

**Ordinance No. 1/10/2022 dated October 01, 2022**  
**by the Founding President of the Management Academy of Applied Sciences in Warsaw**  
**on granting the Management Academy of Applied Sciences in Warsaw.**

**§ 1**

Pursuant to Article 28 Section 3 of the Act of July 20, 2018. – Prawo o szkolnictwie wyższym i nauce (published in Dziennik Ustaw of 2022, item 574, as amended) and paragraph 6 section 2 point 1 of the Statute of the Warsaw Management University (annex to the Ordinance No. 1/09/2019 of the Founder of the Warsaw Management University dated September 4, 2019. on granting the Statute of the Warsaw Management University, as amended by the Founder's Ordinance No. 1/07/2020 dated July 27, 2020) and in accordance with the decision of the Minister of Education and Science dated February 10, 2022, No. DSW-WNN.8014.259.2021.KT.4 and the Rector's Ordinance No. 5/04/2022 dated April 24, 2022, changing the name of the University to “Management Academy of Applied Sciences in Warsaw” as of October 1, 2022, I hereby grant the Statute of the Management Academy of Applied Sciences in Warsaw, which is attached to this Order, hereinafter referred to as the "Statute".

**§ 2**

The Statute becomes effective on October 1, 2022.

**§ 3**

As the Statute becomes effective, the Statute of the Warsaw Management University, constituting the Appendix to the Ordinance No. 1/09/2019 of the Founder of the Warsaw Management University dated September 4, 2019 on granting the Statute of the Warsaw Management University, as amended by the Ordinance of the Founder No. 1/07/2020 dated July 27, 2020, shall cease to be effective.

**§ 4**

The Ordinance becomes effective on October 1, 2022.

Annex to Ordinance xNo. 1/10/2022 dated October 01, 2022  
by the Founding President of the Management Academy of Applied Sciences in Warsaw  
on granting the Management Academy of Applied Sciences in Warsaw.

**STATUTE OF  
MANAGEMENT ACADEMY OF  
APPLIED SCIENCES  
IN WARSAW**

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# **SECTION I. GENERAL REGULATIONS**

## **Chapter I. The Management Academy of Applied Sciences in Warsaw and its tasks**

### **§ 1**

1. The Management Academy of Applied Sciences in Warsaw, hereinafter referred to as the Academy, is a non-public university established on the basis of the decision of the Minister of National Education dated June 22, 1995, No. DNS 3-0145/TBM/98/95
2. The founder of the Academy is Stanisław Dawidziuk, listed in the decision of the Minister of National Education and Sports No. DSW-3-4041-564/MB/Rej.60/04 dated June 9, 2004, hereinafter referred to as the President.
3. The Academy was named “Warsaw Management University” until September 30, 2022. In accordance with the decision of the Minister of Education and Science dated February 10, 2022, No. DSW-WNN.8014.259.2021.KT.4 and the Rector's ordinance dated April 24, 2022, No. 5/04/2022, the Academy has been named “The Management Academy of Applied Sciences in Warsaw” since October 1, 2022.
4. The Academy shall operate on the basis of the Act of July 20, 2018. “Prawo o szkolnictwie wyższym i nauce” (i.e., Dziennik Ustaw of 2022, item 574, as amended), hereinafter referred to as the Act, as well as the regulations issued on its basis and this Statute.
5. The location of the Academy is the capital city of Warsaw.
6. The Academy shall be autonomous in all areas of its activities, under the terms of the Act.
7. The Academy has legal personality.
8. The Academy may use an abbreviation of its name in the form: MANS or MANS in Warsaw.
9. In relations with foreign countries, the Academy may use the name: Warsaw Management University.

### **§ 2**

1. Supervision over the Academy to the extent established by the Act shall be carried out by the Minister responsible for higher education and science, hereinafter referred to as the Minister.
2. To the extent specified in the Statute, the President shall supervise the Academy.

### **§ 3**

1. The Academy shall perform the tasks specified in Article 11 of the Act, except for paragraph (4).
2. Employees of the Academy and students form the community of the Academy.

3. Members of the Academy community, as well as participants in postgraduate studies and other forms of education, associates of the Academy and its graduates form the Academy community.
4. The Academy shall maintain permanent ties with members of the Academy community, in particular by supporting their professional development and involving them in the life of the Academy.

#### § 4

1. The main tasks of the Academy are:
  - 1) the education of students to acquire and supplement the knowledge, skills and competencies necessary for professional work;
  - 2) to raise students with a sense of responsibility for the Poland, for strengthening democratic principles, respect for human rights and civil liberty;
  - 3) create conditions for people with disabilities to participate fully in the educational process and in scientific research;
  - 4) education and promotion of scientific staff;
  - 5) to popularize and increase the achievements of science, national culture and technology, including by gathering and providing access to library and information resources;
  - 6) monitoring the careers of graduates in order to adapt the fields of study and educational programs to the demands of the labor market;
  - 7) creating conditions for the development of students' physical culture;
  - 8) acting for the benefit of local and regional communities;
  - 9) providing postgraduate studies, courses and trainings to develop new skills necessary for the labor market in a lifelong learning system;
  - 10) performing the mission of discovering and communicating the truth by conducting research and educating students who are an integral part of the national education and science system.
2. In particular, the Academy has the right to:
  - 1) conduct studies, postgraduate studies and other forms of education, as well as further education and training courses, in accordance with its authority;
  - 2) conduct other educational activities, including the University of the Third Age;
  - 3) organize seminars, conferences and congresses;
  - 4) run a kindergarten, school and educational institution under the rules of the educational system laws;
  - 5) conduct scientific research and development work and determine their direction;
  - 6) cooperation with other academic and scientific units, including abroad, in the completion of scientific research and development work on the basis of agreements to raise funds from the execution of research, including its commercialization, and to support the mobility of researchers;

- 7) support of scientific research conducted by young scientists;
  - 8) determine the conditions of admission to the Academy;
  - 9) establish curricula for studies, postgraduate studies and other forms of education, taking into account the learning outcomes in accordance with the Polish Qualifications Framework;
  - 10) issue diplomas of graduation confirming the acquisition of a professional degree and certificates of completion of postgraduate studies and other forms of education.
3. The main form of studies at the Academy are part-time studies.
  4. The Academy may provide studies in cooperation with the entities listed in Article 61 of the Act and practical profile studies with the participation of employers as referred to in Article 62 of the Act.
  5. The method of carrying out and arranging the studies referred to in paragraph 4 section 4 shall be specified in a written agreement. The agreement may specify:
    - 1) the ability to conduct classes with students, especially practical ones, by employees of business entities;
    - 2) involvement of the business entity in the development of the study program;
    - 3) the way in which the study is financed by the economic entity;
    - 4) learning outcomes;
    - 5) the way of implementation of internships and placements.
  6. The Academy may conduct joint studies with another university, an institute of the Polish Academy of Sciences (PAN), a research institute, an international institute, a foreign university or a scientific institution, in accordance with Article 60 of the Act. The rules of cooperation shall be specified in a written agreement.
  7. The Academy may, by agreement with other universities, create interuniversity units and joint units.
  8. The agreements referred to in § 4 paragraphs (6) and (7) shall specify the organization, operation and financing of the interuniversity or joint unit, the principles for the conduct of studies and education in other forms, as specified in the Act, and the principles for the issuance of diplomas of completion of studies and certificates of completion of education.
  9. The Academy may, by agreement, establish a scientific center with other universities, scientific institutes of the Polish Academy of Sciences (PAN) and research institutes, including foreign scientific units and international institutes conducting scientific and research activities. A scientific center is created by the Rector upon approval of the President, designating the organizational unit of the Academy that is included in the center. The Academy may also establish a scientific center within its framework.

## **Chapter II. Banner, emblem, seals, ceremonies and Medal of the Academy**

### **§ 5**

1. The Academy shall use its emblem and banner. The designs of the emblem and banner of the Academy are attached as Annexes No. 1 and No. 2 to the Statute.
2. The Academy may use, especially during ceremonies, its historic banner consecrated by St. John Paul II.
3. The Academy shall have its seals. The designs of the seals are specified by the President.
4. The festivities of the Academy are:
  - 1) June 22 – “Celebration of the Academy” commemorating the date of its establishment;;
  - 2) October 14 - National Education Day;
  - 3) the annual inauguration of the new academic year with the matriculation of newly admitted students and the act of awarding diplomas to distinguished graduates of the Academy.
5. During the ceremony, the President, the Rector, the Vice-Rectors, the Deans and the Chancellor wear the insignia of their functions;
6. The “Medal of the Academy” is awarded for special contributions to the Academy.
7. Detailed rules for the granting of the “Medal of the Academy” are determined by the President.

