

APROBAT

Ministerul Sănătății
al Republicii Moldova
Ministru Mircea BUGA



APROBAT
Senatul Universității de Stat de Medicină
și Farmacie „Nicolae Testemițanu”
din Republica Moldova
nr. 3 din 4
Rector



APROBAT

Ministerul Educației
al Republicii Moldova
Ministru Maia SANDU



INREGISTRAT
Ministerul Justiției
al Republicii Moldova

nr. 836 din 8 Octombrie 2015



CARTA

**UNIVERSITĂȚII DE STAT DE MEDICINĂ ȘI FARMACIE
„NICOLAE TESTEMIȚANU” DIN REPUBLICA MOLDOVA**

Chișinău, 2015

Chapter I.

GENERAL PROVISIONS

Article 1. Institution status

- (1) Nicolae Testemitanu State University of Medicine and Pharmacy of the Republic of Moldova (hereinafter named **University**) is a legal entity of public law, has a balance sheet, has its own bank account, including foreign currency, and a state seal with the Coat of Arms, being the only institution of higher medical and pharmaceutical education with training, curative and scientific research functions, which according to the Decisions of the Government of the Republic of Moldova nr. 363 of 25.07.1991 and nr. 705 of 18.12.1996, is the successor of the State Institute of Medicine from Chisinau, founded in 1945.
- (2) Nicolae Testemitanu SUMPh is the short name of the University .
- (3) The Ministry of Health is the founder of the University.
- (4) The headquarters of the University is located on Stefan cel Mare Avenue, 165, Chisinau.
- (5) The University has its emblem, seal, flag and hymn approved by the Senate.
- (6) University Days are celebrated annually in the third week of October.
- (7) The studies in the University are secular, refractory to ideological and party, political, racial, gender and national discrimination.
- (8) The University is a depoliticized institution, political propaganda activities and the creation of branches of political parties are prohibited in the University premises.

Article 2. Legal and normative base of activity

- (1) The University works under the Constitution of the Republic of Moldova, Education Code of the Republic of Moldova and other laws and regulations.
- (2) The University works under treaties and pacts to which Moldova is a part like: "The Lima Declaration on Academic Freedom and Autonomy of Institutions of Higher Education" (1988), "The Magna Charta of European Universities" (Bologna, 1988), Bologna Declaration (1999), etc., and the present Charter.

Article 3. University aim

University aim is to:

- a) create, preserve and disseminate knowledge at the highest level of excellence;
- b) train highly qualified specialists, competitive in the national and international labor market;
- c) develop scientific research in accordance with national and international standards, including in collaboration with institutions in the country and abroad;
- d) provide qualified medical and pharmaceutical services;
- e) create training opportunities throughout life;
- f) preserve, develop and promote national cultural and historical values in the context of cultural diversity.

Article 4. The highest goal of educational process

The highest goal of the training process, held in the University is the formation of personality with the spirit of initiative and capacity for self-development, that possesses not only a system of knowledge and professional skills necessary to exercise the profession of doctor and pharmacist, but also a vast circle of knowledge and skills that ensure independence of opinion and action, opening for intercultural and interprofessional dialogue in the context of medicine and pharmacy values and their future development.

Article 5. Academic principles

Training at the University is based on the following principles:

- a) principle of equity - access to education without discrimination
- b) principle of quality - reporting of training activities at national and international standards;

- c) principle of relevance - training meets the needs of personal and socio-economic development;
- d) principle of centering education on professional activity;
- e) freedom of thinking and independence from ideologies, religious dogma and political doctrines;
- f) principle of the student's right to opinion (resident, clinical intern, master, doctoral candidate) as a direct beneficiary of the training process;
- g) principle of social inclusion;
- h) principle of equality ensuring;
- i) principle of recognizing and guaranteeing the rights of students who belong to national minorities;
- j) principle of unity and integrity of educational space;
- k) principle of managerial and financial efficiency;
- l) principle of decentralization and autonomy of university;
- m) principle of accountability for academic performance;
- n) principle of teaching transparency;
- o) principle of participation and responsibility of the academic community;
- p) principle of supporting and promoting teaching staff;
- q) principle of secular education;
- r) principle of depoliticization of University activity – prohibition of political propaganda activities and the creation of branches of political parties.

Article 6. University tasks

The University has the following tasks:

- a) organization of modern higher medical and pharmaceutical education, flexible in accordance with accepted national and international standards, including the requirements of the Bologna Declaration;
- b) training of versatile doctors and pharmacists, endowed with decent morals, knowledge and practical skills indispensable for qualified, competent and responsible professional obligations;
- c) selection, orientation and training of students and graduates for practical work, research and teaching;
- d) training of citizens of other countries in traditions of national medical school, adjusted to the training of professionals in their home countries;
- e) development of professional, teaching bioethical, ethical and scientific qualification by means of continuing education;
- f) promotion and development of scientific research, motivation of university community members to participate in national and international scientific events;
- g) implementation of the results of scientific research and advanced global achievements in medicine and pharmacy, aiming to continuing development of the quality of health services;
- h) popularization and implementation of achievements in medicine and pharmacy, sanitary and hygiene knowledge spread among the population;
- i) integration of scientific and teaching staff of the university clinics in the provision of qualified methodical and consultative medical and pharmaceutical care in healthcare institutions;
- j) provision of medical, pharmaceutical and other types of services;
- k) provision of basic social needs of students;
- l) increase of the volume of budgetary and extrabudgetary investments, including those from abroad, implementation of modern technologies in training and knowledge assessment;
- m) promotion and development of inter-university cooperation with similar institutions and medical centers in other countries, as well as academic and professional mobility;
- n) promotion of national and universal values and culture;
- o) cultivation of free thinking tradition and academic democracy in the spirit of respecting human rights and fundamental freedoms and the rule of law.

Article 7. University autonomy

- (1) The University works in conditions of autonomy and academic freedom in its own premises, with its own budget in accordance with the legislation in force.
- (2) The university autonomy is in the university community right of organization and self-management, exercise of academic freedom without any interference of ideological, political or religious beliefs, assumption of a series of competences and obligations in accordance with national policies and strategies of higher educational development.
- (3) Academic freedom is the right of unfettered thought and expression, under which the members of the university community acquire, develop and pass knowledge by teaching, discussion, research, reading and writing.
- (4) The university autonomy encompasses the domains of management, structure and functioning of the institution, teaching or scientific research, administration and financing and consists mainly in:
 - a) organization, development and improvement of educational process and scientific research;
 - b) determination of institutional programs and institutional offer capacity;
 - c) development of curricula and syllabi in accordance with state educational standards;
 - d) organization of admission to studies, taking into account the profile of the University;
 - e) selection and promotion of teaching and scientific staff, as well as other personnel;
 - f) determination of assessment criteria of teaching activity and research;
 - g) conferring of scientific and pedagogical titles;
 - h) election of all governing bodies by secret ballot;
 - i) determination of internal structure, asset management and development of the University;
 - j) solving social problems of students and staff;
 - k) ensuring order and discipline in the university;
 - l) development of cooperation with different educational and scientific institutions, centers and organizations in the country and abroad.
 - m) formation of legal entity union and professional associations according to law;
 - n) creation of units and subdivisions of research and innovation, development, design, provision of services and production activities.
- (5) Financial autonomy as part of university autonomy is achieved by:
 - a) management of financial resources through bank accounts, including transfers from the state budget;
 - a) using of available resources to carry out the statutory work, according to its own decisions;
 - b) accumulation of its own income from fees, services provided, works and other specific activities, according to the list of services provided, approved by the Government;
 - c) management of funds from various sources and assets under institutional development plan;
 - d) placing of overestimated balance means on the bank deposit, excluding foreign grants;
 - e) determination of the amount of tuition fees, accommodation in hostels, according to the methodology approved by the Government, as well as services provided and work performed for payment coordinated with founder;
 - f) granting of scholarships for studies and research;
 - g) recognition of additional revenue sources;
 - h) attracting of financial resources by participation in research and investment projects, based on cooperation with various national and international partners, including public-private partnerships.
- (6) Financial autonomy correlates with the principles of public accountability for the quality of the entire training, scientific and research activity, and services provided by the University, with the efficient management of funds and state assets.

