

**ROMANIA**

**MINISTRY OF NATIONAL EDUCATION**

**“VASILE GOLDIȘ” WESTERN UNIVERSITY of ARAD**

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e-mail: rectorat@uvvg.ro, web: [www.uvvg.ro](http://www.uvvg.ro)

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**DECISION**

**No. 92/05.06.2013**

**For the approval of the completion of the Methodology for the maintenance of tenure in education and/or research of teachers and researchers**

**The Senate of "Vasile Goldiș" Western University of Arad, meeting on 05.06.2013, having regard to:**

- The provisions of Law no. 240/2002 on the establishment of the "Vasile Goldiș" Western University of Arad;
- The provisions of Law no. 1/2011, the National Education Law, with subsequent amendments and additions;
- The provisions of Law no. 288/2004, on the organization of university studies;
- Provisions of Law no. 87/2006 for the approval of Emergency Ordinance no. 75/2005, on ensuring the quality of education;
- The provisions of GD no. 707 of 18 July 2012 for the approval of the nomenclature of fields and specializations/programs of university studies, of the structures of higher education institutions, of the fields and programs of university studies accredited or authorized to operate provisionally, of the geographic locations, of the number of transferable study credits for each program of university studies, form of teaching and language of instruction, as well as of the maximum number of students who can be enrolled in the academic year 2012-2013;
- The provisions of GD no. 681 of 29 June 2011 on the approval of the Code of Doctoral Studies;
- The provisions of GD no. 1418/2006, for the approval of the external evaluation methodology, standards, reference standards and the list of performance indicators of the Romanian Agency for Quality Assurance in Higher Education;
- The provisions of GEO no. 92 of 18 December 2012 concerning the taking of measures in the field of education and research, as well as the payment of amounts provided for in court decisions that became enforceable between 1 January and 31 December 2013;
- The provisions of the Methodology for the maintenance of UVVG's tenure in teaching and/or research;

- The provisions of the University Charter of the "Vasile Goldiș" Western University of Arad;
- The opinion of the Board of Directors.

**By virtue of its competences**

**DECIDES:**

**Art.1.** The Methodology for maintaining the tenure in teaching and/or research of teaching and research staff, in accordance with the provisions of art. 289, paragraph (7) of the National Education Law no. 1/2011, as amended and supplemented by GEO no. 92/2012, is hereby approved, as annexed as an integral part of this decision.

**Art.2.** The provisions of this decision will be carried out by the Vice-Rector for Bachelor, Master, Quality Assurance and Student Affairs, Prof. Cristian Haiduc, the General Administrative Director Isabela Alic and the deans of the faculties.

**Art.3.** This decision is communicated through the Secretary of the University Senate:

- Mr. Prorector, Prof. Univ. Dr. Cristian Haiduc;
- The faculties/branches/centers;
- The specialized services of the UVVG;

**The President of the University Senate,**

**Prof. Aristide Sorin BAȘCHIR, PhD.**

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Legal Visa

(signature illegible)

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**METHODOLOGY**  
**ON MAINTAINING TENURE IN TEACHING AND/OR RESEARCH**  
**OF TEACHERS OR RESEARCHERS**

**CHAPTER I**

**GENERAL PRINCIPLES**

**Art. 1.** The present Methodology for the maintenance of tenure in teaching and/or research is drawn up in accordance with the provisions of:

- a. National Education Law no. 1/2011, as amended and supplemented;
- b. Charter of the "Vasile Goldiș" Western University of Arad;
- c. Government Emergency Ordinance no. 21 of 30 May 2012 on the modification and completion of the National Education Law no. 1/2011;
- d. Government Emergency Ordinance no. 92 of 18 December 2012 on taking certain measures in the field of education and research, as well as regarding the payment of amounts provided for in court decisions that became enforceable between 1 January and 31 December 2013.

**Art. 2.** The maintenance of tenure in teaching and/or research may be granted to the teaching and research staff of the "Vasile Goldiș" Western University of Arad, upon reaching retirement age, in accordance with the provisions of art. 289 para. (6) of the National Education Law no. 1/2011, amended and supplemented by GEO no. 21 of 30 May 2012 and the present Methodology.

**Art. 3.** The maintenance of tenure in teaching and/or research may be carried out according to the need of tenured teaching or research staff, based on the annual evaluation of the academic performance of the teaching and/or research staff, and in relation to the budget approved by the Board of Directors of the "Vasile Goldiș" Western University of Arad, the strategic development plan of the University and the existing financial resources.

**Art.4.** The maintenance of the tenure of a teaching or research staff member on a teaching or research post can be granted only if he/she fulfills the condition that he/she must have a specialization (attested by diplomas and/or scientific performance), in accordance with the structure of the disciplines of the post he/she occupies as a tenured or tenure-track research staff member.

## **CHAPTER II**

### **CONDITIONS FOR MAINTAINING THE STATUS OF TENURE**

**Art. 5.** The maintenance of tenure in teaching and/or research may be granted only to teaching and research staff tenured at the "Vasile Goldiș" Western University of Arad, who meet the specific conditions of this methodology at the date of retirement.

**Art. 6.** In order to maintain the status of tenured professor and/or researcher, the teaching or research staff must demonstrate an outstanding scientific activity, materialized in reference works, published in specialized journals and publishing houses of national and international reputation, and in scientific research based on grants/research projects obtained.

