



ROMANIA
ROMANIAN INTELLIGENCE SERVICE
NATIONAL INTELLIGENCE ACADEMY
"MIHAI VITEAZUL"
No. 643816 of October 4, 2024

UNIVERSITY CHARTER

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CHAPTER 1

General Provisions

Art. 1.

(1) The Charter of "Mihai Viteazul" National Intelligence Academy sets out the major guidelines of the academic community regarding the fulfillment of its mission, compliance with its principles, and achievement of its objectives, and applies within the academic sphere of the institution.

(2) "Mihai Viteazul" National Intelligence Academy (ANIMV) – incorporated into the structure of the Romanian Intelligence Service (SRI) – is a higher education institution in the field of military, intelligence, public order, and national security, of public interest, with legal personality, part of the national higher education system, accredited under the law.

(3) ANIMV operates on the basis of the Romanian Constitution, republished, Law of higher education No. 199/2023, with subsequent amendments and completions, other legal norms applicable subsequent to Law No. 199/2023, Government Decision No. 206/1995 on the reorganization of National Intelligence Institute as "Mihai Viteazul" National Intelligence Academy, Law No. 14/1992 on the organization and functioning of the Romanian Intelligence Service, the orders of the SRI director, as well as this Charter, and on its own regulations.

Art. 2.

(1) ANIMV organizes and conducts educational activities based on accredited or provisionally authorized study programs, as applicable, for initial and continuing training, in accordance with the law.

(2) Initial training at ANIMV is carried out through university study programs organized in three cycles, as follows: cycle I – undergraduate university studies, cycle II – postgraduate university master's studies, cycle III – doctoral university studies.

(3) Continuing education at ANIMV, following initial training, is provided through postgraduate study programs, as follows: postdoctoral study programs and postgraduate study programs for adult vocational training.

(4) ANIMV also organizes non-university training programs for personnel in System of Defense, Public Order, and National Security institutions, which are regulated by specific orders and instructions issued by their leaders.

Art. 3.

Tradition: On February 25, 1991, the Faculty of Psychosociology, Intelligence Branch, a structure subordinate to SRI (Government Decision No. 137/1991), was established within "Alexandru Ioan Cuza" Police Academy in Bucharest.

On August 24, 1992, Higher Intelligence Institute (Government Decision No. 427/1992) was established, as an independent military higher education institution specialized in the training of intelligence officers.

The new structure was reorganized and transformed on April 4, 1995, into National Intelligence Institute (Government Decision No. 206/1995), which included the Faculty of Psychosociology and the Faculty of Communication Sciences.

On October 24, 2000, the National Intelligence Academy (Government Decision No. 952/2000) was established to better meet the demands of training intelligence officers. Thus, the two faculties, in an effort to transform intelligence work into a profession, merged their

profiles to become the Faculty of Intelligence.

Starting on March 25, 2009, the name of the institution changed to "Mihai Viteazul" National Intelligence Academy (Government Decision No. 353/2009), and since 2010, National Institute for Intelligence Studies has been operating within ANIMV, through the reorganization of the Scientific Research Center.

Starting with June 22, 2015, the Faculty of Intelligence Studies was established within ANIMV, and the Doctoral School was reorganized as an independent structure (Government Decision No. 446/2015).

Art. 4.

The identity of ANIMV is established by the following identification data:

- a) Date of establishment: October 24, 2000;
- b) Name: "Mihai Viteazul" National Intelligence Academy;
- c) Insignia and symbols: heraldic insignia and distinctive flag approved by the Order of the director of SRI;
- d) Motto: "*EDUCATIO CUM INTELLIGENTIA*";
- e) ANIMV Day: October 24;
- f) Headquarters: 20-22 Odăi Road, Sector 1, Bucharest;
- g) Website: www.animv.ro;
- h) Email address: ani@sri.ro ;
- i) Phone/fax number: 021 310 48 28;
- j) Battle flag and call sign, as a military institution.

Art. 5.

The ANIMV budget consists of resources allocated by the state and those from other sources, in accordance with the law.

CHAPTER 2

Mission, Principles, Objectives, and Values

Art. 6.

(1) The mission of ANIMV is education and research, in accordance with the Law of higher education No. 199/2023.

(2) ANIMV's mission is achieved through:

- a) vocational and further professional training of intelligence officers, military and civilian experts in the field of "Military Sciences, Intelligence, and Public Order";
- b) organizing and conducting university scientific research in the field of "Military Sciences, Intelligence, and Public Order";
- c) promoting a culture of security in civil society through training and further professional development programs for civilian specialists in the field of "Military Sciences, Intelligence, and Public Order."

(3) Within ANIMV, the vocational and further professional training of intelligence officers, military and civilian experts and promoting a culture of security in civil society can also be carried out in other fields of science, in compliance with legal requirements.

(4) The training of intelligence officers in a dedicated education system requires the adoption of an integrated training strategy covering two essential areas: academic training, which ensures a high level of culture and the thinking skills necessary for a superior understanding of the contemporary world and society, and specialist (intelligence) training, which is constantly linked to the specific nature of the profession.

Art. 7.

Education and scientific research at ANIMV are based on the following principles:

- a) the principle of legality;
- b) the principle of university autonomy;
- c) the principle of academic freedom;
- d) the principle of public accountability;
- e) the principle of quality assurance;
- f) the principle of fairness;
- g) the principle of managerial and financial efficiency;
- h) the principle of transparency;
- i) the principle of respect for the rights and freedoms of members of the university community;
- j) the principle of freedom of national and international mobility for students, teaching staff, and researchers;
- k) the principle of student-centered education;
- l) the principle of relevance, whereby education responds to personal and socio-economic development needs;
- m) the principle of guaranteeing the cultural identity of all members of the academic community and intercultural dialogue;
- n) the principle of assuming, promoting, and preserving the national identity and cultural values of the Romanian people;

- o) the principle of recognition and guaranteeing the rights of persons belonging to national minorities, the right to preserve, develop, and express their ethnic, cultural, linguistic, and religious identity;
- p) the principle of ensuring equal opportunities and non-discrimination;
- q) the principle of freedom of thought and independence from political and religious ideologies and doctrines;
- r) the principle of consulting social partners in decision-making;
- s) the principle of student participation in decision-making.

Art. 8.

The fulfilment of ANIMV's mission is ensured by achieving the following objectives:

- a) training students to take up their entry-level positions in the System of Defense, Public Order, and National Security (SAOPSN) structures;
- b) further training of selected personnel from SAOPSN structures for management and expertise positions in the field of intelligence and national security;
- c) further training of students and trainees for expert positions in both SAOPSN and the civilian environment;
- d) conceptual development of security and intelligence studies with the aim of shaping the identity of a Romanian school of thought in this field;
- e) carrying out research activities in national and international partnerships with results that teaching activities benefit from;
- f) designing teaching logistics for its own needs, as well as for other beneficiaries.

Art. 9.

The values that underpin the educational, research, and managerial activities of ANIMV are:

- a) *excellence*, by supporting and motivating it within the educational process;
- b) *integrity*, by ensuring value benchmarks and promoting ethics in education and research;
- c) *professionalism*, by maintaining high standards in teacher training and, implicitly, in the training offered to students, doctoral students, postdoctoral researchers, and trainees;
- d) *respect*, by instilling respect for other people, institutions, the environment, and society as part of training;
- e) *flexibility*, by ensuring a dynamic learning path tailored to the needs of students, doctoral students, postdoctoral researchers, and trainees, with a view to acquiring skills;
- f) *transparency*, by using transparent assessment mechanisms and maintaining open and honest communication;
- g) *collaboration*, by developing inter-university partnerships, partnerships with public or private research institutes, with public or private economic operators, including for the development of interdisciplinary study programs, as well as for any other types of projects;
- h) *consultation*, by involving stakeholders in the design and implementation of legislation, strategies, and policies in the field of higher education;
- i) *responsibility*, by consciously assuming responsibility for one's own behavior and actions, at the level of all educational actors: beneficiaries, management staff, teaching and research staff;
- j) *institutional transparency*, whereby all university decisions, resolutions, and regulations enjoy the highest degree of transparency, in order to comply with the principle of public

accountability, in accordance with the rules on access to information.

CHAPTER 3

University Autonomy, Public Accountability, and Academic Freedom

Art. 10.

(1) University autonomy is guaranteed by the Romanian Constitution, republished, and stipulated in the Law of higher education No. 199/2023, with subsequent amendments and completions, as a basic principle of higher education.

(2) ANIMV, based on the principle of university autonomy, establishes its own mission, institutional strategy, structure, organization and functioning, management of financial, material and human resources, directions of inter-institutional cooperation at national and international level, in compliance with the legislation in force.

Art. 11.

Autonomy regarding its structure, organization, and functioning is achieved, in compliance with the legislation in force, through the exercise of the following rights:

- a) to establish the functional structures of ANIMV: faculties, departments, doctoral schools, institutes, centers, or laboratories, according to the human and financial resources available, in order to carry out its missions and achieve its strategic objectives;
- b) to propose specific institutional structures in order to create the conditions necessary for the fulfilment of its missions;
- c) to establish, including within the framework of projects, for a fixed or indefinite period, research structures that are distinct in terms of their income and expenditure budget, which have their own autonomy and statutes;
- d) to establish consultative structures made up of representatives of the socio-economic environment and personalities from the academic, cultural, and professional environment abroad;
- e) to diversify the missions of ANIMV, in accordance with its own guidelines established through strategic development plans, correlated with the needs of SRI;
- f) to establish and select management structures and functions at the level of ANIMV, faculties, and departments, in accordance with the principle of representativeness;
- g) to appoint and dismiss persons who hold management positions or who are part of the management structures of ANIMV.

Art. 12.

Autonomy in the organization of teaching and research activities is achieved, in compliance with the legislation in force, through the exercise of the following rights:

- a) to initiate and propose university specializations for provisional authorization and accreditation;
- b) to organize university, postgraduate, and non-university study programs;
- c) to organize integrated study programs, completed with a joint diploma or double or multiple diplomas, in conjunction with other higher education institutions accredited in the European Higher Education Area, recognized by the state of origin, in accordance with a framework methodology adopted by order of the Minister of Education;
- d) to develop the curriculum of study programs according to the needs and demands of beneficiaries and the labor market;
- e) to establish special facilities or conditions for admission to undergraduate study programs;

- f) to develop specific regulations governing the admission to undergraduate and postgraduate study programs, as well as their implementation;
- g) to organize admission for each cycle and program of university studies, as well as admission for postgraduate studies, based on specific regulations;
- h) to develop its own student assessment methodologies;
- i) to develop its own regulations containing the methods and procedures for resolving appeals lodged by admission candidates, examined students, and graduates in final exams;
- j) to establish an internal quality assurance system for the design, organization, teaching, management, and effective implementation of learning and research activities;
- k) to develop its own methodology for conducting online activities;
- l) to establish the method of allocating the number of transferable study credits, in accordance with the European Credit Transfer System (ECTS/SECT), related to study programs, based on the national framework regulation and European guidelines in this regard;
- m) to finance and/or advance funds from its own revenues to support the implementation of research, development, innovation, human resources, mobility, institutional development, and other types of national, European, or international projects, in accordance with Government Ordinance No. 27/2014 on the financing of military, intelligence, public order, and national security higher education institutions;
- n) to ensure freedom of scientific research in terms of setting topics, choosing methods and procedures, and exploiting results;
- o) to initiate and carry out its own scientific research programs;
- p) to participate in initiating and conducting research projects in cooperation with other universities or scientific, cultural, or economic entities in the country or abroad;
- q) to participate, with projects, in grant competitions at national and international level.

Art. 13.

Autonomy in the management of financial and material resources is achieved, in compliance with the legislation in force, through the exercise of the following rights:

- a) to manage its own revenues and protect ANIMV resources in order to achieve its objectives in accordance with national and institutional educational policy;
- b) to manage the university space and patrimony made available by SRI, in accordance with its own options for ensuring quality in education and research activities;
- c) to receive donations from within the country and abroad, in compliance with the internal regulations of SRI;
- d) to charge candidates registration fees, to exempt certain categories of candidates from paying these fees, or to reduce the fees for certain categories of candidates;
- e) to finance extracurricular activities as well as those for high-achieving students from its own budget, within the limits of available funds;
- f) to financially support the performance activities, at national and international level, of students and supervising teachers, including by reimbursing participation fees and travel expenses in Romania and abroad, within the limits of available funds;
- g) to award prizes, scholarships, and other financial incentives to students with outstanding performance and their supervising teachers, as well as to those with remarkable results in extracurricular activities or cultural and sports activities, and to students at risk, within the limits of available funds;

- h) to use the funds allocated to ANIMV to finance scientific research, in order to achieve scientific research objectives;
- i) to cover, partially or fully, the costs associated with publishing scientific works, through its own publishing houses or other national or international publishing houses, including *open access* publications;
- j) to organize editing and publishing activities, through its own publishing house, of journals, books, textbooks, courses, or other materials, for the benefit of education and scientific research;

Art. 14.

Autonomy in human resources management is achieved, in compliance with the legislation in force, through the exercise of the following rights:

- a) to confer membership of the university community;
- b) to establish its own methodology for filling teaching and research positions;
- c) to establish additional minimum standards for participation in competitions for teaching and research positions;
- d) to select, through competition, teaching staff, assimilated teaching staff, research staff, students, and trainees;
- e) to establish the conditions under which teaching and research positions are filled, and the evaluation, motivation, continuing professional development, and dismissal of teaching and research staff;
- f) to establish the methodology for evaluating the results and performance of teaching and research staff;
- g) to establish the conditions for concluding contracts with public institutions or other economic operators with a view to organizing research programs or increasing the level of qualification of specialists with university degrees;
- h) to freely express academic opinions within the university and to exercise freedom of teaching, research, and creation, in accordance with academic quality criteria;
- i) to establish periods for taking annual leave;
- j) to confer or propose, as appropriate, teaching, scientific, and honorary titles;
- k) to regulate and evaluate the conduct of members of the academic community.

Art. 15.

Autonomy regarding interinstitutional cooperation at national and international level is achieved, in compliance with the legislation in force, through the exercise of the following rights:

- a) to establish the conditions under which ANIMV may associate with other higher education institutions or other organizations;
- b) to establish the modalities for ANIMV's international cooperation actions, the conclusion of contracts, and participation in European and international organizations;
- c) to set up consortia with other universities in the country or abroad, including research, development, and innovation organizations, based on a partnership agreement;
- d) to establish partnerships with economic operators, professional associations, and/or public institutions for the development of master's degree programs that meet the requirements of the labor market;
- e) to enter into partnerships, as an Institution Organizing Doctoral University Studies (IOSUD), for the purpose of conducting doctoral study programs with other higher education institutions and/or research and development units;

- f) to affiliate and represent itself in scientific bodies and forums, at national and international level.

Art. 16.

(1) University autonomy is exercised subject to public accountability and within the limits of the national legislation in force.

(2) Assuming public accountability in ANIMV entails:

- a) compliance with the legislation in force, the University Charter, and national and European policies in the field of higher education;
- b) applying and complying with the regulations in force regarding quality assurance and evaluation in higher education;
- c) compliance with university ethics and deontology policies, as set out in the Code of Academic Ethics and Deontology, which is part of the University Charter;
- d) ensuring managerial efficiency, efficient use of resources, and spending of public funds in accordance with the institutional contract;
- e) ensuring the transparency of all university decisions, activities, and regulations, in accordance with the legislation in force, while complying with the rules on access to information;
- f) respecting the academic freedom of teaching and research staff, as well as the rights and freedoms of students;
- g) admitting a number of students to study programs in accordance with the approved enrollment capacity under the Law of higher education No. 199/2023, with subsequent amendments and completions.
- h) transmission of data of public interest requested by the Ministry of Education, in compliance with the exceptions provided for by the legislation governing the functioning of ANIMV as an institution of military higher education, intelligence, public order, and national security.

Art. 17.

(1) Annually, no later than the first working day of April, the Commandant (Rector) is required to submit a report on the state of ANIMV. The Report is debated in University Senate and published on the ANIMV website and sent to all interested parties.

(2) The Report on the state of ANIMV is a component of public accountability and is a condition for access to public budget funding.

(3) The Report on the state of ANIMV must include:

- a) the financial situation, by source of funding and type of expenditure, in accordance with the approved budget structure;
- b) the status of study programs;
- c) the status of ANIMV staff;
- d) the results of research activities;
- e) the status of quality assurance for activities within ANIMV;
- f) compliance with academic ethics and professional conduct, and ethics in scientific research;
- g) the status regarding vacant positions;
- h) the professional integration of graduates from previous years;
- i) analysis of the implementation of the annual operational plan for the previous calendar year.

Art. 18.

(1) In ANIMV, academic freedom is guaranteed by law. All members of the academic

community have the right to express themselves freely both within and outside the university environment in relation to teaching, research, or intellectual creation, as well as any other activities related to ANIMV, in accordance with the law, internal regulations, and academic quality criteria.

(2) Academic freedom means the freedom to learn, teach, and research, each of which implies the freedom to think, to question, and to share ideas, both within and outside ANIMV, without affecting the image of ANIMV or causing any harm to the institution.

(3) ANIMV is organized and operates independently of any ideological, political or religious interference.

(4) Students and trainees are guaranteed the right to freely choose optional and elective subjects, based on the curriculum.

(5) Academic freedom is the freedom of academic staff and students to engage in research, teaching, learning, and communication within and with society, without interference or fear of reprisals, while complying with internal regulations.

CHAPTER 4

Organization of Teaching and Scientific Research Activities

Art. 19.

(1) In order to fulfill its mission and objectives, ANIMV has in its Organizational Chart and may establish faculties, departments, institutes, centers, or any other educational or scientific research structures that serve the specific activities of the institution. ANIMV has auxiliary structures for education and scientific research, as well as specialized structures for technical and administrative services.

(2) The fulfillment of ANIMV's mission and the achievement of its objectives are carried out through educational and scientific research structures, as follows:

- a) Faculty of Intelligence Studies;
- b) Faculty of Intelligence;
- c) Intelligence and Security Doctoral School;
- d) National Institute for Intelligence Studies;

Art. 20.

(1) The Faculty is the functional unit that develops and manages study programs in the fields in which they are accredited or provisionally authorized, in accordance with the law.

(2) The Faculty is established, organized, or dissolved at the proposal of the Board of Trustees, with the approval of University Senate, in accordance with the training needs of SRI, by a 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 that are responsible for organizing study programs by type and cycle of university studies.

Art. 21.

(1) The Department is the functional academic unit that ensures the production, transmission, and utilization of knowledge in one or more fields of specialization.

(2) A department may include postgraduate schools, research centers, or laboratories.

(3) The Department is established, organized, divided, merged, or dissolved by decision of University Senate, at the proposal of the Faculty Council in which it operates, with the approval of the board of directors.

(4) The Department may organize research centers or laboratories that operate as revenue and expenditure units within ANIMV.

(3) A department may serve the study programs of the Faculty to which it belongs, as well as those of another faculty, depending on its expertise in the fields of study.

Art. 22.

(1) Intelligence and Security Doctoral School is the organizational and administrative structure, with a rank equal to that of a department, established within ANIMV as an Institution Organizing Doctoral University Studies which provides the necessary support for conducting doctoral studies in a specific discipline or disciplinary or interdisciplinary theme, as well as for conducting postdoctoral advanced research studies.

(2) Intelligence and Security Doctoral School is organized and operates with doctoral supervisors who have acquired this right in accordance with the law. Intelligence and Security Doctoral School can only be established if it includes at least three doctoral supervisors qualified in the field for which it organizes doctoral studies.

(3) Intelligence and Security Doctoral School may establish research centers or laboratories that operate as revenue and expenditure units within ANIMV.

(4) One or more doctoral schools may operate within ANIMV.

Art. 23.

National Institute for Intelligence Studies (INSI) is a research organizational structure of ANIMV, that carries out scientific research activities.

Art. 24.

Within ANIMV, institutes, centers, or laboratories may be organized at the departmental level as research units, at the initiative of one-third of the Faculty Council members or, where applicable, at the initiative of the Faculty Dean, with the approval of University Senate and the endorsement of the Board of Trustees. These may bring together teaching, research staff and students.

Art. 25.

All measures for the establishment, organization, division, merger, or dissolution of ANIMV structures, approved by University Senate, which involve changes in human or financial resources, shall be implemented only with the approval of the SRI Director and shall be included in the ANIMV Organizational Chart.

CHAPTER 5

ANIMV Management

5.1. University Management Structures

Art. 26.

The Management Structures within ANIMV are:

- a) University Senate;
- b) Board of Trustees;
- c) Faculty Council;
- d) Department Council;
- e) Council for Doctoral University Studies;
- f) Doctoral School Council.

Art. 27.

(1) The procedure for establishing and electing management structures at the level of ANIMV, faculties, and departments must comply with the principle of representativeness by Faculty, Department, and Study Program, as applicable, and is established by this University Charter.

(2) The term of office for members of management structures is 5 years.

(3) The powers and responsibilities of the management structures are established by this University Charter, in accordance with the legislation in force.

(4) The decisions and resolutions of the management structures shall be published, as appropriate, on the ANIMV website.

5.1.1. University Senate

Art. 28.

(1) University Senate represents the academic community and is the highest deliberative and decision-making body at ANIMV.

(2) University Senate exercises the powers established by the legislation governing the organization and functioning of higher education.

(3) University Senate guarantees academic freedom and university autonomy.

(4) University Senate is composed of a maximum of 75% teaching and research staff and a minimum of 25% student representatives.

(5) Within ANIMV, intelligence instructors have one representative in University Senate, from the quota established for teaching and research staff.

(6) The decisions of University Senate are final and binding on all executive and administrative bodies and on the entire academic community. They may be amended, completed, or revoked only by University Senate.

(7) The strategic decisions of University Senate are implemented by ANIMV Board of Trustees.

Art. 29.

(1) University Senate elects a president who performs the following duties:

- a) chairs the meetings of University Senate;
- b) convenes University Senate in ordinary and extraordinary meetings;

- c) approves the agenda of University Senate meeting;
- d) signs the decisions of University Senate and the minutes of the meetings;
- e) coordinates the activities of the permanent and specialized committees of University Senate;
- f) coordinates the activities of University Senate Secretariat;
- g) confers honorary titles granted by University Senate in accordance with the law;
- h) signs the management contract with Commandant (Rector) of ANIMV;
- i) represents University Senate in relations with Commandant (Rector) of ANIMV;
- j) represents University Senate in relations with similar structures of other higher education institutions in Romania and abroad.

(2) University Senate establishes specialized committees through which it assesses the activity of the executive management of ANIMV and the Board of Trustees. The monitoring and assessment reports are presented periodically and discussed in University Senate and form the basis of its decisions.

(3) At the level of University Senate, permanent committees are established as specialized working bodies that facilitate the adoption of decisions in the field of competence.

Art. 30.

The decisions of University Senate are adopted by a simple majority of the members present. The quorum is achieved by the participation in the meeting of at least 2/3 of the total number of members of University Senate, but with the mandatory presence of at least one student representative.

Art. 31.

(1) The term of office of University Senate is 5 years.

(2) The Senate members representing teaching staff, assimilated teaching staff, and research staff have a five-year term, which they retain as long as they have tenure at ANIMV.

(3) If a member of University Senate ceases to exercise their mandate, partial elections shall be held to appoint a new member who shall exercise a partial mandate until the next elections.

