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AGENCIA ROMANIA
DE ASIGURARE A
CALITATII IN
INVATASANTUL EL PERIOR

ETHICAL ASPECTS OF QUALITY MANAGEMENT WITHIN A ROMANIAN MILITARY UNIVERSITY

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1. GENERAL ETHICAL PRINCIPLES WITHIN A UNIVERSITY

The status of a university with secure reputation

- a set of fundamental ethical principles –

- **respecting the human rights**
- **guaranteeing the health, safety and security of the employees**
- **Integrity – no bribery! – no corruption! – no conflicts of interests!**
- **reporting performance by accepting the external audit**
- **promoting a loyal and ethical competition**
- **not involving in the policy of the political parties**
- **defending and promoting the personnel's interests**
- **contributing to the activity of the local communities**
- **communicating with the customers/employees honestly and responsibly**

2. ETHICS IN MANAGERIAL COMMUNICATION

- Managerial communication connects the activities within an organization
- Ethics is determined by the norms and principles taken into consideration by the employees of an organization
- Factors determining an ethical managerial communication:
 - governmental regulations
 - ethical codes
 - university regulations
 - the individual's characteristics

Ethical code of managerial communication

- treating the interlocutor with consideration
- clearly expressing what is expected from the receptor
- conveying the messages which suggest a certain meaning
- offering correct and necessary information
- actively listening and understanding what the dialogue partners say
- positive attitude
- considering the interlocutor's opinions even if they are divergent
- keeping the sense of humour

3. THE ETHICAL AND ACADEMIC INTEGRITY CODE OF THE ROMANIAN MILITARY UNIVERSITY

- The ethical code = the reflection of the values systems
- The principles of the code:
 - the university enriches the Romanian higher education tradition shaping the essential qualities and values of a certain profession
 - a moral contract between the academic community as a whole and its members
 - cohesion of its members, cooperation based climate, prestige
 - completing the University Charter respected by the academic community

3.1 Professional Activity

- General ethical rules of the academic community
- Academic freedom
- Non-discrimination and equality of chances
- Forms of corruption
- Merit = qualitative hierarchy
 - teaching staff
 - students
 - members of the leading structures
- Quality & Excellence
- Spirit of initiative
- Right to intellectual property
- Dissemination of professional knowledge
 - academic exchanges
 - internal and international teaching and research

3.2 Educational Activity

The code of ethics and academic integrity **forbids**:

- **discrimination**
- **abuse of power**
- **peer evaluation according to other criteria than merit**
- **infringement of confidentiality rules**

3.3 Transparency

- **Transparency regarding**
 - **information**
 - **potential candidates**
 - **graduates**
 - **agreement**
- **Equality of chances – competition & equitable access to academic resources**
- **Criteria of selection for covering the teaching positions – legal stipulations**
- **Students – right to access clear information on examination evaluation criteria**

3.4 Personal, Professional & Social Responsibility

- **Society-oriented academic programmes**
- **Academic members must respect the ethical and professional standards**
- **Discouraging and undesirable aspects:**
 - **envy**
 - **cynicism**
 - **vanity**
 - **lack of interest**
- **University guarantees the rights of the academic community members**

3.5 Respect & Tolerance

- **Respect for the dignity of each academic member**
- **No harassment, exploitation, humiliation, threat or intimidation**
- **Tolerance towards differences among people, opinions, intellectual preferences**
- **Spirit of the respect for the academic ethics**

**= Elements of the Ethics and Academic Integrity Code of the
Romanian Military University**

4. THE COMMISSION OF ETHICS & ACADEMIC INTEGRITY

- It coordinates and controls the application of the norms stipulated by the code
- Attributions:
 - taking measures to apply the code
 - analysing and finding solutions in cases of deviations from academic integrity
 - drawing out an annual report
 - promoting possible alterations of the code
- Under its jurisdiction enter both the acts taking place within the university and outside it to the extent to which they involve the academic community members.

5. CONCLUSIONS

- **University = space free of intrusions, pressures and political, religious or economic constraints, except for those of scientific, legal or ethical nature**
- **University members**
 - protected against censorship, manipulations, persecutions,
 - respect for the scientific standards and professional responsibilities
- **University - professional autonomy**
- **Academic community members - treated equally, righteously, equitably**
- **Integrity of professor–student relationship = basis of educational mission**
- **Respect for the academic freedom**

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