



**UNIVERSITY OF ECONOMICS
IN BRATISLAVA**

INTERNAL REGULATION
OF THE UNIVERSITY OF ECONOMICS IN BRATISLAVA

No. A/1/2022

**STATUTE
OF THE UNIVERSITY OF ECONOMICS IN BRATISLAVA**

2022

The University of Economics in Bratislava is issuing, in accordance with the provisions of Section 15(1)(a) of Act No. 131/2002 Coll. on higher education institutions and on amendments and supplements of certain laws, as amended (hereinafter the "Higher Education Institutions Act"), this

STATUTE

of the University of Economics in Bratislava

Part One

Fundamental Provisions

Article 1

Name and Seat of the University of Economics in Bratislava

- (1) The University of Economics in Bratislava (hereinafter also referred to as the "UEBA" or "University") is a top-level educational and research institution. The UEBA is a public higher education institution.
- (2) The UEBA's full name is the University of Economics in Bratislava.
- (3) The UEBA's seat is: Slovak Republic, Bratislava, Dolnozemska cesta 1.
- (4) The UEBA was established in 1940 as a private Higher School of Commerce having its seat in Bratislava and was given the status of a public school. In 1944 the school was renamed to the Slovak Higher School of Commerce and by virtue of Decree of the Slovak National Council No. 34/1945 it was nationalized. In 1949 the name was changed again, to the Higher School of Economic Sciences. Later Decree of the Government No. 40/1952 modified the name to the Higher School of Economics. Finally, pursuant to the provisions of Act of the Slovak National Council No. 292/1992, the name was changed to the University of Economics in Bratislava.

Article 2

UEBA's Mission and Tasks

- (1) The UEBA's mission is to contribute towards the development of education, knowledge, science and culture in accordance with society's needs, to develop the knowledge, skills, understanding, creativity and good of humanity, thus contributing towards the advancement of knowledge society.
- (2) The UEBA's main task is to provide high-quality university education at all three higher-education levels encompassing a complex of business and management study programmes and selected study programmes in humanities and information sciences, through the development of knowledge based on free creative research in economics, information sciences and humanities, thus contributing towards knowledge society development in Slovakia and in the European Area.
- (3) The UEBA shall regulate its mission and tasks in the form of the UEBA's Long-term Plan of Development. The UEBA shall prepare the long-term plan of development for a period of at least six years. Prior to being submitted to the UEBA Scientific Council for comment, a draft long-term plan of development for the University shall be discussed with the Ministry of Education, Science, Research and Sports of the Slovak Republic (hereinafter the "Ministry of Education"). The long-term plan shall be approved by the Academic Senate of the University of Economics in Bratislava and subsequently by the Board of Governors of the University of Economics in Bratislava. Following its approval, the long-

term plan shall be published when and as determined by the Ministry of Education. The performance of the long-term plan of development shall be evaluated every year in the UEBA's Annual Activity Report.

Article 3

Legal Status of University

- (1) The UEBA is a legal person carrying out research and development. It is a public and a self-governing institution created and wound up by law.
- (2) The UEBA's statutory body shall be the Rector of the University (hereinafter also referred to as the "Rector").

Article 4

Academic Freedoms and Academic Rights

- (1) Academic freedoms and academic rights as defined by the provisions of Section 4(1) of the Higher Education Institutions Act shall be guaranteed at the University of Economics in Bratislava. The exercise of such rights and freedoms shall be in line with the principles of democracy and humanity, as well as being in line with the law.
- (2) Inviolability of academic premises shall be guaranteed, except where jeopardy of life and limb, risk of endangering property or natural disasters are involved.
- (3) The UEBA academic premises comprise the area defined by the real property owned or rented by the University, or the area where the University's mission and main tasks are being accomplished. Entry of law-enforcement personnel into the academic premises shall be authorised by the Rector.
- (4) Political parties and political movements are not allowed to pursue political activities and to establish their organisations at the University.

Part Two

Basic Organisational Structure and Method of Determining Number and Structure of Jobs at University

Article 5

Organisational Structure of University

- (1) The UEBA is divided into the following organisational units:
 - a) faculties:
 1. Faculty of National Economy of the University of Economics in Bratislava,
 2. Faculty of Commerce of the University of Economics in Bratislava,
 3. Faculty of Economic Informatics of the University of Economics in Bratislava,
 4. Faculty of Business Management of the University of Economics in Bratislava,
 5. Faculty of International Relations of the University of Economics in Bratislava,
 6. Faculty of Business Economy of the University of Economics in Bratislava with seat in Košice,
 7. Faculty of Applied Languages of the University of Economics in Bratislava, (hereinafter referred to collectively as "Faculties" or individually also as "Faculty"),
 - b) educational, research, servicing/administrative and IT units:

1. Physical Education and Sports Centre of the University of Economics in Bratislava,
2. Lifelong Learning Centre of the University of Economics in Bratislava,
3. Centre of Quality Assurance and Support of the University of Economics in Bratislava,
4. Institute of Economics and Management of the University of Economics in Bratislava,
5. Research-Exhibitory and Information Bio-Energy Centre in Kapušany - unit Kapušany,
6. Project Centre of the University of Economics in Bratislava,
7. Rectorate of the University of Economics in Bratislava,
8. Centre for International Relations of the University of Economics in Bratislava,
9. Centre of Communication and Public Relations of the University of Economics in Bratislava,
10. Business Activities and University Services Centre of the University of Economics in Bratislava,
11. Archives of the University of Economics in Bratislava,
12. Centre of Information Technologies of the University of Economics in Bratislava,
13. Slovak Economic Library of the University of Economics in Bratislava,
(hereinafter collectively referred to as "University-wide Units"),

c) other constituent parts:

1. Office of the Ekonomické rozhľady Magazine of the University of Economics in Bratislava,
2. Centre of Drugs Prevention and Counselling of the University of Economics in Bratislava,
3. Expert Institute of the University of Economics in Bratislava,
(hereinafter collectively referred to as "Other Constituent Parts"),

[faculties, university-wide units and other constituent parts (hereinafter collectively also referred to as "UEBA Constituent Parts").

