



ARTICLES OF ASSOCIATION

of Wrocław University of Environmental and Life Sciences

adopted on 28 June 2019

The programme is co-financed by the European Social Fund under the Operational Programme "Knowledge Education Development", a non-competitive project 'Podniesienie kompetencji kadry akademickiej i potencjału instytucji w przyjmowaniu osób z zagranicy [Increasing competencies of the academic staff and the institutions' potential to receive people from abroad] – Welcome to Poland' implemented under the Measure and defined in the application for funding of the project no. POWR.03.03.00-00-PN 14/18.

I CHAPTER GENERAL PROVISIONS

Art. 1

1. The Wrocław University of Environmental and Life Sciences, hereinafter referred to as "University", is a public university-type higher education institution whose origins date back to the Faculty of Veterinary Medicine and the Faculty of Agriculture and Horticulture, established at the University of Wrocław and the Wrocław University of Technology in 1945.
2. Established by a regulation of the Council of Ministers on 17 November 1951 (Dz.U. /Journal of Laws/ No. 60, item 411) as the Higher School of Agriculture in Wrocław, the University was transformed into the Academy of Agriculture in Wrocław in 1972, and then into the Wrocław University of Environmental and Life Sciences in 2006.
3. The University cherishes its heritage and the traditions of the College of Agriculture established in Dublany near Lviv in 1856, which was incorporated in 1919 into the Lviv Polytechnic Agro-Forest Department, as well as the Lviv-based k. & k. Veterinary Medicine School established in 1881 and subsequently transformed into the Academy of Veterinary Medicine in Lviv in 1922.
4. Striving to protect and expand upon its past achievements, the University undertakes comprehensive efforts aimed at further development of science, supporting education and upbringing of young people, as well as promoting rational use, transformation and protection of natural resources with particular emphasis on agriculture, food economy and rural development.
5. Guided by the conviction that human rights are not only inalienable, indivisible and universal, but are also an effective tool for building a civil society, the University respects the laws and regulations safeguarding human rights and protecting against discrimination and violence in an effort to implement the highest standards of conduct to ensure equal treatment.
6. The University's human resources policy shall be guided by the principles set out in the European Charter for Researchers and shall in particular aim to ensure a representative gender balance in collegiate bodies and management positions.

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Art. 2

1. The University's registered office shall be located in Wrocław.
2. The University shall have a legal personality.
3. The University's English name shall be "Wrocław University of Environmental and Life Sciences".
4. The University may use an abbreviated version of its name, which shall be "UPWr".

Art. 3

1. The University shall operate based on the Act of 20 July 2018 the Law on Higher Education and Science, hereinafter referred to as the "Act", as well as executive acts issued on its basis and the hereby Articles of Association.
2. Under the provisions of the Act, the University shall be autonomous in all areas of its activities and shall have the right to adopt Articles of Association.
3. University staff, as well as students and doctoral students, shall constitute a University community.

Art. 4

1. The University may establish associations along with other public universities; this includes but is not limited to federations.
2. The university may join networks and consortia operating in European and global university structures.
3. The University shall work with national and foreign scientific institutions, academic centres, economic entities and institutions of public life and shall participate in the creation of the global science and higher education space.

Art. 5

1. The University shall be guided by the principles of freedom of teaching, research and artistic creation as set out in the Great Charter of European Universities, adopted in Bologna on 18 September 1988.
2. The University's primary tasks shall be as follows:
 - 1) conducting scientific activities;
 - 2) providing university education;

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- 3) conducting research and development work, providing research services and commercialising research results;
 - 4) providing postgraduate education or other forms of education;
 - 5) education of doctoral students;
 - 6) educating and promoting University staff;
 - 7) creating conditions for people with disabilities to participate fully in:
 - a) recruitment to the University for educational purposes,
 - b) education,
 - c) the conduct of scientific activities;
 - 8) educating students in the spirit of respect for truth and honesty, as well as the sense of responsibility for the Polish state and national tradition, strengthening democratic principles, respect for human dignity and rights, and protection of the Earth's natural resources;
 - 9) creating conditions for the development of fitness of students, doctoral students and employees;
 - 10) disseminating and multiplying scientific and cultural achievements, including through the collection and provision of library, information and archival collections;
 - 11) acting for the benefit of local and regional communities;
 - 12) monitoring the careers of graduates.
3. It is the responsibility of all University employees, doctoral students and students to maintain the University's reputation.

Art. 6

1. The University shall educate specialists and conduct research and development work, primarily in the fields of agricultural sciences, engineering and technology sciences and natural sciences.
2. In accordance with the relevant regulations, classes at the University shall be conducted in Polish and in foreign languages.
3. The University shall issue diplomas to graduates in a specific field and profile, confirming their university education and the professional title obtained.

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II CHAPTER ORGANISATION OF THE UNIVERSITY

Art. 7

The University authorities shall be as follows: the Rector, the Senate, the University Council and the Discipline Councils.

Art. 8

1. The Rector shall be a one-person authority of the University.
2. The Rector shall be responsible for matters concerning the University, except for matters reserved by this Act or the statutes for the competence of other authorities of the University.
3. In particular, the Rector's tasks shall include the following:
 - 1) representing the higher education institution;
 - 2) managing the higher education institution;
 - 3) preparing the draft Articles of Association and the draft strategy of the University;
 - 4) reporting on the University's operations and the implementation of its strategy;
 - 5) performing tasks required by the labour law;
 - 6) appointing and dismissing persons holding managerial positions at the University;
 - 7) managing the University's human resources policy;
 - 8) establishing and terminating degree programmes in specific fields of study, at a given level and with a given profile;
 - 9) establishing and terminating postgraduate studies and other forms of education;
 - 10) approving the templates of certificates of the completion of postgraduate studies and documents confirming completion of other forms of education;
 - 11) establishing doctoral schools;
 - 12) managing the property and conducting the financial management of the University, including approval of the material and financial plan;
 - 13) ensuring the implementation of regulations applicable at the University.
 - 14) determining the University organisational rules;
 - 15) setting the regulations for remunerating the University staff;
 - 16) determining the University organisational rules;
 - 17) issuing administrative decisions;
 - 18) maintaining order and safety on the University premises;
 - 19) ensuring safe and hygienic working and learning conditions;
 - 20) approving the holding of assemblies on University premises;

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- 21) reviewing appeals against admission decisions of the committees;
- 22) issuing decisions on the reinitiation of the procedure of awarding professional titles and the invalidation of diplomas;
- 23) repealing grant committee decisions that are not in conformity with the law;
- 24) determining, in consultation with the Student Government, the amount of monthly income per person in the student's family that entitles the student to receive a maintenance grant;
- 25) determining, in consultation with the Student Government, the regulations governing student benefits;
- 26) certifying the compliance of the Student Government regulations with the law;
- 27) repealing unlawful acts issued by Student Government bodies;
- 28) repealing unlawful acts issued by bodies of University student organisations;
- 29) dissolving University student organisations;
- 30) determining the detailed scope of duties of academic teachers;
- 31) issuing badges to academic teachers;
- 32) approving the commencement or continuation of additional employment by academic teachers;
- 33) determining the periodic performance assessment criteria for particular staff groups and job types, as well as the assessment procedure and the authority that conducts it;
- 34) establishing rules for the periodic staff performance assessment;
- 35) reviewing appeals against the periodic staff performance assessments issued;
- 36) granting research and health leave;
- 37) awarding prizes to University staff;
- 38) deciding, with the approval of the Senate, on the creation of or entering into a special purpose vehicle;
- 39) deciding on the commencement and termination of business activity within a given scope and organisational and legal form after consultation with the University Council;
- 40) deciding on the establishment of or entering into a capital company referred to in Art. 159 sec. 1 of the Act;
- 41) appointing disciplinary commissioners;
- 42) suspending academic staff in their duties, and students and doctoral students in their specific rights as students and doctoral students;

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- 43) imposing the disciplinary penalty of admonition if the act giving rise to disciplinary measures is of minor gravity and proving guilt does not require an investigation;
 - 44) entering, updating, archiving and deleting data in the POLon Integrated System of Information on Science and Higher Education;
 - 45) bearing responsibility for the implementation of a recovery programme and reporting to the University Council on its implementation every six months;
 - 46) complying with the information obligations under the Act;
 - 47) supervising the implementation and improvement of the University quality assurance systems, including the education quality assurance system;
 - 48) declaring a diploma invalid by administrative decision if the person applying for a professional title has attributed to himself the authorship of a substantial part or other elements of another person's work or scientific finding;
 - 49) employing the director of the academic business incubator and the director of the technology transfer centre;
 - 50) establishing, transforming and dissolving organisational units provided for in the Articles of Association;
 - 51) establishing rector committees;
 - 52) taking care of the living and housing needs, as well as cultural and sporting needs, of University staff, students and doctoral students;
 - 53) supervising experiment stations;
 - 54) supervising the files issued.
4. The Rector may authorise other persons to take certain legal actions or to make declarations of will within a specified scope, such authorisation to be made in writing.

Art. 9

1. Only a person who meets the requirements set out in Art. 20 sec. 1 item 1–7 and holds the title of a professor may be appointed Rector.
2. The Rector of the University shall be elected by the Electoral College. The rules governing the election of electors and the Rector are laid down in Art. 25, 26 and 30 of the Articles of Association.
3. The Rector's tenure shall lapse in the event of death, resignation as Rector, failure to submit the declaration referred to in Art. 7 sec. 1 of the Act of 18 October 2006 on the disclosure of information about documents of the

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State security services from the years 1944-1990 and the content of these documents, hereinafter referred to as

a "vetting declaration", the information referred to in Art. 7 sec. 3a of the above Act, hereinafter referred to as "vetting information", or failing to meet the requirements necessary to perform this function as set out in Art. 20 sec. 1 of the Articles of Association.

4. The expiry of the tenure of the University's Rector shall be declared by the Chair of the Electoral College.
5. In the event of the expiry of the Rector's tenure, a new Rector shall be elected by the Electoral College for the remainder of the tenure at the University.
6. During the period between the date on which the expiry of the tenure is confirmed and that on which a new Rector is appointed or elected, the duties of the Rector shall be performed by the Vice-Rector who is the first deputy Rector.
7. An individual elected or appointed as rector shall be employed at the University as the primary place of employment within the meaning of this Act not later than on the date of the commencement of the term of office. No competitive procedure shall apply to the recruitment of this person.

Art. 10

1. The Rector's term of office shall last 4 years and shall begin on 1 September in the year in which the Rector is elected.
2. An individual may only serve as Rector for no more than 2 consecutive terms, subject to Art. 26 sec. 2 of the Act of 20 July 2018 – the Law on Higher Education and Science.

Art. 11

1. The Rector may be dismissed by the electoral college by a majority of at least three-quarters of the votes cast in the presence of at least two-thirds of its statutory members.
2. A motion to dismiss the Rector may be submitted by the Senate by a majority of at least half of the votes cast by the statutory members or by the University Council.

Art. 12

1. The Senate's tasks shall include:
 - 1) adopting the Articles of Association;
 - 2) adopting study regulations at least 5 months before the beginning of the academic year;
 - 3) adopting the University strategy and approving the report on its implementation;
 - 4) appointment and dismissal of University Council members;

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- 5) provision of opinions on the candidates for the post of Rector;
- 6) conducting assessment of the functioning of the University; approving the Rector's annual reports on the University's operations;
- 7) making recommendations to the University Council and the Rector on the tasks they carry out;
- 8) conferring the title of doctor *honoris causa* and honorary professor of the Wrocław University of Environmental and Life Sciences,
- 9) establishment of the conditions, mode and date of commencement and completion of recruitment for studies;
- 10) establishment of study and postgraduate programmes;
- 11) development of curricula in doctoral schools;
- 12) awarding doctoral degrees in specific scientific fields;
- 13) determining the manner of verification of learning outcomes;
- 14) indication of the candidates for representative institutions of the higher education and scientific community;
- 15) approving such things as:
 - a) the creation of and entering into a special purpose vehicle,
 - b) the establishment of or entering into a company to implement or manage research infrastructure projects;
- 16) performance of tasks related to:
 - a) assigning Polish Qualification Framework (hereinafter: "PQF") levels to qualifications awarded upon completion of postgraduate studies;
 - b) inclusion of the qualifications awarded upon completion of postgraduate studies and other forms of education in the Integrated Qualification System;
- 17) approving the diploma template;
- 18) approving the regulations of the business incubator operating as a university-wide unit;
- 19) issuing opinions on candidates for the post of director of the academic business incubator;
- 20) approving the regulations of the Technology Transfer Centre established as a university-wide unit;
- 21) approving the regulations pertaining to:

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- a) governing the management of copyright, related rights and industrial property rights as well as the principles of commercialisation,
 - b) use of research infrastructure;
- 22) approving the Articles of Association of a federation of Universities;
 - 23) establishing the rules for admission to the doctoral school;
 - 24) adopting doctoral school regulations at least 5 months before the beginning of the academic year;
 - 25) laying down the detailed procedure for the conferment of the degree of doctor habilitatus, the rules for establishing the fee for this procedure, the rules for exemption therefrom and the procedure for the appointment of the habilitation commission;
 - 26) electing members to the University disciplinary committee for academic staff;
 - 27) adopting the annual report on the University Council activities;
 - 28) issuing feedback on the periodic assessment procedure and criteria for particular staff groups and job types;
 - 29) carrying out other tasks defined in the Articles of Association or requiring the academic community to express its feedback.
2. The curriculum must be consulted with the Student Government.
 3. Should the seven-day deadline for the Student Government to express feedback on the curriculum expire without effect, the consultation requirement shall be deemed to have been fulfilled.
 4. Senate resolutions adopted within the scope of the Senate's competencies shall be binding on the Rector and other University bodies.

