



UNIVERSITATEA
DE MEDICINĂ ȘI FARMACIE
„VICTOR BABEȘ“ DIN TIMIȘOARA

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UMFT
VICTOR BABEȘ

CARTA

UNIVERSITY OF MEDICINE AND PHARMACY "VICTOR BABEȘ" OF TIMISOARA

2023

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TITLE I: GENERAL PROVISIONS

Art. 1 .

(1) The University Charter is the main document reflecting the major choices of the university community and applies throughout the university.

(2) The University Charter shall contain the fundamental aspects of university autonomy.

Art. 2.

(1) The **University of Medicine and Pharmacy "Victor Babeș" of Timisoara**, hereinafter referred to as UMFVBT, is a public state higher education institution, with legal personality, non-profit, of public interest, independent of ideologies, religions and political doctrines, committed to the tradition of free thought, academic freedom, recognition of fundamental human rights and freedoms and the principle of supremacy of law.

(2) The University of Medicine and Pharmacy "Victor Babeș" of Timisoara was established by *Royal Decree no. 660/22.12.1944* and *Law no. 361/1945*, published in the Official Gazette no.102 of 4 June 1945.

Art. 3.

The identity of the university is fixed by:

- a) Official name: University of Medicine and Pharmacy "Victor Babeș" of Timișoara;
- b) Common abbreviations: UMFT, UMFVBT;
- c) Head office: Piața Eftimie Murgu nr. 2, postal code 300041, Timișoara, Timiș county;
- d) Website/webpage domain: www.umft.ro
- e) Emblem/seal, seal and other distinctive signs: are established by decision of the University Senate, are protected and are annexed to the Rules of Organization and Functioning of the University of Medicine and Pharmacy "Victor Babeș" of Timisoara.
- f) University Days: are celebrated through scientific events with international participation, every year, on a date set by decision of the Administrative Council.

Art. 4.

The University of Medicine and Pharmacy "Victor Babeș" of Timisoara operates as a state institution under the coordination of the Ministry of Education, on the basis of the *Constitution of Romania*, republished, of the *Law on Higher Education no. 199/2023*, with subsequent amendments, of the fundamental regulations of the rule of law, in compliance with *the Universal Declaration of Human Rights* and the principles of *the Declaration on Academic Freedom and Autonomy of Higher Education Institutions* (Lima, 1988).

Art. 5.

(1) On the basis of the provisions of this Charter and of the legislation in force in the field, UMFVBT elaborates regulations, methodologies and other specific similar documents through which it organizes, carries out and controls the activities within the institution, namely regulations for teaching staff and students, for undergraduate, master, doctoral and postgraduate studies, for scientific research and for administrative activity.

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

(3) All operational procedures, working instructions, implementing rules and other similar documents shall be subject to the approval of the Management Board.

(4) UMFVBT benefits from the guarantee of university autonomy, on the basis of which it manages its own organization and functioning, the mission of the university community, its own strategy, its own structure and activities, its material and human resources, its funding, its attributions and the way of constituting its management structures and functions.



Art. 6.

The educational ideal of UMFVBT consists in the free, integral and harmonious development of human individuality, in the formation of autonomous personality and in the assumption of a system of values that are necessary for personal and professional fulfilment and development, for the development of the entrepreneurial spirit, for active citizenship in society, for social inclusion and for employment on the labour market.

TITLE II: MISSION AND OBJECTIVES

CHAPTER I: UMFVBT MISSION

Art. 7.

UMFVBT aims to achieve its mission as a forum of education, science and culture responsible for the generation, certification and transfer of knowledge through:

- a) initial and continuous undergraduate and postgraduate training of qualified and highly qualified human resources in the field of health, from the country and abroad, in accordance with European and international standards, for the purpose of professional and personal development of students, doctoral students and trainees, as well as for the labour market insertion of graduates and to meet the need for competence of the socio-economic environment;
- b) promotion of scientific research, development, innovation and technology transfer, through individual and collective creation, aimed at advancing medical and pharmaceutical sciences, using the best methods of medical training, with adaptation to the labour market of the professional profile in medical education and research;
- c) participation in scientific and cultural development in the life sciences;
- d) to make an ongoing contribution to improving the health and quality of life of the population;
- e) Involvement in the community, by carrying out joint activities for the benefit of UMFVBT and the social, economic and cultural environment.

CHAPTER II: OBJECTIVES OF THE UMFVBT

Art. 8.

To achieve its mission, UMFVBT has the following objectives:

- a) to support modern university and postgraduate education in Romanian and in international languages, corresponding to national and international standards;
- b) training of Romanian and foreign specialists in the field of health care (doctors, dentists/stomatologists, pharmacists, physiokinetic therapists, nurses and licensed technicians), research and education;
- c) postgraduate training of all specialists in the field through specific programmes: residency, postgraduate courses, courses and internships for specialisation and further training;
- d) the training of specialists in the field of scientific research by means of postgraduate studies such as master's, doctorate, specialisation and training mobility in the country and abroad;
- (e) the development of basic and applied scientific research in pilot medical, biological and pharmaceutical research units or in research centres and institutes promoting excellence in the field of health;
- f) to promote performance in teaching and research by developing inter-university cooperation with similar academic institutions in the country and abroad;
- g) the provision of high-performance specialist healthcare by highly professional specialists from the university community;
- h) promoting freedom of thought and expression and a climate of trust within the academic community, based on respect and recognition of the merits of its members.
- i) the selection and orientation of graduates towards areas of practice, research, technical-medical



creativity, teaching careers and permanent cooperation with the national health system in order to ensure their professional integration;

j) to support the scientific performance of university members at national and international scientific events;

k) to defend and promote the fundamental rights and freedoms of members of the university community;

l) regular self-evaluation of teaching and scientific work in order to promote a higher level of competence;

m) maintaining professional and scientific collaboration with the university's graduates.

CHAPTER III: PRINCIPLES OF OPERATION OF THE UMFVBT

Art. 9.

In order to achieve its objectives in the best conditions, UMFVBT is organised and operates according to the following principles:

- a) The principle of university autonomy;
- b) The principle of academic freedom;
- c) The principle of public accountability;
- d) Quality assurance principle;
- e) Principle of fairness;
- f) The principle of managerial and financial efficiency, which aims to achieve appropriate educational outcomes through the management of existing resources;
- g) Transparency principle;
- h) The principle of respect for the rights and freedoms of members of the university community;
- i) The principle of free national and international mobility of students, teachers and researchers;
- j) The principle of student-centred education;
- k) The principle of relevance, whereby education responds to personal and socio-economic development needs;
- l) The principle of guaranteeing the cultural identity of all members of the academic community and intercultural dialogue;
- m) The principle of assuming, promoting and preserving the national identity and cultural values of the Romanian people;
- n) The principle of recognising and guaranteeing the rights of persons belonging to national minorities, the right to preserve, develop and express their ethnic, cultural, linguistic and religious identity;
- o) Principle of equal opportunities and non-discrimination;
- p) The principle of freedom of thought and independence from political and religious ideologies and doctrines;
- q) The principle of consulting the social partners in decision-making;
- r) The principle of student participation in decision-making.

Art. 10.

(1) In order to achieve its mission and objectives, the university may associate with other universities, institutions or economic agents in the country or abroad, constituting activity structures of common interest or consortia, under the conditions established by the Senate of UMFVBT, in each case, in compliance with the legal provisions.

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

(3) The University shall promote partnership with similar higher education institutions in the country



and abroad, based on the principles of academic freedom, pluralism of choice and respect for fundamental human rights and freedoms.

TITLE III: ACADEMIC AUTONOMY, ACADEMIC FREEDOM AND PUBLIC ACCOUNTABILITY

CHAPTER I: UNIVERSITY AUTONOMY

Art. 11.

(1) University autonomy is guaranteed by the *Constitution of Romania*, republished, and shall be exercised subject to public accountability and within the limits of national legislation in force.

(2) The UMFVBT is organised and functions independently of any ideological, political or religious interference.

(3) UMFVBT operates and is managed on the basis of the principle of university autonomy, in compliance with the law and its own regulations.

(4) University autonomy gives the university community the right to determine its own mission, institutional strategy, structure, activities, organisation and functioning, as well as the management of financial, material and human resources, in compliance with the legislation in force.

(5) The fundamental aspects of academic autonomy within UMFVBT are expressed in strict accordance with the legislation in force.

(6) The autonomy of UMFVBT is expressed by:

- a) organisational and functional autonomy;
- b) teaching and scientific autonomy;
- c) financial and administrative autonomy;
- d) jurisdictional autonomy.

Art. 12.

The **organisational** autonomy of UMFVBT is achieved through:

- a) the right to elect and be elected to positions and leadership structures within the university, by secret ballot, to exercise academic freedom without any ideological, political or religious interference;
- b) the right to select its own staff according to legally established methodological rules and its own criteria, established in accordance with the legislation in force;
- c) the right to set up, organise and reorganise the teaching components in such a way as to ensure that the established mission and objectives are achieved, in accordance with the law;
- d) the right to draw up its own regulations in accordance with the legislation in force.

Art. 13.

The **functional** autonomy of UMFVBT is achieved through:

- a) organisation of its own structures according to a hierarchy presented in terms of subordination and collaboration relationships within the UMFVBT organisation chart, approved by the University Senate and which is part of the University's Organisation and Functioning Regulation;
- b) establishing their own regulations, methodologies, instructions, rules and other similar documents relating to the entrance examination and the conduct of the undergraduate and dissertation examinations, based on the general criteria established by the relevant ministry;
- c) elaboration of the teaching and research staff's job descriptions on the basis of the UMFVBT development strategy, of the curricula, of the study groups in correlation with the financial resources available to the university, in compliance with the standards established by the Romanian Agency for Quality Assurance in Higher Education (ARACIS);
- d) organisation and management of own units and centres.



Art. 14.

(1) **The didactic** autonomy of UMFVBT is materialized in law:

- a) to organize, under the conditions of the law, the university curriculum in accordance with domestic and European Union rules so that the diplomas obtained in Romania can be recognized in the European area, but also internationally;
- b) to organise ongoing training and further training activities;
- c) to set standards for evaluating the academic performance of teachers and professional students in accordance with national and international standards that are published on the website;
- d) to participate in international teaching programmes organised by the European Union or other national and/or international structures.

(2) **Scientific** autonomy is achieved through law:

- a) to set up methodological and scientific research units and centres under the terms of the law, with the approval of the University Senate;
- b) to compete for research projects/grants in national and/or international competitions;
- c) to set standards for the evaluation of scientific research;
- (d) to exploit by specific means the results of scientific research;
- (e) to use the net revenue from the implementation of scientific research, service, production, consultancy or expertise programmes.

Art. 15.

(1) The **financial** and **administrative** autonomy of the university is achieved by law:

- a) to manage, in accordance with the law and personal responsibility, funds allocated from the budget or from other sources, including income from fees in foreign currency from foreign students, masters and doctoral students;
- b) to establish development priorities and investment needs;
- c) to establish additional sources of income by organising R&D-innovation, production, service, consultancy and expertise units;
- d) to set fees in accordance with legal provisions, with the approval of the University Senate;
- e) to carry out financial-banking operations with any partners;
- f) to take donations and legacies, with the approval of the University Senate;
- g) to administer the university premises and the whole of its heritage according to its needs;
- h) to receive grants, sponsorship and fees from natural or legal persons. The income obtained from these sources is managed and used entirely at university level, without any payments to the state budget or ministry and without affecting the allocations from the state budget;
- i) to use financial resources on the basis of their own priorities and decisions while respecting financial discipline;
- j) to establish specific criteria for awarding scholarships for excellence, merit, study and social aid, within the limit of the funds allocated or from its own income and on the basis of the general criteria for awarding scholarships, established by the legal norms in force and with the approval of the University Senate;
- k) to manage the university space and all facilities in a cost-effective manner and with the development of the university's material base ensured;
- l) to rent available assets on a contractual basis, with the approval of the Board of Directors, in accordance with the legal rules in force;
- m) to benefit from investment funds for new targets and equipment.

(2) The financial resources are made up of core and supplementary funding, self-financing through legally established fees, income from scientific research, provision of medical services, donations, sponsorships, external funding through various research or collaboration programmes.



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(3) In UMFVBT the own funds obtained are used to supplement the budget allocations, salary and salary-like rights, to stimulate the staff earning the income, current repairs or investments, laboratory equipment or teaching material, aids for employees, scholarships for students.

(4) Own funds obtained under research contracts or contracts with external non-reimbursable funding shall be used for the purpose laid down in the contract and the special guidelines and may not be used for other purposes.

(5) The own funds obtained within the departments/subdivisions of the departments/methodological and research centres/centres for the provision of services of a medical nature shall be used in shares: 10% shall be allocated to the university as a royalty, and 90% shall be used within the structure for staff incentives and the purchase of materials necessary for the provision of services, in accordance with a regulation/methodology/similar document drawn up for this purpose.

Art. 16.

(1) **Jurisdictional autonomy** in the university area is represented by the jurisdictional authority of the University Senate, the Administrative Council, the Faculty Councils, the Department Councils, the Rector, the Deans, the Department Directors and the Administrative Director General.

(2) The jurisdictional authority of UMFVBT is its right to decide through its own governing bodies on the application of the University Charter and on all matters within its competence, in accordance with the law.

(3) The prerogatives deriving from jurisdictional autonomy may not be fully or partially delegated to bodies outside the university.

(4) In disputes with natural or legal persons, the UMFVBT uses all legal means of action, including mediation, and is represented in court by a designated legal advisor.

CHAPTER II: ACADEMIC FREEDOM

Art. 17.

(1) Academic freedom is guaranteed by law.

(2) Academic freedom is ensured within the UMFVBT. This implies the right of all members of the university community to express themselves freely, both within and outside the university environment, in relation to their teaching, research or intellectual creative activity, as well as to any other activities concerning the higher education institution in which they work, according to the law. Equally, academic freedom means freedom to learn, teach and research, each of which implies freedom to think, to question and to share ideas, inside and outside the higher education institution.

(3) Students are guaranteed the right to freely choose their study programmes and subjects, in accordance with the legal regulations in force and the curricula.

CHAPTER III: PUBLIC ACCOUNTABILITY

Art. 18.

University autonomy is exercised under conditions of public accountability, which binds UMFVBT:

- a) comply with the legislation in force, its own Charter and national and European higher education policies;
- b) apply and comply with the regulations in force concerning quality assurance and quality evaluation in higher education;
- c) comply with the policies on academic ethics and deontology contained in the Code of Academic Ethics and Deontology approved by the University Senate;
- d) to ensure managerial efficiency and effectiveness in the use of resources and expenditure of funds from public sources, in accordance with the institutional contract;
- e) to ensure the transparency of all its decisions and activities in accordance with the legislation in force;



f) to respect the academic freedom of teaching, research and teaching assistants and the rights and freedoms of students.

TITLE IV: ORGANISATION OF UNDERGRADUATE AND POSTGRADUATE STUDIES

Art. 19.

(1) The study programmes and specialisations offered by UMFVBT are established according to the university's development strategy and the requirements of the labour market, at the proposal of the Administrative Council and with the approval of the University Senate.

(2) The initial training is carried out through university study programmes organised in 4 cycles, as follows:

- a) the short cycle, where short university degree programmes are organised;
- b) Cycle I - where undergraduate degree programmes are organised;
- c) Cycle II - where Master's degree programmes are organised;
- d) Cycle III - where doctoral degree programmes are organised.

(3) Continuing training, following initial training, is carried out through postgraduate study programmes as follows:

- a) postgraduate adult vocational training programmes;
- b) postdoctoral study programmes;
- c) postgraduate residency programmes;
- d) adult vocational training programmes.

(4) UMFVBT may conduct adult vocational training programmes other than those provided for in paragraph 1. (3), in the fields of transversal competences, completed with the certification of transversal competences, for trainees who have not graduated from short university studies, bachelor, master or doctorate, but only for level 5, according to the provisions of art. 21 para. (2) of Government Ordinance No 129/2000 on vocational training of adults, approved with amendments and additions by Law No 375/2002, republished, with subsequent amendments and additions.

Art. 20.

(1) UMFVBT organizes university studies in the field of Health that are carried out according to the general and sectoral regulations of the European Union, respectively:

- a) 6 years of study for a minimum of 5,500 hours of theoretical and practical medical activity for the field of Medicine in the Medicine and Dental Medicine study programmes; 5 years for the Pharmacy study programme; 4 years for a minimum of 4,600 hours of training in the General Nursing study programmes and 3 years for other undergraduate study programmes in the field of Health;
- b) each academic year has 60 ECTS/SECT transferable study credits, totalling 180 transferable study credits for programmes with a 3-year undergraduate degree, 240 transferable study credits for programmes with a 4-year undergraduate degree, 300 transferable study credits for the Pharmacy programme with a 5-year undergraduate degree and 360 transferable study credits for the Medicine, Dentistry programmes with a 6-year undergraduate degree;
- c) Master's degree studies have between 60 and 120 ECTS/SECT transferable study credits;
- d) PhD studies last 4 years and have 240 ECTS/SECT transferable study credits, including one year of advanced doctoral training totalling 60 ECTS/SECT transferable study credits. Doctoral studies can only be organised at IOSUD - UMFVBT

(2) UMFVBT, on the basis of quality criteria, may organise, in addition to the forms of education referred to in paragraph 1, the following (1), also postgraduate and professional training programmes: residency, certification of the title of doctor/dentist/pharmacist specialist/primary and further training, specialisation, as well as complementary studies in order to obtain certificates.



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Art. 21.

UMFVBT may organize integrated study programs, completed with a joint degree or a double or multiple degree, under the conditions provided by law, for which its own regulations for their organization and operation are established, approved by the University Senate. The regulations shall also establish the admission and completion procedures for these studies, the format of the study documents and the procedure for their issue.

Art. 22.

The annual tuition offer is made public by the Rector of UMFVBT by means of an affidavit, in compliance with the tuition capacity established according to legal provisions.

Art. 23.