## **SECTION II. PRESIDENT**

### **§ 6**

1. The Founder of the Academy is the President.
2. To the extent specified in the Statute, the President exercises supervision over the Academy.
3. The responsibilities of the President include:
  - 1) granting the Academy's Statute and amending it;
  - 2) deciding on changing the name of the Academy and the location of its headquarters, as well as determining the deadline for making these changes;
  - 3) appointing and dismissing the Academy’s single-person bodies indicated in paragraph 7 section 1;
  - 4) making acceptance of the Rector's appointment and dismissal of individuals performing managerial positions in the Academy, as referred to in paragraph 23 section 1;
  - 5) convening extraordinary meetings of the Senate;
  - 6) overseeing the provision of personnel requirements in all fields of study;
  - 7) accepting the Academy's strategy and its amendments;
  - 8) approving the execution of a cooperation agreement with another university or educational institution;

- 9) deciding whether to merge the Academy with another university, incorporate another university into the Academy or incorporate the Academy into another university;
- 10) supervising the Chancellor's handling of the financial management of the Academy;
- 11) performing approval of personnel decisions made by the Rector and the Chancellor;
- 12) ordering the Rector to initiate efforts to launch new fields of study and new research projects;
- 13) reducing the teaching load of the Rector, Vice Rector(s), Dean(s);
- 14) giving permission to the Rector to request permission from the Minister to establish a degree program in a specific field, level and profile of education;
- 15) approving draft material and financial plans and draft plans for organizational projects of the Academy submitted by the Chancellor;
- 16) approving organizational, labor and payroll regulations;
- 17) approving resolutions of the Senate regarding the awarding of academic scholarships;
- 18) applying to the Senate for the granting of an honorary doctor honoris causa title of the Management Academy of Applied Sciences in Warsaw;
- 19) deciding on the closing down of the Academy;
- 20) applying to the Senate to grant the title of Honorary Rector to outgoing Rectors;
- 21) appointing two Senate members, Presidential Plenipotentiaries and members of the President's MANS Development Council;
- 22) giving consent for the Academy to carry out a legal action, which has as its object the sale, encumbrance or acquisition of real estate, including the right of perpetual usufruct;
- 23) giving consent for the Academy to carry out a legal action, having as its object the disposal of any of its property components with a value exceeding PLN 50,000;
- 24) giving consent for the Academy to carry out a legal action, the subject of which exceeds a total value of PLN 200,000 or which leads to the assumption of an obligation by the Academy with a value exceeding PLN 100,000;
- 25) giving consent to the Academy to carry out any legal action, regardless of the value of its subject matter, exceeding the scope of usual management;
- 26) approving the creation, transformation and closure of the organizational units of the Academy, including branches, by the Rector, in consultation with the Chancellor;
- 27) approving the actions of the Rector, referred to in paragraph 9 section 2 point 21 and 22, exceeding the scope of usual management;
- 28) approving the actions of the Chancellor, referred to in paragraph 16 section 5 point 3 and 4, exceeding the scope of usual management;
- 29) performing other activities and making decisions, in matters specified in the Statute and the Act;
- 30) determining the detailed scope of the tasks of the Vice-Rector and Dean;
- 31) approval of the annual financial report;

- 32) overruling decisions of the Rector and the Chancellor that are inconsistent with the law, the Statute or that violate the important interests of the Academy;
- 33) overruling resolutions of the Senate that are inconsistent with the law or the Statute, or that violate the important interests of the Academy;
- 34) in the event of the death or inability to exercise the rights and duties of the President for any cause whatsoever, all powers under the laws and regulations of the Statute shall be transferred to the individual or legal entity designated by the President in a document drawn up and deposited by him at a notary.
- 35) until the decision transferring the authorization for the establishment of the academy becomes effective, in view of the circumstances described in paragraph 34, the rights and duties of the President are exercised by the Chancellor or a person designated by him.
- 36) at the request of the President, in a special situation, the Rector may employ as a professor of the Academy an academician with at least a doctoral degree without regard to the requirements specified in the Statute.

## **SECTION III. BODIES OF THE ACADEMY**

### **Chapter III. Single-person bodies and collegial body**

#### **§ 7**

- 1. The single-person bodies of the Academy are the Rector, the Vice-Rector(s), the Chancellor and the Dean(s).
- 2. The collegial body of the Academy is the Senate.

### **Chapter IV. Rector**

#### **§ 8**

- 1. The Rector is appointed by the President, after consulting with the Senate.
- 2. The Senate may indicate a candidate for Rector in a resolution, as well as the President may indicate a candidate for Rector of his own choice.
- 3. The Rector's term of office is 4 years and begins on September 1 of the year of his appointment.
- 4. The rector may be a person who:
  - 1) has full legal competency;
  - 2) enjoys full civil rights;
  - 3) has not been sentenced by a valid sentence for an intentional crime or an intentional fiscal crime;

- 4) has not been subject to disciplinary punishment;
  - 5) in the period from July 22, 1944 to July 31, 1990, did not work in, serve in or cooperate with state security organs within the meaning of Article 2 of the Act of October 18, 2006 on the disclosure of information about documents of state security organs from 1944-1990 and the content of such documents;
  - 6) has at least a doctoral degree;
  - 7) is employed at the Academy as the primary place of employment no later than the date of commencement of the term of office.
5. The President notifies the Minister of the appointment of the Rector.
  6. The Rector may be dismissed by the President before the end of the term.
  7. The Rector's term of office shall expire in the event of death, resignation, failure to submit the statement referred to in Article 7 Section 1 of the Act of October 18, 2006 on the disclosure of information on documents of state security organs from 1944-1990 and the content of such documents, the information referred to in Article 7 Section 3a of that Act, cessation of compliance with the requirements specified in Paragraph 8 Section 4, or dismissal from office.
  8. The expiration of the Rector's mandate is confirmed by the President.
  9. In the event of the expiration of the Rector's mandate, the President appoints a new Rector, after consultation with the Senate, for the period until the end of the current term of office.
  10. During the period from the date of confirmation of the expiration of the mandate until the date of appointment of a new Rector, the duties of the Rector are performed by the Vice-Rector designated by the President.

## § 9

1. The responsibilities of the Rector include all matters related to the scientific, teaching and educational activities of the Academy, with the exception of matters reserved by the Act or the Statutes to the competence of other bodies of the Academy
2. The responsibilities of the Rector include:
  - 1) representing the Academy, with respect to the tasks specified in paragraph 9 section 1, subject to paragraph 6 section 3 point 22-25;
  - 2) managing the Academy, within the range of its tasks specified in paragraph 9 section 1;
  - 3) preparing a proposal for the Academy's strategy;
  - 4) reporting to the Senate on the implementation of the Academy's strategy;
  - 5) performing labor law activities in relation to academic staff;
  - 6) establishing and terminating the employment of academic staff upon approval of the President;

- 7) initiating and undertaking, with the approval of the President, cooperation with domestic and foreign universities, scientific and educational units, professional associations and organizations and foundations;
  - 8) organizing research visits for employees and students of the Academy, including internships and apprenticeships, in domestic and foreign scientific and teaching institutions, upon approval of the President;
  - 9) awarding, in consultation with the Chancellor and with the approval of the President, scholarships from its own scholarship fund;
  - 10) conducting, in agreement with the President, staff policies at the Academy;
  - 11) creating, with the approval of the President, studies in a specific direction, level and profile;
  - 12) ensuring the execution of regulations in effect at the Academy;
  - 13) implementing the President's decisions on the development of the Academy and its strategy;
  - 14) managing and setting dates for holding Senate elections;
  - 15) appointing the Academic Election Commission;
  - 16) entering data into the POL-on System and making the data available in the BIP on the Academy's subject page, in accordance with the relevant regulations;
  - 17) notifying the Minister and the Polska Komsja Akredytacyjna (Polish Accreditation Commission) of the circumstances listed in Article 429 of the Act;
  - 18) establishing detailed responsibilities of academic teachers, the types of teaching activities covered by these responsibilities, the amount of teaching activities;
  - 19) maintaining a register of academic organizations;
  - 20) suspending of teaching in the event of circumstances that prevent the work of the Academy temporarily;
  - 21) creating, transforming and liquidating organizational units of the Academy, including branches, after consulting the Chancellor and the Senate and obtaining the approval of the President;
  - 22) performing activities and making decisions in all matters of the Academy not reserved to the competence of other bodies of the Academy or the President, within the scope of the tasks set forth in paragraph 9 section 1, and issuing ordinances, decisions, resolutions and other decisions in this regard, but actions exceeding the scope of ordinary management require the approval of the President.
3. The Rector, after obtaining the opinion of the Chancellor and the approval of the President, shall issue the organizational regulations of the Academy, which determine the organizational structure of the Academy, the division of tasks within this structure and the organization and rules of operation of the Academy administration.
  4. The Rector may appoint as advisory bodies councils, committees and teams, defining their composition and tasks.

5. The Rector may appoint plenipotentiaries, specifying in the power of attorney granted in writing the extent of their activities, while maintaining the competence of the bodies of the Academy, persons performing managerial and administrative functions and respecting the division of responsibilities, resulting from the Statute and organizational regulations.
6. Administrative decisions issued by the Rector may be appealed to the Rector for reconsideration.
7. The Rector is liable for his actions under the terms of the Act and separate regulations.
8. The Rector implements the decisions of the President on the development strategy of the Academy, among other things, submitting applications for new authorizations, new fields of study.
9. The Rector is the supervisor of academic teachers and students. The Rector supervises the work of administrative and technical support staff insofar as it directly affects the implementation of the teaching process and scientific activities.
10. The Rector may reduce the teaching load if an academic staff member is entrusted with important tasks provided for in the Statute.

## **Chapter V. Senate**

### **§ 10**

1. The term of the Senate is 4 years long and begins on September 1.
2. A member of the Senate may be a person who:
  - 1) has full legal competency;
  - 2) enjoys full civil rights;
  - 3) has not been sentenced by a valid sentence for an intentional crime or an intentional fiscal crime;
  - 4) has not been subject to disciplinary punishment;
  - 5) in the period from July 22, 1944 to July 31, 1990, did not work in, serve in or cooperate with state security organs within the meaning of Article 2 of the Act of October 18, 2006 on the disclosure of information about documents of state security organs from 1944-1990 and the content of such documents.
3. Membership in the Senate expires in the event of: death; resignation; failure to submit the statement referred to in Article 7, section 1 of the Act of October 18, 2006 on Disclosure of Information on Documents of State Security Agencies from 1944 -1990 and the Content of such Documents, the information referred to in Article 7, Section 3a of that Act; cessation of fulfillment of the requirements specified in Paragraph 10, Section 2; ceasing to perform the function from which membership in the Senate derives (applies to members of the Senate listed in Paragraph 10 Section 5 point 1-5 and 9); ceasing to meet the employment criterion (applies to members of the Senate listed in Paragraph 10 Section 5 point 6-8 and 10); dismissal (applies to members of the Senate listed in Paragraph 10 Section 5 point 11).
4. Expiration of membership in the Senate is declared by the President of the Senate.

