

Statutes of the Technical University of Denmark

These Statutes have been adopted in pursuance of section 10(6) of Act No. 403 of 28 May 2003 on Universities (the University Act), cf. Consolidated Act No. 1368 of 7 December 2007.

Preamble

The object of DTU as a university of advanced technology is to establish the basis for value creation and welfare in society through education, research, public sector consultancy and innovation.

By innovation is meant research-based innovation aimed at generating added value. This will constitute DTU's primary fulfilment of its dissemination obligation.

The Statutes are based on a desire to assign competence and responsibility to the relevant managerial level and to regulate by statutes only that which is required by law to be regulated by statutes or which is obviously necessary.

The management of DTU must be based on relevant and competent advice from employees as well as relevant input from society.

Chapter 1. DTU's duties, etc.

1.-(1) The Technical University of Denmark (DTU) is a research-based, commercially and internationally oriented university in the fields of technical and natural sciences and associated disciplines.

(2) DTU shall within its academic areas and at a high international level:

- a) conduct theoretical and experimental research and development activities in this connection.
- b) provide research-based Bachelor, Master, and Ph.D. programmes, continuing and further education programmes as well as B.Eng. programme and qualifying education programmes;
- c) provide consultancy services to the public sector and international organisations as per agreement on a research basis;
- d) ensure through innovation an active exchange of knowledge and competencies for the benefit of the business community and society as a whole; and
- e) contribute to the development of international collaboration.

(3) DTU shall safeguard freedom of research within the framework of scientific ethics and contribute to disseminating knowledge of scientific methodology, engineering creativity and technological findings. It shall also ensure that the most recent knowledge within relevant academic areas is made available to non-research-based education programmes.

(4) DTU is a self-governing institution, owning its buildings and property and having its registered office and competent court at Kgs. Lyngby.

2. DTU's continued development shall be based on the strategy prepared by the Board of Governors, the guidelines set by the Board of Governors, Performance Contracts on the overall performance of the University entered into with the Minister for Science, Technology and Innovation, the budget and action plans adopted by the Board of Governors as well as the agreements concluded within this framework with responsible ministers on the performance of the tasks stated in section 1(2)(c).

(2) DTU's activities shall take place in accordance with the University Act subject to the dispensations set out in section 23, and in accordance with the Danish Act on the Transition of the Technical University of Denmark to an Independent Institution, and shall be handled by the organisation existing at any time including departments and associated research units through active management in a management structure provided for by statutes.

(3) The Statutes of the University shall be subject to the approval of the Minister for Science, Technology and Innovation.

Chapter 2. The University's management

Board of Governors

3.-(1) The Board of Governors is the highest authority of DTU and shall be responsible to the Minister for Science, Technology and Innovation for the activities of the University.

(2) It is the duty of the Board of Governors to:

- a) prepare DTU's Statutes and any amendments thereto;
- b) enter into a Performance Contract on the overall performance of the University with the Minister for Science, Technology and Innovation and agreements with other relevant ministers on courses offered pursuant to rules laid down by the Minister;
- c) lay down long-term guidelines for DTU, including its strategy and organisation, and make decisions for DTU on any mergers with other institutions;
- d) administer DTU's capital in the form of real property and loan raising;
- e) employ and dismiss the Rector (President), using the procedure specified in Appendix 1 and complying with section 10(1)-(4);
- f) employ and dismiss the Vice-Rector (Provost) and the University Director (CFO) on the recommendation of the Rector;
- g) approve the University's budget on the recommendation of the Rector, including the distribution of collective resources and the principles of the use of resources;
- h) plan the overall level of the Board of Representatives' discussions on the University's research, education, public sector consultancy and innovation;
- i) determine the organisational units that, in addition to Departments, are to establish Advisory Boards with a right to appoint members to the Board of Representatives and the Employer-Contact Panel;
- j) ensure that the University's financial statements, etc., are audited;
- k) sign the annual report; and
- l) lay down clear guidelines for documentation systems in connection with evaluation and follow-up.

(3) The Chairperson of the Board of Governors, jointly with another member of the Board of Governors, shall be authorised to sign for DTU on any sale, mortgaging and other transactions relating to DTU's real property.

- 4.-(1) The Board of Governors shall consist of 10 members and shall be composed as follows:
- a) six external members appointed by the Board of Representatives on the merit of their personal qualifications for a period of four years;
 - b) two staff representatives – one elected by and from among the scientific-academic staff, including Ph.D. students, and one elected by and from among the technical and administrative staff, both for a period of four years; and
 - c) two representatives elected by and from among the students at DTU, both for a period of two years.

