



FSE

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DEPARTMENT OF INTERNATIONAL BUSINESS

The procedure of the contest for the position: Professor, Department of International Business, Faculty of Economic Sciences, University of Oradea 2015-2016

The performance of the contest is conducted according to the *Procedure of organization, performance and employment through competition on teaching and research positions, for an undetermined period, at the Faculty of Economic Sciences of the University of Oradea*:

Art.16. For the position of Professor or Researcher Grade 1, candidates, graduates of an accredited higher education institution, have to meet the following criteria:

- holding a PhD diploma (Doctor);
- meeting the minimum of national standards for accessing the teaching position, specific for the academic titles of Professor and Researcher Grade 1, approved by the Ministry in charge;
- meeting the specific criteria of the Faculty of Economic Sciences of the University of Oradea set out in the Eligibility standards for the teaching and research positions at the Faculty of Economic Sciences (*Annex no. 3* of the current Procedure), that cannot fall below the national minimum standards approved by the Ministry in charge.

Art.7. (2) The candidates for the position of Professor or Researcher Grade 1 must include in their contest file at least three names and contact addresses of *renowned specialists* in the specified domain **who are not part of the contest commission**, are from abroad, and accepted to write letters of recommendation regarding the professional qualities of the candidate. (*Reviewers list – ANNEX no. 4* of this Procedure)

(3) In the case of the domains with national specific, the recommendation letters for the candidates for the position of *professor* may be written also by *renowned specialists* in that domain, from Romania, who are **not tenured in the higher education institution where the position is open for contest**.

Art.17. The contest for getting the position of an *Associate Professor* or Researcher Grade 2 **and Professor** or Researcher Grade 1 is made up from at least the analyzing of the contest file and holding a public lecture.

(1) **The public lecture** is of minimum 45 minutes: the candidate presents the most significant previous professional results and the development plan of the academic career. This probe mandatorily contains also a

questioning session from the commission and the public.

(2) For candidates who are not in the higher education system, a *didactic lecture* - for the positions of associate professor and professor - or a scientific lecture - for the positions of researcher grade I and II - is held in front of students and in the presence of the contest commission. The topic of the didactic / scientific lecture is announced to the candidates 48 hours before its presentation, through posting on the U.O. website and on the FSE website.

Art. 18. (1) For each position, the competition commission shall prepare *The Evaluation Form for the teaching and research positions at the Faculty of Economic Sciences* (Annex no. 5 to this Procedure), decide the hierarchy of the candidates and nominalise the candidate with the best results.

(2) Each member draws on his/her *Assessment Report on the contest for teaching and research positions at the Faculty of Economic Sciences*, for each candidate (Annex no. 6 to the Procedure).

(3) The Chairperson of the contest commission prepares a *Report on the contest for teaching and research position at the Faculty of Economic Sciences* (Annex no. 7 to the Procedure), based on the appraisal reports prepared by each member of the commission, respecting the candidates hierarchy decided by the commission. The Report on the competition is approved by decision of the contest commission and signed by each member of the Commission and the Commission Chairperson.

(4) The Chairperson of the Commission shall submit the Report on the contest (Annex no. 7 to the Procedure), approved by decision of the Commission, the Assessment Reports (Annex no. 6 of this Procedure), and the original file of the candidate to the management of the Faculty of Economics, observing the deadline for the contest.

Art. 19. (1) After the contest, the Chairperson of the Contest Commissions will submit the documents referred in Art. 18 (4) to the Dean and to the Vice Dean of the Faculty of Economic Sciences designated to centralize the results, who shall prepare the *Report on competition for the position at faculty level*.

(2) This *Report on competition* is presented by the Dean of the Faculty of Economic Sciences to the Council of the Faculty of Economic Sciences in the meeting for validation of the results of the contest, requesting approval on candidate's results.

(3) Validation of the contest results requires the presence of two-thirds of the members of the Council of the Faculty of Economic Sciences. The student members of the Council do not participate in the vote.

(4) The Council of the Faculty of Economic Sciences examines the compliance with the procedures and grants (or not) the approval on the Report on competition in this regard. Any votes against and abstentions have to be justified and they have veto right if proving the infringement of the legal procedures in force.

(5) The hierarchy of candidates determined by the contest Commission cannot be altered by the Faculty Council.

Art.20. The results are recorded in the minute of the meeting of the Council of the Faculty of Economic Sciences. Following the Council approval of the results of the contest for the position held at the level of the Faculty of Economic Sciences, a statement of the minute of the meeting shall be drawn up, based on the minute, and a copy of the convening notice of the meeting (with the signatures of all those present) shall be

attached. These documents are added to the file of each candidate and will be submitted to the General Secretariat of the University of Oradea, according to contest procedure of the Faculty of Economic Sciences.

Art. 21. (1) The complaints can be filed for breaking the legal procedures only.

(2) In the case a candidate has evidence that can prove infringement on legal procedures for contest, the candidate can file a complaint in term of 5 work days from the communication of the result.

(3) The complaint shall be made in written form, registered at the U.O. registration office and shall be solved by the contest commission.

Art. 22. In the case the open position is not occupied, the contest can be held again, with full observance of the contest procedure.

Art. 23. The result of the contest is published on the web page of the contest and on the FSE web page within two work days from completion of contest.

Head of Department,
Assoc. Prof. dr. Liana-Eugenia MEȘTER