



Pannon Egyetem
University of Pannonia

ORGANISATIONAL AND OPERATIONAL RULES

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ORGANISATIONAL AND
OPERATIONAL RULES OF
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By virtue of Act CCIV of 2011 on National Higher Education (hereinafter: “NHEA”) and Act CLVIII of 2020 on the Foundation for the University of Pannonia and the Allocation of Assets to the Foundation for the University of Pannonia and the University of Pannonia (hereinafter: “Asset Allocation Act”), as well as pursuant to the provisions of Act CLXXV of 2011 on the Freedom of Association, Non-profit Status and the Operation and Support of Civil Organisations (hereinafter: “Civil Act”) and the Deed of Foundation of the University, the Foundation for the University of Pannonia acting as operator, exercising founders’ and ownership rights (hereinafter: “Operator”), established and adopted these Organisational and Operational Rules (hereinafter: “OOR”) of the University of Pannonia (hereinafter: “the University”) as follows:

CHAPTER ONE

GENERAL PROVISIONS

TITLE 1

BASIC PROVISIONS FOR THE UNIVERSITY

1. §

(1) Name of the University:

- a) in Hungarian: Pannon Egyetem,
- b) in English: University of Pannonia.

(2) Abbreviated name of the University: PE

(3) ID number of the University: FI 80554

(4) The University

- a) Registered seat: 8200 Veszprém, Egyetem street 10.,
- b) Postal address: 8210 Veszprém Pf: 1158.,
- c) Premises:

ca) University of Pannonia Nagykanizsa – University Center for Circular Economy

Address: 8800 Nagykanizsa, Zrínyi street 18.,

cb) Research site

Address: 9600 Sárvár, 3345/3. title No.,

cc) Kőszeg Campus

Address: 9730 Kőszeg, Chernel street 14. I/8.,

cd) University Center of the University of Pannonia at Zalaegerszeg

Address: 8900 Zalaegerszeg, Gasparich street 18/A.

ce) Ajka Campus

Address: 8400 Ajka, Újélet street 8.

- (5) Operator of the University:
- a) Name: Foundation for the University of Pannonia
 - b) Registered seat: 8200 Veszprém, Egyetem street 10.
 - c) Registration Number: 19-01-0001867
 - d) Represented by: Dr. Zoltán Birkner, Chairman of the Board of Trustees
- (6) The University operates under the Deed of Foundation adopted by the Foundation for the University of Pannonia.
- (7) The University is entitled to use a circular stamp bearing the coat of arms of Hungary, as well as indicating the name and registered seat of the University on its official documents.
- (8) Pursuant to Annex 1 of the NHEA the University is a state-recognised higher education institution in Hungary, not a state university.
- (9) The University is a private institution of higher education maintained by a foundation registered in Hungary, pursuant to Section 4 (1a) of the NHEA.
- (10) Pursuant to section 5 (1) of the NHEA. the University is a legal person.
- (11) The University operates as a public benefit organisation in accordance with the provisions of the NHEA. and the Civil Act and on the basis of the registration of the Educational Authority.
- (12) The Rector, is the primary leader and representative of the University — responsible for its academic governance, and shall act and take decisions in all matters which are not referred to the competence of any other person or body by law, the Deed of Foundation, the OOR or the Collective Agreement. The Rector may delegate his powers to his deputy or other executive officer employed by the University.
- (13) The University is represented by the Chancellor in the matters defined in the NHEA, the Deed of Foundation and the OOR. The Chancellor is the head responsible for the management of the University's functional areas. The right of representation may be delegated as provided for in the OOR.

Provisions pertaining to the Public Benefit Status of the University

2. §

- (1) The University may carry out entrepreneurial activities only if this does not compromise its core purpose.
- (2) The University may not engage in direct political activity, its organisation is independent of political parties and does not provide financial support to these.

- (3) The University shall not distribute its profits and shall use them for public benefit activities.
- (4) For a period of three years following the termination of a public benefit organisation, the position of the rector or the chancellor of the University may not be held by a person, who was previously executive officer of such a public benefit organisation – at least for one year within two years prior the termination of the said organisation –,
 - a) which has ceased to exist without successor in title and has not settled its tax liabilities and customs debts on record at the national tax and customs authorities;
 - b) in case of which significant tax deficiencies have been established by the National Tax and Customs Administration;
 - c) on which the state tax and customs authorities have imposed the measure of business closure or a fine in lieu of business closure;
 - d) whose tax number was either suspended or annulled by the National Tax and Customs Administration pursuant to the act on the rules of taxation.
- (5) The University's annual report pursuant to the act on accounting and its public benefit report shall be decided on by the Operator, after their approval by the Senate, latest by 31 May of the year following the year under review. The public benefit report shall be published on the University's website in a publicly accessible form.

Anyone may request access to documents relating to the operation of the University as a public benefit organisation. The request should be submitted to the Chancellor or, if submitted to another organisational unit, forwarded to the Chancellor without delay. The request shall be processed within 30 days.

Public Benefit Supervisory Committee

3. §

- (1) The operation and management of the University is overseen by the Public Benefit Supervisory Committee, which is independent from the Senate.
- (2) The Public Benefit Supervisory Committee consists of three members, the Chairman and members are appointed by the Operator for a fixed term of 1 (one) year.
- (3) In the course of its activities, the Public Benefit Supervisory Committee may request reports from the University's executive officers, information or clarification from the organisation's employees, and may inspect and examine the books and records of the University.

- (4) The Public Benefits Supervisory Committee shall determine its own rules of procedure.

Scope of the OOR

4. §

- (1) The scope of these OOR extends to all faculties, comprehensive organisational units and organisational units of the University, to persons employed by the University, to persons with other work related relationships, and to persons with student, doctoral student and doctoral candidate status.
- (2) Persons who do not have a legal relationship with the University as referred to in paragraph (1) shall be subject to the provisions of the OOR only if expressly provided for.
- (3) Part I of the OOR lays down the organisational and operational rules of procedure of the University (Organisational and Operational Rules of Procedure, hereinafter: "OORP"), Part II determines the employment requirements (Employment Requirement System, hereinafter: "ERS") and Part III specifies the student requirements (Student Requirement System, hereinafter: "SRS").
- (4) The Operator, the Rector, the Chancellor or a member of the Senate may submit requests for amendments to the OOR to the Senate in writing.
- (5) The Senate may also lay down specific rules on certain matters in separate regulation. The Operator, the Rector, the Chancellor, a member of the Senate or the leader responsible for the maintenance of the regulation may submit requests for amendment of such regulation to the Senate in writing.
- (6) The regulations referred to in paragraph (5) may authorise the Rector and the Chancellor to regulate matters by means of instructions.
- (7) The regulations referred to in paragraph (5) shall not conflict with the Deed of Foundation and the provisions of the OOR, and the instructions referred to in paragraph (6) shall not conflict with the provisions of the OOR and of the regulations referred to in paragraph (5). In the event of inconsistencies between them, the provisions of the Deed of Foundation takes precedence over the provisions of the OOR, which in turn takes precedence over the provisions of the regulations referred to in paragraph (5) and the instructions referred to in paragraph (6), and subject to inconsistencies between these last two, the provisions of the regulations take precedence over those of the instructions.

Tasks of the University

5. §

(1) The University's core activity (public benefit) pursuant its purpose:

- a) To pursue educational, scientific research and artistic creative activity.
- b) In the course of the University's educational activities:
 - ba) It may provide higher-level vocational training, bachelor's and master's level education, as well as further specialised courses within the fields of study specified in its Deed of Foundation, and award diplomas in these programmes.
 - bb) It may provide doctoral courses and award doctoral degrees in the disciplines defined in its Deed of Foundation.
 - bc) Pursuant to the provisions of Act CXXXIX of 2005 on higher education, the NHEA, Act LXXVI of 1993 on vocational training, Act CLXXXVII of 2011 on vocational training, Act LXXX of 2019 on vocational education and training and Act LXXVII of 2013 on adult education it may participate in the implementation of vocational training and other training activities not classified as higher education, as well as in the implementation of other training objectives defined in sectoral legislation, and may carry out adult education activities.
- c) In its scientific research activities, the University carries out basic and applied research and experimental development, take on innovation activities in its fields of competence, and conduct other research in support of teaching.
- d) It functions as a knowledge hub for research, development and application of state-of-the-art technologies and solutions. It can create start-up/spin-off businesses for the utilisation of its scientific developments, if it holds a case-by-case authorisation from the Operator for this.
- e) It plays a multifaceted role in education and research, both nationally and internationally, including the aiding of creating a unified educational space in the Carpathian Basin.
- f) The University ensures the development of talented students and the training of young teachers and researchers.
- g) In the course of its complementary service activities related to the University's core activities (purpose-oriented, public benefit activities):
 - ga) It carries out basic, applied and experimental research and development, promotes sciences, provides scientific guidance, innovates and supports education in the disciplines in its area of competence.
 - gb) It contributes to the preparation of students for intellectual life through transmitting, cultivating and developing national and universal culture

and the arts, and by teaching and developing native and foreign language skills.

gc) For practical training it may operate manufacturing facilities.

gd) It may operate training places (workshops) for the purposes of training.

ge) It develops and fosters international relations necessary to provide high-quality education and research.

gf) It publishes textbooks and coursebooks and develops teaching tools.

gg) It provides its students with textbooks and coursebooks, library and laboratory services, dormitory accommodation, cultural and sporting facilities, and services to promote the integration of students, a healthy lifestyle and their integration into the labour market.

gh) It carries out activities related to the maintenance and continuous improvement of the University's infrastructure within its own organisation.

gi) It performs financial, administrative, organisational, technical service providing, quality development and control, internal auditing, and other functional service providing activities to ensure the smooth operation of the institution.

gj) It runs entrance exam preparatory and other courses, organises competitions, summer camps, and language exams.

gk) It strives to monetise the free capacity of the university infrastructure (in particular print and publishing capabilities, and sports facilities, teaching and non-teaching halls and accommodation in dormitories).

gl) It takes part in local and regional community life.

gm) It carries out activities with regard to public collections and community culture.

gn) It plans and organises the implementation of certain development programmes supported by European Union funds and other foreign and domestic funds.

h) The higher education institution has a library and archives. The University's activities with regard to operating a library, contributing to public collections and cultivating community culture are also open to the general public.

(2) The University may carry out entrepreneurial activities only if this does not compromise its core purpose.

(3) The University shall cooperate with the Operator, other educational and scientific research, development, planning and other institutions, business and entrepreneurial organisations during the performance of its responsibilities, as well as with other domestic and foreign higher education institutions and scientific research institutions and organisations in the preparation of curricula,

development of scientific research activities, training, awarding of doctoral (PhD) degrees, and the conduct of habilitation procedures.

- (4) Education at the University is carried out based on an educational programme. The educational programme contains detailed educational and study requirements for the bachelor's, master's level courses and the unified (undivided) educational programmes, the higher-level vocational trainings, the further specialised courses, and the plan for doctoral courses as well as detailed rules for training, in particular the curricula, the education programme and the subject curricula, including evaluation and control methods, procedures and rules. The educational programme becomes valid upon approval by the Senate.
- (5) The educational programme includes the doctoral courses, which prepares students for obtaining a doctoral degree in post-master's studies. Doctoral courses are conducted in doctoral schools. Doctoral courses are governed by the "Doctoral Rules" adopted by the Senate.
- (6) Economic management responsibilities of the University:
 - a) The University manages its properties, personnel and assets independently in order to carry out its responsibilities.
 - b) It carries out activities, including public benefit activities, in accordance with the primary purpose set out in the Deed of Foundation.
 - c) The University engages in economic activities which have an impact on its assets, finances and income and constitute economic events.
 - d) The University may engage in commercial economic activities (business-entrepreneurial) for the purpose of earning income and generating assets.
- (7) The University may conclude cooperation agreements with any domestic or foreign organisation or natural person interested in the performance of the responsibilities defined in its Deed of Foundation.

