

Reference documents:

Education Act No. 1/2011

THE CHARTER OF THE UNIVERSITY OF MEDICINE AND PHARMACY OF TÎRGU MUREŞ

**Regulation Code: UMFTGM-REG-01
Edition 02**

Prepared: The Commission for the Revision of the Charter

Date: 17 September 2012

Verified: The Administrative Board, legal advisor

Date: 21 September 2012

Approved: The Senate of the University

Date: 28 September 2012

Date of approval by the Ministry of Education, Research, Youth, and Sports (MECTS)/ entry into force:	8 October 2012
Date of withdrawal:	-

Table of Contents

CHAPTER I. GENERAL PROVISIONS	page 3
CHAPTER II. UNIVERSITY MISSION AND GOALS	page 6
CHAPTER III. UNIVERSITY AUTONOMY	page 7
CHAPTER IV. RIGHTS AND DUTIES OF THE MEMBERS OF THE ACADEMIC COMMUNITY	page 9
CHAPTER V. INCOMPATIBILITIES AND CONFLICTS OF INTEREST	page 16
CHAPTER VI. STRUCTURAL AND FUNCTIONAL ORGANIZATION OF THE UNIVERSITY	page 19
CHAPTER VII. LEADERSHIP STRUCTURES OF THE UNIVERSITY	page 23
CHAPTER VIII. UNIVERSITY COMMISSIONS	page 38
CHAPTER IX. EXECUTIVE FUNCTIONS	page 42
CHAPTER X. ELECTION OF MANAGEMENT STRUCTURES	page 55
CHAPTER XI. SCIENTIFIC RESEARCH	page 61
CHAPTER XII. MATERIAL RESOURCES AND FUNDING	page 64
CHAPTER XIII. RELATIONS WITH TRADE UNIONS AND ORGANIZATIONS	page 70
CHAPTER XIV. INTERNATIONAL RELATIONS	page 73
CHAPTER XV. ADOPTION, SUPERVISION AND AMENDMENT OF THE UNIVERSITY CHARTER	page 77
CHAPTER XVI. FINAL PROVISIONS	page 78



Chapter I. General provisions

Article 1.

(1) The University of Medicine and Pharmacy of Țirgu Mureș (UMPh Țirgu Mureș) is a multicultural institution of higher education and research, with medical and pharmaceutical education in Romanian, Hungarian and English, multilingual, integrated into the national system of higher education, providing graduate and postgraduate training in medical and pharmaceutical sciences, organising and coordinating scientific research and national and international cooperation in the fields of science and of medical and pharmaceutical graduate and postgraduate training. The University aims to strengthen its role as a polarizer of the health care, scientific, and cultural activities, and of the commitment in all matters related to the Community.

(2) The multicultural nature of the UMPh Țirgu Mureș is manifested by:

- a. the right of each academic teaching staff and each student, without distinction as to 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 any academic teaching staff to belong to one of the languages of study organised in the University: 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 or English, according to the option declared on admission;
- d. ensuring proportional representativeness of the Romanian and Hungarian teaching staff and students in all the leading structures of the University and the faculties as well as at the level of the executive functions provided for in the Education Act No. 1/2011;

(3) The University of Medicine and Pharmacy of Țirgu Mureș operates as an institution of public interest with legal personality.

(4) The identity of the University is defined by:

- a.name: University of Medicine and Pharmacy of Țirgu Mureș
- b.address: Str. Gheorghe Marinescu no. 38, Țirgu Mureș , Romania
- c.website: www.umftgm.ro
- d.emblem, seal and flag - adopted by the University Senate
- e.University day - is celebrated annually in December

Article 2.

(1) The University functions under the Constitution of Romania, the Education Act No. 1/2011 and the university autonomy, and it was established in 1945, in accordance with the provisions of Law No. 21/1924, with the consent of the Ministry of Education.

(2) The University promotes an education system based on compliance with national and international standards, and is empowered to grant titles of graduate, Bachelor, master,

PhD, doctor honoris causa, professor emeritus, visiting professor, adjunct professor, honorary member of the Senate.

(3) Graduates of its study programmes differ according to the level of academic qualification: Bachelor, master, Phd, respectively according to the knowledge specialty, in accordance with the academic division of knowledge and professional division of labour.

Article 3.

(1) The University of Medicine and Pharmacy of Tîrgu Mureș is apolitical.

(2) The University is governed and exercises academic freedoms without any ideological, political, or religious interference, adopting non-discriminatory principles, and rejecting undemocratic, xenophobic, chauvinistic, or racial ideas, trends and attitudes. As an institution of higher education, UMPH Tîrgu 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, on the condition of having graduated from pre-university studies, with the baccalaureate certificate or equivalent, and having passed the entrance examination. The education process is carried out in Romanian, in Hungarian or in international languages, according to the authorisation or accreditation of the respective study programmes.

(3) Following activities are forbidden in the university space:

- a. creation and functioning of political parties and other political organizations, as well as political organization activities and political propaganda;
- b. religious proselytism;
- c. activities that violate the general rules of morality, jeopardizing the physical or mental health of the members of the academic community, auxiliary or administrative staff.

(4) Discrimination because of age, sex, ethnicity, social origin, political or religious orientation, sexual orientation, or any other kind of discrimination is not allowed within the University.

Article 4.

(1) The academic community consists of students, teaching staff and research staff, as well as auxiliary teaching staff and research staff. They are obliged to fully respect the provisions of this Charter. The entrance into the academic community is done according to the law.

(2) Romanian and foreign personalities with honorary titles offered by the University, by decision of the Senate are considered to belong to the academic community. These persons do not have decision-making powers and prerogatives.

(3) The academic community use auxiliary and administrative staff to support their activities.

(4) Only tenured teaching and research staff are members with full rights and have the electoral rights (to elect and to be elected) according to Article 291 of Education Act No. 1/2011 and the students enrolled in the University.

Article 5.

(1) The university space consists of all buildings and plots of land of the University Campus, Sports Centre, Botanical Garden, workrooms, student hostels, canteen, recreation facilities in the “Mureșul” (“Week-end”) Recreation Centre, all buildings, rooms and plots of land, facilities used by the University, regardless of the legal title under which it is entitled to use them, as well as newly acquired or newly built premises. UMPH Tîrgu Mureș can use in the education process premises and related equipment belonging to the Ministry of Health or to the Local Public Administration, as well as private premises, according to agreements or contracts concluded for this.

(2) Except in cases of force majeure, the access of the members of the academic community to the university space cannot be restricted.

(3) The Senate or the Faculty Council may regulate the limitation of the access to the university space on vacation time, on public holidays, or for the duration of organising activities, which have regulated access.

(4) The university space of UMPH Tîrgu Mureș is inviolable. The access to the university space is allowed only with an identity card or a permanent or temporary badge. In cases of force majeure and of flagrante delicto, public order officers can intervene in the university space, according to the law.

(5) Residence rooms of student hostels enjoy the same legal protection as private homes. Public order officers cannot carry out raids and other routine operations without the prior written consent of the Rector of the UMPH Tîrgu Mureș or of his delegate.

Article 6.

UMPH Tîrgu Mureș is a state university, coordinated by the Ministry of Education, Research, Youth, and Sports – MECS, the central public authority in 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, according to the law. All funding resources are considered university revenues. Exceptions are appropriations from the budget for a special purpose.

Article 7.

UMPH Tîrgu Mureș has joined “The Magna Charta of European Universities-Bologna - 1998” and has relations with universities in the country and abroad.



Chapter II. University mission and goals

Article 8. The Mission of the University of Medicine and Pharmacy of Tîrgu Mureș is to generate and transfer knowledge to society by:

- (1) training and improving qualified and respectively highly qualified human resources;
- (2) enriching and disseminating scientific, cultural, social and ethical values in the medical and pharmaceutical field;
- (3) promoting the critical spirit and thinking among professionals and the public in its field;
- (4) scientific and cultural development in the medical and pharmaceutical field;
- (5) expressing national scientific values in the field and integration in the European activity;
- (6) developing consciousness, the behaviour of increasing human freedoms and principles of democracy.

Article 9. The University of Medicine and Pharmacy of Tîrgu Mureș fulfils these missions through the following **objectives**:

- (1) training specialists highly qualified in health care, education and scientific research, of international level;
- (2) postgraduate training of specialists in the field at all levels by specific programmes (residency, courses and sessions of specialization and continuing training and complementary studies, means of continuing training etc.);
- (3) promoting fundamental and applied scientific research;
- (4) developing specific links between the University of Medicine and Pharmacy of Tîrgu Mureș and the national health system; providing specialised and high performance health care through its academic community members, professionals of high value;
- (5) promoting a climate of trust and liberty within the academic community, whose basic rules are objectivity and mutual respect between the members of the University;
- (6) developing the cooperation with other national and international academic and research institutions;
- (7) making institutional arrangements in order to ensure the predictability of the academic and professional career of the members of the academic community;
- (8) adjusting the educational offer to the education demand in terms of competitiveness, for the purpose of personal development, professional insertion of the individual (according to Article 117 and Article 198 of Education Act No. 1/2011);
- (9) ensuring performance in the process of teaching and scientific research, in accordance with national and European standards;
- (10) improving the efficiency of the quality assurance system and, within it, improving evaluation and self-evaluation of teaching, administrative and scientific activities;
- (11) ensuring adequate material resources of all such activities, and appropriate working conditions for all members of the academic community.

Chapter III. University autonomy

Article 10.

(1) University autonomy is understood as a way of self-management of universities, under the Constitution and the Education Act No. 1/2011. It shall be exercised solely if public responsibility is assumed and it shall be correlated with the principle of personal and collective responsibility for the quality of all the activities carried out by the University.

(2) University autonomy entitles the academic community to establish its own mission, institutional strategy, structure, activities, organization and functioning, management human and material resources, with strict observance of the laws in force.

(3) The fundamental aspects of university autonomy are expressed in the University Charter, approved by the University Senate, in strict compliance with the legislation in force.

(4) University autonomy is manifested in the following areas:

- a. Functional autonomy;
- b. Teaching and scientific autonomy;
- c. Financial and administrative autonomy;
- d. Jurisdictional autonomy.

Article 11. University autonomy in the **functioning of the** University is manifested by:

(1) establishing the internal structure of the University according to the laws in force, in compliance with the national standards of accreditation and assessment of the quality of academic activity and under its own institutional development strategy.

(2) the right to choose the leadership structures according to 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;

(5) the right to establish and develop its own structures;

(6) the right to compile the teaching load reports for the auxiliary teaching staff and research 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 school;

(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.

Article 12. University autonomy in **teaching and science** is manifested by:

(1) the right to organise, in accordance with the law, its own standards of teaching and research at all levels;

(2) the right to organise activities of continuing education and training (residency, complementary studies);

(3) the right in scheduling, organising and conducting the education process, drawing up

- educational plans and syllabuses, to establish educational plans consistent with the reference experiences and the regulations and directives of the European Union;
- (4) the right to set standards for evaluating the teaching level of disciplines in accordance with performance scientific experiments;
 - (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 for obtaining research grants;
 - (8) right to attract private funds for scientific research and education;
 - (9) the right to use, according to the needs, the financial resources resulting from the research under contract in compliance with the legislation in force;
 - (10) the right to draw up didactic and scientific publications and to have its own publishing houses;
 - (11) the right to organise in its interior 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, scientific research, in compliance with the provisions of Article 195 of Law 1/2011.

Article 13. University autonomy in the **administrative and financial field**, establishing financial and material needs, additional sources of revenue, the management of funds, according to the law and personal liability, are manifested, in accordance with the law, by:

- (1) the right to use, according to the needs, priorities and its own decisions, the budget and financial resources at its disposal;
- (2) the right to obtain revenues through scientific research through and other activities;
- (3) the right to set fees;
- (4) right to direct investments and endowments;
- (5) the right to receive donations, sponsorships, for teaching or scientific activities or for university events;
- (6) right to award scholarships and make payments;
- (7) the right to administer the university space and all the assets according to the own needs;
- (8) the right to organise productive and service units bringing financial profits or profits of other type, in accordance with this Charter.

Article 14. University autonomy in **jurisdictional matters** is manifested by applying this Charter, as well as in connection with all matters falling within its competence, in accordance with the law. Prerogatives arising from jurisdictional independence cannot be delegated to structures outside the University.

Article 15. The University has the right to issue legal rules and to make decisions on the regulation of the academic community life in the fields provided for in the present Charter.

Chapter IV. Rights and duties of the members of the academic community

Article 16. In professional and administrative matters, the members of the academic community 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, in compliance with the ethical, deontological and legal rules;
- (3) the right to freedom of communication of research results both within and outside the university, in compliance with the contractual clauses on intellectual property rights, arising from agreements / contracts for research and the declaration of affiliation to the University of Medicine and Pharmacy of Tîrgu Mureș;
- (4) to discuss the results of scientific research in field of competence and to propose standards for knowledge validation;
- (5) to climb the hierarchy in accordance with the legal provisions and minimum national standards and standards set by the University Senate;
- (6) to propose ideas for the modernization of the education process;
- (7) to be active partners, both teaching staff and students, in the teaching, scientific and decision-making process;
- (8) to participate in governing the university structures; to elect and be elected to executive functions without any discrimination, unless the law provides specific criteria for eligibility;
- (9) to challenge any decision hierarchically; any members of the academic community who considers himself (herself) a victim of a damage may address complaints or request an audience to the governing body higher than the person considered to have wronged him (her);
- (10) to use the material basis and resources of the University in order to perform professional duties;
- (11) to express any opinion in their field of competence, according to the own conscience and the provisions of the Code of Ethics and Professional Conduct of the University;
- (12) to benefit under the law from the 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, under the law;
- (14) to join unions or student organizations in order to protect the rights provided by law, without this activity being subject to any discrimination or repression;
- (15) to benefit from paid annual leave during university holidays in accordance with Article 304 (13) of Law No. 1/2011, with the consent of the University Senate, in the interest of education and of the person concerned.

Article 17. In professional and administrative matters, the members of the academic community have the following **duties**:

- (1) to meet fully and optimally with their professional obligations from the teaching load reports and job description;
- (2) to comply with the Charter of the University and the University's own regulations established pursuant to it;
- (3) to accomplish their professional tasks received from persons higher in hierarchy;
- (4) to comply in all circumstances with the university ethics standards and to mention affiliation to UMPH Tîrgu Mureş in any scientific or professional achievement in which his (her) academic title was mentioned or which was made within / by means of and with the consent of UMPH Tîrgu Mureş;
- (5) to participate in general meetings of the department, faculty or University, this is considered a service task.

Article 18. The trespassing and non-fulfilment of the obligations of the teaching staff and auxiliary teaching staff from the individual employment contract and job description, as well as the breach of professional ethics rules which harms the interest of education and the prestige of the institution, and of those established by this Charter, shall be investigated and punished according to the laws in force.

Article 19. Teaching staff cannot be disturbed during the teaching by any university or public authority, except in emergencies. The process of didactic assessment is not considered disturbance.

Article 20. Protection of the academic community in the university space shall be ensured according to as provided in 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 record of teaching activities may be made without the consent of that teacher and with no infringement of intellectual property rights

Article 22.

(1) The following activities of the University are activities of the entire local academic community:

- a. The annual opening ceremony;
- b. Graduation Ceremony;
- c. The University Days.

(2) These activities shall be carried out in a uniform matter, under the coordination of the University governing body.

Article 23.

