

**CHAPTER I**  
**GENERAL PROVISIONS**

Art. 1.

(1) "Mihai Viteazul" National Intelligence Academy - within the structure of the Romanian Intelligence Service - is a military institution of higher education, with legal personality, part of the national higher education system, accredited under the law.

(2) "Mihai Viteazul" National Intelligence Academy is classified as a university of education and scientific research.

Art. 2. Mihai Viteazul" National Intelligence Academy organizes and carries out undergraduate, master's, doctoral and postgraduate study program, as well as continuing training programs, in accordance with the law.

Art. 3. On February 25<sup>th</sup> 1991, the Faculty of Psycho-Sociology, Intelligence field, was established within "Alexandru Ioan Cuza" Police Academy in Bucharest; this structure was subordinated to the Romanian Intelligence Service (GD no. 137/1991).

The awareness of the social utility of this initiative led to the establishment, in August 24<sup>th</sup> 1992, of an independent, military entity of higher education, specialized in the training of intelligence officers: The Superior Intelligence Institute (GD no. 427/1992).

After an experience of about three years, the new structure was reorganized and transformed on April 4<sup>th</sup> 1995, into the National Intelligence Institute (GD no. 206/1995), within which the Faculty of Psycho-Sociology and the Faculty of Communication Studies functioned.

On October 24<sup>th</sup> 2000, the National Intelligence Academy was established (GD no. 952/2000) in order to respond to an even greater extent to the requirements on the training of intelligence officers. Thus, the two faculties – in the effort to transform the intelligence activity into a profession – merged into the Faculty of Intelligence of the National Intelligence Academy.

The name of the institution was changed to "Mihai Viteazul" National Intelligence Academy on March 25<sup>th</sup> 2009, (GD no. 353/2009), and starting with 2010, the National Institute for Intelligence Studies has been operating, through the reorganization of the Centre for Scientific Research, with the aim of carrying out scientific research activities in the field of intelligence and security in order to support the educational process in the Academy. As of June 22<sup>nd</sup> 2015, at the level of the Academy, the Faculty of Intelligence Studies and the National Centre for Modelling and Simulation in Intelligence were established, while the Doctoral School and the National Intelligence College were reorganized as independent structures (H.G. 446/2015).

Art. 4. The identity of the institution is established by:

1. Name: "Mihai Viteazul" National Intelligence Academy;
2. Insignia and symbols: heraldic insignia and distinctive flag approved by order of the Director of the Romanian Intelligence Service;
3. Motto: 'EDUCATIO CUM INTELLIGENTIA';
4. Academy Day: October 24<sup>th</sup>, celebrated annually by organizing scientific, cultural and sports events;

5. Headquarters: Odăi Street, no. 20, district 1, Bucharest;
6. Website: www.animv.ro;
7. E-mail address: ani@sri.ro;
8. Telephone/fax number: 021 310 48 28;
9. Flag and indicative as a military institution.

Art. 5.

(1) "Mihai Viteazul" National Intelligence Academy operates on the basis of the Constitution, the national legal framework in force, the orders of the Minister in charge and of the Director of the Romanian Intelligence Service.

(2) Based on the provisions of this University Charter, the Senate of "Mihai Viteazul" National Intelligence Academy approves the organization and functioning of the structures of the Academy, the organization of the university study and scientific research programs, the organization and conduct of admission and graduation exams, the organization and conduct of contests for the occupation of teaching and scientific research positions, as well as the principles necessary to ensure the quality of teaching and scientific research activities.

(3) The budget of "Mihai Viteazul" National Intelligence Academy shall consist of resources allocated by the state and from other sources, in accordance to the law.

## **CHAPTER II**

### **MISSION**

Art. 6.

(1) The mission of the university is to generate and transfer knowledge through:

(a) the training and improvement of military and civilian officers and experts in the field of 'Military, intelligence and public order' science.

b) the organization and development of university scientific research activity in the field of 'Military, intelligence and public order' science.

c) the promotion of security culture in civil society through training and further training programs for specialists from the civilian environment, in the fields of 'Military, intelligence and public order' science and 'International relations and European studies'.

(2) The training of intelligence officers in a proper education system requires the adoption of an integrated training strategy, which includes two essential areas, namely academic training - which ensures a high level of culture and the ability to think in order to gain a better understanding of the world and of the contemporary society - and (intelligence) training, which is permanently linked to the specifics of the profession.

(3) Education and scientific research in the university are based on the following principles:

1. the principle of university autonomy;
2. the principle of academic freedom;
3. the principle of public responsibility;
4. the principle of quality assurance;
5. the principle of equity;
6. the principle of managerial and financial efficiency;
7. the principle of transparency;
8. the principle of respect for the rights and freedoms of students and academic staff;
9. the principle of independence from ideologies, religions and political doctrines;
10. the principle of freedom of national and international mobility of students, staff and researchers;
11. the principle of consulting beneficiaries in decision-making;
12. the principle of student-centred education.

(4) The mission of the Academy shall be achieved through the following objectives:

- a) preparing students to occupy the first position in the structures of the system of defence, public order and national security (SDPONS);
- b) improving the training of personnel selected from the structures of SDPONS for management and expert positions in the field of intelligence and national security;
- (c) improving the training of students and trainees in order to occupy certain expert positions both in SDPONS and the civil environment;
- d) conceptual development of security and intelligence studies with the aim of shaping the identity of a Romanian school of thinking in this field;
- e) carrying out research activities in national and international partnerships with results for the benefit of educational activity;
- f) designing teaching logistics for own needs, as well as for other beneficiaries.

### CHAPTER III

#### ORGANISATION OF EDUCATION AND SCIENTIFIC RESEARCH ACTIVITY

##### Art. 7.

(1) In order to fulfil the mission and the established objectives, "Mihai Viteazul" National Intelligence Academy has in its organizational chart and may found faculties, departments, institutes, centres or any other educational or scientific research structures which serve the specific activities of the institution. The Academy has in its composition logistics structures for education and scientific research, as well as specialized structures for technical-administrative services.

(2) The fulfilment of the Academy's mission and the achievement of the established objectives shall be achieved through educational, scientific and specialized research structures as follows:

- a) Faculty of Intelligence;
- b) Faculty of Intelligence Studies;
- c) Doctoral School;
- d) National Institute for Intelligence Studies;
- e) National Centre for Modelling and Simulation in Intelligence;
- f) National Intelligence College.

##### Art. 8

(1) The faculty is the functional unit that develops and manages study programs in the fields in which they are accredited.

(2) The faculty is established, organised or officially terminated on the proposal and with the approval of the Academy Senate, in accordance with the training needs of the Romanian Intelligence Service, through Government decision on the structure of higher education institutions, initiated annually by the Ministry of Education.

(3) The faculty may include one or more departments responsible for organizing of study programs by types and cycles of university studies.

##### Art. 9.

(1) The department is the functional academic unit that ensures the knowledge process in one or more specialised fields.

(2) The department is established, organised, dismantled, merged or officially closed by decision of the Academy Senate, on the proposal of the Council of the Faculty in which it operates, with the approval of the Board of Trustees.

(3) The establishment, organisation or official closure of research centres or laboratories within the departments shall be carried out by decision of the Academy Senate, on the proposal of the Faculty Council in which the departments operate, with the approval of the Board of Trustees.

(4) The initiative to establish, organize, dismantle, merge and officially close the departments, centres or laboratories may belong to at least one third of the members, teaching staff, of the Faculty Council or, as the case may be, to the Faculty Dean.

(5) The department may include research centres or laboratories.

(6) The department may organise teaching commissions, which gather teachers specialized in the same or related field. The specialized field is the area of disciplines falling within the professional competence of a professor.

Art. 10.

(1) The Doctoral School is organised and functions as a structure equal in rank to the department, with doctoral supervisors who have acquired this right according to the law and who have an employment contract with IOSUD - "Mihai Viteazul" National Intelligence Academy.

(2) The Doctoral School organizes and carries out scientific doctoral university study programs, postdoctoral research programs, research master's university study programs, and may organize research centres or laboratories.

(3) A new Doctoral School may be established at the initiative of the commandant (rector), with the approval of the Academy Senate and with the approval of the Council for Doctoral Studies, only if it comprises at least three doctoral supervisors, two of whom are tenured academic staff of the Academy.

Art. 11.

(1) The National Institute for Intelligence Studies and the National Centre for Modelling and Simulation in Intelligence are organisational research structures of "Mihai Viteazul" National Intelligence Academy that carry out scientific research.

(2) Research units may be institutes and centres or laboratories organised at the level of departments, at the initiative of one third of the members, academic staff, of the Faculty Council or, as the case may be, of the Dean of the Faculty, with the approval of the Academy Senate and the approval of the Board of Trustees. They bring together teaching and research staff and students.

Art. 12. All measures for the establishment, organisation, division, merging or closing of structures of the University, approved by the Academy Senate, which involve changes in the human or financial resources, shall be implemented only with the approval of the Director of the Romanian Intelligence Service and shall be included in the staff establishment plan of the university.

## CHAPTER IV

### MANAGEMENT OF THE ACADEMY

#### Section 1

##### University management structures

Art. 13. The university management structures of "Mihai Viteazul" National Intelligence Academy are:

- a) Academy Senate;
- b) Board of Trustees;
- c) Faculty Council;
- d) Department Council;

##### **A. Academy Senate**

Art. 14.

(1) The Senate is the highest decision-making and deliberating body of "Mihai Viteazul" National Intelligence Academy and exercises the powers established by law.

(2) The University Senate is composed of 75% teaching and research staff and of 25% student representatives. The Academy Senate is composed of 11 members established by the universal, direct and secret vote of all the teaching and research staff, respectively all students. The quotas of representation are: Faculty of Intelligence Studies - 3 members (2 teachers and 1 instructor), Faculty of Intelligence - 3 members (2 teachers and 1 instructor), the National Institute for Intelligence Studies and the National Centre for Modelling and Simulation - 1 member, Doctoral School of Intelligence and National Security - 1 member; students - 3 members (1 representative from the Faculty of Intelligence Studies, 1 representative from the Faculty of Intelligence, 1 representative from the Doctoral School of Intelligence and National Security).

(3) The decisions of the Senate are final and binding for all executive and administrative bodies and for the entire university community. They can be amended, supplemented or cancelled only by the Senate.

Art. 15.

(1) The Senate of the Academy elects a President, the guarantor of respect for the University Charter, who chairs the meetings of the Senate and represents the Senate in its interactions with the Commandant (Rector) of the Academy.

(2) The President of the Senate is elected by the Senate, from among the Senate members, by direct and secret ballot, with a simple majority of its members.

(3) Members of the Senate may stand for election as President of the Senate, irrespective of teaching or research rank.

(4) The President of the Senate has the following attributions:

a) convenes the Senate in ordinary meetings;

b) convenes the Senate in extraordinary meetings at the request of the Rector or at least one third of the members of the Academy Senate;

c) approves the agenda of the Senate meeting;

d) chairs the meetings of the Senate;

e) signs the decisions of the Senate and meeting minutes;

f) coordinates the activities of the permanent, ad hoc and specialized commissions of the Senate;

g) coordinates the work of the Senate Secretariat;

h) confers the honorary titles granted by the Senate under the law and those provided in the University Charter;

i) signs the management contract with the Commandant (Rector) of the Academy;

j) represents the Senate in relation to similar structures of other higher education institutions in Romania and abroad.

(5) The Senate sets up specialized commissions to evaluate the work of the Academy's executive management and the Board of Trustees. The monitoring and control reports are periodically presented and discussed in the Senate and form the basis of its resolutions.

(6) At Senate level, permanent commissions are established - as working bodies of the Senate - to facilitate the adoption of decisions in the given field of competence.

Art. 16. The decisions of the Senate are adopted by a simple majority of the members present. The quorum is achieved by the attendance at the meeting of at least two thirds of the total number

of members of the Senate, but with the compulsory presence of at least one representative of students.

Art. 17.

- (1) The mandate of the Senate is 4 years. The mandate of a member of the Senate is 4 years.
- (2) If one or more members of the Senate cease to exercise their mandate(s), by-elections will be organized to appoint the person(s) holding a partial mandate until the next elections.
- (3) For students, the mandate is valid until the graduation of the study program, if this occurs before the organization of new elections for the constitution of the Senate. Vacancies left after graduation are filled through by-elections, organised and conducted by students.
- (4) When organizing new elections for the Senate constitution, the student representatives of the old Senate end their mandate and have the right to participate in the elections for the new Senate.

Art. 18. The University Senate, in accordance with the legal provisions, has the following duties:

**(1) Establishes:**

- (a) the amount of the tuition fee, for undergraduate and postgraduate studies, based on the methodology for setting tuition fees for studies and for other activities not included in the curricula;
- b) the minimum number of credits required to pass the academic year;
- c) the Selection and Recruitment Commission of the Commandant (Rector);
- d) The number of doctoral students who can be supervised simultaneously by a doctoral supervisor;
- e) The conditions under which the status of fee-paying student is changed;
- f) The number of positions for teaching and auxiliary research staff, depending on the budget and specificities of the institution, the faculty, the study program, the department or the doctoral school;
- g) The effective university load, differentiated according to the field, specialisation, the proportion of disciplines in the specialized training of the students and the size of the study groups;
- h) The duties of doctoral students supervised by the IOSUD or by a member institution of the IOSUD as research assistants or university assistants for a fixed period;
- i) Study groups and their size, in compliance with quality standards, in accordance with the program and the study cycle, proposed by ARACIS and approved by the Ministry of Education;

j) The periods of rest for each professor, during the university holidays, depending on the interest of education and of the person concerned;

k) The disciplinary sanctions, in accordance with the legislation in force, which apply to the teaching and research staff who have committed disciplinary offences;

(l) The number of offices for the election of representatives in the university management structures and in the management positions held through "Mihai Viteazul" National Intelligence Academy, at the proposal of the faculties.