In UMFVBT, the education at the bachelor, master and doctoral programs is free for the number of budgeted places allocated to the university by the Ministry of Education and, respectively, on a fee basis, within the limit of the places approved annually by the University Senate, in compliance with the legislation in force. The amount of fees is established annually by the Regulation on the amount of tuition and other fees, proposed by the Administrative Council and approved by the University Senate.

Art. 24.

- (1) Each undergraduate field of study comprises several specializations, individualized by curricular documents of the study programme, which, through the competences offered, respond to the needs and requirements of the labour market and the intellectual and scientific research aspirations of the graduates.
- (2) For each cycle of university studies, the University Senate shall approve its own regulations for organisation and functioning, in accordance with national and international quality standards.
- (3) The curriculum of each undergraduate and postgraduate study programme falls under the competence and responsibility of the UMFVBT, respectively of the higher education institutions organising the integrated study programme. It shall be established so as to maximise the chances of obtaining the identified qualification and shall be approved by the University Senate.

Art. 25.

(1) The status of student, master's student and doctoral student is acquired by enrolment in the undergraduate, master's and doctoral degree programmes, respectively, after passing the entrance examination, on the basis of the regulations approved by the University Senate, in accordance with the law.

(2) The enrolment of UMFVBT students in all cycles of undergraduate, master and doctoral studies is made by decision of the Rector of UMFVBT and in compliance with the provisions of the regulations on student enrolment and enrolment and the Regulations/Methodologies for student admission, approved annually by the University Senate.

Art. 26.

A person has the status of student/master/doctoral candidate of UMFVBT if he/she fulfils, cumulatively, the following conditions:

- a) is declared admitted to a study programme after passing the entrance examination;
- b) is permanently enrolled in a study programme in accordance with the legal provisions in force;
- c) signed a study contract with UMFVBT.

Art. 27.

The status of student/master/doctoral candidate of UMFVBT is acquired:

- a) after passing the admission competition according to the Regulation on the organisation and conduct of the admission competition for short university studies/graduate/master/doctorate, in force;
- b) through permanent or temporary mobility from an equivalent state or private higher education institution, in accordance with the regulations on student mobility (transfer) and study equivalence;
- c) by re-enrolment, under the conditions of the regulations on the professional activity of students;
- d) by provisions of the Minister of Education.



Art. 28.

The UMFVBT student/master/doctoral status is lost under the conditions:

- a) graduation from the study programme;
- b) withdrawal from studies;
- c) expulsion;

Art. 29.

(1) The rights and obligations of students enrolled in UMFVBT are stipulated in the University Code of Students' Rights and Obligations.

(2) The student's financial obligations are stipulated in the Regulation on the amount of tuition and other fees.

Art. 30.

(1) The European Credit Transfer System (ECTS) is applied in UMFVBT, according to the law and in accordance with international agreements.

(2) The number of transferable study credits for each study programme, the conditions for obtaining them, the conditions for the recognition and equivalence of studies or periods of study undertaken in the country or abroad and the criteria for the promotion of the study year shall be established by regulations approved by the University Senate.

(3) Transferable study credits represent the amount of work required to achieve a coherent set of learning outcomes. Course credits are quantified in whole numbers.

(4) The minimum number of credits required for the promotion of the academic year shall be established by a methodology approved by the University Senate.

Art. 31.

(1) A student's academic performance during a study programme is determined by continuous assessment and by final assessments such as examination, colloquium, check or project.

(2) The rules for examination and marking of students are stipulated in the related methodologies/regulations and are made known to the entire academic community by publication on the UMFVBT website.

(3) The methodology of examination of students in UMFVBT is unitary and aims to:

- a) the standardisation of knowledge acquired within the same discipline; and
- b) ensuring transparency and objectivity in the examination and marking of students.

(4) The results of an examination or of another form of evaluation may be annulled, under the law, by the Dean of the Faculty, when it is proved that they have been obtained fraudulently or in violation of the provisions of the Code of Ethics and Professional Deontology of UMFVBT, and the Dean may order the reorganization of the examination.

Art. 32.

(1) University studies are completed, under the conditions of the law, by:

- a) the graduation examination for the short university cycle;
- b) the licensing examination for the undergraduate cycle;
- c) the dissertation examination, for the cycle of university master's studies/for university studies offered jointly at bachelor's and master's level - in the case of regulated professions;
- d) public examination of the doctoral thesis;
- e) professional skills certification examination for postgraduate adult vocational training programmes;

(2) The conduct of these examinations shall be governed by **regulations/methodologies/procedures/other** similar documents on the organisation and conduct of examinations for the completion of studies in higher education.

Art. 33.



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(1) The integrated degree programme is defined as the totality of design, learning, teaching, research, practical application and assessment activities planned to lead to an academic qualification certified by a diploma and a diploma supplement. The curriculum of this type of programme is jointly developed and organised by several higher education institutions in the European Higher Education Area and leads to a joint degree or double/multiple degrees.

(2) Integrated study programmes are higher education programmes jointly developed, implemented and fully recognised by two or more higher education institutions in the European Higher Education Area. Joint programmes can be implemented at any level of higher education, i.e. bachelor, master or doctoral, or even for a short cycle.

(3) Joint programmes can be national, when all higher education institutions involved are from the same country, or transnational/international, when at least two different countries are represented among the higher education institutions involved.

(4) The curriculum of each undergraduate and postgraduate study programme falls within the competence and responsibility of the higher education institution, respectively the higher education institutions organising the integrated study programme. It is established in such a way as to maximise the chances of obtaining the identified qualification and is approved by the University Senate.

Art. 34.

(1) UMFVBT organizes master university studies in the fields of Medicine, Dentistry, Pharmacy and related fields, in which there are accredited university study programs at bachelor level, for which ARACIS accreditation has been obtained and in accordance with the Government Decision on the fields and programs of accredited master university studies and the maximum number of students that can be enrolled, issued annually.

(2) Depending on their specifics, master's degree programmes can be:

- a) professional master, mainly oriented towards professional skills training;
- b) research master, mainly oriented towards the training of scientific research skills.

(3) Each master's degree programme is led by a programme coordinator, who is a tenured academic of the university and course holder in that programme.

(4) The coordinator of the Master's degree programme is proposed by the Dean of the faculty in which the Master's degree programme is located and validated by the University Senate with the approval of the programme, or in other situations when appropriate.

Art. 35.

(1) UMFVBT is an Organizing Institution for Doctoral Studies (IOSUD-UMFVBT), with two Doctoral Schools: the Doctoral School of Medicine-Pharmacy and the Doctoral School of Dental Medicine, each of which is coordinated by a Doctoral School Council and headed by a Doctoral School Director.

(2) IOSUD-UMFVBT is governed by the Council for Doctoral Studies (CSUD) and the legal representative of IOSUD-UMFVBT is the Rector of UMFVBT.

(3) The procedure for admission to doctoral studies is the process of selection of candidates for each vacant position of doctoral student and is carried out in accordance with the provisions of the Regulations for admission to doctoral studies.

(4) UMFVBT-IOSUD may establish other Doctoral Schools.

Art. 36.

The postgraduate medical, medical-dental and human pharmaceutical specialty education forms organized by UMFVBT are:

- a) postdoctoral study programmes;
- b) postgraduate programmes of adult vocational training, including continuing education in the medical, dental and human pharmaceutical fields for the award of supplementary study certificates;
- c) postgraduate residency programmes.

Art. 37.



(1) In UMFVBT the organization and conduct of postgraduate education shall take place in accordance with the provisions of the Regulation for postgraduate studies through residency and the Regulation on the organization of postgraduate education in UMFVBT, respectively, approved by the University Senate.

(2) Postgraduate education is carried out under the coordination of the Prorectorate for Postgraduate Studies and Residency.

Art. 38.

Postdoctoral study programs are carried out in a Doctoral School, based on the research plan proposed by the postdoctoral researcher and approved by the Doctoral School Council, under the coordination of the C.S.U.D. Director, according to its own regulations, in compliance with the legal provisions.

Art. 39.

(1) Residency is the specific form of postgraduate education for graduates of medical, dental/dental and pharmacy degree programmes that provides the necessary training for obtaining one of the medical, dental and pharmaceutical specialties for the healthcare network.

(2) Admission to the residency for higher education teachers in the field of health shall be under the same conditions as for any graduate of higher education in the field of health.

(3) Within UMFVBT, the activity of approval of residency training units and the activity of coordination of residency training is provided by the Directorate of Residency Training, headed by the Vice-Rector for Postgraduate Studies and Residency.

Art. 40.

(1) UMFVBT, through the Prorectorate for Postgraduate Studies and Residency, develops and submits to the approval of the University Senate, before the beginning of each academic year, the offer of postgraduate training courses, by specialties, as well as the offer of postgraduate training courses in order to obtain certificates of complementary studies.

(2) The certificate of graduation of the postgraduate advanced training course shall bear the number of CME or CBE credits awarded by the Romanian College of Physicians, the Romanian College of Dentists and the Romanian College of Pharmacists, respectively.

TITLE V: ORGANISATION OF SCIENTIFIC RESEARCH

Art. 41.

Research, development, innovation and artistic creation activities in higher education institutions are organised and operated on the basis of national legislation and European Union policies and programmes in this field.

Art. 42.

(1) Basic and applied scientific research underpins the training and development of the professional performance of members of the university community and contributes to the advancement of knowledge in the life sciences.

(2) The scientific research activity is a major component of the obligations of each academic staff member and together with the teaching competence constitutes the fundamental criteria for evaluating academic qualification and performance.

(3) In UMFVBT research is carried out by teachers, researchers, students, master and doctoral students.

Art. 43.

(1) The Prorectorate for Scientific Research is the institutional structure responsible for all aspects of scientific research in the university.

(2) The Prorectorate shall be supported by the coordinating body, the Scientific Committee, and the administrative structure, the Research and Grants Management Department, created in the university for this purpose and organised and functioning according to its own regulations.



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(3) The scientific research activity plan of the university is elaborated by the Vice-Rector responsible for scientific research with the support of the Scientific Committee and is approved by the University Senate.

(4) The coordinating structure of the doctoral research activity is the Council for Doctoral Studies (CSUD) which is organized and functions according to the provisions of the Institutional Regulation for the organization and conduct of doctoral studies at UMFVBT.

(5) The scientific research activity is ethically approved by the Commission for Ethics in Scientific Research (CECS) which elaborates the procedures and documentation for issuing an ethics opinion on scientific research projects/programmes in accordance with the legislation in force.

(6) The SCCS is an independent body whose mission is to oversee the observance of ethical principles in scientific research involving human subjects and experimental animals.

Art. 44.

(1) In UMFVBT research is carried out within the framework of its own methodological, scientific research, advanced research and excellence centres, at the level of departments, subdivisions of departments and, respectively, of collectives that may join together in local, national and international research networks/consortia.

(2) UMFVBT may set up research-development-innovation (RDI), production, service, consultancy, expertise and design units with the approval of the University Senate. These units have autonomous status, draw up their own regulations and may operate on a self-financing basis.

(3) Methodological centres, advanced scientific research centres and centres of excellence may be set up and operate at the level of subdivisions of departments and faculty departments, or at the level of the university, being established by voluntary association at the initiative of teaching staff who have relevant and nationally or/and internationally recognised scientific experience.

(4) The Methodological and Research Centres of UMFVBT have their own material base and staff structure established in accordance with the provisions of the law and the Regulation on the establishment, recognition and functioning of the centres within UMFVBT. The Centres develop and carry out research projects/grants, exploit the results of the research carried out, organise training courses and scientific events, provide services, finance personnel, material and equipment expenses, etc., in accordance with the above-mentioned Regulation.

(5) The director of a methodological and research centre and, respectively, the director of an RDI, production, service provision, consultancy, expertise, design unit, may be a professor, university lecturer, head of works or research scientist grade I, grade II, grade III.

(6) In the methodological and research centres and in the establishments referred to in paragraph 1, respectively, the following shall apply (5), researchers may be employed by contract, on positions outside the organization chart, in accordance with the legislation in force and the provisions of the Regulation for the employment of teaching and research positions in UMFVBT approved by the University Senate.

(7) The methodological and research centres and the research-development-innovation, service provision, production, consultancy, expertise and design units within UMFVBT are managed by the directors of the respective structures, under the coordination of the Rector responsible for scientific research.

(8) The directors of the methodological and/or research centres established at the subdivision level are subordinated to the department directors, and the directors of the RDI, services, production, consultancy, expertise and design units, which have an autonomous status within UMFVBT, are assimilated to the department director in terms of status, appointment, duties, responsibility and dismissal.

Art. 45.

(1) Teaching staff shall carry out scientific research as an integral part of their activity, within the framework of an individual or collective research plan, at the level of the methodological and research centre of the department/subdivision of the department or at the level of a unit referred to in Art. 44 para.

(2).

(2) Students, master's students, doctoral students participate in scientific research together with teachers



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and researchers, within specific forms of organization (student scientific circles, etc.), methodological and research centers of the university or units referred to in Art. 38 para. (2) in accordance with the legislation in force and their own operating regulations.

(3) Doctoral students carry out their work with the aim of training for research and producing quality scientific products under the guidance of their doctoral supervisors (including co-supervisors) and other teachers or scientific researchers within the framework of interdisciplinary and inter-university collaborations.

(4) Staff involved in research activities or in development, innovation and/or artistic creation projects funded by national and international programmes are responsible for the implementation of the projects they coordinate/run.

(5) The Rector of UMFVBT may delegate to the coordinator of the research activity or of the development, innovation and/or artistic creation project the tasks in carrying out public procurement and in managing the human resources necessary to carry out the projects. These activities are carried out in accordance with the legal regulations in force and are subject to their own preventive financial control.

(6) Staff involved in activities in research, development, innovation and artistic creation projects shall be remunerated, within the limits of available funds, in accordance with the rules of the funder.

Art. 46.

The research activity is supported by the administrative structures of the university's organisational chart (Research and Grants Management Department, Procurement/Procurement, Financial/Accounting, Human Resources, etc.).

Art. 47.

(1) Scientific research activities may be carried out on the basis of research projects/grants won through internal competitions - at university level, national - coordinated by the Ministry of Education through the Executive Unit for the Financing of Higher Education, Research, Development and Innovation (UEFISCDI), the Romanian Academy, Regional Development Agencies or other units piloting the Programmes related to the National R&D&I Programme, international - programmes funded by the European Union or its bodies, NATO and partner countries, COST, as well as by other universities/institutions/accredited research units abroad with which Romania has collaboration treaties in the field of scientific research, as well as on the basis of funds obtained by attracting research grants from related industries, the private sector, national and international scientific societies, through sponsorships, firm orders, etc.

(2) Activities in research projects/grants/contracts shall be remunerated according to the law and contractual provisions by decision of the project/grant manager. The research contract shall set out both the actual method of payment and the amounts.

Art. 48.

(1) The results of scientific research shall be disseminated through publication in specialized journals and shall be exploited by obtaining patents for the benefit of knowledge, of the medical and pharmaceutical scientific heritage, for the recognition and promotion of their authors, for increasing the international visibility of UMFVBT, for obtaining financial benefits for the university and for rewards to the authors.

(2) At the level of each department and faculty, an annual record of research results, publications and participation in national and international scientific events shall be made and the research results obtained by each teaching staff shall be analysed.

(3) The results obtained in scientific research by each teacher shall be taken into account in the annual evaluations of individual professional performance.

Art. 49.



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(1) At the end of each budget year, the management of UMFVBT, through the Pro-rector in charge of scientific research, shall submit to the University Senate a report on the research, development, innovation and artistic creation activity, on the way in which the overheads for research grants and contracts have been carried out, as well as information on research funds and funds related to projects financed by national and international programmes, carried out by UMFVBT.

(2) The maximum amount of overheads for research grants and contracts shall be set by the funder or the contracting authority.

(3) For grants and research projects where the maximum amount of overheads is not set by the funder or the contracting authority, it shall be set by the Governing Board.

Art. 50.

(1) In UMFVBT, freedom of research is ensured in terms of establishing topics, choice of methods, procedures and exploitation of results, in compliance with the rules of ethics of scientific research and legislation in force.

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

Art. 51.

(1) The Scientific Research Ethics Committee (SREC) operates at UMFVBT level.

(2) The structure and composition of the CECS shall be proposed by the Administrative Council, endorsed by the University Senate and approved by the Rector of UMFVBT.

(3) The main tasks of the CECS are:

- a) ensuring the compliance of all research projects carried out within UMFVBT with the ethical principles specified in the Code of Ethics of Scientific Research of UMFVBT and drafting an opinion;
- b) protection of participants against any inconvenience that may occur during the research;
- c) respect the rights and obligations of researchers;
- d) respecting the rights and obligations of research subjects.

(5) CECS develops the procedures and documentation for issuing an ethics opinion on a scientific research project in accordance with the legislation in force.

TITLE VI: QUALITY MANAGEMENT

Art. 52.

(1) Quality management is the overall management function that determines the quality policy, objectives and responsibilities implemented within the quality system through: quality planning, control, assurance and improvement.

(2) Quality assurance of education and research is an obligation assumed by UMFVBT, materialized through joint efforts of the academic staff, teaching and research staff, administrative staff and students, to promote performance in all university structures and activities and to act in the spirit of quality culture.

(3) The Rector of UMFVBT is directly responsible for the quality of education.

(4) UMFVBT shall set up Quality Assessment and Assurance Commissions, hereinafter referred to as QACC, quality assessment and assurance commissions by faculties and technical-administrative and support structures to facilitate the management of internal and external quality assurance and evaluation activities, financed from its own revenues.



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(5) The role and powers of the ECAC shall be laid down in a regulation approved by the University Senate.

(6) UMFVBT shall develop and adopt the strategy and operating rules of the ECAC.

(7) The operational management of the ECAC is ensured by the Vice-Rector responsible for educational/teaching matters, appointed by the Rector of UMFVBT.

(8) Students are full partners in the quality assurance process.

Art. 53.