(4) For students, the term of office is valid until graduation, unless the methodology for electing student representatives establishes other terms of office for students. Vacancies remaining after graduation or after the end of the term of office established by the methodology for electing student representatives shall be filled by partial elections, organized and conducted by students.

(5) When new elections are held to form University Senate, the student representatives from the old senate shall end their term of office and shall be entitled to participate in the elections for the new Senate, unless the methodology for electing student representatives establishes other terms of office for students.

Art. 32.

University Senate, in accordance with legal provisions, has the following responsibilities:

(1) Establishes:

- a) the conditions under which the status of fee-paying students is changed at the beginning of each academic year;
- b) the performance conditions for students in order to maintain, throughout their undergraduate studies, the Olympic/International Excellence Scholarship awarded from the budget of the Ministry of Education;

- c) the study programs promoted within the accredited field for master's degree studies, which will be communicated to the Ministry of Education by February 1 of each year;
- d) study groups and their dimensions, in compliance with quality standards, in accordance with the study program and cycle, proposed by Romanian Agency for Quality Assurance in Higher Education (ARACIS) and approved by the Ministry of Education;
- e) disciplinary sanctions, in accordance with the legislation in force, that apply to teaching and research staff who have committed disciplinary offences;
- f) electoral constituencies for the election of members of University Senate;
- g) criteria for evaluating the professional performance of teaching and research staff for the renewal of fixed-term employment contract.

(2) Approves:

- a) the ANIMV mission, at the proposal of Commandant (Rector);
- b) the rate of fees set out in the methodology for establishing fees in ANIMV, at the proposal of the Board of Trustees;
- c) the Code of Ethics and Academic Conduct, part of the University Charter;
- d) the regulations and methodologies for internal quality assurance;
- e) the regulations and methodologies for the organisation and functioning of ANIMV, at the proposal of the Commandant (Rector);
- f) the methodology for the recognition and equivalence of teaching and research positions and categories of intelligence instructors for associate teaching staff in ANIMV;
- g) the methodology for recognizing teaching positions in higher education obtained at accredited higher education institutions abroad;
- h) the regulations of the Commission for Evaluation and Quality Assurance (CEAC);
- i) the regulations governing the organization and operation of study programs for each academic cycle;
- j) the regulations governing the organization and functioning of integrated study programs;
- k) the methodology for conducting online activities in ANIMV;
- l) the regulations governing the organization and conduct of final examinations for each accredited study program, in accordance with the framework methodology approved by order of the Minister of Education;
- m) the regulations for the organization and conduct of postgraduate programs, in accordance with the legislation in force;
- n) the extension of the duration of the doctoral program by 1-2 years, in exceptional circumstances, at the proposal of the doctoral supervisor and within the limits of available funds;
- o) the reduction by one year of the duration of the doctoral program, at the request of the doctoral student, with the endorsement of the doctoral supervisor;
- p) the maximum number of doctoral students that can be guided by a doctoral supervisor;
- q) the extension of the duration of the postdoctoral advanced research program by 1-2 academic semesters, in exceptional circumstances, at the proposal of the scientific coordinator and within the limits of available funds;
- r) the regulations for election of student representatives in the management and administrative structures of ANIMV;

- s) the methodologies for evaluating students, endorsed by the Board of Trustees;
- t) the specific methodologies for recognition and equivalence, as well as recognition of studies or periods of study completed nationally or abroad, based on the rules of the European Credit Transfer and Accumulation System, in compliance with the framework methodology approved by order of the Minister of Education;
- u) the competition methodology for hiring teaching and research staff;
- v) the methodology for establishing university standards;
- w) the methodology for appointing teaching and research positions;
- x) the methodology for career advancement for university teaching staff;
- y) the regulations governing the hiring and promotion of research staff to positions corresponding to their professional titles and grades, as well as the content of examination tests;
- z) the methodology for evaluating the results and performance of teaching and research staff;
- aa) the admission methodologies for study programs, for each cycle and study program that is organized;
- bb) the establishment, within projects, for a fixed or indefinite period, of research structures that are separate in terms of their income and expenditure budget, which have their own autonomy and statutes, in compliance with the legal provisions and internal rules in force;
- cc) the establishment, organization, or dissolution, at the proposal of the Board of Trustees, of a new faculty within ANIMV, by Government decision regarding the structure of higher education institutions, initiated annually by the Ministry of Education;
- dd) the organization of new study programs and the termination of those that no longer fit within the mission of ANIMV or are academically and financially inefficient, at the proposal and with the endorsement of the Board of Trustees;
- ee) the structure of the academic year;
- ff) the calendar of educational activities specific to the academic semesters, at least 3 months before the start of the academic year;
- gg) the regulations governing students' professional activities, which may be amended at least three months before the start of the academic year;
- hh) the organization of undergraduate and postgraduate study programs;
- ii) the rate of fees for issuing documents assigning a number of transfer credits to the courses taken by a graduate for the equivalence, continuation, or completion of studies and the recognition abroad for diplomas issued prior to the introduction of the transfer credit system, based on the information in the institution's Register;
- jj) the multi-annual strategic plan for institutional development and operational plans, at the proposal of the Commandant (Rector);
- kk) the structure, organization, and functioning of ANIMV, at the proposal of the Commandant (Rector) and in compliance with the legislation in force, in accordance with the provisions of the University Charter;
- ll) the ANIMV budget project, at the proposal of the Commandant (Rector);
- mm) the report on budget execution, at the proposal of the Commandant (Rector);
- nn) the sanctioning of staff with poor professional performance, at the proposal of the Commandant (Rector), based on an internal methodology and the legislation in force;

- oo) the curriculum for each undergraduate and postgraduate study program, as well as for integrated study programs. Each curriculum is developed by ANIMV and endorsed by SRI, in accordance with the provisions of Law of higher education No. 199/2023, with subsequent additions and amendments, and with its own regulations;
- pp) the staff positions charts for teaching and research staff for the faculties, and the staff position chart for Intelligence and Security Doctoral School;
- qq) the increase of the minimum weekly teaching load, in compliance with quality assurance standards, without exceeding the maximum limit of 16 conventional hours provided for by law, depending on the position held;
- rr) the decrease in teaching hours by up to 50% for teaching staff who hold a management position in ANIMV, a management, advisory, or control position in the Ministry of Education, in institutions under its authority and coordination, as well as in ARACIS, or who have been elected to public office;
- ss) the continuation of teaching or research activity after retirement, based on a fixed-term contract for one year, with the possibility of annual renewal, without age limit, and with the obligation to undergo an annual performance evaluation in teaching or scientific research. With regards to military teaching staff, continuation on teaching activities in ANIMV after retirement is possible for those teachers who have retired at the age limit and with full military service, in accordance with the law. Within 30 calendar days prior to meeting the conditions for retirement, military and tenured teaching staff may choose to continue teaching until they reach the legal retirement age in state education, in accordance with Article 219 of the Law of higher education No. 199/2023, with subsequent additions and amendments;
- tt) the methodology for preserving the status of tenured teaching and/or research staff who are eligible for retirement;
- uu) the conferral of the honorary title of professor emeritus for excellence in teaching and research for teaching staff who have reached retirement age;
- vv) the appointment of 1-3 representatives of the teaching staff to CEAC, at the proposal of the Board of Trustees;
- ww) the results of promotion exams throughout the teaching career;
- xx) the results of competitions for teaching and research positions;
- yy) the standards for filling teaching and research positions, specific to each position, in accordance with the legislation in force;
- zz) the minimum standards for teaching and research activities, as proposed by the board of trustees;
- aaa) the establishment, organization, division, merger, or dissolution of a department, as proposed by the faculty council in which it operates, with the endorsement of the board of trustees;
- bbb) the organization of research centers or laboratories that operate as revenue and expenditure units in ANIMV, with the endorsement of the Board of Trustees;
- ccc) the methodologies for organizing elections for academic management structures and positions;
- ddd) the requests from teaching and research staff employed by ANIMV to carry out teaching and research activities in other higher education or research institutions;

- eee) the structure and regulation of the organization and functioning of University Senate;
- fff) the regulation on granting scholarships and other forms of material support for students;
- ggg) the content and format of the academic documents issued upon completion of integrated study programs, namely the joint diploma, or double or multiple diploma, as well as the language in which they are written.
- hhh) the methodology for establishing the minimum number of credits required to pass the academic year;
- iii) the methodology for recognition and equivalence, including the recognition of prior studies or periods of university study;
- jjj) the granting of merit pays to ANIMV staff;
- kkk) the equivalence of research positions with teaching positions for both parties.

(3) Validates:

- a) the annual report on research, development, and innovation activities, on how overhead expenses for research grants and contracts were incurred. The report will include information on research funds and funds related to projects financed through national and international programs carried out by ANIMV;
- b) the elections for management and representative positions in ANIMV;
- c) the results of university admission contest;
- d) the resolution to accept or reject the habilitation thesis issued by the habilitation committee, accompanied by the file submitted by the candidate, forwarded by CSUD;
- e) the report on the status of ANIMV, presented by the Commandant (Rector) of ANIMV, in April each year;
- f) the results of the public competition for the selection of deans;
- g) ANIMV's medium- and long-term strategies and policies in areas of interest, as proposed by the Board of Trustees;
- h) the public competitions for positions on the Board of Trustees.

(4) Develops and adopts:

- a) the University Charter, following debate with the university community;
- b) the methodology for organizing the public competition for selecting deans;
- c) the anti-discrimination strategy.

(5) Adopts:

- a) the University Code of Student Rights and Obligations, in compliance with the provisions of the Code of Student Rights and Obligations, approved by Order of the Minister of Education;
- b) the regulations on the organization and functioning of the University Ethics Commission.

(6) Confers:

- a) membership of the university community, by decision;
- b) other distinctions, titles, and diplomas for excellence in teaching and research.

(7) Endorses:

- a) the composition of the University Ethics Commission;
- b) the annual report of the University Ethics Commission;

(8) Analyzes: the internal evaluation report on the quality of education, developed by CEAC.

(9) Appoints:

- a) the vice-rector representing ANIMV, upon revocation or interruption of the Commandant's (Rector's) mandate;

(10) Applies:

- a) the sanctions imposed by the Ministry of Education regarding non-compliance with ANIMV's public accountability obligations;
- b) the sanctions established by its own regulations regarding non-compliance with the conditions for conducting competitions for teaching and research positions.

(11) Signs: the management contract with the Commandant (Rector).

(12) Oversees: the activities of the Commandant (Rector) and the Board of Trustees through specialized committees.

(13) Evaluates: the human resource, periodically.

Article 33

(1) During the academic year, University Senate exercises its powers in ordinary sessions scheduled according to the senate sessions calendar or in extraordinary sessions.

(2) University Senate meet in ordinary session before the start of a new academic year, usually in the last ten days of September, to adopt the annual development plans and guidelines for a new academic year.

Article 34

University Senate shall be deemed dissolved on the day the new senate appointed through elections convenes.

Article 35

(1) University Senate sessions may be attended by other persons from within or outside ANIMV as guests, when the issues under discussion require such participation.

(2) University Senate may be convened by the senate chairman, Commandant (Rector), or at the request of at least one-third of the members of University Senate. As an exception, for student issues, University Senate may be convened at the request of the entire group of student representatives who are members of University Senate.

5.1.2. Board of Trustees

Article 36

(1) The Board of Trustees, under the management of the Commandant (Rector), ensures the operational management of ANIMV and implements the strategic decisions of University Senate.

(2) The chairman of the Board of Trustees is the Commandant (Rector) of ANIMV.

(3) The Board of Trustees consists of the Commandant (Rector), vice-rectors, deans, the general administrative director, and an elected student representative.

Article 37

The main duties of the Board of Trustees are:

- a) to endorse the institutional budget in operational terms;
- b) to endorse the budget execution and annual balance sheet;
- c) to propose, within the draft budget, the level of protocol expenses for activities financed from ANIMV revenues;
- d) to approve proposals for teaching and research positions to be advertised;
- e) to endorse proposals for new study programs and to initiate the processes of provisional authorization, accreditation, or reaccreditation, as well as the registration and enrollment of study programs in the National Register of Qualifications (RNC);

- f) to propose to University Senate the termination of those study programs that no longer fit the mission of ANIMV or that are academically and financially inefficient;
- g) to approve financial operations that exceed the limits set by University Senate;
- h) to propose to University Senate medium- and long-term strategies and policies for ANIMV in areas of interest to ANIMV;
- i) to propose the rate of fees provided for in the methodology for setting fees at ANIMV;
- j) to endorse the methodology for the evaluation of students;
- k) to make decisions regarding ANIMV's assets, in accordance with SRI's internal regulations;
- l) to inform the academic community when the selection process for members of University Ethics Commission begins;
- m) to establish the following disciplinary sanctions: reduction of up to 20% of the basic salary for a maximum period of 2 years; suspension, for a fixed period of time, but not more than 5 years, of the right to apply for a senior teaching position or a management position or to serve as a member of doctoral, master's, or bachelor's degree committees. In the military, sanctions are applied in accordance with the provisions of Law No. 80/1995 on the status of military personnel, with subsequent amendments and completions, and specific internal rules;
- n) to appoint review committees to investigate disciplinary offenses committed by administrative staff;
- o) to approve, for a fixed period, the invitation to the higher education institution of university teaching staff, military instructors, intelligence instructors, public order instructors, and other specialists with recognized expertise in the field, from Romania or abroad, as visiting associate teaching staff, with the endorsement of the department council;
- p) to approve, at the proposal of the department council, the employment of specialists of recognized scientific and professional expertise in the field, from Romania or abroad, who do not hold a doctoral degree, as visiting associate teaching staff, with the endorsement of the department council;
- q) to approve the number of teaching positions available for promotion within the teaching profession;
- r) to approve applications for enrollment in the examination for promotion in the teaching profession;
- s) to establish the periods in which the annual leave is taken, depending on the interests of ANIMV and the employee;
- t) to propose the composition of the University Ethics Commission;
- u) to organize the competition for the position of administrative director;
- v) to propose to University Senate the establishment, organization, or dissolution of faculties;
- w) to endorse the establishment, organization, division, merger or dissolution of departments, at the proposal of faculty councils;
- x) to analyze and endorse institutional documents' drafts to be submitted by Commandant (Rector) to University Senate for approval.

5.1.3. Faculty Council

Article 38

- (1)** The faculty council is the decision-making and deliberative body of the faculty.
- (2)** The chairman of the faculty council is the dean.

Article 39

The faculty council consists of a maximum of 75% teaching and teaching-assimilated staff and a minimum of 25% students.

Article 40

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 council members, but with the mandatory presence of at least one student representative.

Article 41

(1) The term of office of the faculty council is 5 years. The mandate of the members of the faculty council is 5 years.

(2) If there are by-elections, the mandate is valid until the current council's term ends.

(3) For students, the mandate is valid until graduation, unless otherwise specified by the methodology for electing student representatives to the governing bodies of ANIMV. Vacancies remaining after graduation or after the end of the mandate established by the methodology for electing student representatives are filled through by-elections, organized and conducted by students. When new elections are held to form the faculty council, the student representatives from the old council end their mandate and are eligible to participate in the elections for the new council.

Article 42

The faculty council has the following main duties and powers:

- a) to approve, at the dean's proposal, the structure, organization, and functioning of the faculty;
- b) to approve the study programs managed by the faculty;
- c) to approve the curricula for non-university continuing training programs, documents developed within departments;
- d) to oversee the dean's activities and approve their annual reports on the general state of the faculty, quality assurance, and compliance with academic ethics and professional conduct at the faculty level;
- e) to endorse the staffing chart for teaching and teaching-assimilated positions;
- f) to endorse at least two candidates for participation in the public competition for the selection of deans, by a simple majority vote of its members and based on a specific methodology approved by University Senate;
- g) to propose to University Senate, with the endorsement of the board of trustees, the establishment, organization, division, merger, or dissolution of departments;
- h) to endorse the department director's proposal for supplementing the minimum teaching load with scientific research activities;
- i) to decide, at the proposal of the department director, the teaching load for teaching staff who do not carry out scientific research or equivalent activities, which may be higher than the minimum, without exceeding the maximum load provided for by law;
- j) to endorse the curricula for undergraduate and postgraduate study programs for approval by University Senate;
- k) to propose to Commandant (Rector) the regulations for the organization and conduct of final exams for each university cycle;
- l) to propose to Commandant (Rector) the regulations for the organization and conduct of postgraduate programs for continuing professional training and development;

- m) to endorse the departments' proposals regarding the opening of vacant teaching positions within their departments;
- n) to endorse the departments' proposals to continue the teaching activity, for a fixed period, for retired tenured teachers, in accordance with the law;
- o) to propose to University Senate the composition of the competition committees for filling vacant teaching positions in the faculty;
- p) to propose rewards for students with outstanding results;
- q) to endorse or approve, as appropriate, proposals for expulsion, extension of the duration of schooling on medical grounds, as well as measures proposed in other cases of violations of student regulations;
- r) to endorse the distribution and recording of teaching and research tasks at the department level;
- s) to perform other duties, approved by University Senate and in accordance with the legislation in force.

5.1.4. Department Council

Article 43

- (1) The department council is the decision-making and deliberative body of the department.
- (2) The department council is composed of teaching or assimilated teaching staff, as applicable, who are permanent members of the department.
- (3) The department director chairs the department council sessions. -
- (4) The term of office of the department council is 5 years. The mandate of the members of the department council is 5 years.
- (5) In the case of by-elections, the term of office is valid until the term of office of the council in office expires.
- (6) The decisions of the department council are taken by a majority of the members present, provided that at least 2/3 of the total number of council members attend the meeting.

Article 44

The department council has the following duties and powers:

- a) to draw up the staff positions chart, by consulting the members of the department. In departments with disciplines in several faculties, the staff positions charts are completed based on order notes, endorsed by ANIMV's management.
- b) to endorse the proposals of the department director to launch a competition for vacant teaching positions within the department;
- c) to submit to the Board of Trustees, for approval, applications for enrollment in examinations for promotion in the teaching career;
- d) to endorse the proposals of the department director regarding the continuation of teaching activities, for a fixed period, for retired tenured teachers, in accordance with the law;
- e) to endorse the proposals of the department director regarding the fixed-term employment, as associate teaching staff, of specialists with renowned scientific expertise in the field, from Romania or abroad, according to the methodology approved by University Senate;
- f) to develop and endorse the curricula of the study programs organized by the department;
- g) to analyze and endorse applications for the recognition and equivalence of study credits;

h) to coordinate teaching and scientific research activities within the department.

5.1.5. Council for Doctoral University Studies (CSUD)

Article 45

(1) CSUD is the university's governing, deliberative and decision-making structure that ensures the university management of the Institution Organizing Doctoral University Studies "Mihai Viteazul" National Intelligence Academy (IOSUD ANIMV).

(2) The executive management of CSUD is provided by the director of CSUD, who is also an ex officio member of CSUD.

(3) The composition of the CSUD and the method of election for its members are established by the Regulations on the organization and functioning of IOSUD ANIMV and by specific decisions of CSUD. Doctoral students and postdoctoral researchers are represented by 25% in CSUD.

Article 46

(1) CSUD usually meet monthly or whenever necessary. Extraordinary sessions are held at the request of the CSUD director or at the request of at least one third of CSUD members.

(2) CSUD decisions are taken by a simple majority of the members present. The quorum for the session is achieved by the participation of at least 2/3 of the total number of CSUD members, but with the mandatory presence of at least one representative of the doctoral students.

(3) Decisions for which CSUD has approval powers are forwarded to ANIMV Board of Trustees for informative purposes. Decisions for which the CSUD has endorsement powers are forwarded for approval to University Senate or to ANIMV Board of Trustees, according to their respective powers.

Article 47

CSUD has the following responsibilities in ensuring the functioning of IOSUD ANIMV:

- a) to approve the regulations for the organization and functioning of doctoral schools within ANIMV;
- b) to approve the results of the habilitation processes for obtaining the status of doctoral supervisor and submits them to the National Council for Attestation of University Titles, Diplomas, and Certificates (CNATDCU) for validation;
- c) to approve requests from doctoral supervisors to become members of doctoral schools;
- d) to approve the granting or revocation of membership in Intelligence and Security Doctoral School to doctoral supervisors based on minimum standards of scientific performance;
- e) to approve requests from doctoral supervisors to become scientific coordinators of doctoral schools;
- f) to approve the enrollment of accepted candidates and the withdrawal of doctoral students and postdoctoral researchers, at the proposal of the doctoral school councils;
- g) to approve internal and international mobility internships for doctoral students, postdoctoral researchers, and doctoral supervisors;
- h) to endorse the Regulations for the organization and functioning of IOSUD ANIMV and to submit them to University Senate for approval;
- i) to endorse partnerships for the implementation of doctoral programs and postdoctoral advanced research programs with other higher education institutions or research and development units, which are submitted to the Board of Trustees for approval;

- j) to endorse the Strategy for improving the quality of the educational and research experience at IOSUD ANIMV, proposed by the director of CSUD, to be submitted to ANIMV Board of Trustees for approval;
- k) to endorse the Methodology for appointing the CSUD director and to submit it to University Senate for approval;
- l) to endorse the Methodology for organizing and conducting the admission competition for doctoral studies at ANIMV and to submit it to University Senate for approval;
- m) to endorse the Methodology for organizing and conducting the admission competition for advanced research postdoctoral programs at ANIMV and to submit it to University Senate for approval;
- n) to endorse the periodic self-evaluation report of IOSUD ANIMV, every 5 years, and to submit it to University Senate for approval;
- o) to formulate proposals regarding the establishment, merger, or dissolution of doctoral schools within IOSUD ANIMV, which are submitted to University Senate for approval;
- p) to analyze and resolve the decisions of the doctoral school councils and submit them to University Senate or to ANIMV Board of Trustees, if necessary.

Article 48

CSUD has the following responsibilities in ensuring doctoral study programs:

- a) to approve the procedures necessary for the proper conduct of activities specific to doctoral programs in doctoral schools;
- b) to approve the composition of the committees for the public defense of doctoral theses;
- c) to approve the internal evaluation reports of the accredited doctoral study fields;
- d) to approve the change of doctoral supervisor (permanent internal mobility), respectively the redistribution of doctoral students to doctoral supervisors in doctoral schools, if applicable;
- e) to approve the criteria and indicators for the evaluation of doctoral theses by the advisory and academic integrity committees and by the committees for the public defense of doctoral theses, as proposed by the doctoral school councils;
- f) to approve the periodic self-evaluation reports of doctoral study fields, carried out by doctoral schools every 5 years;
- g) to approve the Regulations for the organisation and conduct of doctoral study programmes at IOSUD ANIMV and to submit them to University Senate for approval;
- h) to approve the curricula of doctoral study programs in accredited doctoral fields of study and to submit them to University Senate for approval.

Article 49

CSUD has the following responsibilities in ensuring advanced postdoctoral research programs:

- a) to approve the procedures necessary for the proper conduct of activities specific to advanced postdoctoral research programs in doctoral schools;

- b) to approve the composition of the committees for the public defense of scientific papers for graduation from the postdoctoral advanced research program;
- c) to approve the internal evaluation reports of postdoctoral advanced research programs in accredited doctoral fields of study;
- d) to approve the change of scientific coordinator (permanent internal mobility), respectively the redistribution of postdoctoral researchers to scientific coordinators in doctoral schools;
- e) to approve the criteria and indicators for the evaluation of scientific graduation papers by the advisory and academic integrity committees and by the committees for the public defense of scientific graduation papers, as proposed by the doctoral school councils;
- f) to endorse the Regulations for the organisation and conduct of advanced postdoctoral research programs at IOSUD ANIMV and to submit them to University Senate for approval;
- g) to endorse the curricula of postdoctoral advanced research programs in accredited fields and to submit them to University Senate for approval.

