

Medical University  
“Prof. Dr. Paraskev Stoyanov” – Varna

## **REGULATIONS**

**ON THE IMPLEMENTATION OF THE EUROPEAN CHARTER FOR RESEARCHERS**

**AT MEDICAL UNIVERSITY**

**“PROF. DR. PARASKEV STOYANOV” – VARNA**

**Varna, 2016**

## PREAMBLE

The mission of Medical University “Prof. Dr. Paraskev Stoyanov” – Varna is to generate new fundamental and applied knowledge through specialized scientific and interdisciplinary research, training researchers, encouraging excellence in innovative research projects by supporting scientist in the fields of medicine, pharmacy, dentistry, public health care and health education.

The University fulfills its mission and scientific strategy by following the principles of establishing high professional and ethical standards among the members of the university community in order to encourage their professionalism, to strengthen their institutional and interpersonal loyalty, to ensure the transparency and social responsibility of the university, to develop freedom of research and to establish positive image of the university among the academics and the public within the country and abroad. This will help improve the research quality and ensure responsible research activities.

These regulations set the basic ethical standards for lecturers, students, researchers, PhD students at the MU “Prof. Dr. Paraskev Stoyanov” – Varna (referred as to “University” bellow) – a public institution with a strong desire to respect the ethical standards in science, as the purpose is development and well-being of the entire community and each of its members. Each member of the University shall exercise their own functions in relation to this mission by adhering to the rights, obligations and rules of these Regulations. Everyone is responsible for their own actions as well as for the maintenance and compliance of the set rules of conduct.

Guided by this belief the Academic Council of MU “Prof. Dr. Paraskev Stoyanov” Varna – taking into account the acts of European institutions and the European Union (University Magna Charta 1988, Sorbonne Declaration 1998, Bologna Declaration 1999, Lisbon Strategy 2000, European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers 2005) on the creation of an European higher education area and European research area, as well as European knowledge-based economy, expresses its commitment and determination to work relentlessly for their transformation into solid research and educational university policies, and adopts the following **Regulations for implementing the European Charter for researchers**.

## Chapter One

### BASICS

#### Purpose

**Art. 1.** These Regulations set the values and rules of managing the conduct of researchers in the university community without violating their political and academic freedom.

#### Scope

**Art. 2.** These regulations apply to all researchers in the university community. They apply along with all other regulations and are not intended to replace any of them.

#### Values

**Art. 3.** Each research is based on the following values:

1. **Truth** – the research activity aims to have an argumentative proof of the stated hypotheses and the respective conclusions.
2. **Freedom** – an important prerequisite for achieving truth which is concretized as academic freedom and includes: freedom in the research development; respecting the personal space in creative performances; independence of teaching, doctoral and student research, performances, analyses and evaluation.
3. **Originality** – striving to new knowledge, achievements, theories, projects in solving main problems of Bulgarian society, state and health care science, as well as problems of universal importance seen through the prism of disciplinary specialized and interdisciplinary research in order to improve society's health, well-being and life quality.
4. **Selflessness** – scientific truth combined with critical thinking, consistence with facts, neutrality of assessments and validity of all arguments.
5. **Honesty** – honest attitude in the search and presentation of research results, as well as in the interpersonal relations within the University and society as a whole.
6. **Loyalty** – members of the scientific community shall stay true to university's mission as in their activity they defend its reputation while preserving their right of free expression.
7. **Trust** – a prerequisite for performing research and achieving reliable results in science, as well as their assimilation and distribution.
8. **Transparency and openness** – University management and members openly announce and provide reliable information to the scientific community and general public about the pursued goals.

Respecting these core values in the research process and adopting responsible attitude are being set as an example for good research practice at the University.

## **Chapter Two**

### **MAIN PRINCIPLES AND DEMANDS TOWARDS THE RESEARCHERS**

In accordance with the European Charter for Scientific Research basic principles will be used as main guidelines in the research activities at Medical University “Prof. Dr. Paraskev Stoyanov” – Varna:

#### **Freedom and independence of research**

**Art. 4. (1)** Researchers shall focus their work on the society’s well-being, taking advantage of freedom of thought and expression, in accordance with the commonly accepted ethical principles.

