the professional performance criteria at the extension of the activity after the retirement age, are established by the University Senate, upon the proposal of the Administrative Board.
- (5) In case of that the university cannot cover the norms with tenured staff, the Senate can decide, on the proposal of the Administrative Board, staff who has reached retirement age, to maintain the status of tenured teaching and/or research staff in education based on the annual evaluation of academic performance, according to its own methodology and according to the Higher Education Act no. 199/2023. On request, full and corresponding members of the Romanian Academy and the Academy of Medical Sciences benefit from maintaining their title status.
- (6) The retired teaching staff can annually be reinstated in their position, with the same rights and obligations as those prior to retirement, with the approval of the University Senate, in accordance with its own methodology, on condition that the pension is suspended during reinstatement;
- (7) The teaching and research staff who retired, may receive, by decision of the Senate, the honorary title of Emeritus Professor (professor, associate professor, assistant professor/lecturer) for teaching and research 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

- (1) In order to carrying out the assumed educational mission, the G. E. Palade UMPHST of Targu Mures will promote student-centered education, with the following objectives:
  - a. sustained interaction between students and teachers, to motivate the study of the taught subjects;
  - b. to encourage mutual learning the cooperation between students, collaboration and dialogue among members of the academic community;
  - c. supported by various strategies the active learning, methods and techniques to empower students to develop their critical thinking and participate in conducting their own knowledge acquisition;
  - d. continuous improvement of progressive learning, based on summative assessments;
  - e. efficient learning by realistic setting the time required for teaching, individual study and evaluation;
  - f. to communicate and to clarify the expectations - expected learning outcomes, as well as evaluation criteria;
  - g. to respect different ways and talents of learning based on diversity.
- (2) During their studies, regulated by the legislation in force, students have the following **rights**:
  - a. to have equal and free access to the conditions and material resources provided by the University;
  - b. to use the lecture halls and seminar rooms, the laboratories, study 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;
  - c. to receive scholarships and other material support, in accordance with the law and with G. E. Palade UMPHST of Targu Mures regulations;
  - d. to participate in scientific activities;
  - e. to benefit domestic and international mobility;
  - f. to be part of students' organizations;
  - g. 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;
  - h. to set up clubs, workshops, literary clubs, art groups and sport teams, organizations and publications, in conformity with the law;
  - i. to check, through their representatives, the allocation of places in student hostels and canteens;
  - j. to file petitions on matters of student life; to request and receive answers to any request concerning aspects of academic life;
  - k. to initiate and propose measures for improving various relevant aspects of academic life;
  - l. to receive a fair and equitable assessment;



- m. 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;
  - n. to benefit from subsidized places in student camps;
  - o. to be accommodated in student hostels, students with complete passes and those on places funded out of the state budget shall have priority;
  - p. to benefit from free health care, in conformity with the law;
  - q. 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;
  - r. to be informed about the syllabus, the subject outline, the evaluation methods, the academic year calendar, and the reference literature;
  - s. 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.
- (3) The representative student status cannot be conditioned by the university management.
- (4) A student enrolled in a bachelor or master program, who has an individual employment contract with the university where he is enrolled, is incompatible with the status of student representative in the management structures of the faculty or of the institution.
- (5) Students are represented in all decision-making and advisory structures in the university.
- (6) Students have at least one representative in the ethics, scholarship awarding, accommodation, quality assurance, and other commissions with a social character.

#### **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 in accordance with the study contract signed with the University;
- (6) to respect the internal regulations regarding the use and protection of the university's visual identity, according to the Visual Identity Manual.
- (7) 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 research staff, administrative staff as well as the management, guidance and control staff in the higher education system, shall be liable to disciplinary action for violating of the following obligations:
  - a. the obligation to comply with the provisions of the employment contract, respectively to achieve the work norm and to fulfill the duties established according to the job description;
  - b. the obligation to comply with the rules provided in the university's regulations, to the extent that they do not fit within the deviations from the rules of ethics and deontology in the teaching activity and university research;
  - c. other obligations provided for in the legislation regarding labor relations.
- (2) 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.



- (3) Disciplinary sanctions which may be applied to the teaching and research staff, auxiliary teaching and research staff, as well as that of management in higher education are the following:
  - a. a written warning;
  - b. reducing of up to 20% of the basic salary, for a maximum of 2 years;
  - c. the suspension, for a specified period of time, but not more than 5 years, 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 of department or head of the unit of research, design, micro-production, by the Dean, general administrative director, or the Rector or by at least one third 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.
- (2) Disciplinary sanctions referred to in Article 27, paragraph (3), points (a) shall be established by the Faculty Councils.
- (3) Disciplinary sanctions referred to in Article 27, paragraph (3), point (b) and (c) shall be established by the Administrative Board.
- (4) Disciplinary sanctions referred to in Article 27, paragraph (3), point (d) - (e) shall be established by the University Senate.
- (5) Disciplinary sanctions shall be applied by the Rector.
- (6) The sanctions shall be communicated by the Human Resources Department, written to the staff concerned.

#### **Article 29**

- (1) A disciplinary sanction shall be applied only after the investigation 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 analysis 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 Administrative Board;
  - b. The Ministry of National Education and Research, for the rector and for settling complaints concerning decisions of the University Senate.
- (4) To investigate disciplinary offenses committed by the teaching staff and by the research staff, there shall be constituted committees of analysis of 3-5 members, a representative of the union organization, as the case. The analysing committees are appointed by the Administrative Board.
- (5) If the sanctioned person does not commit any acts of misconduct during a year after the application of the sanction, the authority that applied the sanction can decide to remove and erase the penalty, and this shall be mentioned in the employment file of the person concerned.

**Article 30.** Patrimonial liability for the teaching and research staff, auxiliary teaching and research staff, administrative 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 G. E. Palade UMPHST of Targu Mures 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 VI. ORGANISATIONAL AND OPERATIONAL STRUCTURE OF THE UNIVERSITY

### Article 32

- (1) 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 on the basis of which the achievement of adequate educational results sought, to be obtained by managing the existing resources;
  - g) the principle of transparency;
  - h) the principle of respect for the rights and freedoms of academic community members;
  - i) the principle of freedom of national and international mobility of students, teaching and research staff;
  - j) the principle of student-centred education.
  - k) the principle of relevance, based on which education meets the needs of personal and social-economic development;
  - l) the principle of guaranteeing the cultural identity of all members of the academic community and intercultural dialogue;
  - m) the principle of assuming, promoting and preserving the national identity and cultural values of the Romanian people;
  - n) the principle of recognizing and guarantee the rights of persons who belongs to national minorities, the right to preserve, develop and express their ethnic, cultural, linguistic and religious identity;
  - o) the principle of ensuring equal opportunities and non-discrimination;
  - p) the principle of freedom of thinking and independence from political and religious ideologies and doctrines;
  - q) the principle of organizing denominational education according to the specific requirements of each recognized faith;
  - r) the principle of consulting social partners in decision-making;
  - s) the principle of student participation in decision-making.
- (2) In accordance with art. 1 and 2 of this Charter, the University adopts multiculturalism among the principles of organization and operation of the University.

### Article 33.

- (1) The organizational structure of the G. E. Palade UMPHST of Targu Mures includes the following: Faculties, Departments, departments for the training of the teaching staff, doctoral studies, institutes centres and laboratories, design units, consulting centers, clinics and university hospitals, other medical structures/facilities, such as ambulatory medical units, including dentistry, and cabinets, including dental, dental technical laboratories, residential training structures, university pharmacies; museums; audiovisual studios, cinematography and photography; botanical gardens; radio and television; printing houses; publishing houses; publications; centers for the continuous training of human resources; micro-production units and services; accommodation and public catering units, teaching centers/teaching bases for sports applications and performance, experimental stations or other entities for production activities and knowledge and technology transfer, competence centers, university sports clubs, as well as pre-university education units.
- (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 and university branch offices of G. E. Palade UMPHST of Targu Mures.
- (4) In the structure of G. E. Palade UMPHST of Targu Mures functions as state pre-university education units:
  - a. G. E. Palade University High School;
  - b. G. E. Palade Non-University Tertiary College.
- (5) The university can establish and the university can participate in the establishment of dual education consortia in which the university organizes and carries out learning, teaching and assessment activities, and economic operators organize work-based learning activities and they participate in evaluation. Application and research activities can be carried out both at the university and at economic operators. The university concludes the partnership contract with the economic operators, which establishes the conditions of collaboration, the rights and obligations of the parties, as well as the costs assumed by the partners. Pre-university education units can also be part of consortia.
- (6) The way of organization and functioning of pre-university education units and consortia is regulated by specific regulations approved by the University Senate.
- (7) The George Emil Palade University Clinical Hospital is established and operates under the authority of the university, a public health unit that has in its structure clinical sections and departments, specialized outpatient clinics, laboratories and other medical structures as well as scientific research units and professional training centers whose organization and operation is done by specific regulations approved by the University Senate and in accordance with Law no. 95/2006 on health reform.

