

CHARTER

"LUCIAN BLAGA" UNIVERSITY OF SIBIU

Sibiu, 2015

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UNIVERSITY ETHICS COMMISSION FROM "LUCIAN BLAGA" UNIVERSITY OF SIBIU

preamble

Sibiu higher education has its beginnings in the 18th century, when in 1786 higher courses were initiated within the Theological School. To the pedagogical and theological education was added in 1844 the Academy of Law, established by the German community in the city, which functioned until 1887.

Sibiu higher education had a new beginning in 1940, when the University of Cluj was forced to seek temporary refuge in these lands, in the context of the provisions of the Vienna Dictate, by which northern Transylvania was annexed to Hungary (1940-1945).

A quarter of a century later, in 1969, the Faculty of Philology and History was established in Sibiu, as a branch of the University of Cluj. In 1971, the Faculty of Economics and Administration was added to it, with a unique curriculum in the country at that time. The following year meant the establishment of a new faculty - the Faculty of Wood Processing and which operated as part of the University of Brasov.

In 1976, the coordinates of the university promotion were consolidated through a complete reorganization and the creation of the third faculty, as a result of the restructuring of university education throughout the country. Thus, the Institute of Higher Education in Sibiu is established with the following faculties and specializations: Faculty of Philology and History, with the specializations Foreign Languages and Literatures and History; Faculty of Economic-Administrative Law, specializing in Economic-Administrative Law; Faculty of Mechanics, specializing in Machine Building Technology for the education of engineers and sub-engineers, day forms, without frequency and evening.

The dictatorial regime of the 1980s progressively limited the activity of the Faculty of Philology and History as well as that of Economic-Administrative Law, until they were abolished. Sibiu's higher education, however, continues its existence through the Faculty of Mechanics, with study programs for engineers and sub-engineers - in the composition of the Polytechnic of Cluj-Napoca.

After the Revolution of December 1989, on March 5, 1990, by Government Decision no. 225/1990, the University of Sibiu was established, comprising five faculties: Letters, History and Law, Engineering, Medicine, Textile and Food Technology and Sciences. The University of Sibiu expanded in 1991, when the University Theological Institute of Sibiu became a component part of the University, as a Faculty of Theology. In the same year, the University Technical and Information College was inaugurated.

Since May 12, 1995, the University of Sibiu has been named after the illustrious Romanian writer and philosopher, Lucian Blaga.

Currently, the "Lucian Blaga" University of Sibiu offers study programs in all fields of human knowledge, programs brought together in several faculties, in the form of undergraduate, master's, doctoral and postdoctoral studies.

Charter of the "Lucian Blaga" University of Sibiu

CHAPTER I - GENERAL PROVISIONS

Article 1

- (1) "Lucian Blaga" University of Sibiu is a state higher education institution, accredited, with legal personality, has a non-profit character, is apolitical and has autonomy and academic freedom in the spirit of the provisions of the Romanian Constitution and the National Education Law no.1 / 2011 .
- (2) "Lucian Blaga" University of Sibiu is an integral part of the national higher education system. It operates under the coordination of the relevant Ministry of national authority. The university works to fulfill the principle according to which education is a national priority for Romania, for higher education institutions.
- (3) This charter, elaborated in compliance with the provisions of the Romanian Constitution of 1991, revised in 2003, of the National Education Law no. 1/2011 with subsequent amendments, of other normative acts in the field, in force at the time of its elaboration, expresses the major options of the academic community from the "Lucian Blaga" University of Sibiu.
- (4) This Charter includes the internal codes, regulations, methodologies and procedures that establish the concrete elements according to which the didactic or other activity in the university is carried out; the functioning and organization of some commissions of the senate as well as the functioning and organization of some academic and functional structures of the university. These regulations are drawn up on the basis of the general principles set out in this Charter.

Article 2 In its relations with society, the identity of the "Lucian Blaga" University of Sibiu is established by:

- a) name in Romanian: "Lucian Blaga" University of Sibiu - ULBS;
- b) English name: Lucian Blaga University of Sibiu - LBUS;
- c) logo, flag, coat of arms, seal, ceremonial attire (robe and holster);
- d) headquarters: Bulevardul Victoriei no.10, Postal code 550024, Sibiu, Romania;
- e) "Lucian Blaga" University Day in Sibiu: it is celebrated annually on May 12, by organizing scientific, cultural and sports events;
- f) The coat of arms of the "Lucian Blaga" University of Sibiu, used in the university ceremonial system (sumptuous ULBS outfits, flags, Doctor Honoris Causa diplomas, other honorary diplomas);
- g) ULBS Identity Manual.

Article 3

- (1) The Charter is the document that sets out the vision, mission and values of the university, its academic principles and strategies, its structure and organization. It respects the principles enshrined in the Universal Declaration of Human Rights and expresses its adherence to the "Magna Charta of European Universities" signed in Bologna.
- (2) The ULBS Charter applies throughout ULBS University.
- (3) In the spirit of the legislation in force, the vision of the "Lucian Blaga" University of Sibiu is to promote teaching and scientific research aimed at creating and

transmitting values of knowledge, to develop creative, cognitive and volitional skills, skills and competences directly applicable in professional and social life.

Article 4 According to the educational ideal formulated in the legislation, the “Lucian Blaga” University of Sibiu carries out its entire activity circumscribed to fundamental directions such as: the formation of the human personality, the free, integral and harmonious development of the individuality, the assumption of the system of indispensable values. integration of graduates into work, development of entrepreneurship, active citizen development in society, personal development and fulfillment.

Article 5

(1) "Lucian Blaga" University of Sibiu promotes the following principles on which the achievement of educational and scientific research objectives is based:

- a) the principle of democracy and the rule of law,
- b) the principle of university autonomy,
- c) the principle of academic freedom,
- d) the principle of quality assurance in relation to national and international reference standards and good practices,
- e) the principle of the relevance of education for training,
- f) the principle of efficiency in the management of human and material resources of the university in order to achieve excellence in education,
- g) the principle of student-centered teaching and scientific research as their main beneficiaries,
- h) the principle of transparency and public accountability, both at institutional and individual level for the achievement of educational and scientific research performance,
- i) the principle of respect for the right to opinion of members of the academic community, provided that the image and prestige of the university are not affected,
- j) the principle of ensuring equal opportunities and social inclusion for all social groups, regardless of age, sex, race, religious, political, ideological or sexual affiliation, except as provided by law,
- k) the principle of basing decisions on peer review, communication and dialogue,
- it) the principle of consecrating education as a public good,
- m) the principle of non-political involvement in the formulation of strategic decisions, independence from ideologies, political or religious doctrines,
- n) the principle of protecting academia and members of the academic community from any interference that would restrict the fundamental rights set out in this Charter,
- a) the principle of respect for the freedom of national and international mobility of members of the academic community,
- p) the principle of integrating the university into the community, by consulting the social partners in making strategic decisions,
- q) the principle of complementarity between the public and the individual interest,
- r) the principle of correlating academic freedom with individual responsibility,
- s) the principle of impartiality, that is to say, the application of equal measure and the observance of equal dignity in the individual or collective assessment of the merits, deficiencies or conduct as well as equal
- t) the principle of unconditional promotion of the truth as well as honest assumption of one's own deeds,
- u) the principle of fairness and loyalty to the institution as well as to each member of the academic community as well as the achievement of the ethical purpose of the university,
- v) the principle of respect for ethics in scientific research,

- w) the principle of integrating the organizational culture of the university into the system of universally accepted values in the academic space,
 - x) the principle of promoting the visibility of the university in the public, national and international space,
 - y) the principle of distributed good,
 - z) the principle of eliminating situations of conflicts of interest and eliminating the incompatibilities provided by law.
- (2) The principles set out in this article have an effect on both the academic community and academia.
- (3) In accordance with the principle of transparency, the ULBS community is informed about the decisions of the Senate and its working bodies, as well as about the main activities and important events in the life of the university.

Article 6 The ULBS campus may not be used for activities that violate the rules of morality or that may endanger the health and physical or mental integrity of young people or teachers, teaching and non-teaching staff, as well as political activities and religious proselytizing.

Article 7 The university promotes cooperation with other universities in the country and abroad, which carry out similar or complementary training and scientific research activities.

Article 8

- (1) Students are partners of the faculty and scientific research in the training of highly trained specialists. The opinion of the students, expressed by their authorized representatives, or by validated surveys, is a way of self-control, evaluation and improvement of the university activity.
- (2) In the educational process and in university life, the students' representatives in the faculty councils and in the University Senate, as exponents of the students' opinions, are partners in making decisions. All decisions regarding student issues will be taken only in the presence of student representatives in the faculty councils and in the University Senate, convened according to the regulations.

Article 9 The correct representation of the University's interests and the defense of its prestige are fundamental duties for all members of the university community.

Article 10 The results of the didactic and scientific activity in the faculties and departments are made public through annual self-assessment reports.

Article 11 The ULBS Senate may confer the honorary titles of "Doctor Honoris Causa" of ULBS and "Honorary Senator", as well as other honorary titles.

Article 12 Honorary degrees may be awarded to persons with outstanding contributions in the field of science, technology, culture, spirituality or outstanding personalities of scientific or public life and who have special merits vis-à-vis the university in accordance with the Regulations for the award of honorary degrees.

CHAPTER II UNIVERSITY COMMUNITY

Article 13 The university community consists of full-time, associate or guest lecturers, scientific research staff, students, participants in postgraduate and postdoctoral studies, as well as honorary teachers, Personalities from Romania and abroad who hold honorary degrees awarded by ULBS are considered to belong to the

academic community, without having prerogatives and decision-making powers or elective rights.

Article 14

- (1)The ULBS community includes, along with the university community, auxiliary teaching staff and non-teaching staff.
- (2)Membership of the university community may be acquired in accordance with the law, the provisions of this Charter and the internal regulations.
- (3)Community members are provided with conditions of activity appropriate to the contractual relationship in which they are with ULBS.
- (4)The university protects the human and professional dignity of its community members.

Article 15 The members of the university community are organized as follows:

- a) teaching and research staff - organized within departments, research centers or research institutes
- b) students - within the faculties, undergraduate or master's degree studies, by forms of education, university study programs, years of study, series and study groups; doctoral students - in doctoral schools
- c) postdoctoral researchers - on projects, thematic areas and tutoring;
- d) students - organized on postgraduate study programs of training and continuous professional development; .

Article 16 The quality of student, doctoral student, postdoctoral researcher, student is obtained and maintained according to the legal regulations.

Article 17 Teaching and research staff may have the status of full-time or associate staff in accordance with the law.

Article 18 The teaching positions are: assistant professor, university lecturer / head of papers, associate professor, university professor.

Article 19 The research functions are: research assistant, scientific researcher, third degree scientific researcher, second degree scientific researcher, first degree scientific researcher. The equivalence of research functions with teaching functions is provided by the legislation in force.

Article 20 The attributions of the teaching and non-teaching staff are established in the individual job description.

Article 21 The job description is an annex to the individual employment contract.

All members of the university community have the obligation to comply with the legislation in the field of education, the provisions of this Charter and the internal regulations of ULBS.

CHAPTER III ULBS VISION, MISSION AND VALUES

Article 22

- (1)Higher education plays a key role in opening new horizons, through important contributions to equitable and sustainable development and the formation of a culture of peace. Higher education institutions must act critically and objectively on the basis of competences and merits, actively promoting intellectual and moral solidarity, serving intellectual needs. The higher education institution must

anticipate, anticipate changes in all sectors of society, be prepared and able to differentiate, adapt accordingly.

(2) In order to meet the requirements of customers and stakeholders, ULBS defines

ULBS vision

Article 23 ULBS aims to become a leader in education and scientific research at the regional and national levels, with a high international visibility, acting in accordance with the academic needs of students and the requirements of all stakeholder groups. Through efficient resource management, ULBS aims to become a sustainable multidisciplinary and multicultural university.

ULBS mission

Article 24 ULBS is a center of convergence, a place of science, culture and humanism open to all who meet the rigors and criteria of acceptance of value.

Article 25 The mission of the “Lucian Blaga” University of Sibiu is that of knowledge broker and skills trainer by promoting excellence and the principles of sustainability in the education and research process, in a wide range of disciplines. ULBS will significantly contribute to the development of the local community, the region and the Romanian society as a whole, by:

- a) creating a creative and stimulating student-centered education that integrates the results of national and international scientific research in the development of intellectual capital;
- b) establishing international academic partnerships with prestigious universities;
- c) integration of research centers in international networks of excellence and conducting fundamental and applied research, generating knowledge;
- d) developing the historical commitment to promote academic freedom in accordance with high ethical standards;
- e) achieving a stimulating intellectual and social internal climate;
- f) developing partnerships in all fields, at national and international level and capitalizing on knowledge for the sustainable development of society.

Article 26 The ULBS mission is realized through the following strategic actions:

- a) promoting education and research in line with the demands of a society based on knowledge, innovation and lifelong learning and integration into the European and global circuit.
- b) methodical knowledge and original contributions in the priority areas of 21st century science and technology and broad, flexible, interactive and continuous education of both students and graduates of higher education.
- c) interaction with the economic, social and academic environment at local, national and international level.
- d) contribution to local, regional and national development from a social, economic, cultural point of view.

Article 27 In line with its mission, ULBS builds the following **strategic principles in its work:**

(1) The unity between teaching and research

- a) The didactic activity is closely related to the research fields, focusing on academic discourse. The teaching process is based on modern teaching-learning methods and is closely linked to the continuous creation of knowledge. In the university teaching activity, the discoveries, theories, models and methods are presented in a substantiated way, critically discussed and further developed by students and teachers, in a collaborative process.
- b) The purpose of the teaching activity is to educate and prepare students for professional activity or scientific research. Teachers have the responsibility to motivate students to achieve excellence in training specific to the field

studied. The university education represents for the teachers a continuous methodological-didactic challenge and of the taught contents.