- (2) Establishment, merger, consolidation, split, change of name or change of seat of UEBA Constituent Parts shall be approved by the UEBA's Board of Governors on a proposal of the Rector, following a prior approval by the University's Academic Senate.
- (3) Scope of powers of a faculty, faculty bodies and scope of powers of faculty bodies are set out in Part Four hereof.
- (4) The scope of powers, organisational structure, management and activities of university-wide units and other constituent parts shall be determined in the Rules of Functioning of the University of Economics in Bratislava and rules of functioning of such university-wide units and other constituent parts. Rules of functioning of university-wide units and other constituent parts of the University of Economics in Bratislava shall be issued by the Rector.

Article 6

Method of Determining Number and Structure of Jobs at University

- (1) The number of jobs and job structure at the University of Economics in Bratislava shall be determined as required by the needs to perform the assigned tasks.
- (2) The basis for determining the number of jobs and job structure shall be the main activities areas of the University - educational, research and other activities.
- (3) The number and structure of jobs of university teachers, full professors' and associate professors' positions, researchers, senior staff members and other employees are based on the needs to provide for complex education in the accredited study programmes at the first-, second- and third-level studies, on the needs to perform research and other activities of the University, and on the needs to provide for proper operation of the University and units thereof,

Part Three

University's Self-Government

Article 7

Scope of University's Self-Governing Powers

- (1) The basis of the UEBA's academic self-government shall be the academic community of the UEBA, which shall elect and dismiss the members of the UEBA's Academic Senate.
- (2) The UEBA's academic community comprises university teachers, researchers and specialised staff members with a higher education employed at the UEBA for full-time weekly hours (employee section), and students (student section).
- (3) The UEBA fosters University students and their involvement in the exercise of self-governing powers. The University enables its students to actively engage in the University's activities and management, particularly as regards higher education quality assurance, organisation of studies and taking decisions on matters concerning the students' academic rights and obligations.
- (4) Students participate in the UEBA's academic self-government through their representatives in the UEBA Academic Senate and collective self-government bodies of the faculties, UEBA Students Disciplinary Board and students disciplinary boards of the faculties, UEBA Ethics Committee, UEBA Internal Quality Assessment Board and in any other advisory bodies and committees.
- (5) The following areas fall within the UEBA self-governing powers:
 - a) internal organisation,
 - b) determination of the number of applicants to be admitted for study, specification of the terms of admission for study and taking decisions in the admission procedure in regard to student admission for study programmes provided by the UEBA,
 - c) development and implementation of study programmes,
 - d) organisation of studies,
 - e) taking decisions on matters related to students' academic rights and obligations,
 - f) determination of the focus and organisation of research, development and any other innovative activities,
 - g) conclusion, modification and termination of employment relationships and determination of the number and structure of jobs at the UEBA,
 - h) award of scientific/pedagogical degrees of associate professor and full professor,
 - i) cooperation with other higher education institutions, other legal entities and natural persons, both national and international,
 - j) election of members of UEBA academic self-government bodies,
 - k) the UEBA's financial management and disposal of its property in accordance with the Higher Education Institutions Act,
 - l) determination of student contribution to reimburse part of the cost of studies and study-related fees under Section 92 of the Higher Education Institutions Act, unless the Higher Education Institutions Act provides otherwise.
- (6) Details concerning the UEBA's organisation and activities shall be governed by University's internal regulations in line with the provisions of Section 15 of the Higher Education Institutions Act. The system of the UEBA's internal regulations shall be governed by the Rules of Functioning of the University of Economics in Bratislava.
- (7) The procedure for approving internal regulations of UEBA constituent parts referred to in Articles 5(1)(b) and 5(1)(c) hereof shall be governed by an internal regulation.

Article 8

Internal Higher Education Quality Assurance System at UEBA

- (1) The internal higher education quality assurance system at the UEBA (hereinafter the "Internal System") shall be governed in the settings of the UEBA by a number of separate internal regulations.
- (2) The Internal System shall be discussed by the UEBA Scientific Council upon the Rector's proposal and subsequently approved by the UEBA Academic Senate.

Article 9

UEBA Bodies

- (1) UEBA bodies shall be academic self-government bodies and any other bodies as defined by the Higher Education Institutions Act.
- (2) The following shall be UEBA academic self-government bodies:
 - a) UEBA Academic Senate,
 - b) UEBA Rector,
 - c) UEBA Scientific Council,
 - d) UEBA Students Disciplinary Board
- (3) Other UEBA bodies include the Bursar, UEBA Board of Governors, UEBA Internal Quality Assessment Board and UEBA Ethics Committee.

Article 10

UEBA Academic Senate and Its Scope of Powers

- (1) The UEBA Academic Senate (hereinafter also referred to as the "University's Academic Senate") is composed of elected representatives of the UEBA's academic community.
- (2) The total number of members in the University's Academic Senate shall be 39 (thirty-nine). Students shall constitute at least one third out of the total number of the University Academic Senate members. Each faculty shall have five representatives in the University's Academic Senate, of which three shall be elected for the employee section and the remaining two for the student section of the faculty's academic community. The UEBA's constituent parts under Article 5(1)(b) hereof shall have altogether four members in the University's Academic Senate.
- (3) The University's Academic Senate is divided into an employee section and a student section. Members of the employee section of the University's Academic Senate shall be elected by secret ballot by members of the employee section of the UEBA's academic community. Members of the student section of the University's Academic Senate shall be elected by secret ballot by members of the student section of the UEBA's academic community. Only a member of the employee section of the UEBA's academic community may be a member of the employee section of the University's Academic Senate. Only a member of the student section of the UEBA's academic community may be a member of the student section of the University's Academic Senate.
- (4) The position of a University Academic Senate member shall be incompatible with the position of Rector, Vice-Rector, Dean, Vice-Dean, Bursar, Faculty Secretary and Head of the UEBA's university-wide unit, which forms part of the UEBA under Article 5(1)(b) hereof.

- (5) The principles governing elections into the University's Academic Senate shall be stipulated in the internal regulation entitled Principles Governing Elections into UEBA's Academic Senate.
- (6) The term of office for University Academic Senate members shall be four years.
- (7) The scope of powers of the University's Academic Senate shall be stipulated by the provisions of Section 9 of the Higher Education Institutions Act and by this Statute.
- (8) In exercising the powers defined in Sections 9(1)(d) and 9(1)(h) of the Higher Education Institutions Act, the University's Academic Senate shall decide by secret ballot. In exercising any other powers under Section 9(1) of the Higher Education Institutions Act, the University's Academic Senate shall decide by secret ballot, if the Senate so chooses.
- (9) The rules of procedure for the University's Academic Senate shall be stipulated by the internal regulation Rules of Procedure of the UEBA's Academic Senate.
- (10) The University's Academic Senate shall be entitled to exercise the powers of the faculty's collective self-government body for no longer than necessary and only in the extent as required for approving amendments of the faculty's internal regulations so that such amendments are not in contravention of the Higher Education Institutions Act, any other generally binding legal regulation or this Statute.
- (11) If the faculty's collective body exercises its powers in a make-up that is in contravention of the Higher Education Institutions Act, this Statute or the UEBA faculty's internal regulations, the University's Academic Senate shall be entitled to undertake measures to align the make-up of the Faculty's relevant collective body with the relevant regulation.