5.1.6. Intelligence and Security Doctoral School Council

Article 50

(1) The university management of Intelligence and Security Doctoral School is ensured by Doctoral School Council (CSD), a deliberative and decision-making university management structure.

(2) The executive management of Intelligence and Security Doctoral School is ensured by the director of the Doctoral School, who is also an ex officio member of CSD.

(3) The composition of CSD and the method of electing CSD members are established by the Regulations on the Organization and Functioning of Intelligence and Security Doctoral School and by specific decisions of CSD. Doctoral students and postdoctoral researchers are represented by 25% in CSD.

Article 51

(1) CSD usually meets monthly or whenever necessary, in extraordinary sessions. Extraordinary sessions are held at the request of the director of Intelligence and Security Doctoral School or at the request of at least one third of CSD members.

(2) CSD decisions are taken by a simple majority of the present members. The quorum for the session is achieved by the attendance of at least 2/3 of the total number of CSD members, but with the mandatory presence of at least one representative of doctoral students and postdoctoral researchers.

(3) Decisions for which CSD has approval powers are forwarded to CSUD for informative purposes.

(4) Decisions for which CSD has advisory powers are forwarded for approval to CSUD, University Senate, or Board of Trustees, according to their respective powers.

Article 52

Doctoral School Council has the following responsibilities in ensuring the functioning of Intelligence and Security Doctoral School:

- a) to endorse the Regulations for the organization and functioning of Intelligence and Security Doctoral School and to submit them to CSUD for approval;

- b) to endorse the teaching staff positions chart in Intelligence and Security Doctoral School and the distribution of teaching tasks within Intelligence and Security Doctoral School and to submit them to University Senate for approval;
- c) to endorse the structure of the academic year for the doctoral program in Intelligence and National Security and to submit it to University Senate for approval;
- d) to endorse the structure of the academic year for the postdoctoral program in advanced research in Intelligence and National Security and to submit it to University Senate for approval;
- e) to endorse the distribution of vacancies for doctoral students among doctoral supervisors who are members of Intelligence and Security Doctoral School and to submit it to University Senate for approval;
- f) to endorse the distribution of vacancies for postdoctoral researchers for scientific coordinators who are members of Intelligence and Security Doctoral School and to submit it to University Senate for approval;
- g) to endorse agreements and partnerships/consortia for running doctoral programs and joint doctorates, and to submit them to University Senate for approval;
- h) to endorse annually the rate of tuition fees, the fee for the public defense of the doctoral thesis, and the rate for the fee for the defense of the habilitation thesis in order to obtain the status of doctoral supervisor, and to submit them to University Senate for approval;
- i) to endorse annually the rate of tuition fees, the fee for the public defense of the graduation thesis, and to submit them to University Senate for approval;
- j) to analyze and resolve requests from doctoral supervisors in Intelligence and Security Doctoral School and from doctoral students enrolled in Intelligence and Security Doctoral School, to be forwarded to CSUD or University Senate, depending on the request;
- k) to analyze and resolve requests from scientific coordinators from Intelligence and Security Doctoral School and postdoctoral researchers enrolled in Intelligence and Security Doctoral School, to be forwarded to CSUD or University Senate, depending on the request.

Article 53

Doctoral School Council has the following responsibilities in ensuring the implementation of the doctoral program in the field of doctoral studies in Intelligence and National Security:

- a) to approve the composition of the doctoral students' advisory and academic integrity committees;
- b) to approve the self-evaluation reports of doctoral students and the evaluation reports of doctoral students drawn up by their doctoral supervisors;
- c) to approve the self-evaluation reports of doctoral supervisors;
- d) to approve doctoral students' requests to interrupt their doctoral studies program;
- e) to endorse the procedures necessary for the proper conduct of activities specific to doctoral programs at Intelligence and Security Doctoral School;
- f) to endorse the curriculum of the doctoral program in the field of doctoral studies in Intelligence and National Security and to submit it to CSUD for approval;

- g) to endorse the composition of the public defense committee for doctoral theses, at the proposal of the doctoral supervisor, and to submit it to CSUD for approval;
- h) to endorse internal self-evaluation reports for the doctoral program in Intelligence and National Security and to submit them to CSUD for approval;
- i) to endorse the change of doctoral supervisors (permanent internal mobility), namely the redistribution of doctoral students to doctoral supervisors in Intelligence and Security Doctoral School, and to submit them to CSUD for approval;
- j) to endorse the criteria and indicators for the evaluation of doctoral theses by the advisory and academic integrity committees and by the committees for public defense of doctoral theses, and to submit them to CSUD for approval;
- k) to endorse requests from doctoral supervisors to become members of Intelligence and Security Doctoral School and to submit them to CSUD for approval;
- l) to endorse the enrollment of candidates declared accepted to the doctoral admission exam, at the proposal of the admission committee, and to submit the results to CSUD for approval;
- m) to endorse the expulsion of doctoral students, at the proposal of doctoral supervisors, and to submit the proposals to CSUD for approval;
- n) to endorse the template for the doctoral studies contract and the addenda to said contract and to submit them to CSUD for approval;
- o) to endorse proposals from doctoral supervisors to extend the doctoral study program and to submit them to University Senate for approval;
- p) to endorse the requests from doctoral students and the opinions of doctoral supervisors to reduce the doctoral program and to submit them to University Senate for approval.

Article 54

Doctoral School Council has the following responsibilities in ensuring the implementation of the postdoctoral advanced research program in the field of doctoral studies in Intelligence and National Security:

- a) to approve the composition of the advisory and academic integrity committees for postdoctoral researchers;
- b) to approve the self-evaluation reports of postdoctoral researchers and the evaluation reports of postdoctoral researchers drawn up by scientific coordinators;
- c) to approve the self-evaluation reports of scientific coordinators;
- d) to approve postdoctoral researchers' requests to interrupt the postdoctoral advanced research program;
- e) to endorse the procedures necessary for the proper conduct of activities specific to advanced postdoctoral research programs in Intelligence and Security Doctoral School;
- f) to endorse the curriculum of the postdoctoral advanced research program in the field of Intelligence and National Security and to submit it to CSUD for approval;
- g) to endorse the composition of the public defense committee for the scientific graduation thesis, at the proposal of the scientific coordinator, and to submit it to CSUD for approval;
- h) to endorse the internal self-evaluation reports of the postdoctoral advanced research program in Intelligence and National Security and to submit them to CSUD for approval;

- i) to endorse the change of scientific coordinator (permanent internal mobility), respectively, the redistribution of postdoctoral researchers to scientific coordinators from Intelligence and Security Doctoral School, and to submit them to CSUD for approval;
- j) to endorse the criteria and indicators for the evaluation of scientific graduation papers by the advisory and integrity academic committees and by the committees for the public defense of scientific graduation papers and to submit them to CSUD for approval;
- k) to endorse requests from doctoral supervisors to become scientific coordinators of Intelligence and Security Doctoral School and to submit them to CSUD for approval;
- l) to endorse the enrollment of candidates declared accepted to the postdoctoral admission exam, at the proposal of the admission committee, and to submit the results to CSUD for approval;
- m) to endorse the expulsion of postdoctoral researchers, at the proposal of the scientific coordinators, and to submit the proposals to CSUD for approval;
- n) to endorse the template for the postdoctoral study contract and the addenda to said contract and to submit them to CSUD for approval;
- o) to endorse the proposals of the scientific coordinators to extend the postdoctoral advanced research program and to submit them to University Senate for approval.

5.1.7. Scientific Council

Article 55

(1) ANIMV Scientific Council (The Council) is the deliberative and decision-making structure that leads the scientific research activity within ANIMV.

(2) The Scientific Council reports to ANIMV Board of Trustees.

Article 56

(1) The Council consists of seven members and a secretary with administrative duties but no voting rights.

(2) The Council has the following structure:

- a) chairman
- b) vice-chairman
- c) 5 members
- d) Secretary.

(3) The Council consists of:

- a) 5 appointed members: the director of CSUD, the director of Intelligence and Security Doctoral School, the director of INSI, the dean of the Faculty of Intelligence Studies, and the dean of the Faculty of Intelligence;
- b) 2 elected members: the representative of researchers within INSI and the representative of university teaching staff from the Faculty of Intelligence Studies and the Faculty of Intelligence.

(4) The chairman of the council is elected from among its members, in accordance with the council's rules of procedure.

(5) Members are elected based on a specific methodology approved by University Senate.

(6) The Council's term of office is 5 years.

Article 57

The Council has the following responsibilities:

- a) to develop ANIMV's strategy for scientific research, in line with the objectives of the national strategy for scientific research and with European strategies and framework programs in the field of scientific research;
- b) to submit for endorsement to the Commandant (Rector) the ANIMV annual plan for scientific research, developed through integrating the proposals of INSI, the faculties, and Intelligence and Security Doctoral School;
- c) to set the objectives of scientific research carried out within ANIMV in relation to the strategic development and modernization objectives of SRI, respectively to the research needs stated by SRI units;
- d) to establish the performance criteria for scientific research at ANIMV;
- e) to develop and approve the regulations on the evaluation of researchers' scientific performance, based on the general criteria set out in Law No. 183 /2024;
- f) to analyze, in January of each year, the results obtained in scientific activity within ANIMV in the previous year, and to submit the analysis to the Commandant (Rector);
- g) to endorse the organization of scientific events within ANIMV;
- h) to assess the needs for the development of the research infrastructure and to submit proposals for its development to the Commandant (Rector);
- i) to propose for approval to the Board of Trustees the regulations on the classification and promotion of research, development, and innovation staff positions corresponding to their professional functions and grades. The regulations are approved by University Senate;
- j) to endorse the competition tests for research positions, as well as their content;
- k) to propose for approval to the Board of Trustees the number of positions by function and professional grade;
- l) to analyze compliance with the procedures established by its own methodology and to endorse the report on the competition for research positions;
- m) to analyze the compliance with the procedures established by its own methodology and to endorse the report on the promotion exam for obtaining professional degrees of scientific researcher;
- n) to propose to the Commandant (Rector) the awarding of prizes for outstanding achievements in scientific research, within the limits of available funds;
- o) to analyze and to approve the criteria for the evaluation and self-evaluation of research staff.

5.2. University Management Functions

Article 58

(1) The university management functions in ANIMV are as follows:

- a) at ANIMV level: Commandant (Rector), vice-rector, general administrative director;
- b) at faculty level: dean and vice-dean;
- c) at the department level: department director;
- d) at CSUD level: CSUD director, a position equivalent to that of vice-rector;
- e) at doctoral school level: director of the doctoral school, a position equivalent to that of department director.

(2) The management positions referred to in paragraph (1) are positions in the field of education, the performance of which does not involve public authority prerogatives.

(3) The positions referred to in paragraph (1) are not public authority positions, the specific teaching activities carried out through them being mainly the following:

- a) to fulfill ANIMV's mission to generate and transfer knowledge to society;
- b) to organize study programs whose central element is ensuring the quality of education, for the purpose of personal development, the professional integration of individuals, and meeting the competence needs of the socio-economic environment;
- c) to organize the process of obtaining qualifications in line with the needs identified on the labor market;
- d) to manage educational and research activities efficiently;
- e) to develop and implement projects financed from ANIMV internal or external sources;
- f) to provide adequate support to members of the university community;
- g) to carry out actions related to ANIMV's international cooperation;
- h) to ensure academic freedom for teaching and research staff, as well as the rights and freedoms of students;
- i) to uphold university autonomy, transparency in decisions and activities, fairness, ethics, and academic integrity;
- j) to ensure and manage material and human resources, in compliance with the legal regime governing conflicts of interest and the legislation in force;
- k) to ensure, at ANIMV level, the necessary conditions for carrying out scientific research, development, innovation, and technology transfer, through individual and collective creation, in the specific field, as well as to capitalize on and disseminate their results, with a view to producing, transmitting, and capitalizing on knowledge.

Article 59

(1) Management positions cannot be combined.

(2) Incompatibility in the case of management positions is defined as follows:

- a) the situation in which a person holds or exercises cumulatively the management positions of Commandant (Rector), vice-rector, dean, vice-dean, department director, or director of a research and development unit, or the position of University Senate chairman and a management position provided for in Article 58(1);
- b) the situation in which a person holds or exercises one of the management positions of Commandant (Rector), vice-rector, dean, vice-dean, department director and is appointed or elected to the position of minister, secretary of state, mayor, deputy mayor or president of the county council;
- c) the situation in which an authorizing officer within ANIMV holds or exercises, in parallel, another position as authorizing officer of a central or local public institution;
- d) the situation in which a person holds both the position of member of ANIMV Board of Trustees and the position of partner or shareholder in a commercial company established by ANIMV under the conditions of Article 16(1) of Law of higher education No. 199/2023, with subsequent amendments and additions.

(3) Persons in the situation of incompatibility referred to in paragraph (2) are given 15 days to remedy the situation of incompatibility, including by suspending themselves from one of the positions.

(4) Persons who have been convicted of an intentional crime for which they have not been rehabilitated may not hold the management positions referred to in Article 58(1).

Art. 60.

(1) The management positions within ANIMV combine the duties characteristic of higher education and scientific research with those specific to military management.

(2) The decision to appoint persons to management positions shall be made in accordance with the legal framework in force and the internal regulations specific to SRI.

5.2.1. Commandant (Rector)

Art.

(1) ANIMV is led by Commandant, who also holds the capacity of rector.

(2) Commandant (Rector) is the legal representative of ANIMV in relations with third parties and is responsible for its executive management. Commandant (Rector) is the authorizing officer of ANIMV.

Art. 62.

(1) The term of office of Commandant (Rector) is 5 years. A person may not hold the position of Commandant (Rector) at ANIMV for more than two terms.

(2) In calculating the maximum number of terms provided for in paragraph (1), incomplete 5-year terms, interrupted by resignation, dismissal, or suspension shall also be considered.

Art. 63.

(1) Commandant (Rector) may delegate some of the powers of their office to the vice-rector and the general administrative director. Commandant (Rector) may delegate the powers of legal representative and authorizing officer, under the conditions provided by the laws in force.

(2) In the absence of Commandant (Rector), the duties in the field of organizing and conducting of the educational process and research shall be performed by the vice-rector.

(3) In the simultaneous absence of Commandant (Rector) and the vice-rector, the duties related to the organization and conduct of the educational and research processes shall be exercised by the director of CSUD.

Art. 64.

Commandant (Rector) has the following main duties:

- a) proposes the ANIMV mission for approval by University Senate;
- b) performs the management and operational leadership of ANIMV;
- c) negotiates and signs the annual institutional contract with the Ministry of Education;
- d) proposes the multi-annual strategic plan for institutional development and operational plans to University Senate for approval;
- e) proposes for approval by University Senate the methodologies and regulations regarding the organization and functioning of ANIMV;
- f) proposes to University Senate for approval the sanctioning of staff with poor professional performance, based on internal methodology and legislation in force;
- g) concludes the management contract with University Senate;
- h) proposes the structure, organization, and operating regulations of ANIMV to University Senate for approval, in compliance with the provisions of the university charter and the legislation in force.
- i) submits for debate and validation to University Senate, no later than the first working day

- of April each year, the report on the status of ANIMV;
- j) is responsible for the organization and conduct of the management of academic records and university documents by ANIMV;
 - k) chairs Board of Trustees;
 - l) submits the draft budget and the report on budget execution to University Senate for approval;
 - m) convenes University Senate in extraordinary meetings;
 - n) approves the composition of University Ethics Commission, proposed by Board of Trustees and approved by University Senate;
 - o) takes note of the annual report of University Ethics Commission on compliance with university ethics and deontology rules;
 - p) requests the administrative court to annul an academic study document, in accordance with the legal provisions, in the event of evidence that the degree was obtained by fraudulent means or in violation of the provisions of ANIMV's Code of Academic Ethics and Deontology;
 - q) signs the decision to award the doctoral degree, after receiving the approval issued by CNATDCU;
 - r) files an administrative litigation claim for the annulment of the doctoral diploma for degrees awarded by ANIMV, if the doctoral diploma has entered into civil circulation and has given rise to subjective rights guaranteed by law, under the conditions of the Law of higher education No. 199/2023, with subsequent amendments and completions;
 - s) orders the revocation of the doctoral diploma for degrees awarded by ANIMV, provided that doctoral diploma has not entered into civil circulation and has generated legally guaranteed subjective rights, under the conditions of the Law of higher education No. 199/2023, with subsequent amendments and completions;
 - t) publishes ANIMV's annual enrollment offer by means of a sworn statement, in accordance with enrollment capacity;
 - u) organizes the competition for the position of director of CSUD;
 - v) organizes the public competition for the selection of deans;
 - w) appoints the vice-rector, based on consultation with University Senate;
 - x) may delegate the duties of legal representative and authorizing officer, in accordance with the laws in force;
 - y) endorses the university staffing chart;
 - z) approves the duties of teaching staff as established in their individual job descriptions;
 - aa) is accountable to University Senate for the proper conduct of competitions for filling positions, in compliance with the quality standards, university ethics and deontology and the legislation in force;
 - bb) approves the enrollment and removal from the records of students and trainees;
 - cc) organizes periodic meetings with teaching, research, technical and administrative staff, as well as with students, takes note of the issues they raise and establishes measures to resolve them, in compliance with the law;
 - dd) decides on the implementation of sanctions applied to teaching and research staff, including those in management positions, based on the decisions of the university ethics commission;
 - ee) decides on the implementation of sanctions applied to students, doctoral students, postdoctoral researchers, or other categories of students, based on the decisions of the

- university ethics commission;
- ff) appoints disciplinary investigation commissions to investigate disciplinary offences committed by teaching and research staff, with the approval of Board of Trustees;
 - gg) performs other duties established by University Senate, in accordance with the management contract, University Charter, and the legislation in force.
 - hh) is directly responsible for the allocation of ANIMV resources, through the institutional contract and the complementary contract concluded with the Ministry of Education.

5.2.2. Vice-Rector

Art. 65.

- (1) ANIMV vice-rector is appointed by Commandant (Rector), based on consultation with University Senate.
- (2) The term of office of the vice-rector is 5 years. A person may not hold the position of ANIMV vice-rector for more than 2 terms.
- (3) The term of office of the vice-rector is at most equal to the term of office of Commandant (Rector) who appointed them, except in cases of interruption of Commandant's (Rector's) term of office, when the vice-rector's term of office continues until a new Commandant (Rector) is appointed.
- (4) The vice-rector may be dismissed from office by ANIMV Commandant (Rector) during their term of office. In the event of dismissal, they may resume their previous position.

Art. 66.

The vice-rector performs the duties established by law and the duties assigned by Commandant (Rector), within the specific areas of responsibility.

Art. 67.

The vice-rector has the following main duties:

- a) coordinates undergraduate and postgraduate studies, as well as non-university continuing education programs organized and conducted within ANIMV;
- b) coordinates the drafting of the main documents for the planning and organization of undergraduate and postgraduate studies and non-university continuing education;
- c) coordinates and approves the planning of activities for the preparation and conduct of admission competitions, semester exams, and final graduation exams;
- d) prepares and submits to University Senate, on an annual basis, information on the educational activities within ANIMV;
- e) verifies the form and content of each curriculum and approves their submission to University Senate for approval;
- f) guides and verifies the activity of subordinate structures;
- g) maintains contact with student representatives from all study cycles, identifies problematic issues and establishes solutions or, where appropriate, submits proposals to Commandant (Rector) for resolving issues that fall under their responsibility;
- h) periodically analyses student results and submits improvement proposals to the deans;
- i) coordinates the organization and conduct of internships for ANIMV students;
- j) coordinates the organization and conduct of internships for civilian students from other higher education institutions;
- k) coordinates social activities for students;
- l) performs other activities within the scope of responsibility, at the request of Commandant

(Rector).

5.2.3. General Administrative Director

Art. 68.

The general administrative director manages the administrative structures of ANIMV.

Art.69.

The general administrative director of ANIMV has the following main duties:

- a) exercises the duties established by law;
- b) ensures the implementation of decisions taken by University Senate in the administrative field;
- c) coordinates the activity of subordinate structures to streamline the management of ANIMV resources and monitors, from an administrative perspective, the implementation of ANIMV's policy regarding the provision of logistical resources for teaching and research activities;
- d) coordinates the drafting of ANIMV's annual budget and submits it to University Senate for review and approval, at the proposal of Commandant (Rector);
- e) contributes to the development of ANIMV's strategic plan and the operational plan;
- f) coordinates the modernization and conservation of ANIMV's physical infrastructure;
- g) identifies ways to obtain additional financial resources, in accordance with the law.

5.2.4. Dean

Art. 70.

(1) The dean represents the faculty and is responsible for the management and administration of the faculty.

(2) The term of office of the dean is 5 years.

(3) The dean designates the vice-dean after being appointed by Commandant (Rector).

Art.71.

The dean exercises the following main duties:

- a) represents the faculty and is responsible for the management and administration of the faculty;
- b) chairs faculty council meetings;
- c) implements the decisions of Commandant (Rector), Board of Trustees, and University Senate;
- d) is responsible for organizing and conducting the teaching and educational process for students and trainees;
- e) is responsible for the selection, hiring, periodic evaluation, training, motivation, and termination of contractual employment relations for the faculty staff;
- f) is accountable to University Senate for the proper conduct of competitions for filling positions, in compliance with the rules of quality, ethics and university deontology, and the legislation in force;
- g) annuls the results of an exam or assessment, in accordance with the provisions of the Code of Ethics and Academic Deontology, and orders the reorganization of the exam;
- h) proposes the structure, organization, and functioning of the faculty for approval by the

- faculty council;
- i) contributes to the achievement of the objectives set out in Commandant's (Rector's) management program;
 - j) submits an annual report to the faculty council, in February, on the general state of the faculty, quality assurance, and compliance with university ethics and deontology at the faculty level;
 - k) coordinates the development of the curriculum, which is submitted to the faculty council for review;
 - l) proposes evaluation methodologies throughout the study programs;
 - m) takes measures for the proper use of premises where the faculty carries out its activities and for the use of its assets, in accordance with the law;
 - n) establishes the duties and responsibilities included in the job descriptions for faculty staff and submits them to Commandant (Rector) for approval;
 - o) implements disciplinary sanctions imposed on faculty staff;
 - p) coordinates the development of course syllabi;
 - q) performs other duties established, in accordance with the law, by the faculty council, University Senate, or Commandant (Rector).

5.2.5. Vice-Dean

Art. 72.

- (1) The vice-dean is appointed by the dean of the faculty from among the teaching and assimilated teaching staff of the faculty.
- (2) The term of office of the vice-dean is 5 years.
- (3) The vice-dean fulfills the duties of the dean in their absence.
- (4) The vice-dean performs the duties established by the dean in order to fulfill the managerial program of Commandant (Rector).
- (5) The term of office of the vice-dean is at most equal to the term of office of the dean who appointed them, except in cases of interruption of the dean's term of office, when the vice-dean 's term of office continues until the appointment of the new dean.
- (6) The vice-dean may be dismissed from office by the dean during their term of office. In the event of dismissal, they may resume full duties in the position from which they were promoted.

Art. 73.

The vice-dean performs the following duties:

- a) participates in the organization and conduct of the teaching and educational process for students and trainees;
- b) participates in the control of the activity of the departments within the faculty;
- c) represents, by delegation, the faculty in national councils, commissions, and in relations with state institutions, as well as internal and international bodies with which it has collaboration protocols.