Article 8. University community

- (1) The whole staff, who carry out teaching, research, administrative and support work, as well as those who study at the University, form the university community.
- (2) Personalities from Moldova and abroad, who hold honorary titles awarded by the University, are considered to belong to the university community, but without decision-making powers or prerogatives and elective rights.
- (3) Rights and obligations of the university community are stipulated in this Charter, internal Regulations, Moral Code and other internal documents approved by the Senate and function duties approved by the Rector.
- (4) The academic community is obliged to maintain and develop good traditions of human health dedication to uphold the prestige of the University, to preserve and contribute to enhance and strengthening of the University heritage.
- (5) The academic community in all circumstances protects the freedom of each of its members to produce, transmit and acquire knowledge without discrimination and retaliation of any kind, freedom of thought, conscience, expression and association under the law.
- (6) Members of the university community working together to achieve the mission and strategic objectives of the University and promote its identity and prestige.

Article 9. University premises

- (1) All the buildings: Blocks of studies, clinics, hospitals, stores, hostels, buildings, structures, facilities of any kind and of any destination, lands, engineering installations, libraries, reading rooms, laboratories, cafeterias, pharmacies, shops, gyms, recreation facilities used by the University, represent the university premises, regardless of the legal title under which they work.
- (2) Within the university premises the protection against person or group of persons who affect human and professional dignity of a member of the university community or impede the exercise of his rights and obligations is ensured.

Article 10. University public accountability

- (1) Public accountability of the University is to:
 - a) comply with the legislation in force, the University Charter and national policies in higher education and scientific research;
 - b) apply and comply with the regulations on assurance and assessment of quality in higher and postgraduate education and scientific research;
 - c) ensure managerial and resource usage efficiency;
 - d) ensure transparency of decision-making processes and carried-out activities;
 - e) respect the academic freedom and rights of members of the university community and trainees;
 - f) respect equity and academic ethics policies.

Rector and Chairman of the Institutional Strategic Development Board are responsible for ensuring compliance with the obligations deriving from the principle of public accountability.

Article 11. University rights

The University has the right to determine its structure, educational activities, areas of scientific research, the method of administration, funding sources other than those of the state plan of specialists training and scientific research, according to the law and the university Charter.

Chapter II. MANAGEMENT BODIES

Article 12. Organizational structure of the University management

Management bodies of the University are:

- b) Senate;
- c) Institutional Strategic Development Board;
- d) Scientific Council;
- e) Board of Directors;
- f) Rector;
- g) Faculty Council.

Article 13. Senate

- (1) The University Senate is the supreme governing body of the University, composed of non-teaching, teaching and scientific staff; elected by secret ballot of the teaching staff of the faculties, departments, centers; students and residents, elected by academic formations and associations, students and residents, representatives of trade union bodies, in accordance with the established rules.
- (2) The Senate has the following basic powers and duties:
 - a) ensures the principle of academic freedom and university autonomy;
 - b) approves the University Charter;
 - c) approves the institutional strategic plan;
 - d) approves the University budget;
 - e) approves methodologies and regulations on organization of academic activities, academic programs and research;
 - f) approves the organizational and functional structure of the University;
 - g) approves the regulations on the election of the Rector, based on the Framework Regulation approved by the Ministry of Education;
 - h) confirms, without the right to amend, the members of institutional Strategic Development Board;
 - i) granted honorific titles "Doctor Honoris Causa", "Associate Professor", "Visiting Professor";
 - j) examines and makes decisions on: development and enhancing of University heritage, initiating and closing of curricula, methodology of payroll and motivation of the staff, entrepreneurship activities, public-private partnerships and cooperation with business, engaging in consortia and merging with other institutions of higher education.
- (3) The Senate is composed of 51 people, 1/4 of its members are representatives of students and residents.
- (4) Teaching and scientific staff representatives in the Senate are elected at the general meeting of teaching and scientific staff representatives of the faculty through direct and secret vote, but representatives of administrative subdivisions, students and residents are elected in the manner established by institutional rules. Members of the Senate from the office are the rector, vice-rectors and deans.
- (5) Senate mandate is 5 years, which is synchronized with the rector's one, and students and residents' mandate in the Senate is one year, with the possibility of renewal.
- (6) The Senate is headed by the rector, and the secretary of the Senate is elected by its members.
- (7) Senate meetings are deliberative in the presence of at least 2/3 of the total membership.
- (8) The Senate makes decisions by open vote of a simple majority of votes and decisions on competition are made by secret ballot.
- (9) Senate decisions of administrative, economic and financial nature are confirmed by the order of the rector.

Article 14. Institutional Strategic Development Board

- (1) Institutional Strategic Development Board has the following powers and duties:
 - a) coordinates the elaboration of the institutional strategic development plan that includes vision, mission, development strategy of the University and the main proceedings for a period of at least five years, and submits them to the Senate for approval;
 - b) monitors, assesses the efficiency of financial resources usage and submits the University budget draft to the Senate for approval;
 - c) approves the standard contract and fees for studies;
 - d) provides institutional management on intellectual property rights and technology transfer;
 - e) makes decisions, with Senate's approval on the development and strengthening of University heritage (at least 2/3 of the votes of the members), initiation and closing of programs of study (at least 2/3 of the votes of the members) methodology of payroll and motivation of the staff, entrepreneurship activities, public-private partnerships and cooperation with business, engaging in consortia and merging with other institutions of higher education;
 - f) organizes and conducts elections for the post of rector in accordance with the rules of organization and conduct of elections, duly approved.
- (2) Institutional Strategic Development Board consists of nine members, as follows:
 - a) three members appointed respectively by the Ministry of Education, Ministry of Finance and Ministry of Health, not being their employees;
 - b) two members from the permanent teachers who do not hold management positions and are not members of the Senate, selected by secret ballot by the general assembly of the faculties, students' representatives in the Senate and faculty councils;
 - c) two delegates from the Senate, who are external experts and not the University permanent employees;
 - d) rector;
 - e) vice-rector in charge of financial issues.
- (3) Members of the Institutional Strategic Development Board are appointed for a term of 5 years.
- (4) The Chairman of the Institutional Strategic Development Board is elected by its members. University employee cannot be elected as a Chairman of the Institutional Strategic Development Board.
- (5) Members of the Institutional Strategic Development Board must be economists and lawyers. The person designated by the Ministry of Finance should be an expert in financial monitoring and audit.
- (6) The principle of gender equality is respected on constitution of the Institutional Strategic Development Board.
- (7) The Institutional Strategic Development Board meets at least once a quarter or whenever necessary, at the request of the Chairman or at least of 1/3 of its members.
- (8) Members of the Board appointed by the University receive a monthly allowance, with the exception of rector and vice rector. Members of the Board appointed by the University receive this allowance from the University budget, and members appointed by the Ministries or by the founder – from the founder's budget. The allowance is an average salary for members and two average salaries for Council Chairman.
- (9) Members of the Board are responsible for the decisions made, in accordance with the legislation in force.

Article 15. Scientific Council

- (1) The Scientific Council is a collegial body that examines current science and teaching issues.
- (2) Basic tasks of the Scientific Council are:
 - a) develop strategy of research of institution of higher education, consortium and partnerships;
 - b) develops the rules of organization and development of doctoral study programs, to be further submitted for approval by the Senate or equivalent body of consortia or partnerships;
 - c) makes decision on establishment and abolition of doctoral schools from the University or from partnerships;
 - d) selects scientific advisors to work in doctoral schools;
 - e) coordinates the partnership according to the Partnership Contract;
 - f) other specific tasks set by the rules of organization and development of doctoral study programs.
- (3) Organization of the activity of Scientific Council is provided in the Regulation approved by the Senate.

