



CHARTER

The West University of Timișoara

2024

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Chapter I – General Provisions

Article 1

- (1) The university charter outlines the mission, structure, organization, and operation of the West University of Timișoara (hereinafter referred to as WUT).
- (2) The WUT charter underscores the key principles of the university community and is applicable across the entire WUT college grounds.
- (3) The charter sets forth the framework for the delivery of education that is focused on creativity, responsibility, autonomy, the development of cognitive, volitional, and action capacities, along with fostering ethical conduct, the acquisition of fundamental knowledge, and specialized knowledge, and of competencies, and skills useful within the profession sphere and in society.

Article 2

The principles that govern the organization and operation of WUT are as follows:

- a) Principle of university autonomy;
- b) Principle of academic freedom;
- c) Principle of public responsibility;
- d) Principle of quality assurance;
- e) Principle of student-centered education;
- f) Principle of education relevance;
- g) Principle of fairness;
- h) Principle of managerial and financial efficiency;
- i) Principle of transparency.
- j) Principle of respecting the rights and freedoms of all members of the university community;
- k) Principle of freedom of thought and independence from ideologies, religious dogmas, and political doctrines;
- l) Principle of safeguarding the cultural identity of all members of the university community and fostering intercultural dialogue;
- m) Principle of promoting, and preserving the national identity and cultural values of the Romanian people;
- n) Principle of acknowledging the rights of persons belonging to national minorities;
- o) Principle of freedom of national and international mobility for students, teaching staff, and researchers;
- p) Principle of supporting the process of lifelong learning;
- q) Principle of student participation in decision-making processes;
- r) Principle of consulting social partners in decision-making processes;
- s) Principle of social inclusion;
- t) Principle of ensuring equal opportunities and non-discrimination;
- u) Principle of inter-institutional cooperation at national and international levels.

Chapter II - Legal Status and UI (University Identity)

Article 3

- (1) WUT is a public higher education institution with legal personality, and part of the national higher education system in Romania.
- (2) WUT is a public legal entity, nonprofit in character, and apolitical.



WUT is organized and operates under the strict prohibition of any ideological interference, political activities, or religious proselytism.

Article 4

(1) The UI of WUT comprise of: a) Name: The West University of Timișoara; b) Main headquarters: Timișoara, 4 Vasile Pârvan Boulevard, 300223, Timiș County, Romania; c) Logo, seal, and flag, established by the university Senate; d) University Day, celebrated annually on May 21; e) The representative colors of the University: yellow and blue; f) University anthem, established by the university Senate; g) Website: www.WUT.ro.

(2) The official name of the West University of Timișoara in English is *West University of Timișoara*.

(3) The official name of the West University of Timișoara in Latin is *Universitas Occidentalis Timisiensis*.

(4) The academic motto of the West University of Timișoara is *Scientiae et artes. Doctrina et disciplina*.

Chapter III –Mission and Strategic Objectives

Article 5

(1) WUT undertakes the general mission of advanced education and research, generating, transferring, and certifying knowledge to society through:

- a) Initial and lifelong university and postgraduate education, intended for the professional and the personal development of students, doctoral students, and trainees, as well as for the insertion of graduates into the labor market and meeting the professional needs of the socio-economic environment;
- b) The scientific research, development, innovation, and technological transfer, through individual and collective creation, relevant for the progress of knowledge and the socio-economic environment;
- c) Involvement in the community through conducting joint activities for the benefit of the university and the socio-economic and cultural milieu.

(2) WUT (The West University of Timișoara) assumes as its own mission to act as a catalyst for the development of the Romanian society by creating an innovative and participative environment in scientific research, learning, cultural and artistic creation, and sports performance. The university transfers competencies and knowledge to the community through education, research, and consultancy services provided to partners in the economic and socio-cultural sectors. Furthermore, WUT is actively engaged in fostering and promoting democratic values, the rule of law, and fundamental rights and freedoms, thus preparing active and engaged citizens in society.

Article 6

WUT (West University of Timișoara) carries out its mission by:

- a) promoting scientific research, development and innovation, technological transfer, literary and artistic creation, and sports performance
- b) investing in the initial and lifelong training of qualified and highly qualified human resources;
- c) developing the critical thinking skills and the creative potential of its members;
- d) creating, preserving, and disseminating the values of human culture and civilization;
- e) promoting multicultural, multilingual, and interfaith interactions;
- f) promoting the Romanian culture and science within the global circuit of values;

- g) developing the Romanian society within a free and democratic state governed by the rule of law;
- h) joining European university alliances.

Article 7

In order to fulfill its mission, WUT aims to achieve the following objectives:

- a) organizing and conducting activities in scientific research, artistic creation, sports performance, development, innovation, and technological transfer at an advanced and competitive level both nationally and internationally;
- b) stimulating and supporting advanced research whose results are disseminated via publishing houses and publications in prestigious scientific research journals; additionally, fostering university creation whose results are disseminated by means of established arts and cultural events, as well as sports performance achieved in national and international competitions
- c) designing, implementing, and developing university and postgraduate study programs in accordance with the provisions of the European Qualifications Framework.
- d) organizing and conducting postgraduate programs for adults aimed at their professional training, and their lifelong development, as well as their career conversion, retraining, and personal growth.
- e) fostering a learning and research environment that enables the members of the university community to acquire the knowledge, competencies, and skills necessary for carrying out activities in education, research, socio-economic environment, culture, arts, and sports;
- f) publishing periodical journals, non-periodical publications, monographs included in national and international library exchanges, organizing congresses, conferences, symposiums, colloquiums, exhibitions, shows, and national and international competitions, with the aim of enhancing the visibility and consolidating the scientific, cultural, artistic, and sports prestige of WUT at both national and international levels;
- g) promoting international relations and integration into the European space of research and higher education both institutionally and individually.
- h) embracing and promoting the principle of quality in all activities carried out, through the development and implementation of quality assurance procedures and their evaluation.
- i) ensuring adequate material resources for conducting activities, as well as providing suitable working and living conditions for all members of the university community.
- j) safeguarding the conditions necessary for each and every member of the university community to exercise their freedom of conscience, thinking, speech, and professional and scientific cooperation.
- k) Ensuring unrestricted access to information of public interest for all members of the university community.
- l) promoting the expression of pluralism of ideas and academic options, and fostering dialogue among all members of the university community
- m) defending the democratic framework based on respecting the fundamental rights and freedoms of individuals within the rule of law;
- n) promoting responsible social behavior of the university as an organization and of all members of the university community;
- o) ensuring the sustainable development of WUT as a whole and all its organizational divisions.

- p) ensuring the implementation of a student-centered educational process focused on the needs and interests of students.

Chapter IV - University Autonomy and Public Responsibility

Section IV.1. University Autonomy

Article 8

(1) WUT operates and is governed based on the principle of university autonomy, in accordance with the law and its own policies.

(2) University autonomy translates into the right of the university to establish its own mission, institutional strategy, structure, activities, organizational and operational rules, and the management of human and material resources, in accordance with the law.

(3) University autonomy governs all research, development, innovation, and technology-transfer activities, education, artistic creation, sports performance, and all the relationships with authorities and institutions in Romania and abroad.

(4) WUT recognizes and abides by the principles of the Declaration on Academic Freedom and Autonomy of Institutions of Higher Education (Lima, 1988) and the Magna Charta Universitatum.

Article 9

Academic freedom protects the right of the university community as a whole, and of each of its members, to participate, in accordance with WUT's strategy, in teaching, research, development, innovation, and technology transfer activities, artistic creation, and sports performance of the university, as well as in organizing and carrying out these activities, according to each individual's own beliefs and choices. It combines freedom of thought, exploration, expression, mobility, the right to information, assembly, and association, in the absence of any discrimination or constraint, and within the boundaries of legal frameworks.

Article 10

The organizational self-governance of WUT is exemplified by:

- a) the academic freedom entailed in assuming a set of responsibilities and obligations that are in line with national and European strategic priorities for the advancement of higher education, and with its own development strategy, within the bounds of the law and with a strict prohibition against any ideological interference, political activities, and religious proselytism.
- b) the establishment, organization, and reorganization of the teaching, scientific research, academic creation, and technical-administrative divisions of WUT's organizational structure, ensuring the achievement of its established mission and objectives within the framework of the law.
- c) penning its own regulations in compliance with legal standards and requirements;
- d) the election of leadership structures and positions, within the framework of the law;
- e) the selection of academic and research staff, auxiliary academic and research staff, and technical-administrative staff based on criteria set in accordance with the law.
- f) Scientific, educational, and administrative cooperation with similar institutions both nationally and internationally;
- g) Participation in and affiliation with academic and scientific organizations, both national and international, establishing foundations, and forming associations, within the framework of the law
- h) The overseeing of relationships with the communities formed around WUT.

Article 11

The operative self-governance of WUT is evidenced by:

- a) defining WUT's mission and objectives, along with its own development strategies, in alignment with policies and trends at national, European, and international levels;
- b) establishing institutional and individual standards of performance and excellence in teaching, research, development, innovation, artistic creation, and sports performance; defining educational objectives, methods of teaching, learning, and assessment of student performance, Faculty, and researchers;
- c) aligning research, development, innovation, and technology transfer activities with its own, national, and European strategies;
- d) developing study programs aligned with the state of scientific development, research outcomes, and the dynamics of professional practice;
- e) yielding the results of research, development, innovation, and technology transfer activities, as well as academic creation, while respecting intellectual property rights;
- f) developing titular title lists for teaching and research staff based on WUT's development strategy, educational plans, study programs, human and financial resources, in accordance with the standards established by the Romanian Agency for Quality Assurance in Higher Education;
- g) conferring academic and scientific titles, in accordance with the law;
- h) establishing its own policies regarding the entrance examinations, student enrollment and signing of study contracts, the conduct of the educational process, the rights and obligations of students, student evaluation, the conduct of final exams for short-term university studies, bachelor's, master's, and doctoral degrees, and postgraduate studies, in accordance with the law
- i) issuing diplomas in accordance with the law;
- j) organizing and conducting lifelong learning and professional development activities for members of the university community;
- k) publishing, establishing, and managing publishing houses, printing presses, radio and television studios, and web pages.

Article 12

(1) Scientific, artistic creation, and sports performance autonomy at WUT is evidenced by:

- a) developing its own regulations for conducting research, development, innovation, and technology transfer activities, as well as artistic creation and sports performance, in accordance with the law;
- b) establishing institutes and centers for scientific research, artistic creation, and sports performance, in accordance with the law;
- c) research freedom in the selection of topics, methods, and procedures, and in yielding outcomes, in accordance with the law;
- d) conducting research, development, innovation, and technology transfer programs, artistic creation, and sports performance either independently or in collaboration with national and international institutions, funded from internal or external sources;
- e) initiating postdoctoral programs for advanced research.
- f) participating in competitions for funding research, development, innovation, and technology transfer activities organized by national and international authorities and institutions that support research funding.

- g) shaping its own standards for evaluating research, development, innovation, and technology transfer activities, artistic creation, and sports performance, in accordance with the law;
 - h) using income generated from research, development, innovation, technology transfer, artistic creation, sports performance programs, as well as from design, consultancy, and expertise activities, for developing its own infrastructure and compensating the staff members engaged in these activities.
- (2) It is completely forbidden at WUT to infringe upon the freedom of expression of opinions, both artistic and scientific.

Article 13

The academic autonomy of WUT is demonstrated by:

- a) the development of its own regulations for conducting teaching activities, in accordance with the law;
- b) the implementation of short-term university programs, bachelor's, master's, and doctoral studies, based on curricula and course syllabi, in accordance with national and European standards, in compliance with the law;
- c) the implementation of postgraduate programs, in compliance with the law;
- d) establishing its own standards for evaluating teaching activities, in accordance with the law;
- e) establishing criteria and procedures for granting transferable study credits and for promoting an academic year;
- f) establishing conditions for recognizing and equivalence of studies or study periods completed in Romania or abroad;
- g) establishing criteria and procedures for evaluating students and organizing final exams, in accordance with the law;
- h) participation in study programs organized and conducted in national and international consortia, integrated study programs, and dual education programs.

Article 14

The financial and administrative autonomy of WUT is demonstrated by:

- a) determining development priorities and identifying investment needs;
- b) managing, in accordance with the law, the financial resources allocated from the state budget or derived from other sources, including revenues generated from tuition fees, based on its own priorities and decisions, while adhering to financial discipline and utilizing extrabudgetary revenues fully within the institution, without making transfers to the state budget and without impacting allocations from the state budget;
- c) establishing the amount of tuition fees and other fees, as well as the conditions for granting exemptions or fee reductions, in accordance with the law;
- d) carrying out activities aimed at generating additional income by organizing design, consultancy, or expertise centers, micro-production units, and service provision units;
- e) establishing specific criteria for awarding scholarships, within the limits of the allocated funds and based on the general criteria for awarding scholarships, established by law;
- f) granting scholarships from own funds, distinct from those allocated from budgetary sources, in accordance with the law;
- g) development, innovation, and technology transfer, university creation, as well as rewarding the results of research and of university creation products;

- h) encouraging the decentralization of financial and administrative decision-making at the Faculty and department levels in accordance with the law;
- i) receiving and managing investment funds for new objectives and equipment, allocated according to the strategic priorities steering the development of teaching activity, scientific research, artistic creation and sports performance;
- j) the right to receive donations, bequests, subsidies, and sponsorships from individuals and legal entities;
- k) effectively administering university space and resources to promote the development of WUT's material base, faculties, and departments, in compliance with applicable laws
- l) supporting projects and initiatives of legally established student organizations;
- m) monetizing surplus assets in accordance with legal provisions;
- n) carrying out financial and banking operations based on internal needs, in compliance with legal regulations.

Section IV.2. Public Responsibility

Article 15

University autonomy is exercised within the framework of public responsibility, which binds WUT:

- a) to adhere to existing legislation, its own university charter, and national and European policies governing higher education;
- b) to apply and comply with current regulations regarding quality assurance and evaluation in higher education;
- c) to adhere to the policies of fairness, ethics, and academic ethics and deontology as outlined in the University Code of Academic Ethics and Deontology approved by the WUT Senate;
- d) to uphold the academic freedom of teaching, auxiliary teaching, and research staff, as well as the rights and freedoms of students;
- e) to guarantee transparency in all its decisions and activities, in compliance with current legislation;
- f) to release periodic reports detailing the university's operations and achievements;
- g) to ensure that public information about university, department, study programs, and Faculty evaluation results is transparent.
- h) to submit the requested data to the relevant ministry, following legal provisions;
- i) to run study programs exclusively for those educational forms that have secured accreditation or provisional authorization;
- j) to ensure that the number of students admitted to its study programs does not exceed its legally approved enrollment capacity;
- k) to ensure effective management and effective utilization of resources, and the proper use of public funds in compliance with the institutional contract
- l) to inform all interested parties about the annual tuition fees set, including on the university's website;
- m) to implement a system for enforcing and monitoring adherence to the provisions of *the Code of Student Rights and Obligations*;
- n) to conduct institutional and individual internal evaluation, in accordance with the law;
- o) to issue diplomas and certificates upon completion of studies, in accordance with current legal provisions.

Chapter V – Organization of Undergraduate and Postgraduate Studies

Article 16

WUT offers undergraduate programs across short-cycle, bachelor's, master's, and doctoral levels, as well as postgraduate programs

Article 17

1. The forms of organization for university study programs at WUT can be, in accordance with the law:
 - a) for short-cycle university studies: full-time, part-time, and distance learning;
 - b) for undergraduate studies: full-time, part-time, and distance learning;
 - c) for master's studies: full-time, part-time, and distance learning;
 - d) for doctoral studies: full-time and part-time;
2. WUT can organize, in accordance with the law and regulations adopted by the university Senate, integrated study programs completed with a joint diploma or with double or multiple diplomas
3. WUT can run consortium university study programs for dual education, while adhering to legal provisions and regulations adopted by the university Senate.
4. (5) WUT can organize consortium university study programs for dual education, in accordance with the law and regulations adopted by the university Senate.
5. WUT can run study programs, either in Romania or abroad, in collaboration with foreign higher education institutions, resulting in the issuance of diplomas recognized by the home countries of those institutions, in compliance with legal requirements.
6. WUT can run doctoral studies under cotutelle arrangements, as stipulated by the law, the Framework Regulation on doctoral studies, and the institutional regulations governing the organization and implementation of doctoral studies.
7. WUT can organize doctoral studies in cotutelle, following the legal framework and the institutional regulations governing the organization and conduct of doctoral programs.

Article 18

(1) The following postgraduate study programs are offered by WUT: a) postdoctoral study programs; b) postgraduate study programs for adult professional development; c) residency postgraduate study programs; and d) adult professional training programs.

(2) The organization and conditions for conducting postgraduate study programs are determined by regulations and methodologies adopted by the university Senate, in compliance with legal requirements.

Article 19

(1) WUT can organize adult professional training programs for individuals who have not completed their university studies, in accordance with the law and regulations adopted by the university Senate.

(2) WUT can offer programs that lead to obtaining micro-certifications, following the law and regulations set forth by the university Senate.

Article 20

At WUT, education is provided free of charge for the government-funded annual enrollment quota, while there are also tuition-based seats. The university Senate establishes the fee amounts on an annual basis.

Article 21

- (1) Admission to short-cycle, bachelor's, master's, and doctoral university study programs, as well as postgraduate study programs, occurs through a competitive admissions process for each program and study level, guided by regulations approved by the university Senate and in accordance with legal requirements.
- (2) The number of seats for each study program and specialization is established by the Board of Directors, considering the educational capacity determined through the evaluation of programs and fields of study, along with the positions funded by the state budget.

Article 22

- (1) Each short-cycle, bachelor's, and master's study field includes one or more study programs, characterized by their curriculum documents. These programs aim to meet the competencies needed in the labor market and fulfill the intellectual aspirations for education, scientific research, and academic creativity of graduates.
- (2) For each university study cycle, the university Senate approves its own regulation governing organization and operations, aligned with national and international quality standards.
- (3) The structure of curricula is established through specific regulations and methodologies approved by the university Senate, in accordance with legal requirements.

Article 23

- (1) WUT applies the European Credit Transfer and Accumulation System (ECTS), in accordance with the law and international agreements.
- (2) The number of transferable study credits for each study program, the prerequisites for obtaining them, including for volunteer activities, the recognition and equivalence of studies or study periods completed in-country or abroad, and for successfully completing the academic year are established through regulations approved by the university Senate.
- (3) The university Senate establishes regulations governing the number of transferable study credits for each program, the requirements for obtaining them (including volunteer activities), the recognition and equivalence of studies completed domestically or abroad, and the criteria for successfully completing the academic year.

Article 24

A student's academic performance throughout a study program is assessed through ongoing evaluations during semesters and through summative exams held during examination sessions.

Article 25

University studies are completed, as per the law, through:

- a) graduation examination, for short-cycle university studies;
- b) bachelor's examination, for undergraduate studies;
- c) dissertation defense, for master's studies;
- d) public defense of the doctoral thesis, for doctoral studies;
- e) examination for certifying professional competencies for postgraduate programs in adult professional training;
- f) certification examination assessing competencies necessary for a qualification/occupation, professional competence certification, or partial qualification via micro-certification, specifically designed for adult professional training programs catering to individuals without university degrees.

Article 26

- (1) The review of appeals submitted by students regarding admission examinations, assessments within study programs, and final exams falls under the responsibility of the departments and faculties, under the regulations approved by the university Senate.
- (2) The results of an exam or of another form of assessment can be annulled, under the law, by the Dean of the Faculty, when it is proven that they were obtained fraudulently or in violation of the provisions of the WUT Code of Academic Ethics and Deontology, with the Dean having the authority to call for a reexamination.

Article 27

(1) The qualifications acquired by graduates of study programs at WUT are certified through diplomas, certificates, and other academic documents issued by WUT as an accredited higher education institution.

(2) WUT confers the following categories of academic documents: graduation diploma, bachelor's diploma, master's diploma, doctoral diploma, other diplomas, certificates, and attestations, in accordance with the law.

Article 28

(1) The study programs undergo regular internal and external academic evaluations, as required by law.

(2) The University Senate, following a proposal from the Board of Directors and based on internal evaluations, may decide to reorganize or terminate study programs that no longer fit WUT's mission or are academically underperforming or financially unsustainable, while ensuring that students are not disadvantaged.

Chapter VI –Organization of Academic Research and Output

Article 29

Scientific research and university creation at WUT include: a) scientific research; b) development, innovation, and technology transfer; c) artistic creation; d) sports performance.

Article 30

(1) Scientific research activities can be conducted individually or collectively by tenured and associate teaching and research staff, students, doctoral students, postdoctoral researchers, within WUT or in collaboration with national and international universities and research institutes

(2) At WUT, scientific research and university creation activities are carried out within faculties, departments, institutes/centers/laboratories of scientific research, centers/workshops/studios for artistic creation and/or sports performance, units for musical, theatrical, and cinematic production, design units, consultancy and expertise centers, micro-production units, and service provision units.

(3) Functional units conducting scientific research and university creation activities are established by decision of the University Senate, in compliance with the law, upon proposal from the Board of Directors or Faculty councils, following evaluation of the prior scientific research and university creation activities of the unit members. These units operate based on regulations approved by the University Senate.

(4) Functional units engaged in scientific research and university creation are led by a director, may have their own budget, and can hire auxiliary teaching and research staff as well as administrative personnel, on a fixed-term or permanent basis, within the limits of available financial resources and with explicit specification of the origin of these resources.

Article 31

(1) The scientific research strategy of WUT is approved by the University Senate, upon recommendation from the Board of Directors, and encompasses activities in scientific research and university creation that contribute to fulfilling WUT's mission as an institution of advanced education and research.

(2) The councils of departments, doctoral schools, faculties, and functional units engaged in scientific research and university creation propose annual and multi-year operational plans for scientific research and university creation. These plans are subject to review by the Board of Directors and approval by the University Senate.

(3) The strategy for scientific research and university creation, as well as the annual and multi-year operational plans for research and university creation, must ensure the organization of competitive advanced research. This includes developing directions for both fundamental and applied research, participating in national and international scientific projects of interest, and integrating research institutes and centers into national and international networks of excellence.

(4) WUT can finance, co-finance, and/or advance funds from its own revenues to support the implementation of research, development, innovation, human resources, mobility, institutional development, artistic creation projects, as well as other types of projects at national, European, or international levels.

Article 32

(1) By embracing advanced scientific research through its mission, WUT establishes technical and administrative structures that facilitate the management of research activities and research and development projects conducted by the institution's personnel.

(2) Staff engaged in research activities within WUT's institutes, laboratories, or research centers, as well as in development, innovation, and/or artistic creation projects funded by national and international programs, are accountable for the execution of the projects they oversee. The budget officer may delegate to them responsibilities for public procurement and managing the human resources required for project implementation. These activities comply with current legal regulations and are subject to internal financial oversight.

(3) Activities within research, development, innovation, and artistic creation projects are compensated within the constraints of available funds and in compliance with the regulations of the funding entity.

Article 33

(1) At WUT, scientific research and university creation are the cornerstone of higher education, representing a professional obligation of every teaching and research staff member and a fundamental criterion for evaluating members of the academic community.

(2) Scientific research and university creation activities are highlighted in the academic evaluation reports for occupying teaching and research positions, serving as the main criterion for assessing teaching or research staff, as outlined in the regulations for the competition for teaching and research positions at WUT or for career advancement in teaching.

(3) At the end of each fiscal year, the university administration presents a report to the University Senate on research, development, innovation, and artistic creation activities. The report also covers the management of overhead expenses for research grants and contracts, as well as details about research funds and funds related to projects financed through national and international programs carried out by WUT.

Article 34

The members of the university community must adhere to the provisions of the WUT Code of Academic Ethics and Deontology in their scientific research and university creation activities.

Chapter VII – Promotion of Excellence in Education, Research, and Creativity

Article 35

The members of the university community are partners in the process of ensuring the quality of educational activities, scientific research, and university creation.

Article 36

The Quality Assurance and Evaluation Commission and the Quality Management Department are established and operational within WUT. These technical and administrative support structures have roles and responsibilities in the quality assurance process. They facilitate the management of quality assurance and internal and external evaluation activities by implementing quality standards and assessing quality within WUT, in accordance with the law, the current charter, and the regulations for organization and operation approved by the University Senate.

