



MINISTRY OF EDUCATION  
**"TITU MAIORESCU" UNIVERSITY OF BUCHAREST**  
Calea Văcărești nr. 187, sector 4, Bucharest, code 040051  
Phone: 021 316 16 46, Fax: 021 311 22 97, E-mail: rectorat@univ.utm.ro, www.utm.ro



# **TITU MAIORESCU UNIVERSITY CHARTER**

**BUCHAREST**

**2023**



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#### **ACRONYMS used in the Charter:**

EHEA - European Higher Education Area  
EUA - European University Association  
EAEC - European Association of Erasmus Coordinators  
IAU - International Association of Universities  
CNATDCU - National Council for Attestation of University Degrees, Diplomas and Certificates  
CNC (NFQ)- National Qualifications Framework  
ESCO - European Skills, Competences, Qualifications and Occupations  
EQF - European Qualifications Framework  
COR - Qualification of Occupations in Romania  
ARACIS - Romanian Agency for Quality Assurance in Higher Education  
EQAR - European Quality Assurance Register for Higher Education  
AAC- Quality Assurance Agency of EQAR Member States  
AUF - Agency of Francophone Universities  
CCOC - Career Counselling and Guidance Centre  
CEAC - Quality Assessment and Assurance Committee  
EQF - European Qualifications Framework  
CUE - Charter of European Universities  
IOSUD - Institutions Organizing Doctoral Studies  
CSUD - Council for Doctoral Studies  
ISCDI - Institute for Studies, Research, Development, Innovation  
ICSM - Institute of Medical Scientific Research "Nicolae Cajal"  
ME – Ministry of Education  
RMUR - Single Matriculation Register of Universities in Romania  
RNCIS - National Register of Qualifications in Higher Education  
RUNIDAS - Single National Integrated Register of Diplomas and Study Documents  
SECT/ECTS - European Credit Transfer System  
UEFISCDI - Executive Agency for Higher Education, Research, Development and Innovation Funding  
UTM (TMU) - Titu Maiorescu University



# TITU MAIORESCU

## UNIVERSITY CHARTER

- ✓ Pursuant to the provisions of art. 32, para. 5 and 6 of the Romanian Constitution,
- ✓ Based on the provisions of Law no. 199/2023 on higher education,
- ✓ Taking into account the provisions of Law no. 319/2003 on the Statute of Research and Development Staff, with subsequent amendments and completions,
- ✓ Considering the Statute of the Association of Founding Members of TMU, approved by the conclusion no. 28/25.02.2011 of the Court of Sector 4 Bucharest,
- ✓ In application of the provisions of Law no. 239/2002 regarding the establishment of the "Titu Maiorescu" University of Bucharest,



## The Senate of the University adopts this CHARTER

*As an expression of the will of the university community that enshrines the mission and strategy regarding the management of educational and scientific research activity, the structure, organization and functioning of the academic and functional units, the administration of the patrimony and the management of human resources in strict compliance with the legislation in force,*



# TITLE I. GENERAL LEGAL FRAMEWORK FOR THE ORGANIZATION AND OPERATION OF THE UNIVERSITY

## CHAPTER I - GENERAL PROVISIONS

**Art. 1.** "Titu Maiorescu" University of Bucharest (TMU) is a private higher education institution, a private legal entity, of public interest with a non-profit, apolitical character, with university autonomy and economic-financial autonomy, established by Law no. 239/2002 and organized in accordance with Law no. 199/2023 on higher education and other legal provisions in force.

**Art. 2.** (1) Titu Maiorescu University was established by Law no. 239/2002 and is the successor of the "Titu Maiorescu" Independent University, established by Decision no. 59 of January 25, 1991 of the Court of Sector 1 of Bucharest, at the initiative of the "Titu Maiorescu Independent University" Association.

(2) The Association of Founding Members of Titu Maiorescu University is organized and operates as a legal entity by virtue of the statute adopted and approved by the conclusion no. 28/25.02.2011 of the Court of Sector 4 Bucharest, as successor of the "Titu Maiorescu Independent University" Association.

**Art 3.** Titu Maiorescu University is an accredited higher education institution, part of the national higher education system.

**Art 4.** The University is identified by the following elements:

- a) *name*: "Titu Maiorescu" University of Bucharest "or, in this Charter and in other contexts, without creating confusion, Titu Maiorescu University, University or TMU;
- b) *headquarters*: Rectorate of the Titu Maiorescu University of Bucharest, 22 Dâmbovnicului Street, sector 4, Bucharest;
- c) *distinctive insignia*: emblem, seal, flag and ceremonial attire (robe and square academic cap), provided in the Annex;
- d) *The University has obtained ISO 9001 Certification following the assessment for the establishment and implementation of the quality management system;*
- e) *University Day*: APRIL 23rd, the date of publication in the Official Gazette of Romania of Law no. 239/2002 on the establishment and accreditation of TMU.

**Art. 5.** This Charter is the fundamental document that establishes, on the basis of university autonomy and the principles governing higher education,



in accordance with the legislation in force, the organization, operation, mission and objectives of the University to generate, certify and transfer knowledge, through: a) initial and continuing university and postgraduate training, for the purpose of professional and personal development of students, master's students, PhD students and learners, in order to insert graduates into the labour market, based on the skills and abilities acquired; b) scientific research, development, innovation and technology transfer through individual and collective creation; c) involvement in the community, by carrying out joint activities for the benefit of the university and the social, economic, cultural environment.

**Art. 6.** The Charter, by its content, in accordance with the provisions of Law no. 199/2023 on higher education, establishes: a) the ways of appointment and dismissal of persons who hold management positions or who are part of the management structures of the higher education institution; b) the university code of ethics and deontology; c) the way in which the management and protection of the university's resources is carried out; d) the constitution of own funds, the determination of their destination and use; e) the conditions under which contracts can be concluded with public institutions and other economic operators, in order to organize fundamental and applied research programs or to increase the level of qualification of specialists with university studies; f) the conditions under which the university may associate with other higher education institutions or other organizations for the fulfillment of its mission; g) the ways in which the elements related to the material resources necessary for education and scientific research can be built, owned and used; h) the ways in which international cooperation actions, the conclusion of contracts and participation in European and international organizations are carried out; i) the ways of collaboration between the management structures and the student organizations; j) the ways in which the university fulfils its core role in the light of the mission and objectives assumed by this Charter.

**Art. 7.** In order to comply with the legal requirements set out above, the University Charter is structured in titles, chapters and sections that mainly contain the organizational structure, the organization of undergraduate and postgraduate study programs, the ways of designation and revocation of management structures and positions, the standards and indicators for ensuring the quality of education and scientific research, the ways of association, cooperation, establishing partnerships with public institutions and economic operators, international cooperation, administration and protection of patrimony, public and legal liability, the status of teaching and research staff, etc., as well as references to the regulations and methodologies for the application of the provisions of the Charter.

**Art. 8.** (1) The University has university autonomy, guaranteed by the Constitution, on the basis of which it establishes through the Charter its mission and objectives, institutional strategy, structures, organization and operation, responsibilities, duration of mandates, management of patrimony and financial resources, human resources policies.



(2) The essential aspects regarding the content of university autonomy are established in the Charter with the approval of the Association of Founding Members.

**Art. 9.** (1) The University, as a legal entity of private law and of public interest, promotes in the university environment the values of honest competition, respecting the rights of all educational and scientific research institutions that are part of the national education system.

(2) The University shall promote its educational offer and image without harming the image and reputation of other state, private and confessional educational and scientific research institutions, under conditions of equality, loyalty and transparency, respecting university autonomy and ethics, according to the law and this Charter.

**Art. 10.** (1) The University shall develop and maintain cooperative relations with universities, scientific research institutes and public authorities, private entrepreneurs in the country and abroad, organize scientific events, professional activities and other actions in the interest of higher education and scientific research.

(2) The University can organize branches, university extensions, integrated study programs, in compliance with the legal regulations of Romania and the respective states.

(3) The University concludes contracts with public or private legal entities for the realization of fundamental or applied scientific research programs.

**Art. 11.** (1) The University may establish consortia and partnerships with accredited public or private universities or with research and development units based on contracts, in accordance with the provisions of the law.

(2) The University may be reorganized by merger with other educational or scientific research institutions, by division or by transformation, under the conditions of the law, with the approval of the Association of Founding Members and the Senate of the University.

(3) The reorganization is carried out without prejudice to the mission and objectives of the University or the students' rights, with the assurance of quality criteria and standards, with the efficient administration of the material resources.

**Art. 12.** The study programs are organized with a fee. The amount of the fee is established annually by the Board of Directors and approved by the Senate.



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**Art. 13.** (1) The University respects the principles inscribed in the Universal Declaration of Human Rights (1948), expresses its adherence to the Lima Declaration on Academic Freedom and Autonomy of Higher Education Institutions (1988) and to the Magna Carta of European Universities (Bologna, 1988), participates in the application of the Bologna Process, triggered with the Bologna Declaration (1999).

(2) The University is a member of the European University Association (EUA), the International Association of Universities (IAU), the European Association of Erasmus Coordinators (EAEC), the European Association for International Education (EAIE) and the Agency of Francophone Universities (AUF) and acts for the development and modernization of the education process, for quality assurance in education and in scientific research, according to the principles formulated in the Prague Declaration (2009), the Leuven Declaration (2009), the Budapest-Vienna Declaration (2010) and the Aarhus Declaration (2011) on building the European Higher Education Area and the European Research Area.

## **CHAPTER II - VALUES AND PRINCIPLES UNDERLYING THE ORGANIZATION AND OPERATION OF THE UNIVERSITY**

### *Section 1. University Values*

**Art. 14.** The values promoted by the provisions of this Charter are:

- a) **equity**, by ensuring opportunities for education, in a fair way for young people, regardless of their background or other risk factors;
- b) **excellence**, by supporting and motivating it in the educational process;
- c) **integrity**, by ensuring value benchmarks and promoting ethics in education and research;
- d) **well-being**, by supporting students and all employees in higher education institutions and those subordinated to the ministry through appropriate medical care measures, including dental and psychological, counselling and professional guidance, as well as ensuring the conditions for personal development, through appropriate support measures;
- e) **professionalism**, by maintaining high standards in the training of teachers and, implicitly, in the training offered to students, PhD students and learners;



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- f) **respect** for other people, institutions, the environment and society, as part of the training;
- g) **flexibility**, by ensuring a dynamic learning path adapted to the needs of students, master's students, PhD students and learners, in order to acquire skills;
- h) **diversity**, by guaranteeing respect for variety and a tolerant environment in the training process;
- i) **transparency**, by using transparent assessment mechanisms and maintaining open and honest communication, with a view to respecting the principle of public accountability;
- j) **collaboration**, through the development of inter-university partnerships, partnerships with public or private research institutes, with public or private economic operators, including for the development of interdisciplinary study programs, as well as for any other types of projects;
- k) **consultation**, by involving actors in the design and implementation of higher education legislation, strategies and policies;
- l) **inclusion**, by guaranteeing respect for the status and rights of all persons in the education process, so that they have the opportunity to benefit from equal treatment with others;
- m) **sustainable development and green transition**, by meeting the needs of the present, without compromising the possibility of future generations to meet their own needs;
- n) **responsibility**, by consciously assuming responsibilities for one's own behaviour and actions, at the level of all educational actors: beneficiaries, management staff, teaching and auxiliary staff.

## *Section 2. Principles*

**Art. 15.** (1) In Titu Maiorescu University, undergraduate and postgraduate education is based on **the following principles:**

- a) the principle of *university autonomy*;
- b) the principle of *academic freedom*;
- c) the principle of *public accountability*, based on which structures and persons with management positions are publicly accountable for the university's performance;



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- d) the principle of *quality assurance*, based on which educational and scientific research activities are related to national and international reference standards and good practice;
  - e) the principle of *student-centered education*;
  - f) the principle of *equal opportunities and non-discrimination*;
  - g) the principle of *managerial and financial efficiency*, based on which the aim is to obtain maximum educational results through the management of material and human resources;
  - h) the principle of *transparency*, based on which the full visibility of decisions and results is ensured through their regular and adequate communication;
  - i) the principle of *respecting the rights and freedoms* of the members of the university community;
  - j) the principle of *independence and neutrality towards ideologies, religions and political doctrines*;
  - k) the principle of *freedom of national and international mobility* of students, teachers, researchers, teaching and auxiliary scientific research staff and non-teaching staff;
  - l) the principle of *consultation of the social partners* in decision-making.
  - m) the principle of *relevance*, based on which education responds to the needs of personal and socio-economic development;
  - n) the principle of *guaranteeing the cultural identity* of all members of the academic community and intercultural dialogue;
  - o) the principle of *assuming, promoting and preserving the national identity and cultural values* of the Romanian people;
  - p) the principle of *recognition and guarantee of the rights of persons belonging to national minorities, the right to preserve, develop and express their ethnic, cultural, linguistic and religious identity*;
  - q) the principle of *freedom of thought and independence from political and religious ideologies and doctrines*;
  - r) the principle of *student participation in decision-making*.
- (2) Discrimination based on age, ethnicity, sex, social origin, political or religious orientation, sexual orientation or other types of discrimination is not allowed in the University, except for the affirmative measures provided by law.



## CHAPTER III - MISSION AND OBJECTIVES OF THE UNIVERSITY

**Art. 16.** The mission of the University is **education** (NACE Code 8542 - higher education, 8559 - Other forms of education n.e.c.) and **advanced scientific research** (NACE Code 72 - Research and development), which consists of organizing teaching, learning and assessment activities, as well as research, with an impact on the development of knowledge and economic and technological development at national and international level, the assessment of the institution's mission being made according to international criteria and indicators, with national/international academic relevance.

**Art. 17.** In achieving its mission, the University has the following **objectives**:

- a) ensuring and developing the resources and means necessary to carry out the educational instruction and scientific research process at competitive reference standards in the National and European Higher Education and Scientific Research Area, defined by the Bologna Declaration (1999) and by the legislation in force;
- b) organizing and carrying out activities specific to undergraduate and postgraduate studies, ensuring and observing the reference standards characteristic of each field and study program;
- c) organizing bachelor's, master's, doctoral, postdoctoral, postgraduate vocational and continuing professional development programs, residency training programs, etc., promoting scientific, cultural values and national and universal spirituality;
- d) achieving a quality, flexible and dynamic education, connected to the needs of the development of the knowledge-based society;
- e) setting up structures and carrying out activities specific to the fields in which the teaching and scientific research activity is carried out, namely: computer science, medicine, dental medicine, pharmacy, law, international relations, educational sciences, communication sciences, economics, psychology, applied engineering sciences, as well as any other fields and study programs initiated by the University in order to meet the requirements of the labour market;
- f) assuming the possibility of organizing and conducting an integrated education from preschool to postgraduate education;
- g) observing and applying the principle of centering the instructional-educational process on the student;



- h) establishing partnerships with institutions, authorities, economic and social units in Romania and other countries, in order to organize and adapt study programs and scientific research, to the reference standards specific to qualifications and to the requirements of the national and European socio-economic environment;
- i) self-assessment and periodic assessment of teaching and scientific activity, taking into account the standards and performance indicators that ensure the quality of the educational process and scientific research;
- j) ensuring performance in the teaching and scientific research process;
- k) achieving a high-performance and transparent institutional management, based on the principles of university autonomy, quality assurance, efficiency and public accountability;
- l) developing national and international mobility programs for students, teaching and scientific research staff, teaching and auxiliary scientific research staff and non-teaching staff;
- m) promoting the culture of quality in university life and ensuring an adequate environment for the professional development of the members of the university community, based on the observance of the of university's ethical norms;
- n) cultivation of the tradition of free thought, of the democratic, academic spirit;
- o) respect for fundamental human rights and freedoms and the principle of the rule of law;
- p) maintaining professional, scientific and social relations with the university's graduates.

**Art. 18.** The Rector's managerial program, the managerial contract concluded by him with the Senate and the strategy during the term of office establish the specific means and instruments, adapted to the level of the structures and study programs, to the material and human potential, necessary for the fulfilment of the mission and objectives of the University.

## CHAPTER IV - UNIVERSITY AUTONOMY

**Art. 19.** (1) **University autonomy** is guaranteed by the Constitution and the Law on Higher Education and consists of **the right of the university community to establish its mission and institutional strategy**, to organize, to govern, to operate and to exercise academic freedoms, without any ideological, political or religious interference, as well as to assume a set of decision-making powers, rights and obligations,



in accordance with the national and European strategic options and guidelines for the development and quality assurance of study programs, based on and in compliance with the legislation in force, the Charter and the regulations adopted by the University.

(2) University autonomy is exercised only under the condition of assuming public responsibility, as regulated by the Law on Higher Education.

(3) The management structures and positions at the level of the university, faculties, departments, administrative structures and scientific research structures exercise their decision-making powers based on the decisions of the Senate and the Board of Directors, the decisions of the Rector and the President of the University, with the approval of the Association of Founding Members.

(4) University autonomy consists of:

- a) **didactic and scientific autonomy;**
- b) **organisational and functional autonomy;**
- c) **administrative and economic-financial autonomy;**

(5) University autonomy is achieved through:

- a) establishing strategies and institutional structures for the smooth running and continuous improvement of undergraduate and postgraduate study programs;
- b) choosing, under the law, the method of appointing the Rector;
- c) establishing the structures and electing and appointing the teachers in the management structures and positions, in compliance with the law;
- d) elaboration of own regulations regarding the organization and conduct of teaching, scientific research and administrative activities, according to the law;
- e) developing its own regulations, methodologies and procedures regarding the organization and conduct of university study cycles, ensuring the quality of study programs, organizing and conducting admission, assessing learning outcomes, students' professional activity in the European System of Transferable Credits, filling vacant teaching and research positions, complying with the university professional ethics and deontology norms and others;
- f) developing and adapting curricula and course syllabuses in accordance with strategies, benchmarks and qualitatively competitive performance indicators at national and European level and labour market requirements;



- g) selection and promotion of teaching and scientific research staff through a competition for filling vacant teaching and research positions, organized on the basis of their own methodology, under the law;
- h) granting of didactic, scientific and honorary titles, according to the law, this Charter and the Regulation on the granting of titles, medals and honorary degrees in Titu Maiorescu University;
- i) developing cooperation programs with higher education and scientific research institutions, as well as with other partners in the country and abroad, accessing non-reimbursable development and scientific research funds;
- j) ensuring human and financial resources in relation to the needs of carrying out the tasks deriving from the study programs, curricula and scientific research;
- k) efficient management of financial and material resources, identification and attraction of additional sources of income;
- l) organization of administrative services and periodic internal auditing of their activity, according to the law;
- m) awarding merit scholarships, performance scholarships or awards for students with meritorious results, based on the Board Decision and the Methodology regarding the granting of scholarships and other forms of material support for students, depending on financial possibilities;
- n) providing logistical and material support for the research excellence activity;
- o) organizing and participating in scientific events, cultural and sports actions, nationally and internationally;
- p) establishment of university consortia, merger, establishment alone or by association of commercial companies, associations and foundations, upon de proposal of the Board of Directors, with the approval of the Association of Founding Members and the Senate of the University.
- q) establishing and using its own insignia under the conditions provided by its own rules;
- r) ensuring order, discipline and compliance with ethical norms in the university space;



- s) developing and complying with approved procedures according to ISO 9001 standards;
- t) other rights provided by law.