(1) Occupying teaching positions and prerequisites are the same as those laid down by Law No. 1/2011 and related regulations. The teaching staff shall carry out their work in accordance with the teaching load contained in the teaching load reports (in accordance with Article 287 (2) of Education Act No. 1/2011), consisting in teaching periods, training on the job, practical activities and seminars, supervision of first degree papers, Master's essays, PhD theses, scientific research papers included in the educational plan. The workload activity is bigger at teaching staff who do not carry out the activities of scientific research or the equivalent thereof (in accordance with Article 287 (14) of Education Act No. 1/2011). In addition to this workload activity, teaching staff have the following obligations: consultation hours with students, preparation of teaching materials required in the training process, participation in first degree, dissertation, Phd examination commissions, in the conduct of entrance examinations, residency examinations, and examinations of employment in teaching positions as well as in other committees or working groups of the University.

(2) The teaching staff of the University shall have the right of having their teaching position preserved during the period in which they perform public functions or other functions, in accordance with Article 304 (6) of Education Act No. 1/2011. For the duration of their mandate or appointment, the teaching staff can cumulate these functions with the teaching and research activity, but without breaching the principles and rules on incompatibilities.

(3) The tenured teaching staff that, on their own initiative, requires to specialise or to participate in scientific research in the country or abroad, shall be entitled, with the agreement of the University governing body, to unpaid leave up to 3 years within a period of 7 years, if they show evidence for that activity.

(4) The tenured teaching staff may benefit of paid leave for one academic year, every 10 years, with the approval of the University governing body. Tenured professors and readers, or grant directors who have conducted research grants for 6 consecutive years and have worked in the same university can benefit from a sabbatical year. During the sabbatical year, they shall be entitled to a salary up to a basic salary, with the approval of the Senate, and shall retain their tenure, but shall be exempt from carrying out the activities in the job description.

(5) The children of the teaching staff are exempted from the payment of registration fees for entrance examinations.

(6) The teaching staff, auxiliary teaching staff and research staff sent by the University to training activities or scientific conferences, enjoy the rights provided for by law for the staff on the move, as well as the payment of the participation fee, within the limits of the budget funds allocated to these activities and from other sources, including contracts of scientific research or sponsorships.

(7) The members of the academic community, with the approval of the Administrative Board, shall be entitled, in whole or in part, to expenditure for the participation in scientific events.

(8) At the end of an official trip abroad for professional purposes, for a period of up to 3 months, teachers shall submit proposals of exploitation of the results of the action for which

they have received the approval of travel.

(9) The teaching staff in higher education benefit from a prize for meritorious work, awarded by competition, under the law. This prize shall be granted for 16 % of existing teaching positions in the institution of higher education and represents 25% of the basic salary. The prize for meritorious work shall be granted for a period of 5 years.

Article 24. The teaching and research staff shall retire on reaching the age of 65 years, in the following conditions:

(1) Retired teaching and research staff keep their teaching and research title acquired before retirement;

(2) retired teaching staff may supervise PhDs in progress at the time they retired until reaching the age of 70 years;

(3) after reaching the age of 65 years, retired teaching staff may supervise new PhD students only within a jointly supervised doctorate, with a member of the teaching and research staff who does not reach the retirement age for the entire duration of the doctoral programme in question.

(4) supervising of theses after retirement shall be paid under the arrangements for payment by the hour;

(4) teaching and research staff may continue their activities after retirement under a fixed term contract for a period of 1 year, with the Senate approval, with the possibility of annual renewal, no age limit. Professional performance criteria (in accordance with Article 289 (3) of Law 1/2011) underlying the approval of prolonging working after the age of retirement shall be stated by the Senate.

(6) If the University cannot cover the workloads with tenured staff, the Senate may decide to maintain the quality of tenured teaching and/or research staff for a teacher reaching the age of retirement, on the basis of the annual assessment of academic performance, according to its own methodology, in accordance with Government Emergency Ordinance No. 21/2012;

(7) Teaching and research staff who have reached the retirement age may receive, by decision of the Senate, the title of Emeritus Professor for professional excellence. Professional performance criteria (in accordance with Article 289 (3) of Education Act 1/2011) underlying the granting of the title of Professor Emeritus shall be laid down by the Senate.

Article 25. During the time of their studies, regulated by the legislation in force, students have the following **rights**:

(1) to benefit equally and freely from the conditions and material resources provided by the University;

(2) to use the lecture halls and seminar rooms, laboratories, rooms, library, sports facilities, clubs and any other means made available by the institution, for a thorough professional training, for scientific, cultural and sporting activity;

(3) to receive scholarships and other forms of material support, according to the law.

- (4) to participate in scientific work;
- (5) to benefit from domestic and international mobilities;
- (6) to be part of students organizations;
- (7) to elect and to be elected student representatives in the governing bodies of the Faculty and University; they are legitimate representatives of student interests at the level of the academic community;
- (8) to set up clubs, workshops, literary circles, art groups and sports teams, organizations and publications, according to the law.
- (9) to control, through their representatives, student hostels and canteens;
- (10) to file petitions on matters of student life; to request and receive an answer to any request concerning aspects of academic life;
- (11) to initiate and propose measures for improving various aspects of interest of academic life;
- (12) to receive a fair and equitable assessment;
- (13) To express their opinions on the quality of the education process and the teaching staff. The students' opinion, whether it is individual or expressed by their representatives authorised by democratic process, or by opinion polls conducted with validated methodologies, are a way of self-monitoring, assessment and improvement of the academic activity.
- (14) to benefit from subsidized places in student camps;
- (15) to be accommodated in student hostels, students with complete passes and those on places funded out of the state budget shall have priority;
- (16) to benefit from free health care;
- (17) students taking part in volunteering activities are entitled to receive a number of transferable study credits under the regulation approved for this purpose by the Senate or to have other benefits.

Article 26. 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 relations with colleagues, with the teaching staff and 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 in time their school fees and other financial obligations incumbent on them in accordance with the study contract signed with the University;
- (6) to comply with the Charter and all the Regulations of the University.

Article 27.

(1) The teaching and research staff, the auxiliary teaching and research staff, as well as the governing, guidance and control staff in the higher education system, shall be liable to disciplinary action for breach of the duties incumbent on them according to their individual employment contract and job description, as well as for infringement of the rules of conduct, which harms the interest of education and the prestige of the institution. The rules of behaviour are the same as those laid down in the Charter of the University, without prejudice to the right to opinion, freedom of expression and to the academic freedom.

(2) Disciplinary sanctions which may be applied to the teaching and research staff are as follows:

- a. written warning;
- b. reducing the basic salary, cumulated where appropriate with the indemnity of governing, guidance and control;
- c. suspension, for a specified period of time, of the right to get inscribed to a competition for occupying a higher teaching position, or a function of governing, guidance and control, as a member in Phd, dissertation, or first degree examination board;
- d. dismissal from the executive function in education;
- e. disciplinary termination of the individual employment contract.

Article 28.

(1) The proposal for disciplinary sanctions shall be made by the director/head of department or of the unit of the research, design, microproduction, by the Dean or Rector or at least two thirds of the total number of the members of Department, Faculty Council, or Senate, as the case may be. They act following a notification received or take notice in the case of a deviation ascertained directly.

(2) Disciplinary sanctions provided for in Article 27 (a) and (b) shall be set out by the Faculty Councils. The Senate shall set out disciplinary sanctions provided for in Article 27 (c) to (e).

(3) Implementation of disciplinary sanctions shall be made by decision of the Rector.

(4) The sanctions shall be communicated in writing to the teaching and research staff, as well as auxiliary teaching and research staff subordinated, by the human resources department of the institution.

Article 29.

(1) A disciplinary sanction shall be applied only after the investigation of the facts, hearing the person concerned and checking the allegations made by them in their defence.

(2) To investigate disciplinary offenses committed by teaching staff, research staff, or administrative staff, committees shall be set up for the analysis consisting of 3-5 members, teaching staff that has a didactic function at least equal to that of the one who has committed the deviation and a representative of the organization.

(3) Analysis committees are called, as the case may be, by:

- a. the Rector, with the approval of the Senate;
- b. The Ministry of Education, Research, Sports and Youth, for the executive staff of the higher education institutions and for settling complaints concerning decisions of the Senate.

Article 30.

(1) Patrimonial liability for the teaching staff, research staff, and auxiliary teaching staff shall be established according to labour law. Recovery measures for damage and injury shall be taken according to labour laws.

(2) If the person receiving the disciplinary sanction has not committed a disciplinary offense within a year from the sanction and has improved his (her) activity and behaviour, the authority which applied the disciplinary sanction may cancel the penalty and make a corresponding note in the job record of the person in question.

Article 31.

(1) Any person may inform the institution of education about the committing an act that may constitute a misconduct. The notification shall be made in writing and shall be registered at the University registry.

(2) The right of the person receiving the disciplinary sanction to address courts of law is guaranteed.



Chapter V. Incompatibilities and conflicts of interest

Article 32.

(1) Incompatibility represents the prohibition of hierarchical relationships between teaching, research, or auxiliary teaching staff with an executive function position and wives, in-laws or relatives up to the 3rd degree including theirs. In accordance with the provisions of the law, incompatibility implies also prohibition concerning the parallel exercise of certain functions.

(2) The conflict of interest is a real or possible situation, in which a teaching, research or auxiliary teaching staff or a company in which (s)he is a partner or shareholder has personal or patrimonial interests contrary to or conflicting towards the University, exercised in such a way as to influence negatively the objective accomplishing of the tasks of the function the person has or to affect the vote within the collegial executive bodies.

(3) Incompatibilities at the University level imply, under the aspect of governance, control, authority, and evaluation, in accordance with the law, the following:

a. a prohibition of employment of the rector's spouse, in-laws or relatives up to the 3rd degree including his (her) family members, in the following positions: vice-rector, administrative director general, dean, vice-dean, head of department and chief accountant;

b. a prohibition of employment of the vice-rector's spouse, in-laws or relatives up to the 3rd degree including his (her) family members, in the following positions: administrative director general, dean, vice-dean, head of department and chief accountant;

c. a prohibition of employment by the spouse of the administrative director general, in-laws or relatives up to the 3rd degree including his (her) family members, in the following positions: director, chief accountant, head of service; head of office;

d. a prohibition of employment of the dean's spouse, in-laws or relatives up to the 3rd degree including his (her) family members, in the following positions: vice-dean, head of department or an executive teaching or research position or an auxiliary teaching or research position;

e. a prohibition of employment of the vice-dean's spouse, in-laws or relatives up to the 3rd degree including his (her) family members, in the following positions: head of department or an executive teaching or research position or an auxiliary teaching or research position;

f. a prohibition of the employment of the spouse of the head of department, in-laws or family members or relatives up to the 3rd degree, including his (her) family members, in an executive function within the same department;

g. a prohibition of direct assessment of the spouse, in-laws or relatives up to the 3rd degree inclusive;

(4) Persons in executive positions may not take part in the assessment their spouses, in-laws or relatives up to the 3rd degree.

(5) Tenured teaching and/or research staff holding the positions of rector, vice-rector, administrative director general, dean, vice-dean and head of department and having the spouse, in-laws or relatives up to the 3rd degree on a position in direct subordination and coordination of these functions, shall have 30 calendar days to get out of the conflict of interests.

(6) Teaching, research and auxiliary teaching staff holding an executive function or a position within a collegial executive body and elected for the purpose of exercising a warrant on another executive function, which cannot be cumulated according to the law, with the initial function, has the obligation, within 30 calendar days from the emergence of the incompatibility, to choose one of the two functions.

(7) Persons who, by any means, undermined the prestige and the proper functioning of the University, as well as the persons who were tenured staff, and were excluded from the academic community cannot be a part thereof. Exclusion from the academic community shall be ordered by a Senate decision.

Article 33.

(1) Teaching, research and auxiliary teaching staff is in a conflict of interests if (s)he is in one of the following situations:

- a. the person is called upon to solve applications, to take decisions or to participate in the taking of decisions with regard to natural and legal persons, with which (s)he has patrimonial relations;
- b. the person is called upon to solve applications, to take decisions or to participate in the taking of decisions with regard to natural and legal persons, who are the spouse, in-laws or relatives up to the 3rd degree inclusive;
- c. the person participates in the same committees or the same collegiate executive body, established by law, with other teachers, research or auxiliary teaching staff, who are the spouse, in-laws or relatives up to the 3rd grade inclusive;
- d. his (her) patrimonial interests, the interests of the spouse, in-laws or his (her) relatives up to the 3rd degree inclusive may influence his (her) decisions in the exercise of his (her) office;
- e. exercises offices or performing teaching or research activities at other institutions of higher education whether public or private, without the approval of the Senate;
- f. carries out activities which involve a conduct not conforming to ethics and professional conduct or bring prejudices to the University image, disinformation campaigns in the media or other activities which may affect the accomplishing of institution's mission;
- g. holds an executive function at the University and shares in companies, which carry out activities in the field of higher education or continuing training, or who had, or has had commercial contracts, contracts for works or services with the University;

(2) The Rector position is incompatible with executive functions within a political party, during the exercise of their mandate.

Article 34.

(1) In case of a conflict of interests, the teaching, research or auxiliary teaching staff, shall be obliged to refrain from processing the application, decision-making or participating in decision-making and to inform immediately his (her) superior to whom he is directly subordinated or to inform the president collegial executive body about his (her) abstention.

(2) The University governing body and the governing bodies of the other structures are obliged to take the necessary measures in order to impartially exercise teaching, research and auxiliary teaching functions and for solving situations as provided for in Article 33 of this Charter;

(3) In the cases provided for in Article 33 of this Charter, the Senate orders, on the rector's proposal, to exit from the conflict of interests by dismissal from the executive function or, as the case may be, by termination of the individual employment contract.

(4) If the university Senate is informed on a matter of the Rector's conflict of interests because, it may not order the dismissal from the function or termination of the employment contract, without the prior procedure of the referendum, if way for the Rector's appointing is that laid down in Article 209 (1) (b) of Education Act No. 1/2011.

Article 35.

(1) Any person may refer, under its own signature, the existence of incompatibilities and conflicts of interests. Anonymous complaints are not taken into account.

(2) Persons who are in one of the situations of incompatibility or conflict of interests shall have 30 calendar days in order to get out of this legal situation, under the penalty of termination of the individual employment contract.

(3) Public responsibility for resolving incompatibilities and conflicts of interests is incumbent to the Senate, Rector and all persons with executive functions, among whose subordinates situations of incompatibilities and conflicts of interests arise.

(4) The breach of the provisions concerning the incompatibility and conflicts of interests entails, as the case may be, disciplinary, administrative, civil, or criminal liability, according to the law.

(5) Teaching, research, and auxiliary teaching staff, holding a function of governing, control, or assessment or applying for such a position shall make a statement on his/her own responsibility regarding incompatibilities and conflicts of interests.



Chapter VI. Structural and functional organization of the University

Article 36.

1) The principles of organization and functioning of the University are in accordance Article 118 (1) of Education Act No. 1/2011:

- 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;
- h. the principle of transparency;
- i. the principle of respect for the rights and freedoms of students and academic staff;
- j. the principle of independence of ideologies, religions and political doctrines;
- k. the principle of freedom of national and international mobility of students, teaching and research staff;
- l. the principle of consulting social partners in decision-making;
- m. the principle focusing education on students;

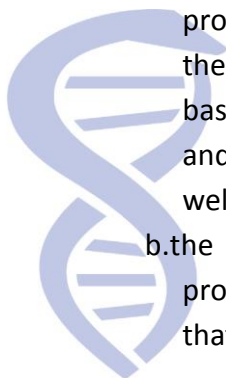
(2) Discrimination on the basis of age, sex, ethnicity, social origin, political or religious orientation, sexual orientation or any other kind of discrimination is not allowed within the University, except the affirmative measures provided by law.

(3) Students with physical disabilities have the right to have pathways adapted to them in all university spaces, as well as conditions for carrying out normal academic, social and cultural activities within the institutions of higher education.