5. The Senate is composed of:

- 1) The Rector, as Chairman,
- 2) The President,
- 3) Vice-rector(s),
- 4) The Chancellor,
- 5) Dean(s),
- 6) professors employed at the Academy at their primary place of work,
- 7) Academic professors employed at the Academy at their primary place of work,
- 8) elected representatives of other full-time academic staff employed at the Academy,
- 9) Student Government Head (President),
- 10) 2 elected representatives of employees, who are not academic staff, employed at the Academy on a full-time basis,
- 11) 2 individuals appointed by the President.

## § 11

1. Senate elections are ordered by the Rector who set the dates for holding them.
2. Elections to the Senate of representatives of academic teachers and employees who are not academic staff shall be conducted by the Academic Election Committee.
3. The Academic Election Commission is appointed by the Rector.
4. The Academic Election Committee shall consist of two academic staff and one non-academic staff member.
5. The chairman of the academic election commission shall be an academician designated by the Rector.
6. Active and passive voting rights are granted to full-time employees of the Academy.
7. Individuals belonging to the groups referred to in Paragraph 10 Section 5 Point 8 and 10 shall elect members of the Senate from among themselves. Any member of the Academy community may propose a candidate.
8. The list of eligible voters shall be drawn up by the Academic Election Committee.
9. Elections are held by secret ballot.
10. Elected are those candidates who received the highest number of votes
11. In the event that candidates receive the same number of votes, the senior candidate shall be deemed elected.
12. Individuals appointed by the President may be dismissed by the President before the expiration of the term of the Senate.
13. In the event of expiration before the end of the term of office an elected member of the Senate who is a representative of academic teachers or employees who are not academic teachers, he/she shall

be replaced by the next candidate from the list who received the highest number of votes. In the absence of such a candidate, a by-election shall be held immediately. Until an election is held, vacant seats shall remain unfilled.

14. In the case of the expiration before the end of the office's term a mandate of a member of the Senate who sits in the Senate by reason of his or her office, the seat remains vacant until another person is appointed in his or her place to serve in that capacity, who becomes a member of the Senate.
15. In the case of the creation of a new function of Vice-Rector or Dean, the person appointed to this function becomes a member of the Senate.
16. Members of the Senate sitting by reason of their employment, referred to in paragraph 10 section 5 point 6 and 7, are determined as of the date of commencement of the Senate term. Subsequent employment in the designated positions shall not result in membership in the Senate during the term of office. In the event that a member of the Senate who sits in the Senate by virtue of his or her employment expires before the end of the term, his or her seat remains vacant until the end of the term of the Senate..
17. If the President fails to appoint the members of the Senate referred to in paragraph 10 section 5 point 11, their mandates remain vacant. The President may also appoint members of the Senate during the term of office, including in place of individuals appointed by him earlier whose mandates have expired.

## **§ 12**

1. The Rector is the President of the Senate.
2. Ordinary and extraordinary meetings of the Senate may be convened at the Academy.
3. Ordinary meetings of the Senate are convened by the Rector.
4. Meetings of the Senate are chaired by the Rector, or in his absence by a Vice-Rector authorized by the Rector or the President.
5. Meetings of the Senate are convened by the Rector at least once a semester.
6. The Rector convenes a meeting of the Senate on his own initiative, at the request of 1/3 of the number of Senate members, the President or the Chancellor.
7. Extraordinary meetings of the Senate shall be convened by the President.
8. Members of the Senate are notified of the place, date and agenda of the meeting by the Rector or the Secretary of the Senate. In the case referred to in paragraph 12 section 7, the place, date and agenda of the Senate meeting are notified to the members of the Senate by the President or the Secretary of the Senate.
9. Resolutions of the Senate are adopted at meetings in the presence of at least half of the statutory number of members. Resolutions are passed by a simple majority of votes, unless, for a given

matter, the Act, other provisions of law or the Statute provide for passing a resolution by a different majority.

10. Meetings of the Senate may be conducted by means of electronic communication, providing, in particular:
  - 1) real-time transmission of the meeting between its participants,
  - 2) real-time multi-party communication, where participants in the meeting can speak in the process - with the necessary security rules.
11. The convener of the Senate meeting shall decide whether to hold the meeting in the manner referred to in paragraph 12 section 10.
12. Resolutions of the Senate are adopted by open vote.
13. At the request of the chairman of the Senate's meeting or a member of the Senate supported by at least 1/5 of the members of the Senate present at the meeting, the resolution is adopted by secret ballot.
14. Meetings of the Senate may be attended in an advisory capacity by persons invited by the President, Rector and Chancellor.

### **§ 13**

1. The Senate's responsibilities include:
  - 1) enacting study regulations;
  - 2) passing the Academy's strategy and approving a report on its implementation;
  - 3) giving opinions on candidates for Rector and Chancellor;
  - 4) conducting an evaluation of the functioning of the University;
  - 5) formulating recommendations to the Rector on the tasks performed by him;
  - 6) establishing the conditions, way and date of beginning and ending of enrollment in studies, postgraduate studies, specialized education and other forms of education;
  - 7) establishing curricula for studies, postgraduate studies, specialized education and other forms of education, after obtaining the opinion of the Program Council of the relevant Faculty;
  - 8) determining the method of confirmation of learning outcomes, after obtaining the opinion of the Program Council of the relevant Faculty;
  - 9) Indicating candidates for representative institutions of the higher education and science community;;
  - 10) performing tasks related to:
    - a) assigning levels of the Polish Qualifications Framework to qualifications awarded upon completion of postgraduate studies,

- b) inclusion of qualifications awarded after completing postgraduate studies and other forms of education in the Integrated Qualifications System - in accordance with the Act of December 22, 2015 on the Integrated Qualifications System;
  - 11) approving the distribution of funds of its own scholarship fund, after presenting the opinion of the Senate Committee on Organization and Development of Academic Staff and Academic Scholarships, in accordance with paragraph 21 section 1 point 39 of the Personal Income Tax Act of July 26, 1991 (i.e., Dziennik Ustaw of 2021, item 1128, as amended);
  - 12) granting the outgoing Rector, at the request of the President, the title of Honorary Rector;;
  - 13) granting, at the request of the President, the title of honorary Doctor honoris causa of the Management Academy of Applied Sciences in Warsaw;
  - 14) adopting regulations for the management of copyright and related rights and industrial property rights and commercialization rules, which specifies in particular:
    - a) the rights and obligations of the Academy, employees and students with respect to the protection and use of copyright and related rights and industrial property rights;
    - b) the rules of compensation for creators;
    - c) the principles and procedures of commercialization;
    - d) the rules for the use of the Academy's assets used for commercialization and the provision of scientific and research services;
  - 15) performing other tasks specified in the Law and the Statute.
2. Determination of the study program by the Senate requires consultation with the Student Government. In the event that the 14-day period from the submission of the study program for an opinion has expired without effect, the requirement for consultation shall be deemed satisfied.

## § 14

1. The Senate may appoint standing and ad hoc committees. In the resolution on the establishment of a committee, the Senate specifies its name and the scope of its tasks.
2. Standing senate committees may be, in particular:
  - 1) Senate Legal Affairs Committee,
  - 2) Senate Committee on Organization and Development of Academic Staff and Academic Scholarships,
  - 3) Senate Committee on Student Affairs and Quality of Education,
  - 4) Senate Committee on Cooperation with Foreign Countries and the Socio-Economic Environment.
3. The members, including the chairman and powers of the committee, are determined by the Senate by resolution.

4. The Senate elects the members of the committee by an absolute majority of votes from among the members of the Senate and candidates proposed by members of the Senate and the Student Government.
5. The Senate elects the chairman of the committee from among the members of the Senate by an absolute majority of votes.
6. Detailed procedures for the work of the Senate are specified in the regulations for the work of the Senate adopted by the Senate.

## **Chapter VI. Vice-Rector**

### **§ 15**

1. The Vice-Rector shall handle matters relating to the scientific and teaching activities of the Academy, within the scope of the tasks entrusted to him by the President, and performs actions on behalf of the Rector and replaces him, within the scope established by the Rector. The provisions of the Statute relating to the Rector shall apply to the activities performed by the Vice-Rector on behalf of the Rector.
2. The Vice-Chancellor may be a person who meets the requirements set forth in paragraph 8 section 4 points 1-7.
3. The term of office of the Vice-Chancellor begins on September 1 of the year in which the term of office of the Rector begins, and lasts 4 years.
4. Vice-Rectors are appointed by the President in the number determined by him, indicating the scope of their tasks. The President appoints at least one Vice-Rector.
5. The appointment by the President of the Vice-Rector, whose responsibilities include student affairs, shall be made in consultation with the Student Government. Failure of the Student Government to take a position within 14 days of the President's request for a position shall be considered as approval.
6. The Vice-Rector may be dismissed by the President before the end of the term.
7. To the expiration of the mandate of the Vice-Rector and the appointment of a new one in his place, the regulations of paragraph 8 sections 7-9 applies accordingly.

## **Chapter VII. Chancellor**

### **§ 16**

1. The Chancellor is appointed for an indefinite period of time and dismissed by the President after consultation with the Senate.

