

***ROMANIA DE MAINE FOUNDATION
SPIRU HARET UNIVERSITY***

**CHARTER
OF
SPIRU HARET UNIVERSITY
OF BUCHAREST**

BUCHAREST 2011

‘The University operates within societies differently organized, as a result of the geographical conditions and historic heritage, and is an autonomous institution that generates and critically disseminates culture via research and education. In order to meet the needs of the contemporary world, university must be independent, morally and scientifically, compared to any political and economic power.’

‘The freedom of research, education and training is the core principle of the academic life, therefore both public authorities and universities have to guarantee and promote the compliance with the above principle.’

(Magna Charta Universitatum)

‘The academic autonomy is guaranteed.’

‘The private property is guaranteed and equally protected by the law, irrespective of the owner.’

(Constitution of Romania)

‘One can see everywhere, and here even more, that the University is a distinguished institution, which cannot consider itself perfect in its progress. This conscience is a strong element of progress itself.(...) Now, we cannot overlook the future, as this is an institution where the future of our nation and state is set up.’

(Spiru Haret)

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CHARTER OF *SPIRU HARET* UNIVERSITY OF BUCHAREST

PREAMBLE

1. Legal status

The Charter of *Spiru Haret* University of Bucharest hereby relies on the following normative documents:

- Magna Charta Universitatum;
- Constitution of Romania;
- Act regarding the establishment of *Spiru Haret* University of Bucharest no. 443 of 5 July 2002;
- National Education Law 1/2011;
- Act regarding the status of the research-development staff nr. 319/2003;
- Act regarding the good conduct in research, technological development and innovation nr. 206/2004;
- Government Emergency Ordinance concerning quality assurance in education no. 75/2005, approved as amended by Act no. 87/2006;
- Government Resolution regarding the Code of Ethics and professional deontology of the research-development personnel;
- Other normative acts relevant to this field of operation.

2. Brief presentation of *SPIRU HARET* UNIVERSITY

On January 19, 1991, as an initiative of Mr. Aurelian Gh. Bondrea, Professor Ph.D., the FUNDAȚIA ROMÂNIA DE MÂINE (*ROMÂNIA DE MÂINE* Foundation) was established – an autonomous institution of culture, science and education, above any political

or assets purposes (non-profit) – and whose president is elected by the Constitutive General Assembly of the founding members.

By means of the *Civil Sentence no 109 on February 12, 1991*, the Court of law of district 1, Bucharest, admits the registration petition filed by the *ROMÂNIA DE MÂINE* Foundation with the Register of Companies and Foundations, and thus becoming the first legal person of private law.

In compliance with the stipulations of the art. 6 in the Statute of the *România de Mâine* Foundation, its purpose is to cultivate and promote in Romania the values of the national and world culture, to contribute to the development of education, science and culture, to build a proper environment for a public debate and brainstorming on theoretical and practical social, economic, educational and cultural issues of national interest, as well as for topics of democracy and state, to attract the entire creative potential in the country – intellectuals, workers, agricultural workers, students, pupils, with no political discrimination, nationality or religion.’

Pursuant to the stipulations of art. 7 in the Statute of the *România de Mâine* Foundation approved by the Constitutive General Assembly, the scope and the objectives in discussion will be performed by its relevant institutions, which organizes and develops, within legal limits, activities of education, science and culture.

The idea of founding a higher education institution, whose mentor was Spiru Haret, an outstanding science man, reformer and founder of the modern education system in Romania, along with the Foundation completely belonged to Professor Aurelian Gh. Bondrea, Ph.D., President of *România de Mâine* Foundation, relying on the valuable and solid traditions, opening new and larger horizons.

In the light of the generous ideas of the brilliant predecessors, such as Spiru Haret, Dimitrie Gusti, Petre Andrei, Nicolae Iorga and others, which incorporated the core of a national movement of progress by education, science and culture, while assuming the responsibilities of an upward path after December 1989 events and based on own experience in the field of education, research and culture, the group of intellectuals – academicians, professors, researchers, culture people – who readily answered to the invitation of Prof. Aurelian Gh. Bondrea, PhD, and acted in order to organize an ample and coherent institutional system, functional and efficient, very well structured that has proved its validity.

During these 20 years of existence, the motto was *‘By ourselves’*, formerly used by Spiru Haret. This motto has shown its strength and social reasoning, the fact that careful investments may trigger wonderful results, that efforts and responsibility may be fully

recompensated, that the creative and innovative spirit, competence, professionalism and involvement fully capitalized. Thus, within the newly created institutions, a work and life community was born.

It is common knowledge that Haret was thinking that universities were meant to be 'not only higher education schools but also great cultural centers that would host the cultural life of the country at its best.' Haret emphasized on the other hand that each University should be a hub around which an intense scientific activity groups itself, a platform where science be displayed in its freedom, a requirement for its development.'¹ Starting from here, Spiru Haret strongly states the necessity of granting a real autonomy to the higher education institutions, their leadership and administration: "In my opinion, higher education should have a total freedom, for its best adjustment to the permanent progress of science."² On 9 May 1910, when he was part of the 15 year anniversary of the 'Carol I' Academic Foundation, Spiru Haret delivers a significant speech for his view about the role that higher education should play in the cultural life of a nation, by declaring: 'One can see everywhere, and here even more, that the University is a distinguished institution, which cannot consider itself perfect in its progress. This conscience is a strong element of progress itself.(...) Now, we cannot overlook the future, as this is an institution where the future of our nation and state is set up.'³

In his turn, Dimitrie Gusti, while coming up with the argument that higher education is meant to lift the spirits above traditional knowledge, and take the human being to the dignity of 'thinking by himself and bringing personal ideas,' thought that the 'university was meant to firstly help with the moulding, enrichment and refinement of society by science.' The great Romanian sociologist, the father of the sociologic monographs, was saying that 'by the generic name of university, we understand a set of things, will and deeds, more precisely a system of structural relations, such as: outside, the relations of the university with the state and society, and in the inside, the material and cultural life, the relation of students with the academic authority and the relation of students with their teachers.' Here is the conclusion that university represents a 'social community of life and ideas, which is born from a close cooperation of the teachers with their students in what is called science.'⁴

¹ *Operele lui Spiru C. Haret*, vol 2, Oficiale, 1901-1904, Cartea Romaneasca, Bucuresti, 1936, p. 419

² *Operele lui Spiru C. Haret*, vol 7, Polemice si Politice, 1887-1900, Cartea Romaneasca, Bucuresti, 1935, p. 186

³ The Official Journal of Romania, 12/15 May 1910, nr. 31, p. 1339

⁴ Dimitrie Gusti, 'Universitatea sociala', in vol *Campul universitar si actorii sai* (coord. A. Nicolau), Polirom, Iasi, 1997, pp. 151-154.

In the same way – university with a constructive role in the society – was what Petre Andrei stated. When asked ‘What is the university and its role?’, he said that this institution has a complex and manifold purpose in the sense that ‘besides the research and science creation, the university has to take into account two more targets, namely building the spiritual personality of the student and his training for a profession.’⁵

The above considerations, along with other more, are underlying the theoretical and practical view of establishing *Spiru Haret* University within *Romania de Maine* Foundation.

In his position of President of the Foundation, Prof. Aurelian Gh. Bondrea, PhD, has recommended to the General Assembly the appointment of the prim-vice president of the Foundation in the person of Academician Nicolae Teodorescu, as the Rector of Spiru Haret University, and named the members of the first University Senate, as well as the management of the scientific boards: Acad. Stefan Milcu – Honorary President, acad. Ion Coteanu; Acad. N.N. Constantinescu; acad. Radu Voinea; Acad. Vasile Gionea; Acad. Romulus Vulcănescu; Acad. David Davidescu; Acad. Cristian Hera; Acad. D.R. Popescu; Paul Anghel, writer; Radu Beligan, People’s Artist; Prof. Ion Rebedeu, PhD; Prof. Adam Popescu, PhD; Prof. Grigore Posea, PhD; Prof. Constantin Mecu, PhD; Prof. Alexandru Zanfîr, PhD; Prof. Iulian Mincu, PhD; Prof. Ion Tudosescu, PhD; Prof. Marin Ivaşcu, PhD; Prof. Victor Giuleanu, PhD, Prof. Dan Ghiocel, PhD; Prof. Corneliu Baloescu, PhD; Prof. Emil Mihuleac, PhD; Prof. Ioan Kunst Ghermănescu, PhD; Prof. Mircea Nicolaescu, PhD; Prof. Marin Voiculescu, PhD; Prof. T. Radu, PhD; Prof. Ioan Pop De Popa, PhD; Prof. Augustin Gârbea, PhD; Prof. Ion Dodu Bălan, PhD; Prof. Gheorghe Achiței, PhD; Prof. Mihai Golu, PhD; Prof. Ioan Scurtu, PhD; Prof. Gheorghe Cazan, PhD; Prof. Virgil Craiu, PhD; Prof. Constantin Luca, PhD; Prof. Ion Anghel, PhD; Prof. Ion Stoica, PhD.

The Foundation Committee granted resolutions for initiating the faculties and majors of Spiru Haret University, which were declared and registered with a court clerk’s office. The University started its courses in the 1991-1992 academic year.

Currently, there are 25 faculties with 50 major subjects and 60 master programmes, which completed in time the authorization for temporary operation and accreditation processes set forth by the national laws so that on 14th February 2000, *Spiru Haret* University was accredited as a private higher education institution.

⁵ Petre Andrei, *Opere sociologice*, vol III, Editura Academiei, Bucuresti, 1978, p. 24

Act 443 of 5th July 2002, published by the *Official Journal of Romania* issue 491 of 9th July 2002 sets forth that *Spiru Haret* University is accredited, it is ‘a higher education institution, a legal person of private law and public utility, a part of the national educational system’.

The trademark registered at the State Office for Inventions and Trademarks, under the Certificate of trademark registration 067666, bears the name of FUNDATIA ROMANIA DE MAINE – UNIVERSITATEA SPIRU HARET – INVATAMANT, STIINTA, CULTURA (ROMANIA DE MAINE FOUNDATION, SPIRU HARET UNIVERSITY – EDUCATION, SCIENCE, CULTURE), the claimed colours: red, yellow, blue. The duration of the trademark protection is of ten years, starting with 19 May 2005.

The University Senate meeting on 8 June 2010 appointed Assoc. Prof Aurelian A. Bondrea, PhD, as the Rector of *Spiru Haret* University.

With common mission and objectives with *Romania de Maine* Foundation, with the role of partaking in it, *Spiru Haret* University resumes the social, historical, cultural ideas of the national education, science and culture, also incorporating the contemporary opinions, thus contributing to raise the new generations in compliance with the current and future exigencies of the progress in the Romanian society.

Spiru Haret University embraced the ideals and principles of the *Magna Charta Universitatum*, adopted in Bologna, in 1988, acting for the implementation of the values, norms and regulations fostered by the Bologna Process within the higher education and research area. In 2005, the Rector of the University signed, in Bologna, the *Magna Charta Universitatum*, and committed, on behalf of the University, to respect and promote the fundamental university values and rights.

Ever since its establishment, *Spiru Haret* University has been fostering the values of national and world science and culture, assuming the **mission of education and research**, oriented to values, creativity, fundamental knowledge and useful for the best insertion into the labor market and society, which contribute to a personal fulfillment, the development of the entrepreneurial spirit and an active participation into the life of community and society.

The strategic option of *Spiru Haret* University is future-oriented and student-centered, in the sense that it provides the young generation the opportunity of high training, under such terms as to allow the capitalization of their abilities and propensities, emphasizes on those fields of undergraduate, master and doctoral studies highly appreciated by the

students and which meet the current and future needs of sustainable development of Romania; carries on a dynamic high education, able to integrate in the academic curriculum the new significant development of knowledge and culture; capitalizes the advanced traditions of Romanian education and the Romanian contributions to the development of education, science and culture; promotes interdisciplinarity in the education and research process; carries on a formative education, capable to provide for the future graduates the ability to improve their specialized instruction and general background; contributes to educating in the spirit of dignity, tolerance and respect for the fundamental rights and freedom of the man; brings its contribution to the cultivation of sensitivity towards the moral, civic values and respect for the nature and environment (natural, social and cultural).

As being aware of the alert pace of changes, including in the academic environment, Spiru Haret University has closely followed the trends, upon consulting various studies and research and pointed out the below ones:

a) From the *best practices* to the *best principles*. The *best practices* means the ability to coherently implement valuable experiences in the long run. In the USA, the term is not agreed with, as there is a concern that the government meddles with the universities internal affairs (a reality in many countries) and so negatively influences the university autonomy.

In order to avoid the negative experiences, the *best principles* expression comes in, which takes into account the values that are specific to each university and its strategic mission, focusing on building a quality culture that is appropriate to the responsibility assumed by the university, adjusted to the internal and external environment.

The term *best principles* considers (according to the 2005 EUA *Report of quality culture*) the building of an academic community and involvement of the people interested (mainly the students) into the university life; the development of the quality self-evaluation processes as a collective enterprise, which aims to implement the changes deriving from feedback; the progress in the quality culture by internal communication within the academic community. The above may be made visible via a permanent improvement, openness to the world and a flexible internal and external environment.

b) From *quality control* to *quality development*. Similar to the business world in the 70's, there were important changes in education (mainly after 2000). From the quality control measured by certain input indicators (the ratio of teachers-students), it goes to the quality

development via self-evaluation and output quantity indicators (number of licensed graduates, number of the graduates employed, etc) and quality indicators (the satisfaction of the knowledge gain, career development, etc). During the IT&C times, the change was obvious. Most students prefer the flexibility of the long distance studies, which is impossible to have input indicators. It is absurd to quantify the number of students per teacher or the number of students per square meter in the classroom, when they use computers, computer-based platforms, mobile phones connected to the internet, videoconferencies and other latest technologies.

The change relies on the fact that there is no university without weaknesses, which can find a solution – different for each university – adjusted to their values and strategic objectives of them. Similar to the elite universities in the world, *Spiru Haret* University admits its weaknesses and is acting to counteract them. In a future-oriented university and focused *on the beneficiary of the educational system*, it is only the graduate who is able to evaluate and recognize the credits of a university, via his satisfaction degree (favorable results compared to personal expectations).

c) From *quality standards of the best practices* to *quality standards in the participative culture environment*. Universities have different missions and specific strategies, which favor the successful implementation of the adopted practices. The quality standards need to reflect the needs of the students and of the labor market (employers) and make everyone get involved in designing and implementing the strategic objectives in a proactive manner. The quality standards need to integrate the principles of a really autonomous university, and the strategies adopted to match the needs of a computer-based modern society.

This is how *Spiru Haret* University understands to provide for the *development of a quality culture in education*, by its bachelor, master, post-graduate and PhD (pending) study programmes in order to achieve the quality standards and provide for real opportunities on the labor market to its alumni.

d) From *centralization and state interference into the university life* to a *real university autonomy*. During the knowledge-based society century, the evaluation of the education quality cannot have an exclusively normative nature, as the state meddling and control of the university internal affairs are contrary to the principle of university autonomy.

In the USA, the higher education institutions have a core purpose (by the American Council of Education) in *protecting the university autonomy* against the government intervention into its internal affairs. The government is assigned to provide resources so that education becomes an *opportunity for all* and only has the right to check on how the public funds have been used.

In Europe, by *Magna Charta Universitatum* and the *Declaration of the European Universities Association* EUA in Praga 2009 – which includes two chapters, 'A message to the political leaders' and '10 successful factors for the European universities in the next decade', a principle comes into being, the common vision is to have autonomous universities, dynamic and flexible institutions, which promote excellence and innovation in education. Such universities may promote excellence by designing, strengthening and implementing the autonomy.' The statement goes further: 'Universities need a strong autonomy to better serve the society and provide a regulatory frame, favorable to specificity, which will allow the university leaders to design efficient internal structures, select and instruct the personnel, design programmes and use the financial resources, all in compliance with their specific institutional missions and profiles.'

Spiru Haret University has proven to have internal structures that operate efficiently, a valuable staff, diverse study programmes, curricula adjusted to the market requirements, flexible course types and all the resources required for accomplishing the mission and strategic objectives openly assumed, transparent in front of the community.

From this complex perspective upon changes, *Spiru Haret* University keeps up with the most modern world universities.

It is common knowledge that, at the present, education, science and culture are considered to be the pillars of development. Should we lack well-prepared, cultivated, creative human resources, there is no chance to have a durable development or prosperity. In the knowledge-based society, emblematic for the 21st century, there have been added to the traditional education – full time and part time – the distance learning, perceived as the education of the future. Also called 'home education', this modern type of instruction, dynamic and with great perspectives, may not be comprehended in the absence of the latest technologies, which require costs of tens of millions of dollars.

The computer-based education, the Internet, television, state-of-the-art softwares provide a higher flexibility of training and assessment, is more versatile to the students needs, provides a solid support to achieve great results in the labor market competition.

In anticipation of this gradual change in the educational sphere, determined by a more and more globalized market, due to the need of higher training of a wide social category of various ages, and from the perspective of continuing education, the *Spiru Haret* University has prepared to provide educational services of high-reaching quality under the form of a competitive infrastructure: a cutting-edge personal computers Internet-connected network, a Blackboard e-learning platform, *România de Mâine* television and radio channels, a publishing house and a state-of-the-art printing complex.

Promoting education with a prevailing social dimension, our University has developed a national network of distance learning centers, and now each county capital operates such centers. The undergraduates and graduates are offered the opportunity of instruction, self-assessment and training assessment at the highest quality standards, by means of a wide range of modern learning technologies and resources – printed study materials, courses presented on TV, audio and video interactive techniques, learning technologies on the computer or computer networks, etc. – all these will help the employed, with poor material resources, disadvantaged sectors of population, etc.

Each and every student of the University has access to the following categories of resources:

- *printed books*, provided by the Printing and Publishing House of the *Romania de Maine* Foundation, covering all the programmes of study, in a short period of time and at affordable prices for all the students;
- *TV and radio programmes*, with a teaching content (Amfiteatru show), consultations, debates at *Romania de Maine* Radio-TV, a private national academic and cultural station, owned by the University – the one of a kind in the Romanian mass-media;
- The *Blackboard e-learning platform*, purchased by the University in 2006, which allows the use of the over 10,000 Internet-wired computers, to develop the education process. The *Blackboard platform* is a brilliant answer to the quality criteria for education; it is an integrated system that provides both the synchronous and asynchronous communication, by different connections, which constantly function and enables:
 - operating online teaching activity;
 - organizing the computer-based evaluation of the students' training;
 - the opportunity of creating teaching materials (attractive graphics, image and sound, thanks to the software quality; the courses may be delivered in a document

format, audio or audio-video files, and the interface poses no problems to the users, even if beginners);

- a *large number of books* from the specialist literature in the country and abroad, reviews in the faculties libraries.

The following have been implemented to assist the students and to *raise the communication quality in the educational process*:

- the computer-based solution University Management System, brought by The Red Point company which, by automation and optimization of the education areas and administration processes, provides an efficient management of the students issues, from admission to graduation, follow up on their study route, monitoring the educational process, along with the Blackboard system of learning and evaluation;
- the PBX integrated system of communication;
- the IP broadband and management video-conference system, which makes possible the audio-video communication among teachers and students, thus upgrading the teaching process.

A university enjoys fame and is appreciated as valuable and competitive also due to the **quality of the teaching personnel**. Thanks to a sustained policy of teachers recruitment, training, promotion, *Spiru Haret* University has gathered a valuable body of teaching personnel, able to cover all the teaching activities, at a high theoretical, scientific and practical level. At the University faculties, the personnel-related policies have aimed to comply with the legal stipulations on higher education - hence valuable professionals have joined the teaching body. These people, of a superlative teaching calling and scientific expertise, are able to carry out the instruction process of students in such a way to match the present standards of research. Currently, over 8% of the total teaching positions at the *Spiru Haret* University is covered by full time personnel, holding a Ph.D. or being Ph.D. candidates. Most of the young teachers have graduated the master programmes and the teachers' training module.

