COMPETITION METHODOLOGY for teaching and research vacant positions
in "Aurel Vlaicu" University of Arad

CHAPTER I General dispositions

Art. 1. — (1) Organization and employment of teaching and research positions in "Aurel Vlaicu" University of Arad (hereinafter referred to as U.A.V) is conducted in accordance with the provisions of the Law of National Education no. 1/2011, with the decision on approving the Methodology framework of competition for occupying teaching and research positions in Higher Education, no. 457/2011, and with the Law No. 319/2003 regarding the status of research and development personnel.

Only persons who fulfil the minimum and obligatory standards to enter the competition for teaching and research positions in higher education, approved by order of the Minister of education, research, youth and sport, according to art. 219. (1) (a). a) and art. 295. (1) of the Law of national education. 1/2011, hereinafter referred to as the minimum national standards, can apply for occupying teaching and research positions in Higher Education.

(2) its own competition methodology of "Aurel Vlaicu" University of Arad for the vacancies, hereinafter referred to as its own competition methodology, provides for minimum standards, for occupying the teaching and research positions for the following teaching and research functions:

a) Assistant Professor hired for an indefinite period;

b) lecturer/head of works;

c) Associate Professor;

d) Professor;

e) Research Assistant hired for an indefinite period;

f) scientific researcher;

g) scientific researcher rank III; h) scientific researcher II; i) scientific researcher I.

(3) the standards relating to the functions referred to in paragraph 1. (2) are minimum and mandatory requirements in order to enter the competition for the respective functions and are referred to as University standards.

(4) the standards referred to in paragraph 1. (2) are set out in U.A.V. through the approval of the University Senate. University standards may not derogate from the minimum national standards defined in paragraph 2. (1), approved by order of the Minister of education, research, youth and sport, according to art. 219. (1) (a). a) of Law No. 1/2011. The University standards are higher than or equal to the minimum national standards.

(5) the institution of higher education cannot establish through its own methodology or other documents the equivalence of the candidate’s fulfillment of the minimum national standards referred...
(1) with standards, criteria or indicators different from those stipulated by the minimum national standards, approved by order of the Minister of education, research, youth and sport, according to art. 219. (1) (a).of Law No. 1/2011.

(6) its own methodology contains provisions concerning the settlement disputes within the institution who organized the competition. Disputes may be submitted only for non-compliance with legal procedures.

(7) in the event that a candidate holds items that can prove non-compliance with the legal procedures of the competition, the candidate may appeal within five working days of the notification of the result. The opposition is filed in writing, shall be recorded at the registry office U.A.V. and it is solved by the Competition commission.

(8) failure to comply with the provisions of its own methodology by the persons involved in the procedure for the Organization and conduct of the competitions are considered to be disciplinary actions and they are sanctioned in accordance with the provisions of law No. 1/2011 or other legal provisions, according to the classification of the offense.

Art. 2. — its own Methodology has been elaborated in compliance with the principles governing higher education provided for in the Law. 1/2011 and other legal provisions in force.

Art. 3. — (1) the notice concerning the holding of the competition shall be published at least two months before the date of the first stage of the competition. The competition starts on the day of its publication in the Monitorul Oficial al Romaniei, Part II, of the position got in competition and ends 15 calendar days before carrying out of the first stage of the competition.

(2) Notices shall be published at least in the following ways:

a) in a visible place, on the main page of the web site of the institution of higher education;

b) on a dedicated web site, administered by the Ministry of education, research, youth and sport;

c)) in the Monitorul Oficial al României, part III.

(3) the institution of higher education and the Ministry of Education, Research, Youth and Sport can announce the competitions by any additional means, including through publication in the media, in national and international scientific publications, on websites specialized in the publication of job offerings and others as such.

(4) the competition web page is the web page that shows the full information about the competition directly from the specialized web site, administered by the Ministry of education, research, youth and sport.

(5) on the website of the competition will be published, within the time limit laid down in paragraph 1. (1) at least the following information:

a) the job description of the position in competition;

b) duties/activities related to the position in competition, including teaching load and the types of activities included in the teaching load, in case of teaching position, as well as research load;

c) minimum wage for the position at the time of employment;
d) the competition calendar;
e) bibliography of the competition, including lectures, courses, or other themes, or the topics the Commission of competition can choose the proper exam topics;
f) description of the procedure of the competition;
g) complete list of documents that candidates should include in the application file;
h) address to which the application file must be sent.

(6) Notices concerning the positions of Associate Professor, Professor, scientific researcher rank II and scientific researcher I will be published in English, as well.

Art. 4.-on the web page of the competition and on the web site of the institution of higher education shall be published not later than within five working days after the deadline for enrollment in the competition, each of the candidates enrolled and in compliance with the protection of personal data, for the purposes of this law, the following:

a) curriculum vitae;
b) the verification of the fulfillment of the minimum standards.