CHAPTER TWO

ORGANISATIONAL STRUCTURE AND MANAGEMENT OF THE UNIVERSITY

TITLE 2

ORGANISATIONAL STRUCTURE

6. §

- (1) The University is organised into university faculties (hereinafter “Faculties”), comprehensive organisational units and organisational units.
- (2) The University has the following Faculties:
 - a) Faculty of Business and Economics,
 - b) Faculty of Business Administration Zalaegerszeg,
 - c) Faculty of Engineering,
 - d) Faculty of Humanities,
 - e) Faculty of Information Technology.
- (3) Comprehensive organisational units within the academic organisation of the University:
 - a) University of Pannonia Nagykanizsa – University Center for Circular Economy;
 - b) University Center of the University of Pannonia at Zalaegerszeg;
 - c) Kőszeg Campus;
 - d) Ajka Campus;
 - e) Institute of Physical Education and Sports;
 - f) Institute for Adult Education;
 - g) Sustainability Competence Center;
 - h) Library and Knowledge Centre of the University of Pannonia;
 - i) Centre for Dual Training;
 - j) Centre for Student Services and Career.
- (4) Comprehensive organisational units within the Chancellor's Organisation at the University:
 - a) Directorate of Academic Affairs;
 - b) Directorate for Development and Projects;
 - c) Directorate for Economic Affairs;
 - d) Directorate of Human Resources Management;
 - e) Technical and Operational Directory
 - f) Chancellor’s Office;
 - g) Department of Legal Affairs and Procurement;
 - h) Directorate of International Relations and Communication;
 - i) Knowledge and Technology Transfer Office;

- j) Dormitory Directorate.
- (5) A unit within the academic organisation of the University that operates outside the Faculties and the comprehensive organisational units:
 - a) Rector's Office
- (6) A unit within the Chancellor's Organisation at the University that operates outside the comprehensive organisational units:
 - a) Quality Management Centre.
- (7) The University has comprehensive organisational units and other organisational units, which are responsible for:
 - a) both education and research (hereinafter: "educational-research"),
 - b) solely education (hereinafter: "educational"),
 - c) solely research (hereinafter: "research"),
 - d) tasks set out in Article 30(1) herein (hereinafter: "functional"),
 - e) providing services (hereinafter: "service provider").

The units referred to in points a) - c) of paragraph (7) shall be established in the Faculties and University Centres of the University, with the exceptions specified in Article 17.
- (8) The University has interest representation organisations (Trade Union, Works Council, Students' Union of the University of Pannonia – SUUP, Doctoral Students' Union of the University of Pannonia – DSUUP).
- (9) In accordance with point a) - c) of paragraph (7)
 - a) institutes,
 - b) departments,
 - c) faculty research units
 - d) educational-research units of different character not belonging to the faculty organisation

may be established.
- (10) On-site educational activity may be conducted as part of a
 - a) Faculty,
 - b) University Centre or
 - c) Campus.
- (11) The Faculties are led by the Rector and the Deans, the University Centres are led by the Rector and the Directors General of the University Centres, the Campuses are led by the Rector and the Directors of the Campuses, and the comprehensive organisational units established outside the Faculties, which carry out the activities described in points a) - c) of paragraph (7), as well as Library and Knowledge Centre of the University of Pannonia, the Dual Training Centre, the Centre for Student Service and Career, and the Rector's Office fall under the responsibility of the Rector and the heads of the comprehensive organisational

units or other organisational units. The faculties, comprehensive organisational units and other organisational units described in this paragraph constitute the Rector's (academic) organisation in the University, over which the Rector exercises professional supervision.

- (12) In order to support teaching, research and learning as well as the education system at the University, there are comprehensive organisational units and other organisational units, as defined in the OORP, which are led by the Chancellor.
- (13) The comprehensive organisational units listed in points (a) to (j) of paragraph (4) and the Quality Management Centre are responsible for economic, financial, controlling, accounting, human resource management, legal, administrative, IT, strategic, quality development and control functions supporting the core purpose of the University, for internal control and auditing, as well as for activities to facilitate the exploitation of scientific results, for activities within the scope of communication and international relations, for logistics, procurement and public procurement processes, and for tasks within asset management, including duties of technical nature, facility management, operation and service provision.
- (14) The comprehensive organisational units listed in points a) to j) of paragraph (4) and the Quality Management Centre constitute the Chancellor's organisation at the University. The Chancellor is responsible for leading and supervising these units.
- (15) The Chancellor's organisation supports the operation of the Faculties, University Centres and the educational, research and educational-research units not under purview of the faculties.
- (16) The Rector's (academic) and the Chancellor's organisations support each other within the framework of professional collaboration, in order to take the necessary measures for the effective operation of the University, and to promote the efficient delivery of University services. In pursuit of this joint objective, they shall provide each other with all data and information necessary and inform each other of all professional demands in a timely and appropriate manner. Professional cooperation includes the right to request information, the right to express an opinion and the right to make proposals. All managers and staff members of the faculties, comprehensive organisational units, organisational units shall comply with the duty of cooperation set out in this paragraph in the course of their work, within the framework of the law and the University regulations, in order to ensure the effective achievement of the University's objectives.
- (17) The creation, restructuring and termination of comprehensive departments and organisational units are prepared and approved by the Senate and adopted by the Board of Trustees.
- (18) The organisational chart showing the structure of the University's faculties and of the comprehensive organisational units forms an integral annex to the OORP.

7. §

- (1) Within the framework of the uniform administrative and management rules of the University, the faculties, the comprehensive organisational units defined in the OORP, as well as the Rector's Office and the Quality Management Centre shall manage responsibly the budget and the assets entrusted to them (hereinafter referred to as: "the organisational unit entrusted with management responsibility"). The content of the powers referred to in this paragraph shall be laid down in the Rules of Economic Management.
- (2) The Faculties and the comprehensive organisational units operate on the basis of their own organisational and operational rules of procedure, drawn up pursuant to the OORP.
- (3) The organisational and operational rules of procedure of the Faculties, Campuses and University Centres are adopted by the Senate and approved by the Director of Operations of the Foundation for the University of Pannonia.
- (4) The organisational and operational rules of procedure for the comprehensive organisational units, with the exception of university centres and campuses, are adopted by the Senate.
- (5) The OORP may also provide that certain comprehensive organisational units or other organisational units shall operate according to the rules of procedure issued by the Rector, the Chancellor in charge or by the head of the comprehensive organisational unit, organisational unit in question with the consent of the Chancellor.

8. §

- (1) The Heads of the Faculties and the comprehensive organisational units, as they form part of the University, are entitled to use the round stamp with the coat of arms of Hungary.
- (2) The detailed rules for the use of the stamp are laid down in an instruction by the Chancellor.

TITLE 3

THE RECTOR'S (ACADEMIC) ORGANISATION

EDUCATIONAL-RESEARCH ORGANISATION OF THE UNIVERSITY

THE FACULTIES

9. §

- (1) Education, training and scientific research are carried out in the Faculties of the University and in the departments established within the Faculties.
- (2) The Faculties shall manage and organise their activities autonomously and responsibly, within the limits set by the University's prevailing budget and in accordance with the provisions of the relevant University regulations.
- (3) Dean's secretariat may be established as an organizational unit at the faculty to carry out administrative and management duties directly related to the educational and research activities of the faculty, and for those responsibilities that are prescribed in the University's regulations and other rules and regulations on the management of the University and on the rules of engagement as well as in other relevant instructions, and for the performance and organisation of:
 - a) faculty secretarial,
 - b) international academic,
 - c) science promotion, and
 - d) communicationduties. The name of the administrative unit at the faculty must include the name of the faculty.
- (4) In the case of University Centres in which there is only one Faculty, the powers provided for in paragraph (3) shall be exercised by the University Centre.

10. §

- (1) The basic organisational and operational rules of procedure of the faculty shall be laid down in the OORP and the faculty's organisational and operational rules of procedure within the scope specified in paragraph (2).
- (2) The organisational and operational rules of procedure of the faculty shall specify:
 - a) the teaching and research organisational structure of the faculty, the list of these organisational units and their operational procedures,
 - b) the duties and powers of the faculty's organisational units, bodies and committees, their relations with each other and with other organisational units of the University,
 - c) the composition of the Faculty Council and the rules for the election of the members and for the functioning of said Council.

11. §

- (1) The Faculties shall perform their educational and research activities within
 - a) departmental or
 - b) institutional or

- c) joint departmental and institutional or
 - d) faculty research
- organisational units.
- (2) Departments and institutes are equal in their legal status. Departments may not operate within an institute.
- (3) Within the organisational units listed in Article 11 (1), there may be additional professional groups and working groups, whose activities may be coordinated and organised by a member of staff of the organisational unit concerned as a job task or by a special agreement as provided for in the ERS, which shall not be considered as a managerial mandate.
- (4) Within the faculty institutes, there may also be internal units called institute departments, which do not qualify as departments according to the NHEA or the OORP, and whose activities may be coordinated and organised by a member of staff of the organisational unit as part of their job tasks or by a special agreement as provided for in the ERS, which shall not be considered as a managerial mandate.
- (5) The faculty shall determine its organisational structure in its organisational and operational rules of procedure pursuant to Article 10 (2).

THE DEPARTMENT

12. §

- (1) A department is an organisational unit that conducts educational and research activities.
- (2) A department is an organisational unit for the organisation of teaching and research, established in the framework of bachelor's and master's programmes, of programmes under the prior system of education, of higher education, of higher vocational education, of further specialised courses, of doctoral studies,
 - a) in one or more specialisations,
 - b) or in justified cases for more subjects within one specialisation
 with the purpose of performing teaching duties and research in the discipline(s) related to these. It is in charge of organising, coordinating and supervising the teaching of the subjects within its purview and, in this context, for ensuring the functioning of the internal structure of the department.

13. §

- (1) The department may have a departmental council.

- (2) The departmental council proposes the definition of its organisational system and functioning in the central organisational and operational rules of procedures of the faculty/university.
- (3) The central organisational and operational rules of procedure the faculty/university shall specify, in particular, in the part relating to the department:
 - a) the educational duties of the department, the list of the specialisations and/or subjects for which the department is the subject administrator, the designation of the committees set up by the departmental council and the definition of their duties,
 - b) the persons with standing invitation to attend meetings of the departmental council.

14. §

- (1) The head of the department is responsible for leading the department.
- (2) The head of the department is appointed by the Rector from the associate professors, researchers, who have an employment relationship with the Department/University Centre, on the proposal from the Faculty Council/University Centre Council and the Dean/University Centre Director General and after having received the opinion of the Senate, taking into account the rules laid down in the ERS.
- (3) The post of Head of Department is awarded through an application procedure. In all other terms, the conditions for the appointment of the head of department are governed by the rules of the ERS.
- (4) In addition to the cases stipulated in the NHEA, the mandate of the head of the department shall cease in the event of the dissolution of the department or its merger with another department or institute or division from those.

The responsibilities of the Head of Department include in particular:

- a) representing the department,
- b) ensuring the capacity utilisation of the lecturers and researchers assigned to the department, distributing the tasks of the department among its staff, and supervising and controlling their work,
- c) promoting and coordinating scientific research and publication activities within the framework of the Department, solving research organisation tasks, and encouraging participation in tenders,
- d) giving opinions and making proposals to the university and faculty/university centre bodies on all matters concerning the department,

- e) preparing the departmental meetings and implementing the decisions taken there,
 - f) other duties set out in the organisational and operational rules of procedure of the faculty/university centre.
- (5) The Head of Department shall make a report to the Faculty Council/University Centre Council at the end of his/her term of office.

THE INSTITUTE

15. §

- (1) The institute performs such educational and research activities conducted by the given faculty/university centre, which could belong to several departments. The Institute is an education-research organisational unit.
- (2) If a specialisation is managed by several institutions, the faculty council/university centre council may designate one organisational unit as the administrator of the specialisation.
- (3) Institutes shall, with the exceptions stipulated in Article 15, be subject to the provisions applicable to departments, on the understanding that the head of the institute shall be the director of the institute.

THE UNIVERSITY CENTRE

16. §

- (1) The University may operate University Centres as comprehensive organisational units with management responsibility for the coordination of educational and research activities involving several fields of education and science or several faculties, on its premises.
- (2) The University has the following University Centres:
 - a) University of Pannonia Nagykanizsa – University Center for Circular Economy,
 - b) University Centre of the University of Pannonia at Zalaegerszeg.
- (3) The University Centre is led by the Director General, who is appointed by the Rector with the consent of the Chancellor and is an employee in a senior executive officer position. The Director General may be assisted by Deputy Directors General. The Deputy Director General is also an employee in an executive officer position, who is appointed by the Rector, on a proposal from the Director General, in accordance with the provisions of the ERS.

- The University Centres shall perform their educational and research activities within
- a) departmental or
 - b) institutional or
 - c) joint departmental and institutional or
 - d) joint departmental and faculty or
 - e) research
- organisational units.
- (4) Service units and units performing functional tasks may operate at the level of the University Centres.
 - (5) The organizational structure of the University Centre and the detailed provisions related to its operation are set out in its organizational and operational rules of procedure.
 - (6) The training and scientific activities of the educational and research units of the University Centre are led by the Faculty to which the primary responsibility for the given study programme or research area is assigned. In University Centres where a Faculty operates, the training and scientific activities of the educational and research units operating outside this Faculty are managed by the Faculty to which the primary responsibility for the given study programme or research area is assigned. The University Centre may also have individual responsibility for the professional management of study programmes and research areas, subject to the decision of the Senate and provided that it has the capacity and competences required for accreditation.
 - (7) The University Centre's organisational units work closely with the relevant faculties and the Chancellor's organisation.
 - (8) In the case of Article 16 (2) a), the Director General of the University Centre shall oversee and coordinate the educational, research and other (core) activities of the University Centre, ensure its operational management, liaise with the functional heads of the University, as well as with the institutions and economic operators of the region where the University Centre is located.