Article 16. Board of Directors

- (1) The Board of Directors is a collegial body that examines economic, financial and administrative issues.
- (2) The Board of Directors includes: Rector, vice-rectors, deans, secretary of the Senate, chief accountant, chief economist, heads of human resources, legal, property management, communication and public relations departments, director of campus, head of the trade union committee of employees, head of the Association of medical students and residents.
- (3) Rector is the Head of the Board of Directors.
- (4) Board meetings are held when needed.
- (5) Basic tasks of the Board of Directors are:
 - a) Coordinates and provides the operational management of the University;
 - b) The Senate submits proposals for establishment and abolition of university subdivisions;
 - c) approves the transfer of students from one faculty to another, from other state universities, transfer of residents from one specialization to another, in accordance with the Regulation in force;
 - d) ensures the execution of decisions of the Senate and the Scientific Council in the field of administration and finance;
 - e) examines issues of administrative services and maintenance services;
 - f) approves annual estimate of revenue and expenditure, the accounting statement about income and expenses;
 - g) examines and proposes the necessary measures to optimize costs, economy of resources and obtaining of new financial sources;
 - h) approves the reduction or exemption of tuition fees and payment for accommodation;
 - i) approves the exemption of fees for studies of children of University staff members;
 - j) approves granting of employees and trainees with honors and awards for success in activity;
 - k) examines and approves the rewarding of employees, authors of textbooks, monographs, teaching materials;
 - l) takes measures to ensure the security and integrity of university premises;
 - m) provides the carrying out of capital construction and repairs of University premises;
 - n) provides the development of teaching and scientific process, living and working of University employees and trainees.
- (6) Organization and functioning of the Board of Directors is set out in Rules approved by the Senate.

Article 17. Rector

- (1) The Rector provides the operational management of the University, assisted by vice-rectors and Board of Directors.
- (2) The Rector of the University is the executor of the budget.
 - (3) The Rector is elected by the general meeting of scientific and teaching staff members and students' representatives in the Senate and Faculty councils, by majority vote, in accordance with the provisions of the regulation approved at the University level and activates up to the expiration of the individual labor contract, signed with the Ministry of Health.
- (4) Basic tasks of the Rector are:
 - a) carries out general management of the University activity, issues orders and decisions regulating this activity;
 - b) provides the operational management of the University, together with the members of the Board of Directors;
 - c) provides the development and processing of the necessary documentation for the University activity;
 - d) organizes the work of all university subdivisions;
 - e) represents the University in all bodies, organizations, state and non-state institutions, national and international inter-university relations and in relations with individuals and legal entities;
 - f) directs and controls the use of funds from the state budget and the revenue of the University, opens accounts in banks, concludes contracts, issues powers of attorney etc.;
 - g) presides over Senate and Board of Directors sessions and ensures the fulfillment of the decisions made;
 - h) informs the Senate about the work of the Board of Directors and Scientific Council;
 - i) appoints and dismisses the university staff;
 - j) performs the enrollment, expulsion, transfer and re-enrollment to studies of University trainees;
 - k) requires from the Senate the assignment of special powers to resolve specific problems;
 - l) ensures free access of university community members to transcripts of Senate meetings and other materials related to University work;
 - m) empowers a vice-rector to fulfill his positional duties in his absence;
 - n) approves job functions of University staff;
 - k) gives, in the name of the Senate, honorary titles of "Doctor Honoris Causa", "Associate Professor" and "Visiting Professor";
 - o) constantly analyzes the technical and material condition of the University, submitting to ministries and government bodies proposals for further development of material and technical base;
 - p) stimulates financially and morally the work of university staff, applies disciplinary sanctions in accordance with the legislation in force;
 - q) annually presents to the Senate, Institutional Strategic Development Board and founder the report about the University work, which is published on the official website of the institution.

Article 18. Faculty Council

- (1) The Faculty Council is a collegial body that organizes, coordinates and provides the development of the didactic and scientific process at the faculty.
- (2) Basic tasks of the Faculty Council are:
 - a) summarizes the proposals and initiatives of departments, sets the strategy and development directions of the faculty, submits to the Senate the curriculum for approval, approves the syllabi of departments, clinical placements and internships;
 - b) analyzes and solves basic problems of the educational process at the Faculty, such as: the quality of the training, results of general and professional training of students, results of examinations, colloquia and clinical practice, transfer of students from one group to another and between series;

- c) appoints work committees and sets out the composition and objectives of these;
 - d) approves the themes and plans for scientific research and continuing training of teaching and scientific staff;
 - e) analyzes the development of scientific research in the faculty subdivisions;
 - f) analyzes students' scientific research;
 - g) submits to the Senate proposals on the use of Faculty financial resources;
 - h) examines at Dean's proposal, the materials on the disciplinary sanctions of faculty members who have breached university regulations and submits them to the Rector for approval;
 - i) approves Dean's work reports .
- (3) Organization of the Faculty Council work is set out in the Regulation approved by the Senate.

Article 19. Cooperation of Management bodies with legally constituted trade unions and student organizations

- (1) The management bodies of the University exercise their managerial functions in partnership with freely elected trade unions of University employees and students.
- (2) The legally constituted trade unions and students' organizations have their representatives in the governing bodies of the University at all levels and participate in the examination of all issues and in making decisions; debate and solve specific problems on social, professional and moral protection of members of University community.
- (3) Annually the content of collaboration of the governing bodies and the trade union of the University are included in the collective labour agreement.
- (4) Student organizations actively participate in discussions on the development and implementation of curricular reforms, inform and mobilize students to achieve better performance in studies, research and training.
- (5) Students' participation in assessment of professional skills of scientific and teaching staff in ensuring the quality of training is mandatory.
- (6) Trade unions and student organizations have free access to the process of drafting strategic development of the University, participating in the decision-making process.

**Chapter III.
UNIVERSITY HUMAN RESOURCES**

Article 20. Staff categories

- (1) University staff consists of:
 - a) scientific and teaching staff: assistant professor, associate professor, professor;
 - b) scientific staff: researcher, senior researcher, researcher coordinator, leading researcher;
 - c) teaching staff: university assistant;
 - d) teachers' assistants;
 - e) other staff.
- (2) University staff is guaranteed the right to academic freedom in accordance with the present Charter.
- (3) Protection of employees' rights and intellectual property rights on the results of scientific achievement is guaranteed and ensured in accordance with the Regulations approved and the legislation in force.
- (4) Scientific and teaching titles of associate professor and professor are conferred by the Senate and confirmed by the national authority empowered to confirm the scientific titles.
- (5) Scientific and teaching staff has the right to publish studies, articles and books, to run for obtaining national and international grants, without restricting academic freedom.

Article 21. Appointment

- (1) Management positions (dean, head of teaching subdivision), scientific and teaching, at the university are appointed by competition, in accordance with the established regulations.
- (2) Employment of part-time teaching and scientific staff is done on the basis of adequation of positions, as follows:
 - a) the position of researcher is equivalent to the position of assistant professor and vice versa;
 - b) the position of senior researcher is equivalent to the position of lecturer and vice versa;
 - c) the position of leading researcher is equivalent to the position of associate professor and vice versa;
 - d) the position of senior researcher is equivalent to the position of professor and vice versa.
- (3) The minimum qualification requirement for teaching position is at least ISCED level 7 – master graduate.
- (4) The minimum qualification requirement for teaching and scientific position is ISCED level 8– PhD graduate.
- (5) At least 1/2 of university scientific and teaching positions must be occupied by regular staff members.
- (6) To occupy teaching positions, graduates of higher education programs will follow mandatory psycho-pedagogical course, corresponding to a total of 60 transferable study credits.
- (7) Age requirement for management and teaching positions is 70 years, and for academicians and corresponding members of AS RM is 75 years.
- (8) After the deadline set under the age requirements, teaching staff can continue to work in accordance with the needs of subdivisions by individual contract of employment for a specified period of time.
- (9) Lecturers who were outstanding in the field where they carried out their work, may be appointed as consultant professors, under the Regulation approved.