## CHAPTER V - ACADEMIC FREEDOM AND PUBLIC ACCOUNTABILITY

### *Section 1. Academic freedom*

**Art 20.** Academic freedom is guaranteed by law and represents:

- a) the right of the members of the university community to freely acquire, develop and transmit, through written or audio-visual means, knowledge in the field of professional training;
- b) the right of the members of the university community to carry out scientific research in any field of activity, in compliance with ethical and deontological norms;
- c) the right of the members of the university community to participate in the organization, management and conduct of educational and scientific research activities;
- d) the right of the members of the university community to organize and participate in cultural, sports, promotional and other actions in the interest of education and scientific research.

### *Section 2. Public accountability*

**Art. 21.** Public accountability is based on the following obligations belonging to the University:

- a) to comply with the legislation in force, its own charter and national and European policies in the field of higher education;
- b) to apply and comply with the regulations in force regarding quality assurance and assessment in higher education;
- c) to comply with the university ethics and deontology policies, contained in the Code of Ethics and University Deontology approved by the University Senate;
- d) to ensure, under the law, the managerial efficiency and the efficiency of the use of financial resources, according to the decisions of the Board of Directors and the Senate, with the consultation of the Association of Founding Members;



MINISTRY OF EDUCATION

"TITU MAIORESCU" UNIVERSITY OF BUCHAREST

Calea Văcărești nr. 187, sector 4, Bucharest, code 040051

Phone: 021 316 16 46, Fax: 021 311 22 97, E-mail: rectorat@univ.utm.ro, www.utm.ro



- e) to ensure the transparency of all its decisions and activities, in accordance with the legislation in force;
- f) to respect the academic freedom of teaching, auxiliary teaching and research staff, as well as the rights and freedoms of students.

**Art. 22.** As a component of public accountability, the Rector of the University must submit annually, no later than the first working day of April of each year, a report on the status of the University, which will be debated in the Senate, published on the university's website and communicated to all those interested.

**Art 23.** In applying the principles of academic autonomy and freedom, the University promotes and ensures the reference standards of the quality of education, as well as the formation and development of its own culture of quality.

**Art. 24.** In order to ensure and promote the quality of education, the University undergoes periodic external assessment, through specialized bodies, recognized nationally and internationally, on the way in which the reference standards regarding the instructional-educational process and scientific research are met.

## **CHAPTER VI - UNIVERSITY COMMUNITY AND UNIVERSITY SPACE**

### *Section 1. University community*

**Art 25.** (1) The university community shall consist of teaching staff, scientific research staff, students, PhD students, learners, including residents and teaching and auxiliary research staff, as well as administrative staff.

(2) The university community also includes associate professors, consulting professors, Romanian and foreign personalities to whom the University has awarded honorary titles, graduates who are members of the "Alumni" Association and other persons who have been conferred this quality by the decision of the Senate/Board of Directors, without having decision-making prerogatives.

**Art. 26.** The criteria for belonging to the university community are:

- a) competence and professional responsibility;
- b) behavioural correctness;
- c) pedagogical and scientific research skills;
- d) loyalty and fidelity to the values and image of the University.



**Art. 27.** The university community is attached to the values of democracy and state subject to the rule of law, which it defends consistently and acts firmly to promote them.

**Art. 28.** The university community respects and defends the fundamental principles of university ethics and deontology established in the Code of Ethics and University Deontology.

**Art. 29. (1)** The members of the university community shall have all the rights and duties provided for in the legislation applicable to education and scientific research, as well as those negotiated at the conclusion of contractual relations with the University, pursuant to the laws, this Charter and the regulations adopted in their application.

(2) The provisions contained in this Charter, in the codes, regulations and methodologies adopted by the Senate for the development and application of the provisions of the Charter apply to the entire academic community of the University, in the university space and outside it, as the case may be.

**Art. 30.** The members of the university community benefit, in the University spaces, from the protection of the authorities responsible for public order and citizen safety.

**Art. 31.** The performance, within the University space and outside it, of activities that bring moral and material damage to the University is incompatible with the quality of member of the university community and is sanctioned according to this Charter and the legislation in force.

## *Section 2. University space*

**Art. 32. (1)** The university space consists of all the buildings, land and endowments of any kind within which the instructive-educational and scientific, administrative and social research activity is carried out, research institutes, libraries, university campuses, canteen restaurant, clubs for cultural activities, university hospitals and clinics, experimental teaching stations, rest and treatment bases, including the online environment consisting of the platforms or groups used for teaching and extracurricular and research activities organized within the University.

(2) The University provides in the university space, including in the student dormitories, free wireless internet access for all members of the university community, the technical characteristics of the internet network allowing access to online teaching activities, audio-video conferences, as well as any other activity specific to the educational process.



(3) The University provides students and faculty with access to at least one scientific database.

(4) Exceptions are the spaces and related facilities belonging to the relevant ministries/local public administration institutions, which have made available to the university community their own spaces for carrying out medical and pharmaceutical education, or in another field of the University.

**Art 33.** (1) The university space is inviolable. Access to the university space is allowed only under the conditions of the law and this Charter.

(2) The free access of the members of the university community and non-teaching staff to the university space is guaranteed.

(3) Circulation in the university space cannot be limited, except for the intervention of ambulances, fire trucks, force majeure situations and other circumstances provided by law.

(4) The Board of Directors, the University Senate and, as the case may be, the faculty councils may limit access to the university space during the night, university holidays, public holidays or during the organization of activities with regulated access.

(5) The Board of Directors and the Senate of the University may limit the access to the university space of the members of the university community suspended, exceptionally, from the position held, during the conduct of their administrative, disciplinary or criminal investigation, as the case may be.

**Art 34.** The public order and citizen safety bodies may intervene in the university space, with the consent or at the request of the Rector or the President, for the protection of the university community of TMU.

## **CHAPTER VII - ORGANIZATION OF THE UNIVERSITY**

### *Section 1. Organizational Structures of the University*

**Art. 35.** (1) The structures and management positions of the University, the way of establishment, the duties, the duration of the terms of office, as well as other aspects regarding their status are regulated by this Charter, its own regulations and methodologies, in accordance with the provisions of the Law on Higher Education.

(2) In order to fulfil the mission and objectives assumed, the University includes in its structure the following organizational components: departments, faculties, institutes, doctoral schools, scientific research centres and laboratories, councils, committees,



specialized centers, consultative structures in the interest of education and lifelong learning, groups of advisors, according to the according to the Organization and Operation Regulations and the University Organizational Chart.

**Art. 36.** (1) The Faculty is the functional unit, without legal personality, which develops and manages undergraduate and postgraduate study programs.

(2) In the faculty, one or more study programs are organized, grouped by fields of science.

(3) The Faculty is established, organized, reorganized by merger or division and is dissolved by Government Decision initiated by the Ministry of Education, upon de proposal of the Board of Directors, with the approval of the Senate.

(4) The Faculty may include in its composition one or more departments, centres for continuing adult education and university extensions that are responsible for the organization and content of the study programs by types and cycles of university studies.

**Art 37.** The Doctoral School is an organizational and administrative structure established within IOSUD and which provides the necessary support for the development of doctoral studies and postdoctoral programs of advanced research, in accordance with the Framework Regulation on doctoral studies and the Institutional Regulation on the organization and conduct of doctoral study programs.

**Art. 38.** (1) The Department is the functional academic unit, without legal personality, which ensures the production, transmission and capitalization of knowledge in one or more specialized fields.

(2) The Department may have scientific research centres and laboratories, postgraduate schools and centres for continuing adult education, which may operate as units of income and expenditure.

(3) The Department shall be established, organized, reorganized by merger or division and shall be dissolved upon de proposal of the Council of the faculty in which it operates, with the approval of the Board of Directors, by decision of the Senate.

**Art. 39.** Within the University there are administrative support structures organized as directorates, departments or specialized services, according to the Organization and Operation Regulations and the University Organization Chart.

**Art. 40.** Any change in the organizational structure is made by the Senate, with the approval of the Board of Directors and with the approval of the Association of Founding Members, under the conditions of ensuring the instructive-educational and economic efficiency, taking into account the material and human resources.



## *Section 2. Branch and university extension. Organization and operation.*

### *Subsection 2.1. University Branch*

**Art. 41.** (1) **The university branch** is an organizational structure that is established upon de proposal of the Board of Directors, with the approval of the Association of Founding Members and with the approval of the Senate, in a geographical location (in the country or abroad) than the one in which the University is headquartered.

(2) The university can organize branches in other states, alone or in partnership with higher education institutions abroad, recognized by the state of origin. If these programs are organized abroad, they must comply with the legal regulations in force both in Romania and in the respective states.

(3) In the event of the establishment of a branch abroad, by TMU alone, it will be without legal personality, but will have teaching, research and administrative autonomy, based on the collaboration contracts concluded with different legal entities.

(4) Within the branch can operate: departments, laboratories, research centres, university clinics, centres for continuous training of teachers, experimental stations, pre-university education units, in the conditions of higher education.

(5) The branch is managed by a director who perform his duties based on the power of attorney given by the Board of Directors.

### *Subsection 2.2. University extension*

**Art. 42.** (1) **University extension** is the academic unit that carries out educational and research activities in a geographical area other than the one in which the University is headquartered.

(2) The extension is established by decision of the Senate, upon de proposal of the Board of Directors and with the approval of the Association of Founding Members and has no legal personality.

(3) The extension has teaching, research and administrative autonomy.

(4) The university extension is managed by a director who performs his duties based on the power of attorney given by the Rector, with the approval of the Board of Directors.

**Art. 43.** The statute and legal regime of the university branch and extension are established by its own organization and operation regulations.



## TITLE II. ORGANIZATION OF UNDERGRADUATE AND POSTGRADUATE STUDIES

### CHAPTER I - GENERAL PROVISIONS

**Art. 44.** Undergraduate studies are, according to the law, of:

- **initial training**, through study programs organized in four cycles a) the short cycle, within which short programs are organized; b) the first cycle within which bachelor's degree programs are organized; c) the second cycle in which master's degree programs are organized; d) the third cycle within which doctoral study programs are organized;
- **continuing training**, subsequent to initial training and which is carried out through postgraduate study programs, respectively: a) adult professional training; b) postdoctoral studies; c) postgraduate residency studies; d) adult vocational training, for students who have not graduated from bachelor's, master's, doctoral studies (according to special regulations) in the fields in the areas of transversal skills; e) psycho-pedagogical training in order to qualify the skills for the teaching profession.

### CHAPTER II - ORGANIZATION OF UNIVERSITY STUDY PROGRAMS

#### *Section 1. General provisions*

**Art. 45.** (1) The undergraduate and postgraduate study programs organized at the level of the faculties represent the educational offer of Titu Maiorescu University.

(2) The university study program includes the totality of the activities of design, organisation, teaching, management and actual implementation of learning, practical application, research and assessment leading to a university qualification.

(3) The study programs are authorized/accredited, under the conditions of the law, for each form of education, language of teaching or locality where they take place.

(4) The study programs consist of groups of curricular units of teaching, learning, research, practical applications and assessment, planned and balanced so as to lead to a university qualification certified by a diploma and a diploma supplement. For each subject, the course syllabus is drawn up.



(5) The curriculum of a study program must be consistent with the level of qualification defined in the National Qualifications Framework called CNC (NQF) and be inscribed and interpreted in the RNCIS to ensure national recognition and for competitiveness and international compatibility in accordance with the European Qualifications Framework, according to occupational standards and/or the European Skills, Competences, Qualifications and Occupations, called ESCO.

(6) The concordance between the curriculum and the related qualification is an essential and mandatory criterion for quality assessment and recognition.

(7) The study programs offer access to the occupations specific to each cycle of university studies included in the Classification of Occupations in Romania, hereinafter referred to as COR or ESCO, with the exceptions of the professions regulated by special rules.

(8) The department and the faculty establish and are responsible for the content and consistency of the curriculum of a study program with the related qualification and submit it to the approval of the Senate, except for training programs.

(9) The university study programs are grouped by fields of science and are organized into three cycles of university studies: short-term, bachelor's, master's and doctorate.

(10) The Senate approves, for all cycles of university studies, organizational and operational regulations taking into account the general and specific national and international standards on quality.

(11) Bachelor's, master's, and doctoral programs must contain subjects of ethics and academic integration, including research ethics.

**Art 46.** (1) The academic year comprises two semesters, each with a duration, as a rule, of 14 weeks of teaching activities, followed, as a rule, by three weeks of exam session (assessment). Transferable study credits for one semester are calculated over a period of at least 17 weeks.

(2) The Senate decides annually, at least three months before the beginning of the new academic year, the structure of the academic year and the calendar of specific educational activities for each academic semester of studies.

(3) As part of the bachelor's degree studies, internships are mandatory. Internships can be carried out either in the university structures or outside the university, on a contractual basis, individually or collectively.

(4) The faculties have the obligation to provide at least 50% of the necessary internship places, of which at least 75% outside the University.



(5) The Department/Faculty Council is responsible for organizing the internship and establishes the number of transferable study credits allocated to carry it out.

**Art. 47.** (1) Bachelor's degree programs are organized in full-time, distance and part-time forms of education, under the conditions of the law, except for medical and pharmaceutical education where only full-time education is organized.

(2) The activities in the study programs can also be organized "online".

(3) The University develops, based on university autonomy and with the assumption of public accountability, its own methodology regarding the development of activities in the "online" system approved by the University Senate, which ensures the proper conduct of the activities.

(4) The master's degree programs, professional, research and teaching, are organized in the form of full-time and/or part-time education, and, as the case may be, at a distance, according to the legal regulations.

(5) Doctoral degree programs are usually organized in the form of full-time education. Depending on the field of doctoral studies, part-time doctorates can also be organized.

(6) The University Senate, upon de proposal of the Council for Doctoral Studies, called CSUD, establishes the obligations related to full-time or part-time doctoral programs.

### *Section 2. Admission and enrolment of students*

**Art. 48.** (1) Admission to a study program shall be made on the basis of and under the conditions of the Regulation on the organization and conduct of admission to bachelor's degree and master's degrees studies, of the Regulation on the organization and conduct of doctoral studies, of the Regulation on the organization and conduct of postgraduate study programs, approved by the Senate in accordance with the Framework Methodology on admission to higher education institutions developed by ME.

(2) The admission conditions, including (total) number of student places, enrolment fees and tuition fees, for each study program are made public at least 6 months before the organization of the admission competition and are included in the faculties' own methodologies and posted on the University's website.



(3) Admission to study programs is done in compliance with the principles of equity and equal opportunities, without discrimination and the establishment of support measures to ensure access to groups at risk.

**Art. 49.** (1) The person declared admitted to a bachelor's, master's or doctoral degree program has the status of student, master's student, respectively PhD student, from enrolment until taking the final exam or expulsion, except during periods of interruption of studies.

(2) The University, based on the enrolment decisions, proceeds to enrol students in RMUR/RUNIDAS.

(3) The quality of student, PhD student is maintained even during the period of suspension of studies, extension and temporary internal and international mobility.

### *Section 3. Completion of studies*

**Art 50.** (1) During a study program, the knowledge acquired by the student is verified by continuous assessment, by summative exam-type assessment and by final assessment, according to the Methodology for the assessment of learning outcomes, aiming at quality assurance and compliance with the University Code of Ethics and Professional Deontology, under the conditions of the law.

(2) The Dean, for reasons of groundlessness and illegality, may annul the result of an exam, individually or collectively, and may order the reorganization of the exam, in compliance with and application of the provisions of the Code of Ethics and University Deontology, the Regulation on the professional activity of students in the European System of Transferable Credits and the Methodology for the assessment of learning outcomes.

**Art. 51.** (1) The bachelor's degree cycle shall be completed by taking the bachelor's degree examination; the master's degree cycle shall be completed by taking the dissertation examination; the doctoral study cycle shall be completed with the public defence of the doctoral thesis.

(2) The manner of organizing and conducting the final exams of the studies related to the three university cycles is regulated by its own regulations, developed in accordance with the legal provisions.

(3) The university, as a higher education institution, issues diplomas, certificates or other study documents attesting to the qualifications acquired by graduates, in strict compliance with the legislation in force and its own regulations.



(4) The diplomas and certificates of university studies issued by the University, under the law, for the same study programs, regardless of the form of education, are equivalent.

(5) The methodology for assessing the learning outcomes, the competences and knowledge verified, the correspondence between the learning outcomes and the marks, diplomas and certificates awarded must be identical for any form of education corresponding to a particular study programme at the University.

**Art. 52.** In the event of evidence that the study document was obtained by fraudulent means or in violation of the provisions of the University's Code of Ethics and University Deontology, within 30 days from the date of notification of this fact to the University or, as the case may be, from the date of adoption of a decision at the level of the University Ethics Committee, the Rector has the obligation to request the administrative litigation court to cancel the study document.

**Art. 53.** The Faculty recognizes and equates the studies, transferable credits acquired or periods of study carried out at other higher education institutions in the country or abroad, based on the regulations on academic mobility of students, issued by the Ministry of Education and in accordance with the University's Regulation on the professional activity of students in the European System of Transferable Credits, approved by the Senate.