- c) Especially in the field of scientific research, the results are not planable and quantifiable a priori. That is why the long-term strategic goal is to provide a framework that supports new discoveries. Thus, the university supports activities that facilitate long-term research initiatives and discoveries and that bring direct benefits to the teaching activities of research staff. Through the specifics of the faculty departments, they are oriented both towards the fundamental research activity and towards the applied research.
- d) This goal must be supported by a modern research infrastructure and an efficient administrative structure, which frees students and academics as much as possible from specific administrative activities.

(2) Internationalization and collaboration with the community

- a) Axiomatically and traditionally, ULBS aims to become a pole of excellence, both nationally and internationally. Achieving this goal requires not only excellence at the local level, but also an intense collaboration in research and teaching with partners in the country and abroad.
- b) Commitment at European level, partnerships with other faculties and specialized departments in Europe, and participation in international programs with Asia and Latin America underline the institution's determination in the process of internationalization.
- c) The development of international activities will be supported by exchanges of experience and mobility of academic staff from all stages of their careers. It will also aim to diversify and increase the number of student mobility in all stages of preparation. Due to the specifics of the specializations offered by ULBS, the mobility periods will be oriented both towards exchanges with other research institutions and universities, but also towards internships in professional companies in the country and abroad.
- d) Internationalization and collaboration with the community will be important directions in ULBS's activities. This will permanently aim to increase the number of active partnerships both in the academic field and with the social and economic environment.

(3) Quality assurance

- a) The orientation towards quality in research, didactic and administrative activity is an important success factor in the university activity. Alignment of research and teaching activities with international quality standards must be prioritized.
- b) The long-term development strategy needs to anchor international quality assurance standards and metrics, which will be implemented in teaching and research activities.

(4) Institutional governance and financial management

- a) Pragmatism and professionalism in organizational and financial management facilitate the maintenance of the performance elements already present in the university and facilitate new and innovative cooperation structures, which allow the sustainable development of ULBS.
- b) The ULBS requires constructive and ongoing cooperation based on mutual respect and trust between teaching and non-teaching departments, between research, development, innovation and education.

ULBS values

Article 28 ULBS defines its next set of values

- (1) **ENTREPRENEURIAL SPIRIT:** The engine of ULBS's development and growth is the entrepreneurial approach. It is found in every decision made, in every partnership concluded, in every research project initiated. ULBS's entire activity is focused on discovering and capitalizing on opportunities, promoting innovation,

- developing leadership and providing high-quality educational services that encourage individuals to express their vocation and develop their potential.
- (2) **ORGANIZATIONAL CULTURE:** ULBS must exist as a living, strong body based on: the competence, attachment, loyalty and motivation of each member and the ability to meet the demands of the market through a constant concern for improvement. Enthusiasm, efficient use of resources, the ability to understand and take responsibility, simplicity, modesty and respect for colleagues must be the guiding ideas of each ULBS member.
 - (3) **HUMAN RESOURCE:** ULBS is constantly concerned with attracting and training a competitive human resource, considered to be the most valuable asset. The success of ULBS depends on the quality of the employees, on the way in which they are trained, continuously improved, motivated and attached to ULBS values.
 - (4) **SUSTAINABLE EDUCATION:** ULBS supports sustainable development by incorporating the concept of sustainability into educational processes and all support processes on campus.
 - (5) **INNOVATION:** Believing that there is always a better way, that value can always be added to what already exists, ULBS encourages the development and expression of innovative ideas, at all levels, while maintaining the right balance between order, discipline and freedom of expression. This is the answer that ULBS understands to give to an extremely dynamic company.
 - (6) **RESEARCH OF EXCELLENCE:** ULBS promotes an intense research activity, high to international standards, able at any time to ensure a real and professional support for the business environment, able to come proactively to meet the needs of a changing Romanian society.
 - (7) **QUALITY:** ULBS must continuously improve its managerial, educational, support and tertiary processes so as to provide quality education, research and services, in close connection with stakeholder requirements and applicable law.
 - (8) **OPENNESS:** ULBS's raison d'être is based on universal values-oriented thinking and a partnership policy that ensures the exchange of ideas and the sustainable development of society. The consortia developed by ULBS will aim to increase the capacity of all partners to provide, use efficiently and transfer all categories of resources (material, human, financial and information) both between them and in and from the external environment.

CHAPTER IV UNIVERSITY AUTONOMY

Article 29 "Lucian Blaga" University of Sibiu operates on the basis of university autonomy, understood as a specific way of self-management, in accordance with the legal framework established by the Romanian Constitution, education legislation, the provisions of this Charter, and in accordance with its own regulations.

Article 30 University autonomy consists in the right of the university to conduct itself, to exercise its academic freedoms without any ideological, political or religious interference, to assume a set of competencies, obligations and responsibilities in accordance with the strategic options and orientations. development of higher education, with the advancement of science and technology, of national and universal civilization and culture.

Article 31

- (1) The autonomy of the "Lucian Blaga" University of Sibiu materializes in: didactic and scientific autonomy, organizational and functional autonomy, administrative and financial autonomy.
- (2) The regulation of the competences of the university, faculties, departments, scientific research structures is done by the senate on the basis of the existing legislation, of this Charter and by its own decisions.

- (3) By virtue of academic autonomy, authority in ULBS may not be exercised by any representative of the state or of any governmental or non-governmental institution, except with the approval of the university authority represented by the senate or rector.
- (4) At national level, university autonomy is manifested by the direct relationship of the rector with the relevant ministry, with other ministries and institutions, as well as by the election of ULBS representatives in professional bodies, according to the legislation in force.
- (5) In the "Lucian Blaga" University of Sibiu, the exercise of autonomy, in all its aspects, is carried out in close correlation with the assumption of public responsibility.

Article 32

- (1) According to legal regulations, public liability implies the obligation of the university to:
 - a) compliance with existing legislation, national and European policies in the field of education in general and university education in particular;
 - b) observance of one's own book;
 - c) application of legal provisions in the field of evaluation and quality assurance in higher education;
 - d) the application of the equity and university ethics policies contained in the Code of University Professional Ethics and Ethics, approved by the university senate, an integral part of this book;
 - e) ensuring managerial efficiency, optimal use of public resources and funds, according to the institutional contract;
 - f) ensuring the transparency of all its activities and decisions, in accordance with the legislation in force as well as its own regulations;
 - g) respect for the academic freedom of members of the academic community;
 - h) training each member of the academic community to increase the prestige of the university.
- (2) Failure to comply with the obligations contained in the wording and spirit of the notion of public liability is found by the Commission on Ethics and University Ethics, which proposes to the relevant ministry to apply the measures provided by law.

Didactic and scientific autonomy

Article 33 The didactic and scientific autonomy of the University is materialized in the law:

- a) to design, organize, conduct and refine the educational process in accordance with national and international standards;
- b) to choose the forms and modalities which it considers most appropriate for the conduct of academic and scientific activities, on the basis of the experience gained and the human and material potential available to it;
- c) to establish contacts and choose partners, collaborators and associates: universities, scientific research institutions, companies, other legal entities compatible in terms of prestige, level and competencies ;
- d) to edit and distribute printed materials with didactic, academic and scientific content;
- e) to award distinctions and prizes in appreciation of the activities with meritorious results carried out by various persons, groups or institutions, including to confer or receive teaching, academic and scientific degrees;
- f) to establish and organize, in accordance with the law, faculties, departments, university study programs, doctoral schools, postgraduate schools and university extensions;
- g) to organize research structures;
- h) to evaluate, on the basis of their own criteria, the didactic and scientific research activity and to adopt measures accordingly.

Organizational and functional autonomy

Article 34 Organizational and functional autonomy is materialized in the law of the University:

- a) to establish, modify and improve its own structures, including those of management, in accordance with the law;
- b) to elect by referendum, by universal, equal, direct and secret ballot, the method of appointing the rector,
- c) to draw up its own regulations, in compliance with the legislation in force;
- d) to establish and apply its own principles and criteria, in addition to those legally established at national level, regarding the evaluation of work results, for the appreciation, promotion, reward or dismissal of members of the ULBS community;
- e) to select, in accordance with the law, teachers, researchers, students and auxiliary and non-teaching staff;
- f) to establish the composition and management of the management structures in accordance with the legislation in force; to compile its job descriptions and staffing schemes in relation to the human and financial resources at its disposal, the provisions of the curricula and the legislation in force;
- g) to regulate and evaluate the conduct of members of the university community;
- h) to publish journals, textbooks, courses, research papers or other materials that support education and scientific research;
- i) to confer didactic and scientific titles in accordance with the law;
- j) to initiate and carry out, with the approval of the Senate, any other activity in accordance with the legislation in force and with international agreements;
- k) to organize scientific, cultural and sporting events and activities.

Administrative and financial autonomy

Article 35 The administrative-financial autonomy of the university is achieved by the right:

- a) to organize its own administrative and financial structures, departments, services and offices;
- b) to substantiate, approve, use and manage, according to the priorities and decisions of the university, the budget at its disposal;
- c) to generate own income from specific activities;
- d) to establish fees, as well as their amount, in accordance with the legal provisions, at the proposal of the academic structures and with the approval of the senate;
- e) to accept voluntary transfers in the form of donations, sponsorships and other legal acts free of charge;
- f) to provide scholarships and other forms of support;
- g) to manage the university spaces and the entire patrimony within the limits and conditions of the law;
- h) to establish investments and endowments in relation to institutional needs and legally established sources of funding;
- i) to carry out financial-banking operations, according to their own needs;
- j) to set up companies in compliance with legal provisions.
- k) to establish associations, foundations and other forms of association, with or without legal personality, in accordance with the law.
- it) to collaborate with other legal entities, based on protocols proposed by the academic structures and validated by the management structures of the university.

CHAPTER V CURRICULUM

Article 36

- (1) The education within ULBS is conducted in Romanian, and in languages of international circulation. ULBS education is compatible with the education of other universities in the country and abroad, being based on the system of transferable credits.
 - (2) The study programs of ULBS are open to all Romanian and foreign citizens, without discrimination, according to the Constitution, the legislation in force and this Book.
 - (3) The University may organize study programs for Romanian citizens residing in other countries, in structures considered as extensions of ULBS in these countries, in compliance with both Romanian and national legislation.
 - (4) The University may organize, in Romania or in other states, joint study programs with other higher education institutions abroad, recognized as such 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.
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Article 37

- (1) Students are partners in teaching and scientific research.
- (2) The University recognizes the legally constituted student organizations, supports their activity and takes into account their opinion, expressed in the legal framework, through the representatives of the students elected in the management structures.

Article 38

- (1) ULBS organizes undergraduate and graduate programs.
- (2) University studies are organized on undergraduate, master's and doctoral courses. For each organized university cycle, the university senate approves its own rules of organization and operation, in accordance with general and specific national and international quality standards.
- (3) Postgraduate studies are organized on postdoctoral programs of advanced research, on programs of training and continuous professional development and on postgraduate programs of improvement.

Article 39

- (1) The forms of organization of the university study programs can be:
 - a) frequently, for undergraduate, master's and doctoral studies;
 - b) with reduced frequency, for undergraduate, master's and doctoral studies
 - c) distance, for undergraduate studies.
- (2) The forms of organization and the conditions of development of the postgraduate study programs are established and made public by own regulations and methodologies, in accordance with the legal provisions.
- (3) Admission to the university and postgraduate study programs of ULBS is based on a methodology approved by the university senate, in accordance with the legislation in force.

Article 40

- (1) The curriculum of university study programs is approved by the university senate, at the proposal of the faculty councils, in accordance with the qualification profile defined by the National Qualifications Framework.
- (2) The curricular documents of a study program are the curricula, the program sheet and the discipline sheets.
- (3) The structure of the curricular documents is established by specific methodologies, in accordance with the legislation in force.

Article 41

- (1) A university degree program leads to a specific number of transferable study credits, in accordance with the methodology of the European Transferable Credit System (ECTS).
- (2) The management of the educational process in accordance with ECTS is carried out on the basis of its own regulations, in accordance with the law.
- (3) ULBS recognizes the credits earned by its students in international mobility programs.

Article 42 The structure of the academic year is approved by the senate in accordance with the legal provisions in force.

Article 43

- (1) After passing the final exams, ULBS awards the following types of study certificates: bachelor's degree, engineering degree, master's degree, doctoral degree, postdoctoral certificate and certificate of professional competence.
- (2) The study documents issued by ULBS are official documents, with special regime, which confirm the studies carried out, the titles or the qualities acquired.
- (3) In the case of study programs organized jointly with another university, the study documents shall be issued in accordance with national regulations and with the provisions of the interinstitutional agreements.
- (4) The study certificates issued by ULBS, in accordance with the law, for the same study programs are equivalent, regardless of the form of education completed.

CHAPTER VI PRINCIPLES OF ORGANIZATION AND FUNCTIONING

Article 44 Romanian and foreign citizens can be part of the ULBS university community, without discrimination.

Article 45

- (1) Access to the teaching and scientific research functions of ULBS is through competition, according to specific procedures and which are public.
- (2) Admission to ULBS is based on competition according to specific procedures that are public.
- (3) The retention of those admitted to the ULBS community is conditioned by compliance with university regulations.

Article 46 Teaching activity is inseparable from scientific research. The fundamental criterion for evaluating the professional activity of teachers is mandatory, along with the teaching component and a scientific component.

Article 47

- (1) The management structures and the persons holding the management positions shall be established in accordance with the legislation in force and its own regulations.
- (2) It is recommended that in the management positions, the members of the management structures or the president of the senate should not be elected / appointed persons who have reached the age of 65 on the date of election / appointment.
- (3) A person who:
 - a) have been convicted of an offense concerning their service or service in connection with their duties,
 - b) carried out political police activity, ascertained by a final court decision;
 - c) they were disciplined and not sanctioned.

Article 48

- (1) In the management structures, the students are represented according to the law, in proportion of 25% of the total members, the remaining 75% being teachers or researchers.