Article 22. Standardization of scientific, teaching and research activity

- (1) Work load consists of:
 - a) Teaching activity in classrooms (direct contact with students), achieved by:
 - lectures;
 - seminars, laboratory classes, practical classes, project work, teaching / clinical internships and other forms approved by the Senate;
 - b) Teaching activity out of classrooms, achieved by:
 - management of internships;
 - management of projects or Diploma, Masters and PhD theses;
 - monitoring of individual student activity;
 - monitoring and evaluation activity;
 - consulting, direct guidance of individual student activity;
 - other activities provided by the regulations approved;
 - c) research and technological transfer, achieved by:
 - research;
 - development of curriculum;
 - development of syllabi;
 - publication of scientific articles;
 - patenting of research results;
 - development and publication of monographs, scientific collections;
 - development of doctoral theses;
 - participation in scientific projects and their coordination;
 - participation in scientific conferences;

- other activities provided by the regulations approved;
- d) methodical work, achieved by:
 - preparation for teaching the course;
 - development of training materials;
 - planning of teaching activities, including individual;
 - development of curriculum;
 - development of methodological recommendations for students;
 - development of methodologies and tests to assess academic results;
 - management of methodological seminars;
 - other activities provided by the regulations approved.
- (2) Teaching activity is quantified in conventional hours in a unit of time, usually a week, semester, year.
- (3) Unit of time for courses, seminars, and practical laboratory activities is 2 conventional hours. Conventional hour is 45 minutes.
- (4) Activities included in the scientific and teaching load are quantified in conventional hours based on the methodology approved by the Senate, according to the profile and specialization.
- (5) The annual teaching load also includes direct guidance of individual student work.
- (6) Teaching load of the university assistant does not include lectures.
- (7) Total number of working hours in a scientific and teaching load, achieved by combining activities, is 35 astronomical hours per week.
- (8) The Senate sets the scientific and teaching load differentially, based on their own methodology.
- (9) Teaching load may be reduced based on the methodology approved by the Senate.
- (10) Work load of other staff is determined in accordance with the Labour Code.
- (11) Management staff (rector, vice rector, dean, head of department or chair) can combine scientific and teaching positions in accordance with the legislation in force.

Article 23. Staff assessment

- (1) Assessment of the staff involved in teaching and research is a part of the quality assurance and is carried out periodically in accordance with regulations approved.
- (2) Assessment of the staff involved in teaching and research is carried out according to teaching performance, research performance, participation in academic life, other criteria included in the regulations approved.
- (3) Assessment of the scientific and teaching staff is carried out by:
 - e) University administration;
 - f) head of department or chair;
 - g) quality assurance committee;
 - h) colleagues and experts;
 - i) students;
 - j) other authorized structures.
- (4) Assessment of scientific and teaching staff by students is mandatory.

Article 24. Continuing professional development

- (1) The continuing professional development of teaching, scientific, and managerial staff is mandatory during the whole professional activity.
- (2) Continuing professional development is done on the basis of training programs, accredited by:
 - a) internship training in educational and research institutions or organizations accredited in the country and abroad;
 - b) participation as partners in educational and / or research national and international projects;
 - c) Participation with communications and / or works at international conferences, seminars, symposia, exhibitions.

- (3) Certificates obtained in continuing professional training in accredited educational and research institutions are recognized by the University by means of professional development credits.

Article 25. University staff obligations

- (1) University staff has the following obligations:
 - a) to ensure quality of education by complying with state educational standards and the National Curriculum;
 - b) to comply with professional standards;
 - c) to respect students' rights;
 - d) to create optimal conditions for the development of student's individual potential;
 - e) to promote moral values of justice, fairness, humanism, patriotism etc.;
 - f) to work with the family and university community;
 - g) to fulfill the obligations set out in the individual labor contract and job description and comply with the legislation in force, University Charter and regulations of the University;
 - h) to ensure the safety of life and health care of students in the educational process;
 - i) not to admit degrading treatment or punishment, discrimination in any form and application of any form of physical or mental violence;
 - j) to inform students about all forms of violence and their behavioral manifestations, about the people and institutions, to which they that can address, when subjected to an act of abuse;
 - k) to discuss with students individually and in groups about emotional and physical safety /well-being in their family, university and other places frequented by them;
 - l) to intervene to stop the abuse and neglect of the student and / or to seek help if they cannot intervene independently;
 - m) to communicate immediately any suspected or confirmed case of abuse, neglect, exploitation or trafficking of the student by peers or adults;
 - n) not to do and not to admit chauvinistic, nationalistic, political, religious, militaristic propaganda in the process of education;
 - o) not to involve students in political actions (meetings, demonstrations, pickets);
 - p) to ensure confidentiality and security of personal information, in accordance with the law on protection of personal data;
 - q) to continuously improve their professional qualification;
 - r) not to permit drinking alcohol, taking in psychotropic substances and smoking in the university.
- (2) Teaching and scientific staff cannot provide services for payment to students, with whom they interact directly in the academic group during the teaching process.
- (3) University staff is prohibited to receive payments or benefits in any form from students and their families.
- (4) University staff is obliged to report to University management and relevant bodies about known cases of abuse on students, in accordance with the law, and such non-compliance constitutes a disciplinary offense and is punishable under the law in force.
- (5) University staff obligations in relation to students, parents and other employees, are set out in the University Moral Code.
- (6) Failure of the university staff to observe the Moral Code constitutes a serious violation of labor discipline and of the Charter, and is sanctioned in accordance with its provisions.

Article 26. University staff rights

- (1) University staff has the following rights:
 - a) to elect and to be elected to the governing bodies of the University;
 - b) to participate in solving university problems, under the University Charter and the legislation in force;

- c) to use the laboratories, classrooms, technical means, funds of books etc. in order to achieve teaching and scientific tasks, and spiritual needs;
 - d) to benefit from pensions, annual leaves, healthcare and social protection, as required by law;
 - e) to associate in apolitical public organizations;
 - f) to use the services provided by the structural subdivisions of the University.
- (2) Scientific and teaching staff has the following general rights:
- a) to choose and develop the curriculum, teaching forms and methods, textbooks and learning materials, they deem appropriate to achieve educational and state educational standards;
 - b) to participate in the improvement of curricula and syllabi, development of textbooks, methodical works, and to carry out scientific research;
 - c) be free to communicate scientific findings within and outside the university and to propose standards for validation of knowledge;
 - d) to challenge any decision of an administrative body or leading person of the University, who violate their legitimated rights and interests in higher authorities and in the court;
 - e) to participate in democratic elections of representatives in the collegiate administrative bodies of the University;
 - f) to benefit from leave lasting up to 3 months with continued payment of wages for school textbooks, methodical works, monographs, at the request of the Senate and / or the Ministry of Health;
 - g) to benefit from leave with or without payment of wages, for a period of up to three months to finish the doctoral thesis;
 - h) to be given a creative leave for a period of up to six months, with or without payment of wages, to finish the PhD thesis;
 - i) to carry out one of the forms of professional development once in 3-5 years;
 - j) to participate in democratic elections of representatives in administrative and consultative bodies of the University.
- (3) The remuneration of university staff is carried out according to function, seniority, scientific and teaching titles, based on financial allocations from the budget and extra-budgetary sources in accordance with the legislation in force.
- (4) The teaching staff can not be disturbed during teaching work by any university or public authority, except emergency and teaching evaluation process.
- (5) Audio and / or video recording of educational activities is allowed only with the consent of the person who performs it, and the multiplication of records by students or other persons is allowed only with the written consent of the teacher.

