

THE CHARTER OF ‘GRIGORE T. POPA’ UNIVERSITY OF MEDICINE AND PHARMACY IASI

CHAPTER 1 – GENERAL PROVISIONS

Art. 1.

This Charter sets the organisational framework and the major options of the academic community within ‘Grigore T. Popa’ University of Medicine and Pharmacy Iasi, a state higher education establishment from Romania, a legal entity governed by public law and public utility.

Art. 2.

‘Grigore T. Popa’ University of Medicine and Pharmacy Iasi is the successor of the former *Faculty of Medicine of Iasi*, whose foundation was initiated by Alexandru Ioan Cuza in 1860 and completed during the reign of Carol I in the year 1879. The University of Medicine and Pharmacy from Iasi is an academic institution that made a major contribution to national and international medical education and research. The university bears the name of Grigore Teodor Popa, a former prominent professor and intellectual, forerunner of world neuroendocrinology. In this Charter¹, ‘Grigore T. Popa’ University of Medicine and Pharmacy from Iasi will be hereafter referred to as *UMPh Iasi* or just the *University*.

Art. 3.

This Charter regulates the entire activity of ‘Grigore T. Popa’ University of Medicine and Pharmacy Iasi, being elaborated in accordance with the provisions of the Constitution of Romania of 1991, revised in 2003, the Law of National Education no. 1/2011, published in the Official Gazette of Romania, Part 1 no. 18, year 179 (XXIII), from 10th January 2011, including subsequent amendments and additions, other legislative acts incidental to the field, which were in force at the time of its elaboration, as well as including the European Union regulations.

Art. 4.

UMPh Iasi is an apolitical public state medical institution of higher education and a legal entity, which operates on a non-profit basis and is of public interest. The Charter obeys the criteria and standards of academic evaluation and accreditation provided by law. ***The mission assumed by UMPh Iasi is to advance research and higher education.***

Art. 5.

UMPh Iasi abides by the **principles** mentioned in *The Universal Declaration of Human Rights*, adheres to *The Magna Charta of European Universities* (Bologna, 1988), *The Declaration of Bologna on the European Higher Education Area* and is affiliated to the *International Association of Universities*, as well as other national and international academic structures.

¹ The first form of the Charter of UMPh Iasi was drafted in 1995 and approved by the UMF Senate in December 1995; the first revision was made in March 1998, the second revision was made in 2006 and the third revision on 22nd July 2011. The current form was approved by the Senate after the debate with the academic community on 9th January 2017.

Art. 6.

The identity of the University is defined through:

- a. name: **'Grigore T. Popa' University of Medicine and Pharmacy Iasi**;
- b. headquarters: 16 Universității Street, Iași, Zip Code 700115, Romania;
- c. emblem, seal, flag, anthem – adopted by the University Senate;
- d. the University day is settled for the 1st of December and is celebrated every year. The celebration period is established every year by the Management Board within the first two weeks of December.

Art. 7.

UMPh Iasi is a distinct, stand-alone academic community, which operates under the coordination of *the Ministry of National Education and Scientific Research (MNESR)*, based on the principles of university autonomy and academic freedom, within its own *academic premises*.

Art. 8.

(1) **The academic community** is composed of teaching staff, auxiliary teaching staff, research staff, undergraduates and post-graduates; the academic community co-operates with the administrative personnel, who are employed by the University.

(2) The academic community is also composed of the people who got membership of the academic community, by University Senate's decision. They are Associate Professors, Romanian and foreign *personalities* that hold *honorific titles* conferred by the University, without having decision-making competence and prerogatives.

(3) *The graduates of the University (alumni)*, teaching staff and researchers who worked in the past at UMPh Iasi can be members of the academic community, but without having decision-making competence and prerogatives.

(4) The University supports the reunion of the former students within *associations of graduates* and encourages their partaking in the life of the academic community.

Art. 9.

(1) The prime public interest of the University concerns the guarantee and abidance by the legitimate rights, liberties and interests of its students, teaching staff and researchers in the accomplishment of its mission as a provider of education and research, the satisfaction of the needs of the community, for training young specialists in medicine, dental medicine, pharmacists and bioengineers, as well as specialists in the field of biomedical research.

(2) The members of the academic community and the administrative personnel may form trade unions for defending the rights provided by the law.

(3) The operation of any organisational structure, with or without juridical personality, within the academic premises, is subjected to the Senate's approval.

(4) The students' representative organisations recognised by the management of the faculties and approved by the Senate are the following: the Society of Medical Students from Iasi, the Society of Dentistry Students from Iasi, the Society of Pharmacy Students from Iasi, the Association of Bioengineering Students, organisations abbreviated as SMSI, SDSI, SPSI, as well as ABS.

Art. 10.

(1) The University operates under academic autonomy and academic freedom rules, guaranteed by the Constitution, law and the other legislative acts that are incidental to the field.

(2) Academic autonomy is a specific method of self-leadership through which the academic community is granted the right to set its own mission, institutional strategy, structure, activities, organisation and operation, as well as to manage its material and human resources, meant to support and perform university governance, based on the rights stipulated in legislative acts’.

(3) Within the university premises, autonomy manifests itself through specific powers, exerted at the level of the academic and administrative divisions that exist within departments, faculties and university.

Art. 11.

(1) University autonomy is backed by the abidance by effective laws and the assurance of full decision-making transparency.

University autonomy is exerted through the assumption of the responsibility of the decisional collective bodies only on condition that public responsibility is assumed.

- a. The functional autonomy of the University takes shape in: the right to hold the entrance examination at any type of education for Bachelor’s Degree, Master’s Degree and Doctor’s Degree and the examinations for the graduation of different cycles of study for its graduates;
- b. The ensemble of rights and obligations, as well as the regulations that regulate the life of the academic community within its own premises are included in the *University Charter*, adopted by the University Senate, according to the conditions provided by the law.
- c. University autonomy manifests itself in: the autonomy of organising didactic and scientific structures; functional autonomy; didactic and scientific autonomy; financial and administrative autonomy; jurisdictional autonomy.

(2) Organisational and functional autonomy

- a. *The autonomy of organising the structures* of the University materialises in: the right to set and reorganise *the internal structures* of the University; *the right to elect by secret ballot the persons who will hold the leadership positions* determined by law and by the University Charter; *the right to make own regulations, insignia and symbols* abiding by effective laws; *the right to set up foundations, associations and companies* according to the law; *the right to select and promote* the teaching and research staff, students and the technical-administrative staff.
- b. *The functional autonomy* of the University consists of: the right to hold the entrance examination for any type of academic institution for which UMPH Iasi has competence and the Bachelor’s Degree examinations for its graduates; the right to schedule, carry on and improve *the educational process*; to set *curricula and syllabi*, according to the experience gained by the University, national and international strategies and standards; to make its *job lists* according to the provisions of the curricula and the human and financial resources that it has within the limit of annual budget of incomes and expenses; to set the criteria of the professional *evaluation* of the students; to set together with **Ministry of National Education and Scientific Research (MNESR)** and other national authorities, possibly

international ones, the fields for which its own *diplomas* and certificates; to confer didactic, scientific and honorific *titles*, according to the conditions provided by law; to set the guidelines for its own *research*; to initiate and develop *cooperation* and national and international exchanges; to regulate and evaluate *the conduct* of the academic community members; to organise and control economic-domestic *services*; to solve *the social issues* of the academic community; to award student and research *grants*; to *publish* magazines, manuals, courses, research works or any other materials that support education and research and use these publications according to the mission assumed through the Charter; to initiate and carry on, with the approval of the Senate, any other activity that does not contravene to the legal provisions and international agreements.

(3) Didactic and scientific autonomy

- a. The University *didactic autonomy* takes shape in: the right to organise, according to conditions provided by the law, *the internal structure* of the University; to organise permanent and refreshing *training activities*; to set *standards* for the evaluation of the academic performance of the teaching staff and the professional performance of the students, in accordance with national and international standards; to participate in didactic *international programmes* held by the European Union or other structures.
- b. The University *scientific autonomy* materialises in: the right to initiate and to conduct research *programmes*; to participate in the *competitions* held for obtaining research grants and contracts; to use, according to its needs, the financial *resources* resulted from contract-based research activity; to author scientific *publications* and to possess its own *publishing houses*; to organise within its own premises *research structures* (institutes, centres, laboratories and research groups); to participate in national and international *activities of scientific organisations*; to take part in the *research programmes* of the European Union, other systems of international scientific co-operation; to *evaluate* based on its own criteria — according to national and international standards — the activity of scientific research and take measures accordingly, to take over or found its own magazines.

(4) Administrative and financial autonomy takes shape in the right to:

- a. use and manage the *budget* and financial resources that it has got according to its own needs, priorities and decisions, by meeting the legal provisions and assuming its own responsibility;
- b. to have *incomes generated by its main activity*, scientific research and other activities that meet legal provisions; as well as to raise funds from different sources, in order to formulate the strategy for the development of the University;
- c. to set *fees* according to legal provisions;
- d. to *set the guidelines* of any investment and equipment;
- e. to carry out bank and financial *operations* with any partners, depending on its own material needs;
- f. to take over *donations* and sponsorships, with the approval of the Executive Council;
- g. to award *grants* and to make payments;
- h. to manage the academic *premises* and *assets* as a whole according to its needs;
- i. to organise sites of production and services that generate financial or any other *profits*, provided that the provisions of this Charter and effective laws are observed.

(5) Decision-making autonomy

- a. *The jurisdictional autonomy* of the University represents its right to make decisions by its own management on how to apply *the University Charter*, and in all matters that depend on its competence, under the terms of the law.
 - b. *The establishment of the powers and competencies* of the University, faculties, departments is performed by the Senate, through regulations, based on the existing legislation and this Charter. Observing of competencies is guaranteed by the regulations, which are an integral part of this Charter.
 - c. The University is *represented* in the national and international academic bodies by the Rector, a member of the Senate or *by a member of the academic community* assigned by the Rector or the Executive Council.
 - d. The *prerogatives* that result from the jurisdictional autonomy cannot be entirely or partially assigned to any other body that is not part of the University.
- (6)** In the event of *disputes* with individuals or legal entities, UMPH Iasi resorts to the legal means of action. If some decisions contravene the principles of the university autonomy, the Senate approaches the competent bodies.

Art. 12.

(1) Academic freedom involves the assurance of freedom of free expression of scientific opinions and those regarding the teaching process, freedom of research as concerns the establishment of subjects, the selection of methods, procedures and the capitalisation the results. Academic freedom is expressed as individual academic freedom and institutional academic freedom.

(2) **Academic freedom** is guaranteed by law and makes reference to:

- a. the right to *select* by competitive examination the members of the university community, according to conditions established by law and the university Charter;
- b. the right of the university community and its members to gain, develop and transmit to the academic community of UMPH Iasi *knowledge, abilities/skills and proficiency* through research, debate, teaching, reading, writing, etc.;
- c. the right of the university community and its members to choose research and study *subjects*, by meeting rules of ethics, specific deontological codes, financial principles. In this context, it establishes the methods, procedures of research and capitalisation of results.
- d. the right of the university community as a whole and each member to participate in *activities of teaching and advanced research*;
- e. the right to suggest and set up study programmes in Romanian or other languages in accordance with legal provisions and compliant with accreditation and operation procedures.

(3) The University Senate, the Executive Council and the Faculty Councils support and promote the research activity in which the teaching staff are involved, depending on the needs of the university community and the opportunities that may occur.

Art. 13.

(1) Public responsibility involves the abidance by the legislation in force, its own Charter and national and European higher education policies, as well as:

- a. to abide by the legislation in force, its own Charter and national and European educational policies;

- b. to apply and comply with regulations in force concerning the assurance and evaluation of higher education quality;
 - c. to obey policies of university equity and ethics, included in the Code of professional ethics and deontology approved by the Senate;
 - d. to ensure managerial efficiency and the efficiency of using resources and spending the funds from public sources, according to the institutional contract;
 - e. to ensure the transparency of all its decisions and activities;
 - f. to show regard for the academic freedom of the teaching, auxiliary and research, as well as the rights and freedom of the students.
 - g. every member of the academic community has to contribute, through the activity that he or she carries on, to the enhancement of the prestige of the university.
- (2) The failure to meet the obligations included in the concept of public responsibility is sanctioned by the Council of ethics and university management, according to the procedure described in art. 125 from the Law of National Education no. 1/2011.

Art. 14.

- (1) The University premises comprises all edifices, lands and campuses, research centres and institutes, hospitals and university clinics, of any kind and for any purpose, used by the University, irrespective of the judicial title under which it is entitled to use them.
- (2) There are excepted from the provisions mentioned in the paragraph (1) the premises and pieces of equipment that are owned by the Ministry of Health and the ministries that possess their own sanitary network, where state medical higher education takes place.
- (3) *The university premises are inviolable*, with the exception of cases of force majeure. Access to university premises is allowed according to condition provided by the law and the Charter. Bodies of public order can gain access to the premises according to legal provisions.
- (4) *Free movement and access of the members* of the academic community to the university premises cannot be prohibited or restricted for any reason and in any situation, with the exception of cases of force majeure. *Access* to the university premises is allowed on the basis of the *card* held by the student or employee of UMPH Iasi. People who are not members of the university community have access to the premises according to the provisions of the internal procedure.
- (5) Through decisions taken internally, the Board of Directors determines the programme according to which access to the University may be allowed, in working days and free days. The Senate or the Executive Council and the leaderships of the faculties can *regulate*, with reason, the restriction of access to the precincts of the University and faculty respectively, over certain periods of time.

Art. 15.

- (1) The University **assets** are, according to the law, constructions, lands, pieces of equipment, tangibles and non-tangibles (movable and immovable assets).
- (2) The Senate approves the annual plan of total asset development.
- (3) The administration (including the cessation of onerous or gratuitous use) and the protection of the assets are carried out by the Executive Council, according to conditions

provided by law, on the basis of the special legislation and the Regulations of administration and management of the UMPH Iasi Assets, approved by the Senate.

Art. 16.

(1) Under the provisions of this Charter, there are elaborated special regulations through which activities carried on within the University are organised, managed and controlled.

(2) Any regulations comply with the approval of the University Senate. The Senate can decide, under the same conditions, at the recommendation of the competent Vice-rectors and the Administrative Services, the elaboration of some regulations and/or amendment/change of the already existing regulations on the grounds of legislative changes. The new changes will undergo the approval of the Senate, after consultation with the representation forums of teaching staff and students, from all types of education.

(3) The regulations provided by the Charter are adapted to the new laws within 90 days from the date when the legislative act comes into force, but not later than the beginning of the academic year, a date when it comes into force. Until the elaboration and approval of the new regulations, those who exist at the time when the Charter is approved remain valid, with the exception of those provisions that are contrary to this Charter and the legislation in force at that time.

Chapter II – THE MISSION AND OBJECTIVES OF UMPH IASI

Art. 17.

For the accomplishment of the mission assumed of *advanced research and education*, UMPH Iasi has the following **fundamental roles**:

- (1) the training and refreshing of the graduates and specialists in fields of medicine, dental medicine, pharmacy and medical bioengineering;
- (2) the creation, capitalisation and dissemination of values of biomedical sciences and their assertion in the European and world circuit;
- (3) the continuous improvement of activities and performance of the national system of public health;
- (4) the cultivation of the tradition of free thinking and academic democracy, deontology and bioethics, in the spirit of the recognition of fundamental rights and freedom of man and the principle of the supremacy of law;

Art. 18.

The University accomplishes these missions through the following objectives:

- (1) the training of specialists, with better skills at the national and international levels;
 - (2) the continuous updating and refreshing of the training of specialists, through different forms of post-graduate education;
 - (3) the quality management of education services of *initial and continuous training* provided by the University;

- (4) the optimisation of fundamental and applied scientific research activities, for raising the quality level, increasing competitiveness and asserting the performance of the medical school in Iasi and for the continuous improvement of healthcare;
- (5) the promotion of the relations of international co-operation, the integration into the European medical education system, by setting the standards of structure, quality and efficiency;
- (6) the promotion of deontology and bioethics, the defence of democratic values, the abidance by the fundamental rights and freedom of the individual within the rule of law;
- (7) the assurance of the material resources that correspond to all these activities, as well as some proper working conditions for all the members of the academic community.

Art. 19.

UMPh Iasi issues graduation diplomas for all types of studies: Bachelor's Degree, Master's Degree, post-graduate studies, PhD Degree, that are organised by the University, according to the Law of National Education. The University pays homage to and recognises the contribution of some personalities, from the country and from abroad, to the scientific and cultural life of the contemporary world with titles of *doctor honoris causa*, honorific professor, associate professor (invited for a determined period), a member of honour of the Senate and honours the exceptional activities of its consulting professors with the title of professor emeritus.

Art. 20.

To carry on some activities meant to contribute to the accomplishment of its mission and objectives, the University will elaborate strategic institutional development plans (for 4 years) and annual operational plans.

Chapter III – THE PRINCIPLES OF ORGANISATION AND OPERATION OF THE ACADEMIC COMMUNITY OF UMPH IASI

Art. 21.

