

Name of the field	Description
University	„Aurel Vlaicu” University of Arad
Faculty	Faculty of Economics
Department	Department of Economic Disciplines
Position in the organisational chart	Nr. 21
Academic position	Associate Professor
Academic disciplines in the curricula	Business Ethics Ethics and deontology of civil servant Logic
Scientific Area	Philosophy
Description of the vacant position	<p>The position of Associate Professor, position 21, includes the following disciplines:</p> <ol style="list-style-type: none"> 1. „Business Ethics”, taught in the first semester to first-year students in the undergraduate program „Economy of Trade, Tourism and Services”, course, 2 conventional hours / year; 2. „Ethics and Deontology of Civil Servant”, taught in the first semester to second-year students in the undergraduate program „Public Administration”, course, 2 conventional hours / year; seminar, 1 conventional hour / year x 2 groups= 2 conventional hours / year; 3. „Logic”, taught in the first semester to second-year students in the undergraduate program „Public Administration”, seminar, 1 conventional hour / year x 2 groups = 2 conventional hours / year; 4. „Business Ethics”, taught in the second semester to first-year students in the undergraduate program „Management”, course 2 conventional hours /year; seminar, 1 conventional hour / year x 3 groups = 3 conventional hours / year; 5. „Business Ethics”, taught in the second semester to first-year students in the undergraduate program „Accounting and management information systems”, course, 1 hour conventional / year.
Responsibilities/activities related to the advertised position, including the teaching load and the types of activities included in the teaching load.	<p>1. Didactic Activities:</p> <ol style="list-style-type: none"> a) Teaching activities; b) Seminar activities and guidance for annual projects; c) Guiding the elaboration of B.A. papers; d) Guiding the elaboration of dissertation papers; e) Other teaching activities, vocational and research activities, which are included in the curriculum f) Evaluation activities; g) Tutoring, scientific advice, guidance of students scientific circles h) Scientific and methodical preparation activities and other activities in the interest of education;

	<p>i) Participation in all activities organized by the department, faculty and/or university;</p> <p>j) Participation in councils and committees in the interest of education.</p> <p>2. Research Activities:</p> <p>a) Activities within the research center specified in the internal plan;</p> <p>b) Initiating, conducting, and monitoring programs and projects;</p> <p>c) Participation in conferences, scientific sessions for disseminating research results;</p> <p>d) Elaboration and publication of articles, treatises, monographs, and specialized books specified in the internal plan.</p>
The minimum salary for the position at the time of employment.	6616 lei
EXAM CALENDAR	
Date of publication of the announcement in the Official Gazette of Romania, Part III / on the UAV Website.	Official Gazette of Romania, Part III, number 143 dated 30.04.2024.
Start and end period for registration.	30.04.2024 – 27.08.2024
Date, day of the week, and time of the competition tests.	Wednesday 18.09.2024 ora 10-11, Public lecture ora 11-12, Didactic/Scientific lecture (if applicable)
Location of the competition exams	Aurel Vlaicu University of Arad, , 10 Paul Chinezu Street, Arad, Room E125
Dates of the competition tests, including lectures, courses, etc.	Public lecture 18.09.2024 10-11 AM
	Lecture with didactic/scientific content (if applicable) 18.09.2024 11-12 AM
Result communication date	18.09.2024
Start and end period for appeals	19.09.2024 – 23.09.2024
Bibliography and Topics for the competition exams, including lectures, courses, or similar, and the topics from which the competition committee may choose the actual exam topics	<p>Themes of the didactic/scientific lecture (if applicable):</p> <ol style="list-style-type: none"> 1. Ethical theories and their relevance to business 2. Ethics and corporatist social responsibility 3. International business - ethical dilemmas 4. Methods of combating unethical behaviour 5. The role and importance of codes of ethics in the organisation. 6. Principles and rules of conduct in public office. 7. Decision-making transparency in public administration 8. Corruption and its forms. Ways of preventing / combating it.