Article 37

- (1) WUT conducts a periodic external evaluation of the quality of its educational and scientific research activities, in accordance with the law.
- (2) WUT submits the institutional reports required by the Ministry of Education, the advisory committees of the Ministry of Education, the National Institute of Statistics, the Romanian Agency for Quality Assurance in Higher Education, or by other authorities or institutions, as stipulated by law.

Article 38

- (1) WUT performs periodic internal evaluation of the quality of departments and other organizational structures, with the results being publicly available, following a methodology approved by the University Senate.
- (2) The University Senate, at the recommendation of the Rector and based on the results of internal evaluations, has the authority to reorganize or dissolve departments or other organizational structures, ensuring no detriment to students.

Article 39

- (1) WUT strives to achieve institutional excellence in education and scientific research by accessing, as per law, specific types of funding: additional funding, institutional development fund, and scientific research funding.
- (2) WUT aims to support individual excellence in education and scientific research for teaching staff, researchers, and students with outstanding performance by accessing, in accordance with the law, specific forms of support: competitive study or research grants; grants for research projects and/or artistic creations, including doctoral theses; grants for promoting excellence in teaching activities; approval of flexible educational pathways; and support for their professional integration within the country.

Chapter VIII – The Organizational Structure of WUT

Article 40

(1) In order to achieve the objectives underlying its mission, WUT's organizational structure is composed of the following components: faculties; departments; departments for teacher training; doctoral schools, institutes, centres or laboratories, design units; consultancy centres, clinics or university hospitals or/and structures/medical units, such as outpatient medical units, including dentists, dental technical labs, institutions for residential training, university pharmacies, studios and artistic workshops, performing arts, museums, audiovisual studios, cinema and photography, botanical gardens, theaters, museums, radio and television, printing houses, publishing houses, centers for lifelong staff training, micro-production units, and service provision units, accommodation and public catering units, didactic resorts/practice bases for sports applications and performance, experimental resorts or other entities for production and transfer of knowledge and technology, centers of competence, university sports clubs, as well as preuniversity educational units.

(2) WUT can establish university branches and university extensions, in accordance with the law.

(3) WUT has the authority to establish separate research units for a defined period under their own revenue and expenditure budgets, which operate autonomously with their own approved statutes by the university Senate.

(4) The organizational units are established and operate based on regulations approved by the university Senate, enabling the institution to fulfill its mission, ensure quality standards, manage educational, research, production, and/or cognitive and technological transfer activities efficiently, and provide adequate support to members of the university community.

(5) WUT's organizational units are all established, reorganized, and dissolved via resolutions of the university Senate, at the Rector's proposal, and are organized based on regulations approved by the Senate, in accordance with current legislation.

Article 41

In order to promote quality and increase the effectiveness and relevance of education and scientific research, to enhance international visibility, and for an efficient use of its resources, WUT may, in accordance with the law:

- a) to engage in the formation of university consortia;
- b) to merge with other higher education institutions;
- c) to participate in the formation of dual education consortia;
- d) to participate in the formation of dual education consortia;
- e) to participate in the creation of European university consortia or European centers of excellence in vocational training.

Article 42

(1) WUT is an Institution Organizing Doctoral University Studies (hereinafter referred to as OIUS -WUT).

(2) OIUS -WUT operates under institutional regulations for the organization and conduct of doctoral university studies at WUT, approved by the university Senate, in compliance with the law and the Framework Regulation on doctoral university studies.

Article 43

1. The administrative structure of WUT is organized into technical-administrative directions and services and may include the following functional administrative units: departments, divisions, centers, publishing houses, offices, secretariats, and the Rector's office.

2. The administrative structure is approved and modified by the university Senate, upon the Rector's proposal, in accordance with the law.

Article 44

(1) Within the structure of faculties, corresponding administrative functional units may be established with the approval of the university Senate, utilizing available financial resources allocated by the Faculty.

(2) These units are hierarchically subordinated to the Dean and to the corresponding units at the WUT level.

Chapter IX – WUT Leadership

Article 45

The leadership structures of WUT are: (a) the university Senate, the Board of Directors and the board for university doctoral studies, at university level; (b) the Faculty council; (c) the department council; (d) the doctoral school council.

Article 46

The leadership positions at WUT are as follows: a) the Rector, the vice-Rectors, the General Administrative Director and the Deputy administrative director at the university level; b) the director of the board for university doctoral studies, at the level of OIDUS -WUT, a position equivalent to that of a vice-Rector; c) the director of a university branch, at the level of a branch of the university, a position equivalent to that of a vice-Rector; d) the Dean and vice-decans, at the level of the Faculty; e) the director of department, at the department level; f) the director of the doctoral school, a position equivalent to that of director of department; g) the director of university extension, at the level of the university extension, a position equivalent to that of a director of department.

Article 47

(1) The WUT Rector is appointed based on a public competition or an election process, in accordance with the method of appointment established before each appointment, according to the law.

(2) Representation mandates in WUT's leadership structures and mandates for Head of Department positions are obtained through elections, organized in accordance with the law.

(3) The mandates for the positions of director of the doctoral studies university council and Dean are obtained through a public competition, organized by the Rector, under the conditions of the law.

(4) Vice-Rectors are appointed by the Rector, and the vice-Deans of each Faculty are appointed by the Deans of their respective faculties.

(5) Directors of doctoral schools are appointed by the council for doctoral studies.

(6) The procedure for establishing and selecting the leadership structures and functions at the university level, faculties, and departments is carried out with respect to the principle of representation by faculties, departments, and fields/programs of study, based on regulations approved by the university Senate, which are an integral part of this university charter.

(7) The duration of a mandate for members in leadership structures and for leadership positions within WUT is 5 years.

Article 48

Leadership positions such as Rector, vice-Rector, director of the doctoral studies university council, director of a university branch, Dean, Vice-Dean, Head of Department, Doctoral School Director, director of university extension, director of a research and development unit, design, micro-production, may not be held concurrently.

Article 49

- (1) Leadership structures are organized and operate based on regulations approved by the university Senate.
- (2) Decisions of the university Senate, the board of administration, Faculty councils, and department councils are made by a majority vote of the members present, provided that the number of those present represents at least two-thirds of the total number of members. Decisions are published on the university's or Faculty's website, as applicable.

Article 50

The teaching and research staff holding a leadership position at WUT are required to perform at least 50% of the activities specified in the university workload norm for carrying out the duties of the position, as stipulated in the job description.

Section IX.1. Leadership Structures within WUT

Subsection IX.1.1. The Senate

Article 51

- (1) The university Senate represents the university community and is the highest decision-making and deliberative body at WUT.
- (2) The university Senate has the following duties:
 - a) to approve the mission of the university, upon the Rector's proposal;
 - b) to safeguard academic freedom and university autonomy;
 - c) to elaborate and adopt, following discussions with the university community, the University Charter
 - d) to approve the Quality Assurance Code and the Code of Academic Ethics and Deontology of WUT;
 - e) to approve *the WUT Code of Student Rights and Obligations*;
 - f) to approve, upon the Rector's proposal, the regulations and methodologies regarding the organization and operation of the university and its organizational components;
 - g) to approve, at the Rector's proposal and in compliance with the legislation in force, the structure, organization and operation of the university;
 - h) to approve, with the advice of the Board of Directors, upon the Rector's proposal, the establishment, division, merger and dissolution of the educational, research and technical-administrative organizational units of WUT
 - i) to approve, upon the Rector's proposal, the multiannual strategic plan for institutional development and the operational plans;
 - j) to approve, upon the Rector's proposal, the budget draft and budget execution;
 - k) to conclude the management contract with the Rector;
 - l) to oversee the activity of the Rector and the board of administration through specialized commissions
 - m) to validate the public competitions for positions on the Board of Directors;
 - n) to approve the competition methodology, the WUT standards for filling teaching and research positions and the results of the competitions for hiring teaching and research staff, as well as the promotion examinations in the teaching career and to periodically evaluate the human resource;

- o) to approve the positions for teaching and research staff and the number of positions for teaching and auxiliary research staff, as well as the administrative staff;
- p) upon the proposal of the Board of Directors, the Senate approves the criteria and establishes university norms in a differentiated manner, depending on the field, specialization, weight of disciplines in the students' specialized training and the size of study groups;
- q) may approve, at the proposal of the Board of Directors, by regulation, the increase of the minimum weekly teaching load, in accordance with quality assurance standards, without exceeding the maximum set limit by law, as well as the reduction of the teaching workload by no more than 50% for the teaching and research tenured staff who exercise a management function within the WUT, a management, guidance and control function within the Ministry of Education, in the institutions under its subordination and coordination, as well as ARACIS or who is elected to public office;
- r) to approve, based on professional performance and financial criteria, the continuation of the activity of a teaching or research staff member after retirement, under a fixed-term contract of one year, with the possibility of annual extensions, in accordance with the law;
- s) to approve the methodology for maintaining the quality of tenure in education and/or research for teaching staff or researchers who have reached the legal retirement age, based on the annual assessment of academic performance, in cases where the West University of Timișoara (WUT) cannot cover the positions with tenured academics.
- t) to approve the methodology for the periodic evaluation of the results and performances of the teaching and research activities of the teaching and research staff and periodically evaluates their results and performances;
- u) It approves the methodology for the periodic evaluation of the results and performances of the teaching and research activities of the teaching and research staff, and to periodically evaluate their results and performances.
- v) to approve, upon the Rector's proposal, the sanctioning of staff with low professional performance, based on its own methodology and the legislation in force;
- w) to approve, on an annual basis and at the proposal of the Board of Directors, the structure of the academic year and the calendar of educational activities;
- x) to approve, at the proposal of the Board of Directors, the structure and amount of tuition fees and other categories of fees;
- y) to approve, in accordance with the law and upon the proposal of the Board of Directors, the undergraduate and postgraduate study programs, their curricula, the regulations for the organization and operation of each university cycle, the regulations regarding the professional activity of students and *the Code of Student Rights and Obligations*, the regulations on the organization and operation of postgraduate programs and the regulations on the organization and operation of professional training programs for adults;
- z) to annually establish the master's degree programs organized within an accredited field;
- aa) to approve the proposals for new study programs and the dissolution of those programs that no longer align with the university's mission or are academically underperforming or financially unsustainable;
- bb) to approve, at the proposal of the Board of Directors, the number and sizes of study groups, in compliance with quality standards, according to the law;
- cc) to approve, following the advice of the Board of Directors, the WUT regulations for organizing admissions, the methodology regarding the recognition and equating of

- studies or periods of study completed in the country or abroad and the regulation regarding the organization and conduct of final exams;
- dd) to adopt, upon the proposal of the university doctoral studies council, the regulations regarding doctoral studies, and to approve for doctoral university study programs the obligations related to frequency and reduced frequency, as well as the methodology for conducting public competitions, organized by the legal representative of OIUS , for occupying the position of CSUD director, along with approving the methodology for appointing CSUD members;
 - ee) to approve the scholarship awarding methodology;
 - ff) to establish the number of doctoral students who can be supervised simultaneously by a doctoral supervisor, and the duties of doctoral students hired as research assistants or teaching assistants for a fixed period of time, as well as, in special situations, upon the proposal of the doctoral supervisor, may approve an extension of 1-2 years to the duration of the doctoral university study program, respectively a reduction of one year, at the request of the doctoral student and with the supervisor's approval;
 - gg) to validate the resolution of admission or rejection of the habilitation thesis issued by the habilitation commission;
 - hh) to approve the regulation for the organization and operation of the evaluation and quality assurance commission, as well as the representation of teaching staff within its structure;
 - ii) to approve the regulation for the organization and operation of the academic ethics and deontology commission, and to approve its composition at the proposal of the Board of Directors, as well as the committee's report;
 - jj) to approve the establishment or takeover of national research-development institutes, research-development institutes, teaching stations and research-development stations;
 - kk) to approve the establishment, including within some projects, for a determined or indefinite period, of distinct research or performance structures based on their revenue and expenditure budget, which have autonomy and their own statutes;
 - ll) to approve the organization and operating regulations for the state pre-university education units, established within the structure of the university and approves the tuition fee for the post-secondary education organized by the university, in accordance with the law;
 - mm) to approve, with the approval of the Board of Directors, the support of teaching and research activities in other higher education or research institutions by the WUT staff;
 - nn) approves the regulation for drawing up agreements and carrying out national and international cooperation programs at WUT;
 - oo) to approve, with the endorsement of the Board of Directors, the support for teaching and research activities at other higher education or research institutions by the tenured staff of WUT staff;
 - pp) to approve the methodology regarding the employment of specialists with recognized scientific and professional value in the field, from Romania or abroad, who do not hold a doctoral degree, as invited associate teaching staff;
 - qq) to equate the status of university professor and doctoral supervisor for distinguished specialists who hold these titles acquired abroad, in accordance with the law.
 - rr) to discuss, at the end of each financial year, the report of the WUT management regarding the activity of research, development, innovation and artistic creation, the manner in which the expenditures for overheads related to research grants and contracts were managed, as well as the information on research funds and funds

- allocated to projects financed by national and international programs, carried out by the university;
- ss) to approve the granting of the sabbatical year, according to the law;
 - tt) to approve the granting of honorary titles and distinctions;
 - uu) to establish the disciplinary sanctions within its competence as provided by law;
 - vv) to establish limits on expenditures that can be approved by the Rector;
 - ww) to discuss the Rector's annual report on the state of WUT, based on the reports made by its specialized committees;
 - xx) to debate the annual report on compliance with *the Code of Student Rights and Obligations* submitted by the representative student body in WUT;
 - yy) to approve the establishment of companies, foundations or associations, pre-university education units and the granting, by contract, of the right to administer and use its assets to companies or associations, in which it holds the status of associate or shareholder, or to foundations, in which it holds the status of founder.
 - zz) to validate the election results for the leadership structures and positions at the university level, OIUS -WUT, faculties, departments and doctoral schools, as well as the results of public selection contests for the positions of Dean and director of the university doctoral studies council;
 - aaa) to designate, in the event of the removal from office of the Rector by the ministry, a vice-Rector as interim Rector, who represents WUT and becomes the credit authorizing officer until the confirmation of a new Rector by the competent ministry.
 - bbb) to perform any other duties assigned within its competence by law.

- (3) The university Senate is composed of 59 members, of which 44 are representatives of the teaching and scientific research staff and 15 are student representatives.
- (4) The number of Faculty representatives in the Senate that exceeds the number of Senate members resulting from the initial application of the principle of representation for each Faculty is determined in a second stage by applying the criterion of the proportion of tenured teaching and research staff of the Faculty to the total tenured teaching and research staff at WUT, accounting for two-thirds, and in a third stage, by applying the criterion of the Faculty's contribution to WUT's scientific research results, accounting for one-third.
- (5) The number of student representatives in the Senate that exceeds the number of Senate members resulting from the application of the principle of each Faculty's representation is distributed as follows: 1 seat to the student organization representative at the WUT level; 1 seat to doctoral students; 1 seat to the elite students' club of WUT; 1 seat to Romanian students from the diaspora and international students at WUT.
- (6) The established structure of the WUT Senate is provided in Annexes 1 and 2 of this Charter.
- (7) During discussions of regulations pertaining to their areas, the members of the Board of Directors (providing they are not Senate members), a representative of the WUT union, and the directors of administrative units benefit from having an open invitation to Senate meetings.
- (8) The term of office for student representatives in the WUT Senate is 1 year, in accordance with the regulations governing the election of student representatives.
- (9) The members of the university Senate, who are tenured Faculty and researchers, are elected through universal, direct, and secret ballot by all tenured Faculty and researchers within each Faculty.
- (10) The student representatives in the university Senate are elected through universal, direct, secret, equal, and freely expressed ballot by all students within each Faculty or, as applicable, represented category.
- (11) The university Senate elects, through universal direct, secret, equal, and freely expressed voting, a president who presides over the meetings of the university Senate and represents it in its relations with the Rector.
- (12) The university Senate elaborates and approves its own regulation regarding its organization and functioning.
- (13) The university Senate sets up specialized committees to oversee the executive management of WUT and the Board of Directors. Monitoring and control reports are periodically presented and discussed in the university Senate, forming the basis for its resolutions.
- (14) The WUT Senate is convened by its president, the Rector, or upon the request of at least one-third of its members. As an exception, for student-related issues, the university Senate may be convened at the request of the entire group of student representatives who are members of the university Senate.

Subsection IX.1.2. Board of Directors

Article 52

- (1) The WUT Board of Directors ensures, under the leadership of the Rector, the operative management of the university and applies the decisions of the Senate.
- (2) Duties and Responsibilities of the Board of Directors:
 - a) The board elaborates and submits long-term and medium-term strategies of the university, as well as policies in fields of interest to the university, for approval by the UVT Senate;
 - b) The board reviews and forwards for approval by the Senate, at the proposal of the Rector, regulations and methodologies concerning the organization and operation of

- the university and its organizational divisions.
- c) The board reviews, at the proposal of the Rector and in accordance with current legislation, the structure, organization, and operation of the university.
 - d) The board reviews, at the proposal of the Rector, and forwards for approval by the Senate the establishment, organization, division, merger, and/or dissolution of the educational, research, and technical-administrative organizational units of the university.
 - e) The board reviews, at the proposal of the Rector, and forwards for approval by the Senate the multi-year strategic plan for institutional development and operational plans;
 - f) The board reviews, at the proposal of the Rector, and forwards the budget proposal for approval by the Senate;
 - g) The board reviews and establishes the institutional budget;
 - h) The board reviews the budget execution and the annual financial statements.
 - i) Proposes, within the budget project, the level of protocol expenditures related to current activities;
 - j) Approves financial transactions that exceed the set limits established by the university Senate;
 - k) Approves the annual public procurement plan;
 - l) Reviews the competition methodology, and the standards for appointing teaching and research positions, as well as the outcomes of competitions for hiring teaching and research personnel, along with promotion exams in the teaching career, and periodically evaluates human resources;
 - m) Advises on the staff positions for teaching and research personnel, including the number of positions for auxiliary teaching and research staff, as well as administrative personnel;
 - n) Approves proposals to advertise vacant teaching and research positions and for promotions in the teaching career;
 - o) Proposes and submits to the Senate for approval the criteria for differentiated university norms based on field, specialization, the weight of disciplines in student specialization training, and the size of study groups;

- p) May propose to the Senate an increase in the minimum weekly teaching load, while adhering to quality assurance standards and not exceeding the maximum legal limit. Additionally, it may recommend a reduction of the teaching load by up to 50% for tenured teaching and research staff in managerial roles at WUT, managerial, supervisory, or oversight positions within the Ministry of Education and its affiliated institutions, ARACIS, or for staff elected to public office.
- q) Determines the salaries of teaching and research staff, as well as non-teaching staff, within the university, in accordance with the law.
- r) Proposes and submits to the Senate for approval, based on performance and financial criteria, the continuation of the activity of a teaching or research staff member after retirement, under a fixed-term contract of one year, renewable annually, in accordance with the law;
- s) Approves the methodology for maintaining the quality of tenure in education and/or research for teaching staff or researchers who have reached the legal retirement age, based on the annual assessment of academic performance, in cases where the West University of Timișoara (WUT) cannot cover the positions with tenured academics;
- t) Proposes and submits to the Senate for approval the methodology for periodic evaluation of the results and performance of teaching and research activities of the teaching and research staff, and the sanctioning of staff with low professional performance;
- u) Proposes and submits to the Senate for approval the structure of the academic year and the calendar of educational activities;
- v) Proposes and submits to the Senate for approval the structure and amount of tuition fees and other categories of fees;
- w) Proposes and submits to the Senate for approval university and postgraduate study programs and their curricula, regulations for the organization and functioning of each academic cycle, regulations regarding student professional activity, and *the Code of Student Rights and Obligations*, alongside regulations for the organization and functioning of postgraduate programs and regulations for the organization and functioning of adult professional training programs.
- x) Proposes and submits to the Senate for approval the Master's degree programs organized within an accredited field.
- y) Approves proposals for new study programs and recommends the termination of study programs that no longer align with WUT's mission or are academically underperforming or financially unsustainable;
- z) Proposes and submits to the Senate for approval the number and sizes of study groups, adhering to quality standards in accordance with the law;
- aa) Sanctions and submits for approval to the Senate the regulation regarding doctoral studies;
- bb) Sanctions the establishment or the dissolution of doctoral schools within OIUS - WUT;
- cc) Elaborates and submits for approval to the Senate the regulations for organizing admissions, the methodology for recognition and equivalence of studies or study periods completed in Romania or abroad, and the regulations for organizing and conducting final examinations.
- dd) Develops and submits to the Senate for approval the methodology for granting scholarships.
- ee) Proposes and submits to the university Senate for approval the criteria for

- determining the number of doctoral students who can be supervised concurrently by a doctoral advisor, the duties of doctoral students serving as research or teaching assistants for a specified period, and, in exceptional cases and subject to available funds, the extension of the doctoral study program by 1-2 years or its reduction by one year at the request of the doctoral candidate, with the approval of the doctoral advisor.
- ff) Organizes the competition for filling the positions of Chief Administrative Officer and Deputy Chief Administrative Officer.
 - gg) Reviews and submits to the Senate for approval the regulation for the organization and functioning of the quality evaluation and assurance committee, including the disciplinary measures.
 - hh) Reviews and submits for approval to the Senate the regulation for the organization and functioning of the academic ethics and deontology committee, and proposes its composition for Senate approval.
 - ii) Proposes to the Senate the establishment or takeover of national research-development institutes, research-development institutes, teaching stations and research-development stations;
 - jj) Proposes to the Senate and submits for approval the establishment, including within projects, of distinct research or performance structures with separate budgetary autonomy and statutes, for a specified or unspecified period;
 - kk) Develops and submits to the Senate for approval specific regulations governing the organization and functioning of pre-university education units within the university's framework. Additionally, proposes to the Senate and submits for approval the enrollment figures for post-secondary education programs organized by the university, in accordance with the law.
 - ll) Develops and presents to the Senate for approval the regulation on the agreements and the implementation of national and international cooperation programs at WUT;
 - mm) Reviews and proposes to the Senate the sanctioning of teaching and research activities at other higher education or research institutions by the tenured staff of WUT.
 - nn) Approves, for a specified period, the hiring within the university of university professors and other experts with recognized scientific and professional value in the field, from within the country or abroad, as adjunct Faculty members;
 - oo) Reviews and submits to the Senate for approval the methodology regarding the hiring of specialists with recognized scientific and professional expertise in the field, from Romania or abroad, who do not hold a doctoral degree, as invited associate Faculty members
 - pp) Sanctions the recognition of the status of university professor and doctoral supervisor for distinguished specialists who hold these qualifications acquired abroad, in accordance with the law
 - qq) At the end of each fiscal year, submits and presents to the Senate the WUT management's report on research, development, innovation, and artistic creation activities. The report outlines the management of expenditures for research grants and contracts, as well as details on research funds and funds allocated to projects funded through national and international programs conducted by the university.



- rr) Establishes and submits to the Senate for approval proposals for granting sabbatical leave;
- ss) Sanctions proposals for awarding honorary titles and distinctions;
- tt) Analyzes and submits for debate to the Senate the report from the Rector regarding the state of the university;
- uu) Reviews and forwards for discussion to the Senate the annual report on compliance with *the Code of Student Rights and Obligations* prepared by the representative student body at WUT;
- vv) Proposes to the Senate the establishment of companies, foundations, or associations, pre-university education units, and the granting, through contract, of the right to manage and use the university's assets;
- ww) Approves the makeup structure of disciplinary research committees for teaching and research staff, and appoints review committees to investigate disciplinary infractions committed by adjunct teaching staff and administrative personnel.
- xx) Performs other duties established by the university Senate, in accordance with the law.

(3) The Board of Directors is composed of the Rector, vice-Rectors, Deans, the Administrative General Director, the Deputy Administrative General Director, and a student representative appointed by the representative student body at WUT.

(4) A delegate from the representative union at WUT may participate as an observer at the meetings of the Board of Directors. Directors of administrative units may be invited for discussions that are relevant to their respective fields.

(5) The Board of Directors drafts its own rules and regulations regarding its organization and operation and submits it for approval to the university Senate.

(6) The Board of Directors drafts its own regulation regarding its organization and operation and submits it for approval to the university Senate.

Subsection IX.1.3. Council for Doctoral Studies

Article 53

(1) The Organizing Institution for Doctoral University Studies (OIDUS-WUT) is managed by the Council for Doctoral University Studies, which forms a distinct and specific structure for managing and running doctoral study and research programs.