The principles that underpin the mission, vision and activity of 'Grigore T. Popa' University of Medicine and Pharmacy Iasi are as follows:

1. the principle of legality;
2. the principle of university governance;
3. the principle of university autonomy;
4. the principle of academic freedom; it is correlated with the assumption of individual responsibility;
5. the principle of quality in relation to reference standards and national and international good practice in teaching and research;
6. the principle of efficiency, based on the management of the university resources for achieving efficient educational results;
7. the principle of carrying on student-oriented teaching and research, as the direct beneficiary of the higher education system;

8. the principle of public responsibility at institutional and individual level for the educational and research performance of the University;
9. the principle of abiding by the right of the students and teaching staff to express their own opinion, on condition that it is not detrimental to the institutional prestige, image and integrity;
10. the principle of social inclusion, an underpinning of training in relation to the demand of the labour market;
11. the principle of assurance of equal opportunities for all social categories, irrespective of age, sex, race, ethnic group, religion, political and ideological belonging, with the exception of situations regulated by law;
12. the principle of substantiating decisions on dialogue and consultation, by ensuring institutional transparency, in accordance with the legal provisions;
13. the principle of respect for the freedom of national and international mobility of students, teachers and researchers;
14. the principle of equal dignity and equal measures in the evaluation of merit and conduct;
15. the principle of equal exigency in self-appreciation and the appreciation of others;
16. the principle of fairness and loyalty to the institution, as well as towards each member of the academic community;
17. the principle of respecting ethics in scientific research;
18. the principle of establishing an organizational culture in the universally accepted value system of the academic world;
19. the principle of equity, based on which access to learning is granted without discrimination;
20. the principle of quality based on which educational activities are related to national and international reference standards and good practices;
21. the principle of relevance, based on which education meets the needs of personal and socio-economic development;
22. the principle of efficiency, based on which maximum learning results are achieved by managing the existing resources;
23. the principle of decentralization, based on which the main actors are directly involved in the process;
24. the principle of guaranteeing the cultural identity of all Romanian citizens, as well as intercultural dialogue;
25. the principle of assuming, promoting and preserving the national identity and cultural values of the Romanian people;
26. the principle of recognizing and guaranteeing the rights of persons belonging to national minorities, including the right to preserve, develop and express their ethnic, cultural, linguistic and religious identities;
27. the principle of ensuring equal opportunities;
28. the principle of academic freedom;
29. the principle of transparency, embodied in ensuring the full visibility of the decision and the results through regular and appropriate communication;
30. the principle of freedom of thought and independence from ideologies, religious dogmas and political doctrines;
31. the principle of social inclusion;
32. the principle of centring education on its beneficiaries;
33. the principle of promoting health education, including by means of physical education and sport activities;
34. the principle of substantiating decisions on dialogue and consultation;

35. the principle of respecting the right to opinion of students as direct beneficiaries of the education system.

Art. 22.

All the listed principles have effects on the academic community and the academic world. In the University, any activities that violate moral norms, as defined in the Code of Professional Ethics and Professional Deontology, any actions that endanger the health and physical integrity of students, teaching staff, didactic and non-didactic staff, as well as any activity of partisan nature and religious proselytism and prohibited.

Art. 23.

(1) The university community of UMPH Iasi is open and does not discriminate between Romanian citizens and citizens of other states, from the EU and non-EU.

(2) Entry into the university community is achieved only according to law, i.e. by competition. Membership in the university community is conditional on the observance of Romanian Legislation, the University Charter and the Regulations of the University, as well as on the fulfilment of the fundamental duties, the correct representation of the University's interests and the defense of its prestige.

(3) The fundamental criteria of membership and promotion in the academic community are professional competence, moral integrity and loyalty to the University.

(4) The performance of activities that prove to be harmful to the institution is incompatible with membership in the university community.

(5) Students from undergraduate, postgraduate (residents) and doctoral studies are partners in the joint training activities aimed at competitive specialists. Their views represent a way of retrospection, evaluation and improvement of the university activity.

Art. 24.

(1) The selection, engagement, periodic evaluation, formation, motivation and termination of the contractual relations of the teaching staff are the responsibility of the department director, the director of the doctoral school or the dean, with the endorsement of the Executive Council and the University Senate. Personnel is employed only on the basis of the competition organised by the University, in accordance with the provisions of the National Education Law and the specific regulations elaborated by MNESR for teaching positions and, as well as with the provisions of the Labour Code, in the case of administrative positions.

(2) The rights of employees are protected and guaranteed by the University through the relevant departments, in terms of labour protection or personnel's rights, as well as of intellectual property rights on scientific, cultural or artistic creation. In this activity, the University complies with the legal norms specific to the legislation on labour and intellectual property, as well as with the provisions of the Code of Professional Ethics and Deontology.

(3) Throughout the working hours, the salaried personnel of the University (didactic, auxiliary, research, administrative and management staff) shall be obliged to observe the norms of conduct defined in the Code of Ethics and Professional Deontology and also in the Regulations for the Organisation and Functioning of the University. The rules of conduct are governed by the following principles: compliance with the law, academic freedom, integrity, personal autonomy, justice and equity, recognition of merit, professionalism, competence, honesty, transparency, respect and tolerance, professional and social responsibility, goodwill, care and loyalty. Through their acts and deeds, university employees have the obligation to observe the Constitution, the laws of the country and the obligations assumed

according to the individual labour contracts, as well as to act for the implementation of the legal provisions, according to their attributions.

Art. 25. Educational activities of initial and continuing training are based on modern teaching principles and methodologies and must be open to permanent acquisitions and integration into the European community. By respecting the Bologna Declaration and other regulations, we aim at ensuring harmonisation with European education *on general and specific skills, basic curricula, European credit transfer system, evaluation and performance, quality control and quality assurance.*

Art. 26.

(1) **The didactic activity** is organised in the form of *day-time education* and it is conducted in *Romanian and international languages (English and French)*, at approved/accredited study programs or didactic activities, according to the law, the national authorisation criteria and the accreditation criteria.

(2) The forms of study offered by UMPH Iasi are at *academic and postgraduate level.*

Art. 27.

(1) **Bachelor studies** are organized in UMPH Iasi, according to the law, in **specializations** regulated at sectorial and general levels, as well as by special norms in the European Union.

(2) University studies are organised in **three cycles**: cycle I of *undergraduate studies (organised by study domains and specialisations)*, cycle II of *master studies* and cycle III of *doctoral studies*. They differ in the admission process, duration, organisation, content, graduation, financing and co-financing, in line with EU regulations.

(3) The organisation of each *cycle*, its content (general and specialized knowledge and skills and specific cognitive abilities), in accordance with the law, is the responsibility of the University, with the approval of MNESR.

(4) For the specializations of medicine, dentistry and pharmacy (professions regulated in the EU by special regulations), the 1st and 2nd cycle are offered in a full-time university study program of 5 years for the specialization of pharmacy, respectively of 6 years for the specializations of medicine and dentistry. According to the law, the obtained diplomas are equivalent to the master's degree. In this case, postgraduate studies completed after faculty ensure the acquisition of complementary professional skills. The bioengineering specialization is generally regulated and subject to the Bologna process.

(5) In all Faculties there shall be compulsorily applied the *European Credit Transfer System*, at intra- and inter-university level (internally and externally), ensuring student mobility and increased flexibility in order to acquire an adequate education. Credits are defined as numerical values assigned to *courses and other teaching activities*, which measure *the average amount of work carried out* by a student, in order to learn a discipline: a total of 60 credits/year of study is awarded.

(6) **Master** and **doctorate** studies shall be conducted in accordance with the provisions of the Special **Regulations**, based on the laws and orders of MNESR.

Art. 28.

(1) According to the law, **postgraduate education** (medical, dental and human-pharmaceutical) consists of: *postdoctoral education, residency, specialization* for acquiring a specialization other than the basic specialization and *continuing medical education* in the field. All forms of education are organised and completed according to the law. They can be free and/or paid. The duration, analytical programs and way to complete the postgraduate studies, as well as the charged fees, are approved by the Executive Council and the Senate.

(2) Advanced postdoctoral research programs are programs intended for persons who obtained a doctorate in science at least 5 years prior to admission to the postdoctoral program. They have a duration of at least one year and take place within a doctoral school, based on the research plan proposed by the postdoctoral researcher and approved by the doctoral school.

(3) Residential education, which is conducted according to the *Regulations for Residential Studies*, is coordinated by the *Department of Residential Education*, which is directly subordinated to the University. It is headed by the Vice-Rector for Postgraduate Studies and Continuing Vocational Training.

Art. 29.

(1) Curricula provide student-centred training, in accordance with national and European standards. They aim at acquiring the knowledge that defines the field of study. Curricula will include mandatory, optional and facultative subjects. The curricula are drafted by the Council of the Faculty at the proposal of the Departments and the Curriculum Bureau. They are endorsed at the Faculty Council and approved by the Senate of the University. The modification of compulsory courses in the curriculum covers the entire training cycle and becomes operative starting with the students enrolled in first year, during the academic year following the curriculum modification.

2) The syllabi should be harmonised with those of other departments, permanently updated and diversified with reference to national and international standards. For better efficiency and adaptation to scientific advances and medical care necessities, study topics of complementary subjects will be designed to avoid overlapping.

(3) The syllabi are elaborated by the didactic coordinators (after consultation with all the teachers); after discussion and approval at department level. They are analysed and finalised within the Curriculum Reform Office subordinated to the Faculty Dean's Office. The final form is subject to approval by the Teaching Council and validation by the Senate upon proposal of the Commission for Academic Studies and Assessment, which is coordinated by the Vice-rector in charge of undergraduate studies.

(4) The Curricular Reform office is constituted at level of each faculty and its composition is approved by the Faculty Council. It is made up of teachers with proven experience in curriculum strategy.

(5) The curricula will be evaluated periodically and the syllabi will be reviewed annually, including by *consultation* with the best students and graduates, employers, professional organisations and other faculties/institutions.

Art. 30.

The efficiency of education must be constantly pursued and improved through **quality management**, **resource management**, **material support**, practical and applicative preparation of students and the provision of necessary social facilities.

Art. 31.

Scientific research is organised and performed in the academic structures of the University, through Regulations approved by the Senate, based on the principles established by the MNESR, *the National Authority for Scientific Research and Innovation* (NASRI) and *the National Research Council* (NRC), as well as on postdoctoral research programs, other programs and the internal plans of the faculties.

Art. 32.

(1) The teaching staff employed in UMPH Iasi may carry out activities in the form of "integration" activities in public sanitary units (which are clinical bases of the University) or

in private ones, which are used as clinical bases of the University, according to a collaboration protocol between the University and the unit.

(2) The titular teaching staff may carry out teaching activities in other higher education institutions only with the written approval of the University or with the endorsement of the Executive Council and the Senate, exclusively in those cases, where such an activity is not a competitive one.

(3) UMPH Iasi is a **methodological forum** for medical units in Moldova and the members of the university community can be members of professional-scientific associations and/or specialized Committees of the Ministry of Health.

(4) UMPH Iasi accredits medical units from the territory assigned by the Ministry of Health for postgraduate education (specialized and residential), according to the legal provisions in force.

Art. 33.

(1) **The fundamental criteria** for the evaluation of academic qualifications and performance are: recognised **teaching competence** and one's own **scientific activity**.

(2) UMPH Iasi has defined and implemented the quality evaluation system through the Regulations on Evaluation and Quality Assurance. *The Quality Assessment and Assurance Commission*, appointed by decision of the Rector, is responsible for implementing the quality system.

(3) *The Quality Assessment and Assurance Commission* shall issue an **Annual Report** and appropriate proposals which, after validation by the Senate, shall be made available to all interested parties. According to the law, this report is a *prerequisite* for any request for basic or complementary financing of the University and a *prerequisite for external evaluation and quality certification* by specialized agencies.

Art. 34.

The improvement of the teaching staff is done through national and international projects, postgraduate education, documentation and specialization programs, as well as through exchange of experience organised in the country or abroad, including scientific research programs. On the basis of its own Regulations and Decisions, the University must provide a framework for the professional development of its employees.

Art. 35.

UMPH Iasi promotes **partnership and collaboration relations** in the field of education and scientific research with higher education and research institutes in Romania and abroad. The partnership can take the form of doctoral and master courses, joint doctoral and master programs, training activities for some modules related to the residency training program and any kind of scientific collaboration at individual or institutional level. The approval of residency training in other institutions in the country or abroad, as well as the equivalence of studies, is carried out by MNESR, at the proposal of the University.

CHAPTER IV - ORGANISATION AND FUNCTIONING OF THE UNIVERSITY

Art. 36.

(1) When fulfilling the objectives deriving from the assumed mission, the University includes the following organisational components: faculties, departments and departmental structures, research institutes and centres, doctoral schools, department for continuous training, general administrative direction and other structures stipulated by law.

(2) The University may establish, for a determined period of time and for certain projects, distinct research units, under the budget of revenues and expenditures, with autonomy and according to its own statutes, on the principle of self-financing, as approved by the Senate of the University.

Art. 37.

The organisation of university studies, including the structure of the academic year, university study programs, study contracts, admission to study programs, study completion exams, student assessment exams, diplomas and other study documents, study credits, the organisation of the education cycles and the organisation of postgraduate education, is regulated through the regulations approved by the University Senate.

Art. 38.

In order to achieve **performance management**, the elaboration and improvement of the organisational structure of the University shall be based on the following **principles**:

- a. *Separating the directions*, at academic and administrative levels, into an **organisational chart**, in order to allow a flexible management of the university;
- b. *The uniqueness in leadership*, according to which a compartment, service or person must have only one direct hierarchical leader;
- c. *the efficient use of human resources*;
- d. the delegation of authority, by managerial positions, to persons designated by decision. The delegation of competence relieves the manager of any responsibility during the delegation of duties.

Art. 39.

The University or its components are entitled to carry out the organisation and management, alone or in collaboration with other institutions, legal entities, *scientific research units (institutes or centres)* and/or *central laboratories* that have obtained or are in the process of obtaining accreditation for the field of activity that they carry out. They have facilities and equipment dedicated to training and/or research programs, eventually to programs for the provision of highly qualified services.

Art. 40.

(1) The library of UMPH Iasi provides the necessary background for *documentation* dedicated to educational and research activities. The library of UMPH Iasi operates on the basis of its own regulations.

(2) The publications of UMPH Iasi are scientific, didactic and cultural and they can be printed at "**Grigore T. Popa**" **Publishing House Iasi**.

(3) The editorial activity of the University is part of the broad professional and scientific activities that define academic life, aiming, in general, to concentrate the potential of conception/writing of specialized publications by the teaching staff of the University and to promote its own values in the medical field and other related fields. The activities of the "Grigore T. Popa" Publishing House intend:

- to provide the theoretical basis for supporting graduate and post-graduate education, by publishing works of didactic nature (courses, laboratory guidance/practical works, medical guides etc.);
- to provide an institutionalized framework that contributes to scientifically assert the teaching staff by publishing scientific papers (monographs, treatises, atlases etc.).
- the editorial activity is coordinated by the executive editor/director and is endorsed by the Rector.

Art. 41.

- (1) The functioning of the University shall be ensured by its governing bodies, through the governing bodies of the constituent structural entities and, as the case may be, of the consortium to which they belong.
- (2) The management structures of UMPH Iasi are:
 - a. The University Senate and the Executive Council at university level;
 - b. The Faculty Council at faculty level;
 - c. The Departmental Council/Doctoral School Council.
- (3) The University has the status of Institution Organising Doctoral Studies (IODS). The activities of IODS are run by the Council for Academic Doctoral Studies (CADS) and the Director of this Council. The position of CADS Director is assimilated to that of Vice-rector and it is occupied by means of a competition organised according to the regulations of the Doctoral Study Code. CADS consists of members appointed by the Rector of UMPH and other members (doctoral advisors and students) elected by universal, direct, secret and equal vote of the doctoral advisors and students of IODS -UMPh Iasi.
- (4) The Doctoral School Council (DSC) consists of members proposed by the Rector of UMPH Iasi and other members (doctoral advisors and students) elected by universal, direct and secret vote of the doctoral advisors and students of IODS - UMPH Iasi.
- (5) The process of establishing and electing management structures and functions at the level of University, faculties and departments must respect the principle of representativeness by faculties, departments, teaching sections/lines and study programs, in relation to the total number of students. At faculty level, the establishment of management structures and functions is carried out according to the following procedure: The faculty council consists of a maximum of 75% teaching and research staff and 25% students (with representatives from all the groups of study). The representatives of the teaching and research staff in the Faculty Council are elected by the universal, direct and secret vote of the entire teaching and research staff of the faculty. Student representatives are elected by the universal, direct and secret vote of faculty students.
- (6) Departmental structures are organised at University level for the administration of certain forms of education, research activities, project management, grants, contracts, quality assurance activities, continuous training and lifelong learning.

Art. 42.

The University management functions are as follows:

- a. Rector, Vice-Rectors, General Administrative Director and IODS Director at University level;
- b. Dean, deputy dean, at faculty level;
- c. Head of Department at department level /Director of the Doctoral School Council.