Art. 5. — {1) Competitions are opened.

(2) the eligible persons who fulfil the conditions can enter the competition, without any discrimination, in accordance with the law.

(3) the methodology of competition may not contain discriminatory provisions relating to candidates according to sex, ethnic origin or social background, nationality, religion or belief, disability, political opinion, social or economic condition.

(4) the methodology of competition may not refer to seniority and cannot contain provisions that may disadvantage candidates from outside the institution or from outside the country.

(5) the job description of the position in competition will be made in encompassing terms, which correspond to the real needs of the institution of higher education, taking into account not to, artificially, restricted the number of potential candidates.

Art. 6. — (1) one is deemed to be involved in the procedure of the competition people who:

a) participates in the decision-making process regarding the appointment of the Commission of competition;
b) are members or alternate members of the competition;
c) are involved in choices of professional or administrative assessment in the competition;
d) are involved in the resolution of complaints.

(2) one may not involve in the procedure of competition people who:

a) are spouses and relatives up to the third degree with one or more candidates;
b) are employed in the same institution with a candidate who holds a position of leadership and are hierarchically subordinate to the candidate;
c) are associated with a candidate in the companies in which they hold shares, each representing at least 10% of the capital of the company;
d) are or have been remunerated through research projects in which a candidate had the quality of the project director, the last 5 years prior to the competition;
e) benefit or have benefited over the last 5 years prior to the competition for services or benefits of any kind on behalf of a candidate.

Art. 7. — if, after a competition having been won by a candidate, one or more persons from U.A.V. are to be in a situation of incompatibility according to art. 295. (4) of Law No. 1/2011, the appointment on position and the award of the university title by the institution of higher education or professional degree research and development can take place only after settlement of the situation/situations of incompatibility. The method of solving the situation of incompatibility shall be notified to the Ministry of Education, Research, Youth and Sport, within two business days of the settlement.

Article 8 Employment in a teaching or research position is also done on a specified period, the duration of which is not more than 3 years. By exception, the doctoral students can be employed for a specified period not exceeding 5 years.

**The competition for teaching and research positions**

Art. 8. — the occupation of teaching and research positions for an indefinite period. 1. (2) shall be carried out only by public competition, organized by the U.A.V in accordance with the provisions of this methodology, the methodology framework and in compliance with the provisions of Law No. 1/2011.

Art. 9. — (1) U.A.V. may organize the competition for a teaching or research position only if it is declared vacant.

(2) A position shall be considered vacant if it is referred to as such in the functions state, drawn up annually, or if it becomes vacant throughout the academic year.

(3) the position becomes vacant by one or more of the following ways:

a) cessation of employment, in accordance with the law;
b) by transferring the person occupying the position to another position within the same institutions of higher education, as a result of winning a competition.

(4) Teaching and research positions cannot be put into competition by turning a taken position into post higher rank position.

Art. 10. — (1) U.A.V. may organize a competition for employment for an indefinite period of a teaching or research position only after the publication by the Ministry of Education, Research, Youth and Sport of the competition, in the Monitorul Oficial al Romaniei, part III.

(2) for publication in the Monitorul Oficial al Romaniei, part III-a, U.A.V. sends the Ministry of Education, Research, Youth and Sport the following documents:

a) a list of proposed positions put up for the competition and their structure, signed and stamped by the Rector of the institution of higher education;
b) extract from the function state containing the positions put up for competition, signed by the rector, dean and director of the department or head of doctoral school;
c) in the case of teaching positions, the declaration on oath of the president of the institution of higher education which certifies that all teaching positions proposed to be put up for the competition are the only subjects in the structure of the educational plans of study programmes/curricula legally established, including as a form of ongoing education and place where it carries out;
d) methodology.

(3) transmission to the Ministry of Education, Research, Youth and Sport of the request for publication in the Monitorul Oficial al Romaniei, part III, of the competition will be mandatory in the first 30 calendar days of the commencement of each semester of the academic year.

(4) the Ministry of Education, Research, Youth and Sport checks the structure of positions in relation to the legal provisions in force.

(5) Commencement of the competition can be initiated only after the publication in the Monitorul Oficial al Romaniei, part III, of the position put out for the competition.

(6) the proposal of the Organization of the competition for a vacancy is made by the Director or head of the Doctoral School in the structure of which the position lies, through a paper endorsed by the Department or by the Doctoral School Board and Faculty Council.

(7) the list of items proposed for the competition is endorsed by Dean and submitted to the Board of Directors of U.A.V. in order to be approved in accordance with article 4. 213. (13). c) of Law No. 1/2011.

Art. 11. — (1) the conditions for entry in the competition for a teaching position are those laid down in this article.