(1) Within the UMFVBT, the ECAC has the following composition:

- a) the person in charge of the operational management of the structure;
- b) 1-3 representatives of the teaching staff, approved by vote of the University Senate, on the proposal of the Board of Directors;
- c) a representative of the representative trade union, designated by it;
- d) at least 25% student representatives, nominated by representative student organisations;
- e) 1-2 employer representatives;
- f) a representative of the administrative structure of the higher education institution responsible for quality assurance.

(2) Representatives of national minorities, teachers or students may also be members of the ECAC.

(3) Members of the ECAC may not perform management functions in the BTVMU, with the exception of the person who provides the operational management of the BTVMU.

(4) In relation to the performance achieved in the field of improving the quality of education, UMFVBT may decide to remunerate the members of the ECAC.

Art. 54.

(1) The tasks of the ECAC are:

- a) develops and coordinates the implementation of quality assessment and quality assurance procedures and activities, approved by the UMFVBT management, according to the applicable areas and criteria;
- b) produces an annual internal evaluation report on the quality of education. The report is considered by the University Senate and made available to all stakeholders through publication on the website www.umft.ro;
- c) makes recommendations and proposals to improve the quality of education and support services;
- d) monitors and, where appropriate, intervenes in the way external partners, such as employers or institutional partners, are consulted and involved in internal quality assurance processes at different levels of UMFVBT.

(2) The technical support for the CEAC's tasks is provided by the Faculty Evaluation and Quality Assurance Committees (CEACF), respectively by an administrative structure within UMFVBT, organized for this purpose.

(3) The composition, role and attributions of the Faculty Evaluation and Quality Assurance Committees (CEACF) are established by a regulation approved by the University Senate, on the proposal of the CEAC and the Vice-Chancellor responsible for teaching/educational matters.

Art. 55.

(1) The criteria, standards and indicators for the evaluation of teachers are proposed by the CEAC in a procedural form and are validated by the UMFVBT Senate, based on ARACIS rules and legislation in force-

(2) The procedural form provided for in paragraph 1 shall be as follows. (1), the criteria, standards, indicators and forms for the evaluation/auto-evaluation of teachers shall be made public by posting on the website of UMFVBT.

TITLE VII: UMFVBT MANAGEMENT SYSTEM



CHAPTER I: GENERAL

Art. 56.

(1) The management of UMFVBT is exercised as **academic management** and **administrative management**.

(2) The general principles governing the management of UMFVBT are:

- a) The principle of university autonomy;
- b) The principle of academic freedom;
- c) The principle of public accountability;
- d) Participatory management principle;
- e) The principle of efficiency and effectiveness;
- f) The principle of performance-based motivation;
- g) The principle of knowledge-based management;
- h) The principle of ensuring a strong international dimension to university education and research;
- i) Transparency principle;
- j) The principle of respect for the rights and freedoms of members of the university community;
- k) The principle of freedom of thought and independence from political and religious ideologies and doctrines;
- l) The principle of consulting the social partners in decision-making;
- m) The principle of student participation in decision-making

Art. 57.

(1) In order to achieve the objectives arising from its mission, UMFVBT comprises or may set up / comprise the following organisational components: faculties, departments, departments for the training of teaching staff, doctoral schools, institutes, centres or laboratories, design units, consultancy centres, university clinics or hospitals and/or other medical structures/units, such as outpatient medical units, including dental units, and specialist surgeries, including dental surgeries, dental laboratories, residency training institutes, university pharmacies, artistic and performing arts studios and workshops, museums, audiovisual studios and workshops, cinema and photography, botanical gardens, theatres, museums, radio and television, printing, publishing, publications, centres for the continuous training of human resources, micro-production and service establishments, accommodation and catering establishments, teaching stations/teaching bases for sports applications and performance, experimental stations or other entities for production and transfer of knowledge and technology activities, competence centres, university sports clubs, and pre-university education establishments.

(2) Within the structure of UMFVBT there are directorates and technical-administrative services.

(3) UMFVBT may organize university branches.

CHAPTER II: ORGANISATIONAL COMPONENT

Art. 58.

(1) From a **procedural point of view**, activities are carried out in the UMFVBT that can be related to the following areas:

- a) Lifelong learning according to Article 180 of the Law on Higher Education No 199/2023, as amended;
- b) Scientific research;
- c) Academic and administrative management;
- d) Relations with the domestic and international economic and social environment;
- e) Quality of education.

(2) **Structurally-organisationally**, these core activities are carried out at the level of specific organisational components of education, scientific research and management, as follows:

a) Organisational components of scientific education and research:



- i. Faculties;
- ii. Doctoral schools;
- iii. Department;
- iv. Subdivisions of departments
- v. Methodological and research centres, R&D, service, production, consultancy, expertise, design units, institutes, laboratories.

b) Technical-administrative organisational components:

- i. Directorate-General for Administration;
- ii. Directorates/Departments;
- iii. Services;
- iv. Compartment;
- v. Offices;
- vi. Centre;
- vii. Cabinet;
- viii. Other forms of organisational structures, according to the legislation in force.

c) Student organisations.

Art. 59.

The organisational structures of UMFVBT are established, modified, merged, divided, function and abolished according to the decisions of the University Senate, in compliance with the legislation in force.

Art. 60.

(1) The Faculty is the organisational structure at the level of which teaching activity is carried out in the study programmes, as well as related research activity.

(2) The Faculty is the functional unit that develops and manages the study programmes. The faculty corresponds to one or more fields of science, arts or sport.

(3) Any faculty shall be established, organized or abolished on the proposal of the Board of Directors, with the approval of the University Senate, by Government decision on the structure of higher education institutions, initiated annually by the Ministry of Education.

(4) A faculty may include one or more departments, doctoral schools, postgraduate schools and university extensions which are responsible for organising study programmes by type and cycle of university studies.

(5) The organization and functioning of the faculties of UMFVBT shall be carried out in accordance with the provisions stipulated in the Rules of Organization and Functioning of UMFVBT, the Internal Rules of UMFVBT and the Rules of Organization and Functioning of the Faculties.

Art. 61.

(1) The Department is the functional academic unit that ensures the production, transmission and valorisation of knowledge in one or more specialised fields.

(2) Departments are organizational structures within the faculties that may have structural subdivisions with disciplines (subjects) close or complementary in terms of teaching and/or research activities, respectively services provided.

(3) The Department shall be established, organised, divided, merged or abolished by decision of the University Senate, on the proposal of the Council of the faculty/faculties in which it operates, with the opinion of the Administrative Council.

(4) The Department may organise research centres or laboratories operating as revenue and expenditure units within UMFVBT.

(5) The organization and functioning of the departments of the faculties of UMFVBT shall be carried out in accordance with the provisions stipulated in the Rules of Organization and Functioning of UMFVBT, the Internal Rules of UMFVBT and the Rules of Organization and Functioning of the faculties, respectively.



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Art. 62.

(1) Subdivisions of departments are the structural and functional units of departments within which teaching and research activities are carried out in relation to a discipline (subject) or a group of related disciplines (subjects).

(2) The organization and functioning of the subdivisions of the departments of UMFVBT, their names and number are stipulated in the Regulation of Organization and Functioning of UMFVBT.

(3) The subdivision of the department shall be a criterion for the organisation of the staff regulations. Each subdivision shall be separately delimited in the statement of duties

(4) The subdivisions of departments are of two types:

- a) University clinics - where teaching and research activity related to a clinical discipline (subject) or a group of related clinical disciplines (subjects) is carried out and the location of the activity is a health unit with beds for the Faculty of Medicine and/or dental units for the Faculty of Dental Medicine and the activity involves interaction with the patient or, in the absence of the patient, with dedicated phantoms, and for the Faculty of Pharmacy and other newly established faculties the activity involves interaction with the patient;
- b) University Chairs - where teaching and research activity related to a clinical/preclinical/non-clinical discipline(s) or a group of related clinical/preclinical/non-clinical discipline(s) is carried out and the location of the activity is not a health unit with beds for the Faculty of Medicine and/or units/hospitals for the Faculty of Dentistry or the activity does not involve patient interaction for the Faculty of Pharmacy and other newly established faculties.

(5) The status of coordinator of the subdivisions of the departments referred to in paragraph 1 shall be as follows. (4) shall be called Head of the University Clinic or Head of the University Department.

Art. 63.

(1) UMFVBT may establish university extensions or branches.

(2) The university branch is an organisational structure of UMFVBT' which is established with the approval of the Senate' on the proposal of the Board of Directors' in a geographical location other than that in which UMFVBT has its headquarters and within which it operates and which benefits from autonomy under the conditions established by the university charter. The following may operate within the branch: facultăți, departamente, școli doctorale, institute, centre sau laboratoare, unități de proiectare, centre de consultanță, clinici universitare, farmacii, studiouri și ateliere artistice, teatre, muzee, radio și televiziune, tipografii, edituri, publicații, centre pentru formarea continuă a resurselor umane, unități de micro-production and service establishments' accommodation and catering establishments' teaching stations/teaching bases for sports applications and performance' experimental stations or other entities for production and transfer of knowledge and technology activities' competence centres' as well as pre-university education establishments.

(3) The university extension is the academic unit that ensures the production, transmission and valorisation of knowledge in one or more specialised fields, in a geographical area other than the one in which UMFVBT is based and within which it operates. The Extension is established and dissolved with the approval of the Senate, on the proposal of the Administrative Council and has no legal personality.

Art. 64.

(1) UMFVBT is an Organizing Institution for Doctoral Studies (IOSUD-UMFVBT).

(2) IOSUD-UMFVBT operates on the basis of the Institutional Regulation on the organization and conduct of doctoral studies in UMFVBT, approved by the University Senate, in accordance with the law.

Art. 65.

Within UMFVBT the research organizational structures are represented by methodological and research centres and by R&D, services, production, consultancy, expertise and design units, whose organization, functioning and evaluation are approved by their own regulations and methodologies, approved by the University Senate and in compliance with the legislation in force.



Art. 66.

(1) Within UMFVBT the administrative structures are represented by a general directorate, directorates/departments, services, offices, centres, cabinets and compartments whose organization and functioning is carried out in accordance with the provisions of the Rules of Organization and Functioning of UMFVBT and its own regulations of organization and functioning, approved by the University Senate and in compliance with the law.

(2) The administrative structure of UMFVBT shall be headed by an Administrative Director General, and, where appropriate, by one or more Deputy Administrative Directors General.

Art. 67.

Within the UMFVBT and in all organisational components activities are prohibited that:

- a) violates the general rules of morality of the university community;
- b) consist of political and/or religious proselytism;
- c) may endanger the health and physical or mental integrity of students/students, teaching, auxiliary teaching and administrative staff;
- d) consist of psychological violence - bullying.

CHAPTER III: MANAGEMENT STRUCTURES AND FUNCTIONS

Art. 68.

The governing structures of UMFVBT are:

- a) The University Senate and the Board of Directors, at UMFVBT level;
- b) Faculty Council;
- c) Department Council;
- d) Council for Doctoral Studies - at IOSUD-UMFVBT level;
- e) Doctoral School Council.

Art. 69.

(1) The management functions are as follows:

- a) The Rector, the Vice-Rectors, the Administrative Director General, the Administrative Deputy Director General, at UMFVBT level;
- b) Deans, Provosts, faculty level;
- c) Department Director, at department level;
- d) Director of the CSUD, position assimilated to that of Prorector;
- e) Branch Director at UMFVBT branch level, where appropriate, a position assimilated to that of Prorector;
- f) The Director of University Extension, at the level of the University Extension, as appropriate, a function assimilated to that of Department Director;
- g) The Director of the Doctoral School, a position assimilated to that of Department Director.

(2) Management functions at the level of administrative structures are/may be the following:

- a) Director;
- b) Head of service;
- c) Chief Accountant;
- d) University Chief Secretary;
- e) Secretary-head of faculty;
- f) Chief faculty administrator;
- g) Other managerial positions, in accordance with the legislation in force.

(4) The managerial functions referred to in paragraph 1 shall be carried out by the Director-General.

(1) are teaching functions, the performance of which does not involve the exercise of public authority.



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(5) The functions referred to in paragraph 1 shall be carried out by the Commission. (1) are not public functions of authority, the activities in the specific teaching field carried out through them are mainly the following:

- a) fulfilling UMFVBT's mission to generate and transfer knowledge to society;
- b) organisation of study programmes whose central element is to ensure the quality of education, with the aim of personal development, professional integration of the individual and meeting the need for competence of the socio-economic environment;
- c) organising the process of obtaining qualifications linked to the needs identified on the labour market;
- d) effective management of teaching, research, production or knowledge and technology transfer activities;
- e) the realisation and implementation of projects financed from internal or external UMFVBT sources;
- f) support, as appropriate, members of the university community;
- g) to carry out actions on international cooperation of UMFVBT;
- h) to ensure academic freedom for teaching, research and auxiliary teaching staff and the rights and freedoms of students;
- i) respect for university autonomy, transparency of decisions and activities, fairness, ethics and university deontology;
- j) ensuring and managing material and human resources, in compliance with the legal regime on conflicts of interest and the legislation in force;
- k) ensuring, at the level of UMFVBT, the necessary conditions for scientific research, development, innovation and technology transfer, through individual and collective creation, in the field of sciences, engineering sciences, arts, literature, by ensuring physical and sports performance and development, as well as the exploitation and dissemination of their results, in order to produce, transmit and exploit knowledge.

(6) Persons who have been convicted of a criminal offence for which no rehabilitation has been granted may not occupy management positions within the UMFVBT.

(7) Staff who reach retirement age and who benefit from the maintenance of their status as an official shall enjoy all the rights and obligations deriving from that status.

(1) The mandates of representation in the University Senate and the Council for Doctoral Studies (CSUD), the mandate of Rector and the mandate of Senate President are obtained through an election process, according to the law.

(2) The mandate for the position of Director of the Council for Doctoral Studies is obtained following a competition organized by the Rector of UMFVBT, under the conditions of the law.

(3) The Vice-Chancellors are appointed by the Rector.

(4) The process of establishing and electing the management structures and functions at university level shall be carried out on the basis of a regulation approved by the University Senate, respecting the principle of representativeness by faculties and departments.

Art. 71.

(1) Representation in the governing structures of the UMFVBT shall apply as follows:

- a) The University Senate is composed of 51 members, of which a maximum of 75% are teaching and research staff and a minimum of 25% students (38 teaching staff and 13 students);
- b) The Council of the Faculty of Medicine is composed of 51 members, of which a maximum of 75% are teaching and research staff and a minimum of 25% students (38 teaching staff and 13 students);
- c) The Council of the Faculty of Dentistry is composed of 13 members, of which a maximum of 75% are teaching and research staff and a minimum of 25% students (9 teaching staff and 4 students);



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d) The Council of the Faculty of Pharmacy is composed of 11 members, of which a maximum of 75% are teaching and research staff and a minimum of 25% students (8 teaching staff and 3 students).

e) the composition of the Faculty Council for newly established faculties is a maximum of 75% teaching and research staff and a minimum of 25% students. In the event of the establishment of new faculties, the actual number of members of the Faculty Council shall be determined by the regulations for the organisation and functioning of the faculty concerned, with the approval of the University Senate.

(2) Representatives of teaching and research staff in the Faculty Council shall be elected by universal, direct and secret ballot of all tenured teaching and research staff in the departments of the Faculty, and student representatives shall be elected by universal, direct and secret ballot of the students of the Faculty.

(3) The rule of representation shall not change during the term of office.

(4) The rule of effective representation is detailed in the UMFVBT Election Regulations.

Art. 72.

The functions of Rector, Senate President, Pro-Rector, C.S.U.D. Director, Dean, Pro-Dean, Department Director, Doctoral School Director or Director of a research-development, design, micro-production unit are not cumulative.

Art. 73.

(1) The organisation and functioning of the governing structures shall be based on regulations approved by the University Senate.

(2) Decisions of the University Senate, the Administrative Council, the Faculty Councils and the Department Councils shall be taken by a majority vote of the members present, if the number of those present represents at least two thirds of the total number of members. Members of these governing bodies shall have equal deliberative voting rights.

(3) The judgments referred to in paragraph 1 shall be notified to the Commission. (2) shall be published on the website www.umft.ro.

Subchapter III.1: Governance structures: University Senate

Art. 74.

(1) The University Senate represents the university community and is the highest decision-making and deliberating body at UMFVBT level.

(2) The University Senate is composed of 51 members, (38 teachers and 13 students) of which a maximum of 75% are teachers and a minimum of 25% students.

(3) Each faculty shall be represented in the University Senate by quota shares. The effective representation quotas are calculated on the basis of the number of full professors and are: Faculty of Medicine - 80%, Faculty of Dentistry - 12%, Faculty of Pharmacy - 8%.

(4) The term of office of a representative of teaching and research staff in the University Senate is 5 years.

(5) The duration of a student representative mandate in the University Senate is 5 years or until the loss of student status.

(6) The members of the University Senate, teachers and tenured researchers, are elected, without exception in electoral constituencies established by the Senate, by direct and secret universal vote of all teachers and tenured researchers of the respective constituencies, according to the electoral regulations of UMFVBT, as follows:

- Constituency 1 - Faculty of Medicine;
- Constituency 2 - Faculty of Dentistry;
- Constituency 3 - Faculty of Pharmacy;
- Constituency 4 - is organized in the event of the establishment of new faculties within UMFVBT.



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(7) The members of the University Senate, having the status of students, shall be elected, without exception, in electoral constituencies established by the University Charter, by universal, direct and secret ballot of the students of those constituencies.

(8) The electoral constituencies for the student election process for membership of the University Senate are established as follows:

- Constituency 1 - Students of the Faculty of Medicine;
- Constituency 2 - Students of the Faculty of Dental Medicine;
- Constituency 3 - Students of the Faculty of Pharmacy;
- Constituency 4 - is organized in the event of the establishment of new faculties within

UMFVBT.

(9) The students of each faculty shall be represented in the University Senate by quotas of representation. The effective quotas of representation are calculated on the basis of the number of students and are: Faculty of Medicine - 76%, Faculty of Dentistry - 16%, Faculty of Pharmacy - 8%.