Article 37.

(1) The organizational structure of the UMPH Țirgu Mureș includes the following: faculties, departments and departmental structures (disciplines), the Doctorate Awarding Institution (IOSUD), centres or laboratories, advice centres, publishing house, libraries, centres for the continuing training of human resources, units of microproduction and services, as well as technical and administrative departments and offices related thereto, as follows:

- a. the Faculty of Medicine, with the study programmes / specialties for the first professional degree: Medicine, Midwives, General Nursing, Military Medicine (with the approval Ministry of National Defence) as well as areas regulated on a sectorial basis, respectively those regulated on a general basis, Hydrotherapy, Kinesitherapy, and Medical Rehabilitation, Nutrition and Dietetics, Physical Education and Sports, as well as Master Studies;
- b. the Faculty of Dentistry, with the study programmes / specialties for the first professional degree: Dentistry - area regulated on a sectorial basis, respectively those that regulated on a general basis - Dental Technique;



- c.the Faculty of Pharmacy, with the study programmes / specialties for the first professional degree: Pharmacy - area regulated on a sectorial basis, respectively those that regulated on a general basis - Pharmacy Assistance and Master studies;
 - d.the Doctorate Awarding Institution with the Doctoral School, for the field of Health;
 - e.the Department of Postgraduate Studies and Training in Residency;
- (2)These departments can function and extension between the UMPH Tîrgu Mureș and other universities or similar institutions in the country and abroad.

Article 38.

- (1)The University consists of faculties.
- (2)Faculties consist of departments. The departments shall be organised on specialty areas and are made up of departmental structures (disciplines).
- (3)Disciplines have a uniform structure, bringing together the teaching process carried out in all languages of study and are led by the teaching staff with the highest academic grade. If within a discipline there are more members of teaching staff with the same academic grade, the highest, the head of the discipline shall be decided by the Faculty Council.
- (4)The departments can organise research centres or laboratories, which will function as units of revenues and expenditures, within the University (in accordance with Article 133 (4) of Education Act No. 1/2011).

Article 39.

- (1)Under the university autonomy, UMPH Tîrgu Mureș establishes a university structure made up of departments, whose structure is approved by the Senate, on the basis of the proposal of the Faculty Councils.
- (2)Departmental structures (disciplines) that will bring together teachers of the same subject or of related subjects shall function within each department. Participation in the general meetings of the department are job tasks.
- (3)Education in Hungarian language is organised as a line of study in Hungarian language (courses taught in Hungarian within all departments and disciplines). Study programmes of the courses taught in Hungarian language shall be subject to regulations in force concerning the quality assurance in higher education, in accordance with Article 138, (2) and (3) of Education Act No. 1/2011.

Article 40.

- (1)In the structure of the General Administrative Department of the University the following may operate: departments, services, offices, and compartments under the law.
- (2)All functional entities referred to in paragraph 1 are structured according to the specific tasks of the fields and according to the standards of establishing the workloads for teaching positions.
- (3)The General Administrative Direction is led by the administrative director general, who is part of the Administrative Board of the University.

Article 41. The university structures and functional relations between them are summarised in the organization chart of the University, approved by the Senate. This reflects the institutional organization and the hierarchy of academic and administrative management within the University.

Article 42. Hierarchical relations at University level are the following:

(1)The Rector has under his authority, direct subordination and coordination the following positions: Vice-rector, Administrative Director General, Dean, Vice-dean, Head of department and Head of Departmental structure;

(2)The Vice-rector has under his authority, direct subordination and coordination the following positions: Dean, Vice-dean, Head of department and Head of Departmental structure. The Vice-rector has relations of collaboration with other executive functions at the University level;

(3)The Administrative Director General has under his (her) authority, direct subordination and coordination the executive and subordinated positions at the level of the functional entity (s)he leads. The Administrative Director General has also collaboration relations with all executive functions at the level of the University and faculties;

(4)The Dean has under his (her) authority, direct subordination and coordination: the Vice-Dean, Head of department and the teaching and research staff of the faculty. The Dean has collaboration relations with the Administrative Director General, with the other Deans and Directors of functional departments, organised at university level;

(5)The Vice-Dean has under his (her) authority, direct subordination and coordination the Head of department and the teaching and research staff of the faculty. The Vice-dean has collaboration relations with the Administrative Director General, with the other Deans and Directors of functional departments, organised at university level;

(6)The Head of department has under his (her) authority, direct subordination and coordination all the teaching and research staff within that structure. The Head of department has relations of collaboration horizontally with the other Heads of departments;

(7)The Head of Departmental structure, organized at University level, has under his (her) authority, direct subordination and coordination all the staff included in the organization structure and has relations of collaboration with the other Heads of departments.

Article 43. The functional organization of first degree and master studies is coordinated as follows:

(1) At the University level: The Senate and the Administrative Board;

(2) At the faculty level: The Faculty Council;

(3) At the department level: The Department Council.

Article 44.

(1)Functional organization of PhD studies is coordinated by: the Council of Doctoral Studies subordinated to the University Senate;

(2) The functional organization of postgraduate studies and training in residency is coordinated by the Department for Postgraduate Studies and Training in Residency subordinated to the Administrative Board and the Senate.

Article 45. The duration of higher education is regulated at national level by the Education Act No. 1/2011, and at the European level through the laws of professional recognition for the regulated occupations.

Article 46.

(1) The faculties carry on education activities on the basis of authorised study programmes, initial or continuing training programmes, full-time instruction. The courses in the undergraduate fields regulated on a sectorial basis are taught in Romanian, Hungarian, English, including non-credit disciplines, according to the students' option, or in international languages (English, French, etc.) in postgraduate extensions. Practical activities, seminars, and training on the job shall be conducted in accordance with the ARACIS rules.

(2) Graduation exams (first degree, master, PhD) and postgraduate education are carried out in accordance with the provisions of Article 143 of Education Act No. 1/2011.

(3) The results of the teaching and scientific work from faculties and departments shall be made public through annual presentations, by means of press conferences, by self-assessment reports drawn up by the departments and by the assessment commissions of faculties.

(4) The teaching and scientific work of the teaching and research staff shall be evaluated periodically, at intervals not exceeding five years, under the own regulation and in accordance with Article 303 (1) of Education Act No. 1/2011.

(5) The Commission for Quality Assessment (led by a vice-rector) shall periodically assess the activity of the University structures (departments, faculties, groups of research) according to the norms and standards set by ARACIS, the assessment methodologies for the classification and ranking of study programmes.



Chapter VII. Leadership structures of the University

Article 47. The leadership structures of the University are as follows:

- (1) At the university level:
 - a. The Senate
 - b. The Administrative Board
- (2) At the level of functional structures:
 - a. The Faculty Council;
 - b. The Department Council.

THE SENATE

Article 48.

(1) The Senate shall represent the academic community and is the highest decision-making and deliberation body at the University level, which is responsible for the general development strategy of the University.

(2) The University Senate is led by a President. The President of the Senate shall represent the Senate in its relations with the Rector and third parties.

(3) The Senate consists of the representatives of the faculties, which make up the University, elected in appropriate numbers according to the rule of representation of faculties in the Senate. For the mandate 2012-2016, the Senate has 61 members, of whom 45 teachers and 16 students.

(4) The representatives of the Faculties in the Senate are 75% teaching and research staff and 25% representatives of the students. The allocation of seats in the Senate for each faculty is proportional, depending on the number of tenured teaching staff in the teaching load report of each faculty of the University, in compliance with Article 207 (7) of Education Act No. 1/2011. For the mandate 2012-2016, the allocation of places on faculties is as follows:

- a. Faculty of Medicine: 37 teachers and 10 representatives of the students;
- b. Faculty of Dentistry: 4 teachers and 3 representatives of the students;
- c. Faculty of Pharmacy: 4 teachers and 3 representatives of the students;

(5) The maximum duration of the mandate of students in the Senate can be equal to the cycle of study: first degree and master studies.

(6) In the Senate, all places shall be occupied by elections.

Article 49. The relationship between the president of the Senate and Rector is one of collaboration and not of subordination.

Article 50.

(1) The Senate shall meet in ordinary meetings, once every three months, and in

extraordinary meetings whenever necessary. The Senate may be convened by the Rector, by the President of the Senate or by at least one-third of Senate members.

(2)The Senate shall be convened at least 7 days before the date of the ordinary session, and at least 1 day before the 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 one who convened the Senate shall inform the Senate in this respect.

(3)The President of the Senate sets the agenda.

(4)The Rector's proposals must be part of the agenda. The agenda may also contain individual proposals with the approval of the Senate.

Article 51.

(1)The Senate meetings are chaired by the President of the Senate, and in his (her) absence, by a member appointed by the President of the Senate.

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

Article 52.

(1)Each debate issue on the agenda shall be ended by adopting a decision or a resolution.

(2)The Senate decisions shall be taken by open nominal vote. Exception is the choice of the leadership structures and other situations decided by the Senate, when the vote shall be secret.

(3)In any event, no vote may be expressed by proxy or by delegation.

(4)The Senate shall take decisions with the favourable vote of the majority of the members present, if the number of those present is at least two-thirds of the total number of members, except in the situations in which the law or the Charter provide otherwise, respectively Article 198 of the Charter on amending this Charter.

(5)The Senate decisions shall be recorded in the minutes of the meeting, signed by the Chairman of the meeting and by the Rector or his representative and shall be enforceable.

(6)A register with numbered and stamped pages shall be kept for the minutes. The access of academic community members to such documents is guaranteed.

(7)In order to carry out activities related to the Senate Secretariat (convening meetings, transmission of 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 53.

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

(2)All Senate decisions shall be published on the University website.

Article 54.

(1)The Senate members who miss without leave from 3 ordinary meetings of the Senate during an academic year university shall lose their membership.

(2)If a member of the Senate, acquires a new position which entails not taking part in the work of the Senate, is unable to exercise his (her) mandate, loses his (her) membership, or is retired, (s)he shall be replaced in the same semester, according to the election methodology.

Article 55. The University Senate duties are the following:

(1)guarantees academic freedom and university autonomy;

(2)draws up and adopts following the debate with the academic community the University Charter, as well as the operating regulations of the University, and any subsequent amendment of them;

(3)approves the Strategic Plan of institutional development and the Operational Plans, on a proposal from the Rector;

(4)approves, on a proposal from the Rector and in compliance with the legislation in force, the structure, organization and functioning of the University;

(5)approves the draft budget and the implementation of the budget.

(6)develops and approves the Code of Quality Assurance and the Code of Academic Ethics and Professional Conduct;

(7)adopts the Academic Code of Student Rights and Obligations;

(8)approves the Methodologies and Regulations on the organization and functioning of the University;

(9)concludes the Management Contract with the Rector;

(10)supervises the work of the Rector and of the Administrative Board;

(11) validates public competitions for the positions in the Administrative Board;

(12)approves the Methodology and the results of the competitions for hiring teaching and research staff and periodically assesses human resources in accordance with Article 303 (1) of Law No. 1/2011;

(13)approves, on a proposal from the Rector, the sanctioning of the staff with low professional performance, on the basis of the own methodology and the legislation in force;

(14)approves the educational plans drawn up by the Faculty Councils;

(15)initiates the proceedings for the creation of consortia and mergers with other universities and research and development institutes;

(16)approves the Regulation of organization and operation of study programmes for each year of study, for every organized academic cycle structure and the structure of the academic year;

(17)confirms the election of the new leadership structures, with the exception of the rector;

(18)establishes, on the basis of the proposals approved by the faculty councils, the conditions of conducting the admission exams, as well as the Numerus Clausus for the future academic year;

(19)approves the annual regulation on the organization of the admission exam on the basis

of the framework methodology drawn up annually by the Ministry of Education, Research, Youth and Sports;

(20) approves the regulation on the organization of examinations for the completion of studies on the basis of the framework methodology approved by Order of the Ministry of Education, Research, Youth and Sports;

(21) approves the methodology for examination during the studies and the methodology for carrying out the first-degree final examination;

(22) approves the specific methodology for the recognition and equivalence of studies or periods of studies carried out in the country or abroad;

(23) approves the minimum number of credits required to pass the academic year;

(24) approves the amount of the tuition fees and the methodology of collecting fees, for activities not included in the educational plan, in accordance with the legal provisions;

(25) approves the regulation on the organization and carrying out of postgraduate programmes for continuing training and professional development;

(26) decides, on the basis of proposals from the Faculty Councils or the Rector, depending on the subordination, the setting up or disbanding of some Departments of the University or the Faculties;

(27) sets up a system for the application and monitoring of the compliance with the Code of student rights and obligations;

(28) lays down the conditions for the amendment of the status of fee paying students and approves the specific criteria for the award of the merit scholarships, bursaries and social security scholarships from budgetary funds, in relation to the professional performance of the students.

(29) elects and dismisses, by secret vote, the President of the Senate.

(30) lays down the representation rates of faculties for the setting up of the new Senate;

(31) decides the setting up of specialised committees, councils, or other structures, with permanent or temporary activity, and lays down their composition, mode of operation and duties, as needed;

(32) develops and approves regulations for the organization and conduct of elections in the University;

(33) approves the teaching load reports of the teaching staff on a proposal from the departments, with the approval of the Faculty Council, and sets the number of positions for teaching and research staff;

(34) approves the Methodology for quantification of credit hour equivalents and approves the Regulation for the minimum weekly teaching load;

(35) approves that the tenured teaching staff has activities of teaching and research in other institutions of higher education or research;

(36) approves the study groups and their dimensions;

(37) approves the minimum criteria of performance for teaching and research staff;

(38) adopts the Regulation on the criteria to be met in order to promote the teaching staff by contest, both as regards teaching and scientific performance;

- (39) approves the composition of the commissions for the contest for occupying the teaching and research positions put out to tender;
- (40) validates competitions for occupying teaching positions after their approval in the Faculty Councils, on the basis of a proposal from the commissions for the contest;
- (41) approves its own methodology of conferring titles and occupying teaching and research positions basis of the framework methodology;
- (42) approves the Methodology for the assessment of results and performances of teaching and research activities;
- (43) approves the composition of the academic Ethics Commission;
- (44) approves the disciplinary sanctions provided for in Article 27 (2) (c) to (e);
- (45) approves the Commissions of research for investigation of misconduct;
- (46) approves the salaries of the teaching and research staff, as well as the organization chart of the University;
- (47) approves the setting up of research units, of the institutes, experimental resorts, centres or laboratories for research and development;
- (48) approves the establishment of companies, foundations or associations;
- (49) establishes the managerial performance criteria and indicators of the Rector and the rights and obligations contained in the management contract;
- (50) dismisses the Rector, in the conditions laid down in the Charter and in the Management Contract, but only by a prior Referendum procedure if the manner of appointment of the Rector is the one provided for in Article 209 (1) (b) of Education Act No. 1/2011;
- (51) dismisses the Deans, Heads of departments and Directors of departmental structures, for good reasons, in accordance with the legal procedure;
- (52) approves the granting of the titles of Doctor Honoris Causa, Professor Emeritus and other academic awards for high-profile figures in the country and abroad, as well as the granting of membership of the academic community for outstanding figures with national and international recognition;
- (53) approves the Internal Regulation and the Regulation with the tasks, responsibilities and limits of powers of the academic staff with executive functions;
- (54) approves the tasks and powers of collective leadership structures: the Administrative Board, the Faculty Council, the Department Council, as well as the Senate Commissions;
- (55) periodically examines the teaching, research and health care activities in faculties and departments and establishes priorities in these fields;
- (56) approves annually, on the basis of a proposal and with the approval from faculty councils, that teaching and research staff continue their work, beyond the retirement age, in accordance with the own Methodology of the University;
- (57) submits the dossiers for obtaining the habilitated title for approval to the National Council for the Recognition of Academic Grades, Diplomas and Certificates;
- (58) approves the management and use of budgetary funds and own revenues, in compliance with the legal provisions. Decides the distribution of funds on the basis of duly justified criteria, respecting the contribution of each structure in obtaining them, and communicates

them to Dean's offices and functional departments;

(59)approves the Plan for off-budget revenues, donations and sponsorships, revenues from premise rentals, collaborations, supply of services or other sources.