In the case of Article 16 (2) b), the Director General of the University Centre shall oversee and coordinate the educational, research and other (core) activities of the University Centre. The Deputy Director General ensures the operational management of the University Centre and liaises with the University's functional heads.
 - (9) The Director General may act in any matters of importance concerning the activities of the faculty or its teaching and research staff only after prior consultation with the Dean of the faculty concerned, and shall inform the Dean concerned of the outcome of such action.
 - (10) The Deans of the Faculties may act in any matters of importance concerning the activities of the University Centre or its teaching and research staff only after prior

consultation with the Director General of the University Centre concerned, and shall inform the Director General of the University Centre concerned of the outcome of such action.

- (11) The organisational and operational rules of procedure of the University Centre, adopted by the Senate and approved by the Director of Operations of the Foundation for the University of Pannonia, shall specify:
- a) the teaching and research organisational structure of the University Centre, the list of these organisational units and their operational procedures,
 - b) the duties and powers of the University Centre's organisational units, entities, bodies and committees, their relations with each other and with other organisational units of the University,
 - c) the composition of the University Centre Council and the rules for the election of the members and for the functioning of said Council.
- (12) The professional supervision of the University Centre is exercised by the Rector, and its operation is supported by (comprehensive) organisational units and entities performing functional and service tasks, managed by the Chancellor's organisation within its defined professional framework and rules.

COMPREHENSIVE ORGANISATIONAL UNITS OUTSIDE OF FACULTY ORGANISATION CARRYING OUT CORE UNIVERSITY ACTIVITIES

17. §

- (1) The comprehensive organisational units outside the faculty organisation carrying out core university activities are:
- a) the Campuses,
 - b) the Institute of Physical Education and Sports,
 - c) the Institute for Adult Education,
 - d) the Sustainability Competence Center.
- (2) The operational and organisational rules of procedure of the comprehensive organisational units outside of faculty organisation carrying out core university activities shall stipulate the framework for the coordination of the activities and the arrangements for liaison between these comprehensive organisational units and other organisational units of the University.

Campus

18. §

- (1) The University may operate Campuses (hereinafter: "Campus") as comprehensive organisational units with management responsibility for the coordination of educational and research activities involving several faculties, on its premises.
- (2) The Campus is headed by the Campus Director, who is appointed by the Rector and is an employee in an executive officer position. The Campus Director may be assisted by a Deputy Campus Director. The Deputy Campus Director is also an employee in an executive officer position, who is appointed by the Rector in accordance with the provisions of the ERS.
- (3) Only organisational units belonging to a faculty may operate on campus.
- (4) The Campus Director shall oversee and coordinate the educational, research and other (core) activities of the faculties concerned on the premises, ensure their operational management, and liaise with the institutions and economic operators in the region where the Campus is located.
- (5) The Campus Director may act in any matters of importance concerning the activities of the faculty or its teaching and research staff only after prior consultation with the Dean of the faculty concerned, and shall inform the Dean concerned of the outcome of such action.
- (6) The organizational structure of the Campus and the detailed provisions related to its operation are set out in its organizational and operational rules of procedure, which are adopted by the Senate and approved by the Director of Operations of the Foundation for the University of Pannonia.
- (7) The Campus operates under the professional supervision of the Rector and its operation is supported by the Chancellor's organisation within its defined professional framework and rules.

Institute of Physical Education and Sports

19. §

- (1) The Institute of Physical Education and Sports is a comprehensive organisational unit with economic management responsibility, partly for education and research and partly for related services, headed by a director appointed by the Rector.
- (2) The Institute of Physical Education and Sports shall perform educational tasks as defined in its organisational and operational rules of procedure pursuant to paragraph (3), and shall arrange for health promotion activities as defined by law, in particular the organisation and management of regular physical exercise and sports activities, as well as recreational sports for students, and shall ensure

access to sports activities of high standard for students during their studies, and the implementation of the sports concept of the university.

- (3) The detailed regulations pertaining to the operation of the Institute of Physical Education and Sports are laid down in its organisational and operational rules of procedure, which are adopted by the Senate.
- (4) The Institute of Physical Education and Sports operates under the professional supervision of the Rector.
- (5) In relation to the duties falling within the scope of his/her responsibility, the Director of the Institute of Physical Education and Sports shall direct the performance of the duties of the staff assigned to him/her at the University's registered seat and all of its premises, following the professional framework defined by him/her and in accordance with the Rector's instruction on the procedure for the exercise of the employer's rights.

Institute for Adult Education

20. §

- (1) The Institute for Adult Education is a comprehensive organisational unit with core university activities and economic management responsibility, headed by a director appointed by the Rector.
- (2) The Institute for Adult Education provides a complex adult education service for university students and businesses. It performs its activities in collaboration with the faculties. Its main responsibility is to conduct training courses in the context of EU tenders.
- (3) The detailed regulations pertaining to the operation of the Institute for Adult Education are laid down in its organisational and operational rules of procedure, which are adopted by the Senate.
- (4) The Institute for Adult Education operates under the professional supervision of the Rector.

Sustainability Competence Center

21. §

- (1) The Sustainability Competence Center (hereinafter: "Competence Centre") is a comprehensive organisational unit not belonging to any faculty organisation, with separate economic management responsibilities and under the direct supervision of the Rector.

- (2) The Competence Centre provides the University of Pannonia with marketable human and technological resources and, based on these, ensures active, sustainable and continuous cooperation with business partners, thus supporting a sustainable economic model.
- (3) The Competence Centre is an organisational unit supporting university-industry collaboration, which, in line with industrial development trends, devotes special attention and resources to the development of competitive products and services.
- (4) The Competence Centre carries out its research and development, innovation and tender participation activities in cooperation with the Directorate for Development and Projects, the Knowledge and Technology Transfer Office and the faculties/university centres concerned.
- (5) The Competence Centre carries out its sustainability-related communication activities in cooperation with the Directorate of International Relations and Communication and the faculties/university centres concerned.
- (6) The organisational structure and the detailed regulations pertaining to the operation of the Competence Centre are laid down in its organisational and operational rules of procedure, which are adopted by the Senate.
- (7) The Competence Centre is headed by a director, who is appointed by the Rector and is an employee in an executive officer position.
- (8) The Competence Centre operates under the professional supervision of the Rector or the deputy appointed by the Rector for this purpose.

PROJECT ORGANISATIONS OUTSIDE OF ANY FACULTY AND UNDER THE DIRECT SUPERVISION OF
THE RECTOR

Center of Excellence and Multidisciplinary Research

22. §

- (1) The University has a Center of Excellence and Multidisciplinary Research (hereinafter: "CEMR"). The CEMR is a non-faculty project organisation under the direct supervision of the Rector, which does not constitute an organisational unit and was established for the coordinated presentation of outstanding scientific results of scientific workshops, selected on the basis of scientific criteria jointly developed by the Faculties/University Centres, for the coordination and support of the work of scientific workshops, and for the exploration of joint research and funding opportunities.

- (2) The CEMR is headed by a person, who is appointed by the Rector and is not an executive officer.
- (3) The proposing and opinion providing body of the CEMR is the Council of the Excellence Centre for Research.
- (4) The CEMR shall make a report annually on its activities to the Rector.

Human Centered Digital Reality Research Center

23. §

- (1) The University has a Human Centered Digital Reality Research Center (hereinafter: "HCDRRC"). The HCDRRC is a non-faculty project organisation under the direct supervision of the Rector, which does not constitute an organisational unit and was established to coordinate, support and ensure a unified representation of the internationally recognised scientific work related to the activities of the Operator 4.0 Laboratory, the 3D Virtual and Digital Realities Research Lab, the Bioelectrical Brain Imaging Laboratory and the Complex Systems Monitoring Research Group, and to explore joint research and funding opportunities.
- (2) The HCDRRC is headed by a person, who is appointed by the Rector and is not an executive officer.
- (3) The scientific, grant and educational strategy of the HCDRRC is set by a panel of internationally recognised experts.
- (4) The HCDRRC shall make a report annually on its activities to the Rector.

Balaton Research Center

24. §

- (1) The University has a Balaton Research Center (hereinafter: "BRC"). The BRC is a non-faculty project organisation under the direct supervision of the Rector, which does not constitute an organisational unit and was established to coordinate, support and ensure a unified representation of the internationally recognised scientific work related to the research conducted by the University of Pannonia at Lake Balaton, and to explore joint research and funding opportunities.
- (2) The BRC is headed by a person, who is appointed by the Rector and is not an executive officer.

- (3) The proposing and opinion providing body of the BRC is the Council of the Balaton Research Center, which determines the scientific strategy of the BRC and its members are the deans of the faculties and the directors general of the university centres.
- (4) The BRC shall make a report annually on its activities to the Rector.

TITLE 4

SERVICE PROVIDING COMPREHENSIVE ORGANISATIONAL UNITS UNDER THE SUPERVISIONS OF THE RECTOR

Library and Knowledge Centre of the University of Pannonia

25. §

- (1) The Library and Knowledge Centre of the University of Pannonia (hereinafter: “LKCUP”) is the central library and information centre of the University, operating as a specialised public library within higher education as defined by specific legislation, and as public and specialised state archive.
- (2) The head of the LKCUP is the Director General, who is appointed by the Rector and is a senior executive officer.
- (3) The detailed regulations pertaining to the operation of the LKCUP are laid down in the organisational and operational rules of procedure of the LKCUP, which are adopted by the Senate.
- (4) The Library and Knowledge Centre of the University of Pannonia operates under the professional supervision of the Rector.
- (5) In relation to the duties falling within the scope of his/her responsibility, the Director of the Library and Knowledge Centre of the University of Pannonia shall direct the performance of the duties of the staff assigned to him/her at the University’s registered seat and all of its premises, following the professional framework defined by him/her and in accordance with the Rector’s instruction on the procedure for the exercise of the employer’s rights.

Centre for Dual Training

26. §

- (1) The University has a Centre for Dual Training (hereinafter: “Dual Centre”). The Dual Centre is a non-faculty comprehensive organisational unit with economic

management responsibility established for coordination, support and administration of the University's dual training courses and students, as well as of the activities of the cooperating organisations related to dual training.

- (2) The head of the Dual Centre is the Director, who is appointed by the Rector and is an executive officer.
- (3) The organizational structure of the Dual Centre and the detailed provisions related to its operation are set out in its organizational and operational rules of procedure, which are adopted by the Senate and approved by the Director of Operations of the Foundation for the University of Pannonia.
- (4) The Competence Centre operates under the professional supervision of the Rector.

Centre for Student Services and Career

27. §

- (1) The Centre for Student Services and Career (hereinafter: "CSSC") is a non-faculty comprehensive organisational unit with economic management responsibility established primarily for providing career counselling, promoting integration into the labour market, providing competency development, mental health counselling and customer services (information services and complaint management) to students of the University as a one-stop shop, as well as student recruitment services to external market partners and career guidance services to primary and secondary schools.
- (2) The CSSC performs the tasks related to the University's complaint management system set out in the Policy of Complaint Management.
- (3) The head of the CSSC is the Director, who is appointed by the Rector and is an executive officer.
- (4) The organisational structure and detailed regulations pertaining to the operation of the CSSC are laid down in its organisational and operational rules of procedure, which are adopted by the Senate.
- (5) The CSSC operates under the professional supervision of the Rector.

TITLE 5

DEPARTMENT SUPPORTING THE EXERCISE OF THE RECTOR'S POWERS

28. §

- (1) The Rector shall be assisted by the Rector's Office in the exercise of his/her powers as defined in Article 6 (11) of the OORP.
- (2) The Rector's Office is an organisational unit operating under the direct leadership and professional supervision of the Rector, led by the Head of the Rector's Office, who is an employee in an executive officer position, appointed by the Rector.
- (3) The Rector's Office carries out administrative and organisational tasks related to the activities of the Rector and the Vice Rectors, contributes to the Rector's management, professional supervision and strategy-making powers with regard to the basic educational and research activities, organises and coordinates the related activities at the Rector's level, organises the professional supervision of the organisational units performing, contributing to or supporting these activities, performs central tasks related to the public cultural activities at the University, and also personal secretarial tasks for the Rector.
- (4) The exercise of the powers of the staff of the Rector's Office and the organisational framework for performing their duties are governed by the rules of procedure issued by the Rector by instruction, with the proviso that the Chancellor must exercise the right of consent regarding regulations in the rules of procedures related to economic management and administration.