(2) for the position of Assistant Professor hired for an indefinite period the followings are required:
   a) a diploma of doctor;
   b) fulfilment of the employment standards of teaching positions, specific for the teaching position of Assistant Professor hired for an indefinite period, as required by the methodology. These standards constitute a criterion of evaluation of universities. 193 of Law No. 1/2011.
   c) a person who has not obtained a doctor's degree may not occupy the position of Assistant Professor for a cumulative period of more than 5 years, the date on which the contract of employment of the person concerned shall cease.

(3) for lecturer/head of works the followings are needed:
   a) a diploma of doctor;
   b) fulfilment of the employment standards of teaching positions, specific for the teaching position of lecturer/head of works hired for an indefinite period, as required by the methodology. These standards constitute a criterion of evaluation of universities. 193 of Law No. 1/2011.

(4) for the position of associate professor the followings are required:
   a) a diploma of doctor;
b) fulfilment of the employment standards of teaching positions, specific for the teaching position of
Associate Professor hired for an indefinite period, as required by the methodology. These standards
constitute a criterion of evaluation of universities. 193 of Law No. 1/2011;
(c) minimum standards of performance for the teaching positions, specific for the teaching position
of associate professor, as mentioned in methodology. These standards must be higher or equal to the
minimum national standards approved by order of the Minister of education, research, youth and sport,
according to art. 219. (1) (a). a) of Law No. 1/2011.
(5) for the position of full Professor the followings are required:
a) a diploma of doctor;
b) the certificate of habilitation or of the right to coordinate Ph.d. theses, obtained before the entry into
force of Law No. 1/2011;
c) the minimum national standards for performance for teaching positions, specific for the teaching
position of Professor, approved by order of the Minister of education, research, youth and sport,
according to art. 219. (1) (a). a) of Law No. 1/2011;
d) the minimum standards for performance for teaching positions, specific for the teaching position of
Professor, as required by the methodology. These standards must be higher or equal to the minimum
national standards approved by order of the Minister of education, research, youth and sport,
according to art. 219. (1) (a). a) of Law No. 1/2011.
Art. 12. — In order to enroll in the competition for a research position one must meet the requirements
of the Law. 319/2003 regarding the research and development personnel status and Law No. 1, 2011,
as follows:
a) for an indefinite period, holding of the doctor diploma in accordance with art. 294. (1) of Law No.
1/2011;
(b) the minimum national standards compliance for occupying research positions, specific for the
function, laid down in its own methodology according to art. 1.
c) position of research assistant can be occupied by individuals who are only by PhD students or
doctoral degree holders.
Art. 13. — (1) in order to register in the competition for a teaching and research position the candidate
prepares a folder that contains at least the following documents:
a) the application form, signed by the candidate, which includes an affidavit regarding the veracity of
the information submitted in the dossier and which is registered at the registry office U.A.V.
b) a proposal for the development of the University career of the applicant both from the didactic point
of view, in the case of teachers, as well as from the point of view of scientific research activities; the
proposal shall be drawn up by the applicant, including a maximum of 10 pages and it is one of the
main criteria of selection for the candidates.
c) curriculum vitae of the candidate in print and in electronic format;
d) list of works of the candidate in print and in electronic format;
e) verification form of the standards of presentation at University competition, whose format is required by the methodology. The checklist is completed and signed by the candidate;
f) documents relating to the possession of the diploma of doctor: certified copy of the diploma of doctor and, where the original doctor's diploma is not recognised in Romania, the certificate of recognition or equivalence;
g) summary of the doctoral thesis or where appropriate, of the paper of habilitation in Romanian and in an international language, not exceeding one page for each language;
h) the affidavit of the applicant indicating the situations of incompatibility laid down in Law No. 1/2011 he would be in by winning the competition or the lack of such situations of incompatibility;
i) in the case of the competition for the position of full Professor, certified copy of the certificate of competencies;
j) copy of the Monitorul Oficial in which the position has been published
k) copies of other diplomas that certify the candidate's studies: baccalaureate or equivalent diploma; Bachelor's degree or equivalent, Bachelor's master/certified copy
l) copy of identity card or, if the applicant does not have an identity card, passport or other identity document, drawn up in a goal equivalent ID card or passport;
m.) if the candidate has changed his name, copies of documents certifying the change of name — the marriage certificate or proof of change of name-certified copy
n) no more than 10 publications, patents, or other work of the candidate, in electronic format, selected by the candidate and considered to be the most relevant for his professional achievements.
a) birth certificate-certified copy

(2) the institution of higher education shall specify the rules which apply to the candidate's works that are not available in electronic format.

Art. 14. — the candidate's Curriculum vitae must include:
a) information on the studies and degrees obtained;
b) information on work experience and employment;
c) information about the research and development projects on which he has led as director of project and grants obtained, if there are such projects or grants, indicating for each source of funding, the amount of funding and major publications or patents;
d) information about the awards or other recognition of the scientific contributions of the candidate.