**(2) Approves:**

(a) the Code of Ethics and University Deontology;

(b) the Quality Assurance Code;

(c) the regulations on the students' activity, the calendar of educational activities specific to academic study semesters, annually, at least 3 months before the beginning of the academic year;

d) the organization and functioning regulations for each organised university cycle, in accordance with general and specific national and international quality standards;

e) the methodology for the activities carried out by "Mihai Viteazul" National Intelligence Academy in the online system;

f) the regulations for the organisation and conduct of final exams, for each cycle of university studies organised, in compliance with the framework methodology approved by order of the Minister of Education;

g) the regulations for the organisation and implementation of postgraduate training and continuing professional development programs, in compliance with the framework methodology, approved by order of the Minister of Education;

h) the regulations for the election of student representatives in the management and administrative structures of "Mihai Viteazul" National Intelligence Academy;

i) the examination methodologies, ensuring quality assurance and compliance with the provisions of the Code of Ethics and University Deontology;

(j) the specific methodologies for the recognition and levelling of studies or study periods carried out in the country or abroad, based on European standards, of the European system for the accumulation and transfer of study credits, in compliance with the framework methodology established by order of the Minister of Education;

- k) the regulations on the organisation and implementation of postgraduate of training and professional development programs and postgraduate training programs;
- l) the contest methodology and contest results for hiring teaching and research staff;
- m) the methodology for the levelling of teaching degrees for associated teaching staff;
- n) the methodology for establishing the academic teaching and scientific research load;
- o) the contest methodology for the awarding of titles and the filling of teaching and research positions;
- p) the methodology for the evaluation of the results and performance of teaching and research activities of teaching and research staff;
- q) the methodology for admission to study programs, for each cycle and study program organised;
- r) the methodology for establishing fees for studies and other activities not included in the curricula;
- s) the granting of the sabbatical year, according to the law under the terms of art. 288 paragraph 5 Law no. 1/2011, for Professors and first-degree scientific researchers and for Associate Professors and second-degree scientific researchers, tenured or directors of grants, who, for 6 consecutive years, have carried out research grants in "Mihai Viteazul" National Intelligence Academy;
- t) the granting by "Mihai Viteazul" National Intelligence Academy, by contract, of the right of administration and use over assets, commercial companies or associations in which it has the status of partner or shareholder or foundations in which it is a founder, in compliance with the legal provisions and internal rules in force;
- u) the establishment of separate research units under the income and expenditure budget, with their own autonomy and statutes, for a fixed period and for the life of the projects, in compliance with the legal provisions and internal rules in force;
- v) the establishment, organization or closing of faculties, at the proposal of the Senate, by Government decision on the structure of higher education institutions, initiated annually by the Ministry of Education. With the consultation of the Senate, "Mihai Viteazul" National Intelligence Academy may establish and finance a study program or a faculty with those study programs that meet the stringent requirements of education and training in areas of national interest, in connection to the material competence of the Service or at the request of other institutions of defence, public order and national security, related to the competences in national security. The study programs thus proposed are subject to the legal regulations in force regarding quality assurance in higher education;

- w) the establishment of institutes, experimental stations, research-development centres or laboratories, in accordance with the law;
- x) the structure of the academic year;
- y) the study programs promoted within the field accredited or provisionally authorised for university master's studies. The Senate communicates them to the Ministry of Education by February 1<sup>st</sup> of each year;
- (z) the university degree programs, the curricula for each type of training, in accordance with the national qualifications framework;
- aa) the curriculum of a university study program, established so as to maximise the chances of obtaining the desired qualification;
- bb) the amounts of registration fees for the organisation and conduct of admission. Exemption from the payment of these fees or their reduction are provided by the Senate through its own admission methodologies;
- cc) the cancellation, at the Rector's proposal, of a certificate or degree when it is proved that it was obtained through fraudulent means or by violation of the provisions of the Code of Ethics and University Deontology;
- dd) the amount of fees for the issue of documents in which a number of transferable study credits are assigned to the subjects that a graduate followed for the equivalence, continuation or completion of studies and the recognition abroad of diplomas issued prior to the introduction of the transferable credit system, based on the existing information in their own matriculation register;
- ee) the extension of the duration of the doctoral study program in special situations, at the proposal of the doctoral supervisor and within the limits of available funds, in accordance with the legal provisions in force;
- ff) the reorganisation or closing of non-performing departments or institutes, at the proposal of the Rector, based on the internal evaluation, without prejudice to students enrolled in ongoing programs;
- gg) the strategic institutional development plan and operational plans, at the proposal of the Commandant (Rector);
- hh) the structure, organisation and functioning of the university, at the proposal of the Commandant (Rector) and in compliance with the legislation in force;
- ii) the budget project of the "Mihai Viteazul" National Intelligence Academy and the report on budget execution;

jj) sanctioning staff with poor professional performance, at the proposal of Rector, on the basis of the methodology and the legislation in force;

kk) the invitation, for a determined period, to "Mihai Viteazul" National Intelligence Academy, in compliance with the internal rules of the Service, of university lecturers, intelligence instructors and other specialists with recognized value in the field, from the country or from abroad, as associate teaching staff. In the case of specialists without a university degree recognised in the country, the University Senate approves, through evaluation, the teaching degree corresponding to performance, in accordance with national standards;

ll) the staff establishment plans of the teaching and research staff of the faculties and doctoral school;

mm) the increasing the minimum weekly teaching load in accordance with quality assurance standards, without exceeding the maximum limit of 16 conventional hours;

nn) the reduction of the teaching norm by no more than 30% for staff who have management positions within the institution of higher education or of guidance and control within the Ministry of Education and Research;

oo) the continuing of the activity of the teaching or research staff after retirement, in accordance with the law;

pp) the evaluation criteria of the teaching and research staff with a view to renewing the employment contract, by competition, for a fixed period;

qq) the number of vacant teaching positions for promotion in the teaching career;

rr) the results of the examinations for promotion in the teaching career;

ss) the results of competitions for the occupation of vacant teaching and research positions;

tt) the standards for the occupation of teaching positions, specific to each function, according to the legislation in force;

uu) the minimum standards of the results of teaching and research activities and clauses on the sanctioning of the employee in the event of failure to meet these minimum standards, in accordance with the legislation in force;

vv) the Analysis Commissions for the investigation of disciplinary offences, appointed by the Commandant (Rector);

ww) the establishment, organisation, division, merging or closing of the university department, upon the proposal of the Faculty Council in which it operates, with the favourable notice of the Board of Trustees;

xx) the double majors, formed by joining two accredited study programs included in the Nomenclature of Fields and Specialisations/Programs of Study and the structure of "Mihai Viteazul" National Intelligence Academy;

yy) the requests from the tenured teaching and research staff in "Mihai Viteazul" National Intelligence Academy to carry out teaching and research activities in other higher education or research institutions;

zz) the structure and own operating regulations;

aaa) the methodologies and regulations on the organization and functioning of the Academy;

bbb) the rewards and sanctions for the teaching and research staff in faculties, at the proposal of the Board of Trustees;

ccc) the regulations on the granting of scholarships and other forms of material support for students;

ddd) the regulation on the organisation and functioning of the tutor institution in "Mihai Viteazul" National Intelligence Academy;

eee) at the proposal of the Commandant (Rector) and the Council for the Doctoral School, granting the title "doctor honoris causa" on the basis of its own regulations;

fff) the methodology for the procedure for carrying out the activity online and/or hybrid in situations required by law.

ggg) other methodologies and regulations on teaching activity.

**(3) Validates:**

(a) the annual report on the amount of the oncost for research grants and how the oncost was spent;

b) the elections for the management-representative positions in "Mihai Viteazul" National Intelligence Academy;

c) the Rector's report on the state of the University in April each year, based on reports made by the specialized commissions;

d) the results of study admission competitions;

**(4) Develops and adopts:**

(a) the University Charter, following the debate with the university community;

- (b) the methodology for the approval, selection and recruitment of the Rector based on a public competition;
- c) the management contract with the rector of the university, including the criteria and management performance indicators, rights and obligations of the parties to the contract, including the conditions for dismissal, in accordance with the law;
- d) the methodology for filling the positions of dean;
- e) the regulations for the organization and functioning of the Senate;
- f) the University Code of students' rights and obligations.

**(5) Confers:**

- (a) the honorary title of Professor Emeritus for teaching and research excellence, to teachers who have reached retirement age;
- b) the membership of the university community;
- c) other distinctions, titles and diplomas for teaching and research excellence.

**(6) Approves:**

- a) the structure and composition of the University Ethics Commission;
- b) the annual report of the University Ethics Commission;
- c) the participants in the competition for the position of rector of "Mihai Viteazul" National Intelligence Academy, through a hearing in the Senate plenary session, with the obligation to nominate at least two candidates;
- d) the person proposed by the Commandant (Rector) for the position of Vice-Rector.
- e) endorses at least 2 candidates for participation in the public competition for the selection of candidates for the election of the Rector;
- f) the partnerships/consortia organised so that the Academy achieve its mission, ensure quality criteria and standards, effectively manage education and research activities and ensure financial and administrative support to members of the academic community.

**(7) Appoints:**

- (a) the Vice-Rector representing "Mihai Viteazul" National Intelligence Academy in case of revocation or interruption of the Commandant's (Rector's) mandate;

b) the electoral office of "Mihai Viteazul" National Intelligence Academy and the offices of the polling stations, for the establishment of the structures and management functions of "Mihai Viteazul" National Intelligence Academy, upon the proposal of the faculties.

**(8) Applies:**

(a) sanctions of the Ministry of Education on non-compliance with public liability obligations of "Mihai Viteazul" National Intelligence Academy;

b) sanctions established by own regulations on non-compliance with the conditions for conducting contests for teaching and research positions.

Art. 19.

(1) During the academic year, the Senate exercises its powers in ordinary or extraordinary meetings.

(2) The Senate meets in an ordinary session before the beginning of a new academic year, usually during the last ten days of September, to adopt annual development plans and directions of action for the new academic year.

Art. 20. The Senate is considered dissolved on the day of the meeting of the new Senate appointed by elections.

Art. 21.

(1) Other persons from "Mihai Viteazul" National Intelligence Academy or from outside may take part as guests in the Senate meetings, when the issue under debate requires such participation.

(2) The Senate may be convened by the Commandant (Rector) or at the request of at least one third of the members of the Academy Senate.

**B. Board of Trustees**

Art. 22.

(1) The Board of Trustees of "Mihai Viteazul" National Intelligence Academy ensures, under the leadership of the rector, the operational management of the Academy and applies the strategic decisions of the Senate.

Art. 23. (1) The Board of Trustees consists of the Commandant (Rector), the Vice-Rector, deans, the general administrative director and representative of the students.

(2) The President of the Board of Trustees is the Commandant/Rector of the Academy.

Art 24. The main duties of the Board of Trustees are:

- (a) to establish the institutional budget in operational terms;
- b) to approve the budget execution and the annual balance sheet;
- c) to approve the proposals for the competitive examination of teaching and research positions;
- (d) to approve requests for the registration for the exams in order to be promoted in the teaching career;
- (e) to approve leave without pay for tenured teaching staff in a teaching position in education who, on their own initiative, apply to specialise or attend scientific research in the country or abroad;
- f) to approve financial operations exceeding the ceilings set by the Academy Senate;
- g) to approve the reservation of teaching positions, in the situations provided by the legislation in force;
- h) to approve proposals for new study programs and make proposals to the Senate to eliminate those study programs that no longer fall within the Academy's mission or which are academically and financially ineffective;
- (i) to approve the invitation to the Academy of university teaching staff and other specialists in the field, from the country or abroad, as visiting professors, in relation to the needs of the institution, for a fixed period;
- j) to analyse and approve the drafts of the institutional documents to be submitted for approval by the Rector, to the Academy Senate;
- k) to propose to the Senate medium and long-term strategies of the Academy and policies in areas of interest to the Academy;
- l) to propose the structure and composition of the University Ethics Commission;
- m) to organize the competition for the position of Administrative Director;
- n) to analyse the initiatives to establish, organise, merge or officially close some faculties or departments and submit the opinion to the Senate for decision.

### **C. Faculty Council**

Art. 25. The Faculty Council represents the decision-making and deliberative body of the Faculty.

Art. 26. (1) The Faculty Council consists of a maximum of 75% tenured teaching staff and instructors and at least 25% students.

(2) The effective number of members of the Faculty Council is determined by the Council, respecting the representation quota provided in paragraph (1).

(3) The representatives of teaching staff and instructors are elected by the universal, direct and secret ballot of all teaching staff and instructors in the faculty, and the student representatives are elected by universal, direct and secret ballot of the students in the faculty.

(4) The students who have not passed all the examinations in the previous academic year or to whom disciplinary measures have been applied, in accordance with Professional Regulations or the Code of Ethics and University Deontology, cannot be elected as members of the Faculty Council;

(5) The meetings of the Faculty Council are chaired by the Dean.

Art. 27. The decisions of the Faculty Council are taken by a simple majority of the members present, provided that their number represents at least 2/3 of the total number of members of the Council, but with the compulsory presence of at least one student representative.

Art. 28.

(1) The mandate of the Faculty Council is 4 years. The mandate of the members of the Faculty Council is 4 years.

(2) If one or more members of the Faculty Council cease to exercise their mandate/s, by-elections are to be held to appoint the member(s) holding partial mandate until the next elections.

(3) For students, the mandate is valid until graduation, if this occurs before new elections for the constitution of the Faculty Council. Vacancies after graduation shall be filled by by-elections organized and carried out by students. When organizing new elections for the Faculty Council, the student representatives from the old Council end their mandate and have the right to participate in the elections for the new Council.