TITLE 6

THE CHANCELLOR'S ORGANISATION

29. §

- (1) The Chancellor's organisation, as defined in Article 6 (14) of the OORP, shall ensure the performance of the University's functional and service duties as defined in this Chapter.
- (2) The exercise of the powers of the staff of the Chancellor's organisation and the organisational framework for performing their duties within the Chancellor's organisation are governed by the rules of procedure issued by the Chancellor by instruction.

FUNCTIONAL ORGANISATION OF THE UNIVERSITY

30. §

- (1) The Chancellor's organisation organises, carries out, and manages the operational activities of the University, such as educational management, strategic planning, IT, economic management, human resources management, technical and operational management, management organisation and supervision, legal and procurement tasks, international relations and

communication, quality development and control, internal control, and exploitation of scientific results.

- (2) The Chancellor's organisation is made up of comprehensive organisational units and other organisational units listed in this chapter, which perform the above duties. Within the comprehensive organisational units of the Chancellor's organisation, there may be additional general departments that are considered organisational units and other departments, offices and groups, which are not considered organisational units. The members of staff of the administrative units at faculty level perform their duties under the direction of the Head of the Faculty, within the professional framework and rules set by the Chancellor's organisation, and with continuous information exchange between the staff and the Chancellor's organisation.
- (3) In the case of point a)-b) of paragraph (2) of Article 16, the staff of the organisational units and other units at the level of the university centre performing the tasks specified in paragraph (1) shall perform their duties under the direction of the Chancellor's organisation, within its professional framework and rules.
- (4) The employer's rights exercised over the employees of the organisational units and units specified in paragraph (3) shall be governed by the Rector's instruction and the Chancellor's instruction on the procedure for the exercise of employer's rights.

31. §

- (1) The exercise of the powers vested in the Chancellor by law and by the OORP, as well as the personal secretarial duties of the Chancellor, are carried out by the following comprehensive functional organisational units, under the direct management and professional supervision of the Chancellor:
 - a) Directorate of Academic Affairs,
 - b) Directorate for Development and Projects,
 - c) Directorate for Economic Affairs,
 - d) Directorate of Human Resources Management,
 - e) Technical and Operational Directory,
 - f) Chancellor's Office,
 - g) Department of Legal Affairs and Procurement,
 - h) Directorate of International Relations and Communication,
 - i) Knowledge and Technology Transfer Office.

- (2) The Directorate of Academic Affairs, the Directorate for Development and Projects, the Directorate for Economic Affairs, the Directorate of Human Resources Management, the Technical and Operational Directory, the Chancellor's Office, the Department of Legal Affairs and Procurement, the Directorate of International Relations and Communication, and the Knowledge and Technology Transfer Office are the University's comprehensive organisational units performing tasks related to central educational management, strategic planning, economic management, human resources management, management organisation and supervision, technical and operational management, legal affairs and procurement, international relations and communication, as well as tasks facilitating the exploitation of scientific results.
- (3) The comprehensive organisational units listed in points a) to b) and d) to i) of paragraph (1) shall be headed by directors or chancellor's chiefs of staff, respectively, who are executive officers pursuant to the first phrase of paragraph (2)(b) of Section 37 of the NHEA.
- (4) The Directorate for Economic Affairs is led by the Director of Economic Affairs, who is an employee in executive officer position within the meaning of the Labour Code and is appointed by the Chancellor.
- (5) The Directorate for Development and Projects carries out its activities in general departments organised based on the functions. The general departments are led by the Heads of Department, who are appointed by the Chancellor and are executive officers pursuant to the first phrase of paragraph (2)(b) of Section 37 of the NHEA.
- (6) The work of the Director of the Directorate of Academic Affairs may be assisted by a deputy director, who is an executive officer pursuant to the first phrase of paragraph (2)(b) of Section 37 of the NHEA.
- (7) The work of the Director of the Directorate for Economic Affairs may be assisted by a deputy director, who is an executive officer pursuant to the first phrase of paragraph (2)(b) of Section 37 of the NHEA.
- (8) The Technical and Operational Directory carries out its activities in general departments organised based on the functions. The general departments are led by the Heads of Department, who are appointed by the Chancellor and are executive officers pursuant to the first phrase of paragraph (2)(b) of Section 37 of the NHEA. The work of the Head of the Department of Facility Management and Security may be assisted by a deputy Head of Department, who is an executive officer pursuant to the first phrase of paragraph (2)(b) of Section 37 of the NHEA.
- (9) The work of the Director of the Directorate of International Relations and Communication may be assisted by a deputy director, who is an executive officer pursuant to the first phrase of paragraph (2)(b) of Section 37 of the NHEA. The

Directorate of International Relations and Communication carries out its activities in general departments organised based on the functions. The general departments are led by the Heads of Department, who are appointed by the Chancellor and are executive officers pursuant to the first phrase of paragraph (2)(b) of Section 37 of the NHEA.

(10) The primary responsibilities of the Directorate of Academic Affairs are:

- a) arranging and managing the organisation and administration of education and accreditation at the University;
- b) administration of student admission, student academic and financial affairs;
- c) carrying out tasks related to doctoral training, the degree procedure and habilitation;
- d) collecting, registering and reporting data in the Higher Education Information System;
- e) in relation to the duties falling within the scope of its responsibility, the Directorate shall manage the performance of the duties of the staff assigned to it at the University's registered seat and all of its premises, following the professional framework defined by the Directorate and in accordance with the Chancellor's instruction on the procedure for the exercise of the employer's rights;
- f) drafting and maintaining regulations in the field of education;
- g) organising and coordinating student, faculty and administrative staff mobility and the execution of international mobility programmes at university level.

(11) Directorate for Development and Projects

- a) The primary responsibilities of the Department for Proposals and Project Management are: monitoring proposals, preparing strategic proposals¹, coordinating the tender application activities of the faculties, keeping records of proposals submitted and projects under implementation, managing the implementation of strategic projects in cooperation with the faculties, university centres and the central organisational units of the University, liaising with supporting and collaborating organisations, performing follow-up tasks during the maintenance period of closed projects, organising and carrying out tasks related to the official control of projects, supporting the operational tasks of procurement in relation to the planning and implementation of tenders, performing continuous risk analysis and management, providing backline support for organisational development processes and operating the Horizon Information Point.

¹ cf. *Tendering Regulation*

- b) The primary responsibilities of the Department of Information Technology are: development, operation and maintenance of IT and telecommunications infrastructure and basic and special IT services for the University and related users, maintenance of the device pool of basic IT services, creation and maintenance of IT security and operational policies at the University level, operation of the official University website, management of the University's central software licences.
- c) In relation to the duties falling within the scope of its responsibility, the Department for Proposals and Project Management of the Directorate for Development and Projects shall manage the performance of the duties of the staff assigned to it at the University's registered seat and all of its premises, following the professional framework defined by the Department and in accordance with the Chancellor's instruction on the procedure for the exercise of the employer's rights.

(12) The primary responsibilities of the Directorate for Economic Affairs are:

- a) the preparation of the Institutional Budget, the Accrual Budget and the control of implementation,
- b) performing tasks related to the financial processes of the University, preparing liquidity plans, registering and enforcing receivables, registering commitments, exercising financial control, payment allocation,
- c) carrying out centralised and decentralised economic management recorded for the cost centres, preparing the financial accounts for projects, financial monitoring of projects,
- d) establishing the University's accounting policy, accounting rules, carrying out task with regard to the general ledger and analytical accounting, asset accounting, organising stocktaking,
- e) preparing annual reports, balance sheets, profit and loss statements on the operation, assets, financial and income status of the Institution after closing the books for the financial year, supported by accounting records, and preparing reports on the implementation of the Institution's budget,
- f) establishing risk management for economic processes, improving the internal controlling system of the Board of Directors, monitoring compliance of economic processes,
- g) in relation to the duties falling within the scope of its responsibility, the Directorate for Economic Affairs shall manage the performance of the duties of the staff assigned to it at the University's registered seat and all of its premises, following the professional framework defined by the Directorate and in accordance with the Chancellor's instruction on the procedure for the exercise of the employer's rights.

(13)The primary responsibilities of the Directorate of Human Resources Management are:

- a) Organising employment, staffing and payroll management; establishing, modifying and terminating employment relationships; conducting job applications; preparing management assignments, employment contracts and amendments to employment contracts; managing HR databases; providing data and carrying out HR controlling activities; managing asset declarations; operating payroll, incentive and benefit systems; providing social welfare and bereavement administration; enforcing decisions; administering the awarding of medals and titles; operating the performance appraisal system; managing the electronic timesheet and absence management programme, investigating inquiries received through the employee complaint management system from a human resource management perspective, organizing and keeping records of pre-employment and periodic medical fitness examinations of employees, liaising with government agencies, pension insurance, health insurance.
- b) Accounting payroll, personal allowances and transferring wages and benefits, arranging for payment of public charges and for deductions, preparation of tax returns, providing social security administration, performing social security disbursement agency duties.
- c) The Directorate of Human Resources Management defines and monitors the rules and professional framework for the performance of the duties of the staff assigned to faculties, university centres and campuses.

(14)Technical and Operational Directory

- a) The primary responsibilities of the Department of Asset Management and Technical Affairs are: planning, technical-professional preparation and implementation of building projects, renovations, arranging for data provision, keeping the records of and organising the utilisation of the University's real estates, managing insurance policies, providing technical and professional background and support for the procurement and public procurement of building projects.
- b) The primary responsibilities of the Department of Facility Management and Security are: managing facilities, performing energy management, labour, property, fire, environmental management, civil protection and waste management tasks, supervising and arranging for the security and porter services of buildings, organising maintenance and periodic inspection of machinery and equipment.

- c) In relation to the duties falling within the scope of its responsibility, the Technical and Operational Directory shall manage the performance of the duties of the staff assigned to it at the University's registered seat and all of its premises, following the professional framework defined by the Directory and in accordance with the Chancellor's instruction on the procedure for the exercise of the employer's rights.

(15)Chancellor's Office

- a) performs administrative and organisational tasks related to the Chancellor's activities,
- b) prepares, conducts and documents the meetings of the Senate, publishes its resolutions and monitors their implementation,
- c) performs administrative tasks related to the activities of the Rector and the Chancellor, as well as management tasks related to the Chancellor's activities, organises the University's file management, filing and archiving activities,
- d) defines and monitors the rules and professional framework for the performance of the duties of staff assigned to faculties, university centres and campuses;
- e) coordinates the creation, amendment and publication of the University's rules and regulations and the employer's instructions at the institutional level.

(16)The Department of Legal Affairs and Procurement

- a) performs the tasks related to the legal representation of the University; gives legal opinions on issues arising in the course of the University's operations, carries out preliminary checks on contracts to be concluded by the University, keeps a register of contracts concluded by the University, collaborates in the preparation and conclusion of contracts, the enforcement of claims arising from contracts and other claims, and the drafting and amendment of the University's regulations from a legal point of view, assists in the preparation of the University's strategic, economic and other decisions, measures and resolutions.
- b) defines and monitors the rules and professional framework for the performance of the duties of staff assigned to faculties, university centres and campuses;
- c) conducts procurement and public procurement procedures to ensure the University's needs for goods, services and construction works are met, arranges and orders services related to international travel, performs the related data reporting and administrative tasks,

- d) ensures the supply of equipment and materials necessary for the continuous operation of the University, organises the logistics within the University, performs related data provision and administrative tasks, and assists and supports the efficient management of procurement and public procurement processes,
- e) performs the tasks related to the University's complaint management system set out in the Policy of Complaint Management.

(17) The Directorate of International Relations and Communication

- a) The primary responsibilities of the Department of Communication are: developing and implementing the University's communication strategy, developing the University's brand at a strategic level, conducting market research, developing the University's image, coordinating the unified and integrated image, recruitment activities, providing professional support to the relevant departments.
- b) The primary responsibilities of the Department of International Relations are: organising and coordinating the development and implementation of the internationalisation strategy at the university level, developing and managing the communication and marketing tasks related to internationalisation at the university level, monitoring and strategically managing partner contracts, managing the database related to the University's international relations. It initiates the development of bilateral or multilateral international partnerships, gives opinions on initiatives coming to the University, performs the operational tasks of international academic relations, central tasks related to communication, PR, international and marketing activities at the University, coordinates international enrolment and recruitment activities.

