



UNIVERSITATEA DE ȘTIINȚE AGRICOLE ȘI MEDICINĂ VETERINARĂ CLUJ-NAPOCA

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## REGULATION/METHODOLOGY ON THE ORGANISATION AND CONDUCT OF THE EXAMINATION FOR PROMOTION TO THE ACADEMIC TEACHING CAREER IN HIGHER EDUCATION

### CHAPTER I - GENERAL PROVISIONS

**Art. 1.1** In the University of Agricultural Sciences and Veterinary Medicine Cluj-Napoca (USAMVCN) the promotion of the teaching staff to one of the teaching positions is done by examination, on a vacant position, in compliance with the legal provisions in force. The promotion examination exclusively ensures career development of the teaching staff in a higher education institution, by moving to a teaching position immediately superior, in compliance with the minimum standards necessary and mandatory for the conferral of teaching titles in higher education, established under Art. 207 of the Higher Education Law no. 199/2023 with subsequent amendments and additions, Emergency Ordinance no. 9/2018, on the amendment and completion of some normative acts in the field of education, GD 56/2024, on the Framework Methodology for the organization and conduct of the examination for promotion in the teaching career, for higher education, MEC Order 4621/2020 on the approval of the Regulation for the organization and functioning of the National Council for the Accreditation of University Degrees, Diplomas and Certificates, GD 1339/2023 on the approval of the examination Framework Methodology for filling teaching and research vacancies in higher education, with subsequent amendments and additions, Order of the Minister of National Education no. 6129/2016 with Annexes 1, 2, 3, 4, 12, 14, 18, 21, 28 and 29 on the approval of the minimum necessary and mandatory standards for the conferral of teaching titles in higher education and professional degrees in research and development, the quality of doctoral supervisor and the habilitation certificate, according to Art. 69 para. 2 of the Law on Higher Education No. 199/2023, Law 319/2003 on the Status of Research and Development Staff, the University Charter.

**Art.1.2** (1) The process of promotion in the teaching career ensures the career development of the teaching staff in a higher education institution, by moving to a higher teaching position.

(2) The promotion of tenured teaching staff to one of the teaching positions shall be done by examination, on a vacant position in compliance with the legal provisions in force.

In the career promotion policy of the teaching staff of the University of Agricultural Sciences and Veterinary Medicine Cluj-Napoca, the principle of sovereignty, competence and professional prestige shall be applied, based on the present regulation, without any discrimination related to gender, religion or belief, nationality, social or ethnic origin, economic status or disability.

**Art.1.3.** Vacancies for promotion in the teaching career shall be approved annually by the university's board of directors, on the proposal of the faculty councils.

(1) The present Methodology on the organisation and conduct of the examination for promotion in the teaching career, for higher education, provides for the minimum standards for filling teaching positions for the following teaching positions:

- a) university lecturer;
- b) university associate professor;
- c) university professor.

(2) Individuals who have been convicted of a crime with intent for which they have not been rehabilitated may not take part in the career promotion examination.

**Art.1.4.** Standards related to the functions referred to in Art. 1.3. para. (1) are minimum and mandatory requirements in the application for the promotion examination for the position and are hereinafter referred to as the University standards. They shall be established by the higher education institution through approval by the university senate. The university standards may not deviate from the approved national minimum standards laid down in Art. 156 para. (1) of LIS no. 199/2023 with subsequent amendments and additions and approved by Order of the Minister of Education - Order of the Minister of National Education and Scientific Research no. 6129/2016 on the approval of the minimum standards necessary and mandatory for the conferral of teaching titles in higher education, professional degrees in research and development, the quality of doctoral supervisor and the habilitation certificate, according to Art. 69 para. 2 of the Law on Higher Education No. 199/2023 with subsequent amendments and additions. The standards of the university are higher than or equal to the national minimum standards.

**Art.1.5.** The methodology is developed in compliance with the principles governing higher education provided for in Art. 4 of Law No. 199/2023, as amended, and the methodology on the organization and conduct of the examination for promotion in the teaching career for higher education.