(2)The mandate of the student representatives, in the management structures - regardless of the study cycle they follow - bachelor's, master's or doctorate - can extend for as long as they have the quality of students except in case of serious deviations from university ethics but not more than the term of office for which they were elected.

(3)The students' vote is deliberate in all matters that directly concern them.

Article 49 The attributions of the university management structures at all levels are established by the legislation in force as well as by its own regulations, adopted by the senate and / or, as the case may be, by the faculty councils.

Article 50 The academic community as a whole is outside of political activities and confrontations. The process of education and research, specific to the university, is incompatible with any form of manifestation or political influence.

Article 51 Membership of the academic community does not restrict the political activities of its members, as private individuals, outside the university.

Article 52 The university encourages the exchange of students and teachers, in conditions of mutual recognition of skills.

Article 53 In the process of education and university life, students can participate in volunteer activities, for which they can receive a number of transferable study credits, under the conditions established by the operating regulations of the faculties.

Article 54

(1)Defending the prestige of the university is a fundamental duty for all members of the university community.

(2)The denigration by the employees of the University of ULBS or its representative bodies, by making public accusations or providing unreal data, proven as such by the specialized bodies of the state, likely to endanger or harm the legitimate interests of the University is sanctioned under the law , with the consent of the ULBS Senate.

Article 55 The didactic and scientific activity of teachers and researchers will be evaluated periodically.

Article 56 The Senate will periodically approve the activity reports of the university structures: departments, faculties, research structures, according to the standards set by the legislation in force and by the Romanian Agency for Quality Assurance in Higher Education, both in the accreditation phase and after the end of the first cycle. activity, forms of education and newly established university study programs.

Article 57 In the event that a particular person has carried out activities of particular importance for the benefit of one (s) of the faculty, that person may be distinguished with honorary titles of the respective faculty (ies) - "Honorary Partner of the Faculty" - "Honorary Member of the Faculty Council "etc. The proposal for the granting of these titles is made by the department and the validation of the proposal is made by the faculty council, in accordance with its own regulations.

Article 58 The Senate of the University may approve, according to the provisions of Law 1/2011, the reduction of the teaching and research norm for the persons holding the management positions, by up to 30%.

Article 59 ULBS promotes the partnership with other higher education institutions in the country and abroad in the common goal of affirming the national identity and the Romanian creation, respectively of developing the international academic cooperation.

CHAPTER VII STRUCTURE OF THE "LUCIAN BLAGA" UNIVERSITY OF SIBIU

Organizing educational and research processes

Article 60

- (1) For the development of the education and research process, "Lucian Blaga" University of Sibiu has in its structure: departments, faculties, ISUD, doctoral schools, institutes, research centers or laboratories, university clinics, centers for continuous training of human resources, units micro-production and services, experimental stations, teaching farms or other entities for the production and transfer of knowledge and technology, as well as other functional structures for scientific research, for cooperation with educational and research institutions in the country and abroad.
- (2) For the provision of support services, "Lucian Blaga" University of Sibiu has in its structure: library, publishing house, printing house, bookstore, directorates, services, administrative offices, canteens and student dormitories.
 - a) A minimum of 4 positions is required to set up an office.
 - b) A minimum of 7 positions is required to set up a service.
 - c) A minimum of 12 positions is required to establish a direction.
- (3) The administrative activities within the structures provided in para. (1) may be organized in the functional compartments of the nature and under the conditions provided in par. (2)

Article 61

- (1) The faculty is the basic functional unit of the university that develops and manages the study programs. The faculty corresponds to one or more fields of science, arts or sports.
- (2) According to the types, level and cycles of university studies, the composition of the faculty consists of departments, doctoral schools, postdoctoral schools, postgraduate schools and university extensions. These structures include: full and associate teaching staff, students, scientific researchers and designers, associate teaching staff, teaching and research staff and non-teaching staff.
- (3) Within ULBS, a faculty includes one or more departments, postgraduate schools, and university extensions that are responsible for organizing study programs by types and cycles of university studies in a fundamental field of science.
- (4) The faculty is established, organized, reorganized or disbanded at the proposal of the board of directors and, as the case may be, of the faculty council, with the approval of the University Senate, by decision of the Government. The faculty is individualized by fields of specialization, study programs and duration of studies as well as by the conditions of admission and graduation.
- (5) The Faculty is organized and operates on the basis of this Book, the regulations of the University and its own regulations. The governing body of the faculty is the faculty council. The faculty council is chaired by the dean.

Article 62

- (1) The department is a functional unit of the academic structure that carries out educational and research activities by producing, transmitting and capitalizing on the knowledge related to one or more study programs.
- (2) The size of a department is approved by the University Senate in accordance with the legislation in force and the ULBS organization chart.

- (3) In ULBS a department is composed of tenured and associated teachers and scientific researchers from one or more specialized fields. Each department manages study programs in at least one specialized field / field of science.
- (4) Departments may organize research centers, postgraduate schools and may propose university extensions.
- (5) The department is headed by the board of the department, which in turn is headed by a director.
- (6) The establishment, dissolution, merger, division and organization of the departments are approved by the University Senate at the proposal of the faculty councils or the Board of Directors.
- (7) The department is organized within a faculty. Exceptions are the functional departments that serve the entire academic community, which will be organized at the university level.

Article 63

- (1) Within the departments, groups can be set up that bring together teachers and researchers from the same discipline.
- (2) The establishment, organization and operation of scientific research structures in the university is done according to the internal regulations.

Management structures

Article 64

- (1) The functioning of the “Lucian Blaga” University of Sibiu is ensured by the management structures, by the management bodies of the component structural units and / or, as the case may be, of the consortia of which it is part.
 - a) The management structures are: the Senate and the Board of Directors, at the university level;
 - b) the council for doctoral studies, at ISUD level;
 - c) faculty council;
 - d) department council.
- (2) The structure of the governing bodies, at all levels, respects the principle of representativeness. The rule of representation is established by specific election regulations.
- (3) The composition of the governing bodies is established by universal, direct and secret ballot, according to *the specific election regulations of the ULBS*.
- (4) The terms and conditions of election to the governing bodies of ULBS are set forth in *the specific election regulations of ULBS*.
- (5) Membership in a management structure is maintained as long as the person in question maintains his / her status at the time of appointment (holder / student).
- (6) The governing bodies validly work with a quorum of 2/3 of the number of members, and the decisions are adopted with the vote of the simple majority of the members present.
- (7) The dismissal of any person who is part of the management structures of the university, at any level, is made by the decision of the same collective body, of the same structure or community that elected or appointed it, at the initiative of at least one third of the members of the management structure to which he belongs, for deviations provided for in the organization and operation regulations of that structure.
- (8) In any such case, prior hearing of the person concerned is mandatory.

Article 65 In all cases, the democratic principle of the majority expressed shall apply to the governing structures. Each collective management body may take legally valid decisions only if the quorum is met in accordance with this Charter and the legislation in force.

Article 66

- (1) The governing bodies of the university promote social dialogue in relation to the members of the university community, based on decisional transparency, in order to achieve an institutional consensus, ensuring a normal working climate in the University, respecting the provisions of the law, collective bargaining, internal regulations, as well as the rights and interests of employees and union members.
- (2) The relations between the management structures of the university and the Sibiu University Staff Union (SCUS) consider the following:
 - a) SCUS participates, through the elected president, in the elaboration of the ULBS Development Strategy with proposals aiming at the professional, economic, cultural and social activity;
 - b) ULBS recognizes the right of SCUS union representatives to monitor at work how employees' rights under their collective bargaining and individual employment contracts are respected;
 - c) ULBS and SCUS will communicate to each other in a timely manner their decisions on important labor relations issues;
 - d) "Lucian Blaga" University of Sibiu undertakes to develop annual training plans for all categories of employees, after consulting the union;
 - e) ULBS undertakes to consult the SCUS trade union in the event of the conclusion of professional adaptation contracts for its members;
 - f) The "Lucian Blaga" University of Sibiu is obliged to make available, free of charge, to SCUS the space corresponding to its operation and to ensure the necessary endowments for carrying out the activity provided by law;
 - g) Throughout the term of office, the elected representatives in the governing bodies of the SCUS trade union (members of the Executive Board and the representatives of the faculties) may not be dismissed for reasons related to the fulfillment of the mandate they received from the employees in the unit.

UNIVERSITY SENATE

Article 67 The University Senate is the highest decision-making and deliberation body in ULBS and is constituted by elections, based on the principles of representativeness and decision-making efficiency.

Article 68 The term of office of the University Senate is 4 years. The term of office of a member of the Senate is 4 years.

Article 69

- (1) The University Senate consists of a maximum of 85 members, representatives of the faculties and departments. Of these, 75% are teaching and research representatives, and 25% are student representatives.
- (2) All members of the University Senate, without exception, are established by the universal, direct and secret ballot of the tenured teachers and researchers, respectively of the students.
- (3) The representation of each faculty or structure of scientific research is ensured by the following algorithm:
 - a) The number of seats allocated to each faculty for teachers and research in the Senate is established according to the norm of representation provided in the Election Regulations for the Senate in relation to the number of tenured teachers and researchers in each academic and research structure;
 - b) The number of seats in the Senate for students belonging to each faculty is established in relation to the number of students enrolled in the faculty at the undergraduate, master's, doctoral level.
- (4) The structure, organization, duties and functioning of the ULBS Senate shall be established by *the Regulations on the organization and functioning of the ULBS Senate*.

- (5)The number of mandates, the attributions, the loss of the quality of senator, other aspects regarding the ULBS Senate, are regulated by the regulation mentioned in par. 4.

Article 70

- (1)The University Senate elects a president by secret ballot and directly.
(2)The President of the Senate is elected from among the faculty members of the Senate. The election of the President of the Senate shall be conducted in accordance with *the Rules of Procedure for the Election of the President of the Senate of ULBS* .

Article 71 The President of the Senate has the following attributions:

- a) represents the University Senate in relations with the Rector;
- b) concludes - in the name and for the University Senate - the managerial contract with the Rector of the university, after his confirmation by ministerial order;
- c) chairs the meetings of the University Senate;
- d) coordinates and cooperates with the specialized committees of the Senate;
- e) based on the proposals of the Senate committees, formulates motions for resolutions, in order to respect and promote the rights and legitimate interests of the academic and student body;
- f) may propose to the Senate that it request reports from the Rector in order to discuss and monitor the activity of the executive management of the university.

Article 72

- (1)The Senate meets in ordinary and extraordinary sessions or other manifestations, as the case may be.
(2)Ordinary meetings are a minimum of 6 per academic year and are convened by the Rector at least 7 days in advance, specifying the agenda and making available to members of the Senate materials written or published on the ULBS website and proposed for analyze.
(3)Extraordinary meetings may be convened in situations of major importance, by the President of the Senate, the Rector of the University and / or at the request of at least 1/3 of the members of the Senate.

Article 73

- (1)The competencies of the Senate cover all aspects of the academic life of the University regarding the strategy of fulfilling the mission and its objectives.
(2)The main responsibilities of the ULBS Senate are:
- a) guarantees academic freedom and university autonomy;
 - b) draws up, adopts, revises or repeals the university charter following a debate with the university community;
 - c) approves the methodologies and regulations regarding the organization and functioning of the University;
 - d) approves the strategic institutional development plan and the operational plans; draft budget and budget execution;
 - e) concludes the management contract with the Rector of ULBS;
 - f) approves, at the proposal of the Rector and in compliance with the legislation in force, the structure, organization and functioning of the university;
 - g) elaborates and approves the Code of quality assurance and the Code of ethics and professional ethics of the university;
 - h) adopts the University Code of Student Rights and Obligations, in compliance with the provisions of the Code of Student Rights and Obligations;
 - i) approves ULBS's human resources policy proposals, regulations and methodologies;
 - j) approves the programming, organization, development and improvement of the entire educational process (study formations, curricula, structure of the academic year, tuition fees, etc.);

- k) approves the job descriptions and the sizing of the teaching norm;
 - it) approves the heritage development projects aimed at the development of the university worth over EUR 50,000;
 - m) approves the composition of the University Ethics and Ethics Commission;
 - n) controls the activity of the Rector and of the Board of Directors through specialized commissions;
 - a) approves the competition methodology and the results of the competitions for the employment of teachers and researchers and periodically evaluates the human resource;
 - p) approves, at the proposal of the Rector, the sanctioning of staff with poor professional performance, based on their own methodology and the legislation in force;
 - q) approves the establishment, as a single University or by association, of companies, foundations or associations, and the granting, by contract, of the right of administration and use over the patrimonial assets;
 - r) in case of dismissal of the Rector by the ministry, appoints a vice-rector representing the University and who becomes authorizing officer and completes, according to the law, the procedures for appointing a new Rector;
 - s) approves ULBS's national and international cooperation strategy.
- (3) The ULBS Senate fulfills any other duties incumbent on it, in accordance with the legislation in force.

Article 74

- (1) The University Senate establishes, at the beginning of each legislature, specialized commissions through which it controls the activity of the executive management of ULBS.
- (2) The composition of the committees is proposed by the president of the Senate and is approved by the Senate. The attributions and functioning of the Specialized Commissions are provided in the Regulation on the organization and functioning of the ULBS Senate.
- (3) Monitoring and control reports are regularly presented and discussed in the University Senate, which takes action accordingly.

BOARD OF DIRECTORS

Article 75

- (1) The Board of Directors ensures the operative management of ULBS and implements the strategic decisions of the University Senate.
- (2) The Board of Directors includes: the rector, the vice-rectors, the deans of the faculties, the general administrative director and the student representative.
- (3) The representative of the Union participates, as an observer, in the meetings of the Board of Directors.
- (4) The President of the Senate may be invited to the meetings of the Board of Directors.