The Directorate of International Relations and Communication defines and monitors the rules and professional framework for the performance of the duties of staff assigned to faculties, university centres and campuses;

(18) Knowledge and Technology Transfer Office

- a) ensures that intellectual property created at the University is identified, registered, protected and utilised, develops and operates the related University processes, supports, supervises and monitors the exploitation of intellectual property, and initiates the termination of protection in the event of lapse of interest;

- a) organises trainings and performs advisory activities to raise awareness of intellectual property protection, strengthen the innovative approach and entrepreneurship (start-up, spinoff);
- b) liaises with national and international innovation organisations, initiates and coordinates the University's incubation activities and raises capital for innovation;
- c) participates in and maintains the records of the University's R&D&I bidding, contracting and contract monitoring processes, and ensures that the University's interests are represented with regard to the intellectual property provisions in contracts;
- d) identifies and keeps an up-to-date register of the University's R&D&I capabilities, and creates and maintains a comprehensive portfolio of services based on these;
- e) defines and monitors the rules and professional framework for the performance of the duties of staff assigned to faculties, university centres and campuses;
- f) keeps a register of and expands the University's economic relations and cooperation agreements; makes it possible for economic actors to get to know and order the University's R&D&I services, and enables the establishment of contacts for the purpose of R&D&I cooperation through a one-stop shop interface;
- g) operates the Territorial Innovation Platform (TIP);
- h) provides the administrative support for the work of the University's Intellectual Property and Technology Assessment Committee;
- i) in the case of copyright protected works falling within the scope of registration by the LKCUP, performs the task set out in point (a) in cooperation and collaboration with the LKCUP.

Quality Management Centre

31/A §

- (1) The Quality Management Centre is an organisational unit operating under the direct leadership of the Chancellor. The Head of the Quality Management Centre is a director in executive officer position, over whom the Chancellor exercises the employer rights.
- (2) The responsibilities of the Quality Management Centre are:
 - a) performing operational and administrative tasks related to the operation of the University's quality management system and participating in the preparation of strategic quality issues;

- b) coordinating the quality development activities of the departments, participating in the preparation and implementation of accreditation processes, fostering and promoting awareness of quality within the institution;
- c) coordinating the process improvement and process control of the University's faculties, comprehensive organisational units, other organisational units and all groups that are not considered to be organisational units;
- d) planning and carrying out compliance audits of the University's faculties, comprehensive organisational units, other organisational units and all groups that are not considered to be organisational units;
- e) performing the tasks related to the University's complaint management system set out in the Policy of Complaint Management;
- f) contributes to increasing the effectiveness of the University's internal controlling system, organisational development of the University, facilitating legal and rule based operations and working to reduce risks;
- g) taking responsibility for the implementation of the internal controlling coordinator's tasks, whereby it shall take a leading role in the preparation, continuous improvement, and monitoring of the University's process regulations, analyse, examine and evaluate the economy, efficiency and effectiveness of the establishment and operation of the internal control system;
- h) establishing and monitoring the rules and framework for the performance of the duties for which it is responsible by the assigned staff of the University's faculties, comprehensive organisational units, other organisational units and all groups that are not considered to be organisational units.

TITLE 7

SERVICE PROVIDING COMPREHENSIVE ORGANISATIONAL UNITS UNDER THE SUPERVISION OF THE CHANCELLOR

Dormitory Directorate

32. §

- (1) The Dormitory Directorate is a service providing comprehensive organisational unit under the supervision of the Chancellor.
- (2) The primary responsibilities of the Dormitory Directorate are:

- a) managing matters related to student accommodation in dormitories, including matters relating to students' social housing support;
 - b) in close cooperation with the Technical and Operational Directorate, operating the University's own dormitories and maintaining rented dormitory accommodation capacity as required;
 - c) in relation to the duties falling within the scope of its responsibility, the Dormitory Directorate shall manage the performance of the duties of the staff in the dormitories operated at the University's registered seat and all of its premises, following the professional framework defined by the Dormitory and in accordance with the Chancellor's instruction on the procedure for the exercise of the employer's rights;
 - d) providing accommodation services in its guest rooms to make use of the available accommodation capacity in the dormitories, or for temporary occupancy of the dormitories,
 - e) taking responsibility for the functioning of and contributing to the implementation of the activities of the scholastic honour societies, and also carrying out talent management activities and promoting the involvement of students in public life,
 - f) preparing and maintaining the rules and regulations governing the operation of the University's dormitories and scholastic honour societies.
- (3) The Dormitory Directorate is headed by a director appointed by the Chancellor, who is an executive officer.
- (4) Detailed provisions on the functioning of the Dormitory Directorate are laid down in the rules of procedure of the chancellor's organisation.

TITLE 8

THE INTEREST REPRESENTATION ORGANISATIONS OPERATING IN THE UNIVERSITY

Works Council

33. §

- (1) The University has an elected works council (hereinafter: "Works Council").
- (2) The Works Council has the right to give its consent and opinion on matters specified by law.
- (3) Certain matters concerning the relations between the Works Council and the employer and the exercise of the rights referred to in paragraph (2) shall be laid down in the Works Agreement jointly concluded by and between the employer and the Works Council.

Trade Unions

34. §

- (1) The University has Trade Unions.
- (2) Trade unions have the right to operate, to represent their interests, to request and receive information.
- (3) Representative trade unions are entitled to conclude collective agreements and contracts. Representative trade unions have the right to represent its members, to conduct checks, to give opinions, to be consulted and raise objections as provided for by law.
- (4) The rights of representative trade unions at the university shall be stipulated in the university collective agreement.
- (5) The University of Pannonia has an Interest Reconciliation Council.

STUDENTS' UNION

35. §

- (1) All students enrolled at the University, with the exception of doctoral students, form the Students' Union of the University of Pannonia (hereinafter: "SUUP").
- (2) The SUUP shall exercise its rights pursuant to the Act on National Higher Education.
- (3) The organisation and operation of the SUUP, including the rules governing the students' unions of the faculties, are determined by the Statutes of the SUUP (hereinafter: "Statutes"), which are established on the basis of and within the framework of the NHEA, adopted by the SUUP Delegates' Assembly and approved by the Senate and the Director of Operations of the Foundation for the University of Pannonia.
- (4) The SUUP keeps a record of the officers' terms of office in the students' union, which it sends to the Rector of the University before the election of each officer, or upon request.

DOCTORAL STUDENTS' UNION

36. §

- (1) All students enrolled in doctoral studies at the University and the doctoral candidates form the Doctoral Students' Union (hereinafter: "DSUUP").

- (2) The DSUUP shall exercise its rights pursuant to the Act on National Higher Education.
- (3) The organisation and operation of the DSUUP, including the rules governing the doctoral students' unions of the faculties, are determined by the Statutes of the DSUUP, which are established on the basis of and within the framework of the NHEA, adopted by the DSUUP Delegates' Assembly and approved by the Senate and the Director of Operations of the Foundation for the University of Pannonia.
- (4) The provisions of Article 35 (4) herein shall apply mutatis mutandis to the DSUUP.

TITLE 9

GOVERNANCE STRUCTURE OF THE UNIVERSITY

37. §

- (1) The University is governed by the Senate, the Rector and the Chancellor, as defined by law, its Deed of Foundation and these OORP, and the Vice Rector for General and Academic Affairs, the General Vice Chancellor, as well as by the heads of the faculties, the comprehensive organisational units and the Rector's Office within the Rector's (academic) organisation and the heads of the comprehensive organisational units and the Quality Management Centre within the Chancellor's organisation also collaborate in the governance of the University.
- (2) Bodies and committees at university and faculty/university centre level may be involved in the preparation and implementation of decisions necessary for the governance of the University, with advisory, opinion-giving and supervisory powers.

38. §

- (1) The bodies of the University shall have the right to take decisions, make proposals, give opinions and exercise control in accordance with the provisions of the OORP.
- (2) An opinion shall not be binding on the department, body or person entitled to take the decision, but the decision-maker shall state the reasons for any deviation therefrom.

TITLE 10

CENTRAL GOVERNING BODIES AND PERSONS

THE SENATE

39. §

The Senate (hereinafter: “Senate”) is the decision-making and controlling body with the duties and powers defined in the NHEA, the Deed of Foundation and the OORP; it determines the activities of the University, in particular its training and research objectives, its operation, and exercises control over the implementation of these.

The composition and establishment of the Senate

40. §

- (1) The detailed procedural rules related to the establishment of the Senate, the termination of the mandate of its members, the examination of the legality of the mandate, and the related legal remedies are set out in the Election Rules.
- (2) All persons employed by the University on a full-time and part-time basis (at least 6 hours per day) have the right to vote in the constituency defined by their job, except for:

Those, who, at the time of the election,

- a) are on long-term leave (on maternity leave receiving child care fee (GYED) or child care allowance (GYES), absent for more than 3 months, in particular if posted abroad, on unpaid leave, etc.),
 - b) are exempted from work due to termination of their employment at the university,
 - c) have not been continuously employed at the University for at least four months.
- (3) All full-time employees of the University who do not declare in writing that they do not wish to stand as a candidate may be elected in the constituency defined by their job.
 - (4) Those employees are not eligible for being elected, who, at the time of the election,
 - a) are over 65 years of age,
 - b) are exempted from work due to termination of their employment at the university,
 - c) have not been continuously employed at the University for at least four months,
 - d) are on long-term leave (on maternity leave receiving child care fee (GYED) or child care allowance (GYES), absent for more than 3 months, in particular if posted abroad, on unpaid leave, etc.),
 - e) are already a voting member of the body the election involves,

- f) by 4 p.m. on the 10th day before the election, declare in writing to the Head of the Directorate of Human Resources Management that they do not wish to stand as candidates.
- (5) The election procedure consists of a nomination and a voting phase. Both nomination and voting are secret.
- (6) At the nomination stage, a list of candidates and a list of voters must be drawn up. Any eligible person who does not make a written declaration that they do not wish to stand as candidate, as defined in the OORP, will be included in the list of candidates. All persons who have the right to vote as defined in the OORP are entered in the electoral register.
- (7) A nomination is valid regardless of the number of people present.
- (8) The person or persons who has or have received the highest number of nominations in a given constituency, taking into account twice the number of persons eligible to be elected, will become candidate(s).
- (9) In the voting phase, the persons, who have become candidates as a result of the nomination phase in the constituencies, may be voted for.
- (10) The candidate who receives more than half of the votes cast by valid ballot becomes member of the Senate from that constituency. If there is no such candidate, a second round shall be held in the constituency, and if the second round is inconclusive, a by-election shall be called.
- (11) On the grounds of alleged violation of the electoral procedure, a voter or a person eligible for election may lodge an objection in accordance with the Electoral Regulations.
- (12) The Senate has 23 members and is chaired by the Rector, who is an ex officio member of the Senate.
- (13) The Chancellor is an ex officio member of the Senate.
- (14) The ex-officio members of the Senate are also:
 - a) the Deans of the Faculties (4 persons),
 - b) Directors General of University Centres (2 persons).
- (15) In the case of university centres where there is a faculty, the ex officio member of the Senate is the Director General of the university centre.
- (16) The 7 lecturer-researcher members of the Senate are elected by the faculties and university centres in following composition:
 - a) Faculty of Business and Economics (1 person),
 - b) Faculty of Engineering (1 person)
 - c) Faculty of Humanities (1 person),
 - d) Faculty of Information Technology (1 person),

- e) University of Pannonia Nagykanizsa – University Center for Circular Economy (1 person),
 - f) University Center of the University of Pannonia at Zalaegerszeg (1 person)
 - g) the level of teaching-institutions without an executive officer mandate (1 person).
- (17) 1 non-lecturer and non-researcher staff representative shall be elected to the Senate from among the other staff and the teachers.
- (18) The election of the members of the Senate is arranged for by the Chancellor's organisation on the basis of the Election Rules.

41. §

- (1) The trade unions at the University delegate 1 member to the Senate.
- (2) SUUP delegates the 5 student members to the Senate.
- (3) DSUUP delegates 1 doctoral student to the Senate.
- (4) The trade unions, the SUUP, and the DSUUP shall delegate members at their own discretion.