(60)approves the Investment Programme for the development of the University facilities, diversification and proving modern equipment to laboratories, research and/or microproduction centres, informatics networks, the library;

(61)approves the criteria for granting bursaries and research scholarships from its own funds in an amount equal to at least 10 % of the scholarship fund;

(62)approves Programmes of cooperation with other institutions of higher education and research in the country and abroad;

(63)approves the Action Plan for compliance with the European Community programmes and with the Bologna Declaration;

(64)approves the own signs and symbols of the University;

(65)approves the Specific Programmes of Labour Protection, Security and Fire-Fighting, Civil Defense prepared by the services in charge and the Plan of measures ensuring order and discipline in the university space;

(66)approves the composition of the commission for the academic curriculum;

(67)decides the setting up of advisory bodies made up of representatives of business and academia, of other cultural and professional institutions;

(68)grants the status of the adjunct teaching staff with respect to the provisions of Education Act No. 1/2011, the University Charter, the national and local standards on employment in teaching positions and internal regulations on granting this status.

Article 56.

(1)The President of the Senate represents the Senate in its relations with the Rector and with third parties.

(2)The President of the Senate shall be elected by the Senate from among its members by secret vote of the Senate members by a simple majority of those present and provided that at least two-thirds of its members are present.

Article 57.

(1)Any university full professor who is a member of the Senate and has experience in academic management and professional internal and international prestige may stand as candidate for President of the Senate;

(2)The Senate may remove the President of the Senate from office, by initiating a motion of no confidence signed by at least one-third of the members of Senate. After debating the motion, the decision of revocation shall be adopted by secret ballot with a majority of at least two-thirds of the members of the Senate.

Article 58. The President of the Senate has the following duties:

(1)conducts the Senate meetings;

- (2) signs on behalf of the Senate all Senate decisions and resolutions;
- (3) convenes the Senate meetings;
- (4) sets the agenda of the Senate meetings;
- (5) signs on behalf of the Senate the management contract concluded between the Rector and the Senate;
- (6) requests from the Presidents of the Boards of the Senate reports on the evaluation of the activity of the Administrative Board and Rector;
- (7) requests from the Rector or the Administrative Board various information concerning their work, which examines it and submits it to the Senate periodically. The Rector and the Administrative Board are obliged to respond to the demands of the President of the Senate;
- (8) on behalf of the Senate grants the title of Doctor Honoris Causa and Emeritus Professor.

THE ADMINISTRATIVE BOARD

Article 59.

- (1) The Administrative Board represents the leadership structure of the University which ensures operational management and applies the strategic decisions of the University Senate.
- (2) The Rector, Vice-rectors, Deans of the faculties of the University, Administrative Director General, and two representatives of the students (one from the Romanian and one from the Hungarian language studies) compose the Administrative Board.
- (3) The President of the Senate is a permanent guest in the meetings of the Administrative Board.
- (4) Guests of the Rector, persons from the University with executive functions or subordinated positions, representatives of the union, or persons from outside the institution involved in its support may participate in 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 60.

- (1) The Administrative Board may take 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, if the member of the Administrative Board in charge of the field in which the decision is adopted was present or represented.

Article 61. The Administrative Board shall meet at least once a month, or whenever it is needed, when convened by the Rector or one third of its members.

Article 62. The duties of the Administrative Board are essentially as follows:

- (1) performs the operational management of the university;
- (2) proposes an annual budget of revenue and expenditure to the Senate for approval;
- (3) creates the budget of the institution in operational terms;
- (4) approves the budgetary execution and the annual balance sheet;
- (5) approves the proposals for putting the teaching and research positions out to tender;
- (6) approves the proposals for new study programmes and makes proposals to the University Senate on ending those study programmes which are no longer within the mission of the university or which are academically and financially ineffective;
- (7) approves the financial operations which exceed the ceilings set by the Senate;
- (8) proposes to the Senate strategies of the university in the long and medium term and policies on areas of interest of the university.
- (9) ensures the implementation of the decisions of the Senate;
- (10) proposes to the Senate for approval the setting up or disbanding of some Faculties / study programmes, research centres or laboratories, teaching hospitals;
- (11) submits to the Senate for approval the proposals of faculty councils on 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;
- (12) submits to the Senate for approval the teaching load reports and the proposals on adjunct teaching staff in compliance with Article 213 (13) of Education Act No. 1/2011);
- (13) decides on the efficient use and management of the funds;
- (14) submits to the Senate for approval proposals for investment and development of the facilities; detects possibilities to attract some partners for the purposes of conducting off-budget revenue-generating activities;
- (15) approves the movement in the country and abroad of the members of the academic community during the education process, as well as of the auxiliary and administrative staff, taking the necessary measures for the functioning of the teaching or administrative process;
- (16) 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 or administrative staff;
- (17) proposes to the Senate for approval the annual plan of scientific research;
- (18) proposes to the Senate for approval, the fees for: exceeding the duration of education provided for by law, entrance examinations, reenrolments, repeating the examinations and other types of examination, which go beyond the provisions of the educational plan; fees may also be levied for activities not included in the educational plan, in accordance with the methodology of the Senate;
- (19) proposes to the Senate for approval the specific criteria for the award of scholarships for students, as well as the amount thereof;
- (20) approves the transfer of students within the University, from one faculty to another, or to/from other Universities;

- (21) proposes to the Senate for approval prizes for the employees of the University ;
- (22) approve the fees for advice or other fees;
- (23) initiates the proceedings for the creation of consortia and mergers with other universities and institutes for research and development, which it submits for approval to the Senate.

THE FACULTY COUNCIL

Article 63.

- (1)The Faculty Council is the decision-making and deliberative body for the management of the Faculty. The Dean chairs the Faculty Council.
- (2)The number of members in the Faculty Councils shall be established by a representation rule within the following limits:
 - a.for the Council of the Faculty of Medicine 25-55 members.
 - b.for the Council of the Faculty of Dentistry 7-9 members.
 - c.for the Council of the Faculty of Pharmacy 7-9 members.
 - d.for the Council of the Doctoral School 7-9 members.
- (3)The composition of the Faculty Council is : 75% teaching and research staff and 25% students (representatives of Romanian and Hungarian teaching lines, i.e. disciplines taught in Romanian respectively Hungarian).

Article 64.

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

Article 65.

The Dean shall set the agenda.

Article 66.

- (1)The quorum needed for the meetings of the Faculty Council is two-thirds of the total number of members, and the decisions of the Faculty Council shall be adopted by the vote of half plus one of the total number of those present.
- (2)Other teaching and research staff from the University with executive functions or subordinated positions, representatives of the union or persons from outside the institution directly involved in its support may also participate in the meetings of the Faculty Council without the right to vote.

Article 67.

(1) At the beginning of the meeting, the Dean or its successor proposes and submits to approval the draft agenda.

(2) The agenda may also include individual proposals, made at the beginning of the meeting.

Article 68.

(1) Each debate issue on the agenda shall be ended by adopting a decision or by a proposal which shall be submitted to the Administrative Board or 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. A register with numbered and stamped pages shall be kept for the minutes.

(3) The decisions of the Faculty Council shall be taken by open roll-call vote. Exceptions are the situations decided by the Council, when the vote is direct, secret, and personal.

(4) The Faculty Council takes decisions with the vote in favour of half plus one of the members present, if two-thirds of its total members are present, except in cases where the law or the Charter provide otherwise.

Article 69. If a member of the Faculty Council acquires a new position which entails not taking part in the work of the Council, is unable to exercise its mandate, loses his (her) membership or is retired, (s)he shall be replaced, according to the election methodology.

Article 70. The Faculty Council has the following duties:

(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 Faculty's strategic plan, the Faculty's annual operational plan and the Faculty's 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 functioning of the Faculty;

(5) approves by a simple majority, the proposal for the setting up, disbanding or reorganization of departments, as well as their structure, in compliance with Article 133 (3) and Article 213 (10) (a) of Education Act No. 1/2011);

(6) specifies 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 academic evaluation reports with a view to the authorisation/accreditation or reaccreditation of study programmes;

(9) approves the setting up, modifying or disbanding the study programmes managed by the Faculty;

(10) supervise 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;

(11) approves annual proposals regarding the Numerus Clausus and the class groups;

(12) approves the teaching load reports of the Faculty and the exceptions in establishing the teaching loads; analyses the opportunity and decides on amending the teaching load reports proposed by some departments, where this is justified by the strategic interests of the Faculty. The Dean makes the proposal. The decision of amending in the Council the teaching load reports proposed by departments shall be adopted by favourable vote of a qualified majority of the members of the Council.

(13) approves the commissions for the contest for occupying the teaching positions;

(14) examines the reports of the commissions for the contest and approves the results of the contests for occupying the teaching positions;

(15) approves hiring specialists of a high scientific value recognized in the field, as visiting professors or adjunct readers;

(16) approves annually the offers for postgraduate courses proposed by the Department Councils;

(17) approves the proposals of the departments concerning the granting of the honorary titles of the University and proposes to the Senate the granting the titles of Emeritus Professor and adjunct professor / visiting professor;

(18) adopts the methodology for carrying out the first-degree final examination and submits it to the Senate for approval;

(19) approves the request of employing auxiliary teaching staff made by the department governing body;

(20) decides on using material and financial resources available to the Faculty by decision of the Senate.

(21) approves the setting up of revenue-generating activities and submits to the Administrative Board proposals concerning the use of the Faculty heritage;

(22) approves the report for the classification of the candidates in the competition for the prize for meritorious work;

(23) analyses the results of the regular peer evaluation of the teaching and auxiliary teaching staff of the Faculty and the results of the regular evaluation the teaching staff by students and proposes the appropriate measures;

(24) approves the organization of the scientific conferences of the Faculty and the measures in support of the students' scientific conferences;

(25) approves the proposal for disciplinary sanctions for some persons within the Faculty, according to Article 27 (2) (a) and (b) of this Charter and Education Act No. 1/2011.



THE DEPARTMENT COUNCIL

Article 71.

- (1) The Department Council represents the authority of leading and regulating the activities of the Department.
- (2) The Department Council is the collegial leadership structure, which helps the Head of Department in the operative leadership of the department.
- (3) The Department Council consists of representatives of the teaching staff of the Department elected according to the representation rule.

Article 72.

- (1) The Discipline is the structural and functional unit of the department organised within the Faculty.
- (2) The Discipline represents an individualised structure in the teaching load reports.

Article 73.

- (1) The Head of discipline leads the Discipline. The position of head of discipline is not an executive function as in Education Act No. 1/2011.
- (2) The teaching staff with the highest academic grade is the head of discipline. If within a discipline there are more members of the teaching staff with the same academic grade, 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 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 carrying out of the tasks transmitted by upper hierarchical structures.
- (4) The proposal of revocation of his (her) appointment as head of discipline shall be made by the head of department, dean, or 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 74.

- (1) The Department Council shall meet in periodic meetings convened by the head of department, dean or at the request of one-third of its members.
- (2) The debates of the meetings of Department 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 75.

- (1) The quorum needed for the meetings of the Department Council is two-thirds of the total

number of members, and its decisions shall be adopted by the vote of half plus one of the total number of those present.

(2) Other teaching and research staff from the University with executive functions or subordinated positions, representatives of the union or persons from outside the institution directly involved in its support may also participate in the meetings of the Department Council without the right to vote.

Article 76.

(1) The Department Council shall adopt decisions in its field of activity according to the law and the University Charter.

(2) The Department Council may propose to the Faculty Council draft decisions, which shall be implemented only after approval by the Faculty Council.

Article 77. The duties of the Department Council:

(1) defines the mission, goals and strategy of the Department in accordance with the mission, goals and strategy of the Faculty and/or University, within the time limit set by Decision of the Faculty Council;

(2) is responsible for harmonising teaching and research activities at the level of its disciplines/teaching hospitals;

(3) carries out the periodical assessment, at an interval of up to 5 years, of the teaching, research and professional activities within the department and lays down improvement measures;

(4) proposes the teaching load reports of the department in accordance with the procedures approved at University level;

(5) centralises and submits to the dean and to the Faculty Council for approval the proposals for putting some teaching positions out to tender, made at the level of discipline/teaching hospital;

(6) proposes commissions for the positions put out to tender;

(7) approves the content of examinations and themes for the contests for occupying the teaching positions;

(8) proposes the employment of specialists of high value in the field as adjunct teaching staff, in accordance with the law;

(9) centralises and submits to the Faculty Council for approval the proposals for the organization of postgraduate courses of disciplines/teaching hospitals;

(10) develops projects for didactic endowments of the department;

(11) is responsible for the organization and operation of research units and laboratories within the department;

(12) may organise scientific events;

(13) organises specific sections within the scientific events of the Faculty

(14) proposes the award of some honorary titles;

(15) approves the setting up of revenue-generating activities;

- (16) draws up an annual activity report;
- (17) informs the members of the department on the own decisions and on their way of being applied;
- (18) applies in the department the decisions taken by the leadership structures of the University and of the Faculty;
- (19) performs other tasks established by the Faculty Council.

THE COUNCIL OF DOCTORAL STUDIES

Article 78.

- (1) The Council of Doctoral Studies represents the authority of leading and regulating the doctoral activity at the University level as a Doctorate Awarding Institution.
- (2) The Council of Doctoral Studies functions under the provisions of the Code of Doctoral Studies and the Institutional Regulation on Organising and Developing of Doctoral Study Programmes.
- (3) At least one member of the Council of Doctoral Studies shall be elected by universal, direct, secret, and equal vote of the supervisors within the Doctoral Schools.
- (4) At least one member of the Council of Doctoral Studies shall be elected by 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 the University of Medicine and Pharmacy of Țirgu Mureș as a Doctorate Awarding Institution. The Head of the Council of Doctoral Studies shall be a member of this Council.
- (6) The term of office of the members of the Council of Doctoral Studies is 4 years.

THE DOCTORAL SCHOOL COUNCIL

Article 79.

- (1) The Doctoral School Council includes supervisors of the Doctoral School in a proportion of up to 50%, PhD students in a proportion of 20% and scientists with international recognition, from outside the Doctoral School.
- (2) The members of the Doctoral School Council shall be elected by universal, direct, secret, and equal vote of the supervisors of that Doctoral School.
- (3) The mandate of the Doctoral School Council is 5 years.
- (4) The Head of the Doctoral School Council is appointed by the Council of Doctoral Studies from among the supervisors of the Doctoral School and shall be a member in the Doctoral School Council.
- (5) The Doctoral School Council meets at least 3 times a year, at the request of the Head of the Doctoral School or of at least one-third of its members.
- (6) The Doctoral School Council adopts decisions in its areas of activity in accordance with the law and the Doctoral Studies Code.

(7)The Doctoral School Council adopts decisions by a simple majority of those present and provided that at least two-thirds of its members be convened.

Article 80.

(1)The specific powers of the Council of Doctoral Studies shall be those set out in accordance with Education Act No. 1/2011 and the Doctoral Studies Code, which has the following tasks:

- a.to set up the strategy of the Doctorate Awarding Institution;
- b.to design the Institutional Regulation on Organising and Developing of Doctoral Study Programmes;
- c.to approve decisions on the setting up and dismantling the Doctoral Schools within the Doctorate Awarding Institution;
- d.to select supervisors who are part of a newly created Doctoral School;
- e.partnership coordination, in the case in which the Doctorate Awarding Institution consists of a partnership, according to the partnership contract;
- f.other specific powers set by the Institutional Regulation on Organising and Developing of Doctoral Study Programmes, according to the law.