Article 76

- (1) The main competencies of the Board of Directors are:
 - a) develops studies, long-term and medium-term strategies, policies on areas of interest of the university, as well as the strategic plan for institutional development;
 - b) endorses the operational plans proposed by the Rector;
 - c) approves, at the proposal of the Rector, the structure and organizational chart of the University, in order to approve them in the Senate;

- d) elaborates and submits for approval to the Senate the regulations and methodologies regarding the organization and functioning of the University;
 - e) draws up and substantiates the draft revenue and expenditure budget;
 - f) endorses the proposals for new study programs or for the liquidation of those study programs that are no longer part of the University's mission, are academically ineffective, financially or are no longer required by the labor market;
 - g) approves and submits for approval to the Senate the proposals, regulations and methodologies regarding the human resources policy of ULBS;
 - h) approves the budget execution and the annual / quarterly financial statements;
 - i) approves and submits for approval to the Senate the nominal composition of the Commission of ethics and university deontology, as well as the nominal composition of the commissions of preliminary investigation of disciplinary violations.
- (2)The Board of Directors performs other duties established by law, *the Regulations on the organization and functioning of the ULBS Board of Directors* or by the Senate.

COUNCIL FOR UNIVERSITY DOCTORAL STUDIES

Article 77

- (1)According to the law, ISUD is led by the Council for Doctoral Studies (CSUD).
- (2)The organization, operation and tasks of the CSUD are established by the legislation in force and by its own operating regulations.

FACULTY COUNCIL

Article 78 The faculty is led by the faculty council, chaired by the dean. Each faculty elaborates its own *Regulation of organization and functioning* , through which it ensures the development of studies and scientific research, the improvement and the periodic evaluation of the personnel, as well as the management of the human resources in the faculty.

Article 79

- (1)The faculty council is the decision-making and deliberative body of the faculty.
- (2)The number of members of each faculty council is determined as follows:
 - a) The number of seats allocated to each department for teaching and research staff in the Faculty Council is established in relation to the number of full-time teaching and research staff existing in each department;
 - b) The number of seats allocated to each department, for students, in the Faculty Council is established in relation to the number of students enrolled in the study programs managed by each department.
 - c) Of the total number of members, 75% are full-time teachers or scientific researchers, and 25% are students.
- (3)The representatives of the teaching and research staff in the faculty council are elected by universal, direct and secret ballot of all the tenured teaching and research staff in the faculty.
- (4)Student representatives are elected by universal, direct and secret ballot of all students enrolled in the faculty's curricula.
- (5)The newly elected faculty council is validated by the University Senate.
- (6)The faculty council meets quarterly in ordinary session and in extraordinary sessions.

Article 80

- (1)The powers of the faculty council cover all matters of academic life in the faculty.
- (2)The main attributions of the faculty council are:
 - a) approves the development strategy of the faculty, in accordance with the development strategy of ULBS;

- b) approves the establishment, modification or abolition of the curricula managed by the faculty;
 - c) endorses the job descriptions for teaching and research staff and the staff lists for the other categories of staff;
 - d) proposes the criteria, standards and commissions for the filling of teaching and research positions by competition, as well as for the regular evaluation of the research teaching staff within the faculty;
 - e) organizes competitions for teaching and auxiliary research staff;
 - f) elaborates and adopts the draft budget for the faculty, ensures the use of the material resources made available to the faculty in compliance with the legal provisions;
 - g) substantiates and approves the enrollment figures, manages the admission process to the faculty's curricula according to the admission regulations, as well as all aspects related to the management of the faculty students' schooling, including social services and facilities for students. .
 - h) organizes scientific events;
 - i) controls the activity of the dean and approves his annual reports on the general state of the faculty, quality assurance and respect for university ethics at the faculty level;
 - j) establishes the strategy for national and international academic cooperation and proposes collaboration agreements in accordance with the university's strategy;
- (3)The faculty council fulfills other attributions established by law, through the decisions of the board of directors and the decisions of the ULBS Senate.

COUNCIL COUNCIL

Article 81

- (1)The department is headed by the department council.
- (2)The attributions of the department council refer to the management of the didactic activity and of the scientific research activity carried out by the members of the department.
- (3)The department council approves the necessary proposals for approval / approval / adoption by the faculty council.
- (4)The operative management of the department is ensured by the director of the department, supported by the members of the department council.

Article 82 The council of the department is elected by universal, equal, direct and secret ballot, exercised by the members of the department.

DRIVING FUNCTIONS

Article 83

- (1)The management functions are:
 - a) rector, vice-rector, general administrative director - at university level;
 - b) director of the council for doctoral studies, at ISUD level.
 - c) dean, vice dean - at the faculty level;
 - d) department director - at the department level;
- (2)The research and development units are headed by the directors of the respective units.
- (3)The management functions of rector, vice-rector, dean, vice-dean, department director or research-development, design, microproduction unit are not cumulated.

- (4) In the event of a vacancy in the management position during the term of office, a by-election / public competition / appointment, as the case may be, shall be held within a maximum of 90 days from the date of the vacancy. The manner of appointing the rector, established by referendum, is maintained.
- (5) The removal from office of any person holding a managerial position, including the rector, shall be made by decision of the same collective body, of the same structure or community which elected or appointed him, by a symmetrical procedure similar to that by which he was elected or appointed, at the initiative of at least one third of the members of the electorate and only for particularly serious deviations from the code of academic ethics, thus defined by the Code of Ethics and University Ethics.
- (6) In any such case, prior hearing of the person concerned is mandatory.

Rector

Article 84

- (1) The rector legally represents ULBS in relations with third parties, executes the executive management and is the credit officer of the university.
- (2) The rector is appointed by the university community by the method established according to the university referendum in which all tenured teachers and scientific researchers participate, as well as the student representatives in the university senate and in the faculty councils of ULBS.
- (3) The term of office of the rector is 4 years. A person cannot hold the position of rector at the same higher education institution for more than two successive, full terms.
- (4) The rector, appointed in the manner provided in paragraph 2, is confirmed by order of the line minister, according to the law.
- (5) The confirmed rector concludes an institutional contract with the relevant minister.
- (6) The confirmed rector concludes a management contract with the university senate, which includes the criteria and indicators of managerial performance, the rights and obligations of the contracting parties.
- (7) In case of exercising the function of member of the Government or of secretary of state, the Rector has the obligation to suspend from office during the exercise of the respective dignity.

Article 85

- (1) The rector has the following responsibilities:
 - a) performs the management and operative leadership of the university;
 - b) chairs the board of directors;
 - c) convenes the university senate;
 - d) appoints vice-rectors on the basis of consultation with the university senate
 - e) organizes the public competition for the selection of the deans of the faculties
 - f) is responsible for the good management of the patrimony and the correct financial management of the university,
 - g) is responsible for allocating university resources, as a matter of priority, to the best performing departments and structures;
 - h) signs official documents, diplomas, documents, financial-accounting documents, diplomas prepared and issued by ULBS;
 - i) signs decisions regarding the enrollment regime of students;
 - j) signs decisions regarding the employment, sanctioning, modification and termination of employment of ULBS employees;
 - k) cancels, with the approval of the university senate, a certificate or diploma of studies when it is proved that it was obtained by fraudulent means or by violating the provisions of the Code of University Ethics and Deontology;
 - it) approves the attributions of the auxiliary and non-teaching staff, established in the individual job description;

- m) ensures the smooth running of the competitions for the position, in compliance with the quality standards in the university environment, university ethics and the legislation in force;
 - n) proposes the structure and nominal composition of the University Ethics and Ethics Commission;
 - a) proposes to the board of directors the taking of the measure of requesting the employees for the performance of the complete medical examination in exceptional situations, of professional incapacity of psycho-behavioral nature;
 - p) implements the decisions of the board of directors regarding the performance of the complete medical examination in exceptional situations, of professional incapacity of psycho-behavioral nature by the employees;
 - q) ensures the conditions for the implementation of the decisions of the board of directors, of the ULBS senate, of the Code of Ethics and University Ethics, as well as of the other internal normative acts of ULBS;
 - r) chairs the competition committee for the appointment of the general administrative director and appoints him to the post, in accordance with the law;
 - s) presents to the university senate reports on the fulfillment of the mission and the strategic objectives;
 - t) performs other duties established by the university senate, in accordance with the management contract and the legislation in force.
- (2) By virtue of public responsibility, the Rector:
- a) presents to the university senate, in March of each year, the report on the state of the university;
 - b) make public its decisions and those of the board of directors;
 - c) makes public, by declaration on its own responsibility, the annual offer of university tuition, in accordance with the law.

Article 86

- (1) The rector may be suspended by the university senate when at least one of the following violations is found:
- a) does not meet the managerial performance indicators assumed by the contract and does not comply with the other obligations specified in the management contract concluded with the university senate;
 - b) violates the law and the rules of university ethics;
 - c) harms the interests of the university;
 - d) is maintained, beyond the term stipulated in this Charter, in one of the situations of incompatibility or conflict of interest provided by law for the position of rector.
- (2) The rector is responsible for his activity before the university senate.

Article 87 The rector may be dismissed or removed from office in accordance with the law.

Prorectors

Article 88

- (1) The vice-rector is a member of the university's university community, appointed to this position by the rector, in consultation with the university senate.
- (2) The vice-rector expresses his written agreement for the executive support of the rector's management plan.
- (3) For each term the number of vice-rectors is proposed by the rector and approved by the senate.
- (4) The term of office of the vice-rectors is the same as the term of office of the rector, ie four years. The maximum number of seats is 4.
- (5) The concrete attributions of the vice-rectors are constituted by responsibilities, on domains, delegated by the Rector and validated by the Senate. These

responsibilities may correspond to the level of development of the university in various fields, such as teaching and staffing, scientific research, student issues, university strategy and economic activity, international relations and community programs, and the like. .

- (6) A vice-rector may be dismissed by the Rector, after consulting the University Senate, when he does not fulfill his duties included in the appointment decision, violates the legislation and norms of university ethics, is in one of the incompatibilities provided by law and / or harms interests ULBS.

DIRECTOR OF THE COUNCIL FOR UNIVERSITY DOCTORAL STUDIES

Article 89

- (1) The board for doctoral studies is chaired by a director.
- (2) The position of director of the council for doctoral studies is assimilated to the position of vice-rector.
- (3) The procedure for electing the director of the board for doctoral studies is regulated by the Code of doctoral studies.

DIRECTOR GENERAL OF ADMINISTRATION

Article 90

- (1) The general administrative director leads the administrative structure and is responsible for the good economic-financial management of the university in accordance with the provisions of the job description.
- (2) The position of general administrative director is filled through a competition organized by the university's board of directors. The chairman of the competition committee is the Rector of the university, and a representative of the relevant ministry is also part of the committee. The general administrative director of ULBS is validated by the University Senate.
- (3) The appointment of the general administrative director is made by decision of the Rector, and its maintenance is made based on his written agreement for the executive support of the rector's management plan.
- (4) The Director General of Administration may be dismissed by the Board of Directors with the validation of the Senate, when he does not fulfill his duties included in the appointment decision, violates the legislation and rules of university ethics and / or harms the interests of ULBS.

dean

Article 91

- (1) The dean represents the faculty and is responsible for its management and leadership. The dean is selected through a public competition organized by the rector and validated by the ULBS Senate.
- (2) The dean carries out the decisions of the rector, of the board of directors and of the university senate.
- (3) The dean has the following responsibilities:
- a) chairs the meetings of the faculty council;
 - b) is responsible for the selection, periodic evaluation, training, motivation of the faculty staff, according to the law;
 - c) is responsible for the proper conduct of the competitions for the position, in compliance with the norms of quality, university ethics and the legislation in force;

- d) approves the individual job description of the teaching and non-teaching staff of the faculty, according to the law;
 - e) signs documents, diplomas and certificates regarding the activity of the faculty, according to the legal provisions, being responsible for them;
 - f) proposes and implements disciplinary sanctions established by the faculty council or the University Ethics and Ethics Commission, in accordance with the law;
 - g) decides to cancel the results of an examination or other type of assessment if they were obtained fraudulently or in violation of legal provisions;
 - h) submits an annual report to the faculty council on the state of the faculty;
 - i) submit annual and whenever necessary reports to the Management Board;
 - j) calls on the faculty department directors to present the annual activity reports to the board after they have been debated by the members of the department;
 - k) makes public its own decisions and those of the faculty council.
- (4)The term of office of the deans is the same as the term of office of the rector, ie four years. The maximum number of seats is 4.
- (5)The dean may be dismissed by the Rector, after consulting the faculty council, when at least one of the following violations is found:
- a) does not comply with the terms of the agreement for the executive support of the Rector's management plan and does not comply with the other obligations specified in the appointment decision;
 - b) violates the law and the rules of university ethics;
 - c) harms the interests of the university;
 - d) his opinion was withdrawn by the faculty council.
- (6)The person holding the position of dean may be a member of the Faculty Council, provided that he / she is elected in this capacity.

Vice Dean

Article 92

- (1)The dean appointed by competition and validated by the Senate nominates his vice-deans, in consultation with the rector and the faculty council, ensuring the proper representation of all faculty departments. A norm of one vice-dean is recommended for 800 students, but not less than 2 and not more than 4 vice-deans per faculty.
- (2)The term of office of the Vice-Dean is the same as the term of office of the Dean, ie four years. The maximum number of seats is 4.
- (3)The attributions of the vice-deans are established by the dean according to the field of competence delegated to him, in relation to the specifics of the faculty, as well as to the strategic vision of the dean. The vice-deans exercise their managerial attributions in specific fields, based on and within the limits of the delegation of attributions, in accordance with the Regulation on the organization and functioning of the faculty.
- (4)The dean may revoke and replace a vice-dean, with the prior consultation of the faculty council, with the obligation to motivate his choice, in order to ensure the transparency of the academic leadership.
- (5)The person holding the position of vice-dean may be a member of the Faculty Council, provided that he / she is elected in this capacity.