Art. 43.

(1) The teaching functions in the University are as follows:

- a. University assistant;
- b. Thesis supervisor/assistant professor
- c. Associate Professor;
- d. University professor.

(2) The management functions provided for in Article 42 represent functions in the field of teaching, for which public powers are not necessary. The functions provided in art. 42 are not public authority functions and the specific didactic activities carried out through them are mainly the following:

- a) to fulfil the mission of a higher education institution to generate and transfer knowledge to society;

- b) to organise the development of study programs, whose central element is quality assurance for personal development, the professional insertion of the individual and the satisfaction of the needs of competence of the socio-economic environment;
- c) the organisation of the process for obtaining qualifications correlated with the needs identified on the labour market;
- d) the effective management of activities related to education, research, production or cognitive and technological transfer;
- e) the realisation and implementation of projects financed from internal or external sources of the university;
- f) the adequate support of the members of the academic community;
- g) to carry out actions regarding the international cooperation of the higher education institution;
- h) to ensure the academic freedom of the didactic, auxiliary-didactic and research staff, as well as the rights and freedoms of students;
- i) to respect university autonomy, the transparency of decisions and activities, as well as equity and academic ethics;
- j) to ensure and manage material and human resources, observing the legal regime of conflicts of interest and the legislation in force;
- k) to provide, at the level of the higher education institution, all the necessary conditions for scientific research, development, innovation and technological transfer, through individual and collective creation in the scientific field, as well as to ensure the valorisation and dissemination of their results for the production, transmission and valorisation of knowledge.

Art. 44.

The research positions in the University are:

- a. Researcher assistant;
- b. Scientific researcher;
- c. Third degree scientific researcher;
- d. Second degree scientific researcher;
- e. First degree scientific researcher.

Art. 45.

(1) The equivalence of research positions with didactic positions is as follows:

- a. Scientific researcher is equivalent to university assistant for persons holding a doctoral degree;
- b. Third degree scientific researcher is equivalent to assistant professor/thesis supervisor;
- c. Second degree scientific researcher is equivalent to university lecturer;
- d. First degree scientific researcher is equivalent to university professor.

(2) The equivalence of didactic positions with research positions shall be carried out by decision of the Senate.

Art. 46.

The auxiliary teaching positions at the University are as follows: lab technician, technician, librarian, secretary, financial administrator and patrimony administrator. There may be other auxiliary teaching and research positions at the university, according to the General Nomenclature developed by the Ministry of Education and the Ministry of Labour, Family and Social Security.

Art. 47.

(1) Teaching and research vacancies at the University are occupied by public contest, in accordance with the legal provisions, based on the Methodology Framework, approved by Government decision and the own methodology of the University.

(2) Teaching and research staff shall retire at the age of 65 years (according to the Law of National Education, Art.289 paragraph (1)).

(3) The University Senate may decide to award the honorary title of professor emeritus, in recognition for didactic and research excellence, to teachers who have reached the retirement age. Retired teachers may continue their teaching activity with hourly pay, at the teacher's request and with the endorsement of the didactic activity coordinator, if the degree of coverage of the appropriate subject permits so (according to the Law of National Education, Article 289 paragraph 3).

Art. 48.

The hierarchical relations at the University level are as follows:

- a. The Rector has within his authority, subordination and direct coordination the following functions and structures, established according to the National Education Law and the Organization Chart of the University, as follows: Vice-Rectors, General Administrative Director, Deans, CADS Director, Legal Office, University Secretary, Management Quality Chiefs - Managerial Internal Control and Internal Audit Bureau.
- b. The Vice-Rector has collaborative relations with the following positions: Dean, Deputy Dean, Head of Department and Head of Departmental Structure.
 - The CCOS (Career Counseling and Orientation Services) are subordinated to the Vice-Rector who coordinates the institutional strategy and academic evaluation activities as well as the relationships with student organizations, the unions, the NGOs and the local community; in this capacity, the Vice-Rector has direct authority over the CCOS and s/he is entitled to closely coordinate their activity.
 - All the research platforms of the University are subordinated to the Vice-Rector who coordinates the scientific research activity and in this capacity s/he has direct authority over these structures and is entitled to closely coordinate their activity.
- c. The General Administrative Director has as h/his subordinates and has authority over and is entitled to coordinate the management and execution staff functioning within the administrative structure s/he runs. The General Administrative Director also has collaboration relationships with all the managerial staff active within the university and the faculties;
- d. The Vice-Deans, the heads of academic departments, the directors of the faculty administrative departments and the Dean's Offices are directly subordinated to and coordinated by the Deans. The directors of the faculty administrative departments and the Dean's Offices are the subject of a double subordination: a hierarchical one to the Deans of the faculties and a functional one to the General Administrative Director. A Dean has collaboration relationships with the Vice-Rectors, the General Administrative Director, the other Deans and the heads of the departments organized within the University.
- e. The heads of departments and the teaching and research staff in the faculties are directly subordinated to the Vice-Deans who have the authority to closely coordinate their activity. The Vice-Deans have collaboration relationships with the General Administrative Director, the other Deans and the heads of the departments organized within the University.
- f. The academic activity coordinators and the teaching and research staff in the academic departments are directly subordinated and coordinated by the head of the academic department who also has collaboration relationships with the other heads of department in the University.

- g. The staff employed in the administrative departments organized within the University is directly subordinated to the heads of the said departments who have the authority to coordinate the activity of their subordinates; the heads of these departments also have collaboration relationships among themselves.
- h. The Director of the Doctoral School Council is directly subordinated to the Director of the Council for Academic Doctoral Studies (CADS) who has the authority to coordinate h/his activity.

Art. 49. Incompatibilities

(1) An individual is not allowed access to a managerial position if by taking up the said position s/he breaks the provisions in the National Education Law no.1/2011, art.130, and par. (1) (b): „the individuals who are spouses, godsons, goddaughters or relatives up to and including the 3rd degree group, are not allowed to access managerial positions which could place one of them in relation to the other in a situation permitting the discharging of managerial, control, authority or institutional evaluation duties at any level within the same university and they cannot be appointed in doctoral commissions, evaluation commissions or competition commissions whose decisions could have a bearing on the condition of spouses, relatives or godsons and goddaughters up to and including the 3rd degree group.”

(2) The incompatibilities and bans regarding the access to managerial positions within the university, membership in a managerial body of the university and the post of academic activity coordinator are, as follows:

- a) During an incumbancy the plurality of offices is not permitted; the post of academic activity coordinator is not considered a managerial position;
- b) Individuals holding managerial positions in the university are not allowed access to the position of Senate Chairperson;
- c) Individuals holding managerial positions in other universities are not allowed access to managerial positions in this university;
- d) An individual who received a disciplinary sanction or committed a breach of academic ethics or who was convicted for plagiarism cannot be elected to a managerial structure, s/he cannot occupy a managerial position and s/he cannot function as academic activity coordinator;
- e) Individuals who are relatives of the first or second degree cannot be members of the same managerial structure;
- f) The tenured members of the teaching and/or research staff who occupy the positions of rector, vice-rector, general administrative director, dean, vice-dean or head of department while their spouse, godsons or goddaughters or relatives up to the 3rd degree of kinship occupy a position which is directly subordinated to and coordinated by their next of kin have 30 calendar days to resolve the status of incompatibility.

Art. 50.

(1) In the University, according to law, with respect to the domains of management, control, authority and evaluation, incompatibilities involve the following consequences:

- a. it is forbidden that the Rector's spouse as well as h/his godsons or goddaughters or relatives up to the 3rd degree of kinship hold the following positions: Vice-Rector, General Administrative Director, Dean, Vice-Dean, Head of Department and Chief Finance Officer;
- b. it is forbidden that the Vice-Rector's spouse, as well as h/his godsons or goddaughters or relatives up to the 3rd degree of kinship hold the following positions: General Administrative Director, Dean, Vice-Dean, Head of Department and Chief Finance Officer;

- c. it is forbidden that the General Administrative Director's spouse as well as h/his godsons or goddaughters or relatives up to the 3rd degree of kinship hold the following positions: Manager, Head of Service, Head of Office, Head of Section, Head of Administrative Department;
- d. it is forbidden that the Dean's spouse, as well as h/his godsons or goddaughters or relatives up to the 3rd degree of kinship hold the following positions: Vice-Dean and Head of Department;
- e. it is forbidden that the Vice-Dean's spouse, as well as h/his godsons or goddaughters or relatives up to the 3rd degree of kinship hold the position of Department Head;
- f. it is forbidden that spouses, godsons or goddaughters or relatives up to the 3rd degree of kinship hold positions in the same collegial management body ;
- g. there is incompatibility between the positions of Senate President or Rector on the one hand and those of CADS Director or Doctoral School Director on the other hand;
- h. there is incompatibility between the positions of Vice-Rector, CADS Director, member of the Executive Council on one side and that of Director of a Doctoral School on the other side.

(2) Individuals holding a managerial position cannot participate in the assessment of their spouse, godsons or goddaughters or relatives up to the 3rd degree of kinship.

(3) Tenured teaching and/or research staff holding the positions of Rector, Vice-Rector, General Administrative Director, Dean, Vice-Dean and Head of Department while their spouse, godsons or goddaughters or relatives up to the 3rd degree of kinship occupy a position which is directly subordinated to and coordinated by their next of kin have 30 calendar days to resolve the status of incompatibility.

(4) The teaching, research and support teaching staff holding a managerial position or an important status within a collegial managing body, who are elected to another management position, which, under the law, cannot be cumulated with the initial position, have the obligation to choose one of the two positions within 30 calendar days from the occurrence of the incompatibility situation. The individual in question will discharge only the duties associated with one position, i.e., the first one and will be remunerated for his services accordingly up to the moment when s/he communicates the option in written form.

(5) The people who, by whatever means, have prejudiced the good name and operations of the University, as well as the people who were tenured academic staff in the University but were excluded from the academic community are forbidden to become part of this community again. One is excluded from the academic community by using the procedures included in the legislation applied in such cases.

Art. 51. Conflicts of interest

1. The conflicts of interest represents a real or possible situation, in which a member of the teaching, research or support teaching staff or a legal entity with whom the former is associated or it represents the major shareholder in a group which includes the former, has personal or financial interests which are not compatible with those of the university and do not express loyalty towards it. The promotion of these interests may impact in a negative way the discharging of the duties specific to the position held by the person in question or could influence h/his vote in the case of collegial managerial bodies.

The conflicts of interest may appear within the university when tenured teaching, research, support teaching staff and administrative staff members become involved in the following situations:

- a) they participate in the activities of graduation or master's degree commissions organized by another institution without communicating this situation to the Dean;

- b) they carry out teaching activity or hold positions in other state or private higher education institutions without the approval expressed by the Executive Council and the Senate.
2. Tenured teaching, research and tenured support teaching staff members are also in a conflict of interest situation if they become involved in the following set of circumstances:
- a. they are called on to settle requests, make decisions or participate in making decisions regarding individuals or legal entities which are connected to them on account of certain financial interests;
 - b. they are called on to settle requests, make decisions or participate in making decisions related to individuals who are their spouses, godsons or goddaughters or relatives up to and including the 3rd degree of kinship.
 - c. they are members of committees or collegial managing bodies, set up under the law, alongside other teaching, research and support teaching staff who are their spouses, godsons or goddaughters or relatives up to and including the 3rd degree of kinship;
 - d. the financial interests of the persons in question or those of their spouses, godsons or goddaughters or relatives up to and including the 3rd degree of kinship may influence the decisions they have to make as part of their job;
 - e. they participate in the activities carried out by doctorate, master's degree or graduation examination committees in other universities, without communicating this situation to the Department Head or the Dean;
 - f. they conduct activities that are contrary to professional ethics and deontology or that are detrimental to the image of the University, by carrying out institutional destructuring propaganda actions, mass media disinformation campaigns or other activities that may impede on the achievement of the mission adopted by the institution;
 - g. they hold a management position within the University and shares in another medical education institution;
 - h. they hold a managerial position within the University and the office of local or national political party chairperson.

Art. 52.

- (1) Should there be a conflict of interest, the teaching, research or support teaching staff have making of a decision and to inform without delay their direct hierarchical superior thereof, or to inform the chairperson of the collegial managing body about their abstention.
- (2) The University management and the other managing structures of the institution have the obligation to take the necessary action leading to the impartial fulfillment of teaching, research and support teaching duties and to find ways to solve the situations mentioned under art. 50 (a-f).
- (3) In the cases included in art. 50 (g-h), the Rector is in a position to issue a decision with an execution deadline aimed at settling of the state of conflict of interest. If this solution is not feasible, the deed under scrutiny will be considered a disciplinary or ethical transgression and the offender will be punished accordingly.

Art. 53.

- (1) Anybody may notify, under private signature, a case of incompatibility or conflict of interest. Anonymous notifications are not taken into consideration.
- (2) Any staff member found in a situation of incompatibility or conflict of interest has 30 calendar days to settle this legal matter. The Rector is in a position to issue a decision with an execution deadline aimed at settling the state of conflict of interests or incompatibility. If this

solution is not feasible, the deed under scrutiny will be considered a disciplinary or ethical transgression and the offender will be punished accordingly.

(3) The public liability for the settlement of incompatibilities and conflicts of interest rests with the University Senate, the Rector and all the people holding management positions whose subordinates are in incompatibility or conflicts of interests.

(4) The violation of the provisions related to incompatibility and conflicts of interest involves a disciplinary, administrative, civil or criminal liability, according to the law.

(5) The teaching, research and support teaching staff holding a management, control or assessment position, or those who are running for such office, will make an affidavit regarding possible incompatibilities and conflicts of interest.

Art. 54.

The following are not entitled to hold or run for a management position:

- a. people who have the legal retirement age on the date of the elections/competition;
- b. people with final convictions for malfeasance while in office, for work related offences or for intentional offences;
- c. people having conducted political police activities, acknowledged by final court decision;
- d. people having exceeded the legal number of terms of office;
- e. the Rector cannot serve more than two successive complete terms of office;
- f. the Vice-Rector, the Dean, the Vice-Dean, the DSC Director and the CADS Director cannot serve more than two successive complete terms of office during their employment period in the University. The voluntary retirement from office by means of resignation is not considered an exception from the rule of the two complete terms of office.

Art. 55.

(1) With the exception of the Rector's position, the University management positions are endorsed by the University Senate.

(2) Any person holding a management position may lose this capacity by revocation, suspension, dismissal, resignation, death or loss of academic community membership.

(3) Any person elected in a management position may be revoked using the same procedure which was employed for h/his election, acting upon a proposition advanced by one third of the total number of voters and after the individual in question expressed h/his point of view in a hearing. Any person appointed by competition in a management position may be revoked by the vote of one third of the University Senate in favor of a proposition formulated for that purpose.

(4) The positions of Rector, Vice-Rector, General Administrative Director, Dean, Vice-Dean, Head of Department and Head of Administrative Departmental cannot become the object of a concurrent employment situation.

(5) Individuals who hold a managerial position, i.e. Vice-Rector, Dean, Vice-Dean and Head of Department may become members of the University Senate following participation in an election procedure.

Art. 56.

The University Senate is the collegial management structure of the University presided by a Chairperson.

(1) The composition of the University Senate includes 75% teaching and research staff and 25% student representatives. All the members of the University Senate, without exception,

shall be elected by universal, direct and secret vote by all the tenured teaching and research staff and by all the students, respectively. Each faculty will have its own representatives in the University Senate, whose number will be proportional to the total number of students.

(2) The University Senate elects, by secret vote, a chairperson who chairs the meetings of the University Senate and represents it in its relations with the Rector and the Executive Council of the University.

(3) The Senate has 55 members: 41 teaching staff, of whom 26 from the Faculty of Medicine, 7 from the Faculty of Dental Medicine, 6 from the Faculty of Pharmacy and 2 from the Faculty of Medical Bioengineering, and 14 students, of whom 8 from the Faculty of Medicine, 2 from the Faculty of Dental Medicine, 2 from the Faculty of Pharmacy, 1 from the Faculty of Medical Bioengineering and 1 resident. The establishment of quotas representing each faculty is updated during the last year of each term of office, before the elections take place.

Art. 57.

(1) **The Senate Chairperson** has the following duties:

- a. represents the Senate in its relations with the Rector and with the Executive Council of the University;
- b. chairs the ordinary and extraordinary meetings of the Senate;
- c. checks the meeting minutes and archived documents;
- d. drafts, signs and makes sure that the Senate's resolutions are made public;

(2) The relations between the University Senate Chairperson and the Rector are based on cooperation and exclude any formula of subordination.

Art. 58.

The regulations, resolutions and decisions made by the Senate are **binding** for all the members of the academic community.

Art. 59.

(1) The Senate operates with the observance of the provisions of the Charter and of the Operating Regulations.

(2) The University Senate represents the academic community and is the highest ranking decision maker and deliberation authority within the University.