42. §

- (1) The Secretary of the Senate shall be the Head of the Chancellor's Office, who shall have the right to attend the Senate meeting in an advisory capacity.
- (2) The following persons, if not already a member, shall be invited to the meetings of the Senate in an advisory capacity.
 - a) Vice Rectors,
 - b) Vice Chancellor,
 - c) Appointed Deputy of the Chancellor,
 - d) Dean of the Faculty of Business Administration Zalaegerszeg ,
 - e) General Director of the Library and Knowledge Centre of the University of Pannonia,
 - f) Director of Dormitory Directorate,
 - g) Director of Economic Affairs,
 - h) Director for Development and Projects,
 - i) Director of Legal Affairs and Procurement,
 - j) Director of Academic Affairs,
 - k) Technical and Operational Director,

- l) Director of International Relations and Communication,
 - m) Director of the Knowledge and Technology Transfer Office,
 - n) Director of the Institute for Adult Education,
 - o) Director of Human Resource Management,
 - p) the Head of the Department of Information Technology,
 - q) the Director of the Quality Management Centre,
 - r) the Director of the Centre for Student Services and Career,
 - s) the Director of the Centre for Dual Training,
 - t) the Chairman of the Works Council,
 - u) the former Rector (for one term),
 - v) Campus Directors,
 - w) Representative of the Operator,
 - x) the Mayor of Veszprém City with County Rights.
- (3) The Rector may invite additional persons to Senate meetings, if it is justified based on the agenda of the meeting.

43. §

- (1) The term of office for the members delegated by the SUUP and the DSUUP shall be the period laid down in the Statutes of the SUUP and the DSUUP, within the confines of the law.
- (2) Senate membership is terminated
- a) at the end of the mandate,
 - b) if the term of office for a Head of Faculty/University Centre, who is a member of the Senate, is terminated,
 - c) by resignation,
 - d) by recalling the member,
 - e) by transfer to a different constituency or district,
 - f) on the member's death,
 - g) when employment is terminated, including the period of exemption from work prior to the termination of employment,
 - h) upon termination of student status,
 - i) for any other reason specified by law.
- (3) A member of the Senate has the right to resign at any time.

- (4) Where prior the termination of employment the member is exempted from work, the termination of Senate membership shall be applicable from the start date of the exemption.
- (5) A member of the Senate is obliged to notify the Senate if any circumstances (scholarship, working abroad, health issues, etc.) arise, which will most probably prevent them from participating in the work of the Senate. If the member fails to attend at least three consecutive meetings posted in the Senate's work plan without prior notice, the Senate shall, on the Rector's/Senate's proposal, initiate the recall of the member by a decision of the Senate taken by a 2/3 majority of those present. The rules of election and delegation shall apply *mutatis mutandis* to the recall. When a decision is taken, the member concerned may not vote and shall be disregarded in the calculation of the quorum and validity.
- (6) For the recall of a member of the Senate, the Election Rules shall otherwise apply.
- (7) In the event of termination of Senate membership
 - a) the elected member shall be replaced by a new member — the person who was second in terms of number of votes in the elections for the relevant constituency. If this is not possible, a new election must be called within 30 days in the given electoral stratum;
 - b) in the case of a delegate member, a new member must be delegated within 30 days.

44. §

- (1) All members of the Senate shall act in the best interests of the whole University and of all university citizens, and to this end shall
 - a) contribute to the work of the Senate to the best of their abilities,
 - b) participate for the entire duration of Senate meetings,
 - c) give prior written notice of absence to the Secretary of the Senate, if prevented from attending.
- (2) Members of the Senate shall have the right to introduce proposals, comment, express opinions, make recommendations and vote.
- (3) Regardless of the agenda, the members of the Senate have the right to direct questions to the Rector, the Chancellor, the Vice Rectors, the Vice Chancellor, the Deans of the Faculties, the heads of the comprehensive organisational units, the heads of the organisational units and the heads of students' and employees' representation bodies, as stipulated in the Senate Rules of Procedure.
- (4) The members of the Senate, with the exception of the Rector and the Chancellor, shall fulfil their mandate in person, the rights and obligations of membership of

the Senate shall not be transferable, and there shall be no representation in the exercise of these rights and obligations.

- (5) Members of the Senate are bound by an obligation of confidentiality with regard to State, official, or commercial secrets of which they become aware. In the case of a submission or document containing confidential data or information, the fact of the obligation of confidentiality and the classification of the secret shall be stated in the submission.

Duties and Powers of the Senate

45. §

(1) The Senate

- a) defines the educational and research duties of the higher education institution and monitors their implementation;
- b) adopts the rules of procedure for its own operation;
- c) adopts the medium term institutional development plan, which shall cover a period of not less than four years, defines the tasks for implementation year by year, including a strategy for research, development and innovation, which it forwards to the Board of Trustees for approval;
- d) makes a proposal to the content of the call for applications for the position of rector, evaluates the applications for the position of rector, elects the candidate for the position of rector and exercises the right of co-decision with the Operator in the selection of the Rector;
- e) adopts the institution's educational programme;
- f) prepares and approves/adopts the institution's OOR and other regulations;
- g) adopts the institution's Doctoral Rules;
- h) adopts/amends its budget and asset management plan within the framework set by the Operator, approves its annual report drawn up pursuant to the accounting provisions and the public benefit report, and submits them to the Board of Trustees for decision;
- i) defines the system for student counselling and the system for student feedback on the performance of the teaching staff in the institution;
- j) decides on the establishment of an academic council and the election of its members and chair;
- k) decides on the establishment and dissolution of a doctoral school and on the launch of doctoral programmes;
- l) decides on initiating the award of national higher education scholarships;
- m) ranks applications for position of lecturer, professor and executive officer, and decides on granting titles and awards;
- n) decides on initiating the launch or termination of programmes;
- o) delegates one member to the supervisory board of the Operator.

46. §

- (1) The Senate, acting on the basis of the provisions of the OORP, shall under its exclusive competence and in addition to the ones stipulated in the NHEA.
 - a) adopt the quality development programme;
 - b) evaluate the University's professional activities and the implementation of its quality development programme;
 - c) give opinions — in the case of several applicants, by ranking them in order of merit — on applications for positions of lecturer, researcher and executive officer under its authority in accordance with the University's OOR and specified as such in the ERS;
 - d) adopt its work plan;
 - e) establish committees to facilitate its own functioning, adhering to the provisions of the legislation.
- (2) The Senate may delegate to the unit specified in the ERS and in the SRS
 - a) the right to give opinions— in the case of several applicants, by ranking them in order of merit — on applications for positions of lecturer, researcher and executive officer at the faculties/university centres specified in the University's OOR and defined in the ERS;
 - b) the granting of titles and awards,
 - c) the right to initiate the award of national higher education scholarships,
 - d) the right to nominate people for state honours.
- (3) The Senate can debate any issue, take a position on any issue, and make a proposal on any issue. It may send its resolutions and proposals to the person entitled to take decisions and measures, who is obliged to give a substantive reply within thirty days, or in the case of a body, no later than on the first meeting following the thirtieth day.

The Operation of the Senate

47. §

- (1) Detailed rules of the operation of the Senate are laid down in the Senate Rules of Procedure.
- (2) The Senate's Rules of Procedure are drawn up and adopted by the Senate.

48. §

- (1) There is a quorum in a Senate meeting when at least sixty per cent of the members holding a valid mandate are present. There must be a quorum for all decisions.
- (2) In determining the quorum and the proportions of votes stipulated in paragraphs (3) to (4) and (7) of Article 48, rounding up shall be applied in all cases where the determination of the percentage of votes required for the adoption of a resolution results in a non-integer number.
- (3) The Senate shall pass its decisions, except in the cases defined in paragraphs (4) and (7), by a majority vote of its members present.
- (4) The Senate shall decide on the candidate for the position of Rector by a majority vote of its members.
- (5) The Senate meeting for the election of the Rector-designate is chaired by the oldest Associate Professor of the Senate. If the oldest Associate Professor of the Senate is involved or prevented from attending, the next Associate Professor member of the Senate in age shall act.
- (6) If any member of the Senate with voting rights submits a candidature for the position of Rector, that member shall not vote at the Senate meeting to elect the Rector-designate. The members concerned shall be disregarded in the calculation of the quorum and validity.
- (7) The affirmative vote of two-thirds of the Senate members present is required:
 - a) for the approval and amendment of the OOR,
 - b) for approving the annual budget and the report on the implementation of the previous year's budget,
 - c) in matters where it is required by a Senate resolution, and in other cases prescribed by law.
- (8) The decision of the Senate is usually taken by open vote, but the Rector is obliged to order a secret ballot in the cases stipulated by law and when the Senate decides or gives opinion on a proposal concerning personnel matters (commencement of employment, mandate, etc.).
- (9) Meetings of the Senate are open to the public, except for meetings where the agenda concerns personnel matters, the evaluation of a person, the establishment (including modification) of his/her legal status, the awarding of a medal, or the content of the agenda is such that an open meeting could result in the University's legitimate economic interest as an employer being jeopardised, including agendas containing business secrets, and where the University's legitimate interest in intellectual property could be jeopardised or harmed by a public meeting. In addition, the Chairman of the Senate shall order a closed session if required by law or if, on the initiative of the Chairman or of any member,

more than half of the Senate members vote in favour. Only members of the Senate or persons invited in an advisory capacity shall be entitled to attend closed meetings. Participants in a closed meeting must consider everything said there as confidential.

In the case of a closed meeting, the presentation of proposals, the audio recording, the minutes and the proceedings shall be available only to the members of the Senate and to persons invited in an advisory capacity.

It is the responsibility of the proposer or the person authorized by the Senate to implement the decision of the Senate and ensure proper notification about the Senate's decision to the pertinent faculty, comprehensive organizational unit, organisational unit affected.

BODIES AT UNIVERSITY LEVEL

Senate Committees and Councils

49. §

- (1) In order to facilitate its own operation, the Senate establishes standing committees and bodies, which give opinions on proposals in their fields, make proposals and monitor the implementation of decisions in their fields.
- (2) Standing committees and bodies of the Senate:
 - a) Equal Opportunities Committee,
 - b) Student Appeals Board,
 - c) Education and Credit Transfer Committee.
- (3) The chairmen of the standing committees and the board are elected by the Senate and appointed or dismissed by the Rector. Its members are invited by the chairmen of the committees or the board. The establishment and composition of the Student Appeals Board shall be governed by the rules set out in the SRS. Proportional representation of faculties and university centres, and the representation of the Works Council, the SUUP and the DSUUP, and the trade unions shall be ensured in the committees and in the board.
- (4) The committees and the board shall establish their own rules of procedure, adhering to the University regulations and with the provisions of the Senate for minutes and proceedings being applicable to those of the committees and the board.
- (5) The University may set up additional committees to carry out other tasks arising in connection with its activities, as laid down in the OOR or the Collective Agreement.

The Rector's Council

50. §

- (1) The Rector's Council is a body which assists the Rector, has the power to give opinions and make proposals, and is mainly responsible for giving opinions on planned educational, research, economic and administrative measures at university level. The Rectors' Council has no decision-making powers. The Rector determines the tasks and working schedule of the Rectors' Council and the frequency of its meetings.
- (2) The Rectors' Council is chaired by the Rector. Other members are:
 - a) the Vice Rectors,
 - b) the Deans of the Faculties,
 - c) the Directors General of University Centres,
 - d) the Campus Directors,
 - e) the Chancellor,
 - f) the Vice Chancellor,
 - g) the Director of Economic Affairs,
 - h) the Chairman of SUUP,
 - i) the Chairman of DSUUP,
 - j) the representative of the Operator,
 - k) the Chairman of the Works Council,
 - l) the representatives of trade unions
 - m) the Secretary of the Senate.

As a permanent participant, the Rector may invite other persons to attend meetings of the Rectors' Council.

- (3) The Rector shall determine the schedule and the agenda of the Rectors' Council meetings, and minutes of the meetings shall be prepared within eight days and be filed in the Rectors' Office archives. The minutes shall be sent to the members of the Rectors' Council.

The Doctoral and Habilitation Council

51. §

- (1) The powers of the Doctoral Council and Habilitation Council as defined by law is exercised jointly by the University Doctoral and Habilitation Council. Its members are the heads of the doctoral schools and external members elected by the

Senate. Deans may attend the Council meetings in a consultative capacity. Its Chairman is elected by the Senate on the recommendation of the Rector.

- (2) The operation of the University Doctoral and Habilitation Council and the doctoral schools, the regulations on doctoral programmes and degree awarding, as well as on habilitation are set out in the relevant university regulations at university level.

The Council of Professors

52. §

- (1) The Council of Professors is an initiator and advisory body, which may give opinions on any matter concerning teaching, research and the future of the University, in which it considers that an action is warranted or in case it is called on to give an opinion.
- (2) The Council of Professors, if specifically requested, gives its opinion on the professorial candidates in accordance with the provisions of the ERS.
- (3) The Council of Professors has the right to evaluate the activities of university professors, to develop policies and to make proposals to the University's management and governing bodies.
- (4) The members of the Council of Professors are appointed among university professors, research professors, professors emeriti/emeritae, employed by the University. The Council of Professors is chaired by a person employed by the University and elected by and from among the council's members for a two-year term.
- (5) The Council of Professors defines its own rules of procedure.