A major desideratum that has been a landmark for the *Spiru Haret* University since its conception, has been the **constant growth of the education process quality** – a multi-dimensional concept, dynamic and structured on multiple levels, correlated with the contextual framework of an educational model, with the mission and objectives of the institutions, as well as the specific standards within a given system, program or subject. But the quality growth is a process involving several stages, especially for an institution that is

building itself along the way and is fully self-sufficient. This is the reason why, at the same time with the development of a personal solid infrastructure, employing competent teaching personnel and relevant substitutes – elements that describe the quality indicators themselves, constant efforts have been made to increase the educational process quality – i.e. content, forms, methods of training assessment, focusing on the beneficiary, etc.

As a signatory of the *Magna Charta Universitatum*, *Spiru Haret* University has fully implemented the content of the Bologna Process: structuring the university studies into three cycles – bachelor's degree, master degree, PhD degree (B-M-P), with a duration of 3, 2 and 3 years. Steadfast efforts have been made to restructure the academic curriculum, to improve the quality of the educational process – content, teaching and evaluation methods for the students training, to focus on the student, to shift from input indicators to output indicators, etc.

The teaching activities at the University take into account the requirements of the knowledge- and computer-based society. To this end, the University intends to: increase the quality of knowledge, reflected by the new paradigms, educational theories and concepts; the development of scientific knowledge and achievement of inter-disciplinarity; the correlation of the content of studies with the exigencies derived from the present economic, political and social restructuring, from the latest forms of social life in Romania, the dynamics of professions and occupations in the country and in Europe.

Based on the specific procedures included in the Quality Management System of the University, the Quality committees evaluate on an annual basis the following: the curricula, the programmes of study, syllabuses, teaching methods and seminar classes, how the supporting documents provide for the subjects, the extent of students' satisfaction – if needed, corrective and quality-targeting measures are being implemented. For the internal evaluation, the aim has been to comply with the mandatory normative criteria, a better matching of the programmes of study with the acquired competencies with the labor market requirements. Also, a special attention has been paid to: coherence, advanced studies and continuity among the cycles of studies: the inclusion of the research outcomes into the courses, seminars and debates; the utilization of the latest teaching technologies, workshops, learning, as well as the ratio between the theoretical and practical subjects; the improvement of the ECTS system; the development of an assessment system for the students training, based on the state-of-the-art information technologies, etc.

Spiru Haret University has developed and strengthened its material resources. At present, it owns 45 premises, with a total area of over 150,000sqm, for the development of the

best teaching/learning process, of the research, cultural and sports activities; 110 conference and course rooms, 496 seminar classrooms, over 130 laboratories with over 10,500 computers connected to the internet, the Central Institute of Research and the research centres, fully equipped with latest technologies.

Our University has 19 libraries with 56 reading halls, and over 200,000 volumes (course books, textbooks, etc.) and reviews.

Research is an important dimension of *Spiru Haret* University. With its own strategy for the 2007-2013 time frame, the research here considers the integration into the European area of research, development and innovation, the permanent improvement of the quality in research, in compliance with the criteria of the modern European education, achieving an entrepreneurial university and developing a pragmatic relation between education-research and community.

The research at *Spiru Haret* University includes two major directions, namely: **fundamental research**, focused on science development and a constant improvement of the academic courses and **applied research**, reflected in the surging volume of contracts of research and scientific consultancy.

At the level of each faculty, we have fully equipped Research Centres, scientifically and methodologically supervised by the Central Research Institute. Its main objectives are: an in-depth study of the multi-discipline academic research (inter- and intra-discipline); the provision of the requirements of participating in national and international research programmes; provision of services for various beneficiaries; the development of international relations of the faculties by supporting the mobility process; a relevant citation of the University reviews by their inclusion into international databases.

The purpose of the Institute is to have constant financing sources, to consolidate and extend its infrastructure, to raise its performance and refine its findings, nationally and internationally, to train the undergraduates, master and PhD students in the spirit of the scientific achievements and competitiveness.

At the Research centers, a great team of professors, researchers, PhD candidates, master and undergraduate students work together. The University has invested in the professional training of the people in charge with the research activities and the directors of the centers, in order to provide for them knowledge required for drafting and managing European-funding projects (non-reimbursable), and the opportunities for financing have been expanded, including by developing the relations of cooperation with private companies and local authorities.

The research financing comes from:

- money derived from European grants/projects (FP7, Erasmus, Leonardo da Vinci, COST, European Social Fund, etc) or national (Romanian Academy, CNCSIS, ANCS, etc), applied research (contract-based);
- direct contract with various private partners or local communities;
- a special fund of EUR1 million, approved by the University Senate, meant to finance research projects of great interest for the University.

Currently, *Spiru Haret* University has 12 European-funding projects (non-reimbursable) in progress (to which the 2% University contribution is added for each contract) to the amount of about EUR22 million. We hereby mention a few: *European quality in higher education; Residents – active and integrated students; The development and implementation of a monitoring system, permanent improvement and evaluation of quality in the open and distance higher education, based on the performance indicators and international quality standards; Be a manager for your business; Be ready for a successful career; Performance in career and business for women; The development of career opportunities for the teaching staff; Economist students practicals in a simulated banking environment; Media for an European social agenda*, etc. Other 15 projects have been filed for their assessment. There are 7 projects financed from CNCSIS funds, obtained via competition of various research programmes, with a value of about 200,000 lei in 2010.

Recently, *Spiru Haret* University has been included in the European Programme *European University of the Black Sea*, in a partnership with the *European Institute of Higher International Studies* and the *International Centre of European Training*. The European programme, 'The European University of the Black Sea' consists in summer courses in some of the EU member states in the Black Sea area, on a topic suggested by the course supervisor and approved by the European Commission. Upon completion, a diploma will be granted, issued by the *European University of the Black Sea* and *Spiru Haret* University, and is recognized in Europe.

During the last years, the number of research and consultancy contracts has risen – concluded between *Spiru Haret* University and the business environment, central and local authorities, structures of the Romanian Academy and foreign institutions.

The findings of the research are disseminated during the scientific events, with international participation, organized by the faculties at *Spiru Haret* University, published in

volumes, specialist journals. Annually, 15 of such journals are published, CNCSIS accredited and cited.

These remarkable achievements would have not been possible but for a **competitive management**.

At *Spiru Haret* University, the founder himself has built a managerial team who made all the above possible. All the management structures have closely worked, actively involved in their objectives, thus decisively contributing to obtaining the results the University is proud of.

The specific feature of *Spiru Haret* University lies not only in the institutional ability to provide high quality educational services in its fields, but also in its ‚haretian’ role assumed from the beginning, i.e. to disseminate to the society the values of science, culture, art, the principles and achievements of the knowledge-based society, which fulfills its mission. *Spiru Haret* University aims to be acknowledged as an academic institution that brings a first-degree contribution to the national cultural and scientific development. To this end, the Central Research Institute of *Spiru Haret* University, the Institute of Sociology and Public Polling, *Dimitrie Gusti* Academy of National Culture, *Romania de Maine* radio and TV, *Opinia Nationala* weekly, *Spiru Haret* National Society for Education, Science and Culture, is a generous institutional frame for promoting innovation and knowledge, values of the national and international culture among population, within urban and rural communities.

A strategic objective of the University is to bring a major contribution to the compliance with the principle of assuming responsibility for an active participation in the increase of the level of knowledge, culture, civilization of the entire Romanian society, to building and consolidation of an ‚inclusive’ and ‚responsive’ society.

For *Spiru Haret* University – which has never and still does not receive any funds from the central or local public budgets, has never benefitted from any subsidies or donations – it had to cover itself the expenses from its own income, thus it had to have a rigorous financial management. The earnings and expenses budget is approved by the Administration Board, and the expenses are made upon careful analysis of opportunities and costs.

During its entire existence, *Spiru Haret* University’s budget had been well balanced, as its expenses is all covered by its earnings.

The financial policy of the University has as its core principle, the charge of average tuition fees. This principle, systematically followed up and implemented, has responded to a major social requirement from the population, with poor financial resources, because of the economic crisis, economic and social and also institutional restructuring.

At the same time, the principle of low tuition fees is accompanied by other benefits provided for the students, who are exempt from paying the admission fee in the following cases: they are teachers, come from families of farmers, retired or unemployed; scholarships are granted to students with excellent grades; the price of the course books is lowered by 30% for the works published by USH Publishing House; the same with the canteen price, accommodation in USH dormitories; free access to the cultural and educational events organized at the University Club and at the multifunctional Sports Complex.

A fundamental objective, trailing over two decades of existence of *Spiru Haret* University is to pay the highest attention to investments in the institution development and consolidation. It is worth mentioning that the investments in development were of 33% from the total income, for the time frame above. Between 2006 and 2010, the investment effort was of EUR105 million.

Since its establishment, University has turned into establishing **relations of inter-academic cooperation, both nationally and internationally.**

Thus, at the national level, *Spiru Haret* University is in cooperation with:

- other universities in the country, both in research and exchange of professors and books;
- The Romanian Academy: common scientific events, participation of USH teachers in research contract of great interest, compiling treaties, encyclopaedias, dictionaries, etc;
- Research institutes in economy, education, SMEs, etc;
- Central authorities (ministries, the National Council of Research in Higher Education, the National Centre of Management for Research Programmes, etc) and local (consultancy, expertise, taking part in research upon request from local administration, etc);
- Economic agents, by concluding conventions for students practicals and for research contracts;
- Professional agencies: the Chamber of the Financial Auditors, the Club of Economists, the Romanian Association of Marketing, the Association of Psychologists, the National Society of Geographers, etc: courses, expertise, events.

Since 1991, *Spiru Haret* University has been a member of the Alliance of Universities for Democracy – founded in the United States of America, at the University of Tennessee –

member of the European University Association (EUA), of the University Agency of Francophony (AUF), of Magna Charta Observatory, of the Balkan Forum for Communication, of the Confederation of University Language Centers in Europe (CercleS), of the English Studies Association in Europe (ESEE), of the Accreditation Association in Romania (RENAR).

Our University has taken part in educational events worldwide (Lisbon, 2003; Beirut, 2004; Beijing, 2005; Berlin, 2005; Nise, 2006; Rome 2007), has concluded partnerships and entered into relations of cooperation with similar institutions in USA, Japan, Popular Republic of China, United Kingdom, France, Germany, Belgium, Spain, the Netherlands, Switzerland, Italy, Denmark, the Russian Federation, Greece, Israel, Republic of Moldova, Lebanon, etc. We have been honored by visits from ambassadors, prestigious personalities of the academic life abroad, scientific and cultural, and we have also granted the title of Doctor Honoris Causa to several distinguished personalities, such as His Sanctity, Pope John Paul II, and Diplomas of Excellency.

Late June 2007, Prof. Aurelian Gh. Bondrea, Ph. D., at that time President and Rector of *Spiru Haret* University, had the honor to be invited to Rome, along with other 120 Rectors in 44 countries, to celebrate the 50-year anniversary of the Treaty of Rome. On that occasion, he was welcomed by the President of Italy, Giorgio Napolitano, the patron of the reunion, as well as by the Supreme Pontiff, Pope Benedict 16.

The President of *Spiru Haret* University was invited and took part in the conference of the American Council of Education in Washington, February 2009, and Phoenix, Arizona, March 2010, as well as in the Conference of the Presidents of the Council for Open and Distance Education, hosted by Universitat Oberta de Catalunya in Barcelona, November 2009. In the presence of Mrs. Susanne Kastner, ex-vicepresident of the German Parliament, Mr. Joachim Gunther, vicepresident of the German-Romanian Friendship Group in the German Parliament, of other distinguished guests of the political, cultural and scientific life in Germany, the inauguration of the USH Technological Centre of Berlin took place in May 2009. The USH President had meetings with Mrs. Judy K. Verses, President of the Blackboard Inc Administration Board, both in the USA and in Bucharest, as *Spiru Haret* University has become the 7th centre of using this e-learning platform.

Spiru Haret University has concluded more than 50 inter-university cooperation agreements, which stipulate exchanges of teaching personnel, researchers and students, holding courses and conferences, common research projects, workshops, publications transfers with higher education institutions, institutes, international companies: The

International Free University in the Republic of Moldova, Chisinau, Republic of Moldova; Jaume I. Castello University, Spain; University of Perugia, Italy; Università Ca Foscari di Venice, Italy; Università degli Studi di Torino, Italy; Université de Liège, Belgium; University of Paris 8, France; University of Salamanca and the International University in Andalusia, Spain; Archives et Musée de la Littérature in Brussels, Belgium; La Sapienza University, Italy; Basel University in Belgium; Copenhagen University of Denmark; Barcelona University of Spain; Central-European University of Budapest, Hungary; Bielefeld University of Germany; Economic University of Krakow, Poland; Bloomfield College in USA; Novisad University of Serbia; Faculty of Communication Sciences of Lund University, Sweden; University of Foreign Languages of Beijing, People's Republic of China, etc.

Within the Erasmus Programme, *Spiru Haret* University has concluded agreements with 16 European universities, making possible for students and teachers to study, teach, take part in common projects of curriculum implementation. See the Leonardo da Vinci European projects in this sense.

The teaching staff at *Spiru Haret* University, with top achievements in their field of expertise, are an active part of conferences, conventions, workshops, inter-university exchange, where the University values are promoted.

Spiru Haret University and *România de Mâine* Foundation have been visited by prominent personalities of the diplomatic, academic and scientific environment, who have expressed their gratitude and appreciation for the efforts and achievements, as well the desire for cooperation.

Thus, His Sanctity, Pope John Paul the IInd, upon acceptance of the title of Doctor Honoris Causa from *Spiru Haret* University, was mentioning among others in his acceptance letter: „It is with deep gratitude that I have accepted the title of Doctor Honoris Causa, which *Spiru Haret* University of Bucharest granted to me in October 2003, on the occasion of the 25-th anniversary of my Pontificate (...).

The academic life has always occupied a central place in my pastoral activity. I am extremely happy that I received such an important title from a University in eastern Europe, from a country that I had the pleasure to see, during my pontificate, coming out of the dark and taking the road of freedom. In fact, it is only an authentic cultural training that can guarantee the progress, since the truth – being searched for, known and implemented – genuinely and fully makes the human being free.

Now, I would like to send you my best regards for the scientific, cultural and teaching activity of *Spiru Haret* University of Bucharest and to express my entire appreciation, to bless You, the teaching staff, students and your entire nation.'

In his turn, Pierre Lunel, the President of the University of Paris 8 – Vincennes – Saint Denis, pointed out: 'I was able to make this trip to Romania I have been long dreaming of – and today I feel hopeful and thrilled. I know for sure that we will work together, we will build as gardeners and also as friends and brothers.'

Natalia Vladimirovna Paschevici, Senior Vice-rector of the Mining University in Sankt Petersburg, said: 'I do have the belief that your University is one of the best in Europe and in the world.'

Recently, during a visit to *Spiru Haret* University, when he was granted the title of Doctor Honoris Causa, Richard England, academician and architect, vicepresident of the International Academy of Architecture, stated: 'Firstly, I am honored, overwhelmed by the fact that my predecessors are the former president of Romania and Pope John Paul the IInd, who was one of the greatest personalities in the last century; he did not belong to the Church only, but to the whole world and we should remember that he brought a major contribution to the fall of the Iron Curtain.

He is a personality I would have never dreamt following in his steps.

I would like to express my gratitude towards the country and *Spiru Haret* University for the honor you bestowed upon me. As I already said, he who gave his name to *Spiru Haret* University not only left the traces of his personality on the earth but also on the moon crater bearing his name. I proudly accept, in humbleness, this honor and I am thrilled for that!'

At the end of 2010, while visiting our University, Prof. PhD Rafael Campos Hernandez, academic leader of Aliat Universidades in Mexico, declared: 'The management of your institution makes a huge change in education, both in Romania and in Europe. I hope to establish a communication channel between our institutions.

We, at Aliat Universidades, have a lot to learn from you, in areas such as IT, teachers training, programmes, quality. The talent of your staff sets your University apart from the others!'

In the letter addressed to the President of *Spiru Haret* University, on 21 January 2011, Prof. PhD Ding Chao from the School of European languages and cultures, University of Foreign Studies, Beijing talked about the achievements of our University in the last years: 'I am deeply impressed with its present dimension, variety of the areas and the number of programmes included in the curriculum, its material resources, teaching and research

standards (being reached and in progress), as well with the motto that takes you higher and higher. I have always been excited about the feelings of friendship, respect and mutual support of our nations, and mainly about Your desire to cooperate with universities in China by establishing direct inter-university relations.’

In the response letter to the invitation addressed to the President of the Blackboard Inc Administration Board to be part of the 20-th anniversary of *Spiru Haret* University existence, Mrs. Judy Verses regretfully denied the invitation but said: ,First of all, I would like to thank you for your kindness in inviting me to the 20-th anniversary of *Spiru Haret* University.

It would have been a privilege for me to participate and celebrate both your University success and the remarkable activity of Professor Bondrea, who made all these things possible. The story of *Spiru Haret* University and of its mission to educate the youth in order to help them to build the Romanian economy has always been a source of inspiration for me.

Once again, thank you for your invitation and send my best regards to Professor Bondrea. He is an exceptional person and the time I spent in his presence has been one of the highlights of my Blackboard mandate.’

Looking back to what has been done so far, we believe that the future of *Spiru Haret* University is highly dependent on how the entire academic community will get involved so that the institution should comply with its duties, preserve its values and successfully face the challenges. Courage, lucidity and wisdom will reflect in the future of this University, a responsible institution from the social, creative and intellectual point of view.

TITLE I

GENERAL PROVISIONS

Art. 1. The *Charter* of *Spiru Haret* University includes the major options of the academic community and is implemented in the entire university space.

Art. 2 (1) The University *Charter* is drafted and adopted by the University Senate.

- a) after the debate with the university community;
- b) after the issuance of the confirmation of validity by the Ministry of Education, Research, Youth and Sport within maximum 30 days since the University request date.

In case of term compliance failure, the University Charter is considered to be presented for approval, as per the mutually agreed approval.

(2) The University *Charter* may not include stipulations that are contrary to the current legislation. Non-compliance with the laws in the Charter will trigger the lawful annullment of it.

Art. 3. The identity of *Spiru Haret* University is conferred by the following elements:

- a) ***name***: UNIVERSITATEA SPIRU HARET din Bucuresti;
- b) ***patron***: Spiru Haret, the founder of the Romanian modern education, academician, professor, mathematician, sociologist, political man, patriot;
- c) ***legal status***: ‘higher education institution, legal person of private law and of public utility, part of the national system of education.’ (Act 443/5 July 2002), founded ‘on the initiative and with the material and financial resources of a foundation’, which has ‘academic autonomy, in compliance with the stipulations of the current legislation, and economic and financial autonomy, based on private property, guaranteed by Constitution’ (National Education Law no 1/2011);
- d) ***headquarters***: Bucharest city – Romania, the Palace of Education, Science and Culture, 13 Ion Ghica St., sector 3;
- e) ***markers*** approved by the university Senate: emblem – an image symbolizing education, science and culture; seal; flag – emblem of the University on blue background; anthem – You, Alma Mater (music by Marcel Dragomir, lyrics by Nicolae Dan Fruntelata); ceremonial attire – robe and cap;
- f) ***festive day of the University***: 19th January, the date of the establishment of Romania de Maine Foundation and of Spiru Haret University;
- g) University ***website*** address: www.spiruharet.ro.

SECTION 2

Mission, objectives and purpose

Art. 4 - *The general mission of Spiru Haret University*, as a higher education institution, consists in the ability to generate and disseminate knowledge to the society by:

- a) basic and continuing training at a university and post-graduate, with the purpose of personal development, professional insertion of the educational process beneficiary and of the satisfaction of the competence need in the social and economic environment;
- b) scientific research, development, innovation and technological transfer, by individual and collective creation, in the field of sciences, arts and letters, by performance and physical and sport development, as well as the capitalization and dissemination of their results.