(3) The University Senate has the following duties:

- a. guarantees academic freedom and university autonomy;
- b. drafts and passes, following consultations with the academic community, the University Charter;
- c. approves the strategic institutional development plan and the operational plans, following the Rector's proposal of the said documents;
- d. approves, on the Rector's proposal and with the observance of the laws in effect, the structure, organization and operation of the University;
- e. approves the structure of the academic year;
- f. decides the tuition and the registration fee for the organization and the carrying out of the admission procedures;
- g. approves the staff establishment;

- h. approves the budget project and the distribution of the budget;
- i. drafts and approves the Quality Assurance Code and the Academic Ethics Code;
- j. passes the Academic Student Rights and Obligations Code, with the observance of the Student Rights and Obligations Code;
- k. approves the University organization and operation regulations and methodologies and updates them in response to legislative changes ;
- l. concludes the management contract with the Rector;
- m. approves the methodology and results of the competitions held to hire teaching and research staff and assesses the human resources on a regular basis;
- n. approves, on the Rector's proposal, penalties for members of the staff whose professional performance does not reach expected standards, according to the University methodology and the laws in effect;
- o. grants – under the University regulations – the titles of: associate professor and emeritus professor; Doctor Honoris Causa, Honorary Professor and Honorary Member of the Senate.

(4) The University Senate structure and size are set by the University Charter so as to ensure decision making efficiency and academic community representativeness.

(5) The University Senate's term of office is 4 years. The students' term of office is regulated by the Student Election Regulation, yet it should not exceed 4 years.

Art. 60.

(1) The Senate Chairperson is a permanent guest at the meetings of the Executive Council.

(2) Permanent or temporary Committees in charge of addressing specific problems are created to ground the Senate resolutions and to follow their fulfillment.

(3) The Committees always operate according to their own regulations approved by the Senate and posted on the UMPH Iasi site within 30 days after they are established.

Art. 61.

(1) The Senate meets in monthly ordinary meetings, to which the members are summoned in writing at least three days before; in special cases, extraordinary meetings may be held, to which the members are summoned at least 24 hours before. The Senate may be summoned by the chairperson according to the Senate regulations or on the request of the Rector, the Executive Council or of a third of the Senate members.

(2) All the members of the Executive Council are permanent guests at the Senate meetings.

(3) Other members of the academic community or third parties (Unions, Doctors' or Pharmacists' Associations, Public Health Directorate, Health Insurance Fund, etc.) may be invited at the Senate meetings.

(4) Should any of the Senate members be unable to attend a meeting for a well-grounded reason, s/he will notify the Senate Chairperson in writing thereof.

(5) Any Senate member who fails to attend more than three meetings in an academic year and fails to provide well-grounded reasons for doing so will be considered *ex officio* as having resigned and a new representative will be elected by the same structure that elected the former.

Art. 62.

The Senate is considered dissolved after the validation of the new elected Senate.

University Senate Election Procedure

Art. 63.

- (1) The University Senate election procedure relies on the principle of representativeness.
- (2) Any member of the tenured teaching or research staff, as well as any student, regardless of h/his study year, may run for office in the University Senate, within the limits of the representation share of the faculty they belong to.
- (3) Any person running for office in the University Senate will file an application with the faculty they belong to, 15 calendar days before the election date.
- (4) The teaching and research staff who are 65 years old on the election day are not allowed to run for office in the University Senate.
- (5) The persons who received final convictions are not allowed to run for office in the University Senate.
- (6) The office validation committee, established on the first meeting of the new Senate, will check any possible incompatibilities and conflicts of interests and will propose the validation of the mandates by the Senate. Should any of the mandates be invalidated, the committee will suggest that the position be granted to the next person on the list.
- (7) The participation in the voting procedure of the teaching and research staff is mandatory.

Art. 64.

- (1) The Students' University Senate Election Organization Committee will be set up with the agreement of the student organizations and will be in charge of organizing the elections for the students who want to participate in the competition for the representative positions in the University Senate. The University Senate will be notified of the composition of this committee.

Art. 65.

The candidature for a position in the University Senate is uninominal, for both the academic staff and the students. The academic staff lists are submitted by each faculty to the University Senate Election Organization Committee.

Art. 66.

- (1) The University Senate Election Organization Committee has the following duties: validates the candidatures of the academic and research staff, checks the lists drafted by the faculties, organizes the actual elections for the academic and research staff, counts and registers valid votes, drafts a report on the result of the elections and submits the election results to the acting Senate for validation.

(2) The University Senate Election Organization Committee includes academic and research staff, union and student representatives. The academic and research staff who are members of this committee are not allowed to run for office in the University Senate.

Art. 67.

The Students' University Senate Election Organization Committee has the following duties: validates the candidatures of the students from each faculty, organizes the actual elections for the students, counts and registers valid votes, drafts a report on the result of the student elections and submits the election results to the acting Senate for validation.

Art. 68.

The requirement to be met in order for the University Senate elections to be validated is that at least 50%+1 of the tenured academic and research staff entitled to vote express their option by voting.

Art. 69.

(1) If the previous requirement is not met, the University Senate Election Organization Committee and the Students' University Senate Election Organization Committee will organize a second round of elections within 7 calendar days.

Art. 70.

(1) Other aspects related to the organization and holding of the University Senate elections will be set in the University Regulations regarding the Organization and Holding of Elections and in the Student Election Organization Regulations for representation in the collegial managing bodies of the University.

(2) The Regulations under par. 1 will be drafted, approved and passed by the Senate at least 30 calendar days before the election date.

Art. 71.

(1) Should one or several members of the University Senate or of any other collective managing body cease to exercise their office / offices, regardless of the reason, partial elections will be held to elect those who will hold a partial office, until the next elections. Partial elections observe the same procedure as regular elections.

(2) The election procedures should be initiated no later than 30 days after the positions become vacant.

Art. 72.

(1) Senate resolutions require the vote of 50% +1 of the statutory number of the University Senate members. To achieve a quorum 2/3 of the total number of members should be present.

Art. 73.

The University Senate sets specialized committees which carry out their activity within the Senate.

Art. 74.

(1) The Executive Council is the university managing body, which exerts operative management and implements the strategic decisions of the University Senate.

(2) The Executive Council of the University includes the Rector, the Vice-Rectors, the General Administrative Director, the Deans and a student representative. When it is necessary, following a request advanced by the Rector, a representative of the union can participate in the meetings of the Executive Council, as an observer. The University Senate Chairperson and the CADS Director participate as permanent guests in the meetings of the Executive Council.

Art. 75.

The Executive Council is chaired by the Rector of the University and has the following duties:

1. performs the operative management of the University;
2. implements the strategic decisions of the University Senate;
3. sets the institution budget in operational terms;
4. approves the budget execution and annual balance sheet;
5. approves the competition proposal concerning vacant teaching and research positions;
6. approves the annual procurement plan;
7. endorses proposals of new study programs and submits, to the University Senate, proposals regarding the termination of those study programs that are no longer in agreement with the mission of the University or that are academically and financially inefficient;
8. advances proposals, to the University Senate, regarding long- and medium-term university strategies, as well as policies focusing on domains of interest for the university;
9. initiates department reorganization;
10. makes associate teaching staff proposals every year;
11. decides on the employment of non-teaching staff;
12. sets and submits to the Senate for approval the structure of each academic year;
13. takes actions directed at the creation of consortiums and mergers with other universities and research and development institutions, which it submits to the University Senate for approval;
14. sets and submits to the Senate for approval the tuition fees and other charges;
15. makes proposals to the Senate concerning the reorganization or termination of non-performing departments or institutes;
16. passes the strategic institutional development plan and the operational plans proposed by the Rector and submits them to the University Senate for approval;
17. passes, following a proposal advanced by the Rector and with the observance of the laws in effect, the structure, organization and operation of the university, which it submits to the University Senate for approval;
18. submits to the Senate for approval the competition methodology for the selection and employment of academic and research staff as well as the results of these proceedings and periodically assesses the human resources;

19. endorses the academic staff establishment;
20. proposes the staff establishment drafting methodology;
21. endorses the performance by the tenured staff of teaching and research activities in other higher education and research institutions;
22. endorses the class organization and their size;
23. endorses the minimum performance criteria regarding the evaluation of teaching and research staff activity;
24. sets the criteria applying to temporary employment agreement renewal;
25. makes proposals to the University Senate regarding the publication of the vacant positions, accompanied by the list of references required by the competition, according to the methodology;
26. proposes its own title awarding and vacant teaching and research position filling methodology based on the Framework Methodology;
27. proposes the approval of the competition results by the University Senate;
28. proposes the teaching and research result and performance assessment methodology;
29. approves the annual leave for each teaching staff member;
30. submits to the Senate for endorsement the structure and composition of the Academic Ethics and Deontology Committee;
31. proposes to the University Senate the nominal composition of the specialized committees in charge of investigating discipline violations;
32. approves, with the support of the Senate, the setup of institutes, research and development centers or laboratories and research facilities;
33. endorses the setup and funding of trade companies, foundations or associations;
34. appoints, by resolution, the management of the trade companies, as well as the representatives in the foundations and associations, and decides the wages to be received by the individuals in question;
35. approves, with the support of the Senate, the international cooperation agreements;
36. approves job-related or professional trips abroad by various University staff members;
37. approves/ authorizes the applications to defer/for commencement of studies following deferment;
38. approves/authorizes application for the suspension of the individual labor contract on account of maternity leave, study leave, personal reasons, sabbatical year and for other motives;
39. approves “ non-working holidays requested, on account of religious festivals scheduled to take place, by students belonging to religious denominations others than the Christian-Orthodox one”;
40. “fulfills other duties, according to the Regulations in force”.

Art. 76.

The decisions of the Executive Council are passed by at least 2/3 of the total number of votes and are made available to the members of the academic community.

The Rector

Art. 77.

(1) The Rector performs the executive management of the University and is the latter’s legal representative in its relations with third parties.

(2) The Rector acts in such a manner as to observe and apply the provisions of the *Charter* and of the University Regulations, as well as the decisions made by the Senate.

(3) The Rector may delegate any of his powers to the Vice-Rectors. Whenever s/he is absent from the University, for well-grounded reasons, the Rector appoints one of the Vice-Rectors to replace h/him.

(4) The Rector may resign, may be revoked or suspended, according to the law.

Art. 78.

The Rector has the following duties:

- a. submits to the University Senate for approval the university structure and the operation regulations of the institution;
- b. submits to the University Senate for approval the draft budget and the budget execution report;
- c. chairs the Executive Council proceedings and ensures their proper performance; implements Senate decisions;
- d. coordinates the activities performed by the Vice-Rectors, Deans and the General Administrative Director; implements the decisions reached by the Executive Council;
- e. coordinates the drafting of the Strategic UMPH Iasi Development Plan, and drafts and supervises the carrying out of the annual operational plan;
- f. is directly in charge of the academic and administrative service quality management, and of the national and international University certification;
- g. drafts, at the end of each academic year, a Report on the state of the University and submits it to the academic community no later than the first working day of April;
- h. appoints and releases from office academic community members, after the decisions are validated by the Senate, in accordance with the provisions of this *Charter* and with the laws that are in effect;
- i. organizes the Dean and CADS Director position filling competition;
- j. orders student enrolling and expelling procedures;
- k. awards PhD degrees and honorary titles, following the submission of proposals formulated by the faculties and after the current legal procedures are completed;
- l. represents the University in its relations with the Ministry of Education, in the National Rectors' Council and in the international bodies the University is a member of;
- m. performs the management and operative administration of the university, in accordance with the management contract;
- n. negotiates and signs the institutional contract with the relevant ministry;
- o. concludes the management contract with the University Senate;
- p. submits to the University Senate for approval the University structure and the operation regulations;
- q. fulfills other duties set by the University Senate, in accordance with the management contract, the university charter and the laws in effect.

Art. 79.

(1) It is the Rector's duty to submit an annual report on the state of the university no later than the first working day of April. The report is made available on the University website and it is sent to all parties concerned.

(2) The Rector's report has to contain data regarding:

- a. the financial situation of the University;
- b. each study program;
- c. the University staff;
- d. the results achieved in the field of scientific research;
- e. the service quality assurance in the University;
- f. the observance of academic and research ethics;
- g. the vacant positions;
- h. the occupational integration of the alumni who graduated in previous years.

(3) The Rector's annual report is part of his public liability and a basic requirement to be met in order to have access to public budget funding.

Art. 80.

(1) The Rector is elected by universal, direct and secret vote cast by all the tenured teaching and research staff of the University and by the student's representatives in the University Senate and in the faculty councils.

(2) The Rector's term of office is four years. An individual cannot hold the position of Rector in the UMPH Iasi for more than two successive, complete terms of office.

Art. 81.

(1) The elected Rector is confirmed by an order issued by the MNESR, within 30 days after the elections were validated by the University Senate.

(2) The elected Rector concludes an institutional contract with the MNESR and a management contract with the University Senate. The management contract defines the managerial performance criteria and indicators, as well as the rights and obligations of the parties.

(3) The University Rector may be dismissed by the University Senate for nonaccomplishment of the management contract provisions, but only after a referendum on this issue is organized among the academic community members legally entitled to vote, as a symmetric procedure to h/his election.

Art. 82. *Rector Election Procedure*

(1) Any person who is recognized as a prominent scientist or academic in the country and/or abroad and who supports this claim with documents submitted to the Senate may run for the position of Rector.

(2) The election procedure observes the Election Regulations approved by the University Senate.

(3) The persons with final convictions for malfeasances related to work or for deliberate offences, as well as the persons having conducted political police activities, acknowledged by final court decision, cannot run for the position of Rector.

Art. 83.

(1) The Vice-rectors are in charge of or coordinate one of the domains assigned to them by the Rector in a written order. According to art. 211, par. 2 of the Law no. 1/2011, the Rector appoints 6 Vice-Rectors, one for each of the domains listed below:

- a. higher education – basic education cycle;
- b. higher education – clinical and master’s degree education cycle;
- c. postgraduate education and continuous professional development;
- d. international relations and academic partnerships;
- e. scientific research;
- f. institutional strategy, academic assessment and relations with student organizations, unions, NGOs and the local community.

(2) The Vice-Rectors cooperate with the permanent or temporary specialized Senate committees.

(3) The Vice-Rectors’ term of office includes 4 years of activity and they can exercise only two successive, complete mandates, regardless of the coordinated area. A member of the academic staff can exercise only two Vice-Rector mandates in consecutive or inconsecutive order.

(4) The Vice-Rectors’ general duties are described in detail in the UMPH Iasi Organization and Operation Regulations and are also mentioned in the job description of the position in question.

a. The Vice-rector coordinating the higher education – basic education cycle – has the following duties:

- proposes the institutional strategy directions in h/his area of responsibility;
- coordinates the teaching process (by supervising the drafting of the curricula, course descriptions, study groups, interdisciplinary partnerships, etc.);
- coordinates the teaching process progress and modernization;
- coordinates the development of new graduate education programs;
- coordinates the drafting of specific regulations;
- coordinates the basic education scheduling process in the entire University;
- coordinates curricular reform implementation;
- coordinates the study programs licensing and accreditation process;
- coordinates ECTS implementation;
- coordinates the modernization of the teaching methods and means employed;
- collaborates to the selection and admission process for the Bachelor’s Degree program in the University, as well as to the graduation process;
- cooperates with all the University structures in the carrying out of h/his specific activities;
- in order to fulfill the above duties, s/he coordinates h/his whole activity with the Vice-Rector in charge of the higher education – clinical and master’s degree education cycle.

b. The Vice-Rector coordinating the higher education – clinical and master’s degree education cycle – has the following duties:

- proposes the institutional strategy directions in h/his area of responsibility;
- coordinates the teaching process (by supervising the drafting of the curricula, course descriptions, study groups, interdisciplinary partnerships, etc.);

- coordinates the teaching process progress and modernization;
- coordinates the development of new study programs;
- coordinates the drafting of specific regulations;
- coordinates the clinical and master's degree education scheduling process in the entire University;
- coordinates curricular reform implementation;
- coordinates the study programs licensing and accreditation process;
- coordinates ECTS implementation;
- coordinates the modernization of the teaching methods and means employed;
- collaborates in the graduation process leading to the Bachelor Degree in the University;
- collaborates in the Master's Degree selection, admission and graduation process in the University;
- cooperates with all the University structures in the carrying out of h/his specific activities;
- in order to fulfill the above duties, s/he coordinates h/his whole activity with the Vice-Rector in charge of the higher education – basic education cycle.

c. The Vice-Rector coordinating the postgraduate education and the continuous professional development has the following duties:

- proposes the institutional strategy directions in h/his area of responsibility;
- coordinates the teaching process (by supervising the drafting of the curricula, course descriptions, study groups, interdisciplinary partnerships, etc.);
- coordinates the teaching process progress and modernization;
- coordinates the development of new study programs;
- coordinates the drafting of specific regulations;
- coordinates the postgraduate education scheduling process in the entire University;
- coordinates curricular reform implementation;
- coordinates the study programs licensing and accreditation process;
- coordinates the modernization of the teaching methods and means employed;
- collaborates in the postgraduate education selection, admission and graduation process in the University;
- coordinates and guides the teaching staff training process;
- coordinates the continuing medical education programs;
- coordinates the monitoring of the post-graduation evolution and occupational integration of Bachelor's Degree and specialized education (residency) graduates;
- coordinates the relations between the University, the Public Health Directorate and the healthcare institutions, in order to provide the best professional environment for the residents, aiming to ensure that their rights are respected by all parties involved;
- cooperates with all the University structures in the carrying out of h/his specific activities.