**Art. 54.** The documents of completion of study programs organized jointly by two or more faculties are issued in accordance with the institutional agreement between them, approved by the Board of Directors and the Senate.

**Art. 55.** (1) The university study programs in the faculties and the programs of the doctoral schools shall be organized with the application of the European System of Transferable Study Credits (ECTS/SECT).

(2) The Senate of the University, upon de proposal of the Board of Directors, based on the European norms and the provisions of the Law on Higher Education, adopts the Regulation on the professional activity of students in the European System of Transferable Credits.



## CHAPTER III - BACHELOR'S AND MASTER'S DEGREE STUDIES

**Art. 56.** (1) Students may enrol in a bachelor's degree program and award diplomas only within the maximum limit of the number of places, established following external assessment by a quality assurance organization in the country or abroad, registered in the European Quality Assurance Register for Higher Education (EQAR) and approved annually by Government Decision.

(2) The duration of the studies related to the undergraduate and postgraduate study programs within TMU is provided by the Regulation on the professional activity of students in the European System of Transferable Credits, the Regulation on the organization, conduct and completion of postgraduate vocational and continuing professional development programs and the Framework Regulation for the Residency Training Program.

(3) Each academic year corresponds to a minimum of 60 transferable study credits.

(4) Bachelor's degree studies correspond to a number of between 180 and 360 transferable study credits, depending on the duration of the studies, and are completed with qualification level 6 of the European Qualifications Framework (EQF/CEC) and the National Qualifications Framework (CNC/NQF).

**Art. 57.** High school graduates with a baccalaureate diploma or equivalent can apply for admission to a bachelor's degree program. Graduates with a bachelor's degree or equivalent can apply for admission to a master's degree program.

**Art. 58.** The master can be professional, research and didactic. The second cycle of studies (master's degree) is completed through level 7 of the European Qualifications Framework (EQF/CEC) and the National Qualifications Framework (CNC/NQF).

**Art 59.** (1) In a master's study program, students can be enrolled and diplomas can be awarded only within the maximum limit of the number of places established following external assessment by a quality assurance agency, in the country or abroad, registered in EQAR, and approved annually by Government Decision.

(2) The duration of the master's degree programs is 1-2 years and corresponds to a number between a minimum of 60 and a maximum of 120 transferable study credits, in relation to the duration of the bachelor's degree cycle.

**Art. 60.** (1) After admission to a bachelor's or master's degree program, the Rector shall issue an enrolment order, conclude and sign with each student the study contract/addendums, in compliance with the provisions of the Law on Higher Education, this Charter and the regulations adopted by the Senate.



(2) The contractual clauses may not be modified during the academic year.

**Art. 61.** The curricula for the study programs of medicine, dental medicine and pharmacy are drawn up and approved in accordance with the general and sectoral regulations of the European Union and the provisions of the Law on Higher Education.

## CHAPTER IV - DOCTORAL STUDIES

**Art. 62. (1)** Titu Maiorescu University has the quality of Institution Organizing Doctoral Studies (IOSUD).

(2) Doctoral studies are carried out in doctoral schools organized for the fields for which authorization or accreditation has been obtained.

(3) The doctoral study programs are carried out on the basis of the I.O.S.U.D and the Doctoral Schools Regulations, approved by the Senate and adopted in consideration of the provisions of the Law on Higher Education and the Framework Regulation on doctoral studies.

(4) The activity of the doctoral schools is coordinated by the Council for Doctoral Studies (CSUD), which is managed by a director, whose position is similar to that of vice-rector.

**Art. 63.** According to the provisions of the Law on Higher Education, doctoral studies represent the third cycle of university studies and end with the acquisition of a level 8 qualification of the European Qualifications Framework (EQF/CEC) and the National Qualifications Framework (CNC/NQF).

**Art. 64.** The doctorate can be scientific or professional. The duration of doctoral studies is, as a rule, 4 years. In exceptional situations, the duration may be extended by 1-2 years, with the approval of the Senate, upon de proposal of the doctoral supervisor or reduced by one year at the request of the PhD student, with the opinion of the doctoral supervisor and with the approval of the Senate.

**Art. 65.** CSUD enters into partnerships with other universities and research institutions where the doctoral supervisors affiliated to CSUD Titu Maiorescu are holding the positions.

**Art. 66. (1)** Persons who have obtained the right to supervise doctoral studies prior to the date of entry into force of the Law on Higher Education may be doctoral supervisors, as well as persons who obtain the certificate of authorization and become members of a doctoral school within an IOSUD, on the basis of an individual employment contract.



(2) Only persons who have a doctoral degree and who meet the minimum national standards developed by the National Council for Attestation of University Degrees, Diplomas and Certificates, hereinafter referred to as CNATDCU, approved by order of the Minister of Education, may register for the certificate of authorization.

**Art 67.** (1) Doctoral studies may be organized under joint supervision under the simultaneous supervision of a doctoral supervisor from Romania and a doctoral supervisor from another country or under the simultaneous supervision of two doctoral supervisors from different institutions in Romania, based on a written agreement between the two institutions.

(2) The joint doctoral program may also be organized if the doctoral supervisors are from the same IOSUD.

**Art 68.** PhD students can be employed by the university as research assistants or university assistants, for a fixed period, benefiting from the recognition of seniority in work and specialty, as well as free medical and dental assistance.

**Art 69.** PhD students can carry out paid teaching activities, in an hourly payment system, within the limit of the Assistant teaching load.

**Art 70.** The doctoral thesis is prepared according to the requirements established by IOSUD through its Regulations on doctoral studies and in accordance with the regulations provided in the Framework Regulation on doctoral studies.

## **CHAPTER V - ORGANIZATION OF POSTGRADUATE EDUCATION**

### *Section 1. Postgraduate and Postdoctoral Programs*

**Art. 71.** Postgraduate training is carried out through:

- a) postdoctoral advanced research programs;
- b) postgraduate adult vocational and professional development programs;
- c) residency training programs;



- d) psycho-pedagogical training programs in order to certify the skills for the teaching profession.

**Art 72.** (1) The Senate of the University may approve the organization of postdoctoral advanced research programs based on the research plan proposed by the researcher and approved by the doctoral school, under the conditions of the law.

(2) The doctoral school that approved the research plan develops and proposes to the Senate the approval of the methodology for organizing and conducting postdoctoral programs, in accordance with the legislation in force.

(3) At the end of the postdoctoral program, IOSUD grants a certificate of postdoctoral studies.

### ***Section 2. Postgraduate Adult Vocational Training Programs***

**Art. 73.** Postgraduate vocational and continuing professional development programs are approved by the Senate, with the approval of the Board of Directors, upon de proposal of the faculty council; graduates with a bachelor's degree or equivalent may be admitted. The organization of the adult vocational training program can be carried out only following the external assessment of quality in education, according to the legal provisions on quality assurance in higher education.

**Art. 74.** Postgraduate adult vocational training programs ensure continuing professional training and development, professional conversion and reconversion or personal development.

**Art. 75.** The studies are completed with qualification certificates, respectively certificates of professional competence or partial qualification through micro-certification.

**Art. 76.** The Senate approves the Regulation on the organization and conduct of postgraduate study programs, in compliance with the legislation in force.

**Art. 77.** The residency training programs are organized in the specialized fields provided by the Nomenclature of Medical, Medical-Dental and Pharmaceutical Specialties and are regulated by the Framework Regulation for the Residency Training Program and the related procedures, approved by the Senate.

### ***Section 3. Special programs for the teaching career in pre-university education***

**Art. 78.** As the main funder, based on the analysis of the training needs in the system, the Ministry of Education establishes, by order of the Minister of Education, the curricular benchmarks and the qualifications for initial training in the specialty of the teaching staff.



**Art. 79.** Bachelor's degree programs in Early Childhood Education, Pedagogy of Primary Education, Teaching Bachelor's Degree with Double Specialization, Master's Degree in Teaching, Master's Degree in Special Psychopedagogy, University Studies in School and Career Counselling, are organized on the basis of the professional standards for teaching positions, which are approved by order of the Minister of Education.

## CHAPTER VI – MEDICAL HIGHER EDUCATION

### *Section 1. Organization and operation*

**Art 80.** (1) In the University, the study programs in the fundamental field (DFI) Biological and Biomedical Sciences are carried out according to the general and sectoral regulations of the European Union.

(2) The Medicine and Dental Medicine study programs have a duration of 6 years for a minimum of 5,500 hours of theoretical activity and medical practice; the Pharmacy study program has a duration of studies of 5 years; the Nursing study program has a duration of 4 years for a minimum of 4,600 hours of training; The Dental Technology study program has a duration of 3 years.

(3) Each academic year has a minimum of 60 ECTS/SECT transferable study credits, meaning a minimum of 180 transferable credits for study programs with a duration of 3 years, a minimum of 240 transferable credits for study programs with a duration of 4 years, a minimum of 300 transferable study credits for the Pharmacy study program with a duration of 5 years and a minimum of 360 transferable study credits for study programs with a duration of 6 years, respectively Medicine and Dental Medicine.

(4) Master's programs have a minimum of between 60 and 120 credits of transferable ECTS/SECT studies.

(5) The doctoral studies have a duration of 4 years, of which 1 year of advanced doctoral training totalling 60 transferable study credits.

(6) For the Pharmacy, Medicine and Dental Medicine study programs, according to European norms, the diplomas obtained are equivalent to the master's degree, without excluding the organization of master's programs.

(7) Medical-pharmaceutical education is carried out in its own university clinics and pharmacies or in partnership with public and private hospitals and pharmacies.



**Art. 81.** (1) The University organizes postgraduate residency programs.

(2) The organization and financing of residency programs is regulated by specific normative acts, after consulting the accredited higher education institutions, with the faculties that have accredited medicine, dentistry and pharmacy study programs.

(3) Resident doctors, resident dentists and resident pharmacists who occupy, through competition, teaching positions of university assistants continue their training in residency and are paid for both activities.

**Art. 82.** in the University there is a structure called the Department of Residency Training, headed by a Vice-Rector, which ensures the coordination of residency training, organizes the activity of approving the training units and collaborates with the management of the faculties of Medicine, Dental Medicine and Pharmacy.

### *Section 2. Regulation of other specific aspects*

**Art. 83.** (1) Candidates for the competition for the position of assistant professor must have at least the title of resident physician/resident dentist, except for teaching positions in subjects that do not have a counterpart in the Ministry of Health network and those in preclinical subjects.

(2) Candidates for the positions of Lecturer must have the title of specialist physician/dental specialist, with the exceptions provided for in para. (1).

(3) Candidates for the positions of associate professor or university professor must also have the title of primary care physician, primary dentist, with the exceptions provided for in para. (1).

**Art. 84.** (1) The medical-pharmaceutical teaching staff, including the dentists of the University, benefit from clinical integration in the units and institutions subordinated, coordinated or under the authority of the Ministry of Health, in the medical units subordinated to the ministries and institutions with their own health network, in the units subordinated to the local public administration authorities and in their own units, as well as in hospitals and private practices. The same right is granted to doctors/dentists and primary care pharmacy specialists who have the status of university assistants for a fixed period, as long as they have this quality.



(2) The medical-pharmaceutical teaching staff of the university carries out the teaching activity in health units with the overlapping work schedule, by derogation from Law no. 53/2003 - Labour Code.

**Art. 85.** The position of Lecturers, head of laboratory and head of medical service is compatible with the position of university teacher and with management positions in the teaching field.

**Art. 86.** The teaching positions for the subjects that correspond to the medical specialties in the Ministry of Health network are clinical teaching jobs.

**Art. 87.** The selection and promotion of the teaching staff in the clinical subjects is carried out on the basis of the criteria regarding professional experience and can only be accessed by persons who have obtained, through a competition, depending on the academic rank, the titles of doctor and/or resident dentist/dentist or specialist dentist or resident pharmacist and/or specialist pharmacist in the job specialization.

### *Section 3. The hospital school*

**Art 88.** The University, through the Faculties of Medicine and Pharmacy, may establish, according to Law no. 95/2006 on health reform, republished with subsequent amendments and completions, upon de proposal of the University Senate, pre-university education units in order to organize the schooling of hospitalized students, undergoing treatment, monitoring or medical recovery, hereinafter referred to as the "hospital school" in accordance with the provisions of the pre-university Education Law.

## **CHAPTER VII - DUAL HIGHER EDUCATION**

**Art. 89.** Dual higher education is the form of education in which the organization and conduct of learning, teaching, application, research and assessment activities are shared between the university and economic operators.

**Art. 90.** Within dual education, the university organises and carries out learning, teaching and assessment activities, and economic operators organise work-based learning activities and participate in assessment.

**Art. 91.** The University concludes partnership contracts with the economic operators in which the conditions of collaboration, the rights and obligations of the parties as well as the costs of each partner are established.



**Art. 92.** The student/PhD student concludes an individual study and practical training contract with the university and the economic operator.

**Art. 93.** The dual education curriculum contains learning, teaching and work-based learning activities as well as assessment. The workload is estimated in accordance with the ECTS/SECT expressed in terms of study credits.

**Art. 94.** Dual higher education can be organized for the short cycle, the first cycle, the second cycle and the third cycle, through a professional doctorate according to a methodology approved by Order of the Ministry of Education.

## CHAPTER VIII - SCIENTIFIC RESEARCH ACTIVITY

**Art. 95.** (1) Titu Maiorescu University is part of the national research and development system, as a private, accredited higher education institution.

(2) At the University level, are organized and operate the Institute of Studies, Research, Development, Innovation (ISCDI) and the Institute of Medical Scientific Research "Academician Nicolae Cajal" (ICSM), which have the following objectives: stimulating, promoting, carrying out and developing scientific research activities, based on the strategy and annual and prospective plans of scientific research, approved by the Board of Directors and the Senate.

(3) The scientific research activity in the University is carried out under the guidance of the Council for Scientific Research, headed by a director who has the quality of scientific researcher. The Rector is coordinated in his activity by the Vice-Rector for scientific research activity.

(4) The scientific research activity is financed in a mixed manner, on the basis of teaching and research load, from the University's own income or from contracts/grants/research projects with budgetary or private funding.

(5) At the level of the departments, with the approval of the Senate and the Board of Directors, research centres operate, some with an interdisciplinary character.

(6) Research institutes and research centres carry out their activity based on their own Organization and Functioning Regulations, approved by the Board of Directors and the Senate.

(7) Research institutes can organize interdisciplinary research laboratories of excellence.



(8) The scientific research activity has the following objectives:

- a) obtaining relevant and high-performance scientific results, reflected in nationally and internationally rated scientific papers;
- b) increasing competitiveness, developing collaborations and building partnerships between different actors in priority areas of research, development and innovation;
- c) developing scientific research capacity and opening up the research-development-innovation (RDI) system to the international scientific environment;
- d) increasing the capacity for innovation, technological development and assimilation into production of research results in order to increase the quality of life;
- e) supporting the university's performance, by ensuring continuity and implementing its own strategies for the development of scientific research activity;
- f) the introduction of quantitative and qualitative indicators leading to concrete results, with measurable effects and allowing a judicial assessment of the results obtained in the research, development and innovation activity;
- g) increasing the visibility of scientific events and its own publications.
- h) identification of priorities in the field of development-innovation;

**Art. 96.** (1) In order to ensure and promote quality and excellence in scientific research activity, the Senate, upon de proposal of the Council for Scientific Research, and with the opinion of the Board of Directors, adopts the Methodology for providing forms of support and assistance for excellence in scientific research.

(2) The University concludes scientific partnership agreements with academies of sciences, higher education institutions, foundations, associations, economic entities in the country and abroad, including promoting the creation of scientific research networks or consortia.

(3) Scientific research institutes access national and international funds to finance scientific research topics and projects.

(4) In research structures, specialized staff, with an employment contract for a fixed or indefinite period, associated research staff can be employed on research positions; Students and PhD students can also be employed. According to the job description, teaching staff may have a research load, partially or fully, under the conditions of the law.



(6) In carrying out the scientific research mission, the University complies with the provisions of Law no. 319/2003 on the Statute of Research and Development Staff, of Government Ordinance no. 57/2002 on scientific research and technological development, approved by Law no. 324/2003, as subsequently amended and supplemented, of Law no. 206/2004 on good conduct in scientific research, technical development and innovation, with subsequent amendments and completions, as well as the Law on Higher Education.

## **CHAPTER IX - PROMOTING QUALITY AND EXCELLENCE IN HIGHER EDUCATION AND SCIENTIFIC RESEARCH. SUPPORTING INDIVIDUAL EXCELLENCE**

**Art. 97.** The University promotes and ensures compliance with reference standards on the quality of education and scientific research, as well as the formation and development of its own quality culture.

**Art. 98.** Quality assurance is a dynamic and continuous process through which objectives are pursued such as: improving institutional management methods, the content of study programs in relation to European reference standards, reforming curricula in accordance with the needs of the economic and social environment, in the conditions of the knowledge-based society, developing competitive scientific research at national and international level, creating an environment of creativity and innovation, performance and excellence.

**Art. 99.** In order to promote quality, in order to increase its international visibility, the University is open to the establishment of university consortia, to participate in consortia such as European universities or European centres of excellence in vocational training.

**Art. 100.** The University supports individual excellence for teachers, students and researchers, depending on the financial resources it has, through: study or research grants; research/doctoral projects; approval of flexible educational routes.

**Art. 101.** The quality assurance of education and scientific research is centered on quantifiable results, regularly evaluated.

**Art. 102.** In ensuring and maintaining academic quality, standards and performance indicators, the following are used as tools: self-assessment, internal assessment (including „peer review”) and external assessment at the level of study programs, forms of education, scientific research, as well as at the level of the University.



**Art. 103.** The internal assessment activities end with findings, appreciations, formulation of opportunities, value judgments and lead to concrete, operative measures and recommendations adopted by the management and decision-making structures.

**Art. 104.** The concrete results obtained in the instructive-educational and scientific research activity represent criteria for assessment, appreciation, promotion and reward of the members of the university community, based on reference standards and performance indicators.

**Art 105.** The quality assessment is carried out by the committees for assessment and quality assurance, which operate at the level of each faculty and at the level of the University, in accordance with the provisions of the Quality Assurance Code in Titu Maiorescu University.