Art. 15. — a complete list of the works of the candidate will be structured as follows:
a) list of no more than 10 works that the candidate consider to be the most relevant for his professional achievements, which are included in electronic format in the file and which may be present in other categories of works mentioned in this article. For the position of full Professor, the list will specify which works amongst the works submitted are made after acquiring the attestation of habilitation;
b) doctoral thesis or theses;
c) patents and other industrial property titles;
d) books and chapters in books;
e) articles/studies in full, published in international scientific journals flow;
f) publications in extenso, the works of the major international conferences;
g) other works and scientific contributions or, as appropriate, in the field of artistic creation.

Art. 16. — (1) the candidates for the positions of associate professor or scientific researcher II must include in the competition at least 3 names and contact addresses of personalities in the field, in the country or abroad, outside the institution of higher learning whose position is put out in the competition, having agreed to draw letters of recommendation concerning the professional qualifications of the candidate.

(2) Candidates to the positions of Professor or scientist researcher I must include in the competition at least 3 names and contact addresses of personalities in the field from abroad, from institutions of higher education and research that are included in the list approved by order of the Minister of education, research, youth and sport, drawn up in accordance with article 4. 216. (2) (a). f) of Law No. 1/2011 who agreed to draw letters of recommendation with regard to the professional qualifications of the candidate.

(3) in the case of scientific fields having Romanian specificity, the letters of recommendation for candidates to the positions of Professor or researcher I may come from the personalities in the field from Romania, outside the institution of higher learning whose position is being put out.

(4) the fields of Romanian specific science are established by order of the Minister of education, research, youth and sport.

Art. 17. — the competition file is made up by candidates and it will be submitted to the address of the higher education institution specified on the competition web site, directly or through the postal service, short delivery which allow the confirmation of receipt. The competition file will be forwarded to the competition Committee members starting from the closing date for the submission of files, but not later than 5 working days prior to the deployment of the first stage of the competition.

Art. 18. — fulfillment of the legal conditions for candidate presentation to the competition will be certified by the legal division's opinion from U.A.V., on the basis of information in the verification form referred to in article 1. 13. (1) (a). (e) and other documents necessary for registration to the competition. The opinion will be communicated to the candidate to a maximum of 48 hours from its issuance, but with no less than 5 working days prior to the deployment of the first stage of the competition.

Art. 19. The candidates who meet the legal conditions for the competition will be invited by the U.A.V to sit the stages of the competition.

Art. 20. — the competition commission will evaluate the candidate in terms of the following aspects:

a) the relevance and impact of the results of the candidate;
b) the candidate's ability to guide students and young scientists;
c) didactic skills of the candidate, for the positions that require teaching activities;
d) ability of the candidate to transfer his knowledge and results to the economic or social environment or to popularize his own scientific results;

e) ability of the candidate to work in a team and the effectiveness of its assistance, depending on the candidates domain specificity;

f) ability of the candidate to lead the research and development projects;

g) professional experience of the candidate in other institutions than the one which put out the position in the competition, in particular the experience in institutions of higher education and research in from the list approved by order of the Minister of education, research, youth and sport, drawn up in accordance with article 4. 216. (2) (a). 0 of Law No. 1/2011.

Art. 21. — the professional skills of the candidate will be assessed by the competition commission on the basis of the competition file, additionally, by one or more exams, including lectures, courses, or the like, according to its own methodology. For all the positions for an indefinite period, at least one stage of competition requires a public lecture of at least 45 minutes in which the candidate presents the most important results and professional career development plan. This stage contains also mandatory a session of questions from the Commission and from the public. U.A.V. announces on its web page the competition day, time and place of the exam, 5 days at least before the competition day.

Art. 22. — (1) the members of the competition commission are established after the publication of the notice of the competition program, for each position put out for the competition.

(2) the competition commission may include alternates.

(3) the council of department and of doctoral school in whose structure the position lies makes proposals for the membership of the commission.

(4) the competition commission is proposed by the dean, on the basis of the proposals referred to in paragraph 1. (3), and is approved by faculty council.

(5) the members of the competition committee accompanied by the agreement of the board of the faculty is given to the university senate and is subject to its approval.

(6) following the approval of the university senate, the competition committee appointed by decision of the Rector.

(7) within two business days from the issuance of the Rector's decision, it is transmitted to the Ministry of Education, Research, Youth and Sport, and the members of the Competition Committee are published on the website of the competition, in the case of Associate Professor, Professor, scientific researcher II and scientific researcher I, the Commission is published in the Monitorul Oficial al Romaniei Part III-a.

Art. 23. — (1) the Competition Commission consists of five members, including its President, specialists in the field of competition or in the nearby areas.