**Art.1.6** (1) Notice of the examination shall be published at least two months before the date of the first examination. Registration for the examination shall begin on the day of the publication on the university website of the notice for the competition for the vacant position and shall end 15 calendar days before the first examination is held.

(2) Notices shall be published in a prominent place on the main page of the USAMVCN website and on a specialized website managed by the Ministry of Education.

(3) The USAMVCN website and the examination website will publish, within the period specified in para. (1), at least the following information:

- a) own methodology;
- b) the list of positions approved by the Board of directors for which the examination is to be held and the structure of these positions, as assumed by the Rector of the higher education institution;
- c) a description of each position for which a promotion examination is to be held;
- d) the duties/activities related to the vacant teaching position, including the teaching load and the types of activities included in the teaching position;
- e) the minimum salary for the position at the time of recruitment;
- f) the timetable for competition;
- g) the subject matter of the examination papers;
- h) description of the examination procedure;
- i) a complete list of the documents that the candidate must include in the examination file;

j) the address to which the examination file must be submitted.

**Art.1.7.** At least 10 calendar days before the first examination, the following will be published on the USAMVCN website and on a specialized website managed by the Ministry of Education, with due regard for the protection of personal data in accordance with Regulation No 679 of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation) with effect from 25.05.2018, for each candidate in the examination for promotion to the teaching position:

- (a) curriculum vitae;
- (b) the checklist for meeting the minimum standards for the position for which the promotion examination is to be held;
- c) a complete list of the candidate's publications.

**Art.1.8.** (1) The examinations are transparent according to the legal provisions in force.

(2) Candidates who meet the conditions for registration for the promotion examination, according to Art. 208, para. 4 of Law No. 199/2023, as amended and supplemented, and this methodology.

(3) According to the law, a tenured teacher who meets the following cumulative conditions may take part in the examination for promotion in the teaching career: (1) he/she has had the qualification "very good" in the last 3 years (at USAMVCN, the qualification very good will be considered the ranking among the first 10% of the teachers in each of the last 3 years, according to the Single Sheet A) in the faculty, (2) he/she has not had an unpaid disciplinary sanction according to the Law no. 199/2023 with subsequent amendments and additions, and (3) meets the standards for filling teaching positions, specific to the position, in accordance with art. 206 para. (2), (3) or (4), as the case may be, of the Law no. 199/2023 as amended and supplemented.

(4) At USAMVCN, the minimum criteria for holding a promotion exam are:

- a) The candidate ranks in the top 10% of teachers in the faculty, according to their self-evaluation scores over the last 3 years, Single Sheet A, after their last promotion or examination;
- b) The score on the university's minimum standards check sheet must be at least twice the minimum score;
- c) For promotion from assistant professor to lecturer, the candidate must meet double the University's minimum standards for lecturer.

**Art.1.9** (1) Persons shall be deemed to be involved in the examination procedure if they:

- a) commission;
- b) are members or alternate members of the competition commission;
- c) are involved in professional or administrative assessment decisions in the examination;
- d) are involved in the resolution of appeals.

(2) No person may be involved in the examination procedure who:

- a) has a spouse, relative or relative up to and including the third degree among the candidates;
- b) are employed in the same institution as a candidate in a management position and are hierarchically subordinate to the candidate
- c) are associated with a candidate in companies in which they each hold shares representing at least 10% of the capital of the company

**Art.1.10.** If, following the candidate's passing of the examination, one or more persons in the higher education institution are to be in a situation of incompatibility according to Art. 209, para. 1 of the Law No. 199/2023, as amended, the appointment to the position and the awarding of the university

degree by the higher education institution may take place only after the situation/situations of incompatibility have been resolved. The procedure for resolving the incompatibility situation shall be communicated to the Ministry of Education within two working days of the resolution.

## **CHAPTER II - THE examination FOR PROMOTION TO THE TEACHING PROFESSION FOR HIGHER EDUCATION**

**Art.2.1.** (1) USAMVCN may organize an examination for promotion in the teaching career only if the position is vacant.

(2) A position shall be deemed vacant if it is so provided in the annual list of positions or if it becomes vacant during the academic year.