Art. 5 – *The specific mission of Spiru Haret University*, as a private higher education institution, reflects both the general mission as well as elements deriving from the Romanian academic tradition:

- a) ‘to be a hub of scientific activity, a platform where science should be displayed in its freedom, a requirement for its development’ (Spiru Haret);
- b) ‘to firstly help with the moulding, enrichment and refinement of society by science’ (Dimitrie Gusti);
- c) ‘to represent a social community of life and ideas, which is born from a close cooperation of the teachers with their students in what is called science’ (Dimitrie Gusti);
- d) ‘besides the research and science creation, university has to take into account two more targets, namely the building the spiritual personality of the student and his training for a profession’ (Petre Andrei);
- e) ‘be a vast cultural centre where our entire cultural movement of the country find the way to show itself at its best’ (Spiru Haret);
- f) ‘be an institution where the future of our nation and state is set up’ (Spiru Haret).

Art. 6. In order to fulfill its mission, the University has set forth the following *major objectives*:

a) creating and organizing the institutional structures that are required for teaching, learning, making evaluations, scientific research, relevant for the exigency of the performant higher education institutions;

b) renewing, on a permanent basis, the education process, by upgrading the university study programmes, in a close connection to the knowledge-based society progress, towards the economic and social life requirements;

c) assuming the quality principle for the entire activity developed within the University;

d) advancing the scientific research activity, by a full involvement of the teaching personnel, researchers and students and conclusion of partnerships in this field with other universities, scientific research institutes, economic and social units in the country and abroad;

e) self-assessment/continuing assessment of the teaching and scientific activity, based on the performance standards and indicators that provide the quality of the education process and the scientific research;

f) a student-centered activity, for his training and education at the highest level;

g) a future orientation, and also the cultivation and preservation of the most valuable traditions;

h) promoting and progressing of the national and international mobility programmes for students, teaching staff and researchers;

i) achieving a strategic, effective and easily accessible institutional management;

j) educating the students so that they fully honor the fundamental human rights and freedom, dignity, mutual understanding, tolerance and cooperation;

k) maintaining the professional and scientific relations with the University's graduates;

l) asserting the scientific concerns of the university community members, nationally and internationally;

m) enhancing inter-institutional national and international cooperation forms;

n) providing the financing sources, strenghtening, expanding and constantly updating the teaching materials and their reasonable and effective administration.

Art. 7. The *main purpose* of the processes of professional, education and training at the University is the competences, understood as multifunctional collections and knowledge disseminators, abilities and skills, required for:

- a) a personal fulfillment and development, by reaching private objectives, in line with individual interests and aspirations and the requirement of continuing education;
- b) social integration and an active civic participation in the society;
- c) being employed and responsibly participating in the functioning and the durable development of the economy and society;
- d) building a view of life based on humanistic and scientific values, national and world culture and stimulation of the inter-cultural dialogue;
- e) education in the spirit of dignity, responsibility, tolerance and respect for the human fundamental rights and freedom;
- f) encouraging a sensitivity towards the human issues, moral and civic values and respect for nature and the economic, social and cultural environment.

SECTION 3

Guiding principles for the university activity

Art. 8. The guiding principles of the activity of professional training, continuing education, basic education, research, management and administration, inter-academic cooperation are the following:

1) The *principle of university autonomy*, guaranteed by the Constitution, claimed as the fundamental principle in *Magna Charta Universitatum*, an unanimous expression of the universities autonomous will, adopted in Bologna on September 18, 1988, sets out the right of the university community to establish itself its mission, institutional strategy, structure, activities, organization and operation, management of the human, material and financial resources, academic management, in compliance with the current legislation;

2) The *principle of academic freedom*, guaranteed by the law, maintained as a fundamental principle in *Magna Charta Universitatum*, which provides the freedom of education, training

and research, in terms of selecting the topics, methods, procedures and results capitalization, under the laws;

3) The *principle of free thinking* and independence from ideologies, political doctrines and religious dogmas;

4) The *principle of focusing education* on its beneficiaries;

5) The *principle of equity*, where education is provided without any discrimination;

6) The *principle of fair chance*;

7) The *principle of quality*, where the entire academic activity reports itself to reference standards, performance indicators and national and international best practices, according to the law;

8) The *principle of accountability*, when the University is accountable for its results, in compliance with the law;

9) The *principle of relevance*, where education responds to the needs of personal development, a durable economic, social and cultural progress;

10) The *principle of transparency*, given by the visibility of the results and decisions, by a regular evaluation;

11) The *principle of founding the decisions* on dialogue and consultancy;

12) The *principle of efficiency* in education, management and finance, which aims to obtain maximum educational results, by an efficient administration of the University available resources;

13) The *principle of free mobility* - national and international, of the students, teaching staff and researchers;

14) The *principle of assuming, promoting and preserving the national identity* and of the cultural values of the Romanian nation;

15) The *principle of social inclusion*;

16) The *principle of promoting education by health*, including physical education and sport activities;

17) The *principle of solidarity*, which expresses the ability of the academic community to act as a unit to achieve its objectives, to promote interests, image and prestige gained by the University, to keep the continuity and link among generations, to build an academic tradition, specific to the 'Haretists'.

SECTION 4 **Academic community and the university space**

Art. 9 – (1) The community of *Spiru Haret* University comprises, in the position of members, the teaching personnel, the researchers, auxiliary staff, the students, as the law stipulates.

(2) The university community includes personalities whom *Spiru Haret* University has granted honorary titles to, under resolutions adopted by the Senate.

(3) A person will have the status of a student and member of the academic community only upon his admission and enrollment in the University, in compliance with the law;

(4) Students are considered to be equal members of the academic community and partners of the University.

(5) The members of the university community secure relations of cooperation and mutual aid to achieve the University's mission and objectives, promoting its uniqueness and prestige.

Art. 10 – The university community abides by, defends and promotes the basic principles of university ethics and rules of conduct that are set forth by the Ethical Code of Universities.

Art. 11. – The university members have the rights and duties set up by the current legislation and the Charter.

Art. 12 – The university space is made up of the entirety of buildings, premises, land and facilities of any kind where the university community is hosted and develops its activities.

Art. 13 (1) The university space is inviolable.

(2) The access to the university space is only allowed under the legal criteria and the *Charter* herein.

(3) The access to the university space may only be done upon presenting an identity document attesting the membership or the identity of the person.

(4) The University Senate and the faculties boards may limit the access during the night, the holiday breaks, legal holidays or during certain events that require a monitored access.

(5) The circulation in the university space may be restrained for the cases when the ambulance vans are in the area, the firefighters cars, force majeure events and other circumstances stipulated by law.

Art. 14 – Within the University and all the spaces that are meant for education and professional training, the activities violating morality are forbidden, as well the actions that may endanger the health and the physical and/or mental integrity of the students, teaching personnel and research, administrative, non-teaching, along with the activities of a political nature and the religious proselytism.

Art. 15 (1) Within the university space, the teaching staff and students are protected, according to the law, by the authorities responsible for public order. The protection is provided against the person and group of people that harm the human and professional dignity of the students and teaching staff, who hinder them from the exertion of their rights and duties.

(2) Within the university space, the authorities responsible for public order may intervene only upon the request and with the agreement of the University Rector and/or the president of the Administration Board of the higher education institution.

(3) Within the university space, the public order authorities are not allowed to do any raids, searches or any other specific operations, without the prior consent of the Rector and/or the president of the Administration Board of the university.

TITLE II

The organizational structure of the University

Art. 16 – (1) *Spiru Haret* University comprises faculties, academic departments, research institutes and centers, laboratories, veterinary clinic, centers for professional training of the human resources, libraries, technological centers of learning and evaluation by the Blackboard e-learning platform, technical-administrative structures and others.

(2) The organizational structures under par (1) are established by the University, in such a way that the institution achieves its mission and objectives, secures its quality criteria and standards, efficiently manages the educational activities, of research, cognitive and technological transfer and provide the administration support for the members of the university community.

(3) When the University sets up its structure, the academic performance and economic efficiency criteria are taken into account, as the law stipulates.

(4) Those structures that lack achievements or proficiency may be cancelled.

(5) The University organizational structure is approved by the University Senate, in compliance with the law.

SECTION 2

The Faculty

Art. 17 (1) The Faculty is the functional unit that issues and manages the study programmes, according to the law.

(2) The faculty corresponds to one or more areas of sciences, arts or physical education and sports, in compliance with the law.

(3) The faculty may include one or more departments, doctoral schools, post-graduate schools and any other university branches, responsible for the organization of the study programmes on types and cycles of academic studies, under the legislation.

Art. 18. Any faculty is initiated, organized or closed by the approval of the University Senate, resolution of the Government concerning the structure of the higher education institutions, yearly done by the Ministry of Education, Research, Youth and Sport, according to the law.

SECTION 3

The Department

Art. 19 (1) – Subject to the law, the department is the basic academic unit of the faculty, which generates, disseminates and capitalizes on knowledge in one or several fields of expertise.

(2) A department may include, according to the law, research centres or laboratories, post-graduate schools, other university branches, etc.

Art. 20 – The department is initiated, organized, divided, fused or abolished by the approval of the University Senate, in compliance with the law.

SECTION 4

The Central Research Institute

Art. 21 (1) The Art 21 (1) The Central Research Institute is the research structure at the University level, providing the scientific and methodological coordination of the University research centers.

(2) The Central Research Institute aims to:

- a) consolidate the multidisciplinary academic research (inter- and intradisciplinary);
- b) provide the conditions required by the University to participate in national and international research networks and programmes;
- c) provide specific services to various beneficiaries;
- d) assist the University publications be cited, by their inclusion into international databases;
- e) provide constant financing sources;
- f) increase performance and scientific outcome of the teaching and research personnel at the University, at the national and international levels;
- g) educate the undergraduate students, master and PhD for best performance and scientific competitiveness;
- h) turn the University into an entrepreneurial higher education institution.

SECTION 5

The Institute of Professional Training in Education

Art. 22 (1) The Institute of Professional Training in Education is the authorized institution to provide and to certify the activity of didactic and educational training of all the categories of teaching staff, provide educational services to the local communities.

(2) The Institute of Professional Training in Education aims to fulfill the following, in compliance with the legislation:

- a) activities of basic training for the teaching staff at the secondary and third level education;
- b) activities of continuing education for professional categories and groups for all interested people.
- c) research activities in the field of Education Sciences.

(3) The Institute of Professional Training in Education goes through the stages of academic evaluation, according to the legislation.

SECTION 6

Other structures

Art. 23 (1) The University also includes:

- a) Centers of human resources professional training;
- b) Research centers of the faculties;
- c) Technological centers of assistance for learning and evaluation via the e-learning Blackboard platform.

(2) The structures under art 23 (1) carry out their activity in accordance with their regulations of organization and operation, endorsed by the Administration Board and approved by the University Senate.

Art. 24 (1) The University comprises the following:

- a) Administration Department;
- b) Economic Department;
- c) Human resources Department;
- d) General Registry Office;
- e) Department for Quality management;
- f) Department of libraries;
- g) IT Department;
- h) Department of Communication and public relations;
- i) Legal and litigation Department;
- j) Department of diplomas/study certificates issuance;
- k) Employment competitions Office;
- l) Miscellanea.

(2) The structures under art 24 (1) carry out their activity in accordance with their own regulations of organization and operation, approved, as the case may be, by Administration Board and/or the University Senate.

(3) It is prohibited by law for the spouses, akins and relatives to the third degree to simultaneously fill in positions that are mentioned under par (1), where a person would find in a leading position, control, authority or a direct institutional evaluation one, at any level.’

Art. 25 (1) The University may initiate consortia, voluntary associations, of general interest, as partnerships, concluded in an authentic form, with one or more higher education institutions, under the laws.

(2) Upon initiating the academic consortium, units of research-development may take part in compliance with the legislation.

(3) The University or a research-development unit may associate to an only academic consortium, as the law stipulates.

(4) The academic consortium, in full compliance with the law, is a legal person.

(5) The constitutive act of the academic consortium, which is represented by the partnership contract, sets up the lines of cooperation and the main fields of activity.

(6) Universities and the research-development units, members in the academic consortia, preserve the entire autonomy in managing their resources, in accordance with the law.

Art. 26 (1) The University may initiate, by itself or by association, companies, associations, foundations, upon the approval of the University Senate.

(2) The entities mentioned under par (1) may be founded provided that they contribute to increasing the performance of the institution and not negatively influence any of the education, research and consultancy activities of the University.

TITLE III MANAGEMENT STRUCTURES AND LEADING POSITIONS

Art. 27 The University structures, duties, length of mandates, as well as other issues related to its status of private university are set in the Charter, endorsed by founders and approved by the Administration Board and the University Senate, in compliance with the law.

Art. 28 (1) The University management structures are as such:

- a) The University Senate and the Administration Board, at the University level;
- b) Faculty Council;
- c) Department Council;
- d) Scientific Council, at the level of the Central Research Institute;

e) Council for PhD studies, within IOSUD (higher institutions providing for doctoral studies).

(2) The University leading positions are as follows:

(a) Rector, President of the Administration Board, Vice-rectors, General Manager, at University level;

(b) Dean, vice-deans of the Faculty;

(c) Department Director, at the Department level;

(d) Director of the Central Research Institute;

(e) Director of the Council for PhD studies, associated to the position of vice-rector at IOSUD level.

(3) The process of setting and selection of the management structures and positions at the University, faculties and departments must comply with the *Methodology of elections organization*.

Art. 29 (1) Decision-making, executive, operational and consultancy bodies provide management for the University management.

(2) The decisional bodies are: University Senate, Administration Board, councils of the faculties.

(3) The executive and operational bodies are: Rector, President of the Administration Board, Dean, Institute Director, Department Director.

(4) The consultancy bodies are made up of representatives in the economic environment and personalities in the external academic, cultural and professional environment.

Art. 30 (1) The filling of any management position after the retirement age is not allowed, as stipulated by law.

(2) An exception from this regulation is made for the member functions in the Administration Board, in compliance with the law.

Art. 31 (1) It is prohibited by law for the spouses, kins and relatives to a third degree to simultaneously fill in positions that are mentioned under par (1), where a person would find in a leading, control, authority position or of a direct institutional evaluation position in relation to another, at any level, under the law.'

(2) The positions of rector, vice-rector, dean, vice-dean, director of department or of a research-development unit do not cumulate, as legally stipulated.

(3) The people in executive positions or of a public nature are entitled to have their University position reserved, in compliance with the law.

(4) The people filling in executive positions or of a public nature are not allowed to have the rector duties during their mandate, as stipulated by law.

(5) The executive positions or of a public nature may cumulate with the teaching and/or research, as legally stipulated.

Art. 32 (1) The duties and the competencies of the management structures and positions within the University are set in the present *Charter* and other connected documents, in compliance with the law.

(2) The number of vice-rectors and vice-deans within the University is set in the *Methodology of elections organization*, abiding by the law.

(3) Should an executive position be vacated, partial elections will take place for the director of department or a public competition, within maximum 3 months since the vacating date.

Art. 33 (1) The decisions of the University Senate, councils of faculties and departments are taken with a majority of votes from the present ones, should the number of the present members represents at least two thirds of the total number of members, under the law.

(2) The members of these management structures have an equal right to a deliberative vote.

Art. 34 The elections at the level of the executive positions and structures within the University abide by the law, based on the *Methodology of elections organization*.

SECTION 2

The University Senate

Art. 35 (1) The University Senate represents the academic community, as it is the highest decision-making and deliberation body at the University level, in compliance with the law.

(2) The size and the structure of the University Senate are established by legal stipulations, in order to provide the decision-making efficiency and the representativeness of the academic community.

(3) The University Senate is made up of 75% of teaching and research staff and 25% of the students' representatives.

All the members of the University Senate, no exceptions, will be elected by universal, direct and secret vote of all the tenured teaching and researchers, plus the students.

(4) The size of the University Senate is set by the legal stipulations, according to the *Methodology of elections organization*.

Art 36 (1) The University Senate has an odd number of members.

(2) The University Senate is made up of 75% of teaching and research staff and 25% of students' representatives, according to the law.

(3) All the members of the University Senate, no exceptions, are elected by universal, direct and secret vote of all the tenured teaching and researchers, plus the students, in compliance with the law.

(4) The mandate of the Senate is of 4 years, under the law.

(5) The mandate length of a member is of 4 years, successively renewable twice.

(6) The mandate of the students' representatives in the Senate is of maximum 4 years.

Art. 37. The University Senate may be summoned by the rector or upon request of at least a third of the Senate members, under the law.

Art. 38. The University Senate elects, by secret vote, a President who will chair the meetings of the Senate and represent the Senate in its relations with the rector, within legal limits, with the duties set by its own regulations.

Art. 39 (1) The University Senate appoints special commissions, which supervise any activity of the University executive management, as legally stipulated.

(2) The monitoring and control reports are presented and regularly discussed by the University Senate, based on its adopted resolutions.

Art. 40 The University Senate has the following responsibilities:

- guarantees the academic freedom and academic autonomy, in compliance with the law;
- drafts, adopts and amends the Charter, if necessary, upon debates with the academic community, as an initiative and endorsement of the Administration Board;
- approves, upon the recommendation of the Administration Board and of the Rector, the strategic plan of institutional development and the operational plans;
- approves, upon the recommendation of the Administration Board, the medium- and long-term University strategies, as well as its core policies;
- approves, upon the recommendation of the Administration Board and of the Rector, in compliance with the current legislation, the University structure, organization and operation;
- decides, based on the internal evaluation of the Administration Board and the Rector, upon the recommendation of the faculties' councils, the reorganization or closure of the non-competitive departments or units, without causing any prejudice to the students;
- decides, upon the recommendation of the faculties' councils, the initiation, organization, division, merging or liquidation of the departments, as endorsed by the Administration Board;
- decides the initiation of double specializations, with the approval of the Administration Board and in compliance with the authorization and accreditation procedures stipulated by the law;
- approves, upon the Administration Board endorsement, the proposals for new study programmes;

- gives its seal of approval, as endorsed by the Administration Board, the termination of those programmes of study that no longer match the University mission or are inefficient from the academic and financial point of view;
- validates the report concerning the University status, based on the preliminary reports from the special commissions;
- drafts and approves the *Code of Quality Assurance*, in compliance with the law;
- drafts and approves the *Code of Ethics and Academic Deontology*, within the legal limits;
- adopts its own *Academic Code of the student's rights and duties*, abiding by the stipulations of the *Academic Code of the student's rights and duties* and of the law;
- approves the methodologies and regulations regarding the University organization and operation;
- concludes the management contract with the Rector, including the criteria and indicators of the managerial performance, the rights and liabilities of the contracting parties;
- approves the *Methodology of competitions and the results of contests for hiring teaching and research personnel*;
- evaluates, on a regular basis, the human resources status;
- accepts the Rector's proposal to sanction the less-qualified staff members, according to our own methodology and to the legislation in force;
- agrees to the establishment of research institutes/centres, on the approval of the Administration Board members, in compliance with the legislation in force;
- approves the structure of the academic year;
- approves, on an annual basis, at least 3 months before the beginning of the academic year, the *Student Regulations* and the academic calendar;
- approves the curricula;
- approves the Regulations for the organization and operation of the programmes of study, according to the general and specific quality standards at the national and international levels;
- approves the student assessment methodologies, with emphasis on quality assurance, in compliance with the provisions of the *Code of University Ethics*;
- approves the methodology for the recognition and equivalence of the studies attended in Romania or abroad, according to the European Credit Transfer System (ECTS);
- sets and approves the minimum number of credits to pass the year;
- approves the Regulations for the organization and operation of Master, Doctoral and professional development programmes;

- approves the methodology for the Rector's designation, in line with the legal terms; the Rector may be elected by:

- a. universal, direct, and secret vote of all full professors and researchers within the university and of the students' representatives in the University Senate and in the Faculty Boards;

- b. public competition, organized according to the Rector selection methodology, under the laws.