#### **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 are established, organized or dissolved upon the proposal of the Administration Board, with the approval of the University Senate, by Government decision regarding the structure of higher education institutions, initiated annually by the Ministry of National Education and Research.
- (3) University departments and extensions constitute the faculties. The Department is established, organized, divides, merges or dissolves by decision of the University Senate, upon the proposal of the council of the faculty in which it operates, with the approval of the Administrative Board.
- (4) The departments are organized according to specialized fields. In the departments serving study programs in the field of Health, departmental structures can be organized within them in the form of Disciplines.
- (5) 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.
- (6) 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.
- (7) The university branch is an organizational structure which is established with the approval of the Senate, at the proposal of the Administrative Board, in a different geographical location than the one where the university has its headquarters. The following may operate within the branch: faculties, departments, doctoral schools, institutes, centers or laboratories, design units, consulting centers, university clinics, pharmacies, printing houses, publishing houses, publications, centers for continuous training of human resources, micro-production units and service providers, accommodation and public catering units, teaching stations/teaching bases for sports applications and performance, experimental stations or other entities for production activities and knowledge and technology transfer, competence centers, as well as pre-university education units. The university branch operates according to its own regulations approved by the university Senate, at the proposal of the Administration Board, which will mandatorily includes:
  - a. the way of establishment, dissolution or reorganization;
  - b. management bodies, management functions and their designation;



- c. the relations that the branch has with the university and with the other faculties;
  - d. the manner of carrying out teaching, research and other related activities at the branch level;
  - e. the structure of teaching, auxiliary teaching and non-teaching staff;
  - f. other specific regulations, necessary for operation
- (8) The university extension is the academic unit which ensures the production, transmission and exploitation of knowledge in one or more specialized fields, in a different geographical area than the one in which the university headquarter is. The extension is established and dissolved with the approval of the Senate, at the proposal of the Administrative Board, and has no legal personality. The organization and operation of the extension are established by a specific regulation, approved by the University Senate.

**Article 35.**

- (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 language is organised on the line of study in Hungarian. The study programmes within the line of study in Hungarian language are subject to the legal provisions in force, related to quality assurance in higher education, in conformity with the Higher Education Act No. 199/2023.

**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, together with the deputy general administrative manager, are members of the 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, at the proposal of the Administrative Board. 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, the Manager of the university hospital and Coordinators of Departmental structures directly subordinated by the organizational chart.;
- (2) The vice-rector represents the rector and is in charge of the areas of activity designated by the rector, having coordination relationships, in these areas, with the following functions: Dean and Coordinators of Departmental structures. 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 Deputy General Administrative Manager, 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, Head of departments and the teaching and research staff of the faculty. The Dean has collaborated 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, the areas of activity designated by the dean and has coordinating reports, on those areas, 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 faculty 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 (discipline), organized at study programs in the field of Health 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.

**Article 39.**

- (1) The operational organisation of BA and MA studies is coordinated as follows:
  - at the faculty level: The Faculty Council; conducted by the Dean;
  - at the department level: The Department Council, conducted by the Head of the department.
- (2) The operational organisation of doctoral studies is coordinated by the Doctoral Studies Council (CSUD) conducted by the Director of CSUD, position assimilated to the vice-rector position.
- (3) The operational organisation of residency preparation programmes is coordinated by the Residency Directorate, conducted by a Vice-rector.

**Article 40.**

- (1) G. E. Palade UMPHST of Targu Mures provides education at the following levels of academic qualifications: short-term studies, bachelor, master, doctoral degrees, postgraduate studies: postgraduate professional training programmes for adults, post-doctoral studies, residency postgraduate studies, professional training programmes for adults.
- (2) The study programmes can be organised under the following options:
  - a. full-time learning, for bachelor's, master's and doctoral degree studies, as well as short-term university study programs;
  - b. part-time learning, for bachelor's and master's degree studies, as well as short-term university study programs;
  - c. distance learning, for bachelor's degree studies, as well as short-term university study programs.
- (3) The admission, organisation and conditions under which the undergraduate, postgraduate and professional training programmes are carried out, 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 Higher Education Act No. 199/2023, and, at European level, through regulations regarding professional recognition for the regulated professions.

**Article 42.**

- (1) The bachelor's, master's, doctoral courses, are taught in Romanian, Hungarian, English and French, depending on the teaching language of the study program, as it appears in the Nomenclature of areas and specializations/programmes of university studies, including the optional and facultative subjects. The practical training, seminars, internships and specialty practice are carried out in conformity with the ARACIS provisions. In the situation where, for a subject taught in Hungarian, there is no qualified teaching Hungarian speaking staff and there is no possibility for co-opting associate teaching staff, the respective subject can be taught, exceptionally and temporarily, in Romanian, until the identification of a qualified teaching staff, familiar with the Hungarian language. The management of the university makes all the necessary administrative efforts to identify a qualified teaching staff.
- (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 Higher Education Act No 199/2023.
- (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 VII. 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
- d. The Department Council
- e. The Doctoral Studies Council
- f. The Council of the Doctoral School.

### 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, which is responsible for the general development strategy of the University.
- (2) The University Senate is led by a President. The Senate has two 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 tenured 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 maximum 75% teaching and research staff and minimum 25% student 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 Higher Education Act No. 199/2023. 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 – MA – PhD., within a full term of 5 years.
- (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. By way of exception, for student issues, the University Senate can be convened at the request of the entire group of student representatives who are members of the University Senate.
- (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 Senate can take decisions by online voting, at the proposal of the President of the Senate or the Rector, for emergency situations or in case of non-fulfilment of the quorum in the ordinary meeting convened within the term provided for in paragraph (2),
- (4) The President of the Senate sets the agenda.
- (5) 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 Vice-president, and are held in conformity with the Senate Regulations.
- (2) The Senate is legally convened in the presence of at least two-thirds of all its elected 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 vote. Exceptions are the situations expressly prescribed by the Senate Regulation, or the specific situations decided ad hoc 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 the situation stipulated in art. 46, para. (3), Senates 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 dissemination of the Senate's decisions at the university's structures level is ensured as prescribed in the Senate Regulation. 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 or does not vote in 3 online voting requests, shall lose their membership. Physical absences and those from online voting are cumulative. At the beginning of each academic year, the Chancellor of the Senate presents the situation with the absences registered in the completed academic year and the Senate takes note on the members who have registered at least 3 cumulative absences and proceeds accordingly.
- (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) approves the mission of the higher education institution, upon the proposal of the rector;
- (2) guarantees academic freedom and university autonomy;
- (3) elaborate and adopt, following the debate with the university community, the University Charter;



- (4) approve the Strategic plan for institutional development and the Operational plans, as motioned by the rector;
- (5) approves, at the proposal of the rector and in compliance with the legislation in force, the structure, organization and functioning of the university, in accordance with the provisions of the University Charter;
- (6) decides, based on the proposals of the Boards of the faculties or of the rector, depending on subordination, the establishment or dissolution of some departments of the university or of the faculties;
- (7) approves the draft budget upon the rector's proposal;
- (8) approves the budget execution;
- (9) approves the Academic Ethics and Deontology Framework Code;
- (10) approves the procedures regarding the internal quality assurance;
- (11) adopts the Academic Code of Student Rights and Obligations, in compliance with the provisions of the Code of Student Rights and Obligations, approved by order of the Minister of Education;
- (12) approves the methodologies and regulations regarding the organization and functioning of the university, as motioned by the rector;
- (13) concludes the management contract with the rector;
- (14) controls the activity of the rector and the Administrative Board through specialized commissions;
- (15) validates the public competitions for the positions in the Administrative Board and for director of university extension or branch office;
- (16) it approves the contest methodology and the results of the contests in hiring teaching and research staff and periodically evaluates the human resources;
- (17) it approves the results of the teaching career promotion exams;
- (18) it approves the curriculum developed by the Faculty Boards;
- (19) it approves, at the suggestion of the Rector/Chancellor, sanctions against poorly-performing staff, based on a specific set of guidelines and the current/existing legislation;
- (20) it validates the rector's annual report on the status of the university;
- (21) at the proposal of the Administrative Board approves the liquidation of study programs that no longer fit into the mission of the university or are ineffective academically and financially;
- (22) decides on the method of managing the sums of money or the goods received on the basis of a or goods received on the basis of a lien or a gift with lien;
- (23) approves the takeover or the establishment of research-development institutes, teaching stations and research-development stations, university hospitals, ambulatory medical units and university pharmacies, commercial companies, foundations, associations, pre-university education units, dual-education consortia;
- (24) It endorses Academic Ethics Committee proposed by the Administrative Board;
- (25) it approves the disciplinary sanctions provided in art. 175, para. (4), lit. d) and e) from the Higher Education Act no. 199/2023;
- (26) equalization of research functions with teaching functions, in both senses;
- (27) approves the equivalence of the quality of university professor for the prestigious specialists who hold this quality, as well as the quality of PhD. supervisor, acquired in the most prestigious higher education institutions in the world, according to the list approved by the Ministry of National Education and Research;
- (28) approves the positions of university staff, the number of positions for auxiliary teaching staff and administrative staff;
- (29) establishes the university didactic norm and its amendments, as well as the reduction of the university norm under the conditions provided by law;
- (30) approves the support for the university teaching staff holding teaching and research activities in other higher education or research institutions;
- (31) approves the granting of the rights provided by art. 217, paragraph (1) and (2) of the Higher Education Act no. 199/2023;



- (32) based on the criteria of professional performance and financial situation, approves, the continuation of the activity for teaching or research staff after the retirement, based on a contract for a period of one year;
- (33) approves the conferment of the honorary title of doctor honoris causa for personalities from the country or abroad, and of professor emeritus, for didactic and research excellence, to teaching staff who have reached the retirement age;
- (34) it approves the amount of study fees;
- (35) it approves the tuition figure for high school and post-high school education;
- (36) it approves, at the proposal of university teaching staff from the study line in Hungarian language, the own operating regulations of their study line;
- (37) approve the structure of the academic year;
- (38) approves the possible extension of the doctoral university study program of PhD. students;
- (39) approves the resolution of admission or rejection of the habilitation thesis issued by the habilitation commission, with the file submitted by the candidates;
- (40) It demotes the Rector under the conditions specified in the University Charter and the Management Contract;
- (41) it approves the demotes of the Deans, Department Heads;
- (42) It approves the specific insignia and symbols of the University.

#### **Article 52**

- (1) The provisions and methodologies stipulated under Article 51, paragraph (12) 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 member of the Senate with experience in academic management and has professional national / international prestige, may candidate for President of the Senate;
- (2) The University Senate may revoke the President of the Senate, 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:

- (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 Senate's Specialized Committees reports on the evaluation of the activity of the Administrative Board and of the Rector;
- (7) grants, on behalf of the Senate, the title of Doctor Honoris Causa and Emeritus Professor
- (8) proposes, for the approval of the Senate, the Senate Vice-presidents and the Chancellor.