Art. 29. The Faculty Council:

a) approves, upon the proposal of the Dean, the structure, organization and functioning of the Faculty;

b) approves the study programs managed by the faculty;

c) controls the activity of the Dean and approves the Dean's annual reports on the general state of the faculty, quality assurance and compliance with ethics at faculty level;

d) clarifies the teaching and research tasks for the preparation of the staff establishment plan at the departmental level;

e) approves the staff establishment plan of the teaching and research staff;

- f) approves at least 2 candidates for participation in the public competition for the selection of the dean, with the vote of the simple majority the members, and based on a specific methodology approved by the Academy Senate;
- g) approves the curricula for approval by the Senate;
- h) proposes to the Senate the regulations for the organisation and conduct of the graduation exams for each academic cycle;
- i) proposes to the Senate the regulations for the organisation and implementation of postgraduate training and continuing professional development programs;
- j) approves the teaching norm compensation with research activities;
- k) approves the proposals of the departments for the vacant teaching positions contest;
- l) approves the proposals of the departments to continue the teaching activity, for a determined period, of the retired teaching staff, according to the law;
- m) approves the proposals of the departments regarding the employment, for a fixed period, as visiting teaching staff, of specialists with recognized scientific value in the field, from the country or from abroad, according to the Methodology approved by the Senate;
- n) approves the analytical programs developed by the departments for each form of training;
- o) proposes to the Academy Senate the competition commissions for filling vacant teaching and research positions in the Faculty;
- p) proposes to the Senate criteria and standards for the periodic evaluation of the teaching staff;
- q) proposes rewarding students for meritorious results;
- r) makes proposals for the election of faculty representatives in the Senate;
- s) endorses or approves, as the case may be, proposals for expulsion, extension of the duration of schooling on medical grounds, and measures proposed in other cases of violation of student regulations;
- t) approves the assignment of the fulfilment of teaching and research tasks at departmental level;
- u) performs other duties, approved by the Academy Senate and in accordance with legislation in force.

#### **D. Department Council**

Art. 30.

(1) The Department Council represents the decision-making and deliberative body of the Department.

(2) The Department Council is composed of tenured teaching and research staff, and intelligence instructors.

(3) The effective number of members of the Department Council is determined by the current department council. For the departments that did not constitute the Department Council by the time of the elections, the effective number of members is determined in the meeting of the Faculty Council preceding the elections.

(4) The mandate of the Council is 4 years. The mandate of the members Department Council is 4 years.

(5) The decisions of the Department Council are taken with the majority of the members present, if at least two thirds of the total members of the Council participate in the meeting.

Art. 31. The Department Council is led by the Head of the Department and has the following powers:

(a) establishes the staff establishment plan as a result of the specifications on the teaching and research tasks by the Faculty Council;

b) approves the proposals of the Head of Department for the teaching positions openings in the department;

c) approves the Head of Department's proposals for the continuation of the teaching activity, for a fixed period, of retired full professors, according to the law;

d) approves the proposals of the Head of the Department regarding the employment, for a fixed period, as visiting teaching staff, of specialists with recognised scientific value in the field, from the country or abroad, according to the Methodology approved by the Senate;

e) elaborates the draft curricula of the study programs organised by the department;

f) approves the analytical programs of the study programs organised by department;

g) analyses and approves requests for recognition and levelling of study credits;

h) coordinates the teaching and scientific research activities of the department;

i) proposes rewards and sanctions for the teaching and research staff of the department (compiles the synthetic assessment of the activity of the candidates for awarding merit grades).

#### **E. Council for the Doctoral School**

Art. 32.

(1) The Council for the Doctoral School is the decision-making and deliberative body of the Doctoral School.

(2) The Council for the Doctoral School is composed of at least 50% doctoral supervisors from within the school, and at least 25% doctoral students of the total number of members of the Council of the Doctoral School.

(3) Members of Council for the Doctoral School who are university teaching staff or researchers have the right to conduct doctoral studies and must meet the minimum and mandatory standards for granting the qualification certificate, in force on the date of their appointment as members of the Council for the Doctoral School, approved by order of the Minister of Education.

(4) The Council for the Doctoral School may be composed of at least three doctoral supervisors and two doctoral students.

(5) The members of the Council for the Doctoral School are elected by universal, direct, secret and equal vote of the doctoral supervisors, members of the Doctoral School.

(6) The Council for the Doctoral School meets at least three times a year at the request of the Director of the Doctoral School or of at least one third of its members.

Art. 33. The decisions of the Council are taken with a simple majority of the members present. The quorum is achieved if at least 2/3 of the total number of members of the Council attend the meeting, but with the compulsory presence of at least one representative of the doctoral students.

Art. 34

(1) The mandate of the Council is 5 years.

(2) For doctoral students, the mandate is valid until the graduation of the study program, if this occurs before new elections for the establishment of the council are organised at university level. Vacancies left after graduation are filled by by-elections organised and conducted by doctoral students. When the Academy organises new elections for the establishment of the council, the representatives of the doctoral students in the old Council end their mandate and are entitled to participate in the elections for the new Council.

Art. 35. The Council for the Doctoral School:

a) exercises the duties established by law;

b) draws up the Regulations of the Doctoral School, in accordance with the *Regulations on the organization and functioning of doctoral studies of IOSUD*;

c) establishes the content of the doctoral program;

d) ensures the internal evaluation of the doctoral program;

e) implements criteria for validating the results of doctoral research results in order to evaluate the doctoral theses and their approval for public defence;

f) ensures the correct and complete information of the public, and in particular of the candidates for doctoral study programs on admission, the content of the doctoral programs and the evaluation criteria of research results, as well as the results of the doctoral studies.

### **Other structures with teaching and research activities**

#### **The Scientific Council**

Art. 36. The Scientific Council is an advisory and decision-making body whose documents, plans, programs, measures and decisions are subject to the approval of the Commandant (Rector), the Senate or, as the case may be, the Board of Trustees.

Art. 37. The Scientific Council operates within "Mihai Viteazul" National Intelligence Academy and is subordinated to the Academy's Board of Trustees, respectively equivalent governing bodies, the Rector, the Senate, in accordance with its financial needs.

Art. 38. The Scientific Council has the following functional structure: 7 members and one person with administrative duties without the right to vote.

Art. 39.

(1) The Scientific Council is composed of 5 appointed members and 2 elected members, as well as a person appointed by the Academy Secretariat, who has exclusively administrative duties.

(2) The appointed members are:

(a) The President of the Scientific Council - a leading scientific personality, nationally and internationally recognized in the field of security and intelligence studies, author of articles and scientific studies published in prestigious journals and publishing houses at national and international level in the field of security and intelligence studies;

b) The Director of the Doctoral School;

c) The Director of the National Institute for Intelligence Studies;

d) The Dean of the Faculty of Intelligence Studies;

e) The Dean of the Faculty of Intelligence.

(3) The elected members will be:

(a) the representative of the research staff within the scientific research structures of "Mihai Viteazul" National Intelligence Academy (National Institute for Intelligence Studies - INSI and the National Centre for Modelling and Simulation in Intelligence - CNMSI)

b) the representative of the teaching staff working within the educational structures of "Mihai Viteazul" National Intelligence Academy.

Art. 40 (1) The President of the Scientific Council is appointed by the Commandant (Rector) of "Mihai Viteazul" National Intelligence Academy;

(2) The Scientific Council and its President are appointed by the decision of the Commandant (Rector) of "Mihai Viteazul" National Intelligence Academy, which shall be recorded in the unit's agenda.

Art. 41. The President of the Scientific Council leads the meetings of the Council and represents the Scientific Council in relation to the Commandant (Rector) of "Mihai Viteazul" National Intelligence Academy.

Art. 42. The Vice-President of the Council is elected by the members of the Scientific Council by open vote in the first ordinary meeting. The election of the Vice-President of the Scientific Council is done with a simple majority of the number of members of the Council, within 5 days of the Commandant's (Rector's) Decision appointing the Scientific Council.

Art. 43. The members of the Scientific Council have the following rights and obligations:

- a) to attend the meetings of the Scientific Council;
- b) to know the relevant legislation in the field of scientific research;
- c) to freely express their opinions during the meetings of the Scientific Council;
- d) to participate by open vote in the decision-making of the Scientific Council.

Art. 44. The Scientific Council has the following tasks:

- a) elaborates the scientific research strategy of "Mihai Viteazul" National Intelligence Academy;
- b) drafts and submits to the Rector to approve the annual scientific research plan, made by integrating the proposals of the scientific research departments, the faculties and the Doctoral School of "Mihai Viteazul" National Intelligence Academy;
- c) establishes how to correlate the objectives of the scientific research carried out within the "Mihai Viteazul" National Intelligence Academy with the objectives and directions stipulated in the National Research and Development Plan, namely the strategies and European framework programs in the field of Scientific Research, on topics relevant to security and intelligence studies;
- (d) determines the way of connecting the objectives of the scientific research carried out within "Mihai Viteazul" National Intelligence Academy to the strategic objectives of development and modernisation of SRI, respectively with the research needs expressed by the units of the Service;

- e) establishes the performance criteria in scientific research from "Mihai Viteazul" National Intelligence Academy;
- f) analyses, in January of each year, the scientific activity results accomplished within "Mihai Viteazul" National Intelligence Academy in the previous year, and submits the analysis to the Rector;
- g) approves the organization of scientific events within "Mihai Viteazul" National Intelligence Academy;
- h) assesses the needs for the development of the research infrastructure and submits to the Rector proposals for its development;
- i) proposes for the approval of the Board of Trustees the number of research positions by functions and professional degrees necessary for the research activities within "Mihai Viteazul" National Intelligence Academy;
- j) approves the competition tests for the filling of research and development positions in "Mihai Viteazul" National Intelligence Academy and their content;
- k) approves the evaluation grids applied to the scientific researchers registered in the competition;
- l) approves the competition commission (according to the *Methodology for the organization and conduct of the competitions for occupying teaching and research positions*), which is appointed by decision of the Commandant (Rector); analyzes and approves the result of the competition (by open roll-call vote in the case of CS II and CS I), which it then submits to the Board of Trustees (professional grades CS, CS III are granted by decision of the head of the institution, or of the research and development unit, based on the results in the competition, according to the provisions of the present regulation);
- m) proposes to the Commandant (Rector) the granting of prizes for outstanding results in scientific research activity;
- n) analyzes and approves the specific internal evaluation and self-evaluation criteria of the research staff.

## **Section 2**

### **University Management Positions**

Art. 45. The university management positions in "Mihai Viteazul" National Intelligence Academy are the following:

- a) at Academy level: the Commandant (Rector), the Vice-Rector, the General Administrative Director;

b) at Faculty level: dean, vice-deans;

c) at department level: head of department;

Art. 46.

(1) The management positions of "Mihai Viteazul" National Intelligence Academy combine the duties characteristic of higher education and scientific research with those specific to military leadership.

(2) The decision to appoint to management positions is made in accordance with the legal framework in force and the specific internal regulations of the Romanian Intelligence Service.

(3) After the date of reaching the legal retirement age, the teaching staff can no longer hold management positions in "Mihai Viteazul" National Intelligence Academy, except mandates in force on the date of entry into force of this University Charter.

(4) The persons occupying a management position or public dignity cannot exercise the position of rector during the mandate.

#### **A. Commandant (Rector)**

Art. 47.

(1) The Commandant (Rector) of "Mihai Viteazul" National Intelligence Academy legally represents the Academy in its relations with third parties and carries out its executive management. The Commandant (Rector) is the authorising officer of the Academy.

(2) The position of Commandant (Rector) is held in accordance with the regulations of the Romanian Intelligence Service.

(3) The appointed Commandant (Rector) is confirmed by order of the Minister of Education within 30 days from the selection date. After issuing the confirmation order, the rector can sign official documents, financial/accounting documents, diplomas and certificates.

(4) The Commandant (Rector), confirmed by the Minister of Education, appoints the vice-rector, based on the consultation of the University Senate.

Art. 48. In the organization and development of the education process, the Commandant (Rector) has the rights and duties provided for by the legal framework in force and by the specific orders and instructions of the Romanian Intelligence Service.

Art. 49. The mandate of the rector is 4 years. A person cannot occupy the position of rector of the university for more than two consecutive, complete mandates.

Art. 50. (1) The Commandant (Rector) can delegate some of his powers to the senior staff with management positions in teaching and research.

(2) In the absence of the Commandant (Rector), the Vice-Rector is responsible for the organisation and conduct of the education and research process. Contracts for part-time teaching activities will be concluded by the Commandant (Rector) as an expert/specialist, in his/her own name, with the Senate of the Academy.

(3) In case of interruption, for various reasons, of the mandate of the acting Rector, until a new Rector is appointed, the Senate shall appoint a Vice-Rector to perform the duties of the Rector, within 3 days of the interruption of the mandate of the acting Rector, and the attributions of the Rector will be assumed by the Deputy Commandant. The Vice-Rector appointed by the Senate, in order to take over the attributions of the Commandant (Rector), will notify the Ministry of Education;

Art. 51. The Rector can be dismissed by the University Senate under the specified conditions in the management contract.

Art. 52. The Commandant (Rector):

- a) exercises the powers established by law;
- b) carries out the leadership and operational management of the Academy on the basis of the management contract;
- c) negotiates and signs the institutional contract with the Ministry of Education;
- d) concludes the management contract with the University Senate;
- e) proposes for Senate approval the structure and operating regulations of the Academy;
- f) submits to the Senate of the Academy, no later than the first working day of April each year, the annual report on the state of the University. The Senate validates the mentioned report, based on the reports made by its specialized commissions;
- g) the new Commandant (Rector) organizes a public competition for the selection of deans;
- h) leads the Board of Trustees;
- i) proposes to the Senate for approval the draft budget and the report on budget execution;
- j) convenes the Senate in extraordinary meetings;
- k) publishes the annual education offer, considering the available schooling capacity;
- l) approves the duties of auxiliary and non-teaching staff, as set out in the individual job description;

- m) approves the structure and composition of the University Ethics Commission;
- n) cancels, on the basis of the Senate's decision, a certificate or a study diploma when it is proved that it was obtained by fraudulent means or by violating the provisions of the Code of Ethics and University Deontology;
- o) proposes to the management of the Romanian Intelligence Service the appointment of the Vice-rector, the general administrative director, the deans of the faculties and the heads of departments;
- p) approves the duties of teaching staff, auxiliary teaching staff and non-teaching staff, established in the individual job description;
- q) is responsible before the Senate for the proper conduct of competitions for the filling of vacant teaching and research positions, in compliance with the rules of quality, ethics and integrity and the legislation in force;
- r) approves the registration and de-registration of students and trainees;
- s) periodically organises meetings with teaching, research, technical and administrative staff and students, takes note of problems indicated by them and establishes measures to solve them, in compliance with the law;
- t) makes proposals for disciplinary sanctions against teaching and research staff, following reports received or self-reporting, in the case of directly detected violations;
- u) implements disciplinary sanctions;
- v) at the proposal of the Board of Trustees, with the favourable opinion of the Senate, approves the structure and composition of the University Ethics Commission;
- w) performs other duties determined by the Academy Senate.