(2)The specific powers of the Doctoral School Council shall be those set out in accordance with Education Act No. 1/2011 and the Doctoral Studies Code, which has the following tasks:

- a.to draw up the Doctoral School Regulation;
- b.to take decisions on the granting or revocation of membership of the Doctoral School of some supervisors, as well as to define minimum standards of scientific performance for the purpose of the objective applying of these procedures;
- c.to enrol and discharge PhD students, on the basis of a proposal from supervisors who are members of the Doctoral School;
- d.to take decisions on the approval of the teaching load reports of the teaching and research staff related to the Doctoral School, as the case may be;
- e.to assist the external evaluator's in the assessment process for the purpose of a temporary accreditation/reaccreditation or authorisation of the Doctoral School;
- f.other specific tasks.



Chapter VIII. University commissions

A. THE BOARDS OF THE SENATE

Article 81. The Senate shall create the following boards:

- (1)The Board for Undergraduate and Master' s Degrees;
- (2)The Board for Doctoral Degree;
- (3)The Board for Postgraduate Degrees and Residency;
- (4)The Board for Scientific Research;
- (5)The Board for Evaluation and Quality Assurance;
- (6)The Board for Student Matters;
- (7)The Ethics Committee;
- (8)The Board for International Cooperation;
- (9)The Board for Budget and Finance.

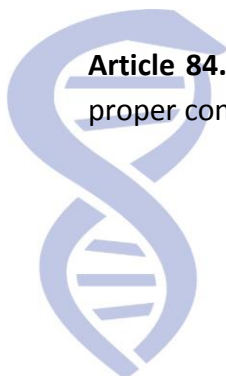
Article 82.

- (1)The Senate shall set out the number of members of each board.
- (2)Each board shall be led by a president of the board chosen by the Senate and shall function under its own regulation, approved by the Senate.
- (3)The presidents of the boards are members of the Senate.
- (4)Members of the academic community who are not members of the Senate may also be part of the boards.

Article 83.

- (1)The Boards of the Senate request, by means of the Administrative Board, information from any executive structure of the University, which carries out activities in the area of competence of the board concerned.
- (2)The executive structures are obliged to respond to the demands of the boards within the prescribed time limits.
- (3)The boards shall draw up the annual reports presented by the Senate.
- (4)The Boards of the Senate shall draw up reports on the annual report of the rector, which they shall submit to the Senate during the same meeting in which the Rector submits the annual report.

Article 84. The Rector is obliged to create for the boards the conditions necessary for the proper conduct and organization of their activity.



B. BOARDS OF THE UNIVERSITY

THE BOARD FOR EVALUATION AND QUALITY ASSURANCE

Article 85.

(1) Quality assurance of higher education and scientific research is an obligation of the University.

(2) The Board for Evaluation and Quality Assurance operates at the University level, in accordance with Government Emergency Ordinance No. 75/2005 on education quality assurance, approved with amendments by Law No. 87/2006 with subsequent amendments and additions, and of Education Act No. 1/2011.

Article 86.

(1) The Senate shall approve the strategy and regulation on the organization and operation of the Board for Evaluation and Quality Assurance.

(2) The Board for Evaluation and Quality Assurance aims to implement strategies and policies of quality assurance, in relation to the vision, mission and policy of the University and in accordance with national, European or international dynamics in the field.

Article 87.

(1) The President of the Board for Evaluation and Quality Assurance is the rector or a person designated by decision of the Rector.

(2) The Board for Evaluation and Quality Assurance shall meet when convened by the President of the Board.

(3) The Board for Evaluation and Quality Assurance must have:

- a. representatives of the teaching staff, elected by secret vote of the Senate;
- b. one representative of the union, designated by it;
- c. two representatives of the students, designated by the student organizations
- d. one representative of the residents

(4) The members of the Board for Evaluation and Quality Assurance cannot have executive functions in the University, except the person having the operational direction.

Article 88.

(1) The Board for Evaluation and Quality Assurance shall coordinate the implementation of the procedures and activities of evaluation and quality assurance shall draw up an annual internal evaluation report on the quality of education in the University. The report shall be brought to the attention of all beneficiaries by display on the website of the University.

(2) The Board for Evaluation and Quality Assurance shall make proposals for improving the quality of education, establishes and initiates analyses and assessments on the basis of the quality criteria laid down for faculties, departments and other structures. The evaluation of the teaching staff by students is mandatory. The results of the evaluations are public

information.

Article 89. The duties of the Board for Evaluation and Quality Assurance are:

- (1) takes all steps necessary to implement the provisions of the legislation in force on quality assurance in higher education;
- (2) develops and coordinates the implementation of assessment procedures and activities and quality assurance, approved by the Senate;
- (3) draws up an annual internal evaluation report on the quality of education in the University. The report shall be brought to the attention of all beneficiaries by display or publication and shall be made available to the Romanian Agency for Quality Assurance in Higher Education (ARACIS);
- (4) draws up proposals on improving the quality of education;
- (5) cooperates with the Department of Audit and Quality Assurance of the University;
- (6) cooperates with the Romanian Agency for Quality Assurance in Higher Education (ARACIS), with other empowered agencies and bodies or similar institutions in the country or abroad, according to the law.

Article 90. The Department for Quality Assurance shall be organised and operated in accordance with Government Emergency Ordinance No. 75/2005 on education quality assurance, approved with amendments by Law No. 87/2006 with subsequent amendments and additions, and Law No. 1/2011, this Charter, and resolutions of the Senate, on the basis of the Regulation on the organization and operation of the Department for Quality Assurance.

Article 91.

- (1) The Department for Quality Assurance is a functional structure, with the role of coordination and execution, which assists the Board for Evaluation and Quality Assurance in achieving quality management, by scheduling operations, organising teams working for the production of documents and by informing the staff on quality assurance.
- (2) The Department for Quality Assurance has human and financial resources provided by the University, has a limited heritage for the pursuit of its activity. The department has no legal personality.
- (3) The work of the structures responsible for quality assurance falls within the mission and development goals of the University contained in the Strategic Plan.
- (4) The Department applies the policy of the Senate and Rector in the field of quality.



THE ETHICS COMMITTEE

Article 92.

- 1.The structure and composition of the Ethics Committee is proposed by the Administrative Board approved by the Senate and by the Rector.
- 2.The Ethics Committee works under its own regulation, adopted by the Senate.

Article 93. Persons with executive functions in the University at the faculty or department level cannot be members in the Ethics Committee.

Article 94. The Ethics Committee has the following main duties:

- (1) analyses and resolves deviations from academic ethics, based on notifications or on their own initiative, according to the Code of Academic Ethics and Professional Conduct;
- (2) makes an annual report on the compliance with academic ethics and the ethics of research activities, which shall be submitted to the Rector, the Senate and shall be a public document;
- (3) contributes to the development of the Code of Ethics and Professional Conduct, which shall be proposed to the Senate for adoption and inclusion in the Charter of the University;
- (4) the tasks laid down by Law No. 206/2004, with subsequent amendments and additions;
- (5) other tasks set in accordance with the Charter of the University, according to the law.

Article 95.

- (1) The Ethics Commission meets when convened by its President.
- (2) The Decisions of the Commission are approved by the University's legal adviser. The University has the legal liability for the decisions and work of the Ethics Commission.

Article 96.

- (1) Any person from the University or outside may refer to the Ethics Commission on infringements made by members of the academic community.
- (2)The Ethics Commission keeps the identity of the author of the notification confidential.
- (3)As a result of a notification the Ethics Commission shall initiate procedures in accordance with Law No. 206/2004 and with the Regulations of the Ethics Commission. The Commission shall respond to the author of the notification within 30 days of the receipt and communicate to him the result of procedures, after their conclusion.
- (4)The following are serious deviations from good conduct in scientific research and academic work:
 - a.plagiarism of results or publications of other authors;
 - b.construction of results or the replacement of results with fictitious data;
 - c.introduction of false information in their applications for grants or funding.



Chapter IX. Executive functions

Article 97. The executive functions of the university are:

- (1) Rector, vice-rectors, Administrative Director General, at the university level;
- (2) Dean, Vice-dean, at the faculty level;
- (3) Head of department, at the department level.

THE RECTOR

Article 98. The Rector exercises the executive management of the University and represents the University in relations with the Ministry of Education Youth and Sports Research, the National Council of Rectors, domestic and international bodies, as well as any natural or legal persons in Romania or abroad.

Article 99. The Rector of the university is named in accordance with Article 209 of Education Act No. 1/2011 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 accordance with this law; or
- (2) by universal, direct and secret vote of all tenured teaching and research staff of the university and of the representatives of the students from the Senate and from the Faculty Councils.

Article 100.

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

(2) For the term of office 2012-2016, the referendum organised at the University level on 7 June 2011 has laid down the way of electing the Rector by universal, direct, and secret vote of all tenured teaching and research staff of the university and of the representatives of students from the Senate and from the Faculty Councils.

Article 101.

(1) The Rector shall be elected in accordance with the legislation in force (Article 209 of Education Act No. 1/2011) and the Charter of the University, for a term of office of four years and is confirmed by Ministry of Education, Research, Youth and Sports.

(2) A person can occupy the Rector position for no more than 8 years regardless of the period in which the mandates were carried out and their interruptions.

Article 102.

(1)The Rector can be dismissed if (s)he does not comply with the Management Contract concluded with the Senate, if through the evaluation of the Boards of the Senate it is found that his (her) activity is unsatisfactory or contrary to the interests of the University.

(2)The opening of the procedure for dismissal is based on a motion of no confidence signed by at least one-third of the members of Senate. After debating the motion, the decision of opening 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 dismissal of the Rector shall be made by the same procedure by which the (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 representatives of the students from the Senate and from the Faculty Councils, the dismissal proposal shall be submitted to their vote.

(4)The Minister of Education, Youth, Research, and Sports can remove the Rector from office, under Article 125 of Law No. 1/2011.

Article 103.

(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 Article 125 (1) (a) of Education Act No. 1/2011. The Rector newly elected in these circumstances shall complete the term of the Rector who interrupted his (her) term of office.

Article 104. The Rector has the following duties:

(1)performs the operative management and leadership of the university, under the management contract;

(2)negotiates and signs the institutional contract with the Ministry of Education, Research, Youth and Sports;

(3)signs the management contract with the Senate;

(4)proposes to the Senate for approval the structure and the rules on the operation of the University;

(5)proposes to the Senate for approval the draft budget and the report on the implementation of the budget;

(6)presents to the Senate, not later than the first working day in April of each year, the report on the state of the university provided for in Article 130 (2) of Education Act No. 1/2011. The Senate validates the report referred to, on the basis of records prepared by its boards. These documents shall be public;

(7)leads the Administrative Board;

(8)follows and monitors the implementation of the decisions of the Senate and

- Administrative Board and the application of the Charter;
- (9) submits to the Senate, at the end of his (her) term of office a report on his (her) entire activity;
- (10) organises the public contest for selecting the deans on the basis of a methodology proposed by Rector and approved by the Senate.

Article 105. In the exercise of Rector's powers:

- (1) is the authorising officer;
- (2) orders the use of University funds in accordance with the decisions of the Senate;
- (3) appoints the teaching and research staff, in accordance with the law;
- (4) grants the title of adjunct teaching staff;
- (5) authorises the issue of documents of studies;
- (6) applies, on an approval of the Senate, sanctions to the members of the academic community in accordance with the laws in force;
- (7) applies, on an approval of the Administrative Board, sanctions to the auxiliary teaching and administrative staff in accordance with the laws in force;
- (8) appoints and dismisses Vice-rectors from office, a decision that shall be communicated to the Senate;
- (9) may delegate his/her powers to a vice-rector, in accordance with the law.
- (10) delegates administrative powers to the Administrative Director of the university;
- (11) establishes temporary powers for vice-rectors;
- (12) makes decisions and instructions.

Article 106.

(1) The Rector of the university has the obligation to submit annually, no later than the first working day of April of each year, a report on the state of the university. The report shall be made available to the public on the university website and sent to all interested parties. For drawing up the report on the state of the university, the deans and leaders of other structures in the institution shall submit annually, until the first working day of March, reports about the state of the entities coordinated.

(2) The Rector's report shall include:

- a. the financial situation of the university;
- b. the situation of each study programme;
- c. the situation of the staff of the university;
- d. the results of research activities;
- e. the quality assurance activities within the university.
- f. the compliance with the academic ethics and the ethics of research activities;
- g. the situation of vacancies;
- h. the employment of graduates of previous classes.

(3) The annual report of the rector is a component of public responsibility and a fundamental requirement for access to funds from the public budget.

VICE-RECTORS

Article 107.

(1) The main prerogatives and political tasks of the vice-rectors are laid down by the Rector and approved by the Senate

(2) At the University of Medicine and Pharmacy of Tîrgu Mureș a number of 3 vice-rectors is laid down, as follows:

- a. One vice-rector in charge of the teaching activity and postgraduate education
- b. One vice-rector in charge of the scientific activity, students' problems, and career guidance
- c. vice-rector in charge of international relations, quality management and academic development.

Article 108. The main prerogatives and powers of the vice-rector in charge of the **teaching activity and postgraduate education**:

(1) replaces the Rector in the area of powers of the Vice-rector's Office in charge of the teaching activity;

(2) coordinates, directs, controls and is responsible for all the teaching activity in the University;

(3) ensures the correlation of teaching load reports in the departments with the amount of subjects taught in the education process;

(4) centralises proposals for the improvement of the endowments of departments and makes a report on the priorities, which (s)he submits to the Administrative Board;

(5) carries out studies on the structure and content of education and its perspective to improve

(6) is in charge of the preparation, organization and conduct of examination sessions for admission exams to first degree and Master studies and for first-degree final examinations and diploma examinations;

(7) analyses and proposes to the Administrative Board for approval the equivalence of studies or subjects studied in the country or abroad by the students of the University;

(8) checks the drawing up of files for contests for occupying the teaching positions;

(9) keeps the disciplines informed in time of scholarships, study programmes and other forms of training in the country and abroad for the members of the academic community.

(10) coordinates the integration with teaching staff health care;

(11) proposes the educational offer of the University and justifies the Numerus Clausus of the University;

(12) is responsible together with the deans for establishing the status of students (enrolments, transfers, interruptions, expulsions);

(13) proposes operational policies and procedures of employment at the level of departments under his (her) authority

(14) coordinates the university programmes, teaching activities, the development and

amendment of regulations/procedures governing:

- a. undergraduate studies, master studies;
- b. keeping students informed of the educational offer of the University;
- d. drawing up and updating of educational plans and of course outlines; implementation and operation of the European Credit Transfer System (ECTS);
- e. coordinates the providing of teaching materials for students, the printing of university handbooks in the publishing house and printing establishment of the University;
- f. the activity of the University Library in terms of the teaching activity;

(15) participates in the formulation of requirements for the admission in the cycle of first degree studies

(16) coordinates human resources management regarding:

- a. drawing up teaching load reports for the teaching staff;
- b. assessment of the volume of future teaching work, needs of the teaching staff and all the expenditures incurred in the teaching work in faculties and departments;

(17) drawing up on the basis of the above assessments, of predictive and preventive solutions of balancing the revenues and expenditures in faculties and departments;

(18) organization and carrying out of contests for occupying teaching positions.

(19) coordinates the work of the Residency Department and Department for the Training of Teaching Staff;

(20) is responsible for organising and carrying out postgraduate medical and pharmaceutical education;

(21) coordinates the residency training work;

(22) approves transfers and posting of residents, according to the law;

(23) ensures cooperation with the appropriate department of the Ministry of Health.