DEPARTMENT DIRECTOR

Article 93

- (1)The director of the department ensures the management and operative leadership of the department.
- (2)The director of the department is elected by universal, direct and secret ballot of all the tenured teaching and research staff of the department.

- (3)The department director is endorsed by the faculty council and validated by the university senate.
- (4)The director of the department has the following attributions:
- a) is responsible for the elaboration and implementation of curricula;
 - b) is responsible for the elaboration of the function statements, according to the legal provisions, and for the fulfillment of the tasks provided by them;
 - c) is responsible for research and quality management in the department;
 - d) is responsible for the proper functioning of the education and research activities in the department;
 - e) is responsible for the selection, periodic evaluation, training, motivation of the staff in the department, according to the law;
 - f) ensures the periodic self-evaluation of the activities within the department according to the law;
 - g) is responsible for the proper conduct of the competitions for the position, in compliance with the norms of quality, university ethics and the legislation in force;
 - h) fulfills other attributions established by the legislation in force, by the dean, by the faculty council, rector, board of directors or senate.
- (5)The director of the department may be removed from office by the university senate, following the proposal of at least 1/3 of the members of the department, approved by a vote of the members of the department, when one of the following situations is found:
- a) violated the provisions of the Code of Ethics and Professional Ethics on Conflict of Interest;
 - b) is in one of the situations of incompatibility provided by the legal norms in force and by the Code of Ethics and University Professional Ethics;
 - c) violated his duties, by virtue of his position, regarding the performance standards in the teaching and research activity of the department.
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CHAPTER VIII FINANCING AND HERITAGE OF THE UNIVERSITY

Article 94

- (1)ULBS operates as an institution financed by funds allocated from the state budget, funds obtained from taxes and fees for education, research and other activities provided, loans, grants and external grants, interest, donations, sponsorships and other legally constituted sources.
- (2)All ULBS funding resources are own revenue.
- (3)ULBS financing from the state budget is made on the basis of a contract concluded with the relevant ministry under the law.
- (4)The financing of university scientific research is done according to the legislation specific to the field of research-development-innovation.
- (5)ULBS funding can be contracted and contributed by other ministries.
- (6)Unused funds at the end of the year from the execution of the approved budget remain at the disposal of the university and are included in the budget of revenues and expenditures of the institution, for the following year, without payments to the state budget, in accordance with the law.
- (7)All revenues obtained from sources other than the state budget are managed entirely by the university, in compliance with the laws and criteria of opportunity and efficiency.

Article 95

- (1)The expenses of the university are intended for staff expenses and its stimulation, scholarships and other forms of student support, investments, endowments, capital and current repairs, support for research and co-financing of projects, internal and external mobility, maintenance of equipment and buildings, subscriptions, realization services for the proper conduct of teaching and administrative processes, the purchase of teaching and maintenance materials, etc.
- (2)University spending must be an important component of institutional development.
- (3)The expenses for investments and assimilated to them, according to the law, are approved by the university senate. Current expenditures on staff salaries, goods and services, social assistance and other operating and maintenance expenses shall be made in accordance with the law.
- (4)The amounts or goods obtained through sponsorships are used in strict accordance with the provisions of the sponsorship contracts, based on the legal norms in force.
- (5)At the level of all management structures and functions, the principle of prudence in the management of the financial and material resources of the university must be consistently promoted.

Article 96

- (1)ULBS has its own assets, which it manages in accordance with the law.
- (2)The material patrimony of the university is made up of all the rights and obligations of an economic nature, which are highlighted as such in the balance sheet of the university.
- (3)The rights that the university has over the goods from its own patrimony can be real rights, as the case may be, property right or its dismemberments, use, usufruct, servitude and surface, according to the provisions of the Civil Code, right of use acquired by renting, concession, loan and other such or administration rights, as well as intellectual property rights, in accordance with the law.
- (4)The assets obtained from own financial resources are the property of the university.
- (5)The university has in its patrimony movable and immovable goods from the public and private domain of the state.
- (6)The subjective rights of the university over the public domain goods of the state may be rights of administration, use, concession or rental, in accordance with the law.
- (7)The right of disposal over the assets is regulated by the legislation in force.
- (8)The lease of available assets from the patrimonial asset is made only in accordance with the law.
- (9)Any damage to the university is recovered from those guilty, based on property liability, in accordance with the law.

Article 97

- (1)The university space consists of all buildings and land, teaching stations, farms, research and development institutes, hospitals and university clinics, the university campus, facilities of any kind and for any purpose used by the university, regardless of the legal title under which it is entitled. to use them.
- (2)Exceptions to the provisions of the previous paragraph are the spaces and related facilities belonging to the Ministry of Health and the ministries with their own health network, in which the state higher medical education is carried out.
- (3)The university space is inviolable, and is protected according to the legislation in force. The bodies of order can intervene in the university space only with the permission or at the request of the rector, or of the Senate.
- (4)Student dormitories enjoy the same legal protection. Law enforcement agencies may not conduct raids and / or other routine operations without the permission of the Rector.
- (5)The intervention of ambulances and firefighters is allowed in case of emergency.

- (6) Except in cases of force majeure, the access of members of the ULBS community to the university premises may not be prohibited or restricted, including in the case of the exercise of the right to strike. The Senate may regulate the restriction of access during the night, on university holidays or on public holidays and in other situations regulated by the Rules of Procedure and by law.

Article 98

- (1) The university may establish, alone or by association, companies, foundations, associations, pre-university education units, with the approval of the Senate. The condition for them to be established is that they contribute to the increase of the institution's performance and not to negatively influence, in any way, the educational activity, research-development.
- (2) The university may form consortia, including with the research and development units, on the basis of a partnership contract concluded in accordance with the law.
- (3) The university may contribute exclusively to the formation of companies, foundations or associations with money, patents and other intellectual property rights. The University may grant by contract the right of administration and use over the patrimonial assets to the companies or associations in which it has the quality of shareholder or associate or to the foundations in which it has the quality of founder, with the approval of the University Senate. The right to use and administer public property cannot constitute a contribution of the university to the share capital of a company, foundation or association.

CHAPTER IX INSTITUTIONAL COOPERATION AND INTERNATIONAL COOPERATION

Article 99

- (1) In order to carry out its mission, and in accordance with the provisions of this book, ULBS may associate with public institutions and other legal entities under private law, with universities or research and development institutes. This association aims to carry out fundamental and applied research programs, to increase the level of qualification of specialists with university studies or in order to contribute to the sustainable development of the region.
- (2) The partnership is considered to be concluded by initialing conventions, contracts or agreements that take into account at least the following aspects: the existence of labor market requirements, the creditworthiness of the partner (s), the presumed benefits for the institution, the conclusion on the basis of mutual gain.

Article 100

- (1) The University may enter into participation agreements with consortia, associations, foundations or the like in order to achieve its mission as well as to ensure that quality criteria and standards are more easily achieved, that its institutional and / or financial performance is improved and that it is managed effectively. education, research and technology transfer activities and to provide adequate financial and administrative support to members of the university community.
- (2) In all cases of such associations, the university will ensure the preservation of its own identity, its specificity and its individuality, according to the principle of unity in diversity of activities.

Article 101

- (1) The University promotes cooperation, both in the academic field and in the field of scientific research and extracurricular activities, with higher education institutions around the world, with research and development institutes, as well as with

international organizations / associations of an academic, community nature. and / or cultural.

- (2) In the spirit of the above, the university encourages and supports the exchange of students, the exchange of teachers, participation in international scientific events, access to projects with international funding, partnerships with prestigious institutions abroad, increasing the prestige of the University by disseminating the results obtained by own staff in the international academic community.

CHAPTER X QUALITY ASSURANCE AND INTERNAL MANAGEMENT CONTROL

Article 102

- (1) ULBS's quality management objectives are defined by *the Rector's Statement on Quality Policy*.
- (2) Ensuring the quality of managerial, educational, scientific research, administrative support and tertiary processes is an obligation of every member of the academic community and every ULBS employee.
- (3) Internal / managerial control is an integral process carried out by ULBS management and staff and aims to identify risks and provide reasonable assurance that in carrying out the ULBS mission, the following general objectives are achieved:
- a) performing systematic, ethical, economic and effective activities;
 - b) fulfillment of liability obligations;
 - c) compliance with applicable laws and regulations;
 - d) defending resources against loss, abuse and damage.
- (4) Management and staff at all levels of ULBS must be involved in this process to reasonably ensure that ULBS's overall mission and objectives have been met.

Article 2 The structures for quality assurance and internal managerial control at ULBS level are:

- a) Administrative structure specially designed for Quality Assurance and Internal Management Control activities;
- b) Commission for Evaluation and Quality Assurance - at university level;
- c) Subcommittees for Evaluation and Quality Assurance (SCEAC) - at the level of faculties 9 subcommittees;
- d) Commission for Education and Quality Assessment (CIEC) - at the Senate level;
- e) Those responsible for quality assurance at the level of all ULBS entities (departments, departments, services, offices, etc.);
- f) Commission for Monitoring, Coordination and Methodological Guidance of the Development of the Internal Management Control System - at ULBS level

Article 103

- (1) The ULBS Quality Assurance and Assurance Commission (CEAC) operates
- (2) At the level of the faculties, the responsibility for maintaining the compliance of the management system with the reference standards lies with the sub-commissions for quality assurance and evaluation (SCEAC).
- (3) CEAC and SCEAC pursue the implementation of quality assurance strategies and policies through quality assurance and evaluation activities, in relation to the vision, mission and policy of the university.
- (4) CEAC prepares an annual internal evaluation report on the quality of university education. The report is made known to all beneficiaries by posting it on the university website.

- (5)CEAC and SCEAC make proposals to improve the quality of education, establish and initiate analyzes and evaluations based on quality criteria established for faculties, departments and other structures.
- (6)CEAC and SCEAC operate, in accordance with the provisions of the specific legislation on quality assurance of education and the Education Law, on the basis of the *Regulation on the organization and functioning of CEAC / SCEAC approved by the ULBS Senate*.

Article 104

- (1)At ULBS level, the Commission for Monitoring, Coordination and Methodological Guidance for the Development of the Internal Management Control System operates, which has the role of establishing, creating and implementing an integrated internal / managerial control system within ULBS, which ensures the achievement of the institution's objectives. efficiently, effectively and economically.
- (2)The Commission for Monitoring, Coordination and Methodological Guidance for the Development of the Internal Management Control System operates in accordance with the provisions of the specific legislation and on the basis of the *Regulation on the organization and functioning of the commission approved by the ULBS Senate*.
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Article 105

- (1)The specific administrative structure is a functional structure within ULBS with a coordination and support role, which is organized and operates in accordance with the legal provisions and specific internal regulations with the following main attributions:
- a) coordinates the activities regarding the elaboration and control of the documents specific to the management system (regulations, procedures, work instructions, etc.) carried out within all the structures of ULBS;
 - b) provides support to the Commission for Evaluation and Quality Assurance in order to carry out evaluation and quality assurance activities, by planning actions, organizing working teams for the preparation of documents and specific training of staff.
 - c) Provides support to the Commission for Monitoring, Coordination and Methodological Guidance of the Development of the Management Internal Control System (SCIM) in order to implement the SCIM in accordance with the legal requirements in force.

UNIVERSITY CODE OF ETHICS AND DEONTOLOGY OF "LUCIAN BLAGA" UNIVERSITY OF SIBIU

Code of Ethics and University Ethics of the "Lucian Blaga" University of Sibiu - July 2015

CHAPTER I. GENERAL PROVISIONS

- Article 1** "Lucian Blaga" University of Sibiu is an institution of public interest, established in order to promote an education focused on authentic values, creativity, development of cognitive and action capacity of teachers, students, masters and doctoral students, scientific knowledge and career guidance, in compliance with the principles of the rule of law.
- Article 2** The University respects the dignity of its members, promotes academic integrity and contributes to the democratic development and prosperity of the local community, in particular, and of society in general.
- Article 3** The values and principles promoted by the institution are: academic freedom, personal autonomy, justice and fairness, merit, professionalism, honesty and intellectual correctness, transparency, respect and tolerance, responsibility, goodwill and care.

CHAPTER II. ACADEMIC FREEDOM

- Article 4** ULBS is a space free from political, religious, economic or other interference, pressure and constraints, in which learning, knowledge, scientific research, morals and ethics are promoted.
- Article 5** Members of the university community are protected from any kind of censorship, manipulation, persecution, in accordance with scientific standards and professional responsibilities.
- Article 6**
- (1) Any member of the university community must avoid harming the rights and freedoms of other colleagues, to promote the freedom of the individual.
 - (2) The University supports and encourages critical approach, intellectual partnership and cooperation, regardless of political views or religious beliefs.
 - (3) "Lucian Blaga" University of Sibiu will reject any kind of pressure that will be exerted on its members, regardless of their source.
- Article 7**
- (1) Members of the academic community are free to select and discuss relevant topics, to critically examine values, norms, institutions and social practices in the spirit of intellectual honesty and responsibility for producing and disseminating knowledge and the right to privacy and confidentiality.
 - (2) Confidentiality enshrines the right of everyone to the protection of personal data concerning them. Such data must be processed correctly, for the purposes specified and on the basis of the consent of the person concerned or on the basis of another legitimate reason provided by law. Everyone has the right of access to

data which has been collected concerning him or her and the right to obtain rectification thereof.

(3) Personal files are confidential. Violation of confidentiality is sanctioned.

CHAPTER III. PERSONAL AUTONOMY

Article 8 ULBS promotes an environment conducive to the exercise of personal autonomy by all members of the university community. To this end, the non-restrictive exercise of opinions regarding programs, competitions, study and research opportunities is ensured, offering the possibility for each member of the university to be able to make and apply decisions regarding his own academic and professional career.

Article 9 Exercising personal autonomy in the university space means the possibility to choose individually, knowingly, the study and research programs, the academic career paths, the opportunities, the level of excellence that each individual wants to access.