(2) The Chairperson shall be elected by the Board of Governors from among the external members for a period of four years.

(3) The Board of Governors shall be composed in such a way that the whole Board can use their experience and insight into education, research, public sector consultancy and innovation, including the dissemination and exchange of knowledge, to contribute to the promotion of DTU's strategic activities. In addition, external members shall be experienced in management, organisation and economics, including the evaluation of budgets and financial statements, and shall to the widest possible extent reflect DTU's various stakeholders.

(4) No member of the Board of Governors may be a member of DTU's Board of Governors for more than eight years or after the end of the month in which he or she attains the age of 70.

(5) In the event of a Board member's permanent absence from Board meetings, including termination of at least half-time employment or active affiliation with DTU as a student, the Chairperson of the Board of Governors may arrange for the appointment or election of a new member of the Board of Governors, cf. subsection (1). In the event of the appointment of one of the members mentioned in (1)(a) pursuant to this provision, a new member may be appointed for the remaining part of the appointment period. In the event of a by-election held pursuant to this provision to elect one of the members mentioned in (1)(b) or (1)(c), the new member shall be elected for the remaining part of the electoral period.

5.-(1) The Board of Governors' recommendation of members for the Board of Representatives' appointment of the members of the Board of Governors mentioned in section 4(1)(a) shall be made using the following procedure:

- a) Not later than six months before the expiration of the appointment period of one or more external members of the Board of Governors, the Chairperson of the Board of Governors shall state who may, and following discussion with these, who are willing to continue as external members of the Board of Governors.
- b) Thereafter the Chairperson of the Board of Governors shall discuss with the individual members of the Board of Governors any proposals as to which of the external members of the Board of Governors should continue as such, taking into account their ability to meet the requirements mentioned in section 4(3) concerning the composition of the Board of Governors, the strategic interests of the University and the desire for continuity in the work of the Board of Governors. The Board of Governors shall, thereafter, decide on the basis of the Chairperson's proposal which of its external members should be recommended for continuation as external members of the Board.
- c) When the decision mentioned in (b) has been made, the Board of Governors shall discuss a profile for candidates for the offices of additional external members of the Board. The Chairperson shall thereafter obtain reasoned proposals for the additional external members of the Board from the individual members of the Board. On that basis the Chairperson shall draw up a prioritised short list of persons proposed for recommendation for the offices of additional external members. The proposal shall be submitted to the Board for approval. The Chairperson shall thereafter contact the proposed persons in

order of priority so as to clarify whether they are willing to join the Board. The Board of Governors shall approve the final recommendation of the additional external members of the Board of Governors to be forwarded to the Board of Representatives.

(2) The Board of Representatives' appointment of the members of the Board of Governors specified in section 4(1)(a) shall be made using the following procedure:

- a) The Board of Representatives shall check that the external members recommended by the Board of Governors meet the requirements mentioned in section 4(3).
- b) The Board of Representatives shall, thereafter, make a decision on the collective appointment of the external members recommended.
- c) The decision mentioned in (b) shall be made at a meeting and shall require that a majority of the members of the Board of Representatives approve the external members recommended.

(3) The appointment and the procedures leading to the appointment shall comply with the general rules of Danish law, including the rules on legal capacity and equal treatment of men and women.

(4) On the appointment of a new external member, cf. section 4(5), subsection (1)(c) and subsection (2) shall apply, always provided, however, that the recommendation and decision shall only comprise the appointment of one new member.

6.-(1) The meetings of the Board of Governors shall be public. All matters that are subject to the secrecy provisions of Danish law in the Administration, all matters involving persons and matters which contain information about contract negotiations with private companies or similar negotiations with public sector enterprises shall, however, be dealt with behind closed doors. In addition, matters may be dealt with behind closed doors if deemed necessary in view of their nature or other circumstances.

(2) The Board of Governors' meeting material, including agendas and minutes, shall be made available to the public – in observance of the current rules of law. However, matters that are subject to the secrecy provisions of Danish law in the Administration may not be made public. A document or a piece of information forming part of a case subject to secrecy must, however, be made public pursuant to (1) if the document or information is not in itself subject to secrecy.

(3) All matters involving persons and matters which contain information about contract negotiations with individuals or any similar negotiations with private companies and public sector enterprises may be exempt from the requirement that the Board of Governors' meeting material must be made public if deemed necessary in view of their nature or other circumstances. A document or a piece of information forming part of a case that is subject to the first clause must, however, be made public pursuant to (2) unless publicity will be contradictory to the premises which non-publication requires pursuant to the first clause.

