Annex 9

Aurel Vlaicu University Charter

1. Preamble

Art.1 The charter is a normative and programmatic document which comprises the culture, the past and present of Aurel Vlaicu University’s academic community and plans its future development. It contains the normative structure of “Aurel Vlaicu” University activities in its capacity of higher education institution and reflects its internal relations – functional and managerial- as well as itsa external ones – national and international.

Art.2 The establishment and development of the university as an institution and spiritual centre in the Western part of Romania follows the establishment of several educational institutions during a long historical process with deep roots in the cultural and educational memory of Arad, starting with Preparandia (Teachers’ Training College established in 1812), The Institute of Orthodox Theology (1822), The Conservatory (1933), The Faculty of Veterinary medicine and Animal Breeding (during 1949-1954) and the Technical College (1972-1990).

Art.3 Aurel Vlaicu University has been legally established as a higher education institution by Resolution no.567/1990 of the Romanian Government (initially as a higher education institute) and has functioned as a university since 04.10.1991 based on Decree no.4894/1991 issued by the Ministry of Education and Science.

Art4. The name “Aurel Vlaicu” University of Arad which designates the state owned higher education institution located in Arad, 77, Revolutiei Boulevard is a registered trade mark by Certificate no.54850 issued by the Patent and Trade Marks State Office and is legally protected by Act no.84/1998, and its subsequent amendments and supplements, which stipulate that on Romanian territory educational services are delivered only by this institution, under the above mentioned name. Besides the name, the trade mark also comprises a graphic sign displaying a shield – a symbol of medieval towns – with the letters UAV ARAD written on it.

Art 5. “Aurel Vlaicu “University is a Romanian legal person, whose head office is located in the city of Arad, 77, Revolutiei Boulevard and functions as state owned higher education institution, in compliance with Romanian law, with the University Charter and Regulations. In its capacity of legal person, the institution is represented in its relations with physical and legal persons, including public authorities by the Rector.

Art 6. (1) “Aurel Vlaicu” University Arad and its academic community adhere to the Magna Charta of European Universities (Bologna 1988).

(2) “Aurel Vlaicu” University of Arad retains the valuable traditions of the Romanian educational process, but, at the same time, it seeks to meet the standards and quality requirements of the European developed countries as they have been stipulated by the Bologna Declaration (June, 1999) and further discussed at the Conferences in Berlin (2003) and Bergen (2005).
II. MISSION STATEMENT AND OBJECTIVES OF “AUREL VLAICU” UNIVERSITY FROM ARAD

Art. 7 (1) “Aurel Vlaicu” University of Arad as a public institution assumes as its mission to promote excellence in the development of cultural, educational competences and skills, based on innovative knowledge, life-long learning and intercultural learning. On the other hand, it develops and promotes its strategies within the framework of local, regional, national and international community.

(2) “Aurel Vlaicu” University of Arad is a state owned higher education institution whose main mission is to train specialists in graduation fields that are requested on the labour market, observing the spirit of democratic values, love of one’s country and development of human personality.

(3) Likewise, scientific research is an essential activity which incorporates in research centers members of the academic staff, researchers and students, generating knowledge and innovation with a view to developing science, technology and human social progress. “Aurel Vlaicu” University of Arad manifests national and international opening with respect to scientific research, which is a major objective of our strategic management. The scientific symposia of our academics and students, as well as the international conferences show in an eloquent manner the endeavors of our academic staff and students.

(4) The university assumes an important role in:
   a) Preserving perennial scientific, artistic and cultural values;
   b) Taking an active part in the development of science;
   c) Asserting cultural identity and national spirituality;
   d) Shaping of a society that promotes values of the state of law, liberty and democracy;
   e) Ensuring continuity in the promotion of the free, democratic and visionary spirit of Romanian academic thought, based on the promotion of human rights and civil liberties;
   f) Developing education and research at competitive levels both nationally and internationally and promoting academic values in social life;
   g) Training and improving the qualified human resources;

Art 8. The university carries out its major role through the following:
1. Setting up of a training system of the young generation within the framework of higher education that should ensure, on the one hand, specialists for a wide variety of activity fields, and, on the other hand, active citizens, socially involved and responsible for the educational, cultural, economic and social values;
2. Involvement in the local, national and international socio-economic and cultural life through promoting the principle according to which the university meets social needs and in fully integrated in a community on whose behalf it acts as a mainspring for social progress.
3. Setting up an education system that should enable free circulation of the labour force in the European Community, graduates’ access to jobs within a competitive market as well as assimilation of European cultural values.
4. Implementing a modern quality assessment for the educational system.

Art9. In order to achieve its assumed mission “Aurel Vlaicu” University of Arad has set forth the following major objectives:
a) A continuous modernizing of the teaching process by improving curricula design, syllabuses and teaching methodologies so as to promote training techniques adapted to the needs for change and optimization of Romanian society;

b) Implementation of an academic management based on modern quality norms and global financing, compatible with the European credit transfer and accumulation system;

c) Upgrading of the quality management implemented in keeping with the total quality management (TQM) principles with a view to enhancing the efficiency of teaching, research and management services.

d) Modernizing of the assessment and recognition methodology of studies via the utilization of internationally accepted and verified systems;

e) Organizing life long learning activities meant for specialists working in the academic, artistic and technical fields, as well as training sessions for the school teaching staff;

f) Modernizing of training strategies for the staff involved in teaching and research tasks;

g) Development of the scientific research and setting up of research bodies adequate for a high quality educational process; participation in significant research projects;

h) Promotion of scientific research programmes, of technological development, and educational innovation, financed out of university funds or by means of national and international cooperation projects;

i) Promotion of teaching staff based solely on didactic and scientific competence principles, as well as the observance of professional ethics;

j) Taking part in international educational programmes based on bilateral agreements concluded with prestigious European and international universities;

k) Developing and supporting internal and international cooperation activities;

l) Participation of the university to the cultural and scientific development of the country;

m) Development of information technology and communication services;

n) Modernization of services provided to students during the teaching process;

o) Preservation of university patrimony and development of its infrastructure;

p) Permanent assertion of the international cultural and scientific prestige of the university by means of:

A. Strategic Objectives

1. Elaboration of a strategy through which “Aurel Vlaicu “University from Arad should gain international visibility by taking part in EU or other international research projects;

2. Setting up of a research database comprising a large community of researchers in order to contribute to the development of knowledge within the framework of applied research ethos focused on practice;

3. Integration of the university in consortia including prestigious universities and research institutes;

4. Support for an active, insightful research leading to outstanding outcomes by means of encouraging innovation and enhancement of students’ experience;
5. Setting up partnerships with prestigious universities outside Romania, with multi-national companies, with governmental and non-governmental organizations;
6. Development of research infrastructure so as to allow the university compete for funding and recognition at national and international level;
7. Turning the university into a centre of excellence recognized for graduate and post graduate training.

B. Specific Objectives and Activities

Objective 1: Increase of international visibility of Aurel Vlaicu “University of Arad"
1. Promotion of internationally relevant transdisciplinary research clusters;
2. Development of institutional research and of partnerships with widely known prestigious universities;
3. Managing or joining research consortia in order to increase expertise recognition at institutional level;
4. Supporting mobility programmes for researchers and students;
5. Influencing the national and international research agenda through membership in strategy elaborating committees;
6. Improving marketing and promoting the research capacity of the university (through mass-media, internet, etc.);
7. Ensuring a close cooperation between research and teaching activities;
8. Increasing intellectual capital by offering research fellowships in UAV;
9. Developing close long-term relationships with foreign companies, governmental and non governmental organizations.

Objective 2: Improving the research material base of “Aurel Vlaicu” University
1. Improving research planning at the level of departments
2. Strengthening the research base by increasing the number of students enrolled in master or doctoral programmes;
3. Obtaining the status of Graduate School Organizing Doctoral Programmes and organizing double PhDs (commonly supervised doctoral theses with another university);
4. Increasing the research capabilities of the academic staff;
5. Developing strategic long term partnerships with business, professionals and public sector
6. Attracting external funding and diversifying funding sources for research, including the establishment of transdisciplinary bodies that should exploit new financing opportunities;
7. Supporting students to choose research as a career by allotting them independent research project;

Objective 3: Promoting excellence in research and innovation
1. Early intensive guiding of students towards research careers;
2. Strategic investment in new positions with a view to supporting research priorities at faculty/ department or even institution level;
3. Encouraging all members of the academic staff – research and teaching staff alike- to publish in ISI journals with an impact factor higher that 1;
4. Recognizing and rewarding excellence in research through adequate human resource policies;
5. Promoting the exchange of “good practice” at faculty/department levels;
6. Engaging in benchmarking activities;

**Objective 4 : Developing sustainable high quality infrastructures, facilities and services**

1. Attracting external funding for research;
2. Encouraging all full professors and associate professors to conduct at least one research project;
3. “Trading” intellectual property in order to generate funds for the development of the research base;
4. Clarifying the roles and responsibilities of the staff involved in research activities;
5. Improving information management through the use of human resources and novel software systems;

**Art10.** In order to carry out activities designed to achieve its mission and objectives, the University may enter into partnerships with national and foreign companies, various institution at home and abroad, setting up mutually beneficial structures, in keeping with the provisions of Act no.1/2011 and Act no.287/2004 (The Act of Academic Consortia), with the approval of the University Senate. The University may collaborate with governmental and non governmental organizations at local, national and international levels if so approved by the University Senate.

**III. UNIVERSITY AUTONOMY**

Art. 11 (1) “Aurel Vlaicu” University of Arad functions on the basis of university autonomy, understood as a specific way of self governing, in accordance with the legal frame established by the Romanian Constitution, education laws, the provisions of the present Charter, as well as its own regulations.

(2) The University autonomy consists of its right to self governing, taking on different competences, obligations and responsibilities in keeping with the national strategic options and directions of higher education development, with the progress of science and technology, as well as of Romanian and universal culture and civilization.

(3) On national level, university autonomy is accomplished through the direct relationship of the Rector with the Ministry of Education and Research and through the election of university representatives in different professional bodies, according to law.

The autonomy of “Aurel Vlaicu” University of Arad becomes manifest through: organizational and functional autonomy, didactic and scientific autonomy, administrative and financial autonomy, jurisdictional autonomy and management autonomy.
III. 1 ORGANIZATIONAL AND FUNCTIONAL AUTONOMY

Art. 12 Organizational and functional autonomy of “Aurel Vlaicu” University is achieved through the right to:
1.- establish, modify and improve its own didactical and administrative structures, including management, according to law and the provisions of UAV Charter;
2.- elect management through secret vote in accordance with the legislation in force;
3.- elaborate its own regulations in full accordance with the legislation in force;
4.- select its research and teaching staff, students and auxiliary didactic and non-didactic personnel exclusively on the criteria of competence in keeping with the National education Act;
5.- establish and implement its own principles and evaluation criteria of work outcomes in order to assess, promote and reward the members of the UAV community;
6.- establish its curricula correlated with relevant academic experience and ARACIS recommendations;
7.- form its class staffing schedules and staff list based on its human and financial resources available, in keeping with the provisions of the curricula and of the laws in force;
8.- regulate and evaluate the conduct of the members of the academic community;
9.- award didactic, scientific and honorific titles, according to law;
10.- guideline scientific research;
11.- join national and international organizations;
12.- develop cooperation programs with other institutions, from Romania or from abroad;
13.- organize and manage, solely or jointly, units and centres of research, centres for training human resources, units of micro production, consulting centres, experimental lots, business incubators, commercial enterprises, associations and foundations, or other institutionalized structures;
14.- organize scientific, cultural and sports events and activities;
15.- initiate and implement any other activity that is in full accordance with laws in force and international treaties, having the approval of the Senate;
16.- establish and use its own signs and symbols;
17.- solicit quality assessment of the University’s teaching and research activities by prestigious international institutes;

III.2 DIDACTIC AND SCIENTIFIC AUTONOMY

Art. 13 Didactic and scientific autonomy of the University is manifest through the right to:
1.- propose changes of the University structure by setting up new faculties, chairs, departments, specialization boards, study programs, post graduate studies, master and doctoral courses;
2.-establish conditions for the admission to faculties, for graduation or any other final exams in keeping with legal provisions;
3.-establish its own criteria of selection, recruitment and promotion of teaching staff;
4.-propose new curricula and establish syllabuses in accordance with national and international standards;
5.-conceive, organize, carry out and improve the teaching process in accordance with national and international standards;
6.-establish didactic methodologies in accordance with the interests of the national and international education community;
7.- organize life long training;
8.- establish evaluation standards of the teaching-learning level for the disciplines correlated with the scientific development in the respective field;
9.- organize scientific research;
10.- use the financial resources resulted from research activity based on contractual collaboration in keeping with the needs of the university;
11.- participate in competitions in order to obtain research grants, projects and programs;
12.- attend educational, scientific and technological programs, national or international;
13.- edit scientific publications and own a publishing house;
14.- publish journals, manuals, courses, research works or other materials that support teaching and scientific research;
15.- participate in the activities of national and international scientific organizations;
16.- participate in research programs of the European Union and other international systems of scientific cooperation;
17.- evaluate, on the basis of its own criteria, the scientific research activity and take measures accordingly;
18.- receive and award distinctions and prizes as a sign of appreciation of the activities with distinguished results carried out by individuals, teams or institutions;

III.3 ADMINISTRATIVE AND FINANCIAL AUTONOMY

Art 14 The administrative and financial autonomy of the University is materialized through the right to:
0.- organize its own administrative and financial structures and services;
1.- receive funds from the state budget and other sources, according to law;
2.- manage, according to legal provisions and personal responsibility, the funds allotted from the budget or obtained from other sources, including incomes from tuition taxes paid by students from abroad in foreign currency;
3.- use the budget and available financial resources according to its needs, priorities and decisions;
4. administer the University premises and its assets according to its needs, in conditions of profitability, ensuring the development of the material base of the University, of its faculties and departments;

5. obtain revenues out of scientific research activities and other services;

6. establish taxes, according to law;

7. establish the priorities of development and investment;

8. establish supplementary sources of income by organizing micro production and service units, as well as by means of donations, subsidies, sponsorships and taxes from legal entities and natural persons; income obtained in this manner will be managed and used integrally at the level of the institution, without affecting the funds allotted from the state budget;

9. benefit from investment funds in for new objectives and equipments, which are allotted depending on the strategic priorities of education development;

10. grant material and financial incentives out of its own budget;

11. perform financial-banking operations with any partner, depending on its own necessities;

12. grant scholarships and make payments out of its own income, in accordance with law;

13. establish specific criteria for granting study and social scholarships, as well as social assistance grants within the limits of the designated funds and in accordance with the general criteria established by the Ministry of Education, Research, Youth and Sports;

14. grant, out of its own funds, study and research scholarships, other than the ones regulated by law;

15. rent available goods on a contractual basis;

16. benefit from sponsorships, donations, testaments and any other form of material and financial aid, according to law;

Art. 15. The Senate of “Aurel Vlaicu” University will decide on the number of tuition tax paying students in order to accomplish the strategic management of the University on a short and medium term.