**Art 106.** The University provides the Ministry of Education with the data requested by it through a single annual report through PNRUIS (National Single Reporting Platform in Higher Education) carried out by the UEFISCDI, according to the law, the Rector of TMU designating a person to carry out the reporting operation.

## **CHAPTER X - INTERNATIONALIZATION. INTERNATIONAL COOPERATION, COMMUNICATION PROGRAMS AND FOREIGN STUDENTS**

**Art. 107.** Titu Maiorescu University has as its main objective the internationalization of the education and research system in accordance with the strategic plan on the internationalization of the higher education system in accordance with the national priorities, international processes and treaties to which Romania is a party and in accordance with the National Program for University Internationalization "Study in Romania".

**Art. 108.** Titu Maiorescu University, in order to fulfil its mission and objectives in the spirit of the Bologna Declaration, actively participates in the development of the European Higher Education Area (EHEA) and the European Research Area (ERA) and promotes the internationalization of study and scientific research programs.

**Art. 109.** (1) The University shall develop the process of cooperation with universities in other countries and ensure the effective and permanent participation in these activities of faculties, departments, teaching staff and students, by:



- a) improving the professional training of teaching staff to face new trends and challenges in the field of higher education and scientific research;
  - b) initiating, maintaining and developing partnerships with universities in other states;
  - c) identifying new possibilities for cooperation in education and scientific research;
  - d) co-tutored study programs, integrated studies, consortia;
- (2) The University develops cooperative relations with universities in the European area and beyond, regarding:
- a) mobilities for students, teaching and scientific research staff, teaching and auxiliary scientific research staff and non-teaching staff. Mobilities can be short or long-term, organized in physical, virtual or mixed format;
  - b) harmonisation of the university curriculum on the basis of bilateral agreements;
  - c) exchanges of experience in the fields of study and scientific research programs;
  - d) support services for international students, teachers and researchers, at least in one international language and access to available infrastructure;
  - e) conducting co-tutoring study programs, preparatory year for the Romanian language, summer schools for international students, possibilities of participation in programs and projects with national or international funding, etc.;
  - f) collaboration agreements for study placements (internships), teaching and vocational training, projects in Lifelong Learning, Erasmus+.
- (3) The University aims to increase the visibility of the study programs by: publishing articles in specialized journals and publications; developing and diversifying the means of promotion at international level; updating and continuously improving the website, including in languages; the establishment of study programs in foreign languages, including within university extensions; permanent updating of the information in the [studyinromania.gov.ro](http://studyinromania.gov.ro) portal.
- Art. 110.** (1) The University welcomes foreign EU and non-EU students for undergraduate and postgraduate studies, both in study and practice programs, as well as in exchange for experience, in accordance with the legislation in force.



(2) The University reports in the national platforms the physical, virtual, mixed international mobilities, as well as the collaborations in integrated or joint programs.

## CHAPTER XI - PROMOTING STUDENT-CENTERED EDUCATION

**Art. 111.** (1) A person acquires the status of student, master's student and PhD student following admission and enrolment in a bachelor's, master's, or doctoral university study program, referred to in this chapter as students.

(2) The annual offer of places for each study program is made public by the University, by the end of March of each year, in strict compliance with the number of places approved by ARACIS and by the Rector's declaration on his own responsibility (Affidavit) that he respects the schooling capacity, otherwise he is liable for disciplinary action.

(3) Students are equal members of the university community.

(4) Students are dialogue partners of the teaching staff and of the management structures and positions of the University.

**Art. 112.** Students are provided with optimal conditions for a higher professional training; they benefit from optimal living conditions and social services in the university space.

**Art. 113.** All students are registered in the University's Single Matriculation Register, which becomes part of the Single Matriculation Register of Romanian Universities (RMUR)/ Single National Integrated Register of Diplomas and Study Documents (RUNIDAS).

**Art. 114.** The principles that regulate the student's activity in the university community are:

- a) the principle of non-discrimination; all students benefit from equal treatment; any direct or indirect discrimination is prohibited;
- b) the principle of participation in the decision in the faculty council and in the Senate;
- c) the principle of freedom of expression, based on which students have the right to freely express their opinions within the University's structures;
- d) the principle of transparency and access to information, based on which students have the right to free and open access to information regarding their own educational process and the life of the university community, according to the provisions of the law.



**Art. 115. Main rights and duties:**

- (1) Students mainly have the following rights:
  - a) to be elected in the management structures of the faculty and university, under the conditions of the law;
  - b) to benefit from mobility grants under the ERASMUS programme;
  - c) to establish clubs, circles, cenacles, artistic and sports groups, publications, organizations, according to the law;
  - d) to benefit from scholarships and material support, under the conditions of the Methodology regarding the granting of scholarships and other forms of material support for students and within the limits of the funds approved by the Board of Directors;
  - e) to participate in voluntary actions, for which they can receive a number of transferable credits, under the conditions approved by the Senate;
  - f) to benefit from free medical and psychological assistance, according to the law;
  - g) to benefit from a reduced fares on public transport, internal car, rail and naval transport, from reduced fares for access to museums, concerts, theatre, opera, film performances, under the conditions of the law;
  - h) to benefit from free career guidance services;
- (2) Students mainly have the following duties:
  - a) to participate in didactic, theoretical and practical activities, to acquire the knowledge transmitted in order to acquire the general and special skills and competences necessary for the qualification obtained through the study program;
  - b) to know and comply with this Charter and the regulations adopted on the basis of it;
  - c) to comply with the clauses included in the University Studies Contract concluded with the University;
  - d) to have a decent attire and civilized conduct in relations with the members of the university community, with the entire staff, to respect, in the university space and in any circumstance, the norms of behaviour specific to university professional ethics and deontology;
  - e) to use and carefully preserve the material resources of the University;



MINISTRY OF EDUCATION

"TITU MAIORESCU" UNIVERSITY OF BUCHAREST

Calea Văcărești nr. 187, sector 4, Bucharest, code 040051

Phone: 021 316 16 46, Fax: 021 311 22 97, E-mail: rectorat@univ.utm.ro, www.utm.ro



- f) not to harm, in any way, the image and prestige of the University in the national, European and international university space, in the social environment, in general.

**Art. 116.** The provisions of art. 115 are supplemented by the provisions contained in the Code of Student Rights and Obligations, approved by the Senate, based on the Code of Student Rights and Obligations proposed by the national student federations, approved by Order of the Minister of Education.

**Art. 117.** The University develops a system for the application and monitoring of compliance with the Code of Student Rights and Obligations in TMU.

### **TITLE III. UNIVERSITY MANAGEMENT**

#### **CHAPTER I - ORGANIZATION AND OPERATION OF MANAGEMENT STRUCTURES AND POSITIONS**

##### *Section 1. General provisions*

**Art. 118.** The educational and administrative management of the University, of all educational, scientific research and technical-administrative structures is ensured in accordance with the provisions of the Law on Higher Education and with the provisions contained in this Charter and in the internal regulations of the University.

**Art. 119.** The structures and management positions of TMU, their duties, the way of setting up, their statute are established in accordance with the provisions of Law no. 199/2023 on higher education, with the advisory opinion of the Association of Founding Members of TMU and with the approval of the TMU Senate. The management structures and positions are:

- (1) **Management structures:**
- a) *At the University level:*
- University Senate;
  - Board of Directors;
  - Executive Operating Committee;
  - Council for Doctoral Studies;
- b) *At the faculty level:*
- Faculty Council;
  - Department Council.



c) *at the level of the Council for Doctoral Studies:*

- Doctoral School Council.

(2) **Management positions:**

a) *At the University level:*

- President of the University;
- Rector;
- Chairman of the Board of Directors,
- Vice-Rectors;
- Vice-Presidents of the Board of Directors;
- Director of the Council for Doctoral Studies (CSUD), assimilated to the position of Vice-Rector;
- Director of the Department for Residency Training Programs, who is one of the Vice-Rectors;
- Branch Director, assimilated to the position of Vice-Rector.

b) *At the Faculty level:*

- Dean;
- Vice-Dean;
- Department Director;
- Director of university extension, assimilated to the position of Department Director.

c) *at the level of the Council for Doctoral Studies:*

- director of the Doctoral School Council, assimilated to the position of Department Director.

(3) The management structures and positions, in the performance of their skills and the fulfilment of their duties, may consult and collaborate with the employees' representatives, and the legally constituted student organizations. Employee representatives may be invited to the meetings of the management structures.

(4) The following 3 structures with an advisory role operate within the University:

- Council for Education - coordinated by the Vice-Rector for Educational Activity;
- Council for Scientific Research - coordinated by the Vice-Rector for Scientific Research Activity;
- Reflection Group for University Strategies and Development - coordinated by the President of the University.



(5) The way of establishment, organization, functioning, including the possibility of granting allowances for the activity performed will be established through their own methodologies approved by the Board of Directors and the Senate.

(6) The management structures and positions cooperate in the spirit of good practices and the principles of university ethics and professional ethics.

### *Section 2. Designation of management structures and positions*

**Art. 120.** (1) The President of the University is the person who ensures the unity, uniformity, mediation and harmonization of the decisions and management measures established at the level of the University, as well as the observance of academic autonomy and freedoms.

(2) The President of the University is the President of the Association of Founding Members of the University and, at the same time, also the President of the Board of Directors, elected by the general assembly of the Association of Founding Members.

(3) For operations and legal documents concerning the University's patrimony, the President of the University, who is also the President of the University's Board of Directors, has the right to sign.

**Art. 121.** Candidates for the positions of: Rector, Vice-Rector, Director of CSUD, Dean and Branch Director will be selected or elected with the prior approval of the General Assembly of the Association of Founding Members of Titu Maiorescu University.

**Art. 122.** At the department level, the members of the council and the department director are elected by universal, equal, direct and secret vote of all tenured teaching and research staff in the department.

**Art. 123.** At the faculty level, the management structures and positions are established according to the following procedure:

(1) The faculty council is made up of:

- a) maximum 75% of teaching and research staff elected by universal, equal, direct and secret vote of all tenured teaching and research staff in the faculty;
- b) at least 25% students elected by universal, equal, direct and secret vote of the faculty students.



(2) The Dean is selected through a public competition organized by the new Rector validated by the Senate and confirmed by the Ministry of Education, according to the own Methodology for selecting the deans of the faculties of Titu Maiorescu University through a public competition.

(3) Teachers from any faculty within the University can register for the competition for the position of Dean.

(4) The registered teachers are heard in the plenary session of the faculty council, which approves the participation in the competition with the vote of the majority of its members.

(5) The faculty council endorses at least 2 candidates for the competition for the position of dean.

(6) The Dean, after his appointment by the Rector, appoints one or more Vice-Deans, according to the Methodology for organizing and conducting the elections of the University's management structures and positions, validated by the Board of Directors.

**Art. 124.** The Council for Doctoral Studies and the Director of the Council are appointed in accordance with the provisions of the Framework Regulation on Doctoral Studies and the Institutional Regulation on the Organization and Conduct of Doctoral Study Programs.

**Art. 125.** The members of the doctoral school councils and their directors are elected by universal, equal, direct and secret vote of the PhD supervisors of the respective doctoral schools, in accordance with their own regulations for the organization and conduct of doctoral study programs.

**Art. 126.** The directors of the research institutes and the directors/managers of the research centres are appointed according to the provisions of the own Regulations of organization and operation, approved by the Board of Directors and the Senate.

**Art. 127.** The representativeness in the management structures is established on the basis of a ratio between the total number of teaching and research staff and students in the respective structure and the number of members of the respective body, so that each subordinate structure is represented proportionally to the number of teaching and research staff and students.

**Art. 128.** (1) At the level of the University, the management structures and positions shall be established according to the following procedure:

(2) The Senate is composed of:

- a) 75% representatives of teaching and research staff;
- b) 25% representatives of students from all three cycles of studies.



(3) All members of the University Senate, without exception, are elected by universal, direct and secret vote of all tenured teaching and research staff of the University, respectively of all students of the University;

(4) The number of members of the Senate is established by the Methodology on the process of setting up and election of the management structures and positions of the Titu Maiorescu University.

(5) The distribution of the number of seats in the Senate for each faculty is made proportionally to the number of tenured professors in the faculty and to the number of students enrolled in the bachelor's (full-time and distance learning) and master's degree cycles in the faculty, in the academic year in which the elections for the management structures and positions take place, through a procedure provided in the Methodology on the process of setting up and election of the management structures and positions in the Titu Maiorescu University, approved by the Senate and the Board of Directors.

**Art. 129.** (1) The Rector of the University shall be appointed as follows:

- a) either on the basis of a public competition, organized on the basis of a methodology approved by the Senate;
- b) either by the universal, equal, direct and secret vote of all tenured teaching and research staff and student representatives in the faculty councils and in the Senate;

(2) The method of appointing the Rector, in the terms provided for in para. 1 shall be established, at least 3 months before each designation, by the universal, equal, direct and secret vote of all tenured teaching and research staff of the University and of the student representatives in the Senate and in the Faculty Councils;

(3) The candidates for the position of Rector must be tenured professors, with basic teaching load in TMU, persons with high didactic and scientific prestige, who meet the conditions provided in the Methodology on the process of setting up and election of the structures and management positions of the Titu Maiorescu University.

**Art. 130.** The elected Rector is confirmed by Order of the Minister of Education.

**Art. 131.** (1) The Board of Directors shall be appointed by the General Assembly of the Association of Founding Members of the University, upon de proposal of the Board of Directors of the Association of Founding Members.

(2) The term of office, the number of members and the composition of the Board of Directors shall be established by the General Assembly of the Association of Founding Members, upon de proposal of the Board of Directors of the Association.

(3) The Board of Directors meets weekly, or whenever necessary.



(4) The Board of Directors shall elect from among its members one or more Vice-Presidents and a Secretary.

**Art 132.** The auxiliary teaching and research staff and the administrative staff are organized and operates in specialized structures, in accordance with the provisions of the Regulation on the organization and operation of the TMU and the Internal Regulation.

**Art. 133.** The election or appointment of a person to a governing body or position shall be made only with his or her free consent, expressed unequivocally.

**Art. 134.** (1) In order to organize the elections of the management structures and positions, at the level of the University, faculties, departments and other structures that organize elections, the Central Committee for the organization of elections and public competitions in the TMU shall be established.

(2) The Central Committee shall elaborate the Methodology for the organization of public elections and competitions, by which it establishes: the dates of public elections and competitions, the algorithm of representation by faculties, the numerical composition of the structures, the submission of candidacies, the recording of the results of elections and public competitions, the validation, the record of documents, the information of the university community on the results, other technical and secretarial data, and shall propose it for approval to the Board of Directors and the Senate.

**Art. 135.** (1) The meetings of the management structures shall be legally constituted in the presence of at least two-thirds of the total members.

(2) The decisions of the management structures shall be adopted by the vote of a simple majority (half plus one) of the members present, if the meeting is legally constituted.

## **CHAPTER II – DUTIES OF THE STRUCTURES AND MANAGEMENT POSITIONS**

### *Section 1. Duties of the Senate*

**Art 136.** (1) The Senate represents the university community and is the guarantor of academic freedom and university autonomy. The Senate elects, in its first session after the establishment, a President and one or more Vice- Presidents.

(2) The term of office of the Senate shall be 5 years.



(3) For the students' representatives in the Senate, depending on the duration of the study programs in which they are enrolled, in case of vacancy of the seat in the Senate, partial elections will be organized, during the 5-year mandate.

(4) The Senate, in office on the date of the elections, analyses the legality of their conduct and validates their results.

(5) The Senate is convened by the President of the Senate, the Rector, the President of the Board of Directors or at the request of at least one third of its members and meets once a quarter or whenever necessary.

(6) Exceptionally, for student issues, the Senate may be convened at the request of the entire group of student representatives, members of the University Senate.

(7) The members of the Senate have the obligation to participate in the plenary meetings, and, among them, in the activities and actions of the specialized committees. Unjustified absence at three consecutive meetings leads to the loss of the Senate's membership by right.

(8) The President of the Senate appoints the Scientific Secretary of the Senate, with the agreement of the members of the Senate.

(9) The Senate meetings are attended by the President of the University, the Vice-Presidents of the Board of Directors, the Rector and the Vice-Rectors.

(10) Members of the Senate may be remunerated for some special activities.

**Art. 137.** (1) The Senate shall have the following responsibilities:

- a) approves the mission of the University, upon de proposal of the Rector;
- b) guarantees academic freedom and academic autonomy;
- c) drafts and adopts the Charter, after debate in the university community and after obtaining the opinion of the General Assembly of the Association of Founding Members of the University. The Charter enters into force after obtaining the legal notice from the ME;
- d) approves the University Code of Ethics and Deontology;
- e) concludes the management contract with the Rector, which is signed by the President of the Senate;
- f) approves the strategic plan for institutional development and the operational plans, upon de proposal of the Rector, the Board of Directors and with the approval of the General Assembly of the Association of Founding Members;



- g) approves the structure, organization and operation of the University, upon the proposal of the Rector, the Board of Directors and with the approval of the General Assembly of the Association of Founding Members;
- h) adopts the University Code of Student Rights and Obligations
- i) approve the methodologies, procedures and regulations necessary for the compliance with the provisions of this Charter;
- j) approves the university study programs, the curriculum and scientific research plans and the organizational chart of the teaching and scientific research staff, upon the proposal of the Rector and with the approval of the Board of Directors;
- k) approves the draft income and expenditure budget, after its approval by the General Assembly of the Association of Founding Members, upon de proposal of the Board of Directors;
- l) approves the budget execution, after its approval by the General Assembly of the Association of Founding Members, upon de proposal of the Board of Directors;
- m) approves the establishment of consortia and the reorganization (merger) of the University, upon the proposal of the Board of Directors, with the prior agreement of the Association of Founding Members;
- n) approves the establishment of, or participation in, commercial companies, associations, foundations, upon the proposal of the Board of Directors, with the prior agreement of the Association of Founding Members;
- o) approves the structure of the academic year;
- p) annually approves the (total) number of places for study programs and forms of education, in compliance with the legislation in force, based on the approval of ARACIS and the Government Decision;
- q) approves the nomenclature of tuition fees and payment conditions, upon de proposal of the Board of Directors;
- r) grants the honorary titles conferred by the University, upon de proposal of the Rector and the Board of Directors;
- s) approves the composition of the University Ethics Committee, upon de proposal of the Board of Directors, which is approved by decision of the Rector;
- t) approves the assignment of proper names to some edifices, halls, amphitheatres to honour the memory of some personalities of the academic and scientific life of the University;



- u) approves the Methodology for competition and the results of the competitions for filling vacant teaching and research positions;
  - v) approves, upon de proposal of the Rector, the sanctioning of staff with poor professional performance, based on its own methodology and in compliance with the legislation in force.
  - w) other duties provided for in its own Regulation of organization and operation and the legal regulations in force.
- (2) The Senate, in the performance of its duties and competences, adopts decisions.
- (3) The scientific secretary of the Senate has the following executive duties:
- a) ensures the smooth running of Senate meetings;
  - b) prepares documents for the Senate's agenda;
  - c) ensures the drafting and dissemination of Senate decisions, by publishing them on the University's website and by any other means;
  - d) ensures the record-keeping, preservation and archiving of Senate documents;
  - e) other duties, in accordance with the regulations in force.