- elaborates and approves the methodology on the organization of the public competition for Rector selection;
- removes the Rector from office under the terms set forth in the management agreement and following serious infringement upon the provisions of the University *Charter*;
- approves, on the authorization of the Administration Board members, the organizational charts for the teaching and research staff members;
- establishes the number of positions for the auxiliary teaching and research staff members, according to the budget and the nature of the institution, faculty, programme of study and department;
- endorses the proposal of hiring Romanian or foreign teaching staff members and other experts in the field, under a fixed-term contract, as visiting professors, by agreement of the Administration Board members;
- approves the assessment-based award of the appropriate teaching degree to the experts with unrecognised teaching degree at national level, according to the national standards;
- approves the teaching workload methodology, under the laws;
- approves, by Regulations, the increase in the minimum teaching workload, according to the law;
- approves a decrease in the teaching workload by at least 30% for the management staff members, as stipulated by law;
- approves, in writing, the full professors and researchers performing their work within other higher education or research institutions;
- approves the remuneration of the professors and associate professors PhD or of grant directors - conducting research grant programmes for 6 years in a row, while carrying on their activity within the University - with an amount up to the basic salary value, without performing the tasks stipulated in the job description;

- decides - by approval of the Administration Board members, against performance criteria and according to the institutional budget - upon a retired teacher or researcher continuing his / her activity under a 1-year renewable contract, according to a payment by the hour system;
- decides upon awarding the retired teachers with excellent results in teaching and research the honorary title of professor emeritus;
- sets the structure of the programmes of studies, according to ARACIS and MECTS quality standards;
- approves the methodology for title awarding and for filling in the teaching and research openings, pursuant to MECTS framework-methodology and to the legislation in force;
- certifies the results of the competitions for title awarding and for filling in the teaching and research openings; the selected persons may enter upon office the first day of the post-competition semester;
- approves the standards for filling in the teaching openings; no standing terms are stipulated;
- sees to the proper development of the competitions for filling in the teaching and research openings, according to the quality rules, the university ethics and the legislation in force and, if appropriate, sanctions, even dismisses the Heads of Departments, the Deans and the Rector;
- adopts the criteria for the renewal of the fixed-term contracts between the University and the teaching and research staff members, in compliance with the legal terms;
- approves the teacher and researcher assessment methodology (the assessment procedures shall be conducted every 5 years, at the most);
- sets the leave of absence intervals for each teaching staff member, to the benefit of the University and of the actors involved;
- approves the structure and the composition of the Ethics Commission;
- adopts the *Code of University Ethics*, on the proposal of the Ethics Commission's members;
- sets the disciplinary sanctions against the teaching and research staff, as stipulated by law:
 - a. temporary suspension of the right to sign up for a competition for filling in a higher teaching position or a management, guidance and control position;

- b. removal from the management office;
- c. termination of the employment contract, on disciplinary grounds.
- advances the disciplinary sanctions for the teaching and research staff members, by the vote of at least 2 thirds of the number of the University Senate members;
- appoints, in case of dismissal of the Rector, a Vice-Rector to represent the University until a new Rector is confirmed by the Minister of Education, Research, Youth and Sport;
- fulfils any other tasks on the University proper organization, operation and development.

SECTION 3

The Administration Board

Art. 41. The Administration Board is, along with the University Senate, the highest decision-making and deliberative management structure within the University.

Art. 42. The members of the Administration Board shall be appointed by the founding members, according to the law, and shall report to them.

Art. 43 (1) The Administration Board consists of an uneven number of members.

(2) The Administration Board consists of the founding members, the Rector, the administrative general manager and other persons designated by the president of the Administration Board and approved by the founding members.

(3) The president of the Administration Board is the president of *România de Mâine* Foundation, president and founder of the University.

(4) The members of the Administration Board shall be elected every 4 years.

(5) The persons reaching retirement age may also be members of the Administration Board, as stipulated by law.

(6) The decisions are made by the vote of 2 thirds of the number of members.

(7) The Administration Board members shall elaborate and adopt their own organization and operation Regulations.

Art. 44 The members of the Administration Board manage the economic, financial and asset sectors.

Art. 45 The Administration Board members shall:

- a) implement, together with the University Senate members, the strategic decisions made within the University;
- b) determine the institutional budget;
- c) approve the budget execution and the annual balance sheet, under the laws;
- d) approve the financial operations exceeding the ceiling set by the founding members, according to the law;
- e) monitor the use of financial and material resources, according to the University's priorities;
- f) submit the University Senate members, for approval, the organization and operation Regulations, in compliance with the legislation in force;
- g) present the University Senate members medium and long-term strategies as well as academic interest strategies;
- h) endorse the proposals on the initiation of new programmes of studies, to be submitted for approval to the University Senate members;
- i) submit the University Senate members, for approval, the proposal to stop providing those programmes of studies no longer in line with the academic mission and with the financial requirements;
- j) approve the proposal to make the teaching and research openings public, under the laws;
- k) endorse the organizational charts for the teaching and research staff, to be submitted for approval to the University Senate members, in compliance with the legal terms;
- l) approve the number of auxiliary teaching and research positions, according to the institutional budget set by the University Senate members and to the nature of the University, faculty, programme of study and department;
- m) endorse the proposal of hiring Romanian or foreign teaching staff members and other experts in the field, under a fixed-term contract, as visiting professors;
- n) decide upon the University assets, as stipulated by law;
- o) determine the amount of the tuition fee and of other fees, under the laws;
- p) determine the salary of the teaching and research staff members, in agreement with the legislation in force;
- r) initiate the procedure for the amendment of the University *Charter*;
- s) approve the real and personal estate purchase and assignment;
- t) provide the implementation of the internal financial audit procedures;
- u) approve the asset inputs – outputs;

- v) approve financial responsibilities, deposit building;
- z) elaborate the activity report, on an annual basis;
- x) fulfil any other tasks set in the organization and operation Regulations, enabling academic consolidation and development.

SECTION 4

The Faculty Board

Art. 46 The Faculty Board is the faculty's decision-making and deliberative body, as stipulated by law.

Art. 47 (1) The Faculty Board consists of teaching and research staff members (75%) and students (25%); the number of the members is set through the *Election Methodology*.

(2) The representatives of the teaching and research staff members shall be elected by universal, direct and secret ballot of all full professors and researchers within the faculty, as stipulated by law;

(3) The students' representatives shall be elected by universal, direct and secret ballot of the students, under the laws;

(4) The members of the Faculty Board must observe the representation principle/ departments, programmes of study, as the case may be.

Art. 48. The members of the Faculty Board shall:

- a) approve, on the Dean's proposal, the faculty structure, organization and operation;
- b) approve the programmes of studies;
- c) certify minimum 2 candidates to participate in the public competition for the Dean's selection;
- d) monitor the Dean's work and approve his / her annual reports on the faculty, quality assurance and compliance with the university ethics at the faculty level;
- e) set the tasks of the teaching and research staff members;
- f) endorse the organizational chart for the teachers and researchers;
- g) determine the workload of the teaching staff members not involved in research or research-related activities, in compliance with the legal provisions;
- h) decide upon the cumulation of teaching and research workloads, in case the minimum teaching workload cannot be determined;

- i) decide upon the reduction of the teaching workload by $\frac{1}{2}$, at the most, of the cumulated workload, while the research session must correspond to 0.5 conventional hours, as stipulated by law;
- j) advance the proposal of hiring Romanian or foreign research experts, as visiting professors, in compliance with the legal terms;
- k) forward the proposal to set up, organize, merge or dissolve the department / departments, as stipulated by law;
- l) approve the full-time students (maximum 5% of the total number of the Cycle I students) attending the first two years of study in one year;
- m) set and implement the disciplinary sanctions against the teaching and research staff members, according to the law:
 - m₁) written warning;
 - m₂) reduced basic wage, cumulated - when appropriate - to the management, guidance and control allowance.
- n) establish that at least 2 thirds of the total number of the Faculty Board members forward the disciplinary sanction proposal;
- o) fulfil any other tasks approved by the University Senate members, by those of the Administration Board or set forth in the University *Charter*, in compliance with the legal provisions.

SECTION 5

The Department Board

Art. 49 The Department Board is the management structure at the department level, under the laws.

Art. 50 (1) The members of the Department Board shall be elected by universal, direct and secret vote of all full professors and researchers, as stipulated by law.

(2) The number of the Department Board members shall be set by the *Election Methodology*.

Art. 51 The Department Board members shall:

- a) see to knowledge development, transmission and turning to god account in one or various fields;
- b) be responsible, together with the Head of Department, with the curricula and organizational charts development and with research and quality management;

- c) responsible, along with the Department Director, with the staff members selection, employment, regular assessment, training, motivation and dismissal, according to the law;
- d) agree on hiring Romanian or foreign research experts, as visiting professors, in compliance with the legal terms;
- e) agree to the temporary / permanent research staff members working within the department;
- f) set the job description of the research staff members working within the department, as stipulated by law;
- g) fulfil any other tasks approved by the Faculty Board members or the University management members, in compliance with the legislation in force.

SECTION 6

The Scientific Council of the Central Research Institute

Art. 52 The Scientific Council is set up and operates in compliance with the legislation in force and with the own regulations.

Art. 53 The powers of the Council members are set forth in the legal rules on research and development and in the organization and operation Regulations.

SECTION 7

The Council for Doctoral Studies at IOSUD level

Art. 54 The Council for Doctoral Studies is the management structure within the Institution organizing the Doctoral programmes (Instituția Organizatoare de Studii de Doctorat – IOSUD).

Art. 55 The members of the Council for Doctoral Studies shall be elected by universal, direct and secret vote of the PhD supervisors of the Doctoral Schools within IOSUD, according to the legal terms.

Art. 56 The members of the Council for Doctoral Studies shall elaborate the Code of Doctoral Studies, to be adopted by the University Senate members.

SECTION 8

The Rector

Art. 57 The Rector is the legal representative of the University in relation with third parties and the executive manager of the University, as stipulated by law.

Art. 58 (1) The Rector shall be appointed by one of the below-mentioned ways:

a) by universal, direct and secret vote of the full professors and researchers within the University and of the students' representatives within the University Senate and the Faculty Boards;

b) by public competition, in line with the methodology approved by the newly-elected members of the University Senate, under the laws.

(2) The appointment modality (among the two afore-mentioned) shall be set with at least 6 months before each election by universal, direct and secret ballot of the full professors and researchers within the University and of the students' representatives within the University Senate and the Faculty Boards, according to the legal provisions.

Art. 59 (1) The Rector, appointed pursuant to the provisions of article 58, shall be confirmed by order of the Minister of Education, Research, Youth and Sport within 30 days since the selection day, under the laws.

(2) After the issuance of the certification order, the Rector may sign official deeds, documents, financial / accounting documents, diplomas and certificates, under the laws.

Art. 60 The Rector, confirmed by the Minister of Education, Research, Youth and Sport, shall sign a management agreement with the University Senate members covering the performance criteria and indicators and the parties' rights and liabilities, as stipulated by law.

Art. 61 (1) The Rector shall be elected every four years.

(2) He / She may be re-elected once, at the most, under the provisions of article 58, paragraph 1.

(3) A person cannot run an institution, in his / her capacity as a Rector for more than 8 years, irrespective of the succession of mandates and the potential discontinuities, as provided by law.

Art. 62 (1) The Rector, confirmed by the Minister of Education, Research, Youth and Sports, shall name his / her Vice-rectors after consultation with the University Senate members.

(2) The number and duration of mandates and the Vice-rectors' powers shall be set, on the Rector's proposal, by the *Election Methodology*.

Art. 63 During his / her mandate, the Rector cannot hold a management position within a political party, in compliance with the legal provisions.

Art. 64 The Rector is / shall:

- a) provide for the management and the executive leadership of the University, according to the management agreement;
- b) sign the management agreement with the University Senate members;
- c) the credit officer, dealing with the budget set by the founding members and approved by the Administration Board members for the proper operation of the institution, while monitoring the destination of the approved funds;
- d) submit the University Senate members, along with the Administration Board members, the organization and operation Regulations, for approval;
- e) present to the University Senate members the annual report on the University (every April of the year). The report addresses:
 - the programmes of study;
 - the staff;
 - the research outcomes;
 - the implementation of quality assurance procedures;
 - the compliance with the provisions of the *Code of University Ethics*;
 - the openings;
 - the graduate employment statistics;
 - financial issues;
 - management issues at various institutional levels;
 - domestic and international cooperation;
 - other relevant issues for the activity of the University.
- f) sign official deeds, documents, diplomas and certificates;
- g) sign financial / accounting documents, according to the budget set by the founding members and approved by the Administration Board members;
- h) member of the Administration Board ;
- i) make available the educational offer, on his / her own responsibility, under the laws;
- j) approve the structure and composition of the University Ethics Commission, on the proposal of the Administration Board members and with the approval of the University Senate members, under the laws;

- k) responsible for the proper operation of the competitions for filling in the teaching and research openings, in compliance with the quality rules and university ethics as well as with the legislation in force;
- l) approve the powers of the non-teaching and auxiliary teaching staff members, set forth in their job description – as an appendix to the individual employment contract, as stipulated by law;
- m) implement, if appropriate, within 30 days, the sanctions established by the members of the University Ethics Commission;
- n) appoint the members of the disciplinary commissions, on the approval of the University Senate members, as the case may be;
- o) submit the University Senate members the proposal of implementing disciplinary sanctions, in case of gross misconduct: suspension, dismissal, termination of the employment contract for disciplinary grounds, as stipulated by law;
- p) implement the disciplinary sanctions set by the University Senate members, as the case may be;
- r) cancel a certificate or a diploma, on the approval of the University Senate members, when proven it is obtained by means of fraud or following the infringement upon the provisions of the *Code of University Ethics*;
- s) organize public competitions for deans selection;
- t) fulfil any other tasks set forth in the management agreement, signed with the University Senate members;
- u) convene the meeting of the University Senate members, whenever necessary.

Art. 65 The Rector may be removed from office on the proposal of the members of the University Ethics and Management Council, after consultation with the University Senate members, in case of serious infringement upon the public accountability principle, as stipulated by law.

Art. 66 The Rector may be dismissed by the University Senate members, under the terms of the management agreement and following serious infringement upon the provisions of the University *Charter*.

SECTION 9

The President of the Administration Board

Art. 67 The President of the Administration Board is the president of *România de Mâine* Foundation, president and founder of the University.

Art. 68 The President of the Administration Board shall:

- a) set the agenda and convene the members of the Board in ordinary sessions, on a monthly basis and when appropriate;
- b) preside over the sessions of the Administration Board members;
- c) run the economic and financial and asset sectors, according to his / her mandate;
- d) see to the implementation of the decisions of the Administration Board members;
- e) cooperate with the Rector and with the president of the University Senate, for academic development;
- f) fulfil any other tasks set by the Administration Board members and by the founding members.

SECTION 10

The Dean

Art. 69 The Dean represents the faculty and is the executive manager of the faculty, under the laws.

Art. 70 (1) The Dean shall be selected by public competition organized by the Rector, according to a specific methodology elaborated and approved by the University Senate members, under the laws.

(2) The competition is open for the persons within the University or within any faculty in the field from Romania and from abroad, authorized by the Faculty Board members to participate.

(3) The authorization shall be awarded by the vote of more than half of the Faculty Board members.

(4) The Faculty Board members shall be bound to authorize at least 2 candidates, as stipulated by law.

(5) The Dean, selected by competition, shall be validated by the University Senate members.

Art. 71 The Dean, selected by public competition and validated by the University Senate members shall appoint the Vice-Deans, after being appointed by the Rector.

Art. 72 The Dean is / shall:

- a) the executive manager of the faculty;
- b) preside the meetings of the Faculty Board members and implement the decisions of the University Senate and Administration Board members as well as the Rector's decisions;
- c) submit, for approval, to the Faculty Board members the structure, organization and operation of the faculty;
- d) cancel the results of an examination or of an assessment process, when proven that such results are obtained by means of fraud or following the infringement upon the provisions of the *Code of University Ethics*; he / she may decide upon the organization of a new exam sitting;
- e) responsible with the staff selection, employment, regular assessment, training, motivation and dismissal, according to the legal terms;
- f) report to the University Senate members for the proper operation of the competitions for filling in the teaching and research openings, in compliance with the quality rules, the university ethics and the legislation in force;
- g) approve the assignments of the non-teaching and auxiliary teaching staff members, set forth in their job description – as an appendix to the individual employment contract, as stipulated by law;
- h) submit the disciplinary sanction proposal, under the laws;
- i) implement, within 30 days, as the case may be, the disciplinary sanctions (written warning, a decrease in the basic wage when cumulated to the management, guidance and control allowance - when appropriate) set by the University Ethics Commission, according to the law;
- i) fulfil any other tasks set by the University Senate and Administration Board members and by the Rector.

Art. 73 The Dean may be sanctioned by the University Senate members and even dismissed, in case of irregularities in the progress of the competitions for filling in the teaching and research openings, as stipulated by law.

SECTION 11

The Department Director

Art. 74 The Director of Department runs the Department, according to the law.

Art. 75 The Department Director shall be assisted by the members of the Department Board.

Art. 76 The Department Director is / shall:

- a) responsible of the curriculum, the organizational charts and the research and quality management;
- b) responsible of the staff selection, employment, regular assessment, training, motivation and dismissal, according to the legal terms;
- c) approve the powers of the non-teaching and auxiliary teaching staff members, set forth in their job description – as an appendix to the individual employment contract, as stipulated by law;
- d) set the powers of the academic research staff;
- e) forward the Faculty Board members the proposal on setting the upper limit of the teaching workload for the teaching staff members not involved in research activities, as set forth by law;
- f) present the Faculty Board members the differences on research for setting the legal teaching workload, according to the law.
- g) report to the University Senate members for the proper operation of the competitions for filling in the teaching and research openings, in compliance with the quality assurance rules, the university ethics and the legislation in force;
- h) advance the disciplinary sanction proposal, under the laws.

SECTION 12

The Director of the Central Research Institute

Art. 77 The Director of the Central Research Institute is the executive manager of the Institute, as stipulated by law.

Art. 78 The powers of the Director of the Central Research Institute shall be set according to the research legislation in force and to the own regulations.

SECTION 13

The Director of the Council for Doctoral Studies

Art 79 The Director of the Council for Doctoral Studies is the executive manager of IOSUD.

Art. 80 The office of Director of the Council for Doctoral Studies shall be assimilated to the Vice-rector office, according to the law.

Art. 81 The appointment procedure as well as the powers of the Director of the Council for Doctoral Studies shall be set by the *Code of Doctoral Studies*, pursuant to the legal terms.

SECTION 14

The General Administrative Director

Art. 82 The University's administrative structure consists of divisions, under the laws.

Art. 83 The General Administrative Director runs the University administrative structure, as stipulated by law.

Art. 84 (1) The position of the General Administrative Director is filled in by competition organized by the Administration Board members, as stipulated by law.

(2) The president of the Examination Board is the president of the Administration Board, as stipulated by law.

(3) The presence of a representative of the Ministry of Education, Research, Youth and Sport in the Examination Board is imperative.

(4) The results shall be validated by the Administration Board and the University Senate members.

(5) The General Administrative Director shall be appointed by the Rector, on the proposal of the Administration Board members.

Art. 85 The General Administrative Director agrees with and supports, in writing, the management plan of the Rector, as stipulated by law.

Art. 86 The General Administrative Director is / shall:

- a) coordinate the activity of the administrative division, of its component structures;
- b) see to the maintenance and reasonable use of the material resources as well as to the maintenance and development of the University's transportation fleet;
- c) be responsible with asset preservation and development;
- d) see to the proper operation of maintenance, repair and constructions activities.

e) fulfil any other tasks set by the Administration Board and the University Senate members, by the President of the Administration Board and by the Rector.

TITLE IV

THE ORGANIZATION OF BACHELOR'S DEGREE, MASTER AND PhD PROGRAMMES

SECTION 1

The academic year structure

Art. 87 (1) As a rule, the academic year starts on the first working day of October of each calendar year and consists of two semesters.

(2) Each semester usually lasts 14 weeks, followed by a minimum 3-week examination interval, as stipulated by law.

(3) A minimum 17-week study interval is required for ECTS awarding, according to the law.

(4) In sports and artistic academic programmes, the structure of the academic year may be adjusted according to the practical work, under the legal provisions.

Art. 88 The academic calendar as well as the *Student Regulations* shall be approved by the University Senate members on an annual basis, at least 3 months before the beginning of the academic year, as set forth by law.