(2) The Council for Doctoral Studies operates according to the Framework Regulation on Doctoral Studies and the WUT regulations for organizing and conducting doctoral programs.

(3) The Council for Doctoral Studies has the following responsibilities:

- a) establishes the OIDUS –WUT strategy;
- b) oversees doctoral study and research programs at the OIDUS-WUT level;
- c) develops and forwards to the Senate for approval the institutional regulations regarding the organization and implementation of doctoral study programs at the OIDUS-WUT level, including integrated doctoral university study programs;
- d) develops and forwards to the Senate for approval the establishment and the termination of doctoral schools within OIDUS-WUT;
- e) reviews and forwards to the Senate for approval the selection of doctoral supervisors who are part of a newly established doctoral school;
- f) appoints habilitation committees within OIDUS-WUT;

- g) forwards to the Senate the approval of attendance requirements (full-time and part-time options) for doctoral study programs;
- h) develops the guidelines for writing doctoral theses;
- i) formulates the ethical and deontological benchmarks applicable throughout doctoral studies.
- j) other specific responsibilities established by the institutional regulations regarding the organization and implementation of doctoral study programs, in accordance with the law.

- (4) All members of the Council for Doctoral University Studies are appointed in accordance with the methodology proposed by the Board of Directors and approved by the Senate, in accordance with the law and the Framework Regulation on Doctoral University Studies.
- (5) The organizational structure of the doctoral school councils at WUT is outlined in Annex No. 6 of this Charter.

Subsection IX.1.4. Faculty Council

Article 54

- (1) The Faculty Council represents the decision-making and deliberative body within each Faculty;
- (2) The Faculty Council has the following responsibilities:
 - a) formulates and adopts strategies and policies regarding areas of interest for the Faculty;
 - b) approves, upon the Dean 's proposal, the structure, organization, and functioning of the Faculty;
 - c) recommends to the Board of Directors the establishment, organization, division, fusion, or dissolution of departments within the Faculty;
 - d) approves the study programs developed and run by the Faculty each academic year;
 - e) reviews proposals for new study programs and makes recommendations to the Board of Directors for the termination of programs that no longer align with the university's mission or that are academically underperforming or financially unsustainable;
 - f) reviews, endorses, and forwards to the Board of Directors for approval the curricula of university study programs;
 - g) reviews and approves the positions of academic and research staff within the Faculty departments and forwards them to the Board of Directors for approval;
 - h) approves the coordinators of study and master's programs within the Faculty, as proposed by the department councils;
 - i) reviews and approves the course syllabi for the study programs organized by each Faculty;
 - j) approves the list of tutors for each academic year and study program;
 - k) reviews the regulations regarding the organization and administration of admissions processes at the Faculty level;
 - l) reviews the regulations concerning the organization and administration of final examinations at the Faculty level;
 - m) approves the makeup of the quality management committee at the Faculty level;
 - n) reviews the assessment process of study programs conducted by the department council and the action plan for their improvement;
 - o) decides, upon recommendations from the Head of Department or doctoral school director, to modify the teaching workload of academic staff who do not engage in scientific research or equivalent activities and under exceptional circumstances, it may adjust the minimum teaching load so as to include scientific research or equivalent activities, in accordance with the law.
 - p) endorses proposals from departments to publicly announce the teaching and research vacant positions as wells as posts for career advancement;
 - q) endorses invitations to academic and other established specialists, nationally or internationally, to join the Faculty as visiting or adjunct professors for a specified period of time;
 - r) endorses the hiring of established specialists with scientific and professional expertise in the field, from Romania or abroad, who do not hold a doctoral degree, as adjunct professors;

- s) oversees the activities of the Dean, Vice Deans, and Head of Departments, and approves annual reports on the state of the Faculty, quality assurance, and compliance with academic ethics at the Faculty level;
 - t) approves accelerated study, that is, the completion of two years of study into a single year, in accordance with the law;
 - u) endorses the evaluation committees responsible for assessing the teaching and scientific activities of the Faculty's academics and research staff;
 - v) endorses candidates for the competition for the position of Dean, in accordance with legal requirements;
 - w) recommends to the Rector the dismissal of the Dean of the Faculty upon identifying violations of current legal provisions and of the WUT Code of Academic Ethics and Deontology
 - x) sets in place disciplinary measures within its legal jurisdiction;
 - y) fulfills other responsibilities approved by the university Senate and in accordance with current legislation.
- (2) The Faculty Council may comprise of 9 to 23 members, with a maximum of 75% being academic and research staff, and at least 25% being students, depending on the number of departments and the size of the university community within the Faculty.
- (3) The distribution of Faculty Council members among departments is determined by guaranteeing representation in the Senate of the academic and research staff of each department.
- (4) The allocation of departmental representatives on the Faculty Council, beyond the initial stage based on departmental representation, is determined through subsequent steps. This includes applying a two-thirds weighting based on the proportion of tenured academic and research staff within each department to the total Faculty count, followed by a one-third weighting based on the department's contribution to the Faculty's scientific research outcomes.
- (5) The organizational structure of the Faculty councils at WUT is outlined in Annexes No. 3 and 4 of this document
- (6) The representatives of academic and research staff on the Faculty Council are elected through universal, direct, secret, equal, and freely expressed voting by all tenured academic and research staff members of the Faculty while the students' representatives are elected through universal, direct, secret, equal, and freely expressed voting by all students of the Faculty.
- (7) The meetings of the Faculty Council are chaired by the Dean.
- (8) Providing they are not members of the Council, the Rector or his/her representative, Vice Deans of the Faculty, and Directors of Departments and Doctoral Schools within the Faculty benefit from an open invitation to attend Faculty Council meetings.
- (9) A representative delegate from the WUT union, who is also a Faculty member, may attend the Faculty Council meetings when issues related to the employment relationships between WUT and the academic and research staff of the Faculty are under discussion.

Subsection IX.1.5. Faculty Department Council

Article 55

- (1) The Department Council, under the coordination of its director, ensures the effective management of the department.
- (2) The Department Council has the following responsibilities:
 - a) formulates and adopts strategies and policies on relevant areas of interest for the department;
 - b) develops the department's annual plan for scientific research/academic creation;
 - c) proposes changes to the department's structure to the Faculty Council;
 - d) initiates proposals for new study programs and formulates recommendations to the Faculty Council regarding the termination of programs that no longer align with the university's mission, fail to meet accreditation standards, and/or are academically underperforming or financially unsustainable;
 - e) elaborates and submits to the Faculty Council the curricula for university study programs;
 - f) endorses the course syllabi for the study programs organized within the departments;
 - g) endorses, upon the Head of Department's proposal, the list of tutors for each academic year and study program managed by the department;
 - h) endorses, upon the Head of Department's proposal, the coordinators of study and master's programs within the Faculty
 - i) assesses the study programs managed by the department and proposes measures for their improvement
 - j) supports the Head of Department in developing the job positions for the academic and research staff within the department, by consulting its members, and then submits them to the Faculty Council for approval;
 - k) endorses the Head of Department's proposal to modify the teaching workload of academic staff who do not engage in scientific research or equivalent activities and under exceptional circumstances, it may adjust the minimum teaching load so as to include scientific research or equivalent activities, in accordance with the law.
 - l) endorses proposals to publicly announce the teaching and research vacant positions as well as posts for career advancement;
 - m) endorses invitations sent nationally or internationally to academics and other established specialists to join the Faculty as adjunct professors for a specified period of time;
 - n) endorses the hiring of established specialists with scientific and professional expertise in the field, from Romania or abroad, who do not hold a doctoral degree, as adjunct professors;
 - o) endorses the evaluation committees responsible for assessing the teaching and scientific activities of the department's academic and research staff;
 - p) fulfills other responsibilities approved by the university Senate and in accordance with current legislation.
- (3) The Department Council may consist of between 3 and 5 members, selected from among the tenured academic and research staff of the department.
- (4) The number of members of each department council and its structure are determined based on the size and structure of the academic community within the department.
- (5) The organizational structure of the department councils at WUT is outlined in Annex No. 5 of this document.

(6) The members of the department council are elected through universal, direct, secret, equal, and freely expressed ballot by all tenured academic and research staff within the department.

(7) A student representative enrolled in the study programs managed by the respective department holds the status of a permanent guest at department council meetings.

Subsection IX.1.6. Doctoral School Council

Article 56

(1) The Doctoral School Council, under the coordination of its director, ensures the effective management of the doctoral school in accordance with the institutional regulations governing doctoral studies.

(2) The Doctoral School Council is analogous to the department council.

(3) The Doctoral School Council has the following responsibilities:

- a) develops the regulations for the organization and functioning of the doctoral school;
- b) proposes the granting or revocation of doctoral supervisor membership in the doctoral school, as well as establishes minimum standards of scientific performance to ensure the fair application of these procedures;
- c) endorses the enrollment and expulsion of doctoral students upon the proposal of doctoral supervisors who are members of the doctoral school;
- d) reviews the job positions of the academic and research staff affiliated with the doctoral school;
- e) other duties assigned by law or the institutional regulations governing doctoral studies.

(4) The Doctoral School Council is elected through universal, direct, secret, equal, and freely expressed voting by the doctoral supervisors within the respective doctoral school.

(5) The Doctoral School Council consists of 3-5 members.

(6) The Doctoral School Council includes doctoral supervisors from within the doctoral school, making up a maximum of 50%, doctoral students constituting at least 20%, and the remaining members selected from outside the doctoral school. These external members are chosen from scientific figures with significant international recognition in scientific or academic fields, and/or personalities from relevant industrial and socio-economic sectors pertinent to the doctoral school domains within OIDUS-WUT.

(7) The organizational structure of the Doctoral School Councils at WUT is outlined in Annex No. 7 of this document.

Section IX.2. Leadership Positions within WUT

Subsection IX.2.1. The Rector

Article 57

(1) The Rector legally represents WUT in its relations with third parties and exercises the executive leadership of WUT.

(2) The Rector is the budget manager of WUT.

(3) The Rector has the following responsibilities:

- a) submits to the Senate for approval the university's mission statement;
- b) manages and oversees the operational leadership of WUT, based on the management contract;
- c) negotiates and signs the institutional contract with the relevant ministry;

- d) negotiates a management contract with the university Senate, detailing criteria and performance indicators for managerial effectiveness;
- e) submits to the university Senate for approval the structure, organization, and operation of WUT;
- f) submits to the university Senate for approval the regulations and methodologies governing the organization and operation of WUT;
- g) submits to the Senate for approval the multi-year strategic development plan and operational plans;
- h) submits to the Senate for approval the draft budget and the budget execution report;
- i) safeguards the regulations and methodologies of WUT, the Code of Academic Ethics and Deontology, as well as other internal regulations of WUT;
- j) presides over the Board of Directors
- k) may convene the university Senate;
- l) organizes the public competition for the selection of the Deans of faculties and of the director of the council for doctoral studies and issues the decisions for their appointment;
- m) is responsible for the proper organization of competitions for filling teaching and research vacant positions, in compliance with the quality standards in the academy, academic ethics and deontology and the legislation in force;
- n) ensures the proper management of the WUT's assets and finances;
- o) proposes to the Senate the establishment, division, merger and dissolution of the educational, research and technical-administrative organizational units of WUT;
- p) proposes to the Senate, based on internal evaluations, to reorganize or terminate study programs that no longer fit WUT's mission or are academically underperforming or financially unsustainable, while ensuring that students are not disadvantaged.
- q) signs the study documents issued by WUT;
- r) issues decisions related to the enrollment of students;
- s) issues decisions regarding the conclusion, modification, and termination of employment relationships of members of the academic community and enforces disciplinary sanctions, in accordance with the law;
- t) approves the duties of the teaching and research staff, as well as those of the auxiliary teaching and non-teaching staff, as established in the individual job description;
- u) proposes to the university Senate the number of positions for auxiliary teaching and research staff and administrative staff;
- v) chairs the competition committees for the appointment of the General Administrative Director and the Deputy General Administrative Director and appoints them to their positions, in accordance with the law;
- w) presents the annual report on the state of the university to the university Senate;
- x) y) issues employment decisions for WUT staff on a fixed-term basis for research projects in the field of education and professional training or in national, European, or international projects;
- y) approves the structure of the Academic Ethics and Deontology Committee put forth by the Board of Directors and endorsed by the university Senate;
- z) appoints the disciplinary investigation committees;
- aa) proposes to the Senate measures against staff with low professional performance, based on WUT methodology and current legislation;
- bb) issues decisions to enforce sanctions for violations of academic ethics and deontology standards;
- cc)

- dd) requests the administrative court to annul study documents if there is evidence that they were obtained through fraudulent means or in violation of the provisions of the WUT Code of Academic Ethics and Deontology;
 - ee) approves expenditures within the limits set by the university Senate;
 - ff) fulfills other responsibilities established by the university Senate, in accordance with the management contract, the university charter, and current legislation.
- (4) By virtue of his/her public responsibility, the Rector:
- a) Discloses to the public his/her decisions and the resolutions of the Board of Directors;
 - b) publicly discloses, by affidavit, WUT's annual admission quotas, in accordance with the law;
 - c) is directly responsible for allocating the institution's resources.

Subsection IX.2.2. Vice-Rector

Article 58

- (1) The Vice Rectors are appointed by the Rector from the tenured members of the WUT academy, based on consultation with the university Senate and upon their written agreement to support the Rector's managerial plan.
- (2) The number of WUT vice Rectors is a maximum of six.
- (3) The responsibilities assigned to the vice Rectors by the Rector comprise of: organizing short-term, undergraduate, master's, and postgraduate study programs and ensuring educational quality; overseeing student activities; developing and enhancing the Faculty and research staff; managing research, development, innovation, and technology transfer activities; digitalizing educational, research, and administrative processes; engaging with the academic and professional diaspora; financial strategy, social issues, and asset development; improving administrative staff; ensuring institutional sustainability; securing and implementing national and European funding projects; collaborating with socio-economic, cultural, artistic, and sports sectors; fostering entrepreneurial activities; ensuring institutional compliance with legal requirements and relations with the university Senate; handling public procurement; managing relations with public authorities and institutions; nurturing alumni relationships; promoting national and international cooperation and enhancing the university's image; and other relevant areas.

Subsection IX.2.3. Director of the Council for Doctoral Studies

Article 59

- (1) The director of the Council for Doctoral Studies at OIDUS-WUT ensures its management and leadership.
- (2) The position of Director of the Council for Doctoral Studies is equivalent to that of a Vice Rector.
- (3) The Director of the Council for Doctoral Studies is appointed following a public competition organized by the Rector of WUT.
- (4) The methodology for conducting the public competition must comply with the provisions of the Framework Regulation on doctoral studies, proposed by the Rector of WUT and ratified by the university Senate.

Subsection IX.2.4. General Administrative Director

Article 60

(1) The General Administrative Director oversees the administrative structure of WUT and is in charge of its economic and financial management. The General Administrative Director is aided by the Deputy General Administrative Director.

(2) The positions of General Administrative Director and Deputy General Administrative Director are filled via competition. The latter is organized by the Board of Directors, and its results are validated by the university Senate.

(3) The appointment to the positions of General Administrative Director and Deputy General Administrative Director along with their functions fall under the responsibility of the Rector, and are contingent upon written commitments to support the Rector's management plan.

Subsection IX.2.5. Dean

Article 61

(1) The Dean represents the Faculty, ensures and is responsible for its management and leadership

(2) The Dean chairs the Faculty council meetings and implements the resolutions of the Rector, the Board of Directors, and the university Senate;

(3) The Dean has the following responsibilities:

- a) manages and leads the Faculty;
- b) appoints the vice Deans, establishes their duties and responsibilities, and ensures adherence to them;
- c) collaborates with Head of Departments in carrying out their duties and responsibilities and ensures adherence to them;
- d) is in charge of the Faculty's human resources policies, including the selection, periodic evaluation, and training of Faculty members, in accordance with the law;
- e) ensures and is responsible before the university Senate for the proper organization of competitions for academic and research positions within the Faculty in accordance with the law, as well as for promotion examinations in the teaching career;
- f) reviews the duties of teaching and research staff, as well as auxiliary and non-teaching staff, specified in their individual job descriptions;
- g) signs the documents issued by WUT for the graduates of the Faculty;
- h) monitors the process of quality assurance and evaluation at the Faculty level;
- i) proposes disciplinary sanctions to the Faculty council and implements them in accordance with the law;
- j) annuls assessment results obtained fraudulently or in violation of the provisions of the University Code of Ethics and Deontology;
- k) annually presents to the Faculty council a report on the state of the Faculty. The latter is made public on the Faculty's website;
- l) annually presents reports to the Board of Directors;
- m) fulfills other duties and responsibilities set forth by the Board of Directors and the university Senate.

(2) Deans are selected through a public competition organized by the Rector of WUT at the Faculty level, and with results validated by the university Senate.

Subsection IX.2.6. Vice-Dean

Article 62

(1) The Vice Dean is a member of the Faculty's academic community hired on a permanent basis at WUT, appointed by the new Dean based on consultation with the Faculty council and their written agreement to support the Dean's managerial plan. The appointment decision for the vice Deans designated by the Dean is issued by the Rector.

(2) A Faculty may have between 1 to 4 vice Deans, determined by the number of students, Faculty members, departmental structure, and the profile of the Faculty.

(3) The number of vice Deans for each Faculty at WUT is specified in Annex No. 8 of this document.

(4) The responsibilities assigned to the vice Dean by the Dean comprise of: organizing short-term, undergraduate, master's, and postgraduate study programs and ensuring the quality of the educational process; student activities; development and improvement strategy for teaching and research staff; organization and evaluation of research, development, innovation, and technology transfer activities; digitalization of educational, research, and administrative processes; relations with the academic and professional diaspora; financial strategy, social issues, and asset development; development and improvement strategy for administrative staff; institutional sustainability; accessing and implementing national and European funding projects; collaboration with socio-economic, cultural, artistic, and sports environments; entrepreneurial activities; ensuring institutional compliance with applicable legal regulations and relations with the Faculty council; public procurement; relations with public authorities and institutions; alumni relations; national and international cooperation relations and university visual identity; and other areas.

Subsection IX.2.7. Head of Department

Article 63

(1) The Academic Head of Department manages and leads the department.

(2) The Head is in charge of developing and implementing educational plans, job title lists, research management, quality assurance, along with the financial management within the department.

(3) The Head has the following duties and responsibilities:

- a) develops the job title lists for teaching and research staff, with the support of the department council, and ensures its implementation.
- b) sets the duties of teaching and research staff, as well as auxiliary and non-teaching staff, as outlined in their job descriptions, and ensures compliance with them.
- c) overviews the curriculum development process and its implementation;
- d) proposes to the department council for approval the list of tutors for each academic year and the program of studies managed by the department;
- e) proposes to the department council for approval the coordinators of study programs and fields within the department's master's programs;
- f) monitors the scientific research and academic creation activities of department members;
- g) is responsible for the quality management and the financial management of departmental resources
- h) oversees the department's human resources policy, including the selection, hiring, motivation, periodic assessment, and training of teaching and research staff, as well as

- the termination of contracts within the department, in accordance with the law;
- i) oversees the periodic evaluation of programs managed by the department, in accordance with the law;
 - j) ensures the proper organization of competitions for academic and research positions within the department, as well as for teaching career advancement;
 - k) may propose disciplinary actions for the teaching and research staff
 - l) annually reports on the state of the department before the department and the Faculty council
 - m) fulfills other duties established by the university Senate
- (4) The Head of the Department is elected from among the department members through universal, direct, secret, equal, and freely expressed ballot of all tenured teaching and research staff of the department.
- (5) Upon the validation of the election results by the university Senate, the Head of the Department is appointed by decision of the Rector.

Article 64

- (1) Research, development, design, and micro-production units are led by the directors of the respective units.
- (2) The director of the research and development unit is the equivalent of a Head of Department in terms of status, appointment, duties and responsibilities, and removal from the office.

Subsection IX.2.8. Director of the Doctoral School

Article 65

- (1) The Director of the Doctoral School manages the Doctoral School.
- (2) The Director of the Doctoral School is considered equivalent to the Head of Department
- (3) The Director of the Graduate School has the following duties and responsibilities:
- a) Oversees the development and implementation of job title lists for the teaching and research staff of the Doctoral School;
 - b) Proposes the development and implementation of curricula for the Doctoral School;
 - c) Oversees the management of quality assurance, along with the financial management within the Doctoral School;
 - d) oversees the Doctoral School's human resources policy, including the selection, hiring, motivation, periodic assessment, and training of teaching and research staff, as well as the termination of contracts within the School, in accordance with the law;
 - e) oversees the periodic evaluation of study programs managed by the Doctoral School, in accordance with the law;
 - f) may propose disciplinary actions for the teaching and research staff;
 - g) fulfills other duties established by the university Senate

(4) The Director of the Doctoral School is selected by the Council for Doctoral Studies from the doctoral supervisors within the Doctoral School and serves as a member by virtue on the Doctoral School Council.

Section IX.3. Removal from Leadership Positions and Functions

Article 66

The representatives of teaching and research staff in leadership positions may be revoked from their posts and functions in accordance with the law and the current charter providing they violate legislation or academic ethics and norms. This may occur upon the request of at least one-third of the total number of tenured teaching and research staff who elected them, on condition that the quorum and majority required for their election into office are met.

Article 67

- (1) The Rector can be removed by the university Senate, according to the law, the current Charter, and the management contract, when one of the following situations occurs:
- failure to meet the performance benchmarks in the management contract
 - failure to comply with the obligations specified in the management contract;
 - violation of legislation or academic ethics and deontology norms;
 - a situation of incompatibility as defined by law for the position of Rector.
- (2) The Rector can be removed from office by the relevant minister, in accordance with the law.

Article 68

- (1) Other individuals appointed to leadership positions can be revoked from their roles and functions, in accordance with the law and the current Charter, in the event of any of the following situations:
- failure to meet the managerial performance benchmarks set in the appointment decision;
 - failure to comply with the duties specified in the appointment decision;
 - violation of legislation or academic ethics and deontology norms;
 - a situation of incompatibility as defined by law for the respective position.
- (2) The removal from a leadership position is carried out by the Rector under the following conditions:
- Vice-Rectors can be revoked from their positions with consultation of the university Senate;
 - The director of the council for doctoral studies can be removed from his/her position after consulting the members of the council for doctoral studies and the university Senate;
 - The General Administrative Director and the Deputy General Administrative Director can be removed from their positions after consulting the Board of Directors;
 - Deans can be removed from their positions after consulting the Faculty council and the university Senate;
 - Vice-Deans can be removed from their positions based on the Dean's proposal and after consulting the Faculty council;
 - The Heads of Departments can be removed from their positions at the request of at least one-third of the tenured teaching and research staff in that department, and once the quorum and majority conditions required for their election are met.
 - The directors of doctoral schools can be removed from their positions at the request of the majority of the members of the council for doctoral studies.

Section IX.4. Advisory Bodies

Article 69

(1) The university Senate establishes the following advisory bodies to function alongside the leadership roles and structures of WUT, and they are made up of representatives from the business sector and distinguished figures from external academic, cultural, and professional fields.

- a) The Academic Advisory Council consists of personalities from the academic, cultural, and professional environment;
- b) The Economic and Social Advisory Council is made up of representatives from the economic and social sectors;
- c) The Alumni Advisory Council is made up of representatives from among WUT graduates.

(2) The advisory bodies are convened by the Rector or by the President of the University Senate and are consulted on issues regarding strategies and policies falling under their areas of expertise.

Chapter X – The University Community

Section X.1. Structure, Rights and Obligations of the University Community

Article 70

- (1) The University community is composed of: a) students, doctoral students, trainees; b) teaching and research staff; c) teaching and research auxiliary staff; d) administrative staff.
- (2) The university community also includes persons who have been conferred membership to the university community via a decision of the university Senate, along with the alumni community
- (3) Membership in the university community is incompatible with any form of corruption, plagiarism, or serious violations of the rules of ethics and academic integrity established by law.