### *Section 2. Duties of the Rector and Vice-Rectors*

**Art. 138.** (1) The Rector legally represents the University in relations with third parties.

(2) The term of office of the Rector is 5 years. The mandate can be renewed, in compliance with the legal provisions in force. A person can only hold the position of Rector for two terms.

(3) In the calculation of the maximum number of mandates, incomplete 5-year mandates, interrupted following resignation, dismissal or suspension, are also taken into account.

(4) The exercise of mandate begins on the date of confirmation of the Rector by order of the Minister of Education and expires on the date of confirmation of the new Rector by the Minister of Education.

(4) The Rector concludes with the Senate a management contract that includes the criteria and indicators of managerial performance, the rights and obligations of the parties.

(5) The Rector mainly has the following duties:

- a) ensures university management based on and within the limits of the management contract concluded with the Senate;
- a) proposes to the University Senate for approval the mission of the University, namely: of education, of education, which involves the exclusive organization of teaching, learning and assessment activities and those of research related to the teaching-learning processes, the assessment of the institution's mission being made according to national/international criteria and indicators, with local/regional academic relevance;



of education and research, which involves the organization of teaching, learning and assessment activities, as well as research, the assessment of the institution's mission being made according to national/international criteria and indicators, with regional/national academic relevance; of education and advanced research, which involves the organization of teaching, learning and assessment activities, as well as research, the assessment of the institution's mission being made according to national/international criteria and indicators, with regional/national academic relevance.

- b) convenes the meetings of the Senate;
- c) carries out the operative management of the University, in the field of education and scientific research, with the consultation of the Board of Directors;
- d) proposes for approval to the Senate the methodologies and regulations regarding the organization and operation of the University, with the approval of the Board of Directors;
- e) submits annually, no later than the first working day of April, the report on the state of the University, drawn up under the conditions provided by the Law on Higher Education. Based on the reports of the specialized committees, the Senate validates the Report, which is then published on the University's website and is brought to the attention of the interested parties by other means;
- f) ensures the application and observance of the Charter, regulations, methodologies and procedures approved by the Senate, in the university space;
- g) appoints and dismisses from office, together with the Chairman of the Board of Directors, the teaching and research staff, by joint decision, in compliance with the law;
- h) approves and signs the study contracts concluded with students from bachelor's, master's, doctoral study programs, etc.;
- i) approves the enrolment and expulsion of students;
- j) signs the undergraduate and postgraduate study documents (diploma, certificate, transcript, diploma supplement, certificates, etc.)
- k) approves the nominal composition of the University Ethics Committee;
- l) applies the decisions of the University Ethics Committee regarding the sanctioning of students, PhD students, postdoctoral researchers or other categories of students;



- m) performs any other duties in accordance with the Management Contract, this Charter and the legislation in force.
- (6) The Rector, in the performance of his duties, issues decisions. He may temporarily delegate his duties to a Vice-Rector or other person with a management position.
- (7) The Rector, for the duration of his mandate, with the agreement of the Board of Directors and the opinion of the Senate, establishes the number of Vice-Rectors, their fields of activity according to their needs (education, scientific research, health, international relations, etc.) and appoints them by decision.
- (8) The Vice-Rectors are responsible to the Rector for the fulfilment of the duties and tasks entrusted to them, provided for in the appointment decision and in the individual job description.
- (9) The Vice-Rectors may represent the Rector, performing his duties in their field of activity, whenever the Rector delegates them or is unable to perform his duties.
- (10) The Vice-Rector for Education mainly has the following duties:
- a) coordinates and is responsible for the organization of the educational process for all study programs organized by the University, except for doctoral and residency programs;
  - b) coordinates the activity of the Education Council;
  - c) coordinates the development of curricula and organizational charts;
  - d) coordinates the conduct of the admission competition and the graduation exams for the bachelor's and master's degree cycles of university studies and for the postgraduate training and continuing professional development programs;
  - e) coordinates the organization and conduct of competitions for the occupation of vacant teaching and research positions;
  - f) develops the calendar structure of the academic year.
- (11) The Vice-Rector for Scientific Research has the following duties:
- a) coordinates and is responsible for the scientific research activity in the University;
  - b) coordinates the activity of the Council for Scientific Research;
  - c) prepares and proposes for approval to the Senate, the University's Strategic Program for research, development and innovation activity;



- d) coordinates the elaboration of the annual scientific research plans of the faculties and scientific research centres;
  - e) coordinates the development and annual implementation of the Program of national and international scientific events, at the level of the University and at the level of the faculties;
  - f) coordinates the elaboration and annual publication of the Self-Assessment Report on the Quality of Scientific Research in the University;
  - g) approves the contracts and grants for scientific research, the phases and the related documentation;
  - h) initiates and proposes national and international scientific partnership agreements (universities, research institutes, companies);
- (12) The Vice-Rector for International Relations and Image has the following duties:
- a) elaborates the University's strategy in the field of international relations;
  - b) coordinates the International Relations Department and the Marketing and Advertising Office;
  - c) ensures the running and development of the University's academic collaboration relations with other universities, research institutes, cultural and social institutions in Europe and around the world;
  - d) supports the policy of internationalization of the University and promotion of its image outside the country;
  - e) supports and promotes integration, European and international cooperation activities;
  - f) represents the University in relations with partner institutions abroad and with other bodies to which the University is affiliated, based on a special mandate, issued by the Rector of the University;
  - g) proposes the development of joint study programs between the University and other European or non-European universities (joint degrees);
  - h) coordinates the recruitment of international students and their orientation to the appropriate faculties and departments.
- (13) The Vice-Rector for Health has the following duties:
- a) develops the University's strategy in the health field of study;
  - b) represents the University in relations with partner health units and public institutions with duties in the field of health;



- c) proposes the development of study programs in the field of health;
- d) coordinates and monitors the management activity of the faculties in the field of health;
- e) supports the creation and development of the medical university campus.

### *Section 3. Duties of the Board of Directors of the University*

**Art. 139. (1)** The Board of Directors is elected by the Association of Founding Members and ensures the executive and operational management of the University, applies the strategic decisions of the Senate and the Association of Founding Members of TMU. The composition and number of members of the Board of Directors are established by the Association of Founding Members.

- (2) The members of the Board of Directors are usually elected from among the members of the Association of Founding Members. The term of office of the Board of Directors is 5 years.

**Art 140. (1)** The Board of Directors shall have the following duties:

- a) establishes, with the approval of the Association of Founding Members, the structures of the University for which the income and expenditure budget is drawn up;
- b) establishes in operational terms the income and expenditure budget that it submits to the Association of Founding Members for approval and to the Senate for endorsement;
- c) approves the budget execution, the annual balance sheet, with the approval of the General Assembly of the Association of Founding Members, which it submits for endorsement to the Senate;
- d) establishes the salary policy and the level of salaries for teaching, research and administrative positions, as well as management allowances with the approval of the Association of Founding Members;
- e) establishes and approves the tuition fees and special fees each academic year, which are found in the Regulation on the nomenclature of fees, approved annually by the Senate;
- f) approves the proposals for announcing vacant teaching and research positions;



- g) approves the proposals for the establishment of new university study programs, consortia, partnerships, mergers with other state or private higher education institutions or research and development institutes;
- h) proposes to the Senate the liquidation of those university study programs that no longer fit into the mission assumed by the University or are academically and financially inefficient;
- i) approves financial operations that exceed the ceilings established by the approved budget by structures, only in urgent and thoroughly justified situations;
- j) proposes to the Senate and the Association of Founding Members strategies and policies in areas of interest of the University, in the long and medium term;
- k) organizes the administrative structures and filling positions by competition, with the consultation of the Rector;
- l) appoints and dismisses the administrative staff, together with the Rector, by joint decision, in compliance with the law;
- m) appoints the analysis committees to investigate the disciplinary misconduct committed by the administrative staff; the sanctions are applied by a joint decision of the Rector and the Chairman of the Board of Directors;
- n) administers the material and financial resources of the University, in compliance with the provisions of the law, the Charter and within the limits of the competences granted by the Association of Founding Members;
- o) coordinates the activity of the administrative structures;
- p) proposes for approval to the Senate and for endorsement to the Rector the structure and nominal composition of the University Ethics Committee;
- q) promotes the image of the University in the social environment and the educational offer of the study programs.
- r) approves the curriculum, the organizational charts, each academic year;
- s) approves the self-assessment reports for ARACIS;
- t) analyses the results of the qualitative assessments of the professional activities of the teaching staff, auxiliary teachers and administrative staff, establishing the human resources strategy of the University;
- u) approves the annual number of student places of the University, by faculties/specializations/forms of education.



MINISTRY OF EDUCATION

"TITU MAIORESCU" UNIVERSITY OF BUCHAREST

Calea Văcărești nr. 187, sector 4, Bucharest, code 040051

Phone: 021 31616 46, Fax: 021 311 22 97, E-mail: rectorat@urw.utm.ro, www.utm.ro



v) other duties, in accordance with its own Regulation of organization and operation and the legal regulations in force.

(2) The University Board of Directors, in the exercise of its powers and duties, adopts decisions with the vote of at least half plus one of the number of members present. The decisions shall be signed by the President and the Secretary (Registrar).

**Art. 141.** (1) The Chairman of the Board of Directors shall convene and chair the meetings of the Board of Directors and of the Executive Operating Committee.

(2) In the exercise of its powers, established by the Regulation on the organization and operation of the Board of Directors, issues decisions.

(3) The Vice-Presidents of the Board of Directors have as main duties the coordination and monitoring of the following structures: economic-finance, human resources-payroll, legal, administrative, IT, etc., according to the Regulation on the organization and operation of the Board of Directors.

**Art. 142.** (1) Administrative structures shall operate under the subordination of the Board of Directors, in the following forms: departments, directorates, services, offices and other structures.

(2) The organization and duties of all administrative functional structures are established by the Regulations on the organization and operation of the University and the Internal Regulations.

**Art. 143.** (1) The Executive Operating Committee shall consist of the President of the Senate, the Chairman of the Board of Directors, the Vice-Presidents of the Board of Directors, the Rector and the Vice-Rectors of the University and shall ensure the executive management of the University between the meetings of the Senate and the Board of Directors.

(2) The Executive Operating Committee has the following duties and powers:

- a) decides on the way to solve urgent situations that cannot be postponed;
- b) disposes of measures to promptly solve some current problems of the University;
- c) performs any other duties and tasks entrusted by the Senate, the Rector or the Board of Directors.

(3) In the exercise of its powers, the Executive Operating Committee issues decisions.

(4) The decisions issued by the Executive Operating Committee are subject to the analysis and approval of the Senate and/or the Board of Directors, in the meeting immediately following their issuance, as the case may be.

**Art. 144.** The Reflection Group for University Strategies and Development is a consultative body coordinated by the President of the University, which can include personalities from various fields of interest for the University



(rectors, ministers, magistrates, parliamentarians, etc.), who have the role of advising and supporting the management of TMU regarding the sustainable development of the University in relation to the evolution of society at domestic, European and international level.

#### *Section 4. Duties of the Faculty Council*

**Art. 145.** (1) The Faculty Council is the decision-making and deliberative body that ensures the management, guidance and control of the teaching and scientific research activity in the faculty.

(2) The Faculty Council is convened by the Dean or at the request of at least one third of its members.

(3) The meetings of the Faculty Council are legally held in the presence of two-thirds of the total number of members. The Council adopts decisions by a majority of the votes of the number of members present, if legally constituted. The Faculty Council shall appoint by vote a scientific secretary.

(4) Guests may also participate in the Council meetings.

(5) The Faculty Council begins its mandate after the validation of the elections and ends its mandate on the day the new council met, as a result of the elections.

**Art. 146.** (1) The Faculty Council has the following duties and powers:

- a) approves the structure, organization and operation of the faculty, upon de proposal of the Dean;
- b) approves the university study programs managed by the faculty;
- c) approves the scientific research plan of the faculty and the calendar of the scientific events organized;
- d) controls the activity of the Dean and approves his annual reports on the general state of the faculty, quality assurance and compliance with university ethics in the faculty;
- e) debates and adopts the curricula and the organizational charts of the teaching and research staff and submits them for approval to the Senate;
- f) prepares the internal assessment reports for the accreditation and provisional operation of the study programs;
- g) carries out the assessment of the professional activity of the teaching and research staff and adopts appropriate measures;



- h) proposes for approval to the Senate the annual number of students enrolled in study programs, specializations and forms of education;
- i) proposes the awarding of honorary titles to personalities in the country and abroad;
- j) proposes to the Board of Directors the composition of the scientific committees for the competitions on filling teaching and research positions;
- k) proposes to the Senate the composition of the competition committees for the occupation of teaching and research positions and of the committees for taking the admission exams and for the completion of university studies;
- l) proposes to the Board of Directors to put vacant teaching positions out to competition;
- m) announces the participation of international teachers in the scientific committees;
- n) approves the co-optation of associate teachers and requests for extension of teachers' activity beyond retirement age;
- o) is responsible for the content and quality of the educational process, lectures, seminars and practical and laboratory applications;
- p) proposes the granting of rewards and sanctions for teaching, auxiliary and non-teaching staff, as the case may be;
- q) validates the legality of holding elections at departmental level;
- r) is responsible for the organization and conduct of admission and graduation exams;
- s) organizes the teaching series, study groups and subgroups, in compliance with the legal provisions and the decisions of the Senate;
- t) establishes the themes, ways, criteria and manner of organizing and conducting the graduation exams, in compliance with the requirements provided by the law and by the regulations of the University;
- u) establishes, with the approval of the Senate, collaboration agreements with similar institutions in the country or abroad;
- v) ensures efficient use of the financial and material resources made available, in compliance with the provisions of the law;
- w) performs other duties that are incumbent on it according to the University Charter, the regulations and decisions of the Senate;
- x) other duties, in accordance with the regulations in force.



(3) The Faculty Council, in the exercise of its powers and duties, shall adopt decisions with the vote of at least half plus one of the number of members present.

### *Section 5. Duties of the Dean and Vice-Dean*

**Art. 147.** (1) The Dean represents the faculty and is responsible for the management and leadership of the faculty.

(2) The Dean applies the decisions of the Senate, the Board of Directors, the Faculty Council, as well as the decisions of the Rector.

(3) The Dean presents annually, in March, to the Faculty Council a report on the state of the faculty.

(4) The term of office of Dean is 5 years. The mandate can be renewed, in compliance with the provisions of the University Charter and the legal regulations in force.

**Art 148.** (1) The Dean shall have the following duties:

- a) appoints the Vice-Dean/Deans with the approval of the Board of Directors and the approval of the Rector;
- b) ensures the coordination, guidance and control of the organization and development of the educational process;
- c) follows the realization of the scientific research program and the calendar of organized scientific events;
- d) coordinates and is responsible for the elaboration and fulfilment of the strategic plan for the development of the faculty;
- e) approves the curricula and the organizational charts;
- f) informs the Faculty Council and the entire faculty staff about the decisions of the Senate and the Board of Directors and about the decisions of the Rector;
- g) analyses and approves the mobility requests of students from one specialization/faculty to another, from TMU or from other higher education institutions, for recognition and equivalence of studies, transferable credits;
- h) proposes to the Rector, annually, the enrolment and expulsion of the students of the faculty, in accordance with the Regulation on the professional activity of students, in the European System of Transferable Credits;



- i) ensures and supports the career development of teachers and researchers;
- j) coordinates the secretarial activity and ensures the legality of the drafting and signing of study documents and official documents;
- k) signs and is disciplinary, administrative or criminally responsible, as the case may be, for the veracity of the data recorded in the official record documents and in the study documents, drawn up by the faculty, for all educational cycles;
- l) proposes rewards and sanctions, in compliance with the relevant legislation and the Charter;
- m) makes annual proposals for tuition fees;
- n) performs other duties incumbent on him according to this Charter, the regulations of the University, the legislation in force and the job description.

**Art 149.** (1) The Vice-Dean has the following duties:

- a) coordinates the elaboration of semester schedules, by specializations and forms of education;
- b) coordinates the activity of elaboration and annual updating of the syllabuses, according to the curriculum, for all specializations and forms of education in the faculty;
- c) coordinates and monitors the conduct of exam sessions;
- d) coordinates the elaboration and verifies the data entered in the organizational charts of the departments;
- e) makes proposals, in consultation with student representatives, for the award of merit scholarships, excellence scholarships and other forms of material support for students;
- f) coordinates the students' practical activity;
- g) pursues the implementation of annual scientific research plans;
- h) coordinates the activity of international relations and foreign students, at the faculty level;
- i) other duties and tasks entrusted by the Dean, provided for in the individual job description.

(2) The Vice-Dean is responsible to the Dean and the Faculty Council for the fulfilment of the duties and tasks entrusted to him, provided in the individual job description.