Art. 16. The annual budgetary execution of the University is public.

Art. 17. All funds generated by faculties, departments, research centres, and other self-financing bodies are to be used by the respective entities, except for a percentage allotted to the development of the University. This percentage is determined by the Senate in keeping with the legal provisions and its own regulations.

III.4 JURISDICTIONAL AUTONOMY

Art. 18 (1) The jurisdictional autonomy of the University consists in its right to decide through its management bodies upon the method of elaboration and implementation of the University Charter, and also upon all matters that fall within its competence, according to law.

(2) The prerogatives ensuing from the jurisdictional autonomy can not be totally or partially delegated to organisms outside the University.
Art. 19 (1) The jurisdictional authority within the university is represented by the Senate, the Administration Board and the Rector.

(2) The autonomy of the University is exercised through specific competences granted to the Senate, the Administration Board, the Rector, the Vice-rectors, the General Managing Director, the Faculty Councils, the Academic Boards of the Faculties, Deans, Vice-deans, Heads of Departments and the Head of the Doctoral School.

Art. 20. The compliance with the competences is guaranteed.

III.5. MANAGERIAL AUTONOMY

Art. 21 The managerial autonomy is exercised through the rights of:
0.- establishing managerial structures considered to be effective and favourable for the proper functioning of the institution;
1.- establishing and imposing the compliance with the internal regulations for all those who perform their specific activity within ‘Aurel Vlaicu’ University of Arad;
2.-imposing the acknowledgement of the authority provided by the management of ‘Aurel Vlaicu’ University and of those authorised by the above mentioned;
3. – taking administrative measures before legal action, in case misbehaviours are detected;
4.- setting up foundations and participating in the creation of associations, in accordance with the existing laws and regulations.

IV. FINANCING OF THE UNIVERSITY AND UNIVERSITY ASSETS

Art.22 (1) -UAV functions as an institution financed out of funds allotted by the state budget, funds obtained from tuition taxes and other taxes pertaining to academic and research activities, interests, donations, wills, sponsorships as well as any other funding obtained in keeping with legal provisions.

(2) -All financing resources of UAV are its own revenues.
(3) -The budgetary funding of the University is based on a contract concluded with the ministry in charge.

(4) - On the basis of certain quality criteria and standards set in accordance with the legislation in force, Aurel Vlaicu University may benefit from additional financing from public funds of the ministry in charge, in order to stimulate institutional and graduation studies excellence.

(5)- The University may benefit of a separate fund for institutional development, out of the budget allotted by the ministry, based on the competitive criteria set by international standards.

(6) – The financing of the academic research is performed in compliance with the legislation specific for this domain.

(7) -The financing of the academic research may be performed on the basis of contracts and through the contribution of other ministries, as well as from various other sources, including loans and external aid.

(8) – At the end of the year the remaining funds of the budgetary execution allotted for the respective year in the institutional and additional contract, as well as the
funds pertaining to academic research and the extra budgetary revenues remain at the University’s disposal and are included in the institution’s budget of revenues and expenditures, without any payments towards the state budget and without affecting in any way next year’s budgetary allocations.

(9) – Revenues obtained from other sources than the budgetary ones are managed by the University alone in accordance with legal provision and efficiency and opportunity criteria.

Art.23 (1) The expenditures of the University comprise payment of salaries, staff incentives, grants and other financial allowances for the students, investments, purchasing of equipment, current and general repair works, purchasing of didactic materials and consumables, internal research, internal and external mobilities, maintenance of buildings and equipment, subscriptions, services required in order to secure efficient teaching and administrative activities.

(2) Expenditures made at university level or decentralized spending must include an important component concerning institutional development.

(3) The Senate approves the ways in which the component parts of the university material base can be set up, acquired, owned and used for the benefit of teaching and research activities.

(4) Amounts of money or goods acquired through sponsors’ financing by members of the academic community are to be spent in accordance with the provisions made in the funding contracts and the legal provisions in force.

(5) The principle of financial prudence shall be strictly observed at all management levels and bodies in the handling of financial resources.

Art.24 (1) Aurel Vlaicu University holds and manages its own assets in keeping with legal provisions.

(2) The University assets consist of the totality of economic and administrative rights and obligations under the form of fixed or mobile assets included in the university inventory.

(3) The rights held by the University upon its own assets may be real property rights or ownership rights or partial ownership, use and usufructuary rights, surface and servitude rights, according to the Civil Code, right of use acquired by renting, concession, free loan and other similar rights or administration rights, in accordance with legal provision in force.

(4) Goods obtained from the university’s own financial resources, irrespective of their origin belong to Aurel Vlaicu University.

(5) The University owns fixed and mobile assets from the public or private property of the state.

(6) The subjective rights of Aurel Vlaicu University upon state public property may be administrative rights, rights of use, concession or rent, in accordance with the law.

(7) The legal provisions in force regulate the right exercised upon the assets of the University.

(8) The assets belonging to the University can be rented only in keeping with the legal provisions.

(9) Any damaging or material loss shall be reclaimed from those incurring it in keeping with legal provisions.
V. ORGANIZING AND FUNCTIONING PRINCIPLES

Art. 25- University authority is exclusively based on the managerial competence and the quality of the scientific and didactical performance.

Art. 26 (1) ‘Aurel Vlaicu’ University is managed by personal authorities – the Rector, Vice-rectors, General Managing Director – and collective bodies – the Senate and the Administration Board.

(2) Faculties and departments are managed by academic councils. The councils of the faculties are supervised by the Dean. Chairs are managed by the head of chair. The attributions and responsibilities of these authorities, as well as their interaction are stated in the University Charter.

Art. 27 (1) The management bodies of ‘Aurel Vlaicu’ University democratically represent the academic community, regardless of their ethnicity or religious beliefs.

(2) Within these management bodies, students are represented in accordance with the law.

Art. 28(1) The decisions of the collective management authorities are made according to the simple majority of the attendants (half plus one), provided that the number of the attendants is no less than 2/3 of their total number. The members of the collective management authorities have equal deliberative votes.

(2) The University Senate and Administration Board decide upon matters concerning joining of academic consortia or a merger of the University with other higher education institutions provided that 2/3 of the members present vote in favour of the decision, and provided that the number of the attendant members amount at least to ¾ of the total members of the respective management body.

Art. 29 The educational and research process is incompatible with any form of political manifestation. The election or appointment of a member of the teaching staff in political positions, including those within a party, leads to their incompatibility with a managerial position within ‘Aurel Vlaicu’ University.

Art. 30 The organizing and functioning principles of the higher education institution are the following: university autonomy, equal rights and non-discrimination against the members of the academic community, electivity for all leading academic positions, academic confraternity, support of general humanistic, scientific, artistic and cultural values in social life, freedom of choice concerning the level of academic training, free access to higher education according to the laws and regulations.

Art. 31 The institution carries out higher education activities, didactical and research activities through its basic functional structures: faculties, departments, chairs, research centres, etc. From a structural point of view, the educational process at ‘Aurel Vlaicu’ University comprises training courses at bachelor level, advanced training, lifelong training and research.

Art. 32 ‘Aurel Vlaicu’ University endorses the principles of democracy and supremacy of the law, university autonomy and academic self-determination, as well as the fundamental rights of the citizens.

Art. 33 The companies which have in their organizational structure (as managers, administrators, and shareholders with over 30% shares) staff involved in the management
bodies of ‘Aurel Vlaicu’ University or their first degree relatives cannot take part in bids put forward by the University.

Art. 34 In order to represent legally the interests of ‘Aurel Vlaicu’ University, in special cases, specialised law assistance firms can be addressed.

Art. 35 The Aurel Vlaicu University’s academic community is informed with respect to the decisions made by the Senate and its executive bodies, as well as on the main events and activities of the academic life in the University.

**V.1 THE UNIVERSITY PREMISES**

Art. 36 (1) The university premises represent the location where the academic community of ‘Aurel Vlaicu’ University performs its didactical, research or administrative activity. It comprises the totality of buildings where didactical, research and administrative activities are performed, the due terrain areas, all utilities and assets circumscribed and it is defended against any infringement whatsoever pursued by public or private individuals whose actions may cause perturbations.

(2) The term of university premises is not exclusively defined according to the ownership of the respective premises where the members of the academic community carry out their activities, but to their utility and exploitation as educational areas.

3) The Senate and the Administration Board must watch over the proper destination the university areas were designed for and must protect the academic community against any infringement that may result in an inappropriate educational environment for their activity.

Art. 37 No public or private individual can interfere or suspend the didactical activities, i.e. lecturing, tutoring, laboratory experimenting, described by the educational programmes without preliminary approval granted by the appointed professor.

Art. 38 The university areas are inviolable. Public order authorities can intervene in the university area only with the warrant issued by the Public Ministry, on approval/request from the Rector.

Art. 39 (1) Use of educational, research and specialised assistance premises must comply with the programme designed by the Senate of the university, at the Rector’s proposal.

(2) Free access of the members of the academic community in the university areas cannot be banned during the established working programme. A strike cannot take place by preventing or restricting the access of the community members in the university areas.

(3) Use of University premises and equipment for personal interests is forbidden.

Art. 40 (1) The existence of any organizational structure – whether legal person or not - within the university must be previously approved by the Administration Board and Senate of the University.

(2) The university area is incompatible with political activities or religious proselytizing.
V.2. THE ACADEMIC COMMUNITY

Art. 41 (1) “Aurel Vlaicu” University of Arad is a distinct academic community which carries out its activity observing the principles of university autonomy, of decentralization of educational and research services, of university democracy, having its personal management, its personal assets made up by immovable and movables, its personal budget guaranteed by the National Education Act.

(2) The academic community comprises the teaching staff, the research staff, auxiliary and administrative personnel, students of the faculties and departments. The quality of becoming a member of this community is earned through means of employment, election or appointment or enrolment for the students.

Art. 42 (1) The Senate of “Aurel Vlaicu” University can award the honorary titles of “Doctor Honoris Causa” or “Honorary Senator” of “Aurel Vlaicu” University, as well as other honorary titles. These titles can be awarded to individuals with special achievements in the fields of science, technology, culture, spirituality or other noteworthy personalities from the scientific or public life which proved instrumental qualities for the University, all of these titles being granted according to the regulations regarding honorary titles.

(2) The Senate of the University can grant the title of “Associate Professor” to education, research, design or production specialists who support the didactic, research, development or modernization activities within the University, in accordance with legal provisions.

Art. 43(1) The members of the teaching staff retire at the age stipulated by the law. The Senate of the University can approve on annual basis – through an open vote procedure – the extension of the didactical or research activity for a member of the teaching staff beyond retirement age, without setting any age limit, according to the law.

(2) The retired teaching staff can perform didactical activities remunerated by the hour procedures, according to the law.

Art. 44. The quality of member of the academic community of ‘Aurel Vlaicu’ University is incompatible with the disparagement towards the institution or its members; it involves dedication towards the values endorsed by the university and a civic attitude of commitment for the accomplishment of the objectives of the institution. Any form of manifestation against these values leads to the exclusion from the academic community. Exclusion corresponds to jobbing the staff off the post, expulsion for students or cancelling the honorary title awarded.

Art. 45. The fundamental criteria of consistency (obtaining and maintaining) and promotion in the academic community are: professional competence, measured against one’s educational or research achievements specific to the position within the university and the commitment towards the values emphasised by the institution.

Art. 46. The academic community situates itself outside manifestations related to political commitment or expression of political orientation by using the specific means that the university provides – premises, publications or the position occupied. The affiliation to the academic community does not restrict, however, one’s fundamental right of affiliation to a political party or one’s freedom of political expression.
Art. 47 (1) The position of member of the academic community of ‘Aurel Vlaicu’ University does not and cannot restrict the fundamental rights of the citizens, such as free association or freedom of speech.

(2) The members of the academic community enjoy the academic freedom represented by one’s opportunity to choose the research and study topics taking into account ethical and deontological rules, the opportunity of unrestricted interpretation of the results provided by the studies, of participating in the activities of the institution and being elected in a managerial position when internal regulations are observed.

V. 3. INSTITUTIONAL DEONTOLOGY

Art. 48 Institutional Deontology implies:
1. - understanding all obligations stipulated by the statute, professional position or administrative position of the person who performs temporarily/permanently activities within ‘Aurel Vlaicu’ University or upon its premises;
2. - observing the legally adopted regulations which govern the activity of the institution;
3. – strictly observing confidentiality concerning all the issues pertaining to the University;
4. – promoting loyalty towards the University through one’s actions and speech;
5. - self-restraining from offensive statements towards colleagues and the institution, promoting solidarity, diligence, correctness and loyalty;
6. - strictly observing copyright principles.

Deviations from university deontology are analysed by faculty councils in the case of students and by the Ethics Commission for the teaching staff, the auxiliary and administrative staff.

V.4. THE IMAGE OF “AUREL VLAICU’ UNIVERSITY

Art. 49 (1) Promoting the image of ‘Aurel Vlaicu’ University represents a priority in the development strategy of the university in order to produce a specific identity in the national and European university framework.

(2) Accordingly, the main advertising instruments will be:
   a) a constantly updated website;
   b) promotional leaflets presenting the university in widely circulated languages, including Arabic;
   c) participation in educational fairs and exhibitions with its own stand;
   d) production of electronic advertising materials to be presented during visits in the country and abroad;
   e) production of Aurel Vlaicu University symbols (plates, gadgets, etc.) to be handed on special occasions;
   f) participation in scientific and educational conferences, reunions, panels in our country or abroad;
g) participation in cultural manifestations organised by local, national or international communities;

h) diversification of topics for the television programmes that ‘Aurel Vlaicu’ University is invited to attend, aiming at emphasising all aspects related to the academic life in Arad;

i) Promoting the “image” provided by each faculty, college and department by means of advertising materials.