Art. 13

1. The University Senate shall have 40 members.
2. The Senate shall be composed of:
 - 1) professors and University professors who shall make up no less than 50% of the Senate;
 - 2) students and doctoral students who shall make up no less than 20% of the Senate;

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- 3) academic staff employed in positions other than those referred to in item 1 and non-academic staff, who shall make up no less than 25% of the Senate;
3. Among the Senate members specified in sec. 2 item 1 and 3, there shall be an equal representation of the leading scientific disciplines, and the presence of at least one representative of other scientific disciplines shall also be ensured.
4. The number of students and doctoral students shall be determined in proportion to the number of both these groups at the University, with each of these groups being represented by at least one representative.
5. The Rector shall be the Chair of the Senate.
6. Only a person who meets the requirements set out in Art. 20 sec. 1 item 1–5 and 7 of the Articles of Association may be appointed Senate Member.
7. University Senate membership shall cease in the event of death, resignation from membership, failure to submit a vetting declaration or vetting information, or cessation of compliance with the requirements set out in sec. 6.
8. The termination of University Senate membership shall be ascertained by the Chair of the Senate. In the event of termination of University Senate membership, a new member shall be immediately elected for the remainder of the term.
9. The rules for the election of Senate members are laid down in Art. 31, 32 and 33 hereof.

Art. 14

1. The Senate's term of office shall be 4 years and shall commence on 1 September.
2. An individual may not be a Senate member for more than two consecutive terms.

Art. 15

1. The senate shall adopt resolutions at its meetings in the presence of at least half of its statutory members.
2. Senate sessions shall be attended by a representative of each trade union operating at the University, who shall serve in an advisory capacity, as well as by the Vice-Rectors, Heads of Discipline Councils, Deans, the Chancellor, the Bursar, the Director of the Main Library, the Director of the Human Resources and Payroll Department, the Director of the Organisational and Legal Office and the Director of the Rector's Office.

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3. The University Articles of Association shall be adopted by the Senate by an absolute majority of votes in the presence of at least half of its statutory members after consultation with the University Council, expressed by a majority of votes of the statutory members, and after consultation with the trade unions operating at the University. The trade unions shall submit their opinion within 30 days of receiving the draft Articles of Association. In the event of the ineffective expiry of that deadline, the consultation requirement shall be deemed to have been met.
4. Amendments to the Articles of Association shall be adopted in accordance with the procedure for the adoption of Articles of Association.
5. The Senate shall have the right to issue binding interpretations of the Articles of Association.

Art. 16

1. Ordinary meetings of the Senate shall be convened by the Rector once a month, except during holiday periods.
2. The Rector may convene an extraordinary meeting on his or her own initiative or at the request of at least one-third of the Senate members, within seven days of a request for such meeting.
3. Senate resolutions shall be passed by an absolute majority of valid votes cast with more than half of the members present unless otherwise provided by law or the Articles of Association.
4. Voting on staff-related matters shall be secret.
5. The detailed scope of competencies, as well as the Senate convening and working procedure, are laid down in the Regulations of the Senate constituting Appendix No. 1 hereto.

Art. 17

1. The Senate shall appoint standing and ad hoc committees for each term. The task of these committees is to prepare matters for consideration by the Senate. Committees work based on rules of procedure approved by the Senate.
2. A committee shall be composed of:
 - 1) The Chair elected by the Senate from among the Senate members;
 - 2) at least eight other Senate members.
3. The Rector or the committee chair may request the Senate to include in the committee persons not mentioned in sec. 2.
4. The committee composition shall be approved by the Senate.

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5. Representatives of trade unions operating at the University may attend committee meetings to serve in an advisory capacity; no more than one representative per union may be present.
6. The committee chair may invite other individuals to take part in the committee sessions; however, such persons shall not have the right to vote.
7. Each Senate member, except for the Rector, must be a member of at least one standing Senate committee.
8. Participation in Senate meetings and standing and ad hoc committees established by the Senate is mandatory and constitutes organisational work performed for the benefit of the University.

Art. 18

1. The University Council shall have the following tasks:
 - 1) providing feedback on the draft strategy of the University;
 - 2) providing feedback on the draft Articles of Association;
 - 3) monitoring the financial management of the University;
 - 4) monitoring the management of the University;
 - 5) identifying candidates for the rector, after the Senate has given its opinion;
 - 6) applying to the Minister for the determination of the Rector's basic salary and special duty allowance;
 - 7) granting performance allowance to the Rector;
 - 8) providing feedback on the University strategy implementation report;
 - 9) consenting to the University's legal action concerning the disposal of fixed assets, as well as the handing over of such assets for use by another entity for a period exceeding 180 days in cases where the assets are valued at more than PLN 2,000,000;
 - 10) approving and updating the recovery programme;
 - 11) performing other tasks specified in the Articles of Association.
2. As part of monitoring the financial economy, the University Council:
 - 1) gives its opinion on the material and financial plan;
 - 2) approves the report on the implementation of the material and financial plan;
 - 3) approves the financial statements;
 - 4) selects an audit firm to audit the financial statements of the University.

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3. In the performance of its tasks, the University Council may request access to the University's documents.
4. When performing the activities related to the tasks referred to in sec. 1 and 2, the University Council members shall be guided by and act for the benefit of the University.
5. The University Council shall submit an annual activity report to the Senate.
6. The Chair of the University Council shall perform actions under the labour law in relation to the Rector.

Art. 19

1. The University Council shall consist of 6 persons appointed by the Senate, 3 of whom shall be from outside the University, as well as the President of the Student Government.
2. The Chair of the University Council shall be a University Council member from outside the University community, who shall be elected by the Senate.
3. The operating procedures of the University Council shall be laid down in the regulations adopted by the board.
4. The University Council shall adopt resolutions at its meetings in the presence of at least half of the members specified in sec. 1

Art. 20

1. Only an individual who meets the following criteria may be appointed University Council member:
 - 1) has full legal capacity,
 - 2) enjoys full civil rights;
 - 3) has not been convicted of an intentional offence or intentional tax offence under a final and binding judgment;
 - 4) has not been punished by disciplinary action;
 - 5) did not work for the State security authorities between 22 July 1944 and 31 July 1990, within the meaning of Art. 2 of the Act of 18 October 2006 on the disclosure of information about documents of the State security services from the years 1944-1990 and the content of these documents, nor did he/she serve as their member or cooperate with them;
 - 6) has graduated from a higher education institution – in the case of members of the council referred to in Art. 19 sec. 1 item 1 of the Law on Higher Education and Science;
 - 7) has not reached the age of 67 by the date of commencement of the term of office.

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2. A member of the University Council may not simultaneously hold the function of a body the University or another institution or be a member of the council of another institution or be employed in public administration.
3. University Council membership shall cease in the event of death, resignation from membership, failure to submit a vetting declaration or vetting information, or cessation of compliance with the requirements set out in sec. 1
4. The termination of the University Council membership shall be ascertained by the Chair of the Senate.
5. In the event of termination of the University Council membership, the Senate shall immediately appoint a new member for the remainder of the term of office.
6. Should the President of the Student Council cease to hold office before the end of the term of office of the Council, his/her membership shall expire. The new President of the Student Government shall become a member of the Council upon election.

Art. 21

1. The term of office of the University Council shall be four years and it shall commence on 1 January of the year following that in which the Senate's term of office had begun.
2. An individual may not be a University Council member for more than two consecutive terms. Where an individual serves as a Council member for part of a term of office, this shall not count towards the above term limit.
3. University Council members appointed by the Senate shall be entitled to a monthly salary, the amount of which may not exceed 67% of the minimum basic monthly salary for a public university professor as laid down in the regulations issued pursuant to Art. 137 sec. 2 of the Act. The amount of salary shall be determined by the Senate.

Art. 22

The tasks of Discipline Councils shall particularly include the following:

- 1) awarding degrees in the given scientific discipline;
- 2) working with doctoral schools;
- 3) participating in monitoring the discipline-specific doctoral dissertation preparation process at the doctoral school;

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- 4) preparing discipline development strategies, particularly to identify priority research problems and lines, periodically analyse the state of the art in the given discipline and define a research internationalisation strategy for it;
- 5) working with the curriculum councils of the fields of study to initiate new fields of study and develop curricula in the fields assigned to a given discipline;
- 6) working with other Discipline Councils to promote interdisciplinarity in research;
- 7) participating in the development of requirements for academic staff competitions;
- 8) participating in the development of academic staff periodic assessment criteria.

Art. 23

1. A Discipline Council shall comprise all persons holding the academic title of professor and the academic degree of doctor habilitatus, and 3 persons holding the academic title of doctor, who meet the criteria set out in sec. 3.
2. The rules for electing Discipline Council members holding the academic title of doctor, as referred to in sec. 1, are provided for in Art. 34.
3. To become a member of a Discipline Council, an individual must meet the criteria set out in Art. 20 sec. 1 of the Act and must also:
 - 1) receive a positive mark as part of the periodic academic staff assessment;
 - 2) have academic background and record in the discipline that he/she represents;
 - 3) declare at least a 50% affiliation with the discipline indicated as his/her first choice;
 - 4) be employed in a research and teaching or research staff group, with the University being his/her primary place of work.
4. An individual may not be a member of more than one Discipline Council.
5. Discipline Council membership shall cease in the event of death, resignation from membership, failure to submit a vetting declaration or vetting information, or cessation of compliance with the requirements set out in Art. 23 sec. 3 of the Articles of Association.
6. The termination of the Discipline Council membership shall be ascertained by the Chair of the Senate.
7. Should the Discipline Council membership of a doctoral degree holder be deemed terminated, a by-election shall be held to replace them within two weeks of such termination.
8. Discipline Council sessions may be attended by the following individuals serving in an advisory capacity:

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- 1) holders of the academic title of professor or doctor habilitatus representing the given discipline, who have reached the age of 67 by the date on which their Council term of office is to commence and who meet the conditions set out in sec. 3 items 1–4;
- 2) deans responsible for the fields of study included in the given discipline;
- 3) at least one doctoral student representative;
- 4) other persons invited by the Chair of the Discipline Council.

Art. 24

1. The manner in which the Discipline Council operates shall be laid down in rules of procedure adopted by the Discipline Council itself.
2. Discipline Council resolutions on the conferment of academic degrees shall be adopted by Discipline Council members holding the titles of professor and doctor habilitatus, by secret ballot and by an absolute majority of votes, in the presence of at least half the statutory number of members entitled to vote.
3. Resolutions on matters other than those specified in sec. 2 shall be made by an absolute majority of votes in the presence of at least half the statutory number of Council members entitled to vote.
4. The term of office of the Discipline Council shall be four years and shall commence on 1 September of the year following that in which the term of office of the Senate had begun.