### *Section 6. Duties of the Department Council and the Department Director*

**Art. 150.** (1) The Department Council, consisting of 3-5 members, elected by the universal, equal, direct and secret vote of all the tenured teaching and research staff within the Department, in compliance with the Methodology for the organization of public elections and competitions approved by the Senate, has the following duties:

- a) organizes the concrete activity of the department;
- b) periodically evaluates the quality of teaching and research activity by subjects and groups of subjects;
- c) analyses the scientific content of the subjects in the curriculum and makes procedures for their improvement;
- d) approves the quality criteria and standards for the selection, hiring, periodic assessment and promotion of teaching and research staff, and adopts appropriate measures;
- e) elaborates and proposes for approval the drafts of the curricula and the organizational charts;
- f) proposes the establishment or liquidation of study programs, research centres and laboratories, university extensions;
- g) supports the management and operational leadership carried out by the department director;
- h) supports the organization and conduct of study programs within the doctoral school;
- i) approves proposals on ways to assess knowledge;
- j) other duties, in accordance with the regulations in force.

(2) The Department Council shall be convened by the Department Director or at the request of at least one third of its members.

**Art. 151.** (1) The Department Director, elected by universal, equal, direct and secret vote of all the tenured teaching and research staff within the department, in compliance with the Methodology for the organization of public elections and competitions approved by the Senate, has the following duties:

- a) ensures the management and operational leadership of the department;
- b) is responsible for the curriculum, the organizational charts, the quality of the educational process and scientific research;



- c) is responsible for the selection, hiring, periodic assessment, training, motivation and termination of the contractual employment relationships of the staff in the department;
- d) ensures the development of the teaching program in accordance with the approved structure and calendar of activities;
- e) proposes, with the opinion of the course coordinators, the ways of assessing the students' knowledge;
- f) analyses the conduct and results of the scientific research activity;
- g) ensures the fulfilment, in compliance with the quality standards, of the instructional-educational process by each teacher and the implementation of the teaching loads according to the organizational charts;
- h) proposes putting vacant teaching and research positions out to competition;
- i) proposes rewards for outstanding performances of teaching and research staff and sanctions for failure to perform tasks and deviations from disciplinary rules and university's ethical norms;
- j) proposes the granting of the quality of associate teacher;
- k) proposes annually, nominally, the teaching staff within the department who can continue their activity, after retirement age, on the basis of an individual employment contract concluded for a fixed period, in compliance with the Law on Higher Education;
- l) makes proposals for mobilities of teachers, researchers and students;
- m) approves the subjects and themes for the graduation exams;
- n) appoints the supervisors of the bachelor's and dissertation theses, at the latest in the year prior to the last year of university studies;
- o) proposes the granting of honorary titles in compliance with the Regulation on the awarding of titles, medals and honorary diplomas in Titu Maiorescu University, approved by the Senate;
- p) collaborates with the Dean and Vice-Deans, on areas specific to their duties;
- q) represents the Department in relations with the other departments of the faculty and with the departments in the field of study of the University;
- r) chairs the meetings of the department he represents;
- s) coordinates the activity of the department;



- t) decides on the allocation of human and material resources necessary for teaching and research activity within the department;
- u) coordinates the scientific research activity of the department, including publications, ensuring the participation of the staff in interdisciplinary programs within the departments by fields, respectively in collaborations with other institutions;
- v) coordinates the annual assessment activity of the teaching staff within the department;
- w) is responsible for developing and displaying the consultation programs of the members of the department;
- x) approves requests to go abroad for professional development and scientific research and participation in scientific events of teaching and research staff;
- y) prepares information every six months, to the Department Council, the Faculty Councils, the University Senate, the Rector or the Board of Directors, on the activity carried out by the department, on the achievement of the objectives of the department's activity program and of the scientific research program;
- z) proposes the teachers in the department for promotions, graduations, awards, sanctions;
- aa) is responsible for the preparation and preservation of all documents developed by the department and for their compliance with the regulations in force;
- bb) is accountable to the Faculty Council and the Rector for the fulfilment of the tasks related to his/her position;
- cc) other duties, in accordance with the regulations in force.

(2) The Department Director is administratively subordinated to the Dean, and in terms of didactic and scientific research, to the Rector and Vice-Rector for education and the Vice-Rector for scientific research.

(3) In the performance of his duties, the Department Director issues decisions and is assisted by the Department Council.



### *Section 7. Incompatibilities and conflicts of interest*

**Art. 152.** (1) Incompatibility is the situation in which a person simultaneously occupies two or more positions whose cumulation is not allowed by law, respectively the positions provided for in art. 119 para. (2) of this Charter.

(2) A conflict of interest is the situation, concrete or possible, in which a member of the teaching and research staff, of the teaching and auxiliary research staff or of the administrative staff, or a legal person to which he/she is an associate or shareholder, has personal interests of a patrimonial or non-patrimonial nature, contrary or disloyal to the University, exercised in such a way as to negatively influence the objective achievement of the duties of the position held or to affect his/her vote in the management structures.

(3) Personal interest represents any advantage, material or otherwise, pursued or obtained directly or indirectly by the teaching and research staff, the teaching and auxiliary research staff and the administrative staff who exercise a position of management, control, authority or institutional assessment at any level in the University, by using the reputation, influence, facilities, relationships and information to which they have access in carrying it out.

**Art. 153.** In Titu Maiorescu University, persons who are in a relationship of spouses, in-laws and relatives up to the third degree inclusive, may not simultaneously hold positions, so that one of the persons is in a position of management, control, authority or institutional assessment at any level in relation to the other and may not be appointed to committees for the graduation exam, doctoral committees, competition committees (admission and competitions for teaching and research positions) or other assessment committees, whose decisions are likely to favour spouses, in-laws or relatives up to and including the third degree.

**Art. 154.** The situations of incompatibilities and conflicts of interest and the public responsibility for their resolution are provided in the University Code of Ethics and Deontology.

## **CHAPTER III - TERMINATION OF THE MANDATE OF MANAGEMENT STRUCTURES AND POSITIONS BEFORE THE EXPIRY OF TERM OF OFFICE**

**Art. 155.** The term of office of the persons elected or appointed to the management structures and positions shall cease before the expiry by:

- a) renunciation (resignation);



- b) revocation;
- c) objective impossibility to perform job duties for a period of at least 6 consecutive months;
- d) termination of the individual employment contract;
- e) incompatibility provided by law;
- f) death;
- g) other causes provided by law.

**Art. 156.** (1) The members of the Senate, the Faculty Council, the Department Council, the Doctoral School Council and other management structures may be revoked before the expiry of term of office.

(2) The revocation proposal is made by the head of the collective management body or by one third of the members of this body, for one or more causes of dismissal/revocation provided for by the Charter, the Code of University Ethics and Deontology or the legal norms in force.

(3) The revocation proposal shall be adopted by the vote of the majority of the members present within the management body.

**Art. 157.** (1) The Rector may be dismissed by the Senate under the conditions specified in the management contract, for the causes provided for in this Charter or for serious violation of the norms provided for in the Code of University Ethics and Deontology.

(2) The Rector may be relieved of a position by the Minister of Education, under the conditions provided by the Law on Higher Education.

(3) In case of holding public office positions, such as a member of the Government or Secretary of State, the Rector has the obligation to suspend himself from office during the exercise of that public office.

**Art. 158.** (1) The Vice-Rectors and Deans may be dismissed by the Rector for the causes provided for in this Charter or for serious violation of the norms provided for in the Code of University Ethics and Deontology.

(2) The Vice-Deans may be dismissed by the Dean under the conditions provided for in paragraph 1.

**Art. 159.** The Rector's responsibility regarding dismissal extends to all persons appointed to management positions by the Dean or Rector, in compliance with the provisions of this Charter and the legislation in force.

**Art. 160.** The causes for dismissal/revocation, as the case may be, are:

- a) culpable failure to fulfil the obligations provided for by law, this Charter, the individual employment contract and the job description;



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Calea Văcărești nr. 187, sector 4, Bucharest, code 040051

Phone: 021 316 16 46. Fax: 021 311 22 97, E-mail: rectorat@univ.utm.ro, www.utm.ro



- b) defective university management, with serious effects on the instructive-educational and scientific research process;
- c) violation of the Code of University Ethics and Deontology;
- d) committing criminal acts, ascertained and recorded in a final court decision;
- e) unfair competition;
- f) facts that harm the image and prestige of the University.

**Art. 161.** In special cases of violation of the legislation and rules of conduct, such as those provided above, found by control committees of the University or the Ministry of Education, the Romanian Agency for Quality Assurance in Higher Education or other competent bodies, the Senate, with the vote of two-thirds of the number of its members, may decide the revocation from any management position and the appointment of a replacement, with delegation, until new elections are held or until the official appointment to office.

**Art. 162.** In case of vacancy in the management structures or positions, partial elections shall be held, the organization of a public competition or the appointment to office, in compliance with the provisions of the law and this Charter, within a maximum of 3 months from the vacancy.

#### **CHAPTER IV - COUNCILS, COMMITTEES, SPECIALIZED CENTERS, CONSULTATIVE STRUCTURES, IN THE INTEREST OF EDUCATION AND PERMANENT EDUCATION**

**Art. 163.** Under the authority of the Senate, the Board of Directors and the Rector, may be established educational and functional entities that ensure the smooth running of teaching activities, scientific research, development of the culture of quality, creativity and innovation, lifelong learning and improvement.

**Art. 164.** (1) *The University Ethics Committee* is established and operates at the University level.

(2) The structure and composition of the University Ethics Committee are proposed by the Board of Directors, endorsed by the Senate and approved by the Rector.

(3) The Ethics Committee mainly has the following duties:

- a) monitors, within the institutions, the observance of the codes of university ethics and deontology;
- b) ensures the fulfilment of the orders of the Minister of Education for compliance with the legal framework in the field of university ethics and deontology;



- c) analyses and solves deviations from the university ethics and deontology norms, based on notifications or by self-notification;
- d) contributes to the elaboration of the Code of University Ethics and Deontology, through proposals addressed to the University Senate for adoption and inclusion in the University Charter;
- e) prepares an annual report on the situation of compliance with the university ethics and deontology norms, which is presented to the Rector and the university Senate and constitutes a public document;
- f) carries out prevention activities regarding the violation of university ethics and deontology norms;
- g) monitors the conduct of ethics and academic integrity courses;
- h) proposes for adoption to the University Senate the Regulation on the organization and operation of the Ethics Committees;
- i) collaborates with the advisory committees at national level.

(3) Within the University Ethics Committee there is a Subcommittee dedicated to the ethics of scientific research.

(4) The Research Ethics Subcommittee applies research ethics policies in accordance with the specific regulations that refer to: publication and authorship, respect for the dignity of research participants, management of research data, collaboration, conflicts of interest, fraud, ensuring effective research environments, respectively prevention of harm in research and innovation.

(5) The members of the above-mentioned Committees are persons of professional prestige and moral authority.

(6) Persons who hold any of the management positions provided for in this Charter may not be members of the Ethics Committee and the Research Ethics Subcommittee.

**Art 165.** The above-mentioned committees are organized and operate on the basis of their own Regulations, the Code of University Ethics and Deontology, adopted in accordance with the Law on Higher Education, with the legal provisions in force and with the provisions of this Charter.

**Art 166.** (1) *The Career Counselling and Guidance Centre (CCOC)* operates at the University level, as a specialized structure that organizes and carries out specific career counselling and guidance actions for students and pupils, in order to facilitate their integration into the labour market through counselling sessions, trainings aimed at developing transversal skills and other specific activities aimed at increasing students' employability.



(2) Within the CCOC, students and master's students of the Faculty of Psychology can carry out internships.

(3) The activities of the CCOC are coordinated by the director of the Centre, appointed by the Rector with the approval of the Board of Directors.

(4) The organization, operation and specific duties are established by its own Regulations, approved by the Senate.

**Art. 167.** (1) The Senate may approve, with the opinion of the Board of Directors, upon the proposal of the departments, faculties and the Rector, the organization and operation of consultancy centres in various fields, centres for the continuing professional training of adults in the formal context of lifelong learning, consultative structures made up of specialists from the economic environment and specialists from educational and research institutions in the country or abroad, summer schools, special short-term training programs with Romanian and foreign specialists.

(2) Any such structures or programs are organized and carry out their activity on the basis of specific regulations or on the basis of contractual relations with the University.

## TITLE IV. LIFELONG LEARNING

**Art 168.** Lifelong learning envisages learning programs for qualification levels 5-8.

**Art. 169.** In higher education, lifelong learning includes:

- a) initial training carried out through the university study programs on the four cycles of studies, level 6-8;
- b) continuing training through postgraduate study programs;
- c) level 5 adult vocational training programs;
- d) recognition of skills acquired in non-formal and informal contexts;
- e) career counselling and guidance services;
- f) youth activities.

**Art. 170.** (1) The University promotes "lifelong learning" that gives expression to the desire for lifelong learning.

(2) The main goals of lifelong learning refer to the complete development of the person, the improvement of the ability to integrate or reintegrate into the labour market, respectively the sustainable development of society.



(3) Lifelong learning is centred on the acquisition of competences as they are called in the Higher Education Law, namely key competences, professional competences specific to a field of activity or a qualification, transversal competences, respectively skills that can be used in different working environments, including those found in the European Skills, Competences, Qualifications and Occupations (ESCO) portal.

## **TITLE V. STATUTE OF UNIVERSITY STAFF**

### **CHAPTER I - TEACHING AND RESEARCH POSITIONS, TEACHING LOAD**

**Art. 171.** (1) The staff of the University shall consist of teaching and administrative staff.

(2) The teaching staff shall consist of tenured or associate teaching/research staff and auxiliary teaching/research staff.

**Art. 172.** Teaching/research staff means staff who legally hold one of the university or research teaching positions provided for in this Charter, who belong to Titu Maiorescu University and who carry out teaching and/or research activities.

**Art. 173.** In the University, the teaching and research positions, as well as the equivalence of the research positions with the teaching positions, are established according to the Law on Higher Education.

**Art. 174.** (1) In relation to labour relations, the teaching/research staff may be tenured or associated.

(2) Tenured teaching and research staff means the teaching and research staff who occupy the teaching position obtained through a competition organized by TMU, for an indefinite period, under the conditions of the law. The holder is also the teaching and research staff who benefit from job reservation under the law.

**Art. 175.** (1) The tenured teaching staff may opt, by means of a declaration on their own responsibility, for another employer with whom they hold the basic position, according to which certain salaried bonuses are calculated.

(2) The quality of tenured person exists in relation to a single higher education or research and development institution.



(3) The University keeps and manages the general register of employees, under the conditions of the law.

(4) In any other higher education institution, the tenured teaching or research staff in TMU has the status of associate.

(5) The associate teaching staff consists of the tenured teaching staff at another higher education institution, retirees, former tenured teachers; persons who do not have a university teaching title may have the status of invited associate professor, under the conditions of the law.

(6) The support staff, employed in the University, in order to carry out the educational process through an integrated approach to the student's needs, is represented by professionals from other fundamental fields necessary for the student's development, such as in the fields: health, counselling/assessment, psychological therapy and social assistance, has the status of auxiliary teaching staff.

**Art. 176.** The provisions of Law no. 319/2003 on the Statute of Research and Development Staff, with subsequent additions and the provisions of the regulations of scientific research institutes, apply to the employed researchers.

**Art. 177. (1)** The organizational charts of the teaching and research staff shall be drawn up at the level of departments, doctoral schools and scientific research institutes, by consulting their members, and shall include the teaching positions and the number of positions in hierarchical order, occupied or vacant, based on curricula, study formations and university norms, under the conditions of the law.

(2) The organizational charts are finalized at least 15 days before the beginning of each academic year and cannot be changed during the academic year.

(3) The organizational charts are elaborated according to the own Methodology for the standardization of teaching activities and for the elaboration of the organizational charts, and they are endorsed by the Faculty Council/doctoral school, by the Board of Directors and approved by the Senate.

(4) The organizational charts shall be attached to the individualized job descriptions.

(5) The number of positions for auxiliary teaching staff and administrative staff is established and approved by the Board of Directors and by the Rector, depending on the budget and specifics of the institution and the technical-administrative structure.

**Art. 178. (1)** The hiring of auxiliary teaching and research staff and administrative staff shall be made on positions approved by the Board of Directors upon de proposal of departments, faculties, doctoral schools, directors of scientific research institutes and heads of administrative structures, in relation to the needs and financial resources. Employment is done through competition.



(2) The auxiliary teaching and research positions as well as the level of studies required to occupy these positions are provided for in the General Nomenclature of Auxiliary Teaching and Research Positions in Higher Education. The hiring of the staff is done in accordance with the labour legislation.

(3) The duties of the teaching and auxiliary research staff and the administrative staff are established in the individual job description, endorsed, as the case may be, by the Dean, the Director of the department or doctoral school, by the directors of the scientific research institutes, by the heads of the administrative structures and approved by the Rector.

(4) The job description is signed by the employee and is an integral part of the individual employment contract.

**Art 179.** (1) The academic load includes the teaching load and/or the research load.

(2) The activities included in the academic load are quantified in conventional hours and are developed in accordance with the provisions of the Law on Higher Education.

(3) The Senate, based on university autonomy, may approve, upon de proposal of the Board of Directors, through its own methodology, the increase of the minimum weekly teaching load, in compliance with the quality assurance standards, without exceeding the maximum teaching load provided by the Law on Higher Education.

(4) By symmetry, the Senate, upon de proposal of the Board of Directors, the Faculty/Department Council, may approve the reduction of the weekly teaching load, by a maximum of 50%, for the teachers who hold a management position.

(5) The teaching staff who benefit from a reduction in the teaching load cannot carry out teaching hours in cumulation or hourly payment in TMU and cannot support teaching activities as an associate in other universities.

(6) The total amount of working hours in a teaching or research load achieved by cumulating the provisions of teaching and research activities is 40 hours per week.

(7) The sum of all the hours accumulated through the activities of an academic load corresponds to an annual load of 8 hours per day.

(8) The weekly teaching load is quantified in conventional hours, with the working time focused on university activities and not on the moment of their realization.



**Art 180.** (1) Teaching activities that exceed a teaching load drawn up in compliance with the above provisions shall be remunerated on an hourly basis/cumulation.

(2) Apart from the basic load, a teacher can take a maximum of two teaching loads in cumulation or hourly payment.

(3) The tenured staff may provide teaching and scientific research activities at other higher education or research institutions, only with the approval of the Board of Directors and with the approval of the Senate.