V.5. QUALITY MANAGEMENT

Art. 50.(1) - With a view to increasing the efficiency of the didactical and research process and of the administrative services rendered, it is absolutely imperative that the amelioration of the organization system of the University should be performed according to the principles of total quality management (TQM).

(2) The main objectives of ‘Aurel Vlaicu’ University in this respect are:

a) Assessing the educational process from a qualitative point of view (institutional assessment, activities assessment, staff assessment), anticipating the annual internal audit;

b) Self-evaluation of the educational and research specializations, aiming at:
   o The quality of graduates’ training;
   o The quality of educational and research curricula;
   o The quality of didactical and non-didactical activities from the students’ point of view;

c) Adjustment of the organizational structures in charge with quality in faculties, departments, to the recent orientations of the European educational development (the Bologna Declaration);

d) Perfecting the analysis instruments of the assessed activity (forms, evaluation questionnaires) in order to constantly update the data base regarding quality, performed for each specialization;

e) Conceiving and initiating internal and external auditing procedures as a basis for the elaboration of a quality handbook;

f) Drawing up a quality manual observing the terms imposed by the European standards stipulated in the reference documents of European higher education;

g) External auditing performed by ARACIS and by specialized European authorities in accordance with international principles and standards with a view to the institutional quality authorisation.

V.6. ORGANISING MEASURES

Art. 51 (1) The teaching staff and the students are organised in faculties and departments.

(2) The faculty is identified by the title of a graduation and research field which addresses the training needs of human resources for economic, social, cultural, educational and research entities.
(3) The teaching staff is organised in departments. The rights and obligations of the teaching staff are stipulated by the National education Act.

(4) The students are organised according the educational form, the specialisation, year of study and groups.

Art. 52 Training is carried out according to modern didactic principles and methodologies and accommodates innovation in the field of didactic and pedagogic technologies.

Art. 53 The educational curricula based on syllabuses take into account performance criteria so that, after preliminary initiation in the graduation field, the study should acquire a research and applied character. The educational curricula include fundamental, optional and elective courses.

Art. 54 (1) The didactical and research activity of the teaching and research staff will be annually assessed. Thus:

- the activity of the academics promoted as full professors or readers will continue to comply with the promotion criteria stipulated by the methodologies and legislation in force even after the end of the competition for the respective teaching position.

(2) The results of the didactic and research activity carried out in the faculties, departments and doctoral schools is to be made public by annual works and self-evaluation reports.

Art. 55 (1) The courses and syllabuses will be periodically assessed, at least once every five years, by the Academic Assessment Commission of the Senate. Notification of unsuitable performance leads to the expulsion of those concerned from the academic community, according to the law.

(2) Within the same time limits, the Academic Assessment Commission of the Senate will evaluate the activity of the academic structures according to the standards set into practice by the Ministry of Education, Research, Youth and Sports and the Romanian Agency for Quality in Higher Education.

Art. 56 - The students are partners of the teaching staff within the training process for future specialists. Their opinion, conveyed by their representatives democratically elected or by means of methodologically accepted polls carried out among students, represents a method of self-control, of evaluation and improvement of the academic activity.

Art. 57 (1) The University supports cooperation with other universities in our country and abroad, which develop similar or complementary educational or research activities. It encourages students’ and teaching staff mobilities, ensuring mutual recognition of competences.

(2) ‘Aurel Vlaicu’ University endorses partnership with other higher education and research institutions being able to form university consortia. ‘Aurel Vlaicu’ University develops university cooperation both nationally and internationally.

Art. 58.- The students can attend, for a period of time, the courses of another university in our country or abroad. The recognition of credits obtained at different universities is carried out by the Faculty Council, on the student’s request. Denial of recognition must be soundly motivated, in written form. The student can appeal in case of denial. The appeal is considered and decided upon by the Senate and the Administration Board.
Art. 59 The teaching staff can perform scientific research and professional activities outside the university, according to the law, provided that normal routine for their main activity isn’t impeded. The teaching staff of Aurel Vlaicu University can perform didactic, scientific and research activities for other universities only with the written approval of the Administration Board.

Art. 60 The members of the academic community can associate in order to protect their socio-professional interests. When approved by the Senate, they can set up associations, foundations, unions of different personnel categories and of students, provided that their functioning regulations are compatible with the law and with the present Charter.

Art. 61 Within ‘Aurel Vlaicu’ University of Arad activities are organised according to rationality and efficiency criteria. Priority is given to didactic initiatives and scientific programmes which are backed by performance.

Art. 62 (1) In the staffing schedules of departments in Aurel Vlaicu University a maximum of two members of the same family can be employed for the same specialization, however, they cannot be in a relationship of subordination.

(2) An academic cannot be present in the staffing schedule of a department with more than four teaching disciplines and two related disciplines for a specialization.

Art. 63 (1) The staffing schedules of the departments are drawn up for each academic year. In the case of tenured academics, the structure of the teaching workload has to be the one for which tenure has been granted.

(2) Change in the teaching workload can be justified through the reduction of teaching hours for a discipline or through the elimination of certain disciplines following a modification of the curriculum, the impossibility of ensuring the teaching workload for other tenured academics or changes carried out by the head of department. In all these cases, the examination of the students postponed will be performed by a commission made out of 3-5 members. The commission’s membership is to be decided by the Dean.

(3) The Senate has decided that the students postponed for examination will be examined by a commission from which the course holder may or may not be a member. The course holder must hand over to the commission the syllabus for the lectures, laboratories, practical courses, seminars, etc.

Art. 64 (1) The workload for teaching staff is an expression of their didactic and research activity. The proportion between the didactical and the research activity in the workload can be different from one employee to the other.

(2) All teaching staff must carry out research activities.

(3) The teaching staff has to accomplish all the tasks stipulated by the workload which involve the following activities:

a) Teaching;
b) Seminars, annual projects, practical and laboratory projects;
c) Project tutoring, graduation papers, teaching training;
d) Tutoring PhD candidates;
e) Supervising dissertations;
f) Coordinating didactic and assessment activities;
g) Coordinating artistic and sports activities;
h) Drawing up and publishing the results of personal research in specialized publications, collective papers, etc.
i) Providing consultancy, mentoring scientific groups of students, participating in commissions and councils with educational purposes.

(4) The accomplishment of all didactical and research activities alone entitles the employee to a full retribution for the work load considered.

V.7. REGULATIONS OF THE UNIVERSITY

Art. 65 (1) The principles of this Charter set the foundations of the University regulations which become a part and parcel of this Charter after they are elaborated and adopted. As an exemplification, in ‘Aurel Vlaicu’ University, the following regulations and Codes are made available and operational:

a) University organizing and functioning regulations;
b) Faculties, departments, research centres organizing and functioning regulations;
c) Internal regulations;
d) Code of University Ethics and Deontology;
e) Organizing and functioning regulations for the Office of EU Community Programmes;
f) Regulations for the functioning of Senate’s commissions;
g) Regulations on organizing vacancy interviews for didactic positions;
h) Organizing and functioning regulations of the Teaching Staff Department;
i) Regulations regarding the conditions and procedures of honorary titles awarding;
j) Regulations on the professional activity of the students (RAPS);
k) Regulations concerning admission procedures;
l) Regulations of didactical activities;
m) Regulations of research activity;
n) Regulations regarding scholarships;
o) Regulations regarding credits transfer;
p) Regulations for the students’ hostel and canteen;
q) Regulations of the library functioning;
r) Regulations of professional competence assessment of different staff categories;
s) Other specific regulations;
(2) All regulations are subject to the Senate’ approval; after the endorsement from the judicial office, they will be published in the Internal Bulletin of the University, and after the approval or modification of these regulations in order to comply with this Charter, the Charter and the regulations will be separately published in a special edition of the Internal Bulletin and posted on the University site, www.uav.ro.

(3) The regulations signed off in the original and stamped on each page are kept at the judicial office. Only the copies of regulations authenticated by the judicial office are considered valid.
VI. ACADEMIC STRUCTURES AND DECISION-MAKING COMPETENCES

A. ‘AUREL VLAICU’ UNIVERSITY OF ARAD

Art. 66 (1) ‘Aurel Vlaicu’ University of Arad is structured in faculties, departments, library, laboratories and research centres, a technological and business incubator, a European institute.

(2) The University also includes other entities (experimental, entertainment, cultural, sportive, etc.), as well as technical and administrative departments, the publishing house and the printing press.

(3) The management bodies of ‘Aurel Vlaicu’ University of Arad are: the Senate, the Administration Board and the Rector.

(4) The election processes concerning the academic management bodies are regulated by an election methodology adopted by the University’s senate.

(5) Based on art.214 paragraph 7 of Act no.1/2011, the University will set up an Academic Board consisting of a President, councillors and experts whose objective is to support the activities of the management bodies.

(6) The members of the Academic Board are to be nominated by means of voting or competition, depending on each case, from leading personalities of the academic, cultural, economic life, without age limit.

a. The Senate

Art. 67 (1) The Senate of ‘Aurel Vlaicu’ University is the highest management and deliberative authority of the University.

(2) The Senate is a collective, deliberative body, made up by teaching staff and students (1/4 of the total number of Senate members).

(3) The total members of the Senate of Aurel Vlaicu’ University, including the students, ranges between 51 and 61, depending on the total number of the tenured teaching and research staff of the University.

Art. 68 (1) The Senate is constituted according to legal provisions.

(2) 75% of the Senate consists of the representatives of the tenured teaching and research staff and 25 % of students’ representatives.

(3) The Senate representatives of the teaching and research staff are elected by the universal, direct and secret vote of all members of the teaching and research staff of the University.

(4) The students’ representatives in the Senate are elected by the universal, direct and secret vote of all the students enrolled in the graduation courses of Aurel Vlaicu University.

(5) The allocation of representatives for each faculty or department is decided by the University’s methodology concerning the election of the academic management bodies.
(6) The number of Senate representatives for each faculty or department is determined proportionally with the number of tenured academics from each faculty or department in a representation ratio of 7/1.
(7) The number of students’ Senate representatives is determined proportionally in keeping with the number of students enrolled in each faculty of the University.
(8) The Mandate of the Senate lasts 4 years.
(9) A person can be elected member of the academic senate for a maximum of three consecutive mandates.
(10) The representatives of the teaching and research staff may be members in the academic senate as long as they are tenured academics at Aurel Vlaicu University.
(11) The students’ representatives may be members of the academic senate as long as they preserve the status held at the moment of their election.
(12) The students’ mandate legally ends the moment they finish their studies.
(13) The newly elected academic senate is validated by the acting senate with simple majority.

Art. 69 (1) The Senate represents the highest authority in Aurel Vlaicu University, a decisional and validation body.

(2) The regulations, decisions, resolutions of validation or invalidation adopted by the Senate are obligatory for all the members of the academic community of Aurel Vlaicu University. Non-compliance with these decisions means disciplinary offence.

Art.70 (1) The Senate is run by a president elected by the members through secret vote and he chairs the meetings and represents this deliberative and decisional body in its relation with the Rector

(2) The Senate draws up and approves regulations concerning its organization and functioning.

Art. 71. (1) The Senate assembles in ordinary meeting on quarterly basis. In special cases, extraordinary meetings of the Senate can be held, called by the President of the Senate, the Rector, the President of the Academic Board or a third of the members of the Senate.

(2) The document through which the Senate is summoned will specify the agenda, the date, the place and the time of the meeting, no less than three days before the meeting

Art. 72 The meetings of the Senate are not normally public. The President of the Senate, the Rector or the Administration Board may invite to the proceedings persons outside it, as well as members of the mass-media. Their presence has to be previously approved by the Senate.

Art. 73 The Senate is legally assembled when 2/3 of its members are present. The Senate makes decisions with the vote of half plus one of its members, except for the cases when the Charter or its own decision stipulates that decisions have to be taken with the vote of 2/3 of its total members present. In these exceptional cases the meeting quorum is ¾ of the Senate’s total members.

Art. 74 In case a member of the Senate cannot attend a meeting, he/she must inform the dean of the faculty he/she represents. The dean of the faculty will appoint a replacement for the meeting – a member in the faculty council.

Art. 75 (1) A member of the Senate who has missed more than three consecutive meetings is apriori considered as resigned. The Rector will address the faculty he/she represented to appoint a new representative, according to the methodology.
(2) The student members who will be considered as resigned will be replaced by a student from the same faculty, appointed by the Students’ League.

Art. 76 The various items on the agenda of the meetings, except for briefings or conferences, are drawn to a close by means of decisions, regulations, validations, confirmations or invalidations, public statements concerning extremely important events and issues for the University.

Art. 77 (1) Any member of the Senate has access, for consultancy purposes, to all reports of the Senate’s meetings.

(2) The resolutions, regulations and statements are based on the report of the meeting and must be drawn up within a maximum of 72 hours from the meeting of the Senate when they were adopted.

(3) All documents adopted by the Senate are signed by the President of the Senate, and by the Rector, and are communicated to the Administration Board, faculty boards, as well as to the departments and offices concerned.

(4) The resolutions, decisions, regulations and statements promulgated by the Senate can be communicated to the mass-media by the President of the Senate, by Rector or other persons that he/she has appointed.

Art. 78 Within the Senate permanent commissions are created, whose activity is stipulated through distinctive and specific regulations, adopted by each commission and approved by the Senate. Through these commissions, the academic Senate controls the activity of the Rector and of the Administration Board.

Art. 79. The main issues debated by the Senate refer to: the evolution strategy of the University, the Aurel Vlaicu University Charter, functioning regulations and methodologies, academic structures, research centres, budgeting design and execution, patrimonial assets, validation of teaching and research jobs, approvals for doctoral mentorship or any other complementary or derived issues.

Art.80 The Academic Board consists of a President, counsellors, (counsellor on patrimonial issues, counsellor on educational and assessment issues, counsellor on scientific research and international relations) and experts ( financial-accounting expert, judicial expert).

Art.81 The President of the Academic Board, the counsellor and experts appointed by the Senate as members of the respective board will be permanently invited to the Senate’s meetings. The emolument for the president, the counsellors and experts of the Academic Board is decided by the Senate’s decision.

Art. 82 The activity of the Academic Board does not fall under the interdiction of art.294 paragraph 4 of the National Educational Act.