## 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: the Rector, the Vice-rectors, Deans of the Faculties of the University, the General Administration Manager, General Administration Vice-Manager and two student representatives (one from the Romanian and one from the Hungarian programme). 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 and the University Hospital manager are permanent guests 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.

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) proposes the level of protocol expenses related to current activities within the budget-draft;
- (6) approves vacancy contest announcement and procedures for teaching and research positions, as well as for auxiliary teaching and research, the administrative positions;
- (7) 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;
- (8) approves the financial operations which exceed the ceilings set by the Senate;
- (9) approves working procedures;
- (10) endorses and proposes to the Senate, for approval, the Methodologies and Regulations regarding the organisation and operation of the university;
- (11) proposes to the University Senate long-term and medium-term university strategies and policies in areas of interest of the university;
- (12) ensures the implementation of the decisions of the Senate;
- (13) proposes to the Senate, for approval, the setting up or dissolution of faculties / study programmes, taking over or establishing research and development institutes, teaching centers and research and development centers, university hospitals, outpatient medical units and university pharmacies, commercial companies, foundations, associations, pre-university education units, dual education consortia;
- (14) 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;



- (15) approves and submits to the Senate, for approval, the chart of teaching positions and proposals regarding associated teaching staff and applications for work period extension;
- (16) approves and submits to the Senate, for approval, applications of tenure staff for conducting teaching and research activities in other higher education or research institutions;
- (17) decides on the efficient use and management of the funds;
- (18) analyzes and approves proposals for investment and development of the facilities;
- (19) detects possibilities to attract some partners for the purpose of conducting extra-budgetary income-generating activities;
- (20) 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;
- (21) 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 teaching and research staff, auxiliary teaching or administrative staff;
- (22) proposes to the Senate, for approval, the tuition fees;
- (23) proposes to the Senate, for approval, the specific criteria for awarding scholarships for students, as well as their amount;
- (24) approves the transfer of students within the University, from one faculty to another, or to/from other Universities;
- (25) proposes to the Senate, for approval, prizes for the employees of the University;
- (26) approve fees for advisory activities, services or other fees;
- (27) approves the employment wages within the existing legal limits, and the number of differentiated salaries, within the limits of the approved budget;
- (28) 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;
- (29) proposes to the Senate the governing bodies of the university hospitals and pre-university education units as well as the heads of clinical departments;
- (30) approve requests for clinical integration.

## THE FACULTY COUNCIL

### Article 60.

- (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 determined at the beginning of each electoral cycle, taking into account the representation quotas of the departments and the lines of studies.
- (3) The composition of the Faculty Council is: maximum 75% teaching and research staff and minimum 25% students, maintaining the proportion of study line.

### 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 or does not vote in 3 online voting requests, results in loss of membership. Physical absences and online voting are cumulative. At the beginning of each academic year, the Dean presents the situation with the absences registered in the completed academic year and the council takes note of the situation of the members who registered at least 3 cumulative absences and proceeds accordingly.

**Article 62.** The agenda is set by the Dean.



### **Article 63.**

- (1) The faculty council is convened at least 7 days before the date of the ordinary meeting and at least 1 day before the extraordinary meeting. The convocation will be accompanied by the communication of the agenda and informative material on the issues shall be debated. If this material is missing, the Dean will inform the Faculty Council about this.
- (2) 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 numbers 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.
- (3) For emergency situations or in case of non-fulfilment of the quorum in the ordinary meeting convened within the term stipulated in para. (1), at the proposal of the dean the Faculty Council can make decisions by online voting.
- (4) 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 have 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:

- (1) defines the mission, goals and strategy of the faculty, in accordance with the mission, goals and development strategy of the University;
- (2) 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;
- (3) hears, in plenary, the candidates for the office of Dean and approves the participation in the public competition of at least two candidates;
- (4) approves, on a proposal from the Dean, the structure, organization and operation of the faculty;
- (5) approves, by simple majority, the proposal for the setting up, dissolution or reorganization of departments, as well as their structure;
- (6) decides upon the teaching and research tasks of the Departments;
- (7) validates the election results at the level of the Departments within the Faculty;
- (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 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.

- (12) examines the reports of the commissions for the competitions and approves the results of the contests for occupying the teaching positions;
- (13) 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;
- (14) approves the setting up of revenue-generating activities and submits to the Administrative Board proposals concerning the use of the faculty heritage;
- (15) approves the report on the grading of candidates enrolled in the competition for the prize for meritorious work;
- (16) 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;
- (17) approves the proposal for disciplinary sanctions for some persons within the faculty, according to Article 28, paragraph (2), and Article 175 para (4) point (a) of the Higher Education Act No. 199/2023.

## **THE DEPARTMENT COUNCIL**

### **Article 68.**

- (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.
- (3) The Department Council consists of representatives of the teaching staff of the Department, elected according to the representation rule. The number of members of the Department Council is determined by the university Senate at the beginning of each election cycle.

### **Article 69.**

- (1) The Discipline is the basic structural and functional unit of the department, organized within the medical and pharmaceutical faculties/branches and brings together teaching staff of the same discipline/field of study or related disciplines/fields.
- (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 functional structure). The position of head of discipline is not an executive function, according the Higher Education Act 199/2023.
- (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 Department council is convened at least 7 days before the date of the ordinary meeting and at least 1 day before the extraordinary meeting. The convocation will be accompanied by the communication of the agenda and informative material on the issues shall be debated. If this material is missing, the Head of Department will inform the Department Council about this.
- (2) 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 numbers 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.
- (3) For emergency situations or in case of non-fulfilment of the quorum in the ordinary meeting convened within the term stipulated in para. (1), at the proposal of the Head of Department the Department Council can make decisions by online voting.
- (4) Other teaching and research staff from the University, with management or executive positions, heads of 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.

**Article 73.**

- (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.

**Article 74.**

The tasks and responsibilities of the Department Council:

- (1) integrates the activity in the mission, goals and strategy of the Department in accordance with the mission, goals and strategy of the faculty and/or University;
- (2) is responsible for harmonising teaching and research activities at the level of its disciplines/university clinics;
- (3) it is responsible for the development and implementation of education plans, position chart, research and quality management;
- (4) carries out periodical evaluation of the teaching, research and professional activities within the department, and lays down improvement measures;
- (5) proposes the position charts of teaching of the department, in conformity with the procedures and with the faculty's development strategy, approved at university level;
- (6) 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;
- (7) proposes commissions for vacancies competitions;
- (8) approves the content of examinations and themes for the competitions for occupying academic posts;
- (9) proposes the employment of high value specialists in the field, as adjunct teaching staff, in accordance with the law;
- (10) centralises and submits to the Faculty Council for approval proposals for the organization of postgraduate courses within the disciplines/departments;
- (11) develops proposals for didactic endowments of the Department;
- (12) is responsible for the organization and operation of research units and laboratories within the Department;
- (13) may organise scientific events, with the approval of the Administration Board;
- (14) organises specific sections within scientific events of the faculty;
- (15) proposes granting honorary titles;
- (16) proposes the setting up of revenue-generating activities;



- (17) draws up an annual activity report;
- (18) informs the members of the Department about its own decisions and their application;
- (19) applies, within the Department, the decisions made by the management structures of the University and of the faculty;
- (20) performs other tasks established by the Faculty Council.

## **THE COUNCIL OF DOCTORAL STUDIES**

### **Article 75.**

- (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 Framework Regulation 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) PhD students represent at least 25% of Council of Doctoral Studies members. The representatives of PhD students in the Council of Doctoral Studies shall be elected by the universal, direct, secret, and equal vote of the PhD –students 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 G. E. Palade UMPHST of Targu Mures as Institute. The Head of the Council of Doctoral Studies shall be a 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 5 years.

## **THE DOCTORAL SCHOOL COUNCIL**

### **Article 76.**

- (1) The composition of the doctoral school council (CSD) is determined by the universal, direct and secret vote of the doctoral supervisors, respectively of the doctoral students from the respective doctoral school.
- (2) PhD students have at least one representative in the council.
- (3) 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.
- (4) The mandate of the Doctoral School Council is of 5 years.
- (5) 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.
- (6) The Doctoral School Council meets at least 4 times a year, at the request of the Head of the Doctoral School or of at least one-third of its members.
- (7) The Doctoral School Council adopts decisions in its field of activity, in conformity with the law and with the Doctoral Studies Code.
- (8) 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.

### **Article 77.**

- (1) The Council of Doctoral Studies has the specific responsibilities set out by the Higher Education Act No. 199/2023 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 Higher Education Act No. 199/2023 and with the Doctoral Studies Code, which has the following tasks:
- a) draws up the Doctoral School Regulation;
  - b) 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) enrolls 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;
  - e) assists the external evaluators in the assessment process, for the purpose of accreditation/reaccreditation or provisional authorisation of the Doctoral School.

## CHAPTER VIII. THE SPECIALIST COMMITTEES OF THE UNIVERSITY SENATE

### Article 78.

- (1) The Senate establishes specialty committees according to the fields of activity, through which monitors and supervises the activity of the executive board of G. E. Palade UMPHST of Targu Mures. The monitoring and control reports are regularly presented and discussed in the University Senate and it is the base of its decisions.
- (2) In certain situations, the Senate may create ad hoc committees, with temporary operation and with a view to solving specific 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) Members of the academic community who are not members of the Senate may have guest status in the specialty committees.
- (4) A member of the senate can be part of several specialized committees.

