



Item 168

**RESOLUTION NO. 131
OF THE SENATE OF THE UNIVERSITY OF WARSAW**

of 24 May 2017

on the amendment of the Statute of the University of Warsaw

Pursuant to Article 56 section 1 of the Act of 27 July 2005. – Law on Higher Education (consolidated text: Journal of Laws 2016, item 1842, as amended) and § 30 item 1 of the Statute of the University of Warsaw (consolidated text: UW Monitor 2015, item 150, as amended), the Senate of the University of Warsaw resolves the following:

§ 1

The Resolution no. 115 of the Senate of the University of Warsaw of 21 July 2006 on bestowing a statute on the University of Warsaw (consolidated text: UW Monitor 2015, item 150, as amended) shall be amended as follows:

- 1) § 43 section 1 subsection 8 shall read as follows:
„8) implement the faculty’s personnel policy and submit to the Rector applications for employment as university teachers of the faculty, as well as announce competitions for the posts of university teachers within the scope and pursuant to the principles provided for herein.”;
- 2) § 89 section 4 shall read as follows:
„4. A university teacher shall be employed under an employment agreement for a specified or unspecified period.”;
- 3) § 91 section 1 shall read as follows:
„1. A person employed as a full professor shall hold an academic title and have outstanding academic output, confirmed by the opinions of at least three persons with academic titles, including maximum one person from the University and at least one person from foreign university or academic institution, and shall have obtained a favourable opinion of the Senate. The requirement to hold an academic title shall not apply to foreign reviewers.”;
- 4) § 91 section 4 shall read as follows:
„4. A person employed as a senior lecturer shall have at least five year’s university seniority consisting in the performance of teaching duties.”;
- 5) § 93 shall read as follows:

„§ 93

Employment period of assistants without doctorate and adjuncts without habilitation (*habilitacja*)

1. A person without the academic degree of doctor may be employed as an assistant for no longer than six years.

2. A person without the academic degree of habilitated doctor may be employed as an adjunct for no longer than eight years

3. The running of the time limits referred to in sections 1 and 2 shall be suspended for the duration of maternity leave, leave on terms of maternity leave, additional maternity leave, additional leave on terms of maternity leave, paternity leave, parental leave or child-rearing leave, health leave and leave for the period of military service or substitute military service, as well as in the circumstances referred to in Article. 120 section 2 subsection 2 of the Act.”;

6) after § 93 the following § 93a shall be added:

„§ 93a

Competition for the post of university teacher

The first employment of a university teacher in a given post on more than a half- time basis and after an interruption in the employment in a given post shall be preceded by a competition, subject to § 94a and to the exceptions provided for in the Act.”;

7) in § 94:

a) section 1 shall read as follows:

„1. A competition for the post of a university teacher, with the exception of the post of a full professor, shall be announced, upon consultation with the faculty council and with the Rector’s consent, by the Dean (or, respectively, the head of a cross-faculty or university-wide organisational unit).”;

b) in section 5a the following shall be deleted: „; These persons may not account for more than 30% of the committee’s composition”;

c) after section. 5a the following section. 5b shall be added:

„5b. Persons from outside the faculty (or, respectively, another organisational unit of the University) shall amount for at least 20% of the competition committee’s composition.”;

8) after § 94 the following § 94a-94c shall be added:

„§ 94a

Employment as a full professor

Employment in the post of a full professor shall be established upon a motion of the dean (or, respectively, the head of a cross-faculty or university-wide organisational unit) or on the Rector’s initiative, upon consultation with the dean (or, respectively, the head of a cross-faculty or university-wide organisational unit) by way of promotion or a competition. Solely a university teacher employed as an associate professor for an unspecified period may be employed by way of promotion.

§ 94b

Employment as a full professor by way of promotion

1. In the case of employment by way of promotion, the evaluation of the output of a candidate for the post of a full professor shall be made by a committee whose members, including three persons designated by the dean (or, respectively, the head of a cross-faculty or university-wide organisational unit), shall be appointed by the Rector.

2. The Committee shall designate the reviewers referred to in § 91 section 1 and, after receiving their opinion, shall make an appraisal of the candidate and shall present the appraisal's results to the Rector.

3. If the committee provides a favourable opinion on the candidate, the faculty's council (or, respectively, the council of a cross-faculty or university-wide organisational unit), upon the Rector's motion, shall issue an opinion on the candidate's promotion.

4. The provision of section 3 shall not apply if the employment by promotion is established on the Rector's initiative.

5. A negative opinion of the Committee is not appealable.

6. An employment relationship with a candidate recommended by the committee shall be established under a nomination, after receiving a favorable opinion of the Senate. In exceptional cases an employment relationship may be established under an employment agreement.

§ 94c

Competition for the post of a full professor

1. Competition for the post of a full professor shall be announced by the Rector on his or her own initiative, after consultation with the dean (or, respectively, the head of a cross-faculty or university-wide organisational unit), upon a motion of the dean (or, respectively, the head of a cross-faculty or university-wide organisational unit), subject to prior opinion of the faculty council (or, respectively, the council of a cross-faculty or university-wide organisational unit).

2. A motion to announce the competition submitted by the dean (or, respectively, the head of a cross-faculty or university-wide organisational unit) shall include the proposal of requirements to be met by a candidate.

3. § 94 sections 2 and 3 and § 94b sections 1, 2, 3 and 6 shall apply accordingly to the competition referred to in section 1 above.”;

9) § 99 section 1 shall read as follows:

„1. When making an appraisal of a university teacher in terms of his or her performance of teaching duties, consideration shall be given to the appraisal made at least every academic year by students and PhD student of this university teacher's performance of his or her teaching duties.”;

10) § 101 section 1 shall read as follows:

„1. A university teacher shall be subject to periodic appraisal:

- 1) every four years;
- 2) at any time, no more than once a year – upon a motion of the head of the organisational unit of his or her employment.”.

§ 2

Competitions announced and not decided prior to the effective date of this Resolution shall be governed by current provisions.

§ 3

The resolution enters into force on 25 May 2017.

Rector of the University of Warsaw: *M. Pałys*