Art. 83 (1) The acting Senate, no less than 6 months before the end of its mandate, has to organize a referendum regarding the Rector’s election manner, has to adopt the methodology regarding the election of the governing bodies and the fulfilment of management positions.

(2) The election process has to be completed before the acting Senate’s mandate comes to an end.

(3) The Senate is considered dissolved the day when the new Senate elected by universal, direct and secret vote, is assembled in meeting.

Art.84 The Senate has the following duties:

1. Guarantees academic freedom and autonomy
2. Elaborates and adopts the university charter, following debates organized in the academic community;
3. Approves the strategic plan for institutional development and the operational plans at the Rector’s proposal;
4. Approves at the Rector’s proposal and in accordance with the legal provisions in force the structure, organization and functioning of the university;
5. Approves the budget and the budgetary execution;
6. Elaborates and approves the Quality Insurance Code and the Code of Ethics and Professional Deontology;
7. Approves the Academic code concerning the rights and duties of the students;
8. Concludes the management contract with the Rector;
9. Controls the activity of the Rector and of the Administration Board via the Speciality Commissions;
10. Validates the results of the public competitions for the positions in the Administration Board;
11. Validates the results of the competitions for the teaching and research positions;
12. At the Rector’s proposal approves the sanctioning of the staff with poor professional results, based on its own methodology and the legal provisions in force;
13. At the proposal of the Administration Board it approves the regulations and methodologies concerning:
   a) admission, organisation, carrying out and completion of graduation and post graduation studies;
   b) granting of titles and teaching and research positions;
   c) granting membership of the academic community;
   d) establishing tuition taxes, their reduction or exemption;
   e) recognition of studies or training period at home and abroad;
   f) periodic evaluation of the results and outcomes of the teaching and research staff;
   g) quantifying in conventional hours the various activities stipulated in the work load, in keeping with the provisions of the law;
   h) organizing and managing academic bodies;
   i) other aspects of the professional and scientific activity;
14. If the ministry suspends the Rector, it appoints a Vice-rector that represents the University and becomes the main credit coordinator and completes in accordance with the legal provisions, the procedures regarding the designation of a new Rector;
15. Approves the setting up, functioning, division, merger and disestablishment of its own teaching and research structures;
16. Approves the ways in which national and international cooperation activities are to be carried out;
17. Approves the setting up of commercial enterprises, foundations or association by the university on its own or in association with others and the granting of the right to administer and use patrimonial assets.
18. Approves annually, at least 3 months before the beginning of the academic year, the structure of the academic year, regulations regarding the professional activity of the students, as well as the timetable of educational activities specific for the academic terms;
19. Approves the curricula of the graduation programmes;
20. Approves the Rector’s cancellation of diplomas and certificates provided these have been obtained fraudulently or by the infringement of the provisions of the Code of Ethics and Deontology;
21. Approves annually the bachelor programmes, the graduation programmes offered by Aurel Vlaicu University, as well as the double specializations in keeping with the legal provisions;
22. Approves annually, within the accredited or temporarily authorized graduation domains the master programmes offered;
23. Approves, under special circumstances, at the proposal of the doctoral thesis supervisor if there is available funding, the extension of the doctoral programme with 1-2 years;
24. Approves the staffing schedules of the teaching and research staff and the number of academic positions for the auxiliary teaching and research staff;
25. May decide through regulations the increase of the minimal weekly work load, in keeping with the quality insurance standards, without exceeding the maximum limit stipulated by the law;
26. Approves a reduction of the workload with a maximum of 30% for the academic that holds a management position within the University or the ministry in charge;
27. Approves at the proposal of the Administration Board, the performing by the tenured staff of the University of teaching and research activities in other higher education or research institutions;
28. Approves the granting of sabbatical years;
29. Awards honorific distinctions;
30. Establishes the size of the studying groups in accordance with the legal provisions;
31. Decides upon the disciplinary sanctions observing the provisions of the law;
32. Approves the commissions appointed by the Rector that investigate the disciplinary offences of the members of the academic community;
33. Delegates the Administration Board the duty to establish the period in which each member of the academic staff can take the annual leave of absence, in accordance with the law;
34. Decides on the payment levels of the research and teaching staff, according to legal provisions;
35. Other competences established by the current laws and regulations.

b. THE ADMINISTRATION BOARD

Art. 85 (1) - The Administration Board ensures the operative management of the University and implements the strategic decisions of the academic senate.
(2) The Administration Board of Aurel Vlaicu University is made up of the rector, vice-rectors, deans, general managing director, and a representative of the students.

(3) The Administration Board is chaired by the rector.

(4) Permanent invited persons appointed by the Senate can attend the meetings of the Administration Board, in order to convey information and consultancy.

(5) The President of the Academic Board attends the meeting of the Administration Board as invited person.

Art. 86 The Administration Board has the following main attributions:

1. Implements university autonomy and ensures the conditions for the exercising of academic freedom;

2. Proposes to the Senate strategies and policies for domains of interest for the university;

3. Proposes to the Senate the setting up, organization, division, merger and disestablishment of teaching and research structures;

4. elaborates and forwards to the Senate regulations and methodologies regarding:
   a) admission, organization, carrying out and completion of undergraduate and graduate programmes;
   b) granting of titles, research and teaching positions;
   c) granting membership of the academic community;
   d) tuition taxes and exemption of taxes;
   e) recognition of studies of training periods at home or abroad;
   f) periodical evaluation of the results and outcomes of the teaching and research staff;
   g) quantification of various activities stipulated in the workload, in keeping with the legal provisions;
   h) organisation and functioning of the academic structures;
   i) other aspects of the professional and research activity;

5. Analyses and forwards to the Senate the new programmes proposals and can put forward the discarding of programmes that no longer address the mission of the university or are inefficient academically and financially;

6. Proposes to the Senate the setting up of commercial enterprises, foundations or associations and the granting of administration rights upon university assets based on contracts;

7. Proposes to the Senate every year no later than the month of June, the structure of the academic year, the regulations regarding the professional activity of the students, as well as the timetable of the educational activities for each academic semester;

8. Analyses and forwards to the Senate for approval the curricula of the graduation programmes;

9. Analyses and forwards to the Senate the bachelor programmes offered by Aurel Vlaicu University and the double specializations;

10. Analyses annually and forwards to the Senate for approval the graduation programmes pertaining to the accredited or temporarily authorized graduation domains of study for the master programmes’
11. In special cases, at the proposal of the doctoral thesis supervisor and in keeping with the available financing it forwards to the Senate for approval the extension of the doctoral programmes;
12. Proposes to the Senate the size of the studying groups and the number of students for each group in accordance with the law and the provisions of the quality standards;
13. Analyses and forwards to the Senate for approval the staffing schedules of the teaching and research staff and the number of positions for the auxiliary teaching and research staff;
14. Approves the proposals concerning competitions for teaching and research positions;
15. Forwards to the Senate for approval the ways in which national and international cooperation activities are to be carried out;
16. Proposes to the senate for approval teaching and research activities that are to be carried out in other higher education or research institutions by the tenured staff of Aurel Vlaicu University;
17. Forwards to the Senate the proposals for the granting of sabbaticals;
18. Determines the periods in which the teaching staff is can take the annual leave of absence;
19. Elaborates and forwards to the Senate the methodology concerning sanctioning measures for the staff with poor professional results;
20. Endorses the rector’s proposals concerning the repeating of the complete medical examinations of the staff;
21. Establishes the operational terms of the budget and approves the budgetary execution and the annual balance sheet;
22. Establishes the number of vice deans for each faculty depending on the number of departments and the size of its academic community;
23. Elaborates the Academic code concerning students’ rights and duties;
24. Organizes the competition for the General Managing Director’s job;
25. Proposes for the Senate’;
26. Proposes to the Senate through the regulations, the increase the minimum weakly workload, in keeping with the quality assessment standards and legislation in force;
27. At the end of each academic year it endorses the Rector’s report concerning the quantum of expenses for the research grants and the way in which they have been used.
28. Approves the tenured academics’ solicitations for unpaid vacation if they request of their own accord such vacations in order to take up training courses or participate in research project at home or abroad;
29. Decides on any other issues addressed by the Senate or the current law.

c. The Academic Board

Art.87 The Academic Board consists of 5-7 members, is run by a President elected by the Senate through secret vote. The Academic Board is chaired/managed by the President of the Academic Board.
Art.88 (1) The Academic Board draws up notes, reports, analyses and proposals counselling the Senate on issues under the Senate’s debate, such as the following:
   a) projects concerning the short, medium and large-term strategy of the University and its implementation following the Senate’s approval;
   b) projects concerning the strategy for a better management of the University assets;
   c) projects regarding the measures taken with a view to strengthening the connections of the University with businesses, public authorities, similar institutions at home and abroad, national and international bodies;
   d) projects concerning measures meant to ensure an optimum balance between theoretical and practical activities with a view to support the graduates’ professional integration;
   e) projects regarding the strategy of enhancing the University’s prestige and visibility at national and international level;
   f) Any other issues addressed by the Senate.
   (2) The Academic Board offers counselling to the Administration Board, to the Faculty Councils and the Council for Doctoral Studies at their request.
   (3) The academic Board is validated by the Senate at the proposal of the President;
   (4) The membership, the organisation and the competences of the Academic Board and the President of the Academic Board are stipulated in the Regulations of the Academic Board approved by the Senate.

   d. The Rector

Art.89 The Rector is designated in one of the following manners:
   a) Through a public competition, on the basis of a methodology approved by the newly elected academic Senate, in keeping with the legal provisions in force;
   b) By universal, direct and secret vote of all the tenured teaching and research staff and of the students’ representatives in the Senate and faculty councils.
   (2) One of the modalities mentioned at paragraph (1) is decided at least 6 months before each designation of the Rector by universal, direct and secret vote of all the tenured members of the teaching and research staff and of the students’ representatives in the Senate and faculty councils;
   (3) Following the referendum organized for the rector’s designation, it has been decided with a majority of votes that, for the 2012-2016 mandate, the Rector should be elected by universal, secret and direct vote of all the tenured members of the teaching and research staff and of the students’ representatives in the Senate and faculty councils;
   (4) The Rector is the legal representative of ‘Aurel Vlaicu’ University in its interaction with The Ministry of Education, research, Youth and Sports;
   (5) The Rector ensures the current management of the University. As a consequence of his/her attributions, the Rector issues Resolutions.
   (6) In the Rector’s absence his/her attributions are carried out by a person designated through a decision of attributions delegation.
Art. 90  The Rector is the legal representative of ‘Aurel Vlaicu’ University in its interaction with third parties, currently manages the University and is the main credit coordinator of the University budget.

(2) The Rector is designated by the academic community through the modality selected by universal, secret and direct vote all the tenured members of the teaching and research staff and of the students’ representatives in the Senate and faculty councils;

(3) The rector’s mandate last 4 years and it can be renewed only once, pursuant a new public competition or election process.

(4) A person cannot hold the position of Rector of Aurel Vlaicu University for more than 8 years, irrespective of the fact whether the mandates are consecutive or not, and of the possible interruptions.

(5) The Rector designated through one of the modalities stipulated under art.88 is validated through an order of the ministry, in keeping with the law.

(6) The validated Rector concludes an institutional contract with the minister in charge.

(7) The validated Rector concludes for the period of his/her mandate a managerial contract with the academic Senate which includes managerial performance indicators, rights and obligations of the contracting parties.

Art. 91  The Rector carries out the following main attributions:

1. Carries out the management and operational administration of Aurel Vlaicu University;

2. Chairs the Administration Board of Aurel Vlaicu University;

3. Proposes for the approval of the Senate the structure and the regulations regarding the functioning of Aurel Vlaicu University

4. Organizes public competitions for the selection of faculty deans and issues designation orders;

5. Organizes competitions for teaching positions;

6. Proposes for annual approval the budget project and the report concerning the budgetary execution;

7. Is responsible for the good management of the university assets and the correct financial administration of Aurel Vlaicu University

8. Allocates the University’s resources mainly for the high-performance departments and bodies;

9. Proposes to the academic senate, based on internal evaluations, the reorganization or disestablishment of inefficient departments, research centres and institutes without being prejudicial to the students;

10. Signs official papers, diplomas, legal documents, financial and accountancy documents, diplomas issued by Aurel Vlaicu University;

11. Issues decisions regarding the students’ register;

12. Issues decisions regarding the hiring, sanctioning, laying off of the University’s personnel;

13. May invalidate, with the Senate’s approval, a certificate or a diploma if it has been proved that it was fraudulently obtained or through the infringement of the Academic Code of Ethics and Deontology;
14. Approves the attributions of the auxiliary staff stipulated in the job description;

15. Ensures that job competitions are carried out in good conditions observing academic quality standards, ethical standards and legal provisions;

16. Approves the structure and membership of the Commission of Ethics and Academic Deontology proposed by the Administration Board and endorsed by the senate;

17. Proposes to the Administration Board the repetition of the general medical examination of the personnel in cases of professional inaptitude of psycho-behavioural nature;

18. Ensures the conditions for the implementation of the internal regulations, the Code of Ethics and Academic deontology, as well as of all the other internal normative documents of Aurel Vlaicu University.

19. Chairs the competition committee for the designation of the general managing director and appoints him/her in this position in accordance with the law;

20. Presents the Senate with reports concerning the mission and strategic objectives;

21. Carries out other attributions stipulated by the academic senate , in accordance with the management contract and the legal provisions;

22. Pursuant his/her public responsibility, the Rector:
   a) presents the Senate every year in March with the report regarding the state of the university;
   b) makes public his/her decisions and those of the Administration Board;
   c) makes public, the annual educational offer of the university , in keeping with the law;

Art.92 (1) The Rector may be removed from office by the academic Senate when one of the following offences has been noticed:
   a) fails to attain the managerial performance indicators assumed through his/her contract and does not observe the other obligations stipulated in the management contract concluded with the Senate;
   b) breaks legislation and ethical standards;
   c) affects the interests of the University;
   d) is in a position stipulated by the law to be incompatible with that of Rector.

(2) The Rector may be removed from office by the ministry in keeping with legal provisions and after prior consultation with the Senate.