### Article 80.

- (1) The specialty committees of the Senate may request information, through the Administrative Board or 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 IX. MANAGEMENT POSITIONS - DUTIES, APPOINTMENT AND REVOCATION METHODS

### Article 82.

The management positions of the university are:

- (1) 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.
- (4) director of the CSUD, position assimilated to vice-rector's position;



- (5) branch manager at the level of university branch, position assimilated to vice-rector's position;
- (6) director of university extension, at the level of university extension, assimilated to head of department
- (7) director of the doctoral school, position assimilated to head of department.

### THE RECTOR

**Article 83.** The Rector exercises the executive management of the University and represents the University in 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 person in Romania or abroad.

### Article 84.

The Rector of the university is appointed in conformity with Higher Education Act No. 199/2023 by one of the following ways:

- (1) on the basis of a public contest, on the basis of a methodology approved by the Senate, in conformity with Higher Education Act No. 199/2023,  
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 the university. 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 five years, and is confirmed by the Ministry of Education.
- (2) A person cannot occupy the Rector position at the same institution of higher education for more than two full, successive mandates.
- (3) In the calculation of the maximum number of mandates provided in para. (2) incomplete 5-year mandates, interrupted as a result of resignation, dismissal or suspension are also taken into account, in relation to the provisions of Art. 138, para. (5), (6) from the Higher Education Act no. 199/2023.
- (4) In the case of a position as a member of the Government or as state secretary, during the exercise of that dignity, the rector has the obligation to suspend himself from the position.

### 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 Art. 158, para. (5) from the Higher Education Act no. 199/2023.

### 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 Higher Education Act No. 199/2023. 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) proposes to the university Senate for approval the mission of the university;
- (2) performs the operative management and leadership of the university;
- (3) negotiates and signs the institutional contract with the Ministry of National Education and Research;
- (4) signs the Management Contract with the University Senate;
- (5) proposes to the University Senate, for approval, the structure and operative regulations of the University;
- (6) proposes to the University Senate, for approval, the draft budget and the report on the implementation of the budget;
- (7) appoints the Vice-rectors and sets their tasks and responsibilities;
- (8) presents to the Senate every year, on the first working day of April, the report on the status/situation of the university, in conformity with the Higher Education Act No. 199/2023. The Senate validates the report. The report is a public document and can be transmitted to interested parties;
- (9) chairs the Administrative Board;
- (10) 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;
- (11) organises public contests for selecting the Deans on the basis of a methodology proposed by the Rector and approved by the Senate.
- (12) performs other duties in accordance with the management contract, the University Charter and the legislation in force, established by the university Senate.

### Article 90.

- (1) In exercising his/her functions, the Rector:
  - a) is the authorising officer;
  - b) decides the use of the University funds, in conformity with the decisions of the Senate and of the Administrative Board;
  - c) appoints the teaching and research staff, in conformity with the law;
  - d) grants the title of associate faculty member;
  - e) authorises the issuing of degree documents;
  - f) applies, with the approval of the Senate or the Administrative Board, sanctions of the members of the academic community in conformity with the laws in force;
  - g) applies, with the approval of the Administrative Board, sanctions to the auxiliary teaching and non-teaching staff, in conformity with the laws in force;
  - h) appoints Vice-rectors and dismisses them from office, a decision that shall be communicated to the University Senate;
  - i) may delegate some of his/her powers to Vice-rectors, in conformity with the law;
  - j) delegates administrative powers to the General Administrative Manager of the University;
  - k) makes decisions and sets instructions.
- (2) In accordance with the law, the rector may delegate his duties of legal representative and authorising officer.

### Article 91.

- (1) For the elaboration of the report on the status of the university, the Deans and the managers of the other structures of the institution shall submit, annually, no later than the first working day of March, reports on the situation of the entities under their supervision.
- (2) The Rector's report must contain:
  - a. the financial situation of the university by sources of funding and types of expenses;
  - 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 deontology; the ethics of research activities;
  - g. the situation of vacant positions,
  - h. the situation regarding the employment of graduates of previous promotions,
  - i. analysis of the implementation of the annual operational plan for the previous calendar year.
- (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, at the beginning of each mandate, according to the field of competence of each vice-rector.
- (2) In accordance with the provisions of the Higher Education Act no. 199/2023, are/have the rank of vice-rector the following management positions:
  - a. the director of IOSUD;
  - b. the director of the Residency training department;
  - c. the director of the external university branch of the university.
- (3) The vice-rectors can replace the Rector, with his/her approval, as internal or international representative of the G. E. Palade UMPHST of Targu Mures.
- (4) 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 employees of the University. If the Rector is unable to fulfill his/her tasks, the respective activities are carried out by one of the Vice-rectors, designated by the Rector with the approval of university Senate.
- (5) The number of Vice-rectors in the University may be between 4 and 7, is established by the Senate at the Rector's proposal, at the beginning of each mandate. This number does not include the functions from paragraph (2).

### Article 93.

- (1) The Vice-rectors are appointed by the Rector, after a prior consultation with the University Senate.
- (2) At least one of the Vice-rectors is appointed by the Rector, at the proposal of the teaching staff from the Hungarian line of study. The proposal is made according to the regulation of the Hungarian study line, according to art. 24 para. (2) from the Higher Education Act no. 199/2023 and approved by the University Senate. The teaching staff from the Hungarian line of study must propose at least 2 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 5 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 fulfill their tasks. The University Senate shall be notified with regarding 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
- (7) At the vice-rector level, the head of the Directorate of Residency Training coordinates the training in residency and organizes the approval activity of training units in residency.
- (8) The director of the external university branch of the university ensures the management and operational coordination of the branch, pursuing the quality and efficiency of the activities carried out within, as well as its development appropriate to the university's strategy, according to its own organizational regulation and



operation. The position is held through a competition organized by the university's Administrative Board. The validation of the competition is done by the University Senate, and the appointment to the post by the rector.

## THE DEAN

### Article 94.

- (1) The Dean represents the faculty in its relationship with the University Senate, with the Rector, with 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 5 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 by the Rector, directly or at the proposal 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 the structure, organisation and operation of the faculty, for approval of the Faculty Council;
- (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 as the case may be, of the research centres;
  - 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 the exam reorganisation;
- (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 staff, directly subordinated to him/her;
- (16) proposes to the Administrative Board the appointment and the dismissal of auxiliary teaching 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) is responsible for the organisation of competitions for teaching and research vacancies within the faculty;
- (20) fulfils any other tasks established by the Senate, the Administrative Board, the rector or the Faculty Council, in conformity with the legislation in force.

## **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 with study programmes in Hungarian, one of the Vice-deans is appointed by the Dean, at the proposal of the teaching and research staff from the line of study in Hungarian, from that Faculty. It is proposed according to the regulation of the study line made according to art. 24 para. (2) from the Higher Education Act no. 199/2023 and approved by the University Senate. The teaching staff of the line of Study in Hungarian must propose at least 2 candidates. If the Dean himself/herself is from the Hungarian line of study, he/she is the representative of the Hungarian line of study. The vice-dean from the line of study with teaching in the Hungarian language will have the competence, along with the other attributions designated by the Dean, to present the interests of the line of study he represents.

### **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) fulfill any other task 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.
- (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.
- (3) The head of the university extension ensures the management and operational coordination of the extension, pursuing the quality and efficiency of the activities carried out within it, as well as its development appropriate to the strategy of the university and the faculty, according to its own regulation of organization and operation.

## CHAPTER X. ELECTION OF THE MANAGEMENT STRUCTURES

**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 with 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 belongs 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.

**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 electors present in it.



#### **Article 106.**

- (1) The person or (if applicable) persons, 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 votes 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 5 years.
- (2) The students are represented in the Faculty Council and the University Senate in proportion of 25% of the members of these structures.
- (3) The members of the University Senate, with the status of students, are elected, without exception, established by the university charter, in their own constituencies, through the universal, direct and secret vote of the students in those constituencies. The constituencies intended for students, within G. E. Palade UMPHST of Targu Mures are:
  - a. Electoral constituency no. 1, in Târgu Mureș – for students from medical-pharmaceutical study programs in Romanian;
  - b. Electoral constituency no. 2, in Târgu Mureș – for students from science and technology study programs, in Romanian;
  - c. Electoral constituency no. 3, in Târgu Mureș - for students from study programs in the Hungarian language;
  - d. Electoral constituency no. 4, in Târgu Mureș for students from study programs in English.
- (4) At the proposal of the student representatives, the Senate can approve the establishment of new constituencies for students.
- (5) Organizing the elections of student representatives is their exclusive attribute, the university being able to support logistically these procedures.

The membership in management structures is lost when a labour agreement ends or when one ceases to be a student, in accordance with the University's Election Regulations. 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.

### **UNIVERSITY ELECTIONS OFFICE**

#### **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 election's methodology and in conformity with the regulations in force.

### **ELECTIONS AT THE DEPARTMENT LEVEL**

**Article 109.** The Department Council consists of the representatives of the members of 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 the department belongs to.



## ELECTIONS WITHIN THE FACULTY

### 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 schedule.
- (2) The meeting is considered legally constituted if at least 2/3 of the total number of newly elected members are present.

### Article 113.

In the meeting of the newly elected Council, the Election Office of the University is present, as guest.

### 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 tenured 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 5 years, including for students. 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 and PhD students 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 schedule.
- (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 first 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.
- (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 numbers 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 according to the electoral regulations of the University and according to the schedule approved by the University Senate.
- (2) The University management shall make these documents public on the University website.
- (3) The applicants who are tenured 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 numbers 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 at least 3 months before designate the rector.

### Article 122.

If the Rector is appointed by public competition, the procedure follows the regulations stipulated in the Higher Education Act No. 199/2023.