**Art.2.2** (1) USAMVCN shall organize the promotion examination in the teaching career only after approval by the Board of Directors of the number of vacant positions and publication by the Board of Directors on its own website of the information on the organization of the examinations(s).

(2) Information on the organisation of the examination(s) for promotion in the teaching career shall be published on the university website within the first 30 calendar days after the beginning of each semester of the academic year.

(3) Within the period provided for in paragraph. (2) USAMVCN shall submit the following to the Ministry of Education in order to obtain approval for the organization and conduct of the examination:

a) own methodology;

b) the list of positions approved by the Board of Directors for which the examination is to be held and their structure, assumed by the Rector of USAMVCN;

c) the extract from the list of positions containing the positions proposed for career promotion examinations, signed by the rector, the dean and the department director or the head of the doctoral school;

d) a sworn statement by the rector of the higher education institution certifying that all teaching positions proposed for the promotion examinations have in their structure only subjects from the curricula of the legally established specialisations/ study programmes, including the form of education and the location.

(4) The examination procedure can only be started after receiving the opinion of the Ministry of Education.

(5) The proposal for the organisation of the examination for a vacant position shall be made by the director of the department, by means of a report approved by the department council and the faculty council.

(6) The list of vacancies proposed to be filled by promotional examination shall be endorsed by the Faculty Council and submitted by the Dean to the Board of Directors of the higher education institution for approval in accordance with Article 208, para. 1 of Law No. 199/2023, as amended.

(7) The Administrative Council of the University shall approve applications for the examination for promotion to the teaching career.

(8) Applications for the examination for promotion to the teaching profession shall specify the teaching position and the position for which the application is being made.

## **CHAPTER III - CONDITIONS FOR TAKING THE examination FOR PROMOTION TO THE TEACHING PROFESSION**

**Art.3.1.** In order to apply for the examination for promotion in the teaching career, for the positions of university lecturer, the following conditions must be met:

a) holding a doctoral degree;

- b) Minimum 3 years of teaching experience in higher education in USAMVCN; The candidate must rank among the top 10% of USAMVCN teachers, according to self-evaluation in the last 3 years, Single Sheet A after the last promotion or examination;
- c) meeting double the minimum university standards for the position of university lecturer specific to the teaching position of university lecturer, as laid down in RU 37;
- d) not have an unpaid disciplinary sanction under the terms of Law 199/2023, as amended.

**Art.3.2.** In order to apply for the examination for promotion in the teaching career, for the position of **associate professor**, the following cumulative conditions must be met:

- a) possession of a doctoral degree;
- b) a minimum of 6 years as a tenured teacher in higher education at USAMVCN; The candidate must meet the qualification very good, i.e. he/she ranks among the top 10% of teachers in USAMVCN, according to the self-evaluation in the last 3 years, Sheet A, after the last promotion or examination;
- c) the fulfilment of the minimum standards for the occupancy of teaching positions, specific to the teaching position of associate professor, as provided for by RU37;
- d) not have an unpaid disciplinary sanction under the terms of Law 199/2023, as amended and supplemented.

**Art.3.3.** In order to apply for the examination for promotion in the teaching career, for the position of **university professor**, the following cumulative conditions must be met:

- a) possession of a doctorate;
- b) possession of the certificate of habilitation;
- c) minimum of 9 years as a tenured teacher in higher education in USAMVCN; The candidate must meet the qualification very good, i.e. ranks among the top 10% of teachers in USAMVCN, according to self-evaluation in the last 3 years, Sheet A, after the last promotion or examination;
- d) the fulfilment of the minimum standards for the occupancy of teaching positions, specific to the teaching position of university professor, provided by RU37;
- d) not have an unpaid disciplinary sanction under the terms of Law 199/2023, as amended and supplemented.