**Art. 7.** The maintenance of tenure in teaching and/or research of teaching or research staff shall be carried out only on the recommendation of the department or research unit to which they belong, showing that the rules cannot be covered by tenure, with the opinion of the faculty/scientific council, the assent of the Administrative Council and the approval of the University Senate.

**Art. 8.** For the approval of the maintenance of tenure in teaching and/or research, each applicant teaching or research staff must meet the following conditions:

- a) Hold the scientific title of doctor;
- b) He/she has obtained at least a good grade in the last annual evaluation;
- c) Has published in the last 5 years at least one volume in an established publishing house;

- d) Has published in the last 3 years at least one basic course, published by the "Vasile Goldiș" University of Arad or other recognized publishing houses;
- e) Has published at least 3 articles in nationally or internationally recognized specialized journals;
- f) Has carried out a research norm in the last 3 years of activity, according to the regulations of the "Vasile Goldiș" Western University of Arad.

### **CHAPTER III.**

#### **PROCEDURE FOR MAINTAINING THE TITLE OF TENURE**

**Art. 9.** The file for the maintenance of the tenure in teaching and/or research will necessarily include:

- a) Application addressed to the University Senate by the teaching staff;
- b) Curriculum vitae;
- c) List of works with exclusive references to the last 5 calendar years;
- d) Annual evaluation sheet;
- e) Proof of the fulfillment of the research norm in the last 3 years;
- f) Medical certificate and psychological opinion.

**Art. 10.** (1) The file will be prepared and submitted by the applicant teaching or research staff, to the secretariat of the faculty or research unit to which it belongs, to be submitted to the department for analysis in the Department Council and then, if it meets the conditions will be presented and submitted to the Faculty Council for approval.

(2) The file will be completed by the deanate with an extract from the minutes of the departmental meeting recommending the maintenance of tenure, based on the verification of the fulfillment of the conditions for granting and the decision of the Faculty Council on the endorsement of the application for the maintenance of tenure.

(3) The Dean of the Faculty shall submit the complete file to the Pro-Rector of the University and to the President of the Senate for analysis and presentation to the Board of Directors in order to obtain its approval and subsequently to the Senate for approval.

**Art. 11.** The maintenance of the tenure of a teaching or research staff, tenured in a teaching or research position, is approved only once a year, in the Senate, during the period of the preparation of the departments' staff lists for the following academic year but not later than the beginning of the academic year.

**Art. 12** (1) The duration for which the tenure is granted to the teaching or research staff concerned depends mainly on the financial support capacity of the post, as well as on the actual teaching and research needs of the faculties and departments.

(2) The duration may not exceed one academic year, but may be repeated annually, under the conditions laid down in this methodology.

**Art. 13.** The maintenance of tenure in teaching and/or research may be granted automatically, with the consent of the person concerned, for one year each, to full members and corresponding members of the Romanian Academy, Academies of Scientists or branch Academies established by law, who have reached the legal retirement age.

## **CHAPTER V.**

### **FINAL PROVISIONS**

**Art. 14.** (1) The teaching and research staff may carry out activities in other higher education institutions only with the approval of the Senate.

(2) The performance of teaching activities without the approval of the Senate constitutes a serious disciplinary offence and shall be sanctioned according to the National Education Law no. 1/2011, the University Charter, the Internal Regulations and the contractual clauses between "Vasile Goldiș" Western University and the employee.

**Art. 15.** Persons who have been deprived of this right by a court decision, who have suffered a criminal conviction for acts incompatible with the teaching and scientific research activity, who have undermined the authority of the University management, as well as persons whose employment contract has been terminated for reasons attributable to them, may not be maintained in teaching or research positions as tenured employees.

**Art. 16.** Persons who carry out activities incompatible with the dignity of university teaching staff may not be maintained in teaching or research posts as tenured staff. The

activities incompatible with the dignity of the teaching function are established in the University Charter and in the Code of Ethics and Professional Deontology.

**Art. 17.** Persons who have been sanctioned by the University Ethics Committee or the Research Ethics Committee of the University may not be maintained in teaching or research positions as tenured professors.

**Art.18.** The teaching staff who had the quality of tenure may be recognized this quality, annually, by the University Senate, according to the provisions of this methodology, provided that they renounce their pension during the period in which they remain tenured.

**Art. 19.** (1) The obligations provided for in this methodology shall be fulfilled ex officio, in full and within the established deadlines.

(2) The execution of the duties provided for by this methodology shall be carried out by or under the guidance of the department directors, faculty councils, deans and the pro-rector of teaching.

**Art. 20.** (1) The obligation to apply the provisions of this methodology at the level of each faculty lies with the dean.

(2) The approval of the acts resulting from the application of the provisions of the present methodology shall be made by the decision of the Senate and the decision of the Rector.

**Art. 21.** This Methodology is complemented by the legislation in force.

**Art. 22.**(1) The present methodology was approved by the Administrative Council in its meeting of 04.08.2012 and approved by the University Senate in its meeting of 05.08.2012.

(2) On the date of entry into force, any contrary provisions contained in the internal acts of the "Vasile Goldiș" Western University of Arad are repealed.

(3) The present Methodology was modified in the meeting of the Administrative Council on 05.06.2013.

**RECTOR,**

Prof. Coralia Adina COTORACI

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