Article 71

- (1) The members of the university community have rights and duties stipulated by the legal regulations in force and by this present Charter.
- (2) The members of the university community are entitled to exercise their freedom of thought, conscience and expression in teaching, scientific research, artistic creation and sports performance.
- (3) The members of the university community enjoy the following rights:
 - a) the right to professional development and improvement;
 - b) the right to challenge decisions that violate their rights and legitimate interests, in accordance with the law;
 - c) d) the right to associate in unions or associations to defend their legal rights.
- (4) The rights of the members of the university community shall not be restricted on the basis of discrimination arising from their social and material status, sex, race, nationality, or political or religious affiliation.
- (5) The members of the university community have the following obligations:

- a) to abide by the law, the provisions of the present Charter and the regulations developed for its implementation;

- b) to fulfill the professional duties specified in the job description and in the job title list;
- c) to comply at all times with academic ethics and professional conduct.

Subsection X.1.1. The Academic Community

Article 72

- (1) The academic community of WUT, consisting of teaching and research staff, ensures non-discrimination for both Romanian and foreign citizens, in accordance with the law and internal regulations.
- (2) Access and promotion within the academic community is through competition, respectively by election to management structures and certain management positions, in accordance with the law and this Charter, on the basis of scientific, teaching and managerial professional competence, as appropriate, as well as on the basis of moral integrity.

Article 73

- (1) The organization and execution of the procedures of selection, recruitment, periodic evaluation, training, modification and termination of employment shall fall within the responsibility of the Head of Department, the director of the doctoral school or the Dean, the directors of other organizational structures, as appropriate, under the conditions established by the regulations and methodologies approved by the University Senate.
- (2) The Head of the Department, the Doctoral School Director, the Dean, or the directors of other organizational structures, as appropriate, are in charge of organizing and conducting the procedures for selection, hiring, periodic evaluation, training, modification, and termination of employment, under the conditions prescribed in the regulations and methodologies approved by the university Senate.
- (3) In the areas of selection, hiring, periodic evaluation, training, and promotion of academic community members, WUT's decision-making responsibilities include:
 - a) setting criteria of selection and promotion, in accordance with the law
 - b) organizing competitions for filling vacant positions and promotion exams
 - c) granting scholarships and study and research leaves;
 - d) developing criteria and policies for rewards and sanctions;
 - e) conferring and revoking academic ranks, in accordance with the law;
 - f) conferring and and revoking doctoral and honorary titles.

Article 74

- (1) The academic positions at WUT, as evidenced in the job title list for teaching and research personnel, whether occupied or vacant and placed in hierarchical order include: Junior Lecturer; Lecturer/Senior Lecturer; Associate Professor; Full Professor.
- (2) The research positions at WUT include: Research Assistant; Scientific Researcher; Scientific Researcher III; Scientific Researcher II; Scientific Researcher I.
- (3) At WUT, associate teaching staff may fill the following positions: Junior Lecturer, Lecturer/Senior Lecturer, Associate Professor, and Full Professor for a fixed period of time.
- (4) Upon a needs-based assessment, the Board of Directors may approve, for a fixed period of time, the invitation of academics and other recognized specialists in the field, from Romania or abroad, to teach or conduct research at WUT as associate teaching staff with guest status.
- (5) For specialists with no recognized university teaching rank in Romania, the Senate will approve the corresponding teaching rank based on assessment of their performance, and in accordance with national standards.

Article 75

(1) The job title lists for teaching and research staff are prepared at the level of departments, doctoral schools, or other organizational units of the university by the head of the department, the doctoral school director, or the director of the respective organizational unit, based on consultations with the members of these structures. For departments with disciplines across multiple faculties, the job title lists are completed based on order notes approved by the Board of Directors.

(2) The job title lists for teaching and research staff are endorsed by the Faculty councils or, as applicable, by the council of the Doctoral School and then approved by the university Senate.

Article 76

(1) The university workload includes teaching and research duties and responsibilities, comprising clearly defined activities and quantifiable results, and is measured in conventional hours, in accordance with the law.

(2) The teaching and research duties, as well as other responsibilities related to the functioning of the department, doctoral school, or other organizational units of the university, are specified in the job descriptions. The latter are prepared by the head of the department or by the doctoral school director, in consultation with the Faculty or research staff members and then endorsed by the Dean and approved by the Rector.

Article 77

The members of the academic community benefit from the following rights:

- a) The right to carry out teaching activities, scientific research, university/artistic creation, and sports performance, pursuing their field of interest, and in accordance with academic freedom and ethical standards;
- b) The right to freely express academic opinions within the university space and the freedom of teaching, research, and creation, in line with the criteria of academic quality assurance;
- c) The right to convey and publish the results of scientific research and artistic creation, in Romania and internationally, and to apply for national and international funding, without infringing on their academic freedom;
- d) The right to elect and to be elected to leadership and representative positions at various levels, in accordance with the law and the provisions of this Charter;
- e) The right to establish associations, societies, scientific, cultural, and professional foundations, nationally and internationally, or to affiliate with them, in accordance with the law and the provisions of this Charter;
- f) Other rights as stipulated by law and the regulations approved by the Senate.

Article 78

(1) Via their teaching activities, scientific research, and university creation carried out at WUT, the members of the academic community may create works that are protected by copyright law.

(2) The intellectual property rights of the academic community over scientific, cultural, or artistic creation are ensured and guaranteed in accordance with the legislation in force.

Article 79

The members of the academy have the following obligations:

- a) to endorse the mission and the objectives embraced by the university;
- b) to carry out teaching, scientific research, and university creation activities corresponding to their teaching position;
- c) to represent WUT, at national and international levels, to promote its standards, achievements, values, and traditions, to faithfully advocate for WUT's interests, and to enhance its prestige.

Article 80

(1) WUT encourages and rewards individual excellence.

(2) In accordance with the law, the mechanisms for encouraging and supporting teaching staff, researchers and students with stellar results include the following:

- a) Granting competition-based study or research grants for stays at universities in the country or abroad, from specially established funds for this purpose;
- b) Granting sabbatical leaves and research semesters (by reducing the teaching workload in favor of research), depending on the funds available for this purpose;
- c) Granting merit pay and differentiated salaries for teaching and research staff with exceptional results, depending on the financial resources available.
- d) Funding, from specially established funds for this purpose, the participation in prestigious international scientific, artistic, and sports events held in Romania and abroad, and supporting the publication of scientific research;
- e) Awarding competition-based grants for conducting and completing highly valuable research, including doctoral theses from specially established funds for this purpose.

Article 81

(1) The key criteria for evaluating preparation, performance, and professional excellence are the outcomes of teaching and scientific research and university creation.

(2) The assessment of vocational-specific activities, such as literary, visual arts, instrumental and vocal interpretative arts, as well as other creative activities, virtuosity, and professional or sports performance, is carried out by validating one's own artistic productions, exhibitions, visual art events, recitals, performances, sports, or professional performances.

(3) The teaching and scientific activities of Faculty and researchers are periodically assessed, with evaluations conducted at intervals of up to five years. These assessments comply with the standards set in place by the Romanian Agency for Quality Assurance in Higher Education, the National Council for Scientific Research, the National Commission for the Attestation of Titles, Diplomas, and University Certificates, and the National Commission for Higher Education Financing. Evaluation methodologies and criteria grids are approved by the university Senate, according to the specific needs and developmental priorities of each department.

(4) The assessment of teaching staff performance by students is compulsory. The statistical results stemming from these evaluations are publicly disclosed.

(5) The job contracts for teaching and research staff include an obligation to meet the minimum standards of teaching and research outcomes, as well as clauses regarding termination of employment in cases of failure to meet these minimum standards.

Article 82

(1) The hiring of teaching and auxiliary research staff, as well as non-teaching personnel at WUT is via competitive examinations organized by the Faculty, doctoral school, or other organizational units of the university, in accordance with the law.

(2) The duties and responsibilities of teaching and auxiliary research staff, as well as non-teaching personnel, are clearly specified in the individual job descriptions prepared by the Head of Department, the Director of the Doctoral School, or the director of the respective organizational unit. These job descriptions are reviewed by the Dean, the Head of Department, or by the Director of the Doctoral School, as applicable, and then approved by the Rector, and will serve as annexes to the individual job contract.

(3) The number of positions for teaching and auxiliary research staff is established by the university Senate based on the number of teaching hours corresponding to the study programs offered, research hours, budget planning, and the institution's specific profile, Faculty needs, study program requirements, departmental or doctoral school requirements.

(4) The teaching, the auxiliary research staff, as well as the non-teaching personnel at WUT, have the right to perfect their skills via inter-university cooperation programs, research, and exchanges at national and international levels. These initiatives are funded within the limits of allocated internal funds from the WUT budget.

Article 83

The remuneration of teaching and research staff, auxiliary teaching and research staff, and administrative personnel is set in accordance with current legislation and decisions made by the Board of Directors.

Subsection X.1.2. The Student Body

Article 84

- (1) Students are viewed as collaborators in the educational process and they enjoy equal rights within the WUT community.
- (2) A person acquires the status of a student and a member of the WUT university community upon admission and enrollment at WUT.
- (3) Upon admission to a study program, a study contract is drawn up between the student and WUT, which stipulates the rights and obligations of both parties in accordance with the law and the regulations governing that particular study program. This contract cannot be amended during the academic year.
- (4) The status of a student financed from the state budget or through tuition fees may be changed in accordance with the regulations adopted by the University Senate.

Article 85

During their years of study, students have the following rights in accordance with the law, *The Code of Student Rights and Obligations*, and regulations approved by decisions of the university Senate:

- a) The right to quality education;
- b) The right to select their educational path, including the freedom to choose a study program after the admission process, in accordance with current legal regulations and curricula;

- c) The right to be granted flexible educational paths, by enabling students to accelerate their university studies provided they have previously achieved excellent results;
- d) The right to participate in the teaching and scientific activities corresponding to the academic subjects in the curriculum;
- e) The right to be informed about the objectives of the educational process, the evaluation methods, and the required bibliography, as outlined in the course syllabi in the curriculum;
- f) The right to access educational resources for each course in the curriculum;
- g) The right to access the resources of the "Eugen Todoran" Central University Library for research purposes and free of charge;
- h) The right to receive assistance and free complementary services, such as counseling and feedback from teaching staff outside of class, seminar, or laboratory hours; career guidance; and psychological counseling;
- i) The right to access information regarding their personal academic records;
- j) The right to free and unrestricted access to information regarding their educational path and the academic community they belong to, in accordance with the principles of transparency and access to information, and in compliance with the law;
- k) The right to freely express academic opinions within WUT;
- l) The right to send representatives in the leadership structures of WUT as well as to participate in the decision-making processes within WUT in accordance with the law and the provisions of this Charter;
- m) The right to have studies or periods of study completed in Romania or abroad recognized and accredited in accordance with the law;
- n) The right to programs and student mobility grants, awarded through competition, followed by the recognition and equivalence of their ECTS credits, in accordance with the law;
- o) The right to social, study, merit-based, performance, and excellence scholarships, in accordance with the law;
- p) The right to receive accommodation in student dormitories, subject to availability, and based on students' academic performance and financial situation;
- q) The right to participate in national and international programs for inter-university cooperation;
- r) The right to access internship programs conducted jointly with partners from the socio-economic and cultural sectors;
- s) The right to establish workshops, clubs, literary circles, artistic and sports groups, organizations, and publications within WUT, in accordance with the law;
- t) The right to access the student clubs and university-owned sports facilities;
- u) The right to access tools and mechanisms meant to facilitate the professional integration of graduates;
- v) The right to transfer to another higher education institution, to interrupt and resume studies, in accordance with the law and regulations adopted by the university Senate;
- w) The right to receive free of charge the documents certifying the student status;
- x) Other rights stipulated by law, *the WUT Code of Student Rights and Obligations*, and regulations approved by the Senate.

Article 86

During their years of study, students have the following obligations, in accordance with the law, *The Code of Student Rights and Obligations* and the regulations adopted by the university Senate:

- a) to fulfill their academic duties as outlined in the curricula of their study program and in their corresponding syllabi;
- b) to acquire information about the planning and carrying out of teaching activities in the curriculum of their study program;
- c) to remain informed about his/her academic record at the end of each semester and academic year;
- d) to adhere to academic ethics in his/her relations with colleagues, as well as in his/her relations with the teaching and research staff, auxiliary research staff and administrative staff of WUT, respectively with the staff of the entities with which he/she interacts as a student of WUT;
- e) to display appropriate behavior on university premises and the premises of the entities with which he/she interacts as a WUT student;
- f) to cause no damage to any property belonging to WUT;
- g) to pay his/her tuition fees on time;
- h) the obligation to comply with any other duties stipulated by law, the Code of Student Rights and Obligations and the regulations adopted by the Senate.

Article 87

(1) WUT establishes a system to monitor and implement the provisions of *the Code of Student Rights and Obligations*;

(2) The University Senate sets the guidelines for student participation in volunteer activities and the allocation of transferable study credits.

Article 88

(1) The selection of student representatives across the four academic cycles—short-term, bachelor's, master's, and doctoral—at WUT's governing bodies follows a universal, direct, secret, equal, and freely expressed voting process. This procedure is established by regulations drafted by the student representative body, officially recognized at the university level, and endorsed by a majority of student members in the Faculty councils and university Senate.

(2) Students can be represented in all decision-making and advisory structures within WUT

(3) The Students' Organization at the West University of Timișoara (O.S.U.T.) holds the status of a representative student organization at the WUT level.

Article 89

WUT supports the association of former students into alumni associations and organizes events to encourage their participation in the university community activities.

Section X.2. Disciplinary Responsibility

Article 90

The Faculty members, research personnel, teaching and research staff, administrative personnel, as well as managerial, supervisory, and oversight personnel at WUT are subject to disciplinary responsibility in accordance with the law, the WUT Code of Ethics and University Deontology, and other WUT regulations. This applies to violations of their duties and

responsibilities under the law, the provisions of this charter, internal regulations, individual employment contracts, as well as breaches of conduct norms that harm the interests of education and the reputation of WUT.

Article 91

While observing the right to opinion, freedom of expression and academic freedom, the norms of conduct at WUT are as follows:

- a) Intra-university norms of behavior, which stand for the type of conduct characterized by mutual respect in relationships among university community members, acceptance of the unrestricted expression of opinions and initiatives, as well as individual and collective professional activities;
- b) Extra-university norms of behavior, which stand for the type of conduct displayed in relations with various organizations, the community as a whole, or its members, and which ensures the maintenance and enhancement of WUT's identity, image, and reputation.

Article 92

The patrimonial liability of the teaching, research, and auxiliary teaching staff at WUT is assessed according to labor law. The measures for the recovery of damages and losses are taken in accordance with labor legislation.

Section X.3. Honorary Titles and Degrees

Article 93

(1) WUT confers the following honorary titles, based on regulations approved by the university Senate: *Doctor Honoris Causa* (D.H.C); *Ambasador Honoris Causa* (A.H.C); *Professor Honoris Causa* (D.H.C); *Professor Emeritus / Emerita* (P.E.); *Membrum Senatus Honorifici* (M.H.S.U.).

(2) WUT may jointly confer honorary titles with other higher education institutions, based on regulations approved by the university Senate.

(3) Individuals who are awarded an honorary title become members of the WUT academic community.

Article 94

In recognition of their scientific, technical, cultural, artistic, sports, and managerial achievements and merits, WUT may award diplomas, medals, and distinctions to members of the WUT academic community and to scientific, cultural, and socio-economic personalities.

Chapter XI - Collaboration of WUT Leadership Structures with Legally Constituted Unions and Student Organizations

Section XI.1. Collaboration of WUT Leadership Structures with the WUT Union

Article 95

The leadership structures and functions of WUT engage in collaboration with the unions representing the teaching and research staff, auxiliary teaching and research staff, and administrative staff. This collaboration is founded on principles of transparency, access to information, and the active participation of employees and students in decision-making processes, in accordance with the law and this Charter, through:

- a) inviting a representative from the main WUT union to participate in the meetings of the Senate and Faculty councils whenever issues related to the employment relations between WUT and teaching and research staff are discussed;
- b) informing legally constituted unions regarding institutional development projects at WUT and taking into account their proposals, observations, and requests regarding the strategic directions and current activities of WUT.
- c) collaboratively drafting and signing the collective labor agreement at the WUT level, in accordance with the law.

Section XI.2. Collaboration of WUT Leadership Structures with Student Organizations

Article 96

The mechanisms of collaboration between the WUT leadership structures and legally established student organizations are the following:

- a) informing legally constituted student organizations regarding institutional development projects at WUT and taking into account their proposals, observations, and requests regarding the strategic directions and current activities of WUT;
- b) inviting at least one representative from the WUT legally established student organizations to participate in the university's ethics and academic integrity committees, housing committees, scholarship allocation and student camp allocation committees, quality assurance committees, curriculum review committees, volunteering credit allocation committees, as well as in other social committees.
- c) Providing legally constituted student organizations with free spaces on college grounds to use as social headquarters and for specific activities.

Chapter XII – WUT Funding

Section XII.1. WUT Financing Sources

Article 97

(1) WUT operates as an institution funded entirely from its own revenues, including funds allocated from the state budget, extrabudgetary revenues, and other sources, in accordance with the law.

(2) All funding resources of WUT are its own revenues, as stipulated by law.

Article 98

(1) WUT's own revenues consist of funds allocated from the budget of the relevant ministry based on contracts, revenues allocated from other ministries, central and local public authorities or institutions based on contracts, its own funds, interest, donations, dividends, sponsorships, fees imposed legally on Romanian or foreign individuals and legal entities, as well as from other sources including loans and external assistance, all in accordance with the law.

(2) These revenues are used by WUT under the principles of university autonomy and public accountability to achieve its objectives within state policies on education and scientific research. They also fund activities outlined in the university Charter and strategic plans, while ensuring that funds are allocated according to approved budget categories. This includes any supplementary funding, institutional development funds, and research financing aimed at

promoting excellence.

Article 99

- (1) The contract-based sums allocated from the budget of the Ministry of Education, include: basic financing; additional financing; funds allocated on a competitive basis for institutional development; funds for doctoral grants; funds for special situations; funds allocated for inclusion, scholarships, and social protection of students; subsidies for local public transport for students; financing of objectives and other investment-related expenses; complementary financing.
- (2) In order to fulfill its mission, WUT can receive funding from extrabudgetary sources, including: research contracts or grants; other revenue from scientific research and academic, artistic, and sports achievements; income from non-refundable external funding contracts; tuition fees; accommodation fees; consulting and expertise services; micro-production and provision of services; loans; external aid; donations; bequests; sponsorships; revenue from the utilization of its own assets; and other sources.
- (3) The extrabudgetary revenue obtained by faculties or by functional units through self-financing is retained by them, with the exception of a percentage used to cover the expenses for the maintenance and development of WUT's assets, as determined by the university Senate in consultation with the faculties and functional units.

Article 100

1. The fees are established by the university Senate, based on the proposal of the Board of Directors.
2. WUT may impose fees for: studies, including those for international students; exceeding the legally prescribed duration of education; registration for admission exams, enrollments, and re-enrollments; retaking exams and other assessments beyond the study regulations; activities not covered by the study regulations, as per the methodology approved by the university Senate.

Section XII.2. Establishment, Allocation, and Utilization of WUT's Own Funds

Article 101

The own funds established by WUT, in accordance with the law and their designated purposes, are allocated to specific purposes according to the budget approved by the principal credit ordinator.

Article 102

WUT's own funds are allocated to specific purposes in accordance with current legal norms governing the use of university own revenues, while maintaining WUT's financial balance.

Article 103

WUT's own funds are utilized under the following conditions:

- a) adherence to the principles of prudence and transparency in the allocation and utilization of financial resources;
- b) distribution among faculties and departments, taking into account student numbers, average annual costs per student, quality metrics, contributions to scientific research outcomes, and other criteria established by the university Senate, in accordance with the law;

- c) giving priority in the allocation of WUT resources to the highest-performing departments and structures;
- d) financially supporting departments experiencing temporary scientific difficulties, as approved by the university Senate;
- e) allocating funds to faculties for student scholarships and social welfare based on the methodology approved by the university Senate.

Section XII.3. Budget execution

Article 104

- (1) The Rector serves as the credit ordinator of WUT, proposing the draft budget and the budget execution report to be approved by the university Senate;
- (2) Through the institutional contract and complementary agreement with the relevant ministry, the Rector holds direct responsibility for allocating WUT's resources, prioritizing the most high-performing structures.
- (3) The annual budget draft and budget execution are approved by the university Senate.
- (4) The annual budget execution of WUT is disclosed to the public.

Chapter XIII - WUT's Assets

Section XIII.1. Structure of WUT's Assets

Article 105

- (1) WUT owns its own assets, which it manages in accordance with the law.
- (2) WUT holds property rights over its assets as of the date of entry into force of the Law no. 199/2023 on Higher Education, as well as those acquired thereafter.
- (3) WUT may possess movable and immovable assets within the public or private domain of the State.
- (4) The assets of WUT encompass real rights in immovable or movable property, as well as claims.
- (5) WUT may utilize assets from the state's private domain, over which it may hold real rights other than ownership, as well as claims that it may exercise in accordance with the law.
- (6) WUT may use assets from the state's public domain to fulfill its mission, over which it may hold and exercise rights of administration, use, concession, or lease in accordance with the law.

Section XIII.2. Administration and Protection of University Assets. The WUT Grounds

Article 106

- (1) The WUT's use of the assets is exclusively dedicated to achieving its mission.
- (2) The activity of managing WUT's assets falls under the Rector responsibility. The latter may, in turn, may delegate this duty to a Vice-Rector or to the General Administrative Director.
- (3) The administration of WUT's immovable or movable property is carried out, depending on the nature and purpose of the property, by faculties or the functional academic or administrative units within WUT's structure.
- (4) The spaces allocated for teaching and research activities are assigned by the Rector or by the person delegated with the responsibility of managing WUT's assets to faculties or functional units, based on the number of students enrolled in study programs and the specific nature of the activities conducted.
- (5) Changing the purpose of spaces for teaching, research, or administrative activities, as well as redistributing them, may be done upon the proposal of the Board of Directors, after consultations and in full agreement with the Faculty or with other functional unit that has utilized the respective space.
- (6) WUT provides the premises and the infrastructure necessary for conducting high-level research activities that raise its international profile.
- (7) WUT ensures the necessary infrastructure that enables persons with disabilities to fully participate in university activities.

Article 107

- (1)

(2) The university space of WUT comprises all buildings, lands, experimental teaching stations, research institutes, farms, botanical gardens, student dormitories, university campuses, hospitals and university clinics, human and veterinary pharmacies, specialty outpatient clinics, libraries, micro-production units, cultural and sports complexes, student cultural centers, recreation and treatment centers, radio-TV studios, theaters for shows, concerts, and cinema, film studios and recording studios, photography workshops and creative houses, as well as other spaces dedicated to educational processes, professional training, and scientific research, together with their associated equipment, used by WUT, irrespective of the legal title under which they are used. These spaces are intended for conducting educational activities, scientific research, artistic creation, and sports performance, to ensure living and study conditions, as well as for administration functions. Moreover, the online environment is an integral part of the university space, encompassing platforms or groups used for educational, extracurricular, and research activities organized within WUT.

(3) The university space of WUT is inviolable, except in cases of force majeure. With prior notification to the Rector, law enforcement authorities are permitted to conduct routine operations in the university space.

(4) The free movement of members of the university community within the university space cannot be impeded in any way. The right to strike cannot be exercised by prohibiting or limiting movement within the university space.

(5) Faculty members and students are protected within the university space by the authorities responsible for public order, as requested by the authorized person designated by the General Administrative Director.

Article 108

Access to the university space is permitted only under the following conditions:

- a) not to put at risk the safety of members of the university community and the structural and functional integrity of WUT's infrastructure;
- b) not to negatively impact the WUT university community regarding its academic values, behaviors, quality of communication, and relationships among its members.

Article 109

All activities that violate moral norms, and any activities that place at risk the health, or the physical, or mental integrity of students, the teaching and research staff, auxiliary teaching and research staff, and the administrative staff, along with political propaganda and religious proselytizing, are strictly prohibited within WUT.

Section XIII.3. Establishment, Ownership and Allocation of Assets

Article 110

The methods by which the components of WUT's assets used in educational, research, university creation, and social activities may be established, owned, and utilized in accordance with legal provisions are as follows

- a) erecting the components of the material base via construction and assembly investments;
- b) owning, managing, and leasing the components corresponding to WUT's assets;
- c) using the components in accordance with the rights granted by the title under which WUT possesses them, in accordance with the law.

Chapter XIV – WUT's Collaborations and Partnerships at National and International Levels

Article 111

WUT complies with national and European standards in order to seal the following categories of partnerships at both national and international levels: a) WUT's collaborations with other universities; b) WUT's collaborations with the socio-economic environment; c) The internationalization of WUT activities; d) WUT's social and cultural commitments.