## CHAPTER IV - REGISTRATION FOR THE PROMOTION EXAMINATION

**Art.4.1 (1)** In order to register for the promotion examination, the candidate shall submit a file containing the following documents:

- a) the application form for the examination, signed by the candidate, which includes an affidavit as to the veracity of the information given in the file;
- b) a proposal for the development of the candidate's academic career in terms of both teaching and scientific research activities; the proposal is written by the candidate and is a maximum of 10 pages long and is one of the main criteria for the selection of candidates;
- c) the candidate's curriculum vitae in printed and electronic format - Europass model;
- d) list of the candidate's work in printed and electronic format;
- e) the check sheet for meeting the university's standards for taking the examination, the standard format laid down in the university methodology. The verification sheet is completed and signed by the candidate;
- f) documents proving the doctoral degree: a copy of the original doctoral degree and, if the original doctoral degree is not recognised in Romania, the certificate of recognition;
- g) the abstract of the PhD thesis in Romanian and in an international language;
- h) the candidate's affidavit on his/her own responsibility indicating the situations of incompatibility provided for in Art. 209, para. 1 of Law No. 199/2023, as subsequently amended

- and supplemented, in which he/she would find himself/herself in the event of passing the examination or the absence of such incompatibility;
- i) a sworn statement by the candidate that he/she has not had an unpaid disciplinary sanction under the terms of Law No. 199/2023, as amended and supplemented, in the last 3 years;
  - j) proof from the Quality Assurance Department of having obtained a "very good" rating in the last 3 years - i.e. ranking among the top 10% of USAMVCN teaching staff, according to self-evaluation in the last 3 years, Sheet A, after the last promotion or examination;
  - k) copies of other diplomas attesting to the candidate's studies;
  - l) a copy of the identity card or, if the candidate does not have an identity card, of the passport or another identity document issued for a purpose equivalent to the identity card or passport;
  - m) if the candidate has changed his/her name, copies of documents proving the change of name;
  - n) a maximum of 10 publications, patents or other works in electronic format selected by the candidate and considered to be the most relevant to his/her professional achievements;
  - o) for candidates for the position of university lecturer/scientific researcher grade II, respectively university professor/scientific researcher grade I: 3 letters of recommendation from university personalities with a university degree at least equal to that of the position being competed for, in the respective field, from the country or from abroad (without employment contract with USAMV CN), of which at least 1 letter of recommendation from abroad;
  - p) criminal record certificate;
  - q) behavioural integrity certificate regulated by Law No 118/2019 on the National Automated Register of persons who have committed sexual offences, exploitation of persons or minors, as well as for the completion of Law No 76/2008 on the organisation and functioning of the National Judicial Genetic Data System, as amended;
  - r) medical certificate, issued on a specific form adopted by joint order of the Minister of Education and the Minister of Health;
  - s) the medical opinion for the exercise of the teaching profession, issued in accordance with the provisions of the joint order of the Minister for Education and the Minister for Health;
  - t) language proficiency certificate issued by the Department of Transversal Competencies of USAMVCN or other authorized institution for at least one European and international language (English) for all candidates, regardless of the position for which they are applying. The provision applies to all teaching and research positions and refers to a minimum B1 level of competence;
  - u) For teachers who have in their position structure classes taught in foreign languages (English, French), the minimum level of competence accepted is B2. Thus, the minimum B2 language certificate presented by the candidate must be one of the following: (i) international FCE, CAE, TOEFL, IELTS or ECL certificate (for English) or DELF/DALF or CTF certificate (for French); (ii) certificate issued by an EAQUALS accredited language centre (according to the list available at <https://www.eaquals.org/our-members/accredited-members>); (iii) certificate issued by a language centre in a faculty with an accredited specialised programme (English, French);
  - v) photocopy of the certificates of graduation of the Department of Teaching Education, level I and level II, accompanied by the transcripts/ diploma supplements. Graduates who have completed long or short term university studies with a bachelor's degree/graduation by 2005 are considered to have fulfilled the condition of level I and II psycho-pedagogical training, if they provide proof of having completed the subjects: school psychology, pedagogy, teaching methodology of the speciality and pedagogical practice in the speciality indicated in the bachelor's degree/graduation (Law no. 199/2023, art. 201, para. 8). Candidates who have not completed the psycho-pedagogical training programme shall submit an affidavit to complete the psycho-pedagogical training programme within 2 years of taking up the position;
  - w) photocopy of the certificate of qualification (for the position of university professor);
  - x) a sworn statement by the candidate indicating the situations of incompatibility provided for by Law no. 199/2023 in which he/she would find him/herself in the event of passing the examination or the absence of such situations of incompatibility;

y) a declaration on the candidate's own responsibility indicating the situations of incompatibility laid down by the concerning the persons involved in the examination procedure.