5.2.6. Department Director

Art. 74.

(1) The department director is responsible for the management and operational command of the department.

(2) The term of office of the department director is 5 years.

Art. 75

The department director has the following main duties:

- a) organizes and manages the teaching and research activities of the department staff;
- b) proposes to the department council, for approval, the opening of vacant teaching positions and the nominal composition of the competition commissions;
- c) is accountable to University Senate for the proper conduct of competitions for filling positions, in compliance with the rules of quality, ethics, and university deontology, as well as the legislation in force;
- d) is responsible for the development and implementation of the curriculum, staffing charts, research management, and quality management.
- e) is responsible for the selection, hiring, periodic evaluation, training, motivation, and termination of the employment contracts of the department's staff;
- f) proposes to the faculty council the teaching load for teaching staff who do not perform scientific research or equivalent activities, which is higher than the minimum, without exceeding the limit of 16 conventional hours per week;
- g) proposes to the faculty council the completion of the teaching norm with scientific research activities, in the situation where the weekly teaching norm is below the minimum weekly teaching norm or in the situation where the teaching staff's norm, due to the specificity of the disciplines, does not include course hours in the job structure;
- h) makes proposals for rewarding or sanctioning the teaching staff of the department.

5.2.7. Director of Council for Doctoral University Studies

Art. 76.

(1) The Director of CSUD ensures the operational management of CSUD and represents IOSUD ANIMV in inter-institutional relations. The position of director of CSUD is equivalent to that of vice-rector.

(2) The term of office of the director of CSUD is 5 years.

(3) In the absence of both Commandant (Rector) and the vice-rector, CSUD director exercises powers in the field of organizing and conducting the educational and research processes.

(4) The duties of CSUD director are as follows:

- a) chairs CSUD meetings and is an ex officio member thereof;
- b) coordinates the drafting of the Regulations on the organization and functioning of IOSUD ANIMV, analyzes the final form of the draft and submits it for approval to the members of CSUD;
- c) monitors the organization, implementation, and administration of doctoral programs in accredited doctoral fields of study, in accordance with the provisions of the Regulations on the organization and functioning of IOSUD ANIMV and the legislation in force;
- d) proposes to CSUD for approval the Strategy for improving the quality of the educational

- and research experience within IOSUD ANIMV for each of the doctoral study programs accredited at IOSUD ANIMV;
- e) proposes to CSUD for approval the strategies for the internationalization of university study programs; the strategies for increasing the international visibility and notoriety of CSUD's international agreements in the field of scientific and doctoral research;
 - f) proposes to CSUD and doctoral schools interinstitutional agreements and scientific research project agreements in the accredited doctoral study fields;
 - g) proposes to CSUD for approval the methodologies necessary for the proper conduct of activities specific to doctoral programs within ANIMV, in accordance with the Regulations for the organization and functioning of IOSUD ANIMV, the Regulations for the organization and conduct of doctoral study programs at IOSUD ANIMV, the Regulations on the organization and conduct of postdoctoral programs in IOSUD ANIMV and the legislative framework in force;
 - h) leads the internal self-evaluation activities of IOSUD ANIMV and doctoral schools, based on the methodologies in force, and submits to CSUD the Internal self-evaluation report of IOSUD ANIMV.
 - i) ensures the prevention and sanctioning of deviations from the norms of academic ethics and integrity, as well as scientific and professional research, in accordance with ANIMV Code of Academic Ethics and Deontology.

5.2.8. Director of Intelligence and Security Doctoral School

Art. 77.

(1) The Director of Intelligence and Security Doctoral School ensures the operational management of the doctoral school and represents Intelligence and Security Doctoral School in intra- and inter-institutional relations. The position of director of the doctoral school is equivalent to that of department director.

(2) The term of office of the director of the doctoral school is 5 years.

(3) The duties of the director of the doctoral school are as follows:

- a) chairs the meetings of CSD and is an ex officio member thereof;
- b) coordinates the drafting of the Regulations for the organization and functioning of Intelligence and Security Doctoral School, analyzes the final form of the draft, and submits it to the CSD for approval;
- c) leads the activities of organizing, conducting, and administering doctoral study programs in the field of Intelligence and National Security, in accordance with the provisions of the Regulations for the organization and functioning of Intelligence and Security Doctoral School, the Regulations for the organization and functioning of IOSUD ANIMV, and the legislation in force;
- d) submits for approval by CSD the curriculum of the doctoral study program and that of the postdoctoral advanced research program for each of the accredited doctoral fields for which Intelligence and Security Doctoral School ensures the functioning;
- e) proposes to CSD the teaching staff charts/positions and the distribution of teaching and scientific research tasks for Intelligence and Security Doctoral School;
- f) proposes the procedures necessary for the proper conduct of activities specific to doctoral programs at Intelligence and Security Doctoral School, in accordance with the Regulations for the organization and functioning of the Intelligence and Security Doctoral

School, the Regulations for the organization and conduct of doctoral programs at IOSUD ANIMV, the Regulations for the organization and implementation of postdoctoral programs at IOSUD ANIMV, and the legislative framework in force, whose organization and implementation is ensured by Intelligence and Security Doctoral School, and submits them to CSD for approval;

- g) leads the internal self-assessment activities for Intelligence and National Security doctoral study program, based on the methodologies in force, and submits the internal assessment report to the CSD;
- h) ensures the prevention and sanctioning of deviations from the rules of academic ethics and integrity, as well as scientific and professional research ethics, in accordance with ANIMV Code of Academic Ethics and Deontology.

5.2.9. Director of National Institute for Intelligence Studies

Art. 78.

The director of INSI has the following duties:

- a) analyzes and sets research priorities for INSI and submits proposals to the Scientific council and ANIMV management for approval regarding for the development of the Annual Scientific Research Plan;
- b) coordinates the periodic evaluation of the progress of ongoing research projects and approves, from a qualitative point of view, all scientific research products developed within INSI;
- c) manages the identification and access to funding sources for research and development activities in the field of security and intelligence studies at national and international level, as well as the implementation of research projects financed by these funds;
- d) identifies organizational partners, at national or international levels, and proposes the initiation of partnerships for the implementation of joint projects in INSI's area of interest;
- e) plans and organizes scientific research activities carried out within INSI and coordinates the development of the main areas of scientific competence in the field of security and intelligence, in accordance with ANIMV's Strategy for scientific research, development, and innovation;
- f) promotes research results within the national security system, aiming for the efficient capitalization of research results;
- g) prepares documentation for budgeting research activities financed from other sources external to SRI;
- h) prepares and submits reports on scientific activity to the immediate superior and the Scientific Council.

5.3. Procedures for Electing, Selecting, and Designating University Management Structures and Positions

Art. 79

(1) The process of establishing and electing management structures and positions within ANIMV is organized and carried out in accordance with the Law of higher education No. 199/2023, with subsequent amendments and completions, in compliance with the Ministry of Education's Framework methodology regarding the process of establishing and electing management structures and positions at the level of higher education institutions, as well as its own internal methodology.

(2) Members of the university community have the right to participate in the management of university activities, in accordance with the law.

(3) The term of office for members of management structures and for all management positions is 5 years.

(4) The procedure for establishing and electing management structures and positions at the level of ANIMV, faculties, and departments must comply with the principle of representativeness, as follows:

a) University Senate is composed of a maximum of 75% teaching staff, assimilated teaching staff, and research staff, tenured, and a minimum of 25% student representatives. The representation quota in University Senate for teaching and research staff is up to 20% of the tenured staff of each of the university education and scientific research structures within ANIMV, as mentioned in paragraph (2), Article 19 of this Charter. The assimilated teaching staff of ANIMV has one representative in University Senate, within the quota established for teaching and research staff. The actual number of representatives for teaching and research staff, as well as for student representatives, is established by decision of University Senate.

b) The faculty council is composed of a maximum of 75% teaching and assimilated teaching staff and a minimum of 25% students. The representation quota in the faculty council for teaching staff is up to 20% of the tenured staff in each faculty department. Departments composed of assimilated teaching staff have one representative each in the faculty council. The actual number representatives for teaching staff and student representatives in the faculty council is determined by a decision of the faculty council.

c) The department council is composed of 100% teaching or assimilated teaching staff. The representation quota in the department council is a maximum of 20% of the total tenured teaching or assimilated teaching staff in the department, as appropriate, depending on the profile of the department, but not less than two members. The actual number of representatives of teaching or assimilated teaching staff on the department council is determined by decision of the department council or faculty council, as appropriate.

(5) Elections for management positions are organized within the university and scientific research structures of ANIMV, as mentioned in paragraph (2), article 19 of this Charter.

Art. 80.

(1) The election of representatives of teaching staff, assimilated teaching staff, and research staff to University Senate shall be organized as follows:

- a) University Senate members are elected in electoral districts established by University Senate, by universal, direct, and secret vote of all tenured teaching and research staff in those districts. Candidates must be tenured within the structure for which they are running. The representative of intelligence instructors is elected by tenured intelligence instructors.
- b) University Senate president is elected by University Senate from among its members, by direct and secret vote, by a simple majority of its members. Members of the senate may run for the position of president of University Senate, regardless of their teaching or research rank. The election of University Senate president may be carried out in two rounds of voting, in the event that no candidate has obtained a majority of votes. The first two candidates who obtained the highest number of votes participate in the second round of voting.

(2) The election of representatives of teaching and assimilated teaching staff to the faculty council shall be conducted as follows: members of the faculty council are elected by universal, direct, and secret vote of all tenured teaching staff and intelligence instructors in the faculty departments.

(3) The election of representatives of teaching and assimilated teaching staff to the department council shall be conducted as follows: members of the department council are elected by universal, direct, and secret vote of all tenured teaching staff or intelligence instructors in the department.

(4) Elections for the appointment of student representatives to University Senate, faculty council, and Board of Trustees are organized and conducted by students, based on ANIMV's own methodologies. ANIMV management is not involved in organizing the process of electing student representatives.

Art. 81.

(1) The Council for Doctoral University Studies (CSUD) may consist of a minimum of 7 members and a maximum of 17 members. The number of members and the configuration of the CSUD are established for each term of office of the university management structure by a specific decision of CSUD.

(2) CSUD includes: a) doctoral supervisors representing doctoral schools within IOSUD ANIMV; b) doctoral supervisors from outside IOSUD ANIMV, from the country or abroad; c) representatives of doctoral students and/or postdoctoral researchers, accounting for 25% of the number established for the composition of CSUD; d) scientific personalities or experts from the professional fields for which IOSUD ANIMV trains specialists. University teachers and scientific researchers must have the right to supervise doctoral students.

(3) All CSUD members are elected by universal, direct, secret, and equal vote of the doctoral supervisors, doctoral students, and postdoctoral researchers from the doctoral schools of IOSUD ANIMV.

(4) The members representing the doctoral supervisors from IOSUD ANIMV are elected by universal, direct, secret, and equal vote of the doctoral supervisors from IOSUD ANIMV. Doctoral supervisors from IOSUD ANIMV, university teachers, or scientific researchers who meet the minimum and mandatory standards for the granting of the habilitation certificate in force at the time of submitting their application for CSUD are eligible to run for office. All doctoral supervisors within IOSUD ANIMV are eligible to vote.

(5) The members representing doctoral supervisors from outside IOSUD ANIMV are elected by universal, direct, secret, and equal vote of the doctoral supervisors from IOSUD ANIMV.

ANIMV Commandant (Rector) and CSUD Director have the right to propose these candidacies. Candidates must hold the status of university teaching staff or tenured scientific researchers at other IOSUDs, meet the minimum and mandatory standards for the granting of the habilitation certificate in force at the time of their nomination for CSUD, and be entitled to supervise doctoral studies in the fundamental field of science in which IOSUD ANIMV is accredited to organize and conduct doctoral and postdoctoral studies. All doctoral supervisors at IOSUD ANIMV are entitled to vote.

(6) The members representing the professional fields for which IOSUD ANIMV trains specialists are elected by universal, direct, secret, and equal vote of the doctoral supervisors at IOSUD ANIMV. ANIMV Commandant (Rector) and CSUD Director have the right to propose these candidacies. Candidates must hold a doctoral degree in one of the fields of doctoral studies in which IOSUD ANIMV is accredited to organize and conduct doctoral and postdoctoral studies. All doctoral supervisors at IOSUD ANIMV have the right to vote.

(7) The members representing doctoral students and postdoctoral researchers in CSUD are elected by universal, direct, secret, and equal vote of the doctoral students and postdoctoral researchers, in accordance with the Methodology for electing the representatives of doctoral students and postdoctoral researchers in academic management structures.

(8) The term of office of CSUD is five years. The full term of office of a CSUD member is five years and ends upon the expiry of the CSUD's term of office.

(9) To fill vacancies during a CSUD term, partial elections are organized, depending on the specific nature of the vacancy. The partial term of CSUD members ends when CSUD term ends.

(10) The term of office of CSUD members who are doctoral supervisors and professional figures ends before the end of the term in the following situations: death, retirement, loss of tenure, loss of status as doctoral supervisor, loss of doctoral title, withdrawal from office, and any situation regulated by law and/or specific methodology.

(11) The term of office of CSUD members who are doctoral students and postdoctoral researchers ends in accordance with the Methodology for electing the representatives of doctoral students and postdoctoral researchers in academic management structures.

Art. 82.

(1) The Doctoral School Council (CSD) may consist of at least 3 doctoral supervisors and at least one doctoral student or postdoctoral researcher. The number of members and the configuration of CSD are established for each term of office of the university management structure by a specific decision of CSD.

(2) The Doctoral School Council consists of: a) representatives of doctoral supervisors, members of Intelligence and Security Doctoral School, in a proportion of no more than 75%; b) representatives of doctoral students or postdoctoral researchers of Intelligence and Security Doctoral School, in a proportion of at least 25%.

(3) All members of CSD are elected by universal, direct, secret, and equal vote of the doctoral supervisors, doctoral students, and postdoctoral researchers of Intelligence and Security Doctoral School.

(4) The members representing the doctoral supervisors from Intelligence and Security Doctoral School are elected by universal, direct, secret, and equal vote of the doctoral supervisors from Intelligence and Security Doctoral School. Doctoral supervisors from Intelligence and Security Doctoral School, university teachers or scientific researchers who

meet the minimum and mandatory standards for the granting of the habilitation certificate in force at the time of submitting their application for CSD have the right to run for office. All doctoral supervisors from Intelligence and Security Doctoral School have the right to vote.

(5) The members representing doctoral students and postdoctoral researchers in CSD are elected by universal, direct, secret, and equal vote of doctoral students and postdoctoral researchers, in accordance with the Methodology for appointing representatives of doctoral students and postdoctoral researchers in university management structures.

(6) The term of office of CSD is five years. The full term of office of a CSD member is five years and ends upon the expiry of the CSUD's term of office.

(7) To fill positions vacated during a CSD term, partial elections are held, depending on the specific nature of the vacancy. The partial term of CSD members ends upon the expiration of CSD term.

(8) The term of office of CSD members who are doctoral supervisors ends before the term in the following situations: death, retirement, loss of tenure, loss of status as doctoral supervisor, loss of doctoral title, or withdrawal from office.

(9) The term of office of CSD members who are doctoral students and postdoctoral researchers ends in accordance with the Methodology for designation of doctoral students and postdoctoral researcher representatives in university management structures.

Art. 83.

(1) The position of Commandant (Rector) is filled through a competition, in accordance with SRI regulations.

(2) Confirmation in the position of rector is made by order of the Minister of Education, based on the results of the competition sent to the Ministry of Education by ANIMV.

(3) After the confirmation order is issued, Commandant (Rector) may sign official papers, documents, financial/accounting documents, diplomas, and certificates.

(4) Commandant (Rector) appoints the vice-rector based on consultation with University Senate.

(5) Commandant (Rector) may retain the chief administrative officer in office, based on the latter's written agreement to support the management plan, or may propose to Board of Trustees that a competition be organized to fill this position.

(6) In the event of the interruption, for various reasons, of the term of office of Commandant (Rector) in office, until the appointment of a new commandant (rector), University Senate shall, within a maximum of 5 working days from the date of Commandant's (Rector's) dismissal, appoint a vice-rector as interim Commandant (Rector), who shall represent ANIMV and become the authorizing officer until a new commandant (rector) is confirmed by the Minister of Education.

(7) The dismissal/revocation from office of ANIMV Commandant (Rector) shall be carried out in accordance with the law and in accordance with SRI regulations.

Art. 84.

The vice-rector is appointed by Commandant (Rector) after the latter's confirmation, based on consultation with University Senate. There is only one vice-rector position within ANIMV.

Art. 85.

(1) The position of general administrative director is filled through a competition organized by ANIMV Board of Trustees. The chair of the competition commission is ANIMV Commandant

(Rector). The commission must include a representative of the Ministry of Education. The competition is validated by University Senate, and the appointment to the position is made by Commandant (Rector).

(2) The administrative director general shall remain in office based on their written agreement to execute the management plan of the new commandant (rector).

Art. 86.

Deans are selected through a public competition organized by ANIMV Commandant (Rector) at the faculty level. The competition is open to persons from ANIMV or from any relevant faculty in the country or abroad who, based on a hearing in the plenary session of the faculty council, have received approval to participate in the competition by a simple majority vote of its members and based on a specific methodology developed by University Senate.

Art. 87.

The vice-dean is appointed by the dean of the faculty from among the teaching and assimilated teaching staff of the faculty. Each faculty has only one vice-dean.

Art. 88

The department director is elected by universal, direct, and secret vote of all teaching staff or intelligence instructors, as applicable, within the department.

Art. 89

CSUD director is appointed following a public competition organized by ANIMV Commandant (Rector), in accordance with the Regulations on the organization and functioning of IOSUD ANIMV and the Methodology for designating the director of CSUD.

Art. 90

Doctoral School director is appointed by election from among the tenured doctoral supervisors of Intelligence and Security Doctoral School, in accordance with the Methodology for electing the director of the Doctoral School.

Art. 91.

(1) ANIMV guarantees the following principles underlying the process of establishing and selecting management structures and functions:

- a) the principle of legality;
- b) the principle of public accountability;
- c) the principle of university autonomy;
- d) the principle of transparency;
- e) the principle of respect for the rights and freedoms of members of the university community;
- f) the principle of ensuring equal opportunities and non-discrimination;
- g) the principle of respect for ethical and deontological standards;
- h) the principle of student participation in decision-making.

(2) ANIMV guarantees the freedom of decision of each member of the university community in the process of electing management structures and validating or approving persons in management positions.

(3) Any interference or attempt to interfere in the process of establishing and electing management structures and positions, by failing to comply with the principles set out in paragraph (1) or with freedom of decision, is prohibited.

(4) Persons who violate the principles referred to in paragraph (1) and freedom of decision thus violate the rules of the Code of Academic Ethics and Deontology, and the facts may be reported to ANIMV University Ethics Commission.

Art. 92.

(1) University elections are valid if at least 75% of the persons eligible to vote are present at the vote.

(2) The term of office of the new management structures begins immediately after the validation of the elections by the faculty councils and University Senate. Until the new elected structures take over their prerogatives, the management activity is exercised by the bodies in office at the time of the elections.

Art. 93.

(1) Persons holding university management positions who are part of university management structures may be dismissed or revoked in the event of committing acts that constitute grounds for sanctioning with dismissal or revocation from office, in accordance with the provisions of the Law of higher education No. 199/2023, with subsequent amendments and completions, and the Methodology for dismissal and revocation from management positions and structures of "Mihai Viteazul" National Intelligence Academy.

(2) Persons elected to management positions and structures shall be suspended in the event of criminal proceedings.

(3) Membership in university management structures shall be lost as a result of termination of activity in the academic community or upon request.

Art. 94.

(1) In the event of a vacancy in a management position, within 3 months of the date of the vacancy, the following procedure is as followed:

- a) for the position of Commandant (Rector): a competition shall be organized in accordance with the provisions of Art. 83 (5) of the Law of higher education No. 199/2023, with subsequent amendments and completions for the position of vice-rector: Commandant (Rector) shall appoint a new vice-rector, based on consultation with University Senate;
- b) for the position of dean: a public competition shall be organized;
- c) for the position of vice-dean: appointment of a new vice-dean by the dean;
- d) for the position of department director and director of the doctoral school: partial elections shall be organized;
- e) for the position of director of CSUD: a public competition shall be organized.

(2) In the event of a vacancy in the university management structures, partial elections shall be held within one month from the date of the vacancy, with the term of office of the persons elected lasting until the end of the term of office of the structure for which they were elected.

CHAPTER 6

The University Community

6.1. The University Community

Art. 95

(1) The university community consists of students, doctoral students, postdoctoral researchers, trainees, teaching staff, assimilated teaching staff, research staff, and administrative staff.

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

(3) University life within ANIMV is conducted in accordance with the legal regulations for civil higher education institutions, as well as with military internal order regulations.

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

Art. 96.

(1) The teaching staff at ANIMV consists of teaching instructors and research staff.

a) Teaching instructors refers to personnel who legally hold one of the university teaching positions provided for by the Law of higher education No. 199/2023, with subsequent amendments and completions, who belong to ANIMV and who carry out teaching activities.

b) Research staff refers to staff who hold a research position, belong to ANIMV, and carry out research activities.

(2) Assimilated teaching staff refers to personnel represented by the tenured intelligence instructors within ANIMV.

(3) ANIMV students are individuals enrolled in one of the bachelor's and master's degree programs, regardless of the form of study or the type of funding.

(4) Doctoral students are individuals enrolled in the doctoral program at ANIMV.

(5) A postdoctoral researcher is a person enrolled in the advanced research postdoctoral program at ANIMV.

(6) ANIMV students are individuals enrolled in education programs, other than those mentioned above, in which learning takes place in formal contexts.

(7) The administrative staff consists of all employees, military and civilian, who hold positions in the material, technical, medical, and financial structures of ANIMV, whose tasks are to create and maintain the material, technical, and medical conditions necessary to support education and scientific research within ANIMV.

(8) The Intelligence Instructors' Corps operates within ANIMV in accordance with the Instructions on the organization and functioning of the Intelligence Instructors' Corps within the Romanian Intelligence Service.

Art. 97.

(1) Regarding the employment relationships established with ANIMV, teaching staff may be tenured or associate.

(2) Tenured teaching staff refers to teaching personnel who hold a teaching position at ANIMV, obtained through competition, for an indefinite period, teaching personnel maintained in their teaching position, as well as teaching personnel who benefit from a reserved position, under the conditions of the law.

(3) The status of tenured exists only in relation to a single educational institution.

(4) Associate teaching staff refers to teaching personnel who are employed on a fixed term.

Art. 98.

Teaching and research staff in military, intelligence, public order, and national security higher education are subject to the provisions of the status of the category of staff they belong to, as well as to the legal provisions applicable to teaching and research staff in civilian higher education institutions.

6.2. Teaching and Research Positions. Intelligence Instructors

Art. 99.

(1) In ANIMV, the teaching positions are:

- a) assistant professor;
- b) lecturer;
- c) associate professor;
- d) professor.

(2) The categories of intelligence instructors at ANIMV are:

- a) instructor;
- b) principal instructor;
- c) senior instructor;
- d) advanced instructor.

(3) The research positions are:

- a) research assistant;
- b) scientific researcher;
- d) scientific researcher grade III;
- d) scientific researcher grade II;
- e) scientific researcher grade I.