(24) coordinates with the Directorate for Public Health and the Ministry of Health the specialist physician and senior physician examinations

(25) leads the local Residency Commission of the University, is in charge of its activity when carrying out the entrance examination to residency;

(26) coordinates the residency for foreign citizens and the second specialty residency;

(27) organises and coordinates postgraduate education: postgraduate courses, continuing medical education;

(28) ensures communication and collaboration with the Directorate for Public Health (DSP), Ministry of Health (MS), Medical Association, Association of Dental Practitioners, Association of Pharmacists, Association of General Practice Nurses, Midwives and Nurses (OAMMR) and other professional bodies;

(29) initiates inter-university cooperation with universities in the country and abroad in the field of residency and postgraduate studies.

(30) establishes operational policies and procedures of employment at the level of departments under his (her) authority

(31) is responsible for compliance with the regulations of the University, and of the

regulations on carrying out education in each residency specialty and draws up:

- a. The teaching load reports and educational plans for the residency training, in accordance with the laws in force
- b. The records of residents by specialties, sessions of training and residency supervisors

(32) is responsible for harmonising the curriculum for residents' training and for the application of the scoring notation on labours, diagnostic and therapeutic techniques which are mandatory and unique in the country, drawn up by the universities of medicine and pharmacy.

(33) is responsible for the results of subordinated staff work

(34) is responsible for knowledge and proper application of the laws and regulations in force.

Article 109. The main prerogatives and powers of the Vice-rector in charge of **the scientific activity, students' problems, and career guidance:**

(1) replaces the Rector in the area of powers of the Vice-rector's Office in charge of scientific research;

(2) establish priorities for scientific research, which shall be approved by the Senate;

(3) coordinates all the work of research and innovation in the University, and has under his (her) authority the Department for European Projects and Research;

(4) creates and keeps up-to-date records of the entire scientific research activity: publications, grants/contracts/research projects, funds, etc.

(5) gives logistical support to initiatives of organising scientific conferences of the undergraduate students, PhD students and postdoctoral researchers;

(6) involves the University, as appropriate, in the organization of congresses or scientific conferences of the teaching staff, researchers and students, of various conferences, symposia, etc., and keeps the academic community informed of the scientific national and international conferences;

(7) is responsible of the problems related to the ethics of research, publications and originality of the research results, the opinions of the Research Ethics Commission for the research projects.

(8) submits in the Senate annual reports on the situation regarding scientific research and contracts for research, as well as financial aspects related to this activity;

(9) approves the concluding of contracts of scientific research;

(10) is president of the Scientific Council of the Central Library of the UMPH.

(11) establishes operational policies and procedures of employment at the level of departments under his (her) authority

(12) is responsible for knowledge and proper application of the laws and regulations in force.

(13) coordinates scientific performance evaluation of teaching and research staff and proposes the development strategy of the University, with a view to:

- a. research activity on the basis of contracts and microproduction;
- b. research activity on the basis of grants;

- c. international contracts of scientific research;
- d. the work of academic scientific publications;
- e. the work of research/excellence centres;

(14)coordinates the publishing work of the University, having under his (her) authority the University Press Publishing House and the University magazines;

(15)is in charge with informing the academic community as regards the financing opportunities through existing research projects, research grants, etc;

(16)coordinates internal competitions for the award of research grants and of prizes for research results and makes proposals for the granting of awards and incentives;

- a. establishes operational policies and procedures to work at the level of departments which it has under his (her) authority and is responsible for the drafting and amendment of regulations governing scientific work in the University.

- b. coordinates social and administrative activities for students by:

- c. the work on the granting of student scholarships, together with representatives of the students;

- d. proper functioning of students' hostels and canteens, together with representatives of the DGA and of the students;

- e. sporting facilities activity for students

(17)coordinates the work of career guidance of students through the Centre of career guidance for students and employment follow-up and is in charge of its establishment and operation.

(18)coordinates together with the Vice-rector in charge of the quality, evaluation of the teaching process by students and draws up the annual assessment reports

(19)support for ongoing relationships with the student organizations

(20)creating the University Graduates Association (Alumni) and collaboration for its proper functioning

(21)coordination of the activities with a view to career guidance, by:

- a. the use of the web page to provide relevant information to those interested to study in the University;

- b. creating the data bases necessary for the transmission of educational offers (addresses of school inspectorates, high schools) to general hospitals, pharmacies, companies and other institutions, which benefit from the University graduates, postgraduate courses and research results;

(22)production of materials for the presentation of the educational offer of the University;

(23)training students in activities of presentation of the faculties and of the University.

(24)participation in domestic and international programmes relating to the infrastructure of the University, and its relationship to the economic and social environment;

(25)found-raising actions organization and participation.

(26)coordination and guidance of all activities for promoting the image of the University;

(27)coordination of activities relating to the representation of the University, by:

- a. organising ceremonies for the award of honorary titles;

- b. paying homage to the outstanding figures of the University on the occasion of birthdays, the withdrawal from their activity, the granting of titles, diplomas and medals;
- c. organising ceremonies to celebrate events, such as: academic year opening or closing, granting of PhD certificates, anniversary of important days in the history of the faculties and the University ;
- d. organising video and picture recording of the events in the University, organising an archive of documents

(28) establishes operational policies and procedures of employment at the level of departments under his (her) authority

(29) is responsible for knowledge and proper application of the laws and regulations in force

(30) is responsible for the results of subordinated staff work.

Article 110. Main prerogatives and responsibilities of the Vice-Rector in charge of international relations, quality management and academic development:

(1) elaboration of the development strategy in international relations and international affiliation of the University

(2) coordination of the International Relations Department, and implicitly, its coordination of international mobilities and management of bilateral agreements with partner universities;

(3) coordination of LLP Community programs (Life Long Learning Programme)/ Erasmus Office; he/she is in charge of:

- a. re-renewal and development of new bilateral agreements with European universities within Erasmus / LLP educational programs or equivalent;
- b. providing transparent information of academic community scholarships and calendar of selections for Erasmus / LLP grants for both teaching staff and students;
- c. providing transparent information on the selection criteria for obtaining these grants, after approval by the Council of Administration;
- d. ensuring and monitoring preparation of study agreements / placements, together with the Deans
- e. ensuring and supervising together with the Deans of the implementation of Regulation for recognition of study/ placement mobility within Erasmus;
- f. ensuring adequate promotion of the university educational offer in order to encourage “incoming students” and “incoming” teachers;
- g. ensuring fair and transparent allocation of scholarships / placements or teaching mobilities, according to law.

(4) initiation and development of academic and scientific cooperation agreements with foreign universities outside LLP programs and preparation of documents and information necessary for their operation;

(5) providing opportunities for University affiliation to international bodies involved in medical education and scientific research;

- (6) coordinating and supervising promotion and monitoring of students and teaching staff in European and international academic programs, conferences, seminars etc.
- (7) coordinating the preparation of necessary documents for teaching staff and students traveling abroad through programs / scholarships in the field of medical education and research;
- (8) establishment and coordination of the Educational Advising Center for information on opportunities of study abroad and the functioning and recognition of studies under the ECTS credit transfer system;
- (9) keeping track and analyzing teachers', researchers', and students' international professional mobilities;
- (10) disseminating information on recognition of university diplomas in the European Union and other countries and participating in the implementation of measures imposed by EU regulations.
- (11) establishing operational policies and procedures in the subordinated departments.
- (12) coordinating identification and implementation of European standards of academic integration.
- (13) coordinating, directing, controlling and responding for all academic evaluation and quality assurance in the University;
- (14) directly involvement in recruiting, hiring, training and staff performance appraisal;
- (15) representing the university in relation to other institutions, professional associations, during the processes of evaluation and accreditation;
- (16) establishing operating policies and working procedures in the subordinated departments;
- (17) participating in formulating requirements for entrance examination and organization of residency and entrance examinations;
- (18) liaising with the Ministry of Education and accreditation agencies to ensure the necessary quality standards and Institutional efficiency;
- (19) evaluating the activity of staff involved in university administration, departments, professional and student associations;
- (20) coordinating academic evaluation at university level;
- (21) coordinating the Quality Assurance Department at University level and quality assurance committees in each faculty;
- (22) coordinating the elaboration of the Quality Manual for the University of Medicine and Pharmacy of Tîrgu Mureș and implementation of programs and quality management standards;
- (23) together with the Director of Quality Assurance Department, he/she develops the annual report on quality assurance and submits evaluation reports to the Council of Administration and the Senate;
- (24) coordinates and supervises the internal and external evaluation of the University;

- (25) ensures correlation matrix between Lists of titles and positions and the weight of taught subjects in the educational process, in meeting employment standards for the regular, periodic accreditation or authorization;
- (26) ensures compatibility of curricula with occupancy of teaching positions under RQAAHE standards;
- (27) synthesizes proposals to improve the department resources and reports on priorities to the Council of Administration;
- (28) carries out surveys on the structure and content of education and its further improvement;
- (29) monitors quality indices and institutional financing at department and faculty level;
- (30) is responsible for knowing and applying the law and legislation;
- (31) is responsible for the results of subordinate staff.

Article 111.

- (1) Vice Rectors are appointed by the Rector and are confirmed by the University Senate in compliance with art. 211 par. (2) of the Education Act no. 1/2011.
- (2) The Vice Rector is in charge of solving all the responsibilities delegated by the Rector or the University Senate. Vice Rectors report to the Rector for their whole activity.
- (3) The Vice Rector's mandate is of 4 years and the maximum number of mandates is four.
- (4) Vice Rectors may resign by submitting a written application to the Rector, under the legal provisions for management positions. Vice Rectors may be dismissed by the Rector for failure to fulfill their duties. Dismissal is made known to the University Senate.
- (5) The Director of the Council for Doctoral Studies is selected according to the Code of Doctoral Studies, is assimilated to the position of Vice Rector and has the prerogatives set out in the Code of Doctoral Studies and internal regulations.

THE DEAN

Article 112.

- (1) The Dean represents the Faculty in its relations with the University Senate, the Rector, other faculties, and other natural or legal bodies in the country or abroad.
- (2) The Dean is ex-officio member of the Council of Administration.
- (3) Deans are selected through public competition organized by the University Rector.
- (4) The methodology for organizing 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 according to the law and the University Charter for a 4-year mandate.
- (6) After his/her appointment by the Rector, the Dean appoints the Vice Deans from tenured teaching staff of the Faculty in compliance with Article 207 para. (5) letter d) of the Education Act no. 1/2011. The Dean may dismiss the Vice Deans, with the approval of the University Senate.

Article 113.

- (1) The Dean may be removed from office by the Rector, directly or at Faculty Council proposal. Motion for the Dean's dismissal is initiated by at least 1/3 of the members of the Faculty Council and adopted by a vote of 2/3 of the members of the Faculty Council.
- (2) The Dean may resign from office by submitting a written application to the Rector.
- (3) The Dean is accountable to the Senate and the Faculty Council for his/her entire activity.

Article 114. The Dean has the following responsibilities:

- (1) submits for approval to Faculty Council the structure, organization and functioning of the Faculty;
- (2) coordinates the definition of the Faculty mission, development of its strategic plan and annual operational plans;
- (3) monitors and responds for carrying out the set objectives;
 - a. academic and administrative structure of the Faculty;
 - b. educational offer and curricula;
 - c. periodic accreditation of study programs and research centers, as appropriate;
 - d. ensuring the quality of education and scientific research;
- (4) convenes and chairs the meetings of the Faculty Council and signs the minutes of such meetings;
- (5) applies the Rector's, Senate's, Administration Council's and Faculty Council's decisions and is responsible for their application at Faculty level;
- (6) creates and submits for approval to the Faculty Council: the job-description for Deans and department directors;
- (7) approves the Lists of titles and positions and submits to the Faculty Council a report thereon;
- (8) presents proposals for exceptions to teaching workloads;
- (9) proposes students' registration and expulsion according to University regulations;
- (10) signs contracts of studies, registry books, rolls, bachelor's and master's degrees diplomas, and any other documents on current Faculty and Dean's activity.
- (11) can cancel the results of an examination or assessment under the provisions of the Charter, when it turns out that results were obtained fraudulently or in violation of the university Code of ethics and deontology; in these cases, the Dean may decide on exam re-organization;
- (12) is responsible for the graduation exam, at faculty level;
- (13) may propose disciplinary sanctions of subordinates;
- (14) implements disciplinary measures and other penalties established by the university Ethics Committee;
- (15) performs periodic assessment of department directors and teaching/administrative staff reporting to him/her;
- (16) proposes the appointment and dismissal of the Dean's office administrative and support staff to the Administrative Board;

- (17) coordinates the Faculty investment and purchase plans;
- (18) submits an annual report on the state of the Faculty, quality assurance and academic ethics to the Faculty Council;
- (19) performs any other duties established by the Senate, Council of Administration, Rector or the Faculty Council;
- (20) is responsible for organizing competitions for teaching vacancies and research positions in the faculty.

VICE DEANS

Article 115.

- (1) Vice deans help the Faculty Dean in the current management of the Faculty, within the prerogatives established by the Dean, on issues of education, research, university life and student issues.
- (2) There are between 1 and 3 Vice Deans depending on the size of the Faculty, their number being proposed by the Faculty Dean and decided by the University Senate.

Article 116.

- (1) Vice Deans have the following responsibilities:
 - a. are responsible for areas of faculty activity according to the Dean's decision, coordinate the specialized committees of the Faculty Council;
 - b. may represent the Deans when they are missing, with their agreement, in any specific activity of the Dean's office, in relations with the University, other faculties, institutions or bodies;
 - c. actively participate in ensuring the smooth running of the teaching process, research and student problem solving;
 - d. are responsible for the quality assessment of the teaching process by students;
 - e. carry out any other activity that has been assigned to them by the Dean.
- (2) Vice Deans are accountable to the Faculty Council and the Dean.

THE HEAD OF DEPARTMENT

Article 117.

- (1) The Head of Department is elected by direct secret vote from the full-time tenured teaching staff of the Department.
- (2) The Head of Department represents the Department in its relations with other structures of the Faculty.
- (3) The Head of department chairs the meetings of the Faculty Council and reports to the Dean and the Faculty Council.

(4) The Head of Department may be dismissed by the Senate or at the initiative of at least 1/3 of the members of the Department Council by a vote of at least 2/3 of the members of the Department Council.

Article 118.

(1) The Head of Department performs the management and operative running of the Department. In performing their duties, Department heads are assisted by the Department Council.

(2) The Head of department has the following responsibilities:

- a. Ensures operative management of the department;
- b. Submits for approval to the Department Council the lists of titles and positions in his/her department and forwards to the Dean, the decisions adopted by the Council;
- c. is responsible for coordinating scientific research in the department;
- d. is responsible for evaluation and quality assurance in the department;
- e. coordinates the human resources strategy in the department;
- f. is responsible for reporting Department activities;



Chapter X. Election of management structures - General principles

Article 119.

Full time tenured staff of the academic community can elect and be elected in academic management positions.

Article 120.

(1) Management structures are made up of representative teaching staff with scientific prestige, moral authority and managerial skills.

(2) Student representatives in management structures should have good professional training and proper conduct.

(3) Election of a person in a management position is based on that person's consent.

Article 121.

(1) Election in management structures is made through legally established structures at the beginning of the electoral process.

(2) Functioning structures at the beginning of the electoral process are responsible for the organization, supervision and validation of elections.

(3) Elections of governing bodies are the exclusive prerogative of the members of the groups to which they refer. Each elector shall vote for representatives belonging to his/her line/ programme of study.

Article 122.