## **B. The Vice-Rector**

Art. 53.

(1) The Vice-Rector of "Mihai Viteazul" National Intelligence Academy is appointed by the management of Romanian Intelligence Service, on the proposal of the Commandant (Rector), with the consultation of the Academy Senate.

(2) The mandate of the Vice-Rector is 4 years.

Art. 54. The Vice-Rector is in charge of educational and research structures or other entities whose competences correspond to the area of responsibility established by the Commandant (rector).

Art. 55.

(1) The Vice-Rector performs the duties established by law and the duties established by the Commandant (Rector), for the problems given in responsibility. The Vice-Rector can be revoked from the position by the management of the Romanian Intelligence Service at the proposal of the Commandant (Rector), during his mandate. In case of dismissal, he/she may resume his/her activity on the post from which he was promoted.

(2) The Vice-Rector:

a) coordinates undergraduate, master, postgraduate and continuing education programs organised and carried out in the Academy;

b) ensures the fulfilment of the decisions of the Scientific Council of the Academy;

(c) coordinates the development of the main planning and organisation documents for undergraduate, master, postgraduate and continuing education studies;

d) coordinates and approves the planning of activities for the preparation and conduct of admission contests and examinations for undergraduate, master, postgraduate and continuing training studies;

e) prepares and submits to the Senate, on an annual basis, information on the activity of the Academy;

f) approves the competition themes for filling teaching positions;

g) ensures the implementation of the decisions of the Scientific Council of the Academy;

h) analyzes and establishes research priorities and develops the Scientific Research Plan in the short and medium terms;

i) prepares and submits to the Senate, annually, the report on the research activity in the Academy;

j) coordinates the effective use of the results of the scientific research carried out at the Academy;

k) proposes for approval partnerships with entities from the private sector on a national or international level;

l) approves the competition themes for the filling of scientific research positions.

Art. 56. According to the law, the Doctoral Organizing Institution (IOSUD) is managed by the Council for Doctoral Studies (CDS), whose duties are provided for in the legislation.

Art. 57. The Council for Doctoral Studies is led by a Director. The position of Director of the Council for Doctoral Studies is assimilated to the position of Vice-Rector.

**C. The General Administrative Director**

Art. 58. The General Administrative Director of "Mihai Viteazul" National Intelligence Academy:

- a) exercises the powers established by law;
- b) ensures the implementation of the decisions taken by the Senate of the Academy in the administrative field;
- c) acts permanently for the efficiency of the management of the Academy's resources and follows, from an administrative point of view, the implementation of the Academy's policy of ensuring education resources;
- d) ensures the implementation of the decisions taken by the Senate of the Academy in the administrative field.

**D. The Dean**

Art. 60.

- (1) The Dean represents the faculty and is responsible for its the management.
- (2) The Dean is appointed by order of the Director of the Romanian Intelligence Service at the proposal of the Commandant (Rector) of the Academy, based on a competition organized at the level of institution.

Art. 61. The Dean exercises the following duties:

- a) manages the current activity of the faculty;
- b) chairs the meetings of the Faculty Council and implements the decisions of the Commandant (Rector), as well as those of the Board of Trustees, the University Senate and the Faculty Council;
- c) attends meetings of the Board of Trustees;
- d) appoints the Vice-Dean;
- e) contributes to the fulfilment of the objectives of the Commandant's (Rector's) management program;
- f) submits an annual report to the Faculty Council in February;
- g) leads the activities of selection, recruitment, periodic evaluation, training, motivation and termination of the contractual labour relations of the faculty staff;
- h) coordinates the preparation of the curricula, which he submits to the validation of the Faculty Council, the approval of the Board of Trustees and the approval of the Academy Senate;

- i) organizes and controls the development of the educational process in the faculty;
- j) proposes evaluation methodologies during the study programs;
- k) controls the activity of subordinate departments and structures subordinated to it and proposes corrective measures;
- l) cancels the results of an examination or an assessment when it is proven that they were obtained fraudulently or in violation of the provisions of Code of Ethics and Deontology;
- m) orders the reorganisation of examinations;
- n) proposes the methods of analysis and resolution of appeals submitted by admission candidates, examined students and graduates during the final examination, to be included in the regulations and methodologies corresponding to each situation;
- o) answers to the Commandant (Rector) and, as the case may be, to the Senate, for the proper conduct of competitions for filling vacant teaching positions;
- p) takes measures for the good use of the space in which the faculty carries out its activities and for the use, under the law, of its patrimony;
- q) establishes the attributions and responsibilities contained in the job descriptions for the faculty staff and submits them to the Commandant (Rector) for approval;
- r) implements the disciplinary sanctions for faculty staff;
- s) makes proposals for disciplinary sanctions following a notification received or self-reports in the case of a directly detected violation;
- t) performs other duties established by law by the Faculty Council, the Senate or Commandant (Rector).

#### **E. The Vice-Dean**

Art. 62.

- (1) The Vice-Dean is appointed by the Dean, from the teaching staff and intelligence instructors.
- (2) The Vice-Dean fulfils the duties of the Dean in his absence.
- (3) The mandate of the Vice-dean is at most equal to the mandate of the Dean who appointed him or her, except in the case of interruption of the Dean's mandate, when it continues until the new Dean is appointed.

Art. 63. The Vice-dean performs the following duties:

- a) manages the current activities of the faculties in the absence of the deans;
- b) participates in the organization and development of the instructional-educational process of the students, as well as in the development of scientific research activities within the faculty;
- c) participates in the control of the activity of the departments in the faculty;
- d) represents by delegation the faculty in national councils, in commissions and in relations with state institutions, with internal and international bodies with which it has collaboration protocols.

#### **F. Head of the Department**

Art. 64.

- (1) The Head of the Department carries out the management and operative direction of the department.
- (2) The Head of the Department is elected by the universal, direct and secret ballot of all of the teaching and research staff and tenured intelligence instructors.

Art. 65. The Head of the Department:

- (a) exercises the powers established by law;
- b) organises the activity of the department for the knowledge and fulfilment of the decisions of the higher management structures of the Academy, as well as those of the Department's Council;
- c) ensures the elaboration of the curricula;
- d) proposes the teaching load for those teachers who do not carry out scientific research activities, which cannot be higher than the minimum, without exceeding the maximum load of 16 conventional hours per week;
- (e) proposes, where the weekly teaching load is below the minimum weekly teaching load or the weekly teaching load of teaching staff who, as a result of the specifics of the subjects, do not have teaching hours in the position structure, that the differences up to the minimum teaching load are supplemented by scientific research activities;
- f) organises the substitution, according to the provisions of the law and the Charter, for a limited period and between teaching staff having the same specialisation, so that the teaching performance of the substitute teacher is at the same level as that of the substitute;
- g) proposes the Competition Commission for filling vacant teaching posts and is responsible for the smooth running of competitions;
- h) makes proposals for the reward or sanctioning of the teaching staff of the department;

i) is responsible for the teaching plans, the job descriptions, the research, quality management and the financial management of the department.

**Other management, coordination, and organisation positions of  
teaching and research activities**

**I. The Director of the National Institute for Intelligence Studies (INSI)**

Art. 66. The Director of INSI has the following attributions:

- a) organizes and plans the scientific research activity carried out in the National Institute for Intelligence Studies of "Mihai Viteazul" National Intelligence Academy and coordinates the development of the main areas of scientific competence in the security and intelligence spheres, according to the Development Strategy of the National Institute for Intelligence Studies;
- b) manages the activity of identifying and accessing funding sources for research and development activities in the field of security and intelligence studies at national and international level, as well as the development of research projects financed through these funds; identifies organisational partners, within a national or international framework, proposes the initiation of partnerships for the implementation of joint projects;
- c) analyses and establishes research priorities for the Institute and submits proposals for research initiatives to the approval of the Scientific Council and the management of the Academy;
- d) promotes the results of research at the level of the national security system;
- e) prepares and submits to the immediate supervisor and the Scientific Council reports on the scientific activity, having the efficiency of the work carried out as the main component;
- f) participates in cooperation programs of "Mihai Viteazul" National Intelligence Academy, as well as in other programs, at national and international scientific events within "Mihai Viteazul" National Intelligence Academy and security research institutions, in the framework regulated by the internal provisions of the institution.

**II. Director of the National Centre for Modelling and Simulation in Intelligence (CNMSI)**

Art. 67. The Director of the CNMSI has the following attributions:

- (a) plans and coordinates the scientific research activity carried out by CNMSI team of "Mihai Viteazul" National Intelligence Academy and plans and evaluates the opportunities to develop the fields of scientific competence in the field of modelling and simulation of security and intelligence

issues, according to the objectives set out in the "Mihai Viteazul" National Intelligence Academy Scientific Research Strategy;

b) defines the mission of the Centre and establishes its research priorities, in relation to "Mihai Viteazul" National Intelligence Academy's vision and mission, formulating proposals to be submitted to approval to the Scientific Council and the management of "Mihai Viteazul" National Intelligence Academy;

c) coordinates and directs the process of identifying opportunities to access programs and funding lines specific to research and development activity in the field of modelling and simulation of security and intelligence issues at national and international level, ensuring permanent communication and correlation with the needs of the Service (through consultation with relevant central and territorial units); similarly, he coordinates the activities of the funded research project team, ensuring compliance with all assumed deadlines;

d) carries out, together with the CNMSI team, activities to explore and identify possible inter-institutional partnerships at national or international level (both through participation in academic events in the Centre's field of interest), in order to develop and implement projects on topics related to the Centre's mission;

e) represents the CNMSI in the cooperation formats set up at national and international level, promoting the results of the research carried out within the Centre;

f) coordinates the activity of the organizing commission of academic events and scientific events organized by "Mihai Viteazul" National Intelligence Academy;

g) evaluates the activity of the CNMSI members in relation to the annual performance indices established at the Academy level and submits the analysis reports internally.

### **III. The Director of the National Intelligence College (CNI)**

Art. 68.

(1) The Director of the National Intelligence College (CNI) ensures the operational management of structure and represents it in its relations with the university management.

(2) The Director of the CNI is appointed by "Mihai Viteazul" National Intelligence Academy management;

Art. 69. The Director of the CNI:

a) plans and organizes the educational activity carried out by the CNI as a postgraduate training and continuing development program;

- b) coordinates the elaboration and submits to the approval of the University Senate the internal regulations and the planning and organisation documents necessary for the implementation of the postgraduate study program for continuing professional training and education;
- c) ensures the management of the postgraduate study program for training and continuing professional development, as well as the correspondence with the main institutions, public authorities and non-governmental organisations, whose activities fall within the scope of the preparation of the program, in order to invite them to support teaching activities at the headquarters of the Academy;
- (d) ensures the conclusion of study contracts with participants in the program courses of the CNI postgraduate training and continuing professional development program;
- e) proposes the expulsion of students who do not fulfil the obligations assumed by the study contracts or violate the provisions on the protection of the institutional image;
- f) ensures the implementation of the internal evaluation process of the CNI 's activity according to internal methodologies;
- g) presents to the Senate and the management of "Mihai Viteazul" National Intelligence Academy the measures taken for the correct and complete information of the public, and especially of the candidates, regarding the admission, the content of the study programs and the evaluation criteria of the students.

### **Section 3**

#### **Procedures for election, selection and designation**

Art. 70.

- (1) The members of the academic community have the right to participate in the management of the university activity, under the conditions of the law.
- (2) Assemblies for elections are legally constituted if at least two thirds of the members of the respective community are present.
- (3) Given the specifics of the Romanian Intelligence Service, appointments are made as a result of elections or, as the case may be, competitions organized according to the legal framework in force, the results of which shall be corroborated with those of internal security checks or other specific measures, in accordance with the Service's own orders, regulations and instructions.
- (4) In the management structures of the Academy are elected representative academics, intelligence instructors and researchers with teaching and scientific prestige, moral authority and real managerial skills.

(5) The election of the members of the university management structures is carried out successively at the level of the departments, faculties and "Mihai Viteazul" National Intelligence Academy, on accredited structures, according to the law.

(6) The leadership positions of Commandant (Rector), Vice-Rector, Dean, Vice-Dean, Head of department or Director of research structure are not cumulative.

(7) Membership in university management structures is lost as a result of termination of activity in the academic community or upon request. Vacancies are filled by elections held according to established procedures.

(8) The mandate of the new management structures begins immediately after the validation of the elections by the Faculty Councils and the Senate. Until the prerogatives are taken over by the new elected structures, the management activities are exercised by the bodies in exercise on the date of the elections.

Art. 71.

(1) All members of the Senate, without exception, are determined by the universal, direct and secret vote of all tenured teaching staff, tenured instructors and tenured researchers, respectively of all students within "Mihai Viteazul" National Intelligence Academy, in compliance with the provisions of Article 71, para. (2) and (3).

(2) In the process of establishing and electing the University Senate the principle of representativeness must be respected, a principle established by the University Charter.

(3) In order to ensure compliance with the principle of representativeness, "Mihai Viteazul" National Intelligence Academy organizes elections by constituencies.

(4) Representatives of "Mihai Viteazul" National Intelligence Academy students are entitled to be elected as members of the University Senate, according to the rules of representation.

(5) The teaching staff, instructors and tenured researchers of "Mihai Viteazul" National Intelligence Academy of each structure have the right to elect their members in the University Senate - as representatives - in the percentage of 75% for the share of representation according to the principle stipulated in the University Charter and in the election methodology.

(6) The students of each faculty and of the Doctoral School have the right to elect their representatives in the University Senate, in a percentage of 25%, according to the principle stipulated in the University Charter and in the own election methodologies, in compliance with the provisions of art. 71, para. (2) and (3).

(7) In the Senate of "Mihai Viteazul" National Intelligence Academy there are elected tenured teaching staff, tenured instructors and tenured researchers with didactic and scientific prestige

within "Mihai Viteazul" National Intelligence Academy, with moral authority and expertise in the field of university management.