(4) Matters, including documents and pertaining information, that are being dealt with behind closed doors, cf. (1) third clause, may be exempt from the requirement that the Board of Governors' meeting material must be made public if deemed absolutely necessary in view of their nature or other circumstances.

7.-(1) The rules governing the Board of Governors' performance of its duties shall be laid down in the Board's rules of procedure, including rules which determine:

- a) the tasks of the Chairperson, including the task as spokesman for the Board of Governors and his or her continuous contact with the Rector.
- b) that the Rector shall be responsible for providing secretarial services to the Board of

- Governors.
- c) that the Chairperson shall be empowered to make a decision on publicity in accordance with section 6.
 - d) the procedures for organising Board meetings, including rules governing votes and quorum.

(2) The Board of Governors' rules of procedure shall be available to the public.

Board of Representatives

8.-(1) A Board of Representatives shall be set up, consisting of two external members from each department's Advisory Board as well as two external members from each of the other Advisory Boards as decided by the Board of Governors.

(2) No member of the Board of Representatives shall be allowed to sit on the Board of Governors of DTU. The meetings of the Board of Representatives shall be chaired by the member of the Board of Representatives present who has been longest in office. If more than one has been in office for the same length of time, the older member shall take precedence over the younger.

(3) The Board of Representatives shall lay down its own rules of procedure which shall include the provisions laid down by the Board of Governors.

(4) The Board of Representatives shall appoint, on the recommendation of DTU's Board of Governors, the external members of DTU's Board of Governors in accordance with the procedure specified in section 5(2).

Rector

9.-(1) The Rector shall be responsible for the day-to-day management of the University within the framework established by the Board of Governors.

(2) The Rector shall make decisions in all matters except matters assigned to others by applicable law or these Statutes.

(3) The Rector, or any person so authorised by the Rector, shall sign on behalf of the University except in transactions relating to real property and shall approve all external collaborations that bind the University. The Rector shall conclude agreements with responsible ministers on the performance of the tasks stated in section 1(2)(c).

(4) The Rector shall submit cases of an unusual nature or of great importance to the Board of Governors. With the exception of matters regarding the other members of the executive management, this shall not apply to individual matters regarding other employees or students of the University.

(5) The Rector shall make recommendations of employment and dismissal of the Vice-Rector and the University Director to the Board of Governors in accordance with the procedure specified in Appendix 1. The Rector shall employ and dismiss Deans, Directors, Heads of Department and Centre Directors in accordance with the procedure specified in Appendix 1, ensuring in that connection that they have relevant academic knowledge and experience as well as managerial legitimacy and competence.

(6) The Rector shall lay down the framework of the functions and areas of responsibility of the Vice-Rector, University Director, Deans and Directors, Heads of Department and Centre Directors.

(7) The Rector, or any person so authorised by the Rector, shall set up Ph.D. Schools, appoint and dismiss Heads of Ph.D.-Schools and establish Ph.D. Study Committees, approve appointment of Chairperson and any Vice-Chairperson of the Ph.D. Study Committee and the composition of Assessment Committees for Ph.D. dissertations.

(8) The Rector shall lay down the overall framework for the contents and structure of the education programmes and shall approve curricula.

(9) The Rector, or any person so authorised by the Rector, shall, on the recommendation of the relevant Study Committees, appoint and remove Directors of Studies of the individual programme elements.

(10) Rector, or any person so authorised by the Rector, shall lay down:

- a) which Study Committees shall be responsible for or have the right to be consulted on changes to the individual programme elements;
- b) which Ph.D. Schools shall be subject to which Ph.D. Committees, and which Ph.D. Committees shall be responsible for or have the right to be consulted on changes to the individual programme elements.

(11) The Rector, or any person so authorised by the Rector, shall set up an Employer-Contact Panel and ensure that the members jointly have experience with and insight into the education area and the employment areas which the education programmes give access to.

(12) The Rector shall set up an Election Committee and shall call elections to the Board of Governors and governing bodies.

(13) In special cases, the Rector may dissolve the Academic Council and may also, in special cases, assume the responsibilities of the Academic Council.

(14) The Rector, or any person so authorised by the Rector, may, in special cases, dissolve Study Committees or Ph.D. Committees and may also, in special cases, assume the responsibilities of the Study Committee and the Ph.D. Committees.