(4) Tenured professors and associate professors or grant directors who have worked in the University for 6 consecutive years or have organized research grants benefit, upon request, from a sabbatical year approved by the Board of Directors and the Senate.

(5) During the sabbatical year, teachers keep their tenure, benefit from a basic salary, being exempt from performing the activities in the job description.

(6) Teachers who are elected or appointed in public institutions of the state or carry out activities specific to the public office in ministries or other specialized bodies of the state may carry out teaching activities from an academic load.

## CHAPTER II - CAREER PROMOTION

**Art. 181.** (1) The tenured teaching staff has the right to be promoted in the teaching career, based on an exam, to the teaching positions provided by art. 200 para. (1) letters b), c) and d) of the Law on Higher Education within the limit of the vacant teaching positions approved annually by the Board of Directors.

(2) Upon the proposal of the department council, the Board of Directors approves the requests regarding taking the exam for promotion in the teaching career.

(3) The university must publish vacancies for promotion in the teaching career at least on its own website and on a specialized website managed by the Ministry of Education.

(4) Persons who meet the following conditions may participate in the exam for promotion in the teaching career:

- a) to have had the qualification "very good" in the last 3 academic years;



- b) not to have a disciplinary sanction that has not been cancelled under the conditions of the Law on Higher Education;
- c) to meet the standards for holding teaching positions specific to the position provided by the Law on Higher Education.

(5) The organization and conduct of the exam for promotion in the teaching career is based on its own methodology in accordance with the methodology approved by Government decision, upon de proposal of the Ministry of Education.

**Art 182.** In order to hold a teaching position, the teaching staff must complete a university psycho-pedagogical training program for higher education, of 30 ECTS/SECT study transferable credits, within no more than 2 years from holding the position.

**Art 183.** The information, data regarding the professional situation of the teaching, research and administrative staff are included in the personal job sheet (job description) which is elaborated and individualized at the level of the department/doctoral school, based on the organizational chart.

### **CHAPTER III - HOLDING TEACHING POSITIONS AND JOBS AND ASSESSING THE QUALITY OF TEACHING STAFF**

**Art. 184.** The organization of competitions for the occupation of vacant teaching and research positions, the assessment, motivation, training, nature and duration of the contracts, the minimum requirements for each teaching position, the incompatibility for the occupation of positions are established by a specific methodology approved by the Senate, based on the Framework Methodology approved by Government Decision, in force at the time of organizing the competition.

**Art. 185.** (1) The results and performances of the teaching and research staff shall be evaluated at intervals of maximum 5 years, in accordance with the Procedure for evaluating the results and performance of the teaching and scientific research activities of the teaching and scientific research staff approved by the Senate, which is an integral part of the Methodology approved by the University Senate.

(2) The direct activity of the teaching staff with the students shall be compulsorily evaluated by the students, the statistical results of these assessments shall be public information. The CVs of tenured or associate teaching and research staff are public and are posted on the University's website.



(3) The individual employment contracts of teaching and research staff must include clauses for the assumption of minimum standards of professional results and clauses regarding the termination of employment relationships.

(4) The minimum requirements for each teaching and research position are developed by departments, doctoral schools, are endorsed by the Faculty or Doctoral School Council and are approved by the Senate.

(5) The remuneration of the teaching and research staff is made according to the legislation in force and depending on the results and professional performance of each one, the fulfilment of the minimum requirements assumed at the conclusion of the employment contract and the achievement of reference standards.

(6) The salary scale is approved by the Board of Directors.

**Art. 186.** (1) The fixed-term contract is for a maximum of 4 years.

(2) PhD students can be employed for a fixed-term of maximum 6 years.

(3) If the fixed-term contract has been concluded on the basis of a public competition, it may be renewed, depending on the professional results of the person concerned, the employment needs and the financial resources of the University.

**Art. 187.** (1) Associate teaching staff may be employed in the University; also, invited associate professors may be employed, as well as students from the 3 cycles of studies in relation to the needs of each study program, with the approval of the Board of Directors and in compliance with the provisions contained in the Law on Higher Education.

(2) The employment of teaching/research staff in national, European, international research projects can be done for a fixed-term, based on the decision of the Rector, without affecting the basic teaching load of the employee.

(3) The Board of Directors may approve, depending on its own academic needs, the invitation of teachers from the country or abroad, other recognized specialists in the field, with the status of associate professor, who will be remunerated with an amount established by the Board of Directors.

(4) The Board of Directors approves, upon de proposal of the faculty department council, the request for employment, with the status of associate professor, of specialists who do not hold a doctoral degree.



## CHAPTER IV – RETIREMENT OF TEACHING AND RESEARCH STAFF

**Art. 188.** (1) The retirement of teaching and research staff, the continuation of the activity after reaching the legal retirement age, their remuneration, the supervision of doctorates, are regulated according to the provisions of the Law on Higher Education and other relevant normative acts.

(2) The Senate of the University, with the approval of the Board of Directors granted on the basis of the criteria of professional performance and financial situation, may decide to continue the activity of a teaching or research staff after retirement, without age limit, based on a fixed-term contract of 1 year with the possibility of extension.

(3) By exception, the Senate, with the agreement of the Board of Directors, may decide to maintain the quality of tenured teacher in education and/or research, with all the rights and obligations arising from this quality, of persons who have exceeded the retirement age (65 years) based on an annual assessment of academic performance carried out according to its own methodology approved by the Senate.

**Art. 189.** The Senate, the Board of Directors and the Rector decide on the conferral of the honorary title of Professor Emeritus, for teaching and research excellence, to teachers who have reached retirement age, including the possibility of granting a monthly allowance, if the person in question continues his or her activity in the University, based on his or her own methodology, approved by the Senate.

## CHAPTER V - RIGHTS AND OBLIGATIONS OF UNIVERSITY STAFF

### *Section 1. General provisions*

**Art. 190.** The teaching and research staff, the auxiliary and administrative teaching and research staff have the rights and obligations arising from the Code of University Ethics and Deontology, the Law on Higher Education, this Charter, the individual employment contract and the job description, as well as from the legislation in force.

**Art. 191.** The Board of Directors and the Senate, based on these normative acts, adopt binding decisions for the entire staff of the University.



## *Section 2. Rights and obligations of teaching and research staff*

**Art. 192.** Teaching and research staff have the following rights:

- a) to professional development, improvement and scientific research, in accordance with academic freedom and compliance with the university's deontological norms;
- b) to free communication of the results of scientific research within the university and outside it;
- c) to publish studies, articles, volumes, works and to apply for national and international grants, the protection of intellectual property rights as well as of employees being guaranteed, ensuring themselves according to this University Charter and the legislation in force;
- d) to protection of intellectual property rights over scientific creation;
- e) to discuss the results of scientific research, to freely express professional opinions and to propose standards for the validation of knowledge, in their own field of competence;
- f) to elect and to be elected, regardless of the teaching level, in the management structures, in compliance with the fulfilment of the special eligibility criteria;
- g) to use the material resources of the University for the fulfilment of professional duties;
- h) to evaluate the professional knowledge of students based on the Learning based on the Learning Outcomes Assessment Methodology;
- i) to participate in debates within all the organizational structures of the University;
- j) to have a reserved position under the conditions provided by law or based on the agreements concluded by the University with other educational or research institutions in the country and abroad; the period of reservation of the position is considered seniority in education.
- k) to associate with and establish associations, scientific, cultural, national or international societies or to be part of them, in compliance with the laws and this Charter;
- l) to take leave during university holidays, with a duration of at least 40 working days. The Board of Directors establishes the period of annual leave according to the interest of the university and the employee;
- m) to awarding, through competition, of merit gradations according to its own methodology adopted by the University Senate upon de proposal of the Board of Directors.
- n) other rights arising from the legislation in force, the Charter, the regulations of the University, the rulings and decisions of the management structures.



MINISTRY OF EDUCATION  
"TITU MAIORESCU" UNIVERSITY OF BUCHAREST  
Calea Văcărești nr. 187, sector 4, Bucharest, code 040051  
Phone: 021 31616 46, Fax: 021 311 22 97, E-mail: rectorat@univ.utm.ro, www.utm.ro



**Art. 193.** The teaching and scientific research staff has the following obligations:

- a) to fulfil, fully and in accordance with the standards and performance indicators, the professional obligations assumed by the individual employment contract and the job description;
- b) to respect, in any circumstance, the university ethics and deontology norms;
- c) to respect the Charter of the University, the regulations based on its provisions and the decisions of the management structures;
- d) to represent the University, with dignity and professionalism, in the country and abroad and to make known its mission and objectives;
- e) to have a dignified, civilized attitude in relations with students and with all teaching and non-teaching staff;
- f) to use and preserve with the diligence of the good householder the material resources of the University;
- g) to formulate critical opinions on the professional activity of the teaching staff or of some decision-making structures, only in the presence of those concerned and within the institutional framework provided by the law and related norms;
- h) other duties arising from the legislation in force, the Charter, the regulations of the University, the rulings and decisions of the management structures.

### ***Section 3. Rights and obligations of auxiliary and administrative teaching and research staff***

**Art. 194.** (1) The rights and duties of the auxiliary and administrative teaching and research staff derive from the general labour legislation, the special legislation, the individual employment contract, the job description, the provisions of the Internal Regulations and the rulings and decisions of the University's management structures.

(2) The categories of personnel shown in paragraph (1) have the duty to comply with the same norms of university conduct and ethics as the teaching and research staff.

### ***Section 4. Rewards and penalties***

**Art 195.** The meritorious activity of teaching and scientific research staff, auxiliary and administrative teaching and research staff can be rewarded by:



- a) thanks publicly addressed by the director of the structure, the director of the department, the Dean and, respectively, the Rector;
- b) letters of appreciation from the President of the Senate, the Rector;
- c) diplomas of excellence, honour or merit awarded by the University Senate;
- d) prizes, bonuses or other material benefits, according to the legal provisions and its own methodology approved by the Board of Directors;
- e) diplomas and medals specific to teaching and research staff, in accordance with the law.

***Section 5. Disciplinary liability of teaching and research staff, auxiliary and administrative teaching and research staff, and of the management staff of the University***

**Art 196.** (1) The culpable failure of the teaching and research staff and the auxiliary and administrative teaching and research staff to perform professional duties, provided for in the organizational chart, in the individual employment contract or in the job description, or the violation of the norms of conduct specific to university professional ethics and deontology, to the detriment of the interest of education, the public image and the prestige of the University shall be subject to disciplinary sanctions, according to the provisions of the Code of University Ethics and Deontology, the Internal Regulations of TMU, the Labour Code and all legal regulations in the field, in relation to the seriousness of the offences, as follows:

- a) written warning, which is established by the superior hierarchical head;
- b) reduction by up to 20% of the basic salary, cumulated, where applicable, with the allowance, in accordance with the legal provisions; the sanction shall be established by the Board of Directors;
- c) suspension for a determined period of time of the right to register for a competition to hold a higher teaching position or a management position in Titu Maiorescu University, or the right to be part of a bachelor's, master's or doctoral committees, but not more than 5 years; the sanction shall be established by the Board of Directors;
- d) demotion from the position, with the granting of the salary corresponding to the position in which the demotion was ordered, for a determined period;
- e) revocation or dismissal from the management position;
- f) disciplinary termination of the employment contract.

(2) The sanctions provided for in paragraph (1) letters d) and e) shall be established by the University Senate.



**Art. 197.** (1) In the University, the proposal for disciplinary sanction shall be made by the head of the department/structure, by the Dean or the Rector, or by at least 1/3 of the total number of members of the department, the faculty council or the doctoral school or the Senate, as the case may be. They act following a notification received or self-report in the event of a directly detected offence.

(2) The written warning and the reduction of the basic salary, cumulated, when applicable, with the management allowance, are implemented by the councils of faculties and doctoral schools.

(3) The suspension, for a determined period of time, of the right to register for a competition to hold a higher teaching position or a position of management, guidance and control, as a member of doctoral committees, the dismissal from the management position in education and the disciplinary termination of the employment contract are established by the University Senate.

(4) Disciplinary sanctions are applied by the Rector.

(5) The sanctions shall be communicated in writing to the person concerned, by the Human Resources and Payroll Directorate of the University, with the approval of the Legal Office.

**Art. 198.** (1) The disciplinary sanction shall be applied only after the investigation of the reported fact, the hearing of the person concerned and the verification of the claims made by him in defence.

(2) In order to investigate the disciplinary offence committed by the teaching and research staff, the auxiliary and administrative teaching and research staff, analysis committees consisting of 3-5 members shall be set up.

(3) In the event that the offence is committed by a teacher, the committee is made up of teachers who have a teaching position at least equal to that of the one who committed the offence.

(4) The analysis committees are appointed by the Rector, with the approval of the Board of Directors or the Senate, as the case may be;

**Art. 199.** Any person may notify the University management about the commission of a deed that may constitute a disciplinary offense. The notification is made in writing, under signature, and registered at the University registry.

**Art. 200.** The sanctioned person has the right to challenge the disciplinary sanction decision before the competent courts, according to the legislation in force.

**Art. 201.** (1) The teaching and scientific research staff, the auxiliary and administrative teaching and research staff shall be financially liable, based on the rules and principles of contractual or tortious civil liability, for the material damages caused to the University, due to the fault and in connection with their work.



(2) The patrimonial liability is established according to the labour legislation and the provisions of the University's Internal Regulations.

## TITLE VI. QUALITY ASSURANCE IN HIGHER EDUCATION

### CHAPTER I - GENERAL ASPECTS

**Art. 202.** One of the priority components of the university's strategy is to ensure and evaluate the quality of education.

**Art. 203.** The mission of the activities of ensuring and evaluating the quality of education consists of:

- a) strengthening society's confidence in Romanian higher education as part of European education;
- b) facilitating the recognition of studies carried out and qualifications awarded by the university;
- c) development of the mobility of studies and teaching staff both within internal and external universities.

**Art. 204.** (1) The University recognizes and complies with the legal principles of quality assurance, namely:

- a) responsibility for ensuring the quality of the activities they carry out;
- b) adapting to the diversity of study programs, students and institutions generating education and research;
- c) strengthening a culture of quality;
- d) correlation of activities taking into account the requirements and expectations of students, employees, as well as all stakeholders at the level of society;
- e) focusing activities mainly on results.

(2) The University shall comply with the general principles on the basis of which the quality assessment and assurance activity is generated and operates, namely:

- a) the principle of legality;



- b) the principle of responsibility;
- c) the principle of independence and autonomy;
- d) the principle of respect for university ethics and deontology;
- e) the principle of legitimacy, professionalism, impartiality, transparency and sustainability;
- f) prevention of conflicts of interest.

**Art 205.** (1) Ensuring the quality of education within the University represents the set of actions for the development of institutional capacity, development and organization of study programs at the university, postgraduate and adult professional training levels.

(2) Quality assurance is a constant and continuous process of evaluating the quality of education, institutional assessment of programs and fields of study at undergraduate and postgraduate level, aiming to meet the standards provided by the legislation in force.

(3) The quality assessment in education must be carried out on the basis of the most appropriate procedures adopted by the university, procedures that have as their purpose the improvement of the quality of education.

(4) The quality assessment in education takes into account:

- a) learning, teaching, assessment, learning environment, relevant links with research and innovation;
- b) the facilities and services offered to students or learners, including their expectations from the University.

**Art 206.** Quality assurance expresses the University's ability to offer programs and fields of study at undergraduate and postgraduate level according to the applicable legislation in the field.

**Art. 207.** Education quality assurance procedures are legal instruments that contribute to the formation of beneficiaries' confidence in the university's ability to provide education services in accordance with the legal standards specific to each field and study program.

## **CHAPTER II - METHODOLOGY OF QUALITY ASSURANCE IN EDUCATION**

**Art. 208.** Quality in education is ensured through the following processes:



- a) planning and actual implementation of the expected learning outcomes;
- b) internal assessment of results;
- c) external assessment of results;
- d) auditing the internal assessment of results.

**Art. 209. (1) The internal quality assurance in education** shall be carried out by the Quality Assessment and Assurance Committee - CEAC. The university adopts the CEAC strategy and regulation.

(2) The operational management of the CEAC is ensured by the Rector of the University, who may designate a coordinator for the effective implementation of the management, the direct responsibility belonging to the Rector for the entire activity of the committee.

(3) The CEAC of the University is composed of: the Rector of the University (or the person designated for the operational management); 1-3 representatives of the teaching staff (who do not hold management positions in the University, except for the Rector or the person who ensures the operational management of the CEAC), approved by the Senate, upon de proposal of the Board of Directors; at least 25% student representatives, appointed by student organizations; a representative of the employees; 1-2 employers' representatives (as the case may be); a representative of the administrative structure of the University, with responsibilities in the field of quality assurance.

(4) CEAC members may be remunerated for the activity carried out in relation to the results and performances in ensuring the quality of education, by decision of the Board of Directors.

(5) The main responsibilities of the CEAC are:

- a) elaborates and coordinates the application of the procedures, approved by the Board of Directors and the Senate, and the quality assessment and assurance activities, according to the applicable areas and criteria.
- b) prepares, annually, an internal assessment report on the quality of education, a report analysed in the Board of Directors and in the Senate, to be brought to the attention of all stakeholders by posting on the University's website.
- c) formulates recommendations and proposals to improve the quality of education and support services;
- d) monitors the assessment procedure and the way in which external partners, respectively employers or institutional partners, are consulted.

(6) Technical support for fulfilling the responsibilities of the CEAC is provided by the administrative structure of the university, organized for this purpose.

(7) Quality assurance and assessment in education takes into account:



MINISTRY OF EDUCATION  
"TITU MAIORESCU" UNIVERSITY OF BUCHAREST  
Calea Văcărești nr. 187, sector 4, Bucharest, code 040051  
Phone: 021 31616 46, Fax: 021 311 22 97, E-mail: rectorat@univ.utm.ro, www.utm.ro



- a) institutional capacity resulting from internal organisation and available resources;
- b) educational effectiveness, which consists in mobilising resources to achieve results;
- c) quality management consisting of procedures, strategies for quality assurance, including in the field of university ethics and deontology.