(10) The University Senate shall elect, by secret ballot, a President who shall chair the meetings of the University Senate and represent the University Senate in its relations with the Rector. In the event of the unavailability of the President of the Senate, the Regulations for the Organisation and Functioning of the University Senate shall provide for an internal procedure to ensure the interim.

(11) The University Senate shall draw up and approve its own rules of organisation and operation.

(12) The University Senate shall establish specialist committees through which it shall control the activity of the executive management of the UMFVBT and the Board of Directors. The monitoring and control reports are periodically presented and discussed in the University Senate and form the basis for its decisions.

(13) The University Senate shall be convened by the President of the Senate, the Rector or at the request of at least one third of the members of the University Senate. By exception, for student matters, the University Senate may be convened at the request of the entire group of student representatives who are members of the University Senate.

(14) Where employees are organised in a trade union and the union is representative, a representative of the union shall attend meetings of the University Senate as an observer.

Art. 75.

The tasks of the University Senate are as follows:

- a) approves the mission of UMFVBT, on the proposal of the Rector;
- b) guarantees academic freedom and university autonomy;
- c) develops and adopts, after debate with the university community, the university charter;
- d) approves the multiannual strategic plan for institutional development and operational plans, on the proposal of the rector;
- e) approves, at the proposal of the rector and in compliance with the legislation in force, the structure, organization and functioning of the UMFVBT;
- f) approves the draft budget as proposed by the Rector;
- g) approves the implementation of the budget;
- h) approves the Code of Ethics and Academic Deontology;
- i) approves internal quality assurance procedures;
- j) adopts the University Code of Students' Rights and Obligations, in compliance with the provisions of the Code of Students' Rights and Obligations, approved by order of the Minister of Education;
- k) approves the methodologies and regulations on the organisation and functioning of the UMFVBT, on the proposal of the Rector;
- l) conclude the management contract with the Rector;
- m) controls the work of the Rector and the Administrative Board through specialised committees;
- n) validates public competitions for positions on the Board of Directors;



- o) approves the competition methodology and results of competitions for the employment of teaching and research staff and regularly evaluates the human resource;
- p) approves, at the proposal of the Rector, the sanctioning of staff with poor professional performance, on the basis of its own methodology and the legislation in force;
- q) performs other duties, in accordance with the legislation in force.

Subchapter III.2: Governance structures: Board of Directors

Art. 76.

(1) The Board of Directors of UMFVBT ensures, under the leadership of the Rector, the operational management of the university and implements the strategic decisions of the University Senate.

(2) The Board of Directors shall have the following duties:

- a) endorses and establishes in operational terms the institutional budget;
- b) approve the implementation of the budget and the annual balance sheet;
- c) propose, in the draft budget, the level of protocol expenditure related to current activities;
- d) approves proposals for the advertisement of teaching and research posts;
- e) endorses proposals for new degree programs and formulates proposals to the University Senate to wind up those degree programs that no longer fit the mission of UMFVBT or are academically and financially inefficient;
- f) approves financial operations exceeding the ceilings set by the University Senate;
- g) proposes to the University Senate medium and long-term strategies of UMFVBT and policies on UMFVBT's areas of interest.

(3) The Board of Trustees consists of the Rector and Pro-Rectors of UMFVBT, the Deans of the Faculties, the Administrative Director General, the Administrative Deputy Director General and a student representative.

(4) A representative of the trade union at UMFVBT level shall participate, as an observer, in the meetings of the Administrative Board.

(5) The Administrative Board shall draw up its own rules of organisation and operation and submit them to the University Senate for approval.

(6) The term of office of the members of the Administrative Board shall be 5 years.

Subchapter III.3: Governance structures: Faculty Council

Art. 77.

(1) The Faculty Council is the decision-making and deliberative body of the Faculty and is headed by the Dean of each Faculty.

(2) The Faculty Council shall have the following duties:

- a) approves, on the proposal of the Dean, the structure, organization and functioning of the faculty;
- b) approves the study programmes managed by the faculty;
- c) controls the work of the Dean and approves the Dean's annual reports on the general state of the faculty, quality assurance and compliance with academic ethics and deontology at the faculty level;
- d) performs other duties as set out in the University Charter or approved by the University Senate and in accordance with current legislation.

(3) The newly elected Faculty Council shall be validated by the University Senate by simple majority.

(4) Meetings of the Faculty Council shall be chaired by the Dean.

(5) The Faculty Vice-Deans shall participate as permanent guests in meetings of the Faculty Council.

(6) The meetings of the Faculty Council shall be attended by a delegate (teaching staff of the respective faculty) of the representative trade union at UMFVBT level, as an invited guest, when issues concerning the labour relations between UMFVBT and the teaching and research staff of the faculty are discussed.

(7) The distribution of the members of the Faculty Council among the departments shall be determined in accordance with the principle of representation of the teaching and research staff of each department.



(8) Representatives of teaching and research staff in the Faculty Council are elected by universal, direct and secret ballot of all tenured teaching and research staff in the departments of the Faculty, and student representatives are elected by universal, direct and secret ballot of the students of the Faculty.

(9) The term of office of the members of the Faculty Council shall be 5 years.

Sub-chapter III.4: Management structures: Department Council

Art. 78.

(1) The Department Council shall provide operational management of the Department under the direction of the Department Director.

(2) The Department Council shall have the following duties:

- a) develops and adopts strategies and policies on areas of interest to the department;
- b) develops the department's annual scientific research/academic creation plan;
- c) propose to the Faculty Council changes in the structure of the department;
- d) draws up proposals for the staffing of teaching and research staff in the department, under the coordination of the department director, in consultation with its members, and submits them to the Faculty Council for approval;
- e) approves the department director's proposals to increase the teaching norm for teaching staff who do not carry out scientific research/academic creation activities or their equivalent, as well as, in exceptional cases, reducing the minimum teaching norm and supplementing it with scientific research activities, in accordance with the law;
- f) initiates proposals for the tendering of teaching and research posts;
- g) approves the employment of specialists with recognized scientific and professional value in the field from the country or abroad, as teachers or guest researchers with associate status, under the terms of the law;
- h) initiates proposals for evaluation and re-evaluation committees for the teaching and scientific activity of the department's teaching and research staff;
- i) performs other duties approved by the University Senate and in accordance with the legislation in force.

(3) The Department Council is composed of 5 members, elected from among the teaching and research staff of the Department. The Head of Department is an ex officio member of the Department Council.

(4) The members of the Council of the Department shall be elected by universal, direct, secret, equal and freely expressed vote of all tenured teaching and research staff in the Department.

(5) The Department Council is validated by the University Senate in accordance with the law.

(6) The term of office of the members of the Council of the Department shall be 5 years.

Subchapter III.5: Governance structures: Council for doctoral studies

Art. 79.

(1) The Council for Doctoral Studies (CSUD) is the managerial, administrative and professional structure responsible for regulating and coordinating doctoral activity within UMFVBT as the Organizing Institution for Doctoral Studies (IOSUD-UMFVBT).

(2) The CSUD operates on the basis of the provisions of the Code of Doctoral Studies and of the Institutional Regulation on the organization and conduct of doctoral studies at UMFVBT.

(3) The CSUD has the following tasks:

- a) Establishing the IOSUD-UMFVBT strategy;
- b) elaboration of the Institutional Regulation for the organization and conduct of doctoral studies at UMFVBT;
- c) approval of the decisions on the establishment and dissolution of the Doctoral Schools within IOSUD-UMFVBT;
- d) selection of PhD supervisors who are part of a newly established Doctoral School;



- e) other specific duties, established by the Institutional Regulations for the organization and conduct of doctoral studies, according to the law.
- (4) The members of the CSUD are appointed in accordance with the legal provisions in force on the basis of a methodology proposed by the Rector of UMFVBT and approved by the University Senate.
- (5) At least one CSUD member shall be elected by universal, direct, secret and equal vote of the doctoral supervisors of the Doctoral Schools.
- (6) At least one CSUD member shall be elected by universal, direct, secret and equal vote of the doctoral students in the Doctoral Schools.
- (7) Doctoral students shall represent 25% of the members of the Board and shall be elected by universal, direct, secret and equal vote of the doctoral students of IOSUD.
- (8) The term of office of the CSUD is 5 years.

Subchapter III.6: Governance structures: Doctoral School Council

Art. 80.

- (1) The Doctoral School Council (CSD) provides the operational management of the Doctoral School, under the coordination of its Director.
- (2) The SSC operates on the basis of the legal provisions in force, of the Institutional Regulations for the organization and conduct of doctoral studies and of the Regulations of the Doctoral School.
- (3) The Council of the Doctoral School has the following tasks:
- elaboration of the Doctoral School Regulations;
 - granting or revoking the membership of the Doctoral School to doctoral supervisors and setting minimum standards of scientific performance for the objective application of these procedures;
 - the enrolment and expulsion of doctoral students at the proposal of the doctoral supervisors who are members of the Doctoral School;
 - assisting the external evaluator in the evaluation process for accreditation/recognition or provisional authorisation of the doctoral school;
 - other duties conferred by law or by the Institutional Regulations for the organization and conduct of doctoral studies in UMFVBT.
- (4) The members of the SSC shall be elected by universal, direct, secret, equal and freely expressed vote of the doctoral supervisors and doctoral students of the respective Doctoral School.
- (5) Doctoral students shall have at least one representative on the SSC.
- (6) The SSC within the IOSUD-UMFVBT is composed of 3-9 members.
- (7) The term of office of the SSC is 5 years.

Sub-chapter III.7: Management functions: Rector

Art. 81.

- (1) The Rector legally represents UMFVBT in relations with third parties and operationally manages UMFVBT.
- (2) The Rector is the authorising officer of the UMFVBT.
- (3) The Rector has the following duties:
- proposes for approval to the University Senate the mission of UMFVBT;
 - carries out the management and operational direction of the UMFVBT;
 - negotiate and sign the institutional contract with the Ministry of Education;
 - conclude the management contract with the University Senate;
 - proposes for approval to the University Senate the structure and operating regulations of UMFVBT;
 - proposes for approval to the University Senate the draft budget and the report on the implementation of the budget;
 - submit the annual report to the University Senate for validation no later than the first working day of April each year;



- h) leads the Board of Directors;
- i) performs other duties established by the University Senate in accordance with the management contract, the University Charter and the legislation in force.

Art. 82.

- (1) The Rector may delegate the duties of legal representative and authorising officer, in accordance with the laws in force.
- (2) The term of office of the Rector shall be 5 years. A person may not hold the position of Rector at the UMFVBT for more than two terms.
- (3) In calculating the maximum number of mandates provided for in paragraph 1, the following shall apply. (2) incomplete five-year terms of office interrupted by resignation, dismissal or suspension shall also be taken into account.

Subchapter III.8: Management functions: Vice-Chancellors

Art. 83.

- (1) The Vice-Chancellors are appointed by the Rector of UMFVBT, from among the full members of the UMFVBT community, based on consultation with the University Senate and the expression of written agreement to support the Rector's management plan.
- (2) The number of Vice-Chancellors of UMFVBT shall not exceed six.
- (3) The duties of the Vice-Rectors are established by the Rector of UMFVBT by delegation in accordance with the Regulation of organization and functioning of UMFVBT and in compliance with the legislation in force.
- (4) The term of office of the Rector is 5 years. A person may not hold the same position of Rector at the UMFVBT for more than two terms.
- (5) In calculating the maximum number of mandates provided for in paragraph 1, the following shall apply. (4) incomplete five-year terms of office interrupted by resignation, dismissal or suspension shall also be taken into account.

Subchapter III.9: Management functions: Director of the Council for Graduate Studies

Art. 84.

- (1) The Director of the IOSUD-UMFVBT Council for Doctoral Studies shall ensure its management and direction.
- (2) The function of Director of the CSUD-UMFVBT is assimilated to that of Pro-Rector.
- (3) The Director of the CSUD-UMFVBT is appointed by the Rector, following a public competition organized by the UMFVBT.
- (4) The methodology of the public competition shall comply with the legal provisions in force, shall be proposed by the Rector of UMFVBT and approved by the University Senate.

Subchapter III.10.: Management functions: Administrative Director-General

Art. 85.

- (1) The Administrative Director General shall manage the administrative structure of the UMFVBT and shall be responsible for the economic and financial management of the UMFVBT.
- (2) The post of Administrative Director General shall be filled through a competition organised by the Administrative Board, the results of which shall be validated by the University Senate.
- (3) The retention in office of the Administrative Director General shall be based on his/her written agreement to support the executive management plan of the new Rector.
- (4) The Administrative Director-General shall be responsible for the subordinate structures organised by directorates.
- (5) The Administrative Director-General shall have the following main tasks:
 - a) controls the execution of decisions by the administrative services under its authority;
 - b) cooperates with the Chief Accountant in the execution of the university budget;



- c) implements the Rector's decisions on administrative matters;
- d) executes decisions in its field of competence;
- e) participates in the strategic management of the university;
- f) it is responsible for managing the university's assets;
- g) monitors and manages the university's human resources;
- h) plans and implements systems for evaluating and controlling administrative activity;
- i) follows up the drafting and updating of working procedures for administrative staff in the university;
- j) take action to obtain additional sources of funding, by obtaining its own income from the rental of available premises and the provision of authorised services;
- k) on the basis of the Rector's decision, orders the delegation of duties to another person during the period of absence from the university;
- l) executes the decisions taken by the academic authorities of the university regarding administration;
- m) ensures the use of the premises and the security of the university space;
- n) is responsible for the knowledge and correct application of the legislation and regulations in the area he/she is coordinating;
- o) coordinates the subordinate services and departments in accordance with the university's organisation chart, approved by the University Senate;
- p) other tasks delegated by the Rector.

Subchapter III.11.: Management functions: Deputy Director-General for Administration

Art. 86.

- (1) The Deputy Director General for Administration shall assist the Director General for Administration in the management of the administrative structure of UMFVBT.
- (2) The post of Deputy Director General for Administration shall be filled through a competition organised by the Administrative Board, the results of which shall be validated by the University Senate.
- (3) The retention in office of the Deputy Director General for Administration shall be based on his/her written agreement to support the executive management plan of the new Rector.
- (4) One or more Deputy Administrative Directors-General may function within the BTVMU.
- (5) The duties of the Deputy Director-General for Administration shall be laid down in the job description.

Subchapter III.12.: Management functions: Dean

Art. 87.

- (1) The Dean represents the faculty, provides and is responsible for its management and direction.
- (2) The Dean chairs the meetings of the Faculty Council and implements the decisions of the Rector, the Administrative Council and the University Senate.
- (3) The Dean has the following duties:
 - a) carries out the management and leadership of the faculty;
 - b) appoints the pro-deans and determines their duties;
 - c) is responsible for the human resources policy of the faculty, as well as for the selection, periodic evaluation and training of faculty staff, as required by law;
 - d) ensures the smooth running of competitions for teaching and research posts in the faculty in accordance with the law;
 - e) endorses the duties of the teaching and research staff, as well as those of the auxiliary and non-teaching staff, set out in the individual job descriptions;
 - f) signs the academic documents issued by UMFVBT to the graduates of the faculty;



- g) proposes to the Faculty Council the application of disciplinary sanctions, as provided by law, and enforces disciplinary sanctions, as provided by law;
- h) cancels the results of assessments obtained fraudulently or in breach of the Code of Ethics and Professional Conduct;
- i) submits an annual report on the state of the faculty to the Faculty Council in February, which is made public on the UMFVBT *website*;
- j) performs other duties as determined by the Board of Directors and the University Senate.

(4) Deans are selected by public competition organized at faculty level by the Rector of UMFVBT, whose results are validated by the University Senate.

Sub-chapter III.13.: Management functions: Vice-deans

Art. 88.

(1) The Provost is a member of the faculty community who has an employment contract with UMFVBT, appointed by the Dean on the basis of consultation with the Faculty Council and the expression of its written agreement to support the Dean's management plan. The decision of appointment of the Dean's appointed Dean is issued by the Rector of UMFVBT.

(2) Each faculty will have a Dean responsible for the accreditation of study programmes, whose duties will be set out in the job description.

(3) In addition to the provisions of para. (2), the number of Vice-Deans in each faculty shall be established as follows: one Vice-Dean for every 100 teaching and research staff. When determining the number of Pro-Dean, the number of teaching and research staff exceeding 100 requires the appointment of a new Pro-Dean.

(4) The duties of the Dean are established by the Dean through the job description and concern: organisation of the undergraduate and master's degree programmes; ensuring the proper conduct of scientific research; responsibility for student activity and processes for evaluating the quality of teaching by students; contribution to the development and improvement strategy of the university community, financial strategy, social issues and development of the heritage; involvement in national and international cooperation relations, including relations with *alumni*; relations with public authorities and institutions; collaboration with the socio-economic, cultural, artistic and sporting environment; ensuring compliance of institutional regulations with the applicable legal provisions; other activities assigned to them by the Dean.

Sub-chapter III.14.: Management functions: Head of department

Art. 89.

(1) The Department Director shall carry out the management and operational direction of the Department and shall be assisted in the exercise of this function by the Department Board.

(2) The Department Director is responsible for the department's curricula, staffing, research and quality management and financial management.

(3) The Director of the Department shall have the following duties:

- a) is responsible for drawing up the staff regulations for teaching and research staff and their implementation;
- b) determines the duties of the teaching and research staff, as well as of the auxiliary and non-teaching staff, set out in the individual job descriptions;
- c) makes proposals for the development and implementation of curricula;
- d) is responsible for coordinating the scientific research activity of the members of the department;
- e) responsible for quality assurance and financial management at department level;
- f) is responsible for the human resources policy of the department, as well as for the selection, motivation, periodic evaluation and training of the department's staff, as required by law;
- g) is responsible for the periodic self-evaluation of the department, as required by law;



h) is responsible for the smooth running of competitions for teaching and research posts in the department.