2. The Chancellor may be a person who meets the requirements specified in paragraph 8 section 4 point 1-5 and has a university degree.
3. The Chancellor holds office until dismissal by the President or expiration of the mandate for other reasons. The regulations of paragraph 8 section 7 and 8 shall apply to the expiration of the Chancellor's mandate accordingly.
4. The tasks of the Chancellor include matters relating to the economy, finances and administration of the Academy, with the exception of matters reserved by the Act or the Statute to the competence of other bodies of the Academy. In particular, the tasks of the Chancellor include ensuring that the financial discipline of the Academy is maintained, that proper administrative services are provided, and that all resources necessary for the proper functioning of the Academy are secured.
5. The responsibilities of the Chancellor include:
  - 1) representing the Academy, to the extent specified in paragraph 16 section 4, subject to paragraph 6 section 3 points 22-25;
  - 2) managing the Academy, within the scope of its tasks set forth in paragraph 16 section 4, and directing the administration of the Academy;
  - 3) determining and implementing the financial policies of the Academy in consultation with the Rector, under the supervision and approval of the President;;
  - 4) making decisions regarding the property and economy of the Academy, except that actions exceeding the scope of ordinary management require the approval of the President;
  - 5) creating a material-financial plan and submitting it to the President for approval;
  - 6) setting the amount of its own scholarship fund for the year, in consultation with the Rector, in an amount not exceeding 75% of the profit earned;
  - 7) drafting the annual budget and submitting it, after receiving the opinion of the Rector, to the President for approval;
  - 8) developing and submitting to the Rector, after prior approval by the President, a draft of:
    - a) the organizational structure of the Academy's administration and the division of tasks within this structure;
    - b) the organization and rules of action of the Academy's administration.
  - 9) granting, in consultation with the Rector and with the approval of the President, work and pay regulations;
  - 10) submitting the annual financial report to the President for approval;
  - 11) implementing the President's provisions for the development of the Academy and its strategy;
  - 12) determining, after obtaining the opinion of the Rector and the approval of the President, the principles of collecting and the amount of fees related to studies, postgraduate studies, specialized education and other forms of education at the Academy, as well as fees for other services provided by the Academy;

- 13) cooperating with the Academy's economic and social environment and public administration units at various levels to obtain funds for the maintenance and development of the Academy's infrastructure;
  - 14) performing labor law actions with respect to employees who are not academic staff;
  - 15) establishing and terminating employment relations with employees who are not academic staff;
  - 16) appointing and dismissing individuals to perform administrative functions in the Academy, with the approval of the President.
6. The Chancellor creates, transforms and dissolves administrative units of the Academy, in agreement with the Rector, after obtaining the approval of the President. The Chancellor is the supervisor of the Academy's employees who are not academic staff.

## **Chapter VIII. Dean**

### **§ 17**

1. The Dean heads a faculty or branch of the Academy.
2. The dean may be a person who meets the requirements set in paragraph 8 section 4 points 1-7.
3. The dean is appointed by the President.
4. The responsibilities of the Dean are to take care of the accuracy and high quality of didactic and scientific activities in the organizational unit under his direction, to ensure its proper staffing and development, in particular:
  - 1) managing the faculty or a branch;
  - 2) developing, in consultation with the Scientific Council of Disciplines and the Program Council of Disciplines, a strategy for the development of the faculty or branch in line with the Academy's development strategy;
  - 3) submitting, after consultation with the appropriate body of the Student Government, to the Rector draft educational results, plans and programs of study and other forms of education, for the courses of study and other forms of education conducted or planned at the faculty or a branch, for presentation to the Senate for adoption;
  - 4) making decisions on student affairs not reserved to the jurisdiction of other bodies;
  - 5) applying to the Rector for the hiring and dismissal of staff and the modification of terms and conditions of employment;
  - 6) carrying out jointly with the Rector, with the approval of the President, the personnel policy of the directed faculty or branch;
  - 7) organizing and supervising the didactic and scientific process;
  - 8) convening and presiding over meetings of the Program Council of Disciplines and the Scientific Council of Disciplines;

- 9) referring students for internships.
5. The detailed responsibilities of the dean shall be determined by the Rector, with the approval of the President.
6. The dean is the supervisor of academic teachers in the organizational unit he heads, as well as of students studying in the fields of study operating within this unit.
7. The dean's term of office is 4 years and begins on September 1 of the year in which the Rector's term of office begins.
8. During the term of office, the dean may be removed from office by the President.
9. To the expiration of the mandate of the Dean and the appointment of a new Dean in his place, the provisions of paragraph 8 section 7-9 shall apply accordingly.

## **SECTION IV. COUNCILS AND ADVISORY BODIES IN THE ACADEMY**

### **Chapter IX. General regulations**

#### **§ 18**

1. The Academy may have councils or other consultative and advisory bodies that are not organizational or administrative units of the Academy.
2. Consultative and advisory bodies are, in particular::
  - 1) scientific council of disciplines;
  - 2) program council of disciplines;
  - 3) MANS Development Council to the President;
  - 4) Rector's College.
3. The councils referred to in paragraph 18 section 2 points 1 and 2 function within the faculties or branches.
4. Dean is the chairman of the councils referred to in section 2 points 1 and 2.
5. Meetings of the councils referred to in paragraph 18 section 2 points 1 and 2 are convened by the chairman of the council, at least once a semester.

### **Chapter X. Scientific Council of Disciplines**

#### **§ 19**

1. A member of the Scientific Council of Disciplines may be an academician who meets the requirements of the Statute for membership in the Senate, who is employed at the Academy as a primary place of work, and who holds at least a doctoral degree.

2. Establishing the number and appointment and dismissal of members of the scientific council of disciplines shall be made by the Rector upon the proposal of the Dean, with the approval of the President.
3. The tasks of the scientific council of disciplines include, in particular:
  - 1) shaping scientific policy within the disciplines covered by its scope;
  - 2) shaping policy on the evaluation of scientific activity within the discipline covered by its scope;
  - 3) coordinating tasks related to monitoring the scientific achievements and scientific development of academic teachers;
  - 4) coordinating and monitoring the tasks of parametric evaluation of scientific units;
  - 5) monitoring the international activity of academic teachers employed in the research and research and teaching group in each field of study;
  - 6) monitoring the availability and quality of information on academic staff, employed in each field of study.
4. Meetings of the scientific council of disciplines shall be convened by the chairman of the council, at least once a semester.

## **Chapter XI. Program Council of Disciplines**

### **§ 20**

1. The Program Council of Disciplines is composed of:
  - 1) Dean;
  - 2) up to seven academic teachers - representatives of the academic disciplines to which majors are assigned, appointed by the Rector on the proposal of the Dean, with the approval of the President;
  - 3) a representative of the Student Government, whose term of office is one year.
2. The tasks of the program council of disciplines include, in particular:
  - 1) overseeing the quality of education in the field of study;
  - 2) ensuring and evaluating the quality of education in the field of study;
  - 3) providing opinions on draft study plans in accordance with current legal acts;
  - 4) preparing or modifying, in accordance with current legal acts, drafts of the study program (curricula), including directional learning outcomes;
  - 5) establishing cooperation with the socio-economic environment to improve study programs;
  - 6) conducting a periodic review and verification of the study programs implemented in the field of study, in particular, in the area of:
    - a) proper selection of subjects and forms of learning activities required to achieve the established learning outcomes;

- b) determining the compatibility of the effects assigned to subjects and modules with the directional effects;
- c) checking the curricular content of subjects in relation to the achievement of the established learning outcomes;
- d) approving subjects cards for subjects taught in the field of study;
- e) providing opinions on the candidacy for thesis supervisors;
- f) providing opinions on thesis topics;
- g) evaluating periodically the quality of diploma theses delivered in the field of study;
- h) establishing rules for monitoring the graduation process;
- i) establishing staffing rules for individual subjects, considering the results of student surveys;
- j) monitoring the level of competence and experience of the training staff;
- k) monitoring the implementation of hospitalization of classes implemented by research and teaching staff in the field of study;
- l) monitoring the degree of internationalization of education in the various fields of study;
- m) monitoring the availability and quality of study information;
- n) preparation of materials for program evaluation by the Polska Komisja Akredytacyjna.

## **Chapter XII. MANS Development Council to the President and Rector's College**

### **§ 21**

1. The MANS Development Council to the President is an advisory and consultative body to the President.
2. Members of the Council referred to in paragraph 21 section 1 shall be appointed and dismissed by the President from among persons of recognized authority.

### **§ 22**

1. The Rector's College is a consultative and advisory body to the Rector.
2. The membership of the College are determined by the Rector by order.

## **SECTION V. MANAGERIAL AND ADMINISTRATIVE POSITIONS IN THE ACADEMY**

### **Chapter XIII. Managerial Positions in the Academy**

#### **§ 23**

1. In the Academy, the individuals holding managerial positions are:
  - 1) vice-dean;
  - 2) the head of the faculty or the unit;
  - 3) the director of the library.
2. The managerial function may be performed by a candidate who meets the requirements specified in paragraph 8 section 4 point 1-5 and has a university degree.
3. The Rector shall appoint persons to perform managerial functions, as defined in paragraph 23 section 1 points 1-3, upon approval of the President.
4. The Rector shall appoint persons from among the academic staff, after consultation with the Dean, to perform the managerial functions specified in paragraph 23 section 1 points 1-2 for the term of office, which shall begin on the date of appointment and end at the end of the Rector's term.
5. During the term of office, a person holding a managerial position, as defined in paragraph 23 section 1 points 1-2, may be dismissed by the Rector, upon approval of the President.
6. To the expiration of the mandate of a person holding a managerial position, the provisions of paragraph 8 section 7 shall apply accordingly. The expiration of the mandate shall be confirmed by the Rector.
7. In the case specified in paragraph 23 section 5-6, the appointment of a new person to perform the management function specified in paragraph 23 section 1 points 1-2, shall be for the period until the end of the current term.
8. The director of the library holds office until dismissed or the expiration of his mandate for any other reason.