d. The Vice-Rector coordinating the international relations and academic partnerships has the following duties:

- proposes the institutional strategy directions in h/his area of responsibility;
- coordinates the international activity of the University;
- finds opportunities allowing the University to participate in international cooperation agreements;
- coordinates the achievement of the objectives included in the international cooperation agreements;

- cooperates with the associate professors from foreign universities who teach in the UMPH Iasi;
- cooperates with the international students attending traineeships in the UMPH Iasi, within international cooperation programs;
- coordinates international programs;
- supports the development of study programs in widely used foreign languages;
- coordinates the process of finding and maintaining academic partnerships;
- cooperates with all the University structures in the carrying out of h/his specific activities.
- stays in contact with the alumni organizations.

e. The Vice-Rector coordinating scientific research has the following duties:

- proposes the institutional strategy directions in h/his area of responsibility;
- coordinates and guides the scientific research activity in the UMPH Iasi;
- coordinates the national and international scientific cooperation programs;
- coordinates and guides the work of the independent research centers and of the centers of excellence;
- coordinates the organization of internal competitions in the University;
- is in charge of employing, promoting, training and assessing the research staff;
- coordinates and guides the grant accessing process;
- is in charge of the inventions and innovation process;
- monitors the fulfillment of research contracts;
- is in charge of national and international scientific events scheduling;
- coordinates the students' scientific work and their professional competitions;
- coordinates research masters activities;
- cooperates with the CADS and the Doctoral Schools Directors in correlating the PhD scientific research with the research strategy of the University;
- cooperates with all the University structures in the carrying out of h/his specific activities.

f. The Vice-Rector coordinating the institutional strategy, academic assessment and relations with student organizations, unions, NGOs and the local community, has the following duties:

- coordinates the preparation and drafting of the academic assessment documentations;
- together with the other Vice-Rectors, proposes the overall institutional strategy, as well as distinct strategies for each domain of activity;
- coordinates the University marketing activities focused on attracting both Romanian and international students;
- represents the University in its relations with third parties (NGOs, student organizations, unions, the local community);
- coordinates the scientific cooperation between the University and the foundations in which the University is a founding member;
- coordinates fund raising activities and the implementation of programs funded by national and international structural funds aiming at the institutional development of the University;
- takes over the duties of the Rector until the election and confirmation of a new Rector, if the acting Rector finished his office before its term, regardless of the reason (for ex. resignation, revocation or suspension, according to the Law).
- cooperates with all the University structures in the carrying out of h/his specific activities.

Faculties and Departments

Art. 84.

(1) The objectives resulting from the mission assumed by the University are achieved through the activity of organizational structures which include faculties, departments and departmental structures run by Deans and Heads, respectively.

(2) The faculty is the organizational structure which develops and manages the study programs and which corresponds to one or several science fields.

(3) The faculties are set up, organized or dissolved on the proposition and with the approval of the University Senate, by government decision.

(4) The faculty may include one or several specialties.

(5) The faculties differ depending on their admission and graduation conditions, on their study programs and duration, and on their specialization fields.

(6) The faculty conducts its teaching (on years of study, teaching classes, groups and subgroups) and research activities in accordance with the University Charter and Regulations.

(7) The lowest number of students in each study formation will be established, under the law, by the Executive Council, by combining the teaching quality management demands and the cost optimization requirements, under the applicable laws.

Art. 85.

The faculty may include one or several departments, doctoral schools, postgraduate schools and academic extensions, which are in charge of study program organization on academic types and cycles.

Art. 86.

(1) **The department** is the academic organizational structure providing knowledge generation, transmission and practical application in one or several specialized fields. A department may include staff from different faculties, being a structure subordinated to the University, or from the same faculty, being then subordinated to the Faculty;

(2) A department may include research centres or laboratories, postgraduate schools and academic extensions.

(3) A department is set up, organized, divided, united or dissolved by University Senate decision, on the proposition of the faculty council where they operate.

(4) A department may set up research centres or laboratories which operate as distinct income and expenditure generating structures within the University.

(5) The course / study sector is a functional structure of the department, consisting of academic staff belonging to different course / study sectors reunited through common professional and scientific aspects. The course / study sectors are supervised by the coordinators of didactic activity, being directly subordinated to the department manager.

(6) The coordinator of the didactic activity is appointed by the Rector, at the Dean's proposal, based on academic performance, highest didactic title and highest university age. The Dean may revoke the coordinator of the didactic activity if there is clear evidence that the rules of the academic conduct have been violated or he / she has not fulfilled his / her job duties and the good course of activities has been damaged.

Art. 87.

The collegial faculty and department managing bodies are the Faculty Council and Department Council, respectively.

The Faculty Council

Art. 88.

(1) The Faculty Council is the collegial faculty managing body and its composition is 75% teaching and research staff and 25% students. The Faculty Council is chaired by its Dean (along with representatives from all study sectors).

Art. 89.

(1) The representatives of the teaching and research staff in the Faculty Council are elected by direct and secret vote by all the tenured teaching and research staff in the faculty, whereas the representatives of the students are elected by universal, direct and secret vote by the faculty students.

Art. 90.

(1) The Faculty Council meets in ordinary and extraordinary meetings, in the same conditions as the Senate.

(2) The Faculty Council has the following duties:

- a. approves, on the Dean's proposition, the faculty structure, organization and operation;
- b. approves the Dean's annual reports on the overall state of the faculty, quality assurance and academic ethics observance by the faculty;
- c. approves the study programs managed by the faculty;
- d. validates the faculty mission and objectives;

- e. drafts and proposes the strategic Faculty 4-year development plan, in accordance with the University strategy, as well as the annual operational plans;
- f. proposes to the University Senate the setup or abolition of specialties, study programs and departments, compulsory, optional and elective courses;
- g. develops the curricula based on propositions from the Departments, proposes the numbers of student places, study formations, course creation;
- h. endorses the job title lists proposed by the departments;
- i. analyzes on a regular basis the progress of the teaching/learning, research and medical service activities conducted within the departments and takes the necessary actions to increase their efficiency;
- j. ensures, under the law, the organization and validation of the competitions held for filling the vacant teaching and research positions;
- k. endorses the associate professor title demands and the professor emeritus title propositions;
- l. proposes, discusses and endorses the granting of rewards or application of penalties both to the teaching staff and to the students;
- m. approves the examination boards of the competitions held for filling the vacant assistant professor and lecturer positions and proposes the examination boards of the competitions held for filling the vacant senior lecturer and professor positions;
- n. validates the competitions held for filling the vacant support teaching and research staff;
- o. submits to the Executive Council for approval the associated professors' files;
- p. analyzes and endorses the credit, certificate and education diploma recognition and equivalence applications;
- q. carries out other attributions established by the university Charter or approved by the University Senate, in conformity with the legislation in force.

Art. 91.

(1) The Faculty Council meeting quorum is 2/3 of the total number of members, and the Faculty Council resolutions are passed if voted by 50%+1 of the members present.

(2) The meetings of the Faculty Council may be attended, as guests, by other teaching and research staff in the University, be they management or not, union representatives or outsiders who are directly involved in supporting the institution.

Art. 92.

(1) The Council meets in monthly ordinary meetings, to which the members are summoned in writing at least three days before; in special cases, extraordinary meetings may be held, to which the members are summoned at least 24 hours before, by the Dean or on the request of one third of the Council members.

(2) Any Council member who fails to attend more than three meetings in an academic year and fails to provide well-grounded reasons for doing so will be considered *ex officio* as having resigned and a new member will be elected in his place.

Art. 93.

In order the ground its decisions, the Council sets up **specialized committees** run by a Council member; each council member will be included and work in a committee that may also include teaching staff from outside the Council; the committees operate according to their own regulations, approved by the Council, in agreement with the Senate committees.

Art. 94.

Between the Council's ordinary or extraordinary meetings, the current and executive activities are coordinated by the Dean and Vice-deans who meet at least once a week and make decisions enforcing the Council resolutions.

The Department Council

Art. 95.

(1) The Department Council has 5-7 members (including the Department manager) elected by direct and secrete vote by all the teaching and research staff in the department. The Department Council is chaired by a Director.

Art. 96.

The Department Council has the following duties:

- a. organizes and runs the entire activity in the department / the course / study programs belonging to the department;
- b. proposes to the department the creation of research centers and laboratories, postgraduate schools and academic extensions;
- c. submits to the department for approval the job title lists;
- d. submits to the department for approval the curricula;
- e. proposes to the department the regular academic staff assessment criteria and standards;
- f. periodically assesses the teaching and research activities within the departments;
- g. makes propositions related to the draft budget and procurement plan of the department;
- h. makes propositions to the department related to the setting of specific criteria and standards applying to the filling by competition of the teaching and research positions;
- i. organizes conferences, symposiums and round tables with a view to the scientific development of the field/fields of activity of the department;
- j. uses the material resources of the department in accordance with the legal provisions;

Art. 97.

(1) The Department Council meeting quorum is $\frac{2}{3}$ of the total number of members, and its resolutions are passed if voted by $50\%+1$ of the members present.

(2) The meetings of the Department Council may be attended, as guests, by other teaching and research staff in the University, be they management or not, union representatives or outsiders who are directly involved in supporting the department.

The Dean

Art. 98.

(1) The Dean is the legal representative of the faculty and is in charge of its management and running. The Dean is subordinated to the Rector and Faculty Council.

(2) The Dean chairs the Faculty Council meetings and implements the Rector's, Managing Board's and University Senate's resolutions.

(3) The Dean has the obligation to submit an annual report on the state of the faculty by the first business day of March at the latest.

(4) Faculty Deans are selected by public competition held by the University Rector. The Faculty Dean may be revoked by the Rector on the proposition of $\frac{2}{3}$ of the total number of Faculty Council members.

(5) The candidates running for the position of Dean will submit an application with the Faculty Council at least 30 calendar days before the competition date.

(6) Any individual is entitled to enter the competition, provided they are a University employee or come from any similar faculty in the country or abroad, and provided that, further to their hearing before the faculty council, they are allowed to enter the competition. This acceptance is granted after the hearing of the applicants in the plenary of the Faculty Council, must be granted at least 15 days before the competition date.

(7) The Faculty Council has the obligation of allowing at least two candidates, who meet the legal requirements and the provisions of this Charter, to enter the competition.

Art. 99.

(1) The Dean's term of office is four years. A person cannot exercise more than two successive and complete mandates throughout the entire contract period with the University. Voluntary termination of the mandate by resignation is no exception to the rule of cumulating two full terms of office.

(2) The methodology for organizing and conducting the contest for the position of Dean will be established by a regulation approved by the University Senate, based on the regulations elaborated by the competent ministry.

Art. 100.

(1) After his appointment by the Rector, the Dean appoints his vice-deans and requests their validation by the University Senate. The Dean can dismiss the Vice-deans with the approval of the University Senate.

(2) The number of Vice-deans is set by the University Senate, creating a vice-dean position for every 1000 students. Each faculty having less than 1000 students will have only one vice-dean.

(3) The Vice-Dean's term of office is four years. The Vice-Dean cannot exercise more than two successive mandates throughout the entire contract period with the University. The voluntary termination of the mandate by resignation is no exception to the rule of cumulating two full terms of office.

Art. 101.

Any individual having occupied the Dean position by competition and having acquired Senate membership further to an election process is entitled to keep his University Senate membership.

Art. 102.

The Dean has the following duties:

- a. ensures the faculty management;
- b. chairs the Faculty Council meetings;
- c. runs the current activity of the Faculty and of the Faculty Council;
- d. submits an annual report on the state of the faculty;
- e. approves inter-faculty student transfers;
- f. conceives the annual draft budget and procurement plan of the faculty;
- g. approves transfers from one specialty to another within the faculty;
- h. proposes to the Faculty Council enrolments, reenrolments, study extensions and expulsions;
- i. approves the timetables and exams schedules;
- j. proposes rewards and penalties under the law;
- k. signs agreements concluded with other faculties, transcripts of grades, diplomas and certificates;
- l. is in charge of the selection, employment, periodical assessment, training, motivation and employment agreement termination of the faculty staff;
- m. may assign some of his duties to the vice-deans, under the law;
- n. also fulfils other duties assigned by the rector and collegial managing boards;
- o. The Dean may resign, be revoked, be suspended according to the law.

Art. 103.

The Dean is accountable for his work to the Rector, Faculty Council, Executive Council and Senate and chairs the activity of the Faculty Council.

Art. 104.

(1) The Vice-deans provide the current management of the various fields of activity of the faculty. They are accountable to the Dean and Faculty Council.

(2) The Vice-deans conclude a management contract with the Faculty Dean, which is approved by the Rector, and have the following duties:

- a. substitute the Dean, with the latter's permission, in his relations with the University, with other faculties, institutions and bodies;
- b. are in charge of the proper performance of the faculty activities;
- c. make the connection with the various departments in their area of competency;
- d. are part of and are active in the Faculty Council.

The Department**Art. 105.**

The Department is the organizational academic structure providing knowledge generation, transmission and practical application in one or several specialized fields. The Department organizes and coordinates the teaching and scientific research activity in specific academic fields and includes tenured teaching and research staff, respectively.

Art. 106.

The department has the following duties:

- a. makes propositions related to the curriculum drafting for various specialties;
- b. drafts, approves and assesses the course syllabi of the course / study programs and practical training activities;
- c. assesses the activity of the department teaching and research staff;
- d. makes sure that the teaching and research staff fulfil their duties under the job title lists;
- e. proposes rewards and penalties for the teaching and research staff members;
- f. proposes the filling of the vacant teaching and research positions;
- g. proposes associate professors and endorses the consulting professor title awarding applications;
- h. coordinates the research within the department and organizes cultural, scientific and sports events;
- i. uses the material and financial resources made available, with the observance of the legal provisions;
- j. enters into competitions for additional funding sources;
- k. proposes the conclusion of cooperation agreements with national or international partners.

Art. 107.

- (1) The Head of Department is in charge of the management and operative administration of the department. The Head is supported by the Department Council in exerting his authority.
- (2) The Head of Department is in charge of the department's curricula, job title lists, research and quality management within the budget limit approved by the faculty.
- (3) The Head of Department is elected by direct and secret vote by all the tenured teaching and research staff in the department. The Head of Department can be revoked by 50%+1 of the department members, by direct and secret vote.
- (4) The Head of Department chairs the Department Council meetings and is subordinated to the Dean, the Faculty Council and the Executive Council.

Departmental Structures

Art. 108.

- (1)
 - (a) The departmental structures are organizational entities subordinated to the Rector designed to ensure the proper performance of specific activities of scientific research, quality assurance, teaching staff training, ongoing training and lifelong learning.
 - (b) The Doctoral School is equated with a department.
 - (c) The coordinators of residential studies, who are appointed by the Ministerial Order, are tenured professors of the UMPH Iasi and they form the Department for Residential Education. Residential Education, which is carried out according to the Regulation for Residential Studies, is coordinated by the Department for Residential Education, subordinated directly to the University management, and is supervised by the Vice-Rector for Postgraduate Studies and Continuing Vocational Training.
- (2) The departmental structures are set up by Senate resolution, on the Rector's proposition.
- (3) The departmental structure is run by a Head appointed following a competition held by the University Rector and validated by the University Senate, except for the Department for Residential Education which is supervised by the Vice-Rector for Postgraduate Studies and Continuing Vocational Training.
- (4) The duties of the Head of a departmental structure are detailed by the University Rector in the job description.

The General Administrative Services

Art. 109.

(1) The General Administrative Services of the University include: directorates, departments, services, offices and compartments, under the law.

(2) All the organizational entities under par. 1 are structured according to the specific duties of each field and to each position's workload indicators and are described in the University's organizational chart.

Art. 110.

(1) The General Administrative Services are run by the General Administrative Manager, who is a lawful member of the University Executive Council.

(2) The General Administrative Manager may keep his job provided he certifies in writing that he will support, from an executive viewpoint, the new Rector's managerial plan, under the legal provisions.

Art. 111.

(1) The General Administrative Manager has the following duties:

- a. coordinates the entire financial-accounting and administrative operation of the University, according to the Senate and Executive Council resolutions and to the Rector's decisions. He is subordinated to the academic management of the university, i.e. to the Rector and Senate, and has authority over all the operational and administrative structures;
- b. coordinates the university assets management and upkeep processes;
- c. implements the Rector's decisions and the Executive Council and Senate resolutions related to university administration;
- d. participates actively in the strategic university management process;
- e. proposes to the academic management and implements the university policies in areas such as: finance, budget, staff management, assets management, in keeping with the attributes stipulated in the Public Finances Law;
- f. proposes to the university management steps towards obtaining additional funding resources for all areas of activity, with priority for institutional development;
- g. coordinates the University procurement and investment processes;
- h. coordinates the entire non-teaching staff, and the support and contract-based teaching staff subordinated to him according to the organizational chart;
- i. coordinates the subordinated structures, especially as concerns the provision of the best learning conditions to the students;
- j. issues orders on the current economic-administrative operation of the business areas he coordinates, with the approval of the Executive Council;
- k. proposes penalties and rewards for the subordinated staff.