SECTION 2

The programmes of study

Chapter 1

General information

Art. 89 The programme of study is a group of teaching, learning, research, practice and assessment units planned so as to lead to a qualification certified by a diploma and a diploma supplement, as stipulated by law.

Art. 90 The programmes of study are grouped by 3 Cycles: Bachelor's Degree studies (Cycle I), Master studies (Cycle II) and Doctoral studies (Cycle III).

Art. 91 (1) The curriculum must be in line with the qualification profile, defined in the National Qualifications Framework, according to the law.

(2) The curriculum must be developed as to facilitate the desired qualification.

(3) The curriculum shall be approved by the University Senate members, in compliance with the legal terms.

Art. 92 (1) The length of the Bachelor's degree and Master programmes shall be set on the proposal of the Minister of Education, Research, Youth and Sport and approved under Government Resolution, as stipulated by law.

(2) The Faculty of Veterinary Medicine is structured on 6 academic years (60 credits / year), according to the EU general and sector regulations.

Art. 93 (1) The graduates may find employment according to their qualification.

(2) The curriculum / qualification report is a prerequisite for quality assessment, as stipulated by law.

Art. 94 (1) The University initiates programmes of studies, in compliance with the legislation in force.

(2) The University Senate members shall elaborate and approve the organization and operation Regulations for each Cycle, in compliance with the general and specific national and international quality standards.

Art. 95 (1) A programme of study is legally established if it is accredited or authorized for temporary operation and operates under the terms set forth in the accreditation / authorization document, as stipulated by law.

(2) The programmes of studies shall be accredited / provisionally authorized per type of education, teaching language and locality, according to the legal provisions.

(3) In the case of EU-regulated professions, the national rules cannot interfere with the European ones, as stipulated by law.

Art. 96 The list covering the accredited or provisionally authorized study programmes, the localities in which such programmes are initiated, the number of credits / study programme, type of education or teaching language as well as the maximum acceptable number of students, forwarded by the Quality Assessment Agency, shall be annually drawn by Government decision; the list shall be published by the Ministry of Education, Research, Youth and Sport before 31 March of the respective year, under the laws.

Art. 97 The illegal initiation of programmes of study results in the degree non-recognition, a fine for the organizing institution, according to the criminal law provisions, and the immediate

withdrawal by the Ministry of Education, Research, Youth and Sport of the accreditation / authorization for temporary operation, pursuant to the legal provisions.

Chapter 2 **Forms of education**

Art. 98 The programmes of studies are legally structured in:

- (1) ***full-time programmes***; the teaching / learning and research activities specific for each Cycle, cover the entire day and are evenly assigned on a daily or weekly basis, during the semester. This form implies that the full-time students meet in the academic campus with the teaching and research staff members.
- (2) ***part-time programmes*** particularly cover synthesis courses and practical work; distance learning-specific training means are implemented on a regular basis. The part-time students meet with their teachers.
- (3) ***distance-learning programmes*** cover specific information and communication means, self-learning and self-assessment activities as well as tutoring.

Art. 99 The part-time and distance-learning programmes shall be initiated only within those universities providing accredited full-time courses in the respective fields, as set forth by law.

Art. 100 The undergraduate programmes are divided in:

- a) full-time programmes;
- b) part-time programmes;
- c) distance-learning programmes.

Art. 101 The Master programmes are divided in:

- a) full-time programmes;
- b) part-time programmes.

Art. 102 The Bachelor's Degree/undergraduate and Master programmes in the fields regulated by the European Union may only be organized full-time, according to the legal provisions.

Art. 103 (1) The Doctoral programmes can only be organized full-time.

(2) The attendance obligations shall be set by the director of the Doctoral School, under the laws.

(3) The attendance obligations are a quality assessment criterion, as set forth by law.

Chapter 3 **Admission requirements**

Art. 104 (1) The University shall elaborate and implement, on an annual basis, the admission regulations, according to the Methodology elaborated by the Ministry of Education, Research, Youth and Sport, as stipulated by law.

(2) Every year, the University publishes the admission requirements, including the amount of the tuition fees, at least 6 months prior to the admission examination, according to the legal provisions.

(3) The citizens of the EU Member States and of the Swiss Confederation may enrol for any programme of studies, irrespective of the Cycle, under the same terms stipulated for the Romanian citizens, including with respect to the tuition fees.

(4) The University shall be bound to release, free of charge, the files of the rejected candidates or of those who give up their seat, within two working days, at the most, since the application submission in this respect, in compliance with the legal terms.

Art. 105 (1) The amount of the admission fee shall be set by the Administration Board members, as set forth by law.

(2) The Administration Board members may decide upon tax-exemption / reduction, according to the admission methodology.

Art. 106 The person admitted to a Bachelor's Degree, Master or Doctoral programme is called a student, Master / PhD candidate, for the entire duration of the programme, from registration, to the graduation exam sitting / presentation of the Dissertation or Doctoral Thesis, or to expulsion, except for the suspension of studies cases, under the laws.

Chapter 4 **Contract of studies**

Art 107 (1) The University shall sign a contract of studies with each student / Master / PhD candidate, in compliance with the Regulation for the initiation and operation of study programmes and with the legislation in force.

(2) The contracts of studies shall not be amended during the academic year, as set forth by law.

Chapter 5

Credits

Art. 108 (1) Teaching / learning, practice and assessment shall correspond to the European Credit Transfer System (ECTS).

(2) A credit expresses the amount of conducted and independent intellectual work necessary for completing a component unit of a course, under the laws.

Art. 109 The volume of work of a student cannot be below the value corresponding to a number of 60 credits / year, according to the law.

Art. 110 The minimum number of credits to be accumulated by a student to pass the year shall be set by the University Senate members, under the legal terms.

Art. 111 (1) The cumulated length of the Bachelor's Degree and Master programmes corresponds to minimum 300 ECTS, as set forth by law.

(2) The number of credits corresponding to the Doctoral programmes shall be set by the University, according to the scientific or artistic field, in line with the legal terms.

Art 112 The number of credits is the reference element the University may use for the equivalency of studies, as set forth by law.

Art. 113 (1) For equivalency, resumption or completion of studies and recognition abroad of the degrees issued prior to the implementation of the ECTS, the University, as an accredited higher education institution, may release, upon request, credit-related documents.

(2) This operation shall be charged by the University, in the amount approved by the Administration Board members.

Chapter 6

Student ongoing assessment

Art 114 (1) The students shall be subject to examination-type summative assessment procedures and to ongoing assessment, as stipulated by law.

(2) The University Senate members shall elaborate and adopt assessment methodologies, in line with the quality assurance rules and with the provisions of the *Code of University Ethics*.

(3) The learning outcomes assessment results in:

a) marks expressed by integers from 10 to 1; 5 is the passing mark and certifies the acquisition of minimal competences specific to a certain subject;

b) grades, as the case may be.

Art. 115 (1) The exam or assessment results may be annulled by the Dean, according to the provisions of the University *Charter*, when proven they are obtained by means of fraud or following the infringement upon the provisions of the *Code of University Ethics*.

(2) The Dean may decide upon the organization of a new exam sitting, pursuant to the legal terms.

Art. 116 The objections forwarded by the candidates, students and graduates shall be addressed by the competent persons within the University, according to the institutional regulations, as stipulated by law.

Chapter 7

Final exams

Art. 117 Pursuant to the legal provisions, the final exams are:

- a) Graduation exam for Cycle I studies or final exam for architecture and town planning as well as veterinary medicine education, as set forth by law;
- b) Dissertation Thesis for Cycle II studies;
- c) Doctoral Thesis for Cycle III studies;
- c) certification exam for the post-graduate specialized studies.

Art. 118 The afore-mentioned exams shall be organized within the University – as an accredited higher education institution – according to the regulations approved by the University Senate members, under the laws.

Art. 119 (1) The Bachelor's Degree, Master and PhD supervisors shall, together with the students, Master / PhD candidates, be responsible for the original character of the graduation, Dissertation and Doctoral Theses, according to the legal terms.

(2) Any forging attempt shall be legally punished.

Chapter 8

Certificates of studies

Diplomas and certificates

Art. 120 The qualifications acquired by the graduates shall be attested through diplomas, certificates and other certificates of studies, issued by the University, as an accredited higher education institution.

Art. 121 (1) The certificates of studies issued by the University – as an accredited higher education institution - shall be recognized provided that they are released in compliance with the legislation in force.

(2) The diplomas are official documents issued by the University – as an accredited higher education institution – only to the graduates of accredited or provisionally authorized programmes, according to the legal provisions.

(3) On completion of the provisionally authorized programmes, the students shall take the final exams at the accredited degree issuing institution, at an accredited major subject in an area of studies related to the authorized major, under the laws.

(4) Non-compliance with the provisions of art. 119, paragraphs 2 and 3 entails criminal sanctions.

Art. 122 (1) The diplomas and certificates of studies, legally issued by the university to the graduates of the same programmes of studies, irrespective of the type of education, shall be equivalent, according to the law.

(2) The examination methodology, the learning results / mark correlation, the diplomas or certificates of studies must be identical for any type of education, under the legal terms.

Art. 123 In case of joint study programmes, organized by the University in partnership with one or several universities, the certificates of studies shall be issued in compliance with the national rules and with the provisions of the inter-institution agreements, as stipulated by law.

Art. 124 The recognition or equivalency of studies is based on a specific methodology approved by the University Senate members, in compliance with the legal terms, while observing the European rules and the ECTS-related ones.

Art. 125 The Rector may cancel a diploma or a certificate of studies, with the approval of the University Senate members, when proof of fraud is made or following the infringement upon the provisions of the *Code of University Ethics*, as set forth by law.

Chapter 9

Cycle I – Bachelor’s Degree studies

Art. 126 The *initiation* of Bachelor’s Degree studies involves provisional authorization / accreditation from ARACIS or other national or international quality assurance agency, entered on the European Quality Assurance Register, as well as setting the maximum number of students, as provided by law.

Art. 127 (1) The Bachelor's Degree studies correspond to a number of 180 – 240 credits, in line with the ECTS, and to level 6 of the European Qualifications Framework for Lifelong Learning and of the National Qualifications Framework, as stipulated by law.

(2) The length of full-time studies is 3 to 4 years, corresponding to minimum 60 credits, as set forth by law.

(3) The length of studies in Legal Sciences is 4 years, under the laws.

(4) The length of studies in Veterinary Medicine is 6 years, corresponding to minimum 5500 hours of theoretical work and 360 credits, as provided by law.

Art. 128 (1) Practice and labs are compulsory.

(2) The University shall be bound to provide minimum 30% of the practice units, among which 50% outside the university, in compliance with the legal provisions.

(3) The students attending artistic and sports study programmes, shall conduct practical work within the university as well as within artistic or sports institutions according to inter-institution partnerships, as provided by law.

Art. 129 The University Senate members may initiate double majors. The provisional authorization and accreditation procedures are legally stipulated.

Art. 130 The *admission* to Cycle I studies is based on the Bacalaureate Diploma or an equivalent certificate, in compliance with the legal terms.

Art. 131 The persons with remarkable results in education competitions at national / international levels shall benefit from special admission conditions.

Art. 132 (1) The *graduation certificate* is called a Bachelor's Degree Diploma.

(2) The Bachelor's Degree Diploma includes information on the graduated programme of studies, the type of education and the title awarded, as set forth by law.

(3) The Bachelor's Degree Diploma shall be released along with the supplement diploma, issued free of charge in Romanian and in an international language, under the laws.

Chapter 10

Cycle II – Master programmes

Art. 133 (1) The University initiates Master programmes, in compliance with the legal terms.

(2) The list of accredited or Master programmes authorized for temporary operation shall be annually elaborated by the University Senate members and submitted to the line Minister until 1 February of each year, to be published, as stipulated by law.

(3) The Master programmes correspond to level 7 of the European Qualifications Framework for Lifelong Learning and of the National Qualifications Framework, as set forth by law.

(4) The length of studies is 1 to 2 years and corresponds to 60 – 120 credits, as provided by law.

(5) For the professions regulated by European rules, recommendations or good practices, the University shall organize a unitary 6-year full-time programme in Architecture (merging the Cycle I and Cycle II); the degree awarded is equivalent to the Master's Degree, according to the legal provisions.

(6) The Veterinary Medicine Master programme is allotted 60 – 120 credits, as stipulated by law.

Art. 134 The Master programmes may be:

- a) **Professional Master programmes**, focused on competence development;
- b) **Research Master programmes**, focused on research abilities development.
 - b1) correspond to the first year of a Doctoral programme;
 - b2) can be organized within Doctoral Schools, resulting solely in full-time courses.
- c) Full-time **Master courses in teaching**.

Art. 135 The University may legally sign partnership agreements with economic entities, professional associations and / or public institutions for the initiation of Master programmes, in line with the labour market requirements.

Art. 136 The **admission** to Cycle II studies is based on the Bachelor's Degree diploma or an equivalent certificate, in compliance with the legal terms.

Art 137 (1) The certificate awarded upon completion of the Master programme and successful presentation of the Dissertation Thesis is called a Master's Degree Diploma, as provided by law.

(2) The Master's Degree Diploma includes information on the graduated programme of studies, including the form of enrollment.

(3) The Master's Degree Diploma shall be released along with the diploma supplement, issued free of charge in Romanian and in an international language, under the legal terms.

Art. 138 The post-graduate degree (specific name prior to the implementation of the Bologna Process) corresponds to the Master's Degree, as set forth by law.

Chapter 11

Cycle III – Doctoral programmes

Art. 139 (1) The Doctoral programmes shall be *organized* in compliance with the legal provisions, according to a Code of Doctoral Studies, approved under Government's decision.

(2) The Doctoral programmes shall be initiated within Doctoral Schools, as provided by law.

(3) Each Doctoral School shall be assessed for each field, in order to be provisionally authorized / accredited by ARACIS or other national or international quality assurance agency, in compliance with the legal terms.

(4) The Doctoral Schools may be set up by the University, by an academic consortium or through consortia or partnerships legally established between the University / academic consortium and the research and development units, according to the law.

(5) IOSUD operates in line with the Regulations for the initiation and operation of Doctoral Studies and to the legislation in force.

(6) After getting the authorization for temporary operation / accreditation, each Doctoral School undergoes regular assessment (every 5 years), in compliance with the legal terms.

(7) The Doctoral Schools within IOSUD shall be structured per subjects or disciplinary and interdisciplinary themes.

(8) In case of accreditation withdrawal, a new accreditation process may be initiated within at least 5 years since the withdrawal, as set forth by law.

(9) a) The length of studies is usually 3 years, according to the law.

b) Under certain circumstances, the length of the programme can be extended by 1 to 2 years, on the proposal of the PhD supervisor, approved by the University Senate members; the corresponding tuition fee shall be paid.

c) The length of the programmes open for the Veterinary Medicine graduates is 4 years, resulting in 240 credits, as stipulated by law.

(10) Pursuant to the Regulations for the initiation and operation of Doctoral studies and to the legislation in force, the prior doctoral and/or research internships within prestigious universities or research centres from Romania/abroad as well as the Master programmes in research shall be recognized.

(11) a) The Doctoral studies can be suspended, on sound grounds, according to the Regulations for the initiation and operation of Doctoral studies.

b) The length of studies shall be extended accordingly, by the cumulated intervals resulting from the suspension.

(12) The PhD candidates shall pay a tuition fee, as provided by law.

Art. 140 The Doctoral programmes may be:

a1) **Scientific Doctoral programmes**, focused on the scientific method-based development of scientific abilities.

a2) The University shall only organize full-time scientific Doctoral courses.

a3) The attendance to the Scientific Doctoral programmes is a prerequisite for the development of an academic and research career, as provided by law.

b1) **Professional Doctoral programmes** in arts and sports, focused on the scientific method and systematic reflection-based development of abilities in arts and sports.

b3) The attendance to the Professional Doctoral programmes is a prerequisite for an academic and research career in arts and sports, as stipulated by law.

Art 141 (1) The Doctoral programme includes, according to the law:

a) a training programme based on advanced academic studies within the Doctoral School;

b) a research or arts / sports individual programme.

(2) The above-mentioned programmes shall be initiated by the PhD supervisor and the Doctoral School, as stipulated by law.

Art. 142 The courses shall be taught in Romanian or in an international language, according to the contract of studies signed between IOSUD, the PhD supervisor and the PhD candidate.

Art. 143 Joint PhD programmes may also be initiated, according to the law:

a) the PhD candidate is under the guidance of a Romanian and a foreign PhD supervisor or under the joint guidance of two PhD supervisors from two Romanian institutions, according to a written inter-institution agreement.

b) the PhD supervisors belong to the same IOSUD, yet covering different majors / fields, or one of them has reached the retirement age.

Art. 144 In order to facilitate PhD candidates mobility, IOSUD may hire, on a contract basis, legally authorized foreign specialists, as set forth by law.

Art. 145 The **admission** to Cycle III of studies is based on a Master's Degree Diploma or an equivalent certificate, in compliance with the legal terms.

Art. 146 (1) The person attending Doctoral programmes is called a PhD candidate.

(2) The PhD candidate works as a temporary research assistant or assistant PhD within IOSUD, under the laws.

(3) The PhD candidate may carry on teaching activities within 4 to 6 hours / week, pursuant to the contract of studies.

(4) The teaching activities exceeding the assigned 4 – 6 hours / week shall be paid, in compliance with the provisions of the Labour Code.

(5) The Doctoral programme shall be considered when calculating a person's standing, as stipulated by law.

(6) The PhD studies cover the social security contribution, according to the pension law, except for when the PhD candidate carries on paid activities, therefore contributing to the social security system.

(7) After presenting the Doctoral Thesis, IOSUD issues to the graduate a certificate attesting the attendance of the PhD programme, as stipulated by law.

Art. 147 (1) *The PhD supervisor* is the person authorized prior to the enforcement of the Education Law no. 1 / 2011 to guide the PhD candidates and the person who was awarded the habilitation certificate, at least a Lecturer, a 3rd rank researcher respectively, under the laws.

(2) The competent teaching and research staff members become PhD supervisors after being awarded the proficiency certificate, as set forth by law.

(3) The teachers and researchers working as PhD supervisors must have signed an employment agreement with IOSUD or with one of its member institutions and must belong to a Doctoral School.

(4) The specialists legally authorized as PhD supervisors within international higher education or research and development institutions become PhD supervisors within IOSUD, as stipulated by law.

(5) A PhD supervisor cannot simultaneously guide PhD candidates from two IOSUD, except for the joint PhD programme cases, as provided by law.

(6) A PhD supervisor shall guide PhD candidates solely in his / her area of expertise, as set forth by law.

(7) A PhD supervisor may simultaneously guide maximum 8 PhD candidates, irrespective of the Doctoral stage, in compliance with the legal terms.

(8) The PhD supervisor shall be remunerated in compliance with the legislation in force.

(9) The PhD supervisor shall be assessed every 5 years, as provided by law.

(10) In case the title of PhD supervisor is withdrawn, one can regain it no sooner than 5 years, upon proposal of IOSUD, on the basis of an internal evaluation report, subject to external evaluation procedures for validation, as stipulated by law.

Art. 148 (1) The *Doctoral Thesis* shall be elaborated in agreement with IOSUD requirements – set forth in the Regulations for the initiation and operation of Doctoral programmes – and with the provisions of the *Code of Doctoral Studies*.

(2) The Doctoral Thesis shall be presented before the Doctoral Board members, selected by the PhD supervisor and approved by IOSUD management members, in compliance with the legislation in force.

(3) The title of Doctor shall be awarded by order of the Minister of Education, Research, Youth and Sport after validation of the Doctoral Thesis by the National Board for Certification of the University Degrees, Diplomas and Certificates, as provided by law.

(4) The graduate of a PhD programme is awarded the Doctor's Degree, as set forth by law.

(5) IOSUD shall award the graduate the Doctoral Diploma and the Doctor's Degree; the former includes the disciplinary or interdisciplinary field of studies, under the laws.