### **Rozdział XIV. Vice-Dean**

#### **§ 24**

1. The Vice-Dean deals with matters relating to the scientific and teaching activities of the faculty or branch of the Academy, within the scope of the tasks entrusted to him, and performs actions on behalf of the Dean and replaces him, within the scope established by the Dean. The provisions of the Statute relating to the Dean shall apply to the actions performed by the Vice-Dean on behalf of the Dean.

2. The Rector shall decide on the number of Vice-Deans appointed in a particular Faculty or branch of the Academy in consultation with the Dean and with the approval of the President.
3. The appointment of the Vice-Dean, whose responsibilities include student affairs, shall be made in consultation with the Student Government. Failure of the Student Government to take a position within 14 days of the Rector's request for a position shall be considered as consent.
4. The detailed responsibilities of Vice-Dean shall be determined by the Dean.

## **Chapter XV. Head of faculty or unit**

### **§ 25**

1. The head of a faculty or unit, hereinafter referred to as the head, manages this organizational unit with respect to didactic and research activities.
2. The head, in terms of the tasks he performs, reports to the appropriate Dean and Vice-Dean and is the supervisor of other academic staff in the organizational unit he directs.
3. The head, within the scope of his tasks, supports the Dean and the Vice-Dean in the performance of their functions.
4. The head has the responsibility to ensure the regularity and development of didactic and research activities in the organizational unit under his direction.

## **Chapter XVI. Director of the library**

### **§ 26**

1. The director of the library ensures the proper functioning and development of the Academy's library and information system, which consists of the Academy's library and branch's libraries.
2. The director of the library in the performance of his tasks, as defined in paragraph 26 section 1, is subordinate to the Rector. In financial and administrative matters, the director of the library reports to the Chancellor.
3. The director of the library is the supervisor of all employees performing work in the library and information system of the Academy and is the supervisor of the students with regard to their use of the system.
4. The director of the library shall support the bodies of the Academy and individuals holding managerial positions in the performance of their tasks in matters relating to the library and information system of the Academy.

## **Chapter XVII. Administrative functions at the Academy**

### **§ 27**

1. Administrative functions in the Academy are performed by individuals who in their scope of tasks have matters necessary to ensure the proper functioning of the Academy that do not directly constitute the teaching and research activities of the Academy, in particular administrative, organizational, financial and technical matters.
2. Individuals performing administrative functions shall support the bodies of the Academy and those performing managerial functions in ensuring the proper functioning of the Academy and its development.
3. The superior of those performing administrative functions is the Chancellor.
4. The Chancellor, with the approval of the President, establishes and terminates the employment relationship with individuals performing administrative functions and performs labor law activities with regard to them.
5. If the person performing administrative functions is an academic staff member, the activities specified in paragraph 27 section 4 shall be performed for this person by the Rector in consultation with the Chancellor.
6. The execution by an academic staff member of organizational tasks related to his educational and scientific activities shall not constitute the performance of an administrative function within the meaning of this Chapter.
7. The Chancellor appoints and dismisses individuals to perform mid-level administrative functions in the Academy, after obtaining the opinion of the Rector and the approval of the President.
8. Individuals performing mid-level administrative functions at the Academy, as referred to in paragraph 27, section 7, are, in particular, individuals performing tasks related to the supervision of other individuals performing administrative activities, being their official superiors, or heading separate administrative departments of the Academy. These persons may be appointed in the Academy, in particular, to the position of head or director.
9. Detailed provisions on individuals performing administrative functions in the Academy, including mid-level administrative functions, and their tasks, are contained in the Organizational Regulations of the Academy.

## **SECTION VI. ORGANIZATION OF THE ACADEMY**

### **Chapter XVIII. Organizational units and administrative units**

#### **§ 28**

1. Organizational units and administrative units are created in the Academy. Organizational units execute scientific, didactic or didactic-research tasks. Administrative units execute other tasks of the Academy, in particular, tasks of administrative, financial and technical service.
2. Administrative units may be created for the entire Academy, as well as its separate organizational units, in particular branches.
3. The following types of organizational units are established in the Academy
  - 1) faculties;
  - 2) branches;
  - 3) departments;
  - 4) units;
  - 5) workshops;
  - 6) laboratories;
  - 7) colleges;
  - 8) library of the academy, branch libraries;
  - 9) archive;
  - 10) other academic-wide units as specified in the Organizational Regulations.
4. The Academy has administrative units as defined in the Organizational Regulations.
5. Auxiliary units of a particular organizational or administrative unit may be formed in the Academy.
6. Under the terms of the law and international agreements, the Academy takes part in scientific centers, interuniversity units and joint units established jointly with other entities or units outside the Academy.
7. The Academy may operate, with the approval of the President, primary and secondary schools subject to the Rector, according to the rules set forth in separate regulations.

#### **§ 29**

1. The faculty shall be created, dissolved and transformed by the Rector, after approval of the President and consultation with the Chancellor and the Senate.
2. One or more scientific disciplines may be assigned to a faculty.
3. The tasks of the faculty include, in particular, the organization and coordination of the scientific and didactic process in the disciplines implemented within the faculty.

### **§ 30**

1. A department may be established or function when there are at least six academic teachers, at least two of whom are professors or professors of the Academy.
2. The tasks of the department include, in particular, the conduct of scientific work, including research and design.

### **§ 31**

1. A unit may be established or operate when there are at least four academic staff.
2. The tasks of the unit include, in particular, the implementation of the tasks of the didactic process.

### **§ 32**

1. The academy may operate either outside its headquarters or outside the metropolitan union, in its branch office.
2. The branch may conduct scientific, didactic or didactic-research activities.

### **§ 33**

1. Detailed provisions on the organizational structure and rules of operation of the Academy's administration, including the scope of activities of its units, the rules of official subordination, are set forth in the organizational regulations of the Academy.
2. The organizational regulations of the Academy shall specify:
  - 1) job groups of non-academic employees;
  - 2) job positions, including managerial positions and minimum qualification requirements for non-academic employees.

## **Chapter XIX. Library-information system**

### **§ 34**

1. The Academy has a library-information system.
2. The library-information system of the Academy is formed by the library of the academy and branch libraries.
3. The Rector, in consultation with the director of the library, shall determine in the regulations the rules for the use of the library and information system of the Academy..
4. In relation to the operation of the library-information system, the Academy may process the following personal data of individuals using the system: first and last name, parents' names, date and place of birth, PESEL number, identity card or passport number, student or service card

number, telephone number, home address, e-mail address, field and type of study, name of postgraduate studies or other form of education, year of study, place of employment.

5. The Library is a unit of the Academy, established to perform tasks of a scientific, didactic and service nature.
6. The library-information system is managed by the director of the library. Oversight of the operation of the system is exercised by the Rector or the Vice-Rector authorized by the Rector.
7. Access to library resources is provided to employees, students, graduates, other persons studying at the Academy, teachers and students of the Academic Elementary School and High School run by the Academy, employees and students of other universities with which an interlibrary loan agreement has been concluded, and other persons, under the rules set forth in the regulations of the library and information system of the Academy.

## **Chapter XX. Principles of internal supervision of acts issued by the bodies of the Academy and the Student Government**

### **§ 35**

1. The acts issued by the bodies of the Academy and the President are:
  - 1) resolutions of the Senate;;
  - 2) Ordinances of the President;
  - 3) Ordinances of the Rector;
  - 4) Ordinances of the Chancellor;
  - 5) circular letters of the Rector;
  - 6) other acts issued on the basis of the Act or the Statute.
2. The bodies of the Academy may issue ordinances on matters reserved to their authority.

### **§ 36**

1. Internal supervision of the internal acts of the Academy referred to in paragraph 35 section 1 shall be performed in terms of:
  - 1) issuing, amending and repealing acts;;
  - 2) implementing of the issued acts by the individuals and organizational units affected by these acts.
2. Supervision of the issue of acts includes substantive supervision and formal and legal supervision.
3. Substantive supervision means agreeing on the content and reporting on the need to develop and implement an internal law in connection with the need to align the Academy's internal law with external legislation or related to existing organizational needs.

4. Substantive supervision is exercised by the individual designated to do so, taking into account his tasks and the scope of issues regulated by a given act of internal law of the Academy. If there is more than one substantial supervisor, they are required to cooperate in order to develop a common position on the content of the act.
5. Formal and legal supervision is understood as verification of the compliance of the internal law act with other internal regulations and generally applicable laws.
6. Formal and legal monitoring is performed by the Law Office.
7. The provisions on the issuance of acts shall apply accordingly to the amendment or repeal of existing acts.
8. Employees of the Academy and members of the Student Government have the right to inspect the protocols of the Senate.

### **§ 37**

1. The Rector determines the detailed rules for ensuring the execution of the internal regulations of the Academy by means of ordinances and by means of written or oral service orders.
2. The Rector may, in particular, authorize the Vice-Rector to supervise and execute the implementation of relevant internal regulations, including authorization to take reasonable actions within the scope of the supervision entrusted to him.
3. The Rector shall revoke the acts issued by the Student Government that are inconsistent with the provisions of generally applicable law, the University Statutes, the Academic Regulations or the Regulations of the Student Government. The decision on the revocation of the act is subject to a complaint to the administrative court within 30 days of its delivery.

### **§ 38**

1. The President shall revoke internal acts of the University and other decisions of the Rector, the Chancellor, the Vice-Chancellor, the Dean, persons performing managerial and administrative functions in the Academy that are contrary to the Act, other generally applicable laws, the Statute or that violate important interests of the Academy.
2. The President shall cancel the resolutions of the Senate and the Scientific Council of Disciplines and the Program Council of Disciplines that are inconsistent with the Law, other generally applicable laws, the Statute or that violate the important interests of the Academy.