(2) The General Administrative Manager is accountable for his work to the Rector, Executive Council and Senate.

University Resources Management

Art. 112.

The University resources are of three kinds: financial, material and human resources, and their management and upkeep will be done under the law, according to the strategic and operational plan of institutional development.

University Financing

Art. 113.

(1) The University operates as a financially autonomous institution, its funding being ensured from the state budget, non-budgetary income and other sources, under the law. All the funding resources are the University's own income.

(2) The University provides the financial autonomy of all its components, under the law.

Art. 114.

The amounts allocated, under contract, from the budget of the Ministry of National Education and Scientific Research are intended for basic funding, complementary funding and additional funding.

Art. 115.

The basic funding is multiannual and it is provided throughout an education cycle, by the Ministry, by means of education grants calculated according to the average cost per equivalent student, per field, per education cycle and per teaching language.

Art. 116.

The complementary funding is provided by the Ministry of National Education and Scientific Research by:

- a. housing and board subsidies;
- b. funds allocated according to specific endowment priorities and standards;
- c. other investments costs and heavy repairs;
- d. funds allocated by competition for academic scientific research, under the legal provisions.

Art. 117.

The additional funding is allocated from public funds by the Ministry of National Education and Scientific Research, in order to stimulate institution and study program excellence.

Art. 118.

University funding is done according to a contract concluded with the Ministry of National Education and Scientific Research, namely:

- a. institutional contract for basic funding, for student scholarships and social welfare, for institutional development, as well as for investment funding;
- b. complementary contract for funding heavy repairs, equipment purchase and other investment costs, as well as for housing and board subsidies.

Art. 119.

(1) The student scholarship and social welfare funds are allocated depending on the number of full-time students exempt from tuition fees.

(2) In order to stimulate excellence, students with good grades may receive performance or merit scholarships, whereas low income students receive financial support.

(3) The University may supplement its scholarship fund from its own non-budgetary income.

Art. 120.

(1) Income may also be generated by amounts allocated by competition, for institutional development, and by funds allocated by competition for inclusion.

(2) The categories of eligible expenses and their distribution methodology from complementary and additional funding are set by Government Decision, on the initiative of the Ministry of National Education and Scientific Research.

Raising and Using Own Non-Budgetary Funds

Art. 121.

Non-budgetary income may come from tuition fees, donations, sponsorships, medical, consulting or publishing service provision, research contracts and other sources.

Art. 122.

Other fees may be charged from students exempt from tuition fees who exceed the education duration provided by law, or for admission, enrolment, reenrolment, exam and other assessment form repetition, which exceed the provisions of the curriculum.

Art. 123.

Other fees may be charged for activities that are not included in the curriculum, according to the methodology approved by the University Senate.

Art. 124.

The institution resources are allocated primarily to the highest performance departments and structures.

Art. 125.

(1) The funds that were not used by end of the year from the budget provided by the institutional and complementary contract, as well as the funds intended for academic scientific research and non-budgetary income remain at the University's disposal and are included in the income and expenditure budget of the institution, without any payment obligations to the state budget and without impeding on the amounts allocated from the state budget for the following year.

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

Art. 126.

(1) The University's own income is efficiently used for achieving the mission undertaken, depending on the needs and opportunities resulted from the diagnoses and prognoses grounding the educational and research process.

(2) The University's own income is used primarily to fund scientific research and institutional development, by investments in education and research infrastructure, or in equipment for lecture rooms, seminar rooms, laboratories, research centres and units, etc. The University's own income covers material, wage, research, investment and equipment costs.

(3) The University uses its own income to set up special research and development funds and to co-fund individual projects and European grants.

(4) The income earned by the teaching, research, and support teaching and non-teaching staff from research contracts is unlimited, provided the legal provisions and individual contract provisions are complied with.

Art. 127.

(1) The University may conclude contracts with public institutions and with other private legal entities for the provision of medical services, basic and applied research, vocational training or improvement of the professional skills of higher education graduates.

(2) Association contracts are concluded by the University with a view to the achievement of its mission, and to strengthening the institution's good name by contributions to sustainable development.

Art. 128.

(1) The University may merge with other public higher education institutions or may take over other academic structures, under the legal provisions. The merging can be done by consulting the academic community (a referendum according to the procedures governing the institution of the referendum), and the result is validated by the Senate.

(2) The University may set up consortiums with accredited public or private universities and/or research-development entities, according to partnership contracts, under the legal provisions. The proposal to create consortia is made by the Rector with the Managing Board, and is approved by the Senate.

Art. 129.

(1) The University may set up, alone or by association, trade companies, foundations or associations, in order to increase its institutional and financial performance, with the approval of the University Senate.

(2) The University may contribute to the assets of the trade companies, foundations or associations only with money, invention patents and other industrial property rights.

(3) The University may assign, under contract, the management and use right over the university assets to the trade companies or associations in which the University holds shares, or to the foundations that the University founded or co-founded.

(4) In order to support the operation of the associations or foundations where it is shareholder or founder, the University may decide, with the Senate's approval, to allocate annual amounts of money or to allow them to use different rooms, free of charge, for activities specific to non-governmental organizations.

University Assets

Art. 130.

(1) The University assets are managed by the institution, under the law.

(2) The University has the following rights over its assets:

- a. ownership right, right of user by rental, assignment, free loan and others, or management right, under the law;
- b. lien resulted from contracts, agreements or court decisions;
- c. rights over state-owned public assets, which may be management, use, assignment or rental rights, under the law;

International Cooperation

Art. 131.

The University aims at developing both academic and scientific research cooperation with well-renowned universities, with research-development institutes, as well as with international academic organizations / associations.

Art. 132.

Here are the main international relations development directions:

- a. development of international cooperation relations with other universities, research and development institutes or international academic organizations;
- b. increasing the University's good name by revealing the results achieved to the international academic community;
- c. inter-university exchange facilitation for both the teaching staff and the students;
- d. attracting a higher number of foreign students for the training programs provided by the University;

Art. 133.

Depending on the budget allocated to the University, the Senate sets the amounts of foreign currency used for international relations development.

Art. 134.

The teaching staff's trips abroad must not impede on the education process. Any such trip must comply with the teaching staff's trip abroad regulations. Any trip abroad is made with the Mana Executive Council's permission, on the proposition of the Faculty Council.

University Relations with the Unions

Art. 135.

(1) The University managerial structures promote social dialogue in its relations with the union representing the teaching and research staff, and the non-teaching staff, based on decisional transparency, with a view to achieving institutional consensus and to settling all the issues related to the employer-union relations.

(2) The relations between the University managerial structures and the union materialize in:

- a. the union's participation, through its representatives, who are permanent guests, in the decision-making process occurring in the University managerial structures;
- b. negotiations of the collective labour agreement;
- c. the union being present when negotiating the individual employment agreement concluded with the University;
- d. negotiations between the two parties aimed at settling work conflicts and conflicts of interests;
- e. inclusion of the union representatives in analysis, monitoring, recruitment and competition, procurement committees, etc.;
- f. supporting the union in its actions directed towards personal career development and towards professional status strengthening.

University Relations with Student Organizations

Art. 136.

(1) The relations between the University managerial structures and the student organizations are based on several principles such as student-centred learning, partner consultation in educational relations, decision-making transparency and student rights and freedoms observance.

(2) The student organizations are represented in all the collegial managing bodies and they have an active participation in the decision-making process. The student organizations are

consulted when developing the University's major policies and strategies aimed at accomplishing its mission of education and research.

(3) Depending on the resources available, the University may support the student organizations in their work: scientific research, conferences, summer schools, etc. The student organizations are partners in all the events held by the University, both as regards the promotion of its image, and in scientific research efforts and national and international partnerships.

(4) The student organizations are the partners of the University in the process of election organization, and they have representatives in the election committees.

(5) The students are represented in all the decision-making and consultative structures of the University.

(6) The University students receive performance or merit scholarships, as well as financial support, in accordance with the rules regulating scholarships and other types of material support.

Art. 137.

The University provides internship locations for the students, thanks to partnerships concluded with public institutions and bodies, with research and development institutes and with public or private business entities.

Art. 138.

The University students have access to integrated and placement exchange programs, both in Romania and abroad, designed to enable them to acquire additional educational and cultural knowledge.

Art. 139.

The University provides for its students the necessary environment for individual scientific research activities in the research centres. The students may also enter mixed teams of professors, researchers and students formed for particular research studies.

Academic Workload

Art. 140.

(1) The academic workload includes:

- a. teaching load;
- b. research load.

(2) The teaching workload may include:

- a. lecturing;
- b. seminar, practical works and laboratory activities, year project guidance, summer practice;
- c. guidance for final bachelor's degree paper drafting;
- d. guidance for master's degree dissertation drafting;
- e. guidance for PhD thesis drafting;
- f. other teaching, practical and scientific research activities included in the curricula;
- g. coordinating didactic, artistic and sports events;
- h. student assessment;
- i. tutoring, consultations, guidance for students' scientific events, mentoring students for ECTS-related issues;
- j. participation in education-related committees and councils.

- (3) The weekly higher education teaching load is quantified in conventional hours.
- (4) The teaching load is set in accordance with the curriculum and is calculated as average weekly load, regardless of the period of the academic semester when it is actually performed. The average weekly load is determined by dividing the number of conventional hours specified in each employee's job description by the number of weeks provided in the curriculum for the lecturing and seminar activities throughout the academic year.
- (5) The teaching load cannot exceed 16 conventional hours per week.
- (6) By way of exception, if the teaching load cannot be set according to the Senate resolution, the differences up to the minimum required teaching load are filled with scientific research activities, with the Faculty Council's agreement, on the Head of Department's proposition, and with the Doctoral School Council's agreement, respectively. Teaching load diminution cannot exceed 1/2 of that load, whereas the research hour is equivalent to 0.5 conventional hours. The teaching staff maintain their tenure for the teaching position obtained by competition.
- (7) The tenured teaching staff whose teaching load cannot be set according to the provisions above may be temporarily switched to a full-time scientific research position, at their request and with the maintenance of their tenure for the teaching position obtained by competition. Meanwhile, the teaching staff has the obligations of any higher education research staff.
- (8) Research staff with definite or indefinite employment agreements may hold distinct positions in departments, doctoral schools, research and small production units or centres.
- (9) The University research staff conduct specific activities provided in the individual job description by the department or Doctoral School management.
- (10) The support teaching and non-teaching staff conduct specific activities provided in the individual job description.

Art. 141.

- (1) The teaching work exceeding the official teaching load is paid by the hour. For the tenured staff, the maximum number of overtime paid by the hour cannot exceed the minimum teaching load, regardless of the institution where it is carried out.
- (2) All grant or research contract activities are remunerated according to the grant manager's decision, under the law.
- (3) All contract-based research activities are remunerated according to the contract provisions. The research contract provides both the actual payment methods and the amounts payable.
- (4) The teaching staff who hold management positions in the University, who are elected or appointed in public institutions, or who conduct public position activities in ministries or other specialized public bodies, can only conduct activities equivalent to one teaching load.

Final and transitional provisions

Art. 142.

The University Charter is adopted by the University Senate only after the debate in the academic community and the positive resolution of the Ministry of National Education and Scientific Research regarding the legality opinion or after the 30 day deadline from the date the request for endorsement was sent to the ministry through the procedure of silent approval.

Art. 143.

Any amendments to the Charter are done on the initiative of the Rector, Executive Council or 2/3 of the Senate members and follow the same procedure as for its passing, under the law.

Art. 144.

Any contrary provision is abrogated by the passing of this Charter.

Art. 145.

The Academic Professional Ethics and Deontology Code is an integral part of this Charter.

Art. 146.

This Charter was open to public debate, being also posted on the University website.

Art. 147.

The Charter was passed by the University Senate on

ACADEMIC PROFESSIONAL ETHICS AND DEONTOLOGY CODE

Chapter I. General

Art. 1.

This Code regulates the behaviour of the academic community members of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi, which is an accredited public institution, part of a national higher education system, as defined by the National Education Law no. 1/2011.

Art. 2.

The academic ethics and deontology standards and principles promoted by this Code are in agreement with the system of values accepted worldwide by academic communities, given information internationalization and globalization. The system of values thus defined is included in the behaviour rules and has three functions:

- assuming individual and institutional moral responsibility based on the interest of the academic community,
- organizational culture promotion and professional status strengthening,
- assuming individual and institutional responsibility based on the interest of the academic community.

Chapter II. Scope

Art. 3.

The code of ethics of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi includes compulsory behaviour rules, a **moral contract** between the members of the academic community – students, teaching staff, non-teaching staff – aimed at improving University member cohesion and development of an academic environment based on fair cooperation and competition, and hence contributing to the University’s good name.

Art. 4.

The provisions of this Code are compulsory for the academic community members of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi.

Art. 5.

The academic ethics code expresses the ideals, principles and moral rules that the academic community members of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi consent to obey and follow in their professional activity. The academic ethics defines the main professional ethical conduct guidelines that the academic community of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi agree to abide by and the penalties applied for their violation.

Art. 6.

The academic ethics code is not a substitute for the law or other codes and regulations. Its purpose is to regulate what lies between law and moral. The academic ethics code and its application neither preclude nor supersede the legal rights and obligations of the academic community members of the “Grigore T. Popa” University of Medicine and Pharmacy of Iasi. The academic ethics brings together purely contractual relations and values like trust, attachment or responsibility, and protects the academic community members of unfair, disloyal or opportunistic behaviours.

Chapter III. General Principles

Art. 7.

Here are the values and principles promoted in the academic environment by “Grigore T. Popa” University of Medicine and Pharmacy of Iasi:

- 1) academic freedom,
- 2) integrity,
- 3) prevention and management of the conflicts of interest,
- 4) personal autonomy,
- 5) justice and fairness,
- 6) merit,
- 7) professionalism and competence,
- 8) intellectual honesty and correctness,
- 9) transparency,
- 10) respect, tolerance and acceptance,
- 11) professional responsibility,
- 12) kindness and care,
- 13) faithfulness (loyalty),
- 14) good conduct in scientific activity.

Art. 8.

The “Grigore T. Popa” University of Medicine and Pharmacy Iasi protects these values and sanctions any restriction of their promotion in the context of university autonomy, transparency and public accountability. Every member of this academic community, through the activities they carry out, will observe these values.

Art. 9. Academic freedom

(1) “Grigore T. Popa” University of Medicine and Pharmacy Iasi is an institution free from any interferences, or political, religious and economic pressures and constraints.

(2) Academic freedom implies the right of any member of the academic community to openly express their scientific and professional opinions in courses, seminars, conferences, debates or in extended papers that are published or delivered in congresses.

(3) It is guaranteed to all members of the academic community of the “Grigore T. Popa” University of Medicine and Pharmacy Iasi the right to publicly criticise, on founded

arguments, the violations of the professional and quality standards the rights of the members of the academic community and collaborators.

(4) The University members are protected from censorship, manipulations, persecutions, provided they comply with scientific standards and professional responsibility requirements.

(5) Any academic community member must avoid impeding on the others' freedom and respect differences of opinion.

(6) The University encourages critical approach, intellectual partnership and cooperation, regardless of one's political opinions or religious beliefs.

(7) All university members must be accurately informed in order to be able to communicate pertinently, critically and freely about learning and study problems encountered in all the specific medical higher education both in the academic and administrative field.

Art. 10. Integrity

(1) "Grigore T. Popa" University of Medicine and Pharmacy Iasi considers integrity as a basic principle, aiming equally at the individual integrity of the academic community members (both at the level of managing and executive structures).

(2) "Grigore T. Popa" University of Medicine and Pharmacy Iasi recognizes honour, incorruptibility and probity as moral values of first rank.

(3) The members of the "Grigore T. Popa" University of Medicine and Pharmacy Iași must exercise their profession with honesty, good faith and responsibility, observing the law and acting in accordance with professional requirements, contributing to fulfilling the University mission.

(4) By means of this Code, each member of the academic community commits to declaring, managing and avoiding the conflict of interests as defined in the University Charter and Code of Ethics.

(5) At University level, the members of the academic community are forbidden to claim or accept, directly or indirectly, for themselves or for others, any moral or material advantage or benefit, or to partake knowingly in illegal activities and arrangements which discredit the profession and the University public image.

(6) The "Grigore T. Popa" University of Medicine and Pharmacy Iași defends the right to intellectual property, the resulting benefits being awarded to those who created the intellectual property (or as specified in contractual clauses).