Section XIV.1. WUT's International Collaborations

Article 112

The types of international collaboration in scientific research and education, the conditions for participation in European and international organizations in the field, as well as the conditions for initiating and conducting integrated study programs, are established through regulations or methodologies adopted by the university Senate, in accordance with the law.

Article 113

WUT seals bilateral and multilateral cooperation agreements in consortia with foreign universities, research institutes, and other entities for the following purposes: a) Joint undergraduate, master's, and doctoral study programs, including joint study programs, integrated study programs, and cotutelle doctoral programs, in accordance with the law; b) Postgraduate study programs, including postdoctoral programs for advanced research; c) Joint programs for research, development, innovation, and technology transfer; d) Mobility programs for students, teaching and research staff, auxiliary teaching and research staff, as well as administrative staff; e) Joint organization of international conferences, scientific, cultural, artistic, and sports events; f) Exchange visits for students, teaching and research staff, and administrative staff; g) Joint editing of scientific, cultural, artistic, and sports publications; h) Language and culture courses; i) International promotion activities for the university's study and research prospectuses.

Article 114

(1) WUT accedes as a member and collaborates with European university alliances, as well as European and international scientific, cultural, artistic, and sports organizations that enable WUT's integration into the European and global space of higher education, scientific research, culture, artistic creation, and sports performance.

(2) WUT's participation in European and international organizations is approved by the university Senate in the case of institutional affiliation of the university, and by the Faculty council in the case of institutional affiliation based on academic domains.

Section XIV.2. WUT's Collaborations with Cultural Organizations

Article 115

The cooperation between WUT and social and cultural institutions and organizations covers the following:

- a) implementing study programs that meet the demands of the labor market and which integrate outstanding personalities into the educational system;
- b) developing partnerships for jointly conducting socio-cultural projects and events;
- c) promoting institutional communication via mass media channels (print, audiovisual, and new media), while adhering to the right to information and free access to public information.

Article 116

(1) The university develops its partnership with the Central University Library "Eugen Todoran" in Timișoara (BCUT), which serves as the main archival and documentary source for WUT and its university community members.

(2) The relationship between WUT and BCUT is outlined in a protocol sealed between the two institutions, approved by a decision of the Senate, and based on the following general rules:

- a) The members of the university community gain access to the resources and library services by fully complying with the Regulations of Organization and Functioning and the BCUT's Internal Regulations.
- b) WUT contributes, through proposals, to the development of BCUT's acquisition plan (books, periodicals, databases, etc.).
- c) Within the faculties and functional academic units of WUT's structure, there are specialized branch libraries of BCUT whose acquisition and use of specialized publications are academically coordinated by the respective Faculty or academic unit.
- d) BCUT provides facilities to members of the WUT university community.

(3) The Director General of BCUT is invited to attend the meetings of the university Senate.

Section XIV.3. WUT's Association with Various Organizations

Article 117

In order to fulfill its mission, WUT may establish university consortia with other higher education institutions, research institutions, cultural, artistic, and sports performance organizations, based on partnership contracts. These partnerships are established in accordance with the regulations laid by the university Senate for each specific case, and by fully adhering to legal provisions.

Article 118

WUT can seal partnerships with businesses and professional associations, and/or public institutions in order to develop undergraduate, master's, doctoral, and postgraduate study programs, including dual education systems that all meet the demands of the labor market.

Article 119

(1) Independently or in partnerships, WUT may set up companies, foundations, or associations for pre-university education units, subject to approval by the university Senate. The latter's establishment and operation must raise WUT's profile and must not negatively impact the institution's educational, research, and consultancy activities.

(2) The scope of activities of the companies, associations, and/or foundations must align with WUT's mission.

Article 120

- (1) In forming companies, foundations, or associations, including pre-university education units, WUT may contribute solely with funds, patents, and other intellectual property rights. WUT can grant, through contract, the right to manage and utilize its assets to companies or associations in which it holds the status of partner or shareholder, or to foundations where it acts as a founder, subject to approval by the university Senate.
- (2) The right to use and manage public property cannot be considered a contribution by the university to the share capital of a company, foundation, or association.

Article 121

WUT can collaborate with other higher education institutions or similar organizations to fulfill its mission with clear and transparent conditions in regards the terms of collaboration, the nature of the activities to be undertaken, resources provided by the involved parties, expected outcomes, and achieved results.

Section XIV.4. WUT's Contracts with Public Institutions and Economic Agents

Article 122

WUT may sign contracts with public institutions and economic agents to carry out programs of fundamental and applied research, lifelong professional development programs, consultancy programs, and know-how transfer, under the following conditions:

- a) the value of the contracts needs to cover all direct expenses related to the activities and WUT's overhead costs;
- b) all activities must comply with WUT's quality standards regarding research, the educational process, and consultancy

Article 123

WUT's contracts with public institutions, non-governmental organizations, and economic agents may cover the following objectives:

- a) implementing study programs that meet the demands of the labor market, enhance the qualifications of university-educated specialists, and facilitate the integration of stellar professionals into the educational system;
- b) conducting programs of fundamental and applied research;
- c) initiating and implementing public-private partnerships to develop WUT's

infrastructure and enhance its assets, in accordance with the law;

- d) developing and enhancing the university community members through the establishment of research institutes and platforms for academic research/creation for teaching and research staff, as well as practical training for students;
- e) advertising WUT's educational prospectuses;
- f) conducting specialized internships and activities related to psychopedagogical training programs;
- g) fostering entrepreneurial culture in professional education and promoting science in the socio-economic environment;
- h) establishing companies, associations, and foundations, pre-university education units;
- i) creating *spin-offs* and *start-ups*.

Chapter XV – Final Provisions

Article 124

(1) The Annexes, the WUT Code of Academic Ethics and Deontology, and the Regulations on the Election of WUT's Leadership Structures and Functions are integral components of this Charter

(2) In implementing this Charter, specific regulations, methodologies, and procedures may be adopted or issued.

(3) Faculties, departments, and leadership structures within WUT draft their own operational regulations, in line with the provisions of Higher Education Law No. 199/2023 and this Charter, and then submit them for approval to the University Senate.

Article 125

(1) The WUT Charter cannot contain provisions contrary to current legislation.

(2) The Charter may be amended or revised upon the request of at least three faculties or upon proposal by at least one-third of the Senate members.

(3) The content of the amendments or revisions, in accordance with the legislation in force, shall be communicated to the members of the University Senate at least one month prior to their voting.

Article 126

The current Charter was adopted by the University Senate, following the legal opinion of the relevant ministry, during its session on [...] and will come into effect on [...]

ANNEX 1

THE ORGANIZATIONAL STRUCTURE OF THE WUT SENATE BY FACULTY

Item no.	Faculty	Number of seats in the WUT Senate
1.	Faculty of Arts and Design	3
2.	Faculty of Chemistry, Biology and Geography	3
3.	Faculty of Law	4
4.	Faculty of Economics and Business Administration	8
5.	Faculty of Physical Education and Sport	3
6.	Faculty of Physics	3
7.	Faculty of Letters, History and Theology	5
8.	Faculty of Mathematics and Computer Science	4
9.	Faculty of Music and Theater	3
10.	Faculty of Sociology and Psychology	4
11.	Faculty of Political Science, Philosophy and Communication Sciences	3
12.	Teacher Training Department	1
	TOTAL	44

ANNEX 2

THE ORGANIZATIONAL STRUCTURE OF THE REPRESENTATIVES OF TEACHING STAFF IN THE WUT SENATE BY FACULTY AND DEPARTMENT

Item no.	Faculty	Total Number of Representatives of Teaching Staff in the Senate by Faculty and Department, including:
1.	Faculty of Arts and Design	3
1.1.	Department of Visual Arts	2
1.2.	Department of Design and Applied Arts	1
2.	Faculty of Chemistry, Biology and Geography	3
2.1.	Department of Biology and Chemistry	2
2.2.	Department of Geography	1
3.	Faculty of Law	4
3.1.	Departamentul de Drept Privat	2
3.2.	Department of Public Law	2
4.	Faculty of Economics and Business Administration	8
4.1.	Department of Accounting and Audit	1
4.2.	Department of Economics and Economic Modeling	1
4.3.	Department of Finance	2
4.4.	Department of Management and Entrepreneurship	2
4.5.	Department of Marketing and International Economic Relations	1
4.6.	Department of Business Information Systems	1
5.	Faculty of Physical Education and Sport	3
5.1.	Department of Physical Education and Sports	2
5.2.	Department of Kinesiotherapy and Special Motor Skills	1
6.	Faculty of Physics	3
6.1.	Department of Physics	3
7.	Faculty of Letters, History and Theology	5
7.1.	Department of Romanian Studies	3
7.2.	Department of Modern Languages and Literatures	2
8.	Faculty of Mathematics and Computer Science	4
8.1.	Department of Computer Science	2
8.2.	Department of Mathematics	2

9.	Faculty of Music and Theater	3
9.1.	Department of Music and Acting	3
10.	Faculty of Sociology and Psychology	4
10.1	Department of Social Work	1
10.2	Department of Psychology	1
10.3	Department of Sociology	1
10.4	Department of Educational Sciences	1
11.	Faculty de Științe Politice, Filosofie și Științe ale Comunicării	3
11.1	Department of Political Science	1
11.2	Department of Philosophy and Communication Sciences	2
12.	Teacher Training Department	1
	TOTAL	44

ANNEX 3

THE ORGANIZATIONAL STRUCTURE OF FACULTY COUNCILS' REPRESENTATION BY DEPARTMENTS

Item no.	Faculty	Număr total al reprezentanților cadrelor didactice în consiliul facultății, din care:
1.	Faculty of Arts and Design	11
	Department of Visual Arts	6
	Department of Design and Applied Arts	5
2.	Faculty of Chemistry, Biology and Geography	14
	Department of Biology and Chemistry	7
	Department of Geography	7
3.	Faculty of Law	8
	Departamentul de Drept Privat	4
	Department of Public Law	4
4.	Faculty of Economics and Business Administration	17
	Department of Accounting and Audit	3
	Department of Economics and Economic Modeling	2
	Department of Finance	4
	Department of Management and Entrepreneurship	4
	Department of Marketing and International Economic Relations	2
	Department of Business Information Systems	2
5.	Faculty of Physical Education and Sport	8
	Department of Physical Education and Sports	4
	Department of Kinesiotherapy and Special Motor Skills	4
6.	Faculty of Physics	8
	Department of Physics	8
7.	Faculty of Letters, History and Theology	14
	Department of Romanian Studies	7
	Department of Modern Languages and Literatures	7
8.	Faculty of Mathematics and Computer Science	11
	Department of Computer Science	6

	Department of Mathematics	5
9.	Faculty of Music and Theater	9
	Department of Music and Acting	9
10.	Faculty of Sociology and Psychology	14
	Department of Social Work	3
	Department of Psychology	4
	Department of Sociology	4
	Department of Educational Sciences	3
11.	Faculty of Political Science, Philosophy and Communication Sciences	9
	Department of Political Science	4
	Department of Philosophy and Communication Sciences	5
12.	Teacher Training Department	5

ANNEX 4

THE ORGANIZATIONAL STRUCTURE OF FACULTY COUNCILS BASED ON THE NUMBER OF TEACHING STAFF AND STUDENT REPRESENTATIVES

Item no.	Faculty	Total number of members in the faculty council, including:	Teaching and research staff	Students
1.	Faculty of Arts and Design	15	11	4
2.	Faculty of Chemistry, Biology and Geography	19	14	5
3.	Faculty of Law	11	8	3
4.	Faculty of Economics and Business Administration	23	17	6
5.	Faculty of Physical Education and Sport	11	8	3
6.	Faculty of Physics	11	8	3
7.	Faculty of Letters, History and	19	14	5
8.	Faculty of Mathematics and Computer Science	15	11	4
9.	Faculty of Music and Theater	13	9	4
10.	Faculty of Sociology and Psychology	19	14	5
11.	Faculty of Political Science, Philosophy and Communication Sciences	13	9	4
12.	Teacher Training Department	-	-	-

ANNEX 5

**THE ORGANIZATIONAL STRUCTURE OF FACULTY REPRESENTATIVES IN
DEPARTMENT COUNCILS**

Item no.	Faculty	Număr total al membrilor consiliilor departamentelor
1.	Faculty of Arts and Design	
1.1.	Department of Visual Arts	5
1.2.	Department of Design and Applied Arts	5
2.	Faculty of Chemistry, Biology and Geography	
2.1.	Department of Biology and Chemistry	5
2.2.	Department of Geography	5
3.	Faculty of Law	
3.1.	Departamentul de Drept Privat	3
3.2.	Department of Public Law	3
4.	Faculty of Economics and Business Administration	
4.1.	Department of Accounting and Audit	3
4.2.	Department of Economics and Economic Modeling	3
4.3.	Department of Finance	3
4.4.	Department of Management and Entrepreneurship	3
4.5.	Department of Marketing and International Economic Relations	3
4.6.	Department of Business Information Systems	3
5.	Faculty of Physical Education and Sport	
5.1.	Department of Physical Education and Sports	3
5.2.	Department of Kinesiotherapy and Special Motor Skills	3
6.	Faculty of Physics	
6.1.	Department of Physics	3
7.	Faculty of Letters, History and Theology	
7.1.	Department of Romanian Studies	5
7.2.	Department of Modern Languages and Literatures	5
8.	Faculty of Mathematics and Computer Science	
8.1.	Department of Computer Science	5
8.2.	Department of Mathematics	5
9.	Faculty of Music and Theater	
9.1.	Department of Music and Acting	3

10.	Faculty of Sociology and Psychology	
10.1	Department of Social Work	3
10.2	Department of Psychology	3
10.3	Department of Sociology	3
10.4	Department of Educational Sciences	3
11.	Faculty of Political Science, Philosophy and Communication Sciences	
11.1	Department of Political Science	3
11.2	Department of Philosophy and Communication Sciences	5
12.	Teacher Training Department	-

ANNEX 6

THE ORGANIZATIONAL STRUCTURE OF THE WUT DOCTORAL COUNCIL

Item no.	Doctoral School	Total number of members of the Doctoral Council, including the Director of CSUD	Doctoral supervisors from OIDUS	Doctoral Students
1.	Doctoral School of Exact and Natural Sciences (including Biology, Chemistry, Physics, Geography, Computer Science, Mathematics)	11	3	
2.	Doctoral School of Humanities (including Philology and History)		1	
3.	Doctoral School in the fields of Social Work, Philosophy, Sociology, Communication Sciences, and Political Sciences		1	
4.	Doctoral School of Psychology (fields of Psychology, Educational Sciences, Sports Science, and Physical Education)			
5.	Doctoral School of Law (field of Law)		1	
6.	Doctoral School of Economics and Business Administration (fields of Accounting, Economics, Finance, Economic Informatics, Management, and Marketing)		1	1

7.	Doctoral School of Music and Theatre (fields of Music, Theatre, and Performing Arts)		1	1
8.	Doctoral School of Arts (field of Visual Arts)			

ANNEX 7

THE ORGANIZATIONAL STRUCTURE OF DOCTORAL SCHOOL COUNCILS

Item no.	Doctoral Schools and doctoral fields	Total number of members in the Doctoral School Council	Doctoral Supervisors	Doctoral Students
1.	Doctoral School of Exact and Natural Sciences (including Biology, Chemistry, Physics, Geography, Computer Science, Mathematics)	9	7	2
2.	Doctoral School of Humanities (including Philology and History)	5	4	1
3.	Doctoral School in the fields of Social Work, Philosophy, Sociology, Communication Sciences, and Political	5	4	1
4.	Doctoral School of Music and Theatre (fields of Music, Theatre, and Performing Arts)	5	4	1
5.	Doctoral School of Psychology (fields of Psychology, Educational Sciences, Sports Science, and Physical	5	4	1
6.	Doctoral School of Law (field of Law)	5	4	1
7.	Doctoral School of Economics and Business Administration (fields of Accounting, Economics, Finance, Economic Informatics, Management, and Marketing)	5	4	1
8.	Doctoral School of Arts (field of Visual Arts)	5	4	1

Note: In the case of Doctoral Schools operating across multiple fields and branches of science, each specific field and branch will have representation on the Doctoral School Council.

ANNEX 8

ORGANIZATIONAL STRUCTURE ON THE NUMBER OF VICE-DEANS IN WUT FACULTIES

Item no.	Faculty	Number of Vice-Deans
1.	Faculty of Arts and Design	2
2.	Faculty of Chemistry, Biology and Geography	2
3.	Faculty of Law	3
4.	Faculty of Economics and Business Administration	4
5.	Faculty of Physical Education and Sport	2
6.	Faculty of Physics	2
7.	Faculty of Letters, History and Theology	3
8.	Faculty of Mathematics and Computer Science	3
9.	Faculty of Music and Theater	2
10.	Faculty of Sociology and Psychology	3
11.	Faculty of Political Science, Philosophy and Communication Sciences	2

WUT CODE OF ACADEMIC ETHICS AND DEONTOLOGY

1. General provisions Article 1.

- (1) The WUT Code of Academic Ethics and Deontology is an integral part of the WUT Charter.
- (2) This WUT Code of Academic Ethics and Deontology has been developed on the basis of the provisions of the Higher Education Law No. 199/2023 and the WUT Charter.
- (3) This code is a set of principles and ethical norms adopted by the university community, aimed at establishing a behavior of high moral conduct and effective cooperation, of bringing together the energies and professional and human potential of the university community. It guarantees the rights and duties of members of the academic community to contribute effectively to the achievement of WUT's standards of performance and excellence.
- (4) This Code contains general principles and rules of conduct that apply to members of the academic community, within WUT and in relation to the academic environment, setting benchmarks and sanctions.
- (5) This Code describes good academic practices, contributing to the cohesion of the members of the University community, to the creation of a climate of collegial respect, cooperation, appreciation, trust and accountability, and to the enhancement of the prestige of WUT.
- (6) The Rector of the University is required to submit annually, at the latest by the first working day of April of each year, a report on the state of the University. The report shall be made public on the university's website and shall be communicated to all interested parties. This report shall include at least:
 - a) the financial situation of the university, with sources of funding and types of spending;
 - b) the situation of each study program;
 - c) the staffing situation of the institution;
 - d) the results of research activities;
 - (e) the quality assurance status of the university's activities;
 - f) the state of compliance with academic and research ethics;
 - g) the situation of vacancies;
 - h) the situation of professional integration of graduates from previous promotions.
- (7) The Rector's annual report is a component of public accountability and is a fundamental condition for access to public funding.
- (8) Nothing in this Code shall be construed as restricting any rights expressly conferred by law or collective bargaining agreement.
- (9) The WUT Code of Academic Ethics and Deontology does not replace or contradict specific codes of professional standards applicable to persons exercising certain types of activities (preventive financial control, financial management control, internal control, internal audit, legal advice, etc.), nor the laws and other national or internal regulations of WUT concerning the performance of certain types of activities, such as legislation on measures to ensure transparency in the exercise of public functions, legislation and other rules on incompatibility and conflict of interest on specific areas (including human resources management, public procurement, use of European funds, etc.).

1. Fundamental principles of WUT community activity

Article 2. This code is based on the following fundamental principles of activity and behavior of the members of the WUT community: (a) the principle of academic freedom; (b) the principle of personal autonomy; (c) the principle of justice and equity; (d) the principle of honor and respect for human dignity; (e) the principle of recognition of personal merit; (f) the principle of professionalism; (g) the principle of honesty and intellectual fairness; (h) the principle of transparency; (i) the principle of professional and social responsibility; (j) the principle of integrity; (k) the principle of courtesy, mutual respect and tolerance; (l) the principle of collegiality; (m) the principle of loyalty to WUT.

1.1. Principle of academic freedom

Article 3.

- (1) The principle of academic freedom implies the right of any member of the University community to freely express his or her opinions both inside and outside the University, within the limits of the law, public order and good morals, and to carry out teaching, research, creative and administrative activities.
- (2) Each member of the University community may freely express his or her opinions without censorship. Each member of the academic community shall be accountable for the scientific opinions expressed.
- (3) The principle of academic freedom takes the form of: a) stimulating the expression of a diversity of scholarly opinions; b) encouraging constructive critical analysis of the activities, behaviors and decisions of the members of the academic community; c) stimulating interpersonal collaboration.
- (4) The following are forbidden at WUT: a) political and economic pressures and coercion; b) religious proselytizing; c) censorship; d) manipulation; e) persecution.
- (5) Teaching and research staff shall have the right to publish studies, articles, volumes or works of art, to apply for national and international grants, without any restriction of academic freedom.
- (6) WUT protects the right to privacy of its members.
- (7) WUT promotes equality of opportunity, providing equal opportunities for women and men, people with disabilities and people of different sexual orientations, and opposes discrimination and/or harassment of these groups.

Article 4. The following constitute violations of the principle of academic freedom: a) propaganda of a political nature carried out within or in connection with actions of WUT; b) religious proselytizing; c) promotion of doctrines or ideas of a racist, xenophobic, extreme nationalist, fascist, communist, totalitarian and anti-democratic character; d) defamation committed by members of the academic community against other members of the academic community; f) defamation committed by members of the academic community against members of other academic communities; g) the abusive exercise of academic rights to the detriment of other persons and/or institutions; h) the promotion of attitudes and behavior that violate the principles of this Code; i) any acts that are likely to damage or tarnish the prestige of the academic environment and/or its members; j) attempts to restrict freedom of opinion and expression, insofar as this freedom does not constitute a violation in the sense of the above.

2.2. Principle of fairness and equity

Article 5.

- (1) Members of the University shall be treated fairly and equitably.
- (2) Members of the University community shall ensure and accept: a) fair and equitable allocation of resources; b) prevention and elimination of discrimination; c) equality of opportunity in access to study, employment and access to resources of all kinds; d) elimination of conflicts of interest.

(3) The following constitute violations of this principle: a) direct or indirect discrimination and exploitation; b) abuse of power; c) corruption, favoritism and nepotism.

2.3. Principle of professionalism

Article 6. (1) It is the duty of the members of the WUT academic community to contribute to ensuring an academic research and educational environment of excellence.

(2) Each member of the university community is personally responsible for the quality of the educational process in which he/she is involved.

(3) Each member of the teaching staff is required: a) to have an appropriate level of knowledge of the discipline he/she teaches, ensuring that all course and seminar content is current and relevant, appropriate to the curriculum; b) to prepare the teaching material necessary for the course, seminar and laboratory; c) to conduct the lectures, seminars, laboratories, practical activities, consultations, etc. provided for in the timetable; d) to guide and coordinate the elaboration by the students of projects, diploma, dissertation and/or doctoral theses; e) to evaluate and communicate the results within 72 hours from the end of the examination, through personal, direct or mediated communication only through the official platforms of WUT.

(4) The following constitute violations of the principle of professionalism: a) imposture; b) superficiality; c) disinterest; d) allocation of most of the class, seminar and/or laboratory time to discussions unrelated to the subject matter; e) deliberate misinterpretation of research results in order to support a theory that the person in question supports; f) forcing students to adopt a particular point of view exclusively or refusing to take into account other reasoned points of view; g) substituting another person for teaching activities who does not meet the conditions for teaching at the university; h) using examination criteria and methods that are not in line with the course objectives or are not mentioned in the course syllabus.

2.4. The principle of intellectual honesty and fairness

Article 7. (1) Members of the academic community shall respect intellectual property rights.

(2) When publishing the results of a team's research, all persons involved in the project must be mentioned, in the spirit of professional honesty, recognition of copyright (protection of literary, artistic, scientific works and computer applications) and industrial property rights (patents, industrial designs, trademarks, trade and service marks, geographical indications).

(3) Any intellectual fraud and/or counterfeiting constitutes a violation of the principle of intellectual honesty and fairness, regardless of the manner of realization: (a) plagiarism; (b) copying in examinations and competitions; (c) forgery of research results; (d) substitution of papers and/or the identity of examinees; (e) taking by teachers of the work of colleagues and students and integrating it into one's own work; (f) elaboration by teachers of the work of students; (g) attempting to bribe with the purpose of fraud; (h) use of results generated by artificial intelligence tools without mentioning their source.

2.5. Principle of transparency

Article 8. (1) Members of the university community shall respect the principle of transparency of public

information concerning the university community.