## **SECTION VII. ACADEMY EMPLOYEES**

### **§ 39**

1. The legal status of employees of the Academy is governed by the Act, the Labor Code, other generally applicable laws, the Statute and other internal normative acts of the Academy.
2. Employees of the Academy are academic staff and non-academic staff.
3. Detailed responsibilities of academic staff is determined by the Rector.
4. Detailed responsibilities of employees who are not academic staff is determined by the Chancellor.
5. In the case of academic staff who simultaneously perform administrative functions at the Academy within the meaning of Chapter XVII, the detailed scope of their duties in administrative functions shall be determined by the Chancellor.
6. An academic staff member may be a person who:
  - 1) has the qualifications specified by law and the Statute;
  - 2) has not been punished with the disciplinary penalty referred to in paragraph 276, section 1, points 7 and 8 of the Act;
  - 3) meets the requirements referred to in paragraph 20, section 1, points 1 - 3 of the Act.

### **§ 40**

1. The employment relationship with an academic staff member is formed on the basis of an employment contract.
2. The first contract of employment of an academic staff at the Academy shall be for a period of time:
  - 1) indefinite,
  - 2) fixed for a period of up to 4 years.
3. The Rector, acting in consultation with the Chancellor and with the approval of the President, employs an academic staff member at the request of the appropriate Dean or on his own initiative after consultation with the appropriate Dean.
4. Academic staff members are employed in the following groups of employees:
  - 1) didactic;
  - 2) research;
  - 3) research and didactic.
5. The basic duties of an academic staff member who is an employee:
  - 1) didactic - is to educate and tutor students;
  - 2) research - is to conduct scientific activities;
  - 3) research and didactic - is to conduct scientific activities, and to educate and tutor students.

6. Academic staff members are obliged to participate in organizational work for the Academy and continuously improve their professional competence.
7. The employment relationship with a non-academic employee is established and terminated by the Chancellor, with the approval of the President.

## **§ 41**

1. An academic staff member shall be employed in a position:
  - 1) professor;
  - 2) professor of the academy;
  - 3) assistant professor;
  - 4) assistant lecturer.
2. In the position of:
  - 1) professor – an individual may be employed holding the title of professor;
  - 2) professor of the academy - an individual may be employed with at least a doctoral degree and significant achievements:
    - a) didactic or professional - in the case of didactic employees,
    - b) scientific or artistic - in the case of research employees,
    - c) scientific, artistic or didactic - in the case of research and didactic employees;
  - 3) assistant professor – an individual may be employed with at least a doctoral degree;
  - 4) assistant lecturer – an individual may be employed with at least a master's degree, master's degree in engineering or equivalent.
3. The research staff group may include:
  - 1) in the position of a professor of a academy, a person who holds a doctoral degree or a doctoral degree and who, in the overall body of work, has:
    - a) not less than 200 points (including a minimum of 100 points in the last 6 years);
    - b) a minimum of 100 points for publications in journals from the Minister's list or monographs according to the scoring;
    - c) a minimum of 4 publications in journals with at least 8 pts;
    - d) a minimum of 2 publications in WoS and Scopus journals;
    - e) serving as a promoter/supervisor of a person preparing at least 1 dissertation or as an assistant promoter or reviewer in at least 2 postdoctoral proceedings;
    - f) serving as a supervisor in a minimum of 2 external scientific projects (research or didactic).
  - 2) at the position of assistant professor, a person with a doctoral or post-doctoral degree, who in the overall achievements has:
    - a) not less than 80 points (including a minimum of 60 points after obtaining the doctoral degree)
    - b) a minimum of 2 publications of 8 points from the Minister's list;

- c) serving as a supervisor or contractor in a minimum of 2 scientific projects;
- 3) in the position of assistant lecturer, a person with a professional title of Master of Science, Master of Engineering, or equivalent, who in the overall achievements has:
  - a) active scientific participation (a minimum of 3 active presentations) at scientific conferences;
  - b) a minimum of 2 publications in journals from the Minister's list;
  - c) participation in a scientific project.
- 4) At the position of assistant lecturer a person with a doctoral or postdoctoral degree, who in the overall achievements has:
  - a) not less than 60 points for publications in journals from the Minister's list, including a minimum of 1 publication with at least 10 points from the Minister's list,
  - b) directing or being a contractor or expert in a minimum of one research or didactic project.
- 4. In the group of research and didactic employees may be employed:
  - 1) at the position of professor at the academy - a person with a postdoctoral or doctoral degree, who in the overall achievements has:
    - a) not less than 200 points for publications in journals on the Minister's list, including 100 points in the last 6 years;
    - b) a minimum of 6 publications in journals on the Minister's list, with a minimum of 50%, including a minimum of 2 publications in journals with at least 8 points;
    - c) serving as project head of a minimum of 1 project or contractor of a minimum of 2 scientific or didactic projects or 2 submitted and successfully evaluated;
    - d) serving as a promoter/supervisor of a person preparing at least 1 dissertation or as a reviewer in at least 1 postdoctoral proceeding or alternatively 6 articles in WoS/Scopus databases.
  - 2) at the position of assistant professor - a person with a doctoral or post-doctoral degree, who in the overall achievements has:
    - a) not less than 40 points, for publications in journals on the Minister's list, including a minimum of 20 points after obtaining a doctoral degree;
    - b) a minimum of 3 publications in journals on the Minister's list;
    - c) serving as a supervisor or contractor in a minimum of 1 scientific or teaching project or a submitted scientific project that received a positive evaluation..
  - 3) in the position of assistant lecturer - a person with a professional degree of Master of Science, Master of Engineering or equivalent, who in the overall achievements has:
    - a) active scientific participation in a minimum of 2 scientific conferences;
    - b) a minimum of 1 publication in journals on the Minister's list.
- 5. In the group of didactic employees may be employed:
  - 1) in the position of a professor of the academy - a person with a postdoctoral or doctoral degree who:

- a) is the author of 2 scripts or 2 monographs with a minimum of 50% or 10 scientific or popular science publications in the last 5 years;
  - b) is the head of a minimum of 1 project or a contractor of a minimum of 2 didactic or scientific projects or 2 projects submitted with positive evaluation;
  - c) has completed a minimum of 2 didactic internships, including 1 overseas.
- 2) in the position of assistant professor - a person with a postdoctoral or doctoral degree who:
- a) is the author of at least 1 script or 1 monograph with a minimum of 50% or 4 scientific or popular science publications in the last 5 years;
  - b) is the head or contractor of a minimum of 1 didactic/scientific project or a minimum of 1 submitted project with positive evaluation;
- 3) for the position of assistant lecturer - a person with a professional degree of Master of Science, Master of Engineering or equivalent, who is the author of a minimum of 1 script or monograph with a minimum of 50% or 4 scientific or popular science publications.
6. The Rector, with the approval of the President, may also decide to employ a person with a doctoral or postdoctoral degree as a professor of the academy who:
- 1) has significant scientific achievements, including significant publications in indexed Web of Science and Scopus databases,
  - 2) obtained two independent and positive opinions on scientific achievements issued by professors, employed at a university other than MANS in Warsaw,
  - 3) stands out for his special commitment to his professional work at the Academy,
  - 4) has a minimum of 8 years of experience in research or didactic work at the Academy.

## **§ 42**

- 1. The duties of an academic staff member, with the approval of the Rector, may also be performed outside the Academy, under the rules and in the units specified in the work regulations.
- 2. The carrying out of the duties of an academic staff member constitutes creative activity of an individual nature, as referred to in paragraph 1, section 1 of the Act of February 4, 1994 on Copyright and Related Rights.

## **§ 43**

- 1. The employment contract with an academic staff member shall indicate whether the Academy is his/her primary place of work.
- 2. The condition for designating the academy as the primary place of work is full-time employment there. An academic staff member may have only one primary place of work at a time.

3. Actions under labor law with respect to the Rector of the Academy shall be performed by the President.
4. The President shall grant permission for the Rector to perform additional paid activity. The consent is issued for the term of office of the Rector.

#### **§ 44**

1. In addition to the cases specified in the Act of June 26, 1974. - Labor Code, the Rector may terminate by notice the employment relationship with an academic staff member in the case of:
  - 1) receiving the negative evaluation referred to in paragraph 128, section 1 of the Act;
  - 2) undertaking or performing additional employment without the consent of the Rector, as referred to in paragraph 125, section 1 of the Act;
2. The Rector terminates by notice the employment relationship with an academic staff member in the event of receipt of two consecutive negative evaluations, as referred to in paragraph 128, section 1 of the Act;
3. Dismissal by notice shall take place at the end of the semester, with notice.

#### **§ 45**

1. The employment contract of an academic staff member shall expire in the event of:
  - 1) discontinuation of compliance with the requirements referred to in paragraph 113 of the Law;
  - 2) finding that the conclusion of an employment contract was based on false or invalid documents;
  - 3) ruling of the disciplinary penalty referred to in paragraph 276, section 1, point 6 of the Act;
  - 4) a criminal measure in the form of a ban on holding a specific position, in the event that the ruling concerns the performance of duties of an academic teacher;;
  - 5) sentencing of imprisonment.

#### **§ 46**

1. The academy implements work regulations.
2. The detailed rules and procedures for granting vacation leave, as well as the leaves referred to in paragraphs 130-131, section 1 of the Act, are determined by the work regulations.

## **SECTION VIII. EDUCATION AT THE ACADEMY**

### **Chapter XXI. General regulations**

#### **§ 47**

The academic year runs from October 1 to September 30 and is divided into two semesters.