Art. 72. The Head of the Department and the members of the Council of the Department are elected by universal, direct and secret vote of all the teaching and research staff of the Department. Elections are valid if at least 75% of all the teaching and research staff of the department participate in the vote.

Art. 73. The Dean is be selected through a public competition organised by the Commandant (Rector) of the Academy. Teaching and research staff and intelligence instructors from the Academy or from any specialized faculty in the country can participate in the competition, based on a specific methodology developed by the Senate of the Academy. The Faculty Council is required to approve at least 2 candidates.

Art. 74.

(1) The Commandant (Rector) of "Mihai Viteazul" National Intelligence Academy is appointed following a public competition organized through Order of the Director of SRI, according to the legal provisions in this field.

(2) The Senate validates at least 2 candidates who meet the specific conditions to participate in the competition.

Art. 75

The Commandant (Rector) is confirmed by Order of the Minister of Education, in accordance with the legal framework. After issuing the confirmation and appointment order, the Commandant (Rector) can sign official documents, financial/accounting documents, diplomas and certificates.

Art. 76.

(1) The Council for the Doctoral School is established by universal, direct and secret vote of the doctoral supervisors of the respective Doctoral School.

(2) The Council for the Doctoral School includes doctoral students in the proportion of 25% of the total members of the Council. The appointment of doctoral students' representatives in the Council for the Doctoral School is carried out through elections organised and carried out by doctoral students, without any external interference.

(3) The Director of the Doctoral School is appointed by the Council for Doctoral University Studies (CSUD) from among the doctoral supervisors of the Doctoral School and is an ex officio member of the Council of the Doctoral School.

Art. 77. The position of General Administrative Director is held through a competition organised by the Academy's Board of Trustees, under the terms of the law and the specific methodology according to order of the Director of the SRI.

Art. 78.

(1) "Mihai Viteazul" National Intelligence Academy guarantees the freedom of decision of each member of the university community in the process of elections for the establishment of scientific management structures and, as the case may be, the approval of persons for management positions.

(2) Any interference or attempted interference with the freedom of decision is prohibited.

(3) Persons who try to influence in any way the participants in the vote or the voting procedure or the result of the voting, violate the rules of the Code of Ethics and University Deontology and lose their right to hold teaching or non-teaching management positions in "Mihai Viteazul" National Intelligence Academy, regardless of whether these positions are held through elections or contests.

(4) The persons on whom any influence was attempted in the sense specified in para. (3) or who became aware of the attempt to influence and did not notify the University Ethics Commission, are jointly and severally liable with those who tried to influence.

(5) The University Ethics Commission pronounces itself within 3 days after the notification has been received and informs the Senate of the Academy of the solution adopted.

(6) The Senate of the Academy, within 3 days, examines the solution proposed by the University Ethics Commission and adopts the decision appropriate to the situation, which it shall forward to the Board of Trustees for implementation and informs the University Ethics and Management Board.

## **CHAPTER V**

### **HERITAGE**

Art. 79. "Mihai Viteazul" National Intelligence Academy has its own patrimony, which it manages according to the law and which contributes decisively to the achievement of the mission and objectives established by the present University Charter.

Art. 80. As a tertiary authorising officer, the Academy is given the use and administration of the entire material base.

Art. 81. The material base of the Academy includes: areas intended for the teaching and scientific research process, as well as the related teaching facilities (lecture halls, lecture and seminar rooms, laboratories, conference area, library, publishing house etc.); areas intended to support the teaching process (rooms for the storage of teaching equipment, gym, cafeteria etc.); technical and administrative areas (heating plant, administrative staff offices etc.); academic staff areas (secretariats, teaching and research staff offices etc.); other areas.

Art. 82. Teaching and research areas allocated for use by the faculty/departments cannot be used for purposes other than those for which they were allocated. Any change of use is subject to the approval of the Commandant (Rector) of the Academy.

## CHAPTER VI

### FINANCING OF THE ACADEMY

Art. 83. The financing of "Mihai Viteazul" National Intelligence Academy is ensured under the law.

Art. 84.

(1) State university education is free for the tuition figure approved annually by the Government and with a fee, according to the law.

(2) In free state university education, fees may be charged for exceeding the duration of schooling provided by law, admissions, registrations, re-registrations, repeating exams and other forms of verification, which exceed the provisions of the curriculum.

Art. 85. On the basis of *GO no. 27/2014 on the financing of military, intelligence, public order and national security higher education institutions*, "Mihai Viteazul" National Intelligence Academy is financed entirely from its own revenues.

Art. 86. "Mihai Viteazul" National Intelligence Academy, whose Commandant (the Rector) has the capacity of tertiary authorising officer, has its own budget.

Art. 87.

(1) The financing of the Academy can be done on the basis of a contract, through the contribution of other ministries that educate students within the university study programs.

(2) The Academy can receive donations from the country and abroad in accordance with the legal provisions in force.

Art. 88.

(1) Funds for scholarships and social protection of students are allocated according to the number of students in full-time education, without tuition fees.

(2) Students benefit from merit scholarships, for the stimulation of excellence, as well as social scholarships, for the financial support of students with low-income, regulated by the *Regulations on granting scholarships and other forms of material support for students*.

Art. 89. The Academy can enter into contracts with public institutions and other legal entities under private law to carry out fundamental and applied research programs or to increase the

qualification level of specialists, in accordance with the legal provisions and the internal regulations of the Service.

## CHAPTER VII

### UNIVERSITY AUTONOMY AND PUBLIC RESPONSIBILITY

Art. 90

(1) University autonomy is one of the defining elements underlying the establishment and functioning of "Mihai Viteazul" National Intelligence Academy as an institution of higher education.

(2) University autonomy of "Mihai Viteazul" National Intelligence Academy consists in the right of the academic community to govern itself and exercise academic freedoms without any ideological, political or religious interference, to assume a set of competences and obligations in accordance with its missions and objectives, with both the national and SRI strategic options and guidelines on the development of higher education, established by law.

(3) University autonomy of "Mihai Viteazul" National Intelligence Academy is guaranteed by law.

(4) University autonomy is linked to the principle of personal and public responsibility for the quality of all teaching and scientific research activities carried out by "Mihai Viteazul" National Intelligence Academy.

Art. 91.

(1) University autonomy covers the fields of management, structuring and functioning of "Mihai Viteazul" National Intelligence Academy, teaching and scientific research activity, in accordance with the provisions of this Charter.

(2) The essence of the university autonomy of "Mihai Viteazul" National Intelligence Academy consists in the right to organize, manage and evaluate the teaching and scientific research activity carried out in the structures of the Academy, as well as to evaluate the activity of the teaching staff, researchers, students and trainees.

(3) The academic autonomy of "Mihai Viteazul" National Intelligence Academy is achieved mainly through:

- a) the right to elect and validate, by voting, the governing bodies of its own structures;
- b) the right to propose specific institutional structures, in order to create the necessary conditions for the fulfilment of its missions;
- c) planning, organizing, development and improvement of the process of scientific research;
- d) organising scientific research activity;

- e) the establishment of curricula and analytical programs in accordance with the national strategies and standards of higher education, of the training and further objectives set by the Romanian Intelligence Service, based on the principles of education and university practice;
- f) organising the admission of candidates to undergraduate and postgraduate study programs on the basis of the general criteria established by the relevant ministry, supplemented by specific requirements and standards;
- g) diversifying the offer of educational programs by obtaining authorisation to operate new specialisations within the undergraduate studies, promoting new master's degree programs (in the field of each accredited undergraduate specialisation), initiating new postgraduate courses;
- h) proposing, organising and running undergraduate study programs through association with other institutions;
- i) selecting, validating and promoting teaching staff, assimilated teaching staff and research staff, as well as establishing the evaluation criteria for the latter, in accordance with the law;
- j) evaluating the academic performance of students and trainees based on educational assessment principles and training or improvement objectives;
- k) awarding scientific and honorary titles, in accordance with the law;
- l) organising publishing and printing activities;
- m) initiating and developing cooperation with other higher education institutions in the field of national security;
- n) organising scientific, cultural and sporting events and activities;
- o) setting up foundations, in accordance with the law;
- p) establishing and using its own signs and symbols;
- q) ensuring order and discipline in the university space;
- r) managing, - in accordance with the law and personal responsibility and the regulations of SRI -, the funds allocated to "Mihai Viteazul" National Intelligence Academy for the organisation and development of the education, training and improvement process of intelligence officers;
- s) the direct relationship of the Commandant (Rector) of "Mihai Viteazul" National Intelligence Academy with the relevant ministry;
- t) the election and participation of the representatives of "Mihai Viteazul" National Intelligence Academy in professional bodies and commissions at national level, according to the law.

Art. 92.

(1) "Mihai Viteazul" National Intelligence Academy may benefit, under the law, from subsidies, donations, sponsorships, fees from legal entities and individuals, income from research, design, consultancy or expertise contracts, as well as from contracts for other scientific or teaching services.

(2) The various revenues obtained from the above-mentioned sources are managed and used entirely at the institution level, including for the increase of the salary fund, without payments to the state budget and without affecting the budget allocations, under the conditions of the law and the internal regulations of the SRI.

(3) The revenues obtained from scientific research, consultancy or expertise contracts, as well as from other contracts for scientific or teaching services are used, with the agreement of the contract manager and the rector's opinion, for the development of the own material base, as well as for the payment of the staff who carried out the contract.

## **CHAPTER VIII**

### **MANAGEMENT AND PROTECTION OF THE ACADEMY'S RESOURCES**

#### **Section 1**

##### **The university community**

Art. 93.

(1) The university community is made up of students, teaching and research staff and teaching and auxiliary research staff.

(2) The university community also includes persons who have been granted membership of the university community by decision of the Senate of the Academy.

(3) Members of the university community have the rights and duties established by the legal regulations in force and by the University Charter.

Art. 94.

(1) The teaching staff consists of all the teaching staff, military and civilian, tenured or associated, associate professors, consulting professors, who fulfil the conditions stipulated by Law no. 1/2011, as well as the intelligence instructors.

(2) The research staff includes researchers and, where appropriate, teaching staff carrying out scientific research activities.

(3) The auxiliary teaching staff consists of specialists with tasks in the organization and development of the educational process in the unit.

(4) The students of "Mihai Viteazul" National Intelligence Academy are participants in bachelor's, master's and doctoral studies, as well as in postgraduate programs, regardless of the form in which these studies are carried out and their type of financing. The administrative staff is composed of all employees, military and civilian, who hold positions / functions in the material, technical, medical and financial structures of the Academy, whose tasks are to create and maintain the material, technical and medical conditions necessary to support education and scientific research in the Academy.

## **Section 2**

### **Teaching and research positions**

Art. 95.

(1) In "Mihai Viteazul" National Intelligence Academy the teaching positions are: assistant professor; lecturer; associate professor; professor. In Academy, there is also a body of intelligence instructors, according to the law and orders of the Director of SRI.

(2) The research positions are: research assistant; scientific researcher; scientific researcher III; scientific researcher II; scientific researcher I.

(3) The equivalence of research positions with teaching functions is as follows:

(a) scientist researcher is equivalent to assistant professor, for persons holding a doctor's degree;

b) scientist researcher III is equivalent to lecturer;

c) scientist researcher II is equivalent to associate professor;

d) scientist researcher I is equivalent to professor.

(4) Associated teaching staff may work in the Academy for the following positions: assistant professor, lecturer, associate professor and professor.

(5) In relation to its own academic needs, the University Senate can approve, for a fixed period of time, the invitation to the Academy of university teaching staff and other specialists with recognized value in the field, from the country or abroad, as visiting professors. In the case of specialists without a university teaching degree recognised in the country, the University Senate approves, through evaluation, the teaching degree corresponding to the performance, in accordance with national standards.

(6) In departments, doctoral schools and research structures, research staff, associated research staff, including students from all three cycles, as well as other categories of staff, according to the law and regulations can work in separate positions specific to the SRI.

Art. 96.

(1) The staff establishment plans are drawn up annually, by establishing university workloads, at least 15 days before the beginning of each academic year and cannot be modified during the academic year.

(2) Teaching positions and the number of positions is established considering: curricula, study formations, university workload.

(3) In the staff establishment plans the teaching and research positions, occupied or vacant, are listed hierarchically, specifying the corresponding teaching and research positions and the conventional weekly number of hours allocated to teaching activities, seminars, practical or laboratory work, guidance of projects, guidance of students and doctoral students, specialized practice, research and equivalent activities, in the subjects of the curriculum.

(4) The staff establishment plans are drawn up at the level of the departments by consulting their members, as a result of specifying the teaching/research tasks by the Faculty Councils.

(5) The staff establishment plans are approved by the Faculty Councils or, as the case may be, by the Council for the Doctoral School and approved by the Senate.

(6) The number of positions for auxiliary teaching and research staff is established by the Senate, depending on the budget and specifics of the institution, faculty, study program or department, on the proposal of the Commandant (Rector). The general nomenclature of teaching and auxiliary research positions in higher education, as well as the level of studies required to occupy these positions, is drawn up by the relevant ministry.

(7) The hiring of the auxiliary teaching and research staff and of the non-teaching staff is done through a competition organized by the faculties or the doctoral school, according to the law.

(8) The duties of the auxiliary teaching staff teaching and non-teaching staff are established in the individual job description, approved, as the case may be, by the dean, the head of the department or the head of the doctoral school and approved by the Commandant (Rector), constituting an annex to the individual employment contract.

### **Section 3**

#### **Filling teaching positions**

Art. 97. The occupying of teaching positions, the evaluation, motivation, continuing training and the dismissal of teaching and research staff are carried out on the basis of the legislation in force, the framework methodology established by the relevant Ministry and the University Charter.

Art. 98. The Senate of the Academy approves the *Methodology for the organization and conduct of competitions for occupying teaching and research positions* in "Mihai Viteazul" National Intelligence Academy, drawn up on the basis of the legislation in force.

Art. 99.

(1) All positions opened for competition will be publicly announced at least two months before the date of the first competition. The publication of the positions opened to competition is done on the website of the Academy, on the website of the relevant Ministry and in the Official Gazette of Romania.

(2) The results of the competitions are approved by the Academy Senate, and the appointment is made starting from the first day of the semester following the competition.