Art.93 The attributions of persons holding management positions stipulated by the law or by the present Charter are included in their job description.

e. The Prorectors

Art.94 The prorector in charge with the quality assessment and the teaching process has the following attributions:
   a) Coordinates the teaching process;
   b) Draws up a quality manual;
   c) Elaborates an auditing programme for quality assessment;
   d) Develops a quality evaluation and assessment system at university level and takes measures for its implementation at faculty and department levels;
e) Establishes a set of internal quality insurance procedures, accurate and easy to implement, mandatory for all faculties, departments and chairs;
f) Sets up bodies specialized in quality insurance at all levels and decides upon the responsibilities of each body;
g) Modifies the institutional culture so that quality self-evaluation should become a significant component element of the organizational culture;
h) Improves teaching standards;
i) Expands product evaluation (graduates, scientific research);
j) Coordinates:
   • The implementation in Aurel Vlaicu University of the European Credit Transfer and Accumulation System (ECTS), including proposals to amend the University’s ECTS regulations;
   • The university library;
   • The “Aurel Vlaicu” Publishing House;
   • The web site;
   • The schedule of classes;
k) Carries out other attributions assigned by the Rector or Senate.

*The prorector in charge with scientific research*

Art.98 The prorector in charge with scientific research has the following attributions:
   -1) Is in charge with the elaboration of the regulations draft concerning the University’s research activity and makes proposals for its improvement or upgrading;
   -2) Supervises and participates in the scientific research at national and international levels;
   -3) Maintains and develops scientific relations of the University at national and international levels;
   -4) Keeps record of the research activity at the level of the entire university;
   -5) Ensures the organization and functioning of a data base comprising the members of the academic staff and their published research work;
   -6) Collaborates with the deans and department directors with a view to carrying out the tasks conveyed by the Rector’s office, supervises and coordinates the activity of the university’s scientific secretaries;
   -7) Attends to the notification and forwarding of grant proposals, FP7 and PHARE projects, research contracts, etc;
   -8) Supervises the activity of those in charge with Tempus, Socrates/Erasmus etc;
   -9) Notifies travels abroad for research purposes;
   -10) Supervises and advises the activity of the University’s research centres;
   -11) Identifies new cooperation opportunities in Europe or elsewhere;
   -12) Is a member of the University’s External Relations Commission;
   -13) Coordinates activities pertaining to the organization of various national and international scientific events hosted by the University;
-14) Annually analyses and forwards to the Senate and the Administration Board informative reports on the University’s research activity together with proposals aiming at its improvement;
-15) Other attributions, which are assigned by the Rector or the Senate.

* The prorector in charge with international relations and transparency

Art.99 The prorector in charge with international relations and transparency has the following attributions;
  a) Elaborates programmes and projects regarding the international relations of the University;
  b) Identifies new partners for international cooperation;
  c) Coordinates and elaborates measures meant to speed up accessing EU structural funds;
  d) Sets up the University’s database comprising the university’s partnerships (programmes, projects, mobilities, etc.);
  e) Other attributions that are assigned by the Rector or the Senate.

b. THE FACULTY

Art.100 (1) The faculty is the main functional entity consisting of teaching staff, students and clerical and administrative personnel.
   (2) The faculty comprises major specializations, departments, laboratories and research units.
   (3) The faculty is managed by the Faculty Board.
   (4) The faculty enjoys academic autonomy as far as graduation programmes and research is concerned, in keeping with the provisions of the law and the present Charter.

Art.101 The setting up or disestablishment of a faculty is performed through Government decision, the Senate’s proposal, following the self-evaluation and accreditation procedures stipulated by the law. The setting up an disestablishment of other faculty structures or bodies may be done at the Faculty Board’s proposal, with the Senate’s approval.

a. The Faculty Board

Art.102 (1) The Faculty Board is the decisional and deliberative body of the faculty.
   (2) A maximum of 75% of the Faculty Board are representatives of the teaching and research staff, while the students’ representatives make up minimum 25% of the board.
   (3) The representatives of the teaching and research staff are elected by universal, direct and secret vote of all the tenured members of the academic staff.
(4) The representatives of the students are elected by universal, direct and secret vote of all students enrolled in the graduation programmes of the faculty.

(5) The representatives of the teaching and research staff may be members of the Faculty Board as long as they hold tenure in the university.

(6) The students’ representatives may be members of the Faculty Board as long as they keep the status they had when elected on the board.

(7) The newly elected Faculty Board is validated by the academic senate with simple majority.

(8) The meetings of the Faculty Board are chaired by the dean.

(9) The faculty boards meets in ordinary session once every semester and in extraordinary sessions.

(10) The Faculty Board decisions are taken with simple majority providing that at least two thirds of the members are present.

(11) All members of the Faculty Board have an equal deliberative vote.

(12) For improving its functioning the Board may set up specialized commissions.

(13) The Faculty Board has the following attributions:

a) works out and adopts strategies and policies for various domains the faculty is interested in;

b) approves, at the Dean’s proposal, the structure, the organizing and functioning of the faculty;

c) approves the faculty programmes of studies;

d) endorses the proposals regarding new programmes of studies and forwards the Administration Board proposals for the termination of those programmes that no longer fulfill the mission of the university or that are financially or academically inefficient;

e) analyses annually and forwards the Administration Board for approval the offered master programmes, which are part of the accredited or authorized graduation fields;

f) analyses and forwards the Administration Board the curricula;

g) controls the dean’s activity, as well as that of the vice-deans and department directors and approves the annual reports concerning the general state of the faculty, the quality insurance and the observance of academic ethics at faculty and department levels;

h) proposes to the Administration Board the setting up, the functioning, division, merger or disestablishment of departments;

i) validates the results of elections at department level;

j) approves for certain students to graduate two academic years in a single year, in keeping with legal provisions;

k) endorses the staffing schedules of the teaching and research staff belonging to the faculty and forwards them to the administration board;

l) decides, at the proposal of the department director, an increase of the teaching workload of those staff members who do not carry out research activities or other activities similar to them, as well as, in exceptional situations, the decrease of the minimum teaching workload and its completion with research activity in accordance with legal provisions;
m) endorses the department proposals concerning the organizing of competitions for teaching and research positions;

n) endorses the employment as associate professors or readers of national and international specialists with a well known scientific expertise proven by inventions, patents, awards or scientific publications;

o) approves the membership of the evaluation and revaluation commissions;

p) endorses at least two candidates for the selection competition regarding the position of faculty dean, as stipulated by the law;

q) withdraws the notification given for the faculty dean position, provided that the dean breaks the legal provisions in force and the code of ethics and professional deontology;

r) decides upon disciplinary sanctions stipulated by art.312, paragraph (2) a) and b) of Act no.1/2011.

s) performs other activities assigned by the academic senate.

b. Dean

Article 103 (1) Dean is a member of the Faculty Council, representing the faculty and is responsible for its management.

(2) The Dean is selected through public contest organized by the new Rector and validated by the University Senate.

(3) The Dean appointed by decision of the Rector became a member of the law of the Board of Directors of UAV during his mandate.

(4) The Dean has the following responsibilities:

a) Leads the Faculty Council meetings lead;

b) Apply the resolutions of the Senate, the Council of Directors, Rector and Board of Faculty;

c) Called the vice deans and sets their responsibilities;

d) is responsible for the selection, hiring, evaluating, training, motivation and the termination of employment contractual relations of the staff from the faculty in accordance with the law;

e) Responds for the good of employment competitions in conditions of respect for the norms of quality, University ethics and legislation in force;

f) Signs the individual plug of the teaching, and auxiliary stuff;

g) Signs documents, diplomas and certificates on faculty activity in accordance with the legal provisions, answering for these;

h) Proposes and implements disciplinary sanctions set by the Faculty Council or Commission of ethics and university deontology according to law;

i) Decides the outcome of a cancellation or another type of evaluation if it proves that they were obtained in a fraudulently manner or in contravention of the provisions of the Code of ethics and ethics education;

j) Presents every year the Faculty Council, in February, a report regarding the faculty status;
k) Presents annually and whenever it is necessary the reports to the Council of Borders;

l) Requires the directors of departments of Faculty presentation in the Council of annual reports after they have been debated by members of the Department;

m) Makes public his decisions and those of the Faculty Council.

(5) The Dean may be dismissed by the rector, after consultation with the Faculty Council, when it recorded at least one of the following deviations of his:

a) He does not fulfill the managerial performance indicators and he does not respect the other obligations set out in the decision of appointment;

b) Violates ethics rules and University legislation;

c) Harms the interests of the UAV;

d) withdraws the opinion by the Faculty Council.

**Article 104** (1) A faculty can have up to maximum two vice deans depending on the number of departments and the size of the community the University's own.

(2) The Vice Deans are set of the Dean.

**C. IOSUD**

**Article 105** (1) IOSUD of the University "Aurel Vlaicu" is organized and based on Law No. 1/2011 code Studies Bachelor's Thesis and its regulation approved by Senate UAV.

(2) IOSUD is led by the Council for PhD studies, by the Director of this Council. The function of the Director of the Council for PhD studies is assimilated to the task of the Vice-Rector. The procedure for appointing the Director of the Council for PhD studies is determined by the academic Code of PhD studies.

(3) The Council of Doctoral School is established by direct universal suffrage, direct and secret by the Elder of Doctorate from that PhD Doctoral School.

**Article 106** Organization and functioning of the PhD studies constitute the upper cycle of university studies (Bologna cycle III) whose purpose is to develop knowledge through original scientific research and has two components:

a) The training program based on University studies;

b) Scientific research program.

**Article 107** (1) PhD Programs are organized on fields of scientific research and they function as Doctoral School.

(2) Each School develops its own PhD regulations in the legislation in place, being subject of debate and approval. IOSUD Council and UAV Senate
**Article 108** Doctoral School ensures access for candidates to PhD studies. To do this it was established procedures, criteria and conditions for the admission of candidates at PhD studies, taking into account:

- Previously studies of candidates, which may not be below the level of master studies or equivalent;
- professional experiences gained through activities carried out prior to jobseekers;
- Linguistic competences in international languages.

**Article 109**  
(1) In the framework of "Aurel Vlaicu" University, Arad the PhD School consists of all Elders of Doctorate from the institution and from other institutions in consortium with U.A.V.  
(2) Doctoral School is headed by a Director, having the function of PhD. professor, Elder of Doctorate, and a Council consisting of representatives of the PhD domains.  
(3) The attributions of the Doctoral School Board are as follows:  
   a) The coordination of all PhD activities;  
   b) Ensuring and adapting the level of doctoral studies of the UAV at the highest standards of quality, in accordance with the laws in force;

**Article 110** Coordination of the activities in the context of PhD studies is provided by the Director of Doctoral School, which has the following duties:  
   a) Establishes the strategic plan for Doctoral School;  
   b) Organizes and monitors the competition for admission to doctoral studies;  
   c) Organizes and monitors the development of the activities from the two programmes for the training of students-doctoral students;  
   d) Provides the link between the Doctoral School and the I.O.S.U.D.-"Aurel Vlaicu" University, Arad;  
   e) Lays down the educational plan in collaboration with other scientific advisers within the Doctoral School;  
   f) Makes the state of functions of the PhD studies;  
   g) Controls and signs the students’ entries-PhD students on scholarships from educational form with frequency;  
   h) Signs the contract for PhD studies and individual PhD programmes of PhD students.

**Article 111** The Elder of Doctorate is called by order of the Minister of Education, Research, Youth and Sports under the laws in force.
Article 112 (1) An Elder of Doctorate may guide simultaneous, during PhD studies, at most 8 students-PhD students (Romanians and foreign students). The work of guiding students-doctoral students in research program is included in the standard teaching or research of the director of the PhD studies, according to the laws in force.

(2) In the case of interdisciplinary PhD research programme, the guidance can be achieved by two scientific Elders of Doctorate; such supervision shall be commensurate with the task of guiding each scientific leader.

Article 113 An Elder of Doctorate who retired at 65 years old can receive new students-tutoring doctoral students guided by an Elder of Doctorate who does not reach retirement age during the doctoral work, until the age of 70 years, according to the legislation in force.

Article 114 The principal responsible for the quality of PhD studies are: the governing bodies of I.O.S.U.D, "Aurel Vlaicu" University, Arad, doctoral schools directors, the elder of doctorate and student – PhD student.

Article 115 (1) The PhD programs are subject to periodically internal and external evaluation at intervals of not more than 5 years.

(2) The object of the internal evaluation of the doctoral schools is, as a priority, the following items:

a) the results of the research undertaken by elders of doctorate and students-doctoral students, finished through publications, patents, participation in conferences, symposia and scientific congresses;

b) Cooperating relations with elders of doctorate affiliate at other institutions;

c) Monitoring indicators of the PhD studies;

d) Compatibility of the PhD studies with the description of the RNCIS

(3) The external evaluation of the PhD studies will be carried out in accordance with the law, the Romanian Agency for quality assurance in higher education (ARACIS) or by another agency for quality assurance in the country or abroad, registered in the register of quality assurance Agencies (EQAR) and the National Council of scientific research (WCWB).

Article 116 (1) PhD studies cycle is 3 years. In special circumstances, justified, and in the conditions provided by law, its duration may be extended by up to two years without the University preparation programme duration may be advanced by more than 1 year-with the approval of the University Senate.
(2) The funding of the budget is not more than 3 years, and any extension enters the finance charge.

(3) The procedure for extension of his term and/or breakpoints is set out in the regulations of the doctoral schools.

**Article 117** (1) PhD. is conducted on the basis of a contract concluded between the PhD candidate, the elder of doctorate and I.O.S.U.D. "Aurel Vlaicu" University, Arad. In this agreement, shall be provided for the rights and obligations of each party involved in the cycle of PhD studiers, so as to be carried out by the quality assurance requirements.

(2) The model contract shall be approved by the I.O.S.U. D "Aurel Vlaicu" University, Arad, in accordance with the provisions of the rules of organization and functioning of doctoral studies and in compliance with the legislation in force.

(3) The contract of PhD studies ends for each stage of PhD studies, and University preparation stage and the stage of research.

**Article 118** The person admitted to the doctorate on the whole of it – from the registration in the course of doctoral studies up to the public support of the thesis-the quality of the student-PhD student, as assimilated the research assistant on the University training program and the researcher during the research program.

**Article 119** Students-PhD students who meet all the requirements of the study and the research contracted for and successfully defended a doctoral dissertation under the conditions provided for by law, receiving his PhD.

**Article 120** (1) Student-doctoral student expelled for failure to comply with the obligations laid down in the cycle of PhD studies loses his status of doctoral student, and automatically loses the scholarship.