#### **§ 48**

1. Students have the right to develop their scientific pursuits. For this purpose, they may use the assistance of academic staff members, persons in managerial positions, bodies of the Academy. They also may participate in scientific, development and implementation work carried out at the Academy, use the premises, facilities and resources of the Academy, in accordance with the rules of the Academy.
2. Students beginning their studies at the Academy are entitled to benefit from education on the rights and duties of a student according to the rules set forth in the Act.

#### **§ 49**

1. Students are obliged to acquire knowledge, skills and social competence, comply with the regulations of the Academy and behave in accordance with good academic manners.
2. Students are obliged to follow the principles defined in the codes of ethics.

#### **§ 50**

Admission as a student of the Academy takes place after taking an oath with the following words:

“I solemnly vow to persevere in the pursuit of knowledge and its systematic expansion, strive to develop my own personality, obey the law, fulfill student duties, respect academic customs and mores, relate with respect to the Academic Authorities and all members of its community, care for the dignity of the student, honor and good name of the Management Academy of Applied Sciences in Warsaw, to the glory of the Republic of Poland and science”.

#### **§ 51**

The Academy works for the benefit of students with disabilities, creating conditions for their participation in the process of student enrollment at the Academy, education and scientific activities.

## **§ 52**

The organization, rules of conduct, and rights and obligations of participants in postgraduate studies, specialized training and other forms of education, are determined by the Rector, after consultation with the President.

## **Chapter XXII. Studies and students of the Academy**

### **§ 53**

1. Studies are conducted at the Academy in the form of full-time and part-time studies. The basic form of study at the Academy is part-time studies.
2. Postgraduate studies, specialized education and other forms of education shall be established by the Rector, after consultation with the Senate and approval of the President.
3. Draft curricula of studies, including the directional learning outcomes and study plans, shall be developed by the relevant department or unit.

### **§ 54**

1. Education at the Academy is paid.
2. Lectures at the Academy are open.
3. Didactic classes at the Academy may also be conducted using distance learning methods and techniques.
4. The conditions of studying in individual mode are defined by the Rector or the Vice-Rector in consultation with the Dean.

### **§ 55**

1. Students at the Academy shall form the Student Government, which is the exclusive representation of all students of the Academy.
2. The Student Government is active in the Academy in the field of student affairs, including welfare and cultural affairs.
3. The Student Government acts through its bodies, including the Head and the resolution body.
4. The Academy shall provide the conditions necessary for the operation of the Student Government, including infrastructure and financial resources.
5. The Student Government prepares a report on the distribution of funds and settlement of these funds at least once per academic year and makes them available in the BIP on the Academy's website.
6. The organization and method of operation of the Student Government shall be determined by the rules and regulations, adopted by the resolution body of the Student Government.

7. The bodies of the Student Government shall notify the Rector of the issued acts, including adopted resolutions, within seven days of their adoption.

## **§ 56**

1. Students may apply for:
  - 1) social scholarship;
  - 2) scholarship for disabled persons;
  - 3) an aid grant;
  - 4) Rector's scholarship;
  - 5) a scholarship financed by a local government unit;
  - 6) scholarship for academic or sports achievements financed by an individual or legal entity that is not a state or local government legal entity.
2. The granting of the benefit referred to in paragraph 56 section 1 points 1-4, as well as the refusal to grant it, shall be by administrative decision.
3. At the request of the Student Government, the benefits referred to in paragraph 56 section 1 points 1-4, are granted by the scholarship committee and the scholarship appeal committee. The majority of the committee members are students. The decision shall be signed by the chairman of the committee or the vice-chairman of the committee authorized by him.
4. The Rector, by administrative decision, overrules the decision of the scholarship committee or the scholarship appeal committee that does not comply with the law.

## **SECTION IX. ORDER REGULATIONS FOR HOLDING ASSEMBLIES ON ACADEMY PREMISES**

## **§ 57**

1. The Rector takes care of the maintenance of order, decency and the safety of the people on the premises of the Academy and its property.
2. Members of the Academy community have the right to organize assemblies on the premises of the Academy. The organization of an assembly on the premises of the Academy requires the consent of the Rector.
3. Assemblies on the premises of the Academy may be held with the approval of the Rector, subject to the following rules:
  - 1) participants of the assembly shall not disrupt the work of the Academy with their behavior;
  - 2) at the end of the assembly, its participants are required to leave the place where the assembly was held.

4. Organizers shall notify the Rector of their intention to hold an assembly at least 24 hours before the gathering. The notification shall be submitted in writing and shall contain at least an indication of the organizers of the assembly, its purpose and program, the exact time and place, the planned estimated number of participants, stating whether they will be members of the Academy community and what they will be, and if the assembly is to be attended by persons outside this group - an indication of who will be the participants. In cases justified by the urgency of the matter, the Rector may accept a notification filed in a shorter period of time, in a different form or not containing all the required data.
5. The Rector refuses to grant permission to hold an assembly or prohibits an assembly if its purpose or program violates the law.
6. The Rector may refuse permission to hold an assembly or prohibit an assembly if: its purpose or program violates the internal regulations of the Academy or grossly infringes on the important interests of the Academy; holding the assembly will prevent or significantly impede the proper functioning of the Academy; the organizers have failed to follow the notification procedure referred to in paragraph 57 section 4; the assembly is to be organized by or is to be attended by persons who are not members of the Academy community; holding the assembly may realistically endanger the values that the Rector is required to protect in accordance with paragraph 57 section 1.
7. In making the decision referred to in paragraph 57 section 1, the Rector is obliged to weigh the reasons against holding an assembly and the right of members of the Academy community to hold assemblies on its premises.
8. The rector may delegate his representative to the assembly.
9. If the assembly is held in violation of the law, the Rector or his representative, after notifying the organizers, shall disband the assembly immediately.
10. The Rector or his representative may, after notifying the organizers, dissolve the assembly immediately, applying the provisions of paragraph 57 section 6 and 7 accordingly.
11. The assembly is terminated when the organizers announce it or disband the assembly. With the end of the assembly, its participants are obliged to leave the place where the assembly was held.
12. Organizers of assemblies are responsible to the bodies of the Academy for their conduct.

## **SECTION X. DISCIPLINARY LIABILITY**

### **§ 58**

1. The following committees shall adjudicate in disciplinary proceedings:
  - 1) academic staff disciplinary committee;

- 2) the academic disciplinary committee for students;
  - 3) the disciplinary appeals committee for students.
2. Administrative services of the disciplinary committees are provided by the units specified in the organizational regulations
  3. For actions detrimental to the duties of an academic staff member or the dignity of the profession, an academic staff member is liable for disciplinary action under the rules specified in the Act.
  4. The head of the academic staff disciplinary committee and his deputy, as well as the other members of the committee in the number of five, including one student, shall be elected by the Senate.
  5. A candidate for the head of the commission and his deputy may be an academician with the title of professor.
  6. The members of the commission are elected in appropriate numbers from among academic staff employed at the Academy as their primary place of work and from among the students of the Academy designated by the Student Government.
  7. Candidates for the head of the commission and his deputy, as well as for the members of the commission from among academic staff members, may be proposed by members of the Senate.
  8. The term of office of the academic staff disciplinary committee shall be 4 years and shall begin at the beginning of the term of office of the Senate.
  9. The academic staff disciplinary committee shall adjudicate in a three-member composition.

## § 59

1. For acts that offend the dignity of the student and for violations of the regulations of the Academy, the student shall, under the rules set forth in separate regulations, bear disciplinary responsibility.
2. Disciplinary cases of students shall be adjudicated by the academic disciplinary committee and the disciplinary appeals committee for students.
3. The academic disciplinary committee for students and the disciplinary appeals committee for students shall adjudicate as a body consisting of the head of the adjudicating body, who shall be an academic staff member, and two members, one of whom shall be an academic staff member and the other a student.
4. Members of the disciplinary committee and the disciplinary appeals committee and their heads shall be appointed by the Rector.
5. The academic disciplinary committee for students and the disciplinary appeals committee for students shall consist of a head and six other members, of which the head and four members shall be academicians and two members shall be students.
6. Candidates for the disciplinary committee and disciplinary appeals committee from among students shall be presented to the Rector by the academic Student Government's resolution-making body.

7. The term of office of the academic disciplinary committee for students and the disciplinary appeals committee for students are 4 years and shall begin at the beginning of the term of the Senate.

## **SECTION XI. PROPERTY AND FINANCES OF THE ACADEMY**

### **§ 60**

1. The Academy conducts independent financial management on the basis of the material and financial plan approved by the President, and with regard to the administration of funds from the state budget also in accordance with the provisions on public finance.
2. The Academy keeps its accounts in accordance with the accounting regulations, taking into account the principles set forth in the Act.
3. On the basis of the relevant laws, the Academy receives grants, including, in particular, for tasks:
  - 1) related to non-refundable material aid for students;
  - 2) creating conditions for students who are persons with disabilities to fully participate in the educational process.
4. The Academy may raise funds in particular from the following sources:
  - 1) the state budget;
  - 2) European Union funds;
  - 3) budgets of local government units and their unions;
  - 4) fees collected by the Academy;
  - 5) paid research activities;
  - 6) special purpose funds;
  - 7) payments from the President;
  - 8) business activities, in accordance with the provisions of the Act and the Statute;
  - 9) other sources.
5. In addition to the basic fund, the Academy may create, in particular, the following special funds:
  - 1) employees' social benefits fund;
  - 2) internal scholarship fund;
  - 3) the academy's prize fund;
  - 4) implementation fund;
  - 5) reserve fund.
6. The Academy has funds:
  - 1) scholarship;
  - 2) support for the disabled.
7. Internal scholarship fund is created from funds other than specified in paragraph 365 of the Act.