	<p>Selective bibliography:</p> <ol style="list-style-type: none"> 1. Alasdair, MacIntire (1998). <i>Tratat de morală. După virtute</i>. București: Editura Humanitas. 2. Apetrei, C., Pâlânea, C. (2004). <i>Deontologia funcționarului public</i>. Ploiești: Universitatea Ploiești. 3. Apostol, T.D. (1999). <i>Puterea discreționară și excesul de putere al autorităților publice</i>. București: Editura AllBeck. 4. Beauchamp, T. L., Bowie, N. E., & Arnold, D. G. (eds.). (2004). <i>Ethical theory and business</i>. New York: Pearson Education. 5. Brenkert, G. G. (ed.)(2009). <i>The Oxford Handbook of Business Ethics</i>, Oxford Handbooks (online edition, Oxford Academic, 2 Jan. 2010). 6. Crăciun, D., Morar, V., Macoviciuc, V. (2005). <i>Etica afacerilor</i>. București: Editura Paideia. 7. Cox, R.W. (2009). <i>Ethics and Integrity in Public Administration. Concepts and cases</i>. ME Sharpe. 8. Häyry, M. (1994). <i>Liberal Utilitarianism and Applied Ethics</i>. London: Routledge. 9. Ionescu, Gh. Vădăsan, Gh. (2005). <i>Etica afacerilor</i>., Timișoara: Editura Universității de Vest. 10. Johnston, M. (2007). <i>Corupția și formele sale</i>. Iași: Editura Polirom. 11. Kagan, S. (1998). <i>Normative ethics</i>. Boulder: Westview Press. 12. Miroiu, M., Nicolae, G. B. (2001). <i>Introducere în etica profesională</i>. București: Editura 13. Mocioi, I. (2001). <i>Deontologia funcției publice</i>. București: Editura Spicon. 14. Parlagi, A., Profiroiu M., Crai E. (1999). <i>Etică și corupție în administrația publică</i>. București: Editura Economică. 15. Prinz, J. J. (2006). „The Emotional Basis of Moral Judgments”. <i>Philosophical Explorations</i>, 9 (1): 29-43. 16. Trevino L.K., Nelson K.A. (2011). <i>Managing business ethics. Straight talk about how to do it right</i>. Hoboken: John Wiley & sons. 17. Towler, M. (2010). <i>Rational decision making: An introduction</i>. New York: Wiley. 18. Wright, G. Henrik von (1982). <i>Normă și acțiune</i>. București: Editura Științifică și Enciclopedică.
Description of the competition procedure	For the position of associate professor, the following cumulatively are required:

	<p>a) Holding a doctoral degree in the field of the post to be filled - Philosophy - or in a related field;</p> <p>b) Holding a didactic master's degree/graduation certificate for the psycho-pedagogical module or other documents;</p> <p>c) Meeting of the national minimum standards for the position of associate professor, standards approved in accordance with Art. 156 para. (1) letter a) of the Law on Higher Education no. 199 / 2023 as amended;</p> <p>d) Meeting of the university's minimum standards for filling teaching positions, specific to the teaching position of associate professor, set out in its own methodology, in Annex 1, without imposing seniority conditions, according to the law.</p> <p>Competences of the candidate are assessed by the competition committee based on the competition file and through: delivering a public lecture and a didactic/scientific lecture (if applicable). The higher education institution announces on its website the day, time, and location of the competition tests.</p> <p>The competition for the position of associate professor consists of:</p> <ul style="list-style-type: none"> - analysis of the competition file; - delivering a public lecture; - delivering a didactic lecture/practical test in front of students and in the presence of the competition committee - if applicable. <p>The competition committee evaluates the candidate from the following perspectives:</p> <ol style="list-style-type: none"> a) meeting the national minimum criteria and university standards through analysis of the checklist; b) relevance and impact of the candidate's scientific results; c) the candidate's ability to guide students or young researchers; d) the candidate's teaching skills for positions that involve teaching activities; e) the candidate's ability to transfer knowledge and results to the economic or social environment or to popularize their own scientific results; f) the candidate's ability to work in a team and the efficiency of their scientific collaborations, depending on the specific nature of the candidate's field; g) the candidate's ability to lead research and development projects; h) the candidate's professional experience in institutions other than the UAV.
<p>The complete list of documents that candidates must include in the competition file according to the</p>	<p>a) Cover page of the file according to the model in Annex 12</p> <p>b) File description (list of documents in the competition file, number of pages for each document, and the page where the</p>

provisions and templates from the University's own Methodology.

document is located) according to the model in Annex 13.