III

CHAPTER

ELECTION OF THE RECTOR AND OTHER UNIVERSITY AUTHORITIES

Art. 25

1. The Rector shall be elected by the Electoral College by an absolute majority of votes.
2. The Electoral College shall comprise two hundred electors, including:
 - 1) one hundred representatives of academic staff employed in the positions of professor and university professor representing all leading scientific disciplines and other scientific disciplines;
 - 2) forty-five representatives of other academic staff, from the following staff groups: representatives of all leading

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- scientific disciplines, representatives of other scientific disciplines, representatives of university-wide units, representatives of teaching staff;
- 3) forty representatives of doctoral students and students, proportionally to the size of the two groups; doctoral students shall be represented by at least one representative;
 - 4) fifteen representatives of staff who are not academic staff members.
3. Electors referred to in sec. 2 item 1 shall be elected in numbers proportional to the number of staff comprising each group; the groups shall be divided as follows: separate groups for each leading scientific discipline, as well as a joint group for other disciplines and all faculty members.
 4. Electors referred to in sec. 2 item 2 shall be elected in numbers proportional to the number of staff comprising each group; the groups shall be divided as follows: separate groups for each leading scientific discipline, as well as a joint group for other disciplines and all faculty members, and university-wide units as a separate group.
 5. Electors referred to in sec. 2 item 4, shall be elected directly or by delegates at meetings organised by the University Election Committee, in numbers proportional to the staffing levels.
 6. The election of delegates shall be valid if more than one-third of those entitled to vote take part in it.
 7. Mandates for all elector groups shall be distributed by the University Election Committee according to the staffing levels as at 1 January of the last year of the Rector's term.
 8. Failure to elect electors within the time limits laid down in the electoral calendar due to lack of candidates, failure to obtain the required majority of votes or inability to hold an election due to lack of a quorum shall not constitute a breach of the composition of the Electoral College as laid down in the Articles of Association.
 9. In justified cases, the University Election Committee may order voting by ballot box system. The ballot box system involves the casting of votes by entitled individuals at a time and place determined by the University Election Committee and not at an election meeting.
 10. Only a person who meets the requirements set out in Art. 20 sec. 1 item 1–5 and 7 of the Articles of Association may be a member of the Electoral College.
 11. The provisions of Art. 20 sec. 2 and 3 shall apply accordingly to members of the Electoral College.

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12. The procedure for appointing students and doctoral students to the Electoral College and the duration of their membership in the Electoral College shall be laid down in the regulations of the Student Government and the regulations of the doctoral student council, respectively.
13. The term of office of the Electoral College shall be 4 years.

Art. 26

1. To facilitate the selection of candidates for the post of Rector, the University Election Committee shall conduct a pre-election poll.
2. The right to propose candidates for the post of Rector to the University Election Committee shall be vested independently in the University Council or in a group comprising at least five Electoral College members. The Committee shall determine the date, place and time at which applications are to be accepted. The written candidate applications shall contain the candidate's name and consent, and in the case of the University Electoral College members, the names of the persons proposing them as candidates.
3. The Chair of the University Election Committee shall present Rector candidates at a Senate meeting in order for the Senate to issue its feedback on them.
4. The list of Rector candidates shall be announced by the University Election Committee after receiving the Senate's feedback and after the indication of the University Council and proposing electors.
5. Information on the last position held, the functions performed, the period of employment at the University and the opinion of the Senate must be provided next to the name of each candidate included on the list referred to in sec. 4.
6. The election of the Rector shall take place no earlier than five working days after the deadline for publication of the list of candidates.
7. The President of the Electoral College shall notify the minister about the election of a Rector.

Art. 27

1. The first meeting of the Electoral College shall be convened by the Chair of the University Election Committee, who shall chair the meeting until the Praesidium of the Electoral College is elected.
2. The Praesidium of the Electoral College shall consist of the Chair and two Deputy Chairs elected from among the electors at the first meeting.

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3. The Praesidium Chair shall appoint a secretary from among the electors and hold election meetings.
4. The Electoral College shall appoint a Returning Committee.
5. At the first meeting of the Electoral College, Rector candidates shall present their programmes and each of the electors shall have the right to ask questions.

Art. 28

1. Electoral College membership shall cease in the event of death, resignation from membership, failure to submit a vetting declaration or vetting information, or cessation of compliance with the requirements set out in Art. 25 sec. 10.
2. The termination of the mandate of an Electoral College member shall be ascertained by the Chair of the Electoral College.
3. Within two months of the expiry of the mandate of an Electoral College member, a by-election conducted by the Chair of the University Election Committee shall be held to elect a replacement member for the remainder of the term of office.

Art. 29

The term of office of a member appointed by means of a by-election shall end upon the expiry of the term of office of the Electoral College.

Art. 30

1. The election of the Rector shall be valid if at least two-thirds of those entitled to vote take part in the voting.
2. The vote shall be by secret ballot.
3. The election shall be made by an absolute majority of votes.
4. If no candidate has obtained more than half the valid votes cast in the first ballot, a second ballot shall be ordered. The second ballot shall include no more than two candidates who had obtained the highest number of votes in the first ballot.
5. The candidate who obtains an absolute majority of the votes shall be elected. If none of the candidates obtains an absolute majority of the votes cast, a third ballot shall be ordered, with the only candidate being the individual who

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obtained more votes in the second ballot. This individual shall be elected if he or she obtains an absolute majority of the votes cast.

6. Should the ballots referred to in sec. 4 and 5 prove inconclusive, another election should be held.
7. If there is no quorum, the next meeting shall be held within seven days.

Art. 31

1. With the exception of students and doctoral students, the election of Senate, Discipline Board and Electoral College members shall be valid if more than half of those entitled to vote take part in the voting.
2. The election shall take place by simple majority.
3. If the first ballot does not result in all the seats being filled, a second ballot shall be held. The second and any subsequent ballot shall include candidates who obtain the highest number of votes, the number of candidates being limited to twice the number of seats to be filled.
4. Subsequent ballots shall take place at the same election meeting and may be separated by breaks required for organisational activities.
5. Should the ballots referred to in sec. 3 prove inconclusive, another election should be held.
6. If there is no quorum, the next meeting shall be held within seven days.

Art. 32

1. At each election meeting, by means of an open ballot, a meeting chair and a returning committee comprising three to five persons shall be elected.
2. The returning committee shall take minutes of the voting.
3. The proposed candidates must not be members of the returning committee.
4. The ballot card shall list, in an alphabetical order, all candidates proposed.
5. All ballot cards must be marked in a manner determined by the University Election Committee.
6. A vote shall be invalid if the number of undeleted names is greater than the number of persons to be elected.

Art. 33

1. With the exception of students and doctoral students, Senate members shall be elected at meetings organised by the University Election Committee.
2. Any member of the University community may submit a candidate proposal.
3. The election shall be secret.
4. The procedure for the election of students and doctoral students to the Senate and the duration of their Senate term of office shall be laid down in the regulations of the Student Government and the regulations of the Doctoral Student Government, respectively.

Art. 34

1. Three doctoral degree holders who fulfil the conditions laid down in Art. 23 sec. 3 shall be elected to each Discipline Council. Candidates for Discipline Council members shall be proposed and elected by holders of doctoral degrees within each discipline.
2. Elections in this staff group shall be conducted by the University Election Committee.

Art. 35

1. Except for the University Council, elections shall be held in the last year of the term of office of University bodies, on the following dates:
 - 1) University Election Committee – by 30 November of the year preceding the expiry of the Rector's term of office;
 - 2) Electoral College – by 31 January;
 - 3) Rector – from 1 to 15 March;
 - 4) Senate representatives – by 31 May;
 - 5) Discipline Councils – by 15 June.
2. The Senate shall appoint University Council members and elect the University Council Chair pursuant to the rules laid down in Art. 38 no later than 31 December of the year in which the Senate's term of office began.
3. In special cases, the deadlines for subsequent ballots specified in sec. 1 may be moved by no more than 14 days.
- 3a. Elections by ballot meetings are an academic tradition; however, if the University's operation is restricted due to a threat to life and limb of University community members, all election procedure stages described in

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Chapter III, which are to be carried out after restrictions on University operation are imposed, including voting, shall be carried out by means of electronic communication.

3b. The electronic means of communication used for the secret ballot must ensure the following:

- 1) identification and enabling only authorised persons to vote;
- 2) the secrecy of the vote cast;
- 3) verification of the voting.

3c. In cases where the operation of the University is restricted due to a threat to life and limb of the University community members, the election dates referred to in sec. 1 and 3 shall not apply.

3d. Where voting is effected by electronic means of communication, the provisions of Art. 32 sec. 4, 5 and 6 shall not apply.

4. The term of office of the University Election Committee and the Electoral College shall end when a new Election Committee and Electoral College are appointed.

Art. 36

1. The University Election Committee shall be appointed by the Senate.
2. Election Committee members must not simultaneously hold an elected position at the University. A candidate running for an elected position shall be required to resign from the Committee and another individual shall be elected to replace them.
3. The University Election Committee shall comprise:
 - 1) the Chair, elected by the Senate in a secret ballot;
 - 2) 6 academic staff members, including at least one representative of academic staff not holding the academic title of professor or the academic degree of doctor habilitatus elected by the Senate;
 - 3) two representatives of the following staff groups: engineering and technical, research and technical, administrative, certified librarians and qualified scientific documentation and information staff, as well as other library staff, documentation and scientific information staff employed at institutes, departments, faculties and university units selected by the Senate;

- 4) a representative of other administrative and support staff members elected by the Senate;
 - 5) a representative of the Student Government designated by the Student Government;
 - 6) a representative of the Doctoral Student Government indicated by the Doctoral Student Government.
4. Candidates for the University Election Committee may be proposed by any University community member.
 5. Candidates shall be proposed no later than by the end of October of the year preceding the end of the Rector's term of office.
 6. At its first meeting, convened by the Rector, the University Election Committee shall elect a Deputy Chair and a Secretary.

Art. 37

The tasks of the University Election Committee shall be to organise elections, particularly:

- 1) setting the election timetable;
- 2) announcing the lists of candidates for the posts of Rector;
- 3) organising and holding elections for the post of Rector, as well as Senate, Discipline Council and University Electoral College member;
- 4) declaring that a candidate has been elected;
- 5) declaring elections invalid in the event of irregularities;
- 6) resolving doubts, complaints and requests concerning election-related matters reported in writing to the Chair of the University Election Committee;
- 7) securing election documentation.

Art. 38

1. Candidates for University Council members shall be proposed by the Rector.
2. The Senate shall appoint Council members by secret ballot with an absolute majority of votes in the presence of at least half the Senate members.
3. If more than 3 candidates listed on the University community candidate list or non-University-community candidate list obtain the required number of votes, the candidates from the given list who received the largest number of votes in favour of their appointment (with no votes against

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and abstentions) shall be appointed to the Council. If two or more candidates receive the same number of votes in favour of their appointment, an additional vote shall be held for such candidates. The candidate who receives the highest number of votes in favour of his/her appointment shall become a Council member.

4. The Chair of the University Council shall be elected by the Senate from among members from outside the University community.

IV CHAPTER STRUCTURE OF THE UNIVERSITY

Art. 39

1. The University organisational units which carry out research, teaching, research and teaching and staff training tasks are as follows:
 - 1) faculties with teaching units established within the faculties;
 - 2) institutes and departments, as well as divisions and animal treatment centres and other units;
 - 3) university-wide units;
 - 4) doctoral schools.
2. Units performing auxiliary or administrative tasks include the Dean's Office, as well as centres, offices, departments, and other units specified in the organisational regulations, which, in performing their tasks, provide the conditions for the implementation of the established tasks of the University.
3. The establishment of any organisational unit requires the identification of sources of funding for its activities.
4. The Rector shall, by means of an ordinance, adopt the University organisational regulations, which shall define the University's organisational structure and the division of tasks within this structure, as well as the organisation, principles and conditions for the establishment, transformation or liquidation of individual units, including institutes, departments and divisions, and the principles of operation of the University administration. A list of all the organisational units of the University along with their internal structure is annexed to the Organisational Regulations of the University.

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Art. 40

1. Institutes and departments shall be created, transformed and dissolved by the Rector on his or her own initiative or at the request of the Vice-Rector according to his or her competence.
2. Units within institutes and departments shall be created, transformed and dissolved by the Rector on his or her own initiative or at the request of the Vice-Rector according to his or her competencies, or by an institute director or department head.
3. Faculties shall be created, transformed and dissolved by the Rector on his or her own initiative or at the request of the Vice-Rector according to his or her competence.
4. Other teaching units established within the faculties shall be created, transformed and dissolved by the Rector on his or her own initiative or at the request of the Vice-Rector according to his or her competence, or the Dean.
5. University-wide units shall be created, transformed and dissolved by the Rector on his or her own initiative or at the request of the Vice-Rector according to his or her competence, subject to Art. 42 sec. 4 and 5 and Art. 99 sec. 5.
6. Units fulfilling auxiliary or administrative tasks shall be created, transformed and liquidated by the Rector on his or her own initiative or at the request of the Vice-Rector according to his or her competence, or the Dean or the Chancellor.