Article 11

UEBA Rector

- (1) The Rector shall be the statutory body of the University of Economics in Bratislava, shall manage the University, act on its behalf and represent it in front of third parties. The Rector shall be accountable to the University's Academic Senate and the UEBA's Board of Governors, unless the provisions of Section 19(7) of the Higher Education Institutions Act provide otherwise.
- (2) The Rector shall be appointed and dismissed by the President of the Slovak Republic. The proposal for appointment, or the proposal for dismissal, of the Rector shall be submitted to the President of the Slovak Republic by the Minister of Education, Science, Research and Sports of the Slovak Republic (hereinafter the "Minister of Education"), to whom such proposal shall be submitted by the University's Academic Senate within 15 days of the adoption of the relevant resolution.
- (3) The term of the Rector's office shall be four years. The same person may hold the position of Rector in one public higher education institution for no more than two consecutive terms of office.
- (4) The principles for electing a candidate for the Rector's position and for adopting the proposal for dismissing the Rector shall be governed by the UEBA's internal regulation, which shall be approved by the UEBA Board of Governors following a prior approval by the University's Academic Senate.
- (5) The Rector's scope of powers shall be governed by Section 10a of the Higher Education Institutions Act.
- (6) The Rector's permanent advisory bodies shall be the Rector's Collegium and the UEBA's top management. The Rector's Collegium shall comprise the Rector, Vice-Rectors, Deans, Bursar, Chair of the University's Academic Senate, employee representative, representative of the student section of the University's Academic Senate and any other members as may be decided by the Rector. The University's top management shall involve the Rector, Vice-Rectors and Bursar.
- (7) The Rector may set up permanent and temporary committees in order to prepare and assess documents concerning fundamental work issues at the UEBA. Committee members shall be appointed by the Rector

from among UEBA employees and students as well as from among professional practitioners. The committee members' term of office shall expire upon expiration of the Rector's term of office.

- (8) The Ethics Committee of the University of Economics in Bratislava (hereinafter the "Ethics Committee") shall be an independent expert and consultative body of the Rector established in accordance with the UEBA's Code of Ethics. Details concerning the make-up and rules of procedure of the Ethics Committee shall be governed by the Rules of Procedure of the Ethics Committee. The UEBA's Code of Ethics and the Rules of Procedure of the Ethics Committee shall be internal regulations.
- (9) The Rector shall issue internal regulations in accordance with Section 15 of the Higher Education Institutions Act as well as internal directives and Rector's measures.
- (10) The Rector shall be deputised by Vice-Rectors to the extent as determined by the Rector.

Article 12

Vice-Rectors

- (1) The UEBA shall have no more than 5 Vice-Rectors, who shall provide for the following areas, in particular - education, research activities, international relations, development, information technology, public relations and quality management. The division of the areas of competence between individual Vice-Rectors shall be determined by the Rector.
- (2) The Vice-Rectors shall be appointed and dismissed by the Rector following the opinion of the University's Academic Senate. The term of office of the Vice-Rectors shall be four years.
- (3) The Rector in his/her position as the UEBA's statutory body shall be deputised by the First Vice-Rector, who shall be appointed from among the Vice-Rectors by the Rector.
- (4) The Vice-Rectors shall be accountable for their activities to the Rector; in their respective areas of competence as designated they shall be entitled to represent and act on behalf of the UEBA.
- (5) In their respective areas of competence as designated, the Vice-Rectors shall direct the activities at the UEBA via the competent Faculty Vice-Deans, heads of units and appointed members of the committees set up for the respective areas of UEBA activities.

Article 13

UEBA Scientific Council and Its Scope of Powers

- (1) Members of the UEBA Scientific Council (hereinafter also referred to as the "University's Scientific Council") shall be appointed and dismissed by the Rector following their approval by the University's Academic Senate. The term of office for members of the University Scientific Council shall be four years and shall expire upon expiration of the Rector's term of office.
- (2) Members of the University's Scientific Council shall be distinguished experts in areas wherein the University carries out educational, research or any other innovative activities.
- (3) The members of the University's Scientific Council who are also members of the UEBA academic community may only be persons occupying the position of a full professor or an associate professor, or researchers possessing a relevant scientific qualification (Level IIa or I).
- (4) No less than one quarter, and no more than one third, of the members of the University's Scientific Council shall be persons that are not members of the UEBA academic community.
- (5) The Chair of the University's Scientific Council shall be the Rector.

- (6) The scope of powers of the University's Scientific Council shall be stipulated by the provisions of Section 12 of the Higher Education Institutions Act.
- (7) The operations of the University's Scientific Council shall be governed by the Rules of Procedure of the Scientific Council of the University of Economics in Bratislava. The Rules of Procedure of the University's Scientific Council shall constitute an internal regulation approved by the University's Scientific Council on a proposal of the University Scientific Council Chair, followed by the approval by the University's Academic Senate on the Rector's proposal.

Article 14

UEBA Students Disciplinary Board

- (1) The UEBA Students Disciplinary Board (hereinafter the "University Disciplinary Board") shall discuss disciplinary offences of those UEBA students who are not enrolled in any study programme provided by a faculty, and shall submit the proposal for a decision to the Rector.
- (2) Members of the University's Disciplinary Board and the Chair thereof shall be appointed from among members of the UEBA's academic community by the Rector, following their approval by the University's Academic Senate. A half of the University's Disciplinary Board members shall be made of students.
- (3) The scope of powers of the University's Disciplinary Board shall be governed by the internal regulation Student Disciplinary Rules of the University of Economics in Bratislava.
- (4) The operations of the University's Disciplinary Board shall be governed by the internal regulation Rules of Procedure of the Disciplinary Board of the University of Economics in Bratislava and of Students Disciplinary Boards at Faculties.