(15) The Rector shall ensure that the rules of procedure of the governing bodies contain rules governing the decision procedure of the body, if needed, after voting.

10.-(1) The Rector shall be an acknowledged researcher within one of the University's disciplines and have knowledge of the educational sector and the University's activities and interaction with society. On the employment of the Rector, the Board of Governors shall ensure that the Rector possesses academic and managerial legitimacy and competence.

(2) In the assessment of the applicant, it shall be considered important that the applicant has substantial managerial experience and experience in organising research environments.

(3) In the evaluation of whether an applicant meets the requirements of the University Act concerning acknowledged researchers, it shall be considered important, partly, that the applicant:

- a) has conducted technical-scientific research, natural-science research or research in pertinent fields of science at a scientific and international level for a number of years, and partly

- b) that the applicant has been assessed as qualified for a professorship or an associate professorship at a University, a senior researcher position at a Government research institution or a university or for a position at a foreign research institution at a corresponding level.

(4) If a potential candidate does not have such an academic assessment as mentioned in subsection (3), the Board of Governors shall set up a committee composed as an assessment committee to assess whether the applicant's scientific activity and production may qualify the applicant as an acknowledged researcher. If the Board of Governors has the same competence an assessment committee is assumed to have, the Board of Governors may undertake the assessment itself.

11. The Rector may decide that up to four Deans or Directors shall be employed within the University's areas of activity, cf. section 1(2), with the object of handling the overall management and coordination of the area of activity as authorised by the Rector.

12.-(1) The duties of the University within education, research, including researcher education programme, public sector consultancy and innovation, shall generally be the responsibility of Departments or organisational units according to the nature of the tasks, whose day-to-day management shall be undertaken by a Head of Department.

(2) The Head of Department shall set up an Advisory Board with the object of advising the Head of Department on the Department's activities within education, research, public sector consultancy and innovation.

(3) Advisory Boards shall consist of at least two, and up to six, external representatives of the Department's core stakeholders. The members shall be appointed by the Head of Department.

(4) The individual Advisory Boards shall elect two members to the Board of Representatives for a two-year period.

(5) The individual Advisory Boards shall elect one member to the Employer-Contact Panel for a two-year period.

13.-(1) The Employer-Contact Panel shall advise the Rector, or any person so authorised by the Rector, on the University's:

- a) educational qualities and relevance to society;
- b) development of new and existing education programmes and
- c) teaching and testing methods.

(2) The Employer-Contact Panel shall make a statement and make proposals for all matters pertaining to the education area and shall make a statement on all matters which the Rector, or any person so authorised by the Rector, presents.

(3) The Employer-Contact Panel shall be composed of external members appointed from among the members of Advisory Boards, cf. section 12(3).

Chapter 3. The activities of the governing bodies

Academic Council

14.-(1) The Academic Council shall have the following duties:

- a) to give its opinion to the Rector on the internal allocation of funds;
- b) to give its opinion to the Rector on key strategic educational, research and innovation plans/areas;
- c) to make recommendations to the Rector on the composition of expert committees to assess applicants for academic positions; and
- d) to award Ph.D. and doctoral degrees.

(2) The Academic Council may give its opinion on all academic issues of significant importance to the activities of the University and shall have a duty to discuss academic issues presented to it by the Rector.

(3) The Academic Council shall consist of one chairperson and 11 members and shall be composed as follows:

- a) the Rector shall be ex officio chairperson;
- b) eight scientific-academic members elected by and from among the scientific-academic staff; including Ph.D. students, and
- c) three members elected by and from among the students.

(4) Members of the Academic Council elected pursuant to (2)(b) shall reflect the overall tasks of the University, cf. section 1(2)(a)-(d).

Study Committees

15.-(1) At each Department with significant teaching assignments, a Study Committee shall be set up which, within the general educational framework for B.Eng.B.Sc. and M.Sc. programmes, shall:

- a) provide the contents of and assure and develop the quality of education programmes by ensuring the organisation, completion and development of the teaching activities which are the responsibility of the Department concerned, and monitor the follow-up of evaluations of education programmes and teaching.
- b) prepare proposals for curricula and changes thereof and approve a plan for the organisation of examinations and other assessments included in the exams, within the programme element(s) that are the responsibility of the Department, and in that connection consult relevant Study Committees of the Departments; and
- c) give its opinion on all matters of importance to education and teaching within its educational elements and discuss all issues as presented by the Rector or any person so authorised by the Rector.