Members of departments are represented in the governing structure of the next higher echelon, according to the representation norm established in the Elections Regulations.

Article 123.

(1) Elections at all levels are based on direct and secret vote. The vote is personal and cannot be expressed by delegation or proxy.

(2) Election meetings of management structures are legally constituted by the presence of at least 2/3 of the members of that group. If no minimum quorum is constituted, within 3 days a new election meeting is convened to be held regardless of the number of members, i.e. present teaching staff.

Article 124.

(1) The person or, where appropriate, the persons who have obtained half plus one of the votes cast by members present at voting, is/are declared elected in the leadership structures, in descending order of the number of votes "for", until all the positions have been filled.

(2) If vacancies remain after the first round, a second round can be organized, in which a number of candidates twice the number of vacant seats after the first round participate, the number of candidates permitting. They are selected in descending order of the number of votes “for” obtained in the first round, with their individual consent. Remaining vacancies after the first round are occupied in descending order of votes obtained in the second round, whether or not the number of votes is greater than half plus one of the voters. The other candidates who participated in the second round and were not elected, can become full members after a vacancy, in descending order of the number of votes “for” obtained.

Article 125.

- (1) The mandate for governing bodies is of 4 years.
- (2) Students are represented in the Faculty Council and the University Senate at the rate of 1/4 of the members of these bodies.
- (3) Membership in management structures is lost as a result of termination of employment or termination of student period. Vacant positions in management structures are occupied by elected members in descending order of the number of votes cast in the last round.

ELECTION COMMISSION OF THE UNIVERSITY

Article 126.

- (1) University Election Commission in charge of elections is appointed by the Senate, with prior consent of the persons proposed.
- (2) Only people who are not candidates for any management position may be members of the University Election Commission.
- (3) Duties and responsibilities of the Election Commission are set by the University Senate and stipulated in the election methodology in compliance with current regulations.

DEPARTMENT ELECTIONS

Article 127.

The Department Council consists of representatives of the Department Disciplines, elected according to the representation norm.

Article 128.

The election meeting is chaired by the Dean or the Vice Dean of the Faculty to which the department belongs.

FACULTY ELECTIONS

Article 129.

- (1) Faculty Council shall be elected by secret, direct and personal vote of full time teaching and research staff of the faculty.

(2) Student representatives who were elected members of the Faculty Council according to a specific methodology are also part of the Faculty Council and they represent 25% of the members of the Faculty Council.

Article 130.

(1) Faculty Council shall meet in elections meeting at the date stipulated in the elections methodology.

(2) The meeting is considered legally convened if at least 2/3 of the newly elected members are present.

Article 131.

(1) the Management of the University Election Commission attend the newly elected Council meeting as guests.

(2) The first item on the agenda is the current Dean's activity report.

Article 132.

(1) Election of Faculty representatives is made separately for teaching and research staff and students.

(2) According to Elections Regulations, all Faculty members are considered eligible for the election of Faculty representatives in the Faculty Council.

(3) Elections shall be by direct, secret and personal vote, being considered elected in descending order of the number of votes, the candidates who obtained the highest number of votes of the present members, until completion of the total number of Faculty representatives.

Article 133.

A mandate is of four years, including for students. Students may be members of the Council until graduation. Remaining vacancies after graduation are completed through partial elections, according to elections methodology.

DOCTORAL SCHOOL COUNCIL ELECTIONS

Article 134. Doctoral School Council consists of representatives of the Doctoral School supervisors, elected by direct and secret vote according to the provisions of the Code of Doctoral Studies.

SENATE PRESIDENT ELECTION

Article 135.

(1) The newly elected Senate shall meet in the election meetings at the date set by election regulations.

(2) The meeting is legally convened if at least 2/3 of the members of the newly elected Senate are present.

Article 136.

(1) The meeting is chaired by the current President of the Senate.

(2) The main point on the agenda is the election of the new President of the Senate.

(3) University professors, members of the newly elected Senate, experienced in academic management, with national and international professional prestige can candidate for the position of Senate President.

(4) The President of the Senate shall be elected by direct and secret vote.

(5) The candidate who obtained the highest number of votes shall be declared elected provided at least half plus one of the members were present.

(6) If no candidate obtains half plus one of the votes, a second round is organized, in which the first 2 top candidates in the first round participate. The candidate who obtained the highest number of votes in the second round is nominated, whether or not the number of votes is greater than half plus one of the present members.

ELECTION OF THE HEAD OF DEPARTMENT

Article 137.

(1) Applications for Head of Department shall be submitted to the University Registry according to the schedule approved by the University Senate.

(2) The application shall be accompanied by a Europass CV and a management plan.

(3) The University Management publishes these documents and posts them on the University website.

(4) applicants who have teaching positions or equivalent according to Education Act no. 1/2011, art. 285. paragraph (3) and are members of the department, can apply for the Head of Department position.

Article 138.

(1) The Head of Department is elected by direct and secret vote of all members of the department.

(2) The successful candidate has obtained at least half plus one of the votes cast provided that at least 2/3 of the department members have participated in elections. Given the failure of the quorum, the next elections meeting takes place regardless of the number of members, present teaching staff.

(3) If no candidate obtains half plus one of the votes, a second round is organized where the top two candidates in the first round participate and the winner is the candidate who obtains the highest number of votes.

(4) If only one candidate applied in the first round and he/she did not obtain half plus one of the votes, new elections will be organized according to the elections schedule.

APPOINTMENT of the Rector, Vice-Rector, Dean and Vice-Deans**Article 139.**

The Rector is appointed by public competition or by direct universal and secret suffrage of all full-time (tenured) teaching and research staff in the University and student representatives in the University Senate and Faculty Councils, in agreement with the results of the referendum held 6 months before the elections at University level.

Article 140.

If the Rector is appointed by public competition, this is done according to Art. 210 of the Education Act no. 1/2011.

Article 141. If the Rector is appointed by universal suffrage of the university community the procedure is as follows:

- (1) applications are submitted to the Election Commission according to the approved Election Regulations;
- (2) applications are accompanied by a Europass CV, list of papers and publications and a management plan;
- (3) The Election Commission of the University publishes these applications, CVs, lists of papers and management plans, including posting them on the University website;
- (4) The Election Commission of the University organizes a public debate with the participation of applicants for the Rector's position. The date and place of the public debate are established by the University Senate.
- (5) The Rector is elected by universal direct and secret suffrage of the teaching and research staff of the university and student members of the Faculty Council and the Senate;
- (6) The applicant who obtained at least half plus one of the votes cast is declared the winner provided that at least 2/3 of the members of the academic community with voting rights participated;
- (7) If none of the candidates obtained at least half plus one of the valid votes, a new round is organized in which the top 2 candidates in the first round participate. The candidate obtaining the highest number of votes in the second round is the winner;
- (8) If less than 2/3 of the members of the voting academic community participate, a second round is organized, in which all candidates who participated in the first round participate. The applicant who obtains the highest number of votes is the winner.

Article 142.

- (1) After confirmation by the Ministry of Education, Research, Youth and Sports (MECTS), the Rector, based on consultation with the Senate, shall appoint the Vice-Rectors, in compliance with art. 211 para. (2) of the Education Act No.1 / 2011.
- (2) the newly elected Rector organizes public competition for the selection of Deans according to the Education Act no. 1/2011 and the University Charter.

(3) Deans appointed by the Rector shall appoint Vice deans in compliance with art. 207 paragraph (5) letter d) of the Education Act No.1 / 2011.

VALIDATION OF ELECTIONS

Article 143.

The current Council of Administration at the date of election commencement, proposes to the Senate activating during the election period, the election regulations under the present Charter at all levels including: deadlines, date of meetings, exact number of eligible vacancies, application provisions, observers, how to prepare the election minutes, constituency of the Election Commission of the University, and any other measures necessary for the proper conduct of the electoral process.

Article 144.

The University Election Commission will collect the minutes of all election meetings of Department Councils, Heads of Departments, Faculty Councils and the Senate and will prepare a final report on the conduct of the electoral process.

Article 145.

The University Election Commission will present to the current University Senate during the election period, the report on the organization and conduct of the electoral process. The current Senate during the election period validates by direct and personal vote each management structure, except for the newly elected Rector. After validation, the newly elected structures are activated.

Article 146.

If the Senate in office during elections, observes breaking of the law, the Charter and regulations in the conduct of elections at all levels, they may invalidate the elections. If there are structures for which elections cannot be validated, the Senate decides on how to deal with the situation.

Article 147.

After validation of management structures at all levels, departments, faculty and university, the Council of Administration takes all the necessary measures to confirm the newly elected Rector.

Article 148.

The Rector can sign official papers, documents, financial/accounting documents, diplomas and certificates after his/her confirmation by the Ministry of Education, Research, Youth and Sports.



Chapter XI. Scientific research

Article 149.

(1) The entire academic life is based on the interdependence education-research, with permanent inclusion of University traditions, of Romanian education and science in the process of world education and science development.

(2) Teaching staff, researchers and students perform scientific activity according to the Education Act No.1 / 2011.

(3) The University fosters participation in national and international research programs. Top scientific research is carried out in research centers. The management of faculties and departments stimulate student participation in scientific research.

(4) Departments, research groups, teachers and researchers use the full range of possibilities existing at national and international level: departmental research seminars, scientific meetings, contracts, grants, national research programs, international research programs, visiting lectures, study visits, publishing, etc. Students participate in research in departments and research groups.

Article 150.

(1) Scientific research has as major objective the development of science and professional skills of the teaching staff. Scientific research is a basic component of the teaching staff responsibilities and a prerequisite for job applications in the University.

(2) The University applies universal criteria for scientific research assessment. In assessing individual performance the following are considered: presence in University publications and in national and international publications, published books, results obtained in economy and society, attendance of national and international scientific events, role in organizing research activity.

(3) Scientific research is part of each teacher's responsibilities. Research is the foundation of training. Own activity of scientific investigation, validated by published papers, along with didactic competence are fundamental criteria for assessing qualifications and academic performance.

Article 151.

(1) Research orientation is determined by the University Senate at the proposal of disciplines and faculties. It takes into account the existing scientific potential and the main directions of development at national and international level.

(2) Teaching staff evaluation is performed annually in accordance with the procedure for quality evaluation and assurance. Evaluation of research for auxiliary teaching staff is made by faculty/ department based on the Evaluation sheet.

(3) Proceeds from research contracts, grants and other activities (services, consultancy etc.), after deducting expenses incurred by the University, are at the programme coordinators' disposal (managers/ project officers). These revenues can be used for research staff salaries,

for developing material resources, travel, organization of conferences, subsidizing journal and book publication, etc.

Article 152.

(1) Research is capitalized through publication of scientific articles in national and international journals, scientific papers, monographs, patents, as well as application of results in healthcare and pharmaceutical industries.

(2) Each department has full evidence of published and communicated articles. Research results of each teacher are analyzed at this level. Department heads are responsible for updated evidence of all scientific activities of the teaching staff in their department and will make them available to the Dean, on request.

(3) Results of scientific research by each teacher shall be taken into consideration in promotions to superior teaching positions.

Article 153.

Each teacher must contribute articles to the University Journal “Acta Medica Marisiensis”. Thus, each teacher must present at least once a year, a study to be published, as first author or co-author, this activity being monitored by the department head.

Article 154.

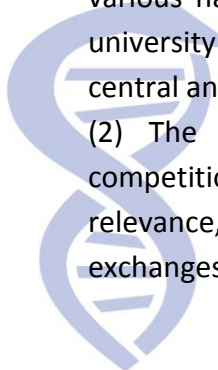
(1) Personnel involved in research in institutes, laboratories and research centers of the University have autonomy and personal responsibility within the research projects they coordinate, responsibility delegated by the credit officer, to make public acquisitions and manage the human resources involved in project development. These activities are conducted in accordance with legal regulations and are subject to internal financial audit.

(2) Activities from research grants and contracts are remunerated according to the law and contractual provisions by decision of the Grant Director. The research contract stipulates both effective payment method and amounts.

Article 155.

(1) The forms of interaction of scientific research within the national and international academic programs consist of individual and collective grants from specialized national and international bodies, joint research in multiple-user databases or programs funded by various national and international institutions and bodies, interregional and international university cooperation on specific or multidisciplinary issues, contracts with companies, central and local government, etc.

(2) The academic community can engage in national and international scientific competitions, in the development and publication of papers of national and global relevance, in support of scientific publication and in national and international scientific exchanges.



(3) The academic community participate in scientific events, in organizing conferences, symposia, national and international congresses and in fostering contacts for the promotion of scientific research.

Article 156.

(1) Departments, Faculties and the Rector's Office record the scientific research results annually, including publications by members of the academic community.

(2) Employment/ promotion of researchers is made by competition, according to specific assessment criteria, approved by the University Senate.

(3) Research is organized and operates under national and EU legislation in the field. In University, scientific research is organized according to the Regulation on organization, operation and financing of scientific research.

(4) In the University, research is carried out within institutes/ research and development units, departments, research centers and research groups.



Chapter XII. Material resources and Funding

Article 157.

- (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 according to the law.
- (4) The Rector is directly responsible for University resource allocation, priority being given to most performant departments and faculties.

Article 158.

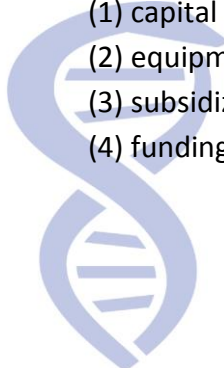
- (1) The amounts allocated to the University of Medicine and Pharmacy of Tîrgu Mureș from MECTS (Ministry of Education, Research, Youth and Sports) budget, on contract basis, include:
 - a. basic funding;
 - b. complementary financing;
 - c. additional funding;
- (2) The University receives from the MECTS budget:
 - a. funds for institutional development;
 - b. Inclusion funds, scholarships and students' social protection.
- (3) These funds are allocated on institutional contract basis.

Article 159.

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

Article 160.

- Through complementary funding, the University receives from MECTS complementary financial resources for:
- (1) capital repairs;
 - (2) equipment and other investment expenditure;
 - (3) subsidizing for student dormitories and canteens;
 - (4) funding of University scientific research on competition basis.



Article 161.

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

Article 162.

(1) The Social Protection and scholarships Fund of the University students is allocated by MECTS depending on the number of full-time students who do not pay tuition fees.

(2) Students receive performance or merit scholarships to stimulate excellence, as well as social scholarships, for financial support in the case of low-income students.

(3) The University can supplement the scholarship fund from off-budget income.

(4) The University Senate approves annually the criteria for scholarship allocation in accordance with the Regulation on scholarships and other forms of student social support.

Article 163.

(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 the micro-production;
- f. other legal income.

2) Revenues from contract-based research are administered through :

- a. competition-based national and international research grants;
- b. participation in research programs financed from EU funds;
- c. partnership in scientific projects or design 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 university or by the contracting authority and cannot be modified during their development.

(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, repeat examinations 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.

(5) The fee amounts shall be determined annually by the Rector's decision, based on the decision of the University Senate, at the Faculty Council's proposal or the Council of

Administration's proposal. 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 considering rents charged by the municipality. Renting of available space is approved by the Council of Administration and is done by auction, as required by law.

(7) The University may receive domestic or foreign donations, if they serve the educational policy of the national education system, are useful and not contrary to the laws of the Romanian state.

(8) University funding can be performed on a contract basis and through contribution of other ministries than MECS, if specialists are prepared according to the requirements of the respective ministries.

(9) Loans are possible on condition of approval by the Council of Administration.

Article 164.

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, repeat examinations and other forms of evaluation, beyond the curricular content.

Article 165.

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

Article 166.

Resources are allocated with priority to top performing departments and structures.

Article 167.