Art. 41

1. A Faculty is an organisational unit of the University tasked with organising and supervising teaching activities.
2. There is at least one field of study at each Faculty.
3. The assignment of institutes, departments and other units organising teaching activities to a faculty, according to the faculty's specificity, shall result from the leading discipline and shall be defined in the organisational regulations of the University.

Art. 42

1. The University shall have a library and information system based on the Main Library and the libraries in the faculties.
2. The Main Library and the faculty libraries function as part of the national library and information network and fulfil the role of a research library open to the public.
3. The Main Library shall be established and transformed by the Rector.

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4. Faculty libraries shall be established, transformed and dissolved by the Rector at the request of the Dean, after consultation with the Library Council.
5. The Main Library and the faculty libraries shall be headed by a Director, who shall be appointed and dismissed by the Rector after consultation with the Library Council.
6. The Deputy Director of the Main Library shall be appointed and dismissed by the Rector upon the proposal of the Director of the Library, which shall be approved by the Library Council.
7. In connection with the functioning of the library and information system, the University may process the following personal data of users: first and last name, date of birth, PESEL number, name and number of an identity document, residential address, correspondence address, electronic address, phone number, place of work, name of university and field of study, student register number, as well as other personal identifiers.

Art. 43

1. The University shall have a Library Council which shall be an advisory body to the Rector.
2. Library Council members shall be appointed by the Rector.
3. The Library Council shall consist of:
 - 1) Director of the Library;
 - 2) Deputy Director of the Library;
 - 3) Discipline Council representatives appointed by their respective Councils, one per discipline;
 - 4) representatives of the curriculum councils of each field of study, one per faculty, designated by the Dean;
 - 5) one doctoral student representative designated by the Doctoral Student Government;
 - 6) one student representative nominated by the Student Government;
 - 7) heads of library departments.
4. The Chair of the Library Council shall be appointed by the Rector from among the Council members who are representatives of Discipline Councils or curriculum councils of fields of study.
5. The Director of the Library shall serve as the Deputy Chair of the Library Council.
6. The operating procedures of the Library Council shall be laid down in the Council's regulations.
7. The regulations and amendments thereto shall be implemented by an order of the Rector.

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V CHAPTER

MANAGING THE UNIVERSITY

Art. 44

1. The following persons shall serve in managerial positions at the University:
 - 1) Vice-Rector;
 - 2) Chancellor;
 - 3) Bursar;
 - 4) Chair of the Discipline Council;
 - 5) Dean;
 - 6) Director of the Institute;
 - 7) Head of the Department;
2. The criteria for appointments to management positions shall be set out in the relevant regulations issued by the Rector.

Art. 45

1. The Vice-Rector shall serve as the Deputy Rector and shall be appointed and dismissed by the Rector.
2. The number of Vice-Rectors and their responsibilities shall be determined by the Rector.
3. The appointment of a Vice-Rector whose responsibilities include student affairs or doctoral student affairs must be agreed upon with either the Student Government or Doctoral Student Government, respectively, within seven days of the presentation of the candidate or candidates. In the event of the ineffective expiry of that deadline, the requirement to agree upon such an appointment shall be deemed to have been met.
4. A written request for the dismissal of the Vice-Rector responsible for student affairs or doctoral student affairs may be submitted by the Student Government or Doctoral Student Government.
5. The Vice-Rectors shall be appointed for a term of four years, which shall commence on 1 September in the year of the Rector's election.

Art. 46

1. The Chancellor shall be appointed and dismissed by the Rector.
2. The Chancellor's responsibilities shall be defined by the Rector.

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3. The Deputy Chancellors shall be appointed and dismissed by the Rector upon the proposal of the Chancellor. The number of Deputy Chancellors and the scope of their responsibilities shall be determined by the Rector.
4. Candidates for the post of Chancellor or Deputy Chancellor may be selected through an open competition announced and decided by the Rector.

Art. 47

1. The Bursar shall be appointed and dismissed by the Rector; the Deputy Bursar shall be appointed and dismissed by the Rector upon a proposal from the Bursar.
2. At the University, the Bursar shall serve as the chief accountant.
3. The powers and responsibilities of the Bursar as Chief Accountant shall be governed by separate rules.
4. Candidates for the post of Bursar or Deputy Bursar may be selected through an open competition announced and decided by the Rector.

Art. 48

1. The Chair of the Discipline Council shall be appointed and dismissed by the Rector from among the Council members, after consultation with the relevant Discipline Council.
2. The Rector shall appoint and dismiss the Deputy Chair of the Discipline Council on the proposal of the Council Chair.

Art. 49

1. The Dean shall be responsible for the organisation and supervision of educational activities in the Faculty.
2. The responsibilities of the Dean shall be defined in the organisational regulations of the University.
3. The Dean shall be appointed and dismissed by the Rector after consultation with the Discipline Council or Councils related to the fields of study pursued in the Faculty.
4. The Student Government may submit a request for the dismissal of the Dean.
5. The appointment of the Dean must be agreed upon with the Student Government within seven days of the presentation of the candidate(s). In the event of the ineffective expiry of that deadline, the requirement to agree upon such an appointment shall be deemed to have been met.

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Art. 50

1. Vice-Deans shall serve as Deputy Deans, with their number and scope of responsibilities being determined by the Rector upon the proposal of the Dean.
2. Deputy Deans shall be appointed and dismissed by the Rector upon the proposal of the Dean, such proposal to be reviewed by the Student Government, within seven days of the presentation of the candidate(s). In the event of the ineffective expiry of that deadline, the consultation requirement shall be deemed to have been met.
3. An academic teacher holding at least a doctoral degree, for whom the University is the principal place of work, may be appointed Vice-Dean.
4. Deans and Vice-Deans shall be appointed for a term of four years, which shall commence on 1 September in the year of the Rector's election.

Art. 51

1. An Institute shall be headed by a Director and a Department by a Head, who shall be the direct superior of the unit's staff and be responsible for the unit's activities before the University authorities. The scope of tasks of Institute Directors and Department Heads shall be defined in the organisational regulations of the University.
2. Institute Director and Department Head candidates must be able to manage a team, present a plan for the development of the given unit and demonstrate academic and organisational achievements over the past 5 years, including the management of an externally funded research project.
3. Institute Directors and Department Heads shall be appointed and dismissed by the rector. Candidates for the post of Institute Director or Department Head may be selected through an open competition announced and decided by the Rector.

Art. 52

1. Deputy Directors may be appointed at the Institute, their number and scope of action being determined by the Rector upon the proposal of the Institute Director.
2. To be appointed Deputy Institute Director or Division Head, the candidate for such post must be an academic staff member holding at least a doctoral degree who is employed at the University as the principal place of work, on a full-time basis.

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3. Deputy Institute Directors and Division Heads shall be appointed and dismissed by the Rector on the proposal of the Institute Director or Department Head.
4. Institute Directors and Deputy Directors, as well as Department and Division Heads, shall be appointed for a four-year term of office, which shall begin on 1 September in the year following the election of the Rector.

Art. 53

Directors and Heads of other organisational units within a Faculty shall be appointed and dismissed by the Rector at the request of the relevant Dean, while the Heads of other units set up within an Institute or Department shall be appointed and dismissed by the Rector at the request of the Institute Director or Department Head.

Art. 54

1. University-wide units, as well as units tasked with auxiliary or administrative tasks, shall be headed by directors or heads.
2. The Director or Head of a university-wide unit or a unit performing auxiliary or administrative tasks shall be appointed and dismissed by the Rector upon the motion of the Vice-Rector, according to his/her competence, or by the Chancellor; this shall not apply to the Head of the Dean's Office, who shall be appointed by the Rector upon the motion of the Dean, subject to Art. 42 sec. 6 of the Articles of Association.
3. Candidates for the post of Director or Head may be selected by means of an open competition announced and decided by the Rector, subject Art. 42 sec. 6 of the Articles of Association.

Art. 55

1. Internal legal acts of the University shall be issued by the University authorities in the form of resolutions, orders and decisions.
2. Resolutions shall be passed by the Senate, the University Council, the Discipline Councils, the University Election Committee and the Electoral College.
3. Orders and decisions shall be issued by the Rector.
4. The types of the University's internal legal acts and the principles of their issuing and publishing shall be determined by the Rector through an order.

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Art. 56

1. By means of an order, the Rector shall suspend the implementation of any Senate or Discipline Council resolutions that are contrary to provisions of law or the Articles of Association. When suspending the implementation of a resolution, the Rector shall indicate the extent of the breach and formulate a proposal for further proceedings. If the body that has adopted the resolution fails to respond to the Rector's proposal within one month of the request, the suspended resolution shall lapse.
2. By means of an order, the Rector shall repeal any resolution of the University Election Committee or Electoral College that is contrary to law, the Articles of Association or the election regulations.

Art. 57

1. By means of an order, the Rector shall suspend any University Council resolution that is contrary to law or the strategy and vital interests of the University, specifying the scope of the violation and the deadline for responding to the Rector's order, so that such documents may be forwarded to the Senate.
2. The Senate shall consider the Rector's order suspending the Council's resolution together with the Rector's position and shall either repeal the resolution of the University Council or indicate that it shall be amended accordingly.

Art. 58

1. The Rector may overrule a decision taken under the Rector's authority by a person holding a managerial position at the University if such decision is contrary to the applicable legal provisions, the Articles of Association, a resolution, an order of the Rector or other internal regulations of the University, or if goes against an important interest of the University or was taken in breach of competencies.
2. Any appealed decisions shall be deemed null and void.
3. The provisions of sec. 1-2 shall not apply if the applicable rules provide for a different procedure.

Art. 59

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The body which has issued the normative act referred to in Art. 55 shall publish, by means of a proclamation, a consolidated text of that act in the form of an appendix in cases where the number of amendments to the text of the act is crucial and the use of the text of the act may be significantly impeded.

Art. 60

The Rector shall immediately inform the University community of the contents of orders and resolutions, as well as Senate, Discipline Council and University Council resolutions, and any announcements made, by posting them on the Bulletin of Public Information (BIP) website.

VI CHAPTER UNIVERSITY PERSONNEL

Art. 61

1. University Personnel shall include academic staff and non-academic staff.
2. Detailed rules of employment, as well as detailed rules and procedures for granting annual leave to University personnel, shall be laid down in the Work Regulations.

Art. 62

Only an individual who meets the following criteria may serve as an academic teacher:

- 1) has qualifications set forth in the Act and the University Articles of Association;
- 2) has not been punished with the disciplinary penalty of expulsion from employment at the University with a ban on academic work for a period ranging from 6 months to 5 years or revokement of the right to practice the profession of an academic teacher for a period of 10 years;
- 3) has full legal capacity,
- 4) enjoys full civil rights;
- 5) has not been convicted of an intentional offence or intentional tax offence under a final and binding court judgment.

Art. 63

1. No relationship of direct professional subordination may be established between spouses and persons who share a common household or who are in a relationship of kinship, affinity up to and including the second degree, or in a relationship of adoption, custody or guardianship,

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who are employees of the University.

2. The provision of sec. 1 shall not apply to the Rector.

Art. 64

1. Academic teachers shall be employed in the following groups:
 - 1) research and teaching staff group, whose primary task is performing scientific activities, as well as teaching and educating students, or participating in the teaching of doctoral students.
 - 2) research group, whose primary responsibility is to conduct research activities or to participate in the teaching of doctoral students;
 - 3) teaching staff group, whose primary task is teaching and educating students or participation in the teaching of doctoral students;
2. Academic staff shall be required to continuously improve their professional competencies and carry out organisational work for the University.
3. The rules for determining the scope of duties of academic staff for particular groups of staff and types of positions, the types of classes to be taught within the scope of those duties, including the number of classes and other duties for particular positions, and the rules for calculating teaching hours shall be laid down in the work regulations.

Art. 65

Non-academic personnel includes:

- 1) research and technical staff;
- 2) engineering and technical staff;
- 3) certified librarians and certified scientific information and documentation staff;
- 4) library and scientific information and documentation staff;
- 5) administrative staff;
- 6) service staff.