(2) in case of unavailability of a member's participation in the work of the Commission, the Member concerned will be replaced by the alternate member, appointed by the same procedure as the members of the Commission.
(3) Commission decisions are taken through the secret vote of the members. A Commission decision is valid if the majority or at least three members of the Commission.

(4) the work of the competition commission is led by the Chairman of the Commission.

(5) the members of the Commission may be inside or outside the institution of higher education, in the country or abroad. In the case of higher education institutions from abroad, these are mandatory from those included in the list approved by order of the Minister of Education, Research, Youth and Sport, drawn up in accordance with article 4. 216. (2) (a). f) of Law No. 1/2011.

(6) for a position of Associate Professor, Professor, and scientific researcher I or II, at least three members of the Commission must be from outside the institution that organizes the competition, in the country or abroad.

(7) for the position of full Professor, with the exception of scientific domains specific for Romania and those from defense, public order and national security, at least one member of the Commission has a contract of employment, from the date of its publication in the Monitorul Oficial al Romaniei, part III, of the intention to competition the position with an institution of higher education and research abroad, which is included in the list approved by order of the Minister of Education, Research, Youth and Sport, drawn up in accordance with article 4. 216. (2) (a). f) of Law No. 1/2011.

(8) the members of the competition must have a teaching or research degree higher or at least equal to that of the position put out for competition or, for members from abroad, meet University standards corresponding to the position put out for competition. 1. (2).

(9) for the purposes of participation in the competition commission, the equivalence of educational or research titles of members from abroad with teaching or research titles in the country is done by approval of the academic Senate of the nominal composition of the Commission.

(10) the Chairman of the competition commission may be one of the followings, in accordance with its own methodology:

- a) the Director of the department or head of the doctoral school which includes the position;
- b) the Dean or vice-dean of the Faculty which includes the position;
- c) a member of the Board of the Department, or Faculty Council, delegated for that purpose by the Council vote.

Art. 24. — (1) the competitions will be carried out no later than 45 days after the end of the period of enrollment.

(2) the competition consists in evaluation of scientific and didactic qualities of the candidates, for positions with the academic component.

(3) For each position, the competition commission decides the candidates hierarchy and nominates the candidate who obtains the best results.

(4) the Chairman of the competition will draw up a report on the competition, on the basis of essays written by each Member of the competition commission and respecting the hierarchy of candidates decided by the commission.
(5) the report on the competition is approved by competition commission decision and is signed by each of the members of the competition commission and by the President of the Commission.

(6) the council considers the compliance with the established faculty procedures, through its own methodology of higher education institution and grants or not its opinion on the report. The hierarchy of the candidates drawn up by the competition commission may not be modified by the faculty council.

(7) the academic Senate examines compliance with the procedures established by the methodology of higher education institution and approves or does not report on the competition. The hierarchy of the candidates drawn up by the competition commission may not be modified by the Senate.

Art. 25. — (1) the appointment of the position and the granting of university title related to by U.A.V as a result of the University Senate approval of competition results, are made by decision of the rector, beginning with the semester following the carrying out of the competition.

(2) For teaching positions, the appointment decision and the granting of university title by U.A.V together with the report of the competition will be sent by the institution of higher education to the Ministry of Education, Research, Youth and Sports and the National Council for the Accreditation of Titles, Diplomas and Certificates, hereinafter referred to as CNATDCU, within two business days from the issuance of the decision of the appointment.

Art. 26. — (1) for the research positions the provisions of law No 319/2003 apply, through an exception to the provisions of art. 23. (1) and art. 24. (1).

(2) for the purpose of competitions for research positions in institutions of higher education, the duties provided for in the Law. 319/2003 will comply with the following:
   a) those established by the scientific board, by the faculty council;
   b) those set out for the board of directors of the institution, the senate of the university;
   c) those provided for the scientific secretary or scientific director of the establishment, by the director of the department, head of the doctoral school, dean and deputy dean, in accordance with its own methodology.

Art. 27. — If the position put out for the competition was not held, the competition can be resumed with full compliance with the procedure of the competition.

Art. 28. the result of the competition will be published — on the competition website, within two working days from the completion of the competition.

Art. 29. — (1) U.A.V. draws up, on an annual basis, until on 1 September at the latest, an annual report on the Organization, carrying out and completion of the competitions to occupy teaching and research positions. The report will be sent to the notification, to the Ministry of Education, Research, Youth and Sport and CNATDCU.

Art. 30. — (1) in higher education associate teaching staff can be assigned to work for the following positions: Lecturer/head, Associate Professor and Professor.
(2) In relation to the academic needs, University Senate may approve, on a fixed-term, inviting to U.A.V. some professors and other specialists with recognized value in the field, from the country or from abroad, as invited associated academic teaching staff. Hiring specialists with recognized value in the field, from the country or abroad, as invited associate professors or lecturers, is endorsed by the department council and approved by the faculty council.