(2) The members of the University community have the obligation to ensure the transparency of information on: a) the conditions and rules for the conduct of admission, bachelor, dissertation, doctoral and post competitions; b) the results of periodic evaluations of employees and post competitions; c) the criteria for the evaluation of student performance and their application; d) the tasks and duties contained in job descriptions.

(3) Any concealment, falsification and/or distortion of information to which members of the University community and the general public are entitled by law shall constitute violations of this principle.

2.6. Principle of professional and social responsibility

Article 9. (1) Members of the WUT University community are encouraged to be active and involved in the professional, economic, social and cultural issues of the local community and society, demonstrating positive attitudes and responsible civic behavior.

(2) Members of the University community who are public representatives of WUT shall abide by the provisions of this Code and shall not express personal opinions which commit or imply that they represent the official position of WUT.

(3) Members of WUT are recognized the right to publicly criticize individuals in the academic community, justified and reasoned, without this right being exercised abusively or for the purpose of denigration.

(4) The following constitute violations of the principle of professional and social responsibility: a) misinformation; b) slander; c) public denigration of academic programs and members of the academic community; d) abusive exercise of rights.

2.7. Principle of integrity

Article 10 (1) Integrity of the members of the academic community is essential for excellent teaching and research.

(2) Members of the academic community shall avoid situations of incompatibility and conflict of interest. The difference between incompatibility and conflict of interest, as defined by law and understood in this Code: a conflict of interest may exist when a member of the WUT community has to take a decision that influences an exclusively personal interest, while, in order to be in a situation of incompatibility, a member of the WUT community does not have to take any decision, it being sufficient that he/she holds concurrently two or more positions whose cumulation is prohibited by law. The members of the academic community are prohibited from committing acts or acts of corruption or other acts likely to affect their integrity, to vitiate the academic climate and to damage the image of the institution.

Article 11. A conflict of interest may arise from the intersection of several types of relationships or positions, which may affect the fair judgment and evaluation and actions of community members. A conflict of interest may lead to practices such as favoritism and nepotism, the application of double standards in judgment and evaluation, acts of persecution or retaliation, which WUT categorically rejects. Conflicts of interest may arise from personal relationships, multiple roles, material interests, external collaborations or other commitments. A conflict of interest is a situation in which a member of the

university community, i.e. a member of the teaching staff, student or administrative staff of the university, has a personal interest, directly or indirectly, contrary to the interest which, in the capacity and/or position he/she holds in WUT, he/she is legally or statutorily obliged to protect, which is likely to cause damage to the image and/or material damage to the institution or to other members of the university community.

Article 12. In the event of a conflict of interest, the person concerned has the obligation to inform the competent bodies in writing and to abstain from any decision concerning his/her spouse, relative or relative-in-law up to and including the third degree kin.

Article 13. If a conflict of interest arises in the examination or evaluation activity, the teacher concerned is obliged to inform the competent bodies, requesting his/her replacement from the evaluation or examination committee, doctoral committee or competition committee. The examination by a teacher of a person who is his/her spouse, son, daughter, relative up to the **fourth** degree, employee/supervisor in his/her own company, etc. is a breach of academic ethics. In order to avoid such situations it is necessary to replace the academic staff member in the respective evaluation or examination committee. If the replacement is not possible due to the absence of a teacher with the same field and level of expertise, another teacher with the closest possible specialization will be appointed to witness the examination or assessment of the student/candidate concerned.

Article 14. (1) Persons who are in a relationship of spouses, relatives and relatives up to and including the fourth degree may not concurrently hold positions such that one or the other is in a position of institutional leadership, control, authority or evaluation, at any level in WUT, and may not be appointed to doctoral committees, evaluation committees or competition boards whose decisions affect spouses, relatives or relatives up to and including the fourth degree. Positions of institutional leadership, control, authority, or evaluation at any level will be reviewed in accordance with applicable legal and institutional provisions.

(2) The offices in WUT that are in a relationship of incompatibility are the following:

- (a) the President of the WUT Senate with: the Rector, the Vice-Rectors, the Director of the Council for Doctoral Studies, the Deans, the Vice-Deans, the General Administrative Director, the General Administrative Director, the Directors of Departments, the Heads of Doctoral Schools, the Heads of permanent or temporary structures directly subordinated to the President of the University Senate;
- b) the Rector with: the Vice-Rectors, the Director of the Council for Doctoral Studies, the Deans, the Vice-Deans, the General Administrative Director, the members of the Administrative Council, the Directors of Departments, the Heads of Doctoral Schools;
- c) the Vice-Rector and the Director of the Council for Doctoral Studies with: the deans, vice-deans, the Director-General for Administration, the Directors of Departments, the Heads of Doctoral Schools, the Heads of the units subordinated to the Vice-Rector or Director concerned;
- d) the Director-General for Administration with: the deans, the vice-deans, the heads of the departments/technical-administrative services and the subordinate staff;
- e) the dean with: the deans of the faculty in question, the heads of departments within the faculty in question, the heads of the doctoral schools subordinate to the faculty in question, the heads of the units subordinate to the faculty in question;
- f) the vice-dean with: the heads of departments within the faculty in question, the heads of doctoral schools subordinate to the faculty in question, the heads of units subordinate to the faculty in question;
- g) the head of department with: the heads of the units subordinated to the department;

- (h) the head of the doctoral school with: the heads of the units subordinate to the doctoral school concerned;
- i) the doctoral supervisor with: the doctoral students supervised by him/her.
- (3) A person shall be incompatible with the membership of an evaluation, contest, competition or promotion committee for a teaching post having as its object the evaluation of the professional and/or scientific activity of an employee of the institution with whom he/she is related by spouses, relatives and relatives up to the fourth degree inclusive. Persons who:
- are spouses, relatives and relatives up to and including the fourth degree of kinship with one or more candidates;
 - are employed in the same institution as a candidate holding a management post and are hierarchically subordinate to the candidate;
 - Are associated with a candidate in companies in which they each hold shares representing at least 10% of the capital of the company;
 - are or have been remunerated by research projects for which a candidate has been project director within the last 5 years preceding the competition;
 - receive or have received in the last 5 years preceding the competition services or benefits of any kind from a candidate; being a co-author or coordinator of scientific publications does not constitute a case of incompatibility.
- (4) The person concerned is under an obligation to notify the above situations in writing and to refrain from involvement in any decision in which he/she has or might create the appearance of having a personal interest.
- (5) To the extent that the above circumstances were not known at the time of appointment to the panel, the person concerned shall be required to abstain in writing and to request in writing his or her replacement from the panel. The obligation to abstain from the decision shall become effective as soon as the case has become known.
- (6) In the case where, following the winning of a competition by a candidate, one or more persons in the higher education institution are to be in a situation of incompatibility, the appointment to the post and the award of the academic title or professional research and development degree by WUT may take place only after the incompatibility has been resolved.
- (7) Within a department, persons who are in a relationship of spouses, relatives and relatives up to and including the fourth degree are incompatible in the sense that they may not simultaneously hold positions of direct institutional leadership, control, authority or evaluation at any level.
- (8) Spouses, relatives up to and including the fourth degree may not be appointed to licensing boards, dissertation, doctoral, doctoral, assessment or competition boards whose decisions affect their spouses, relatives or relatives up to and including the fourth degree.

Article 15. In the one-to-one teacher-student/master student/doctoral student relationship, integrity implies a fair and objective evaluation process.

Article 16. The following acts shall constitute violations of the principle of integrity in the one-to-one relationship between the teaching staff member and the student/ master student/ doctoral student: a) claiming or accepting favors of any kind; b) claiming or accepting gifts or other material benefits; c) harassment in all its forms; d) lending money between the lecturer and students; e) the provision by the teacher/student of remunerated activities in favor of the student/teacher, his/her spouse, a relative or a relative-in-law up to the fourth degree inclusive; f) tolerating copying and any other form of fraud that takes place during the examination; g) tolerating plagiarism and any other form of cheating; h) making participation in any form of examination conditional on the purchase of the lecturer's bibliographical materials.

Article 17. In the activity of scientific research and academic creation, the principle of integrity implies:

- a) acceptance and mention as authors of a work of the persons who actually participated in the elaboration of the work of scientific research and academic creation;
- b) indication of the source from which an idea, an expression or the result of previous research has been taken, whether or not it has been published. This rule also applies to elements taken from work of any kind by students or doctoral candidates and subsequently used by a teacher in his/her own research;
- c) explicit recognition of the contribution of any person who has actually participated in a research activity. Where the contribution consisted only of supervision, oversight or advice, formal recognition of the contribution is not required. In these cases, however, acknowledged acknowledgment should be included;
- (d) strict adherence to the earmarking of funds allocated to a research project. The sources of funding underpinning a research project shall be indicated in the publications in which the research results have materialized;
- (e) compliance with the rules of academic ethics and deontology relating to research involving human subjects (use of informed consent and protection of personal data) and animal experimentation and any other elements of research ethics;
- f) the fair, objective assessment of the performance of teaching staff, without bias or favoritism, in doctoral examinations, further training, etc., in job competitions, in periodic appraisals, in interviews and promotion examinations.

Article 18. Violations of the principle of integrity in scientific research and academic creation shall constitute:

- a) plagiarizing the results or publications of other authors, as well as the appropriation by an author of the results of the work of another author, whether it is an exact reproduction of a text or a reformulation of an original idea, without the latter author being mentioned as the source of the text or idea in question;
- (b) fabrication of results or replacement of results by fictitious data;
- c) inventing results by methods not used in the research;
- (d) entering false information in grant or funding applications;
- (e) replacing the data obtained with fictitious data;
- (f) deliberately distorting the interpretation of results and twisting conclusions;
- (g) failure to attribute, conceal or correctly acknowledge authorship of a work;
- (h) use of research funds for purposes other than those for which they were allocated;
- (i) failure to acknowledge, either by mentioning authorship of a work or by indicating the source, the contribution of third parties to the preparation of a work;

- (j) requiring the authors of a work to mention as authors persons who have not participated in its preparation;
- k) directing the research activity of students, master's or doctoral students in order to obtain a personal advantage for the supervisor;
- l) the endorsement by the supervising professor and the doctoral supervisor of a bachelor's thesis/ master's dissertation or doctoral thesis which he/she has found out/ realized to be in breach of the citation requirements and the rules on the preparation of such a thesis.

Article 19. In administrative and managerial activity, the principle of integrity implies:

- (a) the conclusion of legal acts (contracts, commitments, partnerships or any other form of collaboration) or operations in the interest of WUT, excluding any conflict of interest;
- b) compliance with all procedures for the election or appointment of WUT's management structures;
- (c) compliance with all procedures for the conduct of examinations or competitions for teaching or research positions;
- d) the proper application of the procedures for the selection and examination of teaching and research assistants and administrative staff.

Article 20. The following shall constitute violations of the principle of integrity in management and administrative-managerial activity:

- (a) fraud by any means and with intent to defraud the procedures for organizing competitive examinations for teaching posts;
- (b) fraud by any means and with intent to defraud the procedures for the election or appointment of the university's management structures;
- (c) fraud by any means and with intent to defraud the procedures of competitions for teaching posts;
- (d) participation of a member of the university's management and administration in commercial negotiations with firms or organizations in which he/she has a personal interest, directly or indirectly;
- (e) the conclusion by members of the management and/or administration of contracts, commitments, partnerships or any other form of external collaboration in which a member of the university has a personal interest, direct or indirect;
- (f) external collaborations and commitments by members of the teaching and administrative staff of WUT which prevent the proper performance of the duties set out in the job descriptions and job descriptions of the posts they occupy, if it is proved that actual damage has been caused to the institution by such collaboration or commitment;
- (g) decisions or acts adopted or concluded in a conflict of interest and those of deliberative structures in which at least one of the members is in a conflict of interest and has not abstained from voting or from the debates.

Article 21. Any actions by members of the WUT community, or the effect thereof, that are likely to influence, affect, violate the principles of non-discrimination, equal treatment, mutual recognition, transparency, proportionality and accountability in the application of regulatory legislation on public procurement, in order to benefit themselves and/or their relatives/kin up to and including the fourth degree, directly or through intermediaries, are subject to conflict of interest.

Article 22. In the situation where a member of the University community is in incompatibility/conflict of interest:

- (a) it is his/her obligation to immediately inform in writing the decision-making structure or the person occupying a hierarchically superior executive position;
- (b) no later than three days from the date on which the situation of incompatibility and/or conflict of interest comes to his/her knowledge, the necessary steps shall be taken to put an end to the conflict.

Article 23. (1) If over a period of six months a person is forced to abstain at least three times from taking a decision or concluding certain acts due to an imminent conflict of interest, the WUT Commission for Ethics and Academic Deontology shall, at their own initiative or at the Rector's request, proceed to verify the existence of incompatibility and other prohibitions stipulated by law.

(2) If, at the time of appointment as Rector, a person is an incumbent member of the WUT Senate, he/she shall be suspended from the office of senator by right for the period of the Rector's office.

2.6. Principle of collegiality

Article 24.(1) The members of the WUT University community have the duty to respect the dignity of each individual, guaranteeing the manifestation of personality in a climate free from any form of harassment, exploitation, humiliation, contempt, threat or intimidation.

(2) It is the duty of members of the University community to be tolerant of differences among people, opinions, beliefs, convictions and intellectual preferences.

Article 25. The activity carried out by the university community implies the cooperation of its members, in a spirit of collegiality and mutual respect, in order to create and maintain a climate favorable to harmonious, balanced and rational relations.

Article 26. The principle of collegiality implies the following obligations of the members of the university community:

- a) respect due to each member of the academic community. Violation of this obligation by a person does not entitle the injured party to adopt similar conduct;
- b) collegiality, support in teaching and administrative work, cooperation in good faith in projects involving more than one person;
- c) mutual respect for linguistic, religious and social differences between members of the University community;
- d) showing understanding, respect and support for people with special needs;
- e) confidentiality with regard to data and information transmitted privately by one member of the University community to another.

Article 27. The following constitute violations of the principle of collegiality:

- (a) Discrimination or unequal treatment of persons based explicitly or implicitly on irrelevant evaluative criteria such as employment, race, ethnicity, gender, sexual orientation, political beliefs, religious beliefs, etc.;
- (b) harassment in its general meaning of degrading, intimidating or humiliating conduct intended to or resulting in serious impairment of a person's ability to carry out his or her work, studies or exercise his or her rights in a normal way, whatever form it may take (sexual harassment or harassment caused by rivalry for power);
- (c) insulting behavior, manifested by abusive, humiliating, intimidating, etc.

- (d) discrediting a colleague, his/her ideas, hypotheses or research results;
- e) making inappropriate or tendentious comments to students about a member of the academic community's professional training, moral character or private life;
- f) advising students not to follow a course of a colleague;
- (g) making repeated complaints or allegations about a colleague that are clearly unfounded;
- h) use and disclosure in teaching or research of information provided in confidence by another colleague (personal data, lived experiences, etc.).

2.7. Principle of loyalty

Article 28. Loyalty to WUT implies the obligation of each member of the university community to act in the best interests of WUT, to support its objectives, strategies and policies, in order to achieve its mission and enhance its competitiveness.

Article 29. WUT highly values the commitment and loyalty of those who build their academic careers in its service, without discouraging participation in public life or involvement in activities other than those required by membership of the University community.

Article 30. The following constitute violations of the duty of loyalty:

- a) carrying out actions intended to lead to the loss of patrimonial or non-patrimonial rights legally acquired by WUT;
- b) carrying out, in other universities or institutions, teaching or research activities competing with those organized by WUT;
- c) advising students to abandon WUT courses in favor of another educational institution;
- d) engaging outside WUT in activities that significantly affect the time devoted to that person's WUT teaching and research obligations;
- e) engaging in actions designed to bring WUT into disrepute or to damage its image and prestige.

1. Procedural rules

Article 31. The supervision of the application of the provisions of this Code and the sanctioning of their violation are the competence of the WUT Committee of Academic Ethics and Deontology.

Article 32. The WUT Committee of Academic Ethics and Deontology has the following duties:

- a) to analyze and sanction breaches of academic ethics and deontology, on the basis of complaints or upon their own initiatives, in accordance with the provisions and principles of this Code. In the case of complaints concerning offenses and misdemeanors, the Committee may suspend the procedure pending a final court ruling;
- b) to draw up an annual report on the state of compliance with academic ethics and deontology, which is submitted to the Rector and the WUT Senate and constitutes a public document;
- c) to initiate amendments or additions to this Code, by formulating proposals which are submitted to the WUT Senate;
- d) to fulfill the duties established by Law no. 206/2004, with subsequent amendments and additions, as well as by any other legal provisions in force.

Article 33. (1) Violation of academic ethics and deontology and misconduct in academic research and output by teaching and research staff, students and adjunct teaching and research staff shall be sanctioned according to the Labor Code and the present code, as appropriate.

(2) The Committee shall determine one of the following disciplinary sanctions and shall inform the public

of such sanctions:

- (a) written warning;
- (b) withdrawal and/or correction of all papers published in violation of academic ethics and deontology;
- (c) dismissal from the management position;
- (d) disqualification, for a specified period, from access to funding from competitive public funds;
- (e) suspension, for a fixed period of between one and five years, of the right to apply for a promotion or a management post or as a member of a hiring committee;
- f) dismissal from teaching or research positions.

(3) Where the law establishes a special procedure for the analysis and sanctioning of violations of academic ethics and deontology and of misconduct in academic research and output, the Committee shall perform the duties established by the special law.

Article 34. For violation of academic ethics and deontology by students, master's and doctoral students, the WUT Committee on Academic Ethics and Deontology shall establish one or more of the following sanctions:

- (a) written warning;
- b) reduction of the scholarship by an amount determined by the committee;
- c) loss of place in WUT dormitories;
- d) expulsion with the right to re-enroll at WUT;
- e) expulsion, without the right to re-enroll at WUT.

2. Final provisions

Article 35. (1) Each member of the University community is responsible for compliance with the provisions of this Code.

(2) Being a member of the university community requires to take responsibility for failure to fulfill or improper fulfillment of one's obligations under the law and this code.

(3) The members of the WUT Academic Ethics and Deontology Committee shall not be liable for votes cast in good faith in deliberations on the basis of information resulting from the evidence given within the limits of its competence.

Article 36. This Code may be amended or supplemented with the approval of the WUT Senate.

Article 37. This Code shall enter into force on the date of its approval by the WUT Senate: Any provisions to the contrary contained in other regulations of WUT shall be repealed on the same date.

REGULATIONS GOVERNING THE ORGANIZATION AND FUNCTIONING OF THE WUT COMMITTEE ON ACADEMIC ETHICS AND DEONTOLOGY

CHAPTER I - GENERAL PROVISIONS

Article 1. Mission

The Regulations ensure the application of the provisions of the Code of Academic Ethics and Deontology of the West University of Timisoara and of the Higher Education Law no. 199/2023.

CHAPTER II - REFERENCE DOCUMENTS

Article 2. Applicable Legislation

1. The Academic Ethics and Deontology Committee of WUT (hereafter: CEDU.WUT) is a structure of the University, with independent functioning.

2. CEDU.WUT operates on the basis of the following normative acts:

- a) Law on Higher Education, No. 199/2023, published in the Monitorul Oficial No. 614/05.07.2023;
- b) Law no. 206/2004 on proper conduct in research, technological development and innovation, as amended;
- c) Law No. 319/2003 on the Statute of Research and Development Personnel;
- d) The Charter of the West University of Timisoara.

CHAPTER III - STRUCTURE AND ORGANIZATION

Article 3. Structure

1. The structure and make-up of the CEDU.WUT:

- a) are established according to the University Charter;
- b) are recommended by the Administrative Council;
- c) are approved by the University Senate;
- d) are approved by the Rector.
- e) Professional prestige and moral authority are essential criteria in the establishment of the Committee.

2. The CEDU WUT has a number of 15 members, of which 11 full professors (one representative is also a representative of the Trade Union), representatives of the 11 faculties of WUT, 4 students proposed by the

WUT Student Organization (OSUT).

3. WUT employees cannot be members of the CEDU.WUT if they hold any of the following positions: Rector, Vice-Rector, Dean, Vice-Dean, General Administrative Director or Department Director. Likewise, members of the academic community who have been disciplined in any way in their teaching and research career cannot be members of the Commission.

4. The structure of the CEDU.WUT is as follows:

- a) - a Chair,
- b) - a Vice-Chair,,
- c) - 13 members.

5. The Chair of CEDU.WUT shall be elected by an absolute majority of votes among its members.

6. The Vice-President of ECHR.WUT shall be elected from among its members by an absolute majority of votes and shall be the ex officio replacement of the President.

7. The President represents the Commission in its relations with the management of the West University of Timisoara, the Board of Trustees, the management of the WUT Senate and other institutions. Preparing and conducting the meetings, as well as keeping the records and carrying out the work of an administrative nature fall within the duties of the President, with the support of the Vice-President and the secretariat of the WUT ECHR.WUT, mentioned in point 12.

8. The Vice-Chair shall assist the Chair in his/her duties and, when necessary, take over the duties of the Chair.

9. The presence of members at the meeting shall be compulsory, the Chair having the right to recommend to the Administrative Board the replacement of members who accumulate unexcused absences.

10. The term of office of members of CEDU.WUT is 4 years. A person cannot be a member and/or its Chair for more than two successive terms.

11. CEDU.WUT members shall maintain the confidentiality of the content of referrals, hearings, deliberations and reports of the Committee, in accordance with the law, under penalty of revocation of their membership.

12. CEDU.WUT is served by a secretary from the general secretariat of the University. The Secretary is not a member of the Committee and does not have the right to vote, and his/her duties include keeping the records of documents, drafting the convening notices, minutes of meetings, reports and decisions of the Committee. The obligation of confidentiality shall also apply in this case in accordance with Article 11.

13. The representative of the legal office of the University may be invited to participate in the work of the CEDU.WUT in an advisory capacity. He/she shall not participate in deliberations and decisions and shall not have the right to vote.

14. In the event of a vacancy on the CEDU.WUT or if a member is unable to exercise his/her mandate, another member shall be appointed in accordance with Article 3, paragraphs 1 to 6 of these Regulations. The term of office of the new member shall expire with the expiry of the term of office of the member he replaces.

Article 4. Duties

1. CEDU.WUT is a deliberative structure without legal personality and has the following duties:

a) to analyze, decide on the nature of the facts that are the subject of the complaints and resolve the complaints concerning breaches of academic ethics, in accordance with the WUT Code of Academic Ethics and Deontology (see *infra*, Article 6);

b) To recommend sanctions, where appropriate, on the basis of the WUT Code of Academic Ethics and Deontology (see *below*, Article 7);

c) to appoint/request the appointment of review panels to examine complaints of violations of the WUT Code of Academic Ethics and Deontology, when they are highly specific (see *infra*, Article 6, para. 9);

d) to draw up an annual report on the status of compliance with academic ethics and research ethics, which is submitted to the Rector and the University Senate and constitutes a public document;

e) to make proposals for the completion and amendment of the WUT Code of Academic Ethics and Deontology, which shall be submitted to the WUT Senate for adoption;

f) to make proposals for the amendment and modification of the Regulations Governing the Organization and Functioning of the WUT CEDU.WUT, which will be submitted to the Board of Directors and the Senate for approval, according to the Charter of the West University of Timisoara, Articles 46 and 47.

g) to formulate recommendations, with a view to improving the institutional climate, recommendations resulting from its deliberations and analysis. The recommendations shall be adopted by decision, under the conditions of Article 6.11-14 and shall be implemented under the conditions of Article 7.6.

Article 5. Referral to the WUT Committee on Academic Ethics and Deontology

1. Any person, within or outside the university, may refer to the CEDU.WUT members of the WUT university community. The Committee shall, in principle, keep the identity of the complainant confidential unless, in the course of its investigations, it serves its purposes better to reveal the identity of the complainant.

2. The Committee may be notified of facts that are likely to violate the rules and principles of ethics in teaching, research and administrative activity of members of the university community, namely:

a. of students, master's students, doctoral students, post-doctoral students, post-doctoral students and trainees in postgraduate programs;

b. of teaching staff and researchers;

c. management staff;

d. auxiliary teaching staff.