Art. 66

1. Certified librarians and certified scientific documentation and information staff shall be employed in such positions as:

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- a) Certified Curator, Certified Documentalist;
 - b) Senior Certified Curator, Senior Certified Documentalist.
2. The condition of employment in the position of a Certified Curator or Certified Documentalist shall be the possession of authorisations obtained under the Regulation of the Minister of Science and Higher Education of 21 August 2006.
 3. The condition of employment in the position of a Senior Certified Curator or Senior Certified Documentalist shall be the possession of authorisations obtained under the Regulation of the Minister of Science and Higher Education of 21 August 2006 and four years' experience as a Certified Curator or Certified Documentalist.

Art. 67

An employment relationship with a University employee shall be established based on an employment contract.

Art. 68

The conditions of remuneration for the work of University personnel shall be defined in the Remuneration Regulations.

Art. 69

1. Academic teachers belonging to the research and research and teaching staff group may be employed in such positions as:
 - 1) a professor;
 - 2) a university professor;
 - 3) a visiting professor;
 - 4) an assistant professor;
 - 5) an assistant lecturer.
2. Academic teachers belonging to the teaching staff group may be employed in such positions as:
 - 1) a professor;
 - 2) a university professor;
 - 3) a visiting professor;
 - 4) an assistant professor;
 - 4a) a senior assistant lecturer;
 - 5) an assistant lecturer;

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- 6) a teacher;
- 7) an instructor.

Art. 70

In the research and teaching staff group, the following criteria shall apply in the specific positions:

- 1) professor – holders of the title of professor may be employed in this capacity;
- 2) university professor – holders of at least the degree of doctor may be employed in this capacity, provided that upon receiving that degree they:
 - a) have attained significant scientific achievements constituting a major contribution to the development of a specific discipline,
 - b) have teaching experience and have been a supervisor or assistant supervisor in at least one doctoral programme leading to the award of a doctoral degree,
 - c) act or have acted as coordinators for the University or lead or have led a research project funded by a national or foreign research-funding body,
 - d) demonstrate significant scholarly activity in collaboration with more than one university or research institution, particularly a foreign one,
 - e) have completed at least a 6-month research internship at a foreign university or scientific institution or a post-doc in an externally funded research project;
- 3) visiting professor – holders of at least a doctoral degree who have significant academic achievements and teaching experience may be employed in this capacity;
- 4) assistant professor – holders of at least a doctoral degree who demonstrate scientific activity and have completed at least a 15-week research internship at a foreign or Polish university or scientific institution may be employed in this capacity;
- 5) assistant lecturer – holders of at least a Master's degree, Master Engineer degree or equivalent may be employed in this capacity.

Art. 71

1. In the research staff group, the following criteria shall apply in the specific positions:

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- 1) professor – holders of the title of professor who act as coordinators on the part of the University or direct an externally funded project, programme or research undertaking may be employed in this capacity;
 - 2) university professor – holders of at least the degree of doctor may be employed in this capacity, provided that upon receiving that degree they:
 - a) have attained significant scientific achievements constituting a major contribution to the development of a specific discipline,
 - b) demonstrate significant scholarly activity in collaboration with more than one university or research institution, particularly a foreign one,
 - c) have completed at least a 6-month research internship at a foreign university or scientific institution or at least a 9-month post-doc in an externally funded research project;
 - d) currently act as a coordinator for the University or lead a research project funded by a national or foreign research-funding body;
 - 3) visiting professor – holders of at least a doctoral degree who have significant academic achievements may be employed in this capacity;
 - 4) assistant professor – holders of at least a doctoral degree who demonstrate scientific activity and have completed at least a 15-week research internship at a foreign university or scientific institution may be employed in this capacity;
 - 5) assistant lecturer – holders of at least a Master's degree, Master Engineer degree or equivalent may be employed in this capacity.
2. The remuneration of academic staff belonging to the research staff group shall be funded externally.

Art. 72

In the teaching staff group, the following criteria shall apply in the specific positions:

- 1) professor – holders of the title of professor who have teaching or doctoral student teaching experience may be employed in this capacity;
- 2) university professor – holders of at least a doctoral degree who have teaching experience, as confirmed by their guest lectures at foreign universities, and significant professional or teaching achievements, particularly

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- the authorship or co-authorship of an academic textbook or script published by a publishing house listed in the Act, may be employed in this capacity;
- 3) visiting professor – holders of at least a doctoral degree who have significant teaching work achievements may be employed in this capacity;
 - 4) assistant professor – holders of at least a doctoral degree who have teaching or professional experience may be employed in this capacity;
 - 4a) senior assistant lecturer – holders of at least a Master's degree, Master Engineer degree or equivalent, who have teaching or professional experience may be employed in this capacity;
 - 5) assistant lecturer – holders of at least a Master's degree, Master Engineer degree or equivalent may be employed in this capacity;
 - 6) teacher, instructor – holders of at least a Master's degree, Master Engineer degree or equivalent who demonstrate readiness to conduct teaching work may be employed in this capacity.

Art. 73

1. The initial employment contract with an academic teacher employed at the University shall be concluded for:
 - 1) and indefinite period or
 - 2) for a specific period of up to 4 years.
2. The first employment relationship between the University and an academic teacher, for an indefinite or definite period of time longer than three months and with the number of working hours exceeding half of the full-time working time, shall be established after an open competition.
3. The provision of sec. 2 shall not apply to the employment of an academic teacher:
 - 1) assigned to work at the University under a contract concluded with a foreign research institution;
 - 2) who is a beneficiary of a project, programme or competition announced by the Polish National Agency for Academic Exchange, the National Centre for Research and Development, the National Science Centre or international competition for a research project, for the duration of the project or undertaking;
 - 3) for the duration of a research or teaching project financed:
 - a) from the budget of the European Union,
 - b) by another grant-awarding body.

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4. In the case referred to in sec. 1 item 2, after an academic staff member has passed the periodic assessment referred to in Art. 79 of the Articles of Association, a contract of employment for an indefinite period may be concluded without an open competition.
5. Changes in positions held by academic teachers shall be made following an internal promotion procedure in accordance with the rules laid down in Art. 76.

Art. 74

1. The competition referred to in Art. 73 sec. 2 shall be announced by the Rector upon request of the head of the organisational unit at which the employee will be employed, with such request to be reviewed by:
 - 1) the Chair of the relevant Discipline Council and the Dean of the relevant field of study, if the employee will be employed at an Institute or Department;
 - 2) the relevant Vice-Rector in all other instances.
2. Information about the competition and its outcome, together with the reasons, shall be made public by the Rector in the manner prescribed by the Act.
3. The information about the competition, which is to be made public, shall include the following:
 - 1) requirements for the candidate;
 - 2) list of the required documents;
 - 3) date and place of submission of documents;
 - 4) expected competition settlement deadline.

Art. 75

1. A competition committee tasked with carrying out the competition referred to in Art. 73 sec. 2 shall be appointed by the Rector.
2. The competition committee may include such individuals as:
 - 1) Vice-Rector or another person authorised by the Rector, serving as chair of the committee;
 - 2) head of the organisational unit in which the academic staff member is to be employed;
 - 3) the relevant dean;
 - 4) three representatives of the relevant Discipline Council or three members of staff of the university-wide unit in which the academic staff member is to be employed.

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3. If the competition is for the position of professor or university professor, only persons employed in the position of professor or university professor may serve as members of the competition committee with a casting vote.
4. In justified cases, the committee may ask an academic teacher representing the same or related academic discipline from outside the University to assess the scientific, teaching and organisational achievements of all candidates.
5. The competition committee shall choose a candidate for the vacancy by secret ballot. If the committee believes that no candidate fulfils the requirements for the given vacancy, the committee shall propose that the competition be closed or repeated. If more than one candidate is deemed suitable, the committee shall rank the candidates for the post by secret ballot.

Art. 76

1. Internal promotion procedures shall be initiated by the Rector on his or her own initiative or at the request of the head of the unit in which the academic teacher is employed.
2. For an academic teacher to change his or her post under the internal promotion procedure, the relevant eligibility criteria referred to in Art. 70-72 must be fulfilled.
3. The Rector shall carry out the internal promotion procedure on his or her own or shall appoint a promotion team, to which the provisions of Art. 75 shall apply accordingly.

Art. 77

1. Except for the cases provided for in the Act of 26 June 1974 – Labour Code, the rector may terminate the employment relationship with an academic teacher by notice in the event of:
 - 1) the academic teacher's failure to pass the assessment referred to in Art. 79 hereof;
 - 2) the academic teacher's undertaking or performing additional employment without the Rector's consent, as referred to in Art. 80 hereof;
 - 3) organisational changes;
 - 4) insufficient teaching hours available at the organisational unit;
 - 5) failure to submit, within the statutory deadline, a statement authorising the inclusion of the academic teacher among employees carrying out scientific activities in the given

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academic discipline or the submission of such a declaration with another teaching or research employer.

2. The rector shall terminate, by notice, the employment relationship with an academic teacher in the event of the receipt of two consecutive negative assessments, as referred to in Art. 79 hereof.
3. The termination of an academic teacher's employment by notice shall take place at the end of a semester, subject to a notice period. The end of a semester at the University shall be construed as the last day of February or 30 September, as appropriate.
4. The employment contract with an academic teacher shall expire in the event of:
 - 1) failure to continue to meet the requirements referred to in Art. 62 hereof;
 - 2) finding that the employment contract was concluded on the basis of false or invalid documents;
 - 3) a disciplinary penalty in the form of expulsion from the University;
 - 4) imposition of a penal measure in the form of a ban on holding a specific position in so far as the imposition concerns the performance of the duties of an academic teacher;
 - 5) imposition of a custodial sentence.

Art. 78

1. Academic teachers who have terminated their employment due to retirement may be re-employed in the same position under a fixed-term employment contract.
2. The employment of a person referred to in sec. 1 shall take place at the request of the academic teacher, such request to be reviewed by the head of the organisational unit, the relevant Dean and the appropriate Discipline Council, or by the Vice-Rector for Science in the case of persons applying for disciplines that are not subject to review at the University.

Art. 79

1. With the exception of the Rector, all academic teachers shall be subject to periodic assessment, particularly with regard to the performance of their duties referred to in Art. 64 hereof and compliance with the provisions on copyright and related rights, as well as industrial property. The periodic assessment can be either positive or negative.

2. The periodic assessment shall be carried out at least once every 4 years or at the request of the rector. In the case of absence from work due to maternity leave, leave under the conditions of maternity leave, paternity leave, parental or extended parental leave, health leave or military service or substitute service leave, the deadline for the periodic assessment shall be extended by the period of such absence.
3. The criteria for periodic assessment for particular groups of employees and types of positions, as well as the procedure for the periodic assessment and the entity conducting it, shall be determined by the Rector after consultation with the Senate, Discipline Council, Student Government and Doctoral Student Government.
4. The criteria shall be presented to the academic staff before the beginning of the period subject to assessment.
5. The University shall enable students and doctoral students to evaluate academic staff with regard to the fulfilment of their educational duties at least once a year.
6. Principles for the evaluation referred to in sec. 5 shall be established by the Rector by means of an order.
7. The periodic assessment shall take into account the evaluation referred to in sec. 5.
8. The result of the periodic assessment shall be subject to appeal to the rector.
9. In the case of a negative assessment, the next periodic assessment shall be carried out no earlier than 12 months after the completion of the previous assessment.

Art. 80

1. An academic teacher employed at a higher education institution that is their primary place of employment may, with the consent of the Rector, undertake or continue additional employment with only one employer conducting teaching or research activity.
2. The rector shall grant or refuse to grant the consent within 2 months from the date of application for the consent. A refusal to grant consent shall be justified.
3. The provision of sec. 1 shall not apply to academic teachers undertaking employment at:
 - 1) entities that the University works with based on an agreement or memorandum of understanding, or in which the University is the managing body, founder or shareholder;

- 2) offices referred to in Art. 1 sec. 1 and 2 items 1, 2 and 4a of the Act of 16 September 1982 on employees of state offices,
 - 3) cultural institutions;
 - 4) units referred to in Art. 2 of the Act of 14 December 2016 – Educational Law.
4. An academic teacher conducting economic activity shall inform the Rector of the higher education institution which is their primary place of employment of that fact.
 5. Academic teachers shall notify the Rector immediately, and no later than within seven days, of taking up employment with an entity referred to in sec. 3 item 1 or the conclusion of a civil law contract with such an entity.

