



Addendum to the ACR No. 1 952/28.02.2022

**PROCEDURE REGARDING THE CO-OPTATION/INVITATION
OF ACADEMIC STAFF FROM CONFLICT-PRONE AREAS OR
WHERE ACADEMIC FREEDOM IS AT RISK**

I. THE PURPOSE OF THE PROCEDURE

1. This Procedure is elaborated and regulated in the context of the need to support the spirit of academic freedom, to support research and higher education in those areas where freedom of research is in danger of being suppressed.
2. Taking into account the concern of Babeş-Bolyai University of Cluj-Napoca (UBB) to act as a social factor in supporting the international academic environment, the role UBB has assumed through the Human Resources Strategy to be a free environment, as well as the multicultural character of the University, through the values assumed as a member of the EUTOPIA-European University and of The Guild, the consortium of European Research-Intensive Universities, Babeş-Bolyai University of Cluj-Napoca offers the opportunity to academic teachers and researchers from risk areas to continue their professional/academic activity adapted both to the students' needs/interests and to the academic teachers and researchers' needs/vocation.

II. AREA OF IMPLEMENTATION

1. We support particularly academics from the Romanian, Hungarian and German communities from areas where there is a high risk for suppression of academic freedom.
2. The academic staff from the aforementioned areas may request the support of Babeş-Bolyai University of Cluj-Napoca in order to continue their academic activity in Romania, being able to access one of the following forms of teaching or research activities:
 - associate teaching staff;
 - experts with scientific and professional value recognized in the field;
 - collaborating researcher.

III. FILE SUBMISSION:

1. In order to gain access to one of the above forms of activity, the applicant must submit a file containing the following documents:



- a) an application form requesting the granting of support through one of the forms of activity specified above, mentioning the language of the teaching activity (Romanian, Hungarian, German, English, French);
 - b) the CV, in Romanian or in Hungarian, German or English, as the case may be;
 - c) other supporting documents that attest the professional training, if applicable.
2. The documents will be sent to the e-mail address carmen.tagsorean@ubbcluj.ro.
 3. The Administration Council of Babeș-Bolyai University of Cluj-Napoca will urgently analyse the file of each applicant, according to the following criteria:
 - ❖ the level of professional competence proven by publications and/or didactic activity;
 - ❖ attestation of language skills in the requested language of instruction;
 - ❖ the existing needs at the level of faculties/research units and the available funding sources.
 4. The Administration Council will approve the placement of the applicant in one of the available forms of activity and, depending on this placement, the existing procedure at UBB specific to each form will be applied.
 5. The persons whose applications will be approved will conclude an individual fixed-term employment contract, benefiting at the same time from accommodation in the university premises for the entire duration of the academic activity.

The procedure comes into force upon approval by the Administration Council of Babeș-Bolyai University of Cluj-Napoca.