Article 27. Norms of academic ethics and deontology

- (1) Norms of academic ethics and deontology include a complex of values, rules of conduct and relations between members of the university community, compliance with which ensures the academic integrity, functioning of an optimal business environment, promotion of a positive image of the university in the country and on an international scale.
- (2) In the university community, each employee must comply with the following provisions of the norms of ethics and deontology:
 - a) do not affect in any way the independence of community members;
 - b) not to support and not to promote the financial interests that conflict with professional obligations;
 - c) to manifest an impartial behavior without giving preferential treatment to individuals or private organizations;
 - d) to protect and preserve the property of the University, excluding its use for unauthorized activities;

- e) to inform the University administration about any fraud, corruption, unfair activities and material damages.
- (3) Each community member must show the following qualities:
 - a) sincerity in all activities;
 - b) objectivity in carrying out the studies, conducting research, analysis and interpretation of data;
 - c) integrity in all activities;
 - d) caring attitude towards community members;
 - e) generosity, sharing ideas, results, resources with colleagues;
 - f) receptivity to criticism and new ideas;
 - g) respect for intellectual property: not to use data, methods and unpublished results without permission and not to plagiarize;
 - h) respecting the confidentiality of personal data of community members, health of patients treated in university clinics;
 - i) social responsibility in promoting the principles of social equity;
 - j) law-abiding, compliance with the law, institutional regulations and norms.
 - (4) The teaching and scientific staff shall observe the following commitments in their relation with students:
 - a) provide the student's independent learning;
 - b) respect students' different opinions;
 - c) exclude activities, intended to create obstacles in solving relevant issues for student's progress;
 - d) make necessary effort to protect a student from harmful conditions for learning, health and safety;
 - e) not to expose a student to conflict and discrimination;
 - f) eliminate actions that create obstacles for students to participate in certain programs of study and research;
 - g) exclude actions that grant benefits to students, based on race, nationality, gender, marital status, political vision, social or cultural level.
 - (5) The teaching and scientific staff will respect the following commitments in relationships with colleagues:
 - a) will not make false statements about the competence and qualifications of a candidate for a teaching and scientific position;
 - b) will not perform unauthorized educational activity;
 - c) will not disclose information about work of colleagues, thing that contravenes to the law in force;
 - d) will not accept money, gifts or favors that could influence a professional decision or activity;
 - e) will not knowingly make any false or offensive declaration about a colleague.

Article 28. Incompatibilities and conflicts of interest

- (1) Incompatibility is a prohibition on direct hierarchical relationships between university staff occupying leading positions and wives, in-laws or relatives up to III-rd grade inclusively.
- (2) Conflict of interest is a specific or possible situation, in which an employee of the University or a legal entity, to which he/she is associated or is a shareholder, has a financial or property interest contrary or unfair to the University, exercised in a manner, that adversely affect the objective realization of his/her positional duties or affect the vote in the collegial management bodies.
- (3) People holding leadership positions can not participate in the evaluation of spouses, in-laws or relatives up to III-rd grade inclusively.
- (4) Rector, vice-rectors, deans, vice-deans, heads of departments and subdivisions and their husband / wife, in-laws or relatives up to III-rd grade being under the subordination and direct coordination of these positions have 30 calendar days for exiting the incompatibility.

- (5) People who, by any means, affect the prestige and the proper functioning of the University, as well as persons who were regular staff members of the University, but were excluded from the community for the same reasons can not be part of the university community.
- (6) University staff is in a conflict of interest if they are in one of the following situations:
 - a) is called to resolve petitions, make decisions or participate in decisions concerning persons and legal entities, with whom they have patrimonial relationships;
 - b) is called to examine requests, decisions or participate in decisions about individuals who are husband / wife, in-laws or relatives up to III-rd grade inclusively.
 - c) participate in the same committees or the same collegial management body, legally constituted, with others who have the status of spouse, in-laws or relatives up to III-rd grade inclusively;
 - d) his/her economic interests, interests of spouses, in-laws or relatives up to III-rd grade may influence decisions, that must be taken within his/her position;
 - e) is engaged in the commission of doctoral or master's degree, organized by other universities without the approval of the Rector;
 - f) performs activities involving behavior, that is inconsistent with professional ethics and deontology or damaging the image of the University, by institutional destructure propaganda, disinformation campaigns in the media or other activities that may affect the achievement of the institution's mission;
 - g) holds the position of rector, vice-rector, dean, head of teaching (school / department / discipline), scientific (school / center / laboratory), administrative or support (department / center / service) subdivision, head of an institution founded by the university and is a member of a political party.
- (7) If there is a conflict of interest, university staff is obliged to refrain from examining the application, decision-making or participating in making a decision and to immediately inform the head hierarchically subordinate directly or inform the head of collegial management body about his abstention.
- (8) The managers of the University and heads of subdivisions are required to take the necessary measures on exercising the functions impartially and resolution of situations.
- (9) Any person may sue under signature, the existence of the incompatibilities and conflicts of interest, anonymous complaints are not taken into account.
- (10) People who are in a situation of incompatibility or conflict of interest have 30 calendar days to get out of this legal situation, under penalty of cancellation of the individual employment contract.
- (11) Public accountability for solving the incompatibilities and conflicts of interest lies with the Senate, Rector and all persons occupying management positions, under which incompatibility and conflict of interest arise.
- (12) Academic staff, which occupies a leading position, control, evaluation or runs for such a role would give an affidavit on incompatibilities and conflicts of interest. They can not hold or run for occupying a leadership (rector, vice rector, dean, head of subdivision, teaching (school / department / department / discipline), scientific (school / center / laboratory), administrative or support (department / center / ward / service) position, position of a leader of an institution founded by the University:
 - a) persons sentenced for committing crimes on duty or in connection with work or for intentional crimes;
 - b) Persons who exceeded the legal number of consecutive mandates;
 - c) persons who are members of a political party.

Chapter IV.

HIGHER EDUCATION IN MEDICINE AND PHARMACY

Article 29. Organization of educational process

- (1) To organize the training process, the University has in its structure faculties, institutes, schools, departments, laboratories, centers, clinics, service units and other structures that facilitate the creation and transfer of knowledge.
- (2) To provide services and to meet strategic objectives, the University has in its structure, a library, editorial-printing center, museum, leisure facilities, sporting, social, administrative and technical services.
- (3) Faculty is a functional unit within the University, which develops and manages curricula.
- (4) Within a faculty a department / chair is the unit that ensures the production, transmission and exploitation of knowledge in one or more areas related to training, which stimulates and supports scientific research.
- (5) The executive management of the faculty is exercised by the dean, who is elected and appointed in accordance with the Regulations approved.
- (6) The duties and obligations of the dean are set out in the job description.
- (7) Department / chair is the basic academic unit of the University, in which the teaching and research carried out.
- (8) The executive management department / chair is made by the head of the subdivision, who is elected for a term of five years, in accordance with regulations approved.
Organization and functioning of the department / chair set out in the Regulations approved by the Senate.
- (9) The powers and duties of head of department / chair are listed in the job description.

Article 30. Integrated higher education

- (1) Integrated higher education programs in medicine and pharmacy are organized exclusively as day education, with a duration of 4-6 years, allocating 30 transferable credits for each semester.
- (2) Integrated higher education programs in medicine and pharmacy correspond to level 7 of International Standard Classification of Education (ISCED).
- (3) Admission to integrated higher education programs in medicine and pharmacy is based on baccalaureate diploma competition, in accordance with the Regulations approved.
- (4) The training in the University is organized and carried out according to the provisions of Regulations approved by the Senate.
- (5) The structure of the academic year is approved by the Senate in accordance with the legal provisions in force.
- (6) The content of education in the university is determined by the curricula and syllabi, approved by the Senate, in coordination with the Ministry of Health and Ministry of Education.
- (7) The curriculum is developed at the faculty and approved by the Senate and contributes to the qualifications, specifying all the disciplines covered in the study program.
- (8) The curriculum for a discipline is developed at the department / chair, it specifies the purposes, content and form of completion of a discipline in the curriculum, and is set before the beginning of each academic year.
- (9) State plan of training of doctors and pharmacists is set annually by the government, depending on the needs of specialists in the labor market, funding from the state budget being provided by the founder.
- (10) University training is provided in Romanian and other foreign languages, in accordance with state educational standards.
- (11) Foreign students, as well as native ones, are included in the training series and special groups upon request to study in Romanian, Russian, French and English.
- (12) Starting with the IV-th academic year training at the University is done exclusively in Romanian.