Art. 81

1. The Rector may grant an academic teacher:
 - 1) holding at least a doctoral degree, during seven years of employment at the University, a paid research leave of up to one year in order to conduct research;
 - 2) preparing a doctoral dissertation a paid research leave of up to 3 months;
 - 3) a paid leave to complete education, a scientific or teaching internship abroad, or participate in a conference or joint research conducted with a foreign entity based on a scientific cooperation agreement, with the duration of such leave not to exceed one year;
2. An academic teacher under the age of 65, and in full-time employment shall, after at least 10 years of employment at the University, be entitled to paid health leave granted for prescribed treatment if their state of health requires them to refrain from work. Another health leave may be granted not earlier than 3 years after the end of the previous leave. The total length of health leave throughout the entire period of employment shall not exceed one year. In the course of the health leave, it is forbidden to undertake one's professional activity.
3. Health leave shall be granted in accordance with the procedure laid down by law.

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VII CHAPTER DISCIPLINARY LIABILITY OF ACADEMIC TEACHERS

Art. 82

1. An academic teacher shall be subject to disciplinary liability for any conduct which constitutes an act that defaults on the duties of an academic teacher or which offends the dignity of the academic profession.
2. The termination of employment at the University shall not exclude disciplinary liability for disciplinary misconduct committed in the course of such employment.

Art. 83

1. The Senate shall appoint a University Disciplinary Committee for Academic Staff to adjudicate disciplinary cases.
2. The term of office of the Disciplinary Committee shall be 4 years and shall commence at the beginning of the term of office of the Senate.
3. The Disciplinary Committee for Academic Staff shall consist of:
 - 1) a Chair elected by the Senate from among the professors and university professors;
 - 2) a Vice-Chair elected by the senate from among the professors and university professors;
 - 3) one representative from each leading scientific discipline, chosen by the Senate from among professors and university professors designated by the Discipline Councils;
 - 4) one representative from each leading scientific discipline, chosen by the Senate from among academic teachers who are not professors or university professors and have been indicated by the Discipline Councils;

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- 5) one student selected by the Senate from among the representatives of the Student Government;
- 6) one doctoral student selected by the Senate from among the representatives of the Doctoral Student Government;
4. The Committee shall make its judgements independently and be independent of the University's bodies and public authorities.
5. Disciplinary procedures shall be carried out as provided for by law.

VIII CHAPTER STUDIES AND STUDENTS

Art. 84

1. The University shall offer first- and second-cycle studies, as well as long-cycle Master's degree studies. These studies shall be assigned to academic disciplines within the scope corresponding to the learning outcomes defined in the curriculum.
2. Studies may be conducted on a full-time or part-time basis.
3. First-cycle and second-cycle studies, as well as long-cycle Master's degree studies, can be of a general academic or practical nature.
4. Individual interdisciplinary studies may be carried out at the University, enabling students to obtain a diploma in more than one field of study.
5. The University may provide joint degree programmes with another higher education institution, a PAN institute, a research institute, an international institute, a foreign higher education institution or a scientific institution.
6. A higher education institution may conduct studies in cooperation with the authority granting the right to pursue a profession, the authority conducting investigation procedures relating to the obtainment of the right to pursue a profession, a regional trade association, a business organisation or a registration authority.
7. The University may implement dual degree programmes which are practical programmes conducted with the participation of employers.
8. Detailed principles of cooperation in terms of carrying out studies referred to in sec. 6, 7 and 8 shall be specified in a written agreement.

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9. Apart from first- and second-cycle studies and long-cycle Master's degree studies, the University may provide postgraduate studies and other forms of education.

Art. 85

1. Study courses of a specific field, level and profile shall be established and terminated by the Rector, upon the request of the Dean.
2. Curricula for specific fields, levels and profiles shall be determined by the Senate based on a Dean's request.
3. The organisation of studies and the related student rights and obligations shall be laid down in the study regulations adopted by the senate under the terms provided for by law.

Art. 86

1. Classes shall be conducted by academic staff employed at the University, who shall have the competencies and experience enabling the proper conduct of classes, and by other persons who have the appropriate competencies and experience.
2. Lectures at the University shall be open to the public. In special cases, guided by concern for the high quality of education and at the request of the Dean or the Head of a postgraduate programme, the Rector may decide to make a lecture or a series of lectures available only to a specific group of students or students in postgraduate programmes.

Art. 87

1. The University shall have an educational quality assurance system.
2. The objectives and principles of operation and organisation of the University's educational quality assurance system shall be defined by the Rector.

Art. 88

1. Postgraduate programmes shall be established and terminated by the Rector on the proposal of the Dean.
2. The curriculum for postgraduate studies shall be established by the Senate upon the proposal of the Dean.
3. The organisation and course of postgraduate studies and the rights and duties of their students shall be laid down in the regulations for postgraduate studies, which shall be established by the Rector.

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4. The organisation and principles of determining the programmes of other forms of education as well as the rights and duties of their participants shall be determined by the Rector.

Art. 89

1. Admission to studies shall be conducted by:
 - 1) recruitment;
 - 2) confirmation of learning outcomes;
 - 3) transfer from another higher education institution or foreign institution.
2. Foreigners may take up and pursue studies under the terms provided for by law.

§ 90

1. The conditions, procedure, date of commencement and termination and the manner of recruitment, as well as the rules of admitting the laureates and finalists of national-level olympiads and winners of international and national competitions, shall be determined by the Senate.
2. A relevant Senate shall be made available no later than by 30 June of the year preceding the academic year in which the recruitment is to take place, and in the case of the establishment of studies of a specific field, level or profile, immediately upon their establishment.

Art. 91

1. Except for transfers from other higher education institutions or foreign institutions, all admission proceedings shall be carried out by an Admissions Committee appointed by the Rector.
 - 1a. Proceedings to transfer students from another university or a foreign higher education institution shall be conducted by the Rector or a person authorised by the Rector.
2. Admission to the studies shall be conducted by means of an entry on the list of students.
3. The results of the admission procedure shall be public.
4. Admission shall be refused by administrative decision. In the case referred to in sec. 1, the decision shall be signed by the Chair of the Admissions Committee.
5. The decision of the Admissions Committee to refuse admission may be appealed to the Rector.

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6. Admission limits for specific fields of study, including for candidates applying for admission based on verified learning outcomes, shall be set by the Rector after consultation with the Dean.

Art. 92

Individuals admitted to a degree programme shall commence studies and acquire student rights upon taking the oath in Polish or an equivalent oath in English:

"Joining the academic community of the Wrocław University of Environmental and Life Sciences, I solemnly pledge to:

- *acquire knowledge and skills conscientiously,*
- *uphold student dignity and the reputation of my University,*
- *respect the rules of good social and academic conduct,*
- *ensure compliance with the law".*

Art. 93

1. Students of the University shall form a Student Government which shall act through its bodies.
2. The Student Government shall be the sole representative of all students of the University.
3. The Student Government shall deal with student affairs, including student welfare issues and cultural activities at the University.
4. Organisational arrangements and operational procedures for the Student Government and the method of appointing representatives to the bodies of the University and to the Electoral College shall be laid down in the regulations adopted by the decision-making body of the Student Government.
5. The regulations referred to in Sec. 4 shall enter into force upon confirmation of their compliance with the Act and the Articles of Association by the Rector within 30 days of their submission.
6. The bodies of the Student Government shall notify the Rector of adopted acts, including resolutions, within seven days of their adoption.
7. The Rector shall repeal an act adopted by the Student Government if it is in contravention of the generally applicable law, the Articles of Association, study regulations or Student Government regulations.

Art. 94

1. Students shall have the right to associate in student organisations at the University.

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2. A student body shall immediately inform the Rector of the establishment of a student organisation at the University.
3. The Rector shall repeal any act of a University student organisation body that is not in accordance with the generally applicable legislation, the University Articles of Association, the study regulations or the regulations of the organisation.
4. The Rector shall, by way of an administrative decision, dissolve any University student organisation that grossly or persistently infringes the generally applicable legislation, the University Articles of Association, the study regulations or the rules of that organisation.
5. The University may allocate funds for activities of University student organisations and associations whose members are exclusively University staff or students, or students and doctoral students. Such organisations and associations shall submit to the University a report on the use of funds received in a given academic year.

IX CHAPTER CURRICULUM COUNCILS

Art. 95

Curriculum councils for fields of study or groups of fields of study shall serve as advisory and consultative bodies in the didactic process.

Art. 96

1. A curriculum council for a field of study shall include:
 - 1) the Vice-Dean of the Faculty in which the field of study is carried out;
 - 2) five academic teacher representatives, representing the scientific discipline or disciplines to which the field of study is assigned;
 - 3) at least one and no more than two representatives of the students studying in the field of study concerned.
 - 4) at least one and no more than two representatives of the socio-economic environment.
2. A curriculum council for a group of fields of study shall include:

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- 1) the Deans of the Faculty or Faculties in which each field of study is pursued;
 - 2) eight academic teacher representatives, representing the scientific discipline or disciplines to which the field of study is assigned;
 - 3) at least one and no more than three representatives of the students studying in the field of study concerned.
 - 4) at least one and no more than two representatives of the socio-economic environment.
3. The Chair and members of the curriculum council for a field of study or a group of fields of study shall be appointed and dismissed by the Rector upon the proposal of the respective Dean.
 4. The composition of a curriculum council for a field of study conducted with other entities shall take into account the provisions of any concluded agreements and the requirements for such field of study.
 5. The term of office of the curriculum council for a field of study or for a group of fields of study shall be four years and shall commence on 1 September of the year in which the Rector's term of office began

Art. 97

The tasks of the curriculum council for a field of study or a group of fields of study shall include:

1. Preparation or modification of the curriculum in accordance with current legal acts, including the field-specific learning outcomes, taking into account the opinion of the Student Government.
2. Establishing cooperation with the socio-economic environment to improve curricula.
3. Conducting periodic reviews and verifications of curricula implemented within the field of study, particularly with regard to:
 - 1) proper selection of subjects and forms and methods of carrying out classes to attain the required learning outcomes;
 - 2) determining the conformity of the learning outcomes assigned to the subjects and modules with the field-specific learning outcomes;
 - 3) verifying the subject curricula in relation to the achievement of the expected learning outcomes;
 - 4) approving syllabuses for subjects taught as part of the given field of study;

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- 5) supporting and providing feedback on measures to individualise education;
 - 6) approving diploma dissertation topics;
 - 7) setting the rules for the diploma examination;
 - 8) providing feedback on staffing for individual subjects.
4. Preparation of materials for the University's educational quality assurance system.
 5. Preparation of materials for programme or comprehensive evaluation by the Polish Accreditation Committee and other bodies assessing the quality of education, including international ones.
 6. Conducting validation procedures, procedures to confirm the completion of studies at a given level, as well as drawing up appropriate certificates, and submitting them along with documentation sets created under the above procedures for signature by the Rector or a person authorised by the Rector.

X

CHAPTER

DISCIPLINARY COMMITTEES FOR STUDENTS

Art. 98

1. Students shall be subject to disciplinary liability before the Rector or the Disciplinary Committee for any breach of the regulations in force at the University and for any act that offends the dignity of the student.
2. The student may not be punished for the same act simultaneously by the Rector and the Disciplinary Committee.
3. Disciplinary penalties shall include:
 - 1) admonition;
 - 2) reprimand;
 - 3) reprimand with warning;
 - 4) suspension of certain student rights for the period of up to one year;
 - 5) expulsion from the University.
4. At least 3 Disciplinary Commissioners for students shall be appointed by the Rector from among the academic teachers of the University for a four-year term of office commencing on 1 January of the year following the year in which the Rector's term of office began.

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5. The Disciplinary Committee for Students and the Disciplinary Appeals Committee for Students, appointed by the Rector from among academic teachers and students of the University for a four-year term of office commencing at the beginning of the term of office of the Senate, shall adjudicate in disciplinary cases involving students, initiated at the request of Disciplinary Commissioners.
6. The Disciplinary Committee for Students shall consist of 7 academic teachers and 5 students.
7. The Disciplinary Appeals Committee for Students shall consist of 7 academic teachers and 5 students.
8. Disciplinary Committees for Students shall be independent in their judgments.
9. A member of the Disciplinary Committee for Students may not, at the same time, be a member of the Disciplinary Appeals Committee for Students.
10. The Rector shall appoint members of Disciplinary Committees from among the candidates nominated by the discipline councils and the Student Government and appoint the chairperson and deputy chairperson from among academic teachers.
11. The Chairperson and Deputy Chairperson of University Disciplinary Committees for Students shall be appointed from among academic teachers holding at least the academic degree of doctor habilitatus.
12. The by-election for committees shall be held in accordance with the procedure laid down in Sec. 10.
13. The Chairperson of the Committee shall be responsible for managing the work of the Committee and appointing adjudicating panels. The Committee shall adjudicate in a panel composed of the chairperson of the adjudicating panel, who shall be an academic teacher, as well as an equal number of academic teachers and students.
14. The parties may appeal against the ruling of the Disciplinary Committee.
15. The appeal shall be lodged with the Disciplinary Appeals Committee for Students.
16. A complaint against the final and binding ruling of the Disciplinary Committee for Students shall be filed to the administrative court.