Art. 100

The teaching positions for the body of intelligence instructors, the conditions required for their occupation, the competences and responsibilities are established by institutional instructions.

#### **Section 4**

#### **Academic Workload**

Art. 101.

(1) The academic workload comprises the teaching and research load. The academic workload is established according to the Methodology for establishing the academic workload and the teaching and scientific research tasks in "Mihai Viteazul" National Intelligence Academy.

(2) The teaching workload is established according to the curriculum and is calculated as an average weekly workload, regardless of the period of the academic semester in which it is carried out. The average weekly workload is determined by dividing the number of conventional hours in the individual job description by the number of weeks included in the curriculum for the teaching and seminar activity during the whole academic year.

(3) The research workload can supplement the teaching load if it cannot be compiled in accordance with Article 287(2). (10) and (11) of the *National Education Law no. 1/2011*, the differences up to the minimum teaching workload are completed with scientific research activities, with the consent of the Faculty Council, upon the proposal of the head of department.

Art. 102. The Senate establishes, differentiated, the effective academic workload, depending on the field, specialisation, the balance of subjects in the specialized training of the students and the size of the study formations.

Art. 103. The Senate approves its own methodology for establishing the university workload and the teaching and scientific research tasks in "Mihai Viteazul" National Intelligence Academy, drawn up on the basis of the legislation in force.

## Section 5

### **Rights and obligations of members of the university community**

Art. 104. The staff of "Mihai Viteazul" National Intelligence Academy has rights and obligations deriving from the University Charter, the Code of University Ethics, the individual employment contract, as well as the legislation in force.

Art. 105. Rights of teaching staff:

(a) to use the material base and resources of education in order to achieve professional obligations;

b) to organise, together with students, extracurricular activities for educational or scientific research purposes;

c) to establish laboratories, offices, clubs, artistic and sports groups, publications, according to the law and this Charter, in the Academy or/and in collaboration with other structures having a field of study related to the field and specializations accredited in "Mihai Viteazul" National Intelligence Academy;

d) to participate in university life, in all the components aimed at the organization and development of the educational process;

e) to authorize the making of recordings (magnetic or by equivalent procedures) of the didactic activity and/or the multiplication, in any form, of the recordings of the didactic activity by students or other persons, in compliance with the regulations on the defence of state secrets in the SRI;

f) to communicate the results of scientific research within "Mihai Viteazul" National Intelligence Academy and outside it, in compliance with the regulations on the protection of information relevant to national security;

g) to freely exchange opinions, in a personal name, on the scientific or methodical aspects of one's own professional activity;

(h) to elect and be elected in collective management bodies, in compliance with provisions of the law;

(i) to form professional, scientific, cultural or sports associations or societies and to act within them, in accordance with the regulations in force.

Art. 106. Obligations of teaching staff:

- a) to improve the quality of teaching in order to achieve the educational objectives of the teaching subjects, at high performance standards, through methodologies that respect the psychopedagogical principles and quality assurance standards developed by the relevant ministry;
- b) to develop and continuously improve their professional training;
- c) to implement innovative ideas for the modernisation of the educational process;
- d) to evaluate the learning performance of students and trainees on an educational assessment basis;
- e) to carry out scientific research activities, in accordance with academic freedom and with respect for specific ethics;
- f) to comply with the provisions of normative acts, military regulations, military orders, instructions and methodologies specific to educational activity and those of the University Charter;
- g) to respect, in all circumstances, professional ethics;
- h) to represent, with dignity and at a high scientific level, "Mihai Viteazul" National Intelligence Academy, in the country and abroad;
- i) to defend and increase the prestige of "Mihai Viteazul" National Intelligence Academy;

Art. 107. Rights of students / trainees:

- a) to organize, according to their own choices, their individual study activity;
- b) to request and receive support for conducting complementary or compensatory studies;
- c) to be appointed in positions of command, for the entire duration of the studies or temporarily, as head of year, study group/sub-group for carrying out specialized training;
- d) to be part of the management structures of "Mihai Viteazul" National Intelligence Academy;
- e) to benefit from the graduation of bachelor's or master's degree program, from the assignment to a position according to the training, the classification order in the promotion and the option, in one of the units of the Romanian Intelligence Service, according to its needs;
- f) to benefit from free accommodation in the dormitories of "Mihai Viteazul" National Intelligence Academy.

Art. 108. Obligations of students / trainees:

- a) to participate in all training activities provided in the plans and programs according to the timetable;

- b) to know the provisions of the curriculum and to fulfil the established tasks, both academically and on a military basis;
- c) to participate in compensatory or complementary training programmes required to achieve the level of knowledge and skills provided by the educational curriculum;
- d) to support all forms of training assessment and evaluation;
- e) to participate in the activities of the academic community, individually or collectively, as directed by the immediate and direct supervisor.

Art. 109. The activity, rights and duties of students and trainees are established in their own statutes and regulations.

## **Section 6**

### **Disciplinary sanctions applicable to members of the university community**

Article 110. The Academy staff is disciplinarily responsible for violating the provisions of the individual employment contract, as well as for violating the rules of ethics and integrity.

Art. 111. The disciplinary sanctions that can be applied to teaching and research staff are the following:

- a) written warning;
- b) reduction of the basic salary, cumulated, when applicable, with the allowance of management, guidance and control;
- c) suspension, for a determined period of time, of the right to take part in the competition for a higher teaching position or a management, guidance and control position, as a member of a doctoral, master's or bachelor's commission;
- d) dismissal from a leadership position in education;
- e) disciplinary termination of the employment contract.

Art. 112.

(1) The proposal for disciplinary sanctions is made by the Head of the Department or research structure, by the Dean or (Commandant) Rector or by at least two thirds of the total number of members of the department, the Faculty Council or the University Senate, as the case may be. They act following a notification received or a self-report in the case of a directly observed violation.

(2) The Dean or the Commandant (Rector), as the case may be, applies the disciplinary sanctions. Sanctions are communicated in writing to the teaching and research staff, as well as to the auxiliary staff, by the human resources management structure.

(3) The records of sanctions are kept in the personal file of each person, at the human resources management structure.

Art. 113.

(1) The disciplinary sanction is applied only after the investigation of the reported fact, the hearing of the person concerned and the verification of the claims made by him/her in his/her defence.

(2) For the investigation of disciplinary offences committed by teaching, research or administrative staff, analysis commissions consisting of 3-5 members, teaching staff with a teaching position at least equal to that of the offender and a representative of the human resources management structure will be set up.

(3) The analysis commissions are appointed, as the case may be, by:

a) the Commandant (Rector), with the approval of the Senate;

b) the relevant ministry and the management of the Romanian Intelligence Service for the management staff of the Academy and for resolving appeals regarding the decisions of the Academy Senate.

Art. 114. The patrimonial responsibility of teaching, research and auxiliary personnel is established according to the labour legislation and internal regulations specific to the Service. Measures for the recovery of damages and losses are taken according to the labour legislation.

Art. 115. If the disciplinarily sanctioned person has not committed any more disciplinary offences within a year from the application of the sanction, improving his/her activity or behaviour, the authority that applied the disciplinary sanction may order the lifting and cancelling the sanction, mentioning this fact in the personal file of the person in question.

Article 116.

(1) Any person may notify the Academy as to any act which may constitute disciplinary offense. The notification is made in writing and registered with the human resources management structure.

(2) The right of the disciplinarily sanctioned person to appeal to the courts is guaranteed.

Article 117. The sanctions applicable to students and trainees are established in statuses and regulations.

**CHAPTER IX**  
**ACADEMIC ETHICS**

**Section 1**

**ANIMV's Code of Ethics and University Deontology**

**Subsection 1.1 - General Provisions and Objectives**

Art. 118.

(1) Code of Ethics and University Deontology of "Mihai Viteazul" National Intelligence Academy (ANIMV), hereinafter referred to as the Code, is drawn up based on the provisions of the *National Education Law no. 1/2011*, as amended, *Law no. 206/2004* on good conduct in scientific research, technological development and innovation, with subsequent amendments and additions, and the Code of Ethics and Deontology of Research and Development Staff elaborated by the Ministry of Research and Innovation and is an integral part of the University Charter of "Mihai Viteazul" National Intelligence Academy.

(2) This Code cannot contravene and does not replace the normative framework in the field of higher education and internal regulations.

(3) The Code is drawn up and approved by the Senate of ANIMV and can be amended and supplemented by it, in relation to the legislation in field.

Art. 119.

(1) The Code applies to members of the academic community: students/candidates, teaching and research staff, military and civilian, auxiliary teaching and research staff.

(2) The assumption of this Code represents a commitment of ANIMV academic community to the promotion of certain values, principles and ethical norms in their professional activity, in the relations between the members of the community, in the relations with the authorities and with other academic and research institutions, in promoting the public image of SRI and the scientific prestige of ANIMV.

Art. 120. The Code represents a moral contract between the academic community and its members, contributing to:

(a) strengthening an organizational culture based on innovation and competitiveness, as well as increasing individual responsibility;

- b) ensuring a climate of collaboration, empathetic communication and mutual trust within the academic community;
- c) ensuring the framework of conduct in order to comply with internal rules;
- d) strengthening the cohesion of the academic community;
- e) affirming and developing their professionalism in order to ensure the teaching and scientific research standards and to enhance the scientific prestige of ANIMV.

Art. 121. ANIMV ensures the recognition, enhancement and reward of merits, personal or collective, that lead to the fulfilment of its institutional mission.

### **Subsection 1.2 – Principles of ethics and deontology**

Art. 122. The Code promotes in the work of the academic community fundamental principles and moral values such as:

- a) promotion of equal chances and non-discrimination - implies access to any form of social valuing exclusively on functional criteria and by excluding discrimination on grounds of age, ethnicity, gender, social origin, political or religious orientation;
- b) intellectual correctness and quality assurance - refers to the recognition and promotion of merit evaluated solely on the basis of results and in relation to reference standards;
- c) respect for academic freedom - implies the promotion of a space free from any political, religious and economic interference, pressure or constraint, except for scientific, legal, ethical and military constraints;
- d) personal autonomy - implies the possibility for each member of the academic community to have an individual and well-informed choice regarding study and research programs, academic career orientation, opportunities and the desired level of excellence;
- e) public, personal and professional responsibility - implies that the entire community contributes to the achievement of the quality of the educational services offered by ANIMV;
- f) professionalism - according to which specific attributions within the academic community must be carried out with maximum efficiency and effectiveness, in compliance with the legal provisions;
- g) integrity and equity - refers to the adoption a behaviour based on objectivity, honesty, respect and tolerance.
- h) political neutrality – implies the prohibition to carry out any kind of activities associated with politics;

i) transparency - refers to ANIMV's obligation to provide accurate correct information of public interest, under the law and in compliance with the rules on personal data processing.

Art. 123. Members of the university community are treated fairly, justly and equitably and benefit from equal chances and treatment. All forms of discrimination and exploitation are forbidden in ANIMV.

Art. 124. The following are forbidden and subject to sanction: harming in any way and by any means the prestige of the university, disinformation, as well as harming the honour, reputation and dignity of the academic community members.

### **Subsection 1.3: Incompatibilities and conflicts of interest**

Art. 125. In ANIMV, no incompatibilities or conflicts of interest provided by legal regulations are allowed.

Art. 126. Incompatibility, within the meaning of Art. 295 of Law 1/2011, refers to the exercise of a management position, control, authority or direct institutional evaluation by spouses, relatives or persons related up to the third degree, at any level in ANIMV, including relationships between the following positions: the President of the Senate, Commandant (Rector), Vice-Rector, Deans, Vice-Deans, other members of the Board of Trustees, department directors, doctoral school directors, heads of administrative structures, members of the Senate, members of the University Ethics Commission as well as members of the Review Commission appointed, if necessary, by the Ethics Commission.

Art 127.

(1) A conflict of interest occurs when the personal interests of a member of the university community come into conflict with the obligations arising from his or her status or are such as to affect the independence and impartiality required to fulfil these obligations.

(2) A member of the university community is in conflict of interest if he or she is in one of the following situations:

(a) he or she is called to resolve requests, take decisions or participate in decision-making concerning natural and legal persons with whom he or she has relations of a pecuniary nature or of a nature to influence the result;

(b) is called to resolve requests, take decisions or participate in decisions concerning persons who are spouses, relatives or next of kin up to the third degree inclusive;

(3) If a conflict of interest arises, the member of the commission is required to refrain from solving any request, making any decision or participating in making any decision in the situation.

(4) The Senate, the councils of the faculties and departments and the scientific councils of the research and development units are obliged to take the necessary measures to impartially

exercise of teaching and research functions and to resolve situations of incompatibility and conflict of interest.

(5) Members of the teaching and research staff/ auxiliary teaching and research staff who occupy a position of management, control, authority or institutional evaluation at any level or are candidates for such a position shall provide an affidavit concerning situations of incompatibility and/or conflict of interest.

Article 128.

(1) Persons who are in one of the situations of conflict of interest or incompatibility have 30 calendar days to get out of the situation.

(2) Violation of the provisions relating to cases of incompatibility and conflict of interest attract, as the case may be, the disciplinary, administrative, civil or criminal liability of person, according to the law.

#### **Subsection 1.4 - Rights and obligations**

Art. 129. Members of the university community enjoy the following rights:

- a) the right to acquire, develop and transmit knowledge and skills, in the field of activity, in compliance with legislation and institutional regulations;
- b) the right to carry out scientific research and to disseminate and exploit the results, in compliance with the rules of good conduct in scientific research;
- c) the right to publish scientific results, to propose projects in national and international competitions and to work in them;
- d) the right to participate in the organisation, management and development of teaching and scientific research activities;
- e) the right to be part of national and international professional and cultural associations and organisations.

Art. 130. In carrying out their activities, teaching and research staff have the following obligations:

- a) to comply with the provisions of the applicable laws and the internal regulatory framework;
- b) to maintain and be concerned with the achievement of professional standards;
- c) to carry out research and publish its results;
- d) to respect the rights, dignity, and honour of others;

- e) ensure a climate of civility, mutual respect and recognition of merits, solidarity, attachment to the values promoted by ANIMV;
- f) not to tolerate the use of fraudulent means in the current activity;
- g) to ensure fair and equitable treatment in relations with students/trainees.