- (13) Integrated higher education programs end with a final examination and issuing of a license diploma in medicine or pharmacy.
- (14) Graduates in integrated higher education take solemnly the oath of doctor and pharmacist in the presence of members of the academic community, representatives of central and local government, medical professional associations.

Article 31. Master studies

- (1) Master studies aim to obtain academic and / or specific vocational skills including managerial, research, development and innovation skills.
- (2) Admission to master studie is organized on a competitive basis in accordance with the regulations approved.
- (3) Master studies end with the public defense of master thesis / project and awarding of master's diploma.

Article 32. Doctoral studies

- (1) Doctoral studies programs are conducted within the Doctoral School, established with the participation of the science and innovation organizations, working under regulations approved as established.
- (2) Organization and conduct of doctoral studies are carried out according to regulations approved by the Government.

Article 33. Training contracts

- (1) Students, master students and doctoral candidates are admitted to studies on training contracts duly approved.
- (2) Training contracts provide the subject of the contract, rights and obligations of the parties, the fee for studies and other regulations under the law.
- (3) Training contracts with foreign students include additional provisions on compliance with legislative acts governing the stay of foreigners in the Republic of Moldova.

Article 34. Student participation in university management

- (1) Student self-governance bodies may be established in the University, operating in accordance with the normative documents in force and regulations approved.
- (2) Students are represented in the Senate and Faculty Councils at a rate of 1/4 of the total number of members in these bodies.
- (3) Students participate necessarily in assessing the staff involved in teaching and research processes, according to the Regulations approved.

Article 35. Social protection of students

- (1) Students receive scholarship as established and are provided with a place to live in hostels based on University possibilities, under the Regulations approved.
- (2) Students who are successful in learning, research and other social activities can get merit scholarships.
- (3) Students benefit from social and medical assistance under the legislation in force.
- (4) Students admitted to studies under contract, but presenting special skills, can be transferred to studies financed from the state budget, according to the Regulations approved.
- (5) Foreign students with special skills may benefit from reduced tuition fee, according to the Regulations approved.
- (6) The University supports students in participation in congresses, international projects, sports competitions, cultural events, etc.
- (7) In case of inability to continue studies for reasons of health or other legitimate reasons, students are entitled to academic leave according to the Regulations approved.

Article 36. Student's rights and obligations

- (1) Students have the right to:
 - a) elect and be elected to the governing bodies of the University;
 - b) participate in solving the most pressing issues of the University and student life;

- c) study in the chosen specialty on the basis of state budget or paid contract;
 - d) study according to an individual plan and under Regulation in force;
 - e) participate in scientific research;
 - f) participate in national and international scientific conferences;
 - g) use lecture halls and equipment, library, sports center and other places for cultural and public activity;
 - h) be provided with medical assistance in accordance with the legislation in force;
 - i) express freely their opinions, beliefs, ideas;
 - j) benefit from services provided in University canteens and cafeterias;
 - k) be provided, under the law, with textbooks, food, transportation, places in hostels;
 - l) benefit, under the law, from scholarship, the amount of which is determined by the Government;
 - m) have access to information;
 - n) participate in the evaluation and promotion of education quality, as provided by the regulations approved;
 - o) participate in national and / or international projects and / or programs of academic mobility;
 - p) claim their legal rights, form associations or organizations that aim to defend their interests and adhere to them in accordance with the legislation in force;
 - q) benefit from guarantees and facilities provided by law for persons who combine work with studies if they are employed.
- (2) Students are obliged to:
- a) acquire theoretical knowledge, practical skills and methodical skills of investigation in the domain of chosen specialty;
 - b) meet deadlines in all the works under curricula and syllabi;
 - c) develop a responsible attitude towards University heritage, strive constantly towards a high level of general education, physical and moral perfection;
 - d) comply with the legislation of the Republic of Moldova, this Charter, Rules of the University, Moral Code, Rules of University hostels functioning, other University Regulations;
 - e) show civilized behavior, respect the rules of coexistence in the academic community, not to smoke in the university premises.
- (3) Students who do not comply with the legislation in force and / or internal documents of the University shall be liable to punishment, including expulsion, depending on the seriousness of the offense, according to internal documents of the University.

Article 37. Documents of education

- (1) Documents of education are official documents issued by the University, in a special regime, confirming studies, degrees or qualifications.
- (2) In case of study programs organized jointly with another university, documents of education are issued in accordance with national regulations and the provisions of interinstitutional agreements.

Article 38. Educational aims

- (1) Higher education in medicine and pharmacy has as main purpose the formation of an upright character and developing a system of competencies that include knowledge, skills, attitudes and values that enable a specialist to participate actively in social and economic life.
- (2) Higher education in medicine and pharmacy aims to train the following key skills: professional, national and international educational standards; communication in Romanian, English, French, German; digital skills; learning to learn; social and civic competences; entrepreneurial skills and spirit of initiative; cultural expression skills and awareness of cultural values.

Chapter V.
RESIDENCY, CLINICAL INTERNSHIP
AND CONTINUING TRAINING

Article 39. Residency

- (1) Residency is organized with a duration of 2-5 years and aims to obligatory train doctors and pharmacists on different specialties.
- (2) Organization and development of residency studies are performed according to regulations approved by the Senate, based on legislative and normative regulations.
- (3) Studies in residency end with a final examination and issuance of a diploma of specialist.

Article 40. Clinical internship

- (1) Clinical internship is organized with a duration of 2-year and aims the thorough training of doctors-specialists.
- (2) Organization and development of clinical internship studies are performed according to regulations approved by the Senate, based on legislative and normative regulations.
- (3) Clinical internship ends with a final examination and issuance of a certificate conferring the right to conduct independent practical activity according to obtained qualifications.

Article 41. Continuing training

- (1) Continuing training in medicine and pharmacy is mandatory throughout professional activity and is organized in various forms of training.
- (2) Continuing training of doctors / pharmacists is realized in different themes, duration and forms of training (in the territory, in modules, intensive, part time, at distance etc.), according to the program approved annually by the Ministry of Health.
- (3) Continuing training of doctors / pharmacists is carried out under contract, according to current tariffs.
- (4) During the training doctors / pharmacists trainees may be provided with rooms in hostels, the fee for which is paid by the trainee or the institution he/she works in.
- (5) The training ends with an examination and the issuance of a certificate of continuing training in medicine / pharmacy.
- (6) Continuing professional training shall be made under a contract between the University and the trainee, approved in the manner set.

Chapter VI.
SCIENTIFIC ACTIVITY

Article 42. Specific objectives

Scientific and research activities at the University have the following specific objectives:

- a) production of knowledge and training of highly qualified doctors and pharmacists;
- b) adjustment and implementation of international standards in scientific research;
- c) effective management of scientific research in the University;
- d) enhancing the quality and competitiveness of scientific research;
- e) valorisation, promotion and dissemination of scientific results;
- f) motivation, support and development of human potential in scientific research.

Article 43. Organization of scientific research

- (1) Scientific research and other creative activities at the University are organized according to thematic plans approved by the Scientific Council and Faculty Councils.

- (2) The organization and development of scientific research in the University shall be regulated by this Charter, the rules of organization and functioning of the Doctoral School, doctoral programs, approved by the Senate, and other normative acts.
- (3) Research, development and innovation are carried out under chairs, departments, laboratories, scientific centers and other University units and / or in partnership with other institutions, companies or public authorities.
- (4) Doctoral programs are organized within the Doctoral School, in accordance with the Regulations approved.
- (5) The University is organizing postdoctoral programs, providing an institutional framework for deepening and expanding research experiences, acquired by researchers in doctoral studies, according to the Regulations approved.