(7) Within relationships among the members of the academic community and the University collaborating parties (undergraduate students, master students, PhD students, other kinds of students, as well as collaborators in non-didactic fields of activity), the following are considered breeches of integrity obligations:

- a. claiming or accepting favors of any kind, including sexual;
- b. claiming or accepting gifts or other material benefits;
- c. financial loans among faculty staff and students;
- d. carrying out paid activities in favor of the university collaborating party / student, their spouse or 2nd degree kinship;
- e. enjoying freedoms and privileges from the part of the collaborating party/student or their family members up to and including 2nd degree kinship.
- f. engaging in personal relationships (including intimate ones) between individuals who, upon beginning the relationship, are in a teacher-student rapport;

(8) The academic integrity of students consists in avoiding any deeds or actions which may undermine the accurate and rigorous evaluation of knowledge (exam fraud or any kind of attempt fraud) or may interfere with the normal process of education, such as : physical damage, deliberate destruction, replacement of equipment, didactic materials, books and journals, information form the electronic system, as well as disrespecting the

authority of the teaching staff, the researchers and the people in managerial positions.

Art. 11. Prevention and management of conflicts of interests

(1) The **conflict of interests** is defined as any situation in which the personal interests of a member of the academic community (teaching and non-teaching staff, student) conflict with the obligations derived from its corresponding status or may influence the independence and impartiality required for fulfilling these obligations.

(2) When a teacher is in the position to examine their spouse, their relative up to the 3rd degree or another individual with whom they are emotionally engaged, the following provisions should be made:

a. when other teaching staff of the same specialty are available, the teacher should file a declaration of abstention, and the student should be examined by another teacher appointed by the Dean.

b. if replacement is not possible, another teacher from a related specialty shall be appointed to assist the respective teacher in examining the respective student.

(3) Individuals who are spouses, in-laws and up to 3rd degree kinship may not concurrently hold positions by which one manages, controls, exerts authority or evaluates the other, regardless of the level within the University hierarchy. Also, they may not be appointed to participate in :

a) commissions for filling vacant didactic positions by means of competition;

b) PhD thesis coordination;

c) PhD commissions;

d) admission competitions;

e) evaluations of students (exam commissions);

f) coordination of graduation theses and master dissertations;

g) evaluations of the didactic, auxiliary and non-didactic staff;

h) commissions set up for the analysis and reception of outputs in scientific research contracts;

i) disciplinary, ethical and control enquiry commissions;

j) commissions for appointing staff in research grant positions, scholarships, awards, rewards, honorary titles and degrees;

k) purchase commissions.

(4) The teaching staff, research staff and auxiliary teaching staff with tenure is considered in a conflict of interests if found in one of the following situations:

a. they are asked to handle requests, make decisions or participate in making decisions regarding private and legal persons with whom they are engaged in a patrimonial relationship ;

b. they are asked to handle requests, make decisions or participate in making decisions regarding individuals who are their spouse, in-laws or relatives up to and including 3rd degree kinship;

c. they are participating in the same legally appointed commission or collegial management team alongside other teaching staff, research staff or auxiliary teaching staff members who are their spouse, in-laws or relatives up to and including 3rd degree kinship ;

d. their own patrimonial interests or those of their spouse, in-laws or relatives up to and including 3rd degree kinship may influence decisions which their position requires them to make ;

e. they are carrying out activities as part of PhD, master or undergraduate commissions from other universities without approval from the Administration Board ;

f. they hold teaching or research positions or engage in contractual teaching or research at other, public or private, higher education institutions without the approval of the Administration Board ;

g. they engage in activities and behaviours unbecoming professional ethics or damage the University image by institutional deconstructing propaganda, disinformation campaigns in the media, or other activities which may undermine the mission of the institution ;

h. they hold a managerial position at the university and shares at another medical education institution ;

i. they hold a managerial position at the university and the local or national presidency of a political party.

(5) **The incompatibilities** at University level entail the following, as far as management, control, authority and evaluation are concerned:

a. the Rector's spouse, in-laws or relatives up to and including 3rd degree kinship are forbidden to hold the following positions : Vice-Rector, Head of CADS (Council for Academic Doctoral Studies), General Administrative Director, Dean, Vice-Dean, Head of Department or equivalent and Chief Finance Officer;

b. the Vice-Rector's spouse, in-laws or relatives up to and including 3rd degree kinship are forbidden to hold the following positions : General Administrative Director, Dean, Vice-Dean, Head of Department or equivalent and Chief Finance Officer;

c. the General Director's spouse, in-laws or relatives up to and including 3rd degree kinship are forbidden to hold the following positions : Director, Chief Finance Officer, Head of Service, Head of Office ;

d. the Dean's spouse, in-laws or relatives up to and including 3rd degree kinship are forbidden to hold the following positions : Vice-Dean, Head of Department.

e. the Vice-Dean's spouse, in-laws or relatives up to and including 3rd degree kinship are forbidden to hold the position of Head of Department.

f. the direct evaluation of one's spouse, in-laws or relatives up to and including 3rd degree kinship is forbidden ;

g. married couples, in-laws or relatives up to and including 3rd degree kinship are forbidden to be part of the same managerial team.

(6) Individuals who have gravely damaged the reputation and normal proceedings of the University are not allowed to join the ranks of the academic community. This applies also to former members of the community who have been excluded.

(7) The following may not run for managerial positions :

a. individuals who have reached the legal retirement age by the time of the respective elections;

b. individuals who have been charged and convicted without further possibility for appeal;

c. individuals known to have engaged in political policing activities, according to a final ruling of the court of justice.

d. individuals who have exceeded the legal number of mandates.

(8) The management, the teaching, research and auxiliary teaching staff are in a position of incompatibility if found in one of the following situations :

a. they are engaged in commercial activities on the University premises or in the vicinity of the University ;

b. they are engaged in lubric activities or in activities which imply obscene exhibition of the body ;

c. they are selling written, audio or visual materials of an obscene or pornographic nature ;

d. they are concurrently holding the Rector position and a managerial position in a political party.

(9) In any eventuality of a conflict of interests, the person must notify the University management and abstain from making any decisions which may generate or imply a conflict of interests.

Art. 12. Personal autonomy

(1) The "Grigore T. Popa" University of Medicine and Pharmacy Iași advocates for the fostering of an environment conducive of personal autonomy.

(2) Each member of the academic community is free to make decisions about their own

academic professional career. Thus, the timely and full release of information regarding study programs, competitions, study and research opportunities is promoted, so that each member of the University may make and carry out decisions regarding their own academic and professional careers.

Art. 13. Justice and fairness

(1) Justice is based on the correct and fair distribution of benefits, opportunities, losses and risks. The members of the “Grigore T. Popa” University of Medicine and Pharmacy Iași shall be treated justly, correctly and fairly. Discrimination or exploitation are not allowed, direct or indirect.

(2) Justice is based on the correct and fair distribution of benefits, opportunities, losses and risks. The “Grigore T. Popa” University of Medicine and Pharmacy Iași is committed to preventing and fighting against abuses of power. The abuse of power is defined as the use of one’s own position of power in order to serve personal interests rather than fulfill the obligations of the position being held. The following are examples of abuse of power:

- a) exploiting a colleague, a subordinate, a student or resident;
- b) obtaining information to which the respective individual should not normally have access to;
- c) manipulating someone else into acting in a certain way by using the authority to punish them if they do not comply with the abuser.

(3) At the “Grigore T. Popa” University of Medicine and Pharmacy Iași any discrimination based on age, ethnicity, gender, social origins, political or religious affiliation, sexual orientation or other, except as provisioned by the law.

(4) The “Grigore T. Popa” University of Medicine and Pharmacy Iași acts firmly in favor of non-discrimination and equality of chances in accessing studies, employment and other programs, as well as for the elimination of conflicts of interests, for the prevention and combating of any form of corruption, favoritism and nepotism.

(5) The non-discrimination policy covers all the fields of academic activity, especially : admission and enrolment of students, academic evaluation of students, employment and evaluation of teaching staff, auxiliary teaching staff and non-teaching staff, professional promotion, promotion into managerial structures and positions, access to the rights awarded by the University Charter.

Art. 14. Merit

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iași ensures the recognition, promotion and reward of personal and team achievements leading to the fulfilling of the institutional mission, such as:

- commitment to the profession, to learning, to the institution and the members of the academic community;
- creativity and talent, efficiency and performance.

(2) In case of teaching and research staff, merit is established mainly in relation to: the quality of lectures, seminars, student tutorship, scientific publications, the winning of development and research grants (individual and institutional), the results of collegial and assessment and of students’ assessment, involvement in developing the Faculty, the study program, the field, help in resolving student issues, one’s attitude towards self-development, contributions to institutional prestige.

(3) In the case of students, merit is established in the context of evaluating student performance in lectures, seminars and laboratory work, professional trainings, student scientific events, graduation and dissertation theses, participation in associations and civic actions etc.

Art. 15. Professionalism and competence

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iași is committed to fostering an environment conducive of research and competitiveness by developing high standard academic

programs capable of advancing knowledge, producing competitive experts and increasing research respectability.

(2) The “Grigore T. Popa” University of Medicine and Pharmacy Iași discourages imposture, amateurship, superficiality, disinterest and complacency.

(3) At the “Grigore T. Popa” University of Medicine and Pharmacy Iași, professionalism is seen as:

- competence in professional practice;
- seeing one’s specialty and peers (the academic or research career) as part of one’s personal identity ;
- commitment to the academic career for a significant portion of one’s life (recognition takes time but does not exclusively depend on tenure);
- collegial solidarity and loyal competition with those from the same university and field

(4) The University promotes and rewards scientific, professional, pedagogical, managerial and administrative excellence.

(5) Any teacher is expected to master in detail the taught discipline, ensuring that the entire contents of the course is updated, representative and adequate to the level of the discipline in the curriculum. Each teacher must thus consult the curriculum and show interest in the contents of the courses preceding, following and connected to their own.

(6) Scientific disagreements within the University teaching staff must not affect the training and results of the students.

(7) Any teacher must diligently prepare and deliver the classes according to the schedule, must prepare the course materials and make them available to the students, must adapt the teaching style to the needs and the level of the course, must hold consultation hours, must follow up on and guide students’ writing (projects, graduation and dissertation theses), must grade and communicate the results at the appropriate times.

(8) Any individual involved in non-didactic activities must diligently and professionally carry out their designated tasks, aiming to continuously improve their competences and performances for the benefit of the entire academic community.

(9) The “Grigore T. Popa” University of Medicine and Pharmacy Iași encourages its members to distinguish themselves through activism and involvement in professional and public matters, through collegiality and civic duty, as well as through respectful behavior, all contributing to the prestige of the institution.

(10) The “Grigore T. Popa” University of Medicine and Pharmacy Iași encourages the members of the academic community to get involved in the activities of the student organizations, which are considered a contribution to professional, scientific and personal development of the students, the PhD students and the University staff at large.

(11) The following are considered breaches of the principle of competence :

A. For teaching staff:

- a. entrusting the delivery of lectures, seminars or laboratory work to persons who do not meet the required level of knowledge ;
- b. spending significant amounts of lecture or seminar time engaged in unrelated discussions ;
- c. intentionally misinterpreting the results of research in order to prove a preferred theory ;
- d. forcing students to uphold the teacher’s point of view exclusively or refusing to include other relevant perspectives with their corresponding arguments ;
- e. partial coverage of a fundamental course by focusing only on those aspects of particular interest to the teacher;
- f. choosing evaluation methods inadequate in light of the course objectives (for instance, drafting exam items which require memorizing information while the respective course aims to develop problem solving skills);

- g. not giving the student the opportunity to train in order to develop the competences specified as course objectives and evaluated in the final exam.
- h. randomly grading test papers, multiple choice tests and any other forms of evaluation in ways unrelated to the competences demonstrated by the student;
- i. assigning reporting tasks to persons who do not have the required specific competences; the flawed or incomplete drafting of assigned reports / papers;
- j. flawed proofing of any drafted procedures/reports/minutes;
- k. delaying or preventing, through bad will or incompetence, the procedures necessary for participating in grant competitions or scientific competitions.

B. For non-teaching staff:

- a. incorrectly entrusting reporting tasks to persons who do not have the necessary specific competences;
- b. the flawed or incomplete drafting of assigned reports / documents;
- c. flawed proofing of drafted reports.

Art. 16. Honesty and intellectual correctness

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iași defends the right to intellectual property.

(2) Intellectual property includes inventions, innovations and copyrights for various types of scientific, psycho-pedagogical or didactic materials.

(3) The benefits and rewards shall be awarded to those who originally produced the intellectual property. All those who have participated in various developmental stages of research (both didactic and non-didactic) whose results are made public must be acknowledged in the name of professional honesty, recognition and appreciation.

(4) Disinformation, slander, the public disparagement of University programs and members is forbidden.

(5) All forms of intellectual fraud are forbidden:

- a. full or partial plagiarism, including claiming authorship of scientific and technological ideas, methods, procedures and results, the results of scientific research conducted by another, regardless of how these were obtained, as well as the full or partial copy of a text drafted by another author without indicating the source and instead presenting it as one’s own. The use of short phrases or definitions considered to be basic to the respective specialty is not considered plagiarism.
- b. cheating in exams or competitions;
- c. “fabricating” requested results / reports, including the making up of data in a research or experiment, the intentional alteration of data in a research or experiment, the citation of fictitious papers, the submission of the same paper in several exams (self-plagiarism);
- d. falsifying research by manipulating materials and equipments or omitting data so that the results are made to comply with the intentions of the researcher;
- e. selectively reporting those results which favor the researcher’s position, while intentionally leaving out those which may undermine foregone conclusions;
- f. intentionally misinterpreting research results in order to prove a preferred theory;
- g. gift authoring or enlisting one as author to a paper, so that the real author pays a personal or professional favor to the beneficiary of the gift authoring;
- h. honorary authoring or enlisting one as author simply as a sign of gratitude, without any actual contributions to the paper in question;
- i. prestige authoring or using the name of someone of importance in the field in order to make the paper easier to publish, but without any contributions to the manuscript by the person of importance;

- j. ghost-authoring when someone contributes to the publication of results following the trial for validating a new drug, commissioned by a company, even if the author in question contributed nothing to the experiment itself;
- k. switching papers or the identity of the people being examined ;
- l. using papers taken from colleagues ;
- m. corruption attempts at fraud, offering money, gifts or personal favors to members of the academic community in circumstances when accepting the gifts or favors explicitly or implicitly entails providing a service included in the job description and which the other is already entitled to receiving;
- n. influencing the process of evaluation, employment or promotion.

Art. 17. Transparency

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iași observes the principle of transparency for all categories of information, activities and resources which interest the members of the academic community, potential candidates, graduates, partner institutions and the public at large, as it strives to ensure consistent and accurate informing within the limits of the law (and/or contractual obligations in place).

(2) Transparency is ensured for all the activities related to admission, evaluation, employment, promotion and the use of university resources. All information is made public on the University webpage.

(3) The University forbids the concealing, falsifying or altering information to which its members and the public are entitled to have access to.

(4) The following are not for public disclosure:

- a) classified information;
- b) personal information;
- c) information legally deemed confidential.

(5) Students have the right to access information about evaluation criteria in exams as early as the beginning of each course (seminar, laboratory work etc.), as well as the right to explanation regarding the grades.

(6) Full and timely disclosure of information is encouraged in the case of study and research programs, competitions and opportunities, so that each member of the University may make and carry out informed decisions regarding their own academic and professional careers.

(7) The “Grigore T. Popa” University of Medicine and Pharmacy Iași is committed to decisional transparency in managerial and administrative matters by communicating fully, timely and openly the decisions and subsequent arguments to all the members of the academic community. All the decisions made by the University management must exclusively serve the legitimate interests of the institution and all the academic community in the spirit of the liberties, constraints and directions provisioned by the Law.

Art. 18. Respect și tolerance

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iași promotes the existence of an academic and residential community within which there is respect for the dignity of each individual and an environment free of any manifestation or form of harassment, exploitation, humiliation, contempt, blackmail, threat or intimidation.

(2) The University subscribes to tolerance towards differences among people, opinions, faiths and intellectual preferences.

(3) Misogynistic, racist, chauvinist, xenophobe, homophobe and sexual harassment behaviors are forbidden.

(4) The students must respect the authority of the didactic, research and non-didactic staff, as well as the authority of the management at University and Faculty level.

(5) The “Grigore T. Popa” University of Medicine and Pharmacy Iași forbids behaviors which undermine the dignity of an individual or a group, as well as behaviors which create an intimidating, hostile, degrading, humiliating or offensive atmosphere targeting an individual or a group.

(6) In the spirit of respect of multiculturalism and diversity, offensive caricatures or graphic representations of recognized religions are forbidden on all the University premises and in all the activities carried out by the members of the academic community on the University premises or in relation with the University. Such are:

a) offensive or blasphemous representations of the cross and iconographic imagery;

b) offensive or blasphemous representations of the Star of David;

c) any form of graphic representations of the Prophet Mahommed;

d) any form of graphic representation meant to offend symbols considered sacred and respect worthy by the religions officially recognised by the Romanian State.

Art. 19. Professional responsibility

(1) Every member of the academic community takes on his/her share of responsibility regarding the quality of the educational process.