Article 10 In order for personal autonomy to be real, ULBS makes available to the general public and members of its own academic community all important information on study and research programs, institution structure, university standards, admissions competitions, grant competitions, competitions to fill vacancies, the teaching staff, the material base, social services, etc. by publishing in a timely manner in various forms, including the University's web pages. Violation of personal autonomy attracts the sanctions provided by law.

CHAPTER IV. JUSTICE AND FAIRNESS

Article 11 Members of the academic community will be treated fairly and fairly in accordance with the principles of the rule of law and morality. To this end, the Charter of the University will ensure the correct and equitable distribution of professional competencies and prerogatives of power, so as to prevent their exercise in excess of power.

Article 12 The University advocates for the promotion of equal opportunities in access to education, employment and participation in projects / programs, for the elimination of conflicts of interest, for the prevention and combating of any form of corruption, favoritism and nepotism and for the fight against all forms of discrimination.

Section Ia. Incompatibility

Article 13 *Incompatibility* means :

- a) the prohibition of establishing and / or maintaining direct hierarchical relations between the teaching and research staff, the teaching and auxiliary research staff holding a management position and their spouses, relatives or relatives up to and including the third degree.
- b) simultaneous exercise of certain functions and dignities.

Article 14 There are situations of incompatibility:

- a) for the position of rector - the positions of vice-rector, general administrative director, dean, vice-dean, department director, chief accountant;
- b) for the position of vice-rector - the positions of general administrative director, dean, vice-dean, department director, chief accountant;

- c) for the position of general administrative director - positions of director, department director, accountant - head, head of service, head of office;
- d) for the position of dean - the positions of vice dean, department director, chief secretary of the faculty;
- e) for the position of vice dean: director of department, chief secretary of the faculty.
- f) direct assessment of the spouse, relatives or relatives up to and including the third degree.
- g) simultaneous occupation by spouses, relatives and relatives up to the third degree, including the functions by which one or the other is in a position of management, control, authority or direct institutional assessment at any level in the same university.
- h) within a department may not be held simultaneously by persons who are in a position of management, control of authority or direct institutional evaluation at any level, teaching positions of teacher, associate professor, lecturer / head of papers, assistant who carries out teaching activities related to the same discipline or teaching unit (course) in the curriculum of a university study program or a postgraduate program, respectively courses, seminars / laboratory works associated with the subjects in the curriculum managed by the same department .
- i) simultaneous holding of two or more positions which, according to the regulations, cannot be combined.

Section II Conflicts of interest

Article 15

- (1) **Conflicts of interest** arise when the personal interests, direct or indirect, of a member of the academic community conflict with the obligations arising from his or her status or are likely to affect the independence and impartiality necessary to fulfill those obligations.
- (2) Conflicts of interest that may lead to harmful practices, such as favoritism and nepotism, and which result in the application of double standards in appraisal or evaluation, or in acts of persecution or revenge, manifestations that the university rejects, are prohibited.

Article 16 The teaching and research staff, the teaching and research staff are in conflict of interest when it is determined by:

(1) **Personal relationships:**

- a) has personal or patrimonial interests contrary or unfair to the university, exercised in such a way as to negatively influence the objective achievement of the duties of the position held or to influence the vote within the management structures of the university.
- b) is empowered to make decisions or participate in their decision-making regarding natural persons with whom he or she is in a relationship with spouses, relatives or relatives up to and including the third degree, or is required to make decisions or participate in decision-making regarding natural and / or legal persons, with whom he has patrimonial relations;
- c) is part of the same commission or of the same management structure - constituted according to the law - together with other persons who have the quality of spouses, relatives or relatives up to and including the third degree;
- d) holds a managerial position, or is part of a management structure in which his or her decisions may influence his or her property interests, those of his or her spouse, relatives or relatives up to and including the third degree;
- e) holds positions, conducts teaching or scientific research activities organized by other educational institutions at the doctoral, master's or bachelor's level, without the approval of the ULBS Senate;

- f) holds a management position or is a member of the management structures of private agents or holds a management or coordination function in the functional structures of political entities;
 - g) holds a management position at the university and shares or shares in companies that carry out activities in the field of education or continuing education or that have or have had commercial contracts, works or service contracts with the university;
 - h) carries out activities that are contrary to professional ethics and deontology or harm the prestige and image of the university, or any other activities that may affect the accomplishment of its mission.
 - i) the cases in which from the evaluation commissions (for entrance exams, license, dissertations, doctorate) and those of granting grants, employment or promotion, evaluation of academic and managerial performance, audit, etc. include persons in a relationship of spouses, relatives or affinity up to the third degree, including candidates or persons to be assessed;
 - j) the cases in which the teachers are in the situation of direct supervision of the spouse or relatives or relatives-in-law up to the third degree, including for the bachelor's, master's, doctoral exams, or any other form of studies.
- (2) The multiple roles that a person holds in the university, so that the relationships assumed by a certain role are likely to affect his decisions. A person has a multiple role when exercising a management position in a faculty or department and is a member of an internal evaluation committee (excluding the institutional one), in which case he / she is obliged to abstain (research grants or other resources).
- (3) Material interests, and refers to:
- a) the relations of a member of the university with representatives of the companies with which the university has concluded commercial contracts, services or execution of public works, or collaboration relations, the circumstance in which the persons representing the university have the obligation not to participate in negotiating relations between them. university.
 - b) decision-making or participation in decision-making with regard to natural persons with whom they are related up to and including the third degree, or are required to take decisions or participate in decision-making with regard to natural persons and / or with which it has patrimonial relations,
 - c) hiring students, for a fee or for various forms of academic practice, in a company or association of any kind in which the evaluating teachers have a material, personal or professional interest, a situation that should not affect the evaluation of the academic performance of the former.

Article 17

- (1) Anyone in the academic community who is in a state of incompatibility is obliged to inform, immediately, the superior hierarchical head or the president of the collegiate governing body.
- (2) Anyone inside and outside the academic community may report, under their own signature, the existence of situations of incompatibility or conflict of interest.
- (3) Anonymous or loan submissions are not considered.

Article 18

- (1) The full-time teaching and / or research staff, who fall under the situations of *incompatibility* provided for in the Code of Ethics and University Ethics, or similar ones, have 30 calendar days to get out of the incompatibility.
- (2) If a member of the academic community is, in any form, subject to a situation of incompatibility, he has the obligation to take the necessary measures to get out of

the situation of incompatibility within 30 calendar days from the occurrence of the incompatibility.

Article 19

- (1) In case of *conflict of interest*, the person concerned, a member of the academic community, is obliged to immediately inform the head of the hierarchy or the chairman of the collegiate governing body and to refrain from any action relating to its existence.
- (2) The hierarchical superior or the chairman of the collegiate governing body has the obligation to take immediate measures to ensure the impartial exercise of the teaching, scientific research or management functions as well as to get out of the situation of conflict of interest.

Article 20

- (1) If the necessary measures are not taken to get out of the situation of incompatibility within 30 calendar days from the date of this situation and the conflict of interests immediately by the persons notified with this situation, ULBS through the competent bodies will train the disciplinary liability of those guilty.
- (2) Disciplinary liability may be incurred at the same time as civil or criminal liability, as the case may be.

Article 21 If the university senate is notified of the existence of a situation of incompatibility or conflict of interest in which the person of the rector is involved, the senate will ask the University Ethics and Deontology Commission to investigate the facts within a certain period. If the notification is confirmed, then the senate decides to start the procedure for electing a new rector.

Article 22 In order to avoid situations of incompatibility and conflicts of interest when applying for a position of management, control, authority or institutional assessment, the person concerned shall submit a statement on his own responsibility regarding these situations.

Section III. The principle of equal opportunities and non-discrimination

Article 23

- (1) Equal opportunities are an option characteristic of modern societies and are inevitably linked to the issue of inequalities in differences in status, income or occupation.
- (2) Equal opportunities and treatment for women and men mean taking into account the different abilities, needs and aspirations of men and women, respectively, and their equal treatment.

Code of Ethics and University Ethics of the "Lucian Blaga" University of Sibiu - July 2015

Article 24

- (1) *Discrimination* in academia is any distinction, exclusion, restriction or preference based on race, nationality, ethnicity, language, religion, social status, belief, sex, sexual orientation, age, disability, chronic non-communicable disease, HIV infection, membership in a disadvantaged group, as well as any other criterion which has as its object or effect the restriction, removal of the recognition, use or exercise, on equal terms, of human rights and fundamental freedoms or the rights recognized by law.
- (2) *The acts* and facts of exclusion, distinction, restriction or preference, based on one or more of the criteria provided in par. (1), which have as their purpose or effect the non-granting, restriction or removal of the recognition, use or exercise of the rights provided by law.

- (3) *Indirect discrimination constitutes* acts and facts apparently based on other criteria than those provided in par. (1), but which produce the effects of direct discrimination.
- (4) *Positive discrimination is permissible* and is a set of measures taken by ULBS in favor of an individual, a group of persons or a community, aimed at ensuring their natural development and the effective achievement of their equal opportunities in relation to other persons, groups of persons or provided that the objective is legitimate and the requirement is proportionate.
- (5) The University will ensure public transparency regarding the access of any person, group of persons or community, covered by such policies.
- (6) Discrimination is punishable by law.

Section IV. Preventing and combating corruption

Article 25 Corruption is the misuse of leadership, teaching and research, teaching and research assistants, non-teaching staff in order to satisfy personal or group interests. by: appropriating, misappropriating and using public resources in personal interest, holding public office through preferential relations, concluding transactions by circumventing moral and legal norms.

Article 26 Corruption refers to a set of immoral, illicit, illegal activities carried out by various public or private groups, in order to obtain material or moral advantages or a higher social status by using forms of coercion, blackmail, deception, bribery, buying, intimidation.

Article 27 From the institutional point of view, the university sanctions both the obvious acts of corruption: bribery and attempted bribery (in money or services), and the least obvious, but equally harmful: customer trafficking (buying and selling in money or counter-services) of exams or competitions for positions, including the practice of hierarchical or collegiate "piles", etc.

Article 28 The following situations are serious acts of corruption in the university environment:

- a) trafficking in entrance exams and graduation (sale, purchase or substitution of works for money, services or counter-services);
- b) solicitation of money or gifts by members of the university staff as well as attempts to bribe or bribe them, as well as co-interest in other forms;
- c) requesting personal services, of any kind, from persons who are or are about to be in the process of evaluation, employment, or promotion, as well as offering such services in exchange for indulgence.

Article 29 Ways to prevent and combat corruption:

- a) correct and timely information on admission criteria and competitions of any kind;
- b) mediators, relatives, friends, people with whom the competitors have business relations should not be part of the competition commissions;
- c) transparency of the evaluation system;
- d) compliance with all deadlines and exam dates regardless of the particular circumstances of the students, except for those for which they provide written motivations, which are kept attached to the catalog (medical certificates, serious personal situations, etc.);
- e) keeping examination / laboratory papers / papers for a period of at least 1 year;
- f) informing superiors in the most formal way possible about possible conflicts of interest that cannot be avoided.

CHAPTER V. MERIT

Article 30 The University ensures and promotes the recognition, cultivation and reward of personal and collective merits that lead to the fulfillment of its institutional vision. These include dedication to the profession and study, to the institution and members of the academic community, creativity, talent, efficiency and performance.

Article 31 In the case of students, the merit is established in the context of performance evaluation criteria for courses, seminars and laboratories, professional competitions, licenses and dissertations, involvement in associative life, civic actions, etc.

Article 32 In the case of teachers and researchers, the merit is usually established by: the quality of courses, seminars, the activity of guiding students, masters, doctoral students, scientific publications, winning development grants and individual and institutional research, the evaluation made by students, involvement in the development of the faculty, study program, own field, in solving students' problems, in the attitude towards personal progress, in the prestige brought to the institution and specialty in which they work, in the involvement in increasing knowledge and democratization in society etc.

Article 33 For the governing bodies, the criteria refer to the efficient academic management, to the level of professional and moral standards in the institution, the evaluation made by the student representatives, subordinates and the management at the higher level, etc.

CHAPTER VI. PROFESSIONALISM

Article 34 Professionalism is an essential ethical value that the University consistently cultivates among its members, by initiating and developing academic programs capable of significantly contributing to the increase of scientific knowledge, the training of competitive specialists and the increase of the university's prestige in scientific research. by recognizing and rewarding the results of excellence both in teachers and researchers, as well as in students and people with managerial and administrative responsibilities, by discouraging opportunism, dilettantism, imposture, amateurism, superficiality, disinterest and capping.

Article 35

(1) University professionalism is characterized *in teaching* by :

- a) competence in the exercise of the profession (epistemic authority).
- b) belief in the autonomy of professional decisions and the exercise of the profession (protection from amateurism, dilettantism and imposture).
- c) identification with the specialty and with those in the same field (academic career).
- d) dedication to the academic career for a significant part of life (prestige is gained over time, does not depend decisively on seniority).
- e) the moral obligation to work in the service of students, avoiding excessive emotional involvement (but not empathy), arbitrariness and unjustified preferential treatment.
- f) belief in self-regulation and collegial maintenance of professional standards.
- g) collegial solidarity and fair competition with those from the same university and field.

(2) Violation of the requirements in the application of the principle of professionalism distorts the production of knowledge, the training of students in this type of values, decreases the prestige of the university profession.

- (3) If the Ethics Commission, in collaboration with the Quality Assurance Department, finds that a teacher refuses to be professionally responsible (to update his / her subject, to respect the knowledge of his / her field), the latter may be sanctioned according to the Code of Ethics and Deontology. professional law and the legal provisions in force.