(4) The equivalence of research positions with the professional grades provided in the European Charter for Researchers is as follows:

- a) senior researchers holding a doctoral degree;
 - (i) principal researcher (R4): scientific researcher grade I - CS I;
 - (ii) established researcher (R3): scientific researcher grade II - CS II;
- b) recognized researcher (R2), holding a doctoral degree: scientific researcher grade III - CS III;
- c) first-stage researcher (R1), holding a doctoral degree or being a doctoral student: scientific researcher - CS;

(5) The equivalence of scientific research positions with university teaching positions operates in both directions, only with the approval of University Senate, as follows:

- a) scientific researcher is equivalent to assistant professor, for persons holding a doctoral degree;
- b) scientific researcher grade III is equivalent to university lecturer;
- c) scientific researcher grade II is equivalent to an associate professor;
- d) scientific researcher grade I is equivalent to professor.

Art. 100.

(1) Associate teaching staff may hold the following positions within ANIMV: assistant professor, lecturer, associate professor, and professor.

(2) Associate research staff may hold the following positions within ANIMV: research assistant; scientific research assistant; scientific researcher grade III; scientific researcher grade II; scientific researcher grade I.

(3) Associate instructors may operate within ANIMV, under the conditions established by specific orders and instructions, for the following categories: instructor; principal instructor; senior instructor; advanced instructor.

6.3. Filling Teaching, Research, and Intelligence Instructor Positions

Art. 101.

(1) Teaching and research positions within ANIMV are filled and vacated under the same conditions as those in civilian higher education institutions.

(2) The filing of teaching and research positions, the evaluation, motivation, continuing education, and dismissal of teaching and research staff are the responsibility of ANIMV, based on the Law of higher education No. 199/2023, with subsequent amendments and completions, Law No. 183/2024 on the status of research, development, and innovation personnel, the Framework Methodology for competitions for vacant teaching and research positions in higher education, approved by Government Decision No. 1339/2023, and this University Charter, as well as other regulations in force.

Art. 102.

(1) ANIMV may organize a competition to fill a teaching or research position only if it is vacant, in accordance with the legislation in force and internal regulations.

(2) A position is considered vacant if it is designated as such in the Organizational Staff Positions Chart, drawn up annually, or if it becomes vacant during the academic year.

(3) Teaching and research positions may not be advertised by converting an occupied position into a higher-ranking position.

Art. 103.

Department heads, faculty deans, and Commandant (Rector) are accountable to University Senate for the proper conduct of competitions for filling positions, in accordance with quality standards, academic ethics and deontology, and the legislation in force.

Art. 104.

(1) Teaching and research positions may be filled within ANIMV for an indefinite period.

(2) The public competition for teaching and research positions for an indefinite period may only be organized after the Ministry of Education has published the position being competed for in the Official Gazette of Romania, Part III.

(3) Tenured teaching staff have the right to be promoted in their teaching career, on the basis of an examination, to one of the teaching positions provided for in the Law of higher education No. 199/2023, as subsequently amended and supplemented, within the limit of the vacant teaching positions approved annually for this purpose by the board of directors.

(4) Career advancement to the professional grades of CS III, CS II, CS I of research staff already employed by ANIMV is done through an examination to obtain the professional grade immediately above the one occupied, under the conditions of Law No. 183/2024 on the status of research, development, and innovation staff.

Art. 105.

(1) Teaching and research positions may also be filled at ANIMV on a fixed-term basis.

(2) In relation to the needs of the beneficiaries and its own academic needs, the board of directors approves, with the approval of the department council, for a fixed term, the invitation to the higher education institution of university teaching staff, military instructors, intelligence instructors, public order instructors, and other specialists of recognized value in the field, with a doctorate, from the country or abroad, as guest associate university professors.

(3) The employment of specialists with recognized scientific and professional value in the field, from the country or abroad, who do not hold a doctoral degree, as invited associate teaching staff, shall be endorsed by the department council and approved by the board of directors.

(4) The university senate may equate the status of university professor for prestigious specialists who hold this status, as well as the status of doctoral supervisor, acquired in higher education institutions abroad, according to the list approved by the Ministry of Education, by order of the Minister of Education. The employment and classification of these specialists is carried out on the basis of University Senate's own methodology.

(5) To occupy the position of fixed-term assistant professor, it is necessary to hold the status of doctoral student, as well as to meet the specific employment standards for the position, approved by the University Senate, without imposing any seniority conditions, in accordance with the law.

(6) To occupy the position of fixed-term research assistant, it is necessary to have the status of a doctoral student enrolled in a doctoral school, as well as to meet the minimum employment standards specific to the position, without imposing any seniority requirements.

(7) Doctoral students may be employed for a fixed term of up to 6 years.

(8) Employment for participation in research projects in the field of education and vocational training or in national, European, and international projects may be for a fixed term, without other prior formalities and/or selection processes, for staff nominated in the staff lists as members of the project team, as well as for ANIMV staff, under the conditions of the law and internal provisions.

(9) In departments, doctoral schools, research institutes, research centers, or other units, research staff, associate research staff, including students from the three cycles, as well as other categories of staff, may also work in separate positions, in accordance with the law.

(10) Reserved, vacant, or temporarily vacant teaching positions shall be filled as a priority by ANIMV's tenured teaching staff or associate teaching staff, on an hourly basis, for a fixed period, in accordance with its own methodology.

Art. 106.

The filling of positions as intelligence instructors at ANIMV is carried out in accordance with the Methodology for organizing and conducting competitions for filling positions as intelligence instructors at "Mihai Viteazul" National Intelligence Academy.

Art. 107.

(1) The persons who are considered to be involved in the competition procedure are those who:

- a) participate in the decision-making process regarding the appointment of the competition committee;
- b) are members or alternate members of the competition committee;
- c) are involved in professional or administrative evaluation decisions within the competition;
- d) are involved in the resolution of appeals.

(2) In order to avoid conflicts of interest or incompatibility, the following categories of persons may not be involved in the competition procedure:

- a) are spouses, or relatives up to and including the third degree of kinship with one or more candidates;
- b) are employed in the same institution as a candidate who holds a management position and are hierarchically subordinate to the candidate.

(3) Spouses and relatives up to and including the third degree of kinship are prohibited from simultaneously holding positions in which each is in a direct position of management, control, authority, or direct institutional evaluation of the other, at any level, within ANIMV.

(4) In the event that, following a candidate's success in a competition, one or more persons within ANIMV find themselves in a situation of incompatibility pursuant to Article 201(4) of the Law of higher education No. 199/2023, as subsequently amended and supplemented, the appointment to the position and the awarding of the academic title by ANIMV or the professional research degree may only take place after the incompatibility situation(s) has/have been resolved, within the legal deadline specified in the specific methodology. The method of resolving the incompatibility situation shall be communicated to the Ministry of Education within two working days of its resolution. The method of resolving the incompatibility situation shall be communicated to the Ministry of Education within 2 working days of its resolution.

Art. 108.

In order to occupy a teaching position or within 2 years of occupying it, teaching staff in higher education shall complete a university program of psycho-pedagogical training for higher education, worth 30 ECTS/SECT transferable credits.

Art.

In ANIMV, appointments to positions shall be made in accordance with the specific regulations of SRI (the Romanian Intelligence Service), in compliance with the provisions of Law of higher education No. 199/2023, as subsequently amended and supplemented, and Law No. 80/1995 on the status of military personnel, as amended and supplemented, in the case of military teaching staff.

Art. 110.

Tenured teaching staff at ANIMV who have retired due to age and full military service may continue their teaching activity at ANIMV until they reach the legal retirement age in state

education, under the conditions provided by law.

6.4. Evaluation of the quality of teaching staff and of intelligence instructors

Art. 111.

(1) Data and information regarding the professional status of teaching staff shall be recorded in a personal service file. Access to the personal service file shall be permitted only to the person concerned, the head of the human resources department, and Commandant (Rector) of ANIMV.

(2) Individual job descriptions are drawn up at department or doctoral school level, considering the Organizational Staff Positions Chart. The Organizational Staff Positions Chart is the legal document on the basis of which the monthly salary of each member of the teaching and research staff is calculated.

Art. 112.

(1) The results and performance of teaching and research staff at ANIMV are evaluated periodically, at intervals of no more than 5 years. This evaluation is carried out in accordance with a methodology approved and applied by University Senate.

(2) ANIMV is required to organize the process of biannual evaluation of teaching staff performance by students. The statistical results of the evaluations are public information.

(3) The remuneration of teaching and research staff is based on their teaching or research position and on their results and performance, in accordance with the law.

(4) The individual employment contracts of teaching and research staff include the employee's commitment to minimum standards of teaching and research performance, approved by University Senate at the proposal of the board of directors, and clauses regarding the sanctioning of the employee in the event of failure to meet these minimum standards, in accordance with the legislation in force.

Art. 113.

The methods for evaluating the activities of intelligence instructors are stipulated in the Instructions on the organization and functioning of the Corps of Intelligence Instructors within the Romanian Intelligence Service.

6.5. Periodic evaluation of the scientific performance of researchers and of their obtained results

Art.

(1) The periodic evaluation of researchers' scientific performance is carried out at intervals established by ANIMV. These intervals cannot be less than 3 years or more than 5 years.

(2) The individual employment contracts of researchers contain clauses regarding the achievement of specific objectives in research, development, and innovation approved by ANIMV, as well as clauses regarding the sanctioning of employees in the event of failure to meet individual objectives.

(3) The periodic evaluation of scientific performance and individual performance in scientific activity is based on non-cumulative evaluation criteria for scientific career progression, depending on the field of activity, according to a specific methodology.

The evaluation of the obtained results is carried out in correlation with the individual objectives in research, development, and innovation that have been assumed by the researchers.

(4) The results of the scientific performance evaluations of researchers are analyzed and validated by the Scientific Council and approved by the head of INSI (National Institute for Intelligence Studies).

6.6. Rights and duties of teaching staff and of intelligence instructors at ANIMV

Art. 115.

(1) Teaching staff at ANIMV have rights and duties arising from University Charter, the Code of Academic Ethics and Deontology, their individual employment contracts, the legislation in force, and their status as active military personnel, as applicable.

(2) The protection of the rights of teaching staff, as well as intellectual property rights over scientific and cultural creation, is guaranteed.

(3) Teaching staff are guaranteed academic freedom. On this basis, teaching staff members are free to express themselves, both within and outside the university environment, in relation to teaching and research activities, in accordance with the law and internal regulations.

(4) Teaching staff members have the freedom to teach, research, and create, in accordance with academic quality criteria.

Art. 116.

Teaching staff at ANIMV enjoy the following rights:

- a) to publish studies, articles, volumes, and to apply for national and international grants, without restrictions on academic freedom;
- b) to be part of professional and cultural associations and organizations, national and international, in accordance with the provisions of the law;
- c) to reserve their teaching position in the event of taking up other positions or in other situations, in accordance with Law of higher education No. 199/2023, as amended and supplemented;
- d) to take unpaid leave, with reservation of the teaching position, in accordance with Law of higher education No. 199/2023, as amended and supplemented;
- e) to benefit from annual leave during university holidays. The periods of annual leave are determined by the board of directors, depending on the interests of ANIMV and of the employee;
- f) to benefit from merit pay, awarded through competition. This pay is awarded for 16% of existing teaching positions at ANIMV and represents 25% of the base salary. Merit pay is awarded for a period of 5 years;
- g) to benefit from paid leave of 6 months, only once, for writing papers in the interest of education, based on a research or publishing contract, within the limits of the funds allocated through the budget, from own revenues or sponsorships;
- h) to develop professionally;
- i) to advance in their teaching career;
- j) to elect and be elected to collective management bodies, in accordance with the provisions of the law;

- k) to apply in a competition for a management position in ANIMV;
- l) to work as associate research staff in research and development institutions or units or in research and development structures, participating in the implementation of research, development, and innovation programs and projects, as well as in the exploitation of their results;
- m) to appeal to the courts in the event of disciplinary sanctions.

Art.117.

Teaching staff in ANIMV have the following duties:

- a) to continuously develop and improve their professional training;
- b) to fulfill the professional obligations set out in the job description;
- c) to continuously improve their teaching activities, considering the principles of student-centered education;
- d) to carry out scientific research activities in accordance with academic freedom and specific professional ethics;
- e) to comply with the provisions of normative acts, military regulations, orders, instructions, and methodologies specific to teaching activities, as well as those of the University Charter;
- f) to respect, in all circumstances, the standards of university ethics and professional ethics;
- g) to represent ANIMV with dignity and at a high scientific level, both in Romania and abroad;
- h) to respect ANIMV and contribute to increasing its prestige.

Art. 118.

The rights and obligations of ANIMV intelligence instructors are stipulated in the Instructions on the organization and functioning of the Corps of Intelligence Instructors within the Romanian Intelligence Service.

6.7. Rights and duties of research staff at ANIMV

Art. 119.

(1) Research staff at ANIMV have the following rights:

- a) to access information and documentation sources necessary for the research, development, and innovation projects in which they participate, in compliance with the rules of use and publication;
- b) to participate in the development of the national strategy for scientific research and technological development;
- c) to participate in scientific events specific to research, development and innovation (RDI) activities with communications on the results of RDI activities and to publish scientific papers, in accordance with the law, with the support of the research organization, within the limits of financial resources;
- d) to patent research results with the support of the research organization, within the limits of financial resources;
- e) to be recognized as authors or co-authors of a scientific endeavor, in accordance with the relevant legislation;
- f) to be supported by the research organization in order to improve their professional training, in accordance with the law and within the limits of financial resources;

- g) to receive advice and support in their research career;
- h) to benefit from opportunities for interinstitutional mobility, in particular between different types of research organizations;
- i) to be part of professional associations, societies, and national and international scientific organizations, without their activities in these bodies causing a conflict of interest with the research organization where they perform their main activity;
- j) to have their performance in the field of research, development, and innovation recognized and encouraged through awards, bonuses, titles, diplomas, and the like;
- k) to participate in competitions for the financing of scientific activity from budgetary or private funds;
- l) to participate as an expert, referee, member of evaluation committees, consultant, and the like, at the request of other institutions or economic operators, without entering into a conflict of interest with the research organization where they perform their main activity, and to be remunerated for the work performed;
- m) to be able to obtain an uncapped monthly income, if, at the same time as carrying out tasks financed from the state budget, they also carry out projects financed from international programs to which Romania pays contributions, and if the project leads, during its execution and after completion, to technology transfers or commercialization;
- n) to obtain an uncapped monthly income resulting from the execution of internal projects not financed from public funds or from the execution of international projects;
- o) to carry out activities, on a cumulative basis, related to research, education, or the exploitation of research in accordance with legal provisions; these activities may be carried out within or outside the research organization in which they are employed, without generating conflicts of interest or unfair competition;
- p) to benefit from increases to their basic salary and allowances provided for by law and in accordance with the regulations in force;
- q) to refuse, on moral and ethical grounds, to participate in scientific research that has a negative impact on human beings and the natural environment;
- r) to request and obtain priority approval to occupy a position of a lower grade than that acquired;
- s) to benefit from a stable working environment that ensures a flexible working schedule appropriate to the specific activities without affecting the deadlines and objectives of the research work, in compliance with the applicable legal provisions and collective labor agreements;
- t) to benefit, within the European Research Area, from geographical, intersectoral, interinstitutional, interdisciplinary, transdisciplinary, and virtual mobility as an important means of increasing scientific standards and professional development at all stages of a researcher's career;
- u) to benefit, on a regular and transparent basis, with a view to career advancement and the promotion of a sustainable career in research, from a system for evaluating professional performance based on clear and quantifiable criteria, in accordance with specific procedures implemented at the level of research organizations or at the national level, which take into account the creativity of researchers, but also their research results, such as: publications, patents, training and conferences, supervision, mentoring, national or international collaboration, and the like;

- v) to be represented in the appropriate information, consultation, and decision-making bodies of the research organizations in which they work, in order to protect and promote their individual and collective interests as professionals and to actively contribute to their functioning;
- w) to obtain a higher professional degree by examination, subject to meeting the minimum standards established in accordance with the legal provisions;
- (2) For the exercise of the rights provided for in paragraph (1) letters c), d), f), h), i), k), l), and ș) for the purpose of supporting research at the national level, ANIMV may allocate, within the limits of available funds, in accordance with its own research and development strategy, funds of at least 5,000 RON per year/researcher, indexed to the annual inflation rate, within the limits of the amounts provided for this purpose in the ANIMV budget. The allocation of budgeted funds to support research activities shall be made in accordance with the regulations established by ANIMV in accordance with its activity objectives.
- (3) ANIMV research staff may work in higher education institutions, in accordance with the law, as associate teaching staff or research staff, including by participating in the implementation of research, development, and innovation programs and projects, as well as in the exploitation of their results.

Art. 120.

ANIMV research staff have the following obligations:

- a) to comply with good conduct and ethics in RDI activities;
- b) to respect intellectual property rights and confidentiality clauses agreed with collaborators and research funders;
- c) not to create conflicts of interest or unfair competition in the case of multiple RDI activities carried out in accordance with the law;
- d) to participate in the training of young researchers and to pass on their knowledge and experience in RDI activities;
- e) to use the research, development, and innovation infrastructure, as well as other resources of the research organization, exclusively for professional activities in the interest of the employing research organization;
- f) to participate in the evaluation of RDI activities and their own results;
- g) to participate in competitions within national and international programs;
- h) to carry out RDI activities without violating fundamental human rights and freedoms;
- i) to continuously develop their scientific and professional knowledge and contribute to the dissemination of scientific information and culture, as well as to raising awareness among the public and decision-makers about the role of science;
- j) to participate in the use and exploitation, in accordance with the law, of the results of their own research, development, and innovation activities;
- k) to disseminate and promote the results of RDI activities;
- l) to carry out activities to promote the interests of the research organization;
- m) to cooperate in providing information on RDI results and, where appropriate, in detailing the data necessary for internal and external review, except for those subject to confidentiality, whenever necessary and at the request of the competent authorities, based on data collection and analysis methods;
- n) to efficiently use the financial resources made available for obtaining the results of RDI activities;

- o) upon termination of employment with the research organization, RDI staff may not use the scientific and technical results obtained in that organization in publicly funded work without the consent of the research organization for a period of at least 5 years.

6.8. Rights and obligations of students at ANIMV

Art. 121.

(1) Students are considered partners of ANIMV and equal members of the university community.

(2) A person acquires the status of student and member of the ANIMV university community only through enrolment, following their admission.

(3) Persons who have student status, enrolled in civilian higher education institutions for the needs of SRI, are also registered with ANIMV for the purpose of performing active military service and granting the related rights, under the conditions established by order of the commandant (rector).

(4) The persons referred to in paragraph (3) may be enrolled for the needs of SRI if they have been declared admitted/fit for duty upon completion of SRI-specific selection processes. These persons acquire the status of military students, with all the rights and obligations arising therefrom.

(5) A person may be admitted and enrolled as a student in no more than two study programs simultaneously, regardless of the educational institutions offering them: a single study program at ANIMV and a short-term study program /undergraduate studies/master's program/doctorate at another university.

Art. 122.

(1) ANIMV promotes the principles of student-centered education, as defined in Law of higher education No. 199/2023, as amended and supplemented, with an emphasis on the student and their learning needs.

(2) Students are involved in decision-making regarding the organization and conduct of learning, teaching, and assessment processes.

(3) ANIMV aims to ensure a favorable environment for life and a climate of trust for studies.

Art. 123.

The principles governing student activity at ANIMV are:

- a) the principle of non-discrimination;
- b) the principle of the right to assistance and free complementary services;
- c) the principle of participation in decision-making;
- d) the principle of freedom of expression;
- e) the principle of transparency and access to information, in accordance with the provisions of Law of higher education No. 199/2023.

Art. 124.

(1) The rights, freedoms, and obligations of students are set out in the Code of Student Rights and Obligations.

(2) ANIMV applies the provisions of the Code of Student Rights and Obligations and monitors compliance with them. Representatives of military students and civilian student associations may submit an annual report on compliance with the Code, which is discussed at the first meeting of the University Senate at the beginning of the academic year. ANIMV is required to publish the report on its website, along with the measures taken to remedy any

identified deficiencies.

Art. 125.

(1) In ANIMV, students have the following rights, among others:

- a) to be represented in all decision-making and consultative structures within ANIMV, in accordance with the law;
- b) to be elected, in order to represent their legitimate rights and interests at ANIMV level, democratically, by universal, direct, and secret ballot, at the level of various study cycles, both within the faculties and within ANIMV. ANIMV management does not get involved in organizing the process of electing student representatives;
- c) The status of student representative cannot be conditioned by the ANIMV management. A student enrolled in an undergraduate study or a master's degree program who has concluded an individual employment contract with ANIMV is incompatible with the status of student representative in the management structures of the faculty or ANIMV;
- d) to establish, within ANIMV, workshops, clubs, literary circles, artistic and sports groups, organizations, as well as publications, in accordance with the law. Organizations may only be established by civilian students;
- e) participate in volunteer activities, for which they may receive additional transferable study credits, as well as financial incentives, under the conditions established by specific regulations;
- f) to benefit from reduced fares on local public transport, domestic car transport, the metro, as well as domestic rail transport on all categories of trains, second class and naval transport, throughout the calendar year, until the age of 30, in accordance with legal provisions;
- g) to benefit from reduced fares for access to museums, concerts, theater performances, opera, cinema, public sports facilities, as well as other cultural and sporting events organized by public institutions, within the limits of the approved budgets, in accordance with legal provisions;
- h) to receive funding from the state budget, in accordance with the rules established by the Ministry of Education by order of the Minister of Education, for the development of extracurricular activities - scientific, technical, cultural-artistic, and sporting - as well as those for students capable of high performance. ANIMV may finance such activities from its own budget and may identify other sources of funding;
- i) to benefit from the payment of participation fees and travel expenses in the country and abroad for the performance of activities at national and international level;
- j) be exempt from paying registration fees for ANIMV admission competitions if they are children of staff working in the education system. Children with one or both parents deceased, children from single-parent families, or those at risk of social exclusion due to poverty also benefit from this provision. The same rights also apply to children of those who have retired from the education system;
- k) to benefit from the accumulation of social scholarships for studies and/or sports performance with scholarships for university performance. Social scholarships are cumulative with other types of scholarships, if the student meets the criteria for both categories of scholarships, in accordance with the general criteria for awarding scholarships, established by order of the Minister of Education;
- l) to benefit from scholarships, based on a methodology approved by the University Senate.

(2) Military students also benefit from the following rights:

- a) to be appointed to leadership positions, for the entire duration of their studies or temporarily, as head of year, study group/subgroup for the purpose of specialized training;
- b) to benefit, upon graduation from undergraduate study or master's degree programs, professional master's programs, from assignment to a position in accordance with their training, ranking in their class, and preferences, in one of SRI units or other public institutions for whose benefit ANIMV provides training, according to their needs, as appropriate;
- c) to benefit from all the rights arising from their status as military students, in accordance with the regulations in force.

Art. 126.

(1) At ANIMV, students have the following obligations, among others:

- a) to participate in all training activities provided for in the educational plans and programs, according to the schedule;
- b) to be familiar with the provisions of the educational program and to fulfill their assigned tasks, both academic and military;
- c) to participate in compensatory or complementary training programs, which are required to achieve the level of knowledge and skills provided for in the educational curriculum;
- d) to take all forms of training assessment and evaluation;
- e) participate in academic community activities, individually or collectively, in accordance with the orders of their immediate and direct superiors;
- f) to comply with University Charter, laws, regulations, orders, and provisions in force;
- g) comply with the provisions of the university study contract

(2) Military students shall additionally fulfill the obligations arising from specific regulations, orders, and provisions.