Article 15

UEBA's Senior Staff Members

- (1) The UEBA's senior staff members shall be the Bursar and heads of the UEBA's constituent parts as defined by Articles 5(1)(b) and 5(1)(c) hereof. The positions of the UEBA's senior staff members shall be filled by personnel selection procedure. The rules guiding the personnel selection procedure for the positions of the UEBA's senior staff members shall be stipulated in the internal regulation Principles of Selection Procedure to Fill University Teachers', Research Workers', Full Professors'/Associate Professors' and Senior Staff Members' Positions at University of Economics in Bratislava (hereinafter also referred to as the "Selection Procedure Rules").
- (2) The Bursar shall:
 - a) provide for, and be accountable for, the economic, operational and administrative sides of the UEBA operations, and shall act on behalf of the University to the extent as determined by the Rector. The Bursar shall directly report to the Rector to whom the Bursar shall be accountable for his/her activities,
 - b) act in respect of employment relationships to the extent as determined in Article 35 hereof,
 - c) within the framework of the resolutions adopted by the University's Academic Senate and the UEBA academic officials in the areas of competence assigned to the Bursar, coordinate the activities of the UEBA Rectorate's organisational units and direct Faculty Secretaries.

Article 16

UEBA Board of Governors and Its Scope of Powers

- (1) The UEBA Board of Governors (hereinafter the "Board of Governors") shall be the body supporting, within the framework of its competences, strengthening of links between the UEBA and society at large in accordance with the UEBA's mission. The Board of Governors shall invoke and promote public interest in UEBA operations.
- (2) The members of the Board of Governors shall include, in particular, prominent scientific personalities, representatives of public life at national or regional levels, and prominent business representatives in line with the UEBA's mission, or persons having experience in disposing of assets and funds of a legal person.
- (3) The term of office for members of the Board of Governors shall be five years.
- (4) The Board of Governors shall have 11 (eleven) members. One member of the Board of Governors shall be elected and dismissed in secret ballot elections by the remaining members of the Board of Governors. Five members of the Board of Governors shall be elected and dismissed by the University's Academic Senate, of which one Board of Governors member shall be elected and dismissed solely by the Senate's student section. Five members of the Board of Governors shall be appointed and dismissed by the Minister of Education.
- (5) The statute of the Board of Governors shall be approved by the Board of Governors upon a proposal by the Chair of the Board of Governors, and shall be registered by the Ministry of Education according to Section 103 of the Higher Education Institutions Act.
- (6) Board of Governors meetings shall be public and shall take place at least twice a year. Rules for Providing and Determination of Remuneration and Reimbursement of Expenses to Members of Board of Governors shall constitute an internal regulation.
- (7) The activities of the Board of Governors shall be stipulated by Section 40 of the Higher Education Institutions Act.
- (8) The scope of powers of the Board of Directors shall be stipulated by Section 41 of the Higher Education Institutions Act.

Part Four

Faculty, Faculty's Scope of Powers, Faculty Bodies and Scope of Powers of Faculty Bodies

Article 17

Faculty

- (1) The faculty shall be divided into:
 - a) departments constituting the faculty's basic units for teaching and research activities,
 - b) Dean's Office, which shall be the faculty's economic-administrative unit, and
 - c) other units.

Details about the Faculty's organisational structure shall be governed by an internal regulation of the faculty.

- (2) The faculty's senior staff members shall be: Faculty Secretary and heads of teaching, research, economic-administrative and information units as well as any other units at the faculty. The positions of the faculty's senior staff members shall be filled by personnel selection procedure, following the principles of personnel selection procedure.
- (3) The faculty shall have the right to use its own academic insignia and to hold academic ceremonies in line with the UEBA's internal regulations.
- (4) For public procurement purposes, the faculty shall be an independent operational unit. The details shall be governed by an internal regulation on public procurement.
- (5) The faculty shall issue the following regulations, in particular:
 - a) the Faculty's Statute,
 - b) the Faculty's Rules of Functioning,
 - c) rules of elections into the Faculty's Academic Senate,
 - d) Rules of Procedure of the Faculty's Academic Senate,
 - e) Rules of Procedure of the Faculty's Scientific Council,
 - f) rules of elections of the candidate for the Dean's office and of adoption of a proposal to dismiss the Dean,
 - g) further terms of admission to first-, second- and third-level study programmes at the faculty, and the method of verifying the fulfilment of the same.

Article 18

Faculty's Scope of Powers

- (1) The faculty shall have the right to decide or act, on behalf of the UEBA, in the following matters falling within the self-governing competence of the UEBA:
 - a) stipulation of any further terms for admission of students, and taking decisions in the admission procedure in regard to student admission to study programmes carried out at the faculty,
 - b) development of new accredited study programmes and implementation of such study programmes at the faculty,
 - c) taking decisions on matters concerning academic rights and obligations of students enrolled for study in study programmes carried out by the faculty,
 - d) conclusion, modification and termination of employment relationships to the extent and under the conditions as stipulated in Article 35 hereof,
 - e) undertaking business activities according to the rules set out in Article 36 hereof,
 - f) cooperation with other higher education institutions, legal entities and natural persons, both national and international, in the areas in which the faculty operates. Such agreements shall be concluded by the faculties under master agreements entered into by the UEBA with the aforementioned entities. The faculty agreements shall regulate, in greater detail, the subject and terms of the cooperation, time-lines as well as persons in charge of implementation thereof.
- (2) The following shall fall within the self-governing powers of the faculty:
 - a) internal organisation of the faculty,
 - b) determination of the number of students to be admitted, in the manner as set out in Article 27 hereof,
 - c) organisation of studies in accordance with the Academic Regulations of the University of Economics in Bratislava,
 - d) determination of the focus and organisation of research and any other innovative activities,
 - e) determination of the number and structure of jobs of employees assigned to the faculty, to the extent as determined herein,
 - f) election of members of the faculty's academic self-government bodies,

- g) handling of funds allocated to the faculty by the UEBA and funds obtained by the faculty otherwise for the purpose of fulfilling its tasks.
- (3) Faculty matters falling within the scope of the faculty's self-governing powers as well as the faculty's relation to the University shall be governed by the Faculty Statute and other internal regulations of the faculty.