(2) Candidates who were expelled from their PhD studies have the possibility to enrol in a new competition for admission only to places with fee, regardless of the form of education.

**Article 121** (1) The admission to the Doctoral School is based on the rules of admission.

(2) Validation of the results of the competition for admission to the PhD is made by the Rector of the University, and registration of candidates shall be admitted, also, by decision of the Rector, up to the date of commencement of the academic year.

**Article 122** (1) in the case of scientific doctorate, the thesis must demonstrate advanced scientific knowledge of the chosen theme, contain elements of originality in the development or resolution of the issue, as well as ways of scientific validation.
(2) The doctoral thesis can be written in Romanian language or in an international language, as provided for in the contract of doctoral studies. Doctoral thesis contains about 200 pages.

**Article 123** "Aurel Vlaicu" University, Arad reserves the right to establish and change the fees associated with the activities, in accordance with the legal provisions.

**Article 124** The rules of organization and functioning of the PhD studies can be filled at the doctoral school proposal, in accordance with resolutions of the Senate and with the legislation in force.

**D. THE DEPARTMENT**

**Article 125** (1) The department is the academic functional unit which ensures the production, transmission and use of knowledge in one or more specialty domains.

(2) A department can have the following centres or research laboratories, workshops, schools and university extensions.

(3) The Department shall establish, organize, divide, or dissolved by a decree of the Senate, on a proposal from the Board of the Faculty/Department in which it works.

(4) The Department may conduct research laboratories or centres that operate as revenue and expenditure units within the university.

(5) The Department is headed by a director, assisted by a Council.

(6) The Council of the department is a deliberative body, elected by universal, direct and secret of the teaching staff of the department and helps the director of the department in implementing management and operational leadership to the department.

(7) The organization and operation of the department shall be determined by regulations approved by the University Senate.

**Article 126** (1) The head of department ensures the operative department.

(2) The head of department is elected by voting based on universal, direct and secret of all teaching and research segment of the department.

(3) The head of Department is made available by the faculty or the University Senate, where appropriate, by a simple majority.

(4) The director shall have the following duties:

a) To elaborate the state functions in accordance with the provisions lay down by law, and shall be responsible for carrying out the tasks provided for this;

b) contributes to the development and implementation of educational plans;

c) coordinates the research activity of the department;
d) He is responsible for quality management and financial management of the department's resources attracted;
e) is responsible for the selection, hiring, training, evaluating, motivating and termination of contractual relations of the staff of the department, in accordance with the law;
f) provides periodic self-evaluation of the Department, to its classification in accordance with the law;
g) is responsible for the proper conduct of the competitions to broadcasters, in terms of compliance with the rules of ethics academic quality and the laws in force;
h) propose to the Council the faculty make the standard non-teaching staff engaged in scientific research or the equivalent thereof, and, in exceptional cases, decreasing the minimum educational standard and filling it with scientific research activities, in accordance with the law;

Article 127 The director of the department may be removed from office by voting based on universal, direct and secret of all teaching and research segment of the department, on a proposal from the Senate, Board of Directors, the Rector or Dean, when it finds one of the following situations:
a) Has violated the provisions of the code of ethics and professional conduct university on conflict of interest;
b) is located in one of the situations of incompatibility laid down in the legal norms in force and the code of ethics and professional conduct university;
c) Has violated the duties conferred on it by virtue function, with respect to the performance standards in teaching and research activity of the department.

Article 128 Technical -administrative departments (e.g. DPPRI, UAV-IT) are headed by a director, appointed by the Senate, on a proposal from the Board of Directors. The attributions of this director are set out by the Senate.

Article 129 The Department for the preparation of teachers provides psychopedagogical training of students in order to obtain the certificate required for a specialization in teaching activities followed.

Article 130 (1) Technological and Business Incubator "UAV IT INCUBATOR" is a unincorporated department within" Aurel Vlaicu "University, Arad, set up according to H.G. No. 406/2003.

(2) "UAV IT INCUBATOR" has financial autonomy, having a budget of its own revenue and expenditure approved by the Senate under budget of revenue and expenditure of the University" Aurel Vlaicu ". The budget of revenue and expenditure of the UAV-IT INCUBATOR " will run through your University" Aurel Vlaicu ".

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(3) "UAV IT INCUBATOR" is headed by a director appointed by the Senate at the recommendation of the Board of Directors. "UAV IT INCUBATOR" is dismissed by the Senate in the cases provided for by the Charter or the rules of organization and functioning of the „UAV IT INCUBATOR”.

(4) The director of the "UAV IT INCUBATOR" can be suspended from his duties and, in urgent cases, duly substantiated reasons, during the summer holidays may be dismissed by the Board of Directors, under the Charter or the rules of organization and functioning of Technological and Business Incubator "UAV IT INCUBATOR”.

(5) The Director "UAV IT INCUBATOR presents annually to the Senate and the Board of Directors activity reports.

(6) The attributions of the director of "UAV IT INCUBATOR" are laid down in the rules of organization and functioning of the „UAV IT INCUBATOR. The Senate of "Aurel Vlaicu" University can change or complete these tasks whenever it is necessary for the proper conduct of the work of "UAV IT INCUBATOR."

VII. PRINCIPLES FOR THE SELECTION/APPOINTMENT OF THE MANAGEMENT

Article 131 (1) Choosing the leadership structures will be carried out in accordance with legal provisions, instructions and orders of the Ministry of education, research, youth and sports, and with university autonomy attributes contained in this Charter.

(2) The collective structures of the UAV are University Senate, Board of Trustees, Faculty councils, Council for university studies and department’s councils.

(3) Processes relating to the structures of University elective leadership are governed through a methodology of elections adopted by the University Senate.

Article 132 It may not run, or may not be chosen/assigned in structure/functions: people at an election under way have been chosen/assigned in other leadership positions;

(b) Persons holding offices outside the University which could negatively affect the business; patron, director, Chairman of the Board of Directors of a company;

c) Persons holding offices in other higher educational institutions of the State or private;

(d) Persons who, as a result of election/appointment, would end up in a position of leadership, control, authority or the institutional assessment at any level from a spouse or relative up to Blueberry grade III including;

e) People who have had criminal convictions for offences with intent, or made for acts committed negligently which could adversely affect the image of the University;
f) Persons who have been excluded from the academic community of UAV or other institutions of higher education, for serious infringements to the rules of professional ethics and conduct.

g) People who hold leadership positions in political parties.

h) Persons by choosing or designating the structure or function of management would get into a situation of incompatibility provided for in law or the code of ethics and professional conduct.

**Article 133** The leading owners at any level will be changed in the function in the following cases:

a) If they do not fulfil the obligations arising out of the functions of the program and assumed occupation;

b) If during the term of office shall be transferred outside of the structure in which they were elected or outside the University;

c) If they leave the majors or are as teachers assign, if detached, through any contract, for a period exceeding 6 months during the academic year;

d) If they take leadership positions in other universities or State;

e) If they terminate the contract of employment within the University;

f) If they depart from the law, the principles and rules of conduct and the ethics of the profession;

g) If during the term subject to the prohibition laid down in article 295 paragraphs 1 of the law on national education;

**Article 134** The person chosen in a leadership position may be revoked from office by the procedure used at her choice, at the initiative of one third of the total number of voters, on the initiative of the Senate or the Board of Directors.

**VIII. ADMINISTRATIVE STRUCTURE**

**A. Administrative General Director**

**Article 135** (1) The general administrative director leads the administrative structure and it is responsible for the management of financial and economic management of UAV.

(2) The post of the general administrative director is concerned by competition organized by the Board of Directors of the UAV. The Chairman of the competition is the Rector of the UAV. The Competition Commission must have a representative of MECTS. The contest is validated by the University Senate.

(3) The appointment of the post of general administrative director is a decision made by the Rector on the basis of the written consent of the executive's support of the plan of management of the Rector.
(4) The general administrative director may be suspended from the rector, after consultation with the Board of Directors, when not performing tasks contained in the decision of appointment, violating the law and rules of ethics, harms the interests of the university and the UAV.

**B. Other administrative structures**

**Article 136** (1) The function of management is carried on in a separate compartment, under the guidance of the economic director. The economic director reports to the Senate, the Board of Trustees and the Rector, and responds in the face of these structures for the work done. The duties of the economic director of the economic and financial accounting are those provided for by the legislation in force. The organisation and powers of the financial accounting component will be determined by the rules of organization and functioning of the university.

(2) The duties of the financial accounting component include the following:
It ensures the preparation and following of all the revenue and expenditure plans of the university, as well as performing all receipts and payments by cash or bank accounts;
- Keep up to date records, prepare reports;
- Perform the tasks assigned to it, as the operative measures, the financial control;
- Payment of student scholarships, settlement amounts for subscriptions of transportation, students and all other amounts due to students through legal provisions;
- Payment of wages and the settlement of various claims by employees of the university;
- Ensures the preservation of the archive of financial accountant;
- Carry out collection of fees from students and keeps track of such proceeds;
- The accounting officer shall cover preventive financial control;
- The accounting officer participates in auction commissions;
- Other duties stipulated by the law.

**Article 137** (1) The department of human resources-payroll performs all activities relating to the staff of the University "Aurel Vlaicu". The director of human resources-payroll answers to the Senate, Board of Directors and Rector for the work done. The direction of human resources-payroll meets all the formalities and shall produce all documents relating to settlement, operation and termination of all staff salaries, expanding and maintaining the general ledger records employees, promotions, highlights, transfers, described the contracts of employment, pensions, etc.

(2) The functions of the human resources-payroll will be detailed in the rules of organization and functioning of the university.

**Article 138** (1) The activity of the petitions and public information is conducted through the media and public relations, organized according to O.G. 27/2002, with subsequent amendments and additions, the law 544/2001, with subsequent amendments and additions.
(2) The attributions, organization and functioning of the compartment are determined by the Senate, on the basis of legal provisions.

(3) By the division of information and public relations will be displayed on the website of "Aurel Vlaicu" University, Arad models petitions requests provided for by law.

(4) Persons who fulfil the function of information and resolving of the petitions answers to the Senate for their work.

C. The Secretariat of the Rector’s office

Article 139 (1) The Secretariat Staff is hired through the competition, the prerequisites are knowledge of a foreign language and the use of computers.

(2) The Secretariat has the following attributions:
   a) Receives, records, distributes the resolutions, send correspondence of the university;
   b) Submits daily to the university the mapped with incoming mail in university;
   c) Develops and prepares correspondence of the university, drawn up and issued certificate (in an emergency), prepares the President's correspondence, Rector and Vice Rectors;
   d) Ranks and preserves the archives of the university;
   e) Coordinates the secretariat departments;
   f) Performs all work at the level of the institution in connection with the admission and degree, educational process, student issues, practice, fellowships;
   g) Receives, draws up, keeps up, manages all types of studies, by the secretary Chief;
   h) It is required to be performed by the chief secretary certification for conformity with the originals acts that are interested in the work of the secretariat.
   i) Communicates to the faculties, departments, divisions, a administration, human resources, payroll and accounting-Decisions and resolutions of the Senate and the President of the Council of Directors concerning them;
   j) Legal Adviser shall communicate all decisions and resolutions of the Senate and the President of the Board of Directors, as well as all orders of Ministry and all the documents coming from the general direction of the Ministry of education, research, youth and sport;
   k) Communicates the decisions and resolutions of the Senate and the President of the Board of Directors of all persons referred to in those documents;
   l) Meets the protocol service within the university;
m). Give information to the public;

n). It conforms to all obligations imposed through instructions coming to the line of resort;

o) Prepares the order of displacement and delegates;

p) Makes the newsletter of the university;

q) Sets audiences at the university;

r) Transmits to the faculties the regulations of the Rector;

s) Announces at faculty the events from the university (business meetings, celebrations, etc.);

t) Any other obligations laid down by the legislation of the competent Minister, the Senate of the University or the Board of Directors.

**Article 140**

(1) The Secretariat of the Rector’s office is headed by the General Secretary of the University.

(2) The General Secretary shall have the following duties:

1. He coordinates the activities of the secretariat, the faculty and departments;

2. He ensures the respecting of legal precautions concerning the work of the secretariat;

3. He represents the university, on the secretariat line with the activities of the Ministry of Education, Research, Youth and Sport and with other institutions;

4. He ensures the Senate, University Senate Committee, the Rector and Vice rectors the documents and information necessary data for taking decisions/judgements;

5. He takes part at the Senate’s meeting and University Senate meeting, he writes the reports and sends to the different departments work activities from the part of the University Senate Committee, Rector and Vice rectors;

6. He prepares the duties and requirements card of the job for the persons from the rector’s office secretariat, for the universities secretariats and for archive;

7. He prepares the centralized structure of the academic year;

8. He draws up the reports, statistics and statements required by the Ministry of Education, Research, Youth and Sport, and other institutions or by the University Senate;

9. He draws up the decisions of the President.

10. He draws up the decisions of the registration, expulsion and transfer to the department;

11. He is in charge of the university archives;

12. He fills and sends to the SC ROMDIDAC SA the order for sample forms for studying documents and for sample forms;
13. He proposes that people who will complete the studying documents and supervises the activity done by these persons;
14. He proposes a person who will give the studying documents and to apply the impressed stamp;
15. He organizes periodical analysis meetings with the stuff from the faculties secretaries;
16. He draws up the evaluations regulation of professional abilities for the stuff that is at his orders and he submits it for the approval of the University Senate Committee. According to this regulation, he organizes periodically the evaluation of the stuff at his orders.
17. Other duties with which he is in charge by the Senate, the University Senate Committee and the Rector;
18. He approves the application forms for the participation to the university-leaving examination of the students from other universities.

(3) The General Secretary of the University is co-ordinated in his activity by the Vice-Rector charged with the quality of education.
(4) The General Secretary is responsible for his actions in front of the Senate, University Senate Committee and of the Rector.

D. The Secretariats of the faculties and other departments of the University.

Article 141 (1) The Secretariats of the faculties and of departments subordinate functionally to the General Secretary of the University. The General Secretary of each faculty is subordinated to the General Secretary of University and hierarchically to the dean of the faculty.
(2) The supervision and the co-ordination of the secretariat activity are done at the faculty level by deputy dean and at the level of rector’s office by the General Secretary of the University.