(2) Each Study Committee shall consist of six, eight or 10 members, of whom:

- a) half shall be elected by and from among the scientific-academic staff of the individual Department; and
- b) half shall be elected by and from among the students of the individual Department.

(3) At Departments providing essential parts of the teaching forming part of the B.Eng. programmes, elections to the Study Committee shall ensure that the Study Committee consists of one or more teachers and one or more students from the B. Eng. programme.

(4) The Study Committee shall elect from its number, and from among the scientific-academic staff, a chairperson and from among the students a Vice-Chairperson who shall be approved by the Rector or any person so authorised by the Rector.

Ph.D. Study Committee

16.-(1) A Ph.D. Study Committee shall be set up for one or more Ph.D. Schools with responsibility within their individual fields to:

- a) recommend a chairperson from among the scientific staff and possibly a Vice-Chairperson from among the students on the Ph.D. Study Committee;
- b) recommend the composition of assessment committees;
- c) approve Ph.D. programmes;
- d) prepare proposals for internal guidelines for the Ph.D. Schools, including Ph.D. guidance to the Heads of the Ph.D. Schools;
- e) give its opinion on the evaluation of the Ph.D. programmes and guidance to the Heads of the Ph.D. Schools;
- f) approve applications for credit and dispensation, and
- g) give its opinion on all matters significant to the Ph.D. programme and guidance that the Rector, or any person so authorised by the Rector, presents.

(2) Ph.D. Study Committees consist of a minimum of five and a maximum of 12 members, of whom:

- a) at least three and no more than eight members shall be appointed by and from among the scientific academic staff providing Ph.D. guidance at the Ph.D. Schools covered by the Ph.D. Study Committee;
- b) at least two and no more than four members shall be appointed by and from among the Ph.D. students at the Ph.D. Schools covered by the Ph.D. Study Committee.

(3) In the event that the University establishes Ph.D. Schools in cooperation with one or more other universities, further decisions shall be made by the Rector, or any person so authorised by the Rector, and his counterparties from the cooperating universities on the appointment of a Head of the Ph.D. Schools from one of the participating universities and the scope of such a Ph.D. Study Committee.

(4) In the event that a Ph.D. School concludes a cooperation agreement with research institutions and foreign universities on a Ph.D. Programme, the cooperation agreements shall include agreements on the distribution of competencies, hosting, courses, etc.

Advisory Committee, etc.

17. -(1) Within the individual education area, the Rector, or any person so authorised by the Rector, shall set up an Advisory Committee consisting of one chairperson and nine members, composed as follows:

- a) one chairperson (Rector or any person so authorised by the Rector);
- b) three members elected by and from among the Directors of Studies;
- c) three members elected by and from among the chairpersons of the Study Committees; and
- d) three members elected by students in the education area concerned, which are members of a Department's Study Committee, from among students who are, or previously were, members of a Study Committee.

(2) The Advisory Committee shall advise the Rector, or any person so authorised by the Rector, on the development of DTU's programmes and shall discuss any education and teaching policy issues presented by the Rector or any person so authorised by the Rector.

(3) The Advisory Committee shall from among its members recommend candidates for membership of the central Credit and Dispensation Committee for the relevant education area mentioned in section 18(1)(b)-(c).

18.-(1) Within the individual education area, the Rector, or any person so authorised by the Rector, shall set up an interdisciplinary Credit and Dispensation Committee with the object of considering general credit and dispensation cases, including cases involving advance credit transfer. The committee shall be composed as follows:

- a) one chairperson
- b) one teacher or lecturer; and
- c) two students.

(2) The Rector, or any person so authorised by the Rector, shall be the chairperson of the Credit and Dispensation Committee and shall appoint the other members upon recommendation from the Advisory Committees mentioned in section 17.

(3) The Rector shall set up a board of appeal for the entire University to deal with complaints regarding the decisions on credit, including advanced credit transfer, by the committee mentioned in section 1. The Committee shall consist of a representative for the scientific-academic staff from the University and a representative of the scientific-academic staff from the same or a related programme at another university.

Election rules, etc.

19.-(1) Elections to the Board of Governors shall be held as majority elections. Elections to the governing bodies shall be conducted by proportional vote among electoral lists, and combination of lists and electoral pacts may be formed.

- (2) Elected members of the governing bodies shall be elected for the following periods:
- a) members elected by and from among the scientific-academic staff and teachers or lecturers shall be elected for a term of three years.
 - b) members elected by and from among the students, including Ph.D students for Ph.D committees, shall be elected for a term of one year.