Article 44. Funding of scientific research

- (1) Scientific research is financed from:
 - a) state budget for realization of fundamental and applied researches in the competition organized by the national R & D and / or to the state order, based on contractual relations by including in the branch, inter-branch and national programs, by involvement in institutional research projects, technology transfer, government programs, grants, as well as based on criteria of quality and performance through distinct mechanisms established by a regulation approved by the Government, and other legal sources;
 - b) ministries, associations and other branch organizations;
 - c) research projects funded by means of contract with beneficiaries;
 - d) international grants and programs;
 - e) means gained from the provision of paid services;
 - f) investments, donations, charitable funds, funds etc .;
 - g) individuals, including foreign ones, on the basis of contracts.
- (2) For research activities, the University may receive funding awarded through competition, the assessment of international relevance and impact of economic and social results. Competition conditions, international relevance and methodology of assessment of economic and social impact, including institutional funding volume shall be determined by the national authority for research, development and innovation and approved by the Government.

Article 45. Support scientific research

University supports and promotes:

- a) Development of competitiveness in science, encouragement of competition, the development of various scientific schools and achievement of practical application of research results as required by law;
- b) publishing activity, organization of scientific congresses, conferences and symposia at national and international level;
- c) scientific associations work, work which contributes to the scientific and cultural development of the Republic of Moldova;
- d) students research activity and organization of students national and international scientific forums.

Article 46. Intellectual property

- (1) University is holding the right of intellectual property arising from its research activities, financed from the state budget and is autonomous in using scientific research results.
- (2) The University provides a reward to authors of research results, that have become an object of intellectual property, with at least 15% of the proceeds from the sale of the results.

Chapter VII. CLINICAL PRACTICE

Article 47. Specific objectives

Clinical practice at the University has the following specific objectives:

- a) developing and strengthening the management of healthcare services in university clinics;
- b) training of practical skills of students and residents in the area of clinical activity, according to educational standards;
- c) consultative and methodological assistance to medical institutions in the health system;
- d) University participation in the modernization of hospital care and primary health care sector;
- e) providing teams of medical staff (teachers, students, resident doctors and clinical interns) for medical assistance at the request of the Ministry of Health.

Article 48. Implementation of clinical practice

- (1) University clinical basis consists of clinics, centers, institutes, university hospitals and other subdivisions and institutions.
- (2) Clinical practice of University personnel is conducted within university clinics founded by the Ministry of Health, in accordance with the legislation in force.
- (3) Employees of clinical chairs and scientific laboratories organize hospital and consultative highly qualified (specialized) medical assistance within curative sections of medical and social institutions, by participation of trainees in the curative process, in carrying out clinical investigations and surgical interventions, morning and pathological conferences, through visits and medical councils, development and implementation of new methods of diagnosis and treatment, rehabilitation and prevention.
- (4) Employees of medical and biological chairs work as clinical and methodical consultants in specialized preclinical subdivisions of medical and social institutions.
- (5) Clinical practice is an essential part of the work of scientific and teaching staff of preclinical and clinical departments of the University and their remuneration is made in accordance with the legislation in force.
- (6) Management of University clinical practice is done by the Centre of clinical practice management, which operates under Regulations approved.

Chapter VIII. INTERNATIONAL COOPERATION

Article 49. Regulatory and legal framework

- (1) International cooperation is carried out in accordance with Education Code, other legislative acts of the Republic of Moldova and international treaties, to which the Republic of Moldova is party.
- (2) The university has the right to establish direct relations of cooperation and partnership with foreign scientific and educational institutions, centers and organizations.

Article 50. International cooperation objectives

- (1) International cooperation is a priority direction of activity in the areas of institutional development, training, including citizens from other countries, and scientific research, promotion of the University on the international level.
- (2) International cooperation objectives include:
 - a) development of mutually beneficial international relations in the domain of education and research;
 - b) the expansion and diversification of implementation of international development programs, of medical higher education and scientific work on the basis of educational, mobility and academic exchange, research and partnership projects, supported by the European Commission, WHO and other international donor organizations;

- c) internationalization of the training process, including partial implementation of residency studies in hospitals abroad, carrying out scientific researches and joint doctoral thesis defence;
- d) University participation in the education market and improvement of the training of students from other countries;
- e) development of cooperation with University graduates and foreign institutions, in which they work;
- f) organization of partnerships, International Centers for clinical training of residents, aimed to adopt standards and treatment protocols, renovation of equipment and technologies, adjustment of the specialists training process to European standards;
- g) assessment of activity and international accreditation of curricula, teaching and / or scientific subdivisions.

Chapter IX.

APPRECIATION OF INTELLECTUAL PROPERTY

Article 51. Ensuring of intellectual property rights appreciation

The University creates all necessary conditions and ensures the appreciation of intellectual property rights under the law in force.

Article 52. Specific objectives

The main objectives of appreciation of intellectual property are:

- a) promotion of research with impact-factor and applied research;
- b) supporting the diffusion of research results of university staff;
- c) supporting the uptake of research results;
- d) stimulation of academic research;
- e) promotion of patentability;
- f) intensifying commercialization of academic research results;
- g) stimulation of university consultancy given to socio-economic sector;
- h) providing academic support for the development of start-ups based on advanced technology.

Article 53. Protection of intellectual property rights

- (1) The protection of intellectual property rights of employees on the results of scientific creation is guaranteed and ensured in accordance with the present Charter and legislation in force.
- (2) University promotes support and services designed to create the optimum conducive environment to creative and practical transposition of intellectual property.

Chapter X.

FUNDING, ASSETS AND RESOURCES

Article 54. Funding from the state budget

- (1) University is a unit of nonprofit financial autonomy, working in conditions of self-regulation, operating under the provisions of the Regulation on the functioning of institutions of higher education, approved by Government Decision no. 983 of December, 22, 2012 and the estimate approved.
- (2) Priority source of funding of the University is the transfer of funds from the state budget by the Ministry of Finance, in accordance with the allocation formula proposed annually by the Ministry of Education and approved by the Government.

Article 55. Other funding

Other funding:

- a) provision of paid educational services, research and technology transfer under the law;
- b) marketing of articles made during the process of studies (in didactic and experimental workshops etc.);

- c) editorial services production-printing and delivery of printed periodicals;
- d) delivery of rats, mice, rabbits and other animals for experimental purposes;
- e) delivery of medicinal plants and other assets;
- f) lease of movable and immovable property;
- g) grants, sponsorships, donations, projects and development programs;
- h) support by professional associations of employers and the guardianship authority in accordance with the legislation in force;
- i) sport and health recovery;
- j) sale of waste paper and waste, after passing the losses of literature excluded from libraries and household inventory of worn woodwork, and other goods;
- k) communal services related to premises in lease;
- l) providing services of multiplication technique;
- m) processing and issuance of educational documents and their duplicates;
- n) delivery of bidding documents;
- o) delivery of bidding documents;
- p) consulting services and other types of services;
- q) pharmaceutical activity;
- r) production activity of University subdivisions;
- s) provision of services by University subdivisions;
- t) Other revenues that do not contradict the legislation.

Article 56. Funding arrangements and financial management

- (1) The Budget financing of higher education in medicine and pharmacy is done in standard way: standard cost per student and adjustment coefficient.
- (2) Continuing education of doctors and pharmacists is realized under financial and economic self-management, in accordance with the legislation in force.
- (3) Revenues from provision for payment of university educational services are intangible and are used exclusively for the development of the University.
- (4) Individuals and legal entities have the right to support on their own finances, under the law, the University development and to cover expenses on initial and continuing professional training of teaching staff.
- (5) Relations between the University and individuals or legal entities are regulated by a contract, which specifies the rights and obligations of the parties, study duration and size of the tuition fee.
- (6) University revenue, derived solely from entrepreneurial activity are accumulated and administered separately from other income.