(9) The criteria, procedures, and manner of their application will be established through the Internal Methodology for Quality Assurance and Assessment developed by the University, based on the provisions of the Law on Higher Education and the ARACIS regulations.

**Art. 210.** (1) The auditing of the quality of education shall be carried out through **the external assessment** of the internal quality assurance mechanisms established by the University, verifying the compliance with the criteria, standards and performance indicators related to the field, the evaluated study program, quality management.

(2) The external assessment and audit processes are established through the methodology developed by the ARACIS in accordance with the standards and guidelines on quality assurance in higher education adopted at the level of the Higher Education European Area, approved by Government Decision at the initiative of the Ministry of Education.

(3) The University may develop its own benchmark standards and performance indicators, in accordance with its mission and strategic objectives, within the legal limits.

(4) The University complies with the provisions of the Law on Higher Education and its secondary regulations, and is subject to external assessment of the quality of education for programs and fields of undergraduate and postgraduate studies, including adult professional training and institutional assessment at the deadlines set for accreditation.

(5) The results of the external assessment are published by ARACIS on its own website, as well as in other electronic databases managed by other institutions approved by ARACIS.

(6) In the external assessment or auditing process, the concordance between the internal quality assessment in education and the actual situation is analysed.

(7) The University has the right to request a simplified external institutional assessment or auditing process being in the situation provided by art. 234 of the Law on Higher Education, respectively it has completed two consecutive institutional periodic cycles of assessment, concluded with accreditation maintenance reports.



(8) The simplified external assessment process involves the use of a system of standards and indicators established jointly by the university and the Agency for quality assurance in the country (ARACIS) or abroad, an agency called AAC in the EQAR register.

(9) The stages of external quality assessment are provided by the Law on Higher Education and the ARACIS Methodology.

(10) If the University opts for another Agency for quality assurance in Higher Education, AAC registered in the European Quality Assurance Register for Higher Education, the assessment report is sent to ARACIS for the purpose of confirming the proposed decision, based on the methodology approved by order of the Minister of Education, and ARACIS sends the proposal for accreditation or non-accreditation to the Ministry of Education.

(11) The results of the external assessment are provided by the Law on Higher Education and may be for granting or, as the case may be, not granting the provisional operating authorization, accreditation and maintaining the accreditation or non-accreditation.

## **TITLE VII. UNIVERSITY ETHICS AND DEONTOLOGY**

### **CHAPTER I - GENERAL PROVISIONS**

**Art. 211.** The University undertakes to comply with the university ethics and deontology norms provided in the Law on Higher Education, in the subsequent regulations and in the Code of University Ethics and Deontology, both in teaching and research activities, as well as in management activities.

### **CHAPTER II – THE UNIVERSITY ETHICS COMMITTEE AND THE SCIENTIFIC RESEARCH ETHICS SUBCOMMITTEE**

**Art. 212.** (1) The University Ethics Committee shall be established within the University.

(2) The mandate of the Ethics Committee is 4 years. They act independently of any structure or person within the University.

(3) Within the University Ethics Committee exists and operates a Subcommittee dedicated to the scientific research ethics.



**Art. 213.** The Research Ethics Subcommittee applies research ethics policies in accordance with the specific regulations of research ethics, which refer to: publication and authorship, respect for the dignity of research participants, management of research data, collaboration, conflicts of interest, fraud, ensuring an efficient research environment by preventing any harm in research and innovation.

**Art. 214.** (1) The Board of Directors shall publicly inform the university community about the start of the selection process for the members of the University Ethics Committee.

(2) The interested persons formulate a written request, which they address to the Rector.

(3) The student representatives in the Ethics Committee are elected from among the student members of the University Senate.

**Art. 215.** Different people, as guests, and the legal advisor of the University can participate in the meetings of the Ethics Committee.

**Art. 216.** The Ethics Committees have the following responsibilities:

- a) follow, within the University, the observance of the code of university ethics and deontology;
- b) ensure the fulfilment of the orders of the Minister of Education for compliance with the legal framework in the field of university ethics and deontology;
- c) analyse and solve deviations from the university ethics and deontology norms, based on notifications or by self-notification;
- d) contribute to the elaboration of the Code of University Ethics and Deontology, through proposals addressed to the TMU Senate for adoption and inclusion in the University Charter;
- e) prepare an annual report on the situation of compliance with the university ethics and deontology norms, which is presented to the Rector and the University Senate and constitutes a public document;
- f) carry out prevention activities regarding the violation of university ethics and deontology norms;
- g) monitor the conduct of ethics and academic integrity courses;
- h) propose for adoption to the University Senate the regulation on the organization and operation of the ethics committees;
- i) collaborate with the advisory committees at national level;



- j) other responsibilities provided for by law, by this Charter, by the Code of University Ethics and Deontology and by its own organization and operation regulations.

**Art. 217.** The decisions of the University Ethics Committee are approved by the University's legal advisor. The legal responsibility for the decisions and activity of the University Ethics Committee lies with the University.

### **CHAPTER III - UNIVERSITY ETHICS AND DEONTOLOGY NORMS**

**Art. 218.** The university ethics and deontology norms include:

- a) norms of ethics and deontology in the academic teaching and research activity;
- b) norms of ethics and deontology in the activity of communication, publication, dissemination and scientific popularization;
- c) norms of ethics and deontology in the exercise of the duties related to management positions;
- d) rules of ethics and deontology regarding respect for the human being and dignity.

### **CHAPTER IV - DEVIATIONS FROM THE UNIVERSITY ETHICS AND DEONTOLOGY NORMS**

**Art. 219.** (1) The deviations from the ethics and deontology norms in teaching and research activity are:

- a) making results or data and presenting them as experimental data, as data obtained through calculations or numerical simulations on the computer or as data or results obtained through analytical calculations or deductive reasoning;
- b) falsification of experimental data, data obtained through calculations or numerical simulations on the computer or data or results obtained through analytical calculations or deductive reasoning;
- c) deliberately complicating, hindering or sabotaging the teaching or research activity of other persons, including by unjustifiably blocking access to university research premises, by damage, destruction or manipulation of experimental equipment, equipment, documents, computer programs, electronic data,



organic or inorganic substances or living matter necessary for other persons to carry out, fulfil or complete teaching or research activities;

- d) violation of the legal regime of conflict of interest and incompatibilities provided for in Articles 152 and 153 of this Charter and the failure to disclose situations of conflicts of interest or incompatibilities in the assessment activity;
- e) non-compliance with confidentiality in the assessment;
- f) discrimination, within the assessments, on criteria provided by art. 2 para. (1) of Government Ordinance no. 137/2000, republished, with subsequent amendments and completions;
- g) defrauding the assessment;
- h) plagiarism;
- i) non-compliance with the legal provisions and procedures regarding university ethics and deontology provided for in the Law on Higher Education, in the Code of University Ethics and Deontology, including the non-implementation of the sanctions established by the university ethics committees, by CNATDCU or CNEMU.

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

- a) inclusion in the list of authors of a scientific publication of a person without his consent;
- b) unauthorized publication or dissemination by the authors of unpublished scientific results, hypotheses, theories or methods;
- c) introducing false information in grant or funding requests, in application files for qualification, teaching or research positions.

(3) Deviations from the rules of ethics and deontology in performing the duties related to management positions include:

- a) violation of the legal regime of public accountability;
- b) misuse of the position to obtain the quality of author or co-author of the publications of subordinates;



- c) abuse of authority to obtain salary, remuneration or other material benefits from research and development projects led or coordinated by subordinates;
  - d) abuse of authority to obtain the quality of author or co-author of the publications of subordinates or to obtain salary, remuneration or other material benefits for spouses, relatives or relatives up to the third degree inclusive;
  - e) obstructing the activity of a university ethics committee or an analysis committee during the investigation of deviations from university ethics and deontology;
  - f) failure to comply with the legal provisions and procedures regarding university ethics and deontology provided for in the Law on Higher Education and in the Code of University Ethics and Deontology, including the non-implementation of the sanctions established by the university ethics committees, by CNATDCU or CNEMU.
- (4) Deviations from the rules of ethics and deontology regarding respect for human being and dignity include:
- a) deviations that harm the protection of the rights of the direct beneficiaries of the right to education;
  - b) deviations that undermine the dignity of the direct beneficiaries of the right to education and the prestige of the profession;
  - c) deviations that harm the recognition of the profession, the responsibility and confidence conferred by society, as well as the internal obligations deriving from this confidence.
- (5) Apart from those listed in para. (1) - (4), deviations from the university ethics and deontology norms are also provided for in this Charter and by the Code of University Ethics and Deontology.

## **CHAPTER V - SANCTIONS FOR VIOLATION OF THE UNIVERSITY ETHICS AND DEONTOLOGY NORMS**

**Art. 220.** (1) The University Ethics Committee has the power to verify the violation of the university ethics and deontology norms and issues decisions that represent administrative deeds that must explicitly include the facts that led to the sanctioning of the person concerned, the legal basis, respectively the considerations for which the University Ethics Committee dismissed the arguments formulated by the author of the complaint.



(2) Any person may notify the university ethics committee of the TMU about the commission of an act that may constitute a deviation from university ethics and deontology.

(3) The notification, its admissibility control, the analysis and investigation of the fact, the issuance of the decision of admission or rejection, the application of sanctions and the method of appeal are made in accordance with the provisions of the University Code of Ethics and Deontology.

**Art. 221.** (1) Based on the decisions of the university ethics committees, the University applies sanctions to the teaching staff, auxiliary teaching and research staff, including those with management positions.

(2) The sanctions are implemented by decision of the Rector.

(3) The types of sanctions provided for the violation of the university ethics and deontology norms by teaching staff, auxiliary teaching and research staff are:

- a) written warning;
- b) withdrawal and/or correction of all published works in violation of the university ethics and deontology norms;
- c) dismissal from the management position;
- d) prohibition, for a fixed period, of access to financing from competitive public funds;
- e) suspension, for a determined period of time between one year and 5 years, of the right to register for a competition to hold a higher position or a management position or as a member of competition committees;
- f) dismissal from the teaching or research position.

**Art. 222.** (1) Based on the decisions of the University Ethics Committee, TMU applies sanctions to students, PhD students, postdoctoral researchers or other categories of students.

(2) The sanctions are implemented by decision of the Rector.

(3) The types of sanctions provided for the violation of the university ethics and deontology norms by students, PhD students, postdoctoral researchers or other categories of students are:

- a) written warning;
- b) the annulment of assessment results;
- c) expulsion;



- d) other sanctions provided for by the TMU Code of University Ethics and Deontology.

## **TITLE VIII. PATRIMONY, MANAGEMENT AND PROTECTION OF UNIVERSITY RESOURCES**

### **CHAPTER I - THE UNIVERSITY'S PATRIMONY**

**Art. 223.** (1) The University's patrimony consists of all rights and obligations with economic value, as well as the goods corresponding to these rights.

(2) The University's patrimony consists of the founder's initial patrimony, to which is added the patrimony acquired later. The University has its own patrimony.

(3) The assets of the University's patrimony are: immovable, movable, tangible and intangible.

(4) The University is the holder of the right of ownership or other real rights over the assets of the patrimony, which it fulfils in compliance with the law and this Charter.

(5) The decisions regarding the University's patrimony are adopted by the Board of Directors with the agreement of the Association of Founding Members, with the protection of the students' interests.

**Art. 224.** The University's funding sources are:

- a) the amounts deposited by the members of the Association of Founding Members;
- b) tuition fees and other fees collected from students;
- c) sponsorships, donations, grants and funding granted on a competitive basis, exploitation of the results of research, development and innovation, as well as other legally constituted sources.



## CHAPTER II - MANAGEMENT AND PROTECTION OF UNIVERSITY RESOURCES

**Art. 225.** (1) The material resources of the University consist of: educational and scientific research spaces (lecture halls, seminar rooms, laboratories), spaces related to student social services (student dormitories, canteens, restaurants, etc.), administrative spaces, laboratory equipment, scientific research equipment, IT equipment, office equipment, furniture, technical equipment for learning, teaching and communication, means of transport and other goods necessary for carrying out teaching activities and scientific and administrative research activities.

(2) The rights of the University over the assets of its own patrimony can be: real and debt rights, respectively property rights or its dismemberments, right of use resulting from lease, bailment, concession contracts, as well as debt rights arising from contracts/conventions.

(3) The University's sources of funding consist of: tuition fees, sponsorships, legacies, donations, manual gifts, income obtained from the realization of scientific research programs, from contracts, from the capitalization of courses and other teaching materials developed by the University's teaching staff, funding obtained from the state budget, dividends from the profits of the companies to which it is associated, services and other sources.

**Art. 226.** The revenues are intended for carrying out education and scientific research, developing the material resources necessary for them, investing in educational, research and social structures, covering current material and administrative expenses, salaries of teaching, scientific research, teaching and auxiliary and non-teaching scientific research staff, including allowances.

**Art 227.** (1) The patrimonial resources shall be administered and managed by the Board of Directors, in accordance with the law and this Charter.

(2) For any damage caused to the assets of the University's patrimony, the perpetrator shall entail legal, criminal, civil and contraventional liability, as the case may be, under the conditions of the law.

**Art. 228.** The Board of Directors approves periodically, usually annually, the objectives of developing the material resources necessary for the proper performance of the University's specific activities.

**Art. 229.** Based on the principle of university autonomy, the University freely disposes of its patrimony in compliance with the mission affirmed by this Charter.



**Art. 230.** The University may grant, annually, based on the decision of the Board of Directors, a sum of money, based on supporting documents, to the Association of Founding Members, to support its activity in order to fulfil the duties incumbent upon it according to this Charter.

**Art. 231.** The University may grant allowances to the members of the advisory groups constituted in accordance with this Charter and the Law, as well as to the teaching staff/researchers to whom the University has awarded titles, distinctions, and the like.

## **TITLE IX. LEGAL LIABILITY REGARDING THE PREPARATION OF BACHELOR'S, DISSERTATION AND DOCTORAL THESES**

**Art. 232.** Bachelor's, dissertation and doctoral theses must be an original scientific creation.

**Art. 233.** The authors of the bachelor's, dissertation and doctoral theses are liable according to the criminal, civil, administrative, disciplinary code, etc., for ensuring their originality.

**Art. 234.** The supervisors of the bachelor's, dissertation and doctoral theses have the duty of diligence regarding the verification of the conformity of the scientific works with the specificity of an original creation.

**Art. 235.** According to the Law on Higher Education, it is forbidden to offer for sale, sell or make available to individuals, for any reason, works in order to be used as scientific papers, reports, projects, graduation, bachelor's, dissertation or doctoral theses or in order to pass an assessment.

**Art. 236.** It is forbidden to buy works, in order to be used as scientific papers, reports, projects, bachelor's, graduation, diploma, dissertation or doctoral theses in order to pass an assessment, the act being a contravention sanctioned with a fine in the amount provided by law.

**Art. 237.** The act of a natural or legal person who makes available to students, PhD students, learners, for a fee, via the internet, through social networks or electronic communication services, for the purpose of misappropriating the quality of authorship for scientific papers, reports, papers for assessment exams during the years of study, as well as for bachelor's, master's or doctorate graduation papers constitutes a contravention and is sanctioned with a fine in the amount provided by law.



**Art. 238.** The act of organizing and carrying out by any person training activities without a provisional operating authorization issued by ARACIS and carrying out educational activities within specializations/master's degree programs constitutes a contravention and is sanctioned with a fine in the amount provided by law.

## TITLE X. FINAL AND TRANSITIONAL PROVISIONS

**Art. 239. (1)** The Charter is subject to public debate by posting on the University's website, in accordance with the Law on Higher Education.

(2) The Charter is approved by the General Assembly of the Association of Founding Members of Titu Maiorescu University and adopted by the University Senate.

(3) After debate, approval and adoption, the Charter is sent to the Ministry of Education for the legality opinion.

**Art. 240.** The Charter enters into force on the date of approval by the Ministry of Education. On the same date, any provision to the contrary is repealed.

**Art. 241.** The Charter shall be amended at the initiative of the Rector, the Board of Directors or 2/3 of the members of the Senate, according to the procedure followed for adoption, under the conditions of the law.

**Art. 242.** The Code of University Ethics and Deontology is developed based on the provisions of Law no. 199/2023 on Higher Education and this Charter and is approved by the Senate, together with this Charter.

**Art. 243. (1)** This Charter was adopted by the Senate Decision of 12 September 2011, amended by the Senate Decision no. 9 of 13.12.2012, with the approval of the General Assembly of the Association of Founding Members of TMU dated 13.12.2012, adopted in final form by Senate Decision no. 30 of 04.04.2013, amended and supplemented by Senate Decision no. 8 of 03.11.2015, with the approval of the General Assembly of the Association of Founding Members of TMU dated 3.11.2015 and by Senate Decision no. 20/12.01.2016, amended and supplemented by Senate Decision no. 67 of 16.06.2020, with the approval of the General Assembly of the Association of Founding Members of TMU dated 11.06.2020, **amended based on the provisions of Law no. 199/2023 on higher education, by Senate Decision no. 6/13.12.2023, with the approval of the General Assembly of the Association of Founding Members of TMU dated 12.12.2023 and with the approval of the Board of Directors of TMU dated 12.12.2023.**



MINISTRY OF EDUCATION  
"TITU MAIORESCU" UNIVERSITY OF BUCHAREST  
Calea Văcărești nr. 187. sector 4. Bucharest, code 040051  
Phone: 021 316 16 46, Fax: 021 311 22 97, E-mail: rectorat@univ.utm.ro, www.utm.ro



**Art. 244. (1) This Charter was favourably approved by the Address of the Ministry of Education no. 33300/16.01.2024.**

**(2) This Charter includes the observations sent through the Address of the Ministry of Education no. 33300/16.01.2024.**

**(3) This Charter enters into force on 20.02.2024.**

**PRESIDENT OF THE SENATE**  
**Professor Teodor FRUNZETI, PhD**  
*-illegible signature and stamp-*



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**ANNEX**

## **EMBLEM OF THE UNIVERSITY**





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## UNIVERSITY FLAG





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## LOGOS OF THE FACULTIES





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## CEREMONIAL ATTIRE



Rector/President Vice-Rector/Vice-President

Dean



Vice-  
Dean



Teaching  
staff/Teacher