(3) The term of office of the governing bodies shall commence on 1 January.

20.-(1) Election to the Board of Governors and the governing bodies shall take place within the following election units:

Election unit I

Scientific-academic employees employed for an indefinite period and on at least a half-time basis, Ph.D. students with a letter of employment from DTU and scientific-academic staff employed for a fixed period on at least a half-time basis during a total period of employment of at least one year.

Election unit II

Technical and administrative staff employed for an indefinite period and on at least a half-time basis or employed temporarily during a total period of employment of at least one year.

Election unit III

- a) Students enrolled to acquire a B.Eng. degree.
- b) Students enrolled to acquire a degree in Food Science.
- c) Students enrolled to earn a B.Sc., an M.Sc. or an International M.Sc. degree.
- d) Students enrolled to acquire a Ph.D. degree with employment at another business than DTU.

(2) To participate in the election, employees shall be employed and students enrolled on the first day of the month in which the election is called and shall still be an employee or a student at the time of the election.

(3) The right to vote and eligibility may be asserted for one election group only. Persons affiliated with more than one election unit may state within a time limit where he or she wishes to exercise the right to vote. If such notice is not given, the Election Board shall determine the affiliation of the person concerned.

(4) Employees and students may only exercise their voting rights and retain their eligibility during leave of a duration exceeding six months if the period of leave expires at the latest at the beginning of the term of office.

21.-(1) If the Board of Governors decides to close the University as an independent institution, its net assets shall pass to the State. Any decision on closure shall be subject to the approval of the Minister for Science, Technology and Innovation.

(2) Donations made to DTU shall also accrue to the State, unless this is contrary to the donor's wish or, if the donor has not expressed such a wish, to the objects laid down in the Statutes of the Independent University in force at any time.

Chapter 4. Commencement, termination, transitional and dispensation provisions

22.-(1) The Statutes were adopted at a meeting of the Board of Governors on 17 June 2008, and will enter into force on 1 January 2009. On the same date, the existing Statutes of the Technical University of Denmark, approved by the Minister for Science, Technology and Innovation on 21 December 2007, shall be abolished.

(2) By approving the present Statutes, the Minister grants exemption from section 3 of Executive Order No. 1463 of 13 December 2006 regarding changes to the rules for governance of a number of universities as a result of mergers with other research institutions, so that the general provisions of the University Act concerning the composition and term of office of the Board of Governors, etc., shall apply as of 1 January 2009.

23. In pursuance of section 36 of Act No. 403 of 28 May 2003, as later amended, the following dispensation provisions are laid down for DTU:

- a) DTU may set up central credit and dispensation committees within the individual education areas, cf. section 18 of the Statutes.
- b) DTU may set up a central board of appeal for complaints regarding the decisions of the Central Credit and Dispensation Committee.

8 October 2008

Approved 11 November
2008

Signed

Mogens Bundgaard-Nielsen
Chairman of the Board of Governors
Technical University of Denmark

Signed

Helge Sander
Minister for Science, Technology and
Innovation

Appendix 1. Employment of the Rector and others

1.-(1) On the employment of the Rector, the Board of Governors shall, and on the employment of the Vice-Rector, University Director, Deans and Directors, Heads of Department and Centre Directors, the Rector shall make a decision on:

- a) the preparation of a job description and determination of whether the position is to be filled for a fixed term of years and for what period;
- b) the preparation of a job advertisement and on the publication of the job advertisement and the use of consultants in connection with the filling of the position;
- c) the appointment of a committee with the object of advising on the assessment of applicants' qualifications in connection with the job description. The composition of the committee shall reflect competencies of relevance to the assessment of applicants' academic and managerial qualifications as specified in the job description.

(2) The Board of Governors shall make a decision on the employment and dismissal of the Rector, cf. section 3(2)(e) of the Statutes, and shall ensure on the employment that the preferred applicant meets the requirements in section 10(1)-(3) of the Statutes.

(3) The Board of Governors shall, on the recommendation of the Rector, make a decision on the employment and dismissal of the Vice-Rector and the University Director, cf. section 3(2)(f) of the Statutes. When making the recommendation on the employment of the Vice-Rector the Rector shall ensure that the recommended applicant meets the requirements in section 10(1)-(3) of the Statutes.

(4) The Rector shall make a decision on the employment and dismissal of Deans and Directors as well as Heads of Department and Centre Directors.

(5) The Rector shall ensure when employing Deans as well as Heads of Department and Centre Directors that they meet the requirements mentioned in section 10(3) of the Statutes.