XI CHAPTER

DOCTORAL SCHOOL AND DOCTORAL STUDENTS

Art. 99

1. The doctoral school is an organised form of doctoral education at the University.

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2. At least one Doctoral School in the disciplines and other schools, including those co-financed from external sources, shall be established.
3. Education at the doctoral school lasts 8 semesters.
4. The University may run a doctoral school jointly with another university-type higher education institution, an institute of the Polish Academy of Sciences, a research institute or an international institute on the basis of a written agreement with that entity.
5. The Rector shall establish, transform and dissolve doctoral schools and enter into agreements on the operation of doctoral schools with other entities referred to in Sec. 4 at the request of the chairpersons of the discipline councils.

Art. 100

1. The Doctoral School shall be managed by the Director.
2. The Director of the Doctoral School shall be selected by the Rector through competition.
3. The term of office of the Director of the Doctoral School shall be 4 years.
4. The same person may not be the Director of the Doctoral School for more than two consecutive terms.
5. The candidate for the Director of the Doctoral School should receive a positive opinion from the Doctoral Student Government.

Art. 101

1. The Doctoral School has a council that shall be appointed by the Rector for a period of 4 years.
2. The Doctoral School Council shall consist of:
 - 1) one academic teacher holding an academic title of professor or an academic degree of doctor habilitatus in each field or discipline run by the Doctoral School;
 - 2) one representative of doctoral students appointed by the competent body of the Doctoral Student Government from among the participants attending the Doctoral School.
3. The Chairperson of the Doctoral School Council shall be elected by the Council from among its members.
4. The tasks of the Doctoral School Council include in particular issuing opinions on:
 - 1) the draft curriculum of the Doctoral School;
 - 2) the draft rules for admission to the Doctoral School;
 - 3) the research plan presented for doctoral dissertation;
 - 4) the Director's report on the activities of the Doctoral School;

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- 5) other matters submitted by the Director of the Doctoral School.

Art. 102

1. The competent body of the Doctoral Student Government shall issue an opinion on the curriculum of the Doctoral School and the rules for admission to the Doctoral School within seven days of the submission of the draft curriculum by the Dean of the School.
2. If the Doctoral Student Government fails to issue an opinion within the specified time limit, the obligation to seek the opinion shall be deemed to have been met.

Art. 103

1. Recruitment to the Doctoral School shall be conducted by means of competition in accordance with the rules set forth by the Senate.
2. Admission to the Doctoral School shall be conducted by way of entry on the list of doctoral students by the Director of the Doctoral School.
3. Refusal of admission to the doctoral school takes place by means of an administrative decision of the Director of the Doctoral School on behalf of the Rector.
4. The decision shall be subject to a motion for reconsideration, which shall be submitted to the Rector.

Art. 104

A person admitted to the Doctoral School shall acquire doctoral student rights upon taking the following oath in Polish or in English before the Director of the Doctoral School:

"Undertaking my education at the Doctoral School of the Wrocław University of Environmental and Life Sciences and becoming a member of the academic community, I solemnly pledge to:

- *diligently acquire knowledge and skills and carry out research with integrity,*
- *uphold the dignity of the doctoral student and the reputation of my University,*
- *respect academic laws and customs,*
- *comply with the rules of social conduct and the regulations in force at the Wrocław University of Environmental and Life Sciences".*

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Art. 105

1. The organisation of education at the Doctoral School, to the extent not regulated by the Act and the Articles of Association, shall be laid down in the regulations of the Doctoral School adopted by the Senate.
2. The regulations of the Doctoral School or amendments thereto shall enter into force at the beginning of a new academic year and shall be adopted at least five months before the beginning of that year.
3. The regulations shall be agreed with the Doctoral Student Government. If, within 3 months from the adoption of the regulations, the Senate and the Doctoral Student Government fail to agree on the content of such regulations, the regulations shall enter into force by means of another resolution of the Senate adopted by a majority of at least two-thirds of its statutory members.

XII CHAPTER

DISCIPLINARY LIABILITY OF DOCTORAL STUDENTS

Art. 106

1. Education in the Doctoral School shall be supervised by the Vice-Rector for Science on behalf of the Rector.
2. The quality of education in the Doctoral School shall be monitored by the doctoral school council.

Art. 107

1. Under the rules laid down by the law, doctoral students shall be subject to disciplinary liability for any breach of the regulations in force at the University and for any act that offends the dignity of the doctoral student.
2. The Rector shall appoint a Disciplinary Commissioner for doctoral students.
3. The provisions of Art. 277 sec. 4 item 1, sec. 5 and Art. 309 in conjunction with Art. 322 sec. 1 of the Act shall apply accordingly to the disciplinary commissioner for doctoral students.
4. The Rector shall appoint the following committees to adjudicate disciplinary cases involving doctoral students:
 - 1) the Disciplinary Committee for Doctoral Students;
 - 2) the Disciplinary Appeals Committee for Doctoral Students.

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5. The Disciplinary Committee for Doctoral Students shall consist of:
 - 1) one academic teacher from each discipline at each Doctoral School;
 - 2) two representatives of doctoral students from each Doctoral School.
6. The Disciplinary Appeals Committee for Doctoral Students shall consist of:
 - 1) one academic teacher from a discipline at each Doctoral School;
 - 2) two representatives of doctoral students from each Doctoral School.
7. The Rector shall appoint chairpersons and one deputy chairperson for each chairperson from among the members of the Committees referred to in Sec. 4 who are academic teachers. The Chairperson of the Committee may be an academic teacher holding an academic degree of doctor habilitatus.
8. Candidates for members of the Disciplinary Committees referred to in Sec. 5 and 6 shall be nominated by the Doctoral School Council from among academic teachers and by the competent body of the Doctoral Student Government from among doctoral students.
9. A member of the Disciplinary Committee for Doctoral Students may not, at the same time, be a member of the Disciplinary Appeals Committee for Doctoral Students.
10. The term of office of members of the Disciplinary Committee for Doctoral Students and the Disciplinary Appeals Committee for doctoral students shall be four years, and it shall start at the beginning of the term of office of the Senate.
11. The by-election for the Disciplinary Committee for Doctoral Students and the Disciplinary Appeals Committee for Doctoral Students during the term of office shall be held in accordance with the procedure laid down in Sec. 5–8 accordingly.
12. The Chairperson of the Committee shall be responsible for managing the work of the Committee and appointing adjudicating panels. The Disciplinary Committee shall adjudicate in a panel composed of the chairperson of the adjudicating panel, who shall be an academic teacher, as well as an equal number of academic teachers and doctoral students.

Art. 108

1. Doctoral students of the University shall form a Doctoral Student Government which shall act through its bodies.
2. The Doctoral Student Government shall be the sole representative of all doctoral students at the University.
3. The Doctoral Student Government shall deal with doctoral student affairs, including student welfare issues and cultural activities at the University.

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4. Organisational arrangements and operational procedures for the Doctoral Student Government and the method of appointing representatives to the bodies of the University and to the Electoral College shall be laid down in the regulations adopted by the decision-making body of the Doctoral Student Government.
5. The regulations referred to in Sec. 4 shall enter into force upon confirmation of their compliance with the Act and the Articles of Association by the Rector within 30 days of their submission.
6. The bodies of the Doctoral Student Government shall notify the Rector of adopted acts, including resolutions, within seven days of their adoption.
7. The Rector shall repeal an act adopted by the Doctoral Student Government if it is in contravention of the generally applicable law, the Articles of Association, the regulations of the Doctoral School or the regulations of the Doctoral Student Government.

XIII CHAPTER

ACADEMIC TRADITIONS

Art. 109

The University's Day is 15 November, which is the anniversary of the first post-war lectures that started in 1945 at the University and the University of Science and Technology in Wrocław.

Art. 110

1. The University has a flag and an emblem. The model of the emblem and the flag is presented in Appendix no. 3. The rules for the use of the flag and the emblem shall be established by the Senate.
2. The faculties of the University have their own flags, emblems and colours. The rules for the use of the flag, emblem and colours of the facult shall be established by the Senate.

Art. 111

1. The University shall care for the cultivation of academic customs and cherish its own traditions and the memory of its distinguished employees and graduates.
2. Every member of the University community shall respect the traditions of the University and act in accordance with good academic customs.
3. The following ceremonies shall serve the purposes listed in Sec.1:
 - 1) inauguration of the academic year;

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- 2) Wrocław University of Environmental and Life Sciences' Day;
 - 3) awarding of graduation diplomas;
 - 4) promotion to the academic degree of doctor;
 - 5) awarding of diplomas of doctor *habilitatus*;
 - 6) awarding of the title of doctor *honoris causa*.
4. During the ceremony, the Rector, Vice-Rectors, Deans and Chairpersons of the Discipline Councils shall wear academic dress appropriate to their functions.
 5. The University's flag shall be displayed during academic ceremonies.

Art. 112

1. The highest academic dignity conferred by the Senate is the title of doctor *honoris causa*.
2. The title of doctor *honoris causa* is awarded in recognition of merit in the fields of science, culture and social life. Persons proposed for this dignity should have outstanding achievements and undisputed standing and be distinguished by exemplary moral conduct.
3. The title of doctor *honoris causa* of the Wrocław University of Environmental and Life Sciences may be awarded to scholars of other universities and scientific institutions, statesmen, and outstanding artists.
4. The Senate shall award the title of doctor *honoris causa* at the Rector's request after consultation with the Title Chapter.
5. The Title Chapter shall consist of the Rector, Vice-Rectors, Deans, Chairpersons of the Discipline Councils.
6. The title of doctor *honoris causa* is awarded in accordance with the regulations adopted by the Senate.
7. The awarding of the title of doctor *honoris causa* shall be recorded in a book kept by the Rector.

Art. 113

1. A special distinction is the title of "Honorary Professor of the Wrocław University of Environmental and Life Sciences", which is awarded to a person for outstanding contribution to the development of science, promotion and cooperation, as well as special merits for the University.
2. The title of honorary professor is awarded by the Senate at the Rector's request.

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3. The title of honorary professor shall be awarded in accordance with the regulations.

Art. 114

1. The University honours its particularly meritorious employees and other persons, institutions or organisations who have contributed to the development of the University or who have brought it good name or glory, by awarding the medal of "Merit for the Wrocław University of Environmental and Life Sciences" or the badge "Meritorious service to the Wrocław University of Environmental and Life Sciences".
2. The medal of "Merit for the Wrocław University of Environmental and Life Sciences", which is the highest university distinction after the title of doctor *honoris causa*, is awarded by the Senate.
3. The badge "Meritorious service to the Wrocław University of Environmental and Life Sciences" is awarded by the Rector.
4. The procedure for awarding the medal of "Merit for the Wrocław University of Environmental and Life Sciences" and the badge "Meritorious service to the Wrocław University of Environmental and Life Sciences" is laid down in the regulations adopted by the Senate.
5. The Rector or the Senate may determine other ways of honouring employees and persons referred to in Sec. 1.
6. The best students may be awarded the *Sapere aude* statuette, and successful graduates may receive the *Sapere auso* statuette.
8. The *Sapere aude* and *Sapere auso* statuettes are awarded by the Rector.
9. The procedure for awarding the *Sapere aude* and *Sapere auso* statuettes is laid down in the regulations adopted by the Senate.
10. The models and descriptions of the medal of "Merit for the Wrocław University of Environmental and Life Sciences" and the badge "Meritorious service to the Wrocław University of Environmental and Life Sciences" are presented in Appendices no. 2 and 4.

Art. 115

1. The University shall be committed to maintaining relationships with retired staff and alumni and work with their associations.
2. The University Senate may name organisational units, buildings and auditoriums after distinguished individuals and decide to place on the University premises

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commemorative plaques and sculptures. The Senate may determine other forms of commemorating persons of merit.