THE RECTOR

53. §

- (1) The Rector, is the primary leader and representative of the University — responsible for its academic governance, and shall act and take decisions in all matters which are not referred to the competence of any other person or body by law, the Deed of Foundation, the OOR or the Collective Agreement.
- (2) The Rector is appointed and dismissed by the President of the Republic of Hungary, and the employer rights are exercised by the Operator.
- (3) The post of Rector is awarded through an application procedure. The call for applications is published by the Operator. The detailed rules on the application procedure and on the mandate are set out in the ERS.

- (4) A Preparatory Committee of at least three and up to a maximum of five members, headed by the oldest Associate Professor of the Senate, is formed to conduct the application procedure for the Rector's position.
- (5) The rules for the extension of the Rector's term of office are laid down in the ERS.

54. §

- (1) The rector's mandate is terminated
 - a) at the end of the term of the mandate,
 - b) by resignation,
 - c) by withdrawal of mandate,
 - d) when the Rector reaches the age stipulated by law,
 - e) on the Rector's death,
 - f) by termination of employment,
 - g) in the event of the dissolution or reorganisation of the University.

Duties and Powers of the Rector

55. §

- (1) The Rector shall represent the University within the scope defined in the NHEA, within the framework of the Deed of Foundation and with regard to the functions defined in the OOR, and in doing so may assume rights and obligations (power of contract) with signature authorisation for official statements and documents on behalf of the University.
- (2) The responsibilities of the Rector are:
 - a) maintaining domestic and international relations and cooperation in the fields of education and research;
 - b) ensuring that the University operates in accordance with the professional requirements for its core activities;
 - c) ensuring the compliance of the institution's educational programme with the applicable legal provisions;
 - d) providing the professional environment necessary for the functioning of the University's bodies are in place, preparing matters falling within the purview of the Senate, and ensuring the implementation of Senate decisions not within the responsibilities of the Chancellor;
 - e) adopting the measures necessary for the amendment of the operating licence of the institution, the launch of programmes, the registration of the doctoral school and the higher education admission procedure, as defined by law;
- (3) The Rector

- a) prepares the institutional development plan and, as part of it, the research-development-innovation strategy;
 - b) manages and coordinates educational and research activities at university level in accordance with the educational programme;
 - c) prepares the matters for Senate decision not within the responsibilities of the Chancellor and supervises their implementation;
 - d) coordinates the higher education institution's educational and research cooperation with other higher education institutions, national higher education organisations and bodies, and liaises with interest representation organisations;
 - e) performs the duties set out in the Deed of Foundation and the OOR, in particular those relating to educational and research activities;
 - f) may challenge decisions or actions by the Chancellor or the failure to act of the Chancellor, with the Operator.
- (4) The Rector shall exercise employer rights in accordance with the OOR.
- (5) The Rector may delegate his/her authority in accordance with the applicable university regulations, and the exercise of the employer rights in accordance with the Rector's instructions.

56. §

- (1) The Rector shall regularly inform the Senate on the implementation of Senate decisions, report on the measures taken to exercise the powers delegated to the Rector by the Senate and on all other significant measures, as well as the reasoning on measures, where the Rector has deviated from Senate proposals or opinions.
- (2) The Rector holds an all-staff meeting and informs the Council of Professors every academic year. In the performance of duties and exercise of powers, the Rector has no right to instruct the Senate, the faculty councils, the university centre councils, the interest representation organisations operating at the University, or the Chancellor's organisation.

57. §

- (1) In the performance of duties and exercise of powers, the Rector shall have the general right to issue instructions, except as stipulated in Article 56 (2) herein.
- (2) In particular, the Rector shall be entitled to lay down by instruction the rules of procedure specified in the OOR and falling within the Rector's purview.

THE VICE RECTORS

58. §

- (1) The Rector is assisted in his/her work by Vice Rectors.
- (2) The Vice-Rectors are appointed by the Rector, after consulting the Senate and subject to approval by Chancellor, from among associate professors, associate researchers who submitted an application, in accordance with the legislation on employees in executive officer jobs and the provisions of the ERS.
- (3) The term of office of the Vice Rectors is the same duration as that of the Rector.

58/A. §

THE VICE RECTOR FOR GENERAL AND ACADEMIC AFFAIRS

- (1) The Vice Rector for General and Academic Affairs is an employee in executive officer position within the meaning of the Labour Code and is appointed by the Rector.
- (2) The primary responsibilities of the Vice Rector for General and Academic Affairs are:
 - a) representing the institution in the event the Rector is prevented from attending to duties;
 - b) the professional coordination of research, development and innovation activities at the University, as well as the related tendering activities from a research, development and innovation perspective;
 - c) professional supervision of the implementation of the institutional excellence programme;
 - d) coordination of doctoral schools and PhD programmes at the institutional level;
 - e) coordination of the institutional talent management programmes as part of the New National Excellence Programme (NNEP);
 - f) liaising with national and international institutions with focus on research, development and innovation.

58/B. §

THE VICE RECTOR FOR STRATEGY

- (1) The primary responsibilities of the Vice Rector for Strategy are:

- a) deputising the Rector with defined powers in the event the Rector is prevented from attending to duties, representing the institution in the planning and implementation of strategic objectives, participating in the preparation of management decisions;
- b) assisting the Rector in achieving the strategic goals of the University;
- c) coordinating the development of the network of university sites;
- d) strengthening the international relations of the institution, in cooperation with the Vice Rector for Academic Affairs and the University's Directorate of International Relations and Communication;
- e) cooperating and liaising with senior executive officers and leaders of the University and local government, institutions and companies in order to achieve the strategic goals.

58/C. §

The Vice Rector for Academic Affairs

(1) The primary responsibilities of the Vice Rector for Academic Affairs are:

- a) deputising the Rector with defined powers in the event the Rector is prevented from attending to duties, representing the institution in the planning and implementation of educational and accreditation objectives, participating in the preparation of management decisions;
- b) supervising the educational activities of the University of Pannonia in cooperation with the Rector, assisting the Rector in the achievement of the University's educational and accreditation goals;
- c) coordinating activities related to the development of the training portfolio and the institution's accreditation;
- d) the professional supervision of the new student recruitment activities in the institution;
- e) cooperating and liaising on institutional education and accreditation matters with senior executive officers and leaders of the University's educational and research organisational units, and relevant partner and supervisory organisations.

THE CHANCELLOR

59. §

- (1) The Chancellor shall represent the University with regard to duties defined in the NHEA, the Deed of Foundation and the OOR, and in doing so may exercise rights and assume obligations (power of contract) with signature authorisation for official statements and documents on behalf of the University. The Chancellor is responsible for the functioning of the University.
- (2) The Operator appoints, dismisses and exercises the employer right over the Chancellor.
- (3) The Chancellor is the executive officer responsible for the management of the University's functional areas.
- (4) The Chancellor is responsible for:
 - a) the lawful and efficient operation of the University;
 - b) the economic, financial, controlling, human resource management, accounting, legal, administrative, strategic, quality development and control as well as internal audit activities of the University, facilitating the exploitation of scientific results, the communication and international relations activities, and the management of the institution's assets, including technical, facilities management, operations, logistics, services, procurement and public procurement;
 - c) the preparation of the necessary management measures and proposals in the areas specified in Article 59(4)(b), and within this framework, the Chancellor shall exercise the right of consent with regard to decisions and measures of the Senate and the Rector with economic consequences affecting the economy, organisation and operation of the institution;
 - d) ensuring that the economic, legal and administrative conditions necessary for the functioning of the University's bodies are in place, preparing matters falling within the purview of the Senate and ensuring the implementation of Senate decisions within the responsibilities of the Chancellor.
- (5) The Chancellor
 - a) uses resources to ensure that the University is managed in such a way that it can carry out its core activities and to ensure that it has the financial and professional competence required by law;
 - b) ensures the performance and oversees the fulfilment of the duties of the Director of Economic Affairs, and is responsible for the appointment and the dismissal of the Director of Economic Affairs;
 - c) contributes to the preparation of the institutional development plan and, as part of that, the research-development-innovation strategy;

- d) manages and coordinates economic, technical, legal and administrative activities at university level;
 - e) manages international relations, internal and external and internal communication activities at the institutional level;
 - f) prepares matters for Senate decisions falling within the Chancellor's competence and supervises their implementation;
 - g) shall fulfil the obligations of cooperation and information with regard to the Rector in the performance of duties;
 - h) exercises the owner's rights in companies and economic entities, which operate with the participation of the institution;
 - i) decides on all matters relating to the operation of the university, which are not referred to the competence of any other person or body by law, the Deed of Foundation, the OOR or the collective agreement.
- (6) The Chancellor has the general power to give instructions in the performance of duties and in the exercise of powers.
- (7) The Chancellor has the right to exercise employer rights in accordance with the OOR.
- (8) In other respects, the exercise of the Chancellor's statutory powers at the University shall be governed by the relevant University regulations and the Chancellor's instructions.
- (9) Pursuant to paragraph (8)
- a) the delegation of the Chancellor's powers to exercise employer rights shall be laid down in an instruction by the Chancellor,
 - b) the exercise of the Chancellor's right of consent and the exercise of the right to give opinion, make proposals and give prior approval, as well as the delegation of such rights, shall be laid down in the Rules of Management,
 - c) the Chancellor's participation in the preparation of decisions to be taken in accordance with the University's development strategy and financial and economic capabilities shall be stipulated in an instruction by the Chancellor.
- (10) In the event of the Chancellor being prevented from attending to duties or if the Chancellor is temporarily working somewhere else in Hungary or abroad, the General Vice Chancellor is entitled to fully deputise for the Chancellor and represent the institution. The General Vice Chancellor is appointed in accordance with the rules laid down in the ERS. The General Vice Chancellor is an employee in executive officer position within the meaning of the Labour Code and is appointed by the Chancellor.
- (11) If both the Chancellor and the General Vice Chancellor are prevented from attending to their duties, or if they are both temporarily working somewhere else

in Hungary or abroad, or at the Chancellor's discretion, the Director of Economic Affairs shall deputise for the Chancellor in economic matters.

- (12) The coordination, support and control of the administrative, legal, economic and financial processes of the Students' Union is carried out by the Appointed Deputy of the Chancellor with competence in matters related to the SUUP and DSUUP. The Appointed Deputy of the Chancellor with competence in matters related to the SUUP and DSUUP is not an executive officer.

TITLE 11

GOVERNING BODIES AND INDIVIDUALS AT FACULTY LEVEL

THE FACULTY COUNCIL

60. §

- (1) The Faculty Council (hereinafter: "Faculty Council") is the leading body of the Faculty, acting under the authority delegated to it by the Senate, with the right to make decisions, make proposals, give opinions and exercise control, and is chaired by the Dean.
- (2) The rules for the election and operation of the Faculty Council shall be laid down in the organisational and operational rules of procedure of the Faculty, while adhering to the relevant provisions set out in the OORP of the University.

Establishment and Composition of the Faculty Council

61. §

- (1) The composition of the Faculty Council and the rules for the election and delegation of its members shall be laid down in the organisational and operational rules of procedure of the Faculty.
- (2) The provisions laid down for members of the Senate shall apply *mutatis mutandis* to the rights and obligations of the members of the Faculty Council.

Duties and Powers of the Faculty Council

62. §

- (1) The following fall under the competence of the Faculty Council:
- a) the establishment and awarding of faculty honours,
 - b) establishing its work plan,
 - c) the establishment of faculty boards and committees,

- d) deciding on the use of resources made available to the Faculties from the University budget,
 - e) giving opinions on, amending, and approving curricula,
 - f) the creation of a faculty research and development strategy,
 - g) deciding on all matters which are referred to it by university or faculty regulations.
- (2) The Faculty Council shall make proposals to the Senate on the following:
- a) adoption or amendment of the organisational and operational rules of procedure for the faculty,
 - b) introduction of new courses to be part of the University's educational programme as well as termination of courses within the responsibility of the faculty,
 - c) the ranking of applications for the position of the faculty's dean,
 - d) to initiate the dismissal of the dean in accordance with the ERS,
 - e) awarding various honours and titles.
- (3) The Faculty Council may give opinions on:
- a) budgetary and development proposals affecting the faculty,
 - b) individual applications for the positions of professor, researcher and executive officer — ranking them in accordance with the ERS in the case there are multiple applications,
 - c) all matters in which the Senate has the power and responsibility to decide.