**(2)** In their scientific activities researchers shall be independent and driven only by the established scientific regulations. Also defend scientific freedom by opposing attempts of political influence or other authorities and institutions.

**(3)** It is their inalienable right to explain and defend their scientific statements and beliefs within the constitutional and legal frames of Republic of Bulgaria.

#### **Professional responsibility and professional attitude**

**Art. 5. (1)** The higher value of modern science is the knowledge to develop and enrich through original contributions beneficial for society.

**(2)** Researchers must put their utmost effort to guarantee that their research is relevant and do not repeat research that has already been performed.

**(3)** Plagiarism in any form is not allowed, neither are any actions that violate the principles about protection of the intellectual property and joint ownership of scientific data in cases when research is being performed together with other researchers.

**(4)** Researchers bear personal responsibility for respecting the intellectual property rights relating to other published and unpublished data, photo and video materials, patents and all other objects of intellectual property.

**(5)** The use of photographs, tables or texts requires permission from the author and/or the publisher, short quotations must be marked with quotation marks as well as mandatory indication of their original source.

**(6)** The performance of new observations showing that the experiments are reproducible shall not be considered plagiarism when the data requiring confirmation is explicitly cited.

**(7)** When students provide part of work done by another person, they must ensure they have the necessary competence.

(8) All researchers participating in a research project are obliged to comply with the internal organizational rules of the structural units of the University, which are related to that research. Researchers must demonstrate loyalty by observing the principles and priorities of the scientific activity at the University, the National Strategy of scientific research, as well as the European scientific policies and priorities.

(9) Researchers must be familiar with the strategic goals and financial mechanisms which are guiding for their scientific environment, and they must have all the necessary permissions before initiating their research or spending the provided funds.

### **Mobility**

**Art. 6.** Researcher mobility (geographical, virtual, cross-sectoral, interdisciplinary and transdisciplinary) is an important tool for deepening the scientific knowledge and stimulating professional development and is part of career development strategy. Administrative tools in accordance with national legislation must allow mobility of both grants and social security contributions.

### **Continuous professional development**

**Art. 7.** Researchers should strive to improve and develop at every stage of their career by constantly updating and enriching their professional skills and knowledge.

### **Impartiality**

**Art. 8. (1)** The researchers must remain impartial and must not be guided by personal preferences, sympathy, interests or prejudice in performing their scientific work.

(2) Where a mission is likely to lead to a conflict or confusion the researchers may accept it only if this will not affect their impartiality.

(3) When publishing the results of their scientific research, including conclusions and recommendations, the researcher shall make a clear distinction between scientific assessments and personal preferences and interests.

(4) When participating in partnership activities, the researcher shall be guided only by scientific considerations ensuring the security of the used data.

## **Transparency and accessibility**

**Art. 9. (1)** Researchers are obliged to make the research available to the scientific community in an appropriate way. This does not apply in cases where the principle of confidentiality may be violated.

**(2)** Research must be available to the general public and any information about it must be communicated in such a manner as to be easily understood by non-expert audiences and to enrich the scientific culture of the public.

## **Chapter Three**

### **GENERAL PRINCIPLES AND REQUIREMENTS FOR EMPLOYERS AND FUNDING ORGANIZATIONS**

**Art. 10.** All researchers engaged in scientific work, regardless of the specific classification on national level, must be treated as professionals and receive appropriate treatment at the beginning of their career especially during the postgraduate period.

**Art. 11.** Employers and/or funding organizations should strive for equal representation of both genders among staff at all levels, including monitoring and management.

**Art. 12.** Providing an adequate working environment which will stimulate research and training for performing research work, the necessary equipment, as well as conditions for remote cooperation within research networks.

**Art. 13.** Funding organizations must ensure compliance with the national or sector health and safety regulations when conducting research, and provide the resources needed for implementing approved work programs.

**Art. 14.** All conditions for funding and remuneration of the researchers must be fair and attractive, with fair social security contributions (including health and childcare allowance, pension rights and unemployment benefits) in accordance with current national legislation and national or sectoral collective agreements.