Article 36

- (1) University professionalism is characterized ***in the research activity*** by :
- a) competence, integrity and self-regulation (peer-review: the obligation to undergo critical examination prior to the submission or publication of a paper).
 - b) compliance with established professional standards through documentation and interpretation of results.
 - c) public recognition of the professional or material contribution of other persons or institutions to the results obtained.
 - d) promoting cooperation in research teams.
 - e) protecting the security of preliminary data.
 - f) mutual information on relevant developments in the field and on research methodologies.
 - g) promoting honesty and intellectual fairness.
 - h) declaring and resolving, in accordance with the law, incompatibilities and conflicts of interest.
 - i) compliance with the informed consent of those involved in the research, as well as their safety.
 - j) compliance with all legal and moral requirements regarding research.
 - k) accepting the critical debate on the results obtained.
- (2) Teachers, researchers, masters and doctoral students have the obligation to carry out research activity, to know the research and evolution of their field with the recognition of the freedom to adhere to one interpretation or another of the field, to publish its results.
- (3) The university appreciates the attachment and loyalty of those who build most or all of their academic careers in its service, and disapproves of the attitude of those who use it only as a "sinecure of title and status," making a clear distinction between those who serve the institution. and those who use it.
- (4) The University recognizes and rewards the merits of its members who are invited to teach or do research in other institutions in the country and abroad, but at the same time ensures that the duration of external internships does not prejudice the preparation of students, research and development. of its own institution.

CHAPTER VII. INTELLECTUAL HONESTY AND CORRECTNESS

Section Ia. Honesty

Article 37 Honesty and intellectual fairness are ethical values strongly promoted by the University, as in their absence, the right to intellectual property and the proper assessment of the performance of students, teachers and all other employees would suffer from unacceptable practices such as copying, plagiarism, " fabrication of "research results, attempts at corruption, etc."

Article 38

- (1) The university defends the right to intellectual property.
- (2) *Intellectual property* refers to the creations of the mind: inventions (patents), literary and artistic works, symbols, names, images, design, used in commercial activities.
- (3) Benefits and rewards will be given to those who are at the origin of intellectual property rights. All those who have participated in various stages of scientific research whose results become public must be mentioned, in the spirit of professional honesty, recognition and gratitude.

Article 39 Lack of academic honesty means all kinds of activities that hinder education, knowledge development, correct evaluation of the performance of students, teachers and other categories of employees.

Section II. Correctness

Article 40 *Correctness* is either the right or honest conduct or behavior, or the acquisition of thinking that follows logical laws.

Article 41 *Deception* is the act or attempt to use unauthorized support from persons, the use of prohibited documentation during the examination, copying, modification of data in the personal file of the competition or employment, the inclusion in the personal CV of false professional information, etc., facts that lead to the alteration of the correctness of the results of an examination or evaluation.

Article 42 *Facilitating deception* means conducting anyone who offers help to someone they know wants to cheat on an examination board: offering a job done, with or without asking for money or services, substituting a person to be examined.

Article 43 *The manufacture of data* mainly means the use of improvised data in a research or experiment, the intentional modification of the data of an experiment or research, the citation of invented articles, etc.

Article 44 Teaching the same paper for multiple exams (autoplagerism).

Article 45 *Unfair benefits* include hiding information from teachers to colleagues, preventing colleagues or competitors from concentrating in order to disrupt an examination, sabotaging others by destroying library materials.

Article 46 *Plagiarism* is the act of the person who unlawfully appropriates the authorship of a work (paper, article, bachelor's thesis, doctoral thesis, experiment, etc.) or the act of the person who brings to the public a work under a different name than the one decided by author.

Article 47 Forms of plagiarism:

- a) voluntary (plagiarism itself);
- b) involuntary (misuse of the citation system, or failure to indicate the source of a material);
- c) presenting a quote (block text from a foreign material) as a paraphrase (retelling an author's idea / argument) without using clues that conventionally signal the presence of a quote (quotation marks, italics, indented distinct paragraphs, etc.);
- d) compilation of excerpts from several sources / authors, without clear references to the source texts;
- e) the interweaving of stolen text fragments and one's own work;
- f) taking over a text without clear references, modifying some expressions in the text, and / or reversing some paragraphs / sentences / chapters;
- g) omitting clear citation marks in the text, and mentioning the source paper (book, article, other paper, web resource, etc.) in the final bibliography;
- h) presentation of the same work in several disciplines (autoplagerism).

Article 48 Does not constitute plagiarism:

- a) the use of short phrases or definitions, considered by the disciplinary community as part of the basic, common, notions of the discipline.
- b) presenting the same topic but with different content.

Article 49 In cases where someone abuses self-citation, repeatedly publishing and republishing, without good reason, the same contribution, in an attempt to create a false impression of intellectual prolificacy, then self-citation becomes guilty from the point of view of the rules of academic integrity. , an attitude that represents a

serious violation of professional obligations and will be sanctioned according to the Code of Ethics and Professional Ethics and legal norms.

Article 50

(1) Plagiarism Procedure:

- a) registration of the plagiarism charge with the Ethics Commission, accompanied by clear evidence of plagiarism, indicating the text or texts from which it was plagiarized. The indicated material does not need to be the ultimate source of plagiarism: if two (or more) papers / articles submitted simultaneously contain common excerpts, without explicit references to sources, this is sufficient to substantiate a plagiarism allegation; if the material presented as its own contribution, or a fragment of it, is identified on the Internet, where it is also taken from the same ultimate source (indicated or not), this is sufficient to substantiate a plagiarism allegation.
 - b) the finding by the Ethics Commission of evidence-based intellectual fraud.
 - c) sanctioning the guilty person.
- (2) The procedure is completed with the rules contained in the Regulation on the organization and functioning of the Commission on Ethics and Professional Ethics.
- (3) If the plagiarism is committed by a student, and he / she is at the first offense of this kind, the case is solved by the teacher (cancellation of the exam in which the deed was committed, and the following year the student will have the opportunity to resume the course and the related seminar, for a fee), and when it is repeated, the case is resolved by the Ethics Commission which will establish and apply the sanctions provided in the Code of Ethics and legal norms.
- (4) Evidence of the incident is kept in a database that can be consulted whenever a member of the university community is accused of plagiarism. The discovery of a second intellectual theft in the case of the same member may involve his / her expulsion from the faculty, without the possibility of re-enrolling for students, masters, doctoral students) and termination of the employment contract) for other members of the university community.
- (5) The above provisions are also valid in the case of copying practiced by the student during the written or oral exams.

Article 51 The university will not allow the application of the term "plagiarism" in official student documents (such as bachelor's or master's degrees, school situation or transcript) but will keep track of sanctions in the personal files of students, faculty and researchers, faculty and auxiliary researchers, non-teaching staff.

CHAPTER VIII. TRANSPARENCY

Article 52 Transparency, an ethical principle that contributes to ensuring equal opportunities in competition and equitable access to resources, is practiced and cultivated in ULBS by making available to stakeholders, members of the academic community, candidates, graduates, the public, institutions with which it collaborates. , all necessary and useful information.

Article 53

- (1) The University prohibits the concealment, falsification or distortion of information to which its members and the general public are entitled.
- (2) Transparency implies access to information both in terms of admission, evaluation, employment and promotion, as well as in terms of funding or research sources and the criteria according to which institutional decisions are taken at the University.
- (3) Information of public interest is posted on the university's website.

Section Ia. Transparency in admission, evaluation, employment and promotion

Article 54

- (1)The recruitment and promotion of academic and administrative staff is based on the relevant merits of the candidates for the position, respecting the principles of equal opportunities and non-discrimination.
- (2)The selection criteria for employment and promotion will be clearly defined, corresponding to the responsibilities set out in the job description.
- (3)The organization of the competitions for filling the vacancies will be done according to the legal provisions, as well as to the internal regulations of the educational institution.
- (4)Interviews or promotion exams must not contain questions about the personal relationships and privacy of the candidates, marital status, or personal histories (except for those strictly related to academic or professional background). A person in a disadvantaged category is preferred to equal performance (he has not reached the age of 25 or has completed his studies for a maximum of 2 years and has not yet been employed in a regular paid activity; he travels to the European Union in order to and find a job, belong to an ethnic minority in a Member State of the European Union and need to develop their language skills, training or professional experience to increase their chances of getting a stable job; in the labor market and has not worked or attended any form of education for at least 2 years, in particular a person who has stopped working for family reasons, an adult who raises one or more children alone; attended a form of secondary education or its equivalent and is unemployed or in the process of losing his or her job, is over 50 years of age, has no job or is the point of losing their job; has not been employed for a long period of time, respectively has not had a job for 12 months in the last 16 months or 6 months in the last 8 months, in the case of persons under 25 years of age; meets the conditions laid down by national law in order to be considered as having been or is addicted; has not obtained a permanent job since the beginning of the execution of a custodial sentence or other criminal measure;
- (5)any woman in a region where the average unemployment rate has exceeded 100% of the community average over a period of at least 2 calendar years or where the unemployment rate for women has exceeded 150% of the unemployment rate for men in that region, for a period of at least 2 of the last 3 calendar years).
- (6)The competitive evaluation body will provide clear information for all candidates regarding the particularities of the position put up for competition, including the special program that may be necessary to fulfill the duties of the position, the need for frequent trips, etc.

Article 55 The university provides students with access to information on the evaluation criteria for exams, colloquia, etc., from the beginning of each course (seminar, laboratory, etc. including undergraduate, dissertation, doctorate), as well as explanations on the grades obtained.

Section II. Transparency in the use of material resources

Article 56 Funds made available for education, scientific research, administration costs by the university or by third parties (national and international public institutions, foundations, individuals, national and international companies, etc.) must be used in strict accordance with the objectives and rules. according to which they were granted.

Article 57 The University requires its members, teachers and researchers to explicitly mention in their research and publications the material support provided by the university or other organizations, institutions, companies or individuals for the conduct of that research or publication.

CHAPTER IX. PROFESSIONAL AND SOCIAL RESPONSIBILITY

Article 58 The responsibility is promoted by the University both in the professional and in the civic dimension, on the one hand, by orienting the study and research programs to the needs of the society, and on the other hand, by requesting the observance by its members of the professional standards. ethical in all circumstances, including those in which the institution is publicly represented.

Article 59

- (1)The responsibility is manifested towards the students, towards the subordinates, towards the employees, towards the persons and institutions with which the university has relations, as well as towards the wider community: local, regional, international.
- (2)The university encourages its members to be distinguished by activism and involvement in professional and public affairs, by collegiality and a responsible civic spirit.

Article 60

- (1)Liability does not exclude the right of members of the university community to make public criticisms in departmental meetings, faculty meetings, university senates, and student meetings regarding violations of legal, ethical, scientific, or pedagogical standards, if such criticisms are substantiated and substantiated. .
- (2)If at these levels the substantially criticized problems do not receive an adequate answer or a solution, the members of the academic community have the moral right to externalize the criticisms, without enduring reprisals and persecutions.
- (3)Members of the teaching staff, as citizens, have the right to public comment in their personal name, and not on behalf of the University.

Article 61 Disinformation, slander, public denigration of programs and persons in the institution by members of their own academic community are not permitted and sanctioned under the conditions provided by law.

CHAPTER X. RESPECT AND TOLERANCE

Section Ia. Respect and tolerance

Article 62 The University promotes the existence of an academic and residential community in which the dignity of everyone is respected, in a climate free from any manifestation and form of harassment, exploitation, humiliation, contempt, threat or intimidation.

Article 63

- (1)The university adheres to the value of tolerance for differences between individuals, between their opinions, beliefs and intellectual preferences. Misogynistic, racist, chauvinistic, xenophobic, homophobic and sexual harassment are not allowed.
- (2)The university is an academic environment suitable for the study and scientific research open, equally, to all members of the university community. The academic environment cultivates the values of rationality and the exchange of arguments, of autonomy and individual responsibility.
- (3)Maintaining an appropriate academic environment requires mutual respect, tolerance and cooperation between all members of the academic community, as well as between them and their external collaborators.

Article 64 Respect for peers is demonstrated by the fact that all disputes are resolved exclusively through dialogue and civilized debate, using rational arguments, consistent with reality and always aimed at reducing or extinguishing them and not

by the use of language violence (words, labeling, style and tone) or through actions that represent attacks on the person.

Section II. Bullying

Article 65

- (4)The university does not allow any form of harassment in academia.
- (5)Harassment is the manifestation of undesirable behavior that has as its object or effect the detriment of a person's dignity and the creation of an intimidating, hostile, degrading, humiliating or offensive climate and which professionally seeks or seriously impairs a person's ability to to carry out his professional and study activities naturally, or to exercise his rights arising therefrom.

Article 66

- (1)Harassment can manifest itself:
 - a) inside or outside the university premises (tracking and surveillance of the home, workplace or other places frequented by the harassed person, making telephone calls or communications by means of remote transmission).
 - b) by singular or repeated acts or deeds (physical and verbal threats, humiliating criticism, sexual advances, etc.), leading to serious impairment of the ability to carry out academic activities or to exercise individual rights.
 - c) against a person, members of a group through misogyny, sexism, racism, chauvinism, xenophobia, homophobia, religious or political beliefs, etc.
- (2)Harassment also involves abuse of power when exercised by:
 - a) persons with hierarchically superior functions to the victim,
 - b) teachers on students,
 - c) evaluators on the evaluated persons.

Article 67

- (1)*Sexual harassment* consists of repeatedly claiming sexual favors in a work or similar relationship, if this harms a person's dignity and creates an intimidating, hostile, degrading, humiliating or offensive climate.
- (2)Victims of sexual harassment can be both women and men, sexual harassment can occur between different sexes or between people of the same sex.

Article 68 These are acts of sexual harassment:

- a) conditioning of training, evaluation, employment, promotion or participation in the university activity of sexual favors;
- b) insistence on being accepted, erotically or sexually, by letters, telephone calls or docking when a person has made it clear that he or she does not wish to do so;
- c) sexually charged remarks made repeatedly by a person in charge in front of subordinates and, although he has been warned, he does not stop;
- d) the refusal of a student to meet privately with a teacher and this affects the way he / she is graded, passed the exam (the same is possible in the hierarchical relations between the university staff members);
- e) systematic approach by a student or group (s) of students in common places (canteens, entrance halls) of a person, a circumstance which has as a consequence, the avoidance of that place by those for whom the behavior is undesirable and offensive;
- f) a person systematically repeats sexist statements, jokes with sexual connotations or tells sexual fantasies, those around him not accepting this, and protesting against this fact;
- g) sending unsolicited or unwanted pornographic and obscene material;
- h) physical touch with erotic-sexual connotations, of a person, without his consent.