3. Misconduct that is alleged to constitute a deviation from the provisions of the WUT Code of Academic Ethics and Deontology shall be reported in writing by filing for registration at the WUT Registrar's Office. The signed and scanned Complaint may also be submitted electronically to the official CEDU.WUT email address, i.e. comisie.etica@e-WUT.ro. Anonymous submissions will not be considered. Complaints should be submitted in a sealed envelope marked "For the attention of the WUT Committee on Academic Ethics and Professional Conduct". At the time of submission, Registry staff will not record the name of the submitter, but will only allocate the registration number, noting the nature of the registration: "Complaint to the WUT Academic Ethics and Professional Conduct Committee".

4. The written complaint shall explicitly contain (this is not limitative):

a. the identifying data of the person referring the matter to the CEDU.WUT (including contact details);

b. a description of the act considered to represent a breach of the WUT Code of Academic Ethics and Deontology, respectively of the provisions of the Higher Education Law no. 199/2023, with subsequent amendments and additions; Law no. 206/2004, with subsequent amendments and additions;

c. the institutional identification data of the person against whom the complaint is lodged and any other information in order to resolve the complaint;

d. signature of the person lodging the complaint.

5. Complaints that do not contain at least the elements indicated in the previous article will not be taken into consideration by CEDU.WUT and will be filed.

6. Following a referral, CEDU.WUT shall initiate the procedures established by the WUT Code of Academic Ethics and Deontology, Higher Education Law no. 199/2023, published in M. Of. no. 614/05.07.2023.

7. The Commission shall reply to the author of the complaint, within 30 days from the receipt of the complaint, whether or not to start the procedure for the analysis and resolution of the complaint.

8. The outcome of the deliberations shall be communicated to the author of the complaint after the date of their conclusion, within 45 days from the date of registration of the complaint with the Ethics Commission.

9. The CEDU.WUT may also refer the matter ex officio (own initiative).

10. The procedure for own-initiative referrals is as follows: a member of CEDU.WUT, including the Chairperson /, may request CEDU.WUT to initiate the own-initiative procedure. The decision on own-initiative proceedings shall be taken by direct, secret and free vote. The decision on self-referral shall be taken by an absolute majority of the votes cast by the members of ECHR.WUT. Those members who, for valid reasons, are unable to attend the meeting at which the vote is taken, may leave a secret ballot with the secretariat of the Commission.

1. The Chair (or a person designated by him/her) shall convene the CEDU.WUT within 5 working days from the date of receipt of the referral.
2. Meetings of the CEDU.WUT shall be held " in person ", on premises made available by WUT; in the event that access to the institution is restricted by Government Decision, and/or by the WUT Board of Directors, for various reasons, as well as in other cases, objectively justified, the Committee meetings may be held online using the IT & C facilities of WUT and ensuring the exclusive participation in the meetings of its members and those entitled, according to the present Article, 6, paras. 3-6, 8, 9 and 16.
3. The meetings of the CEDU.WUT shall not be public, and the subjects of discussion shall be recorded in minutes, drawn up by the Secretary of the Committee. Minutes are not public documents.
4. Where necessary, the CEDU.WUT shall summon the person or the representative of the entity submitting the complaint to a hearing by certified mail with acknowledgement of receipt, by notification with acknowledgement of receipt or by electronic mail.
5. With a view to resolving the complaint, the person accused of failing to comply with the standards of academic and research ethics may be heard by CEDU.WUT or may be invited to express his/her point of view in writing. The summons to the person accused of failing to comply with the standards of academic and research ethics shall be issued at least 5 working days before the date of the hearing.
6. CEDU.WUT may summon for a hearing, at the request of the parties or on their own initiative, any person having information necessary for the resolution of the case. The identity of such persons shall be kept confidential.
7. Members of the CEDU.WUT, who have access to documents and to the factual situation, are bound to preserve the confidentiality of the hearings, deliberations and the content of the documents.
8. The CEDU.WUT may make audio and/or video recordings of the hearing, subject to the obligation to seek the consent of the participants in the meeting.
9. CEDU.WUT may call upon experts to assist in the analysis and resolution of complaints.
10. Following its investigations and deliberations, the CEDU.WUT shall draw up a report containing the procedural steps necessary for the elaboration of the judgment.
11. Decisions of the CEDU.WUT on the resolution of complaints of violations of the WUT Code of Academic Ethics and Deontology shall be adopted by an absolute majority of the votes of the members of the Committee. Those members who, for valid reasons, are unable to attend the meeting at which the vote is taken, may leave a secret ballot with the secretariat of the Committee.
12. The decision of the CEDU.WUT shall be communicated in written/electronic form to the author of the complaint as well as to the person against whom the complaint has been lodged, no later than 5 working days from the date of registration of the decision, with the WUT exit number.
13. The report and the judgment of the CEDU.WUT shall be endorsed by the legal advisor of the

University. The legal responsibility for the decisions of the Committee rests with the management of the University.

14. Decisions of the CEDU.WUT on the resolution of complaints of breaches of the WUT Code of Academic Ethics and Deontology are public documents and are posted on the committee's own website.

15. Upon request or on its own initiative, after a period of 18 months from the posting on the CEDU.WUT's own website, the decisions of the CEDU.WUT will be removed from the website.

After removal, the decisions shall retain their public character, but access to them shall be available only on reasoned request to the Committee.

16. The rights of the parties are as follows:

(A) The rights of the petitioner are:

(a) to enjoy confidentiality. If, in the course of the proceedings, the disclosure of the identity of the complainant to third parties is absolutely necessary, the plaintiff shall be asked for permission to have his or her identity disclosed. If the plaintiff refuses to give consent, further proceedings will proceed without disclosure of the identity of the plaintiff, to the extent possible. If the investigation cannot proceed without disclosure of identity, and the complainant maintains his or her choice of confidentiality, the case will be closed;

b) to be advised on the structure of a properly drafted complaint;

c) receive a registration number for the complaint lodged;

d) to appear assisted before the CEDU.WUT, if he/she so wishes, by a lawyer, colleague, legal guardian, etc.;

e) to be represented, in default, by a lawyer or legal guardian;

f) to appeal against the decision of the CEDU.WUT, to the higher forums described in the legislation;

g) other rights provided by the present regulations and the University Charter.

(B) Rights of the person against whom the complaint has been made:

(a) to appear before the CEDU.WUT assisted, if he or she so desires, by an attorney, colleague, legal guardian, etc.;

(b) to be represented, in default, by a lawyer or legal guardian;

c) to argue his or her own case before the CEDU.WUT, in writing or at a hearing;

d) to appeal against the decision of the CEDU.WUT to the higher forums described in the legislation;

e) other rights provided by these Regulations and the University Charter.

17. CEDU.WUT may order that the complaint be closed in the following cases:

- a) the fact does not exist;
- b) the act does not constitute a breach of academic ethics as defined in Article 5.4.b;
- c) there is no evidence that the person complained of committed the act;
- d) there is a justifiable cause for the act committed;
- e) lack of the elements of the complaint, as defined in Article 5.4.
- f) withdrawal of the complaint, followed by reconciliation of the parties;
- g) the act has been the subject of a further investigation by the Ethics Committee and a ruling has been issued to that effect.

Article 7. Sanctions for violations of academic ethics and good conduct in research

1. Sanctions that may be applied to teaching and research staff and teaching and research auxiliary staff by CEDU.WUT for breaches of academic ethics or misconduct in scientific research become public and are as follows:

- (a) written warning;
- b) retraction and/or correction of all published works in violation of academic ethics and professional conduct;
- (c) dismissal from a management position;
- (d) disqualification, for a specified period, from access to funding from competitive public funds;
- (e) suspension, for a fixed period of between one and five years, of the right to apply for a competition for a higher or management post or as a member of a competition committee;
- f) dismissal from teaching or research posts.

2. The sanctions that may be imposed by the CEDU.WUT on students, master's, doctoral, doctoral students, trainees for violation of academic ethics become public and are as follows:

- (a) written warning;
- b) reduction of the scholarship by an amount determined by CEDU.WUT;
- c) loss of place in WUT dormitories;
- d) expulsion, with the right to re-enroll in WUT, after 1-5 years;

e) expulsion without the right to re-registration in WUT.

3. Sanctions that may be applied by CEDU.WUT to non-teaching staff become public and are as follows:

(a) written warning;

(b) demotion from post, with the salary corresponding to the post to which the demotion was ordered, for a period not exceeding 60 days;

(c) reduction of basic salary, for a period of 1-3 months, by 5-10%;

(d) reduction of basic salary and/or, where appropriate, also of the management allowance, for a period of 1-3 months, by 5-10%;

e) disciplinary termination of the individual employment contract.

4. If, by professional statutes approved by special law, another sanctioning regime is established, it shall be applied.

5. The sanctions established by the CEDU.WUT must be proportionate to the misconduct committed and the damage caused by it.

6. Sanctions established by the ECHR.WUT shall be implemented by decision of the Rector, drawn up by his Chancellery, within 30 days of the advice of the WUT's legal advisor.

Article 8. Appeals

1. Decisions of the CEDU.WUT on sanctions established for deviations from the Code of Academic Ethics and Deontology may be appealed in accordance with the provisions of Article 172 para. (5) of the Higher Education Law No. 199/2023). Thus, the decision of admission or rejection, provided for in Article 171 para. (9) of Law 199/2023, may be appealed, within 30 days of communication, to CNADTCU or CNEMU or the National Council for the Ethics of Research, Technological Development and Innovation.

Article 9. Confidentiality

1. Over the course of analyzing the complaint of a fact of misconduct against the WUT Code of Academic Ethics and Deontology, third parties shall not be allowed access to the file, except for the state bodies authorized to investigate the respective fact.

2. The access of third parties to a file kept at CEDU.WUT is prohibited even after the finalization of the evaluation of the fact, with the following exceptions:

a. members of the National Council of Ethics of the Ministry of Education, subject to data confidentiality;

b. authorized state bodies, when the fact is subject to an official investigation and subject to data confidentiality;

c. Researchers in the field of academic ethics and deontology, subject to data confidentiality.

Article 10. Conflict of interest

(1) In the event that a member of CEDU.WUT has a conflict of interest during the assessment of the alleged violation of the Code of Academic Ethics and Deontology, he/she shall withdraw from the assessment of the alleged violation and shall not be taken into account when determining the quorum required for the meeting to vote on the decision. In the event of a vote, he/she shall abstain.

CHAPTER IV - FINAL PROVISIONS Article 11.

1. The expenses occasioned by the functioning of the CEDU.WUT shall be met from WUT's own income, by decision of the Rector.
2. Press releases belonging to CEDU.WUT shall be disseminated only through the Department of Communication, Identity and Institutional Marketing.
3. The Regulations for the functioning of CEDU.WUT may be amended with the agreement of CEDU.WUT and the WUT Senate. Upon approval by the WUT Senate of these Regulations, any previous provisions are repealed.

Article 12.

These Regulations have been approved at the meeting of the WUT Board of Directors on

of

and approved in the WUT Senate meeting of .

Article 12.

Prezentul Regulament a fost avizat în ședința Consiliului de Administrație din WUT din data de _ și aprobat în ședința Senatului WUT din data de .

REGULATIONS GOVERNING THE ELECTIONS FOR THE MANAGEMENT STRUCTURES AND POSITIONS OF THE WEST UNIVERSITY OF TIMISOARA

Chapter 1. General Provisions

Article 1. The present regulations establish the rules according to which the election of the management structures and positions of the West University of Timisoara (hereinafter referred to as WUT) shall be organized and carried out.

Article 2. (1) The present regulations refer to the election of management structures and positions at the following levels: department; doctoral school; faculty; OIUS -WUT; university.

(2) The governing structures of the university for which elections are organized and conducted are: a) the senate; b) the council for doctoral studies; c) the faculty council; d) the department council; e) the doctoral school council.

(3) The management positions for which elections shall be organized and held are: a) Rector; b) Head of Department.

Article 3. The election process shall be conducted in two stages: a) Stage I of elections, at the department level for the office of department director and for the term of office of member of the department council, respectively of the doctoral school council; b) Stage II of elections, at the university level for the office of Rector, the term of office of member of the senate, respectively of member of the doctoral university council, and at the faculty level for the term of office of member of the faculty council.

Article 4. (1) The election process for the leadership positions (Rector and Head of Department) and for the mandates of membership in the leadership structures (Department Council, Doctoral School Council, Faculty Council, Doctoral Studies Council and Senate) will be organized and monitored by the WUT Electoral Bureau. The nominal composition of this office will be approved by resolution of the WUT Senate.

(2) The process of elections for a seat on the university senate shall be conducted by constituencies approved by resolution of the WUT Senate.

(3) The Electoral Bureau of WUT shall organize and monitor the work of the election commissions of the polling stations. All electoral commissions are subordinated to the WUT Electoral Bureau.

(4) For elections to the office of Rector, member of the Senate, member of the Doctoral Studies Council and member of the Faculty Councils, 2 electoral commissions shall be constituted at the WUT level. The nominal composition of each of these two electoral commissions shall be decided by the WUT Senate on the basis of proposals from the faculties.

(5) For the elections to the office of department director, member of the department council and member of the doctoral school council, an election committee shall be constituted at the level of each faculty. The

nominal composition of each electoral commission at this level shall be proposed by the respective faculty council and approved by the WUT Senate.

Article 5. (1) Candidacies for all leadership positions and for a term of office in any leadership structure shall be submitted to the WUT Electoral Bureau and shall be given a registration number by the WUT Registrar.

(2) Candidacy files for the offices of Rector and Department Head shall include:

(a) curriculum vitae; (b) managerial program; (c) an affidavit that the respective candidate was not a former security worker or collaborator.

(3) Applications for membership in the WUT governing bodies (member of the senate, member of the department council, member of the doctoral school council, member of the faculty council, member of the council for doctoral studies) shall include: a) curriculum vitae; b) letter of motivation for the application; c) a declaration on the candidate's own responsibility that the candidate was not a former security worker or collaborator.

(4) The application files shall be submitted in hardcopy and in digital format, in a single file containing all the documents referred to in par. (2) and (3), respectively, together with the candidate's consent for these documents to be publicly displayed on the University website.

Article 6. The principles underlying elections at the West University of Timisoara are the following:

a) The principle of freedom of candidacy, according to which: (a) a person may stand as a candidate for any of the management structures (department council, doctoral school council, faculty council, council for doctoral studies and university senate), under the conditions of compliance with the legal provisions in force and with the present regulations; (b) a person may stand as a candidate for any of the management positions (department director, dean, director of the council for doctoral studies and Rector), under the conditions of compliance with the legal provisions in force and with the present regulations; (c) any person who fulfills the eligibility requirements shall file his/her candidacy for any leadership position and for membership in any leadership structure with the Electoral Bureau of the University; (d) any person has the right to withdraw his/her candidacy for any leadership position or membership in a leadership structure at any time during the electoral process; (e) withdrawal of candidacy after the ballot papers have been printed shall be made on the basis of a request filed with the Electoral Bureau of WUT, which request shall be registered with the WUT Registrar. The WUT Election Bureau will stamp the ballot papers with the stamp "Withdrawn" next to the name of the person concerned; (f) withdrawal of candidacy may be made no later than 3 hours before the start of voting. Candidates who have not withdrawn their candidacy and who did not appear at the debates will remain on the ballot papers.

b) The principle of equal opportunities for all candidates for all leadership positions and all leadership structures, according to which: a) all information concerning the election process for all leadership positions and structures will be made public on the website www.WUT.ro, in a special section named "WUT Elections"; b) on the ballot papers, the candidates who fulfill the eligibility requirements will be listed in alphabetical order of last name, regardless of the teaching degree or scientific title held; c) after the on-line publication, the candidates' candidature files will be forwarded to the WUT Legal Department for storage until the end of the entire election process in WUT, after which this office will hand them over to the WUT Archive, according to the law.

- c) The principle of compliance by all candidates with the conditions of eligibility and prevention of incompatibilities for all positions and governing structures as provided for by the legal provisions in force and the WUT Charter.
- d) The principle of public dialogue between the candidates for leadership positions and structures and the members of the electoral body, on the basis of which a public debate will be organized for each level at which elections are held: department, doctoral school, faculty, OIDUS - WUT and university. These public debates will be convened by the persons in charge of the respective structures or holding the respective leadership positions and will focus on the managerial programs of the candidates for leadership positions and the goals that the candidates propose as members of the leadership structures. These debates shall be attended by the candidates for leadership positions, i.e. the candidates seeking election to the governing structures, and the members of the electoral body at the level at which the elections are held.
- e) The principle of representativeness in the governing structures by faculties and departments, according to which: a) the senate is composed of 59 members, of which 44 are representatives of teaching and research staff and 15 are student representatives; b) the distribution of the number of members in the senate is as follows: first, each faculty and the Teacher Training Department (DPPD) is allocated one seat in the senate; then, for the number of seats remaining vacant, the criterion of the proportion of the tenured teaching and research staff of the faculty, respectively DPPD, in the total number of tenured teaching and research staff in WUT, in the proportion of two thirds, and the criterion of the contribution of the faculty, respectively DPPD, to the scientific research output of WUT, in the proportion of one third, is applied to the number of seats remaining vacant; c) the faculty council may have between 9 and 23 members, of which at least 25% are students; d) the distribution of the number of members in the faculty council per department is made by applying the criteria of the proportion of the department's tenured teaching and research staff in the total number of the faculty's tenured teaching and research staff in the proportion of two thirds, and the criterion of the department's contribution to the scientific research results of the faculty in the proportion of one third; e) the department council may have between 3 and 5 members; f) the distribution of the number of members in the department council for each study program/field of study shall be made by applying the criteria of the proportion of the total number of tenured teaching and research staff teaching in the study program/field of study/line of study in the total number of tenured teaching and research staff of the department, in the proportion of two thirds, and the criterion of the contribution of these staff to the scientific research results of the department, in the proportion of one third; (g) the size and structure of each management structure are set out in Annexes 1 to 6 to these Regulations. The representation norm shall not change during the term of office.
- f) The principle of the separation of the term of office of the Rector from the terms of office of membership of any management structure, according to which the Rector may not also be a member of the management structures of the department, faculty or university.
- g) The principle of non-accumulation of executive management positions, according to which a person may not hold two or more of the following positions: Rector, Vice-Rector, Director of the Doctoral Studies Council, Dean, Vice-Dean, Department Director, Director of the Doctoral School.
- h) The principle of prevention and elimination of incompatibilities concerning the holding of a leading position and a seat in the management structures of the university, OIDUS - WUT, faculty, department and doctoral school, according to the legal provisions in force at the time of the elections. Likewise, a professor who has been disciplined for breaches of academic ethics or who has a final criminal conviction for an

intentional criminal offense for which he/she has not been rehabilitated cannot be elected to a leadership position.

i) The principle of respect for the universal, direct, secret, equal and freely expressed nature of the vote for all the positions and management structures provided for by law and by these Regulations that are the subject of the election, under the conditions provided for by the legal provisions in force at the time of the election.

j) The principle of the election of the Rector, department heads and all members of all management structures by all tenured members with indefinite employment contract in WUT and by student representatives, as the case may be, under the conditions provided for by the legal provisions in force at the time of the elections, according to which: a) The Rector shall be elected by all tenured teachers and all tenured researchers with indefinite employment contract in WUT during the period of the elections and by student representatives in the University Senate and Faculty Councils;

b) Senate members shall be elected by all full professors and all tenured researchers with indefinite employment contracts in the constituencies established by the WUT Senate during the period in which the elections are held; c) the members of the Faculty Council shall be elected by all tenured faculty members in WUT during the period in which the elections are being held who hold membership in the respective faculty departments; d) the members of the Department Council shall be elected by all tenured faculty members and all tenured researchers in WUT during the period in which the elections are being held who hold membership in the respective department

e) the members of the Doctoral School Council shall be elected by all full professors in WUT at the time of the elections who are doctoral supervisors and who are members of the respective Doctoral School; f) the Head of Department shall be elected by all full professors and all full researchers in WUT at the time of the elections who are members of the respective Department.

(k) The principle of ensuring optimal conditions for the exercise of the right to vote, according to which for all positions and leadership structures for which elections are organized, the right to vote shall be exercised

l) in specially equipped voting booths in polling stations. The WUT Headquarters will be the venue for

m) the voting process for the election of the Rector, members of the faculty councils and members of the senate, and at the faculty headquarters the voting process for the election of the department directors and members in the department council.

n) The principle of removal from any leadership position or from membership of a leadership structure on the basis of the same procedures followed in the election process, subject to the provisions of the law and the WUT Charter.

Article 7. Candidates for leadership positions (Rector and Department Director) must fulfill the eligibility condition of having an employment contract with WUT that is not suspended during the election period.

Article 8. Candidates for membership of the governing structures must fulfill the following eligibility requirements: a) for membership of the senate, faculty council, or department council, respectively, have an employment contract of indefinite duration with WUT that is not suspended during the election period;

b) for membership of the Doctoral Studies Council and the Doctoral School Council, be a doctoral supervisor affiliated to the Doctoral School and fulfill the minimum standards for obtaining the Attestation of Qualification.

Article9. (1) The term of office of the Rector shall begin on the date of issuance of the confirmation order by the Minister of National Education and shall end on the date of issuance of the confirmation order of the new Rector.

(2) The term of office of the Vice-rectors shall begin on the date of validation by the Senate of their appointment by the Rector and shall end on the date of the end of the term of office of the Rector who appointed them.

(3) The term of office of the Director of the Council for Doctoral Studies shall begin on the date of validation by the Senate of his/her appointment by the Rector following the public competition and shall end on the date of validation by the Senate of the results of the competition for the selection of a new Director.

(4) The term of office of the Dean shall begin on the date of validation by the Senate of the results of the competition for the selection of the Dean and shall end on the date of validation by the Senate of the results of the competition for the selection of a new Dean.

(5) The term of office of the vice-deans shall begin on the date of validation by the Senate of their appointment by the new dean and shall end on the date of the end of the term of office of the dean who appointed them.

(6) The term of office of the department director shall begin on the date of validation of his or her election by the senate and shall end on the date of validation of a new department director by the senate.

(7) The term of office of the director of the doctoral school shall begin on the date of validation of his/her appointment by the senate of his/her appointment by the council for doctoral studies and shall end on the date of appointment of a new director of the doctoral school.

(8) The term of office of a member in the management structures shall begin on the date of validation by the senate of the results of the election process of the management structures and positions and shall end on the date of validation by the senate of the results of the next election process of the management structures and positions, provided that the legal term of office is respected.

Article10. The electoral lists shall include only the tenured teaching and research staff in WUT with an employment contract of indefinite duration at the date of the elections. These lists will be compiled by the WUT Electoral Bureau, based on the data provided by the WUT Human Resources Department, respectively by the WUT's O.S.U.T.

Article11. (1) All ballots will be printed by the WUT Electoral Bureau.

(2) A separate ballot paper shall be printed for each stage of the elections, each structure and each leadership position.

(3) Three ballot papers will be printed for the Department and Doctoral School stage of elections: one ballot

paper will contain the names of the candidates for the office of Department Head; one ballot paper will contain the names of the candidates for the office of Department Council Member; one ballot paper will contain the names of the candidates for the office of Doctoral School Council Member.

(4) Four ballot papers shall be printed for the Faculty and University elections: one shall contain the names of the candidates for the office of Rector; one shall contain the names of the candidates for the office of member of the Senate; one shall contain the names of the candidates for the office of member of the CSUD-WUT; one shall contain the names of the candidates for the office of member of the Faculty Council.

(5) On the ballots, candidates who meet the eligibility requirements shall be listed in alphabetical order of last name, regardless of teaching rank or scientific title held. Candidates are grouped by department in the case of Faculty Council elections and by faculty and department in the case of Senate elections. All ballots shall be stamped with the stamp "WUT Elections".

Article 12. The results of the first round of elections shall be valid if at least 50% plus one of the total number of persons eligible to vote in WUT have participated.

Article 13. (1) For leadership positions and membership in any leadership structure, the candidates who have obtained at least half plus one votes "in favor" of the total votes cast shall be declared elected. If for a particular office or term of office in a governing structure no candidate has obtained the required number of votes, a second round of elections shall be held in which the candidates ranked first and second in descending order of the number of votes cast for that office or term of office shall participate and the candidate obtaining the highest number of votes cast shall be declared the winner. Where a second ballot is held, its validity shall not be conditional on the participation of a minimum number of electors out of the total number of members entitled to vote in the local authority concerned.

(2) In the event of a tie in the second ballot, a third ballot shall be organized under the same conditions as in paragraph (2). (1).

Article 14. The ethics committee shall be responsible for resolving incompatibilities in the case of persons who have obtained management positions or representative mandates in management structures.