SECTION 3

Post-graduate programmes

Art. 149 The post-graduate programmes may be:

- a) advanced research post-doctoral programmes;
- b) post-graduate programmes for continuing training and professional development.

Art. 150 (1) The University may initiate post-graduate programmes for continuing training and professional development provided that the Bachelor's Degree programmes in the respective fields are accredited, as set forth by law.

(2) The post-graduate programmes for continuing training and professional development operate according to the Organization and Operation Regulations approved by the University Senate members, in compliance with the legislation in force.

(3) The post-graduate programmes are open for the holders of a Bachelor's Degree Diploma or of an equivalent certificate, as provided by law.

(4) The post-graduate programmes are tuition fee-based.

(5) By attending the post-graduate programmes, the candidates accumulate credits and their knowledge is assessed by a skills certification test.

(6) Upon completion of the post-graduate programmes for continuing training and professional development, the University issues a skills certification certificate, in compliance with the legislation in force.

TITLE V
LIFELONG LEARNING

SECTION 1
Lifelong learning

Art. 151 (1) Lifelong learning – as guaranteed by law – includes all learning activities for knowledge acquisition and ability development, from personal, civic, social and / or professional perspectives, as stipulated by law.

(2) Lifelong learning covers early education, pre-university and university education and professional training, as set forth by law.

Art. 152 (1) The law regulates formal, non-formal and informal learning.

(2) *Formal learning* means organized learning within an institution. Upon completing the chosen programme of studies, the graduate is awarded a certificate attesting the acquired knowledge and the developed abilities.

(3) *Non-formal learning* means integrated learning within scheduled activities; the learning objectives are not curriculum-based. In this type of learning, the learner's intention prevails and a certificate attesting the acquired knowledge and the developed abilities is not always in question.

(4) *Informal learning* is the result of daily work, family and leisure activities and it is not objective-based. The learner's intention is not important and this type of learning does not always lead to a certificate attesting the acquired knowledge and the developed abilities.

Art. 153 The University provides the afore-mentioned types of learning (formal, non-formal and informal), as stipulated by law.

Art. 154 Formal learning within the University is set forth by law and by the University *Charter*.

Art. 155 The knowledge and abilities specific to non-formal and informal learning shall be certified by competent bodies, under the laws.

SECTION 2

Career counselling

Art. 156 Lifelong career counselling is the totality of services meant to help any person, irrespective of their age, to make decisions in terms of education or professional training, as stipulated by law.

Art. 157 Career counselling includes:

- a) *career information* covering all the necessary data to find and retain employment;
- b) *career training* within the university through the “Career Counselling” programme;
- c) *career counselling* helps the persons clarify their goals, understand their professional profile, make optimum decisions, be responsible for their actions and manage their profession;
- d) *employment counselling* enables the persons clarify their immediate professional goals and develop their abilities;
- e) *job placement services* focus on assisting the persons to find employment.

Art. 158 The University provides the students free career counselling services.

TITLE VI

STUDENT-CENTRED UNIVERSITY

SECTION 1

General information

Art. 159 The student-centred principle governs the entire activity of the University, as provided by law.

Art. 160 (1) A person is called a student and member of the academic community upon admission and registration, according to the law.

(2) The person admitted to a Bachelor's Degree, Master or PhD programme is called a student, Master / PhD candidate, for the entire duration of the programme, from registration, to the graduation exam sitting / presentation of the Dissertation or Doctoral Thesis or to expulsion, except for the temporary suspension of studies, according to the law.

(3) The students shall be deemed partners of the University and members of the academic community, having rights and duties.

Art. 161 The principles governing the students' activity are, as set forth by law:

a) *non-discrimination principle* according to which all students shall be treated equally. Any direct or indirect discrimination against the students is prohibited;

b) *the right to assistance and to additional services* resulting in: counselling provided by the teacher staff members outside the course, seminar or lab; career counselling; access to specialist book fund and to research publications, access to personal school records and the like;

c) *participation in the decision-making process*: the students' representatives attend the decision-making meetings at institutional level;

d) *freedom of expression*: the students are entitled to express their opinions within an academic environment;

e) *transparency and access to information*: the students have free access to information on their own educational path and on the academic life, in compliance with the legal terms.

Art. 162 The University Senate members shall annually approve the *Student Regulations* and the academic calendar at least 3 months before the beginning of the academic year, as stipulated by law.

Art. 163 (1) The students' rights and obligations are set forth in the *Code of the students' rights and obligations*, forwarded by the students' associations members within 6 months since the Education Law no. 1 / 2011 becomes effective and approved by the Minister of Education, Research, Youth and Sport by order of the Minister, in compliance with the legal terms.

(2) The University shall monitor the implementation of the provisions of the *Code of the students' rights and obligations*, as provided by law.

(3) The students' association members shall present an annual report on the compliance with the provisions of this code, to be made public, as set forth by law. }

(4) The University shall assist the students, as stipulated by law.

SECTION 2

Students' admission and registration

Art. 164 (1) The University shall organize admission examinations for each Cycle in order to test the candidates' knowledge, in accordance with the law.

(2) The University provides the students optimum learning conditions, as stipulated by law.

(3) After admission, the University and the student shall sign a contract of studies covering the parties' rights and obligations.

Art. 165 A person may be simultaneously admitted and registered to two programmes of studies, at the most, irrespective of the organizing institutions, as set forth by law.

Art. 166 (1) The University shall preserve the Students' Records, an electronic database covering all the students enrolled, as provided by law.

(2) The Students' Records is a legally protected official deed. Any forgery attempt shall be punished, under the laws.

(3) The University's Students' Records is part of the Sole University Students' Records in Romania; the latter acts as a degree monitor tool, in compliance with the legal terms.

SECTION 3

The Fundamental rights and duties of the students

Art. 167. The students of the University have rights and duties deriving from the National Education Law no. 1/2011, the Code of the students' rights and duties of the herein Charter, the regulations adopted based on the above, as well as from the provisions in the study contracts.

Art. 168. The students have the following rights:

- a) to be familiar with the structure and the objective of each curriculum component, as well as the methods of assessment/examination;
- b) to be entitled to the free choice of the majors and courses, in compliance with the legal norms and the curricula.
- c) to be entitled to an objective evaluation of their academic activity;

- d) to be elected democratically, by universal suffrage, direct and secret within different formations, programmes and study cycles, both within the faculties and the University;
- e) to be represented in the decision-making and consultative structures of the University;
- f) to establish clubs, literary circles, artistic and sport groups, workshops etc., as well as publications, in compliance with the law;
- g) to participate in research, cultural and artistic, as well as sport events, organised by the University, in interuniversity competitions, nationally or internationally;
- h) to benefit from free medical assistance at the medical practice of the University;
- i) to be accommodated, within the possibilities, within the University's accommodation areas, according to the conditions established by the internal regulations;
- j) to benefit from merit scholarships and other financial aids, according to the internal regulations and with approval of the Administration Board ;
- k) to participate in the competitions for scholarships for exchange bachelor's degree and master programmes abroad, organised nationwide by the Ministry of Education, Research, Youth and Sport, in compliance with the law;
- l) to benefit from the interuniversity mobility programmes;
- m) to participate in voluntary actions for which they can receive a number of transferable study credits, under the conditions stipulated by the internal regulations of the University.

Art. 169. The students have the following duties:

- a) to honour the Charter and the regulations that derive from it;
- b) to observe the University's mission and the quality standards included in it;
- c) to be mindful of the material resources and maintain it in good operating conditions;
- d) to keep the school locations clean, in orderly fashion and silence;
- e) to display a decent and civilized conduct;
- f) to defend the dignity and prestige of the University and to contribute to their increase.

Art. 170. Any initiative on the students' part that will only harm the University order and discipline and lessen the authority of the University management is forbidden.

Art. 171. The violation of the stipulation in the previous paragraph will be sanctioned by expulsion from the faculty and University.

TITLE VII
THE ACADEMIC AND RESEARCH PERSONNEL OF THE UNIVERSITY

SECTION 1

General provisions

Art. 172. According to the law, the academic and research personnel is the staff holding one of the academic or research titles provisioned by the law, who belong to the University and develops academic and/or research activities.

Art. 173. Taking into consideration the participation in the academic process and the degree of professional preparation, the academic personnel can be, according to the law:

- a) teaching personnel;
- b) associated teaching personnel.

Art. 174. Regarding the work relations with the University, the academic personnel can be, according to the law:

- a) tenured;
- b) non-tenured.

Art. 175 (1) We understand by tenured academic personnel the teaching personnel occupying a didactic function within the University, obtained on the basis of an examination, for an indefinite period of time, according to the law.

(2) The tenured teaching personnel are those who benefit from reserved positions, under the conditions of the law.

(3) The tenorial status exists only in relation with a single higher education institution or with one research-development institution, according to the law.

(4) When a person develops academic or research activities within more than one higher education institution he/she can be tenured within one of these, while within the others, he/she is a non-tenured member of the personnel or researcher.

(5) The University has the obligation to keep and manage, according to the law, the employment history or the employees register for the tenured teaching personnel in its structure.

Art. 176. The teaching personnel and the research personnel employed for a definite period of time have the statute of non-tenured academic and research personnel, according to the law.

Art. 177. In the University, the teaching positions are, according to the law:

- a) Teaching assistant;
- b) Lecturer
- c) Associate professor
- d) Professor

Art. 178. In the University, the research positions are, according to the law:

- a) research assistant;
- b) researcher;
- c) 3rd rank researcher;
- d) 2nd rank researcher;
- e) 1st rank researcher.

Art. 179. The equivalence of the research positions with the teaching positions is the following, according to the law:

- a) the researcher position is the equivalent of the teaching assistant for the persons holding a PhD diploma;
- b) the 3rd rank researcher position is the equivalent of the lecturer position;
- c) the 2nd rank researcher position is the equivalent of the associate professor;
- d) the 1st rank researcher position is the equivalent of the professor.

Art. 180. The associate academic personnel allowed to function within the University is the following:

- a) Lecturer;
- b) Associate professor
- c) Professor

Art. 181 (1) Taking into consideration the academic needs, the executive board and the University Senate may approve, for a determined period, the invitation of teaching personnel

or other recognised specialists in the field, from the country or from abroad, as visiting professors, respecting the legal provisions.

(2) In the case of the specialists without an academic degree of nation-wide recognition, the University Senate approves, by assessment, the academic degree corresponding to the performance, in compliance with the national standards, according to the legal provisions.

(3) Where the case may be, the issue of the work permit is the duty of the University as employer, according to the law.

Art. 182 (1) The provisions of Law no. 319/2003 regarding the statute of the research and development personnel are applied to the research and development positions of the University and to the personnel in charge.

(2) Within the departments, the doctoral schools, the institute or the research centres, there is the possibility for the functioning, on distinct positions, of research personnel, associated research personnel, including the students within the three study cycles, as well as other personnel categories, according to the law. They are employed according to the law.

Art. 183. The labour contracts of the teaching and research personnel include assuming certain minimum standards of the didactic activity and research results and provisions regarding the termination of the contracts in case these minimum standards are not accomplished.

Art. 184 (1) The data and information on the professional situation of the teaching and research personnel, as well as the technical and administrative personnel is stipulated in a personal job description, according to the law.

(2) The access to the job description is allowed only to the titular, the tenured of the human resources department, the president of the Administration Board and the Rector of the University, according to the law.

Art. 185. The teaching positions and the number of positions are established taking into consideration:

a) the curricula

- b) the study groups
- c) the university workloads.

Art. 186 (1) The job title list of the teaching and research personnel is the legal document based on which the monthly salaries are paid to each member of the teaching and research personnel, according to the law.

(2) The job title list of the teaching and research personnel is made annually, by establishing university legislation, 15 days at least prior to the beginning of each academic year and it cannot be modified during that academic year, according to the law.

(3) The job title list is accomplished within the department or the doctoral school, by consulting the members, as a consequence of stating the teaching and research duties by the faculty board.

(4) Within the departments with subjects for more than one faculty, the job title lists are accomplished based on the order forms approved by the University management.

(5) The order forms contain, hierarchically, the occupied or vacant teaching or research positions, specifying the teaching or research positions corresponding and the weekly number of conventional hours allocated for teaching activities, workshops, practical or laboratory work, project guidance, counselling of the students or PhD candidates, specialist or research practice and equivalent activities, for the subjects within the curriculum, according to the law.

(6) The order form of the teaching and research personnel is approved by the faculty board or, if the case, by the doctoral school board, by the Administration Board. The approval of the University Senate is compulsory, according to the law.

Art. 187 (1) The number of positions for the teaching and research personnel is established by the Administration Board, according to the University Senate, the majors of the faculty, department or doctoral school, the study programme, according to the law.

(2) The employment of teaching and research associated and non-teaching personnel is accomplished by contest organised by the faculty or the doctoral school, according to the law.

(3) The tasks of the associated teaching and non-teaching personnel are established in the job description, approved, according to the case, by the dean, by the Department Director or the leader of the doctoral school and by the Rector, being an appendix to the labour contract, according to the law.

Art. 188. The personnel holding an executive position within the University or a counselling and control position within the Ministry of Education, Research, Youth and Sport may benefit from a reduction of the teaching workload of 30% at the most, with approval from the Administration Board and the University Senate, according to the law.

Art. 189. The members of the teaching personnel assigned to the public institutions of the state or that develop activities within a ministry or other specialty organisms of the state are allowed to develop teaching activities associated with a teaching workload, according to the law.

Art. 190. The tenured personnel of the University is allowed to accomplish teaching and research activities within other teaching or research institutions only with the written consent of the University Senate, according to the law.

Art. 191 (1) The contract-based research activity is remunerated according to the law and the contractual provisions. The research contract establishes both the payment manner and the quantum.

(2) The Professors and associate professors or the grant executives who have developed research grants for 6 consecutive years may benefit from a sabbatical year. During this sabbatical year, they benefit from a basic salary, they keep their tenured position but are exonerated from developing the activities in the job description, according to the law.

Art. 192 (1) The teaching and research personnel retires at the age of 65 years, according to the law:

(2) The exceptions from this regulation are the positions of member in the Administration Board of the University, as private higher education institution, according to the law.

(3) Based on the professional performance criteria and the financial status of the University, the executive board and the University Senate may decide the continuation of the activity of a member of the teaching or research personnel after retirement, based on a one-year-contract with the yearly extension possibility, without an age limit, according to the law.

(3) The retired teaching personnel can be paid hourly, according to the law.

(4) The legal status of the cumulative salary with the pension is not applied to the teaching personnel benefiting from the provisions of Act 190 (3) and (4).

(5) The teaching and research personnel that are PhD supervisors retire at 65 and, according to the law:

a) may continue their work until the age of 70;

b) may mentor, after the age of 65, new PhD candidates only in joint supervision, together with a teaching and research member of the personnel who does not reach the retirement age during the development of the programme.

Art. 193 (1) The PhD candidates are assigned by IOSUD as research assistants or teaching assistants over a determined time period, the teaching workload being reduced to 4-6 conventional hours per week, by exception, according to the law.

(2) Their duties are established by the University Senate, according to the law.

(3) The doctorate candidates benefit from all the rights of a teaching or research assistant, including the seniority, according to the law.

Art. 194 (1) Four years after the National Education Law 1/2011 became effective, the labour contracts of the persons occupying the teaching or research assistant positions and are not PhD candidates and have not obtained the PhD diploma, are terminated ipso jure.

(2) Four years after the National Education Law 1/2011 became effective, the labour contracts of the persons occupying the lecturer position or a superior teaching position and have not obtained the PhD diploma, are terminated ipso jure.

(3) Four years after the National Education Law 1/2011 became effective, the labour contracts of the persons occupying the researcher position or a superior one and have not obtained the PhD diploma, are terminated ipso jure.

SECTION 2

The academic workload

Art. 195. The academic workload consists of:

- a) the teaching workload
- b) the research workload

Art. 196. The teaching workload may include, according to the law:

- a) teaching activities;
- b) seminary activities, practical works and laboratory ones, supervision of final projects;
- c) supervision of the bachelor's degree paper elaboration;
- d) supervision of the master dissertation elaboration;
- e) supervision of the PhD thesis elaboration;
- f) other teaching activities, practical or research oriented, included in the curricula;
- g) the management of the teaching and artistic or sport activities;
- h) assessment activities;
- i) tutorship, scientific guidance, the supervision of the scientific student clubs, of the students within the ECTS system;
- j) the participation in councils and commissions to the interest of education.

Art. 197 (1) The weekly teaching workload in the higher education is quantified in conventional hours, according to the law.

(2) The conventional hour is the teaching hour provided by art. 196 b) within the undergraduate studies, according to the law.

(3) For the undergraduate studies, the teaching hour is represented by two conventional hours, according to the law.

(4) For the master and PhD education, the teaching hour is represented by 2.5 conventional hours and the practicals hour provided by art. 196 b) represents 1.5 conventional hours, according to the law.

(5) In the case of teaching in international languages within the undergraduate, master or PhD cycles, the teaching, workshop or other activities can be regulated with a supplementary multiplicative coefficient of 1,25. The exceptions to this provision are the hours for teaching the respective language, according to the law.

(6) The activities provided in art. 196 c)-j) included in the teaching workload are quantified in conventional hours, by a methodology approved by the University Senate, in compliance with the study programme, the profile and the major, so that a minimum of 0.5 conventional hours would correspond to an actual activity hour, according to the law.

(7) The teaching workload is established according to the curriculum and is calculated as average weekly workload, regardless of the period of the academic semester when it is accomplished.

The average weekly workload is established by dividing the number of conventional hours in the job description with the number of weeks in the curriculum for the teaching and workshop activity of the whole academic year, according to the law.

(8) The teaching workload cannot be higher than 16 conventional hours per week, according to the legal regulations.

(9) The total amount of the work hours within a teaching or research workload, accomplished by cumulating the weight of the activities provided by art. 195 is of 40 hours per week, according to the legal regulation.

Art. 198 (1) The minimum weekly workload for the activities provided by art. 196 a)- f) is established as follows:

- a) professor PhD - 7 conventional hours, at least 4 of which must be conventional hours of teaching activities;
- b) associate professor- 8 conventional hours, at least 4 of which must be conventional hours of teaching activities;
- c) lecturer - 10 conventional hours, at least 2 of which must be conventional hours of teaching activities;
- d) teaching assistant- 11 conventional hours, including activities provided by art. 196 b), c) and f).

(2) By exception, the workload of the teaching personnel provided by art. 196 a)- c) that, due to the subjects, does not have course hours in the structure, is increased by 2 conventional hours, according to the law.

(3) The teaching workload provided by art. 198 (1) and (2) is the minimum workload regarding the workload of the teaching activity.

The Administration Board and the University Senate, based on the university autonomy can increase, by regulation, the minimum weekly teaching workload, with the observance of the quality assurance standards, without exceeding the maximum limit of 16 conventional hours per week, according to the law.

(4) The teaching workload of the teaching personnel not developing research activities or activities equivalent to it is superior to the minimum one, without exceeding the maximum limit of 16 conventional hours per week, according to the decision of the faculty board, the proposal of the Department Director or according to the decision of the doctoral school board.

(5) By exception, when the teaching workload cannot be composed according to art. 198 (1) and (2), the differences to the minimum teaching workload are completed with research activities, with the approval of the faculty board, at the proposal of the Department Director or of the doctoral school council. The diminution of the teaching workload is of half of the workload at the most and the research hour is the equivalent of 0.5 conventional hours. The member of the teaching personnel maintains his tenured position and the title obtained by public competition, according to the law.

(6) The tenured members of the teaching personnel whose teaching workload cannot be composed according to the provisions of art. 198 (1)- (5) can be replaced temporarily with a full research workload, mentioning the tenured position for the teaching title obtained by public competition. During this interval, the member of the teaching personnel has the obligations of the research personnel in the higher education, according to the law.

(7) According to art. 195-198, the Administration Board and the University Senate establish the actual academic workload, depending on the field, major, the weight of the subjects for the training of the students and the dimensions of the cohorts, in compliance with the legal provisions.

SECTION 3

Filling in the titles and academic and research positions

Art. 199 (1) Filling in the teaching and research positions, the assessment, the continuous formation and the dismissal of the teaching and research personnel are the attributions of the University, in compliance with the legislation.