### Article 123.

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

- (1) the applications are submitted at the Elections Office of the University, according to the approved Election Regulations;
- (2) the applications contain the documents stated in the University's electoral regulations;
- (3) The Elections Office of the University makes the applications public on the University website;
- (4) The Elections Office of the University may organise a public debate, and the applicants to the position of Rector will participate. The date and the place of the public debates are established by the Elections Office of the University, according to the elections schedule approved by the Senate;
- (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 .**

- (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 Higher Education Act No. 199/2023.
- (2) The newly elected rector conducts a competition for the selection of Deans, according to the Higher Education Act No. 199/2023 and to the University Charter.
- (3) The Deans designated by the Rector shall appoint the Vice-deans, in conformity with the Higher Education Act No. 199/2023

### **VALIDATION OF THE ELECTIONS**

#### **Article 125.**

- (1) 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.
- (2) In the situation when a management positions became vacant position, in the case of the department director or the branch director are held partial elections, or a public competition is organized, according to the University Charter, within a maximum of 3 months from the date of the vacancy. The method of designating the rector, among those provided by law, established on the occasion of the general elections, remains valid.
- (3) The current provisions of the Charter regarding the elections are supplemented with the provisions of the university's electoral regulation, with the Methodology for organizing the university referendum to establish the method of designate the Rector and with other regulations issued at national level, by the Ministry of National Education and Research.

#### **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 the way to solve 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.

#### **Article 130.**

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



## CHAPTER XI. 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 Higher Education Act No. 199/2023.
- (3) The University stimulates participation in national and international research programmes. Top research is concentrated in research centres, units and institutes. 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 through 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 and research 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 research, validated through publications, represent – together with teaching competences – the fundamental evaluation criteria of qualification and academic performance.

### Article 133.

- (1) The main research orientation is established by the Administrative Board and 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 periodically, in conformity with the procedure regarding evaluation and quality assurance.
- (3) The revenues obtained from research contracts, grants and other activities (services, consultancy, etc), after deducting the expenses by 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.
- (4) For research projects and grants, where the funder or the contracting authority does not set the maximum amount of overhead expenses, is set by the Administrative Board.

### 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 up-to-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 G. E. Palade UMPHST of Targu Mures publications and in national and international ones, mentioning the university affiliation for any scientific production.

#### **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 authorising 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.
- (3) The staff involved in research activities in institutes, laboratories or research centers or in development, innovation and/or creation projects financed by national and international programs are responsible for carrying out the projects which they coordinate. The authorising officer of credits can delegate to the coordinator duties in the realization of public procurement and the management of human resources necessary for the development of projects. These activities are carried out according to the legal regulations in force and are subject to the own preventive financial control.
- (4) The staff involved in activities within research, development, innovation and creation projects are remunerated, within the limits of available funds, respecting the financier's rules.
- (5) The holder of the grant is responsible, according to the contract concluded with the contracting authority, for the way of managing the grant.

#### **Article 137.**

- (1) Scientific research in the national and international system is carried out through own university programs, collective and individual grants, grants and projects obtained 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.

#### **Article 138 .**

- (1) The Departments, the Faculties, and the Vice-Rector responsible with the research activity of the University compile an annual report of the results of the research and publications of the members of the academic community.
- (2) At the end of each financial year, the management of the university presents to the University Senate a report on research, development, innovation activity, on how overhead expenses for research grants and contracts were carried out, as well as information on research funds and related funds projects financed by national and international programs run by the university.
- (3) Employment/promotion of researchers is done by competition, according to specific evaluation criteria, approved by the University Senate.
- (4) 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 according with the Regulations regarding the organisation, operation and financing of scientific research.



- (5) In the University, research is conducted within institutes/R&D and innovation units, departments, research centres, university hospitals and research groups.

## CHAPTER XII. THE UNIVERSITY'S OWN FUNDS CONSTITUTION AND CONDITIONS OF USE

### 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.

### Article 140.

- (1) The amounts allocated to G. E. Palade UMPHST of Targu Mures from the budget of the Ministry of National Education and Research (MEC), on a contractual basis, include:
  - a. basic funding;
  - b. additional funding
  - c. funds allocated on a competition, for institutional development;
  - d. funds for doctoral grants;
  - e. funds for special situations;
  - f. funds allocated for inclusion, scholarships and social protection of students;
  - g. subsidies for local public transport of students;
  - h. the financing of objectives and other expenses of investments;
  - i. complementary funding;

### Article 141.

- (1) 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.
- (2) To those fields which ensure the sustainable and competitive development of society, the study grants will be allocated as a priority.
- (3) The University can use the amounts from the basic funding, in a maximum percentage of 10% of its value, for investment expenses, for the benefit of the educational process, research, innovation and entrepreneurship, in accordance with the Methodology adopted by order of the Minister of Education.

### Article 142.

Through complementary financing, the University receives from Ministry of National Education and Research complementary financial resources for:

- (1) subsidies for accommodation and meals;
- (2) funds allocated on the basis of priorities and specific rules for endowments and other investment expenses and capital repairs;
- (3) funds allocated for scientific research, including for specific investments, for research and development institutes and for research and development stations operating within the structure or under the coordination/subordination of the university;
- (4) funds allocated for university sports clubs;
- (5) funds allocated for botanical gardens;
- (6) funds allocated for pre-university education units within the structure and under the authority of the university;
- (7) funds allocated for pre-university education units of the hospital school type, according to the law;
- (8) funds allocated for medical units, including dental and university pharmacies within the structure and/or under the authority of the university.



#### **Article 143.**

The University can benefit from additional financing from public funds granted by Ministry of National Education and Research, 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.

#### **Article 144.**

- (1) The Social Protection and scholarships Fund of the University students is allocated by Ministry of National Education and Research depending on the number of full-time students who do not pay tuition fees.
- (2) Students receive the following forms of scholarships:
  - a. Olympic/international excellence scholarships;
  - b. performance grants;
  - c. scholarships;
  - d. scholarships for dual education;
  - e. scholarships for teaching master's degree;
  - f. social grants;
  - g. special scholarships, granted by the university, based on a methodology approved by the University Senate;
  - h. sports performance scholarships.
- (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.
- (5) In order to support the students, the University, depending on the available financial resources, may also grant the following forms of support:
  - a. reduction of up to 50% of the payment of tuition fees for students, through the Volunteer Work for the Benefit of the University (VIFU) program, under the conditions provided by internal regulations;
  - b. University-funded places - allocation of tuition fee–exempt study places funded by the University – other than those allocated from the state budget;
  - c. granting of special full study scholarships, which may include: exemption from tuition fees, accommodation expenses, meals and transportation for students coming from extremely disadvantaged domestic or international backgrounds.

#### **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;
  - c) 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 Ministry of National Education and Research, 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.
- (10) For the money sums or goods received by the university on the basis of a burdened bequest or a burdened donation, the University Senate decides on the way of managing them, being able to constitute placements of funds, make investments, conclude sales and exchange contracts or renting or carrying out any other activity considered appropriate, in compliance with the legal provisions in force, in order to fulfill the tasks imposed by the will or the donation contract, used in accordance with the mission of the university.

**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 public, after the approval of the University Senate.

**Article 149.**

- (1) 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.
- (2) Under the conditions of university autonomy and in compliance with the principle of public responsibility, own revenues are used by the university, in order to achieve the objectives assigned to them within the framework of the state policy in the field of education and scientific research, as well as for the implementation of the objectives and activities established by the University Charter and the own strategies.
- (3) The university's multi-year strategic development plan is developed in consultation with the Ministry of National Education and Research and assumed by the university. The multi-year strategic plan is a public document. Based on the multi-year strategic plan, the university develops annual operational plans. The multi-year strategic plan is drawn up taking into account:
  - a. the state priorities in higher education field, research, development and innovation, education and professional training and employment, provided for by specific legislation and public policy documents;
  - b. Romania's priority areas of development;
  - c. the strategies and documents adopted at the level of the European Union aimed at higher education;



- d. the international component;
  - e. the need for investments in infrastructure development;
  - f. the needs registered on the labor market and the demand for professional training shown by high school graduates and by employers.
- (4) The University can allocate funds for university sport clubs, activities of student associations, for national research and development institutes, for research and development institutes, for teaching and research and development stations, for hospitals, outpatient medical units, including dental, surgeries specialized, including dental, and university pharmacies, as well as for other entities under coordination or subordination and can make the material base of the university available to them free of charge.

#### **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 authorising 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 affected.
- (5) The annual budget execution of the University shall be made public on the University website.

### **CHAPTER XIII. THE MANAGEMENT AND PROTECTION OF THE UNIVERSITY PATRIMONY AND 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 has ownership right over the assets in its patrimony. University ownership rights shall be exercised in compliance with the common law provisions.
- (3) The University may have tangible and intangible assets in its patrimony, belonging to the public or the private domain.
- (4) The rights that the university has over the assets of its own patrimony can be rights in rem, according to the case, it can be, ownership or dismemberment thereof, use, usufruct, easement and building rights, according to the provisions of Law no. 287/2009 on the Civil Code, republished, with subsequent amendments and additions, right of use acquired through lease, concession, loan and other similar or right of administration, under the law.
- (5) In the patrimony of the university there may also be debt rights, arising from contracts, conventions or court decisions.
- (6) The individual rights of the university over the goods in the public domain of the state can be rights of administration, use, concession or rental, under the conditions of the law.
- (7) The University shall exercise its legal right on its intellectual activity.
- (8) The University property management is coordinated by the Administrative Board.
- (9) The Faculty Council is responsible for the way the spaces and facilities assigned to the faculty are used.
- (10) The heads of the University research units, experimental and teaching stations as well as of the additional units of the university structure, are responsible for the use of the premises and facilities assigned to these units.