(2) A scanned electronic copy of the entire contents of the examination file shall be attached to the examination file for transmission to the selection board. The electronic support must also include:

- (i) Verification sheet (in Excel format, according to the CNATDCU minimum standards compliance form);
- (ii) Documents proving that the minimum standards have been met;
- (ii) Full list of ISI and BDI papers and articles (list of papers in word format and articles in pdf format);
- (iii) Curriculum vitae of the candidate.

**Art.4.2.** The candidate's curriculum vitae must include:

- a) information on studies and diplomas obtained;
- b) information on previous relevant work experience and jobs held;
- c) information on the R&D projects he/she has led as project leader and the grants obtained, if any, indicating for each source of funding, the volume of funding and the main publications or patents resulting;
- d) information about awards or other recognition of the candidate's scientific contributions.

**Art.4.3.** The complete list of the candidate's publication work will be structured as follows:

- a) a list of a maximum of 10 works considered by the candidate to be the most relevant to his/her professional achievements, which are included in electronic format in the file and which may also be included in the other categories of works provided for in this Article;
- b) thesis or doctoral theses;
- c) patents and other industrial property rights;
- d) books and chapters in books;
- e) articles/studies in extenso, published in journals in the international scientific stream;
- f) publications in extenso, published in proceedings of international specialised conferences;
- g) other scientific papers and contributions.

**Art.4.4.** (1) Candidates for the position of **associate professor** must include in the examination file at least 3 letters of recommendation from university personalities with a university degree at least equal to that of the position in examination, in the respective field, from the country or from abroad (without employment contract with USAMV CN), of which at least 1 letter of recommendation from abroad.

(2) Candidates for the position of **university professor** must include in the examination file at least 3 letters of recommendation from university personalities with a university degree at least equal to that of the position in the examination, in the respective field, from the country or from abroad (without employment contract with USAMV CN), of which at least 1 letter of recommendation from abroad.

**Art.4.5.** The examination file shall be prepared by the candidate and submitted to the USAMVCN, at the Rector's office, with confirmation of receipt. The examination file is sent to the members of the examination commission after the deadline for submitting the files has expired, but no later than 5 working days before the first examination round.

**Art.4.6.** (1) In order to obtain the opinion of the legal department of USAMVCN, each file must contain the resolution on the verification of the information in the verification sheet provided for in Art.4.1. letter a. This resolution is established by the *Commission for the verification of the fulfilment of the minimum standards* appointed by decision of the Rector at the proposal of the Board of Directors for each examination session. (RU 37)

(2) The fulfilment by a candidate of the legal conditions for taking the examination shall be certified by the opinion of the legal department of the higher education institution, based on the resolution in paragraph. (1) and the documents referred to in Art. 4.1.

(3) The opinion of the legal department, accompanied by the resolution of the commission verifying the fulfilment of the minimum standards, shall be communicated to the candidate and published on the examination website within 48 hours of its issuance, but at least 5 working days before the first test of the examination.

(4) The same data shall be uploaded by the higher education institution to the examination webpage administered by the Ministry of Education.

**Art.4.7.** Candidates who meet the legal requirements for taking the examination will be notified of the date, time and place of the examination.

## **CHAPTER V - EXAMINATION COMMISSIONS**

**Art.5.1.** (1) The examination board shall evaluate the candidate in the light of the following aspects:

- a) the relevance and impact of the applicant's scientific results;
- b) the candidate's ability to mentor students or young researchers;
- c) the candidate's teaching skills;
- d) the candidate's ability to transfer his/her knowledge and results to the economic or social environment or to popularise his/her own scientific results;
- e) the candidate's ability to work in a team and the effectiveness of his/her scientific collaborations, depending on the specificities of the candidate's field;
- f) the candidate's ability to conduct research and development projects;
- g) the candidate's professional experience in institutions other than the exam organising institution.