Article 57. Calculation of budget funds for educational services

- (1) The basis for calculating the means provided in the State Budget Law for the educational services offered by the University, in order to achieve the State Plan on specialists training, is the volume allocations approved in the previous year, adjusted to the financial implications in accordance with policies approved in the Medium term Budgetary framework of the previous year and other factors that influence the amount of expenditures, state order and expenses for new policy measures.
- (2) To adjust the state budget expenditures Plan (State Order) for specialist staff training, for the budgeting year the average number of students cycle I and II, integrated studies, residents, clinical interns, doctoral candidates and the average total cost per student is used. To determine the total average cost per student, data on the average number of students in cycles I and II, integrated studies, residents, clinical interns, doctoral candidates, from full-time and part-time education, correlated with 0.4 coefficient from the annual report on the number of students for two years preceding the year of drafting the budget are used.
- (3) The cost per student, established by the founder on the allocation of resources for university, includes the following categories: salaries, which include expenses for salaries, contributions for obligatory social insurance and premium for obligatory healthcare insurance; purchase of goods, services and works

necessary for the development of educational/ research process, as appropriate; purchases of fixed assets for educational and research purpose.

Article 58. Management of funds from the state budget

- (1) The funds approved by the State Budget Law for educational services are managed by the founder through separate account opened in the State Treasury for each level of education. Relations between the founder and the university are regulated by law and the signed contract, which stipulates the obligations and responsibilities of the parties, the allocation of funds for educational services provided.
- (2) The funds from the state budget for education services provided by the University, according to the contracts for implementation of the plan (state order) of specialists training, concluded between the founder and the University, is allocated for a financial year with the distribution for the months of the year. Respective funds are transferred monthly by the founder to University's bank account. Training costs are calculated according to current regulations.
- (3) Scientific research activities financed from the state budget, are funded under programs and projects obtained through competition as established.

Article 59. Drafting and approving the annual budget of the University

- (1) University estimate of income and expenditure is compiled annually, based on projected sources of income and expenditure, with mandatory compliance with their balance.
- (2) The draft annual budget of the University is discussed at the commission for social dialogue "employer-employees" and approved by the University Senate. Budget Execution Report is presented annually by the rector to the Senate in the first quarter of the next calendar year.

Article 60. Financial benefits

University benefits from exemptions and reductions of taxes, customs duties and Value Added Taxes, including the purchase and import on the territory of the Republic of Moldova of laboratory equipment, computer engineering, textbooks and other supplies necessary to ensure training and research process, as established by legislation.

Article 61. Using the balance of funds

The balance of funds remaining at the end of the budget implementation provided in institutional and complementary contracts, and funds related to scientific research and extra-budgetary revenue, remain available to the University, being included in the income and expenditure of the University, without any payments to the state budget and without affecting allocations from the state budget for next year.

Article 62. Usage of proceeds from sponsorships

The amounts of money or financial means and materials obtained through sponsorship by members of the university community can be spent only in strict accordance with the respective sponsorship contracts, under the law.

Article 63. Property funding

- (1) Maintenance of University property is achieved inclusively by financial resources allocated by the founder.
- (2) The university can receive, equipment, transportation, residential and non-residential premises, land and other property, funds to cover the continuing training of specialists and other services from central and local public authorities and economical agents, in accordance with the legislation in force.
- (3) The University has the right to entrepreneurial activity in accordance with existing legislation which provides:
 - a) sale of goods;
 - b) provision of services;

- c) to partake in activities of other (training) institutions, organizations and enterprises.
- (4) The development of technical and material base is made from the budget and University means, coming from legal sources of economic and financial activity.
- (5) The University is beneficiary in the construction of buildings, sports complexes, residential and non residential units, hostels.

Article 64. Property management

- (1) The property, in which the University operates, is part of the public domain, other assets are owned by the founder, being given to the University with the right of operative management, and their management is done under current legislation.
- (2) The goods which are the property of the University can be leased for profit and management, decisions being taken by the vote of 2/3 of the members of the Institutional Strategic Development Board, including the representative of the Ministry of Finance, positive opinion of the Senate approved by a vote of 2/3 of its members, in accordance with the institutional strategic development plan.
- (3) The University is entitled to purchase from its own resources, and any other legal sources, immovable and movable assets, necessary for the activities of the University, those assets representing the property of the University.
- (4) Real estate under the management of the University are used for educational purposes, research, innovation, development and related activities (dormitories, canteens, gyms, etc.), they cannot be subject to privatization and are transmitted to University indefinitely, free of charge and with the right to be used independently.
- (5) Assets under management of the University may not be used as collateral to obtain bank loans.
- (6) The University can create independently or in partnership, by decisions of the Institutional Strategic Development Board with 2/3 of its members, public research and innovation, experimental and teaching centers, university clinics, university hospitals, resorts and teaching lands, incubators, sports clubs, creative studios and comercial societies, through which to achieve its mission and valorize its own results of research and innovation activities carried out.
- (7) The development of material and technical base of the University is ensured from its own budget, other legal sources from financial-economic activity of the University and other sources not prohibited by legislation.
- (8) The central and local public administration authorities, national and international legal entities and individuals, have the right, under law, to transmit to University movable and immovable assets, in property, loan, lease, rent, and with educational purposes.
- (9) The University is exempt from the obligation to distribute to central and local public administration authorities dwellings built from its own financial sources.
- (10) The lands belonging to the University are not taxable.
- (11) The alienation and transmission of immovable property of the University is done in accordance with the present Charter and the legislation in force.

Chapter XI.

ACCOUNTING AND FINANCIAL REPORTING

Article 65. Accounting Policy

University's accounting policy is developed in compliance with the Accounting Law, the national accounting standards, other normative acts in the field of accounting and approved annually by the rector's order.

Article 66. Financial reports

- (1) Financial and statistical reports, fiscal reports are prepared and presented in accordance with current legislation.

- (2) The University presents financial reports to the founder and the Ministry of Finance, according to the forms and procedures approved.

Chapter XII. BRANCHES, AGENCIES AND CONSORTIA

Article 67. Establishment of branches and representative offices

- (1) The University has the right to establish branches and representation, with the right to open subaccounts.
- (2) The University is liable for the obligations assumed by branches and representations and the latter are liable for the obligations of the University.

Article 68. Organization of consortia

- (1) In order to ensure quality, higher efficiency, international visibility and concentration of available resources, the University, according to the law:
 - a) can associate in consortia with other higher education institutions in the country and abroad;
 - b) can qualify as a branch of other higher education institutions abroad;
 - c) can merge with other educational institutions, forming a single educational institution with legal person status.
- (2) The University may associate in consortia with organizations of research, development, innovation or artistic creation, based on a partnership agreement, as required by law.

Chapter XIII. REORGANIZATION AND CONTROL OF UNIVERSITY

Article 69. Methods of reorganization

University reorganization can be carried out by merger (merger and absorption), dismemberment (division and separation) or transformation, as provided in the Civil Code of the Republic of Moldova, its rights and duties being taken over by the legal successor.

Article 70. Forms of monitoring

- (1) Monitoring of compliance of University activity with its purposes is exercised by the founder and governing bodies of the University.
- (2) Monitoring of compliance with quality assurance standards rests with the Ministry of Education through authorized structures in the area.
- (3) Monitoring of compliance with financial discipline is carried out by bodies empowered of financial control, in accordance with the legislation of the Republic of Moldova.

Chapter XIV. FINAL PROVISIONS

Article 71. Adoption of the Charter

- (1) The Charter passed the following stages of examination and approval:
 - a) placement on the website of the University and public debates;
 - b) discussion in the departments and on faculties councils;
 - c) endorsement of the Ministry of Education and Ministry of Health;
 - d) adoption by the Senate.
- (2) The Charter entered into force at the date of approval of the resolution by the Ministry of Education.
- (3) With the adoption of this Charter any provision to the contrary is repealed.

Article 72. Charter amendment

- (1) The Charter can be amended and / or supplemented at the proposal of Faculties, Board of Directors and Scientific Council, based on a favorable vote of at least 2/3 of Senate members.
- (2) If the legislation requires rules that contravene the Charter, the latter will be changed corresponding to the legislation in force.