- (11) Any material damage or loss of university assets shall be recovered from the incriminated persons, according to the legislation in force.
- (12) 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;
  - 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.
- (13) The University can establish companies, foundations or associations to which it can contribute exclusively with money, invention patents and other intellectual property rights. With the approval of the University Senate, the University can grant by contract the right to administration and use the assets of companies or associations, in which it is associate or shareholder, or to foundations, in which it is founder. The right of use and administration of a public property cannot constitute a contribution of the university to the share capital of a company, foundation or association.
- (14) The university can build, buy, renovate or rent spaces on which it can use as service homes or transform into service homes and it can make available to full-time, associate or the retired teaching staff from the university, teaching staff or invited specialists from abroad, according to a methodology approved by the Administrative Board that will establish the award criteria and rental rates.
- (15) By decision of the Administrative Board, the University can modify, the basic salaries, depending on the specifics of the activity carried out and its quality. The amounts for the increases are ensured to fit into the approved budget.

#### **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 Ministry of National Education and Research, from extra-budgetary sources, from funds obtained through research contracts or from loans or through projects financed from other external funds.
- (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.

### **CHAPTER XIV. ASSOCIATION WITH OTHER INSTITUTIONS OF HIGHER EDUCATION OR WITH OTHER ORGANIZATIONS OR ECONOMIC OPERATORS**

#### **Article 153.**

- (1) The University can establish consortia with accredited public or private universities and/or RD units, with public or private health units or private entities, if they contribute to the fulfilling the university's mission, 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 uses and management to commercial companies or partnerships in which it acts as partner or shareholder, or to foundations in which it acts as founder.

## **CHAPTER XV. CONTRACTS WITH PUBLIC INSTITUTIONS AND WITH OTHER ECONOMIC OPERATORS**

**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.
- (4) In order to achieve institutional development, public-private contracts shall be concluded, in accordance with the law, and to make joint investments which contribute to the development of the university's infrastructure.
- (5) Based on the decision of the University Senate, the university shall take sports clubs under its authority, in which case the sports clubs become tertiary authorising officers.
- (6) The University, based on the decision of the University Senate, may establish or take over research and development institutes, teaching stations and research and development stations, hospitals, ambulatory medical units, including dental ones, university pharmacies, as well as other entities, as follows:
  - a. within the university, as structures without legal personality;
  - b. in the subordination or coordination of the university, in which case the university becomes a secondary authorising officer, and the taken structures become tertiary authorising officer.
- (7) The University can establish consortia, including research, development and innovation organizations, with health units and with other institutions/units, based on a partnership contract, concluded in an authentic form, in which the rights and obligations of each of the parties are established, according to the legislation in force.
- (8) In the case of realising joint investments within a university consortium, the partnership contracts shall provide, for each partner, at least: the contribution to the realization of the investment, the rights of use, the sharing of access time, the share of covering the expenses for the maintenance and operation of the



objective, the share from the possible income obtained from using the investment. The common assets resulted from the activities carried out within the university consortium are indivisible during the entire period of the existence of the university consortium, with the exception of public property assets for which the legal regime provided for by Government Emergency Ordinance no. 57/2019 on the Administrative Code with subsequent amendments and additions.

- (9) The University can take over, in coordination or by fusion, according to the provisions of Law no. 25/2023 regarding the voluntary integration of research, development and innovation organizations from Romania in the European Research Area, as well as for the amendment of Government Ordinance no. 57/2022 on scientific research and technological development, research, development and innovation organizations, as well as other institutions, in accordance with the legal provisions in force, becoming tertiary authorising officers.

## CHAPTER XVI. UNIVERSITY RELATIONS 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 administrative staff, based on transparency of decision, with a view to building institutional consensus and resolving all aspects related to management-union 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.

### Article 157

- (1) The relationship between the management structures of the University and the student organizations is based on principles of student-centered education, of the consultation of partners in the educational process, of transparency in decision-making, and of complying with student rights and freedoms.
- (2) In this relationship, the representative student organisations are: **The Students' League of Târgu-Mureș – LSTGM** and **The Association of Hungarian Students of Târgu-Mureș – ASM**, which will represent the interests of all the student organisations of the university.
- (3) 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 development policies and strategies of the University concerning the fulfilment of its mission, as an education and research institution.
- (4) 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.
- (5) 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 which governs 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;
  - b) 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 in 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, 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.

#### **Article 160.**

- (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.
- (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 have 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 for 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 XVII. INTERNATIONAL COOPERATION, PARTICIPATION IN EUROPEAN AND INTERNATIONAL ORGANIZATIONS**

#### **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 international academic 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 and contracts 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;
- (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.
- (11) granting scholarships and other forms of support through the Ministry of Foreign Affairs, or directly to beneficiaries from low-income countries;
- (12) participation in European University Alliances.

#### **Article 168.**

- (1) To achieve optimal use of the objectives set out in article 166, the University provides:
  - a. the conditions and support of students and university staff in order to achieve international mobility, using the resources available from international, national program funds or from own funds, according to the targets established by the strategic framework regarding the internationalization of the higher education system. Mobilities can be short or long-term, organized in physical, virtual or mixed format;
  - b. support services for international students, teachers and researchers, at least in one international circulation language and access to the available infrastructure;



- c. information regarding: programs on research, innovation and entrepreneurship, programs that the university carries out; existing research and technological infrastructure; the possibilities of participation in programs and projects with national or international funding;
  - d. the inclusion of information of general interest on the own website about the educational offer, research, innovation and entrepreneurship activities, at least in a common foreign language;
  - e. permanent update information on the [studyinromania.gov.ro](http://studyinromania.gov.ro) portal.
- (2) The university reports on national platforms physical, virtual, mixed international mobilities, as well as collaborations in integrated or joint programs, for the purpose of monitoring and evaluation, as well as to facilitate evidence-based policies.

**Article 169.**

- (1) Through the Department of International Relations (DRI) directly subordinated to the Rector, it develops and implements strategies for the development of international partnerships within the European community programs promoted by the National Agency for Community Programs in the Field of Education and Professional Training (ANPCDEFP) and other existing or developed programs and partnerships.
- (2) The main responsibilities of the Department of International Relations are:
  - a. promotes the international policy of the university, especially by signing cooperation agreements with other universities and international prestigious research centres;
  - b. 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;
  - c. represents DRI in its interactions with the University management, with public authorities, individuals or legal national entities and from abroad;
  - d. is responsible for the entire activity of the DRI to the Rector and the University Senate;
  - e. 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:

- (1) supervising the students who benefits 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.

## CHAPTER XVIII. QUALITY ASSURANCE

**Article 171.**

UMPhST G.E.Palade din Tg. Mureș implements and maintains an institutional System of Quality Management, which promotes quality culture, in conformity with the national and European policies in the field, with its own institutional mission and vision in his 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 (CEAC), which is assisted, in its activity, by the Department of Quality Assurance.
- (2) CEAC has the following composition:
  - a. The President of CEAC as the person who ensures the operative management of the structure;
  - b. at the proposal of the administrative board, approved by vote of the university Senate 3 representatives of teaching staff;
  - c. 1 representative of the representative designated by the union;
  - d. 3 student representatives, designated by the representative student organizations;
  - e. 1 employer representative;
  - f. 1 representative of the administrative structure of the university, with duties in the field of quality assurance.
- (3) CEAC members cannot perform management functions, except for the person who ensures CEAC's operative management.
- (4) CEAC's duties are:
  - a. elaborates and coordinates the application of the procedures and activities of evaluation and quality assurance, approved by the management of the university, according to the fields and applicable criteria;
  - b. prepares an annual internal evaluation report on the quality of education. The report is analyzed by the University Senate and brought to the attention of all interested parties, by publication on the university's website;
  - c. formulates recommendations and proposals for improving the quality of education and support services;
  - d. monitors and, when is appropriate, occurs in how external partners, such as employers or institutional partners, are consulted and involved in internal quality assurance processes at different levels of the university.
- (5) The technical support for carrying out CEAC's duties is ensured by the administrative structure within the university, organized for this purpose.
- (6) 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 and the following measures shall apply:
  - a. 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 to ensure the same level of difficulty.
  - b. The exams from the Romanian and Hungarian language teaching series 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.
  - c. The final mark shall encompass all the scores obtained by the student at formative and summative assessments
  - d. 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.

- (2) The following measures will be applied to evaluate the quality of the teaching staff's activity:
- a. The CV of teaching and research staff, tenured or associates, are public on the university's website;
  - b. the results and performances of the teaching and research staff in the university are periodically evaluated, in maximum 5 years intervals. This assessment is made in accordance with a methodology approved and applied by the University Senate, which takes into account, first of all, the teaching and research activities and participation in research projects, in the field of education and professional training or institutional development gained within national or international competitions, as well as other activities;
  - c. the university has the obligation to organize the semester evaluation process by students of the teaching staff's performance. The statistical results of the evaluations is a public information;
  - d. the salary of the teaching and research staff is made by reporting to the teaching/research function and according to its results and performances, according to the law.

## CHAPTER XIX. THE CODE OF ETHICS AND DEONTOLOGY CONDUCT

### Scope, general principles, purpose

**Article 175.** The Code of University Ethics and Deontology of UMFST G.E. Palade Târgu Mureș regulates the general framework regarding the principles and rules of university ethics and deontology. The provisions of the Code of University Ethics and Deontology of UMFST G.E. Palade Târgu Mureș are mandatory for all categories of staff (teaching and research staff, auxiliary teaching, research and administrative staff, students, Phd. students, trainees, persons who have the status of member of the university community by decision of the university Senate) provided in the Higher Education Act no. 199/2023, as well as for other persons who were or are members of the academic community after the date of entry into force of Higher Education Act no. 199/2023.

### **Article 176.**

(1) The purpose of the Code of Ethics and University Deontology of UMFST G.E. Palade Târgu Mureș is to increase the quality of the educational and research process, as well as to strengthen the trust and respect climate within the university community. This Code regulates the conduct University members and establishes principles and values for models of behavior, cohesion and valorization of the potential of the academic community.

(2) The provisions of the Code of University Ethics and Deontology of UMFST G.E. Palade Târgu Mureș are mandatory for all members of the University community. The responsibility for compliance with the rules of academic ethics and deontology remains with the members of the academic community.