Art. 116

1. According to custom, the Rector, Deans, Professors, University Professors and holders of the University Doctor Habilitatus title shall have the privilege of appearing in traditional robes, with the insignia of their offices.
2. The form and colour of the robes and the type of insignia shall correspond to the customs established at the University. The Rector's insignia shall be the mace and the chain.

XIV CHAPTER

RESOURCE AND FINANCIAL MANAGEMENT

Art. 117

1. The University shall conduct the financial management independently on the basis of the material and financial plan prepared and approved by the Rector and assessed by the University Council, in accordance with the provisions of the Act, the Accounting Act and the Public Finance Act.
2. The provisional material and financial plan prepared by the Rector and assessed by the University Council shall remain in force until the material and financial plan is assessed by the University Council.
3. The rules for the distribution of funds from subsidies among the organisational units of the University shall be established by the Rector.
4. The rules for the settlement of costs of research activities and the share of organisational units in the income from such activities shall be established by the Rector.

Art. 118

1. The University may carry out business activities that are organisationally and financially separated from its basic tasks, in particular by establishing capital companies and other organisational units within the scope corresponding to

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the University's profile, in particular of a commercial, manufacturing, service and research nature.

2. The decision on the commencement and termination of business activities within a given scope and organisational and legal form shall be made by the Rector after consultation with the University Council.

Art. 118a

1. The University shall hold the following funds:
 - 1) capital fund;
 - 2) scholarship fund;
 - 3) support fund for persons with disabilities.
2. The University may also create a research support fund.
3. The rules for the creation and use of the fund specified in sec. 2 shall be established by the Rector.

Art. 119

1. The Rector shall manage the assets of the University with the assistance of the Vice-Rectors, the Chancellor, the Bursar, the Deans, the heads of organisational units and other authorised persons.
2. Any person managing the assets of the University shall be responsible for the proper management of the assets in accordance with the law, including the regulations on public finance.
3. Detailed rules and procedures for the allocation and transfer of tangible assets shall be established by the Rector in an ordinance.

Art. 120

The head of the organisational unit shall be responsible for the proper use and protection of the assets allocated to the unit.

Art. 121

1. The rules for carrying out the financial management by the organisational units of the University shall be established by the Rector.
2. The material and financial plan shall apply to all organisational units of the University. The implementation of the material and financial plan shall be supervised by the Rector with the assistance of the Bursar.

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3. The Rector is authorised to make changes to the annual material and financial plan to the extent provided for by the relevant generally applicable regulations.
4. The Rector shall prepare a report on the implementation of the material and financial plan no later than five months after the end of the financial year and submit it to the University Council.
5. The University Council shall approve the report on the implementation of the material and financial plan within six months of the end of the financial year.
6. In the case of the University Council's refusal to approve the report on the implementation of the material and financial plan submitted in writing along with a justification, the Rector shall provide a written justification of the resulting discrepancies to the University Council within 30 days of the date of receipt of the written refusal to approve the report by the Rector.

Art. 122

1. The Rector shall prepare the financial statements within the period provided for by the accounting regulations and submit them to the University Council.
2. The University Council shall approve the financial statements within the period provided for by the accounting regulations.
3. The annual financial statements of the University shall be audited by an audit firm. The audit firm shall be selected by the University Council within the period allowing the auditor to participate in the inventory of significant assets, in accordance with the accounting regulations.

XV CHAPTER

COOPERATION WITH THE ECONOMY AND COMMERCIALISATION OF RESEARCH

Art. 123

1. The University shall closely cooperate with economic entities, as well as social and business units, aiming at the proper identification of their expectations and needs, the development of sought-after innovative solutions and technologies, and the co-creation of the knowledge-based economy.
2. The University shall provide organisational conditions for the efficient transfer of research and development results to the economy.

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3. The University shall create conditions for establishing cooperation with foreign or supranational economic entities and business units in order to disseminate, promote and commercialise the results of scientific achievements.
4. The University shall provide support to University employees, doctoral students and students involved in the preparation and implementation of application projects and ensure conditions for their participation in implementation projects and in activities directly related to the promotion of the obtained results of scientific activities on the market and their commercialisation.
5. The University's activities in the area of research, development and commercialisation should foster financial support for the University's core tasks.

Art. 124

1. The University shall provide appropriate conditions for the processes of commercialisation, protection and management of intellectual property and the provision of services and management of research infrastructure for commercial purposes.
2. The University may entrust direct commercialisation to a technology transfer centre established for this purpose on the basis of the Act or another specialised organisational unit of the University.
3. The technology transfer centre or another designated organisational unit of the University in the field of direct commercialisation operates on the basis of regulations adopted by the Senate.
4. For the purpose of indirect commercialisation, the University may establish a special purpose vehicle in accordance with the procedure and rules laid down in the Act.
5. The decision to establish a special purpose vehicle is taken by the Rector with the consent of the Senate.
6. The University may entrust the management of rights to scientific results and know-how related to such results and the management of the research infrastructure to a special purpose vehicle under an agreement.

Art. 125

1. To implement research infrastructure projects or to manage such infrastructure or its separate components, the University may establish

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capital companies and accede to them, together with other universities, research institutes, institutes of the Polish Academy of Sciences or other entities.

2. The decision on the establishment of the company referred to in Sec. 1 or on the accession to it shall be made by the Rector with the consent of the Senate.

Art. 126

1. The University shall support scientific and creative activities of academic teachers, students and doctoral students, in particular in the area of applied research and development work, and provide the conditions to use equipment, apparatus, research infrastructure and other assets used in the performance of scientific activities, to provide research services and to carry out pre-implementation work related to the preparation and conduct of commercialisation of the results of scientific activities.
2. The University shall support the business activities of the University's employees, doctoral students and students, in particular those related to the development and marketing of innovative products and processes based on the results of scientific activities.
3. The University may establish an Academic Business Incubator and support the establishment of Spin-Off (Spin-Out) companies by a special purpose vehicle.
4. An academic business incubator may be established in the form of a general university unit or a capital company. An incubator in the form of a general university unit shall operate under regulations approved by the senate.
5. The Rector may determine the conditions, principles and procedure for establishing Spin-Off (Spin-Out) companies by way of an ordinance.

Art. 127

The Wrocław University of Environmental and Life Sciences operates a Career Office, the regulations of which are adopted by the Senate.

XVI CHAPTER ORGANISATIONS AND ASSEMBLIES

Art. 128

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Organisations of employees, students, doctoral students, graduates and friends of the University may operate at the University.

Art. 129

1. Employees of the University, students and doctoral students holding assemblies on the premises of the University shall notify the Rector of this fact and obtain the Rector's consent in the case of holding assemblies on the premises of the University.
2. The rector shall refuse to grant the consent referred to in Sec. 1 or prohibit the assemblies if its purpose or programme violates the law.
3. A written notice of an intention to hold an assembly must be submitted to the Rector at least twenty-four hours before the assembly takes place. In cases of urgency, the Rector may accept notice with a shorter period.
4. The notice should contain:
 - 1) names and surnames, addresses and telephone numbers of the persons who convene the assembly or who are responsible for holding the assembly, including the Chairperson of the assembly;
 - 2) the planned duration and the expected number of participants;
 - 3) the purpose and programme of the assembly, indicating precisely its place and date;
 - 4) measures taken by the organiser to ensure the security and peaceful conduct of the assembly.

Art. 130

The organisers of the assembly are responsible for the conduct of the assembly.

Art. 131

The Rector may delegate their representative to attend the assembly. After notifying the organisers, the Rector or their representative has the right to dissolve the assembly if it is held in violation of the law.

Art. 132

Employees of the University, students and doctoral students who disrupt or attempt to disrupt the assembly or its course, do not obey the orders of the chairperson of the assembly or the Rector's representative, convene

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the assembly without submitting the required notice or obtaining the consent of the rector as referred to in Art. 129 sec. 1 or violate the generally applicable law, shall be liable to disciplinary action irrespective of any other legal liability.

XVII CHAPTER TRANSITIONAL AND FINAL PROVISIONS

Art. 133

The terms of office of the curriculum councils in the fields of studies, appointed by the faculty councils for the years 2016-2020 shall end on the date of appointment of curriculum councils referred to in Art. 95 of the Articles of Association.

Art. 133a

Persons serving as Deans and Vice-Rectors until 30 September 2019 shall remain the members of the Senate until the end of the term of office referred to in Art. 232 sec. 1 of the Provisions implementing the Act - Law on Higher Education and Science of 3 July 2018.

Art. 134

1. The term of office of the first Discipline Council shall start on 1 October 2019 and end on 31 August 2020. Until the election of the representatives referred to in Art. 34 sec. 1 the Disciplinary Council shall act with an incomplete number of members.
2. The Rector shall appoint the Chairperson of the first Discipline Council by 10 October 2019.
3. The Chairperson shall convene the first meeting of the Disciplinary Council by 21 October 2019.

Art. 135

The University Election Committee shall hold the election of the members of the First Disciplinary Council referred to in Art. 34, sec. 1 by 15 October 2019.

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Art. 136

The University Election Committee existing on 30 September 2019 shall remain in office until the University Election Committee is appointed, in accordance with Art. 35 sec. 1 item 1 and Art. 36 of the Articles of Association.

Art. 137

In the period from 1 January 2019 to 31 August 2020, the Rector may entrust the managing function of Dean to the previous Deans elected for the term of office 2016-2020.

Art. 138

In the period from 1 January 2019 to 31 August 2020, at the request of the Dean, the Rector may fill the position of Vice-Dean with the previous Vice-Deans elected for the term of office 2016-2020.

Art. 139

The heads of departments and other organisational units in charge on 30 September 2019 shall hold office until the end of the term for which they were appointed, unless they are dismissed by the Rector.

Art. 139a

The provisions of Art. 51 sec. 4 of the Articles of Association shall enter into force on 1 September 2021.

Art. 140

1. A person employed by appointment before 1 October 2018 shall remain employed in the same form and for the same period.
2. A person who does not hold an academic degree of doctor, employed before 1 October 2019 (the effective date of the Articles of Association) as a senior lecturer shall remain employed in their current position until the end of the period of employment indicated in the appointment letter or employment contract.

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3. The position of senior lecturer holding an academic degree of doctor shall change into the position of assistant professor in the teaching staff group on 1 October 2019.
- 3a. The position of senior lecturer without an academic degree of doctor shall change into the position of senior assistant lecturer in the teaching staff group.
4. The position of lecturer shall change into the position of assistant lecturer in the teaching staff group on 1 October 2019.
5. The provisions of Art. 70-72 of the Articles of Association shall enter into force on 1 October 2020, except for Art. 70 item 3, Art. 71 item 2 and Art. 71 sec. 1 item 3, Art. 72 items 3 and 6.
6. In the period from 1 October 2019 to 30 September 2020, the positions defined in Art. 69 of the Articles of Association shall be filled in accordance with Art. 116 of the Act.
7. The provisions of Art. 65 item 3 of the Articles of Association shall enter into force on 1 October 2020.
8. Academic teachers who are certified librarians and qualified scientific information and documentation employees as at the effective date of the Articles of Association shall be academic teachers in the teaching staff group until 30 September 2020.

Art. 141

1. The Doctoral School established under the Rector's Ordinance No. 28 of 27 February 2019 shall become the Doctoral School as referred to in Art. 99 of the Articles of Association on 1 October 2019.
2. The Vice-Rector for Science shall exercise substantive supervision over doctoral programmes referred to in Art. 279 sec. 1 and 2 of the Act of 3 July 2018 - Provisions implementing the Act - Law on Higher Education and Science.

Art. 142

The Articles of Association shall include the following appendices, which form an integral part hereof:

- 1) Regulations of the Senate of the Wrocław University of Environmental and Life Sciences;
- 2) Model of emblem and flag;
- 3) Model and description of the medal of "Merit for the Wrocław University of Environmental and Life Sciences";
- 4) Model and description of the badge "Meritorious service to the Wrocław University of Environmental and Life Sciences".

Art. 143

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The Articles of Association of the Wrocław University of Environmental and Life Sciences adopted on 24 February 2012 shall expire on the effective date hereof.

Art. 144

The Articles of Association were adopted under Resolution No. 56/2019 of the Senate of the Wrocław University of Environmental and Life Sciences of 28 June 2019 on the adoption of the Articles of Association of the Wrocław University of Environmental and Life Sciences and shall enter into force on 1 October 2019.

Approved by the Rector

Prof. dr hab. inż. Tadeusz Trziszka

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