Article 19

Faculty Bodies

- (1) The faculty shall have academic self-government bodies as well as other bodies.
- (2) The following shall be academic self-government bodies:
- a) the Faculty's Academic Senate,
 - b) Dean, and
 - c) Students Disciplinary Board of the Faculty.
- (3) The Faculty's Scientific Council shall be another faculty body.
- (4) Under the Higher Education Institutions Act, students shall constitute no less than one third of the members of the faculty's collective self-government bodies. Meetings of the faculty's collective bodies shall be public, except when disciplinary offences are discussed.

Article 20

Faculty's Academic Community

- (1) The faculty's academic community shall form the basis of the faculty's academic self-government. The faculty's academic community shall elect and dismiss members of the Faculty's Academic Senate.
- (2) The faculty's academic community shall comprise university teachers, researchers and specialised staff members with a higher education assigned to the faculty and employed for full-time weekly hours (employee section of the faculty's academic community), and students enrolled for study in study programmes carried out by the faculty (student section of the faculty's academic community).

Article 21

Faculty's Academic Senate

- (1) The Faculty's Academic Senate shall be a collective self-government body of the faculty. The number and structure of the Faculty's Academic Senate members shall be governed by the Faculty Statute. The position of the Faculty's Academic Senate member shall be incompatible with the position of Rector, Vice-Rector, Dean, Vice-Dean, Bursar and Faculty Secretary. The term of office of the Faculty's Academic Senate members shall be four years.
- (2) The method of election into the Faculty's Academic Senate shall be governed by the internal regulation Principles Governing Elections into the Faculty's Academic Senate.
- (3) The Faculty's Academic Senate shall, in particular,:
- a) approve, upon the Faculty Dean's proposal,
 - 1. the Faculty Statute; following the Faculty Statute's approval by the Faculty's Academic Senate, the Faculty Statute shall be approved by the University's Academic Senate,
 - 2. the Faculty's Rules of Functioning,

3. Rules of Procedure of the Faculty's Scientific Council,
 4. further terms of admission to individual first-, second- and third-level study programmes, and the method of verifying the fulfilment of the same,
 5. annual report on the faculty's activities,
 6. the faculty's budget,
- b) approve, upon the proposal of the Faculty's Academic Senate Chair,
 1. rules of elections of the candidate for the Dean's office and of adoption of a proposal to dismiss the Dean,
 2. rules of elections into the Faculty's Academic Senate,
 3. Rules of Procedure of the Faculty's Academic Senate,
 - c) approve the proposal of the Faculty Dean to appoint and dismiss members of the Faculty's Scientific Council,
 - d) approve members of the Faculty's Students Disciplinary Board,
 - e) take position on the proposal of the Faculty's Dean to appoint and dismiss Vice-Deans,
 - f) submit, once a year, to the faculty's academic community an activity report of the Faculty's Academic Senate, which the Faculty's Academic Senate shall publish on the faculty's website and keep it published for a period of at least four years,
 - g) fulfil any other tasks as defined by the faculty's internal regulations.

Article 22

Faculty Dean

- (1) The Dean of the Faculty shall be the representative of the faculty, shall manage the faculty, represent it and act in the faculty's matters to the extent as defined by Article 18 hereof.
- (2) Further scope of powers of the Faculty Dean shall be governed by this Statute and the Faculty Statute.
- (3) The Dean shall be deputised by Vice-Deans to the extent as stipulated by the Dean. Vice-Deans shall be appointed and dismissed by the Faculty Dean following the opinion of the Faculty's Academic Senate. The term of office of Vice-Deans shall be four years.
- (4) The number of Vice-Deans and areas to be covered by Vice-Deans shall be determined by the Faculty's Statute.
- (5) The Faculty Dean's permanent advisory bodies shall be the Faculty Dean's Collegium and the Faculty's top management. The Faculty Dean's Collegium shall comprise the Dean, Vice-Deans, Faculty Secretary, heads of the faculty's units as decided by the Dean, President of the Faculty's Academic Senate, employee representative, representative of the student section of the Faculty's Academic Senate and any other members as decided by the Dean. The faculty's top management shall involve the Dean, Vice-Deans and Faculty Secretary.
- (6) The Dean shall be accountable for his/her activities to:
 - a) the Faculty's Academic Senate,
 - b) the UEBA Rector concerning the matters in which the Dean acts on behalf of the UEBA, for the faculty's financial management and for any further activities to the extent as determined by the UEBA's internal regulations.
- (7) The Dean is employed by the UEBA and in respect of his/her employment is assigned to the faculty managed by him/her. The termination of the employment relationship concerning the exercise of the Dean's office shall be subject to the prior termination of the Dean's office exercise.

- (8) When appointing the Dean, the Rector shall conclude a contract of service with the Dean for the term of office, which shall contain measurable indicators for the purpose of improving the quality of higher education provided by the faculty and improving the level of research, development or any other innovative activities of the faculty and objectives implied by the UEBA's Long-term Plan of Development.
- (9) The Dean's office shall be filled by elections. The Dean shall be elected by an election assembly comprising members of the Faculty's Academic Senate and persons appointed by the Rector whose number shall correspond to one fourth of the number of the election assembly members.
- (10) The principles for electing a candidate for the Dean's office and for adopting the proposal to dismiss the Dean shall be governed by the faculty's internal regulation, which shall be approved by the Faculty's Academic Senate on a proposal of the Faculty's Academic Senate Chair.
- (11) The Dean's term of office shall be four years. The same person may hold the Dean's office for no more than two consecutive terms of office.

Article 23

Faculty's Students Disciplinary Board

- (1) The Faculty's Students Disciplinary Board shall be a collective self-governing body of the faculty. The Board shall discuss disciplinary offences of those students who are enrolled in study programmes carried out by the faculty, and shall submit the proposal for a decision to the Dean.
- (2) Members of the Faculty's Disciplinary Board and the Chair thereof shall be appointed from among members of the faculty's academic community by the Faculty Dean, following their approval by the Faculty's Academic Senate. Half of the Disciplinary Board members shall be made of students.
- (3) The scope of powers of the Faculty's Disciplinary Board shall be governed by the internal regulation Student Disciplinary Rules of the University of Economics in Bratislava.
- (4) The operations of the Faculty's Disciplinary Board shall be governed by the internal regulation Rules of Procedure of the Disciplinary Board of the University of Economics in Bratislava and of Students Disciplinary Boards at UEBA Faculties.