**Article 177.** This Code includes the following principles of academic ethics and deontology:

- a) academic freedom;
- b) public liability;
- c) equity;
- d) non-discrimination and equal opportunities;
- e) transparency;
- (f) moral and professional integrity;
- (g) right to defense;
- (h) independence from any moral, scientific, religious, political, economic or other influence in teaching or research activity;
- i) ensure the rights and freedoms of university community members;
- j) moral, social and professional responsibility;
- (k) to guarantee the cultural identity of all members of the academic community and to promote intercultural dialogue;
- l) impartiality and objectivity;
- m) to promote the best interests of the direct beneficiary.



**Article 178.** Definitions and clarifications for terms and expressions used in this Code:

- a) co-author of a publication - is any person nominated in the list of authors of a scientific publication;
- b) fabrication of data or results - means the reporting of fictitious data or results, which do not reflect the real results of the research- development activity;
- c) falsification of results or data - involves selective reporting or removal of unwanted results or data, manipulation of representations or illustrations, damaging, destroying or manipulation (alteration) of experimental or numerical apparatus to obtain the desired data, without reporting the alterations or modifications with the purpose of distorting the scientific truth;
- (d) Plagiarism - is the presentation as a supposedly personal scientific creation or contribution in a written work, including in electronic format, of texts, ideas, demonstrations, theories, data, results or scientific methods taken from written works, including in electronic format, of other authors, without mentioning this fact and without citing the original sources;
- e) Self-plagiarism - is the republication of significant parts of own previous publications, including translations, without indicating or citing properly the original source.

### **Monitoring and enforcement of university ethics and deontology rules**

**Article 179.** The National Commission for Ethics in University Management (NCEUM), rules on conflictual situations related with the ethics of university management non-compliance and those aimed to violate public liability.

**Article 180.** Within G. E. Palade UMPHST of Targu Mures operates the University Ethics Commission, with 4-year mandate. The University Ethics Commission operates independently from any structure or person within the University.

**Article 181.** The University Ethics Commission of G. E. Palade UMPHST of Targu Mures is formed in order to:

- prevent and eliminate facts that may generate unethical elements or practices;
- analyze complaints of acts committed that may constitute violations of university ethics and deontology.

**Article 182.** The University Ethics Committee verify the violations of the rules of university ethics and deontology. Any person may complain to the University Ethics Committee about the committing of an action which may constitute a breach of the principles of university ethics and professional conduct. Complaints must be in written format and submitted in physical or online and must be registered at the University Registry, regardless of whether it is admissible or inadmissible.

#### **Article 183.**

- (1) The complaints referred to in Article 8 must contain all of the following in order to be admissible:
  - (a) the signature of the person submitting the complaint;
  - (b) the identification data of the person submitting the complaint: full name or the name of the legal entity, its address and, where appropriate, its correspondence address, which may also be an e-mail address;
  - (c) The complaint must contain a reasoned statement of the reasons for the failure of comply with the rules of professional ethics and professional deontology, accompanied by concrete examples and indicating the justifying reasons and sources of documentation.
- (2) Where complaints do not meet the admissibility criteria referred to in paragraph (1), they will be rejected as inadmissible by the University Ethics Committee.
- (3) The University Ethics Committee keeps the identity of the author of the complaint confidential.
- (4) By exception to the provisions of paragraph (1) letters a) and b) and paragraph (2), anonymous reports or those in which the identification data of the person making the report is not mentioned, which refer to cases based on gender or moral harassment, are analyzed by the university ethics committees;
- (5) Following the analysis of the reports provided for in paragraph (4), if it results that they could meet the constitutive elements of a crime under the conditions provided by the criminal law, of sexual harassment, sexual assault or abusive use of position for sexual purposes, the university ethics committees will immediately notify the University management for notificatify the criminal prosecution bodies.

**Article 184.** The decisions of the ethics committee, admission or rejection, may be appealed to the National Commission for the Certification of University Degrees, Diplomas and Certificates (CNATDCU) and the National Commission for University Management Ethics (NCEUM), as appropriate.

**Article 185.** The UMFST G.E. Palade Târgu Mureș University Ethics Commission guarantees the right of any person to receive impartial, fair and objective treatment.



## General rules of academic ethics and deontology

**Article 186.** The rules stipulated in this Code are mandatory for the members of the UMFST G.E. Palade Târgu Mureș university community.

**Article 187.** The rules of university ethics and deontology are included in the present Code of University Ethics and Deontology of UMFST G.E. Palade Târgu Mureș and cover the following aspects:

- a) the rules of ethics and deontology in university teaching and research;
- b) the rules of ethics and professional conduct in scientific communication, publication, dissemination and dissemination;
- c) the rules of ethics and professional conduct in exercising managerial duties;
- d) the rules of ethics and deontology concerning respect for human being and human dignity, preventing and combating inappropriate behavior;
- e) the rules of ethics and professional conduct applicable to students, PhD. students, postdoctoral researchers or other categories of trainees;

## Ethical and deontological rules in university teaching and research

**Article 188.** In university teaching and research activities the rules of ethics and deontology obliges the teaching and research staff to:

- a) report actual results or data from their own research and development;
- b) report experimental data, data obtained by calculation or numerical computer simulation, data or results obtained by analytical calculation or deductive reasoning, as a result of their own research activity;
- c) to avoid any activity which hinders, obstructs or sabotages the teaching or research activity, including by unjustified blocking of access to university research premises, damaging, destroying or tampering with experimental apparatus, equipment, documents, computer programs, electronic data, organic or inorganic substances or living materials needed by others for the conduct, performance or completion of teaching or research activities;
- d) to respect the legal rules of conflict of interest and incompatibilities provided for in Art. 19 and Art. 20 and to disclose situations of conflict of interest or incompatibilities in the evaluation activity;
- e) respect confidentiality in evaluation;
- f) to avoid any act of discrimination in evaluations, based on the criteria set out in Art. 2 para. (1) of Government Ordinance (GEO) no. 137/2000 on the prevention and sanctioning of all forms of discrimination, republished, with subsequent amendments and additions;
- g) be objective in carrying out evaluation procedures. In the teaching activity, the evaluation and grading of the academic performance and achievements of the direct beneficiaries must comply with the grading policies of UMFST G.E. Palade Târgu Mureș and the pre-established grading criteria;
- h) not to plagiarize, is an obligation to indicate all bibliographical sources used;
- i) to comply with the legal provisions and procedures concerning university ethics and deontology set out in this Code of University Ethics and Deontology;
- j) implement the sanctions established by the university ethics committees, by the CNATDCU or, as the case may be, by the NCEUM;
- k) comply with the legislation in force on research carried out on human subjects or by means of experiments using animals and with any other aspects of research ethics;
- l) mention in the research results all persons who consented to and have been involved in the research or intellectual creation, and they shall enjoy all the rights deriving from this involvement.

## Ethical and deontological rules for scientific communication, publication, dissemination and popularization

**Article 189.** In activities of scientific communication, publication, dissemination and popularization, the rules of ethics and deontology are mandatory for all members of the university community and they require:

- a) obtaining a person's consent for inclusion in the list of authors of a scientific publication;
- b) publishing or disseminating unpublished scientific results, hypotheses, theories or methods only after obtaining the agreement of all authors;
- c) writing accurate and factual information in grant for funding, for habilitation, for teaching or research positions applications;



(d) accepting and mentioning as authors only those persons who have actually contributed to the research, and mentioning all persons involved in the research development process, after obtaining their consent.

### **Ethical and professional rules in the exercise of managerial duties**

**Article 190.** In exercising their managerial duties, the rules of ethics and professional conduct requires staff exercising managerial functions to:

- (a) respect the legal regime of public liability;
- (b) refrain from using their position to obtain the status of author or co-author of publications of persons subordinate to them;
- (c) not to use their authority to derive salary, remuneration or other material benefits from research and development projects conducted or coordinated by subordinates;
- (d) prohibition on using authority to obtain authorship or co-authorship of publications by subordinates or to obtain salaries, remuneration or other benefits for spouses, relatives or family members up to and including the third degree;
- (e) not to obstruct the work of the university ethics committee or a review committee in the course of investigating misconduct in academic ethics and deontology;
- (f) complying with the legislation and procedures in force relating to academic ethics and deontology, as set out in this Code and in the codes of academic ethics and deontology.
- (g) implementing the sanctions established by the university ethics committees, the CNATDCU or, where appropriate, the NCEUM.

### **Article 191.**

(1) In order to maintain and to cultivate respect for the members of the academic community, they are obliged to:

- (a) respect the right to education of the direct beneficiaries;
  - (b) respect the rights of all members of the academic community;
  - (c) refrain from verbal and physical aggression and humiliating treatment of both direct beneficiaries of education and other members of the academic community;
  - (d) forbid the solicitation, acceptance or collection of money, gifts or the provision of certain services in order to obtain preferential treatment or other advantages;
  - (e) respect the dignity of the direct beneficiaries of the right to education and the prestige of the profession;
  - (f) recognize the profession, the responsibility and trust placed in it by society, and the internal obligations arising from that trust;
  - (g) prohibit any form of exploitation, harassment of any kind or discrimination based of politics, race, religion, sex, sexual orientation, national origin, marital status, disability and/or medical condition, age, nationality or other arbitrary or personal grounds;
  - (h) demonstrate respect, honesty, integrity, solidarity, cooperation and fairness, tolerance, mutual support, confidentiality, fair competition and collegiality.
- (2) For the prevention and combating of inappropriate behavior, a Commission for the prevention and combating of inappropriate behavior shall be established at university level.

### **Rules of ethics and professional conduct applicable to students, PhD students, postdoctoral researchers or other categories of trainees**

**Article 192.** The rules of ethics and deontology impose the following obligations on students, PhD. students, postdoctoral researchers or trainees in the exercise of their duties:

- (a) to respect the copyrights of others in the work they write;
- (b) to prepare and defend original discipline-level assessment papers and original final dissertations;
- (c) respect the university community general rules of ethics and professional conduct.