Art. 127.

ANIMV may establish a structure with the necessary capacity and competence to mediate conflicts in which one of the parties is a student or PhD student.

6.9. Disciplinary Sanctions Applicable to Members of The University Community

Art. 128.

(1) Teaching and research staff, as well as management staff at ANIMV, may be subject to disciplinary investigation for breach of their obligations to comply with the provisions of their employment contract, namely to fulfill their work quota and perform the duties set out in their job description; to comply with the rules set out in ANIMV regulations, other than those falling under the regulations on ethics and professional conduct in university teaching and research; to comply with other obligations set out in the legislation on labor relations.

(2) The disciplinary sanctions that may be applied are as follows:

- a) written warning;
- b) a reduction of up to 20% in basic salary for a maximum period of two years;
- c) suspension, for a fixed period of time, but not more than 5 years, of the right to apply for a competition for a senior teaching position or a management position or to serve as a member of doctoral, master's, or undergraduate studies committees;
- d) dismissal from a management position in education;
- e) disciplinary termination of the employment contract.

(3) On military matters, sanctions are imposed in accordance with the provisions of Law No. 80/1995 on the status of military personnel, as amended and supplemented, and specific internal regulations.

Art. 129.

(1) The proposal for disciplinary sanctions shall be made by the department director or the director of INSI, by the dean, or by Commandant (Rector) or at least 1/3 of the total number of members of the department, faculty council, or University Senate, as appropriate. They shall act on the basis of a complaint received or shall act on their own initiative in the case of a directly observed misconduct.

(2) The written warning is determined by the faculty council.

(3) A reduction of up to 20% of the basic salary for a maximum period of 2 years and suspension, for a specified period of time, but not more than 5 years, of the right to apply for a higher teaching position or a management position or to serve as a member of doctoral, master's, or undergraduate studies committees are determined by ANIMV Board of Trustees.

(4) Dismissal from a management position in education and disciplinary termination of the employment contract are determined by University Senate.

(5) All disciplinary sanctions are applied by Commandant (Rector).

(6) The methods of applying sanctions are established by ANIMV's own methodology.

(7) Sanctions are communicated in writing to teaching and research staff by ANIMV human resources management structure.

Art. 130.

(1) Disciplinary sanctions shall only be applied after investigating the reported offense, hearing the person concerned, and verifying the arguments made in their defense.

(2) To investigate disciplinary offenses committed by teaching and research staff, analysis committees shall be set up, consisting of 3-5 members from among teaching or research staff who have a teaching/research position at least equal to that of the person who committed the offense, and a representative of the relevant human resources department.

(3) Disciplinary investigation committees shall be appointed, as appropriate, by:

- a) Commandant (Rector), with the approval of Board of Trustees;
- b) the Ministry of Education for Commandant (Rector) of ANIMV and for resolving appeals against the decisions of University Senate.

(4) For the investigation of disciplinary offenses committed by administrative staff, analysis committees consisting of 3-5 members and a representative of the human resources department shall be set up, as appropriate. The analysis committees shall be appointed by Board of Trustees.

Art. 131.

(1) Any person may report to ANIMV any act that may constitute a disciplinary offense. The report shall be made in writing and registered with the ANIMV registry.

(2) The right of persons subject to disciplinary sanctions to appeal to the courts is guaranteed, in accordance with the legislation in force and ANIMV's own methodology.

Art. 132.

If the person subject to disciplinary sanctions has not committed any further disciplinary offenses within one year of the sanction being imposed, the authority that imposed the disciplinary sanction may order the sanction to be removed, with a corresponding note being made in the personal file of the person concerned.

Art. 133.

Disciplinary sanctions applicable to intelligence instructors are set out in the Instructions on the organization and functioning of the Corps of Intelligence Instructors within the Romanian Intelligence Service.

Art. 134.

Disciplinary sanctions applicable to students and trainees are established by their own statutes and regulations.

CHAPTER 7

University Space and Patrimony. ANIMV Financing

7.1. University Space and Patrimony

Art. 135.

(1) The university space consists of all buildings, land, university campuses, as well as other spaces dedicated to education, professional training, and scientific research and related facilities, regardless of the legal title under which ANIMV is entitled to use them.

(2) The online environment used for teaching and research activities at ANIMV is considered part of the university space.

(3) The university space is inviolable. Access to the university space is permitted under the conditions established by law and regulated by specific regulations.

Art. 136.

The material base of ANIMV includes:

- a) spaces intended for the educational process: lecture halls, classrooms, seminar rooms, laboratories;
- b) spaces related to the educational process: libraries, reading rooms, conference area;
- c) annexes for educational spaces: storage rooms and warehouses for materials needed by students;
- d) sports facilities: sports halls, sports fields, athletics tracks, tennis courts, fitness rooms;
- e) spaces for student accommodation and meals: student dormitories and canteens;
- f) spaces for technical, administrative, and maintenance activities: heating plant, administrative staff offices, workshops, and garages;
- g) spaces for academic staff: offices, council rooms, secretariats;
- h) other spaces.

Art. 137.

The spaces that make up the material base of ANIMV cannot be used for purposes other than those for which they were allocated. Any change in use is subject to the approval of Board of Trustees.

Art.

(1) ANIMV has its own assets, which it manages in accordance with the law and which contribute decisively to the achievement of the mission and objectives set out in this University Charter.

(2) As a tertiary credit authorizing officer, ANIMV is given the use and administration of the entire material base.

7.2. ANIMV Financing

Art. 139.

(1) ANIMV, whose Commandant (Rector) acts as a tertiary authorizing officer, is financed entirely from its own revenues, based on Government Ordinance No. 27/2014

on the financing of military, intelligence, public order, and national security higher education institutions.

(2) ANIMV is funded in accordance with the law.

(3) University education at ANIMV is free of charge for the number of students approved annually by the Government and subject to fees, in accordance with the law.

Art. 140.

According to the provisions of Government Ordinance No. 27/2014 on the financing of military, intelligence, public order, and national security higher education institutions, ANIMV shall bear, from its own budget, the expenses related to the education, professional training, and cultural development of students/staff belonging to public institutions in the defense, public order, and national security system, in places financed from the state budget, regardless of the institutions from which they come. ANIMV's financial resources are planned annually, according to the needs identified at its level, and modified whenever necessary, so that the strategic objectives can be achieved and the continuity of the undertaken mission can be ensured.

Art. 141.

(1) ANIMV's own revenues consist of receipts, the provision of education and research and development services, fees, funds provided on the basis of international partnerships for the organization of education and vocational training programs, receipts from the provision of services, the sale of goods, amounts allocated from the state budget through the budgets of the institutions under which it operates, and non-reimbursable external funds.

(2) The expenses incurred by ANIMV are financed from subsidies from the state budget received from the chief authorizing officer, ANIMV's own revenues consisting of receipts, except for subsidies from the state budget, non-reimbursable external funds and funds obtained under national programs.

(3) Master's and doctoral programs conducted in international languages, as well as joint study programs with double or multiple degrees, including joint doctorates, with prestigious higher education institutions abroad shall benefit from additional funding, granted in accordance with the proposals of the National Council for the Financing of Higher Education (CNFIS).

Art. 142.

ANIMV Commandant (Rector) is directly responsible for the execution of ANIMV resources.

CHAPTER 8

Organization of University Study and Non-university Continuing Training Programs

8.1. Structure of the Academic Year

Art. 143.

(1) The academic year usually begins on the first working day of October, includes two semesters, and usually ends on September 30 of the following calendar year. A semester usually lasts 14 weeks of teaching activities, followed by a minimum of 3 weeks of exams. The structure of the academic year is approved by University Senate. A minimum period of 17 weeks is considered when awarding transferable study credits from one semester.

(2) University Senate 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.

(3) University Senate approves the Regulations on the professional activity of students, which may be amended at least 3 months before the start of the academic year.

8.2. University Study Programs

Art. 144.

The university study program includes all activities related to the design, organization, teaching, management, and effective implementation of learning, practical application, research, and evaluation that lead to a university qualification.

Art. 145.

The university study programs that can be carried out by ANIMV are:

- a) initial training programs: undergraduate studies, master's degree, doctorate;
- b) continuing education programs: postdoctoral programs and postgraduate programs for adult vocational training.

Art. 146.

(1) Initial training programs include:

- a) cycle I - undergraduate studies in the field of *Military sciences, intelligence, and public order*;
- b) cycle II - professional master's degree studies in the field of *Intelligence and National Security*, for the training of SRI officers; professional master's degree studies in the fields of *Intelligence and National Security* and *International Relations and European Studies*, for the promotion of security culture in civil society;
- c) Cycle III - doctoral studies in the field of *Intelligence and National Security*.

(2) Initial training programs in other fields of study may be conducted at ANIMV, in compliance with legal requirements.

Art. 147.

Continuing education programs include:

- a) postdoctoral study programs;

b) postgraduate programs for adult vocational training.

Art. 148.

(1) The university study program is initiated or reorganized with the approval of University Senate, based on the opinion of Board of Trustees, at the proposal of the faculty/ department council, and may only operate under the conditions established by the provisional authorization or accreditation document, obtained in accordance with the law.

(2) For each university study program, an internal quality assurance system is established for the design, organization, teaching, management, and effective implementation of learning, practical application, research, and evaluation.

(3) The study programs carried out at ANIMV are subject to quality assurance regulations, including those related to authorization and accreditation, under the same conditions as civil higher education institutions.

(4) A study program is terminated with the approval of University Senate, at the proposal of Board of Trustees.

Art. 149.

(1) The curricula for higher education in intelligence are developed by ANIMV and approved by SRI, in accordance with the provisions on quality assurance in higher education in Law of higher education No. 199/2023, as amended and supplemented, and with its own regulations.

(2) The curricula for undergraduate study and master's degree programs and for individual training programs in the third cycle of doctoral studies shall include courses on academic ethics and integrity, including research ethics.

(3) The curriculum of the university study program comprises the set of subjects leading to a university qualification, has expected learning outcomes as its goal, and is consistent with the level of qualification defined in the National Qualifications Framework (CNC).

(4) Teaching, practical application, research, and assessment activities are described in the curriculum of each study program in accordance with the European Credit Transfer System (ECTS) and are expressed in ECTS credits.

Art. 150.

(1) The organizational structure, the educational offer containing the fields, study programs, annual enrollment figures, and criteria for selecting candidates for higher education in intelligence are established by SRI according to the specific nature of each branch, each service, each specialization, each level, and form of educational organization, under the conditions of the law.

(2) The forms of educational organization, admission to studies, implementation of study programs, completion of studies, authorization, and accreditation by ANIMV are subject to the procedures and conditions applicable to civilian higher education institutions.

(3) For higher education in intelligence, SRI may issue its own orders, regulations, and instructions, in accordance with the law.

(4) Bachelor's, master's, and doctoral degrees issued by ANIMV, as well as scientific titles obtained, entitle their legal holders, after retirement, under the conditions of the law, to occupy positions equivalent to those of graduates of civilian educational institutions with a similar profile and at the same level.

(5) At ANIMV, education is free of charge for the number of students approved annually by Government decision, and subject to a fee, the amount of which is proposed by Board of Trustees and approved by University Senate.

8.2.1. Student Assessment Exams

Art. 151.

(1) The verification of the achievement of the expected learning outcomes is done through exam-type assessments, scheduled in sessions established according to the structure of the academic year, and through the ongoing assessment of students in seminars, practical work, and applications provided for in the curriculum and course descriptions.

(2) The organization and conduct of student assessment is carried out in accordance with the examination methodology approved by University Senate and endorsed by Board of Trustees, with a view to ensuring quality and compliance with the provisions of the Code of Academic Ethics and Deontology.

(3) The volume and level of knowledge required for the assessment activities within the ongoing assessment, as well as for the summative assessment of the exam type, and the manner of taking the tests – written test, oral test, written and oral test – are specified in the course descriptions.

(4) The results of an exam may be contested by the students who took it. Appeals are resolved in accordance with the Procedure for contesting assessment by students, approved at ANIMV level.

(5) The results of oral examinations cannot be contested. Any issues considered to be in violation of the provisions of the Code of Academic Ethics and Deontology, recorded during oral examinations, may be reported to the University Ethics Commission.

(6) The results of an exam or assessment may be canceled by the dean of the faculty, in accordance with the provisions of the Code of Academic Ethics and Deontology. The dean may order the exam to be reorganized.

8.2.2. Cycle I – Undergraduate University Studies

8.2.2.1. Organization of Undergraduate University Studies

Art. 152.

(1) At ANIMV, undergraduate university study programs are only offered as full-time programs, with a duration of 3 years.

(2) Undergraduate university study programs correspond to a minimum of 180 transferable credits and are completed at level 6 of the CNC.

(3) During their undergraduate university studies, students also carry out practical activities (internships, training exercises, military training), with the period and duration established for each series, in accordance with the curriculum content.

(4) Undergraduate university study programs at ANIMV are organized solely with funding from the state budget.

(5) Undergraduate university study programs at ANIMV provide broad knowledge and skills in various fields of study.

8.2.2.2. Admission to Undergraduate University Studies

Art. 153.

(1) ANIMV organizes admission to the first cycle of undergraduate university studies, to fill the number of places approved by SRI for each category of beneficiaries in the defense, public order and national security system, for accredited or provisionally authorized programs and specializations.

(2) The competition for admission to undergraduate study programs is organized in a single session.

(3) A candidate may be admitted and enrolled as a student in a maximum of two study programs simultaneously (one study program at ANIMV and one short-term/undergraduate/master's degree/doctoral study program at another university).

(4) High school graduates with a Bacalaureate diploma or equivalent diploma who have been approved after completing the selection process conducted by the beneficiary institution within the defense, public order, and national security system for which they choose to apply and have been declared FIT FOR DUTY may participate in the admission competition.

(5) Candidates must be Romanian citizens and have their permanent residence in Romania.

(6) Candidates for undergraduate university studies who, during their high school studies, obtained first, second, or third place in international school competitions recognized by the Ministry of Education and/or first place in national competitions funded by the Ministry of Education are entitled to enroll without taking the admission exam for the beneficiary institution for which they are selected. ANIMV correlates, through its own Methodology for organizing and conducting the admission process, the school subjects in which the aforementioned prizes were obtained with the fields of study for which admission to studies is organized.

(7) ANIMV may charge candidates, in accordance with the legal provisions in force and its own methodology for organizing and conducting the admission competition, a registration fee in the amount approved by University Senate. University Senate may provide for exemption from payment of this fee or a reduction thereof for certain categories of candidates.

(8) All information regarding the conditions and tests of the admission competition, as well as the complete schedule of the competition, shall be made public on ANIMV website, www.animv.ro, 6 months before the start of the admission competition.

Art. 154.

(1) Enrolled candidates sign a commitment with the beneficiary institution that selected them, whereby they undertake to work for it for a certain period of time.

(2) Enrolled candidates sign a study contract with ANIMV, which includes the mutual rights and obligations of the parties, including the obligation to reimburse maintenance and military training expenses during schooling, in accordance with the provisions of Article 34 (2) of Law of higher education No. 199/2023, as amended and supplemented.

(3) Candidates declared ADMITTED are enrolled in the first year of studies, the first cycle of undergraduate university studies, by decision of Commandant (Rector) of ANIMV.

(4) According to the provisions of Art. 125 (3) lit. a and (4) of Law of higher education No. 199/2023, as amended and supplemented, ANIMV students enrolled in bachelor's degree programs are exempt from registration in the Single National Register of Romania (RMUR)/

Single National Integrated Register of Diplomas and Study Documents (RUNIDAS), their registration being carried out in the Special Matriculation Register, managed at the level of SRI, in accordance with the legislation on the protection of classified information.

(5) A person admitted to a bachelor's degree program within ANIMV or who has been admitted to civilian higher education institutions for training purposes for the needs of the SRI or other institutions with responsibilities in the field of defense, intelligence, public order, and national security, shall have the status of military student for the entire period of their presence in the program, i.e., from enrollment until taking the final exam or expulsion, except for periods of interruption of studies.

(6) The files of candidates who have been declared REJECTED shall be sent to the beneficiary institutions that selected them.

8.2.2.3. Final Examination and Diploma

Art. 155.

(1) Bachelor's degree studies are completed by a bachelor's degree exam. The bachelor's degree exam is organized and conducted in accordance with the methodology developed for this purpose and approved by the university senate.

(2) The bachelor's degree exam is structured according to the general criteria for the organization of final exams in higher education, cycle I - bachelor's degree, developed by the Ministry of Education and supplemented with specific criteria established by the university senate.

(3) The overall average used to determine the ranking of graduates is calculated as the arithmetic mean between the average of the years of study and the average of the bachelor's degree exam.

(4) Graduates of ANIMV who have passed the bachelor's degree exam receive a bachelor's degree in *Military Sciences, Intelligence and Public Order*, as well as a diploma supplement in their field of specialization, in accordance with the regulations in force.

(5) Until the diploma is issued, graduates who have passed the bachelor's degree exam receive, upon request, certificates of graduation, valid for 12 months, which confer on the holder the same legal rights as the diploma and which shall contain information on the field of university studies, the study program/specialization, the period of study, the average grade for the years of study, the provisional accreditation/authorization status, the form of education, the language of instruction, the geographical location, the number of study credits and the normative act establishing them.

(6) Graduates who have not taken or passed the bachelor's degree exam shall receive, upon request, a certificate of graduation without a final exam, issued by ANIMV, which shall contain information on the field of university studies, the study program/specialization, the period of study, the average grade for each year of study, provisional accreditation/authorization status, form of education, language of instruction, geographical location, number of study credits, and the normative act establishing them.

8.2.3. Cycle II – Postgraduate University Master’s Studies

8.2.3.1. Organization of Postgraduate University Master's Studies

Art. 156.

- (1) Master's degree programs represent the second cycle of university studies and are completed at level 7 of the European Qualifications Framework and CNC.
- (2) Professional master's degree studies in the field of *Intelligence and National Security*, for the training of SRI officers, are organized only with funding from the state budget.
- (3) Professional master's degree programs in the fields of *Intelligence and National Security* and *International Relations and European Studies*, for promoting the civil society's security culture, may be funded from the state budget or on a fee-paying basis, in accordance with their own methodology/regulations.
- (4) At ANIMV, master's degree programs in research and other fields may be conducted, in accordance with the law, with funding from the state budget, with funding from the European Commission, or with tuition fees.
- (5) The duration of master's degree programs at ANIMV is two years and corresponds to a minimum of +120 transferable credits.
- (6) Master's degree programs are organized as full-time programs.

8.2.3.2. Admission to Postgraduate University Master's Studies

Art. 157

- (1) The offer of tuition, the admission session period, the manner in which the competition is conducted, the competition tests and the forms in which they are conducted, as well as the conditions and documents required for registration, are established and made public in accordance with the legal provisions in force, by display at the ANIMV headquarters and by publication on the ANIMV website, www.animv.ro, and on the SRI website, www.sri.ro.
- (2) Graduates with a bachelor's degree or equivalent may apply for master's degree programs.
- (3) ANIMV may charge applicants, in accordance with the legal provisions in force and its own methodology for organizing and conducting the admission competition, a registration fee in the amount approved by University Senate. University Senate may provide for exemption from payment of this fee or a reduction thereof for certain categories of applicants.
- (4) A candidate may be admitted and enrolled as a student in a maximum of two study programs simultaneously (one study program at ANIMV and one short-term/bachelor's/master's/doctoral study program at another university).
- (5) The competition for admission to professional master's degree programs for the training of SRI officers is organized in a single session.
- (6) The competition for admission to professional master's degree programs for the promotion of security culture in civil society is organized within ANIMV, in

two admission sessions, only if there are places left after the first admission session.

(7) The selection of candidates for enrollment in the competition for admission to professional master's degree programs for the training of SRI officers is made by SRI, in accordance with its own regulations.

(8) Candidates enrolled in master's degree programs for the training of intelligence officers sign a commitment with SRI whereby they undertake to work for it for a certain period of time and receive the status of officer.

(9) Enrolled candidates sign a study contract with ANIMV that sets out the mutual rights and obligations of the parties, and for students enrolled in master's programs for the training of officers, the contract includes the obligation to reimburse the costs of maintenance and military training during their studies, in accordance with the provisions of Article 34(2) of Law of higher education No. 199/2023, as amended and supplemented.

(10) The files of candidates who have been declared REJECTED shall be returned to the candidates at their request.

(11) Admission to research master's programs is organized according to specific regulations.

8.2.3.3. Final Examination and Diploma

Art. 158.

(1) Master's degree studies are completed by a dissertation exam. The dissertation exam is organized and conducted in accordance with the methodology developed for this purpose and approved by University Senate.

(2) ANIMV graduates who have passed the dissertation exam receive a Master's Degree accompanied by a Diploma Supplement, which will be issued within a maximum of 12 months from the date of graduation, in accordance with the regulations in force.

(3) Until the diploma is issued, graduates who have passed the dissertation exam receive, upon request, certificates, valid for 12 months, which confer on the holder the same legal rights as the diploma and which shall contain information on the field of university studies, the study program/specialization, the period of study, the average grade for the years of study, the provisional accreditation/authorization status, the form of education, the language of instruction, the geographical location, the number of study credits, and the normative act establishing them.

(4) Graduates who have not taken or passed the dissertation exam shall be issued, upon request, a certificate of graduation without a final exam, which shall contain information on the field of university studies, the study program/specialization, the period of study, the average grade for each year of study, provisional accreditation/authorization status, form of education, language of instruction, geographical location, number of study credits, and the normative act establishing them.

(5) The overall average used to determine the ranking of graduates is calculated as the arithmetic mean between the average of the years of study and the average of the dissertation exam.

(6) Graduation for research master's programs is organized according to its own regulations.

8.2.4 Cycle III – Doctoral University Studies

8.2.4.1. Organization of Doctoral University Studies

Art. 159.

(1) Doctoral university study programs represent the third cycle of university studies and are completed at level 8 of the European Qualifications Framework and CNC.

(2) The doctoral university study program is organized and conducted in Intelligence and Security Doctoral School, which operates the accredited field of doctoral university studies.

Art.

(1) The duration of the doctoral program is, as a rule, 4 academic years (8 academic semesters).

(2) The duration of the doctoral program may be modified in specific situations by interrupting the program, extending the program, or reducing the program.

8.2.4.2. Admission to Doctoral University Studies

Art. 161.

(1) Admission to doctoral studies is organized by CSUD and by CSD of the doctoral school where the doctoral program operates.

(2) CSUD develops and updates the Methodology for organizing and conducting the admission competition for doctoral studies at ANIMV, which presents the legal framework and the general framework for organizing admission to doctoral studies.

(3) The Methodology for organizing and conducting the admission competition for doctoral studies at ANIMV is published on the ANIMV website at least 6 months before the date of the admission competition.

Art. 162.

The procedure for organizing and conducting the admission competition for the doctoral studies program in Intelligence and National Security shall be published on ANIMV website at least 3 months before the date of the admission competition.

Art. 163

(1) Registration for the admission competition for doctoral studies can be done regardless of the field in which the candidate obtained their bachelor's and/or master's degree.

(2) Citizens of European Union member states, European Economic Area states, or the Swiss Confederation have access to doctoral studies under the conditions set out in the legislation in force, including with regard to tuition fees specific to the doctoral program.

(3) After completion of the admission competition, candidates who have been admitted are enrolled and, after signing the doctoral studies contract, obtain the status of doctoral student.

(4) Enrollment in doctoral studies is based on the decision of ANIMV Commandant (Rector) to enroll candidates declared admitted to doctoral studies.