Article 24

Faculty's Scientific Council

- (1) The members of the Faculty's Scientific Council shall be appointed and dismissed by the Faculty Dean, following the approval by the Faculty's Academic Senate. The term of office for the members of the Faculty's Scientific Council shall be four years, and shall expire upon the expiration of the Dean's term of office.
- (2) Members of the Faculty's Scientific Council shall be distinguished experts in areas wherein the faculty carries out educational, research or any other innovative activities.
- (3) The members of the Faculty's Scientific Council who are also members of the faculty's academic community may only be persons occupying the position of a full professor or an associate professor, or researchers possessing a relevant scientific qualification (Level IIa or I).
- (4) No less than one quarter, and no more than one third, of the members of the Faculty's Scientific Council shall be persons that are not members of the faculty's academic community.
- (5) The Chair of the Faculty's Scientific Council shall be the Dean of the Faculty.
- (6) The number of the Faculty's Scientific Council members shall be determined by the Faculty's Statute.

- (7) The operations of the Faculty's Scientific Council shall be governed by the Rules of Procedure of the Faculty's Scientific Council. The Rules of Procedure shall constitute an internal regulation approved by the Faculty's Scientific Council on a proposal of the Faculty's Scientific Council Chair, followed by the approval by the Faculty's Academic Senate on the Faculty Dean's proposal.
- (8) The Faculty's Scientific Council shall:
 - a) on the Faculty Dean's proposal, take position on the faculty's long-term plan of development, if the faculty is obliged to prepare the same,
 - b) assess on a regular basis, but in any case, no less than once a year, the level of the faculty in teaching as well as in science, technology or arts,
 - c) approve, upon the Faculty Dean's proposal, further experts having the right to conduct state examination tests in respect of the study programmes conducted at the faculty,
 - d) approve, upon the Dean's proposal, doctorate tutors for the study programmes carried out at the faculty,
 - e) discuss proposals for awarding the scientific/pedagogical degree of associate professor, and decide on the outcome of such proposals in the field of the habilitation procedure and inaugural procedure for which accreditation has been obtained,
 - f) discuss, and submit to the University's Scientific Council, proposals to appoint full professors in the field of the habilitation procedure and inaugural procedure for which the faculty is accredited,
 - g) discuss, and submit to the University's Scientific Council for approval, general criteria for filling the positions of full professors and associate professors at the faculty,
 - h) discuss, and submit to the University's Academic Council for approval, specific conditions for filling full professors' positions at the Faculty,
 - i) fulfil any other tasks as defined by the faculty's internal regulations.

Part Five

Organisation of Studies

Article 25

System of Higher Education Studies at University of Economics in Bratislava

- (1) The UEBA provides higher education studies in accredited study programmes at all three higher education levels.
- (2) A study programme may be conducted in a field of study or in a combination of fields of study. First-level study programmes are carried out at the UEBA as bachelor's study programmes, second-level study programmes as master's study programmes and third-level study programmes as doctoral study programmes.
- (3) Graduates of study programmes who have attained a master's degree (abbreviated as "Mgr") or of any other similar study programmes abroad may take a rigorosum examination, a part of which is the defence of a rigorous thesis. The rigorosum procedure at the UEBA shall be governed by the internal regulation issued by the Rector.
- (4) Doctoral studies in the given field of study shall be monitored and evaluated by the field of study committee established under a UEBA internal regulation. The rules applicable to organisation of doctoral studies at the UEBA shall constitute a UEBA internal regulation.

- (5) Higher education at the UEBA shall be carried out as full-time study or part-time study.
- (6) Organisation of all levels and forms of higher education at the UEBA shall be based on the credit system.
- (7) A successful completion of studies at all three levels shall be conditional upon passing a state examination(s) in accordance with the recommended study plan of the accredited study programme.
- (8) The rules governing higher education at the UEBA shall be stipulated in the internal regulation UEBA Academic Regulations.
- (9) Studies in one academic year shall be divided into two semesters.

Article 26

Further Education at UEBA

- (1) The UEBA carries out further education as part of lifelong education in accordance with the generally binding legal regulations.
- (2) Further learning participants are not University students in the sense of the Higher Education Institutions Act.
- (3) Further education and its activities are intended for various target groups, focusing particularly on complementing and innovation of expert knowledge and skills; leisure education and foreign language teaching.

Article 27

Framework Terms for Admission to Study, Including Method to Determine Number of Applicants to Be Admitted at UEBA

- (1) Basic terms for admission to study shall be determined by Section 56 of the Higher Education Institutions Act.
- (2) The framework terms for admission to study programmes in the first- and second-level studies at the UEBA shall constitute a UEBA internal regulation, which shall be approved by the University's Academic Senate upon the Rector's proposal.
- (3) Any further terms for admission to study programmes in the first- and second-level studies at the faculties, and the method of verifying fulfilment of such terms shall be stipulated by the UEBA faculties separately.
- (4) The framework terms for admission to third-level study programmes at the UEBA shall constitute a UEBA internal regulation to be approved by the University's Academic Senate upon the Rector's proposal.
- (5) Any further terms for admission to third-level study programmes at the faculties, and the method of verifying the fulfilment of such terms shall be stipulated by the UEBA faculties separately.
- (6) The number of students to be admitted to the faculties' study programmes shall be determined by the Dean in respect of the study programmes carried out at the faculty, taking into consideration the following factors, in particular:
 - a) resources of the units providing studies in the respective study programme in terms of their capacity and personnel,
 - b) future needs of society as regards graduates of the respective study programme, and
 - c) public interest in studying the respective study programme.

Article 28

Framework Terms for Study of Foreign Nationals at UEBA

- (1) The terms for admission of foreign nationals shall be the same as those applicable to Slovak citizens.
- (2) Foreign nationals shall study at the UEBA as:
 - a) students under the Higher Education Institutions Act and under this Statute,
 - b) under promulgated international treaties binding upon the Slovak Republic,
 - c) under agreements concluded in accordance with the provisions of Section 6(1)(i) of the Higher Education Institutions Act, particularly as part of international programmes and EU academic mobility programmes,
- (3) The UEBA may also provide further education to foreign nationals.
- (4) When registering for studies, students who are foreign nationals shall submit a residence permit for the Slovak Republic and demonstrate that they have met any further conditions as stipulated by the legal regulations governing stay of foreign nationals in the territory of the Slovak Republic.