8. Internal scholarship fund is created from the net write-off. This fund is used to pay scholarships for achievements in scientific research and other activities. Detailed rules and procedures for the use of the fund are set forth in the regulations approved in the form of an administrative decision by the Minister of Science and Higher Education No. DSP-2-0412-S-MZM/07/06 of February 28, 2007.
9. Special funds in the Academy are formed by the Chancellor with the approval of the President.
10. The execution by the Academy of the tasks referred to in paragraph 11 of the Act, as well as the conduct of sports activities, shall not constitute a business activity within the meaning of the provisions of the Act of March 6, 2018. - Entrepreneurs Law.

### **§ 61**

1. The Academy may charge fees for educational services, related in particular to:
  - 1) education of students in full-time and part-time studies;
  - 2) repetition of specific courses in studies due to unsatisfactory academic performance;
  - 3) conducting studies in a foreign language;
  - 4) conducting classes that are not included in the study plan, including classes that supplement the learning outcomes necessary for second-cycle studies in a specific field of study;
  - 5) conducting postgraduate studies, specialized education and other forms of education;
  - 6) conducting confirmation of learning outcomes;
  - 7) organization of scientific conferences, seminars, symposia, training courses.
2. The fees charged by the Academy for educational services and their amount, as well as the fees for other services provided by the Academy and their amount, are determined by the Chancellor, after obtaining the opinion of the Rector and the approval of the President. Determining the fees charged to students and their amount requires consultation with the Student Government.
3. The amount of fees for educational services at the Academy shall not exceed the costs necessary for the establishment and conduct of studies and the preparation and implementation of the Academy's strategy.

### **§ 62**

The Academy covers the costs of research activities from revenues from research work conducted on the basis of contracts, budget grants awarded under separate regulations, as well as grants obtained from structural funds, funds from other funds, institutions, individuals and legal entities, and other revenues.

### **§ 63**

1. The Academy may, with the approval of the President, engage in economic activities that are organizationally and financially separate, particularly related to the development of entrepreneurship and innovation, professional activation of the Academy community in areas related to economic initiatives.
2. The activities referred to in paragraph 63 section 1 may also be conducted in terms of:
  - 1) running student dormitories;
  - 2) running student cafeterias;
  - 3) renting of didactic, sports and recreational facilities and equipment;;
  - 4) organizing conferences, seminars, symposia, training courses contracted by external entities;
  - 5) others.
3. Business activities are carried out by an organizationally and financially separate unit of the Academy, appointed by the Chancellor, acting in accordance with the rules set forth in separate legislation. The costs of the activity are covered by the income received.
4. Publishing activities are organized in consultation with the Chancellor for the needs of the Academy.

### **§ 64**

The head of an organizational or administrative unit of the Academy is responsible for the proper use and safeguarding of the property assigned to that unit.

### **§ 65**

1. In order to improve the use of the intellectual and technical potential of the University, and to transfer the results of scientific work to the economy, the Academy may operate an academic business incubator and technology transfer centers.
2. An academic business incubator is established to support the economic activities of the Academy's employees and students.
3. An academic business incubator is established:
  - 1) in the form of an all-university unit, which operates on the basis of regulations approved by the Senate;
  - 2) in the form of a capital company.
4. A technology transfer center shall be established for direct commercialization in the form of an all-university unit, which operates on the basis of regulations approved by the Senate.
5. In an academic business incubator or technology transfer center, established in the form of all-university organizational units, supervisory boards shall be created, the composition and powers of which shall be defined in their bylaws, respectively.

6. The director of an academic business incubator or technology transfer center, operating as all-university units, shall be hired by the Rector, after consultation with the Senate and approval of the President, from among candidates presented by the supervisory boards of these units.
7. The Academy, for the purpose of indirect commercialization involving subscription or acquisition of shares in companies or subscription warrants entitling to subscription or acquisition of shares in companies, for the purpose of implementation or preparation for implementation of the results of scientific activities or know-how related to such results, may create only single-person capital companies, subject to paragraph 150, section 1 of the Act, hereinafter referred to as "special purpose companies." To cover the share capital of a special-purpose company, the Academy may make a contribution in kind (in-kind contribution) in whole or in part in the form of the results of scientific activities and know-how related to such results. The special purpose company shall be established by the Rector with the approval of the President and the Senate.
8. The Academy, by agreement, may entrust the special-purpose company with:
  - 1) management of rights to the results of scientific activity or to know-how, in terms of direct commercialization;
  - 2) management of research infrastructure.
9. The Academy shall allocate the dividends paid to the special purpose vehicle for the performance of the tasks referred to in Paragraph 11 of the Act.

## **SECTION XII. ACADEMY LIQUIDATION**

### **§ 66**

1. The President may decide to liquidate the Academy in the event of
  - 1) insufficient number of candidates for studies;
  - 2) lack of financial resources to continue the activities of the Academy.
2. Putting the Academy into liquidation shall also take place in case the Minister issues a final administrative decision ordering the liquidation of the Academy.
3. In the cases referred to in paragraph 66 section 1, the liquidation of the Academy requires permission issued by the Minister by means of an administrative decision.
4. The President shall promptly, no later than within 3 months from the delivery of the consent referred to in 66 section 3, submit to the Minister a deed confirming the placing of the Academy in liquidation, and determine the liquidation plan and the scheduled date for completion of the liquidation proceedings.

### **§ 67**

1. The liquidator of the Academy is the President. For the purpose of liquidation, the President may appoint a Liquidator who shall conduct the liquidation on behalf of the President.
2. The responsibilities of the Liquidator include, in particular::
  - 1) preparing an inventory and balance sheet for the opening day of liquidation;
  - 2) preparing a financial plan for the liquidation of the Academy;
  - 3) notifying the competent authorities of the liquidation of the Academy;
  - 4) providing students with the opportunity to continue their education at another institution;
  - 5) transfer of course documentation and personnel and payroll records for safekeeping and transfer of archival materials to the Academy, in accordance with the relevant regulations. The cost of storing the documentation shall be covered by the assets of the liquidated Academy.
3. The financial plan for liquidation and the balance sheet prepared by the Liquidator appointed by the President shall be subject to the approval of the President
4. The liquidation of the Academy is intended to end its activities.
5. The liquidator shall proceed with liquidation immediately, no later than within 30 days from the date of placing the Academy in liquidation, notifying the Minister thereof.
6. The Academy put into liquidation uses the name with the addition of the designation “in liquidation”. Diplomas and certificates issued during the period of liquidation shall bear the name of the Academy without this additional designation.
7. The President shall immediately notify the Minister of the completion of liquidation.

### **§ 68**

1. From the property of the Academy the Liquidator shall cover its liabilities.
2. The costs of liquidation of the Academy shall be paid from its property, with priority over the claims of creditors.
3. The property of the Academy remaining after the liquidation becomes the property of the Founder.

## **SECTION XIII. TRANSITIONAL AND FINAL REGULATIONS**

### **§ 69**

As of the effective date of the Statute:

1. The Rector appointed on the basis of the existing Statute becomes the Rector referred to in the Statute and continues in office.
2. The Senate elected on the basis of the existing Statute shall become the Senate referred to in the Statute and shall continue to hold office in its existing form until the end of the term.
3. The Vice-Rectors and the Chancellor shall become the single-member bodies of the Academy and continue in this capacity.
4. Heads of Institutes or branches shall become Deans of faculties or branches, respectively, and shall continue to exercise their functions in this capacity. Deputy Heads of Institutes or branches shall become Vice-Deans and in this capacity shall continue to perform their functions.
5. Institutes become Faculties.
6. Branches of the Academy become branches as defined in the Statute.
7. Any functions, positions, collegial bodies, bodies, organizational units or units of other types functioning within an Institute shall continue to function within a Faculty.
8. Any functions, positions, collegial bodies, bodies, organizational units or units of other types that constitute administrative functions or administrative units under the Statute shall continue to function in that capacity.
9. Individuals who, according to the Statute, are managerial functions shall continue to function in that capacity.
10. All collegial bodies and other bodies, regardless of their nature, shall continue to function in their current composition until the end of their term of office.
11. The terms of office of individuals who do not meet the requirements under the Statute to perform their functions or to sit on a collegial body or other body shall expire.
12. In all matters regulated by the Statute from the date of its entry into force, the provisions of the Statute shall apply, unless the Statute provides otherwise.

## § 70

1. All acts of internal law of the Academy, regardless of their type, issued prior to the date of the Statute coming into force, retain their present binding force, even if they were issued by an entity other than the one designated to issue them in this Statute. However, these acts shall cease to be effective in that part in which they are contrary to the Statute, and the provisions of the Statute shall apply instead.
2. The provisions of the Statute are applied to the repeal or amendment of the internal acts of the Academy referred to in paragraph 70 section 1.
3. As of the date of entry into force of the Statute, the Statute constituting the annex to the Ordinance No. 1/09/2019 of the Founder of the Warsaw Management University, dated September 4, 2019, on granting the Statute to the Warsaw Management University, as amended by the Order No.

1/07/2020 of the Founder of the Warsaw Management University, dated July 27, 2020, shall be repealed.

4. In all acts of internal law of the Academy and other documents of the Academy, wherever the name of the Academy - Warsaw Management University - appears in any grammatical form, including as an abbreviation, it shall be understood as the Management Academy of Applied Sciences in Warsaw, unless the law provides otherwise. This amendment does not require editorial changes in the texts of the Academy's internal laws and other documents of the Academy, unless such changes are necessary under the provisions of law.
5. The appendices to the Statute are an integral part thereof.

## § 71

The statute takes effect on October 1, 2022.

Prof. dr hab. Stanisław Dawidziuk, dr h.c.m.

Founder-President