Article 142 The secretariats of the faculties have the following duties:
1. They receive, register, deliver after writing the resolutions, and send the mail of the University.  
2. They present daily the mail to the dean and deputy-dean of the faculty.  
3. They write the mail of the faculty and they draw up the receipt.  
4. They set up the university year structure and send it to be approved by the Rector.
5. They draw up the reports of the exams and the differences forms.  
6. They keep the evidence of the student’s marks in mark books and using specialized software.
7. They complete and keep the registration books.  
8. They draw up the registration certificates and give the students receipt of their marks and scholar situation.  
9. They give the receipts for university degree and dissertation.
10. At the end of university year they draw up tables with the students that have taken all the exams, and with the students who are not allowed to pass to the next superior year and with the students proposed to be expelled.

11. They fill in the marks books and transport cards through the tutors to the fresh more students.

12. They give the duplicates of the mark book and transport card, in case of theft, loss or deterioration of these.

13. They vise the mark books and transport cards at the beginning of each university year.

14. They set up and post the schedule of the exams and written examination before every session.

15. They send to the students for filling in the admission forms and the study contracts through tutors or group leader.

16. They draw up the liquidation forms for the graduating students and for the students transferred on expelled.

17. They give simple copies of the original documents from the student’s files; facilitate the authentification of original documents from the student’s files.

18. They draw up and send to the rector’s office different statistics, references, reports asked by the Senate or the Ministry of Education and Research.

19. They participate to the meetings of the faculty council and draw up the report of the meeting.

20. They send to the teachers the list with students who cannot participate at teaching activities and exams.

21. They centralize and send to the human resources office-payment, the check sheets of the faculty.

22. They administrate the students’ briefs, give the briefs of the graduated students, of the expelled and after the beginning of the university year the briefs of the students who didn’t pass the admission.

23. They sort out, archivate and keep the archives of the faculty.

24. They do all the activities at the faculty level for the admission and graduation exam, problems of the students, education system, scholarships.

25. They get, draw up, give, administrate the studying documents from the field of faculty activity.

26. They have the legal obligation of doing with the General Secretary „the certification in accordance with the original documents” which interest the activities of the secretariate.

27. They give information to the public.

28. They obey all the obligations imposed by instructions which come from the superiors.

29. They set appointments at the faculty leadership.

30. Any other obligation establish by the legal precautions or by the University Senate.
IX. RIGHTS AND OBLIGATIONS OF TEACHING STAFF

**Art. 143** (1) The teaching staff of UAV has rights and obligations flowing from the Charter of the University, of the code of ethics and professional conduct, the University of the individual labour contract, and from the laws in force.

(2) Teachers’ rights include:

a) The right to freely express opinions on University activity;

b) Freedom of teaching, research and the creation, in accordance with the criteria of quality education;

c) The right to vote and to stand as a candidate in the leadership structures of the University or in a leadership function;

d) Intellectual property law on the creation of scientific, cultural or artistic;

e) The right to publish studies, articles, books, etc.;

f) The right to run for obtaining national and international grants;

g) The right to be part of the associations and unions, professional and cultural, national and international, as well as from political organisations legally established in accordance with the provisions of the law;

h) The right of reservation of his job, in accordance with the law;

i) The right to have a vacation without pay, in accordance with the law;

j) The right to annual vacation in accordance with the law;

k) The right to be remunerated for their work, in accordance with the law;

l) The right to be protected in the University authorities responsible for public order, in accordance with the law;

m) The right to participate in the competition for getting a tick mark of merit;

a) The right to participate in public competition for occupying a leadership positions in higher education;

p) Other rights arising from this Charter, the laws in force in the individual labour contract and descriptions.

(3) Obligations of teachers include:

a) the obligation to contribute to the achievement of the Mission of the quality work of UAV, teaching and research, as well as the duties incumbent upon them, as appropriate, through the occupation of leadership positions;

b) The obligation to fulfil the tasks laid down in the individual labour contract;

c) The obligation to comply with the laws relating to intellectual property law and to respond to the originality of the works completed undergraduate and graduate studies under the direct coordination;
d) The obligation to assess on a regular basis, in accordance with institutional and methodology in accordance with the law;

e) The obligation to carry out the requirement for medical examination at regular intervals, in accordance with the law;

f) The obligation to comply with the provisions of the code of ethics and professional conduct-the University, as well as those of the legislation in force with regard to the conflict of interests;

g) The requirement not to occupy leadership positions or is not part of the evaluation committees if they are in one of the situations of incompatibility laid down in the law and the code of ethics and professional conduct University;

h) Other obligations arising from this Charter, the laws in force and of the individual labour contract.

X. STUDENTS

A. Admission

**Article 144**  (1) The position of student at the University „Aurel Vlaicu” is obtained according to the law, based on the regulation concerning the organization and development of admission.

2) The access diploma on the possession of a school-leaving diploma or another diploma equivalent and recognized by the Ministry of Education and Research.

3) The methodology of organizing the admission for all the preparations levels, drawing up the conditions of the entrance exam, are provided within the regulation concerning the organization and development of admission, approved by the University Senate Committee.

4) The graduation students with a graduation paper or equivalent, recognized by the Ministry of Education and Research, can attend a second specialization at the University „Aurel Vlaicu”, according to the law and the regulation concerning the organization and development of admission.

B. Examination

**Article 145** (1) Students’ knowledge are checked through written and orally exams, and through other kind of examinations. The way of examination is establish by the educational plan. The method of examination is establish by the teacher. The exams are developing in the university area, with the teacher and the person who makes the seminar; in the case of the exams which take place in front of a committee, it is not necessary that the tenured professor to be a member in the committee or to be at the examination.

2) The exams take place during the sessions set in the structure of university year, at subjects included in the educational plan.
3) The reexaminations are given accordingly with the present Carta, with the Regulations concerning the Students’ Professional Activity and with legal precautions. The reexaminations will take place in such a way that the students’ academical situation to be finished until 30 of September. After this data can be sustained only exams for students who have prolonges session.

4) Diploma exams take place according to the legal regulation.

C. Fees

**Article 146** (1) The taxes of studying, of admission, the other university taxes, as well as the cases of exemption from paying these, are yearly establish by the University Senate, according to the legal precautions.

2) The non-payment taxes attract automatically the suspension of the student’s rights of participation at the teaching activities and exams, of the right to the scholarship and of the right to be registrated in the next year of study.

3) In the case of which the financial debts aren’t paid in most 30 days from the date of payment, the debts will be expelled, losing in this way the position of student.

4) The paid taxes’ return is made in the following situations:
   1. When the student had paid the advance or the integral taxes, but it isn’t possible to constitute the group of studies, and the student doesn’t choose for other specialization.
   2. When the student is registered on budgetary place in the conditions R.A.P.S., of O.U.G.n133/2000 approved with changes in Law nr.441/2001 and changed by the Law nr.224/2005, the return of the money will be made in this way:
      a. If the student was registered on a budgetary place in the first form, he has to pay only 25% from the yearly taxe of study, all he had paid over this sum, it will be returned to him.
      b. If the student was registered on a budgetary place in the second term, as a result his marks from the winter session, he has to pay 50% from the yearly taxe of study, all he had paid over this sum, it will be returned to him.

5) In the situation of expeling, the taxe paid till the moment of expeling won’t be returned.

D. Rights and duties of students

**Article 147** In the period studies, the students have the following rights:

a) To benefit in equal way of the conditions and material base offered by the institution;

b) To use the classes, the labs, the reading rooms, the library, the sport base, and any other means put by the University for a good professional preparation, for the scientific, cultural and sport activity;

c) To ask the interruption of the studies in justified cases;

d) To ask the reexamination with a committee in justified cases;

e) To receive scholarships and other forms of material support, according to the law;
f) To participate at the scientific activity, to participate at scientific, sport and cultural-educationable student’s meetings;
   g) To benefit of the internal and international mobilities;
   h) To take part from the Student’s League; to choose and to be chosen representatives of the students in the University and faculties committees;
   i) Students’ authorized representatives have the right to control the students’ hostels;
   j) To advance petition to the leadership of the University;
   k) Other rights according to the regulation concerning the professional activity of the students and according to other legal precautions.

**Article 148**  
The students have the following duties:
   a) To participate at the teaching activity;
   b) To fulfil the requirements of the programmes of education and other programmes of university and postuniversity studies;
   c) To respect the university discipline, to have a civilized behaviour in the relationships with the colleagues, with the didactic and technical-administrative stuff.
   d) To use carefully the material properties put into use in labs, libraries, hostels, canteens, and to key clean in the university spaces; to pay adequate sums for the damages like losing, degradation and/or destroying the material properties;
   e) To pay the proper taxes at fixed terms;
   f) To complete yearly the slip of registration and the contract of studies.

**E. Contract of studies**

**Article 149**  
(1) The contract of studies is the concluded contract between the students and the University at the beginning of each year of studies, in this way the student is registered at the compulsory and optional courses.

2) Signing this contract the student has the right to take part at all the teaching activities of the chosen disciplines and to take part at exams.

3) The contract will include the student’s declaration, in which he mentions if he is registered or not at other specialization at „Aurel Vlaicu” University or in other university.

4) The contract of studies will be registered into a separated register.

5) The contracts of studies are given to the students to be completed and signed with the help of tutors or the group’s leaders. Signed contracts (both copies) will be brought at secretariat to be registered with the help of the tutors or the group’s leaders too. The second copy from the contracts of studies will be returned to the students, after registration with the help of tutors or group’s leaders.

6) The contract of studies has to be signed by the students at the lasted 10th October. The students who didn’t sign the contract till this data, won’t be registered in the following year of studies.

7) The students who benefit of prolonged session will complete the contracts of studies for the next university only after he resolves his academic situation.

8) The contract of studies will be signed in two copies, one remains at the student, and the other at the student’s personal file.
9) The contract of studies cannot be modified during the university year.

F. Hostels

Article 150 (1) The „Aurel Vlaicu” University from Arad has hostels. The students accommodation in hostels is made in the limit of the available rooms, according to the academic performance and social situation, with taxes.
   2) The function of the hostels is made according to the Regulation of hostel’s and canteen’s working approved by the Senate.
   3) The students can live in hostels during only the university year. In holidays, the hostels are closed for hygienizing.

G. Penalties

Article 151 (1) Intrigement by the students of the duties who appear in the present Carta and in regulations attracts the sanction of the qualties, depending on the seriousness deviation with:
   a. Written warning
   b. Written reprimand with warning
   c. Elimination from the hostel
   d. Expulsion
   2) The sanctions from a and b are applied by the University Council of the faculty, and the sanctions from c and d are approved by the University Senate Committee and are decided by the Rector.
   3) The appeals at the applied sanctions will be addressed to the council of the faculty, for the sanctions from a and b, and to the Senate, for the sanctions from c and d.

H. Relations with the League of University students of UAV

Article 152 (1) Relationship Management structures of the University students’ League of the UAV (LSUAV) is based on the principles of active participation and conscious of students in all aspects of life, the formation of their personality of student-centred education, consultation, transparency of decision-making partners and of respect for the rights and freedoms of students.
   (2) LSUAV is represented at all collegial leadership structures, participating actively in the decision-making process. LSUAV is consulted in drafting major policies and strategies of the University relating to the fulfilment of its mission of education and research.
   (3) The University financially and logistically, depending on available resources, the LSUAV in the activities we organize. LSUAV is a partner in all the actions that promote University, both in the promotion of its image, as well as in the process of scientific research and national and international partnerships.

Article 153 (1) Principles governing the work of the students in the University community are: participation in decision-making, the right to assistance and
complementary services in higher education State expressed by: advising and informing the student to teachers outside of course, seminar, or laboratories; advice for the purpose of professional orientation; psychological counselling; non-discrimination of any kind on the basis of which all students receive equal treatment from the University; any direct or indirect discrimination against student is prohibited; of freedom of expression, transparency and access to information.

(2) The rights, freedoms and obligations are contained in the code of student rights and obligations of a student, adopted at national level.

(3) After the adoption, by order of the Minister, of the rights and obligations of the student, the UAV will establish a system for implementing and monitoring compliance with the provisions of the code of rights and obligations of the student. LSUAV presents an annual report on compliance with the code, with respect to the public.

XI. RELATIONSHIP WITH UNIVERSITY ORGANIZATIONS
TRADE UNION

Article 154 (1) Collegiate University Leadership at all levels to promote social dialogue in relation with the professional organizations of teachers, scientific research, auxiliary staff and students. This dialogue is based on transparency in decision-making, institutional consensus and resolve all the issues related to the report employers-Union.

(2) The relationship between the structures of the University and the Union and approves the Union through participation: representatives of the union, who invited the permanent status, in decision making in the management structures of the University; the negotiation of collective labour contract; negotiations between the two sides for firefighting; supporting Union actions oriented towards personal career development and strengthening professional employees.

XII. THE CODE OF ETHICS AND PROFESSIONAL DEONTOLOGY

Article 155 (1) Code of ethics and professional academic deontology- is part of the present Charter, and it is drawn up in accordance with the legislation in force.

(2) the code of ethics and professional academic deontology expresses the ideals, principles and rules on which the members of the University community from UAV consenting to comply and to follow them in their professional activity, lays down the reference standards and penalties to which they expose members of the University community.

(3) In order to ensure compliance with this code are established and function of vocational education and ethics. The Board of ethics and professional academic deontology can be part only university academics or research holding, people with professional prestige and moral authority.
(4) The structure and composition of the Board of ethics and professional academic deontology are proposed by the University's Board of Trustees, certified by the academic Senate and approved by the Rector.

(5) May not participate in the Commission of ethics and professional academic deontology individuals occupying one of the functions as Rector, Vice-Rector, Dean, Vice-Dean, Director of the Department or establishment of research and development, design, micro production.

(6) The Commission of ethics and professional academic deontology operates under a regulation drafted by the Commission and adopted by the University Senate.

(7) The Commission of academic ethics has the following duties:
   a) Analyzes and resolves the deviations from the University's ethics, based on complaints received from members of the University community, from any person outside the University;
   b) Within 30 days after the establishment of it checks and notes incompatibilities arising as a result of validation of all mandates of all the members of the Executive Board and all the functions of management and reports cases of incompatibility to the Senate;
   c) Draws up an annual report on the State of compliance with ethics and the ethics of the research that is presented to the Rector.

(8) The decisions of the Board of ethics and professional academic deontology are approved by the Legal Council of the University. The legal responsibility for the decisions and work of the Commission of ethic is the duty of the Rector's.