Article 29

Students' Academic Rights and Academic Obligations

- (1) Students shall have the right, in particular,
 - a) to study in the study programme they have been admitted to,
 - b) to set up a curriculum according to the rules of the study programme in line with the UEBA Academic Regulations,
 - c) to enrol in the next stage of the study programme after having fulfilled the conditions stipulated by the study programme and Academic Regulations,
 - d) to select the pace of study and order of passing the courses respecting the given sequence thereof and to select a teacher for the course taught by several teachers, while respecting time and capacity restrictions of the study programme and of the Academic Regulations,
 - e) as part of their studies, to apply for studies at another university, including universities abroad;
 - f) to participate in research and any other innovative activities at the University,
 - g) to take part in founding and work of independent associations operating in academia in accordance with legal regulations,
 - h) to be able, at least once a year, to express themselves on the quality of teaching and on the teachers by means of an anonymous questionnaire;
 - i) to freely express opinions and suggestions concerning the system of higher education,
 - j) to make use of information and counselling services related to their studies and to the possibility of applying study programmes in practice,
 - k) if subject to the obligation to pay tuition under Section 92(5) of the Higher Education Institutions Act, to decide in which study programme they will study free of charge in the academic year concerned, if they are entitled to free university studies,
 - l) under the terms stipulated by the Academic Regulations, to change the study programme within the same or related field of study.
- (2) Students shall be obliged to meet all study obligations stipulated by the study programme they are studying and by the Academic Regulations of the University of Economics in Bratislava. Students shall be obliged to observe internal regulations of the UEBA and its constituent parts, including house rules of student dormitories whose services they use, and to observe the principles of ethical conduct in accordance with the UEBA's Code of Ethics.

- (3) Students are further obliged to perform particularly the following:
 - a) protect and responsibly use the property, equipment and services of the UEBA,
 - b) pay tuition and fees related to their studies under the Higher Education Institutions Act, and do so exclusively and directly to the UEBA as well as truthfully presenting the facts relevant to the determination of such fees and tuition,
 - c) notify the faculty of the mail delivery address or any change thereof,
 - d) present themselves in person upon the written notice to do so issued by the Rector, Dean or any other employee authorized by the aforementioned persons in order to discuss issues concerning the course or completion of their studies, or related to students' rights and obligations,
 - e) notify the faculty in writing of their decision in which study programme they will study free of charge in the academic year concerned, if they are entitled to pursue higher education studies free of charge, no later than 30 September of the relevant academic year.
- (4) Taking decisions on academic rights and academic obligations of students shall fall within the scope of powers of the UEBA or of the UEBA faculties. Taking decisions on academic rights and academic obligations shall not be subject to the general regulation on administrative procedure.

Article 30

Tuition and Fees Associated with Studies at UEBA

- (1) The UEBA shall collect tuition and fees associated with studies at the UEBA under the provisions of Section 92 of the Higher Education Institutions Act.
- (2) Tuition and other fees shall be paid by cashless transfer in the UEBA's account.
- (3) Fees shall be payable no later than the day of performing an act or issuing a document for which the respective fee is collected.
- (4) Based on a student's request, the UEBA Rector may decide on the reduction of, or exemption from, the tuition or fees associated with studies, or postpone their due dates, taking into account educational achievements, social and health situation of such student or any other facts worthy of special consideration. When making a decision concerning the reduction of, or exemption from, the tuition or fees associated with studies or postponement of their due dates, the Rector shall follow the principles below:
 - a) taking into account the position of the Faculty Dean,
 - b) taking into account the student's educational achievements,
 - c) taking into account the student's social situation,
 - d) taking into account the student's health condition, and
 - e) taking into account any other facts worthy of consideration.
- (5) The amount of the tuition and other fees as well as specific conditions for the reduction of, or exemption from, tuition or any other fees, or for the postponement of their due date shall be specified by an internal regulation of the UEBA.

Article 31

Social Assistance for UEBA Students

- (1) The UEBA provides its students with social assistance in direct and indirect forms.
- (2) Scholarships shall constitute a direct form of social assistance. The UEBA shall provide its students with scholarships:

- a) from the funds received for such purpose from the state budget:
 - 1. social scholarship,
 - 2. motivational scholarship,
 - 3. pregnancy scholarship,
 - b) using its own resources through the Scholarship Fund.
- (3) The Dean of the faculty offering the respective study programme shall decide on the entitlement to a social scholarship. Should the student fail to comply with the terms and conditions applicable to social scholarship award, the UEBA shall not award the social scholarship.
 - (4) The award of a pregnancy scholarship shall be decided by the Rector.
 - (5) The terms and conditions for awarding scholarships shall be governed by the internal regulation Scholarship Regulations of the University of Economics in Bratislava, which shall be approved by the University's Academic Senate upon the Rector's proposal.
 - (6) The UEBA may conclude with a business a scholarship programme agreement intended to provide company scholarships.
 - (7) An indirect form of student social assistance shall include, in particular, catering and accommodation services as well as financial and organisational support of sports activities, cultural activities and any other leisure activities. The UEBA provides special support to the academic folklore ensemble EKONÓM, sports club Slávia Ekonóm Bratislava, university sports club Ekonóm Bratislava and volleyball team Slávia Ekonomická univerzita Bratislava. Their operations shall be governed by internal regulations of their own.
 - (8) The UEBA shall, within its capabilities, create study conditions for special needs students in respect of their special study needs without lowering requirements concerning study achievements. Details regarding the scope of powers of the University coordinator and faculty coordinators for special needs students shall be governed by the internal regulation Establishing Generally Accessible Academic Environment for Special Needs Students at UEBA.

Part Six

Academic Insignia, Ceremonies and Awards

Article 32

Rules of Using Academic Insignia and Holding Academic Ceremonies

- (1) Academic insignia are symbols of independent existence and autonomy of the UEBA.
- (2) The following shall constitute academic insignia of the UEBA:
 - a) sceptre and Rector's medal hung on a chain,
 - b) sceptres and Deans' medals hung on a chain of Deans at individual UEBA faculties,
 - c) Vice-Rector's medal hung on a chain,
 - d) Vice-Deans' medals hung on a chain of Vice-Deans at individual UEBA faculties,
- (3) Academic insignia shall be used particularly at academic ceremonies, for instance when opening an academic year, at student matriculations, at graduation ceremonies involving graduates at all study levels, when conferring the honorary title Doctor Honoris Causa, and at inaugurations of the UEBA Rector and UEBA Faculty Deans.
- (4) Gowns shall also be used at academic ceremonies. A gown consists of a cloak and a cap.