(3) Within the departments, doctoral schools, research institutes, research and microproduction centers can also operate on separate positions research personnel, associate research personnel, including students from all three cycles and other categories of staff, according to the law.

(4) Doctoral students are employed by IOSUD or by an institution member of a IOSUD as research assistants or assistant professors for a fixed period, to a maximum of 4-6 hours of conventional teaching hours per week, and their duties are established by the university senate.

(5) After the age of 65 years, teaching or research staff who wish to continue working at the Aurel Vlaicu University of Arad, may remain, with the approval of the university senate, under contract for a fixed period of one year with the possibility of renewal annually, irrespective of age. The university senate may decide on conferring the honorary title of Professor Emeritus for academic and research excellence. Retired teaching staff can be paid by the hour.

(6) Reserved, vacant, temporarily vacant teaching positions are covered primarily by the teaching staff of the U.A.V. or by associate teaching staff, by paying by the hour.

Article 31.- (1) Permanent teaching staff elected in Parliament, appointed by the Government and fulfilling the specific functions to the Parliament, the Legislative Council, the Constitutional Court, the Presidential administration, the Government and the Ministry of Education, Research, Youth and Sports, as well as those elected by the Parliament in the central bodies of the State have the right to have the teaching position or the Chair reserved during the meeting of these functions in accordance with the law. Throughout the duration of the mandate or appointment, teaching staff can combine these features with the teaching or research activity.

The provisions of paragraphs 1 and 2. (1) also applies to teaching staff holding the function of the prefect, deputy prefect, chairman and vice-chairman of the county council, mayor, deputy mayor, as well as the functions of teaching, mentoring and supervising system of education, culture, youth and sport. Teaching staff named as senior staff or in the specific functions of the public authorities and institutions, commissions and agencies subordinated to the presidential administration, the Parliament or the Government benefit of the same rights.

(3) Trade Union leaders in education have the right to have the position reserved, according to the Labour Code in respect of trade unions and collective labour agreement at the branch level.

(4) Teaching staff sent abroad with State missions, working in international organizations, as well as their attendants, if they are teaching staff benefit from the provisions of paragraphs 1 and 2. (1)
Teaching staff, required abroad for teaching, research, artistic or sporting activity, on the basis of contract, as a result of agreements, agreements between universities or interinstitutional governmental or sent for specialization, have their position reserved by the department, for the respective period.

(6) Teaching staff holding a teaching position in education may qualify for leave without pay a year, once every 10 years, with the approval of UAV, having the chair reserved on this period.

7) Teaching staff have the right to time off work or job reservation for child raising up to 2 years and 3 years for children with disabilities.

(8) The appointment of teaching position or chair, in terms of this article, will be treated as retirement.

Article 32. This methodology will enter into force on the date of its approval by the Senate of "Aurel Vlaicu" University of Arad, at 26.07.2011.
The minimum criteria of "Aurel Vlaicu" University of Arad for the competition of teaching and research positions-Engineering and Exact Sciences -

Research Activity
International/national Project won through competition

- Project Manager FP7 ........................................................................................................... 60 points
- International Project Manager ......................................................................................... 40 points
- National Project Manager ................................................................................................. 30 points
- Local Partner Manager in national consortium .................................................................. 20 points
- Member in national team ..................................................................................................... 10 points
- Member in national team ..................................................................................................... 5 points

Articles published in extenso in internationally recognised journals (the scores are in accordance with the tables CNCS):
The journal quoted ISI (first or corresponding author) ..............................................................
- "red" area of the table - ........................................................................................................ 40 points
- "yellow" area of the table ..................................................................................................... 20 points
- "blue" area of the table ........................................................................................................ 10 points
the journal quoted ISI (co-writer)
- "red" area of the table - ........................................................................................................ 20 points
- "yellow" area of the table ..................................................................................................... 10 points
- "blue" area of the table ........................................................................................................ 5 points
indexed in international databases (author) ........................................................................... 4 points

Articles published in extenso in national circulation, journals recognized:
In Romanian journals unlisted ISI, but
indexed in international databases (author) ........................................................................... 3 points
in journals quoted CNCSIS cat B+ (author) ........................................................................... 2 points

Published monographs and treaties:
International Treaty in the prestigious publishing house (editor) ........................................... 30 points
International Treaty in the prestigious publishing house (chapter author) ......................... 15 points
International Treaty in the prestigious publishing house (member in collective authors) ........ 10 points
Monograph/book in prestigious international publishing house ........................................... 30 points
Treaty by a recognized CNCSIS Publisher (editor) ............................................................... 10 points
Treaty by a recognized CNCSIS Publisher (chapter author) .................................................. 5 points
Treaty by a recognized CNCSIS Publisher (member in collective authors) ...................... 2 points
Monograph/book by a recognized CNCSIS Publisher (author) ............................................. 10 points