**Art. 15.** Human resource management must be based on specific strategies for the professional development of the researchers at all stages, regardless of their contractual conditions, including researchers with fixed-term contracts.

## **Chapter Four**

### **ETHICAL REGULATION OF THE RESEARCHER'S ACTIVITY**

**Art. 16.** Researchers must treat with respect their coworkers and be willing to cooperate with them, including with their competitors, respecting everyone's opinion. They should appreciate the contribution and priorities of previous researchers who have been working in the same field.

**Art. 17. (1)** Each member of the University must avoid discrimination and insults, striving to ensure equal opportunities for the others, regardless of their race, nationality, gender identity, religious and political beliefs, health status, age, etc.

**(2)** Researchers must not apply personal, nationalist, racist or political criteria in his scientific work.

**Art. 18. (1)** In their joint research work, researchers must indicate the real contribution of each one of them, according to the work they have done.

**(2)** All persons who have contributed to conduct the research, obtain, analyze and apply the results or write the relevant author's text, must be indicated as co-authors.

**Art. 19.** Researchers should treat each other in a way that would do no harm to others' dignity and reputation or violate their rights, including the right of privacy, and without undermining the college integrity.

**Art. 20.** Each researcher is obliged to comply with the relevant legal regulations, agreements with third parties and with the University's privacy policy.

**Art. 21.** When choosing a research topic the researcher is obliged to take into account the priority scientific areas of the University and to stick to the requirements for their high and contributing scientific (scientific-applied, aesthetic) value.

**Art. 22.** The researcher is obliged to look for reliable scientific results, using valid and accurate evidence also making reasonable conclusions from them.

**Art. 23.** When conducting empirical research, the researcher must not undermine the honor, affect the dignity, good name or personal life of those involved, neither must he/she endanger their physical or mental health.

**Art. 24.** The researcher must be honest and responsible in fulfilling contractual and legal obligations towards the assignors of research tasks.

**Art. 25.** The researcher is obliged to cooperate at every audit and every stage of research.

**Art. 26. (1)** As an author of scientific reviews and other types of expert assessments, the researcher is obliged to present them after having made themselves familiar independently, impartially and thoroughly with the relevant scientific production and objectively noted their strong and weak points.

**(2)** The evaluation of scientific work and publications must be impartial and presented within a reasonable time frame, avoiding unreasonable delays.

**(3)** The researcher must accept for review only works of his/her professional competence and not mislead others about his/her scientific competence.

**(4)** Scientific publication review must be confidential. Conflicts of interest with stakeholders in the process of reviewing are unacceptable.

**(5)** The researcher must act loyally in scientific leadership, avoiding all forms of manipulation and authoritarianism, also must observe the principles of tolerance and collegiality.

**Art. 27.** Any different positions and opinions of other researchers must be discussed only using scientific arguments.

**Art. 28.** The researcher must be loyal to MU “Prof. Dr. Paraskev Stoyanov” – Varna and must not undermine its reputation with their overall activity and individual behavior.

## **Chapter Five**

### **IMPLEMENTING MEASURES**

**Art. 29.** The Code of Conduct contained in these Regulations is an indispensable part of the daily work of the researchers.

**Art. 30.** Compliance with the ethical rules of conduct is a guarantee for the legitimacy of a researcher’s actions.

**Art. 31.** The Regulations are mandatory for all researchers of the University community; any failure to complete a task or violation of the rules laid down in it will be a violation of the labor discipline of the Labor Code and will entail the legal consequences prescribed in it.

**Art. 32.** These Regulations shall be brought to the attention of all researchers and supervisors for information and implementation and they must verify with their signature that they are familiar with them.



**Art. 33.** Compliance with the rules of conduct set in these Regulations and adopted by the researchers, contribute to building and establishing a positive image of the University.

**Art. 34.** These Regulations are an open document which is a subject to amendments and additions, where objectively necessary.

## **FINAL PROVISIONS**

**§1.** Any amendment to these Regulations shall be subject to the same procedure as that for their adoption and validation;

**§2.** These Regulations were adopted at a meeting of the Academic Council of the Medical University on 13.12.2016, with Minutes No. 16 of 13.12.2016.