- (5) The rules for using academic insignia and the rules for conducting academic ceremonies shall be governed by an internal regulation of the UEBA.

Article 33

UEBA Awards

- (1) The UEBA may award the honorary title "Doctor Honoris Causa" (abbreviated as "Dr. h. c."). The honorary title "Doctor Honoris Causa" shall be conferred upon prominent personalities by the University's Scientific Council upon the Rector's proposal. The principles of awarding the honorary degree "Doctor Honoris Causa" shall be governed by an internal regulation.
- (2) The Imrich Karvaš Medal awarded by the University Rector to prominent personalities in economic science is a prestigious award of the University of Economics in Bratislava.
- (3) The Rector shall award members of the UEBA academic community and other prominent personalities a gold or silver UEBA Memorable Medal for merits in the development of the UEBA or for contributions to the development of science and education.
- (4) In the given academic year, the Rector may award the Prize of Rector to graduates with excellent academic achievements upon the Faculty Dean's proposal. The Rector may also award the Prize of Rector to UEBA students for exceptionally important activities.
- (5) The Rector shall award every year the UEBA Prize for Best Publishing Activities and the Prize for Teaching Activities. Details concerning the Prize awards shall be determined by internal regulations.
- (6) The Rector shall award every year the Imrich Karvaš Prize for the best master's and dissertation thesis. Proposals for the award shall be submitted by UEBA faculties. Details concerning the Prize award shall be determined by an internal regulation.

Part Seven

Basic Principles of Employment Relationships at UEBA and Its Faculties and Procedure for Decisions Concerning Such Matters

Article 34

Basic Principles of Employment Relationships

- (1) The University of Economics in Bratislava employs university teachers, researchers and other employees. Employment relationships of UEBA employees shall be governed by the Higher Education Institutions Act, Act on Work Performance in Public Interest and Labour Code.
- (2) University teachers occupy positions of full professors, visiting professors, associate professors, assistant professors, assistants and lecturers.
- (3) The positions of university teachers, researchers, full professors, associate professors and senior staff members at the UEBA and UEBA faculties shall be filled by personnel selection procedure, in accordance with the principles of personnel selection procedure.
- (4) Whenever positions of a full professor or associate professor are to be filled, general criteria applicable to filling full professor's and associate professor's positions as well as minimum criteria for teaching and research activities according to Section 77 of the Higher Education Institutions Act shall be met.

- (5) The university teacher occupying the position of a full professor may use the designation "University Professor" and the university teacher occupying the position of an associate professor may use the designation "University Associate Professor".
- (6) The Rector or the Dean may release the university teacher, if such is assigned to a faculty, from the performance of teaching tasks for a period of at least six months and allow him/her to pursue solely scientific work, including scientific work to be carried out outside the territory of the Slovak Republic. The procedure concerning the release of a university teacher shall be governed by an internal regulation.

Article 35

Procedure for Employment Relationship-Related Decisions

- (1) The Rector shall conclude, modify or terminate employment relationships:
 - a) with the UEBA's senior staff members (Bursar and Heads of University-wide Units or any other UEBA constituent parts),
 - b) with employees having the UEBA Rectorate as their place of employment, who directly report to the Rector and those who report to Vice-Rectors,
 - c) with university teachers and researchers not assigned to faculties;
- (2) The Bursar shall conclude, modify or terminate employment relationships:
 - a) with employees having the UEBA Rectorate as their place of employment, who directly report to the Bursar and those who directly report to other UEBA Rectorate's employees,
 - b) with all UEBA employees performing manual, craft or handling work with prevalence of physical work.
- (3) The Faculty Dean shall conclude, modify or terminate employment relationships:
 - a) with senior staff members at the faculty and with employees who report to senior staff members at the faculty,
 - b) with university teachers and researchers assigned to the faculty,
 - c) with any other UEBA employees assigned to the faculty.

Part Eight

Financial Management and Business Activities at UEBA

Article 3

Internal Financial Management Rules Including Rules for Conducting Business Activities at UEBA

- (1) To provide financial support for its core and business activities, the UEBA shall establish a budget comprising income and expenses for the calendar year, and shall conduct its financial management based on such budget.
- (2) At year end the UEBA shall prepare a settlement of accounts concerning its financial management and a final account of its financial relations with the Ministry of Education, and shall submit the same to the Ministry of Education within such time limit as set out by the Ministry.

- (3) Subject to the consent of the University' Academic Senate and the Board of Governors, the UEBA may also use loans from banks as a source of funding for R&D activities and for financing its capital expenditure.
- (4) The UEBA's annual financial statements shall be audited by an auditor at least once every four years.
- (5) The UEBA's profit distribution or settlement of loss for the previous calendar year shall be carried out following approval of the Annual Management Report by the University's Academic Senate and following an opinion of the Board of Governors, no later than the end of the calendar year.
- (6) The UEBA shall conduct, for reward, business activities related to its educational, research or development activities, or activities intended for a more efficient utilization of human resources and assets. Business activities must not compromise the quality, scope and availability of activities fulfilling the UEBA's mission.
- (7) Business activities shall also be carried out by faculties, University-wide Units and any other constituent parts of the UEBA.
- (8) The Faculty Dean shall conclude contracts concerning the UEBA's business activities up to the total amount of EUR 30,000, VAT exclusive. Any other contracts concerning business activities shall be entered into by the Rector or by an employee authorized by the Rector in writing to do so.
- (9) The cost of business activities shall be covered by revenues earned from it. The funds obtained through business activities shall be used by the UEBA to carry out the tasks for which the University has been established.

Part Nine

Article 37

Final Provisions

- (1) The Statute of the University of Economics in Bratislava was approved by the UEBA's Academic Senate on 23 September 2022.
- (2) This Statute shall become valid on the date of registration thereof by the Ministry of Education, and effective on the date on which the respective registration decision becomes final.
- (3) The Statute of the University of Economics in Bratislava approved by the UEBA's Academic Senate on 29 April 2013 and registered by the Ministry of Education, Science, Research and Sports of the Slovak Republic on 3 September 2013 under number 2013-13729/37155:2-071 as well as all four Addenda thereto approved by the UEBA's Academic Senate and registered by the Ministry of Education, Science, Research and Sports of the Slovak Republic shall be hereby repealed.

prof. Ing. Helena Majdúchová, CSc.
Academic Senate Chair

prof. Ing. Ferdinand Daňo, PhD.
UEBA Rector