8.2.4.3. Doctoral Student

Art. 164.

(1) A doctoral student is a person enrolled in a doctoral program. Doctoral student status is maintained throughout the entire doctoral program, including during internal and international mobility periods, except during periods of interruption of doctoral studies, but includes any extensions of the doctoral program approved by the university senate, i.e., from enrollment until graduation from the doctoral program or until expulsion.

(2) The doctoral student is enrolled in IOSUD ANIMV based on the decision of Commandant (Rector).

(3) Doctoral students enrolled in full-time education, with state funding (scholarship), are employed by ANIMV as scientific research assistants in the teaching positions of ANIMV doctoral schools, as a scientific research assistant in the teaching positions of the research institutes within ANIMV, or as a university assistant in the teaching positions of the faculties within ANIMV, with a fixed-term individual employment contract, usually for 4 years, which can be extended to a maximum of 6 years.

(4) Doctoral students employed as scientific research assistants may carry out teaching or scientific research activities remunerated on an hourly basis, in accordance with the legislation in force, within the limits of the teaching norm for university assistants.

(5) Doctoral students enrolled in full-time education, with funding from the budget (with a scholarship), benefit from recognition of their seniority in work and in their field of expertise throughout their activity.

(6) Doctoral students enrolled in full-time education, funded by the state budget (with a scholarship), benefit from recognition of seniority in work and specialty, as well as free medical and dental care under the conditions provided by Law No. 95/2006 and the framework contract, without paying the mandatory social contributions regulated by Law No. 227/2015 on the Fiscal Code, with subsequent amendments and additions.

(7) The period of doctoral studies is assimilated, in accordance with pension legislation, for the purpose of determining the contribution period.

8.2.4.4. Doctoral Supervisor

Art. 165.

(1) In order to qualify as a doctoral supervisor, it is necessary to obtain a certificate of qualification. Only persons who hold a doctoral degree and who meet the minimum national standards developed by CNATDCU, approved by order of the Minister of Education, may apply for the certificate of qualification.

(2) The habilitation certificate is obtained at IOSUD ANIMV in accordance with the legislation in force and the provisions of the Methodology for organizing and conducting the process of obtaining the habilitation certificate, proposed by CSUD and approved by the university senate.

(3) A person who obtained the right to supervise doctoral studies prior to the date of entry into force of Law of higher education No. 199/2023, as amended and supplemented, as well as persons who obtained the qualification certificate, in accordance with the provisions of Law of higher education No. 199/2023, as amended and supplemented.

(4) A doctoral supervisor may supervise doctoral students only in the field for which he or she has obtained this right. As an exception, upon establishment, a new field of doctoral studies may operate with doctoral supervisors from the same branch of science.

(5) In order to obtain the status of doctoral supervisor at IOSUD ANIMV, persons who have the right to supervise doctoral students shall apply for affiliation to a doctoral school of IOSUD ANIMV, depending on the field of doctoral study.

Art. 166.

(1) A doctoral supervisor may simultaneously supervise a maximum of 8 doctoral students enrolled in the training program based on advanced university studies and/or in the individual scientific research program, including doctoral students who are on leave or extending their doctoral studies program. Doctoral supervisors who exceed this limit cannot receive new vacant places for doctoral students in coordination during the admission allocation process.

(2) A doctoral supervisor may simultaneously supervise, in a secondary role, a maximum of 4 doctoral students in the individual scientific research program, including doctoral students who are on leave or extending their doctoral studies. Doctoral supervisors who exceed this limit cannot accept new doctoral students in co-supervision.

(3) In the event of the redistribution of doctoral students following the termination of a doctoral supervisor's employment relationship with IOSUD ANIMV, the maximum number of doctoral students supervised simultaneously may be exceeded, with the annual approval of the university senate, until the maximum number is restored.

Art. 167.

The rights and obligations of the doctoral supervisor and scientific coordinator derive from Law of higher education No. 199/2023, as amended and supplemented; the Framework Regulation on Doctoral Studies, approved by Order of the Minister of Education No. 3020/2024; the University Charter; the Regulations on the Organization and Functioning of IOSUD ANIMV; the Regulations on the organization and functioning of Intelligence and Security Doctoral School; the employment contract concluded with IOSUD ANIMV.

8.2.4.5. Completion of the Doctoral Program in Intelligence and National Security

Art. 168.

(1) Completion of the doctoral program in Intelligence and National Security involves two stages:

- a) approval of the doctoral thesis by the academic guidance and integrity committee, which usually takes place in the 6th-7th semester of the doctoral program;
- b) public evaluation of the doctoral thesis by the doctoral committee, which usually takes place in the 7th-8th semester of the doctoral program.

(2) The doctoral thesis is the scientific paper through which the doctoral student demonstrates their ability to scientifically address a problem, a scientific research topic, or professional research. It must highlight the ability to extract essential ideas from the studied bibliography, to operate with fundamental theories and those specific to the field of science, to identify the most appropriate scientific or professional research methods, to set scientific or professional research objectives and operationalize them, to draw conclusions based on arguments, and to offer their own theoretical and practical solutions for the scientific or professional research topic.

(3) The doctoral thesis must demonstrate the doctoral student's ability to use research results in a creative, original, and innovative way so as to produce a new perspective, a new solution to the issues addressed in the thesis or, where appropriate, demonstrate the ability to come up with ideas and solutions that have not been produced in previous research. This component of the doctoral thesis may take the form of models, operational research, case studies, etc.

Art. 169.

(1) The doctoral thesis must be the result of the doctoral student's own scientific or professional research activity and contain original results in the field of scientific knowledge.

(2) The doctoral student is the author of the doctoral thesis and assumes responsibility for the accuracy of the data and information presented in the thesis, as well as the opinions and positions expressed in the thesis.

(3) The content of the doctoral thesis is determined by the doctoral student in consultation with the doctoral supervisor and shall comply with the framework structure and limitations imposed by IOSUD ANIMV regulations. The doctoral thesis is an original work, and it is mandatory to mention the source for any material taken.

(4) The doctoral thesis is a public document, and the first and last names of the doctoral thesis holder, the doctoral supervisor, and the members of the academic guidance and integrity committee, as well as the identification data of IOSUD ANIMV, are also public information.

(5) CSD in which the doctoral program operates proposes criteria and indicators for the evaluation of doctoral theses, which are approved by CSUD. The criteria for evaluating the quality of a doctoral thesis refer to the scientific or professional research results obtained within the doctoral program.

Art. 170.

For the approval of the doctoral thesis by the academic guidance and integrity committee, the steps stipulated in the Regulations for the organization and conduct of the doctoral program in Intelligence and National Security shall be followed.

Art. 171.

The public defense of the doctoral thesis may take place if the following conditions are met:

- a) the doctoral student has met CNATDCU standard in force for the award of the doctoral degree.

- b) the doctoral student has obtained a minimum of 200 ECTS from the sum of the ECTS of the training program based on advanced university studies and the individual scientific research program;
- c) the doctoral student has obtained a minimum of 210 ECTS within the doctoral university study program; if they have not obtained a minimum of 210 ECTS, the doctoral student cannot defend their doctoral thesis and is expelled.

Art. 172.

(1) The evaluation of the doctoral thesis in a public defense is carried out by a doctoral committee proposed by the doctoral supervisor, endorsed by CSD, approved by CSUD, and appointed by decision of ANIMV Commandant (Rector).

(2) The committee shall consist of at least 5 members: chair – representative of IOSUD ANIMV management; doctoral supervisor from Intelligence and Security Doctoral School; at least 3 official referees from Romania or abroad, specialists in the field in which the doctoral thesis was written and who are tenured in higher education or scientific research at institutions other than IOSUD ANIMV.

(3) Members of the doctoral committee must hold a doctoral degree and at least the academic rank of associate professor or scientific researcher grade II, or be a doctoral supervisor in Romania or abroad.

(4) Members of the academic guidance and integrity committee cannot be members of the doctoral committee.

(5) Doctoral supervisors associated with doctoral schools within IOSUD ANIMV cannot be official referees on IOSUD ANIMV doctoral committees.

Art. 173.

(1) For the evaluation of the doctoral thesis, the doctoral committee has 15 days in which the official referees study the doctoral thesis and prepare evaluation reports, which they submit to the secretariat of the doctoral school.

(2) After all evaluation reports have been submitted, at the proposal of the doctoral student, with the approval of the doctoral supervisor and the chair of the doctoral committee, the date for the defense of the doctoral thesis is set at least 25 calendar days before the proposed date for the defense.

(3) On the same date, the doctoral thesis is submitted in printed form to ANIMV Library for public consultation.

(4) The announcement of the public defense of the doctoral thesis shall be posted on the website www.animv.ro at least 20 days before the date set for the public defense, together with the other documents provided for in the procedure for compiling the public defense file.

Art. 174.

(1) The public defense of the doctoral thesis may only take place in the presence of at least four members of the doctoral committee, with the mandatory physical participation of the committee chair and the doctoral supervisor, while the other members of the committee may also participate via online videoconference.

(2) The public defense of the doctoral thesis consists of:

- a) the presentation by the doctoral supervisor of the content of the report accepting the doctoral thesis;
- b) the presentation by the doctoral student of the main elements of novelty and originality in the content of the doctoral thesis;

- c) the presentation by the official reviewers of the content of the doctoral thesis evaluation reports;
- d) mandatory defense of a session of questions from the members of the doctoral committee and the public.

(3) Based on the public defense of the doctoral thesis, the reviewers' reports, the statement on the originality of the work, and the analysis of the degree of similarity, the doctoral committee evaluates and deliberates on the awarding of the doctoral degree, in compliance with the minimum standards developed by CNATDCU for the awarding of the doctoral degree.

Art. 175.

(1) If the minimum standards required for the award of a doctoral degree are not met, the doctoral committee shall specify the elements to be redrafted or completed in the doctoral thesis and shall request a new public defense of the thesis. The second public defense of the thesis shall take place before the same doctoral committee as in the case of the first defense. If the minimum standards are not met at the second public defense, the doctoral degree will not be awarded, and the doctoral student will be expelled.

(2) If the doctoral student has met all the requirements set out in the scientific research program, as well as the minimum standards for the field, the doctoral committee proposes the award of the doctoral degree, a proposal which is submitted together with the doctoral file, within a maximum of 30 calendar days, to CNATDCU.

(3) If CNATDCU decides that the administrative procedure carried out at IOSUD ANIMV level did not comply with the provisions of this regulation, the doctoral file will be sent back to IOSUD ANIMV for re-examination and completion. It may be resubmitted to CNATDCU for a new review only after the procedures provided for in Articles 170, 172, and 173 have been repeated.

(4) If CNATDCU commission issues a compliance opinion, within 30 calendar days of receiving the compliance opinion, IOSUD ANIMV shall issue the decision to award the doctoral degree, signed by ANIMV Commandant (Rector), and shall prepare and issue the doctoral degree.

(5) Within 30 calendar days, the final version of the doctoral thesis shall be submitted in printed and digital format to ANIMV Library and the National Library of Romania.

8.2.5. Postdoctoral Study Programs

8.2.5.1. Organization of Postdoctoral Study Programs

Art. 176.

(1) Postdoctoral advanced research programs are programs intended for persons who have obtained a doctorate in science no more than 5 years prior to admission to the postdoctoral program or who have participated in and obtained a certificate of excellence in the "Marie Sklodowska Curie" competitions organized by the European Commission, regardless of when they obtained their doctorate.

(2) Postdoctoral study programs are organized in the accredited doctoral fields of IOSUD ANIMV and, depending on the source of funding, may be organized:

- a) as full-time education, with funding from legally constituted sources, on a fee-paying basis;

b) as part-time education, financed from SRI budget, on a fee-paying basis.

Art. 177.

The manner of organizing and conducting admission, training, research, and completion of advanced postdoctoral research programs is specified in the Regulations for the organization and conduct of advanced postdoctoral research programs.

8.2.5.2. Postdoctoral Researcher

Art. 178.

(1) A postdoctoral researcher is a person enrolled in an advanced postdoctoral research program. The status of postdoctoral researcher is maintained throughout the entire duration of the advanced postdoctoral research program, including during internal and international mobility periods, except during periods of interruption of postdoctoral studies, but includes any extensions of the advanced postdoctoral research program approved by University Senate, i.e., from enrollment until graduation from the postdoctoral program or until expulsion.

(2) The postdoctoral researcher is enrolled in IOSUD ANIMV based on the decision of ANIMV Commandant (Rector).

(3) Postdoctoral researchers enrolled in full-time education, with funding from other legally constituted sources, may be employed by ANIMV as a scientific researcher in the teaching positions of the doctoral schools of ANIMV or as a scientific researcher in the positions of the research institutes of ANIMV or as a university assistant in the teaching positions of the faculties of ANIMV, with an individual fixed-term employment contract, equal to the period of funding from other legally constituted sources.

(4) Postdoctoral researchers employed as scientific researchers may carry out teaching or scientific research activities remunerated on an hourly basis, in accordance with the legislation in force, within the limits of the teaching norm for university assistants.

Art. 179.

The rights and obligations of postdoctoral researchers derive from Law of higher education No. 199/2023, as amended and supplemented; from the Regulations on the organization and functioning of IOSUD ANIMV; from the employment contract concluded with IOSUD ANIMV.

8.2.6. Postgraduate Programs for Adult Vocational Training

Art. 180.

(1) Postgraduate adult vocational training programs are conducted on the basis of their own regulations on organization and operation, approved by University Senate, in accordance with the legislation in force.

(2) Postgraduate adult vocational training programs can provide continuing professional training and development, professional conversion and retraining, or personal development.

(3) Postgraduate adult vocational training programs use ECTS and conclude with an exam to certify the professional skills acquired by students during the program.

(4) Graduates who have at least a bachelor's degree or equivalent are eligible to participate in postgraduate studies.

(5) Upon completion of postgraduate adult vocational training programs, ANIMV issues study certificates in accordance with the legislation in force.

8.3. Non-university Continuing Training Programs

Art. 181.

(1) ANIMV organizes non-university continuing education programs for personnel in public defense, public order, and national security institutions, which are regulated by orders and instructions issued by SRI leadership.

(2) The organizational structure, profiles, specializations, annual number of places, and selection criteria for candidates for non-university continuing education for military, intelligence, public order, and national security personnel are established by SRI, according to the specific nature and levels of education.

CHAPTER 9

Scientific Research Activity

Art. 182.

Scientific research activity at ANIMV is carried out in accordance with the provisions of national legislation, European Union policies and programs, ANIMV Scientific Research Strategy, and the Scientific Research Regulations, as approved by University Senate.

Art. 183.

ANIMV is part of the National Research and Development System as an accredited higher education institution.

Art. 184.

Scientific research is part of the trend towards developing education in the field of intelligence, has characteristics that complement the educational process, and is limited to issues of interest to SRI structures.

Art. 185.

Through its scientific research activity, ANIMV covers an important area of needs at the level of the Service, namely:

- a) ensures the university scientific research component of SRI by carrying out fundamental and applied research in the field of security and intelligence studies;
- b) develops policy in the field of scientific research for security and intelligence studies, ensuring the correlation of the scientific research objectives carried out within ANIMV with the objectives and directions of action stipulated in the National Research Plan - Development, respectively European strategies and framework programs in the field of scientific research, on topics relevant to security and intelligence studies;
- c) develops and implements ANIMV's annual scientific research plan in the field of security and intelligence studies;
- d) initiates and carries out research projects;
- e) cooperates with SRI units to determine research needs and provide the scientific support necessary to improve performance in the activities carried out;
- f) manages research contracts within national or European research and development programs;
- g) ensures the development and improvement of human resources in research;
- h) organizes colloquiums, sessions, symposiums, conferences, or congresses to disseminate research results;
- i) ensures the exploitation of research results obtained within master's and doctoral university training programs;
- j) ensures liaison with national and international bodies coordinating university research and with university research institutes or centers outside the SRI in its areas of responsibility.

Art. 186.

The sources of funding for scientific research carried out within ANIMV consist of: complementary funding allocated by the Ministry of Education, funds

obtained on the basis of competitions organized by state public authorities, and funds obtained from national or international competitions or contracts.

Art. 187.

Scientific research may also be carried out in collaboration with other structures within SRI or other higher education and research institutions in Romania and abroad, in accordance with the law.

Art. 188.

Teaching and research staff at ANIMV carry out scientific activities, which take the form of implementing research projects, writing books, studies, papers, articles, teaching materials, courses, textbooks, laboratory guides, and developing standards.

CHAPTER 10

Quality Assurance, Evaluation, and Promotion in Education and Scientific Research at ANIMV

Art. 189.

(1) Quality assurance in education and scientific research is a committed obligation of ANIMV.

(2) Students are full partners in the quality assurance process.

(3) Quality assurance and evaluation in education at ANIMV level focus on institutional capacity, educational effectiveness, and quality management.

(4) ANIMV provides the Ministry of Education with the requested data regarding quality assurance, in compliance with legal provisions.

Art. 190.

(1) Quality assurance of education within ANIMV represents a continuous process of evaluating institutional capacity and undergraduate, graduate, postgraduate, and adult vocational training programs.

(2) Quality assurance is a permanent priority within ANIMV, with the aim of:

- a) building, maintaining, and developing the confidence of beneficiaries in ANIMV's ability to provide educational services and research products in accordance with the standards set out in the current legislation;
- b) continuously improving the quality of education through planning, implementation, evaluation, and correction.

Art. 191.

The evaluation of educational quality within ANIMV aims, from the perspective of complying with national quality standards, to assess the following:

- a) learning, teaching, and evaluation processes and relevant links to research and innovation;
- b) the learning environment;
- c) facilities and services offered to students and trainees and their degree of satisfaction.

Art. 192.

(1) The principles underlying the assurance and evaluation of educational quality in ANIMV, with the aim of achieving educational performance, are:

- a) the principle of a systemic approach to quality, which is reflected in ensuring a uniform framework for quality optimization, supported by all educational processes;
- b) the principle of involvement, reflected in the participation of the academic community in the developing of a culture of quality;
- c) the principle of student-centered education, reflected in the development of high-performance feedback on the quality of teaching act;
- d) the principle of transparency, reflected in ensuring the dissemination of information regarding educational quality within ANIMV academic community;
- e) the principle of continuity, reflected in the continuous and active analysis of quality standards;

- f) the principle of adaptability, reflected in the constant adjustment of the educational act, both in terms of methodology and content;
- g) the principle of primarily focusing on the results of educational processes;
- h) the principle of alignment with the requirements and expectations of students, employers, and all societal stakeholders.

(2) Quality assurance and evaluation within ANIMV are carried out in compliance with legality, responsibility, independence and autonomy, academic ethics and deontology, legitimacy, professionalism, impartiality, transparency, effectiveness, and sustainability.

Art. 193.

(1) The quality assurance system for educational services provided by ANIMV comprises an organizational structure and quality management criteria that are included in a set of rules and principles that are reflected in quality assurance strategies and procedures.

(2) The organizational structure of the educational services quality assurance system within ANIMV consists of:

- a) the managerial component: Commandant (Rector), Vice-Rector, University Senate, the Commission for Evaluation and Quality Assurance (CEAC), the Quality Assurance Office (BAC).
- b) the executive component: the deans of the faculties; the director of the Doctoral School; the evaluation and quality assurance commissions of the faculties; the faculty councils; the department directors; the teaching and research staff.

Art. 194.

(1) The Commission for Evaluation and Quality Assurance (CEAC) operates within ANIMV as the coordinating body for evaluation and quality assurance activities in the educational and research processes of ANIMV.

(2) The composition of CEAC within ANIMV is established by the Regulations on the Organization and Functioning of the Commission for Evaluation and Quality Assurance in "Mihai Viteazul" National Intelligence Academy, in accordance with the law.

(3) The duties of CEAC within ANIMV are as follows:

- a) drafts and submits for Commandant's (Rector's) approval the strategy on evaluation and quality assurance of education in ANIMV;
- b) provides methodological support for drafting specific regulations for the quality assurance system within ANIMV, evaluates the implementation stage of the regulations and the functionality of the system, and proposes improvements;
- c) develops and coordinates the implementation of evaluation and quality assurance procedures and activities, approved by the ANIMV management in accordance with the applicable areas and criteria;
- d) formulates recommendations and proposals for improving the quality of education and support services;
- e) monitors and, where appropriate, intervenes in the manner in which the external partners, as employers or institutional partners, are consulted and involved in internal quality assurance processes at various levels of the education provider/higher education institution;
- f) takes the necessary steps to implement the current legal provisions on the quality assurance of education in ANIMV, as well as to improve the results related to the three criteria: institutional capacity, educational effectiveness, and quality management;

- g) coordinates the implementation of internal evaluation, control, and education quality assurance procedures and activities approved by University Senate;
 - h) prepares the annual Internal Evaluation Report on the quality of education within ANIMV. The report is reviewed by University Senate and brought to the attention of all stakeholders by publication on ANIMV website;
 - i) drafts and submits for Commandant's (Rector's) approval proposals for improving the quality of education within ANIMV and evaluates the effectiveness of the proposed measures on a semester basis or whenever necessary;
 - j) drafts and submits for Board of Trustees' approval proposals regarding the resources required for the design, implementation, maintenance, and improvement of the quality of education within ANIMV;
 - k) develops and submits for approval the plan, methodologies, and standards for internal quality assessment at ANIMV;
 - l) coordinates internal evaluation activities at the faculty and department levels in order to synchronize actions within this process across ANIMV;
 - m) ensures that the quality management system complies with the national reference standards and the performance indicators for evaluation and quality assurance in higher education, as established by ARACIS;
 - n) coordinates the drafting and verifies the documentation specific to ANIMV's external periodic evaluation procedure, as well as the documentation required for the accreditation of fields and study programs;
 - o) verifies the implementation of the procedure for collecting and interpreting student feedback within ANIMV;
 - p) formulates conclusions based on the evaluation of teaching staff and presents them to Board of Trustees;
 - q) drafts and periodically reviews quality assurance the procedures, policies, and regulations approved by the university management;
 - r) approves the scales for operationalizing the evaluation criteria specific to the annual evaluation of teaching staff;
 - s) approves the evaluation and feedback questionnaires regarding the educational process carried out by ANIMV;
 - t) approves statistical reports for undergraduate, graduate, and postgraduate programs.
- (3)** CEAC is supported at the institutional level by the Quality Assurance Office in order to carry out internal evaluation, control, and quality assurance activities.

Art. 195.

(1) ANIMV promotes individual excellence for faculty members, researchers, and students with exceptional performance through the following levers:

- a) study or research grants at domestic or foreign universities, awarded on a competitive basis;
- b) grants for conducting and completing research projects, including doctoral theses;
- c) approval of flexible educational pathways that allow for the acceleration of the academic journey;
- d) creation of tools and mechanisms to support their professional integration within the country, so as to make the most of both their talent and the skills acquired through training.

(2) Excellence in ANIMV is also promoted through specific funding levers, provided by the Ministry of Education: additional funding, the institutional development fund, and scientific research funding.

(3) In ANIMV, promoting the quality of education and increasing international visibility can be achieved by establishing or participating in university consortia, in accordance with the law and in compliance with internal regulations.

CHAPTER 11

Interinstitutional Cooperation at National and International Levels

11.1. Partnerships with Higher Education, Research, Development and Innovation Institutions or Other Organizations

Art. 196.

ANIMV may establish partnerships or consortia with public or private universities, as well as research, development, and innovation organizations, at national and international levels, on the basis of partnership agreements or contracts, in accordance with the legal provisions and the Service's internal regulations.