(2) Romanian or foreign citizens have equal rights to participate in competitions for filling in a teaching or research position, without discrimination, according to the law.

(3) According to the legislation and the framework methodology, the University elaborates and adopts its own methodology for conferring the titles and filling in the teaching and research positions. USH methodology sets forth the minimum requirements for attending the competition, the competition arrangements, the settlements of the objections, for quality assurance, for university ethics and laws observance. The methodology cannot refer to seniority and cannot discriminate the persons outside the institution or country in favour of the ones within the institution or the country, according to the law.

(4) The University is liable to make public all the competition-based positions, together with the bibliography for the competition, at least 2 months in advance. The publication of the competition-based positions is made at least on the website of the University and on the specialised website administered by the Ministry of Education, Research, Youth and Sport, according to the law.

(5) The simultaneous filling in of offices by spouses, relatives, next akins up to the 3rd rank by which a person has a superior rank to another, has control, authority or performs direct institutional assessment is forbidden at any level within the University.

(6) The breach of the provisions of article 199 (4) and (5) leads to the invalidation of the contest and to the sanction of the guilty parts, in compliance with the legislation and methodology for conferring the titles and occupancy of the teaching and research positions.

(7) The research positions and ranks within the higher education network are obtained according to the legal regulations and the interior methodology for conferring the research and teaching positions.

(8) Within the University, the research assistant position may be filled in only by PhD candidates or PhD holders, according to the law.

(9) Within the University, the researcher position or the superior ones may be filled in by PhD holders, according to the law.

Art. 200 (1) The employment of a person for a teaching or research position is made on a definite or indefinite term.

(2) The employment of a person for an indefinite term for any teaching or research position is possible only by public competition arranged by the University, only for PhD degree holders, according to the law.

(3) The employment of a person for a definite term has a maximum duration of 3 years, according to the new Labour Code.

(4) As an exception, the PhD candidates can be employed for a definite term of maximum 5 years, according to the law.

(5) The definite-term contract signed by the University and the person who has filled in a teaching or research position based on a competition, can be renewed according to the person's professional results, evaluated according to the criteria adopted by the University Senate, as well as according to the employment needs and financial resources of the University, in compliance with the legal provisions.

(6) The reserved, vacant or temporarily vacant teaching positions are covered first and foremost by the tenured personnel of the University or the associated teaching personnel, by hourly pay, according to the law.

(7) The employment of specialists with recognized scientific value in the field due to inventions, innovations, prizes, scientific publications, in the country or abroad, as visiting associated professors or visiting professors PhD is proposed by the department's council and is approved by the Faculty board, the Administration Board and the University Senate, observing the legal provisions.

Art. 201 (1) For filling the teaching assistant position, the following requirements are necessary:

- a) the statute of PhD candidate or PhD holder;

- b) the fulfilment of the teaching positions occupancy standards, approved by the University Senate, without seniority requirements, according to the law.

(2) A person who has not obtained the PhD diploma cannot occupy the teaching assistant position for a cumulated period longer than 5 years, according to the law. When this term has been reached, the labour contract of that person ceases de jure, according to the law.

Art. 202. In order to fulfil the lecturer position, the minimal requirements are the following, according to the law:

- a) holding a PhD diploma;
- b) the observance of the teaching positions occupancy standards, approved by the University Senate, without seniority requirements.

Art. 203. In order to fulfil the associate professor position, the following requirements are necessary:

- a) holding a PhD diploma;
- b) the observance of the minimal standards for occupying the associate professor position, standards proposed by the National Council for the Certification of the Titles, Diplomas and University Certificates;
- c) the fulfilment of the teaching positions occupancy standards, approved by the University Senate, without seniority requirements, according to the law.

Art. 204. In order to fulfil the professor PhD position, the following requirements are necessary:

- a) holding a PhD diploma;
- b) holding an ability certificate;
- c) the fulfilment of the minimal standards for occupying the professor PhD position, standards proposed by the National Council for the Accreditation of University Titles, Diplomas and Certificates;
- d) the observance of the teaching positions occupancy standards, approved by the University Senate, without seniority requirements, according to the law.

SECTION 4

The assessment of the teaching and research personnel

Art. 205 (1) The results and performances of the teaching and research activities of the teaching and research personnel within the University are periodically assessed, within intervals of maximum 5 years, under to the law.

(2) The assessment of the teaching and research personnel within the University is made in compliance with an elaborated methodology, approved and applied by the University Senate.

(3) The student assessment of the teaching personnel's performance is compulsory. The results of the assessment are public information, under to the law.

(4) The remuneration of the teaching and research personnel within the University is made, mainly, according to the results and performances, under to the law.

SECTION 5

Rights and duties of the teaching and research personnel

Art. 206. The teaching and research personnel has rights and duties issued from the Charter herein and the Code of professional ethics and rules of conduct, as well as the legislation in force.

Art. 207. The rights and duties of the teaching and research personnel are the following:

- a) The right to professional improvement, of continuing professional development and scientific research, in conformity with the academic freedom;
- b) The right to discuss the results of the scientific research in their own competence field;
- c) The right to take part in internal and international scientific events and to make the results available;
- d) The right to participate in competitions for filling-in the teaching or research positions offered by the University, according to the legal stipulations and the Charter herein;
- e) The right to elect and be elected, irrespective of the teaching degree, in the management, counselling and control structures, in compliance with the legal provisions;
- f) The right to hold a public position, while the teaching position is preserved during that mandate, as stipulated by the law;

- g) The right to apply for getting national and international grants, to publish treatises, articles, volumes etc.;
- h) The right to be guaranteed the intellectual property rights, in accordance with the law;
- i) The right to be part of professional associations, national and international scientific, cultural, artistic, sports etc. societies, as well as part of legally constituted political organisations, in compliance with the legal provisions;
- j) The right to cumulate a teaching or research position with the function held as a consequence of preserving the position, according to the law;
- k) The right to paid holidays, in accordance with the legal provisions;
- l) The right to unpaid holidays, observing the legal provisions;
- m) The right to medical assistance within the University's medical practice;
- n) The right to disrupt the teaching or research activity, with preservation of the position for maternity leave, for 2 years; the maternity leave in the case of disabled children is 3 years, according to the legal provisions;
- o) the right to be allowed to resume the teaching, research and management activities even after the retirement age, as legally set forth, based on the criteria that regard the professional competence, the genuine scientific and teaching contribution, the national and international standing, the interests of the University, observing the legal provisions.

Art. 208. The duties of the teaching staff are as follows:

- a) to fulfil, in full and in compliance with the performance standards and markers, the professional and scientific tasks and the others that are mentioned in the Charter;
- b) to abide by, at all times, the norms of the professional ethics and rules of conduct;
- c) to observe the Charter and the regulations deriving therefrom;
- d) to represent the University, with high professionalism and good standing, in the country and abroad and make available its mission, objectives and achievements.

SECTION 6

Disciplinary sanctions

Art. 209. The teaching and research personnel, the auxiliary teaching and research personnel, as well as the management and control personnel within the University are accountable for

breaching the duties they have, according to the labour contract, as well as for breaching the norms of conduct that damage the University's prestige, in compliance with the legislation and the *University Charter*.

Art. 210. The sanctions applicable to the teaching and research personnel are the following:

- a) written notice;
- b) the reduction of the basic salary, cumulated when appropriate, with the management, counselling and control indemnity;
- c) the temporary suspension of the right to register for competition-based filling-in a superior teaching position or for a management, counselling and control position, as member of a bachelor, master or PhD commission;
- d) the disciplinary termination of the employment contract.

Art. 211 (1) Any person may refer the University with regard to a fact, which can be a disciplinary breach. This has to be in writing and is registered in the University Registry. In case of a directly discovered breach, the matter must be self-referred.

(2) The disciplinary sanction is applied only after in-depth investigation of the matter, after hearing of the person in question and checking of the defence declarations, under to the law.

(3) In order to investigate the disciplinary breaches committed by the teaching, research or executive personnel, an analysis commission with 3-5 members is established. The members of the commission are members of the teaching or research personnel with a position at least equal to the one of the perpetrator, according to the law.

(4) The analysis commission is appointed by:

- a) The Rector, with approval of the University Senate;
- b) The Ministry of Education, Research, Youth and Sport, for the management of the University and for solving the appeals regarding the decisions of the University Senate, according to the law.

(5) Within the University, the disciplinary sanction proposal is made by the department executive of the research unit executive, by the dean or Rector or by at least 2/3 of the total

number of the department's council members, the faculty board or University Senate, where appropriate.

(6) The disciplinary sanctions provisioned in art. 210 a) and b) are established by the faculty board and the disciplinary sanctions provisioned in art. 210 c)-e) are established by the University Senate, under the law.

(7) The Dean or the Rector applies the disciplinary sanctions, under the law.

(8) Within the University, the sanctions are communicated in writing to the teaching and research personnel, as well as to the auxiliary teaching and research personnel by the human resources department of the institution, under the law.

(9) The assets accountability of the teaching, research and auxiliary teaching and research personnel is established according to the labour legislation. The measures to recover the damages and prejudices are taken according to the labour legislation.

(10) If the sanctioned person has not committed disciplinary offence within 1 year from the sanction and has improved his/her activity and behaviour, the authority that applied the disciplinary sanction can levy it, mentioning this in the payroll, under the law.

(11) The right of the sanctioned person to address the court is guaranteed, under the law.

TITLE VIII

The quality promotion of the teaching and research activity in the University

SECTION 1

General provisions

Art. 212 (1) The quality assurance of higher education and university research is the duty of the University, under the law.

(2) The quality assurance of education expresses the University's capacity to provide for study programmes in compliance with the announced quality standards and is accomplished

by actions of institutional capacity development, elaboration, planning actions, study programme implementation that respond to the beneficiaries' expectations.

Art. 213 (1) The University's assessment has the following purposes:

- a) the authorisation for temporary operation and accreditation;
- b) the study programme hierarchy and the university ranking, under the law.

(2) The assessment for the temporary authorisation and accreditation is accomplished by the Romanian Agency for Quality Assurance in Higher Education (ARACIS) or by other agency registered in the European Quality Assurance Register (EQAR) and it takes place according to the law and international standards in the field.

(3) The assessment for the study programme hierarchy and university ranking is accomplished based on an evaluation methodology approved by government decision in maximum 6 months since the date of entry into force of the National Education Law no 1/2011. The assessment is accomplished periodically, under the law.

(4) The assessment under paragraph (3) is accomplished by a consortium consisting of: the Romanian Agency for Quality Assurance in Higher Education (ARACIS), including representatives of the students, The National Council of Scientific Research (CNCS), The National Council for Accreditation of the Academic Degrees, Diplomas and Certificates (CNATDC) and an international organism with competences in the field of higher institutions ranking, selected by competition.

(5) By exception to the provisions of paragraph (3), the first evaluation after the enactment of the National Education Law no. 1/2011 is made, according to the law, only by an international organism with competence in the field of higher education institutions ranking and hierarchy or by a quality assurance agency registered in the European Quality Assurance Register (EQAR) abroad.

(6) Based on the assessment provided by paragraph (3), the universities are classified in 3 categories:

- a) education-centred universities;
- b) education and research-centred universities;

c) education and advanced research universities.

(7) The assessment of the programmes of study and of the University is accomplished periodically, by own initiative or by the initiative of the Ministry of Education, Research, Youth and Sport. The results of the assessment are public, for the information of the beneficiaries and for the institutional transparency, according to the law.

(8) The University is liable to accomplish the internal evaluation at an interval of maximum 5 years and the classification of the departments in 5 research performance levels, according to a framework methodology elaborated by the National Council of Scientific Research and according to the university own methodology. The results of the assessment and classification are made public, according to the law.

SECTION 2

Supporting individual excellence

Art. 214 (1) The University supports the teaching, research personnel and the students with exceptional performances, according to the internal regulations, in compliance with the legal provisions.

(2) The support for the teaching or research personnel or for the students with exceptional performances may include:

- a) the approval of certain flexible educational routes that would allow the acceleration of covering academic studies;
- b) grants for accomplishing certain research, awarded as a result of a competition;
- c) the creation of mechanisms and support instruments for their professional insertion to the University or in research and development institutes in the country, so that the talent and knowledge should be capitalised at a higher level.

TITLE IX
CODE OF PROFESSIONAL ETHICS AND RULES OF CONDUCT

SECTION 1

General provisions

Art. 215 (1) *The Code of academic ethics and conduct* of the teaching and research personnel and of the students at Spiru Haret University is a set of principles, norms, rules of compulsory moral and professional conduct that must lead the activity of the personnel within the university community, based on the legal provisions in our country, as well as the regulations regarding the European space of higher education and research and the ethics principles accepted by the international scientific community.

(2) The code has the purpose of defining the ethical framework, in order for the members of the university community to fulfil their tasks professionally, honestly and loyally.

(3) The code has at the same time the role of setting forth the responsibilities and necessary procedures to be followed in case of breach, with the observance of the legal provisions.

(4) When exercising their functions, all the persons subject to the code of professional ethics and rules of conduct are bound to observe the fundamental principles and professional standards set forth by the legal regulations.

Art. 216 (1) The observance of the principles, norms and regulations set out by the Code determines the good conduct in the teaching and research activity.

(2) The good conduct in the teaching and research activity excludes, according to the law:

- a) the plagiarism of other authors' publications and results;
- b) the incorrect quotation of ideas, works;
- c) the dissimulation or elimination of certain information, data, unwanted results;
- d) the fabrication of data, information, results;
- e) the deliberately distorted interpretation of certain data, information, results and the distortion of the acknowledgements and conclusions;
- f) the dissimulation of the conflicts of interests;

- g) the replacement of data, results with fictitious data;
- h) the deliberately distorted presentation of other research results;
- i) the introduction of fake data in the grant or financing applications;
- j) the fund embezzlement;
- k) the non-registration and non-storage of data and results, as well as their erroneous registration and storage;
- l) the lack of briefing the research team before starting a project, with regard to the answers, co-authors, financing sources and associations, rights regarding the research results, royalties;
- m) the publication or repeated financing of the same results or projects as elements or sources of scientific breakthroughs;
- n) the lack of assessment objectivity;
- o) the non-observance of the confidentiality requirements.

(2) The contradictory data, the differences in beliefs, experimental or practical achievement, the data interpretation differences, the differences of opinion are not deviations from the good conduct, but specific factors of the research activity, according to the law.

Art. 217. In the Code herein, the following terms are defined as follows:

- a) *enquiry*- the second stage of a research, subsequent to the investigation, for the purpose of clarifying the circumstances in which a certain fact happened and in order to establish the accountability based on proofs.
- b) *arbitration*- the analysis and decision-making process upon a claim of deviation from the professional ethics and rules of conduct;
- c) *arbitrator* - a duly qualified person, assigned to analyse and inform with regard to the culpability of the person accused of breaching the code's provisions;
- d) *good conduct* – a set of ethical and professional rules that must be applied with the purpose to accomplish teaching and research activities;
- e) *data fabrication* - the production and presentation of imagined data, that are not obtained by the specific methods of the research;
- f) *confidentiality* - keeping the secret with regard to the research under development or recently accomplished, the project assessment, as well as with regard to the person accused of fraud and the one who submits a claim;

- g) *conflict of interests* - incompatibility of a natural or legal person who has a personal interest influencing the equity of his/her activity in accomplishing, assessing, monitoring and reporting the teaching and research activity and the procurement of advantages, favours, grants or research contracts; the personal interest, according to the legal provisions, includes any advantage of the person, spouse, akins to the 3rd rank or the institution he/she works for.
- h) *scientific community* - group of researchers within the research units/ institutes; broadly, the body of researchers in a country, an area or in the world;
- i) *deontology* - the entirety of the principles and rules of conduct of a profession;
- j) *error* - false representation of a fact, due to the insufficient information, the reduced professional practice or the exaggerated scientific enthusiasm;
- k) *ethics* - the entirety of the rules of conduct associated to a profession, community, society etc.;
- l) *assessment* - the multi-criteria examination of the scientific and teaching activity in an institution, of the human resources within it, using quantitative and qualitative criteria;
- m) *fraud* - deceit, act of bad faith committed by someone, usually in order to gain profit from infringing the rights of another; the deliberate action of fabricating data and results, forging, plagiarising, the illicit alienation of the research results or any other procedures that are not in compliance with the rules of conduct accepted by the scientific community and that have as purpose the gain of advantages such as scientific prestige, financing, project management, the research reports acceptance etc.
- n) *integrity* - the teaching and research personnel's feature of being honest, correct, incorruptible;
- o) *investigation* - the initial stage of a research, started as a consequence of an act of apprehension, with the purpose of verifying whether it has a real base;
- p) *notification* - the written communication addressed to a person, with the purpose of notifying that a legal act or fact was accomplished or is going to be accomplished;
- q) *paternity* - authoring a scientific product;
- r) *plagiarism* - the misappropriation of a person's ideas, methods, procedures, results, texts etc by another person who presents them as being his/her own;
- s) *scientific product* - publication, patent, technology, computer science programme etc., obtained as a result of the research activity and that makes the object of the intellectual property right;

- t) *accountability* - the obligation to do something, to be responsible for and to accept and bear the consequences if the obligations have not been complied with;
- u) *professional standard* - norm or norms that regulate the rules of conduct of the personnel within the education and research.

Art. 218 (1) The spouses, next akins or relatives to the 3rd rank cannot hold simultaneously positions so that one of the persons should be in a management, control, authority or assessment position at any level within the University in relation to another person, according to the law.

(2) The spouses, next akins and relatives to the 3rd rank cannot be assigned to examination commissions within the University, to assessment commissions, PhD commissions whose decisions might affect their spouses, next akins or relatives, according to the law.

SECTION 2

Fundamental principles

Art. 219. The teaching and research activity must be governed by the following fundamental principles, according to the law.

- a) *The principle of dignity*, according to which the teaching and research personnel has the obligation to develop their activity showing respect towards the live beings, especially towards the human beings;
- b) *The principle of autonomy*: the teaching and research personnel have the freedom to develop their knowledge, abilities, to have their own options in the professional and scientific evolution, to research and capitalise the obtained results, with the observance of the legal regulations;
- c) *The principle of integrity*, according to which the teaching and research personnel have the obligation to develop their activity with honesty, correctness, good fellowship.
- d) *The principle of benevolence* - according to which the teaching and research personnel have the obligation to promote those activities which produce social and/or economic advantages, analysing the benefits, prejudices and risks, with the purpose to obtain optimal results;

- e) *The principle of prudence*, according to which the teaching and research personnel have the obligation to analyse carefully the risk of the activity developed, its results and consequences.

Art. 220. The compulsory norms set at a national and international level add to the fundamental principles underlying the activity of higher education and research activity.

These refer to:

- a) the human rights;
- b) the equality of chances and the non-discriminatory attitude, as well as the positive discrimination of the under-privileged groups;
- c) the freedom of expression and information;
- d) the freedom of research;
- e) the observance for property in general and intellectual property in particular;
- f) the consumers protection;
- g) the protection of the personal data, including the genetic data;
- h) the environment protection;
- i) the animal protection.

SECTION 3

Professional standards and responsibilities

Art. 221. (1) The respect for the professional standards is, according to the legal provisions, an obligation and it is a guarantee of the rules of conduct of the teaching and research personnel.

(2) The knowledge process is based, under the laws, on the freedom of the development of the teaching and research personnel's activity.

(3) The basis of the development of the teaching and research activity is the respect for individual integrity, cultural diversity and for the variety of opinions emerging and manifested in science.

(4) The freedom of the development of the teaching and research activity is assured, under the laws, by:

- a) free access to the information sources;
- b) free exchange of ideas and opinions;
- c) the non-interference of the political factor in the teaching and research activity;
- d) the non-censorship of the scientific products.

(5) The personnel within the teaching and research higher education shall have such a conduct that should enhance and develop the trust of the public opinion in the honesty and correctness in developing these activities. Therefore, the personnel must not accept presents, favours, material advantages or other inadequate advantages, rejecting any attempt to influence the deviation from the rules of conduct.