Invention Patents, patents
International ............................................................................................................................ 60 points
National .................................................................................................................................. 30 points

Citation of works in ISI system
Citations in ISI Journals ......................................................................................................... 2 points/citation
Membership in the prestigious editorial collective
The Editor of a journal quoted ISI.......................................................................................... 30 points
Member of the editorial board of the journal quoted ISI........15 points
Peer-reviewer of the journals listed I..................10 points
Expert assessor/Board Member/ARACIS, CNCS, CNATDCU........10 points

Editor of a journal CNCSIS B..........................................................5 points

Participation in international scientific events
„invited speaker” ............................................................................... 5 points
oral communications first author (max. 3 work/event).........2 points
poster forum (max. 2 / event)............................1.5 points
poster (max. 2 / event).................................................1 point

Participation in national scientific events
„invited speaker”..............................................................2 points
oral communications first author (max. 3 work/event)..0.5 point
poster first author / last author (max. 2 works / event)...0.25 point

II. Other activities within the chair/department:
1. preparation of dossiers for authorisation, accreditation, evaluation:
   - 30 points /manager;
   - 20 points/ participant.
2. the Commission’s Work schedule: 15 points.
3. Leadership in different scientific societies/committees organising membership/program
   International Conference; 15 points.
4. Member of scientific societies/committees organising membership/Conference program: 10 points.
5. other activities of general interest:
   - at faculty-level - 40-60 points *;
   - at chair level - 30- 50 points**.

III. Teaching activity
1. Ph.d. coordination - 60 points/semestru
2. Visiting Professor -20 points/semestru
3. introduction of a new discipline:
   - course - 20 points;
   - lab - 20 points,
   - seminar/project - 10 points.
4. Participation in the Committee of admission: 2 points/session.
5. student guidance:
   - Dean of year - 5 points;
   - guidance in scientific circles (completed with communication within the framework of the session of scientific communications of students)-3 points/work communicated;
   - mentoring project of diploma/degree/Bachelor-2 points/project.
6. license/dissertation/PhD thesis:
   - Member of the Commission - 5 points;
   - Secretary of the Commission - 5 points.
7. Performance in teaching students through quantized promovability
   Number points = 3 x percentage of promoted students (ex. 80% promoted = 240 de points)
The minimum criteria of "Aurel Vlaicu" University of Arad for the competition of teaching and research positions(Social-humanistic)

I. Research Activity

International/national Project won through competition

- Project Manager FP7 ................................................................. 60 points
- International Project Manager ................................................ 40 points
- National Project Manager ......................................................... 30 points
- Local Partner Manager in national consortium .......................... 20 points
- Member in international team .................................................. 10 points
- Member in national team ........................................................ 5 points

Articles/studies published in extenso in foreign journals:
- first author prim or correspondent ........................................... 40 points
- co-author .................................................................................. 20 points

Articles published in extenso in national circulation, journals:
- first author prim or correspondent .......................................... 20 points
- co-author .................................................................................. 10 points

Other articles/studies published in extenso:
- first author prim or correspondent ........................................... 5 points
- co-author .................................................................................. 2 points

Published monographes, books and treaties:
- Book/book chapter in a prestigious publishing house from WorldCat ......... 3 points/pagina/autor
- Book/book chapter by a recognized CNCSIS Publisher .......................... 1 punct/pagina/autor

Member of the editorial board of the journal
- Editor ......................................................................................... 20 points
- Member of the editorial board of the journal ................................ 10 points
- Expert assessor/Board Member/ARACIS, CNCS, CNATDCU .......... 10 points

Participation in international scientific events
- "invited speaker" ......................................................................... 5 points
- oral communications first author (max. 3 work/event) 2 points
- poster forum (max. 2 / event) ..................................................... 1,5 points
- poster (max. 2 / event) ............................................................... 1 punct

Participation in national scientific events
- "invited speaker" ......................................................................... 2 points
- oral communications first author (max. 3 work/event) 0,5 unct
- poster first author / last author (max. 2 works / event) 0,25 punct

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Number points = 3 x percentage of promoted students (ex. 80% promoted = 240 de points)

* awarded by the Dean; ** awarded by the head of Department/Chair

SELF-ASSESSMENT WILL CONTAIN THE TOTAL SCORE AND THE CANDIDATE'S SIGNATURE

• The project undertakes research project (research results and awarding grants and participations to conferences are not research projects)
Minimum Standards of occupying the vacant research and teaching positions