(2) The examination commission is required to ascertain that the candidate meets the standards required by Art. 3.1. or Art. 3.2. or Art. 3.3.

**Art.5.2.** The candidate's professional competences shall be assessed by the examination board on the basis of the examination file and, additionally, through one or more tests, according to its own methodology. USAMVCN will announce on the examination website the date, time and place of the examination tests.

**Art.5.3.** (1) The composition of the examination board shall be determined once the information on the organisation of the examination has been published on its website.

(2) The examination commission is composed of 5 members - 3 from outside the USAMVCN and 2 from within the USAMVCN, including its President, specialists in the field of the subjects of the position for which the promotion examination is being organized or in related fields.

(3) The composition of the examination board includes 3 alternate members - 2 from outside USAMVCN and 1 from USAMVCN. If a member is unable to participate in the meeting of the commission, that member shall be replaced by an alternate member appointed according to the same procedure as the commission members.

(4) The Board of the department in which the position is located shall make proposals for the nominal composition of the examination board.

(5) The composition of the examination board on the basis of the proposals referred to in paragraph 1 shall be as follows. (3) shall be submitted by the Dean of the Faculty to the Faculty Council for approval.

(6) The nominal composition of the examination commission accompanied by the opinion of the faculty board is submitted to the Board of Directors for validation and then to the University Senate for approval.



(7) Following approval by the University Senate, the examination board is appointed by decision of the Rector.

(8) Within two working days after the decision of the Rector, the nominal composition of the examination board shall be published on the examination website.

**Art.5.4.** (1) The examination Board shall consist of 5 members, including its chairman, specialists in the field of the position or in related fields.

(2) If, for objective reasons, a member is unable to participate in the meeting of the commission, that member shall be replaced by an alternate member appointed according to the same procedure as the members of the commission.

(3) Decisions of the examination commission shall be made by secret ballot of the members. A decision of the commission is valid if it has received the vote of at least three members of the commission.

(4) The work of the commission shall be conducted by the chairman of the commission.

(5) Members of the commission may be from inside or outside the higher education institution, from home or abroad.

(6) For a position of associate professor, university professor, at least 3 members of the commission must be from outside the institution organising the examination, from the country or from abroad.

(7) The members of the examination commission must have a higher teaching qualification or at least equal to that of the position to be promoted, and the members from abroad must meet the university standards corresponding to the position to be promoted.

(8) For the sole purpose of participation in the examination commission, the equivalence of the teaching titles of the members from abroad with the teaching titles in the country shall be made by decision of the university senate on the nominal composition of the commission.

(9) The chairperson of the examination commission may be one of the following persons, in accordance with its methodology:

a) the director of the department;

b) the dean or vice-dean of the faculty in which the position is located;

c) a tenured professor in the university, a specialist in the field of the position or in a related field, delegated for this purpose by vote of the department council or faculty council, respectively, which organises the examination.

**Art.5.5.** (1) The provisions concerning the composition of the examination commission shall also apply to the appointment of the appeals commission.

(2) Members of the examination commission may not be members of the board of appeal.

(3) Following approval by the University Senate, the composition of the Appeals commission shall be appointed by decision of the Rector.

(4) Departments shall propose at least one Appeals Board for each examination session.

## **CHAPTER VI -Examination**

**Art.6.1.** (1) The examination shall be conducted in such a way that all examination tests are taken within 45 days of the end of the registration period.

(2) The examination consists of the evaluation of teaching qualities and scientific work.

(3) The chairman of the commission shall draw up a report on the examination papers based on the assessment reports drawn up by each member of the examination commission.

(4) The report on the examination papers shall be approved by decision of the examination commission and shall be signed by each of the board members and by the chairman of the board.

(5) The report of the examination commission, after validation by the faculty council, is submitted by the dean of the faculty to the university senate for approval.

(6) The University Senate reviews compliance with the procedures established by university methodology and approves or disapproves the report on the conduct of the examination. The results of the examination, after approval by the Senate, are presented by the Dean to the Faculty Council.