(6) The cooperation and good fellowship are values that must be promoted amongst the personnel, ensuring the protection against fraud risks and scientific errors, the results transparency, leading to the increase of the value of the scientific products. The cooperation must allow the exchange of ideas, the constructive criticism and mutual assessment of results, according to the law.

Art. 222. The teaching and research personnel shall reject any potential conflicts of interests. To such purpose, the personnel has the following duties, according to the law:

- a) to inform with regard to the financial interests relevant for the research activity;
- b) to provide, upon request, information regarding the implication in organisations whose political or religious values might influence the research activity;
- c) to declare immediately the conflict of interests in which he/she might get involved and to clarify his/her position in such a situation.

Art. 223 (1) In the teaching and research activity, according to the legal provisions, the relations between the teaching and research personnel must be based on correctness, collaboration, mutual respect and professional solidarity.

(2) The teaching and research personnel shall be aware of the objectives of the Research and Development National Strategy and shall contribute to their accomplishment.

(3) The teaching and research personnel must know and comply with all the regulations regarding the intellectual property rights.

(4) The teaching and research personnel must have a proactive attitude to the society and to contribute to the application of the results obtained for the benefit of the society.

(5) The teaching and research personnel and the University have the responsibility for the correct and efficient use of the financial resources.

SECTION 4 **The Commission for Academic Ethics**

Art. 224 (1) According to the law, there is a Commission for academic ethics within the university.

(2) The structure and members of the commission for academic ethics are proposed by the Administration Board, endorsed by the University Senate and approved by the Rector, according to the law.

(3) The members of the commission for academic ethics are persons notorious for their professional achievements and moral authority.

(4) The persons occupying the following positions cannot be members of the commission for academic ethics:

- a) Rector;
- b) Vice-rector;
- c) Dean;
- d) Vice-dean;
- e) Administrative Manager;
- f) Head of institute/ research unit;
- g) Head of department.

Art. 225. The commission for academic ethics has the following prerogatives, according to the law:

- a) to analyse and solve any violations of academic ethics, based on claims;
- b) to contribute to the elaboration of the Code of academic ethics and conduct;

- c) to accomplish the duties set forth by Act no. 206/2004, with the subsequent amendments and completions;
- d) to draw up an annual report on the observance of the university ethics which shall be submitted to the Rector, the Administration Board and University Senate. The report is public;
- e) to fulfil any other assignments established by the legislation of the University Charter.

Art. 226 (1) Any person within the University or outside it can submit a claim to the Commission for academic ethics about any violations committed by the members of the university community.

(2) The identity of the author of the notice is maintained confidential by the commission for academic ethics, in compliance with the law;

(3) Upon submission of a claim, the commission for academic ethics starts the procedures set forth by the Code of academic ethics and conduct and Act no 206/2004, with the subsequent amendments and completions.

(4) The decisions of the commission are approved by the Head of the Affairs in Litigation Department of the University, according to the law.

(5) The Commission for academic ethics notifies the results of the research to the author of the notice within 5 days since the completion of the process.

(6) The University is accountable for the decisions and activity of the commission for academic ethics.

SECTION 5

Procedures for the settlement of disputes

Art. 227 (1) The University must have, according to the law, investigation commissions within the commission for academic ethics. These commissions shall be activated when the rules of conduct in education and research are violated.

(2) The violation of the rules of conduct in education and research are observable within 2 consecutive stages:

- a) the investigation
- b) the enquiry.

(3) The investigation and enquiry teams, formed of arbitrators who cannot be part of both commissions, are approved by the University management after due proposal by the commission of ethics, according to the law.

(4) The investigation, as the first stage of the research, has the role to observe the facts regarding the violation of the rules of conduct.

(5) The investigation begins in maximum 7 working days since receiving the notice, subsequent to informing in written the person/persons suspected to have violated the rules of conduct.

(6) The investigation begins with the presumption of innocence of the person/ persons suspected to have violated the rules of conduct, ensuring the protection of the person/ persons who had taken notice.

(7) The investigation is over in maximum 30 days, with a report of the investigation commission that has to decide if the notice is valid or not. The report is issued to the University management and then to the enquiry commission.

(8) The enquiry starts in 7 days since the University management has approved the investigation commission's report.

(9) The enquiry, with a duration of maximum 30 days is developed based on hearings, evidence registration and other specific means, according to the law.

(10) The enquiry is developed ensuring the protection of the person/ persons suspected to have violated the rules of conduct and the person/ persons who has/ have issued the notice, with the aim to protect the University's reputation.

(11) The enquiry ends with a report of the enquiry commission, issued to the management of the University. If a violation of the rules of conduct is observed, the report shall contain recommendations and proposals for sanctions, according to the law.

(12) The University management communicates the results of the research and the sanctions, if applicable, to the person/ persons suspected to have violated the rules of conduct in maximum 3 days from the approval of the enquiry commission's report, according to the law.

(13) The person found guilty may address the Council for academic ethics and management, who analyses the litigation and makes recommendations for the settlement and/ or solution application, which are notified to the petitioner and to the University management, according to the law.

SECTION 6

Sanctions

Art. 228. (1) In case of violation of the rules of conduct by the teaching, research personnel or the students, the commission for academic ethics establishes one or more sanctions in compliance with the legal regulations or the *Code of academic ethics and conduct*.

(2) The sanctions also have the role to prevent the cases of violation of the rules of conduct of the teaching and research personnel or the students, to protect and maintain the University's reputation.

(3) The sanctions applicable to the teaching and research personnel or to the students are disciplinary sanctions, according to the law.

(4) The sanctions applicable to the teaching and research personnel by the commission for academic ethics are:

- a) written notice;
- b) the cut of the basic salary, cumulate, if applicabled, with the management, counselling and control indemnity;

- c) the temporary suspension of the right to register for examination-based filling-in for a superior teaching position or for a management, counselling and control position, as a member of a bachelor degree, master or PhD commission;
- d) the dismissal from the teaching or research management position;
- e) the disciplinary termination of the employment contract.

(5) The sanctions applicable to the students and PhD candidates by the commission for academic ethics are:

- a) written notice;
- b) expulsion.

(6) The sanctions set by the commission for academic ethics are applied by the dean or the Rector, where the case may be, within 30 days from the decision, in compliance with the law and the University Charter.

TITLE X PUBLIC ACCOUNTABILITY

Art. 229. According to the law, the public accountability binds the University to:

- a) observe the regulations in force, the national and European policies in the field of higher education and its University Charter;
- b) comply with and apply the regulations in force with regard to the assessment and the quality assurance in higher education;
- c) observe the equity norms and principles set forth by the *Code of academic ethics and conduct*, approved by the University Senate;
- d) observe the academic freedom of the teaching and research personnel, as well as the rights and liberties of the students;
- e) assure the managerial efficiency and the effectiveness of using the owned resources;
- f) assure the transparency of its decisions and activities.

TITLE XI
THE INTERNAL AND INTERNATIONAL COOPERATION OF THE UNIVERSITY

Art. 230 (1) The University encourages and supports its integration in the internal and international circuit of educational, scientific, cultural, artistic and sport values.

(2) The University promotes collaboration and partnership relations with similar institutions in the country and abroad, based on the principles of academic freedom, equality and reciprocity.

(3) The University joins and actively and constructively participates in European and international associations and organisations which have the fundamental objective of progress in the field of higher education and research.

Art. 231. The University has, develops and promotes collaboration relationships with similar institutions, materialized as:

- a) experience exchange in various fields;
- b) organization of common scientific events;
- c) scientific research and cooperation contracts;
- d) scientific papers developed in collaboration with other institutions;
- e) other common education and scientific research activities;

Art. 232. (1) The University has, develops and promotes partnerships with similar institutions, materialized as:

- a) organization of common scientific events;
- b) research and study projects and programmes;
- c) exchange of experience;
- d) student, teaching staff members and scientific researchers exchange;
- e) publication of studies, articles, reviews (reciprocity system);
- f) publications exchange;
- g) other ways agreed by both parties;

(2) When taking part in international cooperation programmes the University relies on symmetric financial efforts.

(3) The financing of international cooperation is done both with the support of external sources and from its own budget.

Art. 233. The University accepts foreign students in Bachelor's and Master's Degree programmes, doctoral studies, in conformity with the law in force in our country.

TITLE XII THE UNIVERSITY FINANCING AND ASSETS

Art. 234. The University has economic and financial autonomy, according to the law and its fundamental right is private property, guaranteed by the Constitution.

Art. 235 (1) The University, as private higher education institution, charges tuition fees.

(2) The University has full autonomy regarding the determination of the tuition fees and has the obligation to notify the information to all the concerned persons, on the website of the institution as well, according to the law.

(3) The Administration Board sets the amount of the tuition fees, in compliance with the law.

Art. 236. The financing sources of the University are represented by:

- a) the amounts deposited by the founders;
- b) tuition fees and other school related fees;
- c) competition-based grants and financing, the capitalisation of the research results, sponsorships, donations and other legal sources.

Art. 237 (1) The University has its own assets, which is managed according to the law.

(2) The University's assets are made up of the initial founders assets, and the assets subsequently acquired.

(3) The University's assets are its private property and it freely disposes of.

(4) The University is the holder of the ownership or of other real rights it has upon the assets, according to the law.

(5) The assets of the University may also consist of debentures derived from contracts, conventions or legal decisions, according to the law.

Art. 238. All the decisions regarding the University's assets are made by the Administration Board , in compliance with the law and the University Charter.

Art. 239. In case of dissolution or liquidation, the University's assets are incumbent to the founders, according to the law.

TITLE XIII

DISSOLUTION OF THE UNIVERSITY

Art. 240 (1) The dissolution or liquidation of the University is made according to the legislation.

(2) The founders can also take the initiative for the dissolution of the University, according to the law.

(3) The dissolution of the University will be made protecting the students' interests, according to the law.

TITLE XIV

FINAL PROVISIONS

Art. 241. (1) The Charter herein becomes effective after the lawfulness approval from the Ministry of Education, Research, Youth and Sport and after the University Senate has adopted it.

(2) Subject to and for the application of the Charter herein, all the internal legal regulations in the Charter will be revised, updated, modified or completed from time to time.

(3) This Charter and its appendices are the intellectual property right of Spiru Haret University in Bucharest.

Art. 242 (1) The modification of the University Charter can be initiated by the Administration Board of the University Senate.

(2) The modifications to the Charter are adopted by a majority of 2/3 of the number of members of the Administration Board and/or the University Senate .

Art. 243. Under Decree no. 39/1 of June 23, 2011, the University Senate adopts the University Charter herein. As of this date, the previous Charter ceases its applicability.

RECTOR OF SPIRU HARET UNIVERSITY,

Aurelian A. Bondrea,
Associate professor, PhD

**THE STRUCTURE OF SPIRU HARET UNIVERSITY
CYCLE I- BACHELOR'S DEGREE PROGRAMMES**

No.	Faculty	Field	Bachelor's degree programme	Enrolment status	Credits
1.	Faculty of Letters, Bucharest	Language and Literature	English language and literature- Foreign languages and literatures (French, German, Spanish, Italian, Russian)/ classic (Latin)	Full-time	180
			French language and literature- Foreign languages and literatures (English, German, Spanish, Italian, Russian)/ classic (Latin)	Full-time	180
			Foreign language and literature (English, French)- Foreign language and literature (Arabic)	Full-time	180
			Foreign language and literature (English, French)- Foreign language and literature (Japanese)	Full-time	180
			Romanian language and literature- Foreign language and literature (English, French)	Full-time, Part-time	180

2.	Faculty of Law and Public Administration, Bucharest	Law	Law	Full-time, Part-time	240
		Administrative sciences	Public Administration	Full-time	180
3.	Faculty of Physical Education and Sports, Bucharest	Physical Education and Sports	Physical Education and Sports	Full-time, Part-time	180
			Kinetic therapy and Motricity	Full-time	180
4.	Faculty of Marketing International Business, Bucharest	Marketing	Marketing	Full-time	180
		Economy and International Business	International Business	Full-time	180
5.	Faculty of Financial and Accounting Management, Bucharest	Accounting	Accounting and Computer Accounting	Full-time	180
		Management	Management	Full-time	180
6.	Faculty of Finance and Banking, Bucharest	Finance	Finance and banking	Full-time, part-time	180
7.	Faculty of Veterinary Medicine, Bucharest	Veterinary Medicine	Veterinary Medicine	Full-time	360
8.	Faculty of International Relations, History and	International Relations and European Studies	International Relations and European Studies	Full-time	180

	Philosophy, Bucharest	History	History	Full-time, Part-time	180
		Philosophy	Philosophy	Full-time, Part-time	180
9.	Faculty of Sociology- Psychology, Bucharest	Sociology	Sociology	Full-time	180
		Psychology	Psychology	Full-time	180
10.	Faculty of Arts, Bucharest	Theatre	Theatrical Arts (Acting)	Full-time	180
		Music	Musical Pedagogy	Full-time, Part-time	180
11.	Faculty of Geography, Bucharest	Geography	Geography	Full-time	180
			Tourism Geography	Full-time	180
12.	Faculty of Mathematics and Informatics, Bucharest	Mathematics	Mathematics	Full-time	180
		Informatics	Informatics	Full-time	180
13.	Faculty of Architecture, Bucharest	Architecture	Architecture	Full-time	360
14.	Faculty of Journalism, Communication and Public Relations, Bucharest	Communication science	Journalism	Full-time, Part-time	180
			Communication and Public Relations	Full-time,	180
15.	Faculty of Management,	Management	Management	Full-time, Part- time	180

	Brasov	Accounting	Accounting and Computer Accounting	Full-time, Part-time	180
16.	Faculty of Legal and Administrative Sciences, Brasov	Administrative Sciences	Public Administration	Full-time, Part-time	180
		Law	Law	Full-time	240
17.	Faculty of Psychology and Pedagogy, Brasov	Psychology	Psychology	Full-time	180
		Sciences of Education	Pedagogy	Full-time	180
18.	Faculty of Finance and Accounting Management, Constanta	Accounting	Accounting and Computer Accounting	Full-time	180
		Finance	Finance and Banking	Full-time, Part-time	180
		Management	Management	Full-time	180
19.	Faculty of Law and Public Administration, Constanta	Law	Law	Full-time, Part-time	240
		Administrative sciences	Public Administration	Full-time	180
20.	Faculty of Financial and Accounting management, Craiova	Accounting	Accounting and Computer Accounting	Full-time, Part-time	180
		Finance	Finance and Banking	Full-time, Part-time	180
		Economy and International Business	International Business	Full-time	180
21.	Faculty of Law and Public	Law	Law	Full-time	240

	Administration, Craiova	Administrative sciences	Public Administration	Full-time	180
22.	Faculty of Accounting and Finance, Ramnicu Valcea	Accounting	Accounting and Computer Accounting	Full-time, Part- time	180
		Finance	Finance and Banking	Full-time, Part- time	180
23.	Faculty of Law and Public Administration, Ramnicu Valcea	Law	Law	Full-time	240
24.	Faculty of Accounting and Finance, Campulung Muscel	Accounting	Accounting and Computer Accounting	Full-time, Part- time	180
		Finance	Finance and Banking	Full-time, Part- time	180
		Business administration	Business administration	Full-time	180
25.	Faculty of Economic Science, Blaj	Finance	Finance and Banking	Full-time, Part- time	180
		Business administration	Business administration	Full-time	180

**THE STRUCTURE OF SPIRU HARET UNIVERSITY
CYCLE II- MASTER PROGRAMMES**

No.	Faculty	Field	Title of the master programme	Master programme type, according to the law
1.	Faculty of Letters, Bucharest	Language and literature	Language and literature. Romanian language and literature. Modernisation and modernity	professional
			Modernity in European literature	professional
			Translation in specialised fields	professional
			Grammar, gender and discourse in the study of foreign languages	professional
2.	Faculty of Law and Public Administration, Bucharest	Law	Criminal sciences	professional
			Constitutional law and political institutions	professional
			European Union Law	professional
			European business law	professional
3.	Faculty of Physical Education and Sports, Bucharest	Physical Education and Sports	Physical Education and sportive practice	professional
			Kinetic therapy in recovering from locomotive disorders	professional
			Physical Education and management of the sportive activities and structures	professional
			Kinetic therapy in the recovery from the brain and vascular affections	professional

4.	Faculty of Marketing International Business, Bucharest	Marketing	Marketing and public relations in business	professional
			Management and marketing of the logistic operations	professional
			Service management and marketing	professional
			Tourism marketing and management	professional
			Methods and techniques in the European integration management and marketing	professional
5.	Faculty of Financial and Accounting Management, Bucharest	Accounting	Accounting of the economic agents and public institutions	professional
			Accounting- Accounting information systems	professional
			Accounting, financial control and accounting expertise	professional
			Accounting- Audit of the financial and accounting information systems	professional
			Accounting- Financial and accounting audit	professional
6.	Faculty of finance and banking, Bucharest	Finance	Banks and financial markets	professional
			Public finance and fiscality in European context	professional
			Management and financing of the public and private projects	professional
			Marketing and management of the financial banking activities	professional
7.	Faculty of International Relations, History and	History	Romania in the history of international relations	professional
			History of the Romanian civilisation in European context	professional

	Philosophy, Bucharest		Policies, doctrines and integrated security systems	professional
		Philosophy	Man, culture, society in the contemporaneous thought	research
			Intercultural communication and European culture	research
8.	Faculty of Sociology- Psychology, Bucharest	Sociology	Organisational and human resources management	professional
			Psycho-sociology of the family: intervention and social services	professional
			Social policies and European integration	professional
		Psychology	Judicial psycho-sociology and victimology	professional
			Clinic psychology and psychological intervention Fundamental interventions in the personal development and psycho- therapy	professional professional
9.	Faculty of Arts, Bucharest	Performing arts	Pwerforming arts	professional
		Music	Musical arts	professional
10.	Faculty of Geography, Bucharest	Geography	Environmental risks analysis and expertise	research
			Organisation and management of the tourism activity	professional
			Advanced research in geography and didactics of geography	didactic
11.	Faculty of Mathematics and Informatics, Bucharest	Mathematics	Mathematics- Mathematics applied in economics	professional
		Informatics	Informatics- Modern technology in the information systems engineering	professional

			Informatics- Information protection in the computer networks	professional
12.	Faculty of Journalism, Communication and Public Relations, Bucharest	Communication sciences	Media and communication	research
			Public relations and advertising	research
13.	Faculty of Management, Brasov	Management	The European dimension of organisational management	professional
			The organisational strategic management in the knowledge-based economy	professional
14.	Faculty of Legal and Administrative sciences, Brasov	Administrative sciences	European studies and public administration	research
			Public service administration, law and management and environment protection	professional
			Management of the public administration	didactic
15.	Faculty of Psychology and Pedagogy, Brasov	Psychology	Educational counselling	professional
			Advanced strategies in the children's education	professional
			Psychological counselling and group psycho-therapy	professional
16.	Faculty of Finance and Accounting Management, Constanta	Economics	Accounting, expertise and audit	professional
			Financial and accounting management of the public administration	professional

17.	Faculty of Financial and Accounting management, Craiova	Economics	Accounting- Internal audit in the public and private system	professional
			Accounting and business management	professional
18.	Faculty of Accounting and Finance, Campulung Muscel	Accounting	Accounting and business management	professional

ROMANIA

STATE OFFICE FOR INVENTIONS AND TRADEMARKS

Certificate of Trademark Registration

Nr. 67666

Granted under Act nr. 84/1998 in regards to the trademarks and the geographical index

Claimed colours: red, yellow, blue

Registered trademark:



The trade name protection time is of ten years, as of 19.05. 2005, for the products/services on the backleaf.

I hereby confirm the above by affixing the signature and seal

GENERAL MANAGER,

sgd. illegible

HOLDER:

“Romania de maine” Foundation - “Spiru Haret” University
13, Ion Ghica Street, 3rd district, BUCHAREST 030045 ROMANIA

APPENDIX

The types of trademarked products/ services

41 Education; training; entertainment; sportive and cultural activities.

42 Scientific and technologic services, such as research and creation services referring to the above.