<table>
<thead>
<tr>
<th>Teaching functions</th>
<th>ENGINNEERING AND EXACT SCIENCES</th>
<th>FIELDS</th>
<th>SOCIAL SCIENCES</th>
<th>HUMA</th>
<th>HIST</th>
<th>SCIE, CES</th>
<th>CSIA, CES</th>
<th>SCI, CES</th>
</tr>
</thead>
</table>
| **Assistant Professor, Assistant Professor of research** | • 3 scientific articles published *in extenso* in the international journals, from which 2 in indexed journals IDB;  
• Member of a research project team obtained through national/international competition | • 3 scientific articles published *in extenso* in international journals, of which 2 indexed IDB;  
• Member of a research project team obtained through national/international competition | • 3 scientific articles published *in extenso* in international journals, of which 2 indexed IDB;  
• Member of a research project team obtained through national/international competition | • 3 scientific articles published *in extenso* in international journals, of which 2 indexed IDB; | • 3 scientific articles published *in extenso* in international journals, of which 2 indexed IDB; | • 3 scientific articles published *in extenso* in international journals, of which 2 indexed IDB; | • 3 scientific articles published *in extenso* in international journals, of which 2 indexed IDB; | • 3 scientific articles published *in extenso* in international journals, of which 2 indexed IDB; |
| **Lecturer** | • 6 scientific articles published *in extenso* in international journals, including three main author listed journals Web of Science with impact factor;  
• Member in the team of two research projects obtained through national/international competition. | • 3 scientific articles published in indexed international journals published in the IDB;  
• Book author published in an academic publishing house;  
• Member in the team of two research projects obtained through national/international competition. | • 3 scientific articles published in indexed international journals published in the IDB;  
• Book author published in an academic publishing house;  
• Member in the team of two research projects obtained through national/international competition. | • 3 scientific articles published in indexed international journals published in the IDB;  | • 3 scientific articles published in indexed international journals published in the IDB; | • 3 scientific articles published in indexed international journals published in the IDB; | • 3 scientific articles published in indexed international journals published in the IDB; | • 3 scientific articles published in indexed international journals published in the IDB; |

* * *
<table>
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<tr>
<th>TEACHING AND RESEARCH FUNCTIONS</th>
<th>FIELDS</th>
</tr>
</thead>
</table>
| **ASSOCIATE PROFESSOR, SCIENTIFIC RESEARCHER II** AND **PROFESSOR, HABILITATION, SCIENTIFIC RESEARCHER I** | **ENGINEERING AND EXACT SCIENCES**
- On the basis of the minimum standards required for awarding titles and teaching in higher education for the Science Panel for PI-MATHEMATICS and NATURAL SCIENCES (Mathematics, Computer Science, Physics, Chemistry, Earth Sciences), P2-ENGINEERING SCIENCES (Geological Engineering) and P3-BIOMEDICAL SCIENCES (Biology and Biochemistry), as specified in annex 1 and to define the terms in Annex 2 of the ORDER No. 4478 from 23 June 2011 the minimum standards required for approval and for conferring the titles of higher education teachers, professional degrees of research-development and attestation of competencies for the Science Panel's core areas related to PI in mathematics and natural sciences, Engineering Sciences and P2-P3-Biomedical Sciences within the National Council for Accreditation of Titles, Diplomas and Certificates published in Monitorul Oficial, Part I, nr. 448/27.06.2011 |
| **FIELDS** | **SOCIAL SCIENCES**
- Based on minimum standards for awarding titles and required for awarding teaching in higher titles and teaching in education for the Science Panel P4-related SOCIAL SCIENCES, ARTS and HUMANITIES (Literature, Administration, Philosophical, historical and cultural studies, Administration, Theology), as specified in annex 1 and to define the terms in Annex 2 of the ORDER No. 4692 in the July 26, 2011 the minimum standards required for approval 2011 the minimum standards required for awarding titles professional degrees and education teaching and attestation of research competencies related to core areas P5-arts and competencies related to Humanities of the science Panel on the P4 National Council for the core areas-social sciences, Accreditation of Titles, Diplomas and Certificates published in Monitorul Oficial, Part I, nr. 540/29.07.2011 |
| **HUMANISTIC SCIENCES** | **HUMANISTIC SCIENCES**
- On the basis of the minimum standards required for awarding titles and teaching in higher education for the Science Panel P5-related SOCIAL SCIENCES, ARTS and HUMANITIES (Literature, Administration, Philosophical, historical and cultural studies, Administration, Theology), as specified in annex 1 and to define the terms in Annex 2 of the ORDER No. 4692 in the July 26, 2011 the minimum standards required for approval 2011 the minimum standards required for awarding titles professional degrees and education teaching and attestation of research competencies related to core areas P5-arts and competencies related to Humanities of the science Panel on the P4 National Council for the core areas-social sciences, Accreditation of Titles, Diplomas and Certificates published in Monitorul Oficial, Part I, nr. 525/28.07.2011 |