Art. 20. Beneficence and care

(1) The “Grigore T. Popa” University of Medicine and Pharmacy Iași views beneficence and care as desirable. Therefore, the University encourages the appreciation and recognition of the worthy, empathy, compassion, the support of those in need, amiability, politeness, altruism, understanding, solidarity, solicitude, promptitude and optimism towards all the members of the academic community.

(2) Behaviors indicative of envy, cynicism, vanity, lack of amiability, disinterest are undesirable.

(3) The “Grigore T. Popa” University of Medicine and Pharmacy Iași fosters and promotes opportunities for developing communication and active listening skills.

Art. 21. Loyalty

(1) Loyalty towards the “Grigore T. Popa” University of Medicine and Pharmacy Iași is an honorable obligation for all the members of the academic community.

(2) Disloyal competition is an attitude which the “Grigore T. Popa” University of Medicine and Pharmacy Iași firmly condemns. Therefore, seeking employment for didactic activities at other universities may only be done with the approval of the University Senate, according to the University Charter.

(3) The members of the academic community at the “Grigore T. Popa” University of Medicine and Pharmacy Iași have the duty to loyally defend the University prestige, avoiding any occurrence which may jeopardize it or the interests of the University.

(4) The following are considered breaches of loyalty:

a) conducting activities aimed to result in losses of material and immaterial assets legally obtained by the University;

b) advising students during classes to abandon the University courses in favor of another educational establishment ;

- c) being employed in activities outside the University which the law defines as unfair competition;
- d) conducting activities meant to discredit the University or severely undermine its image and prestige;
- e) publicly expressing opinions related to the University which do not accurately depict the reality;
- f) expressing opinions regarding yet unresolved litigations involving the University, unless formally appointed to do so;
- g) disclosing information which is not for public use under circumstances other than those provisioned by the law;
- h) disclosing information accessed in the course of duty if the disclosure is meant to bring undue advantages or to damage the image or rights of the University;
- i) granting assistance and counseling to private or legal persons in order to promote litigations or other actions against the University.

Chapter IV. Ethical Principles in Research

Art. 22. Research on humans and on animals must observe the provisions of the International Conventions and Declarations which Romania has co-signed.

Art. 23. Within research and development, the designated staff and the University members have the following obligations :

- a) to respect the ethics and deontology of research;
- b) to respect the rights to intellectual property and the confidentiality agreed upon with the partners and the sponsors of research;
- c) to not create conflicts of interests or unfair competition in the case of cumulation of activities carried out under legal provision;
- d) to contribute to the training of young researchers and to share their knowledge and research experience;
- h) to engage with science, technology or innovation without violating human rights and liberties.

Art. 24. Using human subjects in medical research to pursue medical progress must be a last resort. Such research must be carried out in accordance with existing scientific data, other relevant sources of information and data obtained from research on animals, where possible.

Art. 25. In biomedical research there is a duty to promote and protect the life, health, intimacy and dignity of the participating human subjects.

Art. 26. In research on human subjects, the welfare of the individual takes precedence over the welfare of society in general and of science.

Art. 27. In conducting medical research on human subjects, additional protection must be ensured in the case of vulnerable populations:

- a. People at an economical, medical or social disadvantage;
- b. People who cannot give their consent in order to participate in medical research (under age, people without ability to discern for themselves or who are mentally impaired, people whose condition does not allow them to express their will);

c. Persoane care sunt susceptibile a-și da consimțământul sub presiune (de exemplu persoane în detenție, militari, persoane aflate într-o relație de subordonare față de investigatorul principal, sau în orice relație care ar putea afecta procedura de consimțământ informat);

Art. 28. The main goal of medical research on human subjects is to improve the preventative, diagnostic and therapeutic methods and to better understand the causes and mechanisms of diseases.

Art. 29. No research may be undertaken on a human subject unless all the following conditions are met:

- a. there is no, equally efficient alternative method to research on human subjects;
- b. the risks to which the human subject is exposed are not disproportionate in comparison with the potential benefits of the research;
- c. the research project is approved by the competent body after independently assessing its scientific pertinence, evaluating the importance of the research objective and conducting a pluridisciplinary examination of its ethical acceptability;
- d. the human subjects are informed with regard to their rights, the risks, the benefits and the measures to protect against and combat potential adverse effects and events, and offer their consent for participating in the research.

Art. 30. The Research Ethics Committee evaluating the project must be informed with regard to the research proceedings and has the right to monitor ongoing research activities.

Art. 31.

- a. Research which does not pursue any therapeutic goals is ethically acceptable if it does not expose the participating subjects to any risks higher than the minimal risk.
- b. In biomedical research, minimal risk is considered the risk associated to a routine venous puncture.
- c. Researchers in charge of the project have the obligation to cease the research in case the subject's health becomes at risk or if the subject requests to withdraw from the study.

Art. 32. In the case of minors, consent will be obtained from their family or legal representatives, but the minor's own consent is also necessary.

Art. 33. In the case of people who are incompetent or incapable of expressing volition, consent will be obtained from their family or legal representatives.

Art. 34. Researchers must take every precaution in order to protect the intimacy of subjects participating in research and the confidentiality of information about them.

Art. 35. The above mentioned ethical rules also apply for epidemiological studies and screening activities.

Art. 36. The use of placebo in medical research is permitted only when the patients receiving the placebo are not exposed to additional risks and when the research received prior approval from a scientific committee and an ethics committee.

Art. 37. Proper conduct in research entails preserving the national environment and restoring the ecological balance, thus ensuring their protection against potential aggressions due to

science and technology.

Art. 38. Research and development staff and teaching staff carrying out their activities within research and development structures at the “Grigore T. Popa” University of Medicine and Pharmacy Iași benefit from the right to refuse based on moral and ethical grounds to participate in scientific research which has a negative impact on humans and the natural environment.

Art. 39. In writing and publishing research, the following ethical norms must be observed:

a) Only the individuals who have effectively contributed to the paper or who can prove that they have made essential contributions to the study can be accepted and mentioned as paper authors.

b) The source of an idea, a choice of words, a result of previous research, whether published or not, must be acknowledged. This rule also concerns any elements taken from any kind of text authored by other collaborators, students, master students and subsequently used in one’s own research.

c) There must be explicit acknowledgment of each person who contributed significantly to a research activity. In case the contribution consisted only in supervising or counseling, formal acknowledgment is not necessary. In such cases, including a word of gratitude is recommended.

d) The destination of the finances granted to a research project must be rigorously observed. Financing sources shall be mentioned in the publications reporting on the research results.

e) The special ethical norms regarding research on human subjects or experiments on animals and any other relevant research ethics must be observed.

Art. 40. Proper conduct in research excludes:

a) withholding or removing unwanted results;

b) fabricating results;

c) replacing the results with fictitious data;

d) deliberately interpreting the results in a distorted way and altering the conclusions;

e) plagiarizing the results or publications of other authors;

f) deliberately presenting the results of other researchers in a distorted way;

g) misattributing a paper’s authorship;

h) providing false information in grant or financing applications;

i) not disclosing any conflicts of interests;

j) misappropriating research funds;

k) failing to input and/or store results, as well as erroneous input and/or storage of results;

l) failing to inform the research team prior to beginning the project regarding : remuneration rights, obligations, co-authorship, rights over research results, financing sources and associations ;

m) lack of objectivity in evaluations and breeches of confidentiality provisions;

n) repeatedly publishing or funding the same results as scientific novelty.

Chapter V. Application and sanctions

Art. 41.

Proper conduct norms in research and development include:

- a) norms of proper conduct in scientific activity;
- b) norms of proper conduct in scientific communication, publication, dissemination and popularization, including as part of project applications competing for public funding;
- c) norms of proper conduct in the institutional evaluation and monitoring of research and development, as well as in the evaluation and monitoring of research and development projects enlisted in the Research, Development and Innovation National Plan, and in the evaluation of individuals for the purpose of awarding titles, positions, prizes, distinctions, raises, accreditations or certifications for research and development;
- d) norms of proper conduct in the management of research and development;

Art. 42.

(1) Violations of the norms of proper conduct in scientific activity, as long as they are not offenses according to criminal law, include the following:

- a) fabricating results or data and presenting these as experimental data, or as data obtained by means of mathematical calculations and computer simulations, or as data/results obtained through analytical processing or deductive reasoning;
- b) falsifying experimental data, data from calculations or computer simulations, data or results from analytical processing or deductive reasoning;
- c) deliberately impeding or sabotaging of others' research and development work, including by blocking access to research and development facilities without justification, damaging, destroying or manipulating experimental equipment, equipment in general, documents, computer programs, electronic data, organic and inorganic substances or living tissues necessary for others carrying out or finalizing their research and development work.

(2) Violations of the norms of proper conduct in scientific communication, publication, dissemination and popularization, including as part of project applications competing for public funding, and as long as they are not offenses according to criminal law, include the following:

- a) plagiarism;
- b) self-plagiarism;
- c) including among the authors of a scientific publication one or more co-authors who have not significantly contributed to the respective publication, or the exclusion or co-authors who have made a significant contribution to it;
- d) including someone among the authors of a scientific publication without first having their permission;
- e) unauthorized publication or dissemination by the authors of unpublished scientific results, hypotheses or methods;
- f) providing false information in grant or funding applications, in individual application files for habilitation/PhD supervision, university teaching positions or research and development positions.

(3) Violations of the norms of proper conduct in the institutional evaluation and monitoring of research and development, as well as in the evaluation and monitoring of research and development projects enlisted in the Research, Development and Innovation National Plan, and in the evaluation

of individuals for the purpose of awarding titles, positions, prizes, distinctions, raises, accreditations or certifications for research and development, as long as they are not offenses according to criminal law, include the following:

- a) failing to disclose conflicts of interests in performing evaluations or participating in evaluations;
- b) breaching confidentiality in evaluation;
- c) discriminating, in evaluations, based on age, ethnicity, gender, social origin, political or religious orientation, sexual orientation or other, except affirmative measures already provisioned by the law.

(4) Violations of the norms of proper conduct in the management of research and development, as long as they are not offenses according to criminal law, include the following:

- a) abusing authority in order to be granted authorship or co-authorship in the publications of subordinates;
- b) abusing authority in order to obtain a salary, remuneration or other material benefits from the research and development projects managed or coordinated by subordinates;
- c) abusing authority in order to be granted authorship or co-authorship in the publications of subordinates, or to obtain a salary, remuneration or other material benefits for the spouse, in-laws or relatives up to and including 3rd degree kinship;
- d) abusing authority in order to unjustifiably impose one's own theories, concepts or results upon subordinates;
- e) obstructing the proceedings of an ethics committee, an analysis committee, or of the National Ethics Council undertaking the analysis of proper conduct violations in subordinate research and development work;
- f) failing to observe the legal provisions and procedures concerning the norms for proper conduct in research and development as outlined in Law 206/2007, Law 1/2011 and the University Charter.

Art. 43.

The following situations may also result in ethics charges for violating the norms for proper conduct in research and development by association:

- a) active participation in others' violations;
- b) knowing about others' violations and failing to notify the ethics committee or the National Ethics Council;
- c) co-authoring publications which contain falsified or fabricated data;
- d) failing to observe the legal and contractual obligations, including related to a mandate contract or funding contract, in managing or coordinating research and development activities.

Art. 44.

- (1) The following are **violations of proper** academic conduct:
- a) for students: offending a member of the teaching staff in any of the ways described at letters e and f, attempting to cheat in an exam, including the attempt to substitute identities, attempt to bribe a member of the teaching staff, offering bribe / undue benefits to a member of the teaching staff in order to facilitate academic achievement.
 - b) denigrating remarks aimed at any member of the academic community, teaching staff, management, students, residents regarding their physical appearance, intellectual capacity or moral standing;
 - c) unjustified, repeated absence of a teacher from their classes;
 - d) serious or repeated offending statements damaging the image of colleagues from the academic community, regardless of how such statements are made public;
 - e) repeated public defamation of the University;
 - f) any kind of conditioning in an exam;
 - g) conditioning access to a right to which the students or subordinate colleagues are entitled to;
 - h) physical or verbal aggression towards a member of the academic community;
 - i) demonstrated fraud in an exam (e.g.: substituting identities, cheating through conventional or electronic methods etc.).
 - j) denigrating remarks aimed at students, including those referring to religious affiliation, ethnicity or minority sexual orientation.

Art. 45.

- (1) The norms outlined in the present Code of Ethics are enforced by the Ethics Committee.
- (2) The structure and membership of the University Ethics Committee is proposed by the University Executive Council, overseen by the University Seante and approved by the Rector. The members of the Committee are people who enjoy professional recognition and demonstrate moral probity. The following cannot be part of the university Ethics Committee : the individuals occupying the positions of Rector, Vice-Rector, Dean, Vice-Dean, General Director, Head of Department or of research and development unit, design unit or microproduction unit.
- (3) The University Ethics Committee is tasked with the following:
- a. analysis and resolution of university ethics violations, based on notifications or taking notice out of its own initiative, according to the Code of university ethics;
 - b. annual reporting on how university ethics and research ethics are being observed, with the report being presented to the Rector, the University Senate and to the general public;
 - c. contributions to drafting the Code of university ethics and deontology, to be submitted to the University Senate for approval and inclusion in the University Charter;
 - d. the tasks outlined by Law 206/2004, with subsequent changes and additions;
 - e. other tasks specified in the University Charter and in accordance with the law.

Art. 46. The rulings of the University Ethics Committee are overseen by the legal counsellor of the University. The legal responsibility for the rulings and the activity of the University Ethics Committee lies with the University.

Art. 47.

- (1) Any person from within or outside the University may notify the University Ethics Committee regarding ethics violations by members of the academic community.
- (2) The University Ethics Committee maintains confidential the identity of the notifier.

Art. 48. Upon notification, the University Ethics Committee proceeds according to Law 206/2004

and the Regulations of the Ethics Committee, including subsequent changes and additions. The Committee replies to the notifier within 30 days from when the notification was received and communicates the results of the procedures, once completed.

Art. 49.

(1) Notifications/Complaints may come from any person who is a member of the academic community or not, as long as the person being the subject of the notification/complaint is a member of the University.

(2) The Ethics Committee may initiate its own enquiries.

Art. 50. The rights of the plaintiff and of the accused:

- a. to benefit from confidentiality;
- b. to be assisted by another person in the hearings conducted by the enquiring team;
- c. to know the membership of the enquiring team in the eventuality of a thoroughly motivated refusal;
- d. to know the contents of the final report once overseen by the legal counsellor;
- e. to appeal the ruling of the Ethics Committee and the decisions of the University management. The appeal is addressed to the Senate, which becomes the deciding body.

Art. 51. The sanctions which may be enforced (one or several) upon the didactic and research staff and upon the auxiliary didactic and research staff by the University Ethics Committee for violating university ethics or for violating the norms of proper conduct in scientific research are the following:

- a) written warning ;
- b) withdrawal and/or amendment of all papers published in violation of proper conduct norms;
- c) deduction of the base or cumulated salary, depending on whether or not the person holds additional managerial, counseling and control positions;
- d) suspension, for a determinate period of time (between 1 and 10 years), of the right to compete for a superior teaching position or a managerial position, a counseling and control position, or for membership in PhD, master or license graduation committee;
- e) being released from the academic managerial position;
- f) disciplinary termination of the work contract in compliance with the provisions of the Code of Labour.

Art. 52. The sanctions which may be enforced by the University Ethics Committee upon students, master students and PhD students for violations of the university ethics are the following:

- a) written warning;
- b) suspending the right to scholarship for a variable period of time (from 1 month to 1 year) depending on the severity of the deed;
- c) suspending the right to being examined in 2 (two) consecutive sessions of exams;
- d) expulsion.

Art. 53. The following violations, if proven, result in expulsion:

- a. physical aggression towards a member of the teaching staff, the auxiliary teaching staff or a member of the administrative staff if the event was related to the didactic or administrative activity;
- b. giving and receiving bribe for exam results or for fraudulent access to exam

subject prior to the scheduled time of the exam;

c. provoking serious ethnic or religious conflict by acts which are culturally offensive or refer to people being in an ethnic, cultural or religious minority;

d. cheating in exams by means of any kind of electronic devices, cheating methods and ways of deceiving the envigilators, substituting identities, substituting papers, making duplicates etc.

Art. 54. Persons proven to have violated the norms of proper conduct in scientific research and university activity, as according to the law, are forbidden from holding teaching and research positions. The competition for a teaching or research position is annulled and the work contract is rightfully terminated regardless of when the person who was granted the position is proven to have severely violated the norms of proper conduct in scientific research and university activity.

Chapter VI – Final Dispositions

Art. 55. In the individual work / study contract a stipulation shall be added according to which the employee / student attests to being aware of the provisions of the Code of ethics and deontology and commits, under signature, to observe these provisions.

Art. 56. The provisions of the present Code of ethics and deontology are completed by Law 1/2011- The Law of National Education and Legii 206/2004 concerning proper conduct in scientific research, technological development and innovation.

Art. 57. The present Code of ethics and deontology takes effect upon its approval by the University Senate and becomes an integral part of the University Charter.