Article 69 The ethics commission has the obligation to keep the file of harassment, in order to be able to verify the possible repetition from the same person.

Section III. Insulting behavior

Article 70 ULBS does not allow insulting, insulting, intimidating, or humiliating behavior against participants in university activities, regardless of their position. Insulting behavior is contrary to academic ethics both when it occurs between people in the same position and in a hierarchical position. Such acts, directed against inferior hierarchies, can take the form of abuse of power.

Article 71 Firmness and severity are not insulting behaviors unless they become particularly excessive and are systematically and unfairly directed at the same people, turning them into acts of persecution.

CHAPTER XI. GOODWILL AND CARE

Article 72 *Goodwill and care* are desirable ethical norms that the University cultivates and practices in all areas of activity and in all circumstances in which legal and ethical norms are not violated.

Article 73

(1) Goodwill and care are manifested by:

- a) recognition and rewarding of the deserving,
- b) gratitude to the members of the university community who acted, in emergency situations (social, economic, political, environmental issues, etc. in the university community, local, regional, national, etc.) to remove their negative effects.
- c) understanding and supporting those in difficulty (adaptation crises, deadlocks, dramas).

(2) ULBS discourages and deems undesirable behaviors that indicate indifference, selfishness, envy, vanity, insolence, and cynicism.

This Code is developed in accordance with the provisions of the legislation in force and is applied by the Ethics and Deontology Commission within ULBS.

UNIVERSITY ETHICS COMMISSION FROM “LUCIAN BLAGA” UNIVERSITY OF SIBIU

University Ethics Commission from "Lucian Blaga" University of Sibiu

Article 1 The ULBS University Ethics Commission operates on the basis of the Regulations approved by the University Senate. There is only one university ethics committee within ULBS.

Article 2

(1) Competence of the ULBS University Ethics Commission:

- a) analyzes and solves the deviations from the university ethics, based on the notifications or by self-notification, according to the Code of ethics and university deontology;
- b) prepares an annual report on the situation of respect for university ethics and research ethics, which is presented to the rector, the university senate and is a public document;
- c) contributes to the elaboration of the Code of University Ethics and Deontology, which is proposed to the University Senate for adoption and inclusion in the University Charter;
- d) other attributions provided by this law or established according to the University Charter, according to the law.

(2) The jurisdiction of the University Ethics Commission includes:

- a) all members of the university community, respectively students, master students, doctoral students, teaching and research staff and teaching and auxiliary research staff, persons who have been conferred the quality of member of the university community, by decision of the university senate.
- b) the acts and deeds committed by the above-mentioned staff both inside the university and the university campus, as well as those committed outside them, if they are likely to affect the university community.

Article 3

(1) The structure and composition of the university ethics commission is proposed by the board of directors, approved by the university senate and approved by the rector. The members of the commission are persons of professional prestige and moral authority.

(2) The members of the university ethics commission cannot be the persons who hold any of the functions: rector, vice-rector, dean, vice-dean, administrative director, director of the department or of the research-development unit, design, microproduction.

(3) The university ethics committee consists of 7 people, as follows:

- a) 4 teachers, who do not hold incompatible management positions, according to the law, and who represent at least two faculties within the university within the teaching and research staff;
- b) two teaching and research staff;
- c) a student, regardless of the form of education and level of education.

(4)The secretariat of the Ethics Commission is provided by a secretary appointed by the Rector of the University.

Article 4 Anyone inside or outside the university may report violations committed by members of the university community to the Ethics Committee.

Article 5

(1)Following a written or self-referral to the Secretariat of the Committee, the Ethics Committee shall initiate the procedures for resolving it in accordance with the following rules:

- a) The notification or self-notification shall be submitted in writing to the Secretariat of the commission within 30 days from the date of notification, but not later than 1 year from the date of committing the act;
- b) The Commission shall meet in meetings whenever necessary;
- c) The commission is convened by the chairman of the commission, within 3 days from the date of registration of the notification or self-notification, through the secretary of the commission;
- d) The Commission resolves the notification / self-notification and communicates the decision to the author within 30 days from the receipt of the notification / self-notification;
- e) The Commission shall work validly in the presence of a majority of its members, ie half plus one of the members of the Commission; the members of the commission who are in a conflict of interests as defined in the Code of Ethics and University Ethics with the person who submitted the notification / self-notification, cannot be part of the commission that solves the respective notification. In the event of a conflict of interest, the commission shall function without the member in the conflict in question, if the operating quorum is met, respectively half plus one of the members of the commission;
- f) The Commission will communicate the notification / self-referral to the opposing party and will request it to submit a defense document containing the position regarding each aspect notified; the committee will convene the parties with a view to trying to settle the dispute amicably;
- g) The members of the commission may be challenged by the parties by submitting a written request for recusal written to the secretariat of the commission within 3 days from the date of notification and / or communication of self-notification. The composition of the commission is publicly displayed on the ULBS website.
- h) The challenged member or members of the commission may declare that they abstain or refrain from resolving the case. The abstention of one member shall be resolved as a matter of priority by the other members of the committee. If the request for abstention is granted, the request for recusal shall be devoid of purpose, and if the request for abstention is rejected, the request for recusal shall be resolved.
- i) In the case of the abstention / recusal of the Ethics Commission in its entirety, the ULBS Senate rules on the requests for abstention or recusal. In the event that the Senate rejects the requests for abstention / recusal of the Ethics Commission in its entirety, the commission will function in its initial composition. In the event that the Senate admits the requests for abstention / recusal of the Ethics Commission in its entirety, it will appoint a new commission that will function only for the resolution of the respective notification / self-notification.
- j) Grounds for recusal:
 - i. the members of the commission have previously expressed their opinion on the solution to the complaint;

- ii. there are circumstances which justify the fear that the members of the commission have an interest in the matter which is being resolved;
 - iii. when one of the members of the commission is a spouse, relative or brother-in-law up to the fourth degree, including one of the parties;
 - iv. when there was a dispute between the members of the commission and one of the parties, the husband, the relative or the brother-in-law up to the fourth degree, including with one of the parties, no later than 5 years before the referral was resolved;
 - v. one of the parties, the husband, the relative or the brother-in-law up to the fourth degree, including one of the parties, is at enmity with the members of the commission;
 - vi. when there are other elements which give rise to reasonable doubts as to the impartiality of the committee.
- k) The ethics committee keeps the identity of the complainant confidential.
- it) If, during the proceedings, it is absolutely necessary to disclose the identity of the petitioner to third parties, he / she will be asked for permission to do so. If the petitioner refuses to give his / her permission, further action will be taken without disclosing his / her identity, as far as possible. If the investigation cannot continue without revealing the identity, and the petitioner refuses to give his / her permission, the case will be closed, if it does not concern the general interest of the academic community.
- m) The Commission has a duty to insist, by all means (documents, witness evidence, inquiries, hearing of parties, requests, etc.) to prevent any error in finding out the truth, based on the facts and the correct application of the law, the principles contained in the Code of Conduct. university professional ethics and deontology, in order to pronounce a sound and legal decision.
- n) The committee shall act by a majority of the members present at the meeting, plus half plus one of the members of the committee present at the meeting. The Commission shall deliberate in secret on the decision to be given. Each member of the committee has the obligation to express his opinion, the chairman expressing his opinion last. The solution shall be recorded in the minutes of the meeting, which shall be signed by all members present at the meeting, and shall show, where appropriate, the separate opinion of the minority members of the committee. The ethics committee must rule on all issues raised.
- a) The chairman of the ethics committee will draft the decision, which must include: number, date, object of the notification or self-notification, the evidence administered, the factual and legal reasons on which the decision is based, the device (name, first name of the person who filed the complaint or self-notification, domicile, solution that may contain disciplinary action and / or recommendations, appeal).
- p) the decisions of the commission are endorsed by the legal adviser of the university. The opinion is advisory in nature;
- q) Anonymous notifications will not be considered.
- (2) The rules of procedure of these Rules shall be supplemented by the rules of the Code of Civil Procedure.
- (3) The decision of the Ethics Commission can be appealed to the University Senate within 15 days from the date of its communication. The sanctioned person's right to apply to the courts is guaranteed.
- (4) Records and archiving (for an indefinite period of time, in an appropriate space provided by the management of the higher education institution), documents,

drafting the minutes of the Ethics Commission, transmitting the correspondence of the commission, are provided by the Secretariat of the Ethics Commission.

- (5) The secretary of the commission participates in the meetings of the commission but does not have the right to vote.
- (6) Third party access to the case file during the course of the investigation will be prohibited, except for the legal representatives of the parties and, when the facts are the subject of an official investigation, of the authorized state bodies. Once the case has been resolved, third party access to the file will be prohibited, with the following exceptions: legal representatives of the parties in the case of an appeal, members of the appeal body, authorized state bodies, when the facts are the subject of an official investigation, investigators academic standards and in compliance with strict standards of confidentiality.
- (7) Membership of the commission is lost in the following situations:
 - a) revocation by the Rector of the university;
 - b) replacement for 5 unexcused absences / academic year;
 - c) unilateral waiver in writing;
 - d) loss of employee or student status.

The loss of membership of the commission is proposed by the board of directors, it is approved by the university senate and it is approved by the rector.

Article 6 The ethics committee has the following obligations:

- a) to communicate the decision to the author of the notification and to the Rector of the university within 30 days from the receipt of the notification / self-notification. The rector of the university has the obligation to implement it within 30 days from the date of establishing the sanction and / or recommendation (competence rector);
- b) to make available to the Senate, or other legally competent appeal body, the information necessary for the judgment of the appeal to the decision of the Ethics Commission;
- c) to act to prevent deviations from the norms of the Code of Ethics and University Professional Ethics by appropriate means (information, consultations, etc.) within the relations it establishes with the student associations of the university and with the teaching and non-teaching staff.

Article 7 The Ethics Commission may impose the following sanctions:

- (1) teaching and research staff , *teaching and research staff auxiliary to the breach of university ethics*:
 - a) written warning;
 - b) reduction of the basic salary, cumulated, where appropriate, with the management, guidance and control allowance;
 - c) the suspension, for a certain period of time, of the right to enter a competition for a higher teaching position or of a management, guidance and control position, as a member of doctoral, master's or bachelor's commissions;
 - d) dismissal from the leading position in education;
 - e) disciplinary termination of the employment contract.
- (2) *students and PhD students for violating university ethics*:
 - a) written warning;
 - b) expulsion;
- (3) teaching and research staff , *teaching and research staff auxiliary to misconduct in scientific research* :
 - a) written warning;
 - b) reduction of the basic salary, cumulated, where appropriate, with the management, guidance and control allowance;

- c) the suspension, for a certain period of time, of the right to enter a competition for a higher teaching position or of a management, guidance and control position, as a member of doctoral, master's or bachelor's commissions;
 - d) dismissal from the leading position in education;
 - e) disciplinary termination of the employment contract;
 - f) withdrawal and / or correction of all published works in violation of the rules of good conduct;
 - g) withdrawal of university teaching degree or research degree or demotion;
 - h) banning, for a specified period, access to public funding for research and development
- (4) *students and PhD students for deviations from good conduct in scientific research:*
- a) written warning;
 - b) expulsion;
 - c) withdrawal and / or correction of all published works in violation of the rules of good conduct
 - d) banning, for a specified period, access to public funding for research and development

Article 8

- (1) In case of deviations from the provisions of the Code of Ethics and Professional Ethics, the university ethics commission establishes, according to the Code of Ethics and Professional Ethics, only one of the sanctions provided for each violation.
- (2) The University Ethics Commission shall determine the applicable sanction in relation to the seriousness of the misconduct committed by the member of the university community, taking into account the following:
- a) the circumstances in which the act was committed;
 - b) the degree of guilt of the member of the university community;
 - c) the consequences of deviating from the norms of the Code of Ethics and University Ethics;
 - d) the general behavior of the member of the university community in the service;
 - e) any sanctions previously applied by him.
- (3) The sanction shall be automatically revoked within 12 months of its application, if a new sanction is no longer applied to the member of the university community. The cancellation of the sanction is established by a decision of the University Ethics Commission issued in writing, upon request.

Article 9

- (1) The University Ethics Commission draws up an annual report on the situation of the university from the perspective of observing the principles and provisions of the Code of Ethics and University Professional Ethics.
- (2) The report aims to respect the university ethics and research activities, is presented to the rector, is approved by the university senate and is a public document.

Article 10

- (1) The Ethics Commission elaborates, modifies and completes the Code of University Ethics and Deontology in accordance with the legal provisions and the mission of the university.
- (2) Proposals to amend the Regulations are made by any member of the university community and are subject to the approval of the University Senate.

Article 11 The Ethics Commission also fulfills other attributions provided by this law or established according to the University Charter, according to the law.

Article 12 The necessary expenses for the allocation of a space for the storage of the documents of the Ethics Commission are ensured from the University's funds, by the decision of the Rector.

COMPLAINT

Undersigned

.....

Relationship with the university:

a) Student, form of education / year:

.....

b) Teacher:

.....

c) Administrative staff:

.....

d) Collaborator:

.....

e) Other:

.....

Contact details: Email address:

Phone number:

Address:

Date of complaint:

I declare the following:

The statement contains data on the conduct of the relevant events (date, place, possible witnesses), the name and relationship with the university of the person (s) complained against.

If there are witnesses, their names will be specified, and as far as possible, contact details, their quality in the university (students, teachers, secretarial and administrative staff, collaborators, etc.).