Art. 131. In carrying out the activities, ANIMV students/trainees have the following obligations:

- a) to comply with laws, military regulations and regulations for the organization and development of study programs in ANIMV;
- b) to respect the authority of the management of ANIMV, the teaching, research and auxiliary staff;
- c) not to tolerate the use of fraudulent means within the educational and training activities;
- d) to use the heritage in a civilized manner and to contribute to the protection of the infrastructure of the Academy;

#### **Subsection 1.5: Deviations from academic ethics and sanctions**

Art. 132.

(1) The following acts committed by ANIMV staff and students/trainees constitute deviations from university ethics, without prejudice to the right to education, freedom of expression and academic freedom:

- a) denigrating ANIMV and the people in the institution;
- b) acceptance of situations of incompatibility or conflict of interest expressly provided for by the law or by the internal regulatory framework;
- c) the manifestation of any form of harassment and misogynistic, racist, chauvinist and xenophobic behaviour in teaching and research activities.
- d) accepting and offering undue benefits;
- e) adopting attitudes that can harm the objectivity of the evaluation processes;
- f) addressing insults to other members of the academic community, regardless of hierarchical relationships;
- g) behaving in a manner inappropriate to the requirements of the university and military environment;
- (h) fraud or attempting to fraud any form of training level verification;

(i) commercialization of scientific works in order to falsify their authorship;

(j) organising and carrying out political activities in ANIMV;

(2) If the acts committed constitute offences according to criminal law, the procedure provided for the criminal law shall be applied.

Art. 133.

(1) The rules of good conduct in research and development activities, as provided for in Law 206/2004 on research ethics, are applicable to all members of the university community and include:

a) rules of good conduct in scientific activity;

b) rules of good conduct in communication, publication, dissemination and scientific popularisation, including in the context of grant applications submitted in the framework of project competitions organised with public funding;

c) rules of good conduct in the activity of institutional evaluation and monitoring of research and development, evaluation and monitoring of research and development projects obtained through actions within the National Plan for Research, Development and Innovation and evaluation of persons with a view to granting degrees, titles, positions, prizes, awards, bonuses, certificates in research and development;

d) rules of good conduct in management positions in research and development activities;

e) rules of good conduct regarding respect for human beings and human dignity, the avoidance of animal suffering and the protection and restoration of the natural environment and ecological balance.

(2) Deviations from the rules of good conduct provided for in letter "a" to the extent that they do not constitute crimes according to the criminal law, include:

(a) preparing results or data and presenting them as experimental data, as data obtained through calculations or numerical simulations on the computer or as data or results obtained by analytical calculations or deductive reasoning;

(b) falsification of experimental data, data obtained by calculation or numerical simulation on the computer or data or results obtained by analytical calculations or deductive reasoning;

(c) deliberately obstructing, hindering or sabotaging the research and development activity of others, including by unjustifiably blocking access to research and development spaces, by damaging, destroying or manipulating experimental equipment, documents, software, electronic data, organic or inorganic substances or living matter necessary for other persons to carry out, conduct or complete the research and development activities.

(3) Deviations from the rules of good conduct referred to in letter (b), insofar as they do not constitute offences under criminal law, include:

(a) plagiarism;

(b) self-plagiarism;

(c) the inclusion in the list of authors of a scientific publication of one or more co-authors who have not contributed significantly to the publication or the exclusion of some co-authors who have contributed significantly to the publication;

(d) the inclusion in the list of authors of a scientific publication of a person without his consent;

e) unauthorised publication or dissemination by authors of unpublished results, hypotheses, theories or scientific methods;

(f) introduction of false information in requests for grants or funding, in applications for qualification, for university teaching positions, or for research and development positions.

(4) Deviations from the rules of good conduct referred to in letter (c), insofar as they do not constitute offences under criminal law, include:

(a) non-disclosure of situations of conflicts of interest in carrying out or participating in evaluations;

b) failure to respect confidentiality in the evaluation;

c) discrimination, within evaluations on the basis of age, ethnicity, gender, social origin, political or religious orientation, sexual orientation or other types of discrimination, except for the affirmative measures provided by law;

(5) Deviations from the rules of good conduct referred to in letter (d), insofar as they do not constitute offences under criminal law, include:

(a) abuse of authority to obtain authorship or co-authorship of publications of subordinates;

(b) abuse of authority to obtain salary, remuneration or other material benefits from research and development projects conducted or coordinated by subordinates;

c) abuse of authority to obtain authorship or co-authorship of publications of subordinates or in order to obtain salary, remuneration or other material benefits for spouses, relatives or relatives up to the third degree;

(d) abuse of authority to unjustifiably impose one's own theories, concepts or results on subordinates;

(e) obstructing the work of an ethics commission, an analysis commission or the National Ethics Council in the course of an analysis of misconduct in the research and development activity under its supervision;

f) non-compliance with the provisions and legal procedures intended to comply with the rules of good conduct in research and development activity provided for in this Law, in *Law no. 1/2011*, in the Code of Ethics, in the codes of ethics by field, in the regulations for the organisation and functioning of research and development institutions, respectively in the university charters, as the case may be, including failure to implement the sanctions established by the ethics commissions pursuant to Article 11 para. (6) of *Law 206* or by the National Ethics Council under Article 326 of *Law No 1/2011*;

(6) The following situations may also give rise to ethical liability by association for misconduct in research and development:

(a) active participation in the misconduct of others;

(b) knowledge of misconduct by others and failure to notify the ethics commission or the National Ethics Council;

c) co-authorship of publications containing falsified or fabricated data;

(d) failure to fulfil legal and contractual obligations, including those related to the mandate contract or grant contracts, in the exercise of management or coordination functions of research and development activities.

Article 134. Plagiarism in any form is prohibited and punished. Plagiarism is the exposure in a written work or an oral communication, including in electronic format, of texts, expressions, ideas, demonstrations, data, hypotheses, theories, results or scientific methods extracted from written works, including in electronic format, of other authors, without mentioning this and without referring to the original sources;

Article 135. Serious misconduct in scientific research and academic activity are:

a) plagiarism of results or publications of other authors;

b) fabrication of results or replacement of results with fictitious data;

c) entering false information in grant applications or funding applications.

Article 136. Responsibility for compliance with the provisions of this Code rests with each member of the university community.

Art. 137. Cases of plagiarism are analysed and resolved in accordance with the legal provisions in the matter and the *Regulation on the organisation and functioning of the Ethics Commission*.

### **Subsection 1.6 - Sanctions related to violation of university ethics**

Art. 138. Sanctions that may be applied to teaching and research staff and auxiliary teaching and research staff by the university ethics commission for breaches for violating university ethics or for deviations from good conduct in scientific research are as follows:

- (a) written warning;
- b) reduction of basic salary, cumulated, where appropriate, with the management, guidance and supervision allowance;
- (c) suspension, for a specified period, of the right to take part in a competition for a higher teaching position or management, guidance and control position, as a member of a doctoral, master's or bachelor's commission;
- d) dismissal from a leadership position in education;
- e) disciplinary termination of the employment contract.

Art. 139. The sanctions that can be applied by the university ethics commission to students and doctoral students for violation of university ethics are as follows:

- a) written warning;
- b) expulsion;
- c) other sanctions provided for in this Code of Ethics and University Deontology.

Art. 140. Sanctions established by the University Ethics Commission are implemented by the dean or rector, as the case may be, within 30 days from the establishment of the sanctions.

## **Section 2**

### **University Ethics Commission**

#### **Subsection 1 - Constitution and Structure of the Ethics Commission**

Art. 141. At the level of "Mihai Viteazul" National Intelligence Academy (ANIMV) the University Ethics Commission operates on the basis of Law 1/2011, Law 206/2004, as amended, Law 80/1995, Law 8/1996, Order of the Minister of Education and Research 5229/2020 and the *Regulation on the organization and functioning of the ANIMV Ethics Commission*.

Art. 142.

(1) The structure and composition of the University Ethics Commission is proposed by the Board of Trustees of ANIMV, approved by the Senate of the Academy and approved by the Commandant (Rector). The Ethics Commission operates under the Board of Trustees of ANIMV.

(2) The members of the Commission have a four-year term and may be elected for a maximum of two consecutive mandates. The members of the Ethics Commission will be appointed within 60 days from the date of the first ordinary meeting of the newly constituted Senate.

(3) The Ethics Commission is made up of persons with professional prestige and moral authority. Students have one representative in the Commission.

(4) Persons holding any of the following positions cannot be members of the University Ethics Commission: Commandant (Rector), Vice-Rector, Dean, Vice-Dean, Administrative Director, Head of Department.

Art. 143.

(1) The Commission is led by a president, elected by open vote of its members, with a simple majority, in the first meeting after the approval of the Commission by the Commandant (Rector) of the Academy. The mandate of the president is two years, with the possibility of extension for another two years. The President represents the Commission in relation to the ANIMV Council, the ANIMV Senate and other institutions.

(2) The President of the Commission nominates a person from among the members to take his/her place when he/she is unable to attend meetings of the Commission.

### **Subsection 2 - Duties of the Ethics Commission**

Art. 144. The University Ethics Commission has the following attributions:

a) receives, analyses and resolves deviations from academic ethics committed by members of the ANIMV academic community, on the basis of reports or by self-reporting, in accordance with the Code of Ethics and University Deontology;

b) makes an annual report on the state of compliance with academic ethics at ANIMV, which is submitted to the Commandant (Rector), the Senate of ANIMV and constitutes a public document;

c) contributes to the drafting of the Code of Ethics and University Deontology, which is proposed to the University Senate for adoption and inclusion in the University Charter;

d) the duties established by Law no. 206/2004, with subsequent amendments and additions;

e) other attributions laid down by Law No 1/2011 or established according to the University Charter;

f) other matters expressly provided by law within the competence of the Commission.

### **Subsection 3 - Functioning of the Ethics Commission**

Art. 145.

- (1) The Ethics Commission meets as a result of the notification or self-report, in accordance with the law, regarding deviations from university ethics, and to carry out the duties set out above.
- (2) The Ethics Commission is convened by its president at least three calendar days before the date of the meeting, through the Secretary of the Commission.
- (3) Any person inside or outside the Academy may refer to the University Ethics Commission regarding misconduct committed by members of the university community.
- (4) The members of the Commission, who have access to documents and the factual situation, are obliged to keep the confidentiality of the hearings, deliberations and content of the documents, as well as the identity of the author of the notification.

Art. 146.

- (1) Following a notification, the University Ethics Commission initiates the procedures established by the Code of Ethics and University Deontology, respectively by *Law 206/2004*, with subsequent amendments and additions.
- (2) The Commission informs in writing the person or persons incriminated of the commencement of the investigation, the reasons and the existing evidence.
- (3) The Commission replies to the complainant within 30 days of receiving of the notification and communicates the result of the procedure, after their conclusion.

Article 147. The decisions of the University Ethics Commission are by the Legal Adviser. The legal responsibility for the decisions and activities of the University Ethics Commission lie with the institution.

## **CHAPTER X**

### **ACADEMIC ACTIVITY**

#### **Section 1**

##### **Structure of the academic year**

Art. 148.

- (1) The academic year begins, as a rule, on the first working day of October and includes two semesters. A semester usually lasts 14 weeks of teaching activities followed, as a rule, by at least 3 weeks of examinations. The structure of the academic year is approved by the Senate. A minimum period of 17 weeks is considered when allocating transferable study credits from a semester.

(2) The Senate of the Academy approves annually, at least 3 months before the start of the academic year, the calendar of educational activities specific to the academic semesters of study.

## **Section 2**

### **University study programs**

Art. 149.

(1) "Mihai Viteazul" National Intelligence Academy organizes:

- a) undergraduate studies in the field of Military Sciences, Intelligence, and Public Order;
- b) professional master's studies in the field of Intelligence and Security for the training of officers of the Romanian Intelligence Service;
- c) professional master's studies in the fields of Intelligence and National Security, and International Relations and European Studies, for the promotion of a security culture in civil society;
- d) doctoral studies in the field of Intelligence and National Security;
- e) postgraduate training and professional development programs; postdoctoral advanced research programs; lifelong learning programs;

(2) The educational activity is organised and carried out on a budgeted and tuition fee basis, calculated according to its own methodology and approved by the University Senate, considering the proposals of the Board of Trustees.

## **Section 3**

### **Cycle I - Undergraduate studies**

Art. 150. The teaching and scientific research process at "Mihai Viteazul" National Intelligence Academy is organised and carried out in accordance with the principles of university autonomy, the requirements of the national higher education system and the needs of the Romanian Intelligence Service.

Art. 151. The bachelor's degree programs are organized only in the form of full-time education and are open to candidates who meet the conditions established in the internal regulations drawn up for this purpose.

Art. 152. Candidates declared "admitted" after the entrance examination for undergraduate studies will sign, in addition to the commitment to the Romanian Intelligence Service or to other authorities with responsibilities in the field of national security, a contract of tuition between them and "Mihai Viteazul" National Intelligence Academy.

Art. 153. Specific rights and obligations arising from being a student or trainee of "Mihai Viteazul" National Intelligence Academy are provided for in the study contract.

Art. 154.

(1) The entrance examination for undergraduate studies is organized and conducted according to the legal norms in force elaborated by the competent Ministry and the methodology approved by the Senate of the Academy.

(2) High school graduates with a graduation or equivalent diploma, who have been approved after passing the pre-selection stages, stages carried out in the structures which they come from, may participate in the admission examination. The pre-selection criteria are established by the Romanian Intelligence Service.

(3) The entrance exams, the exam topics and the related bibliography are proposed by the educational structures, approved by the Academy Senate and are made public at least 6 months before the beginning of the academic year.

(4) Admission to studies is made in strictly descending order of the general averages obtained in the competition and within of the number of places approved by the Director of the Romanian Intelligence Service and the Ministry of Education.

(5) A person can benefit from funding from the budget for only one bachelor's program, for one master's program and for one doctoral program.

(6) Students, respectively those who have been declared admitted to a university cycle, in the situation of exceeding the term in which the respective studies take place, must engage and bear the tuition fees for the period exceeding the limit otherwise they will be excluded or not enrolled.