c) Application for participation in the competition, signed by the candidate, including a self-declaration regarding the accuracy of the information presented in the file, registered at the U.A.V. Registry (Annex 2).

d) Career development proposal of the candidate, both from a didactic perspective, in the case of teaching positions, and from the perspective of scientific research activities. The proposal is drafted by the candidate, should not exceed 10 pages, and is one of the main criteria for differentiating candidates. The document is signed on each page in the bottom right corner with a blue pen or ink.

e) Curriculum vitae of the candidate in printed and electronic format, prepared according to Article 11al. (4). The document is signed on each page in the bottom right corner with a blue pen or ink.

f) List of the candidate's works, in printed and electronic format, prepared according to Article 16. The document is signed on each page in the bottom right corner with a blue pen or ink.

The list of works will be structured as follows:

- the list of a maximum of 10 works considered by the candidate to be the most relevant for their own professional achievements, which are included in electronic format in the file and which can also be found in the other categories of works provided for in this article;
- doctoral thesis or theses and/or habilitation thesis or theses;
- invention patents and other industrial property titles;
- books and chapters in books;
- articles/studies in extenso, published in journals from the main international scientific stream;
- publications in extenso, appearing in papers of the main international specialized conferences;
- other scientific works and contributions or, as the case may be, in the field of artistic creation.

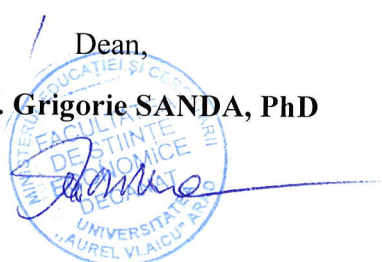
g) Verification sheet for meeting the university standards for participation in the competition, the standard format of which is provided in **Annex 4** of the own methodology. The verification sheet is completed and signed by the candidate on each page in the bottom right corner with a blue pen or ink. It will be accompanied by proof of meeting the criteria in electronic format.

h) Documents related to holding a doctoral degree: a copy conforming to the original or legalized copy of the doctoral diploma and, if the original doctoral diploma is not recognized in Romania, the recognition or equivalence certificate.

i) Documents related to holding the habilitation certificate in the field of disciplines for the competition position (for

	<p>candidates for the position of university professor): a copy of the habilitation certificate conforming to the original.</p> <p>j) Summary, in Romanian and in an internationally circulated language, of the doctoral thesis and/or, as the case may be, the habilitation thesis, on a maximum of one page for each language.</p> <p>k) Candidate's self-declaration indicating situations of incompatibility as provided by Law no. 1/2011 in which the candidate would be in case of winning the competition or the absence of these situations of incompatibility (Annex 8).</p> <p>l) Copy of the Official Gazette in which the position was published.</p> <p>m) Copies of other diplomas attesting the candidate's studies: high school diploma or equivalent; bachelor's degree or equivalent; master's degree (accompanied by the diploma supplement/transcript) - copies conforming to the original.</p> <p>n) Copy of the identity card or, if the candidate does not have an identity card, a copy of the passport or another identity document drawn up for an equivalent purpose to the identity card or passport.</p> <p>o) In case the candidate has changed their name, copies of documents attesting to the name change - marriage certificate or proof of name change - copy conforming to the original.</p> <p>p) List of up to 10 publications, patents, or other works of the candidate, selected by the candidate and considered to be the most relevant for their professional achievements. The maximum of 10 works, in full, will be submitted in the file and in electronic format after scanning them in *.pdf format.</p> <p>q) Birth certificate - copy conforming to the original</p> <p>r) List of the names and contact addresses of at least 3 personalities in the field who have drafted letters of recommendation and the three letters of recommendation, in accordance with Article 13;</p> <p>s) CD competition file (it will contain all the documents physically submitted to the file (those provided in letters d-q) and those provided in electronic format). The documents included in the file will be scanned in *.pdf format.</p>
Address for submission of contest file	„Aurel Vlaicu” University of Arad, Faculty of Economics, B-dul Revoluției, no. 77, Arad
Methodology	The methodology of „Aurel Vlaicu” University of Arad M.03 posted on its site

Dean,
Assoc.prof. Grigorie SANDA, PhD



Drafted by,
 Head of department,
Assoc.prof. Robert Cristian ALMASI, PhD