(4) The Head of Department shall be elected from among the members of the Department by universal, direct, secret, equal and freely expressed vote of all the teaching and research staff of the Department.

(5) Following the validation of the election results by the University Senate, the Department Director is appointed by decision of the Rector of UMFVBT.

Subchapter III.15.: Management functions: Director of the Doctoral School

Art. 90.

(1) The Director of the Doctoral School shall be in charge of the Doctoral School.

(2) The Director of the Doctoral School is assimilated to the Director of the Department.

(3) The Director of the Doctoral School shall be responsible for the staffing, research and quality management and financial management of the Doctoral School.

(4) The Director of the Doctoral School is appointed by the Council for Doctoral Studies from among the doctoral supervisors of the Doctoral School and is an ex officio member of the Council of the Doctoral School.

Sub-chapter III.16.: Management functions: Branch and Extension Director

Art. 91.

(1) The Branch Director shall ensure the management and operational coordination of the branch, ensuring quality and efficiency in the activities carried out within the branch, as well as its development in accordance with the UMFVBT strategy, according to its own rules of organization and functioning.

(2) The position of Branch Director shall be filled through a competition organised by the Board of Directors of UMFVBT. The Chairperson of the Competition Committee shall be the Rector or a person designated by him/her. Validation of the competition is made by the University Senate and appointment to the post by the Rector.

(3) The Director of the university extension ensures the management and operational coordination of the extension, monitoring the quality and efficiency of the activities carried out within it, as well as its development appropriate to the strategy of UMFVBT and the faculty, according to its own organization and functioning regulations.

(4) The position of Director of University Extension shall be filled by a competition organised by the Rector of the University.

Subchapter III.17: Removal from management structures and functions

Art. 92.

Representatives of teaching and research staff in the management structures may be removed from this capacity, under the conditions of the law and of this Charter, in the event of violation of the law or of the rules of ethics and university deontology, at the request of at least 1/3 of the total number of teaching and research staff who elected them and under the quorum and majority conditions required for election to office.

Art. 93.

(1) The Rector may be dismissed by the University Senate, in accordance with the law, this Charter and the management contract, when one of the following situations is established:

- a) failure to meet the management performance indicators assumed in the management contract;
- b) failure to comply with the obligations specified in the management contract;
- c) violation of legislation or of the rules of academic ethics and professional conduct;
- d) a situation of incompatibility provided by law for the office of Rector.

(2) The rector may be removed from office by the minister responsible, in accordance with the law, after consulting the University Senate.



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(3) If the Rector is a member of the Government or a Secretary of State, he/she shall be suspended from office during the period in which he/she holds that office.

Art. 94.

(1) Other persons appointed to managerial positions may be removed from office, in accordance with the law and this Charter, if one of the following situations is established:

- a) failure to meet the management performance indicators set out in the appointment decision;
- b) failure to comply with the duties specified in the appointment decision;
- c) violation of legislation or of the rules of academic ethics and professional conduct;
- d) an incompatibility provided by law for the management position in question.

(2) Removal from office shall be ordered by the Rector of UMFVBT under the following conditions:

- a) Vice-Chancellors may be removed from office with the consultation of the University Senate;
- b) The Director of the CSUD-UMFVBT may be removed from office in consultation with the members of the CSUD-UMFVBT and the University Senate;
- c) The Administrative Director-General may be removed from office after consultation of the Administrative Board;
- d) Deans may be removed from office in consultation with the Faculty Council and the University Senate;
- e) The Vice-Dean may be removed from office on the proposal of the Dean and in consultation with the Faculty Council;
- f) Department directors may be removed from office at the request of at least one third of the total number of tenured teaching and research staff working in that department, subject to the quorum and majority requirements for election to office;
- g) Doctoral School Directors may be removed from office at the request of a majority of the CSUD-UMFVBT members.

Subchapter III.17.: Vacancy in management posts

Art. 95.

In the event of a vacancy in a management post, by-elections shall be held for the Department Director or Branch Director, or a public competition shall be organised, in accordance with the University Charter, within a maximum of 3 months from the date of the vacancy.

TITLE VIII: UNIVERSITY SPACE AND THE ACADEMIC COMMUNITY

CHAPTER I: ASSETS, MATERIAL BASE AND FINANCING

Art. 96.

- (1) UMFVBT has its own patrimony, which it manages according to the law.
- (2) The assets of the UMFVBT consist of buildings, related land and equipment.
- (3) The University may own movable and immovable property in the public or private domain of the State.
- (4) UMFVBT may use in its activity goods from the private domain of the State, on which it may have real rights, other than the right of ownership.
- (5) UMFVBT may use in the accomplishment of its mission assets from the public domain of the State, over which it may have and exercise, under the law, rights of administration, use, concession or lease.
- (6) On the basis of the attributes of the property right, the university may rent or lease its property, at the proposal of the Administrative Council and with the approval of the University Senate, on the basis of a regulation approved for this purpose and in compliance with the legal provisions.
- (7) In order to fulfil its mission, UMFVBT may rent new premises for teaching and research purposes upon proposal of the Administrative Council and with the approval of the University Senate.
- (8) The activity of managing the university's assets is the responsibility of the Rector of UMFVBT, who



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may delegate this task to a Vice-Rector or to the Director General of Administration.

(9) The administration of movable or immovable property over which UMFVBT has patrimonial rights is carried out, depending on the nature of the property and its destination, by the faculties or by the academic or administrative units of the UMFVBT structure.

Art. 97.

(1) UMFVBT shall provide the premises and infrastructure necessary for the proper conduct of teaching and research activities in order to increase the visibility and international prestige of the institution.

(2) The spaces intended for teaching and scientific research activities are allocated to the faculties or centres of UMFVBT for use by the Rector of UMFVBT or by the person delegated by the Rector for the management of UMFVBT assets.

Art. 98.

(1) The university space consists of all buildings, grounds, experimental teaching stations, research institutes and centres, botanical gardens, university houses, university campuses, university hospitals and clinics, university pharmacies, specialist clinics, libraries, micro-production units, cultural-sports bases and complexes, student cultural houses, rest and treatment centres, radio and TV studios/stations, performance, concert and cinema halls, film and recording studios, as well as other premises dedicated to education, training and scientific research processes and related facilities, used by UMFVBT, regardless of the legal title under which it is entitled to use them, which it owns or will establish, under the conditions of the law.

(2) The online environment, consisting of the platforms or groups used for teaching and extracurricular activities and research organized within UMFVBT, is also considered university space.

(3) An exception to the provisions of paragraph. (1) the premises and related facilities belonging to the Ministry of Health, ministries and institutions with their own health network, in which the higher medical education of UMFVBT is carried out.

(4) UMFVBT's university premises are inviolable, except in cases of force majeure. Access to the university space is allowed only to members of the academic community of UMFVBT and its partners, as well as to UMFVBT delegations and guests.

(5) UMFVBT provides free wireless Internet access for all members of the university community in the university premises, including student dormitories. The technical characteristics of the Internet network must allow access to online teaching activities, audio-video conferences and any other activity specific to the educational process.

(6) The free movement of members of the university community within the university area may not be impeded in any way. The right to strike is guaranteed, but may under no circumstances be exercised by prohibiting and/or restricting movement on university premises.

(7) Teachers have unlimited access to the premises of their subject; outside the teaching programme/activities timetable, access is at their own risk. Auxiliary and administrative staff shall have access to the premises intended for current activities and outside working hours or on days off, with the approval of the hierarchical head.

(8) All activities that violate the rules of morality and may endanger the health and physical and/or mental integrity of teaching, auxiliary teaching and non-teaching staff and students, as well as religious proselytism and activities of a political nature are forbidden in the university space of UMFVBT.

(9) The protection of the university space and the academic community is achieved through specialised organisational structures from several perspectives:

- a) protection of physical integrity through the security service and related technical components;
- b) fire protection through the PSI service and related technical components;
- c) occupational health protection through the SHS service;
- d) personal data protection through the Personal Data Protection Service.



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(10) UMFVBT may acquire, construct and/or rent buildings, edifices, centres or other units necessary for its operation in optimal and efficient conditions, according to actual needs and available funds, within the limits of the legal provisions in force.

Art. 99.

(1) UMFVBT operates as an institution financed from funds allocated from the state budget, from its own revenues and from other sources, according to the law.

(2) The income of the UMFVBT is composed of:

- a) amounts allocated from the budget of the Ministry of Education on a contractual basis;
- b) assigned revenue from other ministries, authorities or central and local public institutions on a contractual basis;
- c) own income, interest, donations, dividends, sponsorships and taxes collected under the law from natural and legal persons, Romanian or foreign, and from other sources including loans and foreign aid;
- d) other sources according to the law.

(3) The amounts allocated from the budget of the Ministry of Education, on a contractual basis, in accordance with the methodologies approved by order of the Minister of Education, on the proposal of the NCFIS, as appropriate, shall include:

- a) core funding;
- b) additional funding;
- c) funds allocated on a competitive basis for institutional development;
- d) funding for doctoral grants;
- e) funds for special situations;
- f) funds earmarked for student inclusion, scholarships and social protection;
- g) subsidies for local public transport for students;
- h) the financing of objectives and other investment expenditure;
- i) complementary financing.

(4) Core funding is provided through study grants, calculated on the basis of the average cost per student equivalent, per field, per study cycle and per language of instruction.

(5) Complementary funding is allocated by the Ministry of Education and is composed of:

- a) accommodation and meal subsidies;
- b) funds allocated on the basis of priorities and specific rules for endowments and other capital expenditure and capital repairs;
- c) funds allocated for scientific research, including specific investments, for research and development institutes and research and development stations operating within the structure or under the coordination/subordination of the BSTU, as appropriate;
- d) funds allocated to university sports clubs;
- e) funds allocated for botanical gardens;
- f) funds allocated to pre-university educational establishments within the structure and under the subordination of the UWBVBT, as appropriate;
- g) funds allocated to pre-university educational establishments - hospital schools, as required by law;
- h) funds allocated to medical units, including dental units and university pharmacies in the structure and/or under the supervision of the UMFVBT, as appropriate.

(6) The funds allocated to finance scientific research shall be considered as own revenues of UMFVBT and shall be used in accordance with the university autonomy to achieve the objectives of scientific research, including for investment expenditure, in accordance with the approved budget.

(7) Funding for scientific research at UMFVBT consists of:

- a) complementary funding allocated by the Ministry of Education;



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- b) funds obtained on the basis of competitions organised by the public authorities of the State;
- c) funds obtained from national or international competitions or contracts;
- d) funds obtained from contracts with the private sector.

(8) By decision of the University Senate, the funds from the state budget shall be allocated to the structures of the University in order to ensure the financing of the faculties, departments, their units and the general financing of the University.

(9) The extra-budgetary revenues are managed separately, and used according to the decision of the University Senate, at the level of the University, faculties, departments, units in which they were made.

(10) On the basis of university autonomy, UMFVBT disposes of the income obtained from the tuition of foreign students according to the law and university autonomy.

(11) Core funding covers: staff costs (salaries, allowances, benefits, other salary elements, CAS, other statutory contributions, internal and international travel); material costs (maintenance and housekeeping costs, costs of materials and services of a functional nature, inventory items, current repairs, books and publications, staff development, protocol, labour protection, etc.).

(12) The University shall decide on the use of study grants allocated by the relevant Ministry for Bachelor and Master programmes. They shall be allocated in full to cover the tuition costs of students or in part, per student, based on the application of merit and social criteria established according to regulations drawn up by the UMFVBT Senate.

Art. 100.

(1) The approved budget shall be allocated in relation to the needs of the university and according to the budget classification.

(2) The budget structure and investment and endowment priorities are approved by the UMFVBT Senate.

Art. 101.

Own financial resources result from :

- a) tuition fees from Romanian and foreign students;
- b) fees charged for postgraduate courses;
- c) income from specialisation, further training and doctoral courses;
- d) income from scientific research contracts with national and international funding;
- e) expert and consultancy fees;
- f) fees for the entrance exam;
- g) fees for the competition for vacant teaching and research posts;
- h) fees obtained through the sale of lithographed courses;
- i) fees and rents for available space;
- j) fees for the home director;
- k) fees for renting dormitories during the summer holidays;
- l) sponsorship and donations from home and abroad;
- m) other sources according to the legislation in force:
 - income from canteen and hostels
 - income from micro-production, provision of services, commercial activities
 - fees for re-enrolment, making up absences, repeating exams, etc.

Art. 102.

UMFVBT ensures, within the limit of funds, the execution of investment works and equipping the faculties and other structures with equipment, machinery and furniture for the development of the teaching and research process at higher value levels.

Art. 103.

The distribution of funds among the units of the university structure will be based on performance criteria established by the University Senate.



Art. 104.

The execution of maintenance and repair works will be carried out on own account or with third parties, in which case, the awarding of contracts for works will be done in compliance with the legislation in force.

CHAPTER II: ACADEMIC COMMUNITY

Art. 105.

(1) The university community consists of students, doctoral students, trainees, teaching and research staff, teaching and auxiliary research staff and administrative staff.

(2) The university community also includes persons who have been granted membership of the university community by decision of the University Senate, as well as the *alumni* community.

(3) Membership of the university community is incompatible with any form of corruption, plagiarism or nepotism.

Art. 106.

(1) Members of the university community have the rights and duties established by the Internal Regulations of UMFVBT, by this Charter and by the legislation in force.

(2) Members of the university community shall enjoy freedom of thought, conscience and expression in teaching, scientific research, artistic creation and sports performance.

(3) Members of the university community have the following *rights*:

- a) the right to professional development and further training;
- b) the right to appeal against decisions infringing their rights and legitimate interests, under the conditions provided for by law;
- c) the right of association in trade unions or associations for the defence of rights provided for by law.

(4) The rights of members of the university community may not be restricted on the basis of discrimination on the grounds of social and material status, gender, race, nationality, political or religious affiliation.

(5) Members of the university community have the following *obligations*:

- a) the obligation to comply with the provisions of the law, of this Charter and of the regulations drawn up for its application;
- b) the obligation to perform the professional duties set out in the job description and the staff regulations;
- c) the obligation to respect, in all circumstances, the ethics and professional academic deontology.

(6) UMFVBT provides access to at least one scientific database for students and teachers.

Subchapter II.1: Teaching and research staff

Art. 107.

The organization and conduct of procedures for the selection, hiring, periodic evaluation, training, modification and termination of contractual employment relationships of teaching and research staff are the responsibility of the department director, the director of the doctoral school or the dean, as appropriate, under the conditions established by the regulations and methodologies approved by the University Senate.

Art. 108.

Teaching and research staff have the following rights:

- a) the right to carry out teaching and scientific research activities, in the field of interest, under the conditions of academic freedom and in compliance with ethical rules;
- b) the right to free expression of academic opinions in the university environment and freedom of teaching, research and creativity in accordance with academic quality criteria;



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- c) the right to communicate and publish the results of scientific research, at home and abroad, to apply for national and international grants, without restricting academic freedom;
- d) the right to elect and to be elected to management and representative positions at various levels, in accordance with the law and this Charter;
- e) the right to establish or join national and international scientific, cultural and professional associations, societies and foundations, in accordance with the law and this Charter.

Art. 109.

Teaching and research staff have the following obligations:

- a) the obligation to support the mission and objectives of UMFVBT;
- b) the obligation to carry out teaching and scientific research activities related to the teaching position they hold, in accordance with the job description and the job description;
- c) the obligation to represent UMFVBT, at home and abroad, to make known its standards, achievements, values and traditions, to promote loyally the interests of UMFVBT and to contribute to the enhancement of its prestige.

Art. 110.

(1) UMFVBT encourages and rewards individual excellence.

(2) Forms of incentives and support for teachers, researchers and students with outstanding scientific performance include:

- a) the awarding of study and/or research grants at universities in the country or abroad, granted from own funds specially set up for this purpose, on a competitive basis, in accordance with the law;
- b) the sabbatical year, depending on the funds set aside for this purpose and made available by law;
- c) differentiated salaries for outstanding teachers and research staff according to the financial resources available;
- d) financing, from its own funds specifically set up for this purpose, participation in prestigious international scientific events held in the country and abroad and supporting the publication of scientific research results;
- (e) awarding, on a competitive basis, from its own funds specifically set up for this purpose, grants for the performance and completion of research of particular merit, including doctoral theses.

Art. 111.

(1) Teaching and research staff shall retire at the age of 65. At the request of the teaching staff and with the approval of the Administrative Board, they may maintain their tenured status until the end of the academic year in which they reach retirement age.

(2) The University Senate, on the basis of professional performance criteria and the financial situation, may decide to continue the activity of a teaching or research staff member after retirement, on the basis of a one-year fixed-term contract, with the possibility of annual extension in accordance with the University Charter, without age limit, as an associate professor (on an hourly-paid basis), in accordance with the procedure drawn up for this purpose.

(3) By way of exception to paragraph. (1), if UMFVBT is unable to cover the rules with tenured staff, it may decide to maintain the status of tenured teaching and/or research staff, with all the rights and obligations arising from this status, on the basis of an annual evaluation of academic performance, according to a methodology established by the University Senate, at the latest until the age of 70.

(4) The University Senate may decide to confer the honorary title of Professor Emeritus, for teaching and research excellence, to teachers who have reached retirement age.

(5) Legislative amendments contrary to the provisions of this Article shall automatically nullify the provisions concerned and the legislative provisions in force shall apply.

(6) Where legislative amendments lay down conditions contrary to or more restrictive than the provisions of this Article, the legislative amendments in force shall apply.

Art. 112.