Article 15. In the event of a vacancy of a member's seat in a management structure, by-elections for that position must be organized within a maximum of 3 months after the vacancy has been thus filled, in compliance with the provisions of this Regulation. In the event of a vacancy in a management position to which a candidate has been nominated following an election (the positions of Rector and Head of Department), by-elections for that position must be organized within a maximum of 3 months of the vacancy, in compliance with the provisions of this Regulation.

Article 16. The calendar of elections contained in this Regulation shall be approved by resolution of the WUT Senate and shall be made public at least 30 days before the date of the elections.

Chapter 2. Election Procedures

Election of the Director of the Department and members of the Department Council

Article 17. The organization and monitoring of the departmental elections are the responsibility of the WUT

Electoral Bureau, and the responsibility of the electoral committees of the faculties and the Teacher Training Department, respectively, is responsible for their conduct.

Article 18. (1) The members of the Department Council shall be elected by universal, direct, secret, equal and freely expressed vote by all tenured teaching and research staff in WUT with permanent employment contract who are part of the respective department.

(2) The number of members in the department council will be between 3 and 5 members, depending on the structure and membership of the department (ANNEX 4).

(3) Each field of study will have at least one representative in the department council. The candidates who have obtained the highest number of votes within the available seats, obtaining at least 50% plus one of the total number of votes cast, shall be considered elected.

(4) Each elector shall vote for no more than as many persons as there are seats on the department council of each degree program.

(5) Voting for fewer than the number of assigned seats, both on the total department council and for each program/field of study, is valid.

(6) Voting for more persons than the number of seats assigned to each program/field of study is invalid.

(7) The results of elections at this level are valid if at least 50% plus one of the members of the respective department have participated in the vote.

(8) If the conditions set out in par. (4) and (8) are not met, a second ballot shall be organized.

(9) The results of the second ballot shall be validated irrespective of the number of votes cast and the candidates who obtained the highest number of votes in descending order and within the limit of the available seats on the Department Council shall be considered elected.

Article 19. Departmental elections shall be held on the same day between 10 a.m. and 6 p.m. in all departments of the University in two stages: a) in the first stage, between 10 a.m. and 12 noon, a departmental meeting shall be held, which may be attended by all members of the department concerned, at which all candidates for the position of director shall present their managerial programs and all candidates for a term of office on the departmental council shall present their proposed goals for the development of the department. This meeting will be chaired by the Director of the Department, if he/she is not running, or by the oldest member of the Department, if he/she is not running. After these presentations, a question and answer session with the candidates by the members of the department will follow; b) in the second stage, between 12-18.00, voting will take place in the voting booths set up in the polling stations.

Election of members on the Doctoral School Board

Article 20. The organization and monitoring of elections at the level of doctoral schools are the responsibility of the Electoral Bureau of WUT, and the electoral committees of the faculties organizing the respective doctoral schools are responsible for their conduct.

- Article 21. (1) The members of the council of the doctoral school representing the doctoral supervisors are elected by universal, direct, secret, equal and freely expressed vote by all full professors in WUT with permanent employment contract, doctoral supervisors who are members of the respective doctoral school.
- (2) The number of members in the doctoral school council shall be between 3 and 5 members, depending on the structure and number of members of the respective doctoral school, and shall be approved by a decision of the senate, based on the proposal of the organizing faculty (ANNEX 5).
- (3) The Doctoral School Council is composed of doctoral supervisors from the Doctoral School, including the Director of the Doctoral School, who is an ex officio member, and a doctoral student.
- (4) The persons entitled to be elected as members of the doctoral school council shall be persons who are doctoral supervisors at the doctoral school.
- (5) Each elector shall vote for no more than as many persons as the number of seats on the doctoral school council allocated to the representatives of the doctoral school's doctoral supervisors.
- (6) Voting for fewer persons than the number of assigned seats on the total number of the doctoral school council is valid.
- (7) Voting for more persons than the number of seats assigned to the representatives of doctoral supervisors is invalid.
- (8) The candidates who have obtained the highest number of votes within the number of available seats, obtaining at least 50% plus one of the total number of votes cast, shall be considered elected.
- (9) The results of elections at this level shall be validated if at least 50% plus one of the members of the doctoral school concerned have participated in the vote.
- (10) If the conditions set out in paragraphs (a) and (b) are not met, the number of votes shall be counted at least equal to the number of votes cast. (8) and (9), a second ballot shall be organized.
- (11) The results of the second ballot shall be validated irrespective of the number of votes cast and the candidates who obtained the highest number of votes in descending order and within the limit of the available seats on the Doctoral School Board shall be considered elected.

Article 22. Elections at the level of doctoral schools will be held on the same day from 10 a.m. to 6 p.m. in all doctoral schools of the University in two stages: a) in the first stage, from 10 a.m. to 12 p.m., a doctoral school meeting will be held, which may be attended by all members of the respective doctoral school, during which all candidates for a mandate in the doctoral school council will present their wishes concerning the development of the doctoral school. These presentations shall be followed by a question and answer session addressed to the candidates by the members of the Doctoral School; b) in the second stage, between 12-18.00, voting shall take place in the voting booths specially set up in the polling stations.

Article 23. Doctoral students elect their representatives to the Doctoral School Council in accordance with the legal provisions in force, on the basis of their own regulations.

Election of members on the Faculty Council

Article 24. The WUT Electoral Bureau is responsible for organizing and monitoring the elections of the members of the Faculty Council, and the two electoral commissions set up at the WUT level are responsible for ensuring their conduct.

Article 25. (1) Candidatures for the Faculty Council shall be submitted to the WUT Electoral Bureau.

(2) Candidates shall be placed on the ballot paper grouped by departments, in alphabetical order according to the last name of the candidates in each department, regardless of the teaching rank and scientific title held.

Article 26. (1) All the members of the Faculty Council, representatives of the teaching staff, shall be elected by universal, direct, secret, equal and freely expressed vote by all the teaching and research staff members tenured in WUT with permanent employment contracts who are part of the departments of the respective faculty at the date of the elections.

(2) The number of teaching staff to be elected to the Faculty Councils by departments is set out in ANNEX 2.

(3) The number of members in the faculty council shall be between 9 and 23 members, of which at least 25% shall be students, depending on the structure and number of members of the respective faculty as per ANNEX 3.

(4) Each department and each program/field of study shall have at least one representative in the Faculty Council.

(5) In the Faculty of Music and Theater each program of study/field of study will have at least one representative in the faculty council.

(6) Each elector shall vote for no more than as many persons as there are seats assigned to each department on the faculty council.

(7) Voting for fewer than the number of seats assigned, both for the total council and for each department, shall be valid.

(8) Voting for more persons than the number of seats assigned to each department and degree program is invalid.

(9) The candidates who have obtained the highest number of votes within the number of seats available, obtaining at least 50% plus one of the total number of votes cast, shall be considered elected.

(10) The results of elections at this level shall be validated if at least 50% plus one of the members of the faculty concerned have participated in the vote.

(11) If the conditions set out in paragraphs (a) and (b) are not met, the results of the election shall be validated by a majority of the votes cast at the level of the faculty. (9) and (10), a second ballot shall be

organized.

(12) The results of the second ballot shall be validated irrespective of the number of votes cast and the candidates who obtained the highest number of votes in descending order and within the limit of the available seats on the Faculty Council shall be considered elected.

Article 27. The election of the members of the councils of all faculties shall be held on the same day as the election of the members of the senate and of the council for doctoral studies, as well as of the Rector, between 8-18.

Article 28. In the period between the last day for the submission of candidatures and the day before the elections, a general assembly of all the members of the respective faculty shall be organized, according to the program contained in ANNEX 7 of the present regulation, during which all the candidates for a mandate in the faculty council shall present their proposed wishes for the development of the faculty. These presentations shall be followed by a question-and-answer session that may be addressed to the candidates by all faculty members present.

Article 29. The students elect their representatives to the faculty council in accordance with the law, on the basis of their own election rules.

Election of senate members

Article 30. The organization and monitoring of the elections of the senate members are the responsibility of the WUT Electoral Bureau, and the two electoral commissions constituted at the WUT are responsible for their conduct.

Article 31. (1) Candidatures for the Senate shall be submitted to the WUT Electoral Bureau.

(2) Candidates shall be placed on the ballot paper grouped by faculties and departments in alphabetical order of the surnames of the candidates from each faculty.

Article 32. (1) All members of the Senate, representing the teaching staff, shall be elected by universal, direct, secret, equal and freely expressed vote by all tenured teaching and research staff in WUT with permanent employment contracts in the constituency determined by the WUT Senate.

(2) The number of members in the Senate shall be 59 members, including 15 students.

(3) The number of seats on the Academic Senate by faculty and by department is shown in ANNEX 1.

(4) Each elector shall vote for not more than as many persons as there are seats allocated in the senate to each faculty.

(5) A vote for fewer persons than the number of seats allocated to each faculty and department respectively shall be valid.

(6) Voting for more persons than the number of seats assigned to each faculty or department is invalid.

- (7) The candidates who have obtained the highest number of votes within the number of seats available, obtaining at least 50% plus one of the total number of votes cast, shall be considered elected.
- (8) The results of elections at this level shall be validated if at least 50% plus one of the persons entitled to vote entered on the electoral rolls have taken part in the vote.
- (9) If the conditions laid down in paragraphs (a) and (b) are not met, the results of the ballot shall be validly validated. (7) and (8), a second ballot shall be organized.
- (10) The results of the second ballot shall be validated irrespective of the number of votes cast and the candidates who obtained the highest number of votes in descending order and within the limit of the seats available in the Senate shall be considered elected.

Article33. The election of members to the Senate shall be held on the same day as the election of the members of the Faculty Councils, the members of the Doctoral Studies Council and the Rector, between 8 a.m. and 6 p.m.

Article34. In the period between the last day for the submission of candidatures and the day before the elections, a general assembly of all teaching and research staff of WUT will be organized, according to the program contained in ANNEX 7 of the present regulation, during which all candidates for a mandate in the Senate will present their proposed wishes for the development of the University. These presentations will be followed by a question and answer session that can be addressed to all candidates by the participants.

Article35. The students elect their representatives to the senate according to the provisions of the law, the WUT Charter and their own election rules.

Election of members of the council for doctoral studies

Article36. The organization and monitoring of the elections at the level of the Council for Doctoral Studies are the responsibility of the WUT Electoral Bureau, and the two electoral commissions constituted at the level of WUT are responsible for their conduct.

Article37. (1) The Council for Doctoral University Studies is composed of 15 members: The Director of CSUD-WUT; 7 doctoral supervisors from OIDUS -WUT, tenured with an indefinite employment contract within OIDUS -WUT; 2 doctoral supervisors from outside OIDUS - WUT, one from the country and one from abroad; 1 personality from the relevant industrial and socio-economic sectors holding a scientific title of doctor in one of the doctoral fields organized within the doctoral schools of WUT; 4 representatives of doctoral students from the doctoral schools of OIDUS -WUT.

(2) CSUD-WUT members who are academics or researchers must have the right to conduct doctoral studies in the country or abroad and meet the minimum and mandatory standards for the granting of the habilitation certificate in force at the date of appointment

as Board members. The members of the CSUD-WUT, with the exception of the Director, shall be elected by universal, direct, secret, equal and freely expressed vote of all doctoral supervisors and doctoral students, respectively, of OIDUS -WUT. The Director of CSUD-WUT, a doctoral supervisor, appointed after a competition organized by the Rector of WUT, shall be an ex-officio member of CSUD-WUT.

- (3) Each elector shall vote for not more than as many persons as there are seats allocated in the Council for Doctoral Studies to the representatives of doctoral supervisors within OIDUS -WUT.
- (4) Voting for fewer persons than the total number of seats assigned to the Doctoral Studies Council is valid.
- (5) Voting for more persons than the number of seats assigned to the representatives of doctoral supervisors is invalid.
- (6) The candidates who have obtained the highest number of votes within the number of available seats, obtaining at least 50% plus one of the total number of votes cast, shall be considered elected.
- (7) The results of elections at this level shall be validated if at least 50% of
plus
one of the full professors and doctoral supervisors who are members of OIDUS -WUT.
- (8) If the conditions set out in paragraphs (a) and (b) are not met (6) and (7), a second ballot shall be organized.
- (9) The results of the second ballot shall be validated irrespective of the number of votes cast and the candidates who have obtained the highest number of votes in descending order and within the limit of the available seats on the Department Council shall be considered elected.

Article38. In the event of a vacancy in the council for doctoral studies, by-elections shall be organized in accordance with the provisions of these regulations.

Article39. The election of members to the council for doctoral studies will be held on the same day as the election of members of the faculty councils, senate members and the Rector, between 8-18.

Article40. In the period between the last day for the submission of candidatures and the day before the elections, a general assembly of all tenured doctoral supervising university professors in WUT will be organized, according to the program contained in ANNEX 7 of these Regulations, during which all candidates for a term of office in the Council for Doctoral Studies will present their proposed wishes for the development of OIDUS -WUT. These presentations will be followed by a question and answer session that can be addressed to all candidates by the participants.

Article41. The doctoral students elect their representatives to the Doctoral Studies Council according to the provisions of the law, the WUT Charter and their own election rules.

Election of the Rector

Article42. The manner of appointment of the Rector shall be determined by a referendum organized according to the law and the WUT regulations. For the general elections organized in the academic year 2023/2024, the mode of appointment of the Rector shall be on the basis of a general election by universal, direct, secret, equal and freely expressed vote of all the teaching and research staff tenured in WUT with an employment contract of indefinite duration at the date of the elections, respectively of all the student

senators and councilors of WUT.

Article 43. The organization and monitoring of the elections for the office of Rector are the responsibility of the WUT Electoral Bureau, and the two electoral commissions constituted at the WUT level are responsible for their conduct.

Article 44. The election of the Rector will be held on the same day as the election of the members of the Faculty Councils, the members of the Doctoral Studies Council and the Senate, between 8-18.

Article 45. In the period between the last day for the submission of candidatures and the day before the elections, a general meeting of all teaching and research staff members tenured in WUT with a fixed-term employment contract, as well as of students entitled to vote in the Rector election, shall be organized according to the program contained in ANNEX 7 of these Regulations, during which each candidate for the Rector position shall present his/her managerial program. These presentations shall be followed by a question and answer session which may be addressed to each candidate by the participants.

- (1) Each elector shall vote for one candidate only.
- (2) Voting for more than one candidate is invalid.
- (3) The candidate who has obtained the highest number of votes, obtaining at least 50% plus one of the total number of votes cast, shall be considered elected.
- (4) The results of the elections for the office of Rector shall be validated if at least 50% plus one of the teaching and research staff members tenured in WUT with an employment contract of indefinite duration at the date of the elections have participated in the vote.
- (5) If the conditions set out in paragraphs (5) and (6) are not met, the election shall be valid only if the conditions set out in paragraphs (5) and (6) are not met. (3) and (4), a second ballot shall be organized.
- (6) The results of the second ballot shall be validated irrespective of the number of votes cast and the candidate who has obtained the highest number of votes shall be considered elected.

Article 47. The term of office of the Rector shall terminate prematurely in the following cases: a) in the event of resignation; b) in the event of dismissal by the Senate; c) in the event of removal from office by the Minister of Education.

Article 48. In the event of premature termination of the Rector's term of office, pending the election and appointment of a new Rector, the following procedure shall be followed: a) if the Rector is unable to perform his/her duties for more than one month, the Senate shall appoint one of the Vice-Rectors as interim Rector for a period not exceeding 3 months; b) in other situations, the Senate shall be obliged to organize elections for this office in accordance with the provisions of the law and of these Regulations; c) if the Rector is dismissed by the competent Minister, on the basis of the proposal of the Academic ethics and Management Council, in consultation with the University Senate, within a maximum of 5 working days from the date of dismissal, the Senate shall appoint one of the Vice-rectors to represent WUT and to be the authorizing officer until the confirmation of a new Rector. Within 3 months of the Rector's removal from office, the Senate shall finalize the appointment of a new Rector, subject to the provisions of these Bylaws, and send the proposal for confirmation to the Ministry.

Chapter 3. WUT Electoral Bureau and Faculty Electoral Committees

Article 49. (1) In order to conduct the elections at the University level, the WUT Election Bureau, two WUT Election Commissions at the WUT level and one Election Commission for each Faculty shall be appointed as provided in Article 4 of this Regulation.

(2) The WUT Electoral Board and the electoral commissions shall not include candidates for any office or representative mandate on the council of a department, doctoral school or faculty, senate or doctoral studies council, nor shall they include any teaching or research staff currently holding any paid management position.

(3) The WUT Electoral Board and the electoral commissions shall conduct their business in the presence of at least two-thirds of their members and shall pass resolutions by a majority of the members present.

Article 50. (1) The Election Bureau of WUT is composed of 13 full members and 7 alternate members. The full members shall be: a) 11 teachers representing each faculty, proposed by the council of each faculty; b) 1 trade union representative proposed by the WUT union's governing structure; 1 student representative proposed by OSUT. The WUT Senate will propose the 7 alternate members: 5 teachers, 1 union representative and 1 student.

(2) The two electoral commissions at the WUT level are each composed of: a) 1 teacher proposed by the council of each faculty / DPPD, b) 1 trade union representative proposed by the WUT union's leadership structure; c) 1 student representative proposed by OSUT. Each electoral commission will have 7 alternate members proposed by the WUT Senate: 5 teachers, 1 trade union representative and 1 student.

(3) Within 48 hours of the appointment, the WUT Electoral Bureau shall elect, from among the teachers, a director and a deputy director. The President of the WUT Senate convenes the first meeting of the WUT Electoral Bureau.

(4) The Director shall be responsible for the coordination and smooth running of the work of the WUT Elections Office.

(5) The Electoral Bureau of WUT has the following tasks: a) to draw up the electoral lists containing the electors for each office and leadership structure; b) to publish the electoral lists on the website www.WUT.ro at the WUT Elections Section at least one week before the date of each stage of the elections; c) receives and resolves appeals against the electoral lists no later than 3 days before the date of each stage of the elections and resolves them within 24 hours; d) publishes the final electoral lists on the website www.WUT.ro at the WUT Elections Section no later than 48 hours before the date of the elections; after this time, no changes to the electoral lists are possible;

e) draw up the standardized form of the minutes of the vote count to be used by all electoral commissions at all stages of the election process; f) centralize the minutes of the elections drawn up by all electoral commissions; g) on the basis of these minutes, draw up and submit for validation to the Senate in office the minutes of the results of each of the two stages of the elections and the following lists of the results of the elections: the list containing the names of the department directors; the list containing the nominal composition of the councils of the departments, doctoral schools and faculties; the list containing the nominal composition of the councils of the departments, doctoral schools and faculties; the list containing the nominal composition of the university senate; the list containing the name of the Rector-elect; h) centralizes

the election results (lists with the number of participants and the number of votes obtained by each candidate; i) announces the election results by publishing all the lists under g) on the website www.WUT.ro, Section WUT Elections.

(6) At the WUT level, a contestation commission will be constituted, composed of 5 full members, of which 3 teachers appointed by the WUT Senate, 1 teacher representing the union and 1 student representative, and 2 substitute members appointed by the senate. This committee, approved by the senate, receives, analyzes and settles all appeals concerning the conduct of the elections. Complaints concerning violations of the provisions of the WUT Code of Academic Ethics and Deontology shall be referred to the WUT Ethics Committee for resolution.

(7) All minutes of the WUT Electoral Bureau shall be signed by all members of the WUT Electoral Bureau. Minutes of Election Commissions shall be signed by all members of each commission. The communications of the WUT Electoral Bureau shall be signed by its President.

Article 51. (1) The electoral commissions of the faculties shall be composed of 5 full members and 2 alternate members, as follows: a) 3 teachers proposed by the faculty council;

b) a trade union representative proposed by the leadership structure of the WUT trade union; a faculty student representative proposed by the faculty student advisors. The alternate members shall be proposed by the faculty council and shall be 1 teaching staff member and 1 representative of the faculty students.

(2) Within 48 hours of their appointment, the members of each faculty election committee shall appoint a director and an alternate from among the faculty members. The dean of each faculty shall convene the first meeting of the faculty election committee.

(3) The director of each electoral commission shall be responsible for the coordination and smooth running of the work of the respective commission and shall submit the minutes of the elections signed by all members of the commission to the Director of the WUT Electoral Bureau.

Article 52. On election day, the Faculty Election Commissions and WUT Electoral Commissions function as polling station offices and have the following duties: a) identify the voter on the basis of a valid identity document (identity card, ID card, passport); b) affix the WUT Elections stamp on the ballot paper and hand it to the voter in the voter's presence; c) ask the voter to sign for receipt of the ballot paper; d) cancel unused ballot papers at the end of the voting process; e) record the following data in the election minutes: the number of ballots received, the number of used ballots and the number of spoiled ballots; f) open the ballot box and draw the ballots; g) number all ballots in the order in which they were drawn from the ballot box; h) count the votes cast by hand; i) compare the results of the count. If the tally is not verified, the members of the election commission, functioning as the polling station office, may have separate opinions which shall be recorded in the minutes. j) shall record in the minutes the number of spoiled ballots among the votes cast; k) shall draw up the minutes of the elections, according to the standardized format received, containing the results of the elections: the list of department directors; the list of members of the Doctoral School Council in descending order of the number of votes obtained; the list of candidates for the office of department director who were not elected in descending order of the number of votes obtained; the list of candidates who are not elected to the Department Council in descending order of the number of votes obtained.

Article 53. The annulment of a ballot shall occur in the following situations: a) absence of the WUT Elections stamp; b) failure to express any choice; c) application of the "voted" stamp to more candidates than the number of seats assigned to a structure or management position.

Article 54. The voter has the following obligations: a) to verify the correct registration of his/her own data on the electoral lists; b) to check the ballot papers for their conformity with the model published on the website www.WUT.ro in the WUT Elections Section; c) to verify the application of the WUT Elections stamp when the ballot papers are handed over by the members of the polling station office; d) not to insert more than one ballot paper in a ballot box.

Chapter 4. Final provisions

Article 55. (1) The general assemblies organized at the level of Departments, Faculties, OIDUS -WUT and the University shall be chaired by the oldest member present at the general assembly, if he/she is not standing for election.

(2) The minutes of each of the general assemblies devoted to the discussion of the candidates' wishes shall be drawn up by the chief secretary of the faculty, the secretary of OIDUS -WUT and the chief secretary of WUT (ANNEX 8) respectively and shall be submitted within 24 hours to the WUT Electoral Bureau.

Article 56. The electoral process may be attended by observers from inside or outside WUT, provided they obtain accreditation from the WUT Electoral Bureau, as well as the respect of the delimited space reserved for the electoral bureau and the electoral commissions of the polling stations.

Article 57. Attempted electoral fraud and electoral fraud shall be reported to the prosecution.

Article 58. The Senate in office validates the election results and publishes them on the website www.WUT.ro under the WUT Elections Section, with the signature of the President of the WUT Electoral Bureau.

Article 59. The outgoing WUT Senate shall present a Report on its activities at its last meeting.

Article 60. (1) The application file for the position of President of the WUT Senate shall include: the letter of motivation for candidacy and the other two components of the application file for the WUT Senate (curriculum vitae and the affidavit that he/she was not a former security worker or collaborator)

(2) Candidates for the position of President of the WUT Senate may be any of the university professors elected in the new WUT Senate, with wide research and/or academic recognition in the country and/or abroad, as well as proven leadership skills in WUT.

(3) Application files for the position of President of the WUT Senate shall be submitted to the WUT Registrar's Office until the day before the first meeting of the new WUT Senate is organized.

(4) The President of the WUT Senate shall be elected by secret ballot by the members of the new WUT Senate, a simple majority being required (the number of "in favor" votes must be at least 50% plus one of the number of Senators participating in the vote, if this number represents at least two thirds of the total number of elected members of the Senate).

Article 61. The first meeting of the new Senate, for the purpose of electing the President of the Senate, shall be chaired by the senior dean of the elected Senators, if he/she is not running for the office of President.

Article 62. These Regulations shall be adopted by resolution of the Senate of the West University of Timisoara and shall constitute an annex to the WUT Charter.

Article 63. The Regulations shall enter into force on the date of their adoption by resolution of the Senate of the West University of Timișoara and shall be published on the website www.WUT.ro in the Section WUT Elections.

Adopted by resolution of the Senate of the West University of Timișoara on