### **Conflict of interests**

**Article 193.** The following situations constitute a conflict of interest:

- (a) (a) simultaneous holding of positions by persons who are related by marriage, relatives and relatives up to and including the third degree, so that each is in vis-à-vis the other in direct position of direct management, control, authority or institutional evaluation at any level in the University;
- (b) participation as a member of doctoral committees, assessment boards or competition boards, where the decision concerns spouses, relatives or affinities up to and including the third degree;



- c) participation in the same committee, constituted in accordance with the law, of persons who are spouses, relatives or affinities up to and including the third degree;
- d) the participation of a person, who is a member of a commission of the Ministry of National Education and Research, in analyzing a situation related to the institution to which he/she belongs as a member of the university community.

### **Incompatibilities**

**Article 194.** Incompatibility is represented by the following situations:

- a) a person holds or holds concurrently the management positions of rector, vice -rector, dean, vice dean, head of department or director of a research and development, design or microproduction unit, director of a university branch/extension or the position of president of the university Senate and a management position referred to in Art. 131, para. (2) of the Higher Education Act No. 199/2023;
- b) a person holds or exercises one of the management positions of rector, vice-rector, dean, vice-decan, head of department or director of university branch/extension and is appointed or elected in the position of minister, state secretary, mayor, deputy mayor, president of the county council;
- c) an authorizing officer of the University holds or exercises at the same time another function as authorizing officer of a national or local public institution;
- d) a person is a member of the Administrative Board of the University and at the same time a partner or shareholder in a trading company set up by the University under the conditions provided for in Art. 16, para. (1) of the Higher Education Act No. 199/2023.

### **Article 195.**

- (1) Incompatible persons have 15 days to eliminate the incompatibility, including by suspension from one of the positions.
- (2) In the case of a conflict of interest, the teaching or research staff member is obliged to cease any activity referred to in Art. 19 letters a) - c) and to inform immediately the hierarchical superior to whom he/she is directly subordinated. The latter shall be obliged to take the necessary measures to ensure that the specific activities are carried out impartially within no more than 3 days from the date of being informed.
- (3) In the cases referred to in paragraph. (2), on the proposal of the hierarchical superior to whom the teaching or research staff member is directly subordinated, another person with the same level of training and experience shall be appointed.
- (4) In the event of a conflict of interest as referred to in Art. 19, letter d), the concerned person is obliged to abstain from participating in the decisions making of the committee regarding the matter involving the conflict of interest. In such circumstances, abstention shall not be taken into account in determining the result of the vote.

## **Liability for non-compliance with the rules of academic ethics and professional deontology**

### **Deviations of academic ethics and conduct**

**Article 196.** Those who have been or are members of the academic community and have committed violations of the rules of academic ethics and deontology are liable to civil, administrative, professional or disciplinary liability, as appropriate.

**Article 197.** The deviations from the rules of ethics and deontology in university teaching and research activity, provided in Art. 14, are the following:

- (a) fabrication of results or data and presentation as experimental data, as data obtained by calculations or numerical computer simulations or as data or results obtained by analytical calculations or deductive reasoning;
- (b) falsification of experimental data, data obtained by calculation or numerical computer simulation, or data or results obtained by analytical calculation or deductive reasoning;
- (c) the deliberately obstruct, hinder or sabotage the teaching or research activities of others, including unreasonably blocking access to university research premises, damaging, destroying or tampering with experimental equipments, equipment, documents, computer programs, electronic data, organic or inorganic substances or living materials needed by others for the conduct, performance or completion of teaching or research activities;
- d) violation of the legal regime of conflict of interest and incompatibilities provided in Art. 19 and Art. 20 and non-disclosure of situations of conflict of interest or incompatibilities in the evaluation activity;
- e) non-compliance with confidentiality in the evaluation;



f) discrimination in evaluations, based on the criteria set out in Art. 2 para. (1) of OG no 137/2000 regarding the prevention and sanction of all forms of discrimination, republished, with subsequent amendments and additions;

g) defrauding the assessment;

h) plagiarism;

i) failure to comply with the legal provisions and procedures concerning university ethics and deontology, as referred in the Code of University Ethics and Deontology, which is part of the University Charter, including the failure to implement the sanctions established by the university ethics committees, CNATDCU or, where applicable, NCEUM;

j) undermining the integrity of the evaluation process with not complying with the evaluation methods set out in the subject description, as well as by a teacher examining a person who is his/her spouse or relative up to the third degree, without prior notification of the faculty management in order to identify possible solutions to guarantee the integrity of the evaluation.

**Article 198.** The following shall constitute deviations from the rules of ethics and deontology in the activity of scientific communication, publishing, dissemination and popularization, as provided for in Art. 15:

a) inclusion of a person without his/her consent in the list of authors of a scientific publication;

b) unauthorized publishing or dissemination by authors of unpublished scientific results, hypotheses, theories or methods;

(c) the inclusion of false information in applications for grants or funding, in applications for habilitation, teaching or research positions;

(d) failure to indicate all used sources;

(e) failure to mention as author the person(s) involved in the elaboration of the research or creative work, who cannot benefit from all the rights deriving from it;

(f) failure to mention the sources of funding of research projects in the case of all the results of those projects.

**Article 199.** Persons who fulfill managerial functions referred to in Art. 16, the following shall constitute misconduct in the exercise of the duties related to managerial functions:

a) violation of the legal regime of public liability

(b) misuse of the function, to obtain by subordinates' authorship or co-authorship of publications;

(c) abuse of authority in order to obtain payment, remuneration or other material benefits from research and development projects managed or coordinated by subordinates;

(d) abuse of authority to obtain authorship or co-authorship of publications by subordinates or to obtain payments, remuneration or other material benefits for spouses, relatives up to and including the third degree;

(e) obstructing the work of an academic ethics committee or review board in the course of investigating breaches of academic ethics and professional conduct;

f) failure to comply with the legal provisions and procedures concerning university ethics and deontology provided by law and the Code of University Ethics and Deontology, which are part of the University Charter, including the failure to implement the sanctions established by the University Ethics Commission, the CNATDCU or, as the case may be, the NCEUM.

**Article 200.** The deviations from the rules of ethics and deontology regarding respect the human being and human dignity, set out in Art. 17, are the following:

a) offenses which violate the protection of the rights of the direct beneficiaries of the right to education;

b) offenses which harm the dignity of the direct beneficiaries of the right to education and the prestige of the profession;

(c) misconduct which undermines the recognition of the profession, the responsibility and trust conferred by society and the internal obligations deriving from that trust.

**Article 201.** Deviations from the rules of ethics and professional conduct applicable to students, doctoral students, postdoctoral researchers or other categories of learners are the following:

(a) breaches of the rules of ethics and professional conduct applicable to students, Phd. students, postdoctoral researchers or other categories of students referred to in Article 18;

(b) undermining the integrity of the evaluation process by using materials used in the evaluation process that have not been developed by the persons being evaluated or by using the same materials for different evaluations, as well as by not disclosing a family relationship up to the third degree inclusive with the evaluating professor.



## Sanctions for breaches of academic ethics and professional conduct

### Article 202.

(1) The sanctions that may be imposed on teaching staff, teaching assistants and research staff, including those in management positions, for violating the rules of academic ethics and deontology are:

- (a) written warning;
- (b) withdrawal and/or correction of all published work in breach of academic ethics and professional conduct;
- (c) dismissal from the management position;
- (d) prohibition, for a specified period, of access for funding from competitive public funds;
- (e) suspension of the right to apply for a competition for a higher or management post or as a member of a competition committee, for a determined period between one and five years;
- (f) dismissal from teaching or research positions.

(2) The sanctions that may be given to students, Phd. students, postdoctoral researchers or other categories of learners for violation of the rules of academic ethics and deontology are:

- (a) written warning;
- (b) annulment of evaluation results;
- (c) expulsion.

**Article 203.** In teaching and university research activity, the rules of ethics and deontology oblige the teaching and research staff to conduct themselves in such a way as to implement the sanctions established by the National Council for Ethics in Scientific Research, Technological Development and Innovation (CNECSDTI), failure to comply with them is a disciplinary offense. The decisions of the ethics committees, of admission or rejection, may be appealed, depending on their subject, to the CNECSDTI, if they do not fall within the competence of the CNATDCU or NCEUM, according to the law and their organization and functioning regulations adopted by order of the Minister of Education.

**Article 204.** In case the actions committed meet the constitutive elements of criminal offenses, the competent criminal prosecution authorities are notified, in accordance with the law.

## CHAPTER XX. ADOPTION, SUPERVISION, AND AMENDMENT OF THE UNIVERSITY CHARTER

**Article 205.** The University Charter is adopted by the University Senate. The University Senate is legally convened if 2/3 of its elected members are present.

**Article 206.** The Charter is adopted by a majority of 2/3 of the present members.

### Article 207.

- (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 208

- (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 209

- (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. After the debate in the university community 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 Ministry of National Education and Research.



## CHAPTER XXI. FINAL AND TRANSITIONAL PROVISIONS

**Article 210.** 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 211.** 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 212.** The Rector's decision shall determine the use and storage of university and faculty stamps.

**Article 213.** The decisions of the Senate or of other management structures of the University must not contravene with the provisions of this Charter.

**Article 214.** This Charter, adopted by the University Senate in its meeting on September 22<sup>th</sup>, 2023, is elaborated in accordance with the provisions contained in the Higher Education Act no. 199/2023 and other normative acts regarding the higher education.

*The Senate of the George Emil Palade University of Medicine, Pharmacy, Science, and Technology of Târgu Mureș approved this Charter on 17<sup>th</sup> of March 2026, and the date of endorsement by the Ministry of National Education and Research and of its enforcement is 16<sup>th</sup> of April, 2026.*