(1) Unused funds at the year-end budget execution as foreseen in the institutional and complementary contract and funds deriving from university research and university extra-budgetary revenues, remain available to the University and are included in the University profit and loss account, without any payments to the state budget and without affecting the next year's allocations from the state budget.

(2) The University annual budget execution is made public after approval by the University Senate.

Article 168.

University funds are allocated according to the Budget of revenue and expenditure, approved by the University Senate and the Council of Administration, on consideration of meeting the University goals and achieving maximum efficiency in the conduct of current institutional activities, according to the law.



Article 169.

(1) University budget execution, regarding budget expenditure includes the following stages: commitment, liquidation, authorization and payment.

(2) Budget execution is based on the principle of separation of responsibilities of persons acting as credit officers, from the duties of people functioning as accountants.

(3) The Rector, as credit officer and those delegated by him, manage the budgetary credit administration and is in charge of specific operations for credit management: commitment, liquidation and authorization of expenditure according to legal provisions.

(4) Within the University, expenditure is paid by the Accounting-finances Director or a person delegated by him, within approved budgetary credits and based on supporting documents drawn up in accordance with the law, only after the prescribed steps in para. (1). have been taken.

(5) Implementation of the annual budget execution of the University shall be made public by posting on the University website.

UNIVERSITY PATRIMONY, RESOURCE MANAGEMENT AND PROTECTION**Article 170.**

(1) The University has its own patrimony, which includes all the rights and obligations of economic value, assets to which these rights refer. The University manages the assets according to law.

(2) The University may have tangible and intangible assets in its patrimony, belonging to the public or private state domain.

(3) The University has the right of ownership of assets in its patrimony. University ownership rights shall be exercised in compliance with common law.

(4) The University shall exercise legal right on its intellectual activity.

(5) Management of University property is coordinated by the Council of Administration.

(6) Faculty Council is responsible for the way spaces and facilities assigned to faculty are used.

(7) The heads of University research units, experimental stations and annexes are responsible for the use of premises and facilities assigned to these units.

(8) Any material damage or loss of University assets shall be recovered from the incriminated persons, according to the legislation in force.

(9) Management of University resources entails the right to:

- a. determine the budget of income and expenditure according to needs, opportunities and effectiveness of 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 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 on investments and debts;
- j. manage all the assets, according to needs;
- k. perform financial and banking operations with any partner in the country or abroad.

Article 171.

- (1) Assets which are entered in the accounting documents of the University represent its material resources.
- (2) Development of the material resources of the University is achieved through annual investment programs approved in accordance with the law, within which the investment objectives and investment-based charges are nominated, according to law.
- (3) Investment financing is made from funds allocated by MECS, extra-budgetary sources, funds obtained through research contracts or structural fund projects.
- (4) The ownership of real estate and other real rights of the University are subject to real estate advertising as stipulated in the current legislation.
- (5) Student dormitories and cafeterias operate under the Rules of organization and operation approved by the Council of Administration. 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 grounds/complex outside school hours can be approved by the Council of Administration, under legal renting conditions of educational premises.

Article 172.

- (1) The University can establish consortia with accredited public or private universities and/ or RD units, based on partnership agreements, in accordance with the law.
- (2) university consortia, 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 academic community. Unless university structures support through their work the University mission, the University Senate may decide their dissolution.
- (3) In order to achieve partnerships, associations, consortia or mergers with other institutions of higher education or research and development institutes, a committee will be

set up at University Senate level, to manage those activities under regulations approved by the University Senate.

Article 173.

- (1) The University may establish, by itself or in association, businesses, foundations or associations in order to increase institutional and financial performance.
- (2) For the establishment of companies, foundations and associations, the university can provide money, patents and other intellectual property rights it owns, unless stipulated provisions and contractual clauses are violated.
- (3) The University may assign by contract, the right of property use and management to commercial companies or partnerships in which it acts as partner or shareholder, or to foundations in its capacity of founder.
- (4) To support the activities of foundations and partnerships to which it belongs, the University may decide, with Senate approval, to grant them an amount of money annually, or to make available, free of charge, areas for specific NGO activities.

Article 174.

- (1) The University may sign contracts with public institutions and other private legal persons to conduct basic and applied research programs or raise qualifications of post-graduate specialists and it can enter into public-private partnerships.
- (2) The following shall be considered on the conclusion of such contracts:
 - a. there is a labor market survey to identify the qualification needs;
 - b. technical and social development orientation should be identified in relation to the competence area of the University;
 - c. legal persons that conclude contracts with the University should provide a tax record and demonstrate that they can financially support the research or service contract;
 - d. contracts with 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, strengthen the prestige of the institution by contributing to the sustainable development of the area.



Chapter XIII. Relations with trade unions and organizations

Article 175.

(1) University management promotes social dialogue in relation to the representative trade union of teaching staff and research or administrative staff, based on transparency of decision, for building institutional consensus and resolving all aspects of employers/union relations.

(2) Relations between the governing structures of the University and the union are focused on:

- a. participation of the union, through its representatives, in the consultation in decision-making processes within the governing bodies of the University;
- b. negotiation of the collective labor contract;
- c. making sure the union is present at negotiations of individual labor contract concluded with the University;
- d. negotiations between the two parties in order to settle labor disputes and conflicts of interest;
- e. union representatives are included in analysis, monitoring, recruitment and competition, purchasing committees, etc;
- f. supporting the trade union in actions targeting the employees' personal career development and strengthening their professional status.

Article 176.

(1) Relationship of management structures of the University with student organizations is based on student-centered education principles, consultation of partners in the educational process, transparency of decision-making, complying with student rights and freedoms.

(2) Student organizations are represented in all management structures, actively participating in decision-making. Student organizations are consulted on major development policies and strategies relating to the fulfillment of University education and research mission.

(3) The University offers financial and logistical support to student organizations in activities which they organize, according to available resources, research, conferences, summer schools, etc. Student organizations are partners in all the activities the University promotes, both in promoting its image and in scientific research, national and international partnerships.

(4) Student organizations are partners with the University in the organization of elections at university level, with representatives in commissions established for this purpose.

Article 177.

(1) The principles governing the students' activity in 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 free assistance and complementary services in public higher education - expressed through: advice and information from the teaching staff, outside the classroom, seminars or laboratory; advice for professional orientation; psychological counseling; access to major scientific journals and specialized books; access to personal data on school results;
- 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) Students' rights, freedoms and obligations are included in the Code of student rights and obligations adopted at national level.

(3) The University will establish a system for implementing and monitoring compliance with the Code of student rights and obligations. Students' Associations present an annual report on compliance with the Code, which has a public character.

Article 178.

(1) Students have the right to establish workshops, clubs, circles, art and sport bands, organizations and publications, according to law.

(2) 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 student representative cannot be conditioned by the university or faculty management.

(4) Students are represented in all university decision-making and advisory structures.

(5) 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 179.

(1) Scientific research, technical, cultural, artistic and sports activities, as well as activities for top-performing students are supported primarily by the University, according to financial resources.

(2) The status of student paying tuition fees changes as determined by the regulations approved by the University Senate.

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

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

Article 180.

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

Article 181.

The University ensures the framework for students' practice through partnerships with institutions and public authorities, research-development institutes, public or private companies.

Article 182.

University students benefit from student mobility programs, integrated studies and placements in the country and abroad for gaining additional educational, linguistic and cultural knowledge. Student mobilities are based on ECTS.

Article 183.

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



Chapter XIV. International Relations

Article 184.

(1) The University is an integral part of the international academic community, whose academic and scientific activity is consubstantial with the same moral, educational, scientific and cultural values.

(2) 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 and international academic organizations / associations.

Article 185.

Every teacher, every department is responsible for extending links with higher education institutions from abroad, for capitalizing on obtained results through publication in specialized journals. These are conducted through the Department of International Relations, which is also interested in the teaching staff affiliation to international organizations.

Article 186.

Participation in international cooperation is one of the criteria for assessing the results of disciplines, departments and teaching staff.

Article 187.

Depending on the existing budget, the university provides teachers sums necessary for development of activities with international character.

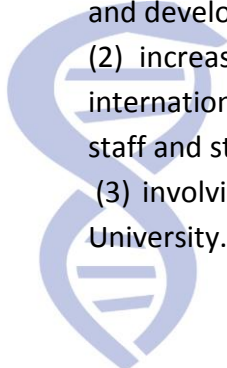
Article 188.

Teachers' participation in international events should not affect the educational process. Applications for travel abroad are advised by the head of discipline, department director, dean, and approved by the Rector.

Article 189.

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

- (1) development of international relations of cooperation with other universities, research and development institutes or academic international organizations;
- (2) increasing the University prestige through dissemination of results obtained by the international academic community; facilitating inter-university exchanges for both teaching staff and students;
- (3) involving a larger number of foreign students in formative programs organized by the University.



Article 190.

The forms of international cooperation promoted by the University are:

- (1) cooperation agreements with other universities;
- (2) affiliations to academic organizations and / or international scientific societies;
- (3) participation in cultural and international research programs;
- (4) participation in international competitions;
- (5) participation in international scientific meetings;
- (6) organization of events with international participation;
- (7) exchange of teachers and students;
- (8) inviting experts from other countries in scientific events organized by the University and of teaching staff as visiting professors, from other partner universities;
- (9) participation in Community programs funded by the European Union and participation in the Erasmus Community program;
- (10) participation in European and international programs.

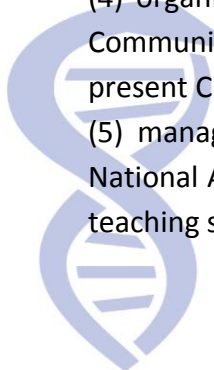
Article 191.

In order to achieve optimal use of the objectives set out in art. 190, the International Relations Department was organized, reporting directly to the Rector and the University Senate, coordinated by the Vice-rector in charge of international relations. The Department of International Relations develops and implements strategies of development for international partnerships within community programs promoted by the National Agency for Community Programmes in Education and Professional Training and other existing or developing programs and partnerships.

Article 192.

The main responsibilities of the Department of International Relations and Community Programs are:

- (1) carries out international correspondence in order to expand the number of international academic cooperation agreements;
- (2) advertises the University abroad, through the distribution of materials in English and French, in academic environments, associations, cultural centers, etc.;
- (3) organizes selection processes for Erasmus mobility within the institution, under European Union regulations;
- (4) organizes and monitors the conduct of student mobility and teachers participating in Community programs, under the principles of the European Charter for mobility and of the present Charter;
- (5) manages together with specialized financial structures, contracts concluded with the National Agency for Community Programs in Education and Training for the development of teaching staff and student mobility;



- (6) identifies centralized projects funded by the European Commission through community programs, creates an appropriate database, which will be published on the University website and continuously updated;
- (7) advises beneficiaries or potential beneficiaries of mobility grants;
- (8) reports on the progress of projects funded through Community programs by the Ministry of Education, Youth and Sports, the National Agency for Community Programs in Education and Professional Training, the European Commission and by other authorized institutions;
- (9) organizes databases with institutional partners and details of their institution;
- (10) organizes information events on community programs;
- (11) designs and writes advertising materials for dissemination of the university actions: scientific sessions, courses and contests/ summer schools, etc. ;
- (12) is responsible for recording, dissemination, distribution and monitoring of scholarships for students and teachers abroad: internships for undergraduate and graduate studies, research, master and specialization / research and scholarship information as required (by students, graduates, teachers, etc.).

Article 193.

The methodology for approval of specialization or research grants, participation in international scientific conferences, scholarships for students and applications for invited lectures are established by the Department of International Relations and approved by the Council of Administration, as proposed by the Faculty Council. The fundamental criterion is the professional assessment, and the methodology is made public.

Article 194.

Teachers' travel abroad should not affect the educational process. Any travel is performed in accordance with the Regulation on teachers' travelling abroad. The application for travel abroad shall be approved by the Council of Administration.

Article 195.

The main responsibilities of the Institutional coordinator of international relations Department who is the Vice-rector in charge on this area are:

- (1) leads the Department of International Relations and Community programs of the University, departmental coordinators, faculty Erasmus coordinators and the referent. in implementing the strategy for international cooperation within the framework of Community programs ;
- (2) represents the Department of International Relations and community programs of the University in its relations with public authorities, individuals and businesses in the country and abroad;
- (3) is responsible for all activities of the Department of International Relations and Community programs and reports to the University Senate and the National Agency for Community Programs in Education and Professional Training;

(4) in exercising his/ her functions, the institutional coordinator of international relations issues instructions and orders on the management of Community programs within the institution;

Article 196.

Department coordinators of international relations are responsible for international cooperation at faculty level. The main responsibilities of departmental coordinators are:

- (1) supervising students benefiting from mobility under Community programs (information, selection, counseling, monitoring, evaluation, validation and recognition of studies);
- (2) supervision of foreign students participating in exchanges in community programs;
- (3) initiation of new agreements and management of existing agreements concluded by the faculty;
- (4) creating the optimal framework for deployment of teacher mobility (incoming and outgoing) by managing existing agreements at faculty level;
- (5) collaborates with the Department of International Relations of the University to implement the institutional strategy in international cooperation;
- (6) reports regularly to the institutional coordinator on the progress of the faculty agreements and activities under existing projects.



Chapter XV. Adoption, supervision and amendment of the University Charter

Article 197.

The University Charter is adopted by the University Senate. The University Senate is legally convened if 2/3 of its members meet.

Article 198.

The Charter is adopted by a majority of 2/3 of the present members, through nominal vote.

Article 199.

- (1) The Council of Administration continuously analyzes how the University Charter keeps pace with developments in national legislation.
- (2) The Rector examines the technical details of implementation in practice of the University Charter through the audit department.

Article 200.

- (1) Amendment or updating of any article of this Charter may be made by bill to the Senate by the Rector, by the Faculty Council or by members of the Senate.
- (2) In the case of the Faculty Council, the bill can be initiated and submitted to the Senate for consideration with the consent of 2/3 of the members of the Council.
- (3) In the case of the Senate members, the bill must be signed by 1/3 of the Senate members.
- (4) A bill may also be submitted by students, if it is signed by 1/10 of the total number of students belonging to at least two faculties of the University or 1/2 of the total number of students of a single faculty.

Article 201.

- (1) The bill shall be 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) If the bill is granted, the Rector shall appoint a Committee to revise the present Charter for the items targeted by the bill; the committee makes proposals to the Senate. The Senate decides for each item separately and subsequently for the Charter as a whole.
- (3) The Council of Administration shall notify the academic community on University Charter amendment or update, within 30 days after its approval by the Senate after obtaining legal advice from MECTS.

Chapter XVI. Final Provisions

Article 202.

The conduct of university activity is based on the principle of efficiency. Responsibilities are carried out in accordance with the competences set out in the Charter and other regulations, respecting university autonomy and functional hierarchies within it. Disciplines keep in touch with the departments to which they belong, the latter keeping in touch with the Dean's office. The Faculty and non-affiliated departments liaise with the Council of Administration. The Rector is the legal representative of the University both in relations with the Ministry of Education, Research, Youth and Sports as well as with third parties.

Article 203.

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

Article 204.

The Rector's decision will determine the use and storage of university and faculty stamps.

Article 205.

No other decision of the Senate or management structure of the University can violate the provisions of this Charter, subject to cancellation.

Article 206.

The current Charter, adopted by the Senate in its meeting on 07.12.2011, was amended during the Senate meeting of 09.28.2012. Its content is completed with the provisions of the Education Act No. 1 / 2011 and other legislation aimed at higher education.

The Senate of the University of Medicine and Pharmacy of Tîrgu Mureș has approved the current Regulation on 28 September. 2012, the date of endorsement by MECTS, and is effective as of October 8th. 2012.