Art. 197.

(1) Partnerships or consortia are organized, with the endorsement of University Senate, in a manner that enables ANIMV to fulfill its mission, ensure quality criteria and standards, efficiently manage teaching and research activities, and provide adequate financial and administrative support to members of the academic community.

(2) Project consortia established for the purpose of accessing specific funds and financing research activities in national and international projects are exempt from this rule.

11.2. International Cooperation

Art. 198.

(1) ANIMV commits to internationalization as a fundamental element for institutional growth and for enhancing the quality of education and research.

(2) The internationalization process applies to the following educational components: curriculum, human resources, dedicated infrastructure and support services, research and innovation.

(3) Through internationalization, ANIMV aims to align itself to the European and North-Atlantic scientific research process and to develop an educational process based on innovation in the field of security and intelligence studies.

Art. 199.

The main strategic directions promoted in the development of international relations are:

- a) increasing the prestige and visibility of ANIMV internationally by promoting the results achieved by ANIMV teaching and research staff to the international academic community;
- b) strengthening existing scientific research partnerships and consortia and initiating new partnerships with universities that provide competitive educational programs in the field of security and intelligence studies, as well as in complementary fields of study;
- c) facilitating inter-university exchanges for teaching staff, research staff, and students;
- d) participating in international teams within research projects funded by the European Union, in compliance with current legislation and internal regulations;

- e) developing new strategic university partnership projects and ensuring international mobility for students and university staff;
- f) keeping ANIMV at the forefront of academic research and academic debate in the field of security and intelligence studies at national and regional levels, by conducting competitive scientific research projects.

Art. 200.

The forms of cooperation intended to implement the strategic directions proposed by ANIMV for the internationalization process are:

- a) concluding cooperation agreements with prestigious universities;
- b) organizing and participating in international scientific events;
- c) affiliations of ANIMV with similar international bodies, organizations, and associations;
- d) joining academic networks and associations;
- e) developing the Erasmus+ program to access mobilities for students, teaching staff, research staff, and specialists, as well as to develop strategic partnerships;
- f) participating in European and international programs;
- g) obtaining funding through competitive processes under available European and international financing programs;
- h) developing research projects within European consortia;
- i) organizing joint doctoral supervision for PhD studies.

CHAPTER 12

Academic Ethics within "Mihai Viteazul" National Intelligence Academy

12.1 ANIMV Code of Academic Ethics and Deontology

12.1.1. General Provisions

Art. 201.

(1) The Code of Academic Ethics and Deontology of "Mihai Viteazul" National Intelligence Academy (ANIMV), hereinafter referred to as the Code, is drawn up in accordance with the provisions of Law of higher education No. 199/2023, as amended and supplemented, Law No. 206/2004 on good conduct in scientific research, technological development, and innovation, as amended and supplemented, and the Framework Code of Academic Ethics and Conduct, developed by the Ministry of Education and approved by Government Decision No. 305/2024.

(2) This Code may not contravene, nor does it substitute, the regulatory framework in the field of higher education and the internal regulations.

(3) The Code is elaborated and adopted by University Senate, is part of the University Charter, and may be amended and supplemented by University Senate, in accordance with the relevant legislation.

Art. 202.

(1) The Code applies to all members of the academic community, including students/trainees, teaching and research staff, either military or civilian, assimilated teaching staff, as well as auxiliary teaching and research staff.

(2) Adhesion to this Code constitutes a commitment by the members of the ANIMV academic community to promoting ethical values, principles, and standards in their professional conduct, in interpersonal relations within the community, in their relations with authorities and other academic and research institutions, and in upholding the public image of the SRI and the scientific prestige of ANIMV.

(3) Compliance with the provisions of the Code is mandatory for the categories of personnel provided for in Law of higher education No. 199/2023, as amended and supplemented, as well as for other former or current members of the academic community who have obtained their membership status after the effective date of the aforementioned law.

Art. 203.

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) providing a framework of conduct to insure compliance with internal regulations;
- d) strengthening the cohesion of the academic community members;

e) their professional affirmation and development, aimed at ensuring high standards in teaching and scientific research and enhancing the academic prestige of ANIMV.

Art. 204. The Academy ensures the recognition, advancement, and rewarding of personal or collective merits that lead to the fulfillment of its institutional mission.

12.1.2. Principles of Ethics and Deontology

Art. 205.

The Code promotes fundamental principles and moral values within the activities of the academic community, such as:

- a) the principle of academic freedom;
- b) the principle of public accountability;
- c) the principle of equity;
- d) the principle of non-discrimination and equal opportunity;
- e) the principle of transparency;
- f) the principle of moral and professional integrity;
- g) the principle of the right to defense;
- h) the principle of independence from any moral, scientific, religious, political, economic, or other influence in teaching or scientific activities;
- i) the principle of respect for the rights and freedoms of the university community members;
- j) the principle of moral, social, and professional responsibility;
- k) the principle of guaranteeing the cultural identity of all academic community members and fostering intercultural dialogue;
- l) the principle of impartiality and objectivity;
- m) the principle of promoting the best interests of the direct beneficiary;
- n) the principle of political neutrality.

Art. 206.

Members of the university community shall be treated justly, fairly, and equitably, so as to ensure equality of opportunity and treatment. Discrimination or exploitation in any form shall not be permitted within ANIMV.

Art. 207.

The following are prohibited and subject to sanctions: damaging the prestige of the university in any way and by any means, misinformation, as well as infringements upon the honor, reputation, and dignity of members of the university community.

12.1.3. General Rules of Professional Ethics and Deontology

Art. 208.

The norms of university ethics and deontology include:

- a) ethics and deontology norms in teaching and university research activities;
- b) ethics and deontology norms in scientific communication, publication, dissemination, and outreach;
- c) ethics and deontology norms in the performance of management duties;
- d) ethics and deontology norms regarding respect for human beings and human dignity;

Art. 209.

In teaching and university research activities, ethics and deontology norms require teaching and research staff to:

- a) report real results or data of their own research and development activities;
- b) report experimental data, data obtained through computer calculations or numerical simulations, or data/results obtained through analytical calculations or deductive reasoning, as a result of their own activity;
- c) refrain from any activity that hinders, impedes, or sabotages the teaching or research activities of others, including by way of unjustifiably blocking access to university research facilities, or by damaging, destroying, or tampering with experimental apparatus, equipment, documents, computer programs, electronic data, organic or inorganic substances, or living matter necessary for other persons to carry out, perform, or complete teaching or research activities;
- d) comply with the legal regime of conflicts of interest and incompatibilities provided for in Articles 214 and 215 of this Code and to disclose such situations should they arise during the evaluation activity;
- e) respect confidentiality in evaluation;
- f) refrain, during evaluation activities, from any discriminatory acts as defined in Article 2(1) of Government Ordinance No. 137/2000 republished, on the prevention and punishment of all forms of discrimination, as amended and supplemented;
- g) remain objective in conducting assessment procedures. In teaching activities, the assessment and grading of the academic performance and achievements of direct beneficiaries must comply with ANIMV grading policies and pre-established grading criteria;
- h) avoid plagiarism, with the obligation to cite all used bibliographic sources;
- i) comply with the legal provisions and procedures regarding university ethics and deontology set out in this Code;
- j) to implement the sanctions established by the University Ethics Commissions, the National Council for Attestation of University Titles, Diplomas and Certificates (CNATDCU) or, where applicable, the National University Ethics and Management Council (CNEMU);
- k) comply with the legislation in force on research involving human subjects or animal testing, and all other aspects of research ethics;
- l) credit in the research results, subject to their consent, all persons who were involved in the development of the research or intellectual creation, who shall benefit from all the rights arising therefrom.

Art. 210.

In scientific communication, publication, dissemination, and outreach activities, ethics and deontology norms require all members of the academic community to:

- a) obtain a person's consent before including them in the list of authors of a scientific publication;
- b) publish or disseminate unpublished scientific results, hypotheses, theories, or methods with the consent of all authors;

- c) provide accurate and truthful information in grant or funding applications, as well as in candidacy files for habilitation and teaching or research positions;
- d) accept and list as authors in the research results only those persons who have effectively participated in its development, as well as mention all persons involved in the research activity, subject to their prior consent.

Art. 211.

In the performance of management duties, ethics and deontology norms mandate:

- a) compliance with the legal regime of public liability;
- b) refraining from invoking one's position in order to obtain authorship or co-authorship of publications by subordinates;
- c) the prohibition of using authority to obtain salaries, remuneration, or other material benefits from research and development projects led or coordinated by subordinates;
- d) the prohibition of using authority to obtain authorship or co-authorship of publications by subordinates or to obtain salary, remuneration, or other material benefits for spouses, affiliates, or relatives up to the third degree inclusive;
- e) the prohibition of obstructing the activity of the University Ethics Commission or of a review committee during the investigation of complaints regarding acts that may constitute breaches of university ethics and deontology;
- f) observance of the legal provisions and procedures regarding university ethics and deontology set out in this Code;
- g) the enforcement of sanctions established by university ethics commissions, CNATDCU or, where applicable, by CNEMU;
- h) the prohibition of using authority to obtain sexual favors.

Art. 212.

Ethics and deontology norms regarding respect for human beings and human dignity mandate:

- a) compliance with the right to education of direct beneficiaries;
- b) respect for the rights of all members of the academic community;
- c) abstinence from verbal or physical aggression and humiliating treatment of both direct beneficiaries of education and other members of the academic community;
- d) the prohibition of soliciting, accepting, or collecting sums of money, gifts, or the rendering of certain services in exchange for preferential treatment or other advantages;
- e) respect for the dignity of the direct beneficiaries of the right to education and upholding the prestige of the profession;
- f) recognition of the profession, of the responsibility and trust conferred by society, as well as of the internal obligations deriving from this trust;
- g) the prohibition of any form of exploitation, harassment of any kind or discrimination on political grounds, race, religion, sex, sexual orientation, national origin, marital status, disability and/or medical condition, age, citizenship or other arbitrary or personal grounds;
- h) respect, honesty, integrity, solidarity, cooperation, probity and fairness, tolerance, mutual support, confidentiality, fair competition, and collegial relations.

Art. 213.

According to the ethics and deontology norms, students, doctoral students, postdoctoral researchers, or trainees, in the exercise of their status, are required to:

- a) respect the copyrights of others in all developed works;
- b) create and defend original works for course evaluations and original graduation theses;
- c) observe the general ethics and deontology norms of the university community.

12.1.4. Incompatibilities and Conflicts of Interest**Art. 214.**

Incompatibility is represented by the following situations:

- a) a person concurrently holds or exercises the management positions of Rector, Vice-Rector, Dean, Vice-Dean, Department Director or Research and Development Unit Director, the position of University Senate Chairman, and a management function provided for in Art. 131(2) of Law No. 199/2023, as amended and supplemented;
- b) a person holds or exercises one of the management positions of Rector, Vice-Rector, Dean, Vice-Dean, or Department Director and is appointed or elected as a Minister, Secretary of State, Mayor, Deputy Mayor, or President of a County Council;
- c) an authorizing officer within ANIMV concurrently holds or exercises another position as an authorizing officer of a central or local public institution;
- d) a person concurrently holds the capacity of member of the Board of Trustees of ANIMV and the capacity of partner or shareholder in a commercial entity established by a state higher education institution under the conditions provided for in Article 16(1) of Law No. 199/2023, as amended and supplemented.

Art. 215.

The following situations constitute a conflict of interest:

- a) the concurrent holding of positions by persons who are spouses, affiliates, or relatives up to the third degree inclusive, in situations where one is in a direct position of management, control, authority, or institutional evaluation over the other at any level within ANIMV;
- b) serving as a member in doctoral, evaluation or selection committees, in cases where the decision concerns spouses, affiliates, or relatives up to the third degree inclusive;
- c) participation in the same committee, established in accordance with the law, of persons who are spouses, relatives or affiliates up to the third degree inclusive;
- d) the participation of a person, serving as a member of Ministry of Education committees, in the review of a situation related to the institution to which they belong as a member of the academic community.

Art. 216.

(1) Persons in a situation of incompatibility have 15 days to remedy the situation, including by suspending themselves from one of their positions.

(2) In the event of a conflict of interest, the teaching or research staff member is obliged to cease any activity referred to in Article 215 letters a)-c) and to

immediately inform their direct hierarchical superior. The latter is obliged to take the necessary measures to ensure the impartial conduct of the specific activities, within a maximum of 3 days from the date of becoming aware of the situation.

(3) In the cases provided for in paragraph (2), at the proposal of the teaching or research staff member's direct hierarchical superior, another person with the same training and level of experience shall be appointed.

(4) In the event of a conflict of interest as provided for in Article 215(d), the person concerned is obliged to abstain from taking part in the committee's decision making-process pertaining to the specific case affected by the conflict of interest. In this situation, the recusal shall not be considered when determining the outcome of the vote.

Art. 217.

Persons who have held or currently hold the status of members of the academic community and have committed misconducts after the date of entry into force of Law No. 199/2023 on higher education, as amended and supplemented, shall be held civilly, administratively, professionally, or disciplinarily liable, as applicable.

12.1.5. Breaches of Academic Ethics and Professional Conduct Rules

Art. 218.

Breaches of ethics and deontology norms in university teaching and research activities, as provided for in Art. 209, include the following:

- a) fabricating results or data and presenting them as experimental data, as data obtained through calculations or numerical computer simulations, or as data or results obtained through analytical calculations or deductive reasoning;
- b) falsifying experimental data, data obtained through calculations or numerical computer simulations, or data or results obtained through analytical calculations or deductive reasoning;
- c) deliberately hindering, impeding, or sabotaging the teaching or research activities of others, including by way of unjustifiably blocking access to university research facilities; damaging, destroying, or tampering with experimental apparatus, equipment, documents, computer programs, electronic data, organic or inorganic substances, or living matter necessary for other persons to carry out, perform, or complete teaching or research activities;
- d) violation of the legal regime of conflict of interest and incompatibilities provided for in Articles 214 and 215 and failure to disclose situations of conflict of interest or incompatibilities during evaluation activities;
- e) failure to respect confidentiality in the evaluation;
- f) discrimination in evaluations based on the criteria set out in Article 2(1) of Government Ordinance No. 137/2000 on the prevention and punishment of all forms of discrimination, republished, as amended and supplemented;
- g) evaluation fraud;
- h) plagiarism;
- i) failure to comply with the legal provisions and procedures regarding university ethics and deontology, provided for in this Code, which are part of the university charter, as the case may be, including failure to enforce the sanctions established by the University Ethics Commissions, by CNATDCU or, as applicable, by CNEMU;

- j) compromising the integrity of the evaluation process by failing to comply with the assessment methods set out in the course syllabus, as well as examination by a teaching staff member of a person who is their spouse or a relative up to the third degree, without prior notification to the faculty management in order to identify possible solutions to guarantee the integrity of the evaluation.

Art. 219.

Breaches of ethics and deontology norms in scientific communication, publication, dissemination, and popularization activities, as set out in Art. 210, consist of:

- a) including a person in the list of authors of a scientific publication without their consent;
- b) unauthorized publication or dissemination by authors of unpublished scientific results, hypotheses, theories, or methods;
- c) providing false information in grant or funding applications, in candidacy files for habilitation, teaching or research positions;
- d) failure to indicate all sources used;
- e) omitting persons involved in the development of research or creative work, thereby preventing them to benefit from all resulting rights;
- f) failure to disclose research project funding sources for all results originating from those projects.

Art. 220.

Breaches of ethics and deontology norms in the performance of management duties, as provided for in Art. 211, include:

- a) violation of the legal regime of public liability;
- b) misuse of office to obtain the status of authorship or co-authorship of publications by subordinates;
- c) abuse of authority to obtain salary, remuneration, or other material benefits from research and development projects led or coordinated by subordinates;
- d) abuse of authority to obtain authorship or co-authorship of publications by subordinates or to obtain salary, remuneration, or other material benefits for spouses, affiliates, or relatives up to the third degree inclusive;
- e) obstructing the activity of one of ANIMV's University Ethics Commission or of a review committee during the investigation of complaints regarding acts that may constitute breaches of university ethics and deontology;
- f) failure to comply with the legal provisions and procedures concerning university ethics and deontology set out by law and in this Code, as applicable, including failure to enforce sanctions established by ANIMV University Ethics Commissions, CNATDCU or, as applicable, CNEMU.

Art. 221.

Breaches of ethics and deontology norms regarding respect for human beings and human dignity, as set out in Article 212, include the following:

- a) breaches that undermine the protection of the rights of direct beneficiaries of the right to education;
- b) breaches that undermine the dignity of the direct beneficiaries of the right to education and the prestige of the profession;

- c) breaches that undermine the recognition of the profession, of the responsibility and trust conferred by society, as well as of the internal obligations deriving from this trust.

Art. 222.

Breaches of ethics and deontology norms applicable to students, doctoral students, postdoctoral researchers, or other categories of trainees consist of:

- a) breaches of the ethics and deontology norms applicable to students, doctoral students, postdoctoral researchers, or other categories of learners as provided for in Art. 213;
- b) compromising the integrity of the evaluation process by submitting or using materials not developed by the evaluated persons, or reusing the same materials for different assessments, as well as by failing to disclose a kinship relationship up to the third degree inclusive with the assessing teacher.

12.1.6. Sanctions for Violations of Academic Ethics and Professional Conduct

Art. 223.

(1) The types of sanctions applicable to teaching, academic support, and research staff, including those in management positions, for breaching university ethics and deontology norms, are:

- a) written warning;
- b) retraction and/or correction of all published works found to be in violation of university ethics and deontology;
- c) removal from management positions;
- d) prohibition, for a specified period, of access to competitive public funding;
- e) suspension, for a specified one-to-five-year period, of the right to apply for a higher-ranking position, a management position, or membership in a selection committee;
- e) dismissal from teaching or research positions.

(2) The types of sanctions provided for breaching university ethics and deontology norms, applicable to students, PhD students, postdoctoral researchers, or other categories of trainees, are:

- a) written warning;
- b) annulment of assessment results;
- c) expulsion;
- d) other sanctions provided for in ANIMV Code of Academic Ethics and Deontology.

Art. 224.

For the breach of university ethics and deontology norms, the Ministry of Education may take measures in accordance with Law of higher education No. 199/2023, as amended and supplemented.

12.2. The Ethics Commission

Art. 225.

(1) The University Ethics Commission operating within ANIMV ensures compliance with professional ethics and deontology norms by members of the academic community. The University Ethics Commission acts independently of any other structure or person within ANIMV.

(2) The mandate of the University Ethics Commission is four years.

(3) The University Ethics Commission has a subcommittee dedicated to research ethics. This subcommittee oversees the implementation of research ethics policies in accordance with scientific research ethics regulations. The activity of this subcommittee focuses on the following areas: publication and authorship, respect for the dignity of research participants, research data management, collaboration, conflicts of interest, fraud, the provision of effective research environments, and harm prevention in research and innovation.

(4) The composition of the University Ethics Commission is proposed by Board of Trustees, endorsed by University Senate, and approved by Rector's decision. The membership of the Ethics Commission shall consist of a maximum of 75% teaching and research staff and a minimum of 25% students. The members of the commission shall be persons of professional prestige who have not breached university ethics and deontology norms. Persons holding the position of Rector, University Senate Chairman, Vice-Rector, Dean, Vice-Dean, General Administrative Director, Deputy General Administrative Director, Department Director, or Director of a Research and Development Unit within ANIMV may not be members of the University Ethics Commission. Should a validated member of the University Ethics Commission find themselves in such position, they have 15 working days to remedy the state of incompatibility.

(5) Board of Trustees shall publicly inform the academic community when the selection process for the University Ethics Commission begins. Persons interested in holding a position on this commission may apply, in writing, to Commandant (Rector).

(6) Student representatives on the University Ethics Commission are elected by the students who are members of University Senate.

(7) Various persons may attend the meetings of the University Ethics Commission as guests, including the Legal Advisor of ANIMV.

Art. 226.

The duties of the University Ethics Commission are as follows:

- a) monitors compliance with the Code of Academic Ethics and Deontology within ANIMV;
- b) ensures the implementation of the Minister of Education's orders for compliance with the legal framework in the field of academic ethics and deontology;
- c) examines acts that may constitute deviations from the university ethics and deontology norms and resolves identified breaches thereof, following reported complaints or through self-notification;
- d) contributes to the development of the Code of Academic Ethics and Deontology by submitting proposals to the University Senate for adoption and inclusion in the University Charter;

- e) prepares an annual report on the status of compliance with university ethics and deontology standards, which is submitted to Rector and University Senate and serves as a public document, posted on the ANIMV website;
- f) carries out prevention activities regarding breaches of university ethics and deontology norms;
- g) monitors the delivery of ethics and academic integrity courses within university study programs;
- h) proposes for adoption to University Senate the rules of organization and operation of the Ethics Commission;
- i) collaborates with national-level advisory commissions;
- j) other duties established in accordance with the University Charter.

Art. 227.

(1) ANIMV University Ethics Commission examines complaints concerning acts that might constitute breaches of university ethics and deontology.

(2) Any person may file a complaint with ANIMV University Ethics Commission regarding an act that may constitute a breach of university ethics and deontology.

(3) The complaint is submitted in writing or online and is registered with ANIMV Registry, regardless of whether it is admissible or inadmissible.

Art. 228.

(1) In order to be admissible, the complaints provided for in Art. 227 must cumulatively contain the following:

- a) the signature of the complainant;
- b) the identification data of the complainant: the full name of the natural person or the name of the legal entity, their address, and, where applicable, their mailing address, which may also be an e-mail address;
- c) a reasoned statement regarding the case of non-observance of ethics and deontology norms, providing concrete examples and specifying the supporting grounds and documentation sources.

(2) Complaints that do not meet the admissibility criteria provided for in paragraph (1) are rejected as inadmissible by the University Ethics Commissions.

(3) The identity of the complainant shall be kept confidential.

(4) The ANIMV University Ethics Commission shall investigate the existence of breaches of university ethics and deontology norms and shall issue a ruling within 45 calendar days of receiving the complaint, through a reasoned decision based on a report, which shall be communicated to the investigated person and the complainant. The decisions of the Ethics Commissions shall be published on the ANIMV website.

Art. 229.

(1) The University Ethics Commission's decisions are endorsed by the ANIMV Legal Advisor.

(2) Legal liability for the decisions and the activity of the University Ethics Commission lies with ANIMV.

Art. 230.

The decisions of ANIMV University Ethics Commission, whether for admission or rejection, may be appealed before CNATDCU and CNEMU.

Art. 231.

ANIMV University Ethics Commission guarantees the right of any person to receive impartial, fair, and objective treatment.

CHAPTER 13

Final Provisions

Art. 232.

University Charter shall be drafted and adopted by University Senate following deliberations within the academic community and after obtaining the legal endorsement from the Ministry of Education.

Art. 233.

(1) The contents of University Charter may be supplemented or amended in accordance with the provisions of normative acts in the field issued subsequent to its adoption.

(2) Any amendment or addition to the contents of University Charter shall be subjected to deliberation within the academic community, endorsed by the Ministry of Education, and adopted by University Senate.

Art. 234.

This Charter shall enter into force on October 4, 2024. On the same date, University Charter adopted by University Senate through Decision No. 04 of January 19, 2022, is hereby repealed.

**CHAIRMAN OF THE UNIVERSITY SENATE of
"Mihai Viteazul" National Intelligence Academy**

**Assoc. Prof. PhD
Ecaterina DRĂGHICI**