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- (1) The filling of teaching positions, career promotion, evaluation, motivation and continuous training of teaching and research staff are the responsibility of UMFVBT, based on the legislation in force, this University Charter, as well as on the regulations / methodologies / procedures / similar documents drawn up and approved for this purpose.
- (2) Employment in a teaching or research position is for an indefinite or fixed term and is possible only through a public competition organized by UMFVBT.
- (3) Romanian or foreign citizens may participate in the competition for a teaching or research post, without any discrimination, under the conditions of the law.
- (4) As an exception to the provisions of labour law, the duration of a fixed period is a maximum of 4 years.
- (5) Doctoral students may be employed for a fixed term of up to 6 years.
- (6) The fixed-term employment contract concluded between UMFVBT and members of the teaching and research staff following a competition may be renewed, depending on personal professional results, assessed on the basis of criteria adopted by the University Senate, as well as on the employment needs and financial resources of UMFVBT, in accordance with the legal provisions in force.
- (7) The employment of specialists of recognized scientific and professional value in the field, from the country or abroad, who do not hold a doctoral degree, as visiting associate professors, shall be approved by the Board of the Department and approved by the Administrative Council. The hiring and appointment of these specialists is carried out on the basis of a methodology approved by the University Senate.
- (8) In departments, doctoral schools, research institutes, research and micro-production centres or other units, research staff, associated research staff, including students, as well as other categories of staff, according to the law, may work in separate posts outside the organisation chart.
- (9) The University Senate may equate the quality of university professor for prestigious specialists who hold this quality, as well as the quality of doctoral supervisor, acquired in one of the most prestigious higher education institutions in the world, according to the list approved by the Ministry of Education, by order of the Minister of Education.
- (10) Reserved, vacant or temporarily vacant teaching positions are filled with priority by UMFVBT teaching staff or by associated teaching staff, by hourly pay.
- (11) The results of competitions for vacant teaching and research positions are approved by the University Senate, and the appointment is made from the first day of the semester following the competition.
- (12) The minimum criteria and standards for the filling of teaching posts are laid down in the regulations/methodology/procedure/etc. document drawn up and approved for this purpose.
- (13) The total amount of working hours in an academic year is 40 hours per week.

Art. 113.

Persons who have been convicted of a criminal offence for which there has been no rehabilitation with intent may not hold a teaching post in higher education.

Art. 114.

With a view to taking up a post or within 2 years of taking up a post, higher education teaching staff complete a university programme of 30 ECTS/SECT transferable study credits in psycho-pedagogical training for higher education.

Art. 115.

It is prohibited for spouses, relatives and relatives up to and including the third degree to hold concurrently positions whereby each is in a direct position of direct management, control, authority or direct institutional evaluation, at any level, with respect to the other at UMFVBT.

Subchapter II.2: Administrative staff (teaching and research assistants and non-teaching/administrative staff)

Art. 116.



(1) The employment of teaching and research staff and non-teaching/administrative staff of UMFVBT is made through a competition organized according to the law.

(2) The duties of the auxiliary and administrative teaching staff are set out in the job description, endorsed, as appropriate, by the Dean, the Director of the Department, the Director of the Doctoral School or the Director of Extension, the senior hierarchical head of the administrative structures and approved by the Rector. The job description is annexed to the individual employment contract.

(3) The teaching and auxiliary research staff and the non-teaching/administrative staff of UMFVBT have the right to improve their skills through inter-university cooperation, documentation and experience exchange programmes at national and international level, financed, within the limit of the own funds allocated for this purpose, from the UMFVBT budget.

Subchapter II.3: Students

Art. 117.

(1) Students are considered partners of the university and equal members of the university community and may organize themselves in representative student associations, legally constituted and recognized at UMFVBT level.

(2) A person acquires the status of a student and a member of the UMFVBT university community following his/her admission and registration at UMFVBT.

(3) Following admission to a study programme, a study contract is concluded between the student and UMFVBT, specifying the rights and obligations of the parties, in accordance with the law and the regulations for the organisation and running of the study programme in question and which cannot be modified during the academic year.

(4) The status of state-funded or fee-paying student shall be modified under the conditions established by the University Senate.

Art. 118.

(1) The election of student representatives from the three study cycles - bachelor, master and doctorate - in the governing structures of UMFVBT is done by universal, direct, secret, equal and freely expressed vote, on the basis of proper regulations drawn up by the representative student organization, legally constituted at university level.

(2) Students may be represented in all decision-making and consultative structures of UMFVBT.

Art. 119.

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

Subchapter II.4: Advisory structures

Art. 120.

By decision of the University Senate, consultative structures may be set up, made up of representatives of the economic environment and personalities from the external academic, cultural and professional environment, such as:

- a) Academic Advisory Board, composed of personalities from the academic, cultural and professional world;
- b) Economic and Social Advisory Council, made up of representatives of the economic and social environment;
- c) *Alumni* Advisory Council, made up of representatives of UMFVBT alumni.

Subchapter II.5: Disciplinary liability

Art. 121.

(1) Teaching and research staff, teaching and auxiliary research staff and management staff of UMFVBT may be subject to disciplinary investigation.

(2) Disciplinary investigation may be carried out for violation of the following obligations:



- a) the obligation to comply with the provisions of the employment contract, i.e. to carry out the work and duties laid down in the job description and the job description;
 - b) the obligation to comply with the rules laid down in the UMFVBT regulations;
 - c) other obligations laid down in employment relations legislation.
- (3) The disciplinary sanctions that may be applied are as follows:
- a) written warning;
 - b) up to 20% reduction in basic salary for up to 2 years;
 - c) suspension, for a specified period of time but not more than 5 years, of the right to take part in a competition for a senior teaching post or a management post or to serve as a member of a doctoral, master's or bachelor's committee;
 - d) dismissal from the top job in education;
 - e) disciplinary termination of the employment contract.
- (4) Any person may report to UMFVBT the commission of an act that may constitute disciplinary misconduct. The complaint shall be made in writing and shall be registered at the university's registry office.
- (5) The right of persons subject to disciplinary sanctions to apply to the courts shall be guaranteed.
- (6) If the person disciplined has not committed any further disciplinary offences within one year of the imposition of the disciplinary penalty, the authority which imposed the disciplinary penalty may order that the penalty be removed, with an appropriate entry in the staff file of the person concerned.

Art. 122.

The rules of conduct in UMFVBT, without prejudice to the right to opinion, freedom of expression and academic freedom, are as follows:

- a) rules of intra-university behaviour, which refer to behaviour characterised by mutual respect in relations between members of the university community, acceptance of unrestricted expression of opinions and initiatives, and individual and collective professional expression;
- b) extra-university rules of conduct, which refer to behaviour in relations with various organisations, the community as a whole or its members, ensuring that the identity, image and reputation of UMFVBT are maintained and strengthened.

Art. 123.

The procedure for the preliminary disciplinary investigation process is detailed in a regulation/methodology/procedure/similar document approved by the University Senate.

Art. 124.

The patrimonial responsibility of the teaching, research and auxiliary teaching staff of UMFVBT is established according to the labour legislation. Measures for the recovery of damages and losses are taken according to labour legislation.

Subchapter II.6: Honorary titles and awards

Art. 125.

- (1) UMFVBT confers honorary titles and other distinctions/awards on the basis of the Regulation on conferring honorary titles and distinctions within UMFVBT approved by the University Senate.
- (2) The personalities on whom an honorary title has been conferred become members of the UMFVBT university community.
- (3) UMFVBT may award diplomas, medals and distinctions in recognition of scientific, technical, cultural, artistic, sports and managerial values to members of the UMFVBT academic community and to scientific, cultural and socio-economic personalities.

Sub-chapter II.7: Collaboration of UMFVBT management structures with trade unions and legally constituted student organisations

Art. 126.



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The management structures of UMFVBT collaborate with the unions of teaching, research, auxiliary and administrative staff, based on the principles of transparency, access to information and participation of employees and students in the decisions adopted, in accordance with the law and this charter, by:

- a) participation, as an invited guest, of the representative of the trade union of the teaching, research, technical and administrative staff of UMFVBT in the meetings of the senate and of the faculty councils, when issues concerning the labour relations between UMFVBT and the teaching and research staff are discussed;
- b) informing the legally constituted trade unions about the institutional development projects of UMFVBT and taking cognizance of their proposals, observations and requests in relation to the strategic directions and current activities of UMFVBT;
- c) joint drafting and signing of the collective labour contract at UMFVBT level, in accordance with the legal provisions.

Art. 127.

The modalities of collaboration between the management structures of UMFVBT and the legally constituted student organizations are the following:

- a) informing the legally constituted student organizations about the institutional development projects of UMFVBT and taking cognizance of their proposals, observations and requests in relation to the strategic directions and current activities of UMFVBT;
- b) the participation of at least one representative of legally constituted student organisations in the committees on professional ethics and conduct, accommodation, scholarships and student camps, quality assurance, curriculum review and other social committees.

CHAPTER III: EVALUATION OF THE QUALITY OF TEACHERS' ACTIVITIES

Art. 128.

(1) Data and information on the professional status of teaching, research and administrative staff shall be recorded in a personal service file. Access to the personal service file shall be granted only to the person concerned, to the head of the human resources structure and to the rector of UMFVBT.

(2) Individualised job descriptions shall be drawn up at department level, taking into account the list of posts. The job description is the legal document on the basis of which the monthly salary of each member of the teaching and research staff is established.

(3) The CVs of the teaching and research staff, whether tenured or associated, are published on the university's website by the Head of Department.

Art. 129.

(1) The results and performance of teaching and research staff shall be evaluated periodically, at intervals of no more than 5 years. This evaluation shall be carried out in accordance with a methodology approved and applied by the University Senate, which shall take into account primarily teaching and research activities and participation in research, education and training or institutional development projects won in national or international competitions, as well as other activities.

(2) UMFVBT is obliged to organize the process of semester evaluation by students of the performance of teachers. The statistical results of the evaluations are public information.

(3) Salaries of teaching and research staff shall be based on their teaching/research function and on their results and performance, according to the law.

(4) The individual employment contracts of teaching and research staff shall include the assumption by the employee of minimum standards for the results of teaching and research activities, approved by the University Senate, at the proposal of the Administrative Council, and clauses on the sanctioning of the



employee, in the event of non-compliance with these minimum standards, in accordance with the legislation in force.

Art. 130.

Salaries of teaching and research staff are paid according to the decisions of the Board of Directors of UMFVBT, in accordance with the legislation in force.

TITLE IX: INSTITUTIONAL COOPERATION AND INTERNATIONAL RELATIONS

Art. 131.

The forms of cooperation of UMFVBT with social and cultural institutions and organisations are the following:

- a) implementation of study programmes appropriate to the requirements of the labour market and integration of prestigious personalities into the educational system;
- b) developing partnerships for joint socio-cultural projects and events;
- c) promoting institutional communication relations through the media, while respecting the right to information and access to public information.

Art. 132.

(1) UMFVBT may associate, on the basis of a partnership contract, with other higher education, research and cultural institutions, under the conditions established by the University Senate for each case, in compliance with the legal provisions.

(2) UMFVBT may establish partnerships with economic operators, professional associations and/or public institutions for the development of master's and postgraduate study programmes, which meet the requirements of the labour market, under the conditions established by the University Senate for each case, in compliance with the legal provisions.

Art. 133.

UMFVBT may set up, alone or by association, companies, foundations or associations, *spin-offs* and *start-ups* with the approval of the University Senate, provided that their establishment and operation contribute to increasing the performance of UMFVBT and do not negatively influence in any way the teaching, research and consultancy activities carried out by the institution.

Art. 134.

UMFVBT concludes contracts with public institutions and economic operators in order to carry out fundamental and applied research programmes, continuous professional training programmes, consultancy and know-how transfer programmes, under the following conditions:

- a) the value of the contracts must be such as to cover all the direct costs of the planned activities and the overheads of the UMFVBT;
- b) in the conduct of activities to comply with UMFVBT quality standards for research, teaching and consultancy.

Art. 135.

UMFVBT aims to develop cooperation in the field of academic and scientific research with prestigious universities, research institutions and international academic organizations/associations around the world in order to: i) attract as many foreign students as possible to UMFVBT study programmes and ii) promote inter-university exchanges for both teaching staff and students.

Art. 136.

(1) Cooperation relations with foreign institutions are carried out through the Prorectorate responsible for International Relations (PRI) of the University of Medicine and Pharmacy „Victor Babeș” of Timișoara.

(2) PRI develops and implements the internationalization strategy of UMFVBT, its tasks being stipulated in the Regulation of organization and functioning of UMFVBT.



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- (3) UMFVBT, within the framework of the internationalization process, ensures:
- collaboration agreements with other universities;
 - conditions and support for students and academic staff to undertake international mobility, using resources available from international, national or own funds, in line with the targets set by the strategic framework for the internationalisation of the higher education system. Mobilities may be of short or long duration, organised in physical, virtual or mixed formats;
 - exchange of teachers and students, including through the EU Erasmus programme;
 - inviting specialists from abroad to scientific events organised by the university, as well as teaching staff from universities with which it has cooperation relations as associate or visiting professor;
 - support services for international students, teachers and researchers, at least in an international language and access to available infrastructure;
 - affiliations to academic organisations and/or international scientific societies;
 - participation in international scientific events;
 - participation in international competitions;
 - information on: research, innovation and entrepreneurship programmes that the institution is carrying out; existing research and technological infrastructure; opportunities for participation in national or internationally funded programmes and projects;
 - continuous updating of the information on the studyinromania.gov.ro portal.
- (4) UMFVBT shall report on physical, virtual, joint international mobility and collaborations in integrated or joint programmes in national platforms for monitoring and evaluation purposes and to facilitate evidence-based policies.
- (5) UMFVBT's multiannual strategic plan for institutional development will include a chapter on internationalization, on all components assumed by the academic community as part of the internationalization process, where internationalization is part of the assumed institutional mission.

TITLE X: FINAL PROVISIONS

Art. 137.

By derogation from the provisions of Article 35 of Law no. 53/2003 - Labour Code, republished, with subsequent amendments and additions, the medical-pharmaceutical teaching staff of UMFVBT carries out their teaching activity in health units with overlapping working hours.

Art. 138.

The position of head of department, head of laboratory and head of medical service, as provided for by Law no. 95/2006, republished, with subsequent amendments and additions, is compatible with the position of university teacher and with management positions in the teaching field.

Art. 139.

UMFVBT may establish other faculties, at the proposal of the Board of Directors, with the approval of the University Senate, by Government decision on the structure of higher education institutions, initiated annually by the Ministry of Education.

Art. 140.

UMFVBT may establish, according to Law no. 95/2006, republished, with subsequent amendments and additions, at the proposal of the University Senate, pre-university education units for the organization of schooling of hospitalized students undergoing treatment, monitoring or medical rehabilitation, hereinafter referred to as "Hospital School", in accordance with the provisions of the law on pre-university education.

Art. 141.

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



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(2) Specific regulations, methodologies and procedures may be adopted or issued for the application of this Charter.

(3) The Faculties and Departments, the management structures within UMFVBT shall draw up their own operating regulations, in compliance with the legal provisions in force and this Charter, and submit them to the University Senate for approval.

Art. 142.

(1) The provisions of the Charter are binding on the entire university community.

(2) The UMFVBT Charter may not contain provisions contrary to the legislation in force.

(3) The procedure for amending the Charter may be initiated at the written request of 2/3 of the members of the University Senate. Amendments, so proposed, shall be considered in the Senate Plenary and shall be approved by a vote of at least 2/3 of the Senate members.

Art. 143.

Within UMFVBT the Internal Management Control System is implemented and operates under the leadership of the Rector and according to the legislation in force.

Art. 144.

Details of certain aspects of this University Charter are set out in regulations/methodologies/procedures/assimilated documents.

Art. 145.

(1) Legislative amendments contrary to the provisions of this Charter shall automatically invalidate the provisions concerned and the legislative provisions in force shall apply.

(2) Where legislative amendments lay down conditions contrary to or more restrictive than the provisions of this Charter, the legislative amendments in force shall apply.

Art. 146.

(1) This Charter was adopted by the University Senate at its meeting on 22.11.2023.

(2) The University Charter may not contain provisions contrary to the legislation in force. Failure to comply with the laws in the content of the University Charter shall entail the legal invalidity of the act in question.

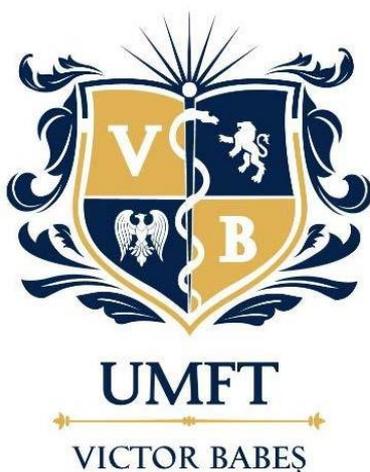
The Senate of the University of Medicine and Pharmacy "Victor Babeș" of Timisoara approved this Charter on 22.11.2023, and the date of its approval by the Ministry of Education and its entry into force is 22.11.2023, according to the favourable opinion no. 203 e-mail /32055/2606/17.11.2023, registered at UMFVBT with no. 31051/20.11.2023.

RECTOR,
Prof. Dr. Octavian Marius Cretu

The holograph signature is affixed to the original version of the document which is kept in the archives of the University Senate. This act has the same legal force as the original document.



UNIVERSITATEA
DE MEDICINĂ ȘI FARMACIE
„VICTOR BABEȘ“ DIN TIMIȘOARA



CODE OF ETHICS AND PROFESSIONAL DEONTOLOGY OF THE UNIVERSITY OF



MEDICINE AND PHARMACY „VICTOR BABEȘ” OF TIMISOARA

CHAPTER I: GENERAL

Art. 1.

(1) In teaching and academic research activities, as well as in management activities, it is mandatory to respect the rules of ethics and academic deontology.

(2) The Code of Ethics and Professional Deontology of the University of Medicine and Pharmacy "Victor Babes" of Timisoara is an integral part of the Charter of the University of Medicine and Pharmacy "Victor Babes" of Timisoara (hereinafter referred to as UMFVBT).

(3) The Code of Ethics and Professional Deontology has been elaborated on the basis of the provisions of the Law on Higher Education no. 199/2023, as amended and supplemented, Law no. 206/2004 on good conduct in scientific research, technological development and innovation, as amended and supplemented, Law no. 319/2003 on the status of research and development staff, Law no. 8/1996 on the protection of copyright and related rights, updated, OG no. 57/2002 (amended and supplemented by OG 6/2011) on scientific research and technological development and the internal regulations of UMFVBT.