The Operation of the Faculty Council

63. §

- (1) The functioning of the Faculty Council shall be governed by the organisational and operational rules of procedure for the Faculty, with the provisions of the OORP on the functioning of the Senate being applied mutatis mutandis.
- (2) The rules applicable to the Senate shall also apply mutatis mutandis to the quorum and decision-making procedures of the Faculty Council. The faculty rules shall specify the matters on which a decision requires the affirmative vote of at least two-thirds of the members present.

THE HEAD OF THE FACULTY

64. §

- (1) The Head of the Faculty is the Dean, who is employed full-time by the University. The Dean of the Faculty is a senior executive officer.

- (2) The position of Dean is awarded through an application procedure. The application procedure, ranking and assignment process is governed by the ERS.
- (3) The mandate of the Dean is terminated
 - a) at the end of the term of the mandate,
 - b) by resignation,
 - c) by withdrawing the mandate,
 - d) when the Rector reaches the age stipulated by law,
 - e) on the death of the head of faculty,
 - f) by termination of employment,
 - g) in the event of the dissolution or reorganisation of the Faculty.

Duties and Powers of the Dean

65. §

- (1) The primary duties and powers of the Dean are:
 - a) representing the faculty as a unit before university and faculty/university centre bodies and executive officers, and outside the institution on the basis of a power of attorney,
 - b) developing and implementing the Faculty's human resources strategy,
 - c) coordination, management and control of the activities of the faculty's organisational units,
 - d) liaising with the head of the trade union operating at the Faculty and the students' union of the Faculty,
 - e) awarding faculty honours in accordance with the ERS,
 - f) preparing the faculty council meetings and implementing the decisions taken there,
 - g) performing other duties and exercising other powers laid down by law, university regulations and other university rules,
 - h) overseeing the economic management of the faculty.
- (2) The Dean is obliged to inform the Faculty Council of the implementation of the Council's decisions and of all significant measures. The Dean is also obliged to inform the Council of the reasons for any deviation where a different measure was taken than the Council's proposal or opinion.

Deputies to the Head of Faculty

66. §

- (1) The dean is assisted by up to three deputies.

- (2) If the Dean is prevented from attending, he is replaced by the Vice Dean appointed by them.
- (3) The division of labour and duties between the Vice Deans shall be laid down by the Dean by adhering to the provisions of the Faculty's organisational and operational rules of procedure.

The Programme Coordinator, Specialisation Lead

67. §

- (1) At the faculties, the professional coordinator of a specialisation programme or educational programme is the programme coordinator or specialisation lead appointed by the rector, who
 - a) coordinates the activities of educational organisations (departments, institutes) in this respect, which may involve several faculties,
 - b) is responsible for the quality of the specialisation and educational programme.
- (2) In addition to the specialisation lead, there is a committee for the specialisation field, whose lecturer members are appointed by the dean, and student members are delegated by the Students' Union.

BODIES AT FACULTY LEVEL

68. §

- (1) Standing or temporary faculty committees may be organised to prepare decisions in the cases specified in the OOR and in matters of major importance for the functioning of the faculty.
- (2) The rules for the establishment, composition, powers and operation of committees shall be laid down in the Faculty's organisational and operational rules of procedure in the case of standing committees, and in the case of temporary committees in the Faculty Council's decision ordering their establishment.

TITLE 12

GOVERNING BODIES AND INDIVIDUALS AT THE LEVEL OF UNIVERSITY CENTRES

THE COUNCIL OF THE UNIVERSITY CENTRE

69. §

- (1) The Council of the University Centre (hereinafter: "University Centre Council") is the leading body of the University Centre, acting under the authority delegated to

it by the Senate, with the right to make decisions, make proposals, give opinions and exercise control, and is chaired by the Director General.

- (2) The rules for the election and operation of the University Centre Council shall be laid down in the organisational and operational rules of procedure of the University Centre, applying the provisions on the election and operation of the Senate set out in the OORP.
- (3) The rules applicable to the Senate shall also apply *mutatis mutandis* to the quorum and decision-making procedures of the University Centre Council. The organisational and operational rules of procedure of the university centre shall specify the matters on which a decision shall require the affirmative vote of at least two-thirds of the members present.

THE HEAD OF THE UNIVERSITY CENTRE

70. §

- (1) The head of the University Centre is the Director General, who is appointed by the Rector in accordance with the provisions of the ERS. The Director General is a senior executive officer.
- (2) The position of Director General is awarded through an application procedure. The application procedure, ranking and assignment process is governed by the ERS.
- (3) The mandate of the Director General is terminated
 - a) at the end of the term of the mandate,
 - b) by resignation,
 - c) by withdrawing the mandate,
 - d) when the Rector reaches the age stipulated by law,
 - e) on the death of the Director General,
 - f) by termination of employment,
 - g) in the event of the dissolution or reorganisation of the University Centre.

Duties and Powers of the Director General of the University Centre

71. §

- (1) The primary duties and powers of the Director General of the University Centre are:
 - a) representing the University Centre before university and faculty/university centre bodies and executive officers, and outside the institution on the basis of a power of attorney,

- b) developing and implementing the University Centre's human resources strategy,
 - c) the management and control of the activities of the University Centre's organisational units in accordance with Article 16(8),
 - d) liaising with the head of the trade union operating at the University Centre and the Students' Union of the University of Pannonia,
 - e) awarding honours in accordance with the ERS,
 - f) preparing the University Centre Council meetings and implementing the decisions taken there,
 - g) performing other duties and exercising other powers laid down by law, university regulations and other university rules,
 - h) supervising the economic management of the University Centre.
- (2) The Director General is obliged to inform the University Centre Council of the implementation of the University Centre Council's decisions and of all significant measures. The Director General is also obliged to inform the University Centre Council of the reasons for any deviation where a different measure was taken than the University Centre Council's proposal or opinion.

CHAPTER THREE

OPERATIONAL RULES OF PROCEDURE OF THE UNIVERSITY

TITLE 13

REGULATIONS GOVERNING THE ESTABLISHMENT, LAUNCH AND ADMINISTRATION OF
PROGRAMMES AT THE UNIVERSITY

72. §

- (1) With the exception of doctoral programs and adult education, the rules for the preparation, organisation, launch, and administration of programmes at the University are laid down in the ‘Regulations on the Establishment and Launch of Programmes’, which are adopted by the Senate.
- (2) The Senate may approve conducting the training jointly with other higher education institutions, their organisational units or non-university institutions on the basis of an agreement.

TITLE 14

REGULATIONS GOVERNING RESEARCH AT THE UNIVERSITY

Principles of Research Activity

73. §

- (1) In its scientific research activities, the University carries out basic and applied research and experimental development, takes on innovation activities in its fields of competence, and conducts other research in support of teaching.
- (2) The University ensures the freedom of scientific research and artistic creativity for lecturers, researchers and students, and supports the prerequisites for such activities.
- (3) University lecturers and researchers are obliged to carry out scientific work within the framework of the OORP, and lecturers and researchers are entitled to submit scientific (artistic) proposals, and to research a scientific topic of their choice in addition to their duties. Lecturers and researchers are entitled to publish their scientific research results in accordance with the provisions of the Regulation on the Management of Intellectual Property.

Research Tenders

74. §

- (1) The duties related to the conducting of tenders shall be carried out in accordance with the relevant legislation, the call for applications, the contracts related to the applications and the Tendering Regulation adopted by the Senate and approved by the Director of Operations of the University of Pannonia Foundation, as well as pursuant to the decisions of the Senate and the Faculty Council/University Centre Council.

TITLE 15

THE UNIVERSITY'S COOPERATION WITH OTHER ORGANISATIONS

75. §

- (1) The University may enter into cooperation, on the basis of agreement, with any domestic or foreign organisation or natural person interested in furthering the objectives defined in its Deed of Foundation.
- (2) Such cooperation agreement must be in writing. The cooperation may be aimed in particular at: developing educational programmes or other programmes, curricula, organising training and practical training, accepting courses taken at the cooperating institution, developing and conducting tenders, carrying out research and development activities.
- (3) The University may agree in particular to
 - a) carrying out joint research and education activities with the Hungarian Academy of Sciences, the Hungarian Research Network, its institutions and other research institutes,
 - b) conducting joint courses and awarding joint degrees in cooperation with another higher education institution,
 - c) operating practical training centres, conducting dual training, implementing cooperative doctoral programmes,
 - d) funding an educational or scientific research organisation, or establishing a scholarship with a business organisation, foundation or chamber of commerce.

TITLE 16

QUALITY MANAGEMENT SYSTEM OF THE UNIVERSITY

76. §

The University's quality management system is governed in detail by the Integrated Quality and Environmental Management Manual forming part as annex to the OORP and the related documents referred to therein.

TITLE 17

RULES FOR ORGANISING STUDENT EVENTS

77. §

The preparation and internal regulation of the organisation of student events under the name of the University is governed by the 'Regulation for the Organisation of Student Events', which is forming part of an annex to the OORP.

TITLE 18

REGULATION ON THE MANAGEMENT OF INTELLECTUAL PROPERTY

78. §

The management, utilisation and registration of intellectual works and intellectual property rights created at the University are governed by a separate regulation forming part of an annex to the OORP.

TITLE 19

79. §

TRANSITIONAL PROVISIONS

- (1) In the case of the University of Pannonia Nagykanizsa – University Center for Circular Economy, the mandate of a lecturer, who is not associate professor, or a researcher, who is not yet of senior rank, shall last until the next Senate election. The next election of the Senate shall be held by observing the electoral groups specified in Article 40 (16) of the OORP.
- (2) In the case of the University of Pannonia Nagykanizsa – University Center for Circular Economy, if, for any reason, the seat of a lecturer, who is not associate professor, or a researcher, who is not yet of senior rank, becomes vacant, the by-election for the Senate shall be held by observing the electoral groups specified in Article 40 (16) of the OORP.

TITLE 20

DEFINITIONS

80. §

For the purposes of this OORP, the following definitions apply:

- a) *comprehensive organisational unit*: organisational units of the University performing educational/research/educational-research/functional/service providing tasks, with economic management responsibility, operating on the basis of their own organisational and operational rules of procedure, agenda as defined pursuant to the OORP.
- b) *co-decision right*: a valid decision can only be taken with the consent and support of the parties involved in the co-decision.
- c) *academic citizen*: a person employed by the University or a student (including doctoral students);
- d) *decision*: deciding on matters referred to the decision-maker by means of a resolution which is binding either on all or on the university organisational unit, lecturer, researcher, non-educational-researcher staff and student as stipulated in the resolution;
- e) *submitting proposal*: an obligation on the person or body empowered by law or university regulation to take a decision on the proposal to consider the proposal set out in the resolution and, on the basis of that to take a decision, adopting or rejecting the proposal in whole or in part;
- f) *opinion*: a decision supporting or rejecting, in whole or in part, the subject-matter submitted to the opinion provider, or containing comments or proposals for amendments thereto — in the case of a right to give an opinion, the planned measure may be implemented only after obtaining the opinion of the person entitled to give an opinion;
- g) *right of consent*: the planned measure can only be implemented with the consent of the party possessing the right of consent — a decision taken in breach of the consent requirement is null and void;
- h) *right of approval*: the proposed measure may only be challenged by the person entitled to approve it if it infringes a law, regulation or University resolution;
- i) *closed meeting*: only persons having the right to vote and to attend the meeting in an advisory capacity, or persons designated with the prior approval of the body, may participate in the work of the body;
- j) *reconvened meeting*: a new meeting which is to be held when the originally convened meeting of a body was invalid due to lack of quorum — in the case of a reconvened body meeting, the provisions on quorum for the original meeting shall still be observed;

- k) *advisory capacity*: the right of a person invited to the meeting of a body to participate in the work of it, on a permanent or temporary basis, without the right to take decisions (vote, take decisions);
- l) *control*: exercise of powers conferred by specific legislation or regulations, in particular pertaining to the implementation of Senate resolutions.

Part 1 Organisational and Operational Rules of Procedures of the Organisational and Operational Rules in consolidated version with modifications and amendments was approved by the Senate in its Resolution 36/2024. (II.22.). Part 1 Organisational and Operational Rules of Procedures of the Organisational and Operational Rules enters into force on 1 April 2024. Simultaneously Part 1 Organisational and Operational Rules of Procedures of the Organisational and Operational Rules approved by the Senate in its Resolution 223/2023. (XII.07.) shall cease to have effect.

Annexes to the Regulation: University of Pannonia organigrams

Veszprém, 22 February 2024

Dr. András Gelencsér
Rector

Zsolt Csillag
Chancellor

The Regulation was adopted by the Board of Trustees of the Foundation for the University of Pannonia in its Resolution 28/2024.(03.21.).

Veszprém, 21 March 2024

Dr. Zoltán Birkner
Chairman of the Board of Trustees