(7) During the undergraduate studies, students also carry out practical activities (internships, training courses, military training), with a period and duration established for each series, in accordance with the curricular contents.

Art. 155.

(1) Undergraduate studies are completed with the graduation examination. The organization and conduct of the bachelor's degree examination is carried out according to the methodology elaborated for this purpose and approved by the Senate of "Mihai Viteazul" National Intelligence Academy, according to the provisions of the orders of the competent Minister and of the Director of the Romanian Intelligence Service.

(2) The evaluation of the level of training of the graduates is carried out by the results obtained in the exams.

(3) The final ranking of the graduates is based on the graduation average, calculated as the arithmetic average between the general average per year of study and the average of the graduation exam.

(4) The students who obtain the highest average and, at the same time, have an irreproachable conduct, are declared valedictorian of their respective specializations, and the valedictorian from a specialization, who has the highest average, is declared valedictorian of the graduating year. His or her name is engraved on the Academy's honour plate.

Art. 156.

(1) The assessment of students' performance is carried out throughout the study cycle, through formative and summative assessments, final tests (checks), course papers(projects), colloquia, examinations.

(2) The way of evaluation through tests for the subjects in the curricula is established by the methodology and internal regulations of the functional educational units.

(3) The results of an examination or assessment may be annulled by the Dean of the Faculty if it is proved that they were obtained fraudulently or in violation of the provisions of the Code of Ethics and Deontology.

Art. 157.

(1) Students who are absent for more than 25% of the hours stipulated in the curriculum for a subject may sit semester tests, written examinations, colloquia or examination in the session in which they were scheduled, only with approval.

(2) Students enrolled in these situations may apply for participation in the forms of and final assessment only if they have taken compensatory programs and tests provided for in the subject concerned.

Art. 158.

(1) For each subject provided in the curriculum with a form of assessment, the semester and annual average (course average) is calculated. On the basis of these the average of the year (course) is calculated.

(2) The method of calculating the subject (course), semester and year (postgraduate course) graduation averages is established by methodologies and internal regulations of the functional educational units.

Art. 159.

(1) The graduation from undergraduate studies is certified by a bachelor's degree diploma in the profile and specialization followed in the field of Military Sciences, Intelligence, and Public Order.

(2) Graduates of undergraduate studies receive the Diploma Supplement, as a document accompanying the undergraduate diploma.

Art. 160. Graduates who do not pass the bachelor's degree examination receive, upon request, the certificate of university studies and a copy of the transcript. They can also take the graduation examination in any other session, with the payment of the examination fees established by the Senate of the Academy.

Art. 161. The duration of undergraduate studies is 3 years and corresponds to a minimum of 60 transferable study credits for one year of study.

Art. 162. The total duration of the bachelor's degree corresponds to obtaining at least 180 transferable credits.

#### **Section 4**

##### **Cycle II - Master's degree**

Art. 163. "Mihai Viteazul" National Intelligence Academy organizes, according to the approvals of the Romanian Intelligence Service and the Ministry of Education, the following forms of master's degree programs:

- a) professional master's degree, aimed at training the professional skills of future officers of the Romanian Intelligence Service;
- b) professional master's degree, mainly oriented towards the training of competences in the field of security culture of civil society.

Art. 164. The master's degree programs are organised on a full-time basis.

Art. 165.

(1) The Academy concludes, at the beginning of each academic year, with each student enrolled in one of the master's degree programs, an academic study contract in accordance with the provisions of the regulations on the organisation and development of the respective programs, in compliance with the legislation in force.

(2) The purpose of the contract is to ensure the training of the student, by "Mihai Viteazul" National Intelligence Academy, through the university studies program and its form of organization, in which he was declared "Admitted" at the level of ensuring the quality and in compliance with the qualification standards required by law.

(3) During the master's degree studies, students also carry out practical activities (internships, training sessions), with a period and duration established for each series in accordance with the curricular contents.

Art. 166. The Academy develops and applies its own regulations for the organisation of admission to the master's degree programs it organises.

Art. 167. The method of calculating semester, annual and graduation averages is established by the methodology and internal regulations of "Mihai Viteazul" National Intelligence Academy;

Art. 168. The graduation of the professional or research master's degree program is certified by issuing the master's degree diploma accompanied by the diploma supplement, which is issued free of charge, in Romanian and an international language.

Art. 169. The total duration of the cycle of master's university studies corresponds to obtaining of at least 120 transferable credits.

## **Section 5**

### **Cycle III - Doctoral studies**

Art. 170.

(1) "Mihai Viteazul" National Intelligence Academy is accredited by law as an Organising Institution of University Doctoral Studies (IOSUD). In this capacity, it carries out scientific doctorates, based on its own legislation and regulations.

(2) The doctoral studies are carried out on the basis of the code of doctoral studies, approved by Government decision.

Article 171.

(1) Doctoral university study programs are carried out within the framework of doctoral schools.

Art. 172. Doctoral studies may also be organised on a joint basis, in which case the doctoral student works under the simultaneous guidance of two supervisors, on the basis of an inter-institutional agreement.

Art. 173.

(1) Doctoral schools organise doctoral programs on disciplinary and interdisciplinary topics in the specialized fields in which they are accredited.

(2) Doctoral schools can also organise postdoctoral research study programs.

Art. 174.

(1) In the Academy, doctoral studies can be conducted in Romanian or in an international language, according to the study contract concluded between IOSUD, the doctoral supervisor and the doctoral student.

(2) Admission to and completion of doctoral study programs is conditioned by competence in at least one internationally spoken language.

(3) Doctoral theses can be written in Romanian or in an internationally spoken language.

Art. 175.

(1) Doctoral studies are organised with financing from the state budget, on a fee-paying basis or from other legally established sources of income.

(2) Doctoral schools can participate in grant competitions organised at national and international level.

Art. 176. The Academy invites, as members of the doctoral commissions, specialists from universities in the country and abroad, provided they fulfil the criteria regulated by the Romanian legislation on the subject.

## **Section 6**

### **Postgraduate education**

#### **A. Postdoctoral programs**

Art. 177.

(1) "Mihai Viteazul" National Intelligence Academy organizes, within the Doctoral School, advanced research postdoctoral programs.

(2) The Academy provides the institutional framework for the development of research after the completion of the doctoral studies, based on the research plan proposed by the postdoctoral researcher and approved by the Doctoral School.

(3) Postdoctoral programs have a duration of minimum one year.

(4) Admission to advanced research postdoctoral programs is based on the methodology developed by the Council for Doctoral University Studies (CSUD) and approved by the University Senate, in accordance with legislation in force.

(5) Postdoctoral trainees may be hired by the Academy, with a fixed-term employment contract, with the approval of the Director of the Romanian Intelligence Service.

(6) Upon completion of the postdoctoral programme, IOSUD grants a certificate of postdoctoral studies.

### **C. Continuing education and professional development study programs**

Art. 178.

(1) "Mihai Viteazul" National Intelligence Academy organizes, according to the approvals of the Romanian Intelligence Service management and with the approval of the Ministry of National Education, continuing education and professional development study programs.

(2) Continuing education and professional development study programs are organised in the form of full-time education, in the field of Military Sciences, Intelligence, and Public Order, in the field of master's degree in Intelligence and National Security, with the academic qualifications of Security and Intelligence Studies, respectively Psychology-Intelligence.

(3) Continuing education and professional development study programs are carried out on the basis of their own organisation and implementation regulations, approved by the University Senate and in compliance with the regulations in force.

(4) Continuing education and professional development study programs are aimed at updating/developing/upgrading skills in Security and Intelligence Studies and Psychology-Intelligence qualifications.

(5) Continuing education and professional development study programs are organised on a fee-paying or budget-funded basis, depending on the decision of the SRI management, at the proposal of the Senate of "Mihai Viteazul" National Intelligence Academy.

(6) Continuing education and professional development study programs are addressed only to graduates who have completed at least a bachelor's degree or equivalent university studies.

(7) Postgraduate programs use the ECTS / SECT system and are completed with an examination certifying the professional skills acquired by the trainees during the program.

## **Section 7**

### **Scientific research activity**

Art. 179. The scientific research activity in "Mihai Viteazul" National Intelligence Academy is carried out in accordance with the provisions of the Academy's Scientific Research Strategy and the Scientific Research Regulations, approved by the Academy Senate.

Art. 180. The Academy is part of the National Research and Development System, as an accredited higher education institution.

Art. 181. Scientific research is subject to the trend of education development in the field of Intelligence, has characteristics complementary to the educational process and is in line with the issues of interest in the structures of the Romanian Intelligence Service.

Art. 182. Through its scientific research activity, "Mihai Viteazul" National Intelligence Academy covers an important area of needs at the Service level, namely:

a) ensures the academic scientific research component of the Service, by carrying out fundamental and applied research activities in the field of security and intelligence studies;

b) elaborates the policy in the field of Scientific Research for Security and Intelligence Studies, ensuring the correlation of the objectives of the scientific research carried out within "Mihai Viteazul" National Intelligence Academy with the objectives and directions of action stipulated in the National Research and Development Plan, respectively the European strategies and framework programs in the field of scientific research, on topics relevant to security and intelligence studies;

c) draws up and implements the Sectoral Plan for scientific research in the field of Security and Intelligence Studies;

d) initiates and carries out research projects;

e) cooperates with the units of the Service to determine the research needs and to ensure the scientific support necessary to improve the performance in the activity carried out;

f) manages research contracts within national programs or European research and development programs;

g) ensures the development and improvement of the research human resources;

h) organises colloquia, sessions, symposia, conferences or congresses for dissemination of research results;

i) ensures the exploitation of research results obtained in the framework of master and doctoral university training;

j) ensures the relationships with national and international university research coordination bodies and university research institutes or centres outside the Service in its areas of responsibility.

Art. 183. The funding sources for the scientific research activity carried out within the Academy consist of own revenues from: receipts from the provision of research and development services, amounts obtained on the basis of contracts won following public competitions, sponsorships, receipts from publishing activities, amounts allocated from the state budget, non-reimbursable external funds, other income in accordance with the law.

Art. 184. The scientific research activity can also be carried out in collaboration with other structures of the Romanian Intelligence Service or other higher education institutes in the country and abroad, under the conditions of the law.

Art. 185. The teaching and research staff of "Mihai Viteazul" National Intelligence Academy carry out scientific activity, realized through the implementation of research projects, the writing of volumes, studies, communications, articles, didactic materials, courses, textbooks, laboratory guidance, standards etc.

### **Section 8**

#### **Association with higher education institutions, scientific research institutions or other organisations**

Article 186. The Academy can establish partnerships/consortia with public or private universities or/and with research and development units at national and international level, on the basis of partnership agreements/contracts, in accordance with the legal provisions and internal regulations of the Service.

Art. 187. Partnerships / consortia are organized, with the approval of the Senate of "Mihai Viteazul" National Intelligence Academy, so that the Academy can achieve its mission, ensure quality criteria and standards, efficiently manage teaching and research activities and ensure adequate financial and administrative support to the members of the university community.

### **Section 9**

#### **International cooperation, concluding agreements and participating in European and international organisations**

Art. 188. The Academy may conclude cooperation agreements with internationally prestigious universities, in accordance with the legal provisions and internal regulations of the Service.

Art. 189. The main directions promoted in the development of international relations are:

- a) to increase the prestige and visibility of the Academy at an international level;
- b) to boost the process of internationalization of academic activity;
- c) to disseminate the results obtained by the Academy's staff to the international academic community;
- d) to organise or participate in international scientific events;
- e) to invite specialists from other countries to give lectures, courses and others;

f) to participate in international teams in research projects financed by the European Union, in compliance with the legislation and internal rules in force.

## CHAPTER XI

### PROMOTING QUALITY IN EDUCATION AND SCIENTIFIC

#### RESEARCH IN THE ACADEMY

Art. 190. Ensuring the quality of education and scientific research is the obligation of the entire academic community. Students are full partners in the quality assurance process. "Mihai Viteazul" National Intelligence Academy provides the Ministry of Education with the requested data on quality assurance, in compliance with the legal provisions.

Art. 191. In order to promote the quality of educational and scientific research activity, specialized internal commissions are established at the level of the Academy, faculties and departments, whose working procedures are approved by the Senate.

Art. 192. "Mihai Viteazul" National Intelligence Academy encourages individual excellence for teachers, researchers and students with exceptional performance, through the following forms of support, which are granted according to financial possibilities:

- a) study or research grants at universities in the country or abroad, awarded on a competitive basis;
- b) grants for carrying out and completing research, including doctoral theses;
- c) approval of flexible educational pathways, which allow the acceleration of university studies;
- d) the creation of tools and mechanisms to support their professional integration in the country, so that they can make the most of both their talent and the skills acquired through training.

Art. 193.

(1) The data and information on the professional situation of teaching, research and technical-administrative staff are recorded in a personal file. Access to the personal file is allowed only to the person concerned, the head of the human resources management structure and the Academy's Commandant (Rector).

(2) The individualised job descriptions are included at departmental or doctoral school level in the staff regulations. The staff establishment plan constitutes the legal document on the basis of which the monthly salary of each member of the teaching and research staff is made.

Art. 194.

(1) The results and performances of the teaching and research activities of the teaching and research staff of "Mihai Viteazul" National Intelligence Academy are periodically evaluated, at maximum intervals of 5 years. This evaluation is done in accordance with a methodology approved and applied by the University Senate.

(2) The evaluation of the teaching staff made by students is compulsory. The statistical information resulting from student evaluations is used in the periodic internal and external evaluation reports.

(3) Teaching and research staff are paid according to their results and performance, according to the law.

## **CHAPTER XII**

### **FINAL PROVISIONS**

Article 195. This Charter is adopted by the Senate of the Academy, by uninominal vote, after its positive approval by the Ministry of Education.

Art. 196. The content of the University Charter can be supplemented or modified according to developments subsequent to its adoption, at the initiative of the Commandant (Rector), or of at least one third of the members of the Senate.

Art. 197. Any addition or modification of the content of the University Charter is subject to debate in the university community, approved by the Ministry of Education and adopted by the Senate.