(3) The Code of Ethics and Professional Deontology includes the rules of moral conduct of teachers, students, administrative staff of the university community and the rules that contribute to the good cooperation, participation, appreciation, trust and accountability of all members of UMFVBT.

(4) The Code of Ethics and Professional Deontology explicitly defines the academic principles, freedoms and responsibilities for the University of Medicine and Pharmacy "Victor Babes" of Timisoara. In this respect, the Code includes the clear formulation of rules concerning the conditions of good academic practice in the university.

(5) The Code of Ethics and Professional Conduct should be seen as a set of moral and legal principles and rules, freely agreed by the academic community, which:

- does not allow deviations from legal, ethical and professional regulations;



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- requires a high moral conduct, to make the most of professional and human potential, to guarantee the rights of all members of the academic community;
- contribute effectively to the university's standards of performance and excellence;
- establishes sanctions for situations where it is breached.

Art. 2.

(1) This Code of Ethics and Professional Conduct contains general principles and rules of conduct that apply to all members of the university community.

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

(3) Nothing in this Code of Ethics and Professional Conduct shall be construed as restricting any rights expressly conferred by applicable law or by the applicable collective bargaining agreement.

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

(5) This Code does not replace and does not contradict the specific codes of professional rules applicable to persons exercising certain types of activities (preventive financial control, financial management control, internal control, internal audit, legal advice, etc.) nor the laws and other national or internal regulations of the UMFVBT concerning the performance of certain types of activities, such as legislation on measures to ensure transparency in the exercise of public functions, legislation and other rules on incompatibility and conflict of interest in specific areas.

II. FUNDAMENTAL PRINCIPLES OF THE WORK OF THE UMFVBT COMMUNITY

Art. 3.

(1) The University of Medicine and Pharmacy "Victor Babeș" of Timisoara is an institution whose aims include professional development and affirmation, the evolution of knowledge and research in conditions of respect for the rule of law and human rights.

(2) "Victor Babeș" University of Medicine and Pharmacy of Timisoara respects the dignity of each of its members and promotes academic and professional integrity.

(3) The values and principles that are particularly promoted and whose effective realization is desired within UMFVBT are: academic freedom, personal autonomy, justice and fairness, merit, professionalism, intellectual honesty and fairness, transparency, professional and social responsibility, integrity, respect and tolerance, collegiality, kindness and caring.

II. 1. Academic freedom

Art. 4.

(1) UMFVBT is a space free from political, religious interference, pressures and constraints, except for scientific, legal and ethical constraints.

(2) Members of the university shall be protected from censorship, manipulation and persecution, subject to the observance of scientific standards and professional responsibilities. Any member of the university community must avoid infringing the freedom of others.

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

Art. 5.

(1) All members of the academic community may freely express, inside or outside UMFVBT, their opinions based on their professional competence, without being censored and accountable for their own opinions.



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(2) Any member of the academic community who considers that his or her rights and freedoms have been infringed may challenge any decision of a governing body or person through the hierarchy and the courts.

(3) UMFVBT gives the right to any member of the academic community to freely express his/her academic opinions, both inside and outside the university, and to carry out teaching and scientific research in accordance with the criteria of academic quality, without prejudice to the university and its values.

(4) The teaching and research staff has the right to publish scientific articles, studies, books, manuals, etc., to apply for national and international grants, without any restrictions, respecting the legislation in force and with the indication of the affiliation to UMFVBT.

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

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

Art. 6.

The following constitute violations of academic freedom:

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

II. 2. Personal autonomy

Art. 7.

UMFVBT promotes an environment conducive to the exercise of personal autonomy. To this end, it ensures the exercise of informed consent regarding programs, courses, and opportunities for study and research and provides opportunities for participation by each member of the university community in making and implementing decisions about their academic and professional careers.

Art. 8.

(1) All members of the UMFVBT community have the right to personal autonomy and confidentiality in matters relating to their personal lives.

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

(3) UMFVBT personnel who have access to confidential documents and information shall maintain the confidentiality and privacy of such information and protect persons who do not wish such information to become public. Teaching and administrative staff have an obligation to respect confidentiality in matters relating to the private lives of students and employees and will only provide information with their consent.

(4) Breaches of personal autonomy and confidentiality by those responsible for ensuring it shall be punishable by disciplinary, civil or criminal sanctions, depending on the seriousness of the offence.

II. 3. Respect for human being and human dignity

Art. 9.

(1) Members of the university shall be treated fairly, justly and equitably. Discrimination or exploitation, whether direct or indirect, is not permitted and adheres to the idea that fairness and equity prevent abuse of power.



(2) UMFVBT adopts firm measures to combat discrimination and ensure equal opportunities in terms of access to studies, employment and research programmes, to eliminate conflicts of interest and incompatibilities, to prevent and combat any form of corruption, favouritism and nepotism.

(3) Discrimination in the academic environment refers to unequal treatment of a person on the basis of gender, race, age, disability, sexual orientation, nationality, ethnicity, religion, social category, material status or background, which results in the violation and limitation of that person's rights.

(4) Discrimination shall be sanctioned according to labour and/or institutional law, depending on the seriousness of the misconduct.

(5) Deviations from the rules of ethics and deontology regarding respect for human being and dignity include:

- a) misconduct that undermines the protection of the rights of direct beneficiaries of the right to education;
- b) misconduct that undermines the dignity of the direct beneficiaries of the right to education and the prestige of the profession;
- c) misconduct that undermines the recognition of the profession, the responsibility and trust conferred by society and the internal obligations arising from that trust.

II. 4. Merit

Art. 10. UMFVBT shall ensure the recognition and reward of personal and collective merits that lead to the fulfilment of its institutional mission.

Art. 11.

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

(2) In the case of students, master's and doctoral students, individual merit/value is expressed by grades/average obtained following the current and final verification and evaluation of knowledge, by the results obtained in various professional contests and competitions, licenses and dissertations, by the evaluation of involvement in associative life, civic actions, etc.

(3) In the case of teaching staff, merit and professionalism are determined taking into account: quality of teaching activities, coverage of subjects taught with own teaching material, scientific publications, student mentoring activities, research grants, student appreciation, etc.

(4) In the case of administrative staff, individual merit/value shall be determined according to the degree, complexity and quality of performance of the duties specified in the job description.

(5) In the case of senior staff, individual merit/value is determined by the effectiveness of the management applied in the areas of human resources, finance and logistics, in terms of creating and maintaining high professional and moral standards in UMFVBT. Important indicators in determining the merit/value of the management staff are: institutional quality certifications by higher hierarchical bodies, national, regional-European and/or international authorities and authorized bodies, appreciation of teaching staff, students, etc.

(6) It is forbidden to judge merit by promises or personal relations.

(7) The responsibility for the formulation, application and quantification of the merit evaluation standards lies with the management of the UMFVBT, faculty councils and departments.

II. 5. Professionalism

Art. 12.

(1) UMFVBT develops an environment conducive to research and competitiveness. To this end, it develops academic programmes at high standards, capable of leading to the training of competitive specialists and increasing prestige in research. UMFVBT will encourage and reward the orientation towards scientific quality and professional excellence of teachers, researchers, students and study and research programmes.



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

Art. 13.

(1) Each member of the academic community takes personal responsibility for the quality of the educational process in which he/she is involved.

(2) Each teacher must have a thorough knowledge of the subject he/she teaches, ensuring that the entire content of the course, seminar or practical work is up-to-date and appropriate to the level at which the subject is studied according to the syllabus.

(3) Differences of scientific opinion between the teaching staff of the University must not affect the preparation and results of students.

(4) Each teacher must pay particular attention:

- a) preparing and holding courses;
- b) developing, preparing or providing teaching material for the students' course, seminar or laboratory;
- c) the scheduled consultation hours;
- d) activities of supervision and coordination of work (projects, diploma or dissertation work) by students;
- e) evaluation and communication of results within the deadline;
- f) achieving international openness.

(5) From a pedagogical point of view, competence involves choosing the most appropriate ways or methods of approaching or teaching each subject in the syllabus, communicating the objectives of the course, choosing examination methods in line with these objectives.

Art. 14.

Violations of the principle of competence are the fact that a teacher:

- a) spends most of the class, seminar or lab time on unrelated discussions;
- b) misinterprets the results of research to support a theory that the person concerned supports;
- c) forces students to adopt its point of view exclusively or refuses to discuss, on the basis of arguments, other points of view expressed on the same issue;
- d) is substituted by another person, inside or outside the university, who does not have the appropriate level of knowledge, for the purpose of taking courses, seminars or laboratory work;
- e) choose examination methods that are not in line with course objectives.

II. 6. Academic honesty and intellectual fairness

Art. 15.

(1) Academic dishonesty means all types of activities that hinder institutionalized education, knowledge development, fair performance evaluation of students, teachers and other employees.

(2) More common examples of dishonesty are:

- a) Plagiarism - the presentation in a written work or an oral communication, including in electronic format, of texts, expressions, ideas, demonstrations, data, hypotheses, theories, results or scientific methods extracted from written works, including in electronic format, of other authors, without mentioning this fact and without making reference to the original sources;
- b) self-plagiarism - the presentation in a written work or an oral communication, including in electronic format, of texts, expressions, demonstrations, data, hypotheses, theories, results or scientific methods extracted from written works, including in electronic format, by the same author or authors, without mentioning this fact and without making reference to the original sources;
- c) copying - cheating, which refers to the act or attempt to use unauthorised support from persons, use of prohibited documentary material during examination, etc.;



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- d) fabrication of results or data: reporting fictitious results or data which are not the real result of an R&D activity;
 - e) falsification of results or data: selective reporting or rejection of data or undesired results; manipulation of representations or illustrations; alteration of experimental or numerical apparatus to obtain desired data without reporting the alterations made;
 - f) altering the data in the personal competition/employment file and including false data in the personal CV;
 - g) facilitating any form of deception by any person.
- (3) Dishonesty, in particular intellectual theft, shall be punished differently.
- (4) The sanctions for plagiarism and "student" copying are laid down in the Regulations on the organisation and conduct of professional activity in undergraduate studies.
- (5) UMFVBT respects and protects intellectual property rights.
- (6) Benefits will be granted to those who are the originators of the intellectual property. All those involved in the various stages of the research, whether or not the results of the intellectual endeavour have been made public, should be mentioned, in the spirit of professional honesty, recognition of copyright and/or ownership.
- (7) Deviations from the rules of ethics and deontology in teaching activity include:
- c) deliberately obstructing, hindering or sabotaging the teaching work of others, including by unjustifiably blocking access to teaching premises, damaging, destroying or tampering with experimental apparatus, equipment, documents, computer programs, electronic data, organic or inorganic substances or living matter required by others for the conduct, performance or completion of teaching activities;
 - d) violation of the legal regime of conflict of interest and incompatibilities provided for in Article 170 of the Law on Higher Education No. 199/2023, as amended and supplemented, and failure to disclose situations of conflict of interest or incompatibilities in the evaluation activity;
 - e) failure to respect confidentiality in evaluation;
 - f) discrimination in assessments on the basis of the criteria laid down in Article 2(2). (1) of Government Ordinance No 137/2000, republished, as amended and supplemented;
 - g) fraudulent evaluation;
 - h) plagiarism.

II. 7. Transparency

Art. 16.

- (1) UMFVBT respects the principle of transparency of all categories of information of interest to members of the university community, potential candidates, graduates, collaborating institutions and the general public, ensuring fair information, facilitating equal opportunities in competition and ensuring equitable access to university resources.
- (2) In order to ensure transparency, information of public interest is placed on the university's website www.umft.ro and communicated through the media.
- (3) UMFVBT has the obligation to ensure the transparency of information on the conditions and rules for the conduct of admission, licensing, dissertation, doctoral, habilitation and job competitions;
- (4) UMFVBT prohibits the concealment, falsification or distortion of information to which its members and the general public are entitled and guarantees the correct dissemination of information and the accuracy of its content.

II. 8. Professional and social responsibility

Art. 17.

- (1) The University shall encourage its members to distinguish themselves through activism and involvement in professional, social, and public affairs by promoting attitudes of collegiality, citizenship, and responsibility. University programmes and activities shall be oriented to the needs of society.



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(2) When its members publicly represent the university, they must respect ethical and professional standards, without being able to express personal opinions that could commit the institution.

(3) UMFVBT guarantees members of the university community the right to publicly criticize, in a justified and reasoned manner, violations of professional and quality standards, of the rights of members of the university community and collaborators, without this guaranteed right being exercised abusively or for the purpose of denigrating the university.

(4) Disinformation, slander, public denigration of university programs and persons by members of one's own academic community, abusive exercise of subjective rights are not allowed.

II. 9. Integrity

Art. 18.

(1) The integrity of the members of the academic community is essential for the optimal conduct of teaching and research.

(2) Every member of the academic community has a duty to take care to avoid any conflict of interest and any act or act of corruption or any other act or act likely to affect his or her integrity or to seriously damage the image of the university.

(3) The difference between incompatibility and conflict of interest, as defined by law and understood in this Code: conflict of interest means a situation in which a person holding a public office has a personal interest of a pecuniary nature, which could influence the objective performance of his/her duties, according to the Constitution and other normative acts, while, in order to be in a situation of incompatibility, a member of the UMFVBT community does not have to take any decision, being sufficient the fact that he/she holds simultaneously two or more offices whose accumulation is prohibited by law.

(4) Members of the academic community may not commit acts or deeds of corruption or of any other nature likely to affect their integrity, to vitiate the academic climate and to damage the image of the institution.

Art. 19.

(1) For the purposes of this Code, the following situations constitute a conflict of interest:

- a) the concurrent holding of positions by persons who are in a relationship of spouses, relatives and kin up to and including the third degree, so that each is in a direct position of management, control, authority or institutional evaluation at any level within UMFVBT with respect to the other;
- b) participation as a member of a doctoral committee, evaluation committee or competition committee, where the decision affects spouses, relatives or relatives up to and including the third degree;
- c) the participation in the same commission, constituted according to the law, of persons who have the status of spouse, relative or relative up to and including the third degree;
- d) participation of a person, who is a member of a Ministry of Education committee, in the analysis of a situation related to the institution to which he/she belongs as a member of the university community.

(2) In the event of a conflict of interest, the teaching or research staff member shall be obliged to cease carrying out any activity referred to in paragraph 1. (1) (a) to (c) and shall immediately inform the hierarchical superior to whom he/she is directly subordinate. The latter shall be obliged to take the necessary measures to carry out the specific activities impartially within a maximum of three days from the date on which he/she becomes aware of them.

(3) In the cases referred to in paragraph 1. (2), another person with the same training and level of experience shall be appointed on the proposal of the hierarchical head to whom the teaching or research staff concerned is directly subordinate.



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(4) In the event of a conflict of interest as referred to in paragraph 1, the following shall apply. (1)(d), the person concerned shall be required to abstain from taking part in the decision-making of the committee on the matter in question.

Art. 20.

(1) For the purposes of this Act, the following situations constitute incompatibility:

- a) when a person holds or exercises concurrently the management functions of Rector, Pro-Rector, Dean, Dean of Departments or Director of a research and development, design or micro-production unit, Director of a university branch/extension or President of the University Senate and a management function referred to in Art. 131 para. (2) of the Law on Higher Education No. 199/2023, as amended;
- b) when a person holds or exercises one of the leading positions of Rector, Pro-Rector, Dean, Pro-Dean, Head of Department or Director of a university branch/extension and is appointed or elected to the position of Minister, Secretary of State, Mayor, Deputy Mayor or President of the County Council;
- c) the situation where the authorising officer of the UWBVM holds or exercises at the same time another function as authorising officer of a central or local public institution;
- d) the situation when a person holds concurrent membership in the Board of Directors of UMFVBT and the status of partner or shareholder in a company established by UMFVBT under the terms of Article 16 para. (1) of the Law on Higher Education no. 199/2023, as amended.

(2) Persons in a situation of incompatibility referred to in paragraph 1 shall be subject to the following provisions. (1) have 15 days to eliminate the incompatibility, including by suspension from one of the functions.

Art. 21.

In the teacher-student/master's/doctoral student relationship, integrity implies a fair, objective assessment of the student's performance, without favouritism, in an unbiased manner.

Art. 22.

In the teacher-student/master/doctoral candidate relationship, the following acts constitute violations of the principle of integrity:

- a) demanding or accepting favours of any kind, including sexual favours;
- b) demanding or accepting gifts or other material benefits;
- c) harassment in all its forms;
- d) paid work by the teacher for the student, his/her spouse or a relative up to the third degree;
- e) copying and any other form of cheating that takes place during the examination, such as facilitating copying;
- f) making participation in any form of examination conditional on the purchase of bibliographical materials;
- g) abuse of power or authority by a teacher to influence a student's judgment or conscience for arbitrary or personal reasons;
- h) the existence of an extra-professional relationship of any kind that jeopardises the integrity of the educational process.

Art. 23.

In scientific research, integrity means:

- a) accepting and mentioning as authors of a scientific work only those persons who actually participated in its preparation;
- b) indication of the source from which an idea, an expression, a result of previous research has been taken, whether or not it has been published. This rule also applies to items taken from work of any kind by students or doctoral students and subsequently used by a teacher in their own research;



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- c) explicit recognition of the contribution of any person who has actually participated in a research activity. Where the contribution consisted only of supervisory or advisory activity, no formal acknowledgement of the contribution is required. In such cases, however, it is advisable to include a thank-you form;
- d) rigorous respect of the destination of funds allocated to a research project. The sources of funding on which a research project is based will be mentioned in the publications in which the research results are published;
- e) compliance with special ethical rules relating to research involving human subjects or experiments with animals and any other elements of research ethics;
- f) fair, objective evaluation of the teacher's performance, without bias or favouritism, in doctoral examinations, professional development, job competitions, periodic evaluations, interviews and promotion examinations.

Art. 24.