**Article 156**

(1) The Conflict of interest is a situation in which the person has or may have a personal interest of the patrimonial nature or unpatrimonial that could affect with objectivity and impartiality the tasks assigned to it.

(2) Personal interest means any material or otherwise advantage, tracked or obtained, directly or indirectly, for himself or for another, by a person who is engaged in permanent or temporary, in any function, a function of authority, leadership, management, control, through the use, influence, reputation, facilities, relationships and the information to which it has access by virtue of the exercise of it.

(3) A decision or acts adopted or concluded under conditions of conflict of interests and those of the deliberative structures in which at least one of the members is in conflict of interest and abstained from voting or from the debates.

(4) In a situation in which a person is in a conflict of interest, he is obliged to inform immediately the deliberative or the person who occupies the Executive Office supervisor.

(5) Persons who have been notified of the existence of a conflict of interest are bound to take the measures necessary for the performance of functions with impartiality, not later than 3 days from the date of taking the knowledge.

(6) If within a period of six months, a person is forced to refrain from at least three times since the adoption of the decision or conclusion of acts because of the imminent mass influx of a conflict of interest, the Board of professional ethics, at the request of the Rector, has to verify and determine whether other prohibitions provided for by law.
(7) Persons occupying a position of leadership or of public dignity or a function in a political party may not exercise the function of Rector for the period of its mandate.

(8) If at the time of appointment as Rector that person is a member of the University Senate of the UAV, it shall be suspended as from the quality of a senator during the tenure of the rector.

(9) The persons who are in a relationship of spouses and relatives, up to the third degree inclusive cannot occupy the same functions so that one or the one over the other or the other in a position of leadership, control, authority or the institutional assessment at any level within the UAV and cannot be called in the committees, commissions or committees evaluation contest whose decisions affect the spouses, or affinity relatives up to the third degree inclusive.

**Article 157** (1) Persons in a situation of incompatibility have to solve this within 30 days of the date of notification by the Commission.

(2) The failure to comply with this obligation it is noticed by the head upwards that stops the direct relations between people in the incompatibility.

(3) The false in declarations of interests are assimilated to corruption offences and sanctioned under the law in force.

**Article 158** (1) It constitutes serious infringements of the proper conduct in scientific and professional activity:
   a) Plagiarism of other writers;
   b) Manufacture of results or outcomes with fictitious;
   c) Placing false information in applications for grants or funding;
   d) Commercialization of scientific works in order to facilitate the falsification by the buyer of the quality of author;
   e) Occupying teaching positions and research by persons who proved that they made serious deviation from good conduct in scientific research and academic activity, determined in accordance with the law.

(2) The guides of license, doctoral dissertation respond with their authors by the originality of content.

**Article 159** There are prohibited any discrimination between members of the academic community on the basis of age, ethnicity, sex, social origin, political or religious orientation, sexual orientation or other types of discrimination, except for the positive measures prescribed by law.

**Article 160** The penalties that can be applied to the teachers stuff and the researchers by the Committee of ethics and academic deontology for violation of academic ethics or deviations from proper conduct in scientific research are those provided for by law.
Article 161 The penalties that may be applied by the Commission of ethics and academic deontology to the students for violation the academic ethic are those provided for by law.

Article 162 The penalties laid down by the Commission of ethics and professional academic deontology is implemented by the Dean or Rector, as appropriate, within 30 days of the establishment of sanctions.

XIII. PROCEDURE FOR THE ADOPTION AND AMENDMENT OF THE CHARTER OF THE UNIVERSITY "AUREL VLAICU" ARAD

Article 163 The present Charter is registered in the precautions of the Romanian Constitution, of educational Laws, teaching stuff Status, and of other remarkable legal disposals.

Article 164 The „Aurel Vlaicu” University Charter from Arad includes information of public interest, having the possibility to be read by any interested person, from or out of the institution.

Article 165 The „Aurel Vlaicu” University Charter from Arad is adopted with vote, with a majority of 2/3 from the Senate’s members, in the presence of ¾ from the Senate’s members.

Article 166 The proposal of Charter’s modification can be made by the University Senate Committee, by three faculties from the University, or by at least 1/3 from the Senate’s members. The proposals are made in writing, specifying exactly the articles which are proposed for change. For being discussed in Senate, the proposals need to get the agreement of Juridical Office.

Article 167 (1) With the Charter is elaborated the regulations which are provided for art.65, which become the Charter’s annexes, taking integral part from the Charter. Charter with the regulations establish the whole university life from the own university area.
(2) In 12 months from the coming out into effect of the present Charter, the existing regulations will be reanalysed, and if it is necessary, changed, for being compatible with the Charter.

Article 168 From the moment of coming out into effect of the present Charter, contrary disposal from the existing regulations or from the decisions adopted before by the Senate or by the University Senate Committee ends its application.

Article 169 The present Charter come out into effect in its endorsement’s moment.

Article 170 After endorsement, Charter is translated into English.

Article 171 The present Charter was adopted in the Senate’s meeting in 26 July 2011, nr 122./26.07.2011.
Chapter I- General Provisions

Article 1 (1) The Academic Council is the structure consulted of University ‘Aurel Vlaicu’ Arad establish in accordance with nr 214 alin.7 from Law Education nr.1/2011. 
(2) The Academic Council’s work does not get covered by the prohibitions stipulated at art. 295 alin from the Law Education.

Article 2 (1) The mission of the Academic Council is supporting the activity of structures of the University.
(2) The Academic Board shall advise the Senate through the drawing up of notes, reports, analyses and proposals on the issues submitted to the Senate for debate.
(3) The Academic Board shall advise and Board of Directors, the Board for PhD studies and Faculties Councils, at their request.

Chapter II-Composition and duties of the Academic Council

Article 3 (1) the Academic Council consists of 5-7 members, headed by a President, elected by the Senate, by secret vote.
(2) The Academic Board consists of the President, counselor (Counselor on matters of heritage, education counsellor and Counselor on matters of scientific research and international relations) and experts (experts on financial matters, experts on legal issues).

Article 4 (1) The President of the Academic Council, the counsellors and experts validate by the Senate as members of the Academic Council will be invited permanently in the Senate.
(2) The remuneration of the President of the Academic Council, of the counselors and experts will be established by decision of the Senate.

Article 5 (1) The Academic Board prepares notes, reports, analyses and proposals on the issues submitted to the Senate debate, such as:
   a) Projects concerning strategy in the short term, medium and long of the University and applying that strategy after the approval by the Senate;
   b) Projects relating to the strategy for the management of the University;
   c) Projects concerning measures to strengthen ties with the University, economic, social, administrative, with similar institutions in the country and abroad, with national and international bodies;
d) Projects concerning measures to ensure the optimum report between theoretical and practical activities, which support the vocational graduates;

e) Projects on the strategy for the University's prestige and augmentation increased visibility UAVS at national and international level;

f) Any other matters for which the Senate decide to consult the Academic Council;

(2) The Academic Board shall discuss the problems which are subject to analysis, and decide by vote, with a simple majority. The vote can be exercised and by electronic means.

Article 6 (1) May be members of the Academic Council personalities of academia and science nationally and internationally, with professional experience and/or management in the field for which they are nominated.

(2) Proposals made by the President of the Academic Council will be validated by the vote of the Senate.

(3) At the proposal of the President of the Academic Council, some members of the Academic Council may be appointed through competition. The contest is organized by the Senate, the criteria and methodology for the contest being proposed by the President of the Academic Council and approved by the Senate. The Competition Commission is headed by the President of the Academic Council.

(4) The results of the contest are subject to validation by the President of the Senate of the Academic Council.

Article 7 the heritage counselor prepares notes, reports and proposals regarding to:

- Tracking implementation of decisions of the University Senate infrastructure improvements;
- Monitoring and supervising the construction of new educational spaces contained in the strategic program on short, medium and long-term;
- Monitoring and overseeing the modernization of the educational and research facilities;
- The need for consolidation and modernisation works on projects for old school premises;
- Monitoring and supervision of the use of the sources of financing of the budget and its own sources for capital repairs and upgrades to the building, the objectives contained in the program UAV;
- Monitoring the organisation of auctions in compliance with the legislation in force, and also has laboratories with equipment and computers;
- Modernization of the system of the teaching and research departments on the basis of the rules of use of the unit maintenance costs;
- Tracking method as it applies to the decisions of the Senate concerning the equipping and modernisation of facilities and student canteen;
- Proposes strategies for better management of the University;
- Other duties with which it is charged by the Senate or by the President of the Academic Council.
Article 8. Education and evaluations Counselor prepares reports and proposals regarding to:
- Educational process;
- Advise in the preparation of folders for evaluation;
- l) Implementation of the quality manual at the level of faculties and departments;
- m) Changing the institutional culture, such as the self-assessment of quality to become part of the organizational culture;
- n) Improvement of standards of learning;
- o) Extension of the evaluation products (graduates, scientific research);
- p) Activity of the library and publishing house, the proper functioning of the web page;
- q) Other duties with which it is charged by the Senate or by the Chairman of the Academic Council.

Article 9. Counselor on scientific research and international relations prepares notes, reports and proposals regarding to:
- The evolution of trends in scientific research at national and international level;
- Property of scientific relations of the University at the national and international level;
- Running the database on the situation of teachers and the published work and a database of the University on international partnerships (programs, projects, etc.);
- Activity of research centres established in the University;
- f) Undertake analysis on the international relations of the University;
- g) Actuate accessing structural funds;
- h) Other duties with which it is charged by the Senate or by the Chairman of the Academic Council.

Article 10. The financial and accounting issues and presents the Senate, periodically or whenever necessary thinks, analyses and proposals:
- The efficient management of the financial resources of the University according to law provisions;
- Identification of new financial resources and concrete proposals for attracting them to the University;
- Other duties with which it is charged by the Senate or by the Chairman of the Academic Council.

Article 11. (1) Legal Expert draws up and submits to the Senate from time to time or whenever it requires analyses and proposals on legal issues facing the University. It also develops and presents analysis concerning the Senate legal complexes and with high degree of difficulty aimed directly to the University.
(2) In order to draw up detailed proposals and analyses, the expert on legal issues may require data and information from the administrative structures of the University, having the obligation to maintain confidentiality on issues for consideration.

Chapter III- The President of the Academic Council

Article 12 (1) the President of the Academic Council is elected by secret vote by the Senate.
(2) The President of the Council will be appointed from among personalities of academia and science nationally and internationally, with extensive management experience in the field of higher education.

Article 13 (1) The President of the Academic Council has the following duties:

a) Proposes the members of the Academic Council;
b) Proposes to the Senate the organization contest referred to in article 6 alin. (3) from this Regulation and shall chair the commission of the competition;
c) Called meetings of the Academic Council and sets the agenda for these meetings;
d) Leads the Academic Council’s meetings;
e) Participates permanently as quests at the Senate’s and Administration Councils’ meetings;
f) Proposes the modification and/or supplement the Academic Council Regulation, when it is necessary;
g) Can represent, together with the Rector, the University, in dealing with the institutional, business and media;
h) Proposes measures on increasing the visibility of the UAV on the national and international level;
i) Sing to the Senate and the Administration Council, any slippage of the institution on academic, scientific, administrative plan;
j) May promote the interests of the University (lobby/advocacy) on national and international plan;
k) May present for approval to the Senate and the Administrative Council measures on academic, scientific, administrative, and economic/financial development and in Human resources domain;
l) Elaborates strategic and operational plans which it will be subject to the debate of the Senate and the Administrative Council;
m) May sign and propose have to the Senate and the Administrative Council concrete actions regarding partnership with economic environment in the interest of the University;
n) May request documents concerning economic and financial situation of the University, to be able to report the problems and to propose strategies.
o) May request the state functions, educational plans and analytical programs to make proposals and draw up strategies with a view to harmonizing them with national and international trends;
p) Proposes to the Senate and the Administrative Council measures regarding the augmentation of higher education institution's prestige;
q) May represent the University in the development of protocols with universities in the country and abroad, with other institutions, enterprises, etc.;
r) Performs analyses on quality management of the academic structures and proposes to the Senate improvement measures;
s) May propose for approval to the Senate and the Administration Council allocation of resources;
t) Advises the Senate and the Administrative Council regarding the structure and content of the plan for revenue and expenditure, and execution the annual budget of the state functions of the teaching staff and auxiliary staff;
u) Advises the Senate and the Administrative Council on the granting of salary rises for exceptional achievements according to the legislation in force;
v) Examines and makes proposals for the approval of the Senate and Administrative Council regarding the fee system from University;
w) Coordinates policies for attracting foreign students to the University;
x) Can be connected with former University graduates;
y) Identify and proposes to the Senate new ways of collaboration in European area and beyond;
z) Other skills and competences laid down in the judgment of the Senate;

(2) For the proper conduct of its work, the President of the Academic Council will use the infrastructure provided by the University, according to the decision of the Senate.

(3) For the work done, the President of the Academic Council will receive extra remuneration fixed and determined by the Senate.

**Chapter IV-Academic Council Activity**

**Article 14** (1) The Academic Council meet when the President of the Academic Council summons it.
(2) The agenda of the meetings is established by the President of the Council.

**Article 15** (1) For the proper conduct of its business, the Academic Council will use the infrastructure provided by the University, according to the decision of the Senate.
(2) The activities of the secretariat of the Academic Council will be fulfilled by the person validated by the Senate.

**Article 16** At the request written by the Senate or by the Administrative Council, the Board of the Phd studies and President of the Academic Council
distributes it to the adviser or expert according of competencies, setting the solving term.

Article 17 (1) After the response, his counselor, I submit it to the Academic Council, which decide by voting
(2) The answer approved by the Academic Council will be submitted to the advisory structure.

Article 18 The Academic Council may draw up notes, reports, proposals, or notices to the Senate, whenever it is necessary.

Article 19 The Academic Council may summon, the entire academic community to present analyses, strategies, educational policy, appeared in the University Management;

Chapter V- Final Provisions

Article 20 In the case of resignation of a member of the Academic Council, in case of death or in case of impossibility of executing his duties for medical reasons, this will be replaced in accordance with the procedure laid down in article 6 of this Regulation.

Article 21 This regulation was discussed in the meeting of the University Senate on 11 October 2011, approved unanimously, in accordance with Decision No. 184 from 11 October 2011. Also, the Senate of "Aurel Vlaicu" University decided, unanimously, the Charter and the Academic Council Regulation to be displayed on the official website of the institution (www.uav.ro).