**Art.6.2** (1) The result of the commission shall be published on the examination website within two working days after the end of the examination, respectively after the deadline for solving and answering the appeals, as the case may be.

(2) After the approval of the examination result by the University Senate, the list of successful candidates is published on the examination website.

**Art.6.3.** The appointment to the position and the granting of the corresponding academic title by the university, following the approval of the result of the examination by the university senate, shall be made by decision of the rector, starting from the first day of the following semester.

**Art.6.4** Each higher education institution shall draw up an annual report on the organisation, conduct and completion of the examinations for promotion to the teaching profession by 1 September each year. The report shall be sent for notification to the Ministry of National Education.

**Art.6.5.** For all permanent/permanent positions, the first examination test is a mandatory public lecture of at least 45 minutes in which the candidate presents his/her most significant professional achievements and academic career development plan. This part must also include a session of questions from the commission and the public. The University will announce on the examination website the date, time and place of this test at least 5 working days before the test. The test will be marked out of 10 by averaging the marks awarded by the members of the selection board.

**Art.6.6.** For the positions of **Lecturer and Research Scientist Grade III - competitive examinations:**

a) Paper 1: a public lecture of at least 45 minutes in which the candidate presents his/her most significant professional achievements and academic career development plan.

b) Test 2: is a 50-minute public presentation of a lecture on a subject announced 72 hours in advance, based on the subject of the examination. The test will be marked out of 10 by averaging the marks awarded by the members of the selection board.

c) Test 3: a practical test, specific to the position - case study, practical work with students, analysis, etc. The subjects of the practical work with students/for students, with a predetermined theme, are announced by the chair of the commission 24 hours before the start of the examination (by e-mail or by positioning on the notice board of the faculty/institute). Case studies, analyses and other subjects in the veterinary field are chosen before the start of the examination. The examination is marked with a mark between 1 and 10, obtained by averaging the marks awarded by the members of the selection board.

**Art.6.7.** (1) For the positions of **associate professor and university professor and scientific researcher grade II and I - competitive examinations:**

a) Paper 1: a public lecture of at least 45 minutes in which the candidate presents his/her most significant professional achievements and academic career development plan.

b) Test 2: a 50-minute public presentation of a lecture on a subject announced 72 hours in advance, based on the subject of the examination. The test will be marked out of 10 by averaging the marks awarded by the members of the selection board.

(2) for examinations for positions containing teaching activities in foreign language courses, this part will be held in the foreign language concerned. The test will be marked out of 10 by averaging the marks awarded by the members of the selection board.

## CHAPTER VII - APPEALS

**Art.7.1.** Appeals may be filed exclusively for non-compliance with legal procedures or those set out in the USAMVCN methodology. Appeals filed by persons other than candidates are submitted to the Senate for resolution.

**Art.7.2.** If a candidate has evidence that can demonstrate non-compliance with the examination procedure, the candidate may lodge an appeal within 3 working days of the notification of the result. The appeal shall be made in writing, registered at the registry of the higher education institution and decided by the Appeals Board within two working days of the end of the appeal period. The results of appeals shall be posted on the examination website.

**Art.7.3.** Failure to comply with the provisions of the methodology by the persons responsible for the procedure for organizing and conducting promotion examinations constitutes a disciplinary offence and shall be punished in accordance with the provisions of Article 177 of Law No. 199/2023, as amended and supplemented, depending on the nature of the offence.

**Art.7.4** The higher education institution may not determine by its own methodology or by other documents the equivalence of a candidate's fulfilment of the national minimum standards referred to in paragraph 7.3. (1) by standards, criteria or indicators other than those laid down in the national minimum standards, approved by Order of the Minister of National Education and Scientific Research No 6129/2016, according to Art. 69 para. 2 of the Law on Higher Education no. 199/2023, as amended.

This Regulation was approved in the meeting of the Board of Directors on 12.02.2024 and in the meeting of the USAMVCN Senate on 16.02.2024.



Legal Office,

Legal adviser Silvia Mihali

SENATE PRESIDENT,

Prof. Dr. Dan Cristian Vodnar