(1) Scientific research shall be carried out with respect for human beings and human dignity and for the suffering of animals, which shall be prevented or minimised.

(2) Integrity in research and development implies safeguarding and restoring the natural environment and ecological balance, ensuring their protection from possible aggressions produced by science and technology.

(3) constitute violations of the principle of integrity in research and development activity:

- a) hiding or removing unwanted results;
- b) the compilation of results or data and their presentation as experimental data, as data obtained from calculations or numerical computer simulations or as data or results obtained from analytical calculations or deductive reasoning;
- c) replacement of results with fictitious data;
- d) deliberately distorted interpretation of results and distortion of conclusions;
- e) plagiarising results or publications of other authors;
- f) deliberately misrepresenting the results of other researchers;
- g) failure to correctly attribute authorship of a work;
- h) entering false information in grant or funding applications;
- i) non-disclosure of conflicts of interest;
- j) misappropriation of research funds;
- k) failure to record and/or store results, and incorrect recording and/or storage of results;
- l) lack of information to the research team before the start of the project on: salary rights, responsibilities, co-authorship, rights to research results, funding sources and partnerships;
- m) lack of objectivity in assessments and failure to respect confidentiality conditions;
- n) repeated publication or funding of the same results as elements of scientific novelty;
- o) falsification of experimental data, data obtained by computer calculations or numerical simulations or data or results obtained by analytical calculations or deductive reasoning;
- p) deliberately obstructing, hindering or sabotaging the research work of others, including by unjustifiably blocking access to university research premises, damaging, destroying or tampering with experimental apparatus, equipment, documents, computer programs, electronic data, organic or inorganic substances or living matter necessary for others to conduct, carry out or complete research activities.

(4) The teaching staff and researchers employed in UMFVBT have responsibilities under the relevant legislation in conducting research on human subjects, in the use of animals for experiments and in the protection of the environment.

(5) Deviations from the rules of ethics and deontology in scientific communication, publication, dissemination and popularization include:



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- a) inclusion of a person in the list of authors of a scientific publication without his/her consent;
- b) unauthorised publication or dissemination by authors of unpublished scientific results, hypotheses, theories or methods;
- c) entering false information in grant or funding applications, in applications for habilitation, for teaching or research posts.

Art. 25.

In administrative and managerial work, integrity means:

- a) correct observance of all procedures for the conduct of examinations, competitions or other forms of verification laid down for the selection and promotion of teachers;
- b) proper compliance with all procedures for the election or appointment of the university's governing structures;
- c) the proper conduct of selection and promotion procedures for administrative staff;
- d) the conclusion of legal acts (contracts, commitments, partnerships or any other form of collaboration) or operations in the interest of the university, excluding any conflict of interest.

Art. 26.

They constitute violations of the principle of integrity in management and administrative-managerial activity:

- a) fraud, by any means and with intent, in the selection and promotion procedures for teachers;
- b) fraud, by any means and with intent, in the procedures for electing or appointing the university's governing structures;
- c) fraud, by any means and with intent, in selection and promotion procedures for administrative staff;
- d) participation of a member of the university management and administration in commercial negotiations with companies or organisations in which he/she has a personal interest, directly or indirectly;
- e) the conclusion, by members of management and/or administration, of contracts, commitments, partnerships or any other form of external collaboration in which a member of the university has a personal interest, directly or indirectly;
- f) collaborations and external commitments of members of the university's teaching and administrative staff which prevent the proper performance of the tasks set out in their job descriptions and job descriptions, etc., if it can be shown that this has caused actual damage to the university;
- g) decisions or acts adopted or concluded under conditions of conflict of interest shall also be deemed to be those of deliberative structures in which at least one of the members is in a conflict of interest and has not abstained from voting or from debate;
- h) if a person has a conflict of interest, he/she must immediately inform the decision-making structure or the person in a senior executive position in writing;
- i) persons who have been notified by the committee of the existence of a conflict of interest are obliged to take the necessary steps to end the conflict within three days of the date on which they became aware of it;
- j) if, within a period of six months, a person is obliged to abstain at least three times from taking a decision or concluding acts because of an imminent conflict of interest, the Ethics and Professional Conduct Committee shall, at the request of the Rector of UMFVBT, verify the existence of incompatibility and other prohibitions provided by law;
- k) breach of the legal regime of public liability;
- l) misuse of office to obtain authorship or co-authorship of the publications of subordinates;
- m) abuse of authority to obtain salary, remuneration or other material benefits from research and development projects conducted or coordinated by subordinates;



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- n) abuse of authority in order to obtain authorship or co-authorship of publications of subordinates or to obtain salary, remuneration or other material benefits for spouses, relatives or relatives up to and including the third degree;
- o) obstructing the work of an academic ethics committee or a review committee in the course of investigating breaches of academic ethics and professional conduct.

Art. 27.

- (1) If a member of the university community is in a situation of incompatibility/conflict of interest:
 - (a) it shall be his obligation to inform the decision-making structure or the person occupying a senior executive position in writing without delay;
 - b) within a maximum of thirty days of the situation of incompatibility and/or conflict of interest arising, the necessary measures shall be taken to put an end to the conflict.
- (2) If within a period of six months a person has to abstain at least three times from taking a decision or concluding some acts because of an imminent conflict of interest, the Ethics and Professional Conduct Committee of UMFVBT shall, following a self-report or at the request of the Rector of UMFVBT, verify the existence of incompatibility and other prohibitions provided by law.

II. 10. Respect and tolerance

Art. 28.

- (1) The University of Medicine and Pharmacy "Victor Babeș" of Timisoara supports and promotes the existence of an academic community of high moral, professional and ethical standards in which the dignity of each individual is respected, guaranteeing the manifestation of the personality of its members in a climate free from any manifestation and form of harassment, exploitation, humiliation, contempt, threat or intimidation.
- (2) "Victor Babeș" University of Medicine and Pharmacy of Timisoara adheres to the principle of tolerance towards differences between people, opinions, beliefs and intellectual preferences. Uncollegiate manifestations, disrespect, misogynistic, racist, xenophobic manifestations and sexual harassment are not allowed. The rights of each member of the academic community must be exercised in good faith and with respect for the rights of other members.
- (3) Respect for others is demonstrated by a rational and reasonable approach to personal and professional disputes, avoiding unacceptable personal attacks. Respect and tolerance must be shown both horizontally - between people of equal status - and vertically, in hierarchical or teacher-student relationships. Lack of respect and tolerance in vertical hierarchical relationships can lead to abuse of power, harassment, insults and unfairness.
- (4) Disinformation, slander, public denigration of persons and of one's own and other university institutions shall be punished according to the law and/or morally, as appropriate, depending on the seriousness of the misconduct.

II. 11. Collegiality

Art. 29.

The work in the academic community implies the collaboration of its members, in a spirit of collegiality and mutual respect, in order to create and maintain a climate favourable to balanced and fair relations between all members of the academic community.

Art. 30.

Collegiality implies:

- a) respect due to every member of the academic community, a breach of this obligation by an individual does not in any way entitle the offended party to adopt similar conduct;
- b) the obligation of assistance between members of the academic community, materialized in the form of collegial supply, support in teaching and administrative work, cooperation in good faith in projects involving several people;



- c) mutual respect for linguistic, religious and social differences between members of the academic community;
- d) understanding, respect and support for people with special needs;
- e) the obligation of confidentiality with regard to data and information transmitted by a member of the academic community to another member, in a private capacity, concerning a student's academic situation. The obligation of confidentiality operates under the terms of the Personal Data Protection Act.

Art. 31.

They constitute violations of the principle of collegiality:

- a) discrimination or unequal treatment of persons, based explicitly or implicitly on extra-professional criteria such as race, ethnicity, religion, political beliefs, etc..;
- b) harassment in its general sense of degrading, intimidating or humiliating behaviour that is intended to or results in serious impairment of a person's ability to carry out his or her professional and scholarly activities in a natural way or to exercise his or her rights, in whatever form it may manifest itself: sexual harassment; harassment caused by rivalry for power; harassment of any kind by persons in higher hierarchical positions against others lower down the academic hierarchy, including abuse of power;
- c) insulting behaviour, manifested by insulting, humiliating, intimidating expressions, etc. is unacceptable and contrary to the ethics of the academic community, regardless of the hierarchical positions of those involved, and may degenerate into abuse of power when exercised over those below the hierarchy;
- d) unfairly discrediting a colleague, a colleague's ideas, hypotheses or research results;
- e) making non-academic comments to students about a colleague's professional training, moral character or private life;
- f) advising students not to take a course of a fellow student out of dislike for that student;
- g) Repeatedly making manifestly unfounded complaints or complaints against a colleague;
- h) the use and disclosure in teaching or research of information provided in confidence by another colleague (personal data, experiences, etc.);
- i) the promotion or toleration of any of the behaviours described in this article by the management of faculties, departments, disciplines or administrative units.

II. 12. Kindness and care

Art. 32.

(1) The University of Medicine and Pharmacy „Victor Babeș” of Timișoara considers goodwill and care desirable. To this end, it encourages moral and/or material recognition of its members for the results of their academic work, appreciation and gratitude towards the deserving, compassion, support for those in need, kindness, courtesy, altruism, understanding, solidarity, promptness and optimism towards all members of the academic community. At the same time, it discourages and considers undesirable behaviour that shows envy, cynicism, vanity, unkindness and disinterest.

(2) Kindness and caring must not undermine the impartiality of the assessment nor be invoked as a pretext for obtaining favours or advantages.

(3) Systematic indifference to the requests of students and teachers, as well as carelessness that seriously affects the conduct of the teaching or research process, are punishable, morally and/or legally, as appropriate.

II. 13. Loyalty

Art. 33.

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



Art. 34.

They constitute breaches of the duty of loyalty:

- a) committing acts or deeds that cause material and moral damage to the university;
- b) diverting students from UMFVBT to another competing university;
- c) engaging in activities outside the university that significantly affect the time devoted to the person's teaching and research obligations in the university;
- d) media approaches to resolving personal conflicts and grievances before trying to find a solution within the university;
- e) Breach of the duty of loyalty entails: verbal warning, written warning and other penalties provided for by law.

III. PROCEDURAL RULES

Art. 35.

(1) The supervision of the application of the provisions of this Code and the sanctioning of their violation are the responsibility of the Ethics Committee of the UMFVBT.

(2) The UMFVBT Ethics Committee has a 4-year mandate and acts independently from any other structure or person within UMFVBT.

(3) The UMFVBT Ethics Committee has a subcommittee dedicated to research ethics. It aims to implement research ethics policies in accordance with the regulations of scientific research ethics, which should cover the following aspects: publication and authorship, respect for the dignity of research participants, research data management, collaboration, conflicts of interest, fraud, ensuring effective research environments, and prevention of harm in research and innovation.

(4) The composition of the UMFVBT Ethics Commission is proposed by the Board of Directors, endorsed by the Senate and approved by decision of the Rector. The composition of the members of the Ethics Commission of UMFVBT is a maximum of 75% teaching and research staff and a minimum of 25% students. The members of the commission are persons with professional prestige, who have not violated the rules of ethics and university deontology.

(5) No person holding the position of Rector, President of the Senate, Pro-Rector, Dean, Pro-Dean, Administrative Director General, Administrative Deputy Director General, Department Director, Branch Director, Extension Director, as well as Director of a research-development, design or micro-production unit in UMFVBT may be a member of the University Ethics Committees. If a person validated in the University Ethics Committee is in this situation, he/she has 15 working days in which to get out of the situation of incompatibility.

(6) The Board of Trustees shall publicly inform the university community at the time when the selection process for the composition of the UMFVBT Ethics Commission is initiated. Persons interested in taking up a position on this commission may apply in writing to the Rector.

(7) Student representatives on the UMFVBT Ethics Commission are elected by the students who are members of the UMFVBT Senate.

(8) The meetings of the UMFVBT Ethics Committee may be attended by various persons as guests, including the UMFVBT legal advisors.

(9) The Ethics Commission of UMFVBT has the following main tasks:

- a) seeks compliance with this Code of Ethics and Professional Conduct;
- b) ensures the implementation of the orders of the Minister of Education for compliance with the legal framework in the field of academic ethics and deontology;
- c) examines and resolves deviations from the rules of ethics and university deontology, on the basis of complaints or through self-reporting;



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- d) contributes to the drafting of the Code of Ethics and University Deontology, through proposals to the University Senate for adoption and inclusion in the University Charter;
- e) produces an annual report on the state of compliance with the rules of academic ethics and professional conduct, which is submitted to the Rector and the University Senate and constitutes a public document;
- f) carries out activities to prevent breaches of the rules of ethics and university deontology;
- g) monitors the conduct of ethics and academic integrity courses;
- h) proposes for adoption to the University Senate the rules of organization and functioning of the Ethics Commission of UMFVBT;
- i) collaborates with advisory committees at national level;
- j) performs the duties laid down by Law no. 206/2004, consolidated form, and any other legal provisions in force;
- k) other duties provided for by the legislation in force.

(10) In the case of complaints concerning the commission of offences and contraventions, the Board shall suspend the procedure until a final court decision has been handed down.

(11) The decisions of the UMFVBT Ethics Commission are endorsed by a legal advisor of the UMFVBT. The legal responsibility for the decisions and activities of the UMFVBT Ethics Commission lies with the UMFVBT.

Art. 36.

(1) Violation of academic ethics and deontology and deviation from good conduct in scientific research by teaching and research staff, students/master/doctoral students and auxiliary teaching and research staff shall be sanctioned according to the Labour Code and this Code, as well as other applicable legal provisions, as appropriate.

(2) Any person may refer to the Ethics Committee of UMFVBT the commission of an act that may constitute a breach of academic ethics and deontology. The complaint shall be made in writing or online and shall be registered at the UMFVBT registry office.

(3) All referrals received by the UMFVBT Ethics Committee shall be registered, whether admissible or inadmissible. The registration number will be forwarded to the complainants at the mentioned contact address.

(4) Any referral received by the UMFVBT Ethics Committee will be subject to an admissibility check in accordance with the provisions of the Code of Ethics and University Deontology. All complaints must include a reasoned justification regarding the non-compliance with the rules of ethics and professional deontology, with concrete examples and with an indication of the justifying considerations and sources of documentation. If the complaint does not meet the admissibility criteria, the UMFVBT Ethics Committee adopts a decision rejecting the complaint as inadmissible.

(5) The Ethics Committee of UMFVBT keeps the identity of the author of the complaint confidential.

(6) In the framework of the inquiry procedure referred to in paragraph 1, the following shall apply (2), the person under investigation shall be summoned in writing by the Chairperson of the Ethics Committee of the UMFVBT, specifying the subject, place, date and time of the meeting. Failure of the person under investigation to attend the summons without an objective reason, communicated in writing, shall entitle the Ethics Commission of UMFVBT to continue the investigation with a view to resolving the complaint.

(7) The members of the UMFVBT Ethics Commission are obliged to objectively and impartially analyse the facts reported. It is forbidden to express any opinion within or outside the university, prior to the final resolution establishing the existence of misconduct, regarding the guilt of the person under investigation.

(8) The Ethics Committee of UMFVBT examines complaints of plagiarism, taking into account the legality conditions in force at the time of writing the doctoral thesis that was the basis for the issuance



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and awarding of the doctoral title, respectively the doctoral degree, without being able to re-evaluate the scientific substance of the doctoral thesis.

(9) The verification procedure shall end with the adoption of an admissibility or inadmissibility decision on the merits of the complaint, stating reasons in fact and in law.

(10) The decision of the UMFVBT Ethics Committee is an administrative act and must explicitly include in its text the facts that led to the sanctioning of the person concerned, the legal basis, respectively the considerations for which the UMFVBT Ethics Committee rejected the arguments formulated by the complainant.

(11) The types of sanctions foreseen for violation of the rules of academic ethics and deontology are:

- a) written warning;
- b) withdrawal and/or correction of all works published in violation of the rules of academic ethics and professional conduct;
- c) removal from office;
- d) prohibiting, for a fixed period, access to competitive public funding;
- e) suspension, for a fixed period of between one and five years, of the right to take part in a competition for a senior or managerial post or as a member of a selection board;
- f) removal from teaching or research position.

(12) If the law establishes a special procedure for the analysis and sanctioning of violations of academic ethics and deontology and deviations from good conduct in scientific research, the Ethics Commission of UMFVBT will carry out the duties established by the special law.

(13) The sanctions that may be applied by the Ethics Commission of UMFVBT to students, master's and doctoral students for violation of university ethics are as follows:

- a) written warning;
- b) decrease or withdrawal of the grant;
- c) loss of place in UMFVBT dormitories;
- d) cancellation of evaluation results;
- e) expulsion with the right to re-enrol at UMFVBT;
- f) expulsion without the right to re-enrol at UMFVBT.

(14) Sanctions established by the UMFVBT Ethics Committee shall be implemented by the Rector of UMFVBT or the Dean of the Faculty, as the case may be, within 30 days after the sanctions have been established.

IV. GENERAL PROVISIONS

Art. 37.

(1) Each member of the university community shall be responsible for compliance with the provisions of this Code.

(2) Membership of the university community requires that the member be held responsible for failure to fulfil or improper fulfilment of his/her obligations under the law and this Code.

(3) Members of the UMFVBT Ethics Committee are not responsible for votes cast in good faith, based on adequate information, during deliberations.

Art. 38.

(1) Legislative amendments contrary to the provisions of this Code shall automatically nullify the provisions concerned and the legislative provisions in force shall apply.

(2) Where legislative amendments lay down conditions that are contrary to or more restrictive than the provisions of this Code, the legislative amendments in force shall apply.

Art. 39. This Code may be amended, supplemented and republished with the approval of the UMFVBT Senate.

Art. 40. This Code of Ethics and Professional Conduct was approved at the Senate meeting of 22.11.2023.



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RECTOR,
Prof. Dr. Octavian Marius Cretu

The holograph signature is affixed to the original version of the document which is kept in the archives of the University Senate. This act shall have the same legal force as the original document.